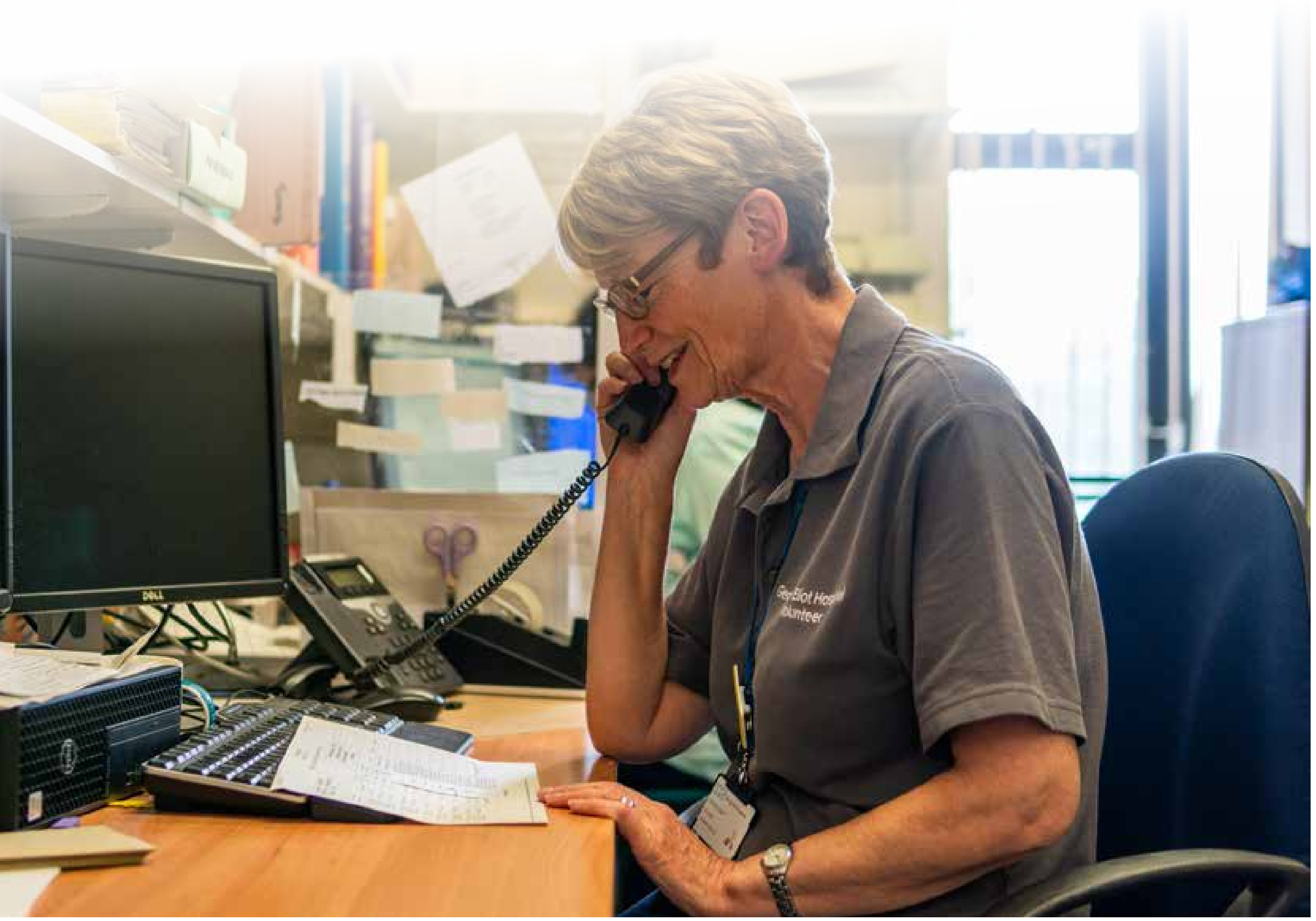
Retirement Planning Council of Ireland | Redefining Modern Retirement

2025
Annual Report & Financial Statements

Supporting you through your Retirement

"Tbh the thoughts of being retired filled me with dread. I met so many others who were in the same boat as me on the course. We came out with a very different take on the future. **I have a plan now and I'm not afraid to go after it.**"



ABOUT THE RETIREMENT PLANNING COUNCIL

50+

Over 50 Years of Redefining Retirement

Social impact facilitating a positive transition to retirement

Changing the narrative from third act to multistage living

Comprehensive suite of open enrolment, in-company & 1 to 1 executive programmes

Extensive panel of **expert speakers & specialists**

Ireland's only registered charity **offering pre-retirement & mid-career planning programmes**

About the Retirement Planning Council of Ireland CLG

The Retirement Planning Council (RPC) is the leading centre of excellence for the provision of retirement educational programmes in Ireland. The RPC provides retirement support, information and guidance to people nationally who are in the mid to late stages of their careers.

With over 50 years' experience working with individuals and organisations across Ireland, we offer practical courses and seminars that work through the financial and lifestyle changes retirement brings. The RPC works with people to prepare them for their retirement by helping them put strategic plans in place for the next phase of their lives. The RPC facilitates this planning through providing members with literature and information, courses, networking opportunities and online resources. As an organisation committed to being the best resource for people moving from work into the next stage of living, the RPC has built a significant body of experience and expertise surrounding the issues relevant to those looking toward retirement.

The RPC offers a range of retirement planning supports, using an approach that encompasses financial wellbeing, physical wellbeing, mental wellbeing, and social wellbeing. The RPC offers pre-retirement open courses, in-company courses and programmes in areas including mid-career planning, executive planning for retirement, working on in retirement and starting your own business. The RPC provides member resources including information services and lifetime access to their network. The RPC has various specialist course speakers offering expertise in areas including finance, nutrition, legal matters and healthy living.

The RPC also hosts free talks for community groups and works with both the voluntary and private sectors to deliver quality retirement planning services.

All programmes can be delivered online through our learning platform RPCLearn or in person nationwide.

Our Mission

"To be the best provider of trusted programmes and independent guidance by providing training, advocacy and lifetime support for people approaching and during their next stage of living."

Our Vision

"Where all can create and embrace their own future."

OUR VALUES

SUPPORT
We endeavour to provide the best quality support by offering guidance and practical information to people seeking direction in retirement and future life planning

EXPERT
We are committed to being the trusted experts on retirement planning matters, with our experienced team of professionals providing specialist knowledge

IMPACT
We are dedicated to growing the RPC's impact so that we can help create better outcomes for more people

INDEPENDENT
We are proud to be self funded and to operate based on best practice

EMPOWERMENT
We believe that every person approaching retirement should be given the tools to plan a happy and fulfilling future

RESPECT
We are people-focused and place the individual at the centre of what we do. RPC is dedicated to treating our people with the utmost respect and consideration

Chair Report for 2025

It is my/our pleasure to present RPC's Annual Report and Financial Statements for the 12 months ended 31 December 2025.

We're pleased to note that this year our speakers and course leaders delivered courses to a greater number of attendees and also generated record revenues. These milestones strengthen and support RPC's strategic ambitions and reinforce our position as a trusted, independent and respected organisation within our sector. As our participant numbers continue to grow and feedback remains consistently positive, we are encouraged by the growing recognition of the value of preparing not only financially for retirement, but also socially, physically and psychologically.

Financially, RPC had a strong year with a healthy surplus. We remain focussed on ensuring that this disciplined approach to our finances will enable us to pursue our strategic ambitions and respond to whatever new challenges the ever-changing pre-retirement landscape throws at us.

Through our programmes, we have helped many individuals approach a new and exciting stage of life with greater confidence, knowledge and optimism. Attendees continually remind us of the real difference these courses make, not only to those attending but also to their families and communities.

Retirement is no longer viewed simply as the conclusion of a working career. It is a transition that requires thoughtful planning across many dimensions - health and wellbeing, financial security, lifelong learning, personal purpose and continued engagement with family and community. Our programmes are designed to support people in completing that transition successfully, enabling them to look forward to retirement with confidence rather than uncertainty.

None of RPC's achievements would be possible without the continued commitment of everyone involved with the charity. On behalf of the Board, I extend our sincere thanks to our course speakers, supported by our CEO and staff, for their confidence in our mission and their contribution to our success. These individuals have been key to achieving the results outlined in this report.

As always, charities like ours depend on the voluntary participation of experienced and trusted unpaid directors who help us maintain a proper course of direction in all our endeavours, for which we are grateful. I'd like to express particular thanks to Frank O'Riordan who retired from our Board at last year's AGM, following 9 years of service, and who made an invaluable contribution during his term.

Personal Message from the Chair

Having reached the recommended life span of a Charity Trustee/Director I will also retire from the RPC board at this year's AGM. I have thoroughly enjoyed my time at the RPC, an organisation that is more valid and relevant than ever, over 50 years since it was established. Back in those days, retirement was seen as an event, (nice watch and a cake), a step back from full-time work to doing essentially nothing. Today, as our courses and our speakers tell us, retirement planning is more of a process which should begin many years ahead of that momentous step away from the workplace. I wish the Board, CEO and her team all the best for the future and thank them sincerely for the support and guidance afforded to me during my time with RPC.

Ray Kenny

Chair

A Message from the CEO

Celebrating over 50 Years of Purpose: Shifting from Financial Readiness to Life Resilience

Over fifty years ago, the Retirement Planning Council of Ireland (RPC) was founded with a singular, vital mission: to help people navigate the transition away from full-time work to the rest of their lives.

As we mark our golden jubilee in 2025, we look back on five decades of service with some pride driven by purpose. Yet, true to the pioneering spirit of our founders and our ever-growing community, our focus remains firmly fixed on the horizon.

The landscape of longevity has fundamentally transformed since our formation, and with it, our understanding of what it means to step into the later chapters of a longer life.

In 2024, we spoke about the Renaissance of Later Life. In 2025, that Renaissance has continued to accelerate, manifesting as an ongoing structural shift in the global workforce and indeed broader society norms.

Retirement is no longer viewed as a static destination or a sudden full stop; it is evolving into a dynamic, multi-stage era characterised by active transition and deliberate self-design.

The New Science of Retirement: Mindset Over Wealth

Global evidence-based research reinforces a core truth that RPC has championed for fifty years: true retirement confidence is driven not by wealth alone, but by holistic, intentional planning.

Recent global studies highlight that while financial security forms the baseline, the emotional weight of transitioning away from a primary career often causes a significant identity shift.

Modern retirement demands an explicit shift from financial readiness to psychological resilience. When the daily structure, social network, and identity of the workplace are stripped away, individuals require a clear framework to map out their social connections, cognitive engagement, and sense of purpose.

At RPC, we have consistently integrated these insights directly into our methodology, continuing to expand our holistic focus on cognitive well-being, identity mapping, and emotional health, alongside our trusted financial, legal, pension and welfare modules.

Expanding Our Reach: Mid-Career and Intergenerational Strategy

Our milestone year was marked by exceptional operational growth and strategic adaptation. To meet the realities of increased longevity — where our participants are planning for vibrant decades in their 80s, 90s, and beyond — we have accelerated our outreach to younger demographics, in the knowledge they are planning for a longer and therefore very different life.

The old paradigm of working intensively for 40 years and stopping abruptly is obsolete.

The surge in demand for our Mid-Career Planning programmes points to a welcome awareness among corporate Ireland of this changing landscape. Forward-thinking organisations are recognising that supporting long-term life strategy in an employee's 30s, 40s, and 50s is a powerful lever for staff retention, productivity, and mental wellness.

Looking Ahead: Confronting Ageism and Fostering Belonging

As we enter our next half-century, RPC is actively expanding its advocacy role. We continue to challenge systemic ageism by collaborating with agencies and employers to build truly age-inclusive workplaces. In an era where many choose to consult, launch new businesses, or engage in phased retirement long past the state pension age, utilising the cognitive diversity and accumulated wisdom of older workers is an economic and social imperative.

A Note of Gratitude

This 50th anniversary milestone belongs to our incredible community. I want to express my deepest thanks to our exceptional team of staff, programme leaders and specialist speakers whose empathy and expertise bring our mission to life every day. I also extend my gratitude to our Board of Directors for their steady governance and strategic stewardship.

Most importantly, thank you to our participants. Your courage to reinvent yourselves, your willingness to embrace change, and your passion for purposeful living are what make this modern renaissance so inspiring. You are proof that aging is not a process of decline, but an avenue for continuous growth, contribution, and purpose.

Here is to the next fifty years of rewriting the narrative together.

Laura Farrell

Chief Executive Officer

Organisation Structure, Governance & Management

The Retirement Planning Council of Ireland clg is an independent organisation limited by guarantee with registered charity status (Charity Number CHY5895). Its governing document is the Retirement Planning Council of Ireland clg Memorandum and Articles of Association / Constitution. The Retirement Planning Council of Ireland clg is also registered with The Charities Regulatory Authority (RCN: 20009663).

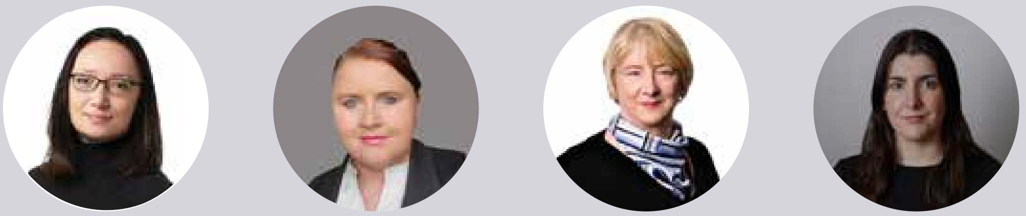
Board of Directors

The governing body for the Retirement Planning Council of Ireland clg is the Board of Directors. The Board meets a minimum of four times each year. Each meeting incorporates a detailed update on our core activities to ensure that Board members gain proper insights into the Retirement Planning Council's day-to-day work. All directors serve on a voluntary, unpaid basis. Board members are recruited from diverse professional backgrounds and bring a range of competencies, experience and skills that are relevant to the organisation. The Board is responsible for the management of the affairs of the RPC and its organisational and financial governance. Its work includes approving and monitoring the RPC's long-term strategy and annual corporate objectives; budget and expenditure oversight and approval; constitutional changes; the identification and nomination process for new directors to the Board; and appointing staff to the organisation. The Board is committed to ensuring that the RPC employs best practice standards of corporate governance.

Finance

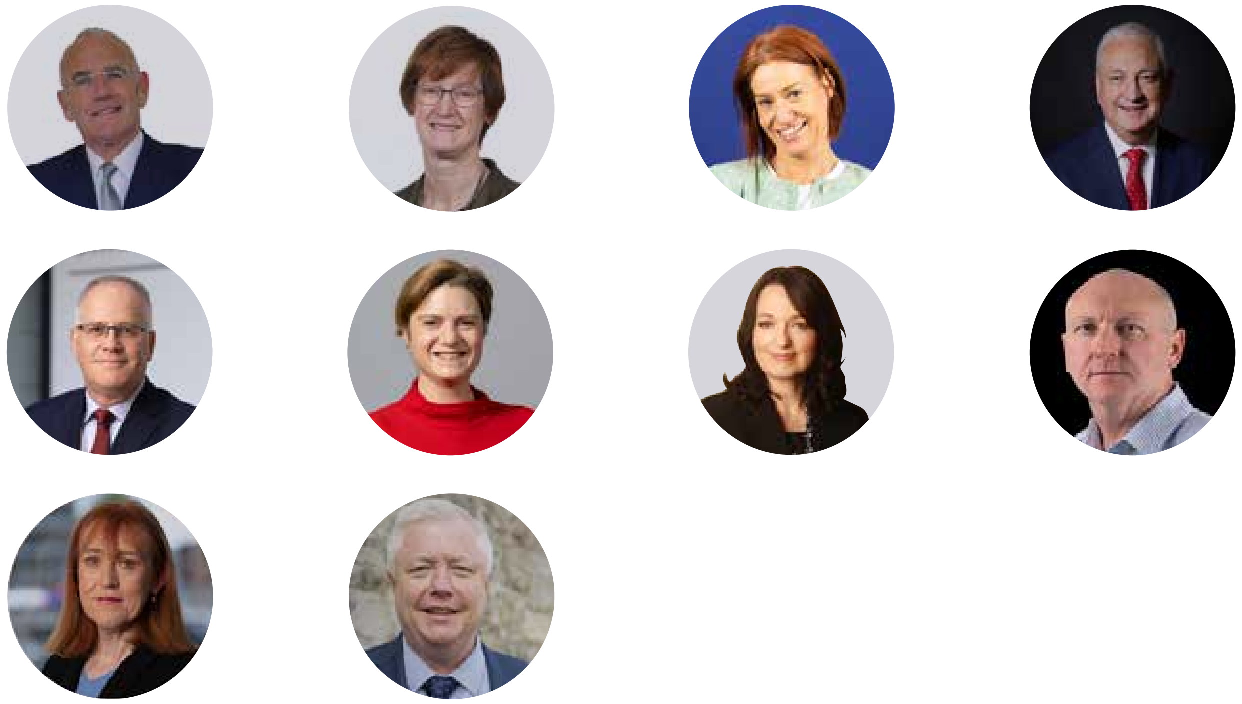
The RPC is solely funded from course fee income. It undertakes no fundraising activities and is not supported by government. In order to ensure independence, it is not linked to any financial institutions.

OUR STAFF



(L-R) Laura Farrell, CEO, Elaine Coyne, Head of Finance, Nora Waldron, Course Coordinator, Michelle O'Siorain, Marketing & Communications Executive

BOARD OF DIRECTORS

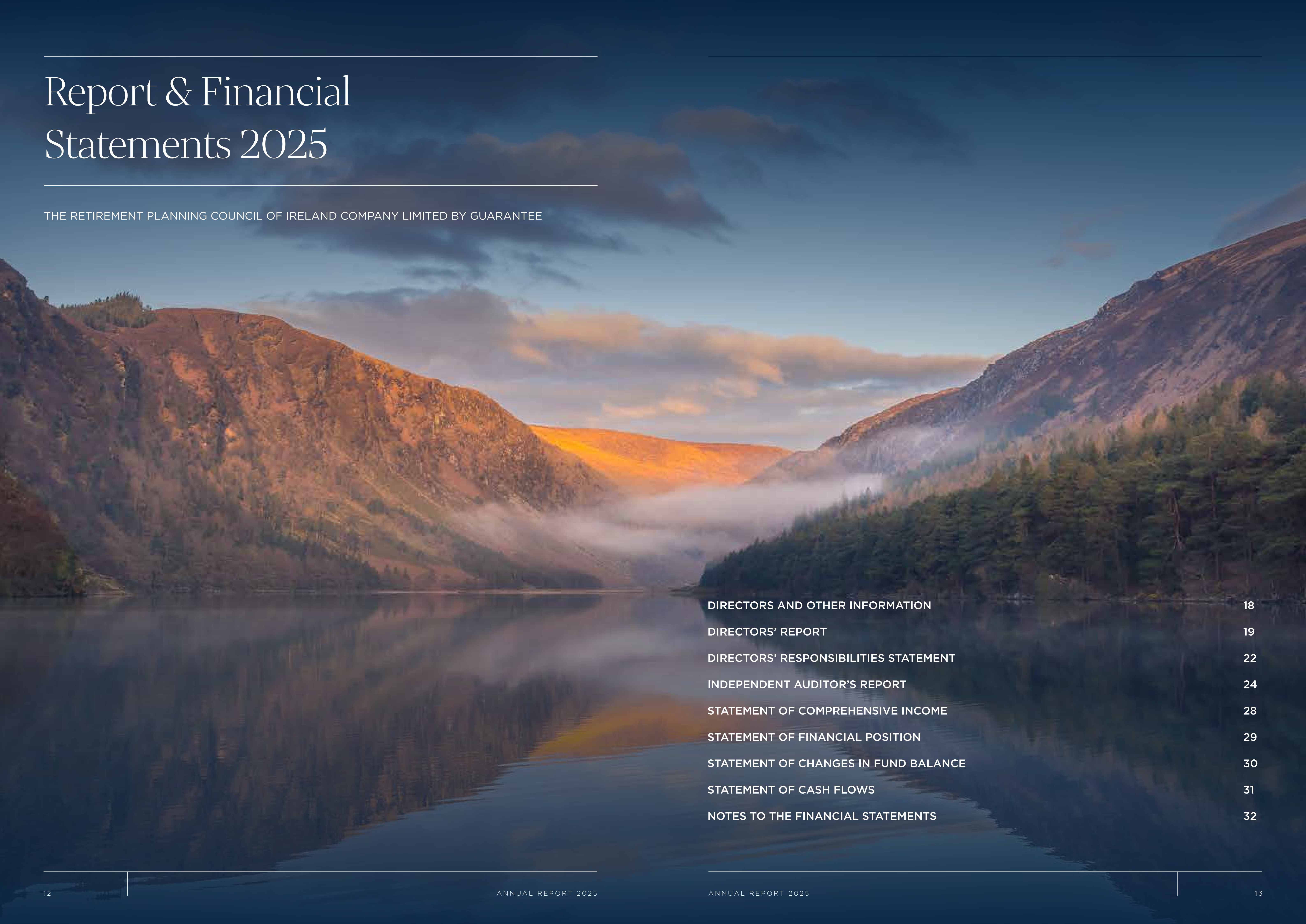


From Left to Right:

Ray Kenny, *Chair,* Mary Connaughton, *Vice Chair,* Sinead McEvoy, Maurice Hedderman, Timothy Wray, Muireann Cullen, Dr Brigid M. Milner, Raymond McKenna, Pauline Louth, Albert Murphy, Kevin Smyth

During 2025,

We bid farewell to Frank O'Riordain who resigned at our 2024 AGM in August. We would like to thank him for his invaluable counsel and participatory involvement in RPC matters. In 2025, we welcomed Kevin Smyth, Non-Executive Director who was appointed at our August Board meeting.



Report & Financial Statements 2025

THE RETIREMENT PLANNING COUNCIL OF IRELAND COMPANY LIMITED BY GUARANTEE

Directors & Other Information

Directors

Ray Kenny
CHAIR

Mary Connaughton
VICE CHAIR

Maurice Hedderman
Sinead McEvoy
Timothy Wray
Pauline Louth
Muireann Cullen
Albert Murphy
Brigid Milner
Frank O'Riordan (resigned on 27 Aug 2025)
Raymond McKenna
Kevin Smyth (appointed on 27 Aug 2025)

Secretary

Frank O'Riordan (Resigned 27 Aug 2025)

L&P Trustee Services Limited (Appointed 27 Aug 2025)

Registered Office

4-5 Burton Hall Road,
Sandyford,
Dublin 18
D18A094

Company No.

121623

Registered Charity No.

20009663

Chy Revenue No.

CHY 5895

Auditors

Forvis Mazars
Chartered Accountants
& Statutory Audit Firm
Harcourt Centre
Block 3
Harcourt Road
Dublin 2

Principal Banker

Allied Irish Bank
1 Lower Baggot Street
Dublin 2

Solicitors

Mason Hayes & Curran Solicitors
South Bank House
Barrow Street
Dublin 4

Directors' Report

1. PRINCIPAL ACTIVITY

The Retirement Planning Council of Ireland CLG (the "company") is a not-for-profit organisation which is engaged in providing education and training, support, information and guidance to people planning for retirement.

2. BUSINESS REVIEW

The directors continue to have every confidence in the future of the company. The company has examined our recent accounts and history of running courses and is satisfied that a market exists and will continue to expand for the retirement planning services provided by the company. This has been confirmed by the significantly increased participation rates in 2025.

3. RESULTS

The surplus for the financial year amounted to €123,725 (2024: €75,216).

4. DIRECTORS AND SECRETARY

The current composition of the Board and the secretary are as noted on page 18.

5. PRINCIPAL RISKS AND UNCERTAINTIES

The Company takes all steps necessary to minimize exposure to risk and could be classified as a risk averse company. The principal risks, as currently identified in the risk register prior to mitigating controls, are:

- Reduced profitability of courses, including from unexpected external events
- Unintentional breaches of legislative or regulatory requirements
- Change of tax status
- Fall in acceptable levels of performance
- IT or other system failures

Control measures have been put in place for these and other identified risks and the residual risk levels, post controls, are low.

6. HEALTH AND SAFETY OF EMPLOYEES

The wellbeing of the company's employees is safeguarded through strict adherence to health and safety standards. Health and safety legislation imposes certain requirements on

employers and the company has taken the necessary action to ensure compliance with the legislation, including the adoption of a Safety Statement.

7. ENVIRONMENTAL MATTERS

The company will seek to minimize adverse impacts on the environment from its activities, whilst continuing to address health, safety and economic issues. The company has complied with all applicable legislation and regulations.

8. 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 4-5 Burton Hall Road, Sandyford, Dublin 18 D18 A094.

9. FUTURE DEVELOPMENTS

The company directors have no plans at present to change significantly the activities of the company.

10. STATEMENT ON RELEVANT AUDIT INFORMATION

In accordance with Section 332 of the Companies Act 2014 each of the persons who are directors at the time when this Directors' Report is approved has confirmed that:

- So far as each director is aware, there is no relevant audit information of which the company's auditors are unaware, and
- The directors have 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.

11. SUBSEQUENT EVENTS

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

12. POLITICAL DONATIONS

The organisation did not make any political contributions in the financial year (2024 - €nil).

13. AUDITORS

Forvis Mazars, Chartered Accountants & Statutory Audit Firm have expressed their willingness to continue in office in accordance with Section 383(2) of the Companies Act 2014.

The financial statements were approved by the Board of directors, authorised for issue on behalf of the Board and are signed on its behalf by:

By order of the Board

Ray Kenny

Director

Date: 29th April 2026

Maurice Hedderman

Director

Date: 29th April 2026

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 FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' 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 surplus or deficit of the company 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 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 surplus or deficit 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 thecompany 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 Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

By order of the Board

Ray Kenny,
Director

Maurice Hedderman
Director

Date: 29th April 2026

Independent Auditor's Report to the Members

THE RETIREMENT PLANNING COUNCIL OF IRELAND COMPANY LIMITED BY GUARANTEE

Opinion

We have audited the financial statements of The Retirement Planning Council of Ireland Company Limited by Guarantee ('the company') for the year ended 31 December 2025, which comprise the statement of comprehensive income, the statement of financial position, the statement of changes in fund balance, the statement of cash flows and notes to the financial statements, including the summary of significant accounting policies set out in Note 3. The financial reporting framework that has been applied in their preparation is Irish Law 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 31 December 2025 and of its surplus for the year then ended;
- have been properly prepared in accordance with FRS 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 believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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 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.

Opinions 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;
- The directors' report has been prepared in accordance with applicable legal requirements;
- 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.

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.

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 for the financial statements

As explained more fully in the directors' responsibilities statement set out on page 6, 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 management determines 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 management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so.

Auditor's 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 Irish Auditing and Accounting Supervisory Authority's website at: http://www.iaasa.ie/getmedia/b2389013- 1cf6-458b-9b8f-a98202dc9c3a/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 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.

Aedín Morkan
for and on behalf of Forvis Mazars

Aedín Morkan

Chartered Accountants & Statutory Audit Firm
Harcourt Centre
Block 3
Harcourt Road
Dublin 2.

Date: 4th June 2026

Statement of Comprehensive Income

	Notes	Year ended 31 December 2025 €	Year ended 31 December 2024 €
Income	4	**1,097,609**	969,513
Expenditure		**(977,048)**	(897,438)
Operating surplus	5	**120,561**	72,075
Interest income	9	**3,164**	3,141
Surplus		**123,725**	75,216
Other comprehensive income		–	–
Total comprehensive income for the year		**123,725**	75,216

All activity is in respect of continuing activities. There were no other gains or losses other than those presented above. The notes on pages 28 to 39 form part of these financial statements.

Statement of Financial Position

	Notes	31 December 2025 €	31 December 2024 €
Fixed Assets			
Tangible fixed assets	7	4,272	3,410
Current Assets			
Debtors	8	87,887	63,429
Cash at bank and in hand	9	936,585	818,966
		1,024,472	882,395
Current Liabilities			
Creditors: amounts falling due within one year	10	(134,444)	(115,230)
Net Current Assets		890,028	767,165
Total Assets Less Current Liabilities		894,300	770,575
Funds		894,300	770,575

The notes on pages 28 to 39 form part of these financial statements. The financial statements were approved and authorised for issue by the Board:

Ray Kenny
Director
Date: 29th April 2026

Maurice Hedderman
Director
Date: 29th April 2026

Statement of Changes in Funds Balance

	Year ended 31 December 2025 €	Year ended 31 December 2024 €
Balance at beginning of year	**770,575**	**695,359**
Surplus during the year	123,725	75,216
Balance at end of year	**894,300**	**770,575**

Statement of Cash Flows

	Notes	Year ended 31 December 2025 €	Year ended 31 December 2024 €
Cash flows from operating activities			
Operating surplus for the financial year		120,561	72,075
Adjustments for:			
Depreciation	7	1,510	441
Operating surplus before working capital changes		122,071	72,516
Increase / (decrease) in debtors		(24,458)	16,390
Increase in creditors		19,214	5,210
Net cash generated from operating activities		116,827	94,116
Cash flows from investing activities			
Acquisition of tangible fixed assets	7	(2,372)	(3,851)
Interested Received		3,164	3,141
Net increase in cash at bank and in hand		**117,619**	**93,406**
Cash at bank and in hand at beginning of year		818,966	725,560
Cash at bank and in hand at end of year	9	**936,585**	**818,966**

The notes on pages 28 to 39 form part of these financial statements.

Notes to the Financial Statements

FOR THE YEAR ENDED 31 DECEMBER 2025

1. GENERAL INFORMATION

These financial statements comprising the statement of comprehensive income, the statement of financial position, the statement of changes in fund balance, the statement of cash flows and the related notes constitute the individual financial statements of The Retirement Planning Council of Ireland Company Limited by Guarantee ('the company') for the financial year ended 31 December 2025.

The Retirement Planning Council of Ireland is a company limited by guarantee and not having a share capital, incorporated in the Republic of Ireland. The Retirement Planning Council of Ireland is a public benefit entity. The registered office is 4-5 Burton Hall Road, Sandyford, Dublin 18 D18 A094, which is also the principal place of business of the company. The nature of the company's operations and its principal activities are set out in the directors' report on pages 3 to 5.

2. STATEMENT OF COMPLIANCE

These financial statements have been prepared in accordance with Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland) ("FRS 102") and the Companies Act 2014.

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

a) Basis of preparation

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention. 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.

The financial statements are prepared and presented in Euro, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest €.

b) Income

Income is recognised to the extent that it is probable that the economic benefits will flow to the company and the income can be reliably measured. Income is measured as the fair value of the consideration received or receivable, excluding discounts and rebates.

Course fees invoiced in advance are recognised in the year in which the course is delivered. At the year-end those course fees invoiced in advance which relate to courses to take place in the subsequent financial year are recognised as a debtor with a corresponding amount recorded in deferred income.

c) Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any Value Added Tax which cannot be fully recovered and is reported as part of the expenditure to which it relates.

d) Fund accounting

The fund balance represents cumulative gains and losses recognised in the statement of comprehensive income. Funds are available to spend on activities that further any of the purposes of the company.

e) Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost less accumulated depreciation and any accumulated impairment losses. 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.

The company adds to the carrying amount of an item of tangible fixed assets the cost of replacing part of such an item when that cost is incurred, if the replacement part is expected to provide incremental future benefits to the company. Repairs and maintenance are charged to the statement of comprehensive income during the period in which they are incurred.

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.

The estimated useful lives range as follows:

- Fixtures and fittings - 8 years

- Office and computer equipment - 3 to 5 years

Notes to the Financial Statements

FOR THE YEAR ENDED 31 DECEMBER 2024

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 (if any) with the carrying amount and are recognised in the statement of comprehensive income.

f) Financial instruments

A financial asset or a financial liability is recognised only when the company becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the transaction price, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument. Financial assets include cash at bank and in hand and debtors (excluding prepayments).

Debtors. Debtors are measured at transaction price, less any impairment.

Cash at bank and in hand. Cash consists of cash on hand and demand deposits.

Financial liabilities are subsequently measured at amortised cost. Financial liabilities include creditors (excluding deferred income and taxes and social welfare).

Creditors. Creditors are measured at 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.

g) Pensions

Defined contribution plan

The company operates a defined contribution plan for its employees and also has arrangements in place for employees who wish to participate in a PRSA. 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 the statement of comprehensive income 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 in an Irish Life Master Trust.

h) Interest income

Interest income is recognised in the statement of comprehensive income on a cash receipts basis.

i) Taxation

The company has charitable status from the Revenue Commissioners (Charity Reference Number – CHY 5895) and as such is not subject to corporation tax.

j) Critical Accounting Estimates and Judgements

The company makes judgements, estimates and assumptions about the carrying amounts of assets and liabilities that were not readily apparent from other sources in the application of the company's accounting policies. Estimates and judgements are continually evaluated and are based on historical experience and other factors that are considered to be reasonable under the circumstances. Actual results may differ from the estimates.

The critical judgements (other than those involving estimates) that have a significant effect in the preparation of the financial statements are discussed below:

Going concern

The directors have reviewed 2025 and year to date 2026 financial performance as well as the budget for 2026. While it is unlikely that course income will outperform the record 2025 levels, the directors continue to have every confidence in the future of the company and are satisfied that a market exists and will continue to expand for the retirement planning services provided by the company. This has been confirmed by the participation rates in 2025.

On that basis, and in light of both the budget for 2026 and the level of reserves at 31 December 2025, the directors are satisfied that the company has adequate resources to continue for at least 12 months from the date of approval of these financial statements, that it is appropriate to adopt the going concern basis in the preparation of the financial statements and that there is no material uncertainty in respect of same.

Determining lease commitment – company as a lessee

The company holds a license agreement for its business premises at 4-5 Burton Hall Road, Sandyford, Dublin 18 D18 A094. The company has determined that the risks and benefits of ownership related to the property are retained by the lessor. In accordance with FRS102, the company has determined that in substance the agreement constitutes a leasing arrangement, and the license is accounted for as an operating lease.

Notes to the Financial Statements

FOR THE YEAR ENDED 31 DECEMBER 2025

4. INCOME

	2025 €	2024 €
An analysis of income by class of business is as follows:		
Course fees	1,065,469	934,673
Membership	17,441	21,893
Other income	14,699	12,947
	1,097,609	**969,513**

All income arose in the Republic of Ireland.

5. OPERATING SURPLUS

	2025 €	2024 €
Operating surplus is stated after charging:		
Depreciation	1,511	441
Auditor's remuneration for statutory audit services	10,972	10,701
Pension costs	25,734	22,019

Notes to the Financial Statements

FOR THE YEAR ENDED 31 DECEMBER 2025

6. EMPLOYEES

	2025 €	2024 €
Wages and salaries	272,812	215,315
Social welfare costs	30,214	24,077
Pension costs	25,734	22,019
Staff health insurance	2,044	2,166
	330,804	**263,577**

	2025 €	2024 €
Capitalised employee costs during the financial year amounted to €nil (2024: €nil). *The average monthly number of employees during the financial year was as follows:*		
Administration	4	4
Operations	7	6
	11	**10**

The Chief Executive Officer earned total employee benefits (including employer PRSI) of €166,401 during the year (2024: €156,891).
No director was employed by the company or received remuneration from the company in the current year

Notes to the Financial Statements

FOR THE YEAR ENDED 31 DECEMBER 2025

7. TANGIBLE FIXED ASSETS

	Fixtures and fittings €	Office and computer equipment €	Total €
Cost			
At 1 January 2025	8,506	30,281	38,787
Additions	2,372	-	2,372
Disposal	(4,655)	-	(4,655)
At 31 December 2025	**6,223**	**30,281**	**36,504**
Accumulated Depreciation			
At 1 January 2025	5,096	30,281	35,377
Depreciation	1,510	-	1,510
Disposal	(4,655)	-	(4,655)
At 31 December 2025	**1,951**	**30,281**	**32,232**
Carrying amount			
At 31 December 2025	**4,272**	-	**4,272**
At 31 December 2024	3,410	-	3,410

Notes to the Financial Statements

FOR THE YEAR ENDED 31 DECEMBER 2025

8. DEBTORS

	2025 €	2024 €
Trade debtors	75,605	50,569
Prepayments and accrued income	9,161	7,859
Security deposit	1,700	3,690
Other debtors	1,421	1,311
	87,887	**63,429**

Trade Debtors

Trade debtors are due within the company's normal terms, which is thirty to ninety days. Trade debtors are shown net of impairment in respect of doubtful accounts.

Prepayments and accrued income

Prepayments and accrued income mainly pertain to lease deposit payments and subscriptions paid in advance.

Notes to the Financial Statements

FOR THE YEAR ENDED 31 DECEMBER 2025

9. CASH AT BANK AND IN HAND

		2025 €	2024 €
	Cash at bank and in hand	**936,585**	**818,966**
	Interest income from cash at bank amounted to €3,164 (2024: €3,141).		

10. CREDITORS

		2025 €	2024 €
	Trade creditors	20,168	13,514
	Accruals	53,749	47,989
	Deferred income	51,895	48,430
	Taxes and social welfare	8,632	5,297
		134,444	**115,230**

Taxes and social welfare

Taxes and social welfare costs are subject to the terms of the relevant legislation. Interest accrues on late payments. No interest was due at the financial year end date.

Accruals

The terms of the accruals are based on underlying contracts.

Trade creditors

The repayment terms of creditors vary between on demand and 60 days.

Deferred income

Deferred income comprises course payments received in advance and membership fees that are attributable to 2025.

Notes to the Financial Statements

FOR THE YEAR ENDED 31 DECEMBER 2025

11. FINANCIAL INSTRUMENTS

		2025 €	2024 €
	Financial assets measured at amortised cost		
	Cash at bank and in hand	936,585	818,966
	Debtors (excluding prepayments)	79,446	51,880
	Financial liabilities measured at amortised cost		
	Trade creditors	20,168	13,514
	Accruals	53,749	47,989

12. COMPANY STATUS

The company is limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding €1 towards the assets of the company in the event of liquidation.

13. PENSION COMMITMENTS

The assets of the plan are held in an Irish Life Master Trust.

The company also provides access to a PRSA for employees and two employees participate in this scheme.

The pension charge for the year was €25,734 (2024: €22,019). The amount outstanding at the year end is €3,061 (2024: €2,863).

Notes to the Financial Statements

FOR THE YEAR ENDED 31 DECEMBER 2025

14. COMMITMENTS UNDER OPERATING LEASES

	At 31 December, the company had total future minimum lease payments as follows:	2025 €	2024 €
	Not later than 1 year	9,348	3,690
	Later than 1 year and not later than 5 years	–	–
		9,348	**3,690**

15. RELATED PARTY TRANSACTIONS

Key management personnel
The directors and Chief Executive Officer represent the key management personnel of the company. The total employee benefits of key management personnel (including employer PRSI) during the year amounted to €166,401 (2024: €156,891). There were no other transactions with key management personnel during the current or prior year.

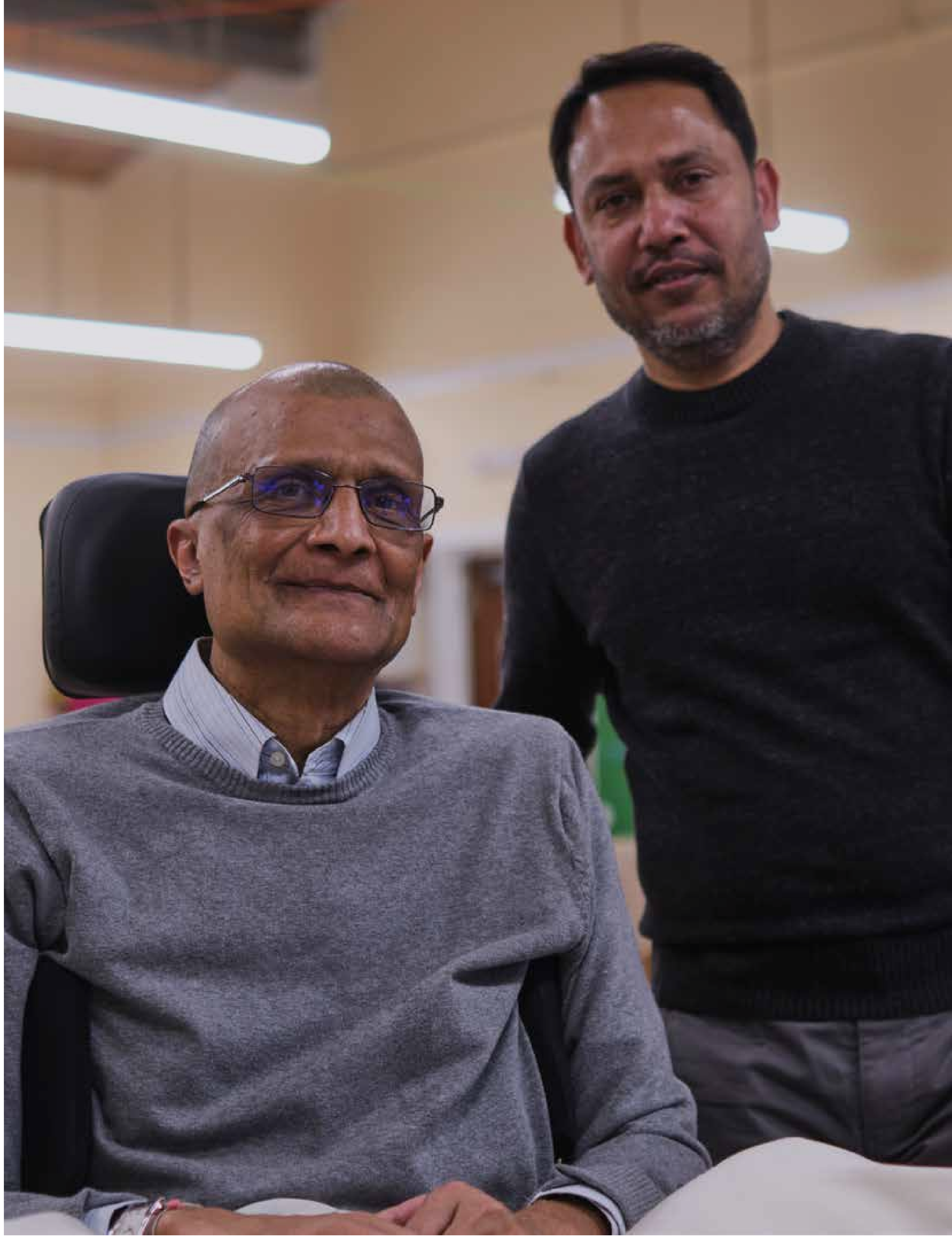
No remuneration was paid to directors in the current or prior year. Directors' expenses during the year amounted to €717 (2024: €244).

16. POST BALANCE SHEET EVENTS

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

17. APPROVAL OF FINANCIAL STATEMENTS

The Board of directors approved these financial statements for issue on 29th April 2026.



Detailed Income Statement

		Year ended 31 December 2025 €	Year ended 31 December 2024 €
	Income	**1,097,609**	969,513
	Expenditure	**(977,048)**	(897,438)
	Operating surplus	**120,561**	72,075
	Interest Income	**3,164**	3,141
	Surplus	**123,725**	75,216
	Other comprehensive income	-	-
	Total comprehensive income for the year	**123,725**	75,216

Scheduled to the Detailed Accounts

	Income	Year ended 31 December 2025 €	Year ended 31 December 2024 €
	Course income	1,065,469	934,673
	Corporate membership	17,441	21,893
	Other income	14,699	12,947
		1,097,609	**969,513**

Scheduled to the Detailed Accounts

Administrative Expenses	Year ended 31 December 2025 €	Year ended 31 December 2024 €
Course Costs	467,077	415,004
Audit / Accountancy	18,522	30,393
Bad debts	959	(1,645)
Bank Charges	3,298	2,966
Computer and IT charges	20,344	884
Course Development Costs	1,200	431
Depreciation Office Equipment	1,511	441
Directors Expenses	717	244
Entertainment	-	142
Insurance	1,886	2,044
Irish Life PHI Insurance	2,044	2,166
Office & Secretarial Exp	13,015	24,169
Postage	164	242
PR costs	41,668	39,009
Printing & Stationery	453	408
Promotional Costs	26,531	7,803
Recruitment Costs	3,875	20,229
Rent / Rates/Services	19,726	23,364
Staff Costs	10,113	6,068
Staff Pension Costs	25,734	22,019
Staff Salaries	272,812	215,315
Staff Salaries ER PRSI	30,214	24,077
Staff Training	1,520	5,947
Sundry Expenses	11,067	6,937
Telephone	2,598	1,737
Temporary Staff Costs	-	47,044
	977,048	**897,438**

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of Ireland

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