

Charity registration number 20204791

Company registration number 658992

**NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY
GUARANTEE**

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr John Gordon Miss Priscilla O'Regan Mr Laurence Flavin Ms Ann Patricia Scaife Ms Keavy Ryan Ms Nuala Murphy Ms Susan Kelly
Secretary	Ms Keavy Ryan
Charity number (England and Wales)	20204791
Company number	658992
Registered office	25 North Wall Quay Dublin 1 Dublin Ireland D01 H104
Auditor	AAB Group Accountants (Ireland) Limited Unit 5B Unit 5H Fingal Bay Business Park Balbriggan Co Dublin Republic of Ireland K32 NY57
Bankers	Allied Irish Bank 1 Lower Baggot Street Dublin 2 Co. Dublin Republic of Ireland
Solicitors	A & L Goodbody IFSC North Wall Quay Dublin 1 Dublin Ireland

NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

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NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

CHAIRMAN'S STATEMENT

FOR THE YEAR ENDED 31 MARCH 2025

NOW Group Activities 2024–25

This year has been transformative for NOW Group, as we deepened our impact across the island of Ireland and strengthened our position as the leading providers of employment and support services for people with learning difficulties, Autism and Neurodiversity,

All-Island Expansion: We extended our services across Northern Ireland and the Republic of Ireland, including new delivery in Dublin and plans to do the same in Galway, and border counties. This expansion is enabling more people with learning difficulties, autism, and neurodiversity to access training, support, and employment.

Loaf Catering in Dublin: In year our social enterprise Loaf Catering has embedded its newest Café at Kilmainham Square, Dublin with a Loaf Academy, creating jobs and training pathways in hospitality.

E-Learning and JAM Card: We launched new e-learning modules to support inclusive customer service. The JAM Card is now used by over 183,000 people and recognised by more than 3,000 organisations.

Key Success Metrics 2024–25

According to our latest Impact and SROI Reports:

- 339 participants graduated from NOW Group training programmes.
- 2,168 individuals received support across NI and ROI.
- 1,768 qualifications were achieved.
- Nearly 400 paid jobs were secured for participants across the island.
- £23 of social value was generated for every £1 invested.
- 183,000 JAM Card users and 3,000+ businesses engaged.
- Participant satisfaction and employer engagement both exceeded 90%.

We welcome the renewed focus from the UK, NI and Irish governments on the valuable role people with disabilities can and should play in every workforce. With increased awareness of the need for Inclusion strategies within business and the renewed hunt for talent it is the perfect time to see both Governments back up their vision with ongoing support for the charities and social enterprises supporting people into the workforce.

NOW Group is proud to be at the forefront of this movement, working with employers to create inclusive workplaces and demonstrating that collaborating on social value delivers results—for participants, for business, and for society.

Conclusion

On behalf of the Board, I would like to extend heartfelt thanks to our fellow Board members in both Northern Ireland and the Republic of Ireland for their insight, leadership, and ongoing support throughout the year.

A special thank you goes to the entire NOW Group staff team for delivering an excellent year of results and in particular our highly skilled Chief Executive whose enthusiasm, expertise and leadership is driving the NOW Group year on year to greater heights in a very challenging charitable environment.

NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

CHAIRMAN'S STATEMENT (CONTINUED) *FOR THE YEAR ENDED 31 MARCH 2025*

Together, we are building a more inclusive society—one job, one partnership, and one JAM Card at a time.

Sincerely,

John G Gordon
Chairman, NOW Group

..John Gordon.....

Chairman

Date: 10 December 2025

NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2025

The Trustees present their audited annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's governing document, the Companies Act 2014 and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)".

Objectives and activities

NOW Training and Employment Enterprise CLG (NTEE) is a Limited Company with charitable status that was incorporated and granted charitable status in 2019. It provides quality training and employment services for local people with differing levels of learning abilities who often are furthest removed from the labour market.

The purpose of NTEE is:

Supporting People with Learning Difficulties and Autism into Jobs with a Future.

The Company's objects are:

Principal Objects

The principal objects for which the Company is established are advancement of education, the prevention or relief of poverty or economic hardship, and to benefit the community, in particular children, young people and adults with disabilities and/or health related conditions in the Republic of Ireland and in other parts of the world.

Subsidiary and Ancillary Objects

The objects set out hereafter are exclusively subsidiary and ancillary to the principal objects set out above. These objects are to be pursued only for the attainment of those principal objects and any income generated therefrom is to be applied for the principal objects only. As subsidiary objects:

- promoting, organising, and supporting initiatives for the benefit of children, young people and adults with disabilities and/or health related conditions such as the "JAM" or "Just a Minute" card that assist such persons with their daily lives and in communicating with the wider public;
- promoting, preserving, protecting and safeguarding of mental health and physical wellbeing of children, young people and adults with disabilities and/or health related conditions;
- promoting social inclusion and the benefit of children, young people and adults with disabilities and/or health related conditions;
- associating with beneficiaries, statutory and local authorities, community and voluntary organisations, private organisations and residents of relevant communities in a common effort to relieve unemployment and advance and to provide or assist in the provision of facilities in the interests of social welfare with the objective of improving the conditions of life for young people and adults with disabilities and/or health related conditions;
- promoting, facilitating and organising adequate, accessible and quality programmes of vocational and educational training, information and support in an effort to acquire skills and retraining to assist young people and adults with disabilities and/or health related conditions in obtaining new skills, qualifications, employment or practical work experience and thereby assisting in developing independent living skills;

NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

- relieving unemployment through the maintenance, management and support of supported employment schemes for people with disabilities and/or health related conditions, difficulties and associated problems, and other methods;
- promoting or assisting in the promotion, facilitation and organisation of capacity building programmes and projects for young people and adults with disabilities and/or health related conditions who have need of such assistance as a result of their youth, age, ill health, disability or infirmity, or social and economic circumstances, by the provision of information and training, advice, mentoring, classes, workshops, support and instruction in an effort to increase the abilities, skills and self-confidence of such persons;
- promoting social inclusion and integration for the public benefit by associating together volunteers and organisations in a common effort to raise public awareness of the issues affecting those suffering from disabilities and/or health related conditions, difficulties and associated problems and their families and carers and to promote the participation of the such persons in all aspects of society;
- fostering mutual help and co-operation and friendship between parents, guardians and relatives and all entrusted with the care of people with disabilities and/or health related conditions;
- increasing public knowledge of the problems faced by people with disabilities and/or health related conditions and their families and thus creating a sympathetic climate of public opinion to encourage their acceptance into their communities;
- providing facilities and other resources and to help maintain and finance such facilities and other resources as are conducive to the pursuit of the principal objects of the Company; and
- providing such services connected with the principal objects of the Company as are considered to be of assistance and benefit in furthering the principal objects of the Company.

Company Background

NOW Group is a multi award-winning social enterprise based in Belfast, Northern Ireland and Dublin. The social enterprise supports people with neurodiverse conditions and autism into jobs with a future, and is the home of the JAM Card. JAM stands for 'Just A Minute' and allows people with a hidden disability or communication barrier to let others know that they need extra time in a simple and discreet non-verbal manner. NOW Group also operates Loaf Pottery and Loaf Catering, with Loaf Cafes based in Belfast (x3), Dublin (Kilmainham) & Crawfordsburn, Co. Down. It delivers outside catering to events, offices & parties across Greater Dublin & Belfast.

NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Achievements and performance

OBA Card – Republic of Ireland

<u>HOW MUCH DID WE DO?</u>	<u>HOW WELL DID WE DO IT?</u>
<ul style="list-style-type: none"> • 124 participants supported • 23 new jobs secured. • 1 digital Job secured. • 2 employment academies completed. • 16 participants supported through Now Connects programmes. • 9 participant placements in Loaf Catering. • 120 volunteer hours delivered. • 27 participants received Safeguarding awareness training. • 14,678 JAM Cards distributed. • 29 new JAM Card and 2 new strategic partners. 	<ul style="list-style-type: none"> • 100% of jobs sustained for more than six months. • 56 participant accreditations achieved. • 287 soft skills courses completed. • 25% progression from Now Connects to Employment. • Two job partners secured. • 100% of participants are very happy or happy with their support from NOW Group. • 100% of participants rated NOW Group support as very good or good.
<p style="text-align: center;"><u>WHAT DIFFERENCE DID WE MAKE?</u></p> <ul style="list-style-type: none"> • 124 participants had improved life and career opportunities. • 124 participants experienced improved health and well-being. • 124 participants reported feeling more independent. • 124 participants felt more motivated and ambitious. • Over €200,000 disposable income for the 23 participants in paid employment for six months or more. • 124 parents/carers had reduced anxiety and more respite for self-care. • Staff in 53 JAM Card Friendly businesses improved their workplace attitudes to employees with learning difficulties. • Health Service Executive saved more than €500,000 through reduced day care and crisis interventions. • €186,000 saved in reduced benefit payments. • 12 outcomes across six stakeholder groups, 29% of the social value generated was for JAM users, 27% for NOW Group participants, 19% for HSE, 14% for employers, 7% for Department for Social Protection (DSP) and 4% for Parents/Carers. 	

Participant Services

NOW Connects

NOW Connects (NCO) is an individualised pre-employment programme for participants who are a distance from the labour market but who have the aspiration to work. It focuses primarily on independence and confidence building with health and well-being interventions also included. Service provision is determined by participant need, which can range from intensive daily support to attendance at specific sessions which map to individual progression.

NOW Connects, funded through HSE Disability Services funding, supported 16 participants during the 2024-25 year. The programmes are delivered at NOW Group ROI Headquarters at Smithfield Hive Dublin 7 with all referrals coming from the HSE. The NCO team has developed resources that maintain engagement with participants while encouraging progression into employment programmes. The team also engages with the participants' parents and carers providing information sessions and reassurance at times of change for the people they care for.

NOW Group's community-based provision includes volunteering and placements to develop life skills, make new friends, and build connections. Nine participant placement sessions took place at Loaf in 2024-25 with 120 volunteers hours delivered. The annual progression rate from NOW Connects to NOW Employment in 2024-25 of 25% is notable, demonstrating the impact of NOW Connects in building the skills and capacity of participants to become job ready.

NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Employment and Training Services

During the period April 2023 to April 2025, NOW Group's Employment & Training Services project, delivered the Rethink Ireland Urban Uplift Fund, supporting young adults aged 18–30 with learning difficulties, intellectual disabilities, and autism living in areas of high deprivation in Dublin. Using their successful academy model, the NOW Group programme provided accredited training in Digital, Hospitality & Catering, providing bespoke support, and routes into sustained employment. 72 individuals were supported with 29 participants securing employment over the two year period.

The Urban Uplift Fund provided the foundation for expanding NOW Group services in Dublin. It enabled them to recruit a dedicated team (including an Employment Development Officer, Employment officer and Vocational Trainer), establish key partnerships with local employers, and use their social enterprise café in Kilmainham as a base for practical training. The visibility and credibility of being part of the Fund also helped the NOW Group deepen stakeholder engagement and supported the organisation to prepare for scale. Funding from Rethink Ireland was also pivotal in the distribution of 14,678 JAM Cards across ROI in 2024-25.

Loaf Café Kilmainham

Loaf Catering opened our first café outside Northern Ireland in Kilmainham, Dublin in August 2022. Located in the Old Chocolate Factory, Kilmainham Square, the café is only a 3-minute walk from the popular tourist attraction, Kilmainham Gaol and has very quickly established itself as a favourite with locals and tourists alike in this vibrant area of Dublin. The Corporate Catering offer developed during the 24-25 year with regular corporate customers including A&L Goodbody, Heineken, Klas Group & SISK.

At the heart of our mission is supporting people with intellectual disabilities and autism into work and during the 24-25 year Loaf Kilmainham hosted 9 placements where participants were supported to gain valuable skills in food preparation and customer service through our catering academies

JAM

The Just A Minute (JAM) card and app developed by NOW Group participants in 2012 is an inclusion and accessibility tool that allows people to ask for a minute of patience in any social situation. Those with a communication barrier are often reluctant or unable to tell others about their condition. JAM Card allows this to happen in a simple, effective non-verbal manner.

This past year, we successfully launched our new eLearning platform—an engaging, accessible way for organisations to upskill their teams in under 20 minutes. The platform features a series of short, tailored videos paired with interactive questions, making learning quick, practical, and impactful and provides real-life examples of delivering excellent service in challenging scenarios. This innovative approach ensures teams gain essential knowledge and confidence to create more inclusive, supportive customer experiences.

The JAM Card continued to grow in ROI during 2024-25 – both in terms of end users and organisations. NOW Group accessed a strand of Rethink Ireland funding for the JAM ROI project contributing to a total of 14,678 JAM Cards being distributed across ROI in 2024-25. Funding from Rethink also facilitated the delivery of the JAM e-learning module to 100 organisations in the Republic of Ireland, reaching a total of 5,000 staff.

In 2024-25, 29 new JAM Card and two new strategic partners were engaged. This is in addition to existing JAM Card friendly agencies such as the Departments for Social Protection and Justice. The National Transport Agency (NTA) which has responsibility for public road and rail services in the Republic of Ireland is a JAM friendly organisation with JAM branding displayed on all public transport mediums. New JAM Card friendly organisations in the 24-25 year included Waterways Ireland, Wexford County Libraries, Fingal County Council and ARI DAA PLC (Dublin Airport).

NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Financial review

Reserves policy

The Social Enterprise Café at Kilmainham café remains a key strategic area for development for the organisation. While operating in a challenging sector it aims to develop its corporate catering and café sales in addition to providing training opportunities for participants.

During the year Re-Think Ireland Funds supported training services and JAMcard awareness. NOW was also awarded an HSE contract which secures income post year to enable the expansion of the NOW services and training in the Dublin area and beyond.

NOW Group NI continue to provide expertise and financial support to the ROI company to drive the overall mission of the NOW.

Organisational Structure

NOW Group is a company limited by guarantee with charitable status. The company was established under a Memorandum of Association that established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £1.

NOW Training and Employment Enterprise CLG has a Board of Trustees of 7 members who meet quarterly and are responsible for the strategic direction and policies of the charity.

The Trustees are also responsible for the setting of senior staff pay.

NOW Group has a robust Governance Manual based on the Code of Good Governance detailing all processes in relation to its Board. Board members conduct a review of contribution and training needs analysis annually to ensure that all members are contributing and have the appropriate skills, expertise and training to ensure NOW Group's strategy is met.

All members of the Board give their time voluntarily and receive no financial or other material benefits from the charity. Any expenses claimed from the charity are set out in a note to the accountants.

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mr John Gordon
Miss Priscilla O'Regan
Mr Laurence Flavin
Ms Ann Patricia Scaife
Ms Keavy Ryan

Trustee Induction and Training

Our Board member induction process aims to ensure that new members feel comfortable in their role and can make a useful and rapid contribution. The process lasts for several months and includes review meetings with the Chair to consider further induction and development needs. The Chair endeavours to ensure that the specific talents of each Board member is appropriately used to the benefit of the organisation. Induction includes the Chair meeting with new Board members six months after they join the Board to review the success of the process and to agree further actions. Board members are encouraged to network with staff at events and to attend meetings with key stakeholders, in order to continue to develop their understanding of the organisation and its environment.

NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

STATEMENT OF TRUSTEES RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2025

The Trustees, who are also the directors of Now Training and Employment Enterprise Company Limited by Guarantee for the purpose of company law, 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 Companies Act 2014 and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (Generally accepted Accounting Practice in Ireland) issued by the Financial Reporting Council, as modified by the Charities SORP (FRS 102). 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 or 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 for the company financial statements and then apply them consistently;
- make judgements and 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.

By order of the Board of Trustees

John Gordon
.....
Mr John Gordon
Trustee

Keavy Ryan
.....
Ms Keavy Ryan
Trustee

Date: 10 December 2025.....

NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

Opinion

We have audited the financial statements of Now Training and Employment Enterprise Company Limited by Guarantee ('the Charity') for the year ended 31 March 2025, which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including the summary of significant accounting policies set out in note 1. 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, as modified by the Charities SORP (FRS 102) *Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)*.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Charity as at 31 March 2025 and of its net expenditure 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*, as modified by the Charities SORP (FRS 102); 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 described below in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the Charity 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 Trustees 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 Charity'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 Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The directors are responsible for the other information in the annual report. 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.

NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

Matters on which we are required to report by exception

Responsibilities of Trustees for the financial statements

As explained more fully in the statement of Trustees responsibilities, the Trustees, who are also the directors of the Charity for the purpose of company law, 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 Trustees 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 Trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, if applicable, matters related to going concern and using the going concern basis of accounting unless management either intend to liquidate the charitable company or to cease operations, or have 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 Charity's 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.

We developed an understanding of the key fraud risks to the entity (including how fraud might occur), the controls in place to help mitigate those risks, and the accounts, balances and disclosures within the financial statements which may be susceptible to management bias. Our understanding was obtained through review of the financial statements for significant accounting estimates, analysis of journal entries, walkthrough of the key controls cycles in place and enquiry of management.

Our procedures to respond to those risks identified included, but were not limited to:

- Enquiry of management to identify any instances of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: <https://iaasa.ie/publications/description-of-the-auditors-responsibilities-for-the-audit-of-the-financial-statements/>. This description forms part of our auditor's report.

NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

Use of our report

This report is made solely to the company's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Teresa Campbell

Teresa Campbell

For and on behalf of AAB Group Accountants (Ireland) Limited, Statutory Audit Firm

Accountants

Unit 5B Unit 5H

Fingal Bay Business Park

Balbriggan

Co Dublin

K32 NY57

Republic of Ireland

Date: 10 December 2025

NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds 2025 €	Restricted funds 2025 €	Total 2025 €	Unrestricted funds 2024 €	Restricted funds 2024 €	Total 2024 €
Income from:							
Donations and legacies	3	244,379	136,103	380,482	-	75,910	75,910
Charitable activities	4	541,526	-	541,526	297,475	-	297,475
Total income		<u>785,905</u>	<u>136,103</u>	<u>922,008</u>	<u>297,475</u>	<u>75,910</u>	<u>373,385</u>
Expenditure on:							
Charitable activities	5	630,998	153,796	784,794	329,443	54,006	383,449
Other expenditure	9	-	-	-	123	-	123
Total expenditure		<u>630,998</u>	<u>153,796</u>	<u>784,794</u>	<u>329,566</u>	<u>54,006</u>	<u>383,572</u>
Net income/(expenditure) and movement in funds		154,907	(17,693)	137,214	(32,091)	21,904	(10,187)
Reconciliation of funds:							
Fund balances at 1 April 2024		(42,349)	21,904	(20,445)	(10,258)	-	(10,258)
Fund balances at 31 March 2025		<u>112,558</u>	<u>4,211</u>	<u>116,769</u>	<u>(42,349)</u>	<u>21,904</u>	<u>(20,445)</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025		2024	
		€	€	€	€
Fixed assets					
Tangible assets	11		76,706		74,142
Current assets					
Stocks	12	8,956		7,018	
Debtors	13	104,797		33,436	
Cash at bank and in hand		97,091		46,410	
		210,844		86,864	
Creditors: amounts falling due within one year	14	(170,781)		(181,451)	
Net current assets/(liabilities)			40,063		(94,587)
Total assets less current liabilities			116,769		(20,445)
The funds of the Charity					
Restricted income funds	16		4,211		21,904
Unrestricted funds	17		112,558		(42,349)
			116,769		(20,445)

The directors acknowledge the obligations of the company, under the Companies Act 2014, to:

(i) 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 year; and

(ii) to otherwise comply with the provisions of this Act relating to financial statements so far as they are applicable to the company.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime and in accordance with Financial Reporting Standard 102 'The Financial Statement Reporting Standard applicable in the UK and Republic of Ireland'.

The financial statements were approved by the Trustees on 10 December 2025

John Gordon
.....
Mr John Gordon
Trustee

Keavy Ryan
.....
Ms Keavy Ryan
Trustee

Company registration number 658992 (Republic of Ireland)

NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 €	€	2024 €	€
Cash flows from operating activities					
Cash generated from operations	21		76,579		1,330
Investing activities					
Purchase of tangible fixed assets		(25,898)		(9,784)	
Proceeds from disposal of tangible fixed assets		-		(123)	
Net cash used in investing activities			(25,898)		(9,907)
Net cash generated from financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			50,681		(8,577)
Cash and cash equivalents at beginning of year			46,410		54,987
Cash and cash equivalents at end of year			97,091		46,410

NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

Now Training and Employment Enterprise Company Limited by Guarantee is a limited company domiciled and incorporated in the Republic of Ireland. The registered office is 25 North Wall Quay, Dublin 1, Co. Dublin, Ireland, D01 H104.

1.1 Basis of preparation

These financial statements have been prepared in accordance with the requirements of the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)". The Charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in euros, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest €.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The trustees acknowledge the net deficit position at 31 March 2025 however are reassured with sufficient cash reserves and positive forecasts for the future periods. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under deeds of covenant is recognised at the time of the donation.

Donated facilities are included at the value to the charity where this can be quantified and a third party is bearing the cost. No amounts are included in the financial statements for services donated by volunteers.

NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies (Continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Plant and equipment	20% straight line
Fixtures and fittings	20% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

1.10 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

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

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

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

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

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

1.11 Employee benefits

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

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

3 Income from donations and legacies

	Unrestricted funds 2025 €	Restricted funds 2025 €	Total 2025 €	Unrestricted funds 2024 €	Restricted funds 2024 €	Total 2024 €
Donations and gifts	25,425	-	25,425	-	-	-
Grants	218,954	136,103	355,057	-	75,910	75,910
	<u>244,379</u>	<u>136,103</u>	<u>380,482</u>	<u>-</u>	<u>75,910</u>	<u>75,910</u>

4 Income from charitable activities

	Unrestricted funds 2025 €	Unrestricted funds 2024 €
Income from charitable activities		
Social enterprise & services	541,526	297,475
	<u>541,526</u>	<u>297,475</u>

NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

5 Expenditure on charitable Activities

	Cost of Sales €	Staff Costs €	Support Costs €	Other Direct Costs €	2025 €	2024 €
	-					
Loaf Social Enterprise	117,630	173,629	8,620	101,303	401,182	334,552
Training and Employer	-	265,023	3,820	72,745	341,588	39,883
Central and Support			33,334	3,565	36,899	9,014
Gifts in Kind	-	-	-	5,125	5,125	-
	117,630	438,652	45,774	182,738	784,794	383,449

Results for the year

	2025 €	2024 €
The net movement in funds is stated after charging:	€	€
Staff costs (note 8)	438,652	163,769
Audit fees - external	2,030	2,030
Depreciation	23,334	19,558
Loss on disposal of tangible fixed assets	-	123
	464,016	185,480

6 Staff costs

	2025 €	2024 €
Wages and salaries	421,659	159,319
Other pension costs	16,993	4,450
	438,652	163,769

7 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the year.

NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

8 Employees

The average monthly number of employees during the year was:

2025	2024
Number	Number
16	8
====	====

There were no employees whose annual remuneration was more than €70,000.

Remuneration of key management personnel

The total amount of employee benefits received by key management personnel in the period was €5,367 (2024: €2,230). The Charity considers its key management personnel to comprise of the Head of Services for Ireland.

9 Other expenditure

	Unrestricted funds 2025 €	Unrestricted funds 2024 €
Net loss on disposal of tangible fixed assets	-	123
	====	====

10 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

(Continued)

11 Tangible fixed assets

	Plant and equipment €	Fixtures and fittings €	Total €
Cost			
At 1 April 2024	3,090	101,235	104,325
Additions	11,528	14,370	25,898
At 31 March 2025	<u>14,618</u>	<u>115,605</u>	<u>130,223</u>
Depreciation and impairment			
At 1 April 2024	577	29,606	30,183
Depreciation charged in the year	307	23,027	23,334
At 31 March 2025	<u>884</u>	<u>52,633</u>	<u>53,517</u>
Carrying amount			
At 31 March 2025	<u>13,734</u>	<u>62,972</u>	<u>76,706</u>
At 31 March 2024	<u>2,513</u>	<u>71,629</u>	<u>74,142</u>

12 Stocks

	2025 €	2024 €
Finished goods and goods for resale	8,956	7,018

13 Debtors

	2025 €	2024 €
Amounts falling due within one year:		
Trade debtors	67,093	13,740
Other debtors	12,932	12,417
Prepayments and accrued income	24,772	7,279
	<u>104,797</u>	<u>33,436</u>

NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

14 Creditors: amounts falling due within one year

	2025	2024
	€	€
Trade creditors	40,130	30,773
Amounts due to related parties	-	133,649
Other taxation and social security	6,705	5,102
Accruals and deferred income	123,246	11,927
Other creditors	700	
	<u>170,781</u>	<u>181,451</u>

Other taxation and social security includes PRSI payable of €6,705 (2024: €3,151). There was a VAT amount owed to Now Training and Employment Enterprise CLG at year end (2024: Payable €1,951).

Amounts due to related parties are unsecured, interest free and repayable on demand.

15 Deferred income

	2025	2024
	€	€
Government grants	90,904	-
	<u>90,904</u>	<u>-</u>

NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

15 Deferred income (Continued)

Deferred income is included in the financial statements as follows:

	2025 €	2024 €
Deferred income is included within:		
Current liabilities	90,904	-
Movements in the year:		
Deferred income at 1 April 2024	-	36,087
Released from previous periods	-	(36,087)
Resources deferred in the year	90,904	-
Deferred income at 31 March 2025	90,904	-

16 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2024 €	Incoming resources €	Resources expended €	At 31 March 2025 €
Re-think Ireland - JAM (Capital)	-	4,476	(265)	4,211
Re-think Ireland - JAM	-	74,155	(74,155)	-
Re-think Ireland - Urban Uplift	21,904	57,472	(79,376)	-
	21,904	136,103	(153,796)	4,211
Previous year:	At 1 April 2023 €	Incoming resources €	Resources expended €	At 31 March 2024 €
Pobal	-	17,652	(17,652)	-
Re-think Ireland - Urban Uplift	-	58,258	(36,354)	21,904
	-	75,910	(54,006)	21,904

Urban Uplift represents monies received from Re-think Ireland. The project provides support to neurodiverse people to gain employment.

JAM - this project supports increasing JAM Card awareness across Ireland through supporting both users with free cards and providing free training sessions to businesses.

NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

17 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2024 €	Incoming resources €	Resources expended €	At 31 March 2025 €
General funds	(42,349)	785,905	(630,998)	112,558
Previous year:	At 1 April 2023 €	Incoming resources €	Resources expended €	At 31 March 2024 €
General funds	(10,258)	297,475	(329,566)	(42,349)

18 Analysis of net assets between funds

	Unrestricted funds 2025 €	Restricted funds 2025 €	Total 2025 €
At 31 March 2025:			
Tangible assets	72,495	4,211	76,706
Current assets/(liabilities)	40,063	-	40,063
	112,558	4,211	116,769
	Unrestricted funds 2024 €	Restricted funds 2024 €	Total 2024 €
At 31 March 2024:			
Tangible assets	74,142	-	74,142
Current assets/(liabilities)	(116,491)	21,904	(94,587)
	(42,349)	21,904	(20,445)

NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

19 State Funding

In accordance with Department of Public Expenditure and Reform Circular 13/2014, the following details the core funding grants of the charity in 2024.

Government Department	Department of Foreign Affairs
Grant Programme	NOW Ambassador Forum
Term	Dec 2024 - Nov 2025
Total Fund	\$34,475.92
Received in the Financial year	\$34,475.92
Expenditure spent in the year	\$0
Fund deferred at the financial year end	\$34,475.92

NOW TRAINING AND EMPLOYMENT ENTERPRISE COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

20 Related party transactions

The following amounts were outstanding at the reporting end date:

	Amounts owed to related parties	
	2025	2024
	€	€
The Now Project Limited	-	133,649
	<u> </u>	<u> </u>

The Now Project Limited is a company and charity registered in Northern Ireland. The Now Project Limited is a related party through common trustees.

During the year, The Now Project Limited gave a donation of £185,187 to Now Training and Employment Enterprise CLG.

21 Cash generated from operations	2025	2024
	€	€
Surplus/(deficit) for the year	137,214	(10,187)
Adjustments for:		
Loss on disposal of tangible fixed assets	-	123
Depreciation and impairment of tangible fixed assets	23,334	19,558
Movements in working capital:		
Increase in stocks	(1,938)	(189)
Increase in debtors	(71,361)	(11,587)
(Decrease)/increase in creditors	(101,574)	39,699
Increase/(decrease) in deferred income	90,904	(36,087)
Cash generated from operations	<u>76,579</u>	<u>1,330</u>

22 Analysis of changes in net funds

The Charity had no material debt during the year.

23 Ultimate controlling party

The Board of Trustees are considered to be the Charity's ultimate controlling party.

24 Approval of financial statements

The financial statements were approved by the board of trustees on