

Business in the Community Ireland

Directors' Report and Financial Statements for the financial year ended 31 December 2025

COMPANY REGISTERED NUMBER 338442

DIRECTORS’ REPORT AND FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2025

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DIRECTORS AND OTHER INFORMATION

BOARD OF DIRECTORS

Pat O'Doherty (Chairperson)
Debbie Byrne
Leisha Daly
Brendan Jennings
Chris Martin
David Murphy
Sinead Patton
Orlaigh Quinn
George O'Connor (resigned on 07 May 2025)
Margot Slattery (resigned on 22 July 2025)
Deborah Threadgold
Klair Neenan (appointed on 07 May 2025)
Kevin Thompson (appointed on 07 May 2025)
Declan Doyle (appointed on 8 September 2025)

CHIEF EXECUTIVE OFFICER

Tomás Sercovich

SECRETARY AND REGISTERED OFFICE

June Phelan

3rd Floor Phibsborough Tower
Phibsborough Road, Dublin 7
D07 XH2D

PRINCIPAL OFFICE

3rd Floor Phibsborough Tower
Phibsborough Road, Dublin 7
D07 XH2D

CHARITY REGISTERED NUMBER

CHY 13968

COMPANY REGISTERED NUMBER

338442

CHARITIES REGULATOR NUMBER

20044893

INDEPENDENT AUDITORS

Forvis Mazars
Chartered Accountants & Statutory Audit Firm
Harcourt Centre, Block 3
Harcourt Road
Dublin 2

SOLICITORS

A&L Goodbody LLP
International Financial Services Centre
North Wall Quay
Dublin 1, D01 H104

McCann Fitzgerald
Riverside One
Sir John Rogerson's Quay
Dublin 2, D02 X576

BANKERS

Bank of Ireland
Lower Baggot Street
Dublin 2, D02 Y754

Allied Irish Banks plc
52 Upper Baggot
Street,
Dublin 4, D02 X342

BUSINESS IN THE COMMUNITY IRELAND

DIRECTORS' REPORT

OBJECTIVES AND ACTIVITIES

Founded in 2000, Business in the Community Ireland is a movement for sustainable change in business. Our purpose is to inspire and enable business to bring about a sustainable, low carbon economy and a more inclusive society where everyone thrives.

The objectives of Business in the Community Ireland are:

1. Assist companies to engage in corporate responsibility and sustainability;
2. Help organisations to measure, report and communicate on corporate responsibility and sustainability;
3. Run The Business Working Responsibly Mark, its NSAI (National Standards Authority of Ireland) audited standard based on ISO 26000; and
4. Operate innovative social inclusion programmes focused on education and employment.

The strategies employed by Business in the Community Ireland to achieve the objectives are:

- Offer specialist advice and guidance to companies on corporate responsibility and sustainability;
- Provide networking opportunities for companies to share and learn best practice;
- Leverage our CEO-led platform, "The Leaders' Group on Sustainability", to drive collective action;
- Operate The Business Working Responsibly Mark and offer tools to reach that standard;
- Encourage and inspire companies to embed best practice across all their activities;
- Engage companies in our social inclusion programmes, targeting education and employment; and
- Engage members and other stakeholders, such as the government, on sustainability issues.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Business in the Community Ireland is a company limited by guarantee, not having share capital, governed by its Constitution dated 11 October 2016. The company is registered as a charity with the Revenue Commissioners and the Charities Regulator. There are currently 12 company members (2024: 11), each of whom has agreed to contribute €1.27 in the event of the charity winding up. The organisation complies with the Charities Governance Code as laid out by the Charities Regulator in Ireland which promotes high standards of governance and transparency in the charity sector. The Code provides clear guidelines on the roles, duties, and responsibilities of those who run community, voluntary and charitable organisations.

In 2024, a complete review of the governance code was undertaken to ensure compliance with the new Charities Governance Code introduced by the Charities Regulator. During 2025, Business in The Community Ireland continued its commitment to each principle of the Charities Governance Code - leadership, organisational controls, transparency, and accountability, working effectively, and behaving with integrity.

Prior to 1 January 2025, Business in the Community Ireland formed part of a group structure headed by The Foundation for Investing in Communities. Following a group reorganisation effective from 1 January 2025, Business in the Community Ireland became an independent stand-alone entity and, as at 31 December 2025, had no parent undertaking, ultimate controlling party, or related subsidiary undertakings.

DIRECTORS

Business in the Community Ireland shall nominate the directors. Initial appointment is for a three-year term, as recommended by the Chair of Business in the Community Ireland. A director can be reappointed for a second three-year term as per the Chair's recommendation to the Board. In exceptional circumstances, agreed by all of the directors, a director may remain on the Board having completed two, three-year terms for an additional maximum one-year term. When considering co-opting directors, the Board has regard to the requirement for any specialist skills needed as well as a broad diversity of thought and backgrounds.

BUSINESS IN THE COMMUNITY IRELAND

DIRECTORS' REPORT (CONTINUED)

STRUCTURE, GOVERNANCE AND MANAGEMENT (CONTINUED)

DIRECTORS' INDUCTION AND TRAINING

New directors undergo an orientation session to brief them on their legal obligations under charity and company law, the content of the Constitution, the committee and decision-making processes, the business plan and recent financial performance of the charity. During the induction day they meet key employees and other directors.

The directors and secretary, who served at any time during 2025 except as noted, were as follows:

Secretary
June Phelan

Directors

Pat O'Doherty
Debbie Byrne
Leisha Daly
Brendan Jennings
Chris Martin
David Murphy
George O'Connor (resigned on 07 May 2025)
Sinéad Patton
Orlaigh Quinn
Margot Slattery (resigned 22 July 2025)
Deborah Threadgold
Klair Neenan (appointed on 07 May 2025)
Kevin Thompson (appointed on 07 May 2025)
Declan Doyle (appointed on 8 September 2025)

ORGANISATION

The Board of Directors, which must have a minimum of 4 directors, oversees the operation of the company. The Board meets at least 4 times per annum. There were 5 meetings in 2025 (2024: 5) at which there was an average of 88% attendance (2024: 72%). Business in the Community Ireland shows the cumulative attendance figure by directors rather than individual directors as the organisation believes this impinges on the privacy of individual volunteer directors, without providing significantly enhanced information. There are no emoluments paid to directors.

The Audit & Risk Committee, established in December 2021, has the absolute discretion and authority to consider any financial, investment, audit and compliance activity and any other activity at the request of the Board. The committee met 5 times in 2025 (2024: 5). The Nominations, Governance and Remuneration Committee met 4 times in 2025 (2024: 4) and has been tasked with supporting the Board in defining a director recruitment process and carrying out a skills and diversity assessment exercise for future Board appointments and Governance matters.

The directors appoint a Chief Executive Officer to manage the day-to-day operations of the company. To facilitate effective operations, the Chief Executive has delegated authority, within terms of delegation approved by the directors, for operational matters.

FINANCIAL REVIEW

The Statement of Financial Activities and Balance Sheet for the year ended 31 December 2025 are shown on pages 16 and 17.

BUSINESS IN THE COMMUNITY IRELAND
DIRECTORS' REPORT (CONTINUED)

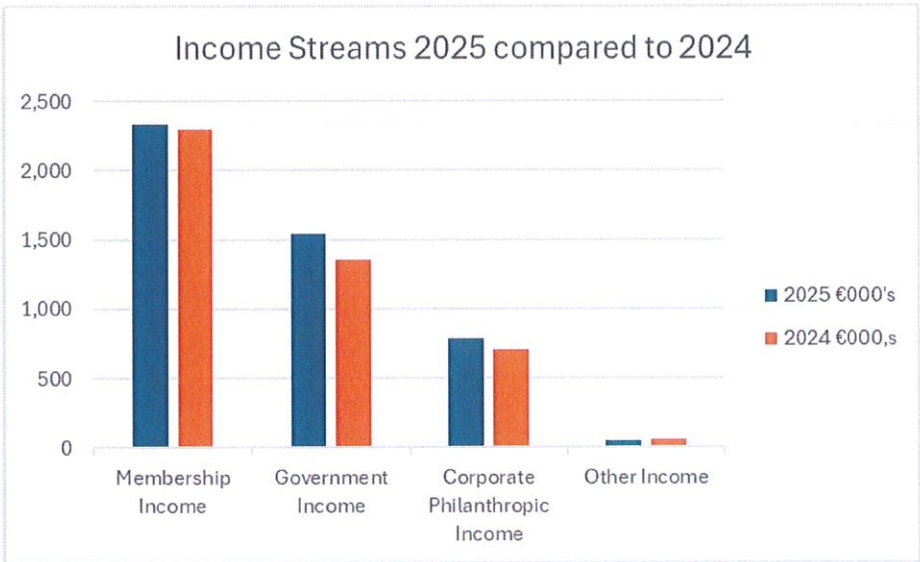
FINANCIAL REVIEW (continued)

The principal funding source for Business in The Community is corporate donations and government funding. In overall terms, Business in the Community Ireland recognised an increase in the year in total income of €10,633 (2024: increase of €478,234). This year we saw:

	€
Movement in unrestricted funds	84,589
Movement in restricted funds	(306,062)
Movement in designated funds	-
Total movement in funds	(221,473)

The Charities Statement of Recommended Practice (SORP) provides that income should be recognised when an entity becomes entitled to that income, it is probable that the income will flow to the entity and when it can be measured reliably.

Income as reported in the Statement of Financial Activities on page 16 was €4,412k in 2025 (2024: €4,401k). Total income by each income stream is presented below.



The increase in income by €11k was mainly due to an increase in government grants in the year. Membership fees remained stable with a slight increase year on year. Government grants increased due to increased funding for the EmployAbility programmes. Increased funding was seen in EmployAbility Dublin West and North and also increased funding for the Workability Programme.

Total expenditure increased by €109k and amounted to €4,633k for the Financial Year 2025 (2024: €4,524k).

The main reasons for the increases in expenditure were an increase in salary costs and overheads in line with inflation plus growth in staffing in the Employment Programmes.

All of Business in the Community Ireland income, including members' contributions, is used solely to finance expenses incurred in connection with its mission and strategy.

Business in the Community provide support to its members around its key purpose and operates several programmes aligned to its objectives. Each year it targets to breakeven or generate a small surplus from its activities. Its activities in 2025 generated a surplus of €83.4k. Under SORP accounting certain income is required to be accounted for when the income recognition criteria are met and not when the related expenditure is incurred. The Statement of Financial Activities for 2025 reports a deficit of €221k as some of the programme funding for 2025 was received and recognised in earlier years as required under the relevant

FINANCIAL REVIEW (continued)

Accounting standard.

Unrestricted funds increased by €84.6k in the year (2024: €131k decrease), primarily due to an overall surplus at year end 2025.

The movement in restricted funds, detailed in Note 15, reflects funding that has been designated by funders for specific programmes and activities. The net movement in the unspent restricted funds arises from the differences in timing between the recognition of the income and the incurring of the related expenditure. The restricted funds of €432k at 31 December 2025 decreased by €306k (2024: increase €34k).

Designated reserves remained the same at the end of 2025 with a balance of €123k (2024: €123k). This followed a delay in designated fund spend for 2025.

The Directors consider both the statutory results and the movement in restricted funds when assessing the financial performance and financial sustainability of the Charity.

Reserves Policy

The directors have established the level of reserves (that is those funds that are freely available) that the charity ought to maintain, as set to a target cover of 9 months' operational costs, not including programme funding. The directors estimate the operational costs to be €2,418,522 per annum. The reserves may be needed to bridge the gaps between spending on operational costs and income, should current funding flows discontinue. Business in the Community Ireland has unrestricted reserves as at 31 December 2025 of €1,196,357 (2024: €1,111,768). In addition, an amount of €481,250 (2024: €538,666) of unrestricted income is available under deferred income from membership revenue where Business in the Community Ireland has entitlement to the funds in future years.

Designated Reserves are those which have been set aside for particular purposes by the directors in the furtherance of the company's charitable objectives. The designated reserves balance at 31 December 2025 stood at €123,288 (2024: €123,288). An annual review of designated reserves is carried out by the Audit and Risk Committee.

Restricted reserves are funds received and used for a specific charitable purpose. The restricted reserves balance at 31 December 2025 stood at €432,411 (2024: €738,473). In addition, an amount of €299,463 (2024: €305,513) of restricted income is available under deferred income from membership revenue where BITCI has entitlement to the funds in future years.

Plans for future years

In February 2025, the Board signed off on a new three-year Strategic Action Plan for Business in the Community Ireland: "Innovate, Collaborate and Transform". This new strategy aims to raise the ambition of the organisation as leaders in sustainability and social inclusion. Aligned to the 25th anniversary of the organisation, the strategy was guided by an external context analysis, meaningful stakeholder engagement and key input from the team.

Three strategic objectives will guide the Business in the Community Ireland strategy:

1. Grow our reach for impact: Being part of a movement of business driving impact in sustainability and social inclusion, growth in the number of businesses and other stakeholders engaging with the organisation to achieve impact is a key objective. In pursuit of powerful collective action, we aim to segment and attract businesses at multiple levels of scale and maturity. We will develop our proposition so that our offering is clear and relevant, meeting diverse business needs for impact.
2. Innovate for the integration of sustainability and social inclusion: As sustainability becomes more embedded in business operations, there is a risk of fragmentation between environmental and social aspects. The pursuit of an integrated approach, where no-one is left behind as we move to a green, prosperous, and inclusive economy, will require targeted innovation to develop integrated offerings.

Plans for future years (continued)

3. Set the ambition for business leadership on collective action: Collective action has long been a cornerstone of the organisation's approach to change. From a collective approach in setting Climate Transitions Plans, to developing Diversity, Equity and Inclusion policies, and engaging communities through targeted education and employment initiatives, it is clear that collective action by business and other stakeholders is key to tackling societal challenges and maximising positive outcomes.

A series of specific organisational goals and critical enablers underpin the achievement of the strategic objectives.

More information: <https://bitc.ie/wp-content/uploads/2025/03/BITCI-Strategic-Plan-2025-2028.pdf>

GOING CONCERN

The financial statements have been prepared on a going concern basis, that is, that the company will be able to continue normal operations for the foreseeable future. The foreseeable future is defined as a period not less than 12 months from the date the Financial Statements were signed. The company's forecasts and projections, taking account of reasonable possible changes in performance, the results for the year and approved budgets for a period not less than twelve months from the date of signing the financial statements, show that the company will be able to operate within the level of its current cash resources. The directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. They continue to adopt the going concern basis of accounting in preparing the annual financial statements. The organisation engages with the Board on a robust risk management matrix to ensure internal and external factors that might impact on its ability to continue to operate are mitigated and managed.

RISK MANAGEMENT

The directors developed a risk management strategy which comprises:

- Risk Register, to assess the likelihood and potential impact of those risks and to identify the principal risks;
- Annual review of the risks the charity may face;
- Establishment of systems and procedures to mitigate those risks identified in the review; and
- Implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

FINANCIAL RISK MANAGEMENT

Principal risks and mitigating controls:

Cash flow risk:

Business in the Community Ireland holds a number of bank accounts deposited in a number of different financial institutions ensuring the security of our funds and also endeavouring to maximise the return available. The company's activities expose it primarily to the financial risks of changes in interest rates. Interest bearing assets are held at fixed rates to ensure certainty of cash flows.

Credit risk:

The company's principal financial assets are bank balances and cash. The credit risk on cash at bank is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies. The organisation has no significant concentration of credit risk, with exposure spread over a number of counterparties and customers.

Discovery of fraud:

Business in the Community Ireland finance team monitors internal financial controls on an ongoing basis, ensures full compliance with all of our statutory obligations, and separates key duties and responsibilities in accordance with best practice to both detect and prevent fraud.

FINANCIAL RISK MANAGEMENT (continued)

Cyber-attack:

Business in the Community Ireland has engaged suitable expertise, both internally and from external professional firms as appropriate, to ensure that all IT systems operate in accordance with best practice and that the risk of cyber attackers gaining access to confidential data is kept to a minimum. Anti-virus software and firewalls are in place on all IT systems and ongoing cyber security awareness training is taking place. A Business Continuity and IT Disaster Recovery Policy is also in place.

Compliance failure:

A strong compliance culture exists throughout the organisation. This is supported and led by the senior management team, which ensures that ongoing training is provided to staff to enable them to perform their duties and responsibilities in accordance with best practice.

Risk analysis of the new Strategy:

As part of the strategy development process, the Board and executive risk assessed the strategy to consider any issues that needed to be addressed. On-going risk assessment is built into the evaluative process for the strategy, with regular oversight by the executive, and bi-annual consideration by the Board.

ACHIEVEMENTS AND BUSINESS IMPACT

During 2025, Business in the Community Ireland had the following impacts:

Business Engagement

Having started the year with 107 members, we ended the year with 103 members. After adjustment of active members in the budget, the net result for 2025 is a reduction of four (5 new, 9 exits). The annual retention rate was 92%.

In addition to the funding received from government departments and other grant-making bodies, the Charity's member companies contributed €2,336,400 through membership subscriptions during the year. Members also provided additional financial support for specific projects and initiatives. This support enables the charity to deliver programmes that promote responsible business practices, inclusive employment, education, and sustainable development across Ireland.

Responsible Business

- 2025 was the first year of the Accelerate Pact for Climate and Nature. 18 members signed up to the Community of Practice. The first Climate Transition Plan Scorecard, a key element of this initiative, developed in partnership with Dublin City University, was published in November and received national media attention.
- 2025 ended with 38 companies holding the Business Working Responsibly Mark. The Responsible Business Association, comprised of Mark-certified companies, has evolved into a committed group in supporting Mark visibility and promoting it to new companies. A redesign and publication of the Mark standard and guidance materials was undertaken, to support market credibility.
- 64 companies featured in the 2025 Elevate Pledge for Inclusive Workplaces annual report.
- Following on the 2024 pilot of the Climate Action Programme for SMEs, 60 businesses participated in the 2025 cohort. Business in the Community Ireland staff certified as accredited Carbon Literacy trainers, creating the opportunity to bring delivery in-house.
- The team engaged with members on 130 requests for advice and support, ranging from expert consultations to in-depth social strategy projects.
- The Peer Support Series format showed good traction, with the Governance and Reporting Series completing a second year with ongoing strong engagement. A Scope 3 Emissions series went into development for roll-out in 2026.
- We maintained active relationships with key stakeholders such as NSAI, ISO, CSR Europe, World Business Council for Sustainable Development, and various government departments and agencies. We prepared presentations for DETE's Responsible Business Forum, and co-hosted a joint DETE-OECD event to launch a Responsible Business Compass for Ireland. We also initiated a collaboration with Bord Bia, providing Human Rights content to the Origin Green programme.

Education Programmes

- During 2025, there were 11 Education programmes delivered, predominantly to students, with 2 programmes being educator-focused.
- 2025 ended with over 6,700 (2024: 6,200) students and 847 educators were impacted by our programmes.
- A total of 176 post-primary partnerships took place (2024: 163) comprising 112 links on World of Work (2024: 120), 26 engaged on Towards Your Future (2024: 18) and 38 Student Mentoring (2024: 36).
- 78 (2024: 70) primary school Time to Read and Time to Count programmes were completed. These programmes are literacy and numeracy interactions that support the Government's strategy in this area and engaged approximately 1,300 students.
- Over 5,200 students in secondary schools received workplace insights and soft skills for their future working lives.
- Through the Industry Insights for Teachers programme, 18 companies were showcased across 15 sessions (2024: 16 sessions) to post-primary students and their teachers/career guidance counsellors in a mix of online and in-person delivery modes.
- 2025 was the second full year of the P-TECH programme managed by Business in the Community Ireland. 1,020 students engaged on P-TECH and 214 placements of 5-week duration of approximately 120 hours' placement per student.
- Approximately 3,000 hours (2024: 3,200) of work experience was provided through the Summer Work Placement programme to 17 (2024: 18) post-Leaving Certificate students. In addition, almost 3,500 hours (2024: 3,060) of Transition year work experience was provided through the Time to Grow programme to 136 (2024: 123) students.
- CES Transitions Pilot Programme supported 270 students in 40 special education schools in Dublin & Galway with 80 mock interviews, 1 careers fair and 20 classroom sessions.

Education Programme Funders

- €270,547 (2024: €270,547) was received from Tusla (restricted funding) for our post-primary student programmes.
- €32,212 (2024: €29,826) was received from the Department of Education for the Industry Insights for Teachers Programme.
- An Post continued as headline sponsor of Time to Read and Time to Count during 2025 and fund these programmes at €50,000 per annum.
- €20,000 (2024: €20,000) was received from the Dormant Accounts Funds through the Department of Education for the Time to Count programme.
- €20,000 (2024: €20,000) was provided from Cornmarket to sponsor the Management Excellence for Principal's programme.
- Funding for 2 years of Student Mentoring was confirmed as part of a new 2-year funding agreement with basis.point with €55,000 confirmed for 2025 (2024: €55,000).
- €61,500 (2024: €50,000) was received from basis.point to fund the delivery of two work placement programmes: Time to GROW and Summer Work Placement Programme.
- €20,000 (2024: €20,000) was received from Gas Networks Ireland for the development of a Sustainability module and national Youth Engagement Competition for the World of Work programme.

Employment Programmes

The main initiatives under this programme are:

- Employment for People from Immigrant Communities (EPIC) works with asylum seekers, refugees, and vulnerable migrants to equip them to gain and sustain employment or training.
- EmployAbility supports jobseekers with a health issue or disability to gain and sustain employment. Department of Social Protection funds the EmployAbility service. There are 23 services around the country. In 2024 we were awarded contracts for EmployAbility Dublin North and Dublin West.
- Women@Work supports women who are distanced from the workplace (i.e., not in work, training or on a jobseeker payment) to gain and sustain employment, training, or other positive progress towards employment;
- The Traveller Employment Programme (TEP) supports Irish Travellers to progress to training and employment and to sustain employment.
- Workability engages students with additional needs in their last 2 years of secondary school by introducing the world of work and then for their first year out of school in a job coaching capacity.

BUSINESS IN THE COMMUNITY IRELAND

DIRECTORS' REPORT (CONTINUED)

Employment Programmes (continued)

During 2025:

- 828 (2024: 763) jobseekers engaged with our employment programmes;
- 185 (2024: 296) jobseekers entered employment;
- 121 (2024: 143) people undertook internships, training, or other positive progressions.

Employment Programmes funders

The core Employment Programmes are mainly funded by government.

- In late 2024, the EPIC programme received funding of €100,000 from the International Protection Integration Fund within the Department of Children, Equality, Disability, Integration & Youth. A further €100,000 was received in 2024 from the Ireland Against Racism Fund funding the EPIC Programme to September 2025. In 2022, the EPIC programme received partial funding from the Department of Children, Equality, Disability, Integration and Youth to support people in the International Protection System and Ukrainian people under the Temporary Protection Directive, with the final payment of this fund received in 2025 of €50,000. A further €79,507 was received in 2025 from The Department of Justice, Home Affairs and Migration.
- During 2025 we received funding of €60k from ESB - Energy for Generations fund, €50k from Bidvest Noonan, €30k from Deloitte, €20k from Accenture and €10k from RSA Insurance towards the cost of delivering EPIC.
- During 2023, the Department ran a tender process for funding to run from 2024-2026 (3yrs). We applied for 2 lots - Dublin West and Dublin North. We were awarded €399,000 for 2025 for EmployAbility Dublin West and were awarded €384,000 in 2025 for EmployAbility Dublin North.
- In July 2024 we secured funding from Pobal on behalf of the Department of Social Protection under Workability: Inclusive Pathway to Employment Programme. Total funds secured up to €878,997 for the period July 2024 to December 2028.
- The Traveller Employment Programme secured funding for the next 3 years running from August 2025. Total funding equates to €186,200 from Rethink Ireland, and €145,955 funded by private donors through Community Foundation Ireland.

POLITICAL DONATIONS.

The Charity did not make any political donations in the financial year (2024 - €nil).

POST BALANCE SHEET EVENTS

There have been no events subsequent to the year-end that require any adjustment to, or additional disclosure in the 2025 financial statements.

ACCOUNTING RECORDS

The measures that the directors have taken to secure compliance with the requirements of Sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records are the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems.

The company's accounting records are maintained at the company's business office at 3rd Floor, Phibsborough Tower, Phibsborough Road, Dublin 7, DO7 XH2D.

BUSINESS IN THE COMMUNITY IRELAND

DIRECTORS' REPORT (CONTINUED)

STATEMENT OF DISCLOSURE OF INFORMATION TO AUDITORS

Each of the persons who is a Director at the date of approval of this report confirms that:

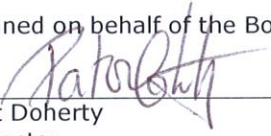
- (i) So far as the Director is aware, there is no relevant audit information of which the company's auditors are unaware; and
- (ii) The Director has taken all the steps that he/she ought to have taken as a Director in order to make himself/herself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of Section 330 of the Companies Act 2014.

AUDITORS

The auditors, Forvis Mazars, Chartered Accountants and Statutory Audit Firm, will continue in office in accordance with Section 383(2) of the Companies Act, 2014.

Signed on behalf of the Board:


Pat Doherty
Director


Brendan Jennings
Director

Date: 07/09/2026

BUSINESS IN THE COMMUNITY IRELAND

DIRECTORS' RESPONSIBILITIES STATEMENT

The directors are responsible for preparing the directors' report and the financial statements in accordance with the Companies Act 2014.

Irish company law requires the Directors to prepare financial statements for each financial year. Under the law, the Directors have elected to prepare the financial statements in accordance with the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council and The Statement of Recommended Practice (Charities SORP (FRS 102)), issued by the Charity Commission for England and Wales, the Charity Commission for Northern Ireland and the Office of the Scottish Charity Regulator.

Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the surplus or deficit of the company for the financial year and otherwise comply with the Companies Act 2014.

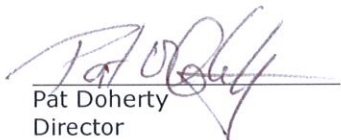
In preparing these financial statements, the directors are required to:

- Select suitable accounting policies for the company financial statements and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and directors' report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Legislation in Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions. The directors are responsible for the maintenance and integrity of the corporate and financial information included on the company's website.

Signed on behalf of the Board;


Pat Doherty
Director


Brendan Jennings
Director

Date: 07/09/2026

Independent auditor's report to the members of Business in the Community Ireland

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Business in the Community Ireland ('the Company'), for the year ended 31 December 2025, which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows, and notes to the financial statements, including the summary of significant accounting policies set out in note 1. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* issued in the United Kingdom by the Financial Reporting Council (FRS 102).

In our opinion, the accompanying financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company as at 31 December 2025, and of its results for the year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report.

We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The directors are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by law

Companies Act 2014

In our opinion, based on the work undertaken in the course of the audit, we report that:

- the information given in the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements;
- the directors' report has been prepared in accordance with applicable legal requirements;
- the accounting records of the Company were sufficient to permit the financial statements to be readily and properly audited; and
- the financial statements are in agreement with the accounting records.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report.

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of Sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions are not complied with by the Company. We have nothing to report in this regard.

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the directors' responsibilities statement set out on page 12, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

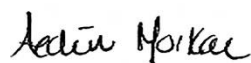
Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Irish Auditing and Accounting Supervisory Authority's website at: <https://iaasa.ie/publications/description-of-the-auditors-responsibilities-for-the-audit-of-the-financial-statements>. This description forms part of our auditor's report.

The purpose of our audit work and to whom we owe our responsibilities

Our report is made solely to the Company's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the Company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

A handwritten signature in black ink, reading 'Aedin Morkan'.

Aedin Morkan
for and on behalf of Forvis Mazars
Chartered Accountants & Statutory Audit Firm
Harcourt Centre, Block 3
Harcourt Road
Dublin 2
Date: 17 September 2026

BUSINESS IN THE COMMUNITY IRELAND

STATEMENT OF FINANCIAL ACTIVITIES (Including Income & Expenditure Account) FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2025

	Notes	Unrestricted Funds €	Designated Funds €	Restricted Funds €	Total 2025 €	Unrestricted Funds €	Designated Funds €	Restricted Funds €	Total 2024 €
Income from:									
Donations and legacies	4	1,905,617	-	1,077,408	2,983,025	1,809,071	-	1,654,496	3,463,567
Charitable Activities	4	-	-	1,302,103	1,302,103	-	-	883,444	883,444
Other	4	59,022	-	67,733	126,755	31,853	-	22,386	54,239
Total income		1,964,639	-	2,447,244	4,411,883	1,840,924	-	2,560,326	4,401,250
Expenditure on:									
Raising funds	5	(175,648)	-	-	(175,648)	(175,092)	-	-	(175,092)
Charitable activities	5	(1,417,679)	-	(2,753,306)	(4,170,985)	(1,513,477)	(25,459)	(2,513,828)	(4,052,764)
Other	5	(286,723)	-	-	(286,723)	(296,146)	-	-	(296,146)
Total expenditure		(1,880,050)	-	(2,753,306)	(4,633,356)	(1,984,715)	(25,459)	(2,513,828)	(4,524,002)
Taxation	9	-	-	-	-	-	-	-	-
Net Income/(Expenditure)	10	84,589	-	(306,062)	(221,473)	(143,791)	(25,459)	46,498	(122,752)
Net transfer between funds	15	-	-	-	-	12,758	-	(12,758)	-
Net movement in funds		84,589	-	(306,062)	(221,473)	(131,033)	(25,459)	33,740	(122,752)
Total funds brought forward	15	1,111,768	123,288	738,473	1,973,529	1,242,801	148,747	704,733	2,096,281
Total funds carried forward	15	1,196,357	123,288	432,411	1,752,056	1,111,768	123,288	738,473	1,973,529

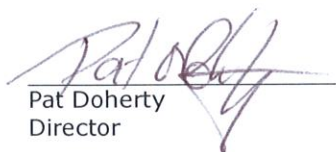
There are no other recognised gains or losses other than those included in the net income/(expenditure) for the financial year. All income and expenditure derive from continuing activities. The notes on pages 19 to 32 form part of these financial statements.

BUSINESS IN THE COMMUNITY IRELAND

BALANCE SHEET AS AT 31 DECEMBER 2025

	Notes	2025 €	2024 €
FIXED ASSETS			
Tangible fixed assets	11	<u>19,631</u>	<u>14,683</u>
CURRENT ASSETS			
Debtors: (amounts falling due within one year)	12	<u>89,818</u>	<u>85,472</u>
Cash at bank		<u>2,818,491</u>	<u>3,071,550</u>
Total current assets		<u>2,908,309</u>	<u>3,157,022</u>
LIABILITIES:			
Creditors: amounts falling due within one year	13	<u>(395,171)</u>	<u>(353,997)</u>
Deferred Income	16	<u>(780,713)</u>	<u>(844,179)</u>
		<u>(1,175,884)</u>	<u>(1,198,176)</u>
NET CURRENT ASSETS		<u>1,732,425</u>	<u>1,958,846</u>
NET ASSETS		<u>1,752,056</u>	<u>1,973,529</u>
THE FUNDS OF THE CHARITY:			
Restricted funds	15a	<u>432,411</u>	<u>738,473</u>
Unrestricted funds	15b	<u>1,196,357</u>	<u>1,111,768</u>
Designated funds	15c	<u>123,288</u>	<u>123,288</u>
TOTAL CHARITY FUNDS		<u>1,752,056</u>	<u>1,973,529</u>

The financial statements were approved by the Board of Directors on 07/09/2026 and signed on its behalf by:


Pat Doherty
Director


Brendan Jennings
Director

The notes on pages 19 to 32 form part of these financial statements.

BUSINESS IN THE COMMUNITY IRELAND**STATEMENT OF CASH FLOW
AS AT 31 DECEMBER 2025**

	Notes	2025 €	2024 €
Reconciliation of net expenditure to net cash flows from operating activities:			
Net expenditure		(221,473)	(122,752)
Depreciation	11	16,209	14,453
(Increase) / Decrease in debtors		(4,346)	277,818
(Decrease) / Increase in creditors		(22,292)	129,102
Net cash flows from operating activities		(231,902)	298,621
Net cash flows from investing activities			
Capital expenditure	11	(21,157)	(11,763)
(Decrease) / increase in cash and cash equivalents		(253,059)	286,858
Reconciliation of cash balance:			
Cash balance at start of financial year		3,071,550	2,784,691
Movement in cash in the financial year		(253,059)	286,859
Cash balance at end of the financial year		2,818,491	3,071,550

1. ACCOUNTING POLICIES

General information and format of financial statements

Business in the Community Ireland is a company incorporated in Ireland under the Companies Act 2014 as a company limited by guarantee and is a registered charity with its registered office at 3rd Floor Phibsborough Tower, Phibsborough Road, Dublin 7, D07 XH2D registered number 338442. The nature of the company's operations and its principal activities are set out in the directors' report on pages 3 to 11.

As permitted by Section 291(3)(4) of the Companies Act 2014, the company has varied the standard formats specified in that Act for the Statement of Financial Activities and the Balance Sheet. Departures from the standard formats, as outlined in the Companies Act 2014, are to comply with the requirements of the Charities SORP and are in compliance with Sections 4.7, 10.6 and 15.2 of the Charities SORP.

The company meets the definition of a Public Benefit Entity under FRS102. As a registered charity, the company is exempt from the reporting and disclosure requirements to prepare a directors' report under Section 325 (1) (c) Companies Act 2014 but does so in compliance with the Charities SORP. There is nothing to disclose in respect of directors' interests in shares or debentures of the company under Section 329 Companies Act 2014.

Statement of Compliance

The financial statements have been prepared under the historical cost convention and in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland issued by the Financial Reporting Council, as applied in accordance with the provisions of the Companies Act 2014, and with the Accounting and Reporting by Charities Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with FRS102 ("the Charities SORP") ("relevant financial reporting framework").

Currency

The financial statements are measured and presented in the currency of the primary economic environment in which the entity operates (its functional currency). The financial statements are presented in Euro (€) which is also the functional currency of the company.

Basis of preparation

The financial statements have been prepared under the historical cost convention. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP 2019) "Accounting and Reporting by Charities", in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), issued by the Financial Reporting Council ("relevant financial reporting framework"), and the Companies Act 2014. Financial reporting in line with the SORP is considered best practice for charities in Ireland. As noted above, the directors consider the adoption of the SORP requirements is the most appropriate accounting to properly reflect and disclose the activities of the organisation.

In accordance with Section 1180(8) of the Companies Act, 2014, the company is exempt from including the word "Limited" in its name. The company is limited by guarantee and has no share capital.

1. ACCOUNTING POLICIES (CONTINUED)

Donations and legacies and other income

This income which consists of monetary donations from corporates, trusts, charities, government bodies and members of the public together with any related tax refunds, are recognised in the year in which the organisation is entitled to the resources and are recognised when the funds have been received.

Voluntary income including donations and grants that provide core funding or are of a general nature are recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when:

The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Membership income is recognised on receipt of funds from the member regardless of whether it is received in the period to which it relates. Membership periods for Advisory Services do not always correspond to a calendar or financial year and those amounts received but pertaining to a subsequent financial year are therefore deferred at year end. Membership income is not accrued as there is not probability of receipt until funds are received. Membership periods for School Business Partnership correspond to a school calendar year, September to August, and 8/12 of the amounts received are therefore deferred at year end.

Income from Charitable Activities

This income consists of money received through government grant agreements. It is accounted for using the performance model by crediting the statement of financial activities in the period in which the services are delivered. Grants are recognised where there is entitlement, probability of receipt and the amount can be measured reliably.

Volunteers and donated services and facilities

The value of services provided by volunteers is not incorporated into these financial statements and does not constitute a substantial part of the charitable activities. SORP specifically does not require disclosure of these services.

Expenditure

Expenditure is recognised when a liability is incurred. Contractual arrangements are recognised as goods or services are supplied.

Expenditure is analysed between costs of raising funds, charitable activities and other. The costs are recognised when an obligation exists as a result of a past event and a monetary transaction is required to fulfil the obligation.

Support costs which cannot be attributed to any of the headings are allocated on a basis consistent with the use of resources.

BUSINESS IN THE COMMUNITY IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2025

1. ACCOUNTING POLICIES (CONTINUED)

Fundraising costs are those costs incurred in attracting voluntary income.

Charitable activities include those costs incurred directly in the delivery of programme services and include allocation and support costs that have been allocated to activity cost centres on a basis consistent with the use of resources, e.g., allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Other costs are those costs incurred in the governance of the charity and its assets and include costs associated with constitutional and statutory requirements.

Irrecoverable VAT

All expenditure is classified under activity headings that aggregate all costs related to the category. As VAT is irrecoverable, it is charged against the category of expenditure for which it was incurred.

Tangible fixed assets

Individual tangible fixed assets are capitalised at cost and are stated in the balance sheet at cost less accumulated depreciation. Assets are written off from start of use in equal annual instalments over their estimated useful lives and in full in the year of disposal.

IT equipment	3 years
EPIC & Workability equipment	3 years
Employability equipment	3 years
Women at Work	3 years
School Business Partnership equipment	3 years
Membership services team equipment	3 years
Premises Fittings	5 years

Financial Instruments

Financial assets and financial liabilities are recognised when the charitable company becomes a party to the contractual provisions of the instrument. Financial liabilities are classified according to the substance of the contractual arrangements entered into.

(i) Financial assets and liabilities

All financial assets and liabilities are initially measured at transaction price (including transaction costs) unless the arrangement constitutes a financing transaction. If an arrangement constitutes a finance transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charitable company transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charitable company, despite having retained some significant risks and rewards of ownership, has transferred control of the asset to another party and the other party has the practical ability to sell the asset in its entirety to an unrelated third party and is able to exercise that ability unilaterally and without needing to impose additional restrictions on the transfer.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled, or expires. Balances that are classified as payable or receivable within one year on initial recognition are measured at the undiscounted amount of the cash or other consideration expected to be paid or received, net of impairment.

BUSINESS IN THE COMMUNITY IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2025

1. ACCOUNTING POLICIES (CONTINUED)

(ii) *Cash and Cash Equivalents*

Cash and cash equivalents include cash in hand, cash held in current accounts with Irish banks and cash on short notice deposit accounts.

(iii) *Debtors*

Debtors are recognised at the settlement amount due after any discount offered.

(iv) *Creditors and provisions*

Creditors and provisions are recognised where there is a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be reliably measured or estimated. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due and at their present value where the time value of money is deemed significant.

Pensions

The company has in place a PRSA scheme as prescribed by legislation. Membership of the scheme is voluntary, and employees may join immediately upon commencement. Following successful completion of the probationary period and a confirmation of appointment as staff member, the organisation will contribute a maximum of 5% of that person's salary to the PRSA scheme, subject to the individual making a 5% contribution to the PRSA scheme. The employer collects the employee contributions and remits the total (employee + employer) contribution to the scheme provider within the specified period, on behalf of the employee. The scheme provider is New Ireland Assurance.

Operating Leases

Rentals applicable to operating leases where substantially all the benefits and risks of ownership remain with the lessor are charged to the Statement of Financial Activities (SOFA).

Funds Accounting

Funds held by the charity are:

Restricted funds - these are funds that can only be used for restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for restricted purposes.

Unrestricted funds - these are funds which can be used in accordance with the charitable objects at the discretion of the directors.

Designated funds - these are funds which have been set aside for particular purposes by the company itself, in furtherance of the company's charitable objects.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

In the application of the company's accounting policies, which are described in note 1, the directors are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

BUSINESS IN THE COMMUNITY IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2025

2. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY (CONTINUED)

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods. Information about critical judgements in applying accounting policies that have the most significant effect on the amounts recognised in the financial statements is included in the accounting policies and the notes to the financial statements.

The directors consider the following to be the critical judgements and sources of estimation requiring disclosure.

Income recognition

All income received is used to finance expenditure incurred in furtherance of BITCI objectives. Income is recognised and included in the Statement of Financial Activities when BITCI has entitlement to the income, it is probable that the income will be received, and the amount can be measured reliably. Income is not recognised in the Statement of Financial Activities until the certainty of entitlement has been established. The balances of unspent restricted charitable funds are carried forward as Restricted Income Funds.

Income received relating to future accounting periods is deferred and released to the period it relates to. Membership income received during the year which relates to future periods is deferred and recognised as a creditor within the balance sheet.

As an intrinsic part of the accounting system, funds are accounted for to ensure that funders' requirements in respect of their receipt, disbursement and reporting are fully satisfied. Those restricted funds that warrant separate disclosure in demonstrating different areas of work are shown in note 15.

Going concern

The company's forecasts and projections, taking account of reasonable possible changes in performance, results for the year and approved budgets for a period not less than twelve months from the date of signing the financial statements, show that the company will be able to operate within the level of its current cash resources.

The directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. They continue to adopt the going concern basis of accounting in preparing the annual financial statements.

3. LEGAL STATUS OF THE COMPANY

The company is a company limited by guarantee and not having a share capital. The liability of each member in the event of winding up is limited to €1.27.

4. INCOME

	2025 €	2024 €
Membership fees	2,336,400	2,300,842
Government grants	1,302,103	883,444
Donations	646,625	1,162,755
Other	126,755	54,239
	<u>4,411,883</u>	<u>4,401,250</u>

All income is derived in the Republic of Ireland.

BUSINESS IN THE COMMUNITY IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2025

5. EXPENDITURE

Raising funds

	2025	2024
	€	€
Staff costs	140,906	146,390
Administration costs	9,933	10,022
Overhead allocation	24,809	18,680
	<u>175,648</u>	<u>175,092</u>

	2025	2024
	€	€
Charitable activities		
Staff costs	3,426,433	3,325,433
Administration costs	307,177	298,426
Overhead allocation	437,375	428,905
	<u>4,170,985</u>	<u>4,052,764</u>

	2025	2024
	€	€
Other		
Staff costs	219,186	227,797
Administration costs	18,355	37,389
Overhead allocation	49,182	30,960
	<u>286,723</u>	<u>296,146</u>

Other costs

Other costs are primarily associated with supporting charitable and fund-raising activities and include governance costs of €34,819 in 2025 (2024: €35,769).

6. STAFF NUMBERS AND COSTS

- (a) The average number of full-time equivalent employees (including part time staff) during the financial year was as follows:

Programme	2025 No	2024 No
BITCI membership services	20	25
Schools' Business Partnership	23	21
Employment Services	26	23
Shared services (Finance & HR)	10	13
Marketing & Communications	5	4
Total full time equivalent	<u>84</u>	<u>81</u>

- (b) Analysis of staff costs which are charged to the SOFA

	2025	2024
	€	€
Salaries and wages	3,318,216	3,266,876
Social Insurance Costs	358,782	351,237
Employer's pension costs	109,527	81,507
	<u>3,786,525</u>	<u>3,699,620</u>

BUSINESS IN THE COMMUNITY IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2025

7. KEY MANAGEMENT COMPENSATION/REMUNERATION

In July 2025, The Foundation for Investing in Communities transferred the contractual employment of staff to the subsidiary entity, Business in the Community Ireland and The Community Foundation for Ireland. The total cumulative amount paid to key management in Business in the Community Ireland including pension entitlements is €667,195 (2024: €571,552).

The salary bands (exclusive of Employer's PRSI and pension entitlement) for salaries of staff, allocated to, Business in the Community Ireland are noted below.

Salary Band	2025 No.	2024 No.
€60,000 – €70,000	1	-
€70,000 – €80,000	5	3
€80,000 – €90,000	3	5
€90,000 – €100,000	-	-
€100,000 – €110,000	-	-
€110,000 – €120,000	-	-
€120,000 – €130,000	1	1

Benefits for all staff, including senior management, comprise entitlements to pension contributions, death in service, discretionary income protection and Employee Assistance Programme.

The CEO's total salary inclusive of Employer's PRSI and pension entitlement is €131,912 (2024: €125,660).

8. DIRECTOR REMUNERATION

No director received remuneration or expenses during the financial year (2024: €nil).

9. TAXATION

Business in the Community Ireland is a registered charity and has been granted tax exemption status by Revenue.

10. NET INCOME/(EXPENDITURE)

	2025 €	2024 €
The net income/(expenditure) for the financial year is stated after charging:		
Auditor's remuneration - statutory audit services	29,705	28,290
Depreciation	16,209	14,453

BUSINESS IN THE COMMUNITY IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2025

11. TANGIBLE FIXED ASSETS

	IT	EPIC & Workability	Employability Combined West & North	Women at Work	School business partnership	Membership service team	Premises Fittings	Total
	€	€	€	€	€	€	€	€
Cost								
On 1 January 2025	101,787	9,718	14,259	2,128	31,329	41,503	247,094	447,818
Additions	14,451	1,313	1,411	-	1,278	196	2,508	21,157
On 31 December 2025	116,238	11,031	15,670	2,128	32,607	41,699	249,602	468,975
Accumulated depreciation								
On 1 January 2025	(96,463)	(9,650)	(7,957)	(2,128)	(29,272)	(40,571)	(247,094)	(433,135)
Charge	(7,483)	(1,196)	(3,740)	-	(2,244)	(1,128)	(418)	(16,209)
On 31 December 2025	(103,946)	(10,846)	(11,697)	(2,128)	(31,516)	(41,699)	(247,512)	(449,344)
Carrying value								
On 31 December 2025	12,292	185	3,973	-	1,091	-	2,090	19,631
On 31 December 2024	5,324	68	6,302	-	2,058	932	-	14,684

BUSINESS IN THE COMMUNITY IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2025

12. DEBTORS: (amounts falling due within one year)

	2025 €	2024 €
Amounts due from former group companies (note 21):		
- The Community Foundation for Ireland	-	54,511
- The Foundation for Investing in Communities	-	1,628
Debtors	59,678	1,239
Prepayments	30,140	28,094
	<u>89,818</u>	<u>85,472</u>

13. CREDITORS: (amounts falling due within one year)

	2025 €	2024 €
Trade creditors	27,110	27,557
Accruals	283,262	235,752
Payroll	84,799	90,688
Deferred Income (note 16)	780,713	844,179
	<u>1,175,884</u>	<u>1,198,176</u>

Trade creditors, accruals and grants payables are payable at various dates in the next three months in accordance with the suppliers' and grants usual terms and conditions.

14. FINANCIAL INSTRUMENTS

The carrying value of the company's financial assets and liabilities are summarised by category below: -

	2025 €	2024 €
Financial assets		
<i>Measured at undiscounted amount receivable</i>		
Trade debtors (note 12)	59,678	1,239
Amounts due from former group companies (note 12)	-	56,139
	<u>59,678</u>	<u>57,378</u>
Financial liabilities		
Trade creditors (note 13)	27,110	27,557
	<u>27,110</u>	<u>27,557</u>

BUSINESS IN THE COMMUNITY IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2025

15. ANALYSIS OF FUNDS

(a) Analysis of restricted fund movements

	Opening Balance 1/1/2025	Income	Expenditure	Transfers (to) / from Reserves	Closing Balance 31/12/25
	€	€	€	€	€
Advisory Services	-	72,000	(72,000)	-	-
Basis Point	35,070	151,500	(142,570)	-	44,000
Cornmarket	13,333	-	(13,333)	-	-
Corporate Leaders Group	432	-	(432)	-	-
Croke Park Event	3,250	-	(3,250)	-	-
Employment Contingency	112,323	-	-	-	112,323
Employability-Ready for Work (RfW)	19,914	798,230	(818,144)	-	-
Enterprise Rent a Car	-	5,000	(5,000)	-	-
Epic Programme	53,150	129,507	(182,657)	-	-
Epic Support	2	64,162	(64,164)	-	-
ESB Funds	-	60,000	(60,000)	-	-
EventBrite	2,345	1,964	(3,309)	-	1,000
Gas Network Ireland	20,000	-	(20,000)	-	-
Google Ireland	9,000	-	(9,000)	-	-
Grant making fund/PEI	640	-	(640)	-	-
P-Tech Programme	85,385	8,337	(93,722)	-	-
Ready for Work (RfW)	1,169	-	(1,169)	-	-
Schools Business Partnership	332,683	920,264	(1,033,849)	-	219,098
Social Networking	3,966	-	(3,966)	-	-
SSE Airtricity	24,093	-	(24,093)	-	-
Traveller Employment Programme	-	102,964	(63,692)	-	39,272
Traveller Employment Programme (Expenses fund)	16,718	-	-	-	16,718
Women at work	5,000	12,291	(17,291)	-	-
WorkAbility	-	121,025	(121,025)	-	-
Total	738,473	2,447,244	(2,753,306)	-	432,411

BUSINESS IN THE COMMUNITY IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2025

15. ANALYSIS OF FUNDS (CONTINUED)

(b) Analysis of unrestricted fund movements

	Opening balance (as restated)	Income	Expenditure	Transfers between funds	Transfers from Designated Reserves	Closing balance
	1-Jan-25					31-Dec-25
	€	€	€	€	€	€
Total	1,111,768	1,964,639	(1,880,050)	-	-	1,196,357

(c) Analysis of designated fund movements

	Opening balance Jan-2025	Income	Expenditure	Transfers (to)/from restricted / unrestricted reserves	Closing balance 31 December 2025
	€	€	€	€	€
Accounts System	13,341	-	-	-	13,341
Biodiversity Research	23,371	-	-	-	23,371
Leave Contribution	65,199	-	-	-	65,199
Marketing/Social Media	21,377	-	-	-	21,377
Total	123,288	-	-	-	123,288

BUSINESS IN THE COMMUNITY IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2025

15. ANALYSIS OF FUNDS (CONTINUED)

(d) ANALYSIS OF NET ASSETS

	Unrestricted funds	Designated funds	Restricted funds	Total 2025
<i>Current Year</i>	€	€	€	€
Fund balances at 31 December 2025 are represented by:				
Tangible fixed assets	12,340	-	7,291	19,631
Debtors	77,744	-	12,074	89,818
Cash at bank	1,963,330	123,288	731,873	2,818,491
Creditors	(857,057)	-	(318,827)	(1,175,884)
Total net assets	1,196,357	123,288	432,411	1,752,056
<i>Prior Year</i>	€	€	€	Total 2024 €
Fund balances at 31 December 2024 are represented by:				
Tangible fixed assets	6,256	-	8,427	14,683
Debtors	56,139	-	29,333	85,472
Cash at bank	1,821,271	123,288	1,126,991	3,071,550
Creditors	(771,898)	-	(426,278)	(1,198,176)
Total net assets	1,111,768	123,288	738,473	1,973,529

16. DEFERRED INCOME

ANALYSIS OF MOVEMENT IN DEFERRED INCOME

	Opening balance	Receipt	Movement	Closing balance 2025
Current Year				
Unrestricted	538,666	1,456,584	(1,514,000)	481,250
Restricted	305,513	347,183	(353,233)	299,463
Total	844,179	1,803,767	(1,867,233)	780,713
	Opening balance €	Receipt €	Movement €	Closing balance 2024 €
Prior Year				
Unrestricted	542,541	1,768,000	(1,771,875)	538,666
Restricted	189,933	686,485	(570,905)	305,513
Total	732,474	2,454,485	(2,342,780)	844,179

17. FINANCIAL COMMITMENTS

On 31 December, the company had no annual commitments under a non-cancellable operating lease.

BUSINESS IN THE COMMUNITY IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2025

18. CURRENT FUNDING

Donor	Purpose	Term	Balance at 01-Jan-25 €	Amounts received during the year €	Amounts released to income during the year €	Balance at 31-Dec-25 €
TUSLA	Cover costs incurred by the School Business Programme	12-month period	270,547	90,182	(270,547)	90,182
Department of Education and Skills	Cover costs incurred by the School Business Programme	12-month period	71,773	134,212	(123,510)	82,475
Department of Children, Equality, Disability, Integration & Youth	Cover costs incurred by the EPIC Programme	12-month period	53,150	129,507	(182,657)	-
Department of Foreign Affairs	Cross-Border initiative and the programme will be carried out with BITCI, with funds being shared between both Organisations.	12-month period	-	46,000	-	46,000
Department of Social Protection and the European Union	Cover costs incurred by the Workability Programme	12-month period	-	121,025	(121,025)	-
Department of Employment Affairs and Social Protection	Cover costs incurred by the Employability Programme for Dublin North and West (previously known as Ready for Work Programme)	12-month period	-	783,000	(783,000)	-

No capital grants were received from any Government Department and the Foundation is tax compliant as per the relevant grant circulars, including circular 44/2006.

BUSINESS IN THE COMMUNITY IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2025

19. DONATION IN KIND AND PRO BONO SERVICES

During the Financial year, the Charity benefited from professional services provided on a pro bono basis by corporate supporters and other stakeholders. The estimated fair value of these services amounted to €8k.

In accordance with the Charity's accounting policies, the value of these services has been recognised with income and the corresponding expenditure category in the Statement of Financial Activities. The Directors wish to acknowledge and thank those organisations and individuals who provided this support, which contributed to the delivery of the charity's objectives during the year.

20. RELATED PARTY TRANSACTIONS

No director had any personal interest in any contract or transaction entered into during the financial year (2024: €nil). There were no transactions with any related parties in the current or previous financial years.

21. ULTIMATE CONTROLLING PARTY

Prior to 1 January 2025, Business in the Community Ireland formed part of a group structure headed by The Foundation for Investing in Communities. Following a group reorganisation effective from 1 January 2025, Business in the Community Ireland became an independent stand-alone entity and, as at 31 December 2025, had no parent undertaking, ultimate controlling party, or related subsidiary undertakings.

In March 2026, the Foundation for Investing in Communities, a former related entity prior to the group reorganisation effective 1 January 2025, was removed from both the Charities Regulatory Authority Register of Charities and the Revenue Commissioners' list of approved charities and commenced the process of winding up.

As Business in the Community Ireland became an independent stand-alone entity with effect from 1 January 2025, this event has no impact on the assets, liabilities, or operations of the charity as at 31 December 2025.

22. SUBSEQUENT EVENTS

There have been no events subsequent to the year-end that require any adjustment to, or additional disclosure in the 2025 financial statements.

23. APPROVAL

The Board of Directors approved these financial statements on 01/09/2026.