

**MMA CONSULTING ENGINEERS LIMITED
ACCOUNTS 2025**

**MMA CONSULTING ENGINEERS LIMITED
REPORTS AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**

MMA CONSULTING ENGINEERS LIMITED

COMPANY INFORMATION

DIRECTORS	Stephen Kelly Suzanne Kelly
COMPANY SECRETARY	Stephen Kelly
REGISTERED NUMBER	139476
REGISTERED OFFICE	4E Fingal Bay Business Park Balbriggan Co. Dublin
INDEPENDENT AUDITOR	OSK Audit Limited Statutory Audit Firm East Point Plaza East Point Dublin 3
BANKERS	AIB 37 Upper O'Connell Street Dublin 1 Bank of Ireland Global Markets Division Building 2 Burlington Plaza Burlington Road Dublin 4

MMA CONSULTING ENGINEERS LIMITED

CONTENTS

	Page
Special auditor's report	1 - 4
Abridged statement of financial position	5 - 6
Notes to the abridged financial statements	7 - 14

MMA CONSULTING ENGINEERS LIMITED

INDEPENDENT AUDITOR'S SPECIAL REPORT TO THE MEMBERS OF MMA CONSULTING ENGINEERS LIMITED

PURSUANT TO SECTION 356 OF THE COMPANIES ACT 2014

-

On 12 September 2025 we reported as auditor of MMA Consulting Engineers Limited to the directors of the company on the abridged financial statements for the year ended 30 June 2025 on pages 5 to 14 and our report was as follows:

We have examined:

- (i) the abridged financial statements for the year ended 30 June 2025 on pages 5 to 14 which the directors of MMA Consulting Engineers Limited propose to annex to the Annual return of the company; and
- (ii) 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 AUDITOR

It is your 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 Section 353 of that Act (exemptions available for small companies) 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 was undertaken so that we might state to the directors those matters we are required to state to them in our report under Section 356 of the Companies Act 2014 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 company is entitled to annex abridged financial statements to the Annual return of the company and that the abridged financial statements are 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 ON FINANCIAL STATEMENTS

In our opinion the directors are entitled under Section 352 of the Companies Act 2014 to annex to the Annual return of the company the abridged financial statements and those abridged financial statements have been properly prepared pursuant to the provisions of Section 353 of that Act (exemptions available for small sized companies).

OTHER INFORMATION

On 12 September 2025 we reported as auditor of MMA Consulting Engineers Limited to the members on the company's financial statements for the year ended 30 June 2025 to be laid before its Annual general meeting and our report was as follows:

"We have audited the financial statements of (the 'company') for the year ended 30 June 2025, which comprise the Statement of financial position and the notes to the financial statements, including a summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' issued in the United Kingdom by the Financial Reporting Council.

MMA CONSULTING ENGINEERS LIMITED

INDEPENDENT AUDITOR'S SPECIAL REPORT TO THE MEMBERS OF MMA CONSULTING ENGINEERS LIMITED (CONTINUED) **PURSUANT TO SECTION 356 OF THE COMPANIES ACT 2014**

In our opinion, the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 30 June 2025 and of its profit for the year then ended;
- have been properly prepared in accordance with Financial Reporting Standard 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 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.

MMA CONSULTING ENGINEERS LIMITED

INDEPENDENT AUDITOR'S SPECIAL REPORT TO THE MEMBERS OF MMA CONSULTING ENGINEERS LIMITED (CONTINUED) **PURSUANT TO SECTION 356 OF THE COMPANIES ACT 2014**

OPINION ON THE OTHER MATTERS PRESCRIBED BY THE 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; and
- the Directors' Report has been prepared in accordance with applicable legal requirements.

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.

In our opinion 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.

MATTERS ON WHICH I AM 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 AND RESTRICTIONS ON USE

RESPONSIBILITIES OF DIRECTORS

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 the management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so.

AUDITORS' 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 IAASA's website at: <http://www.iaasa.ie>. This description forms part of our Auditor's report."

MMA CONSULTING ENGINEERS LIMITED

INDEPENDENT AUDITOR'S SPECIAL REPORT TO THE MEMBERS OF MMA CONSULTING ENGINEERS LIMITED (CONTINUED)
PURSUANT TO SECTION 356 OF THE COMPANIES ACT 2014

THE PURPOSE OF OUR AUDIT WORK AND TO WHOM WE OWE OUR RESPONSIBILITIES

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 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.

Dylan Byrne
for and on behalf of
OSK Audit Limited
Statutory Audit Firm
East Point Plaza
East Point
Dublin 3

12 September 2025

MMA CONSULTING ENGINEERS LIMITED

-

ABRIDGED STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2025

	Note	2025 €	2024 €
<u>Fixed assets</u>			
Tangible assets	5	9,794	12,466
		<u>9,794</u>	<u>12,466</u>
<u>Current assets</u>			
Debtors: amounts falling due within one year	6	4,273,114	2,904,698
Current asset investments	7	366,681	349,860
Cash at bank and in hand		1,103,398	1,775,968
		<u>5,743,193</u>	<u>5,030,526</u>
Creditors: amounts falling due within one year	8	(1,690,151)	(1,680,746)
		<u>4,053,042</u>	<u>3,349,780</u>
<u>Net current assets</u>			
<u>Total assets less current liabilities</u>			
<u>Provisions for liabilities</u>			
Deferred tax	9	(11,988)	(17,397)
		<u>(11,988)</u>	<u>(17,397)</u>
<u>Net assets</u>			
		<u>4,050,848</u>	<u>3,344,849</u>
<u>Capital and reserves</u>			
Called up share capital presented as equity		5,080	5,080
Share premium account		1,396	1,396
Profit and loss account		4,044,372	3,338,373
<u>Shareholders' funds</u>			
		<u>4,050,848</u>	<u>3,344,849</u>

MMA CONSULTING ENGINEERS LIMITED

-

ABRIDGED STATEMENT OF FINANCIAL POSITION (CONTINUED)
AS AT 30 JUNE 2025

These financial statements have been prepared in accordance with the small companies regime.

We, as directors of MMA Consulting Engineers Limited, state that:

The company has relied on the specific exemptions contained in section 352 of the Companies Act 2014; the company has done so on the grounds that it is entitled to the benefit of that exemption as a small company and the abridged financial statements have been properly prepared in accordance with section 353 of the Companies Act 2014.

The financial statements were approved and authorised for issue by the board:

Stephen Kelly
Director

Suzanne Kelly
Director

Date: 12 September 2025

The notes on pages 7 to 14 form part of these financial statements.

MMA CONSULTING ENGINEERS LIMITED

NOTES TO THE ABRIDGED FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

1. GENERAL INFORMATION

These financial statements comprising the Statement of income and retained earnings, the Statement of financial position and the related notes constitute the individual financial statements of MMA Consulting Engineers Limited for the financial year ended 30 June 2025.

MMA Consulting Engineers Limited is a private company limited by shares, incorporated in the Republic of Ireland. The Registered Office is at 4E Fingal Bay Business Park, Balbriggan, Co Dublin. The nature of the company's operations and its principal activities are set out in the Directors Report.

Currency

The financial statements have been presented in Euro (€) which is also the functional currency of the company.

2. ACCOUNTING POLICIES

2.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS

The financial statements have been prepared under the historical cost convention unless otherwise specified within these accounting policies and in accordance with FRS 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland' and the requirements of the Companies Act 2014. The disclosure requirements of Section 1A of FRS 102 have been applied other than where additional disclosure is required to show a true and fair view.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgment in applying the company's accounting policies.

The following principal accounting policies have been applied:

2.2 FOREIGN CURRENCY TRANSLATION

Functional and presentation currency

The company's functional and presentational currency is Euros.

Transactions and balances

Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of the transactions.

At each period end foreign currency monetary items are translated using the closing rate. Non-monetary items measured at historical cost are translated using the exchange rate at the date of the transaction and non-monetary items measured at fair value are measured using the exchange rate when fair value was determined.

Foreign exchange gains and losses resulting from the settlement of transactions and from the translation at period-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in profit or loss except when deferred in other comprehensive income as qualifying cash flow hedges.

NOTES TO THE ABRIDGED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

2. ACCOUNTING POLICIES (CONTINUED)

2.3 REVENUE

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the company and the revenue can be reliably measured. Revenue is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes. The following criteria must also be met before revenue is recognised:

Rendering of services

Revenue from a contract to provide services is recognised in the period in which the services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of revenue can be measured reliably;
- it is probable that the company will receive the consideration due under the contract;
- the stage of completion of the contract at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

2.4 PENSIONS

Defined contribution pension plan

The company operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payment obligations.

The contributions are recognised as an expense in profit or loss when they fall due. Amounts not paid are shown in accruals as a liability in the Statement of financial position. The assets of the plan are held separately from the company in independently administered funds.

NOTES TO THE ABRIDGED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

2. ACCOUNTING POLICIES (CONTINUED)

2.5 CURRENT AND DEFERRED TAXATION

The tax expense for the year comprises current and deferred tax. Tax is recognised in profit or loss except that a charge attributable to an item of income and expense recognised as other comprehensive income or to an item recognised directly in equity is also recognised in other comprehensive income or directly in equity respectively.

The current income tax charge is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the reporting date in the countries where the company operates and generates income.

Deferred tax balances are recognised in respect of all timing differences that have originated but not reversed by the reporting date, except that:

- The recognition of deferred tax assets is limited to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits; and
- Any deferred tax balances are reversed if and when all conditions for retaining associated tax allowances have been met.

Deferred tax balances are not recognised in respect of permanent differences except in respect of business combinations, when deferred tax is recognised on the differences between the fair values of assets acquired and the future tax deductions available for them and the differences between the fair values of liabilities acquired and the amount that will be assessed for tax. Deferred tax is determined using tax rates and laws that have been enacted or substantively enacted by the reporting date.

2.6 TANGIBLE FIXED ASSETS

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Fixtures & fittings	-	20%
---------------------	---	-----

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in profit or loss.

NOTES TO THE ABRIDGED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

2. ACCOUNTING POLICIES (CONTINUED)

2.7 VALUATION OF INVESTMENTS

Investments in unlisted company shares, whose market value can be reliably determined, are remeasured to market value at each reporting date. Gains and losses on remeasurement are recognised in the Statement of income and retained earnings for the period. Where market value cannot be reliably determined, such investments are stated at historic cost less impairment.

Investments in listed company shares are remeasured to market value at each reporting date. Gains and losses on remeasurement are recognised in profit or loss for the period.

2.8 DEBTORS

Short-term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

2.9 CASH AND CASH EQUIVALENTS

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

2.10 CREDITORS

Short-term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

2.11 PROVISIONS FOR LIABILITIES

Provisions are recognised when an event has taken place that gives rise to a legal or constructive obligation, a transfer of economic benefits is probable and a reliable estimate can be made.

Provisions are measured as the best estimate of the amount required to settle the obligation, taking into account the related risks and uncertainties.

Deferred tax liabilities are also presented within provisions but are measured in accordance with the accounting policy on taxation.

Increases in provisions are generally charged as an expense to profit or loss.

2.12 DIVIDENDS

Equity dividends are recognised when they become legally payable. Interim equity dividends are recognised when paid. Final equity dividends are recognised when approved by the shareholders at an annual general meeting.

MMA CONSULTING ENGINEERS LIMITED

NOTES TO THE ABRIDGED FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

3. EMPLOYEES

The average monthly number of employees, including the directors, during the year was as follows:

	2025	<i>2024</i>
	No.	<i>No.</i>
Directors	2	<i>3</i>
Employees	22	<i>21</i>
	24	<i>24</i>

4. DIRECTORS' REMUNERATION

	2025	<i>2024</i>
	€	<i>€</i>
Directors' emoluments	39,000	<i>-</i>
Directors' pension contributions	527,200	<i>-</i>
	566,200	<i>-</i>

5. TANGIBLE FIXED ASSETS

	Fixtures & fittings
	€
Cost or valuation	
At 1 July 2024	13,361
At 30 June 2025	13,361
Depreciation	
At 1 July 2024	895
Charge for the year on owned assets	2,672
At 30 June 2025	3,567
Net book value	
At 30 June 2025	9,794
<i>At 30 June 2024</i>	<i>12,466</i>

MMA CONSULTING ENGINEERS LIMITED

NOTES TO THE ABRIDGED FINANCIAL STATEMENTS **FOR THE YEAR ENDED 30 JUNE 2025**

6. DEBTORS

	2025	2024
	€	€
Trade debtors	2,231,277	2,682,386
Amounts owed by group undertakings	1,937,234	115,000
Other debtors	24,552	47,011
Prepayments	80,051	60,301
	4,273,114	2,904,698

7. CURRENT ASSET INVESTMENTS

	2025	2024
	€	€
Other current asset investments	366,681	349,860
	366,681	349,860

There is no material difference between the carrying value of the above current asset investment and the fair value at the balance sheet date.

8. CREDITORS: Amounts falling due within one year

	2025	2024
	€	€
Trade creditors	223,046	141,520
Amounts owed to group undertakings	1,143,695	984,036
Corporation tax	35,657	-
Taxation and social insurance	180,217	107,368
Accruals	107,536	247,822
Deferred income	-	200,000
	1,690,151	1,680,746

Trade creditors are payable at various dates over the coming months in accordance with the suppliers' usual and customary credit terms.

Amounts owed to group undertakings are unsecured, interest free and repayable on demand.

Taxation and social security are repayable at various dates over the coming months in accordance with the applicable statutory provisions.

MMA CONSULTING ENGINEERS LIMITED

NOTES TO THE ABRIDGED FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

9. DEFERRED TAXATION

	2025 €
At beginning of year	(17,397)
Charged to profit or loss	5,409
At end of year	(11,988)

The provision for deferred taxation is made up as follows:

	2025 €	2024 €
Accelerated capital allowances	28	(97)
Other differences @ 25%	(12,016)	(17,300)
	(11,988)	(17,397)

10. RELATED PARTY TRANSACTIONS

The company has availed of the exemption contained in Section 33.1A of Financial Reporting Standard 102, "Related Party Disclosures" in respect of wholly owned members within the group.

11. APPROPRIATION OF PROFIT & LOSS ACCOUNT

	2025 €	2024 €
Profit and loss account brought forward at the beginning of the year	3,338,373	2,270,531
Dividends paid in the year	(600,000)	-
Other movement in the profit and loss account	1,305,999	1,067,842
Profit and loss account carried forward at the end of the year	4,044,372	3,338,373

12. PENSION COMMITMENTS

The company operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to €558,200 (2024 - €44,161).

13. POST BALANCE SHEET EVENTS

There have been no significant events affecting the company since the year-end.

MMA CONSULTING ENGINEERS LIMITED

**NOTES TO THE ABRIDGED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**

14. CONTROLLING PARTY

The company's immediate parent undertaking is Headcount Solutions Holdings Limited.

15. APPROVAL OF FINANCIAL STATEMENTS

The board of directors approved these financial statements for issue on 12 September 2025