

CERT NO 578562

HR BAROMETER IRELAND LTD,

23 DANVILLE BUSINESS PARK,

RING ROAD,

KILKENNY,

AUDITED ABRIDGED FINANCIAL ACCOUNTS FOR THE
YEAR ENDED 30TH APRIL 2025

(as modified by sections 352 and 353 of the Companies Acts 2014)

HR BAROMETER IRELAND LTD
CERT NO 578562

YEAR ENDED
30TH APRIL 2025

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Independent Auditors Report to the Directors of HR Barometer Ireland Ltd. For the year ended 30th April 2025 pursuant to the Section 356 of the Companies Act 2014

On the 23rd December 2025, we reported as auditors of HR Barometer Ireland Ltd. to the members of the company on the abridged financial statements for the year ended 30th April 2025 on pages 6 to 8 and our report was as follows:

We have examined:

1. the abridged financial statements for the year ended 30th April 2025 on pages 8 to 20 which the directors of HR Barometer Ireland Ltd propose to annex to the Annual Return of the company; and
2. the financial statements to be laid before the annual general meeting which form the basis for those abridged financial statements.

Respective Responsibilities of Directors and Independent Auditors

It is the director's responsibility to prepare the abridged financial statements, which comply with the Companies Act 2014. It is our responsibility to form an independent opinion that the directors are entitled under Section 352 of the Companies Act 2014 to annex abridged financial statements to the annual return of the company and that those abridged financial statements have been properly prepared pursuant to Sections 352 and 353 of that Act and to report our opinion to you.

This report is made solely to the directors in accordance with Section 356 of the Companies Act 2014. Our work is undertaken so that we might state to the directors those matters that we required to state to them under Section 356 and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the directors for our work, for this report, or for the opinions we have formed.

Basis of opinion

We have carried out the procedures we consider necessary to confirm, by reference to the financial statements, that the directors are entitled to annex abridged financial statements to the annual return of the company and that those abridged financial statements have been properly prepared. The scope of our work for the purpose of this report did not include examining or dealing with events after the date of our report on the full financial statements.

Opinion

In our opinion the directors are entitled under Section 352 of the Companies Act 2014 to annex to the Annual Return of the company those abridged financial statements and those abridged financial statements have been properly prepared pursuant to Sections 352 and 353 of that Act.

On the 23rd December 2025 we reported that HR Barometer Ireland Ltd to the members of the company on the financial statements for the year ended 30th April 2025 to be laid before its Annual General Meeting and our report was as follows;

We have audited the financial statements of HR Barometer Ireland Ltd for the year ended 30th April 2025, comprise of the Profit & Loss Account, the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is Irish law and accounting standards issued by the Financial Reporting Council and promulgated by the Association of Chartered Certified Accountants (Generally Accepts Accounting Practice in Ireland).

This 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 that we are required to state to them in the audit 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 or the company's members as a body for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of directors and auditors

As explained more fully in the Directors' Responsibilities set out on page 8, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view and otherwise comply with the Companies Act 2014. Our responsibility is to audit and express an opinion on the financial statements in accordance with Irish law and International Standards on Auditing (Uk & Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from misstatement, whether caused by fraud or error. This includes an assessment of : whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements.

In addition, we read all the financial and non-financial information in the annual report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- * give a true and fair view of the assets, liabilities and financial position of the company as at 30th April 2025 and its profit for the year then ended; and
- * have been properly prepared in accordance with the relevant financial reporting framework and, in particular, with the requirements of the Companies Act 2014.

Matters on which we are required to report by the Companies Act 2014

- * We have obtained all the information and explanations, which we consider necessary for the purpose of our audit.
- * In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited.

- * The financial statements are in agreement with the accounting records.
- * In our opinion the information given in the directors' report is consistent with the financial statements.

Matters on which we are required to report by exception.

We have nothing to report in respect of the provision in the Companies Act 2014, which require us to report to you, in our opinion the disclosures of directors remuneration and transactions specified by law are not made.



JAMES J FRENCH
CHARTERED CERTIFIED ACCOUNTS & STATUTORY AUDITOR

Date : 23rd December 2025

We the undersigned, hereby certify that;

1. the foregoing is a true copy of the Special Report of the Auditors
2. The attached Balance Sheet and Related Abridged Notes are a correct abridged copy of those laid before the annual general meeting of the company.

On behalf of the board,

Director	Mary Cullen	Secretary	Cillian Power
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Date :	23rd December 2025	Date :	23rd December 2025
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Directors Responsibilities Statement

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with Irish law and regulations.

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 Irish Generally Accepted Accounting Practice (Irish GAAP) giving a true and fair view of the state of affairs of the company and the profit or loss of the company for each financial year. 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 profit or loss 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 and then apply them consistently.
- * Make judgements and accounting 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 assets liabilities financial position and profit or loss 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.

HR BAROMETER IRELAND LTD

BALANCE SHEET AS AT 30TH APRIL 2025

	€	<u>30-Apr-24</u> €
<u>FIXED ASSETS</u>		
Tangible Assets	1,954	2,537
<u>CURRENT ASSETS</u>		
Debtors	250,567	313,798
	<u>250,567</u>	<u>313,798</u>
<u>CREDITORS</u>		
Amounts falling due within one year	394,184	461,906
<u>NET CURRENT ASSETS</u>	<u>(143,617)</u>	<u>(148,108)</u>
<u>TOTAL ASSETS LESS CURRENT LIABILITIES</u>	<u>(141,663)</u>	<u>(145,571)</u>
<u>CREDITORS</u>		
Amounts falling due after more than one year	0	0
<u>PROVISIONS FOR LIABILITIES & CHARGES</u>	0	0
	<u>(141,663)</u>	<u>(145,571)</u>
<u>CAPITAL AND RESERVES</u>		
Revenue Reserves	(141,763)	(145,671)
Issued Share Capital	100	100
<u>EQUITY SHAREHOLDERS' FUNDS</u>	<u>(141,663)</u>	<u>(145,571)</u>

We as directors of HR Barometer Ireland Ltd. state that - The company has relied on the specified exemptions contained in Section 352 Companies Act 2014; the company has done so on the grounds that it is entitled to the benefits of that exemption as a small company and confirm that the abridged financial statements have been properly prepared in accordance with Section 353 Companies Act 2014.
On behalf of the board

Signed: Mary Cullen
Dir

Cillian Power
Sec

Date : 23rd December 2025

Abridged Notes to the Financial Statements Year Ended 30th April 2025

1. ACCOUNTING POLICIES

The significant accounting policies adopted by the company and applied consistently are as follows,

Basis of Accounting

The financial statements have been prepared on the going concern basis, under the historical cost convention and in accordance with the Financial Reporting Standards 102, the Financial Reporting Standard applicable in the UK and the Republic Of Ireland and Irish statute comprising of the Companies Act 2014

Turnover

Turnover represents net sales to customers.

Taxation and deferred taxation

The yearly charge for taxation is based on the profit for the year and is calculated with reference to the tax rates applying at the balance sheet date. Deferred taxation is calculated on the differences between the company's taxable profits and the results as stated in the financial statements that arise from the inclusion of gains and losses in tax assessments in periods different from those in which they are recognised in the financial statements. The full deferred tax effect is recognised, where applicable, on differences between amounts funded and amounts charged to the profit and loss account in relation to pensions and other post retirement benefits. In calculating the amount of deferred tax, discounting is used where appropriate.

Dividends

Dividends to the company's ordinary shareholders are recognised as a liability of the company when approved by the Company's shareholders at the annual general meeting. Preference share dividends are non-cumulative and can be waived, hence are treated in a similar manner to equity dividends.

Abridged Notes to the Financial Statements Year Ended 30th April 2025

1. **DEBTORS**

	<u>30-Apr-25</u>	<u>30-Apr-24</u>
	€	€
<u>Amounts falling due within one year</u>		
- Trade Debtors	112,802	188,571
- Amount owed by group companies	63,827	63,827
- Other Debtors	40,581	33,315
- Directors Loan	33,357	28,085
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	250,567	313,797
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2. **CREDITORS (Amounts falling due within one year)**

	<u>30-Apr-25</u>	<u>30-Apr-24</u>
	€	€
Trade Creditors & Accruals	33,807	25,616
Bank Overdraft	6,692	37,112
Taxation	353,685	399,178
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	394,184	461,906
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3. **APPROVAL OF FINANCIAL STATEMENTS**

The board of directors approved these financial statements for issue on the 23rd December 2025