

Hoare Lea Ireland Limited

Directors' Report and Financial Statements

For the financial year ended 30 September 2025

Hoare Lea Ireland Limited

Company Information

Directors	Pamela Mary Bigwood (appointed 9 July 2025) Justin Alexander Spencer (British) Mark Ryder (British) (resigned 9 July 2025) Steven Burdick (American) (resigned 9 July 2025) Gary Andrews (British) (resigned 9 July 2025) Richard Lemmon (American)
Company secretary	Andrew Murdoch
Registered number	642418
Registered office	6th Floor, Riverpoint Lower Mallow Street Limerick V94 WC6A Ireland
Independent auditors	BDO Block 3, Miesian Plaza 50-58 Baggot Street Lower Dublin 2 DO2 Y754
Bankers	HSBC Ireland 1 Grand Canal Square Grand Canal Harbour Dublin Docklands Dublin 2

Hoare Lea Ireland Limited

Contents

	Page
Directors' Report	1 - 2
Directors' Responsibilities Statement	3
Independent Auditors' Report	4 - 6
Statement of Comprehensive Income	7
Balance Sheet	8
Notes to the Financial Statements	9 - 15

Hoare Lea Ireland Limited

Directors' Report For the financial year ended 30 September 2025

The directors present their annual report and the audited financial statements for the financial year ended 30 September 2025.

Principal activities

The principal activity of Hoare Lea Ireland Limited is the provision of consulting engineering services in Ireland.

Results and dividends

The profit for the financial year, after taxation, amounted to €NIL (2024 -€NIL).

Directors

The directors who served during the financial year were:

Pamela Mary Bigwood (appointed 9 July 2025)
Justin Alexander Spencer
Mark Ryder (resigned 9 July 2025)
Steven Burdick (resigned 9 July 2025)
Gary Andrews (resigned 9 July 2025)
Richard Lemmon

The secretary of the company is Andrew Murdoch.

The directors or secretary and their families and nominees do not hold any beneficial interest in the share capital of the company or any of the group companies.

Accounting records

The measures taken by the directors to ensure 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 registered office at 6th Floor, Riverpoint, Lower Mallow Street, Limerick, V94 WC6A, Ireland.

Statement on relevant audit information

Each of the persons who are directors at the time when this Directors' Report is approved has confirmed that:

- so far as the director is aware, there is no relevant audit information of which the company's auditors are unaware, and
- the director has taken all the steps that ought to have been taken as a director in order to be aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Post balance sheet events

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

Hoare Lea Ireland Limited

**Directors' Report (continued)
For the financial year ended 30 September 2025**

Auditors

The auditors, BDO, continue in office in accordance with section 383(2) of the Companies Act 2014.

This report was approved by the board on 26 March 2026 and signed on its behalf.



Pamela Mary Bigwood
Director



Justin Alexander Spencer
Director

Hoare Lea Ireland Limited

Directors' Responsibilities Statement For the financial year ended 30 September 2025

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 the 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 and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' .

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, of the profit or loss for that 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's financial statements and then apply them consistently;
- make judgments 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 the 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.



Hoare Lea Ireland Limited

Independent Auditors' Report to the Members of Hoare Lea Ireland Limited

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Hoare Lea Ireland Limited (the 'company') for the financial year ended 30 September 2025, which comprise the Balance Sheet as at year ended 30 September 2025, the Statement of Comprehensive income 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 the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council.

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 September 2025 and of its result for the financial 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 Companies Act 2014. Our responsibilities under those standards are further described in the Auditors' 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

Other information comprises information included in the annual report, other than the financial statements and the auditor's report thereon. 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



Hoare Lea Ireland Limited

Independent Auditors' Report to the Members of Hoare Lea Ireland Limited (continued)

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.

Opinion on 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 is consistent with the financial statements; and
- the Directors' Report has been prepared in accordance with Companies Act 2014.

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 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 and those shared with governance for the financial statements

As explained more fully in the Directors' Responsibilities Statement on page 3, 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 the directors determine 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 the management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so.

Hoare Lea Ireland Limited

Independent Auditors' Report to the Members of Hoare Lea Ireland Limited (continued)

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 Auditors' 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 IAASA's website at: https://iaasa.ie/wp-content/uploads/2022/10/Description_of_auditors_responsibilities_for_audit.pdf. 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 Auditors' 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.



Gavin Smyth
for and on behalf of BDO

Statutory Audit Firm

Block 3, Miesian Plaza
50-58 Baggot Street Lower
Dublin 2
D02 Y754

26 March 2026

Hoare Lea Ireland Limited

Statement of Comprehensive Income
For the financial year ended 30 September 2025

	2025 €	2024 €
Turnover	191,604	241,852
Cost of sales	(191,604)	(241,852)
Gross profit	<u>-</u>	<u>-</u>
Profit for the financial year	<u>-</u>	<u>-</u>

There were no recognised gains and losses for 2025 or 2024 other than those included in the statement of comprehensive income.

There was no other comprehensive income for 2025 (2024:€NIL).

The notes on pages 9 to 15 form part of these financial statements.

Hoare Lea Ireland Limited

**Balance Sheet
As at 30 September 2025**

	Note		2025 €	2024 €
Current assets				
Debtors: amounts falling due within one year	5	47,920	74,578	
Cash at bank and in hand		13,011	16,517	
		<u>60,931</u>	<u>91,095</u>	
Creditors: amounts falling due within one year	6	(60,926)	(91,090)	
		<u>5</u>	<u>5</u>	
Net current assets			<u>5</u>	<u>5</u>
Total assets less current liabilities			<u>5</u>	<u>5</u>
Net assets			<u>5</u>	<u>5</u>
Capital and reserves				
Called up share capital presented as equity			<u>5</u>	<u>5</u>
Shareholders' funds			<u>5</u>	<u>5</u>

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



Pamela Mary Bigwood
Director



Justin Alexander Spencer
Director

Date: 26 March 2026

The notes on pages 9 to 15 form part of these financial statements.

Hoare Lea Ireland Limited

Notes to the Financial Statements For the financial year ended 30 September 2025

1. General information

These financial statements comprising the Statement of comprehensive income, the Balance sheet, and the related notes constitute the individual financial statements of Hoare Lea Ireland Limited for the financial year ended 30 September 2025.

Hoare Lea Ireland Limited is a private company limited by shares and is incorporated in the Republic of Ireland. The Registered Office is 6th Floor, Riverpoint, Lower Mallow Street, Limerick, V94 WC6A, Ireland. The nature of the company's operations and its principal activities are set out in the Directors' report on page 1.

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 Section 1A of Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and the Republic of Ireland and the Companies Act 2014.

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 (see note 3).

Functional and presentation currency

The company's functional and presentational currency is Euros.

The following principal accounting policies have been applied:

2.2 Going concern

At 30 September 2025 the company's net current assets are €5 (2024 - €5). The ability of the company to continue as a going concern is dependent upon the continuing financial support of its key related party, Hoare Lea LLP. Hoare Lea LLP have confirmed that it will continue to provide all necessary financial support to enable the company to meet its financial obligations as they fall due for a period of no less than 12 months from the date of approval of these financial statements. Based on the above the directors are satisfied that it is appropriate to prepare financial statements on a going concern basis.

**Notes to the Financial Statements
For the financial year ended 30 September 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 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.

2.5 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.

2.6 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.

**Notes to the Financial Statements
For the financial year ended 30 September 2025**

2. Accounting policies (continued)

2.7 Financial instruments

The company has elected to apply the provisions of Section 11 “Basic Financial Instruments” of FRS 102 to all of its financial instruments.

The company has elected to apply the recognition and measurement provisions of IFRS 9 Financial Instruments (as adopted by the UK Endorsement Board) with the disclosure requirements of Sections 11 and 12 and the other presentation requirements of FRS 102.

Financial instruments are recognised in the company's Balance Sheet when the company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include trade and other receivables, cash and bank balances, are initially measured at their transaction price including transaction costs and are subsequently carried at their amortised cost using the effective interest method, less any provision for impairment, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Discounting is omitted where the effect of discounting is immaterial. The company's cash and cash equivalents, trade and most other receivables due with the operating cycle fall into this category of financial instruments.

Other financial assets

Other financial assets, which includes investments in equity instruments which are not classified as subsidiaries, associates or joint ventures, are initially measured at fair value, which is normally the recognised transaction price. Such assets are subsequently measured at fair value with the changes in fair value being recognised in the profit or loss. Where other financial assets are not publicly traded, hence their fair value cannot be measured reliably, they are measured at cost less impairment.

Impairment of financial assets

Financial assets are assessed for indicators of impairment at each reporting date.

Financial assets are impaired when events, subsequent to their initial recognition, indicate the estimated future cash flows derived from the financial asset(s) have been adversely impacted. The impairment loss will be the difference between the current carrying amount and the present value of the future cash flows at the asset(s) original effective interest rate.

If there is a favourable change in relation to the events surrounding the impairment loss then the impairment can be reviewed for possible reversal. The reversal will not cause the current carrying amount to exceed the original carrying amount had the impairment not been recognised. The impairment reversal is recognised in the profit or loss.

Financial liabilities

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instruments any contract that evidences a residual interest in the assets of the company after the deduction of all its liabilities.

**Notes to the Financial Statements
For the financial year ended 30 September 2025**

2. Accounting policies (continued)

2.7 Financial instruments (CONTINUED)

Basic financial liabilities, which include trade and other payables, bank loans and other loans are initially measured at their transaction price after transaction costs. When this constitutes a financing transaction, whereby the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Discounting is omitted where the effect of discounting is immaterial.

Debt instruments are subsequently carried at their amortised cost using the effective interest rate method.

Trade payables are obligations to pay for goods and services that have been acquired in the ordinary course of business from suppliers. Trade payables are classified as current liabilities if the payment is due within one year. If not, they represent non-current liabilities. Trade payables are initially recognised at their transaction price and subsequently are measured at amortised cost using the effective interest method. Discounting is omitted where the effect of discounting is immaterial.

Derecognition of financial instruments

Derecognition of financial assets

Financial assets are derecognised when their contractual right to future cash flow expire, or are settled, or when the company transfers the asset and substantially all the risks and rewards of ownership to another party. If significant risks and rewards of ownership are retained after the transfer to another party, then the company will continue to recognise the value of the portion of the risks and rewards retained.

Derecognition of financial liabilities

Financial liabilities are derecognised when the company's contractual obligations expire or are discharged or cancelled.

3. Judgments in applying accounting policies and key sources of estimation uncertainty

There are no accounting estimates which the directors consider to be critical accounting estimates or judgments.

4. Employees

The company has no employees other than the directors, who did not receive any remuneration (2024 - €NIL).

Hoare Lea Ireland Limited

**Notes to the Financial Statements
For the financial year ended 30 September 2025**

5. Debtors

	2025 €	2024 €
Trade debtors	12,601	33,309
Prepayments	1,303	1,477
Accrued income	11,909	7,396
Tax recoverable	22,107	32,396
	47,920	74,578
	47,920	74,578

Trade debtors are recorded at the net of the impairment provision.

6. Creditors: amounts falling due within one year

	2025 €	2024 €
Trade creditors	14,123	32,015
Amounts owed to group undertakings	30,543	24,579
Taxation and social insurance	5,058	4,469
Accruals	7,718	14,917
Deferred income	3,484	15,110
	60,926	91,090
	60,926	91,090

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

Tax and social insurance are based on the terms of the relevant legislation.

Hoare Lea Ireland Limited

Notes to the Financial Statements For the financial year ended 30 September 2025

7. Financial instruments

	2025 €	2024 €
Financial assets		
Financial assets measured at fair value through profit or loss	13,011	16,517
Financial assets that are debt instruments measured at amortised cost	12,601	33,309
	<u>25,612</u>	<u>49,826</u>
Financial liabilities		
Financial liabilities measured at amortised cost	<u>44,666</u>	<u>56,594</u>

Financial assets measured at fair value through profit or loss comprise cash at bank and in hand.

Financial assets measured at amortised cost comprise of trade debtors.

Financial liabilities measured at amortised cost comprise of trade creditors and amounts owed to group undertakings.

8. Contingent liabilities

The company had no contingent liabilities at the financial year end (2024 - NIL).

9. Capital commitments

The company had no capital commitments at the financial year end (2024 - NIL).

10. Related party transactions

The company is availing exemptions from disclosure of transactions and balances with fellow wholly owned group companies in accordance with Section 33 of FRS102 ("Related Party Disclosures").

11. Post balance sheet events

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

12. Controlling party

The immediate parent undertaking is Hoare Lea Holdings Limited.

The directors consider the members of Tetra Tech Inc to be the ultimate controlling party behind the company.

The smallest and largest group preparing consolidated financial statements that include the results of the company is Hoare Lea LLP, a Limited Liability Partnership incorporated in England and Wales. Copies of the group's accounts can be obtained from the registered office of Hoare Lea LLP, 155 Aztec West, Almondsbury, Bristol, England, BS32 4UB.

Hoare Lea Ireland Limited

**Notes to the Financial Statements
For the financial year ended 30 September 2025**

13. Approval of financial statements

The board of directors approved these financial statements for issue on 26 March 2026



Issuer Hoare Lea

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Parties involved with this document

Document processed	Party + Fingerprint
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Thu, 26th Mar 2026 10:38:36 GMT	Justin Spencer - Signer (12ebfaa885e6b41da6da26687a2f83a3)
Thu, 26th Mar 2026 10:38:37 GMT	Katie McArdle - Copied In (d3a5ecfbfa30d055a2d3ebccea434ec1)

Audit history log

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Thu, 26th Mar 2026 10:38:37 GMT	Signed document confirmation emails have been sent to all parties. Document URL: https://api.signable.app/shareable/envelope?t=39ac202a-df2c-4d6c-8dce-b88472a3ff93 (86.175.147.40)