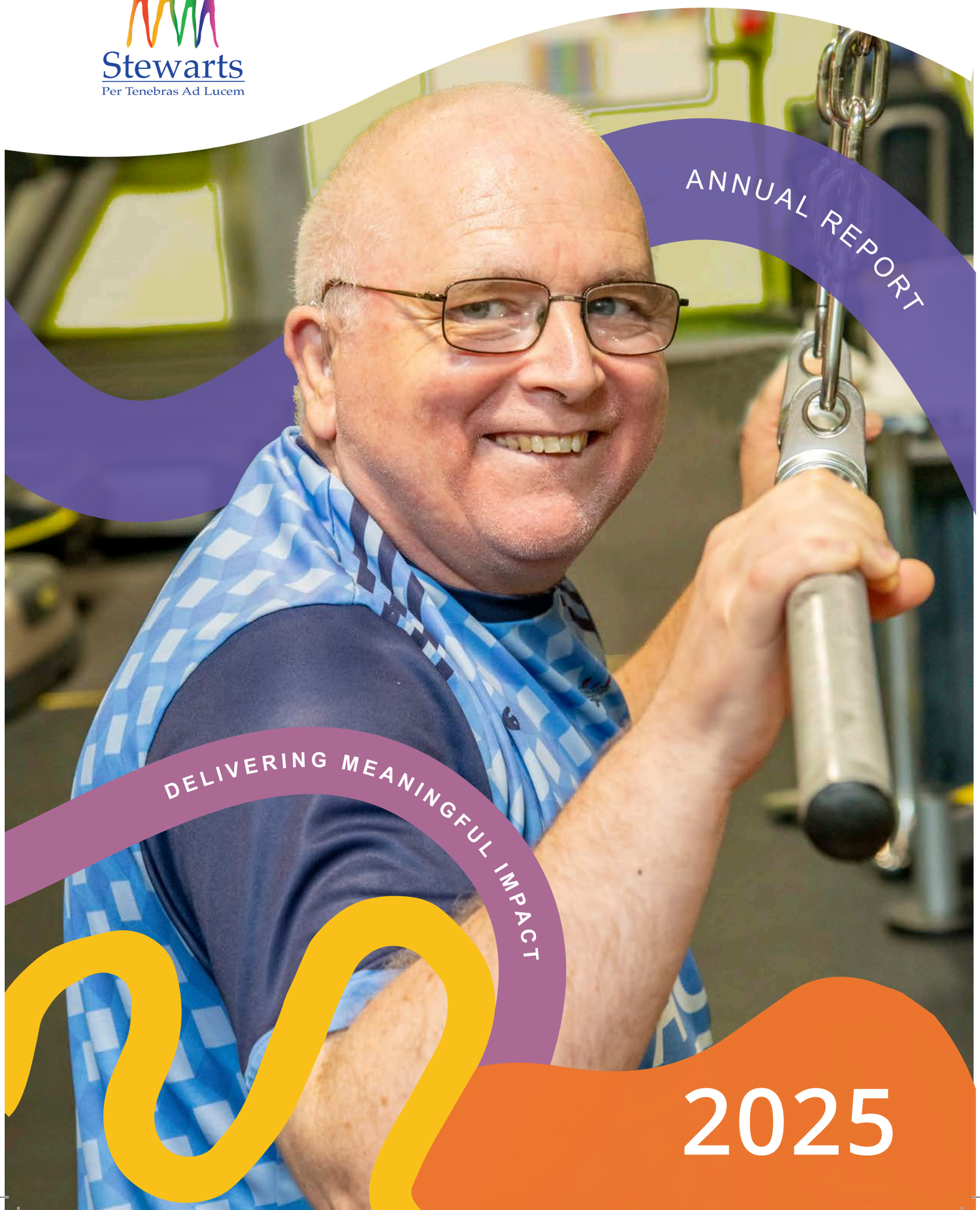
Stewarts
Per Tenebras Ad Lucem



ANNUAL REPORT

DELIVERING MEANINGFUL IMPACT

2025



Tahira and Fiza,
An Chora Hub.

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Vision, Mission, Values

Vision

Our vision is to imagine, innovate, and create a world of choice with individuals whose dreams and aspirations have no boundaries.

Mission

Our mission is to empower and support individuals with different abilities to have an enriched life experience based on their own decisions and life choices.

Values

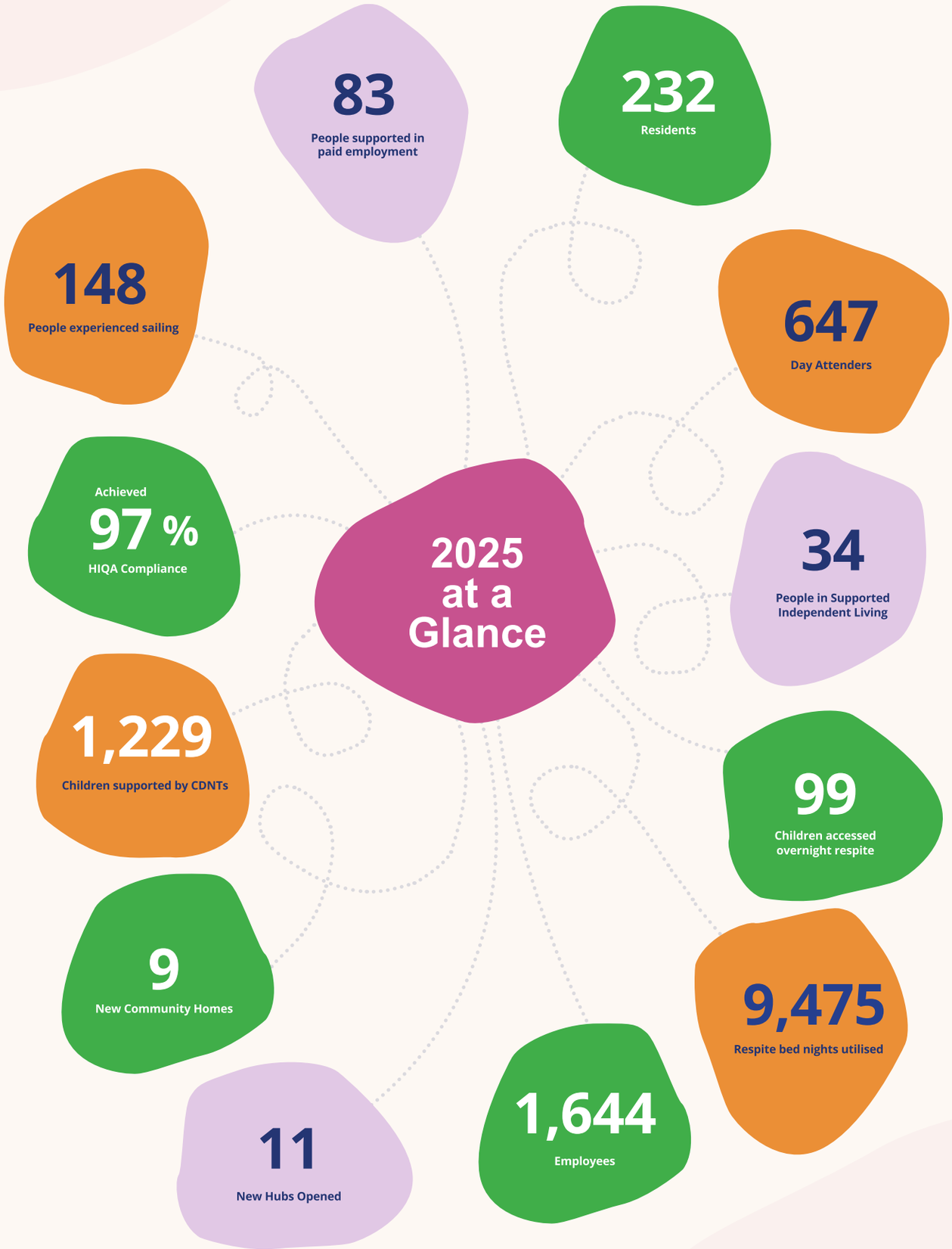
Our values guide our organisation and our employees every day. Our values embody the Stewarts Care culture and create a shared understanding of who we are. Our values are:

- **People**
  We put the person at the centre of everything we do.
- **Inclusion**
  We promote and encourage a culture of inclusion.
- **Respect**
  We promote and encourage a culture of dignity and respect that is honest, compassionate, transparent, and accountable.
- **Commitment**
  We promote and encourage a culture of commitment to the people we serve through enabling learning, innovation, and creativity.

Our Purpose and Public Benefit

Stewarts Care aims to empower people with intellectual disabilities and autism to live self-directed, meaningful lives within their communities. Through residential, respite, day, therapeutic, educational and community-based supports, the organisation delivers public benefit by promoting inclusion, independence, health, wellbeing and participation across all stages of life. With locations across Dublin, Meath and Kildare, Stewarts Care strives to offer person-centred supports in people's own communities.

Delivering our Shared Ambition



Chairperson's Address
Ciaran O'Mara

I am pleased to introduce Stewarts Care's Annual Report for 2025, a year defined not only by progress, but by real and tangible impact in the lives of those we support.

Building on the strong foundations of 2024, where we saw continued advancement in quality, compliance, and service expansion, 2025 was a year where that momentum translated into meaningful change.

Across the organisation, we remained focused on delivering services that are more responsive, more local, and more aligned with the individual needs and aspirations of the people we support.

A key highlight of the year was the continued expansion of our respite services. The opening of two new respite homes, one supporting adults and one supporting children, repurposed from decongregated settings, represents a significant step forward. These developments reflect our commitment to ensuring that essential supports are not only available, but delivered in environments that promote dignity, comfort, and inclusion.

Equally important was the growth of our New Directions Day Services. With the opening of 11 new local hubs, we are expanding both our reach and the range of supports we can offer. This shift towards community-based, localised services is central to our strategy and HSE policy, bringing supports closer to home and enabling greater participation in community life.

In January 2026, Stewarts Care addressed the Oireachtas Joint Committee on Disability Matters, providing an opportunity to highlight the needs of the people we support and contribute to discussions on the future of disability services in Ireland.

None of this progress would be possible without the dedication and commitment of our staff. As we continue to expand our services, we are also growing our teams, bringing in new talent while maintaining the strong culture of commitment, professionalism, and person-centred care that defines Stewarts Care. I would like to sincerely thank each member of staff for their ongoing contribution.

I would also like to extend my thanks to our Chief Executive, Brendan O'Connor, for his leadership and commitment to the people we support. Throughout the year, Brendan has continued to guide the organisation with clarity and purpose, ensuring that our efforts remain centered on delivering meaningful impact for the individuals, families and communities we support.

I would like to acknowledge the contribution of our Board members, whose commitment, expertise and oversight continue to support Stewarts Care in delivering on its mission and strategic objectives.

I would particularly like to thank Edel Conway, who retired from the Board during the year, for her valued service, dedication and contribution during her tenure. I take this opportunity to welcome two new members to our Board this year, Mark Wallace and Anthony Whitmore. Their expertise and insight will further strengthen our governance and support us as we continue to deliver on our strategic ambitions.

As we look ahead, we do so with confidence and a clear sense of purpose. While there is always more to do, the progress made in 2025 demonstrates what can be achieved when we remain focused on impact, on improving lives, strengthening communities, and delivering services that truly make a difference.

On behalf of the Board, I would like to thank our staff, the people we support, families, partners, and stakeholders for their continued trust and support. Together, we are creating a more inclusive future, grounded in real progress and lasting impact.



Chief Executive's Overview
Brendan O'Connor

2025 was a year that saw strategy translated into meaningful impact. Across Stewarts Care, we focused on turning our strategic ambitions into practical outcomes, expanding capacity, strengthening services, and increasing impact for the people we support and their families.

As an organisation, we have been steadfastly focussed on delivering more services to meet the high regional demand for respite, residential, day and clinical services.

A priority focus has been the continued expansion of both School Leaver and Respite Services. Through the growth of our New Directions Day Services, including the development of additional local hubs, we are supporting more people in more communities, while broadening the range of meaningful opportunities available to them.

In parallel, the expansion of Respite Services, including the opening of two new homes and the introduction of seasonal alternative respite camps, enabled us to respond more effectively to the increasing demand for these essential supports.

Elsewhere, we continued to open new homes for residents, and our Children's Disability Network Teams continue to build a stronger baseline performance.

In Kilcloon, Phase Two development of the Regional Equine Therapy Hub concluded with the opening of a new outdoor arena and additional stables. This development will increase our capacity, ensuring we can offer more equine assisted services to a greater number of individuals and groups.

Innovation remained a key focus throughout the year. Our Gateway Hubs are an important example of this, creating spaces that foster new experiences and skills, while supporting inclusion.

Our ongoing engagement with the HSE continues to be an important part of our work. Through collaboration and a shared commitment to quality, we are working together to deliver high-quality supports and services.

Our future strategy and service growth was supported through the introduction of two new Chief Operations Officers. We welcomed Angela Colgan and Sarah Jane Dillon into these roles to continue to build on our growth of recent years and to help steer us into the future.

I would like to acknowledge the continued support and guidance of our Board, whose oversight and strategic direction have been instrumental in enabling the progress achieved in 2025. Their commitment ensures that we remain focused, accountable, and ambitious in equal measure.

Above all, I want to recognise the dedication of our staff. As we expand our services, we are also growing and strengthening our teams. It is their professionalism, adaptability, and commitment to person-centred support that makes this progress possible every day.

Looking ahead, 2026 will be a pivotal year. Our focus will be on delivering the remaining elements of our current strategy, while also laying the foundations for the next phase of development from 2027 to 2030. This includes strengthening the systems, infrastructure, and organisational capabilities required to support sustainable growth and continued service excellence.

We move forward with clarity and confidence, committed to delivering services that make a real and lasting difference to the people we support.



Our Shared Ambition

Progress towards achieving our strategic goals advanced significantly in 2025, impacting on the lives and experiences of the people we support. Below is a snapshot of some of the progress made in 2025:

Strategic Goal 1: Enriching

To provide an enriched lived experience for individuals at all life stages.

Strategic Goal 1 focuses on providing the right service, for the right person, at the right time.

- Opened **9 new homes** in 2025.
- **16 graduates** of the Supported Independent LIving Training Programme.
- **2 new respite homes** opened.
- Opened **11 new community hubs**.
- **4 Gateway Hubs** in operation.
- **1,229** children supported by CDNTs.
- **20 children** attended seasonal alternative respite camps.
- Piloted an **employability traineeship** with a corporate partner.

Strategic Goal 2: Research

To become a research-focused organisation that will inform policy and an enhanced lived experience.

Strategic Goal 2 focuses on improving lived experiences through researching, advocating, and implementing meaningful change.

- Hosted **2 Development Days** for the Health Social Care Professionals Team.
- Established a **Young Adult Team**, North Dublin.
- Established a **multidisciplinary Complex Seating Team**.
- Launched **Digital Assistive Technology Loan Library**.
- 35 people attended **"Building Boundaries"** course with Social Work Team.
- Delivered a **2-day Nursing Event**, "*The Role of the Registered Nurse in Intellectual Disability*".
- Positive Behaviour Support Team and Psychology co-delivered **6 Emotional Literacy Workshops**.
- **40 Clinical Learning Environments (CLEs)** made available for ID student nurses.
- Supported 4 nurses to **complete placements** with the Irish Prison Service.

Strategic Goal 3: Sustaining

To put Stewarts Care on a sustainable financial footing.

Strategic Goal 3 focuses on ensuring our organisation has the financial resources required to provide a world-class service.

- Established a Procurement Office.
- The Coach House @ Stewarts continued to **grow as a successful social enterprise** in 2025.
- Implemented a new Pensions Administration System.
- Modernised payroll infrastructure.

Strategic Goal 4: Influencing

To become a positive and influential voice for our sector.

Strategic Goal 4 focuses on finding our voice and using it to effect change on behalf of the people we support.

- Issued annual Family Friends survey.
- Grew social media following by **32%**.
- Service User Council Members met with HIQA to input into codesigned resources.
- Hosted visits from international peers, Government Ministers and key stakeholders during 2025.
- Acute Nurse Practitioner presented at the "*Shaping the Future of Intellectual Disability Nursing*" Conference May 2025.
- Nursing team **won first prize** in the poster competition at the Irish Association of Directors and of Nursing and Midwifery (IADNAM) 2025 Conference.
- Strengthened organisational engagement by establishing a dedicated Head of Service Engagement role.

Strategic Goal 5: Developing

To be a great place to work where everyone can develop to their full potential and work together in a supportive and inclusive community.

Strategic Goal 5 focuses on enabling people to reach their full potential.

- **168 employees funded** to attend courses or training to build competences.
- **64** employees completed HIQA – Regulations in Context training.
- **43** Key Worker Training Sessions were delivered to **409 staff**.
- Hosted **11 employee wellbeing events** 2025.
- **Enhanced leadership skills** in day services through Hub Lead leadership training.

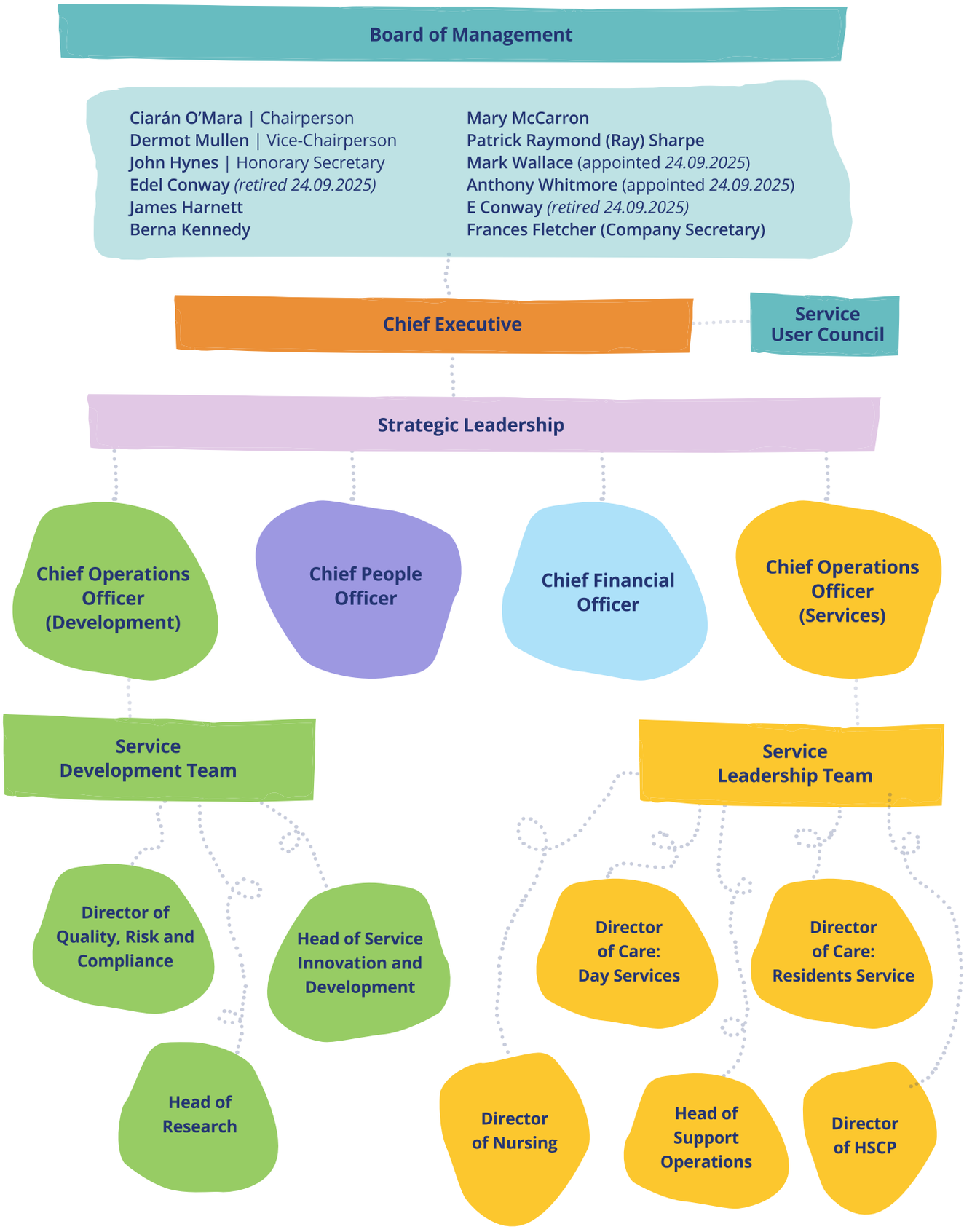
Strategic Goal 6: Performing

To be a high performing organisation that is responsive, agile, sustainable, and green.

Strategic Goal 6 focuses on enabling our organisation to meet the ambitious targets we have set ourselves.

- Leadership Team commenced Succession Planning.
- Introduced **two Chief Operations Officer roles**.
- Introduced monthly **cybersecurity** awareness programme.
- Recognised staff at the **Annual Joyce Andrews Awards**.
- Introduced an **Informatics and Digital Health Nurse role**.
- Established a **Head of Service Innovation & Development role**.

Leadership Team



Service User Council



The Service User Council, established in 2010, continues to represent the voices of people supported by Stewarts Care. Made up of elected representatives from Community, Residents Services and Day Services, the Council promotes person-centred supports through advocacy, choice and active participation in service development.

Members meet regularly and engage quarterly with senior management to influence change and improve accessibility, communication and overall service experience. The Council also provides an important platform for peer advocacy and shared decision-making.

In 2025, Council members contributed to a number of key developments, including supporting the rollout of Easy Read materials, being a representative voice in shaping the development and delivery of Day Service, advocating for the reintroduction of Stewarts events, and ongoing engagement with the National Transport Authority to improve public transport accessibility.

Council Reps visit HIQA

In July 2025, members of the Service User Council were invited to the offices of the Health Information and Quality Authority (HIQA) to contribute to the development of HIQA's Easy Read summary reports and accessible documentation. The group provided valuable feedback on resources that will ultimately be used nationwide to support greater accessibility and understanding for service users.

During the visit, Council Representatives also met with Ciara McShane, Interim Deputy Chief Inspector, and Mick Keating, Interim National Operations Manager, to discuss their experiences of inspections, areas they would like to see strengthened, and ways to improve communication between HIQA and residents.

Through opportunities like this, the Council Representatives continue to use their voices to advocate for their peers and influence positive change at a national level.



Supporting Everyday Living

Residents Services

Supporting people to live full, meaningful lives in homes and communities remained a key priority for Residents Services in 2025. Continued investment in housing, respite, and staffing has enabled access to the right support, in the right environment, with a focus on independence, inclusion, and quality of life.

During the year, **11 new homes** were opened, including two dedicated respite homes, expanding capacity and providing greater flexibility and support for individuals and families. In total, **142 residents** were supported in community homes and 86 on campus, with continued progress towards decongregation.

Respite services also continued to play a vital role in supporting families and maintaining stability at home, with **101 children** and **231 adults** accessing respite throughout the year.

Sycamore View, a six-bedroom adult respite service, opened in June 2025, enhancing capacity for adult supports. This was followed by the opening of **Cherry Blossom** in January 2026, a six-bed children's respite service, further strengthening respite provision for children and reflecting ongoing commitment to meeting growing demand.

The Supported Independent Living Programme continued to expand in 2025, enabling more individuals to live independently within their communities. The number of **people supported increased from 26 to 34**, alongside growth in housing capacity from **21 to 25 homes**, providing more flexible, person-centred living options.



Residents throw a housewarming party in Ballyboughal.



57

Community Homes



21

Campus Homes

11 Residents decongregated

The Supported Independent Living Skills Training Programme remains central to this model, equipping individuals with the skills needed for independent living. In 2025, **16 participants graduated**, with a formal ceremony recognising their achievements and progression.

This continued growth reflects the programme's positive impact in promoting independence, confidence, and community participation. With plans in place for 2026 to achieve CARF and QQI Level 2 accreditation, the team is committed to strengthening the programme and educational opportunities for the training programme participants.

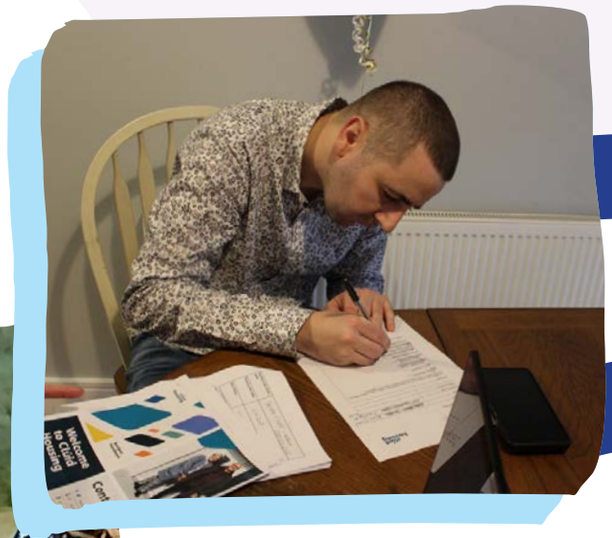
Enhanced collaboration with organisations including An Garda Síochána and Technological University Dublin, will further position the Supported Independent Living Programme as a leading model of best practice in community based, person centred support.

JACK'S EXPERIENCE

"My name is Jack, some of the things I learned during my independent living course were - learning about my community, and learning about inclusion in the community, as well as our identity and our personal choices about pastimes, religion, what clothes we wear, and what we eat every day. I would like to apply what I have learned into action in my own time, for instance: doing my own laundry, and cooking meals for my family. I would like to thank the staff who run this course, and I would absolutely recommend this course to anyone who wants to learn how to live independently."

KEVIN'S EXPERIENCE

"Living in my new apartment means I am close to my day service hub. I can continue to work in my job, and I am close to all my friends, I can walk to work now, I don't have to take two buses. I love the big, airy rooms and the onsite coffee shop."



KEVIN



JACK

HIQA Compliance

In 2025, HIQA carried out a total of **37 inspections** across Stewarts Care residents services. 490 regulations were inspected with 477 scoring compliant or substantially compliant, resulting in a **97% total compliance** rate for 2025.

37	490	435	42	13
NUMBER OF INSPECTIONS	TOTAL REGULATIONS INSPECTED	COMPLIANT	SUBSTANTIALLY COMPLIANT	NON-COMPLIANT

Building Skills and Community Connections

Day Services

In 2025, Stewarts Care significantly expanded its community-based day services, opening **11 new local hubs** across Dublin and surrounding areas. Located within towns, community centres and neighbourhood settings, these hubs provide welcoming, person-centred environments where people can build skills, develop friendships and participate actively in their communities.

This expansion supports the vision of the HSE's New Directions policy, which promotes meaningful community participation, independence and choice. By delivering services closer to where people live, individuals have greater access to local amenities, education opportunities, employment pathways and social activities and many experience reduced travel times.

The year also saw continued progress in the decongregation of day services, with individuals transitioning from campus-based settings in Palmerstown and Rossecourt to community hubs including Rowlagh, Chapelizod, Crumlin, Leixlip and Tallaght. These moves support people to engage more fully in community life while accessing supports tailored to their individual goals and interests.

Together, these developments reflect Stewarts Care's ongoing commitment to delivering modern, inclusive supports that empower people with disabilities to live full and meaningful lives within their communities.





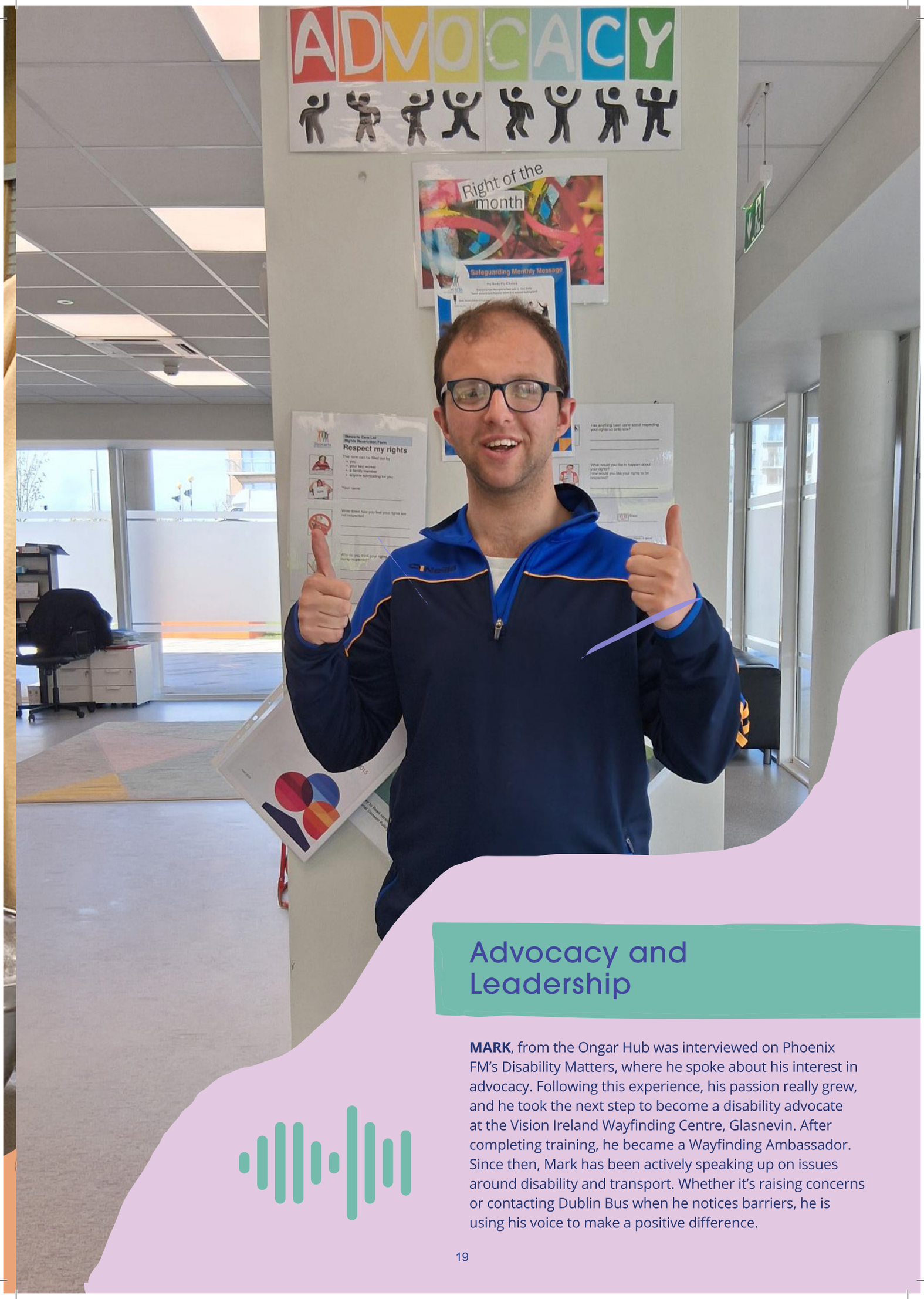
Independent Travel

CONOR successfully completed travel training with Dublin Bus and is now able to travel independently to and from his hub in Rathfarnham. This has increased his confidence, independence, and ability to access his day service and community more easily without relying on others.



Cooking Skills

AMBER, from the Santry Hub completed a six-week Healthy Food Made Easy course in Ballybough Community Centre, a goal she had set to become more independent with cooking. Before this, her meals were prepared by her parents, but since finishing the course, she has taken great steps towards independence, now regularly buying her own ingredients and preparing her meals while attending Santry Hub.



Advocacy and Leadership

MARK, from the Ongar Hub was interviewed on Phoenix FM's Disability Matters, where he spoke about his interest in advocacy. Following this experience, his passion really grew, and he took the next step to become a disability advocate at the Vision Ireland Wayfinding Centre, Glasnevin. After completing training, he became a Wayfinding Ambassador. Since then, Mark has been actively speaking up on issues around disability and transport. Whether it's raising concerns or contacting Dublin Bus when he notices barriers, he is using his voice to make a positive difference.

Advancing Skills Development in Gateway Hubs

Gateway Hubs provide short-term, skills-focused programmes to develop specific skills or experiences. They bridge the gap often felt by people with disabilities where an opportunity doesn't currently exist in the community or is not accessible to them. Each of the four Gateway Hubs focus on a specific area of interest and supports people with intellectual disabilities to develop skills, confidence and independence while exploring new opportunities in their communities.

Gateway Hubs in action

Skills2Work

The Employability Hub, renamed Skills2Work in 2025, aims to make meaningful employment accessible to all. It works with companies and organisations to increase employment opportunities while training and supporting individuals to upskill and prepare for the world of work. In 2025, the Hub piloted a traineeship with Allianz Partners.

Róisín took part in the pilot programme during which she explored a variety of roles within the company, gaining valuable experience while building new skills and confidence. Róisín's journey demonstrates the powerful impact of inclusive employment opportunities. This experience shows how traineeships can open doors to meaningful opportunities, create space for people to build skills, confidence and futures in the workplace, an approach the Hub aims to expand further in 2026.

RÓISÍN'S STORY

"I really enjoyed my time at Allianz. The location was great and easy to get to, which made the experience more comfortable. Having free lunch was also a nice benefit and added to the positive atmosphere. I took part in a variety of tasks. In the canteen, I stocked drinks, wiped tables, and helped with cleaning. I also had the chance to work in the HR department, where I completed checklists and ticked off names.

Another highlight was working in reception. I felt proud welcoming people into the building and enjoyed dressing up in office clothes, which made me feel part of the professional environment. Throughout the placement, Orlaith supported me, especially when meeting new people, and was always there if I felt overwhelmed.

Overall, this experience gave me confidence and helped me develop new skills in different areas of office work. My goal for 2026 is to secure a job, building on everything I learned during this placement."



Creative Arts Hub



The Creative Arts Hub provides participants with opportunities to explore visual arts and textiles while developing creative skills, confidence and self-expression. Each programme concluded with an exhibition where participants showcased their work to friends, family and the wider community.

- 30 participants completed the Visual Arts and Textiles Programme
- 6 work experience placements supported

Creative Media Gateway Hub

Launched in May 2025, the Creative Media Gateway Hub aims to build confidence, communication and digital media skills. Following a successful pilot programme, a two-stage programme commenced, consisting of a 6-week foundation course followed by a 6-week advanced, project-based programme. This structure enables participants to build skills progressively and apply their learning in real-world contexts.

A central focus of the hub is supporting participants to use media as a tool for self-expression and advocacy. Through project-based learning, participants explored issues important to them, including accessibility in their local community. One group developed a vox pop project highlighting barriers experienced by people with disabilities in Palmerstown, using photography and public interviews to raise awareness.

The programme demonstrates the power of creative media to build confidence, amplify participant voice and support meaningful community engagement.



EZEKIEL'S STORY

The Creative Media Hub has played a transformative role in building confidence, skills and community connections for participants like Ezekiel (Zeke). Initially joining a taster session, Zeke quickly demonstrated a natural talent for acting and embraced the opportunity to develop new creative skills.

Reflecting on his experience, Zeke said:

> ***I really enjoyed the course. I have always loved acting and playing roles of different characters with my friends. This was a whole new experience for me. One of the things I loved was that I got the chance to learn how to use equipment that could change my voice into many different characters while acting out scenes. We learned about writing our own scripts through improv acting and hosting our own show on the radio.***

The course helped Zeke grow in confidence and self-expression while developing media and performance skills. With the support of the Hub, Zeke joined the Smashing Barriers Drama Collective in Ballyfermot and has since performed in his first community play helping him achieve a long-term personal goal and giving him the confidence to share his talent with a wider audience.

Sailing Gateway Hub

Building on the successful launch of the Sailing Gateway Hub in 2024, demand for the programme continued to grow significantly throughout 2025. The Hub provided 96 individuals with the opportunity to complete the six-week sailing and powerboating programme.

The continued expansion of the programme reflects both its popularity and the positive impact it has on participants. By December 2025, the waiting list had increased to 205 individuals, demonstrating the strong demand for opportunities to access and enjoy activities on the sea.

Participants developed practical sailing and powerboating skills while strengthening communication, confidence, independence and resilience. The programme continues to support personal development, wellbeing and social inclusion by providing meaningful opportunities for individuals to learn new skills, embrace new challenges and engage in recreational activities within their community.



CRAIG

“I absolutely LOVED my time at the sailing hub. We got given our very own gear to put on along with a life jacket which made me feel really safe. Lisa and Paul showed me how to drive, reverse and park the speed boat which I am very proud of! It was very relaxing being on the sailboat and the views were amazing! It was a great experience and that is all down to the wonderful staff. I can’t wait to go back.”



MAEVE

“I really liked the sailing hub and it was great fun. I loved going out on the sailing and power boat. I also got my turn to drive the boat, and I soaked everyone on it, it was great craic. Lisa and Paul are amazing staff, and we had great fun out on the boat. I was nervous starting the sailing hub at the beginning, but Lisa and Paul really helped me and before I knew it, I was a natural!! I can’t wait to go sailing again and I want to thank the staff at the sailing hub for being so great.”

Expanding Children's Services

In 2025, Stewarts Care continued to strengthen and expand supports for children and young people across a range of services, including respite, preschool and Childrens Disability Network Teams. Our focus remains on delivering responsive, family-centred services that support each child's development, wellbeing, and participation in everyday life.

While we expanded our services, there still remains significant unmet need across the sector. Demand for assessments, therapies, respite and family supports continues to exceed available capacity, creating challenges for children and families seeking timely access to services. We continue to advocate for the resources and workforce required to meet the increasing needs of children and young people in our growing catchment area.

Stewarts Preschool supports children from the age of 3 and operated at full capacity in 2025, providing 15 full-time and 2 part-time placements. During the year, significant national updates to the Aistear Early Childhood Curriculum Framework were introduced. Staff completed training on the revised framework, which has now been fully implemented to enhance learning goals and approaches within the preschool.

Childrens Respite

In 2025, Stewarts Care expanded overnight children's respite, increasing capacity from 5 to 10 beds, supporting 99 children and their families. Respite services play a vital role in supporting family wellbeing, providing children with safe, consistent, and enriching experiences while enabling families and caregivers to access essential support and planned breaks.

Starry Skies officially opened in early 2025, representing an important investment in family-centred respite provision across the region. The service has enhanced the organisation's ability to respond to growing demand for high-quality children's respite supports. Further expansion was achieved through the redevelopment of a decongregated bungalow to create Cherry Blossom, a purpose-designed six-bed children's respite home, which opened in January 2026. This development will increase overall respite capacity to 5,792 bed nights by the end of 2026, strengthening access to flexible and responsive supports for children and families.

Childrens respite impact stats:



99 children received respite in 2025.



2,024 of 2,025 childrens bed nights utilised.



Cherry Blossom opened in January 2026.

Children's Disability Network Teams

As the lead agency for CDNT 5 and CDNT 6, Stewarts Care provided multidisciplinary services and supports to **1,229** children and their families. Throughout the year, teams focused on strengthening service capacity and improving access to supports. Staffing levels increased by 4.1 WTE, bringing both teams above the national average. Recruitment and retention nevertheless remained a significant challenge, requiring continued focus on sustainable workforce planning initiatives, including ethical international recruitment and student placement pathways.

Improved caseload review and transition processes supported a significant number of discharges and referrals to primary care services, helping ensure children received the most appropriate support while improving access and service responsiveness. Additional funding measures also enabled assessments for 90 children, addressing identified areas of unmet need.

Collaboration across the 11 CDNTs in Dublin South, Kildare, and West Wicklow (DSKWW) continued to enhance consistency in service delivery and support a family-informed approach to services. Ongoing engagement with families through forums and the Family Representative Group ensures that lived experience shapes service development in a practical way.

The CHO7 CDNT website also continued to expand as a valuable information resource for families, recording more than 35,000 visits during 2025. Resources developed locally are now contributing to national platforms, including the HSE's mychild.ie website, while accessible visual supports developed by the teams are helping families better understand the CDNT model and maybe adopted across other regions.

Expanding Children's Services (continued)

These developments reflect Stewarts Care's continued commitment to delivering responsive, sustainable, and family-centred supports for children and young people with disabilities. Workforce sustainability, timely access to services, and continued service improvement will remain priorities in 2026.

	CDNT 5	CDNT 6
Total Caseload Assigned	614	615
Open Caseload	471	353
Waitlist at Year End	143	262



"It's really rewarding to work closely with children and their families, you get to work on what is actually a priority for that child and that family. We become a team, working towards shared priorities, everyone is really invested in that child and their progress."

Muireann McQuillan, Senior SLT

Excellence in Nursing Supports

Nursing
2025 marked a year of continued development for nursing services in Stewarts Care, with a clear focus on improving access to healthcare, strengthening our specialist workforce, and advancing person-centred, integrated models of care.

Across services, nursing teams worked collaboratively to reduce barriers experienced by people with intellectual disability, particularly in accessing acute and diagnostic care, while also expanding community-based supports to meet growing and increasingly complex needs. Investment in education, workforce development, and digital innovation has further strengthened our capacity to deliver high-quality, evidence-based care aligned with national policy, including Shaping the Future of Intellectual Disability Nursing and forthcoming Nursing and Midwifery Board of Ireland (NMBI) standards.

Improving Access to Healthcare
A key priority in 2025 was addressing health inequalities by supporting individuals to access essential healthcare in a way that is safe, respectful, and tailored to their needs.
The Positive Behaviour Support (PBS) and nursing teams worked together to expand the desensitisation programmes. These programmes support individuals to reduce fear and anxiety associated with medical procedures such as blood tests and MRI scans, reducing reliance on sedation or general anaesthetic and promoting autonomy.

Acute Disability Liaison Nursing, Saint James' Hospital
The Acute Intellectual Disability Liaison Nurse supported 390 episodes of care in St James's Hospital, playing a critical role in ensuring that individuals received appropriate, accessible care during hospital admissions.

A notable example of this work involved a young adult transitioning to adult services who successfully completed complex MRI procedures without general anaesthetic following a structured desensitisation programme. This intervention reduced clinical risk, minimised disruption to daily life, and significantly enhanced the individual's confidence and independence, demonstrating the value of coordinated, person-centred approaches to care.

Delivering Integrated, Person-Centred Care
The Community Nursing Team continued to expand its reach in 2025, growing to support 102 individuals across 39 homes, including the introduction of supports for people living in Supported Independent Living.



39



102

SUPPORTING
102 INDIVIDUALS
ACROSS **39** HOMES

Strengthening our Nursing Teams
Investment in workforce development remained a central priority throughout 2025. The Nursing Practice Development Unit (NPDU) implemented a structured education programme informed directly by staff feedback, with a focus on clinical skills, leadership, and evidence-based practice.

Stewarts Care continues to demonstrate strong workforce sustainability, with 73% of newly qualified Intellectual Disability Nurses choosing to remain within the organisation. This reflects the strength of structured preceptorship, supportive learning environments, and clear career pathways.

Our ongoing partnership with Trinity College Dublin supports a diverse range of student placements across services, reflecting the evolving scope of Intellectual Disability Nursing. In parallel, early engagement initiatives at second level are contributing to increased interest in the profession, supporting the future pipeline of nurses.

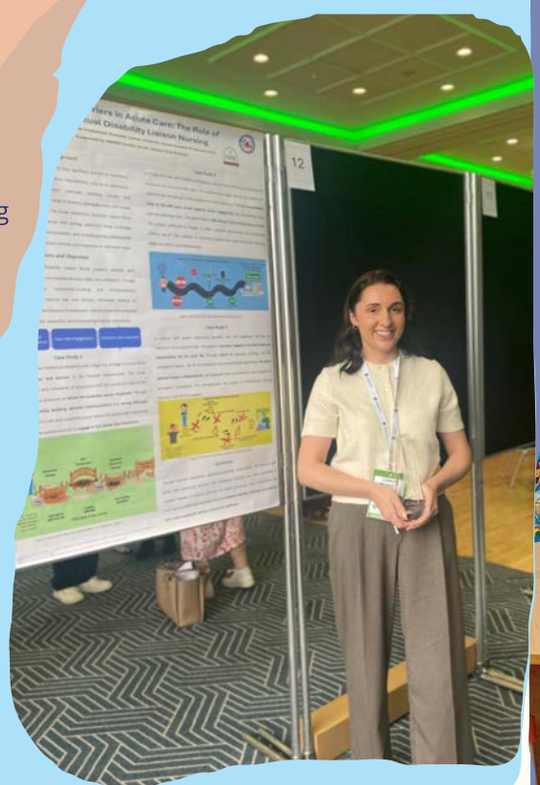
73%

Of newly qualified Intellectual Disability Nurses choosing to remain within the organisation.

Irish Prison Service Placement
In 2025, four fourth-year Intellectual Disability (ID) nursing students completed a pioneering six-week clinical placement in Cloverhill Prison, the first initiative of its kind in Ireland, integrating ID nursing students into the Irish Prison Service (IPS).

Developed through strong collaboration between the HSE, Trinity College Dublin and IPS, the placement reflects national policy Shaping the Future of Intellectual Disability Nursing, HSE, 2018, and NMBI standards, while introducing an innovative model of practice learning in a traditionally underrepresented setting.

Throughout the placement, students contributed to interdisciplinary care, including the presentation of case studies, and received highly positive feedback from both academic and prison healthcare teams. This initiative demonstrates the impact of collaborative, forward-thinking approaches to education, enhancing person-centred, inclusive care within the prison service and strengthening cross-sector understanding of intellectual disability.



Lorna McEvoy won first prize in the IADNAM 2025 conference poster competition *"Breaking Barriers in Acute Care: Intellectual Disability Liaison Nursing".*

40
CLINICAL LEARNING ENVIRONMENTS AVAILABLE FOR ID STUDENT NURSES

44
PRECEPTORS COMPLETED PRECEPTOR TRAINING

6
EMOTIONAL LITERACY WORKSHOPS DELIVERED

2,500+
POSITIVE BEHAVIOUR SUPPORT ATTENDANCES

Enhancing Health and Social Care Services

Stewarts Care Health and Social Care Professionals (HSCP) provide clinical interventions which support adults and children to attain maximal participation in society and to have a valued social role.

The team collaborates across multidisciplinary teams to identify and achieve the best clinical outcomes possible, be they physical, social, or cognitive.

Audrey's Story:

Empowering Independence Through Assistive Technology

Assistive technology plays a vital role in helping people overcome barriers, build confidence and live more independent lives. For Audrey, a C-Pen Reader has opened up new opportunities and transformed how she engages with reading and learning.

The C-Pen Reader is a handheld digital pen that scans printed text and reads it aloud, making books and written materials more accessible. For Audrey, who has long wanted to strengthen her literacy skills, the device has been life-changing.



"The pen helps me to read newspapers and books which I love doing. I can read things independently now without asking for help. I can open a book and read anything I like!"

Speaking of the impact the pen has had on Audrey's life, Social Care Leader Leah explained how Audrey has worked hard for many years to improve her literacy skills but often lacked confidence in her own abilities. Following a referral to Occupational Therapy, she was provided with the C-Pen Reader.

"Since receiving the C-Pen, Audrey's confidence has grown massively, and she has been able to do things she that were not possible before, such as reading a newspaper independently," Leah explains. "This has had a positive impact on her daily life, helping her become more independent and supporting her to achieve her personal goals. Audrey is starting an employability course shortly and the pen will help her to read the course materials and complete work sheets without needing to ask for."

Audrey's experience demonstrates the power of assistive technology to enhance independence, increase confidence and create meaningful opportunities for people to achieve their goals.

Adult Therapy Attendances

	No. of Attendances	Total Referrals Opened	Wait List 2025
Dietetics	1,590	107	0
Social Work	2,579	134	23
Psychology	2,944	239	36
Speech and Language Therapy	4,123	618	38
Physiotherapy	4,670	822	0
Occupational Therapy	6,227	798	1
Total Attendances	**22,133**	**2,718**	**98**

Young Adults Team

In 2025, Stewarts Care established a new Young Adults Therapy Team in North Dublin in response to a HSE-identified gap in access to therapeutic supports for young people attending external day services. Commissioned as a standalone therapy team, became operational in July and, by year end, the team was delivering multidisciplinary supports across behaviour support, social work, physiotherapy, and occupational therapy to 38 individuals.

The service is designed for sustainability, operating as a satellite of existing adult therapy teams, with strong clinical governance and continuous professional development provided through established professional line management structures. A clear model of service delivery has been implemented, with oversight from a joint review committee that includes representatives from partner organisations.

In addition, targeted engagement and education with external services has supported effective utilisation of this new resource, ensuring that those who require specialist therapeutic input can access it in a timely and coordinated manner.

DAT Library

Building on Stewarts Care's commitment to innovation, 2025 marked an important next step in Digital Assistive Technology (DAT) through the HSE-funded CREATE II project. With €60,000 in funding, the team supported 30 people to access personalised technologies that enhance communication, daily living, and independence.

The project also strengthened future capacity, with staff training and the development of a Digital Assistive Technology Loan Library—allowing individuals and teams to explore and trial Augmentative and Alternative Communication, Activities of Daily Living, and Smart Home supports in real life settings.

DAT Loan Library was launched at showcase event in April attended by Deirdre Kenny, HSE HSCP Assistant National Lead.





Rebecca's Story:

Supporting Choice Through Co-Decision Making

This year, Rebecca showed tremendous courage and generosity in sharing her personal experience of co-decision making to help others better understand the importance of supported decision-making. By telling her story publicly, Rebecca has helped raise awareness of how people can be empowered to make their own choices while receiving the support they need.

In the video, Rebecca speaks openly about her journey through the Assisted Decision-Making process and explains how establishing a co-decision-making agreement with her mother has positively impacted her life. Together, they discuss how the agreement supports Rebecca to make important decisions while ensuring her voice, preferences and independence remain at the centre of the process.

Rebecca explains that co-decision making is not about someone making decisions for her, but about having trusted support to help her understand options, communicate her wishes and feel confident in her choices. The conversation highlights the importance of dignity, trust and respect in supported decision-making relationships.

By sharing her experience so honestly, Rebecca has created an invaluable resource for others who may be considering co-decision-making arrangements themselves. Her bravery and willingness to speak openly will help many individuals and families better understand that everyone has the right to be supported to make decisions about their own lives.



Safeguarding Champions

In November, the Safeguarding Champions hosted several coffee mornings to recognise National Safeguarding Awareness Day. They spoke to their peers in Day Services and Residents Services about safeguarding and Assisted Decision Making, covering topics such as treating people like adults, supporting people as they want to be supported and consent.

Empowering People and Strengthening Culture

As Stewarts Care continued to expand and strengthen services in 2025, the People & Culture team remained focused on developing a skilled, sustainable, and values-driven workforce to support the delivery of high-quality, person-centred services.

Like many organisations across the disability and healthcare sector, recruitment and retention continued to present challenges during the year. In response, significant emphasis was placed on workforce planning, recruitment, professional development, and employee wellbeing to support organisational growth and service continuity.

A key achievement in 2025 was the recruitment of 348 new colleagues, enabling the continued expansion of residents, day and respite services. The increased recruitment and staffing ensured we once again operated with zero agency staffing, delivering continuity of support to residents and day attenders.

In 2025, Stewarts Care also ensured organisation-wide compliance with mandatory CORU registration requirements. This strengthened professional accountability, ensured alignment with national regulatory standards, and reinforced the organisation's commitment to safe, high-quality care.

Investment in learning and development remained a priority throughout the year. Funding was provided for 168 employees to undertake role-relevant training, while 40 colleagues progressed formal qualifications to further strengthen organisational capability and expertise. Additional targeted training initiatives, such as HIQA and Key Worker training, supported regulatory compliance, leadership development, and person-centred practice across services.

Succession planning and leadership development continued to support organisational sustainability and leadership continuity, with mentoring, coaching, and development opportunities provided to managers and emerging leaders across the organisation.

Employee wellbeing also remained an important focus during 2025. A range of initiatives supporting physical health, mental wellbeing, and staff engagement were delivered throughout the year, reinforcing Stewarts Care's commitment to maintaining a supportive and inclusive workplace culture.

Retention, workforce sustainability, and leadership development will remain key strategic priorities for 2026 as the organisation continues to grow and evolve its services.

1,644
HEADCOUNT

5
DAY SERVICE MANAGERS AND PICS ATTENDED LEADERSHIP TRAINING

9
EMPLOYEES FUNDED THROUGH NURSING AND MIDWIFERY PLANNING AND DEVELOPMENT UNIT

Showcasing Innovation

As part of our commitment to thought leadership and knowledge sharing, Stewarts Care welcomed delegates from Ukraine and representatives from Effective Aid Ukraine during their visit to Ireland for the International Symposium of Adapted Physical Activity (ISAPA 2025). The visit provided an opportunity to showcase our innovative approaches across residents services, respite, day and sports services, while facilitating the exchange of knowledge, experience and best practice with international colleagues. Through opportunities such as these, Stewarts Care continues to contribute to the advancement of inclusive services and strengthen collaborative partnerships that support learning and innovation across the disability sector.



Staff testimonials



“I enjoy working for Stewarts Care immensely, every moment presents an opportunity to make a difference in the lives of the people we support. Stewarts Care allows me to support people in a safe space where they are free to be themselves and live a life of their own choosing. I get to witness people overcome challenges in life with humility and humor, and it inspires me do better.

Stewarts Care has been instrumental in supporting me to develop professionally, giving me encouragement and support to return to college. I earned a first-class honours degree and advance my career. Stewarts Care provides opportunities for the people we support and staff alike, it is a truly special place to work and I am thankful every day.”

Anthony Scully, Hub Lead, Day Services.

“What I enjoy most (about my work) is knowing that I can make a positive difference in people’s lives every day. Seeing the people I support happy, safe, and achieving their goals gives me a real sense of purpose. For me, Stewarts Care is a place where I feel valued and supported. It has given me the opportunity to grow in my career while working with a team that genuinely cares about the people we support.

Stewarts Care has encouraged me to keep learning and developing. Through training, leadership opportunities, and support from my managers, I have grown in confidence and improved both professionally and personally.”

Ruth Oboma, Care Staff, Residents Services.





“Moving to a new country for work is never easy, however it has been a journey of significant personal and professional growth. My favourite aspects of working at CDNT in Stewarts Care are the people and the supportive environment. Working closely with the multidisciplinary team and strong family-centred practice has helped me develop my skills and broaden my perspective as a Speech and Language Therapist. I’m proud to be part of a team committed to making a positive difference in the lives of service users and their families.”

Anju Baby Thomas, Speech & Language Therapist CDNT 6.

Gender Representation

In line with requirements of the Gender Pay Gap Information Act, 2021, our pay gap report for 2025 was published online. At the time of the snapshot in June 2025, Stewarts Care reported a pay gap of 1.8%. This remains below the national average, which is reported to be 12.7% according to the latest Eurostat figures.

Overall Gender Representation

Headcount at December 2025, 1,644



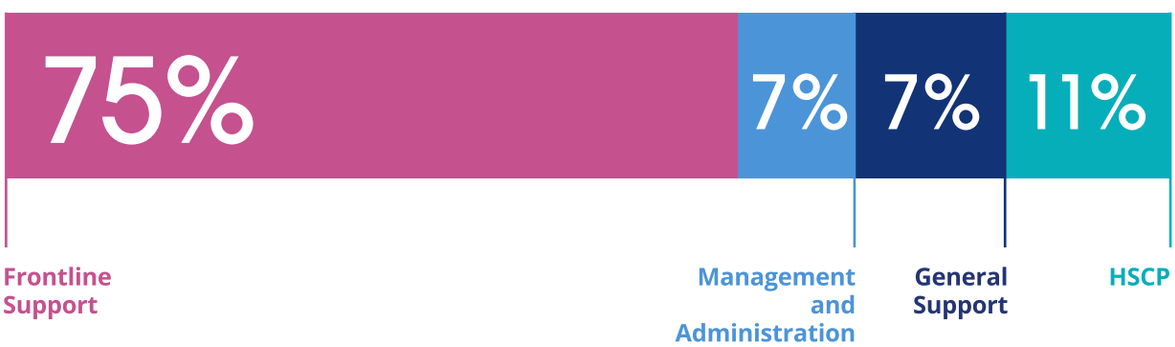
Female staff : 1,211

Male staff : 433

Executive Management Team and Board by Gender



Staff % by area at year end



Driving Quality and Improvement

Maintaining high standards of quality and compliance remains central to the delivery of safe, effective, and person-centred services in Stewarts Care. Throughout 2025, continued focus on governance, oversight, and continuous improvement has strengthened the organisation's ability to consistently deliver high-quality supports aligned with regulatory standards.

This approach ensures that risks are identified and managed proactively, services are regularly evaluated, and learning is embedded across the organisation. Ensuring Stewarts Care continuously improves outcomes and experiences for the people we support.



Family and Friends Survey 2025
The 2025 Friends and Family Survey feedback highlighted strong satisfaction with person-centred care, with staff described as kind, attentive and responsive, and individuals supported to feel safe, valued and included. Families reported positive outcomes in confidence, independence, wellbeing and social participation, with activities, community inclusion and respite services identified as key strengths.

Areas for improvement included the need for more consistent communication, greater staffing continuity, improved access to clinical supports, and enhanced reliability of transport and respite services. Feedback also highlighted a desire for more structured programmes and clearer progression pathways. These findings will inform ongoing service improvement priorities for 2026.

Embedding International Standards
Throughout 2025, Stewarts Care continued to embed CARF standards across services, strengthening our approach to quality improvement and person-centred supports. This has enhanced our ability to monitor outcomes, evaluate services, and ensure that supports are consistently aligned with best practice.

As we approach the end of our current accreditation cycle in 2026, we are committed to not only maintaining CARF accreditation but expanding it across additional services. This will further strengthen quality, safety, and accountability, while enabling broader benchmarking against international standards.

CARF continues to act as a key strategic framework, supporting continuous improvement and driving better outcomes for the people we support.

Strengthening Organisational Risk Culture

Throughout 2025, Stewarts Care continued to strengthen its organisational approach to risk management, supporting a culture that balances safety, quality, and positive risk-taking to enhance independence, participation, and quality of life for the people we support.

The organisation also maintained a strong leadership role at sectoral level, chairing the National Risk Forum of Disability Organisations and contributing to the National Federation of Voluntary Services Providers Health and Safety Group, supporting collaboration, shared learning, and the advancement of best practice across disability services.

Progress was also made in strengthening systems and capabilities, including the enhancement of the Stewarts Incident Management System (SIMS) and the introduction of a dedicated medication error reporting portal, which has improved usability and increased reporting, supporting a more transparent and proactive safety culture.

Ongoing investment in staff training and the continued review of key policies further reinforce a consistent, organisation-wide approach to effective risk management and governance with further developments planned throughout 2026.

2025 Risk at a Glance

Incident reporting increased significantly in 2025 with total incidents logged on the Stewarts Incident Management System (SIMS) of **3,094** compared to **2,319** in 2024.

1.

Violence and Aggression

1,523 incidents reported in 2025, compared to 948 incidents in 2024.

2.

Slips/Trips and Falls

396 incidents reported in 2025, compared to 281 incidents in 2024.

3.

Medication-related incidents

282 incidents reported in 2025, compared to 163 incidents in 2024.



FEATURE STORY

Linda's Story: Building Confidence and Independence

"Since completing the 12-week programme in the Creative Media Hub, I feel my confidence has massively improved. I am now using assistive technology every day and creating and editing video reels independently for my social media accounts."



Linda's journey highlights the impact of combining skills development, self-advocacy and personalised support. Through participation in Stewarts Care's Creative Media Hub, Linda developed her digital, communication and interviewing skills while working with peers on a vox pop project exploring accessibility issues for people with disabilities in the Palmerstown area.

As part of the project, Linda spoke about a challenge she experienced every day as a wheelchair user. The pedestrian crossing outside her apartment was inaccessible, meaning she often had to rely on members of the public to press the crossing button for her. By sharing her experience through the project, Linda helped raise awareness of the barriers faced by people with disabilities while also building the confidence to advocate for change herself.

Building on the voxpop project, and with support from the Skills2Work team, Linda later engaged with the local County Council to highlight the issue. Her determination helped secure improvements to the crossing, enabling her to travel independently within her community and to her new job with the Trinity Centre for Ageing and the Life Course in Intellectual Disability.

Today, Linda enjoys greater independence, increased confidence and meaningful employment, demonstrating how the right supports can empower people to achieve their goals and create positive change in their communities.

Delivering Equine Assisted Services

Regional Equine Therapy Hub

The Regional Equine Therapy Hub continued to develop and expand in 2025 with the construction of Phase 2 and an increase in the number of sessions provided to children and adults.

Phase two construction, funded by Sports Capital Grant funding, saw the development of an additional 12 stables and an outdoor arena. Completed in early 2026, this work has significantly increased the capacity to support school groups and individuals and represents another major milestone in our commitment to high-quality, specialist equine assisted services.

In additional to its equine assisted therapy sessions, the team hosted three alternative respite camps for 20 children over the summer and Halloween breaks. These camps supported emotional wellbeing, confidence, and social engagement through structured interactions with horses. They also provided families with valuable respite while ensuring children benefit from enriching and enjoyable experiences. Stewarts Care continue to work closely with the HSE to deliver further alternative respite opportunities to children and adults in the region.

Throughout 2025, the Hub welcomed a wide range of national and international visitors, including representatives from education, government, equine organisations, and disability services, strengthening its reputation as a centre of excellence and innovation. The team also contributed Horse Sport Ireland Strategy Workshop at Goffs, ensuring the inclusion of Equine Assisted Services in future funding and education.

The venue national and international events including a:

- **Eagala Training Day** the international equine assisted growth and learning association.
- **Tribe Day** a 3 day international Horse Boy conference which saw Horse Boy practitioners from across the world come together and create a forum for research.
- **12-week** Department of Agriculture supported program of Equine Guided Mental Wellbeing Coaching with Melanie Downes from Horse Knowing.



4,201
1:1 Therapeutic Riding Sessions

86
Group Therapeutic Riding Sessions

3
Alternative respite camps



“Our son Oscar attends Stewarts Regional Equine Therapy Hub every week and absolutely loves it. Since starting, we’ve seen such a positive difference in his confidence, speech, and overall regulation. The atmosphere is so warm, friendly, and welcoming, not just for Oscar, but for our whole family. We’re incredibly grateful for the support and care shown to him each week.

The team go above and beyond to make every session enjoyable, engaging, and supportive. Oscar looks forward to attending each week, and it has become such an important part of his routine. Seeing him so happy, calm, and proud of himself after every visit means the world to us as parents.”

Suzanne, Parent

FEATURE STORY

Schools Programme at the Regional Equine Therapy Hub

2025 saw the expansion of the services available at the Regional Equine Therapy Hub and the launch of the Schools Programme. This programme supports children to experience the therapeutic benefits of equine assisted services in a safe and supportive group environment.

149 school aged students from 15 different schools have accessed equine assisted services in the academic year 2025/26 to the end of the year and plans are in place to expand this further into the next academic year and beyond.





Enabling Services Through Operational Excellence

Transport
In 2025, the Transport Team expanded the fleet to 150 vehicles. This growth strengthens the organisation's capacity to support the HSE's strategy of moving toward more community-based services. The enhanced fleet allows for improved access to services and reduced travel barriers for the people we support ensuring more people can easily access community activities, appointments or amenities as they so wish. Our teams continue to focus on developing an agile, responsive fleet and transport system capable of delivering a person-centred growing service.

Our Fleet (150 total)



65 Day Services	14 Campus Residents	49 Community Residents
2 Stewarts School	14 Support Services	6 Grounds

ICT
In 2025, the ICT Team strengthened digital infrastructure, cybersecurity, and system reliability across Stewarts Care. High-speed fibre connectivity and enhanced Wi-Fi were deployed across multiple day services hubs and homes, improving access to cloud-based systems and supporting more flexible service delivery. Cybersecurity was prioritised through improved access controls and staff awareness initiatives, ensuring compliance with GDPR and emerging standards such as NIS2. Upgrades to key systems, alongside responsive Service Desk support, helped maintain continuity and efficiency across residents, day, and corporate services.



33 Homes and hubs upgraded to high-speed fibre connectivity.

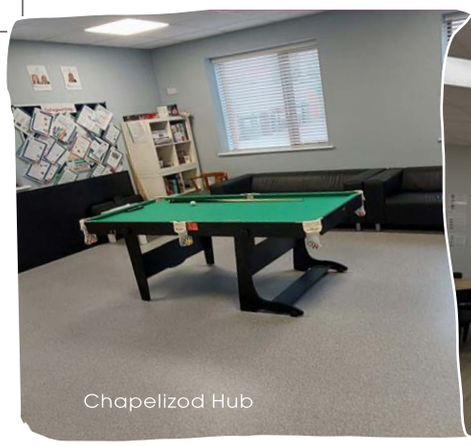


100+ Next-generation wireless access points installed in key locations.

Fire Safety
Maintaining high standards of fire safety compliance and preparedness remained a key priority throughout 2025. The Fire Safety Team continued to support safe environments across all Stewarts Care locations through ongoing audits, training, emergency preparedness, and compliance monitoring.

686 Fire drills conducted

46 Fire audits completed


Chapelizod Hub


Santry Hub


Cherry Blossom

Facilities and Estates
In 2025, the Facilities and Estates Team played a significant role in enabling service expansion across the organisation, ensuring that environments are safe, compliant, and fit for purpose. The team supported the development of six new day service hub locations, delivering works ranging from refurbishment to full fit-out to meet evolving service needs. In response to growing demand for respite, two decongregated bungalows in Palmerstown were redeveloped into modern, purpose-designed homes, creating 12 additional respite beds and increasing capacity within the organisation.

Sports and Adapted Physical Activity Centre
The Stewarts Sports and Adapted Physical Activity (APA) Centre continued to be a thriving inclusive community resource. Once again awarded the gold standard at the National Quality Standards Awards, the accessible pool and gym is used by public members, Pay as You Go visitors and people supported by Stewarts Care.

66,052
Total Gym Visits.

76,946
Total Pool Visits.

Fundraising
The Fundraising Team and Stewarts Foundation supports the realisation of our strategic vision. In 2025, €252,592 was fundraised across third-party fundraising and corporate partnerships.

The inaugural BIG challenge saw **#TeamStewarts** return to basics during a 24-hour wilderness survival experience, raising **€16,000** and pushing themselves to their limits.

Funds raised in 2025, with the generous backing of our community and corporate partners enabled strong progress on our primary fundraising appeal, the **Stewarts Care Sensory Solutions Initiative**. Designed to bring sensory resources into the heart of the community, this project will see the launch of two mobile sensory vehicles in 2026. Made possible by our donors, these rooms on wheels will support community events and help foster greater inclusion and accessibility for all.

Following the annual return filed on 22 October 2025, Stewarts Care was confirmed as meeting the Additional Standards and was fully compliant with all requirements of the Charities Governance Code, as set out by the Charities Regulator.


THE BIG CHALLENGE #TeamStewarts


THE BIG CHALLENGE #TeamStewarts

FEATURE STORY

The Coach House:

A Vibrant Venue at the Heart of the Community

The Coach House has continued to go from strength to strength, establishing itself as a vibrant food destination and welcoming venue within the local community. Over the past year, it has become a popular space for people to come together, hosting a wide range of special occasions including communions, weddings, naming ceremonies and birthday parties.

Known for its warm atmosphere and strong community spirit, The Coach House has grown not only as a successful venue, but also as an important social enterprise that reflects the values of inclusion, opportunity and participation at the heart of Stewarts Care.

Alongside its growing reputation within the community, The Coach House has also created meaningful employment opportunities for people supported by Stewarts Care, welcoming 12 individuals into permanent staff roles. In partnership with Skills2Work, the Coach House also continues to provide valuable work experience opportunities for job seekers, helping individuals build confidence, develop practical skills and gain experience in a supportive and inclusive environment.

The ongoing success of The Coach House demonstrates the powerful impact that social enterprise can have, creating opportunities for inclusion and employment while building a thriving and valued community space.

THE
COACH HOUSE
@Stewarts



Priorities for 2026

As Stewarts Care continues to expand community-based, person-centred supports, several strategic priorities have been identified for 2026. These priorities reflect our commitment to quality, inclusion, sustainability, and continuous improvement for the people we support.

Expanding Community and Respite Supports
Stewarts Care will continue to expand community-based services, Supported Independent Living opportunities, and respite alternative provision for children and adults. Following the opening of Cherry Blossom in January 2026, increasing access to flexible, family-centred respite remains a key priority.

Quality, Governance and Accreditation
The organisation will continue preparations for CARF reaccreditation and the expansion of accreditation across additional services. Ongoing investment in quality assurance, audit, safeguarding, and governance systems will support continuous improvement and strong regulatory compliance.

Workforce Development and Retention
Recruitment, retention, leadership development, and workforce wellbeing will remain central priorities in 2026. The organisation will continue to invest in learning and development, professional registration, succession planning, and initiatives that support workforce sustainability across all services.

Digital Transformation and Innovation
Stewarts Care will continue to strengthen digital infrastructure, cybersecurity, and assistive technology supports to enhance communication, accessibility, service delivery, and organisational efficiency across community and residential services.

Environmental Sustainability
Building on initiatives introduced in 2025, Stewarts Care will continue to strengthen environmental sustainability through biodiversity projects, responsible resource planning, and consideration of sustainability within future fleet, facilities, and operational development.

Listening and Responding
Stewarts Care remains committed to ensuring that the voices of the people we support, families, staff, and stakeholders continue to shape service development and organisational priorities through ongoing engagement, advocacy, and feedback mechanisms.





100 million trees

A parcel of half an acre was allocated to the 100 Million Trees Project and in November, the team planted 2,000 native trees, helping offset 50 tonnes of CO2 gas. Over the coming years, the trees will continue to grow and provide impactful areas of biodiversity and help to reverse the environmental damage caused by the reduction of forests worldwide.

Governance

Board of Directors

The names of the persons who served as directors of the company during 2025 are:

Ciarán O'Mara (Chairperson)
Dermot Mullen (Vice-Chairperson)
John Hynes (Honorary Secretary)
Edel Conway (retired 24.09.2025)
James Harnett
Berna Kennedy
Mary McCarron
Patrick Raymond (Ray) Sharpe
Mark Wallace (appointed 24.09.2025)
Anthony Whitmore (appointed 24.09.2025)

Attendances at Board and Board Committee Meetings 2025

	Board Meetings	Board Committees	Governance, Nominations and Remuneration Committee	Fundraising Oversight Committee	Audit and Financial Risk Committee	Complaints Committee	Quality, Safety, Risk and Policy Committee	Research Ethics Committee
Ciarán O'Mara (Chairperson)	**10/11**	**5/5**	**2/2**					
Dermot Mullen (Vice-Chairperson)	**9/11**	**5/5**	**2/2**				**3/4**	
John Hynes (Honorary Secretary)	**11/11**	**5/5**	**2/2**	**2/2**		**4/4**	**4/4**	**4/5**
Edel Conway *(retired 24.09.2025)*	**3/6**			**1/2**				
James Harnett	**10/11**				**5/5**			
Berna Kennedy	**8/11**				**5/5**			
Mary McCarron	**9/11**							
Patrick Raymond (Ray) Sharpe	**4/11**							**2/5**
Mark Wallace *(appointed 24.09.25)*	**3/4**							
Anthony Whitmore *(appointed 24.09.25)*	**3/4**							

Board Committees

Committee of Officers

This committee, appointed by the Board, comprises of the Chairperson, the Chief Executive, the Vice-Chairperson and the Honorary Secretary.

The Officers of the Board oversee that the organisation fulfils its objectives, vision, and legal obligations in line with the Constitution of the Company. It also oversees the Governance, Nominations and Remuneration Committee to satisfy itself that appropriate Board succession planning processes, procedures and plans are in place.

Governance, Nominations and Remuneration Committee

This committee, appointed by the Board, comprises of the Chairperson, the Chief Executive, the Vice-Chairperson and the Honorary Secretary.

The duties of this committee are to:

- Satisfy itself that appropriate measures are in place to ensure the organisation is in compliance with its statutory obligations and those related to its primary funder.
- Regularly review the structure, size and composition of the Board and make recommendations to the Board via the Committee of Officers, with regard to any desired changes including terms of office and maximum service of non-executive directors.
- Assist the Board in ensuring that the remuneration policies and practises of Stewarts Care DAC comply with the particular requirements of public pay policy.
- Prepare a description of the remuneration, role, skills and capabilities required for Chief Executive and Non-Executive Director appointments.
- Prepare a description of the role, skills and capabilities and relevant conditions required for Non-Executive Director appointments.
- Be responsible for identifying and nominating, for the approval of the Board, candidates to fill board vacancies.
- Satisfy itself that appropriate Board succession planning processes, procedures and plans are in place.
- Assess the time needed to fulfil the role of Chairman, independent non-executive directors, and undertake an annual performance evaluation to ensure that all members of the Board have devoted sufficient time to their duties.
- Ensure on appointment that a candidate has sufficient time to undertake the role.
- Ensure that the Honorary Secretary writes to all appointees, detailing the role and time commitments and proposing a suitable induction plan.

- Ensure that appropriate induction arrangements are in place for all new directors, and the periodic briefings are arranged to ensure that all board members are fully briefed on developments in corporate governance, on the role of the board and on the legal and other responsibilities of directors, individually and collectively.

- Make recommendations to the Board as to:
  (a) the appointment of a new non–executive director.
  (b) appointments to the position of Chairman.
  (c) the re-appointment of any non-executive director at the conclusion of his or her specified term of office.
  (d) the re-election of non-executive director under the 'retirement by rotation' provisions in the company's articles of association.
  (e) any matter relating to the continuation in office of any non-executive director at any time.

Fundraising Oversight Committee
The purpose of this committee is to provide a consultative forum to ensure appropriate oversight is in place regarding the use of funds that are generated by fundraising activity.

Audit & Financial Risk Committee
The duties and responsibilities of the Audit and Financial Risk Committee are to assist in the delivery of Corporate Governance and, where relevant, make recommendations to the Board on the discharging of its responsibilities as they relate to external financial reporting, external and internal audits and ensuring that an effective system of internal control, comprising financial, operational controls, compliance and risk management, is maintained and operated.

Complaints Committee
This committee is an essential committee and acts as a source of feedback and a way to improve the service. It has been established to provide oversight of issues that have been reported across Stewarts, with the aim of ensuring that systems and processes are in place and implemented to ensure all complaints and human rights complaints are managed effectively and in a timely manner.

Quality, Safety, Risk and Policy Committee
The main purpose of this committee is to provide advice to the Board on risk strategy and oversee the development, implementation and maintenance of Stewarts Care's overall risk management framework and its risk appetite, strategy, principles and policies, to ensure that they are in line with current and emerging regulatory, corporate governance and industry best practice.

The committee provides visibility to the Board of the operation of the service providing oversight and challenge of the day-to-day risk management and oversight arrangements of the executive, including adherence to Stewarts' risk and compliance principles, policies and standards and any action taken resulting from material policy breaches, based on reports received from the Quality Office, Fire Safety Officer, Risk Manager and Chair of Policy Committee.

Research Ethics Committee
The main purpose of this committee is to promote, support and encourage research that aims to benefit individuals who access Stewarts Care services and

- to develop a comprehensive research ethos at all levels of academic enquiry, encompassing topics that centre on individual, service, professional and organisational issues.
- to promote the standards of applied research and evidence-based practice when reviewing ethical applications.
- to advocate individual service user participation in research projects where possible.
- to review proposals to undertake research which falls outside the term "clinical trial".
- to have oversight of all research being undertaken within the organisation.

The Research Ethics Committee operates according to the general principles of medical ethics including the Declaration of Helsinki and international and national Health Research regulations.

During 2025, Stewarts Research Ethics Committee approved eight research applications:

1. **Addressing Age-Related Complexity in Intellectual Disability (AARC-ID): aneconomic analysis of different support models.**
Dr Martin McMahon, TCAID, Chemistry Building, Lincoln Gate, TCD.

2. **An evaluation of outcomes for individuals taking part in the Stewarts Sailing Programme.**
Darren McCausland, Programme Manager, Stewarts Care, Palmerstown.

3. **Enhancing Emotional Literacy and Regulation in Adults with Intellectual Disabilities: Evaluating the effectiveness of a psychoeducational workshop.**
David Staunton, Positive Behaviour Support Team, Aoife Fennelly, Psychology, Stewarts Care.

4. **Barriers and Facilitators to implementing a Nursing Model of Care for Individuals with Intellectual Disability; A Stakeholder Perspective.**
Eva Whelan, ADON, Stewarts Care.

5. **Exploring Brain and Brain Health Awareness in people with Intellectual Disabilities.**
Geraldine Kirrane, CNS Dementia, Stewarts Care.

6. **Intellectual Disability Supplement to the Irish Longitudinal Study on Ageing (thereafter IDS TILDA Wave 6).**
Prof Mary McCarron, TCAID Trinity College Dublin 2.

7. **Clinicans' perspective of current and future service provision for children and young people with cerebral palsy in Ireland.**
Ciara Dinneny, Research Asst, School of Medicine, TCD, Dublin 2. Prof Denise McDonald, Consultant Paediatrician, School of Medicine, TCD.

8. **An Exploratory Pilot Study of Complicated Grief Therapy for People with Intellectual Disabilities (CGT – ID).**
Niamh Burgess, Trainee Clinical Psychologist, UCD, Belfield, Dublin 4.

Directors' Reports and Financial Statements

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Directors and Other Information at 31 December 2025

Board of Directors

Ciarán O'Mara (Chairperson)
James Harnett
John Hynes
Berna Kennedy
Mary McCarron
Dermot Mullen
Patrick Raymond Sharpe
Mark Wallace
Anthony Whitmore

Secretary and Registered Office

F Fletcher
Stewarts
Mill Lane
Palmerstown
Dublin 20

Charities Regulatory Authority number:

20040314

CHY number:

CHY13177

CRO registered number:

296282

Solicitors

William Fry
2 Grand Canal Square
Dublin 2

O'Mara Geraghty McCourt
51 Northumberland Road
Dublin 4

Arthur Cox
Earlsfort Terrace,
Dublin 2

Mason Hayes and Curran
South Bank House
Barrow Street
Dublin 4
D04 TR29

Bankers

AIB Group

Auditors

Grant Thornton
Penrose One
Penrose Dock
Cork
T23 YY09

Directors' Report

The directors present their report and the audited financial statements of the company for the financial year ended 31 December 2025.

Principal activities

Stewarts Care DAC provides disability support services to adults and children across Dublin, Kildare and Meath, across the service pillars of residential, independent living, respite, day supports, rehabilitative training, therapeutic supports, employment supports, education, recreation and ancillary supports. More than 94% of the total income was received from public exchequer sources in the year.

Business review

The deficit for the year for the company before the accounting impacts of the Pension Plan showed a surplus for the year of €9,000 or less than 0.2 of 1% of revenue.

Operating surplus before interest and the impact of the Pension Plan (Refer to Appendix 2).

€'000
9

This is consistent with the performance reported to the Board and the HSE at year end 2025.

The continued growth of the service is reflected in a 15% growth in revenue over 2024, and a 47% increase since 2021.

The impacts of the accounting for the Pension Plan on the reported operating surplus for the year are twofold; the net differential between the actual 2025 service cost and the expense charged to the company in 2025 added a further €1,929,000 to the operating result. As the scheme is well funded, the expected return on assets over the expected interest cost of the liability yielded an additional €1,083,000 to the surplus. The reported surplus for the year including these amounts was €2,953,000.

The actuarial gain from the re-measurement of the net defined benefit obligation was €3,966,000. The net pension asset position at 31 December 2025 was €36,455,000, which had increased since 31 December 2024 primarily as a result of the positive movement on the re-measurement of assets and liabilities within the defined benefit pension accounts, as noted in note 14.

Accounting records

The measures taken by the directors to secure compliance with the company's obligation to keep adequate accounting records are the use of appropriate systems and procedures and employment of competent persons. The accounting records are kept at Stewarts, Mill Lane, Palmerstown, Dublin 20.

Dividends

The directors do not recommend payment of a dividend.

Total Comprehensive Income

The total comprehensive income for the year is set out on the Statement of Comprehensive Income on page 59.

The total comprehensive income for the year amounted to;

€'000
6,918

The operational deficit less interest for the year was €60,000. Adjusting for the defined benefit pension scheme impacts, the total comprehensive income was €6,918,000. Analysis of the total comprehensive income for the year, outlining the pension impact, is at Appendix 2.

Political donations

The company did not make any political donations during the year.

Branches

The company does not operate any branches outside the Republic of Ireland.

Future developments

The organisation has identified its key tasks as:

- Promoting a culture of inclusion in everything we do.
- Fostering and upholding a culture of dignity and respect that is honest, compassionate, transparent and accountable.
- Supporting learning, innovation and creativity.
- Developing a person-centred approach that supports living in the community for all service users.
- Fostering open and clear communications with service users, families, staff and other stakeholders.
- Person centredness: putting the person at the centre of everything we do.

In seeking to achieve movement towards the need to support better life experiences for service users in the context of increased community living and working to reduce the numbers of people living in congregated settings, we will be challenged to develop new partnerships and funding mechanisms to enable this transition.

Taxation

The company has charitable tax status.

Principal risks and uncertainties

The Office of Risk in Stewarts prescribe and monitor implementation of a robust risk management framework to ensure all clinical and non-clinical risks are managed effectively. An approved 'Risk Governance and Escalation Pathway' is used to escalate risks from frontline staff up to Board level, as required. A series of audits are conducted on a rolling basis across various service locations to ensure compliance with both the risk management and incident management policies.

The Clinical Indemnity Scheme (CIS) provides indemnity to Stewarts in relation to clinical incidents. A National Incident Management System (NIMS) has been provided through the State Claims Agency since July 2015.

An Organisational Risk Register identifies foreseeable risks identified in the company and is reviewed by the Board on a quarterly basis. The Corporate Risk Register is used to:

- Maintain a record of organisational risks.
- Track risks, the management and allocation of risk.
- Prioritise actions aimed at reduction/elimination of risk.
- Principal risk and uncertainties are identified in the Corporate Risk Registe.r

Financial risk management

The Directors have ultimate responsibility for ensuring that the organisation has appropriate systems of controls, financial and otherwise. The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include:

- A Service Arrangement with the principal funder (HSE).
- Regular consideration by the Directors of financial results, variance from budgets and reports from the Head of Finance and from reports of the Audit and Financial Risk Sub-committee to the Board.
- Internal and external Audit.
- Delegation of authority and segregation of duties.
- As a publicly funded body Stewarts Care DAC is in full compliance with Public Pay Policy.
- Adherence to the principles of the Governance Code for Community, Voluntary and Charitable Organisations.
- Registration and Compliance with the requirements of the Charities Regulatory Authority.

The Directors have in place a formal organisational risk management policy and process to assess risks and implement risk management strategies. This involves identifying the types of risks the Company faces, prioritising them in terms of potential impact and likelihood of occurrence, and identifying means of mitigating these risks.

The Directors recognise the risks and uncertainties that may be applicable in respect of pension liabilities for their investment portfolio. There are risks that exist which are outside the control of the Directors and the Board of Directors around the valuation of investments which are impacted by external factors. The Directors attempt to mitigate these risks by engaging with professional investment managers who have the necessary skills and expertise to undertake this role.

Directors' and secretary's interests

The directors and secretary in office at 31 December 2025 and 31 December 2024 had no interest in the share capital of the company or any other group company.

Events since the end of the financial year

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

Structure, governance and management

Stewarts Care DAC is a Designated Activity Company limited by shares, registered in the Republic of Ireland, and is a registered charity under registration number 20040314.

Directors' compliance statement

As required by Section 225(2) of the Companies Act 2014, the directors acknowledge that:

- they are responsible for securing the company's compliance with its relevant obligations (as defined in that legislation)
- they have drawn up a compliance policy statement during the financial year and have in place arrangements and structures that are, in the directors' opinion, designed to secure material compliance with the relevant obligations;
- and the arrangements and structures will be reviewed by the directors in the coming financial year.

Disclosure of information to auditors

For a financial year beginning on or after 1 June 2015 the directors' report is required by the Companies Act 2014, section 330, to include a statement on relevant audit information.

The directors in office at the date of this report have each confirmed that:

- As far as he/she is aware, there is no relevant audit information of which the company's statutory auditors are unaware; and
- He/she has taken all the steps that he/she ought to have taken as a director in order to make himself/herself aware of any relevant audit information and to establish that the company's statutory auditors are aware of that information.

Directors

The names of the persons who were directors of the company who served as directors during the financial year 2025:

Ciarán O'Mara (Chairperson)
Edel Conway
James Harnett
John Hynes
Berna Kennedy
Mary McCarron
Dermot Mullen
Patrick Raymond Sharpe
Mark Wallace
Anthony Whitmore

M Wallace was appointed to the Board on 24.09.2025.
A Whitmore was appointed to the Board on 24.09.2025.
E Conway retired from the Board on 24.09.2025.
All other directors served for the entire financial year.

Prompt Payment of Accounts Act, 1997 (Amendment Order 2000)

The directors acknowledge their responsibility for ensuring compliance with the Prompt Payment of Accounts Act 1997 (Amendment Order 2000). Procedures have been implemented to identify dates upon which invoices fall due for payment and for payment to be made on such dates. Accordingly, the directors are satisfied that the company has complied with the provisions of the Act.

Auditors

The Auditors, Grant Thornton, have indicated their willingness to continue in office, and a resolution that they be re-appointed will be proposed at the Annual General Meeting.

On behalf of the board of directors

C O'Mara J Harnett



Statement of Directors' Responsibilities

The directors are responsible for preparing the directors' report and the financial statements in accordance with Irish law.

Irish law requires the directors to prepare financial statements for each financial year giving a true and fair view of the company's assets, liabilities and financial position at the end of the financial year and the profit or loss of the company for the financial year. Under that law the directors have prepared the financial statements in accordance with Generally Accepted Accounting Practice in Ireland (accounting standards issued by the Financial Reporting Council of the UK, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* and Irish law).

Under Irish law, the directors shall not approve the financial statements unless they are satisfied that they give a true and fair view of the company's assets, liabilities and financial position as at the end of the financial year and the profit or loss of the company for the financial year.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies 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 and identify the standards in question, subject to any material departures from those standards being disclosed and explained in the notes to the financial statements
- notify the company's shareholders in writing about the use of disclosure exemptions, if any, of FRS 102; and
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to:

- correctly record and explain 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; and
- enable the directors to ensure that the financial statements comply with the Companies Act 2014 and enable those financial statements to be audited.

The directors 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.

On behalf of the board of directors



C O'Mara



J Harnett

Independent Auditor's Report to the Members of Stewarts Care DAC

Opinion

We have audited the financial statements of Stewarts Care DAC (the "company"), which comprise the Profit and Loss Account, the Statement of Comprehensive Income, the Balance Sheet, and the Statement of changes in equity for the financial year ended 31 December 2025, and the related notes to the financial statements, including the summary of significant accounting policies.

The financial reporting framework that has been applied in the preparation of the financial statements is Irish law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (Generally Accepted Accounting Practice in Ireland).

In our opinion, Stewarts Care DAC's 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 profit or loss for the financial year then ended,
- have been properly prepared in accordance with the relevant accounting framework, 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 are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the ethical pronouncements established by Chartered Accountants Ireland, applied as determined to be appropriate in the circumstances for the company. 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. Other information comprises information included in the annual report, other than the financial statements and the auditor's report thereon, including the Directors' report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other

information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on the matters prescribed by the Companies Act 2014

We have obtained all the information and explanations which to the best of our knowledge and belief, we considered necessary for the purposes of our audit.

In our opinion:

- the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited.
- information and returns adequate for our audit have been received from branches not visited by us.

The Balance sheet and Statement of profit and loss are in agreement with the accounting records and returns.

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the Directors' report for the financial year is consistent with the financial statements.
- the Directors' report has been prepared in accordance with applicable legal requirements, excluding the requirements on sustainability reporting in Part 28.

Based on our knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' report.

Matters on which we are required to report by exception

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of sections 305 to 312 of the Act, which relate to the disclosure of directors' remuneration and transactions with directors have not been complied with by the company. We have nothing to report in this regard.

Responsibilities of management and those charged with governance for the financial statements

As explained more fully in the Directors' Responsibilities Statement management 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 they determine 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, management are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the company's financial reporting process and for the preparation of financial statements that give a true and fair view.

Auditor's responsibilities for the audit of the financial statements

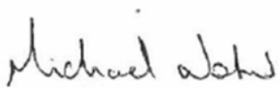
The objectives of an auditor are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not 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.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: **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.

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an 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.



Michael Nolan
For and on behalf of
Grant Thornton
Chartered Accountants & Statutory Audit Firm Cork
Date: 4 September 2026

Profit And Loss Account
Financial Year Ended 31 December 2025

	Notes	2025 €'000	2024 €'000
Turnover	6	106,914	92,878
Operating expenses		(93,838)	(81,975)
Administrative expenses		(11,138)	(9,401)
		(104,976)	(91,376)
Operating gain	7	1,938	1,502
Interest income		4,421	4,030
Interest payable and similar charges		(3,407)	(3,425)
Net interest cost		1,014	605
Surplus for the year before taxation		2,952	2,107
Taxation	19	-	-
Surplus for the year after taxation		**2,952**	**2,107**

Statement of Comprehensive Income
Financial Year Ended 31 December 2025

	2025 €'000	2024 €'000
Surplus for the year	2,952	2,107
Other comprehensive income / (expense)		
Re-measurement of net defined benefit pension asset	3,966	8,939
Total comprehensive income (expense) for the year	**6,918**	**11,046**

Balance Sheet
As at 31 December 2025

	Notes	2025 €'000	2024 €'000
Long term assets			
Tangible assets	8	11,229	13,117
Net surplus on post-employment benefit	14	36,455	29,477
		47,684	42,594
Current assets			
Stock	9	127	114
Debtors	10	2,010	8,373
Operating bank balances		2,687	-
Service User Funds bank balances	21	9,157	9,515
		13,981	18,002
Current liabilities			
Bank overdraft on operating accounts		-	(1,928)
Creditors (amounts due within one year)	11	(15,824)	(15,669)
Service User balances	11	(9,157)	(9,515)
		(24,981)	(27,112)
Net current (liabilities)		(11,000)	(9,110)
Creditors (amounts due after more than one year)	12	(7,190)	(10,908)
Net Assets		29,494	22,576
Capital and reserves			
Called up equity share capital presented as equity	13	-	-
General fund - revenue account		30,285	23,367
Deficit from Stewarts Hospital Services		(791)	(791)
Total equity		29,494	22,576

On behalf of the board of directors

C O'Mara

J Harnett

4th September 2026

Statement of Changes in Equity
Financial Year Ended 31 December 2025

	Called up share capital presented as equity €'000	Deficit from Stewarts Hospital Services €'000	Profit and loss account	Total
Balance at 1 January 2024	-	(791)	12,321	11,530
Surplus for the financial year	-	-	2,107	2,107
Other comprehensive expense for the financial year	-	-	8,939	8,939
Total comprehensive income for the financial year	-	-	11,046	11,046
Balance at 31 December 2024	-	(791)	23,367	22,576
Balance at 1 January 2025	-	(791)	23,367	22,576
Surplus for the financial year	-	-	2,952	2,952
Other comprehensive income for the financial year	-	-	3,966	3,966
Total comprehensive income for the financial year	-	-	6,918	6,918
Balance at 31 December 2025	-	(791)	30,285	29,494

Notes to the Financial Statements

1. General information

These financial statements are the company's separate financial statements for the financial year beginning 1 January 2025 and ending 31 December 2025. Stewarts Care DAC provides residential accommodation and daily learning, recreational, cultural and therapeutic experiences to service users. The company is a Designated Activity Company limited by shares incorporated in Ireland under registration 296282. The registered office of the company is Mill Lane, Palmerstown, Dublin 20.

2. Statement of compliance

The entity financial statements have been prepared on a going concern basis and in accordance with Irish GAAP (accounting standards issued by the Financial Reporting Council of the UK and the Companies Act 2014). The entity financial statements comply 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 used in the preparation of the entity financial statements are set out below. These policies have been consistently applied to all financial years presented, unless otherwise stated.

(a) Basis of preparation

The entity financial statements have been prepared under the historical cost convention, as modified by measurement of freehold land and buildings at their deemed cost on transition to FRS 102. The financial statements are presented in Thousands of Euro (symbol used €'000). The entity is a public benefit entity as defined by FRS 102.

The preparation of financial statements in conformity with FRS 102 requires the use of certain key assumptions concerning the future, and other key sources of estimation uncertainty at the end of the financial year. It also requires the directors to exercise its judgement in the process of applying the company's accounting policies. The areas involving a higher degree of judgement or areas where assumptions and estimates have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are disclosed in note 4.

The company does not comply with the provisions of the Statement of Recommended Practice (SORP) 'Charities SORP FRS 102'. Adoption of this SORP is not mandatory.

(b) Going concern

The financial statements have been prepared on the going concern basis. The Company is dependent on the Health Service Executive (HSE) to fund its activities and the ongoing support of the HSE at an appropriate level is fundamental to the Company's ability to continue as a going concern. The HSE has not given any indication that it will withdraw its financial support from the Company in the foreseeable future. Management have reviewed the level of activity and costs of the Company and have drawn up plans to deal with the issues associated with current cost and funding pressures. The ongoing support of the HSE at an appropriate level is fundamental to the achievement of these plans.

(c) Disclosure exemptions for qualifying entities under FRS 102

FRS 102 allows a qualifying entity certain disclosure exemptions. The company is a qualifying entity and has taken advantage of the following disclosure exemptions for qualifying entities:

(i) Exemption from the requirements of Section 7 of FRS 102 and FRS 102 paragraph 3.17(d) to present a statement of cash flows
(ii) Exemption from the requirement of FRS 102 paragraph 33.7 to disclose key management personnel compensation in total.

(d) Revenue recognition

Turnover

Turnover is the amount of revenue derived from the provision of goods and services falling within the company's ordinary activities after deduction of trade discounts and value-added tax. For Stewarts Care DAC, turnover comprises revenue arising from the provision of services within the Hospital as well as income received from the Health Services Executive (HSE).

Turnover is recognised in the financial year in which the services are rendered and when the outcome of the provision of those services can be reliably measured. Revenue grants approved by the HSE are taken into revenue in the year in which approved. Maintenance charges to Service Users are taken to income in the year in which the charges are raised.

(e) Employee benefits

The company provides a range of benefits to employees, including short term employee benefits such as paid holiday arrangements and post-employment benefits (in the form of defined benefit or defined contribution pension plans).

(i) Short term employee benefits

Short term employee benefits, including wages and salaries, paid holiday arrangements and other similar non-monetary benefits, are recognised as an expense in the financial year in which employees render the related service.

(ii) Post-employment benefits

Defined benefit pension plan

The company operates a defined benefit pension plan for certain employees. A defined benefit plan defines the pension benefit that the employee will receive on retirement, usually dependent upon several factors including age, length of service and remuneration.

The asset recognised in the balance sheet in respect of the defined benefit plan is the fair value of the plan assets of the defined benefit obligation at the end of each financial year less the present value of the obligations at that date.

Defined benefit pension plan (continued)

The defined benefit obligation is calculated triennially by an external actuary using the projected unit credit method. The present value of the defined benefit obligation is determined by discounting the estimated future payments using market yields on high quality corporate bonds that are denominated in Euro and that have terms approximating the estimated period of the future payments ('discount rate').

The fair value of plan assets out of which the obligations are to be settled is measured in accordance with the company's accounting policy for financial assets. For most plan assets this is the quoted price in an active market. Where quoted prices are not available appropriate valuation techniques are used to estimate the fair value.

The surplus / cost of the defined benefit pension plan, recognised in profit or loss, except where included in the cost of an asset, comprises:

(a) the decrease / increase in net defined benefit liability arising from employee service during the financial year; and
(b) the cost of plan introductions, benefit changes, curtailments and settlements.

The net interest cost on the net defined benefit liability is determined by multiplying the net defined benefit liability by the discount rate (both as determined at the start of the financial year, taking account of any changes in the net defined benefit liability during the financial year as a result of contribution and benefit payments). This net interest cost is recognised in profit or loss as 'finance expense' and presented within 'interest payable and similar charges'.

Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are recognised in other comprehensive income. These amounts together with the return on plan assets less the interest income on plan assets included in the net interest cost, are presented as 'Re-measurement of net defined benefit liability' in other comprehensive income.

(f) Tangible fixed assets

Tangible fixed assets are carried at historical cost less accumulated depreciation and accumulated impairment losses. Cost includes the original purchase price, costs directly attributable to bringing the asset to the location and condition necessary for its intended use, applicable dismantling, removal and restoration costs and borrowing costs capitalised.

(i) Land and buildings

Land and buildings are carried at cost (or deemed cost for land and buildings measured at valuation at the date of transition to FRS 102) less accumulated depreciation and accumulated impairment losses. The difference between depreciation based on the deemed cost of land and buildings (which is recognised in profit or loss) and depreciation based on the asset's original cost is transferred from the revaluation reserve in equity to the profit and loss account reserve in equity each financial year.

(ii) Plant and machinery and fixtures, fittings, and equipment and vehicles

Plant and machinery and fixtures, fittings, tools and equipment are carried at cost less accumulated depreciation and accumulated impairment losses.

(iii) Depreciation and residual values

Land is not depreciated. Depreciation on other assets is calculated, using the straight-line method over their estimated useful lives, as follows:

Buildings	over 40-50 years
Plant and machinery	10 to 15 years
Fixtures, fittings, tools and equipment	3 to 8 years
Vehicles	5 years

The assets' residual values and useful lives are reviewed, and adjusted, if appropriate, at the end of each financial year. The effect of any change in either residual values or useful lives is accounted for prospectively.

(iv) Subsequent additions and major components

Subsequent costs, including major inspections, are included in the assets carrying amount or recognised as a separate asset, as appropriate, only when it is probable that economic benefits associated with the item will flow to the company and the cost can be measured reliably.

The carrying amount of any replaced component is derecognised. Major components are treated as separate assets where they have significantly different patterns of consumption of economic benefits and are depreciated separately over their useful lives.

Repairs, maintenance and minor inspection costs are expensed as incurred.

(g) Cash and cash equivalents

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

Bank deposits which have original maturities of more than three months are not cash and cash equivalents and are presented as current asset investments.

(h) Provisions and contingencies

Provisions

Provisions are liabilities of uncertain timing or amount.

Provisions are recognised when the company has a present legal or constructive obligation as a result of past events, it is probable that a transfer of economic benefits will be required to settle the obligation and the amount of the obligation can be estimated reliably.

Provisions are measured at the present value of the best estimate of the amount required to settle the obligation using a rate that reflects current market assessments of the time value of money and the risks specific to the liability. Provisions are reviewed at the end of each financial year and adjusted to reflect the current best estimate of the amount required to settle the obligation. The unwinding of the discount is recognised as a finance cost in profit or loss, presented as part of 'interest payable and similar charges' in the financial year in which it arises.

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole.

(i) Financial instruments

The company has chosen to apply the provisions of Sections 11 and 12 of FRS 102 to account for all of its financial instruments.

(i) Financial assets

Basic financial assets, including trade and other debtors, cash and cash equivalents and short-term deposits, are initially recognised at transaction price (including transaction costs), unless the arrangement constitutes a financing transaction.

Trade and other debtors, cash and cash equivalents, are subsequently measured at amortised cost using the effective interest method.

At the end of each financial year financial assets measured at amortised cost are assessed for objective evidence of impairment. If there is objective evidence that a financial asset measured at amortised cost is impaired an impairment loss is recognised in profit or loss. The impairment loss is the difference between the financial asset's carrying amount and the present value of the financial asset's estimated cash inflows discounted at the asset's original effective interest rate.

If, in a subsequent financial year, the amount of an impairment loss decreases and the decrease can be objectively related to an event occurring after the impairment was recognised the previously recognised impairment loss is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment loss not previously been recognised. The impairment reversal is recognised in profit or loss.

Financial assets are derecognised when (a) the contractual rights to the cash flows from the asset expire or are settled, or (b) substantially all the risks and rewards of ownership of the financial asset are transferred to another party or (c) control of the financial asset has been transferred to another party who has the practical ability to unilaterally sell the financial asset to an unrelated third party without imposing additional restrictions.

(ii) Financial liabilities

Basic financial liabilities, including trade and other creditors, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction. Where the arrangement constitutes a financing transaction the resulting financial liability is initially measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

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

(j) Share capital presented as equity

Equity shares issued are recognised at the proceeds received and presented as share capital and share premium. Incremental costs directly attributable to the issue of new equity shares or options are shown in equity as a deduction, net of tax, from the proceeds.

4.

Critical accounting judgements and estimation uncertainty

Estimates and judgements made in the process of preparing the entity financial statements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

(a) Critical judgement in applying the entity's accounting policies

The following judgement, apart from those involving estimates, made by the directors has had significant effect on the amounts recognised in the entity financial statements:

(i) Useful economic lives of tangible fixed assets

The annual depreciation on tangible fixed assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are reviewed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 8 for the carrying amount of the tangible fixed assets and note 3 for the useful economic lives for each class of tangible fixed assets.

(ii) Impairment of debtors

The directors make an assessment at the end of each financial year of whether there is objective evidence that a trade or other debtor is impaired. When assessing impairment of trade and other debtors, the directors consider factors including the current credit rating of the debtor, the age profile of outstanding invoices, recent correspondence and trading activity, and historical experience of cash collections from the debtor. See note 10 for the net carrying amount of the debtors and the impairment loss recognised in the financial year.

(iii) Defined benefit pension plan

Certain employees participate in a defined benefit pension plan operated by the company. The calculation of the cost of these pension benefits and the present value of the defined benefit obligation incorporates a number of estimates and assumptions, including; life expectancy, salary increases, inflation and the discount rate on corporate bonds. The pension plan assets are measured at fair value at the end of each financial year. The assumptions and estimates used in calculating the cost for the financial year, the defined benefit obligation and the fair value of the plan assets at the end of each financial year reflect historical experience and current trends. See note 14 for the disclosures relating to the defined benefit pension plan.

5.

Holding company

The company is a wholly owned subsidiary of Stewarts Foundation CLG, a company incorporated in Ireland. Stewarts Foundation CLG has its registered office at Stewarts Care, Mill Lane, Palmerstown, Dublin 20. The consolidated financial statements of Stewarts Foundation CLG are publicly available.

6. Turnover

	2025 €'000	2024 €'000
HSE funding	88,717	80,172
HSE Additional Funding	12,169	3,329
HSE Funding total	**100,886**	**83,501**
Túsla Funding	-	137
DDLETB Funding received re 2024 invoicing	384	507
Dept of Education funding received	384	290
Long Stay Charges to Service Users	1,046	1,170
Other operating income	4,214	7,273
	106,914	**92,878**

7. Operating gain/loss

	2025 €'000	2024 €'000
Operating gain /loss has been arrived at after charging/(crediting):		
Depreciation	1,261	1,196
Amortisation of capital grant	(316)	(679)

Auditors' remuneration

Remuneration of the auditors (including expenses) for the statutory audit and other services carried out for the company by the company's auditors is as follows:

	2025 €'000	2024 €'000
Audit of entity financial statements	45	45
Tax advisory services	-	-
Other non-audit services	-	-
	45	**45**

8. Tangible assets

	Buildings €'000	Furniture and equipment €'000	Motor Vehicles €'000	Total €'000
Financial year ended 31 December 2024				
Opening carrying amount	11,380	377	1,002	12,759
Additions	751	-	803	1,554
Depreciation	(462)	(247)	(487)	(1,196)
Net Book Value	**11,669**	**130**	**1,318**	**13,117**
At 31 December 2024				
Cost or deemed cost	19,236	749	2,632	22,617
Accumulated depreciation and impairment	(7,567)	(619)	(1,314)	(9,500)
Net Book Value	**11,669**	**130**	**1,318**	**13,117**
Financial year ended 31 December 2025				
Opening carrying amount	11,669	130	1,318	13,117
Additions	1,701	-	1,375	3,076
Disposals	(8,189)	-	-	(8,189)
Accumulated depreciation on disposals	4,486	-	-	4,486
Depreciation	(286)	(130)	(845)	(1,261)
Net Book Value	**9,381**	-	**1,848**	**11,229**
At 31 December 2025				
Cost or deemed cost	12,748	749	4,008	17,505
Accumulated depreciation and impairment	(3,367)	(749)	(2,160)	(6,276)
Net Book Value	**9,381**	**-**	**1,848**	**11,229**

9. Stocks

	2025 €'000	2024 €'000
Stocks consist of clothing, fuel, provisions and household goods	127	114

There is no significant difference between the replacement cost and the carrying value.
No impairment provision has been recognised in relation to the carrying value of stock.

10. Debtors

	2025 €'000	2024 €'000
HSE revenue grants receivable	-	6,389
Other debtors and prepayments	2,010	1,984
	2,010	**8,373**

No impairment provision has been recognised for debtors as all debtors are considered to be fully recoverable.

11. Creditors

	2025 €'000	2024 €'000
Amounts falling due within one year:		
Wages and holiday pay	6,594	5,986
Payroll taxes	2,080	1,755
Trade creditors and accruals	2,543	1,593
Deferred Costs	2,056	3,631
Intercompany balance due the Stewarts Foundation CLG	1,218	1,644
Due to Health Service Executive	680	-
Capital Grants - current	561	679
Finance Lease Obligations - current	92	92
Provision for legacy Service User Liabilities	-	289
Creditors (amounts due within one year)	15,824	15,669
Service User Balances	9,157	9,515
Current Liabilities	**24,981**	**25,184**

Creditors (amounts due within one year)

Wages and holiday pay are payable to employees at various dates over the coming months.

Payroll taxes are payable in January 2026.

Trade creditors and accruals are payable at various dates in the six months following year end in accordance with suppliers' usual and customary credit terms.

Service User Balances

Service User Balances comprise pensions, other allowances and balances received on behalf of clients, net of charges raised for services provided and spend by service users.

Total Service User Balances at 31 December 2025 are €9,157,000 (2024: €9,515,000). These balances are held in two specific ring-fenced Service User Funds bank accounts. The combined balance on these two accounts is €9,157,000 (2024: €9,515,000).

In 2025, there were charges to clients of €1,046,000 (2024: €1,170,000) by the company, in accordance with HSE guidelines on long stay charges.

12. Creditors (amounts falling due later than one year)

	2025 €'000	2024 €'000
Finance Lease Obligations	66	147
Capital grant	7,124	10,761
Creditors due after more than one year	**7,190**	**10,908**

13. Called up share capital presented as equity

	2025 €'000	2024 €'000
Equity		
Authorised		
1,000,000 ordinary shares of €1.25 each (Prior Year 2024: 1,000,000)	1,250	1,250
Allotted, called up and fully paid - presented as equity		
2 ordinary shares of €1.25 each (Prior Year 2024: 2)	-	-

Neither the board, nor the secretary, hold any beneficial shareholdings in the group.

There is a single class of equity shares. There are no restrictions on the distribution of dividends and the repayment of capital. All shares carry equal voting rights and rank for dividends to the extent to which the total amount on each share is paid up.

General fund - revenue account

This represents the accumulated annual surpluses and deficits of the company.

Deficit from Stewarts Hospital - Services

The company took on the accumulated deficit of these services at 31 December 1999 as part of a group restructuring.

14. Retirement benefits

The company facilitates the operation of a Pension Plan, a Superannuation Scheme and the Single Public Service Pension Scheme.

Stewarts Care DAC Superannuation Scheme

With effect from 1st January 2007, the 'Model Employee Superannuation Scheme' was introduced. The scheme was compulsory for all new staff who joined the Company from 1 January 2007 until the introduction of the Single Public Service Pension Scheme on 1 January 2013 for new-entrant public servants.

On 15 December 2008, Stewarts Care DAC (formerly Stewarts Hospital Services Limited) was officially designated as an approved organisation in respect of the Model Scheme (officially quoted as the Stewarts Care DAC Employee Superannuation Scheme).

The Stewarts Care DAC Superannuation Scheme is a scheme underwritten by the Minister of Health and administered by the Company. The scheme was established on the 1st January 2007. As part of the Public Service Reform Plan 2014-2016, revised administrative arrangements were introduced. As part of the new arrangements, the Minister for Public Expenditure and Reform incorporated a revised set of Superannuation Rules in a Statutory Instrument - S.I. No 582 of 2014 – Rules for Pre-Existing Public Pension Scheme Members Regulation 2014. Membership was compulsory for all persons appointed to the Company who are eligible under the scheme and is a condition of such appointments.

The Single Public Service Pension Scheme

The Single Public Service Pension Scheme ("Single Scheme") is the default pension scheme for new-entrant public servants who join on or after 1 January 2013. As per Statutory Instrument No. 581 of 2012, Stewarts Care is listed as a relevant authority for the administration of the Scheme (reference No. 341).

All eligible staff employed by the Company since 1 January 2007 are members of either the Stewarts Care DAC Superannuation Scheme or the Single Public Service Pension Scheme (SPSPS).

The SPSPS was established by the enactment of Public Service Pensions (Single Scheme and Other Provisions) Act, 2012 and, similarly, is compulsory for all persons appointed to the Company who are eligible under the scheme and is a condition of such appointments after 1 January 2013. Both the Superannuation Scheme and the SPSPS are state plans as defined by FRS 102. However, as the Company does not make contributions to either scheme, and the risk and ultimate liability in relation to both Schemes lies with the State, the Schemes are neither defined benefit nor defined contribution schemes from the perspective of the Company.

The Board of Stewarts Care DAC understand that the funds required in the future to pay current pension liabilities for the Superannuation Scheme and the SPSPS, as they arise into the future, will be provided by the Department of Health. The Board have arrived at this opinion having taken account of precedent set on the closure of certain other healthcare facilities in recent years where pension payments (including retirement lump sum payments) have been honoured by the Department of Health. Therefore, they understand that it is not necessary for the financial statements of the Company

to include the liability at the balance sheet date in respect of pension entitlements accrued to that date by employees of the Company, nor other disclosure requirements of the FRS 102, because the Executive Committee believes that liability rests with the Department of Health. The above issue is similar to that applying in the majority of other publicly funded hospitals.

Stewarts Care Pension Plan

The Stewarts Care Pension Plan is a defined benefit pension scheme with assets held in a separately administered fund. The plan was established to provide retirement and life assurance benefits for its members and is a distinct legal entity, separate in every aspect from the principal employer, Stewarts Care DAC. Membership of the plan is closed to new staff who joined the Company after 31st December 2006. The contributions are determined by a qualified actuary on the basis of triennial valuations using the projected unit method. The most recent actuarial valuation by a qualified independent actuary, on which the amounts recognised in the financial statements are based, was at 31st December 2025.

Buy in of the liability in relation to regular pensioners in November 2023

In November 2023, the Trustees agreed the purchase of an annuity buy-in policy with Irish Life for €19.7m in respect of a subset of the pension obligations for retired staff. The policy pays an income to the Plan equal to the benefit entitlement of the members covered under the policy for their remaining lifetime (this is then paid to the members from the Plan assets) The Plan retains the legal responsibility for paying the benefits to the members covered under the policy, meaning that the policy is effectively a Plan asset which exactly matches the underlying liability. Accordingly, an asset and liability both equal to the defined benefit obligation at the year-end date have been included in these disclosures.

The impact of this exercise was the reduction of the volatility of the net asset / liability value of the scheme by effectively reducing the exposure to the movement in the value of the liability by over €19.7million, by holding an asset that will match the value of the liability in relation to these pensioners. This exercise also added a greater certainty to the ability of the scheme to honour the liability in relation to these retirees for the remainder of their lifetimes.

Valuation

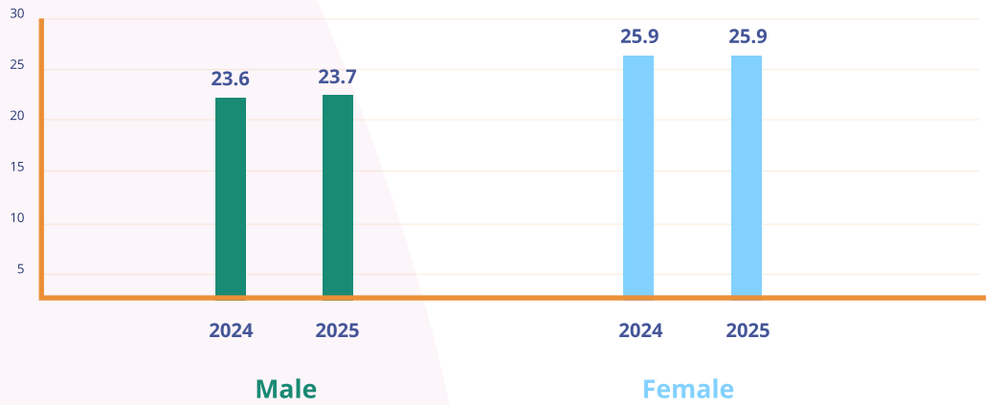
At 31 December 2025 there were 308 active members, 272 deferred members and 243 pensioners. The Buy In Annuity Policy that was purchased during 2023 covers the liability for 192 of the 243 pensioners.

Refer below for the principle actuarial assumptions for the Stewarts Care DAC Pension Plan at the balance sheet date:

	2025 %	**2024** %
Rate of increase in salaries:	2.50%	2.50%
Rate of increase in pensions in payment	2.00%	2.00%
Discount rate	4.30%	3.45%
Inflation assumption	2.00%	2.20%

The assumed discount rate is determined by reference to market yields at the balance sheet date on high quality (typically AA rated) corporate bonds and in countries where there is no deep market in such bonds, the market yield (at the balance sheet date) on government bonds.

Assumptions regarding future mortality are set based on advice from published statistics and experience. The average remaining life expectancy in years for a pensioner retiring aged 65 is as follows:



	Market value at 31 December 2025 €'000	Market value at 31 December 2024 €'000
Equities	26,201	28,524
Bonds	53,728	54,552
Diversified growth fund	25,227	25,076
Cash Fund	-	-
Net current assets	727	491
Buy-in Annuity Policy	17,376	19,766
	123,259	**128,409**

	Pension assets €'000	Pension liabilities €'000	Pension surplus €'000
Movement in scheme assets and liabilities			
At 1 January 2025	128,409	(98,932)	29,477
Current service cost	-	(1,887)	(1,887)
Interest cost	-	(3,338)	(3,338)
Expected return on assets	4,421	-	4,421
Actuarial gains/(loss) on plan liabilities	-	12,977	12,977
Actuarial (loss)/gain on plan assets	(9,011)	-	(9,011)
Contributions by employer (net of insurance premiums and admin expense)	3,816	-	3,816
Net Benefits paid/settled	(4,376)	4,376	-
At 31 December 2025	123,259	(86,804)	36,455
Impact of the Buy in of Liabilities	(17,376)	17,376	-
At 31 Dec. 2025 excluding the Bought in Liabilities	105,883	(69,428)	36,455

The best estimate of estimated pension cost charge to the profit and loss account in the next financial year is €128,000.

All of the scheme's liabilities above arise from schemes that are wholly or partly funded.

Surplus on post-employment benefit obligation

The surplus of scheme assets over the scheme liabilities is based on valuations at the balance sheet date and is recognised on a gradual settlement basis. This is on the assumption that the company and pension scheme will continue to exist in the future until the final benefit is paid to the last remaining member, at which point any surplus would be refunded to the company. This is outlined in clause 28.2.9 of the trust deed and rules of the scheme. As this surplus is not available for use by Stewarts Care DAC in the short term, the net surplus is recorded as a long term asset, under existing accounting rules.

15. Security

The bank borrowings are secured by a global guarantee from Stewarts Foundation CLG.

16. Transactions with related parties

The company shares premises with its holding company, Stewarts Foundation CLG, and there is a degree of expenditure and income recognised initially by the one and then recharged or credited to the other as appropriate. This gives rise to balances between the parties. At 31 December 2025 there was a balance of €1,218,000 payable to Stewarts Foundation CLG (2024: €1,644,000).

17. Directors' remuneration and loans

There was no remuneration of, nor loans to, directors in 2025 or 2024.

18. Staff costs and employee information

	2025 €'000	2024 €'000
Wages and salaries	75,646	64,968
Social insurance costs	8,147	7,008
Other retirement benefit costs	4,501	4,313
	88,294	**76,289**
The average number of persons employed by the company during the year was:	1,496	1,391

Key management compensation is reported in the Stewarts Foundation CLG Financial Statements.

19. Taxation

No taxation arises as the company is a registered charity.

20. Events since the end of the financial year

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

21. Cash at bank and in hand

Bank balances of €9,157,000 (2024: €9,515,000) relate to Service User Moneys. These funds are ring fenced for the Service Users and are not considered as operating funds available otherwise to the company.

The balance of these funds is always maintained to fully match the liability to the Service Users of funds held on their behalf. See the liability at Note 11.

22. Approval of financial statements

The directors approved the financial statements on 4th September 2026.

Appendices

APPENDIX 1 Staff Salaries by Threshold (€'000's)

	Number 2025 Monthly	2025 Exec	2025 Weekly	2025
100 +	7	7	-	14
90 – 100	8	3	-	11
80 – 90	16	2	-	18
70 – 80	51	3	2	56
60 – 70	149	0	4	153

	Number 2024 Monthly	2024 Exec	2024 Weekly	2024
100 +	6	7	-	13
90 – 100	7	1	-	8
80 – 90	12	2	-	14
70 – 80	32	4	2	38
60 – 70	126	1	7	134

APPENDIX 2 Analysis of Profit and Loss and Other Comprehensive Income Financial Year Ended 31 December 2025

	Care Operating 2025 €'000	Pension Impact 2025 €'000	Care Reported 2025 €'000
Turnover	106,914	-	106,914
Operating expenses	(95,911)	2,073	(93,838)
Administrative expenses	(10,994)	(144)	(11,138)
Total Expenses	(106,905)	1,929	(104,976)
Operating (deficit) / surplus	9	1,929	1,938
Interest income	-	4,421	4,421
Interest payable and similar charges	(69)	(3,338)	(3,407)
Net interest(cost)/ income	(69)	1,083	1,014
(Deficit) /Surplus for the year before taxation	(60)	3,012	2,952
Other Comprehensive Income	-	3,966	3,966
Total Comprehensive Income for the year	(60)	6,978	6,918





For More Information

Email Us:
information@stewartscare.ie

Call Us:
01 626 4444

Visit:
www.stewartscare.ie

Follow us:

Charity Number:
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