
SANDERSON RECRUITMENT (IRELAND) LIMITED

ABRIDGED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2025

SANDERSON RECRUITMENT (IRELAND) LIMITED

COMPANY INFORMATION

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**DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025**

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 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 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.

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

SANDERSON RECRUITMENT (IRELAND) LIMITED

**DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025**

Directors and their interests

In accordance with Section 329 of the Companies Act 2014, the directors' shareholdings and the movements therein during the year ended 30 June 2025 were as follows:

	Ordinary shares of €1 each	
	30/6/25	1/7/24
Donal O'Donoghue	200	<i>200</i>
Martin Griffiths	-	-
Keith William Dawe (resigned 31 December 2025)	-	-
Nicola Chandler	33	<i>33</i>
Elaine Liston	33	<i>33</i>
Gary Vitagliano	33	<i>33</i>
	<hr/> 299 <hr/>	<hr/> <i>299</i> <hr/>

Keith Dawe held the following shares in Sanderson Recruitment (Ireland) Limited's ultimate parent company Sanderson Solutions Group PLC:

Further directors and shareholder information

	2025 €000	<i>2024 €000</i>
A Ordinary Shares	40	<i>40</i>
A Preference Shares	4,000	<i>4,000</i>
B Ordinary Shares	1	<i>1</i>
B Preference Shares	2,000	<i>2,000</i>
	<hr/> 6,041 <hr/>	<hr/> <i>6,041</i> <hr/>

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

Donal O'Donoghue
Director

Date: 10 February 2026

Martin Griffiths
Director

Date: 10 February 2026

SANDERSON RECRUITMENT (IRELAND) LIMITED

INDEPENDENT AUDITORS' SPECIAL REPORT TO THE MEMBERS OF SANDERSON RECRUITMENT (IRELAND) LIMITED PURSUANT TO SECTION 356 OF THE COMPANIES ACT 2014

On 10 February 2026 we reported as auditors of Sanderson Recruitment (Ireland) Limited to the directors of the Company on the abridged financial statements for the year ended 30 June 2025 on pages 7 to 19 and our report was as follows:

We have examined:

- (i) the abridged financial statements for the year ended 30 June 2025 on pages 7 to 19 which the directors of Sanderson Recruitment (Ireland) 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 Auditors

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 10 February 2026 we reported as auditors of Sanderson Recruitment (Ireland) 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:

SANDERSON RECRUITMENT (IRELAND) LIMITED

INDEPENDENT AUDITORS' SPECIAL REPORT TO THE MEMBERS OF SANDERSON RECRUITMENT (IRELAND) LIMITED (CONTINUED) PURSUANT TO SECTION 356 OF THE COMPANIES ACT 2014

"We have audited the financial statements of Sanderson Recruitment (Ireland) Limited (the 'Company') for the year ended 30 June 2025, which comprise the Statement of Comprehensive Income, the Balance Sheet, the Statement of Changes in Equity 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.

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 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.

SANDERSON RECRUITMENT (IRELAND) LIMITED

INDEPENDENT AUDITORS' SPECIAL REPORT TO THE MEMBERS OF SANDERSON RECRUITMENT (IRELAND) LIMITED (CONTINUED) PURSUANT TO SECTION 356 OF THE COMPANIES ACT 2014

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 Auditors' 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.

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 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 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.

SANDERSON RECRUITMENT (IRELAND) LIMITED

**INDEPENDENT AUDITORS' SPECIAL REPORT TO THE MEMBERS OF SANDERSON RECRUITMENT
(IRELAND) LIMITED (CONTINUED)
PURSUANT TO SECTION 356 OF THE COMPANIES ACT 2014**

Respective responsibilities and restrictions on use**Responsibilities of directors**

As explained more fully in the Directors' Responsibilities Statement on page 1, 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.

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 the IAASA's website at: <https://www.iaasa.ie/Publications/Auditing-standards>. This description forms part of our Auditors' Report."

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 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.

David McGarry
for and on behalf of
Azets Audit Services Ireland Limited
3rd Floor
40 Mespil Road
Dublin 4

10 February 2026

SANDERSON RECRUITMENT (IRELAND) LIMITED

**ABRIDGED BALANCE SHEET
AS AT 30 JUNE 2025**

	Note	2025 €000	2024 €000
Fixed assets			
Tangible assets	8	5	4
		5	4
Current assets			
Debtors: amounts falling due within one year	9	1,351	781
Cash at bank and in hand	10	1,417	668
		2,768	1,449
Creditors: amounts falling due within one year	11	(2,261)	(1,008)
Net current assets		507	441
Total assets less current liabilities		512	445
Net assets		512	445
Capital and reserves			
Called up share capital presented as equity	12	1	1
Profit and loss account	13	511	444
Shareholders' funds		512	445

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

We, as directors of Sanderson Recruitment (Ireland) 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:

Donal O'Donoghue
Director

Martin Griffiths
Director

Date: 10 February 2026

Date: 10 February 2026

The notes on pages 9 to 19 form part of these financial statements.

SANDERSON RECRUITMENT (IRELAND) LIMITED

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2025**

	Called up share capital €000	Profit and loss account €000	Total equity €000
At 1 July 2024	1	444	445
Comprehensive income for the year			
Profit for the year	-	67	67
Other comprehensive income for the year	-	-	-
Total comprehensive income for the year	-	67	67
Total transactions with owners	-	-	-
At 30 June 2025	1	511	512

The notes on pages 9 to 19 form part of these financial statements.

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2024**

	Called up share capital €000	Profit and loss account €000	Total equity €000
At 1 July 2023	1	401	402
Comprehensive income for the year			
Profit for the year	-	43	43
Other comprehensive income for the year	-	-	-
Total comprehensive income for the year	-	43	43
Total transactions with owners	-	-	-
At 30 June 2024	1	444	445

The notes on pages 9 to 19 form part of these financial statements.

SANDERSON RECRUITMENT (IRELAND) LIMITED

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

1. General information

These financial statements comprising the Statement of Comprehensive Income, the Balance Sheet, the Statement of Changes in Equity and the related notes constitute the individual financial statements of Sanderson Recruitment (Ireland) Limited for the financial year ended 30 June 2025.

Sanderson Recruitment (Ireland) Limited is a private company limited by shares (registered under Part 2 of Companies Act 2014), incorporated in the Republic of Ireland. The registered office of the company is 44a Westland Row, Dublin 2, Ireland, D02 A2F4. The nature of the Company's operations and its principal activities are set out in the Director's Report.

2. Accounting policies

2.1 Accounting convention

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).

The Company has availed of the exemption in FRS 102 7.1B from including a cash flow statement in the financial statements on the grounds that the Company is small.

The Company has availed of the exemption in FRS 102 9.9 from consolidation of financial statements of parent on the grounds that the Company is small.

The following principal accounting policies have been applied:

2.2 Going concern

The financial statements have been prepared on a going concern basis which the directors consider to be appropriate for the following reasons.

The Directors have prepared forecasts and projections covering a period of at least 12 months from the date of approval of these financial statements. These forecasts indicate that the Company will have sufficient funds to meet its liabilities as they fall due for that period, including in a plausible downside scenario.

Those forecasts are dependent on group companies not seeking repayment of the amounts currently due to the group, which at 30 June 2025 amounted to €982k, and providing additional financial support as necessary during that period. Sandersons Solutions Group plc has indicated its intention to continue to make available such funds as are needed by the company, and that it does not intend to seek repayment of the amounts due at the balance sheet date, for the period covered by the forecasts. As with any company placing reliance on other group entities for financial support, the directors acknowledge that there can be no certainty that this support will continue although, at the date of approval of these financial statements, they have no reason to believe that it will not do so.

Having taken the above factors into account, the Directors are confident that the Company will have sufficient funds to continue to meet its liabilities as they fall due for at least 12 months from the date of approval of the financial statements.

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

2. Accounting policies (continued)

2.3 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.

Foreign exchange gains and losses that relate to borrowings and cash and cash equivalents are presented in the Statement of Comprehensive Income within 'finance income or costs'. All other foreign exchange gains and losses are presented in profit or loss within 'other operating income'.

2.4 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.

Turnover represents amounts receivable for services net of VAT and trade discounts. Revenue generated from permanent placements is recognised on commencement of the employment contract.

Revenue generated from temporary contractor placements is recognised as services are provided.

SANDERSON RECRUITMENT (IRELAND) LIMITED

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

2. Accounting policies (continued)

2.5 Operating leases: the Company as lessee

Rentals paid under operating leases are charged to profit or loss on a straight-line basis over the lease term.

2.6 Current and deferred taxation

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 balance sheet 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 balance sheet 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 balance sheet date.

2.7 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 and fittings	-	33%
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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)

2.8 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 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

2.12 Retirement Benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

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

2. Accounting policies (continued)

2.13 Financial instruments

The Company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in ordinary shares.

Debt instruments (other than those wholly repayable or receivable within one year), including loans and other accounts receivable and payable, are initially measured at present value of the future cash flows and subsequently at amortised cost using the effective interest method. Debt instruments that are payable or receivable within one year, typically trade debtors and creditors, are measured, initially and subsequently, at the undiscounted amount of the cash or other consideration expected to be paid or received. However, if the arrangements of a short-term instrument constitute a financing transaction, like the payment of a trade debt deferred beyond normal business terms or in case of an out-right short-term loan that is not at market rate, the financial asset or liability is measured, initially at the present value of future cash flows discounted at a market rate of interest for a similar debt instrument and subsequently at amortised cost, unless it qualifies as a loan from a director in the case of a small company, or a public benefit entity concessionary loan.

Investments in non-derivative instruments that are equity to the issuer are measured:

- at fair value with changes recognised in the Statement of Comprehensive Income if the shares are publicly traded or their fair value can otherwise be measured reliably;
- at cost less impairment for all other investments.

Financial assets that are measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the Statement of Comprehensive Income.

For financial assets measured at amortised cost, the impairment loss is measured as the difference between an asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If a financial asset has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract.

For financial assets measured at cost less impairment, the impairment loss is measured as the difference between an asset's carrying amount and best estimate of the recoverable amount, which is an approximation of the amount that the Company would receive for the asset if it were to be sold at the balance sheet date.

Financial assets and liabilities are offset and the net amount reported in the Balance Sheet when there is an 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.

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

The directors do not believe that any significant judgments were made in the application of these accounting policies that have significant effect on the financial statements. Therefore no further disclosure of judgments and accounting estimates is made in these financial statement.

SANDERSON RECRUITMENT (IRELAND) LIMITED

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

4. Profit on ordinary activities before taxation

The operating profit is stated after charging:

	2025	<i>2024</i>
	€000	<i>€000</i>
Depreciation of tangible fixed assets	4	<i>6</i>
Rent - non-operating leases	63	<i>62</i>
Exchange differences	3	<i>10</i>
Defined contribution pension cost	15	<i>16</i>
	=====	<i>=====</i>

5. Employees

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

	2025	<i>2024</i>
	No.	<i>No.</i>
Employees	9	<i>9</i>
	=====	<i>=====</i>

6. Directors' remuneration

	2025	<i>2024</i>
	€000	<i>€000</i>
Directors' emoluments	387	<i>372</i>
Company contributions to defined contribution pension schemes	14	<i>14</i>
	=====	<i>=====</i>
	401	<i>386</i>
	=====	<i>=====</i>

During the year retirement benefits were accruing to 4 directors (*2024 - NIL*) in respect of defined contribution pension schemes.

Company has claimed exemption from disclosure of key management remuneration.

SANDERSON RECRUITMENT (IRELAND) LIMITED

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

7. Taxation

	2025	<i>2024</i>
	€000	<i>€000</i>
Corporation tax		
Current tax on profits for the year	10	<i>6</i>
Adjustments in respect of previous periods	-	<i>3</i>
	10	<i>9</i>
Total current tax	10	<i>9</i>
Deferred tax		
Total deferred tax	-	<i>-</i>
	10	<i>9</i>

Factors that may affect future tax charges

There were no factors that may affect future tax charges.

SANDERSON RECRUITMENT (IRELAND) LIMITED

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

8. Tangible fixed assets

	Fixtures and fittings €000
Cost or valuation	
At 1 July 2024	40
Additions	6
	46
At 30 June 2025	46
Depreciation	
At 1 July 2024	37
Charge for the year on owned assets	4
	41
At 30 June 2025	41
Net book value	
At 30 June 2025	5
At 30 June 2024	4

9. Debtors

	2025 €000	2024 €000
Trade debtors	159	306
Amounts owed by group undertakings	33	35
Other debtors	13	-
Prepayments	39	40
Accrued income	1,095	385
Tax recoverable	12	15
	1,351	781

Amounts owed by group companies are interest-free and repayable on demand.

SANDERSON RECRUITMENT (IRELAND) LIMITED

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

10. Cash and cash equivalents

	2025	<i>2024</i>
	€000	<i>€000</i>
Cash at bank and in hand	1,417	<i>668</i>
	<u>1,417</u>	<u><i>668</i></u>
	<u>1,417</u>	<u><i>668</i></u>

11. Creditors: Amounts falling due within one year

	2025	<i>2024</i>
	€000	<i>€000</i>
Payments received on account	-	<i>161</i>
Trade creditors	-	<i>2</i>
Amounts owed to group undertakings	982	<i>554</i>
Taxation and social insurance	137	<i>87</i>
Other creditors	5	<i>4</i>
Accruals	1,137	<i>200</i>
	<u>2,261</u>	<u><i>1,008</i></u>
	<u>2,261</u>	<u><i>1,008</i></u>

SANDERSON RECRUITMENT (IRELAND) LIMITED

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

12. Share capital

	2025	<i>2024</i>
	€000	€000
Authorised, allotted, called up and fully paid		
1,000 (2024 - 1,000) Ordinary shares of €1.00 each	<u>1</u>	<u>1</u>

The holders of ordinary shares are entitled to receive dividends as declared from time to time and are entitled to one vote per share at meetings of the Company.

13. Reserves

Profit and loss account

Includes all current and prior year profits and losses.

Called up Share Capital

Represents the nominal value of shares that have been issued.

14. Related party transactions

The Company has availed of the exemption provided in FRS 102, Section 33, "Related Party Disclosures", not to disclose transactions entered into with fellow group companies that are wholly owned within the group of companies of which the company is a wholly owned member.

Entries with control, joint control or significant influence over the entity:

During the year the company has availed services totalling €12.5k with the parties deemed to be related parties during the financial year.

15. Post balance sheet events

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

16. Controlling party

The Company is a subsidiary undertaking of Sanderson Solutions International Limited, a company incorporated in the United Kingdom with a registered office address of First floor, Clifton Down House, 54 Whiteladies Road, Clifton, Bristol, BS8 2NH.

The largest group in which the results of the Company are consolidated is that headed by Sanderson Solutions Group Plc, incorporated in the United Kingdom with a registered office of First floor, Clifton Down House, 54 Whiteladies Road, Clifton, Bristol, BS8 2NH.

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

17. Approval of financial statements

The board of directors approved these financial statements for issue on 10 February 2026