

Aware
(A Company Limited by Guarantee and Not Having a Share Capital)

Annual Report

Financial Year Ended 31 December 2025

CONTENTS

	Page
DIRECTORS AND OTHER INFORMATION	2
CHAIRMAN AND CHIEF EXECUTIVE OFFICER WELCOME MESSAGE	3
DIRECTORS' AND STRATEGIC REPORT	4 - 24
INDEPENDENT AUDITORS' REPORT	25 - 27
STATEMENT OF FINANCIAL ACTIVITIES	28
BALANCE SHEET	29
STATEMENT OF CHANGES IN FUNDS	30
STATEMENT OF CASH FLOWS	31
NOTES TO THE FINANCIAL STATEMENTS	32 - 42

DIRECTORS AND OTHER INFORMATION

Board of Directors

Ms C Austick (resigned Sep 2025)
Ms S Brennan
Ms J Butler
Mr N Collins
Mr J Daly
Dr L Feeney
Mr K Kiernan
Ms M McAuliffe
Dr P McKeon
Ms M Ndakengerwa
Ms F O Sullivan
Mr P Power
Ms S Watson
Mr A Yeates

Company Members

Mrs G Bailey
Ms J Butler
Ms A Byrne
Mr B Colivet
Mr C Cunningham
Ms B Kinsella
Ms E Blake Knox
Mr J McKeon
Dr P McKeon
Ms F O Sullivan
Mr A Yeates

Secretary and Registered Office

Mr P Power
9 Leeson Street Upper
Dublin 4

Company number: 235838

Charity registered number: 20013189

Chairman

Mr K Kiernan

Chief Executive Officer

Mr D Layden (Jan – Sep 2025)
Mr Stephen Butterly (Sep – Dec 2025)

Solicitors

Field Fisher Solicitors
45 Mespil Road
Dublin 4

Bankers

Bank of Ireland
St Mobhi Street
Glasnevin
Dublin 9

Chairman and Chief Executive Officer Welcome Message

2025 saw Aware reaching a significant milestone as we celebrated our 40th anniversary, marked by a gathering that brought together so many of the people and organisations who, through their involvement past and present, have made Aware the organisation it is today. Those that give their time and resources to Aware, particularly our team of over 300 volunteers, remain the lifeblood of what we do. Therefore, on behalf of the entire organisation we thought it appropriate to acknowledge the very special contribution our volunteers have made over the course of the four decades of Aware. An additional special note of thanks to our outgoing CEO, Dominic Layden, who retired in 2025 following more than ten years successfully leading and developing the organisation.

Aware continues to work tirelessly to support people impacted by depression, anxiety and bipolar disorder, offering a guiding hand to tens of thousands of people each year. It is noteworthy that this continued sense of momentum in the organisation, and our desire to do more to support the people of Ireland, shows no signs of abating as we move into our fifth decade. In fact, 2025 was a year of significant change and development in Aware. Our new Counselling service became fully operational in 2025, supported by substantial donations from the Tom Cunningham Trust and ReThink Ireland. 2025 also saw us opening our second Solace Café in Waterford, working closely with the HSE to offer this vital out-of-hours service as part of wider crisis supports. Our Solace services in Dublin and Waterford are going from strength to strength, supported by our skilled and dedicated teams in both locations. These new services significantly strengthen our offering to the public, complementing our established Support and Education services and offering real choice to service users.

As we look to the future, our Board has formally engaged in a process to develop Aware's new strategy to carry us through to 2030. Excellent progress has been made through 2025, and we look forward to sharing our new strategy in 2026. The environment in which Aware operates continues to be complex and ever-changing, both domestically and as part of the broader international context in which we all live. At times of challenge, organisations like Aware take on perhaps an even greater role in society. Despite the significant cost of living pressures evident in Ireland today, Aware continues to be the recipient of generous donations from the public, corporate partners and philanthropic organisations alike. We need to fundraise approximately 75% of our income each year, so the support of these individuals and organisations is crucial to Aware. Partners supporting Aware through 2025 include Three Ireland, Fidelis, Tirlan, Dublin Port, Butlers Chocolates and HomeSecure. We are very grateful for the continuing support of the State, specifically the HSE and the National Office of Suicide Prevention.

We are very fortunate to have a skilled and experienced Board of Directors leading the governance and strategic development of the organisation and would like to take this opportunity to thank each Board member for their contribution in 2025. Similarly, the staff of Aware demonstrated significant dedication in 2025 as we developed the organisation to meet the changing needs of the public. As we enter 2026, we will continue to work together as a team to provide support for those that need us, 365 days a year. Our message remains unchanged; **We are here for you. There is hope.**



Keith Kiernan
Chairman | Aware



Stephen Butterly
Chief Executive Officer | Aware

DIRECTORS' REPORT

The Directors present their Directors' Report together with the audited financial statements of the Company for the financial year ended 31 December 2025. The Directors are considered to be the Trustees of the Company, for the purposes of compliance with Charities SORP (FRS102). The Directors' Report contains the disclosures required in a Trustees' report in accordance with Charities SORP (FRS102).

This report has been prepared in accordance with the requirements of the Companies Act 2014 and the provisions of the Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the financial reporting standard pertinent in the Republic of Ireland (FRS102) hereafter denoted as the Charities SORP (FRS102). The Charities SORP (FRS102) is not yet mandatory in the Republic of Ireland, and the Irish Charities Regulator has not prescribed accounting regulations for Irish Charities. In the absence of such prescriptive guidance the Board has adopted the Charities SORP (FRS102) as it is considered best practice.

Vision & Values

Aware undertakes to create a society where people affected by stress, depression, bipolar disorder and related mood conditions are understood, supported, free from stigma and are encouraged to access appropriate therapies.

The principal objectives of the organisation as set out in our Memorandum and Articles of Association are as follows:

- To relieve conditions of depression, bipolar disorder and other mood disorders by the provision of mutual support groups, counselling, psychotherapies and other clinically acceptable and practicable interventions for individual people, and groups of people within Ireland who are or who have been suffering from such illness, and their relatives and friends.
- To inform and educate on the nature, extent, consequences, treatment and prevention of depression, bipolar disorder and related mood disorders based on up-to-date research and information on the biological, psychological, and social bases of these disorders.
- To promote and encourage public awareness of depression, bipolar disorder and related mood disorders.
- To provide emotional and practical support to those affected by depression, bipolar disorder and related mood disorders.
- To support and conduct applied research into the development, treatment, and prevention of depression, bipolar disorder and related mood disorders.
- To act as a national organisation for all matters concerning the relief of those with depression, bipolar disorder and related mood disorders and their relatives and friends.

Our Values

Excellence

We strive for excellence in all we do, in providing support and information to the public, in delivering our educational programmes and in engaging with donors and all stakeholders.

Compassion

We are person centric, understanding and responding to the needs of service users, volunteers, staff, and all others we engage with.

Integrity

We value all opinions and treat all with respect and dignity in a transparent, honest, and fair manner.

Accountability

We hold ourselves accountable to the highest standards in respect of clinical and corporate governance and financial probity.

STRATEGIC REPORT

Our Impact In 2025

2025 marked a milestone year for Aware, celebrating 40 years of support while expanding our services. Key developments included the launch of our therapeutic counselling service, the opening of a second Solace Café in Waterford, and the continuing development of our support framework – enabling individuals to move seamlessly between services to support their recovery for as long as needed.

In January 2025, Aware introduced free one-to-one therapeutic counselling service. In its first year, the service delivered over 700 hours of counselling and received 1,289 expressions of interest. Completion rates exceeded 81%, with 93% of participants recommending the service.

Throughout 2025, thousands of people continued to engage with Aware's vital services, and we will continue to adapt and evolve to provide our vital support, education and information nationwide.

At a glance;

- Over **17,900** interactions with our Support Line, Support Mail and Support & Self Care Group services
- **4,386 adults** participated in our educational and wellbeing programmes
- **719 hours** of counselling delivered
- Over **15,000** people engaged with our webinar series
- Our website recorded over **706K** page views from people seeking information and support
- Aware generated an income of **€2,693,523** for service delivery which includes:
 - €766,647 in State funding
 - €446,943 from partnerships with corporate organisations
 - €300,676 via community fundraising
 - €703,894 in donations and bequests
 - €297,144 via Aware events
 - €173,687 of other grants from Foundations
 - €4,532 in other income

Developing our new Strategic Plan for 2026-2030

During 2025, we began to look ahead to identify strategic priorities for the coming years, and it was decided that this strategic plan would cover the period 2026-2030. A new subcommittee of the Board was appointed in June 2025 consisting of Board members, management and volunteers, who were tasked with the development of Aware's new strategic plan to end 2030 in line with the Terms of Reference of the organisation. The subcommittee made progress adapting and charting the path forward for Aware, with the new strategy on track to be finalised in 2026. Our existing strategic plan continues to guide the organisation in the interim.

Our Services

Aware provides a range of free support, education, information and therapeutic services for people impacted by depression, bipolar disorder and other mood related conditions.

Aware Support & Self Care Groups

Aware Support & Self Care Groups offer a safe, confidential space where people can share experiences, build understanding, and support one another through peer connection. Groups are facilitated by Aware-trained volunteers and are available daily in person, online, and by phone.

1086 Support & Self Care Groups took place across 2025, 83% of which were General Support groups (in-person, online and phone-in groups including Ukrainian Support groups), 13% Bipolar Support

groups (in-person and online), and 4% groups for Relatives and Friends. People accessed these groups through a range of ways, with 50% of attendees engaging in-person, 47% online, and 3% continuing to utilise the phone-in group. The table below gives further detail on group attendance;

Number of Attendees by Group Type: 6358 in total across 2025		
General Group	Bipolar Group	Relatives and Friends Group
5408 (85%) of which 276 (4%) attended groups for the Ukrainian community	731 (12%)	219 (3%)

2025 vs 2024

In 2025, Aware offered 22 groups on a weekly basis including 12 in-person, 9 online and one phone-in group. Of these, one is a dedicated Family Support Group and two are dedicated Bipolar Support Groups, as well as a dedicated Ukrainian Support Group. A total of 6358 visits to the groups was recorded in 2025, a decrease on the 6,789 visits in 2024.

Aware Support Line

“Even just being there to listen can change someone’s day” – Aware Volunteer (2025)

The Aware Support Line offers valuable emotional, non-judgemental and confidential support operating 365 days a year between 10am and 10pm and is delivered by Aware trained volunteers.

We continue to offer flexibility to our volunteers on this service where they can choose to carry out their work from the Aware offices in Dublin, or take calls remotely via a dedicated app.

2025 vs 2024

In 2025, we received 22,869 calls, a decrease compared to 25,489 calls received in 2024.

Of the 22,869 calls received, we answered 10,870 calls, representing a 47% call answer rate for the year. 2025 was a demanding year for the Support Line. Volunteer recruitment and overall capacity were reduced, and a planned migration to a new call platform in March temporarily disrupted service delivery for a period of time. This temporary disruption impacted our remote volunteers in particular, having a knock-on effect on call answer rates. Steps were taken to address these challenges, and we will continue to focus our energies on supporting all aspects of our service user and volunteer experience relating to our Support Line service in 2026.

Aware Support Mail

Our encrypted Support Mail service allows people to email for support at any time and be assured of an answer within 24 hours. In 2025 we responded to 744 support emails. We will continue to offer this service in 2026 to provide a valuable method to engage with Aware.

Our Education Services – Education and Wellbeing Programmes

Aware delivers free, evidence-based adult education programmes, including the Life Skills Online Programme and the Resilience Programme, which are informed by Cognitive Behavioural Therapy (CBT). We also offer a Family Support Programme for those supporting someone with depression or bipolar disorder, and a Living Well with Bipolar Disorder Programme for the estimated 1 in 50 people living with this condition in Ireland. Certain programmes are delivered by Mental Health Professionals i.e. clinical or counselling psychologists as well as psychotherapists.

Due to strong demand, we expanded our 8-week Mindfulness-Based Stress Reduction Programme in 2025, offering over twice as many programmes as in 2024. All programmes are delivered through a hybrid model, offering both online and in-person options to ensure accessibility and national reach.

Aware’s Resilience Programme

This is a group programme, taking place one evening a week over a six-week period, delivered by an Aware Training Partner. It is suitable for people experiencing anxiety, mild to moderate depression or looking to learn more about their mental health, or who are seeking to learn more about managing their mental health.

In 2025, Aware delivered 60 programmes supporting 924 adults, in contrast to 86 programmes supporting 1,464 adults in 2024.

"...it gave me the chance to learn new ways to cope with my overthinking and anxiety. I learned how to cope with difficult thoughts by changing my behaviours in doing small things each day, week."

– Programme Participant (2025)

"Thank you so much for this helping hand. It was a great springboard for my recovery."

– Programme Participant (2025)

"A brilliant resource and it really gave me hope for the first time to be able to build new patterns to change the way I think and behave. Thank you so much Aware for providing this excellent course."

– Programme Participant (2025)

Life Skills Online Programme (delivered in conjunction with SilverCloud Health)

This programme is an online CBT based programme that helps participants understand how thoughts affect feelings and behaviour. Delivered through self-paced modules with guidance from Aware-trained volunteers, it supports those experiencing mild to moderate depression, stress, and anxiety.

2,174 participants registered for this programme in 2025; a small increase compared to 2,136 participants in 2024.

Family Support Programme

This psychoeducational programme takes place over four weeks and is delivered by a Mental Health Professional. It is specifically designed to address the needs and self-care of those supporting a loved one living with depression.

"Thank you. I feel healthier, more resilient, and have improved emotional connection with my loved one following these four short weeks."

– Programme Participant (2025)

"Excellent programme for family members of those with depression. I learned a lot about what depression feels like for someone. I learned to see that I'm not responsible for their choices – I can only try my best to help and then step back and look after my own health also."

– Programme Participant (2025)

"Thank you sincerely for all the help, hard work and advocacy. I found it impossible to get support on a personal level at a time when my loved one was acutely unwell. This was the first forum which supported the carer, gave a voice to the challenges faced, and practical tools to navigate the situation."

– Programme Participant (2025)

In 2025, Aware delivered 13 programmes supporting 152 family members, an increase on 2024, when 12 programmes were delivered and accessed by 128 adults.

Living Well with Bipolar Disorder Programme

This is an education and support programme which takes place over eight weeks and is delivered by a Mental Health Professional. It aims to provide participants with the information and tools to understand and live well with bipolar disorder.

"We had a great facilitator and the opportunity to interact with others was of huge benefit as well as the educational aspects learned in the course. There was nothing that I didn't like about this programme"

– Programme Participant (2025)

In 2025, 12 programmes were delivered supporting 112 participants, an increase on the 11 programmes delivered to 84 participants in 2024.

Mindfulness Based Stress Reduction Programme

This evidence-based eight-week mindfulness programme, delivered in collaboration with The Mindfulness Centre, supports participants to reduce anxiety and depression and better manage stress.

"Engaging in mindfulness practices on daily basis really helped me become more aware of my thinking and emotions which were affecting my energy levels both physically and mentally"

– Programme Participant (2025)

"The programme exceeded my hopes and expectations. This was my first experience of meditating and I am so encouraged by the benefit I am feeling already. I committed fully to the course and I 'practised' each day. I sincerely hope to keep this up. Our facilitator was so good – despite the timing of our sessions she always maintained my attention and interest"

– Programme Participant (2025)

"Rich in content and people, so glad I signed up and very grateful I got a place. I have recommended the course to colleagues already."

– Programme Participant (2025)

Now in its third year, the programme has continued to grow in both demand and impact. In 2025, 10 programmes were delivered to 150 participants - tripling reach when compared with 2024.

Self-Directed Programmes

Aware continues to offer a number of self-directed programmes via the Aware website to include Space from Stress, Space for Sleep and Space for Resilience. In 2025, 940 participants registered for these programmes.

Aware also offers school (senior cycle) and workplace-based programmes.

Life Skills for Schools Programme

This programme is designed for senior cycle students aged 15-18 years old and delivered over a six-week period by an Aware Training Partner. In 2025 we delivered 36 courses to over 20 schools reaching approximately 650 students.

From 2026, we will no longer deliver our youth mental health programme, instead concentrating our efforts on delivering high impact mental health education to adults over the age of 18.

Wellness@Work

Aware offers two workplace wellness programmes for employees and management, which were designed to meet demand from existing and prospective corporate partners, and are delivered by the Aware Clinical Director and professionally trained Aware trainers. The content of these programmes is informed by the principles of Cognitive Behavioural Therapy (CBT) and existing mental health research. The Wellness@Work programme for employees covers the importance of maintaining mental health, including practical skills, while the programme for managers covers tools and strategies for supporting employee's mental health. Both programmes are designed to increase awareness of the early warning signs of mental health difficulties in the workplace, equipping participants with the knowledge of how to manage self-care and seek onward support where needed.

In 2025 Aware delivered 45 Wellness at Work sessions reaching an estimated 1400 employees.

Counselling Service

From January 2025, Aware's new counselling service has grown from strength to strength, with clear demand for the service indicated through 1289 expressions of interest received without paid advertising of the service, and 719 hours of counselling delivered during 2025.

The Aware Counselling Service is delivered by a skilled and compassionate team of accredited psychologists, psychotherapists, and counsellors, all highly experienced with a minimum of five years' post-qualification experience.

Counselling steadily scaled upwards as the year progressed and demand for this intervention, offered by highly experienced therapists, was high from early days of the service. We anticipate ongoing high demand for this service in 2026.

"I found the experience life altering. I learned so much about myself. I understand my behaviours & actions better. I can challenge my negative thoughts & show compassion & kindness to myself even in my most difficult moments. I feel so much better for having started this journey & am proud of myself for being brave enough to start the therapy. I am a better more content person as a result."

– Counselling Participant (2025)

The Solace Café

Solace Cafés provide a welcoming, supportive community space for people experiencing a mental health crisis. They are part of a wider national initiative to expand out-of-hours mental health support, in line with the National Model of Care for Crisis Resolution Services. Since opening in 2024, feedback has been positive. The demand for peer-led, non-judgmental support in a safe, non-clinical environment has strongly resonated with those who have accessed the service since its launch.

2025 was the second year of operation for the Dublin Solace Café, moving the café location from the Aware head office to Avila House in Blackrock, in collaboration with St John of Gods (SJOG) Community Services. By the end of 2025, 646 appointments had been booked, with 448 appointments delivered. Expanding supports to include a 'Community Table' (a safe and informal facilitated space where people can gather together fostering inclusivity and social connection) for the Dublin Solace Café, and building relationships with local healthcare providers and a referral pathway with the SJOG Crisis Resolution team will be a key focus for 2026.

In September 2025, a second Solace Café was opened in Waterford city centre in partnership with The HSE Crisis Resolution team. Building relationships with local HSE and community teams and increasing local awareness of this vital service is a key focus for 2026.

"...It's very hard to find a space where you feel safe to talk about struggles, but the cafe offers exactly that and I'm so glad to have found it through my social prescribing officer. There's nothing like Solace Cafe elsewhere. It's so invaluable having support like this especially when you are struggling mentally."

– Solace Café User (2025)

"At the end of the hour I'd spent with the peer support, I feel like a new person."

– Solace Café User (2025)

"I would have been totally lost without having this service or worse. They gave me hope and listened to everything, no judgement."

– Solace Café User (2025)

Delivering Our Services

Aware's services are provided by (i) highly trained and committed (unpaid) volunteers or (ii) training partners and mental health professionals who are paid to deliver our educational and therapeutic services on a sessional basis. We are committed to ensuring that we recruit volunteers and Training Partners carefully and train them to the highest standards.

Our Volunteers

Volunteers remain at the heart of what we do with a team of over 300 delivering our range of support services to include our Support Line, Support Mail, Support & Self Care Groups and our positive mental health programme Life Skills Online. Without the dedication and commitment from our volunteers, we would not be able to support upwards of 20,000 people each year via these vital services. Our volunteers are a diverse group of people, including a range of ages and from all walks of life – many of whom have personal experience of being affected by mental health conditions or supporting a loved one.

Recruitment of new Volunteers

Our volunteers undertake a rigorous recruitment and training programme to prepare them for their roles. All volunteers go through an extensive recruitment process which includes completing an online application form, a pre-screening call, a 30-minute telephone interview, submission of two references, Garda Vetting, and completion of the Children First and Safeguarding Vulnerable Adults e-learning modules. Once that process has been completed the new volunteer undertakes a training process for the service they have volunteered with.

Evolving our Recruitment & Training

We pride ourselves on the high-quality training provided to our volunteers which ensures they are fully prepared for their roles. Throughout the year we hold recruitment drives for new volunteers, who then complete robust onboarding, including a training weekend ensuring they are sufficiently equipped in advance of providing support to our service users. Aware also hosts several volunteer education days each year where volunteers can connect with peers, refresh training, and hear updates on the organisation. It is mandatory for volunteers to attend at least one education day per year. Feedback from volunteers who participate is repeatedly positive and we look forward to running four sessions in a range of locations across Ireland in 2026.

Supporting our Volunteers

We work closely with our volunteers to ensure that everyone feels prepared and supported in their roles and have opportunities to build relationships with the wider volunteer community at Aware. Along with refresher training, education days and regular check-ins from Service Managers, we established a 'buddy' system, encourage the use of 'Slack' for communication with other volunteers on shift, and offer a range of learning and social opportunities to include Masterclasses with our clinical team, the Aware singers, a Journal Club, World Cafes and Lunch & Learns.

"It's great to meet people with whom I share a passion for mental health, learn, and gain great insights."

– Aware Volunteer (2025)

Changing Volunteer Behaviour

Along with many other charities, we are continuing to see the impact of changes in the ways we live and work across our volunteer community, with volunteers typically preferring more short-term roles and a much greater need for flexibility.

This poses challenges for Aware as recruitment and training takes time and resources, and high attrition rates impact on service delivery. Although goodwill and commitment remain high, we are seeing the impact of recent volunteer trends, such as higher application rates but more drop off, less demand for long term commitment and less free time in general. We continually review our recruitment and retention approaches to best address this issue.

Stepping Down

69 volunteers stepped down in 2025 in comparison to 82 volunteers in 2024. Most cited personal reasons for moving on. We welcomed 92 new volunteers to our volunteer community in 2025.

Investing in Volunteers Standard

Aware has been the proud recipient of the Investing in Volunteers Standard (IIV) since 2015, an externally audited quality standard for good practice in volunteer management. The auditing process is comprehensive to include volunteer surveys, interviews, evaluation of volunteer policies, training and inclusion.

Looking Ahead

Our aim in 2026 is to increase volunteer retention, offer more support and flexibility in roles and renew our Investing in Volunteers Quality Mark.

Our Training Partners and Mental Health Professionals

Aware's Training Partners deliver our adult education programmes. The recruitment procedure for our Training Partners is a three-step process consisting of an initial interview, on-site training and delivery demonstration. Refresher training takes place as required and successful candidates are continually assessed. 34 Training Partners were on the Aware panel at the end of 2025.

The Aware Counselling Service is also delivered by a skilled and compassionate team of accredited psychologists, psychotherapists, and counsellors, all highly experienced with a minimum of five years' post-qualification experience.

Raising Our Funds

Aware's services are offered to the public free of charge. On average, in recent years we have received approximately 25-30% of our funding from the State. Therefore, a robust fundraising strategy that focuses on diversified income sources is essential to ensure the organisation's long-term sustainability.

While State funding remains a vital component of our income, the continued support from the public and our Corporate Partners not only provides essential financial resources, but it also plays a crucial role in advancing the conversation around mental health.

State Income

In 2025, we were grateful to receive €766,647 from the regional offices of the HSE and the National Office of Suicide Prevention (NOSP), contributing towards the significant costs of operating our support services and delivering our Life Skills Programmes to adults across Ireland. We also received funding from the HSE to operate the Solace Cafés in Dublin South and Waterford.

Corporate Partnerships

Corporate Partnerships continue to be a vital source of support for Aware. Income generated through corporate partnerships represented 17% of total income in 2025 (versus 21% in 2024). The generosity of partners such as Three Ireland, Tirlán, Dublin Port, Home Secure, The Address Collective and Butlers Chocolates, continued to provide crucial funds to support our work.

We were also delighted to welcome new partners during the year, including Goodbody, O'Callaghan Collection and Munster Rugby. Corporate Partners engage in a wide range of activities, ranging from, sponsorship of Aware events, to public facing campaigns, to direct donations and staff fundraising. We are committed to building strong, meaningful partnerships with our Corporate Partners and value the opportunity to engage with their staff, helping to deepen the understanding and promotion of positive mental health in the workplace.

Philanthropy & Foundations

2025 was a growth year in terms of Philanthropic and Foundation support for Aware. We continued to receive generous support from the Fidelis Foundation and the Cadbury Foundation, as well as welcoming new supporters.

We would like to acknowledge the Tom Cunningham Trust for its very generous contribution towards our new Counselling Service. This valuable support will enable us to provide counselling to hundreds of people across Ireland in the coming years.

Similarly, Rethink Ireland have committed to supporting Aware over the next three years through the Brighter Futures Fund. This specific project sees us provide access to our Counselling services and wider mental health supports to people who are experiencing socio economic deprivation and depression or anxiety – a community that is often overlooked.

Public Support

The public continue to be hugely supportive of Aware via donations and organising and taking part in fundraising activities across Ireland. In 2025, we received a broad range of support through public events such as the Paris2Nice cycle tour, DCU's international race (The Quest), golf competitions, hikes and more. We are grateful for the time and energy that so many people give to make community focused fundraising events a reality. Their financial support is important but they also have a valuable role in helping us to raise awareness for mental health and our services.

Aware Events

Aware hosts several annual public and corporate events including the Aware Harbour2Harbour Walk, Aware Liffey Loop, Aware Golf Outing and the Aware Resilience Lunch.

Our March events - the Aware Harbour2Harbour Walk and Aware Liffey Loop - continued to thrive in 2025; 39 companies took part in the Aware Liffey Loop (50% more than 2024), which led to a 40% increase in funds raised. We also held our largest ever Aware Harbour2Harbour Walk (more than 3,000 participants) and were very pleased to be an official event of the St. Patrick's Festival for the second year in a row.

Communications: Building Our Profile in our 40th Year

The Aware Communications function plays a vital role in spreading the word about our supports, reducing stigma about mental health, and creating recognition for our brand and fundraising objectives. Throughout the year, we worked to educate the public about mental health, share the stories of our service users, promote greater awareness and uptake of the services we offer, and drive support for the organisation. Our aim is to influence positive change in attitudes and behaviours, challenge stigma, and ensure that those who need support know what's available and how to access it. We continued to evolve our approach by developing compelling content and embracing new channels to engage both new and existing audiences more effectively.

Building Our Profile

Throughout 2025, we continued in our efforts to increase visibility of the organisation and engage with audiences, utilising our digital presence and content, literature, webinar series and marketing activities to promote our services, campaigns, events and collaborations with Corporate Partners. This was done through a mixture of paid, earned and owned media.

Website & Social Media Channels

Aware's website and social media channels remain key platforms for sharing information and resources, while also supporting registrations for our education programmes, webinars and events. We are committed to maintaining a user-friendly, accessible website with reliable information, and sharing up-to-date content through our social media channels.

In 2025, our website recorded over 706,000 page views, while new site users were up 10% year on year reflecting its continued value as a trusted source of mental health information. Our YouTube channel, which houses Aware lectures, webinars and other video content relating to mental health in Ireland, delivered 185,000 views in 2025, with 36,400 hours watched, and 1300 new subscribers. Throughout 2025 we continued to see growth on Instagram with our following increasing by 8%. Our social media followers increased to 113,000 and we reached 1.5m through our social media campaigns.

Of particular note was our Harbour2Harbour Walk video campaign on paid social media which reached 462,000 people. This was our best performing campaign of the year.

Webinar Series

The Aware Webinar Series is delivered by clinical and lived experience experts on a range of topics connected to mental health each month. They are an opportunity to share knowledge, to raise awareness and to bring our expertise to the public, alongside broadening the awareness of the organisation and the free services available. Registrations reached over 16,000, with live attendance of over 3,300. More than 9,000 people viewed the webinar recordings on our YouTube channel during the year.

"Keep up the excellent work...these monthly webinars are invaluable as a support tool for general public." – Webinar Viewer, Apr 2025

"Very valuable webinar both personally and professionally as a trainee psychotherapist currently working with clients." – Webinar Viewer, Nov 2025

Awareness Campaigns

Each year, Aware delivers two key awareness campaigns aimed at increasing understanding of bipolar disorder and depression: World Bipolar Day and Aware Mental Health Week. In 2025, however, these campaigns carried added significance as Aware marked its 40th anniversary, celebrating four decades of supporting individuals and families affected by depression, bipolar disorder and anxiety. This milestone added a reflective and forward-looking dimension to our awareness campaigns in 2025, recognising both how far mental health awareness has come and the continued need for accessible, effective support across Ireland.

Aware Mental Health Week 2025 focused on encouraging the national conversation on mental health through real-life stories, public engagement, and a nationwide survey exploring whether perceptions have changed. The campaign emphasised that, while stigma has reduced and awareness has grown since Aware was established in 1985, significant barriers remain, particularly around access to services, cost, and waiting times.

To mark Aware's 40th anniversary, we held an event at the Stephen's Green Club, Dublin in October, with past and present Aware volunteers, Board members and supporters. It was a joyous celebration including entertainment, a showcase from the Aware archives offering the opportunity to recognise our founder Dr. Patrick McKeon and the many, many people that have helped to build Aware. A commemorative 40th anniversary badge, a copy of the letter of congratulations from Uachtarán na hÉireann, Michael D. Higgins, and a handwritten thank you card was shared by Aware staff with all our active volunteers, members and the Board.

We commissioned a national survey to explore how attitudes to mental health had changed in Aware's 40-year history. Amongst the results, we learned that in our 40 years of operation, 1 in 4 adults have directly engaged with our services or know a friend or family member who has (National Survey conducted by Amárach Research, Aug – Sept. 2025). We achieved considerable media coverage (12 newspaper articles/features) and are grateful to our volunteers and Lived Experience Ambassadors who also shared their experiences.

Media Engagement

We are fortunate to have excellent clinical and lived experience spokespeople, who participated in c. 32 radio and TV interviews and more than 40 features in national newspapers throughout the year, positively contributing towards our profile and positioning as a registered mental health organisation. The total 'media cost' of our exposure in 2025 was in excess €4m, showing the value our earned media delivered through publicity generated.

FINANCIAL REVIEW

Thanks to the generosity and support of our corporate partners, the public and the State, Aware managed to end the year in a strong position with a total income of €2,693,523. Total expenditure was €2,385,607.

At year-end, the company had reserves of €1,396,193. These reserves are available to cover the risk of a fall in future income generation and to support continued delivery of the strategic plan. The results for the year ended 31 December 2025 are set out in full on page 28.

Income

The Company generated income of €2,693,523 in the year, an increase from €2,447,512 in 2024. In 2025, we received €766,647 in grant funding under Section 39 of the Health Act 2004, representing 28% of our overall income (2024: 29%). The remaining 72% (2024: 71%) of total income was generated by public and corporate support.

Very little of our income is guaranteed from one year to the next, so it's imperative that Aware operates a robust fundraising function. In 2025, fundraising expenditure amounted to €586,669 in comparison to €499,293 in 2024. These costs were required to develop, implement, and promote events and initiatives. On average, therefore it cost Aware €0.22 to generate €1 of income in 2025 (considering staff costs).

INCOME	2025 €	2024 €
Donations & legacies	1,324,524	1,200,112
Charitable activities	766,647	710,448
Trading activities	597,820	534,399
Other income	4,532	2,553
Total Income	2,693,523	2,447,512

Restricted Income

The majority of the company's income and the funds held are unrestricted. Funding received from a number of organisations is allocated to the following programmes, and is treated as restricted:

- NOSP funding allocated to Life Skills Programmes, Living Well with Bipolar Disorder Programmes and remote access solution for the Support Line
- HSE grants allocated to Support & Self Care Groups, Support Line, Support Mail and the Solace Cafés
- National Lottery funding allocated to Family Support Programmes
- Cadbury Foundation funding allocated to Life Skills for Schools Programmes
- ReThink allocated to Counselling Programmes
- Sumi Trust funding allocated to Life Skills Programmes
- TK Maxx allocated to Life Skills Programmes
- Tom Cunningham Trust allocated to Counselling Programmes

Expenditure

In 2025, Aware invested €2,385,607 (2024: €2,277,387) in furtherance of its goals.

EXPENDITURE	2025 €	2024 €
Charitable activities	1,798,938	1,778,094
Raising funds	586,669	499,293
Total Expenditure	2,385,607	2,277,387

Financial Position

Reserves & Investment Policy

At year-end, the company had designated reserves of €666,000 in line with best practice, which the Directors consider as the level of funds required to provide for the orderly winding up of Aware in the unlikely event of it being necessary to close the Company. The organisation holds a "Statement of Reserves and Investment Policy Principles" which has been approved by the Finance and Remuneration Committee. The key objectives of the policy are:

- To ensure that the Company has sufficient funds to access in the event of a temporary reduction in income of the Company.
- To ensure that there are sufficient funds maintained at all times to continue with a level of Volunteer led support services.
- To ensure an orderly wind-up of the Company can be implemented if required.
- That any additional funds are used to invest in services, fundraising and communications in line with the Company's strategic plans.

The organisation has mandated the holding of reserves of €666,000 since 2018. The Board and management keep this reserve requirement under regular review. It will be formally reviewed again in late 2026 and annually thereafter.

The Company held cash at bank of €1,580,000 as of 31 December 2025 of which €666,000 is set aside and held in two separate deposit bank accounts. The purpose of these accounts is twofold; firstly, to ring fence the winding up reserves of €309,000 and secondly to maintain an additional buffer which is available to meet cash requirements subject to approval by resolution of the Board. Of the cash held at bank, €156,344 is allocated towards service delivery and has been treated as deferred income as it was only received in late 2025 and relates to activities for which there were unfulfilled performance conditions which will not be satisfied until 2026.

Pensions

The Company operates a defined contribution pension scheme for its employees. The assets of the scheme are held separately from those of the Company. The annual contribution payable is charged to

the income and expenditure account. Every employee is entitled to join the Company pension scheme after their probationary period, with the Company matching their contribution up to 7%.

Remuneration Policy

The current remuneration policy was approved by the Board in 2018. The Finance and Remuneration Committee is responsible for reviewing salaries of all senior management roles within the organisation and on occasion, to recommend increases to the Board, as appropriate. Management is responsible for setting and reviewing the salaries for staff, in accordance with the policy and approved budget.

The policy allows the Finance and Remuneration Committee to review salaries and cost of living annually and to propose any adjustments, where deemed appropriate, to the Board for approval.

The CEO's salary for 2025 was €110,000. This is determined by the Board as part of the recruitment process. The CEO is paid for work related expenses which are authorised by the Chairman. The CEO has delegated responsibility to Senior Management for authorisation of direct reports' expenses (with attached receipts).

Dividends & Retention

The Company is precluded by its Memorandum of Association from paying dividends, either as part of normal operations or on the distribution of its assets in the event of a winding-up.

Political Donations

There have been no donations made to any political party or organisations. The CEO does arrange to meet with the Minister of State with responsibility for Mental Health and other politicians from time to time. All meetings and/or correspondence are registered with the Lobbying Register as per the requirements of the Lobbying Act 2013.

GOVERNANCE

Organisational Structure & Management

The Company is governed by its Memorandum and Articles of Association which sets out the objectives for which the Company is established and the respective duties, responsibilities and obligations of its Members and Directors.

Aware Board of Directors

The Charity Regulator defines Charity Trustees (Directors in the case of companies such as Aware) as the people who exercise control over and are legally responsible for the management of the charity. The role of a Charity Trustee carries significant responsibility. While the Trustees can delegate tasks, they cannot delegate accountability. The Charity Regulator expects charities to be controlled and managed in a way that protects the charity's reputation and encourages public trust and confidence in the sector.

The Board of Directors is responsible for the strategic development and governance oversight of the Company on behalf of its members. Membership is voluntary, with no remuneration paid and expenses reimbursed where claimed and receipted.

Membership of the Board of Directors is based on:

Professional competencies and required skill sets (e.g., finance, legal). Some of the Directors are sourced through Boardmatch Ireland. Other Directors appointed may have had Volunteer roles within the organisation for a period and a good understanding of Aware's ethos and culture, or an interest and insight into depression, prevention of same and overall mental wellbeing.

There were no contracts or arrangements entered during the financial year in which a Director was materially interested, or which were significant in relation to the charity's activities. Neither the Directors nor the Secretary had any financial interests in the company or in any related companies.

Board Profiles

Keith Kiernan (Chairperson)

Keith is Chief Information Officer (CIO) of Bank of Ireland Group. He has responsibility for Group IT strategy and deployment, systems management, and the adoption of technologies to support the delivery of strategic business change programmes. Keith was formally Chief Operations and Technology Officer with RSA in Ireland where he had full executive responsibility for all aspects of the technology strategy, delivery and operations in addition to shared services and general insurance business operations. Prior to RSA, Keith held several roles with Telefonica O2 Ireland. Keith led O2's transformation journey providing the leadership and direction necessary to affect the sale and integration process of O2 Ireland to Hutchinson Whampoa ("3") in Ireland. A graduate of Trinity college Dublin, Keith holds an honours degree in Civil & Environmental Engineering.

Sarah Watson (Treasurer)

Sarah is Regulatory Technology Lead at Sumitomo Mitsui Finance Dublin with responsibility for delivering financial and regulatory transformation programmes across EMEA. She is a fellow of the Institute of Chartered Accountants in Ireland, as a commerce graduate from UCD and holds a post graduate diploma in professional accounting from the UCD Smurfit Business School. Sarah commenced her career with PWC where she worked on various financial services clients, spending time both in Ireland and the US. Over her career, she has held various financial and risk management roles with UniCredit Group, BOI Group, Bank of New York and Scotiabank.

Piaras Power (Company Secretary)

Piaras is a Partner with Addleshaw Goddard (Ireland) LLP), with responsibility for advising both Irish and international clients on all aspects of banking law. A prominent figure in the legal Banking sector Piaras has experience acting for high-profile lenders, including financial institutions, funds and specialised lenders on a variety of complex instructions. Piaras is a graduate of UCD and a member of the Law Society of Ireland, and for over 20 years, has been a senior lecturer on banking law matters as part of the Law Society of Ireland's Professional Practice Course and Dublin Solicitors Bar Association.

Sinéad Brennan

Sinéad is the Chief People Officer at Three Ireland. Before joining the company, she served as Chief People Officer at Grant Thornton, Chief People Officer at NTMA, Head of Human Resources at KBC Bank Ireland, and HR Director at BDO Ireland. Sinéad has also worked in HR roles in the software sector and in HR consultancy services. Sinéad was Chair of the Gender Matters initiative in the NTMA and was an advocate for Inclusion and Diversity across the Agency. Her professional passion is to create work cultures where people can thrive, develop, and bring their authentic selves to work. She holds a PhD from Dublin City University (DCU), and her research topic was leadership development. She was announced as the 2019 Pearse Walsh Medal Award winner for her research. Sinéad also holds a Masters in Business Studies from DCU.

Neil Collins

Neil is Director of Corporate Finance & Investments with the Royal College of Surgeons in Ireland and has over 30 years corporate finance experience, including as a Managing Director at KPMG. Neil has advised on a wide variety of corporate finance transactions, including mergers and acquisitions, infrastructure and energy projects, debt portfolio transactions and fundraisings. He is a graduate of University of Limerick, University College Dublin and a Fellow of Chartered Accountants Ireland.

Dr Pat McKeon

Pat is a founding member of Aware and a Consultant Psychiatrist. He was Medical Director at St Patrick's Hospital, Dublin and Professor of Clinical Psychiatry at Trinity College Dublin and specialises in the management of depression and bipolar moods. He actively promotes the role of those with lived experience of mood problems as being 'experts by experience' who are uniquely placed to both raise public awareness and understanding of mood problems and provide support and knowledge to peers and their families who are on a similar journey. He has a wealth of experience as a member of Boards, particularly in the area of corporate governance, management of charities and fundraising. He has researched, written and broadcasted extensively on depression and bipolar and is currently researching the benefits of mood monitoring apps in the management of bipolar spectrum moods and difficult to treat depressions.

Mary McAuliffe

Mary is a Cognitive Behavioural Psychotherapist working in private practice in Tullamore. She specialises in working primarily with clients with both mood and anxiety disorders. She completed her

post-graduate training in CBT. in The University of Durham, Newcastle, UK and her advanced training in Mindfulness Integrated CBT. with the M.i.C.B.T. Institute. Mary has a background in both mental health and general nursing. She has vast experience in the area of mental health working for many years as a Clinical Nurse Specialist on a mood disorders programme in St Patrick's Mental Health Services. This involved providing both individual and group psychotherapy and running psychoeducational and support groups for patients with bipolar disorder. She was an integral member of the multidisciplinary team specialising in this area and provided expertise to a variety of disciplines. She also worked on a genetic research project on bipolar disorders. Mary is passionate about promoting mental health and strives to enable people to become the architect of their own lives.

Joan Butler

Joan worked in various Government Departments prior to her marriage and joined Aware in 1990, training as a Support & Self Care Group facilitator. Along the way she volunteered at fundraising and other events and was part of the editorial team of the organisation's quarterly magazine 'Aware'. She returned to employment as Office Manager at a consultancy company. Joan became a member of Aware in 2014 and continues in her role as Support & Self Care Group Facilitator.

Fiona O'Sullivan

Fiona has been a Support & Self Care Group Volunteer with Aware since 2018 and has assisted in the Aware trainees' programmes for several years. She co-founded a destination management company in 1996. She served terms as President and Treasurer of the Incoming Tour Operators Association – Ireland and Treasurer of SITE Ireland. Subsequently, she established a consultancy practice in business tourism. Her consultancy included a role responsible for business development in Central Events in Trinity College Dublin. Fiona is an executive mentor and coach. She works with start-ups, including Secret Street Tours, a non-profit, social enterprise that trains those affected by homelessness to become tour guides. She was a member of the advisory Board of the EPIC The Irish Emigration Museum. She is also Chairperson of the Trekkers Mountaineering Club.

Adrian Yeates

Adrian runs his own consultancy business in workplace wellbeing. Lizado Services was set up in 2018 to support organisations with the management of their employee wellness needs, particularly regarding stress, anxiety and/or mental health issues. A graduate of Dublin City University in International Marketing and Languages, Adrian has a commercial career of over thirty years, and has worked with Xerox, Nissan Europe (seven years in the Netherlands) and twenty years with Volvo Car Corporation. He was CEO of Volvo Car Ireland from 2012-2017. Adrian is a strong advocate for positive mental health and has lived with anxiety and depression since 1994.

Dr Larkin Feeney

Larkin Feeney is Executive Clinical Director of Dublin South & Wicklow Mental Health Services, as well as a consultant psychiatrist with the St. John of God Community Adult Mental Health Services in Dublin, where he served as Clinical Director from 2017-2022. He has extensive experience in the assessment and treatment of the full range of mental health difficulties. He has interests in the treatment of severe mental illness, recovery and rehabilitation, medical education and training, information technology and mental health service development. He was a Senior Lecturer with RCSI from 2009 to 2022 and has published extensive research in a wide range of mental health areas. He has been Consulting Editor of the Irish Journal of Psychological Medicine since 2010. He has led Balint groups for doctors and others over many years.

Melissa Ndakengerwa

Melissa Ndakengerwa currently serves as the Equality, Diversity and Inclusion Executive – Public Engagement at the Irish Museum of Modern Art, where she and her team work to create meaningful workshops and events that resonate with diverse audiences and foster a sense of belonging within the museum's community. Having previously worked at the Bar of Ireland as the Events and Project Officer, Melissa excels in managing a variety of diverse events and creating inclusive spaces for engaging in difficult conversations. Melissa earned her Bachelor's Honours degree in Business from the Institute of Technology, Sligo, and is currently pursuing a postgraduate Diploma in Equality, Diversity and Inclusion at the University of Limerick. Melissa has been actively involved as the Business Co-ordinator (2021 – 2023) and Community Director (2023 – 2024) for Black and Irish, an organisation dedicated to empowering Black and Mixed-race individuals in Ireland. Over the past three years, she has significantly contributed to various community events, establishing strong relationships with the community and partners. Notably, Melissa has taken the lead in organising the team's Black History Month activities for three consecutive years.

Jim Daly

Jim is CEO of the Hospitals Consultants Association. Prior to this, Jim worked as a public representative over a 16-year period and has served as Minister of State for Mental Health & Older People (2017-2020), Chair of the Committee on Children & Youth Affairs (2016-2017), a Cllr, TD for the Cork South-West constituency, the Vice Chair of the HSE Regional Health Forum and Mayor of the County of Cork. Prior to his career in politics, Jim worked as a leader and manager in education as well as owning and operating several successful businesses in the hospitality sector.

Appointment and Induction of New Directors

In accordance with the Company's Articles of Association, all Directors with the exception of office holders, retire from office at the Company's Annual General Meeting (AGM) and are eligible for reappointment at that meeting. All new Board members meet with the CEO and at this meeting the new Director is provided with an induction pack containing a copy of the Memorandum and Articles of Association, Annual Report and Financial Statements, an overview of all services and fundraising activities and the policies and procedures that exist within the organisation.

Board Committees

For good governance, the Board has established a number of Committees whose members comprise of Board members. Volunteers, staff and interested parties may be co-opted to a committee where deemed appropriate. Each Committee reports directly to the Board and meets several times during the year.

The Committees are as follows:

- **Clinical Committee** - with responsibility for reviewing and recommending the organisation's clinical strategy, for reviewing and monitoring services to ensure they meet the highest clinical standards and for reviewing, recommending, and overseeing programmes of research. The Committee holds representatives across the relevant disciplines of psychiatry, psychology, psychotherapy and general practice. This Committee met four times in 2025.
- **Finance and Remuneration Committee** - with responsibility for monitoring and reviewing the financial performance of the Company, including a thorough review of the Company's financial policies, controls, budgets, and accounts, and for reviewing remuneration policies, procedures, and changes to remuneration. This Committee met three times in 2025.
- **Services Committee** - with responsibility for reviewing existing services, developing new services, and monitoring progress in delivering on targets set for the year. This Committee met four times in 2025.
- **Fundraising and Communications Committee** – with responsibility to support strategic development of Communications and Fundraising functions. The Committee met twice in 2025.
- **Strategic Plan 2026-2030 Committee** – established in June 2025 with responsibility for development of Aware's new strategic plan. This Committee met twice in 2025.

Board Sub-Committees and Membership on 31 December 2025

Clinical Committee

Dr. Pat McKeon	(Member and Director)
Ms. Mary McAuliffe	(Director and Chair of the Committee)
Dr. Susan Brannick	(Clinical Director at Aware)
Dr. Aisling Collins	(Volunteer)
Dr. Muireann McNulty	(Volunteer)
Dr. Larkin Feeney	(Director)

Services Committee

Ms. Annette Byrne	(Member and Volunteer)
Ms. Denise Donohue	(Volunteer)
Ms. Ann Flaherty	(Volunteer)
Mr. Gerard O'Neill	(Volunteer and Chair of the Committee)
Ms. Joan Butler	(Member and Director)
Ms. Sinead Brennan	(Director)

Finance and Remuneration Committee

Ms. Sarah Watson	(Treasurer of the Board)
Mr. Keith Kiernan	(Chair of the Committee)

Mr. Neil Collins (Director)
Ms. Ciara Small (Volunteer)

Fundraising & Communications Committee

Mr. Piaras Power (Director)
Ms. Fiona O'Sullivan (Director and Member)
Mr. Adrian Yeates (Director)
Ms. Clare Austick (Director, resigned September)

Strategic Plan 2026-2030 Committee

Mr. Stephen Butterly (from Sep 2025 Chief Executive Officer)
Dr. Susan Brannick (Clinical Director)
Mr. Neil Collins (Director and Chair of the Committee)
Ms. Fiona O'Sullivan (Director and Member)
Mr. Jim Daly (Director)
Mr. Gerard O'Neill (Volunteer)
Ms. Clare Austick (Director, resigned September)

Board of Directors and Committee Meeting Attendance 2025

The Board meets a minimum of five times a year and additionally maintains close communication with the Chief Executive Officer and senior staff members throughout the year.

Before each Board meeting the CEO circulates Board papers and an agenda to include the draft minutes of the previous meeting, matters for approval by the Board and matters for the attention of the Board. The CEO circulates a comprehensive report on activities and financial matters.

Board & Committee Attendees	Main Board Attendance (eligible meetings)	Sub-Committee Attendance (eligible meetings)
Board Members		
Mr. Keith Kiernan (Chairperson)	4(5)	1(3) Finance Committee
Ms. Sarah Watson (Treasurer)	5(5)	3(3) Finance Committee
Dr. Larkin Feeney	5(5)	4(4) Clinical Committee
Mr. Piaras Power	2(5)	2(2) Fundraising/Communications Committee
Ms. Sinead Brennan	2(5)	2(4) Services Committee
Dr. Pat McKeon	5(5)	4(4) Clinical Committee
Ms. Joan Butler	5(5)	2(4) Services Committee
Ms. Fiona O'Sullivan	3(5)	2(2) Fundraising/Communications Committee 2(2) Strategic Committee
Ms. Mary McAuliffe	3(5)	4(4) Clinical Committee
Mr. Adrian Yeates	5(5)	2(2) Fundraising/Communications Committee
Mr. Neil Collins	5(5)	3(3) Finance Committee 2(2) Strategic Committee
Ms. Melissa Ndakengerwa	4(5)	N/A
Mr. Jim Daly	3(5)	2(2) Strategic Committee
Ms. Clare Austick (resigned September)	3(4)	1(2) Fundraising/Communications Committee 1(2) Strategic Committee
Senior Management		
Mr. Dominic Layden (CEO Aware retired August)	3(3)	2(3) Finance Committee
Mr. Stephen Butterly (CEO Aware from September)	5(5)	2(3) Finance Committee 2(2) Fundraising/Communications Committee 2(2) Strategic Committee
Dr. Susan Brannick (Aware Clinical Director)	5(5)	4(4) Clinical Committee 2(2) Strategic Committee
Volunteer Committee Members		
Dr. Muireann McNulty	N/A	4(4) Clinical Committee
Dr. Aisling Collins	N/A	3(4) Clinical Committee
Ms. Denise Donohue (Volunteer)	N/A	4(4) Services Committee
Mr. Gerard O'Neill (Volunteer)	N/A	4(4) Services Committee 2(2) Strategic Committee

Ms. Ann Flaherty (Volunteer)	N/A	3(4) Services Committee
Ms. Annette Byrne (Volunteer)	N/A	4(4) Services Committee
Ms. Ciara Small	N/A	2(3) Finance Committee

Leadership Team

The Board delegates responsibility for day-to-day operations to a Leadership Team. The Chief Executive, Dominic Layden (retired August 2025, replaced by Stephen Butterly from September 2025), manages the operations of the company, reports directly to the Board and is not a member of the Board of Directors. Responsibility for key services is delegated to functional heads as follows:

- Director of Services – Mr. Stephen McBride (left position Nov 2025, replaced by Helen Gaynor in January 2026)
- Clinical Director – Dr. Susan Brannick
- Head of Fundraising and Business Development – Mr. Stephen Butterly (appointed Chief Executive Officer in September 2025)
- Head of Communications – Ms. Jamie Good (left position May 2025)
- Head of Fundraising and Communications – Mr. Frank Dillon (appointed to newly created role November 2025)

Mr Stephen Butterly replaced Mr. Dominic Layden as Chief Executive Officer following his retirement in August 2025. Mr. Stephen Butterly was selected following an external competitive search process, having originally joined Aware in December 2019 as Head of Fundraising. Ms. Jamie Good, Head of Communications, resigned from Aware in May 2025 to take up a senior communications role with the Coombe Hospital. Management appointed Mr. Frank Dillon to the newly created role of Head of Fundraising and Communications in November 2025.

Commitment To Best Practice in Corporate Governance

Good governance is of paramount importance to the Board. The Organisation is compliant with the Charities Governance Code as set out by the Charity Regulator to include maintenance of a Compliance Record Form. The Company is registered with the Charity Regulatory Authority and the Lobbying Register and makes returns as appropriate under the Lobbying Act (2015). The Company is also complying with the “Triple Lock Standard” as set out by Charities Institute Ireland which sets standards for transparent reporting, good fundraising, and governance. The Board maintains a risk register which is reviewed annually and was updated and approved by the Board at a board meeting on 25th November 2025.

The organisation complies with legal requirements under a wide range of Acts, policies and charters including Garda vetting; data protection legislation; employment legislation; health and safety legislation and Children First guidelines.

The Finance and Remuneration Committee regularly reviews the organisation’s financial controls, fundraising and internal polices to ensure Aware is compliant and operating to best practice.

Board Engagement with Members

At the AGM each year, the Board is invited to meet with the Members to review progress during that year and plans for the upcoming year. A newsletter is issued bimonthly to all volunteers which provides details of events, services, and developments in the organisation. The 2025 AGM was held on the 16th September 2025 and included a presentation by the CEO and Management team highlighting the work of the organisation in the previous and current year, along with future plans for 2025. The Chairman then invited comments from the Members.

Principal Risks & Uncertainties

Anything that can adversely affect our ability to achieve our objectives, deliver our services at required levels, uphold our reputation, or meet regulatory requirements can be defined as risk to the organisation. Aware has a robust risk management process in place, supported by our governance structure and vigorous internal controls.

The Directors have a responsibility to continually review significant risks and ensure that reasonable measures have been taken to manage those risks. Responsibility for implementation and management

of mitigating measures is delegated to senior management who monitor the level of risk on an ongoing basis. The CEO reports on current and potential risks at each Board meeting.

The Board is satisfied that systems and processes are in place to monitor, manage and mitigate the organisation's exposure to its major risks.

Internal controls include the following:

- A comprehensive risk register which is reviewed regularly and updated as required.
- Development of an annual plan and budget for approval by the Board, with management providing regular progress reports to include financial reporting.
- Annual financial review by an external independent auditor.
- Sub-Committees of the Board tasked with gauging potential risks within the relevant areas and updating the Board accordingly i.e., Clinical Committee, Services Committee, Fundraising and Communications Committee, Finance and Remuneration Committee.
- Development of key policies and protocols to ensure corporate and clinical governance.
- Regular engagement with the relevant bodies to ensure compliance with all regulatory and legal requirements.

The following outlines a number of principal risks and uncertainties, deemed medium or high risk by the Board, that could materially and adversely impact on the Company's future operating results or financial position, along with examples of the mitigation measures in place.

Funding Risk

A reduction in fundraising income or State funding.

Mitigation measures:

- Regular financial planning including budgeting and monitoring of income and expenditure.
- Operate a flexible service delivery model which enables the number of services delivered and corresponding costs to be managed to respond to conditions such as a reduction in the timing or quantum of funding available.
- Maintaining diverse income streams to reduce dependence on any one source.
- Continual investment in the fundraising function to develop existing and new income sources.
- Increased engagement with HSE.
- Regular Finance and Remuneration Committee, Fundraising and Communications Committee and Board oversight of performance.

Volunteer Risk

Inability to recruit and retain the required volume of volunteers.

Mitigation measures include:

- Anticipating service requirements and continuing to recruit new volunteers in phases throughout the year.
- Prioritising the volunteer experience and their wellbeing - listening to feedback and providing ongoing support and development.
- Ensuring that Aware meets the requirements for the Investing in Volunteers Quality Standard, which the organization has held since January 2015, demonstrating that our volunteer management policies and procedures meet the highest recognised standards in the UK and Ireland.

Reputational Risk

Specifically linked to confidentiality and data protection breaches that may reflect negatively on the organisation.

Mitigation measures include:

- Implementation of best practice data protection and confidentiality protocols.
- Regular review of data protection policies, procedures and systems.
- Designated staff member with responsibility for overseeing these protocols and updating staff accordingly.

Clinical Risk

The chance of harm from a clinically unsafe environment or situation.

Mitigation measures include:

- A dedicated Clinical Committee that is made up of people with relevant medical expertise from Aware's Board and Leadership team as well as from outside the organisation. The committee meets a minimum of four times per year, with responsibility to gauge and assess clinical risks.
- Use of established protocols for the protection of service users, child protection, safeguarding vulnerable adults, confidentiality, complaints, and reporting of same.
- Use of established protocols for the vetting, training and continual assessment of volunteers and contractors, including thorough unannounced attendance, observation, and assessment of programme sessions by senior management and the use of feedback forms from programme attendees.
- Regular clinical reviews of Aware's services, to identify current service functions, needs, impact and future directions, current functioning in the context of international best practice. These reviews outline recommendations for Board approval and implementation plans prepared accordingly. All clinical risk assessment and management procedures were reviewed and updated by Aware's Clinical Director in 2023.
- Conducting independent evaluation of services and adoption of recommendations.
- The formation of a Risk and Safety Committee which includes Staff and Management, meeting bi-monthly to review live risk and safety issues that can arise in the delivery of our services.

Health & Safety Risk

Protecting the health and safety of our staff, volunteers, service users and the public.

Mitigation measures include:

- Use of established policies and protocols in case of emergencies, with designated staff members in the role of Health & Safety Officers.
- Developing safety statements as required to address new risks.

People Risk

Attracting and retaining key staff.

Mitigation measures include:

- Annual staff performance and development reviews.
- Commitment to a flexible and supportive working environment.
- Formation of a Finance & Remuneration Committee in 2019.
- Assessing skill gaps and future requirements within each Strategic Review.

Competitor Risk

Competition from other service providers, potentially impacting on brand and future funding.

Mitigation measures include:

- Regularly assessing our service remit vs what is available to ensure we are meeting a need, rather than duplicating other offerings.
- Ongoing evaluation of services to ensure services provided are relevant and in demand, to include regular stakeholder reviews.
- The Board regularly reviews services and market needs to relevance of existing services and to determine new service offerings.

External Risk

Risks to the organisation beyond our control, including the global volatility at present, with wars in various regions, which impacts the Irish economy and energy costs, causing subsequent risk to fundraising income.

Mitigation measures include:

- Robust insurance cover to mitigate against any possible claims against the organisation. This includes cover for the following:
- Professional Indemnity
- Management Liability (including Directors and Officer Cover and Employment Practices Liability)
- Public and Products and Employers Liability
- Property Building and Contents
- Business Interruption
- Email and Internet
- Cyber Liability Policy

Other Policies

Management and the Board review and update policies as needed on an on-going basis.

Environment

The company supports its staff and volunteers to conduct its business in a manner that helps protect the environment for all, including through the recycling of office waste where possible and the continued review of working practices to help to reduce the company's environmental impact.

Accounting Records

The measures taken by the Directors to secure compliance with the Company's obligations to keep adequate accounting records are the use of appropriate systems and procedures and employment of competent persons. The accounting records are kept at 9 Leeson Street Upper, Dublin 4.

Disclosure of Information to Auditors

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

- As far as they are aware, there is no relevant audit information of which the company's statutory auditors are unaware; and
- They have taken all the steps that they ought to have taken as a Director in order to make themselves aware of any relevant audit information and to establish that the company's statutory auditors are aware of that information.

Statutory Auditors

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

Statement of Directors' Responsibilities

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

Under that law the directors have prepared the financial statements in accordance with Irish Generally Accepted Accounting Practice (accounting standards issued by the UK Financial Reporting Council, 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 net income 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;
- 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 net income/(expenditure) of the Company to be determined with reasonable accuracy.
- Enable the Directors to ensure that the financial statements comply with the Companies Act 2014 and enable those financial statements to be audited.

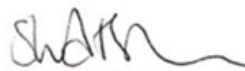
The Directors are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

On behalf of the Board

A blue ink signature of Mr. Keith Kiernan, written over a light blue rectangular background. Below the signature, the text "Stiru / Signature / Signature" is printed in a small font.

Mr. Keith Kiernan
Chairman

A black ink signature of Ms. Sarah Watson, written in a cursive style.

Ms. Sarah Watson
Treasurer

Date: 11th August 2026

Independent auditors' report to the members of Aware

Report on the audit of the financial statements

Opinion

In our opinion, Aware's financial statements:

- give a true and fair view of the company's assets, liabilities and financial position as at 31 December 2025 and of its profit and cash flows for the year then ended;
- have been properly prepared 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); and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

We have audited the financial statements, included within the Annual Report, which comprise:

- the Balance Sheet as at 31 December 2025;
- the Statement of Financial Activities for the year then ended;
- the Statement of Cash Flows for the year then ended;
- the Statement of Changes in Funds for the year then ended; and
- the notes to the financial statements, which include a description of the accounting policies.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) ("ISAs (Ireland)") and applicable law. Our responsibilities under ISAs (Ireland) are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We remained independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, which includes IAASA's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Conclusions relating to going concern

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 on which the financial statements are authorised for issue.

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.

However, because not all future events or conditions can be predicted, this conclusion is not a guarantee as to the company's ability to continue as a going concern.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Reporting on other information

The other information comprises all of the information in the Annual Report other than the financial statements and our auditors' report thereon. The directors are responsible for the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except to the extent otherwise explicitly stated in this report, any form of assurance thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of 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 based on these responsibilities.

With respect to the Directors' Report, we also considered whether the disclosures required by the Companies Act 2014 have been included.

Based on the responsibilities described above and our work undertaken in the course of the audit, ISAs (Ireland) and the Companies Act 2014 require us to also report certain opinions and matters as described below:

- In our opinion, based on the work undertaken in the course of the audit, the information given in the Directors' Report for the year ended 31 December 2025 is consistent with the financial statements and has been prepared in accordance with the applicable legal requirements.
- Based on our knowledge and understanding of the company and its environment obtained in the course of the audit, we did not identify any material misstatements in the Directors' Report.

Responsibilities for the financial statements and the audit

Responsibilities of the directors for the financial statements

As explained more fully in the Statement of Directors' Responsibilities set out on page 23, the directors are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they give a true and fair view.

The directors are also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Our audit testing might include testing complete populations of certain transactions and balances, possibly using data auditing techniques. However, it typically involves selecting a limited number of items for testing, rather than testing complete populations. We will often seek to target particular

items for testing based on their size or risk characteristics. In other cases, we will use audit sampling to enable us to draw a conclusion about the population from which the sample is selected.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA website at: https://iaasa.ie/wp-content/uploads/docs/media/IAASA/Documents/audit-standards/Description_of_auditors_responsibilities_for_audit.pdf. This description forms part of our auditors' report.

Use of this report

This report, including the opinions, has been prepared for and only for the company's members as a body in accordance with section 391 of the Companies Act 2014 and for no other purpose. We do not, in giving these opinions, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

Other required reporting

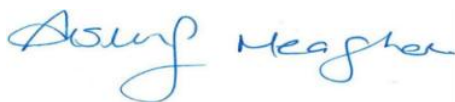
Companies Act 2014 opinions on other matters

- We have obtained all the information and explanations which we consider 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.
- The financial statements are in agreement with the accounting records.

Other exception reporting

Directors' remuneration and transactions

Under the Companies Act 2014 we are required to report to you if, in our opinion, the disclosures of directors' remuneration and transactions specified by sections 305 to 312 of that Act have not been made. We have no exceptions to report arising from this responsibility.



Aisling Meagher
for and on behalf of PricewaterhouseCoopers
Chartered Accountants and Statutory Audit Firm
Dublin
11 August 2026

STATEMENT OF FINANCIAL ACTIVITIES

Financial Year Ended 31 December 2025

	Notes	Unrestricted funds €	Restricted funds €	Total 2025 €	Total 2024 €
Income from					
Donations and legacies	5	1,189,606	134,918	1,324,524	1,200,112
Charitable activities	6	-	766,647	766,647	710,448
Other trading activities	7	596,740	1,080	597,820	534,399
Other income	8	4,532	-	4,532	2,553
Total		1,790,878	902,645	2,693,523	2,447,512
Expenditure on					
Charitable activities	9	897,373	901,565	1,798,938	1,778,094
Raising funds	10	585,589	1,080	586,669	499,293
Total		1,482,962	902,645	2,385,607	2,277,387
Net income		307,916	-	307,916	170,125
Reconciliation of funds					
Fund balances brought forward		1,088,277	-	1,088,277	918,152
Total funds carried forward		1,396,193	-	1,396,193	1,088,277

The Company had no recognised gains or losses in the year other than those stated in the Statement of Financial Activities.

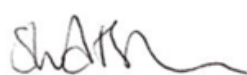
BALANCE SHEET
As at 31 December 2025

	Notes	2025 €	2024 €
Fixed assets	14	<u>2,446</u>	<u>3,084</u>
Current assets			
Debtors and prepayments	16	67,183	68,027
Cash at bank and in hand		<u>1,580,000</u>	<u>1,158,192</u>
Total current assets		<u>1,647,183</u>	<u>1,226,219</u>
Liabilities			
Creditors - amounts due within one year	17	<u>(253,436)</u>	<u>(141,026)</u>
Net current assets		<u>1,393,747</u>	<u>1,085,193</u>
Total assets less current liabilities		<u>1,396,193</u>	<u>1,088,277</u>
Net assets		<u>1,396,193</u>	<u>1,088,277</u>
The funds of the charity			
General funds		<u>1,396,193</u>	<u>1,088,277</u>

On behalf of the Board



Keith Kiernan
Chairman



Sarah Watson
Treasurer

Date: 11th August 2026

STATEMENT OF CHANGES IN FUNDS
Financial Year Ended 31 December 2025

	Unrestricted funds €	Restricted operating funds €	Designated funds €	Total €
Fund balance brought forward at 1 January 2024	239,879	10,996	667,277	918,152
Income	1,614,799	832,713	-	2,447,512
Expenditure	<u>(1,433,678)</u>	<u>(843,709)</u>	<u>-</u>	<u>(2,277,387)</u>
Fund balances carried forward at 31 December 2024	<u>421,000</u>	<u>-</u>	<u>667,277</u>	<u>1,088,277</u>
Fund balance brought forward at 1 January 2025	421,000	-	667,277	1,088,277
Income	1,790,878	902,645	-	2,693,523
Expenditure	(1,482,962)	(902,645)	-	(2,385,607)
Transfers	<u>1,277</u>	<u>-</u>	<u>(1,277)</u>	<u>-</u>
Fund balances carried forward at 31 December 2025	<u>730,193</u>	<u>-</u>	<u>666,000</u>	<u>1,396,193</u>

STATEMENT OF CASH FLOWS
Financial Year Ended 31 December 2025

	Notes	2025 €	2024 €
Net cash inflow/(outflow) from operating activities		417,276	(7,802)
Cash flows from investment activities			
Interest received	8	4,532	2,553
Purchase of Fixed Asset	14	-	(3,190)
Net cash provided by/(used in) investing activities		4,532	(637)
Changes in cash and cash equivalents in the reporting year		421,808	(8,439)
Cash and cash equivalents at the beginning of the reporting year		1,158,192	1,166,631
Cash and cash equivalents at the end of the reporting year		1,580,000	1,158,192
Reconciliation of net income to net cash flow from operating activities		2025 €	2024 €
Net incoming (outgoing) resources for the reporting year		307,916	170,125
Depreciation	14	638	106
Decrease/(increase) in debtors	16	844	(28,538)
Increase/(decrease) in creditors	17	112,410	(146,942)
Interest receivable	8	(4,532)	(2,553)
Net cash inflow/(outflow) from operating activities		417,276	(7,802)

NOTES TO THE FINANCIAL STATEMENTS

1 General information

Aware is a company limited by guarantee and not having a share capital. It was incorporated in Ireland under registration number 235838 and has its registered office at 9 Leeson Street Upper, Dublin 4.

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). 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. The financial statements have also been prepared in accordance with the recommendations of the Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland Charities (SORP FRS 102).

Charity SORP is not currently mandatory under Charities Act, 2009.

3 Summary of significant accounting policies

Basis of preparation

The financial statements have been prepared in accordance with the Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2014.

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.

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 reporting date. It also requires the directors to exercise their 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.

Going concern

In preparing the financial statements, the Directors have considered the going concern position. The company primarily meets its day to day working capital requirements through cash flows generated from operating activities together with its available banking facilities.

The Directors are satisfied that the company has adequate resources to continue in operational existence for the foreseeable future, being at least twelve months from the date of approval of these financial statements. The company therefore continues to adopt the going concern basis in preparing its financial statements.

NOTES TO THE FINANCIAL STATEMENTS - continued**3 Summary of significant accounting policies - continued****Value added tax**

As the activities of Aware are classified as exempt or non-business activities for the purposes of value added tax, the company is unable to reclaim any of the value added tax which it suffers on its purchases. Expenditure in these financial statements is shown inclusive of such irrecoverable value added tax.

Incoming resources

Incoming resources are included in the Statement of Financial Activities (SOFA) when Aware is entitled to the income, it is virtually certain that it will be received and the income can be quantified with reasonable certainty. Income is shown gross before deduction of associated costs and no amounts are included for services donated by Volunteer.

Income comprises:*Donations:*

Donations are accounted for when Aware is entitled to the monies or assets donated.

Legacies:

Legacies are recognised when Aware is legally entitled to them. This entitlement arises when Aware is advised that payment will be made or property transferred and the amount can be measured with reasonable certainty.

Grant income:

Grant income is recognised when Aware is entitled to receive the income.

Training and support:

Training and support income (included within other trading activities) is recognised when the services have been delivered and there is virtual certainty of receipt of amounts due.

Investment income:

Investment income is accounted for on an accruals basis.

Resources expended

Expenditure is analysed between expenditure on charitable activities, raising funds and support costs.

Expenditure is accounted for on an accruals basis. Allocations of support costs are based on the appropriate combination of staff time, department headcount or wage cost, direct expenditure or activity levels. Irrecoverable VAT is included with the expense items to which it relates.

Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred. Expenditure is classified under the following activity headings:

Charitable activities

Costs of charitable activities comprise of costs incurred by the company in providing training, support and educational services.

Raising funds

Costs of raising funds comprise the costs incurred by the company in raising funds for its charitable purposes. It includes the costs of all fundraising activities and events.

Support costs

Support costs are those functions that assist the work of the company but do not directly undertake charitable activities. Support costs include back-office costs, finance, personnel, payroll and governance costs which support the company's programmes and activities.

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 a defined contribution pension plan, as required by law).

NOTES TO THE FINANCIAL STATEMENTS - continued

3 Summary of significant accounting policies - continued

(i) Short term employee benefits

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

(ii) Post-employment benefits

Defined contribution plan

The Company operates a defined pension contribution plan for employees who have completed their six month probationary period of employment. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity and has no legal or constructive obligation to pay further contributions or to make direct benefit payments to employees if the fund does not hold sufficient assets to pay all employee benefits relating to employee service in the current and prior periods. The assets of the plan are held separately from the company in independently administered funds. The contributions to the defined contribution plan are recognised as an expense when they are due. Amounts not paid are shown in accruals in the balance sheet.

Fund accounting

Income is classified as restricted and unrestricted as appropriate. Restricted income is used for specified purposes laid down by the donor. Expenditure for those purposes is charged against that income, together with a fair allocation of overheads and support costs, if any. All other income is unrestricted for expenditure on the general objectives of the company.

Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is charged in order to write off the assets over their expected useful lives at the following rates:

Equipment	20% straight line
Fixtures and fittings	20% straight line
Improvements to premises	5% straight line
Leasehold interest	5% straight line
Freehold premises	2% straight line

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 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. Where the arrangement constitutes a financing transaction the resulting financial asset is initially measured at the present value of the future receipts discounted at a market rate of interest for a similar debt instrument.

Other debtors and 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 the Statement of Financial Activities.

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.

NOTES TO THE FINANCIAL STATEMENTS - continued

3 Summary of significant accounting policies - continued

(ii) Financial liabilities

Basic financial liabilities, including trade and other creditors, and bank loans, 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 and other creditors and financial liability from arrangements which constitute financing transactions are subsequently carried at amortised cost, using the effective interest method. 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.

Financial liabilities are derecognised when the liability is extinguished, that is when the contractual obligation is discharged, cancelled, or expires.

Provisions and contingencies

(i) 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 pre-tax 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.

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.

(ii) Contingencies

Contingent liabilities, arising as a result of past events, are not recognised as a liability where it is not probable that the company will be required to transfer economic benefits in settlement of the obligation, or the amount cannot be reliably measured at the end of the financial year. Possible but uncertain obligations are not recognised as liabilities but are contingent liabilities. Contingent liabilities are disclosed in the financial statements unless the probability of an outflow of resources is remote.

Contingent assets are not recognised. Contingent assets are disclosed in the financial statements when an inflow of economic benefits is probable.

Recovery of PAYE on donations

Income generated from the recovery of PAYE on donations is recognised when it is probable that the income will be received, and the amount can be measured reliably.

NOTES TO THE FINANCIAL STATEMENTS - continued

3 Summary of significant accounting policies - continued

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the company of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general Volunteer time is not recognised. Please refer to the directors' report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the company would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, 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.

Reserves

The company needs reserves to allow it to continue to deliver its services to those who need them in the event that there is a fall in income or if unforeseen circumstances arise. Reserves are also required to meet contractual liabilities, including redundancy payments, payments to creditors and other related costs of winding up the company in the event that the company has to close. The company holds its designated reserves in two identifiable bank accounts which the Board considers is more than sufficient to meet such costs.

4 Critical accounting judgements and estimation uncertainty

Estimates and judgements made in the process of preparing the company 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.

The directors make estimates and assumptions concerning the future in the process of preparing the entity financial statements. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below:

(i) Impairment of debtors

The Finance and Remuneration Committee make an assessment at the end of each financial year of whether there is objective evidence that debtors are recoverable. When assessing impairment of other debtors, the Finance and Remuneration Committee consider factors including the age profile of outstanding balances and recent corresponding and historical experience of cash collections from the debtor. See note 16 for the net carrying amount of the debtors and the impairment loss recognised in the financial year.

NOTES TO THE FINANCIAL STATEMENTS - continued

5 Income from donations and legacies	Unrestricted €	Restricted €	2025 €	2024 €
Bequests	547,400	-	547,400	35,176
Corporate sponsorships	412,165	34,778	446,943	504,037
Public donations	156,494	-	156,494	177,907
Other grants from Foundations	73,547	100,140	173,687	82,992
One Off Donation	-	-	-	400,000
Total donations and legacies	1,189,606	134,918	1,324,524	1,200,112
6 Income from charitable activities	Unrestricted €	Restricted €	2025 €	2024 €
Grants received				
HSE Northwest area - CH01	-	8,476	8,476	8,476
HSE Dublin Southwest Area - CH07	-	74,203	74,203	74,202
HSE Midland area - CH08	-	10,000	10,000	10,000
HSE Northeastern Area -CH08	-	11,687	11,687	11,687
HSE Mid-Western Area - CH03	-	10,567	10,567	10,570
HSE Western Area - CH02	-	8,067	8,067	8,067
National Mental Health Area	-	37,752	37,752	37,752
National Lottery Funding	-	12,360	12,360	21,880
National Office of Suicide Prevention	-	307,824	307,824	372,281
HSE Funding- Solace Café Waterford	-	73,071	73,071	-
HSE Funding - Solace Café Dublin	-	212,640	212,640	155,533
Total income from charitable activities	-	766,647	766,647	710,448
7 Income from other trading activities	Unrestricted €	Restricted €	2025 €	2024 €
General Fundraising	300,676	-	300,676	235,403
Charitable Events	296,064	1,080	297,144	298,996
	596,740	1,080	597,820	534,399
8 Other income	Unrestricted €	Restricted €	2025 €	2024 €
Bank interest received	4,532	-	4,532	2,553
	4,532	-	4,532	2,553

NOTES TO THE FINANCIAL STATEMENTS - continued

9 Expenditure on charitable activities	Note	Unrestricted €	Restricted €	2025 €	2024 €
Marketing		59,713	-	59,713	61,781
Recruitment		60,595	-	60,595	1,422
Staff costs	12	445,778	197,416	643,194	815,333
Support costs	11	222,037	7,000	229,037	244,763
Training and support programmes		109,250	697,149	806,399	654,795
		<u>897,373</u>	<u>901,565</u>	<u>1,798,938</u>	<u>1,778,094</u>

10 Expenditure on raising funds	Note	Unrestricted €	Restricted €	2025 €	2024 €
Fundraising events		139,640	1,080	140,720	131,181
Recruitment		18,193	-	18,193	-
General fundraising		9,111	-	9,111	2,857
Staff costs	12	335,365	-	335,365	313,167
Support costs	11	83,280	-	83,280	52,088
		<u>585,589</u>	<u>1,080</u>	<u>586,669</u>	<u>499,293</u>

11 Support costs	Charitable activities €	Raising funds €	Total €
2024			
Administration costs	16,188	4,117	20,305
Finance costs	653	-	653
Other support costs	18,766	6,053	24,819
Overheads	126,830	12,661	139,491
Professional fees	49,110	17,020	66,130
Staff costs (Note 12)	26,835	6,709	33,544
Sundry	6,381	5,528	11,909
	<u>244,763</u>	<u>52,088</u>	<u>296,851</u>
2025			
Administration costs	13,546	5,703	19,249
Finance costs	882	-	882
Other support costs	17,459	6,951	24,410
Overheads	109,263	40,937	150,200
Professional fees	54,077	19,510	73,587
Staff costs (Note 12)	25,993	6,498	32,491
Sundry	7,817	3,681	11,498
	<u>229,037</u>	<u>83,280</u>	<u>312,317</u>

Support costs are apportioned across expenditure types on the basis of staff numbers and utilisation, as appropriate.

NOTES TO THE FINANCIAL STATEMENTS – continued

12 Particulars of employees

	2025 Number	2024 Number
The average number of staff employed by the company during the financial year amounted to:		
Administrative staff	1	1
Sales/fundraising	4	4
Staff deployed in therapeutic services	9	12
Total number of staff	<u>14</u>	<u>17</u>

	2025 Number	2024 Number
Staff costs (excluding pensions and social insurance costs):		
The number of higher paid employees:		
€101,000-€106,000	2	-
€90,000 - €101,000	-	4
€80,000 - €90,000	1	-
€70,000 - €80,000	<u>-</u>	<u>-</u>
	2025 €	2024 €
Wages and salaries	872,343	1,018,687
Social insurance costs	97,304	108,981
Pension costs	41,403	34,375
	<u>1,011,050</u>	<u>1,162,043</u>

Key management

The compensation paid or payable to key management for employee services is shown below. Compensation paid or payable includes salaries, social insurance costs and post-employment benefits. The key management consists of the CEO, Clinical Director, Director of Services, Head of Fundraising and Business Development and Head of Communications.

	2025 €	2024 €
Total remuneration for key management	<u>477,796</u>	<u>527,419</u>

13 Directors' emoluments

The company does not pay any remuneration to the Volunteer Board of Directors.

Directors are reimbursed for receipted expenses which in 2025 totalled €0 (2024: €662).

NOTES TO THE FINANCIAL STATEMENTS – continued

14 Fixed assets

	Opening Balance 01/01/2025 €	Additions €	Disposals €	Charge €	Closing Balance 31/12/2025 €
Cost					
Equipment (Photocopier)	3,190	-	-	-	3,190
Accumulated Depreciation					
Equipment (Photocopier)	106	-	-	638	744
Net Book Value					
Equipment (Photocopier)	3,084	-	-	638	2,446

15 Net income (expenditure) for the year

	2025 €	2024 €
This is stated after charging:		
Depreciation	638	106
Audit fees (excluding VAT)	24,500	23,750
	<u>25,138</u>	<u>23,856</u>

16 Debtors and prepayments

	2025 €	2024 €
Debtors	36,249	51,991
Prepayments	30,934	16,036
	<u>67,183</u>	<u>68,027</u>

All amounts are receivable within one year. Debtors are stated after provision for impairment of €Nil (2024: €Nil).

17 Creditors - amounts due within one year

	2025 €	2024 €
Trade creditors	23,746	39,671
Accruals	41,390	35,988
Pay related social insurance	24,185	24,994
Other creditors	7,771	4,867
Deferred restricted income for counselling & educational Programme deliveries in 2026	156,344	35,506
	<u>253,436</u>	<u>141,026</u>

Trade and other creditors are payable at various dates in the next three months in accordance with the suppliers' usual and customary credit terms.

NOTES TO THE FINANCIAL STATEMENTS – continued

Tax and social insurance are repayable at various dates over the coming months in accordance with the applicable statutory provisions.

18 Financial instruments	2025 €	2024 €
Financial assets:		
- Cash at bank and in hand	<u>1,580,000</u>	<u>1,158,192</u>
- Debtors and prepayments	<u>67,183</u>	<u>68,027</u>
Financial liabilities:		
- Trade creditors	23,746	39,671
- Accruals	41,390	35,988
- Pay related social insurance	24,185	24,994
- Other creditors	7,771	4,867
- Deferred Restricted Income	<u>156,344</u>	<u>35,506</u>
	<u>253,436</u>	<u>141,026</u>

19 Related party transactions

There are no related party transactions.

20 Controlling party

On a day-to-day basis, the company is governed by the Board of Volunteer Directors. No director derives economic benefit from the company. The composition of the Board of Directors is ultimately controlled by the members.

21 Comparative amounts

Certain comparative amounts have been reclassified to maintain comparability with current year disclosures.

22 Commitments

The Company signed a lease on an office located at 9 Leeson Street Upper, Dublin 4. This office is the main office for the organisation and staff, and volunteers working on Support Line and Support Group services also operate from this location. The Company entered a 10-year lease with a 5-year break clause on 29 November 2017 at an annual rent of €83,000 per annum.

There were no other commitments at year end 31 December 2025.

NOTES TO THE FINANCIAL STATEMENTS – continued

23 Approval of financial statements

The financial statements were approved and authorised for issue by the Board of Directors on 11th August 2026 and were signed on its behalf on that date.