

Company Number: 631307

Prism Leadership & Change Consulting Limited
Abridged Unaudited Financial Statements
for the financial year ended 31 July 2025

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Prism Leadership & Change Consulting Limited DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 July 2025

The directors made the following statement in respect of the unaudited financial statements:

"General responsibilities

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

Irish company law requires the directors to prepare financial statements for each financial year. Under that law, the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard, issued by the Financial Reporting Council. 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 for the company financial statements 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 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. 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.

Directors' declaration on unaudited financial statements

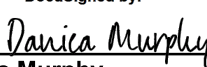
In relation to the financial statements which comprise the Balance Sheet and the related notes:

The directors approve these financial statements and confirm that they are responsible for them, including selecting the appropriate accounting policies, applying them consistently and making, on a reasonable and prudent basis, the judgements underlying them. They have been prepared on the going concern basis on the grounds that the company will continue in business.

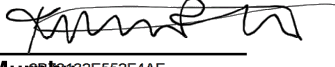
The directors confirm that they have made available to Azets Ireland Limited, all the company's accounting records and provided all the information, books and documents necessary for the compilation of the financial statements.

The directors confirm that to the best of their knowledge and belief, the accounting records reflect all the transactions of the company for the financial year ended 31 July 2025."

Signed on behalf of the board

DocuSigned by:

Danica Murphy
Director

Date: 18 March 2026 | 03:48 PDT

Signed by:

Kenneth Murphy
Director

Date: 18 March 2026 | 03:20 PDT

Prism Leadership & Change Consulting Limited

BALANCE SHEET

as at 31 July 2025


	Notes	2025 €	2024 € as restated
Fixed Assets			
Tangible assets	9	25,339	25,039
Investments	10	30,918	11,631
Fixed Assets		56,257	36,670
Current Assets			
Debtors	11	261,113	151,975
Cash and cash equivalents		385,205	392,572
		646,318	544,547
Creditors: amounts falling due within one year	12	(65,469)	(21,024)
Net Current Assets		580,849	523,523
Total Assets less Current Liabilities		637,106	560,193
Capital and Reserves			
Called up share capital presented as equity		100	100
Retained earnings		637,006	560,093
Equity attributable to owners of the company		637,106	560,193

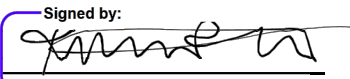
The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard.

We as Directors of Prism Leadership & Change Consulting Limited, state that -

- (a) the company is availing itself of the exemption provided for by Chapter 15 of Part 6 of the Companies Act 2014,
- (b) the company is availing itself of the exemption on the grounds that the conditions specified in section 358 are satisfied,
- (c) the shareholders of the company have not served a notice on the company under section 334(1) in accordance with section 334(2),
- (d) we acknowledge the company's obligations under the Companies Act 2014, to keep adequate accounting records and prepare financial statements which give a true and fair view of the assets, liabilities and financial position of the company at the end of its financial year and of its profit or loss for such a financial year and to otherwise comply with the provisions of the Companies Act 2014 relating to financial statements so far as they are applicable to the company,
- (e) the company has relied on the specified exemption contained in section 352 Companies Act 2014. The company has done so on the grounds that the company 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 Companies Act 2014 and the small companies' regime.

Approved by the board on 18 March 2026 | 03:20 PDT and signed on its behalf by:

DocuSigned by:

 Danica Murphy
 Director

Signed by:

 Kenneth Murphy
 Director

Prism Leadership & Change Consulting Limited

NOTES TO THE ABRIDGED FINANCIAL STATEMENTS

for the financial year ended 31 July 2025

1. General Information

Prism Leadership & Change Consulting Limited is a company limited by shares incorporated and registered in Ireland. The registered number of the company is 631307. The registered office of the company is Merville, Church Road, Greystones, Wicklow which is also the principal place of business of the company. The principal activity is that of business consultancy and other management consultancy activities. The financial statements have been presented in Euro (€) which is also the functional currency of the company.

2. Summary of Significant Accounting Policies

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the company's financial statements.

Statement of compliance

The financial statements of the company for the financial year ended 31 July 2025 have been prepared in accordance with the provisions of FRS 102 Section 1A (Small Entities) and the Companies Act 2014. These are the company's first set of financial statements prepared in accordance with FRS 102.

Basis of preparation

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention except for certain financial instruments that are measured at revalued amounts or fair values, as explained in the accounting policies below. Historical cost is generally based on the fair value of the consideration given in exchange for assets. 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" Section 1A, issued by the Financial Reporting Council.

The company qualifies as a small company as defined by section 280A of the Companies Act 2014 in respect of the financial year, and has applied the rules of the 'Small Companies Regime' in accordance with section 280C of the Companies Act 2014 and Section 1A of FRS 102.

Turnover

Turnover comprises the invoice value of services provided by the company, exclusive of trade discounts and value added tax.

Tangible assets and depreciation

Tangible assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible assets, less their estimated residual value, over their expected useful lives as follows:

Fixtures, fittings and equipment	- 20% & 33% Straight line
Motor vehicles	- 20% Straight line

The carrying values of tangible fixed assets are reviewed annually for impairment in periods if events or changes in circumstances indicate the carrying value may not be recoverable.

Investments

Investments held as fixed assets are initially recognised at cost. At each subsequent reporting date, investments are measured at fair value based on periodic valuations. Changes in fair value are recognised in the Profit and Loss account.

Trade and other debtors

Trade and other debtors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest method less impairment losses for bad and doubtful debts except where the effect of discounting would be immaterial. In such cases the receivables are stated at cost less impairment losses for bad and doubtful debts.

Trade and other creditors

Trade and other creditors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest rate method, unless the effect of discounting would be immaterial, in which case they are stated at cost.

Employee benefits

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund.

Prism Leadership & Change Consulting Limited

NOTES TO THE ABRIDGED FINANCIAL STATEMENTS

for the financial year ended 31 July 2025

Taxation and deferred taxation

Current tax represents the amount expected to be paid or recovered in respect of taxable profits for the financial year and is calculated using the tax rates and laws that have been enacted or substantially enacted at the Balance Sheet date.

Deferred tax is recognised in respect of all timing differences that have originated but not reversed at the balance sheet date where transactions or events have occurred at that date that will result in an obligation to pay more tax in the future, or a right to pay less tax in the future. Timing differences are temporary differences between the company's taxable profits and its results as stated in the financial statements.

Deferred tax is measured on an undiscounted basis at the tax rates that are anticipated to apply in the periods in which the timing differences are expected to reverse, based on tax rates and laws that have been enacted or substantively enacted by the Balance Sheet date.

Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated at the rates of exchange ruling at the Balance Sheet date. Non-monetary items that are measured in terms of historical cost in a foreign currency are translated at the rates of exchange ruling at the date of the transaction. Non-monetary items that are measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value was determined. The resulting exchange differences are dealt with in the Profit and Loss Account.

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.

Debt instruments (other than those wholly repayable or receivable within one year), including 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 financed at a rate of interest that is not a market rate or in the case of an out-right short-term loan not at market rate, the financial asset or liability is measured, initially, at the present value of the future cash flow discounted at a market rate of interest for a similar debt instrument and subsequently at amortised cost.

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 Profit and loss account.

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.

Ordinary share capital

The ordinary share capital of the company is presented as equity.

3. Adoption of FRS 102

This is the first set of financial statements prepared by Prism Leadership & Change Consulting Limited in accordance with accounting standards issued by the Financial Reporting Council, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" Section 1A (Small Entities). The company transitioned from previously extant Irish and UK GAAP to FRS 102 Section 1A as at 1 August 2024.

4. Going concern

The financial statements have been prepared on a going concern basis.

5. Operating profit

	2025	2024
	€	€
Operating profit is stated after charging:		
Depreciation of tangible assets	9,342	18,159
	<u>9,342</u>	<u>18,159</u>

continued

Prism Leadership & Change Consulting Limited

NOTES TO THE ABRIDGED FINANCIAL STATEMENTS

for the financial year ended 31 July 2025

6. Other Gains and Losses	2025 €	2024 €	
Fair value gains and losses are as follows:			
Fair value gains and losses on unlisted investments	<u>19,287</u>	<u>-</u>	
7. Employees			
The average monthly number of employees, including directors, during the financial year was 8, (2024 - 7).			
	2025 Number	2024 Number	
Directors	<u>2</u>	<u>2</u>	
Employee	<u>6</u>	<u>5</u>	
	<u>8</u>	<u>7</u>	
8. Adjustment to Comparatives			
There has been prior year reclassification that do not result in changes to the reserves.			
9. Tangible assets			
	Fixtures, fittings and equipment	Motor vehicles	Total
	€	€	€
Cost			
At 1 August 2024	61,678	41,145	102,823
Additions	9,642	-	9,642
At 31 July 2025	<u>71,320</u>	<u>41,145</u>	<u>112,465</u>
Depreciation			
At 1 August 2024	36,639	41,145	77,784
Charge for the financial year	9,342	-	9,342
At 31 July 2025	<u>45,981</u>	<u>41,145</u>	<u>87,126</u>
Net book value			
At 31 July 2025	<u>25,339</u>	<u>-</u>	<u>25,339</u>
At 31 July 2024	<u>25,039</u>	<u>-</u>	<u>25,039</u>
10. Investments			
		Other unlisted investments	Total
		€	€
Investments Cost or Valuation			
At 1 August 2024		11,631	11,631
Revaluations		19,287	19,287
At 31 July 2025		<u>30,918</u>	<u>30,918</u>
Net book value			
At 31 July 2025		<u>30,918</u>	<u>30,918</u>
At 31 July 2024		<u>11,631</u>	<u>11,631</u>

continued

Prism Leadership & Change Consulting Limited

NOTES TO THE ABRIDGED FINANCIAL STATEMENTS

for the financial year ended 31 July 2025

11. Debtors	2025	2024
	€	€
Trade debtors	229,116	124,515
Taxation	21,472	15,065
Prepayments	10,525	-
Accrued income	-	12,395
	<u>261,113</u>	<u>151,975</u>
12. Creditors	2025	2024
Amounts falling due within one year	€	€
Amounts owed to credit institutions	11	2,821
Trade creditors	18,716	6,961
Taxation	25,342	11,242
Accruals	1,750	-
Deferred Income	19,650	-
	<u>65,469</u>	<u>21,024</u>
13. Share Capital	2025	2024
	€	€
100 (2024 - 100) Ordinary shares of €1 each	<u>100</u>	<u>100</u>
14. Income Statement	2025	2024
	€	€
At 1 August 2024	560,093	557,615
Profit for the financial year	76,913	2,478
At 31 July 2025	<u>637,006</u>	<u>560,093</u>
15. Capital commitments		
The company had no material capital commitments at the financial year-ended 31 July 2025.		
16. Directors' remuneration	2025	2024
	€	€
Remuneration	131,333	78,000
Pension contributions	175,000	275,000
	<u>306,333</u>	<u>353,000</u>
17. Post-Balance Sheet Events		
There have been no significant events affecting the company since the financial year-end.		
18. Controlling Party		
The company regards Danica Murphy as the controlling party.		
19. Approval of financial statements		
The financial statements were approved and authorised for issue by the board of directors on <u>18 March 2026</u> 03:20 PDT		