





DISCLAIMER

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VISION

Public trust and confidence in quality auditing and accounting



MISSION

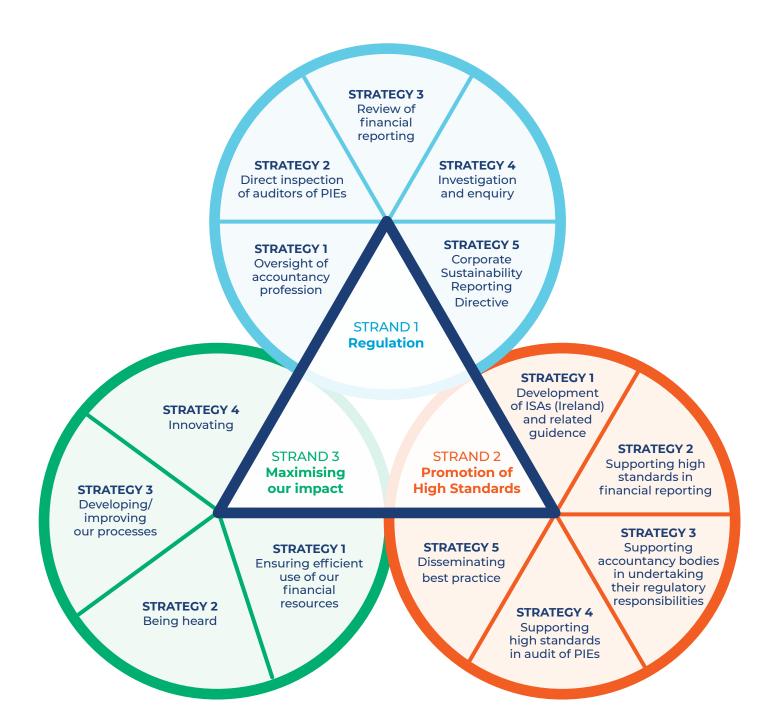
Upholding quality corporate reporting and an accountable profession



OUR VALUES



STRATEGIES AND STRANDS



OUR FUNCTIONS



IAASA **adopts standards** on auditing, ethics, internal quality control, and sustainability assurance for statutory auditors



IAASA supervises **compliance** by certain listed entities with **corporate reporting standards** and EU legal requirements in their annual and half-yearly **corporate reports**



IAASA supervises how the Prescribed Accountancy Bodies (PABs) regulate and monitor their members. IAASA also oversees how the Recognised Accountancy Bodies (RABs) oversee statutory auditors and sustainability assurance service providers



IAASA inspects the **quality of the audit and sustainability assurance work** performed by the auditors and sustainability assurance service providers of public interest entities



IAASA conducts **investigations into suspected irregularities** in the conduct of audits of public interest entities, as well as enquiries into breaches of procedures by PABs and RABs

ABOUT THOSE WE REGULATE

5

Prescribed Accountancy Bodies supervised, including **2** that are also Recognised Accountancy Bodies

8

Public Interest Entity (PIE) audit firms, auditing **502** PIEs

79

Issuers under corporate reporting examination constituency, comprised of **18** equity issuers, **5** closed-ended fund issuers, and **56** debt issuers

1,083

Statutory audit firms approved to audit in Ireland

45,896

Members of Prescribed Accountancy Bodies in Ireland

2024 HIGHLIGHTS

Examined

corporate reports, covering

> 84 separate matters

Inspected **31 PIE** audits

Adopted ISAE (Ireland) 3000

for assurance of sustainability reporting

Conducted reviews of accountancy

bodies investigation and governance functions

Revoked recognition

of the Institute of Certified Public Accountants in Ireland

Published one financial reporting decision and required another issuer to publish a public corrective notice

Conducted comprehensive CSRD readiness activities,

including supervision frameworks, stakeholder engagement, and staff training

Hosted IFIAR Inspection Workshop

Organised conference

on embedding sustainability into accounting education Finalised review of Schedule of Matters Reserved to the Board



CHAPTER 1 CHAIRPERSON'S STATEMENT AND CHIEF EXECUTIVE'S REVIEW

CHAIRPERSON'S STATEMENT

LISTEN TO THE AUDIO VERSION

Introduction

This is IAASA's (the Authority) nineteenth Annual Report, and I submit it to the Minister for Enterprise, Tourism and Employment in accordance with section 928(1) of the Companies Act 2014 (the Act). The Chief Executive's Review summarises the main activities undertaken by the Authority during 2024, and the remainder of this Report provides further detail on these activities. In my Statement, I will focus on the Authority's strategic context as well as summarising the governance activities the board has undertaken in the year.



Governance

My fellow board members and I meet regularly during the year to oversee the activities of the Authority and to consider matters relating to strategy, risk, and finance. The board also provides advice to the Authority's leadership team on regulatory and operational matters, reviews its own performance, and fulfils its statutory duties under company law.

The board meets the staff of the Authority on a regular basis at its offices in Naas. Once a year, board members come together to devote a day to strategic issues. During 2024, the Authority reviewed its schedule of reserved matters, which sets out those matters that fall to the board to consider. The board committee established to carry out the review concluded that the current schedule is broadly satisfactory but recommended that certain regulatory decision processes should be reviewed periodically by the board. This recommendation was put into practice during the year.

Oversight

IAASA's current three-year work programme expires at the end of 2025. The board oversees the development of the programme and annually assesses the Authority's performance against it. During 2024, the board had dedicated sessions on the impact of the Corporate Sustainability Reporting Directive (CSRD) on IAASA, reviewed the Authority's crisis management plan, considered the Authority's multi-faceted engagement with the Department, and invited an expert speaker to brief the board on artificial intelligence and its potential impact. The board also annually reviews enforcement cases undertaken by the Authority and receives briefings from senior managers on operational matters on a rotating basis.

Sustainability

The Chief Executive's review, and indeed much of the detail of this report, sets out the extensive preparatory work undertaken by IAASA during 2024 in relation to CSRD. The decision by the European Commission to pause the next phase of implementation pending a wider review will inevitably impact on those preparations. That said, many of the entities that were originally within scope for IAASA's regulatory oversight remain so notwithstanding the proposals set out by the Commission. In that context, the Authority's preparations stand us in good stead both during the standstill phase and for the future when the Commission concludes its review, and the requirements are amended.

Regulatory regime

IAASA's remit is largely, though not exclusively, driven by European legislation, as corporate reporting, audit and assurance are EU competencies. Following recent elections, the new Commission will need to address several outstanding issues in addition to its stated aim of simplifying sustainability reporting. A review of EU statutory audit legislation is overdue, and IAASA will contribute to that review through its membership of the Committee of European Audit Oversight Bodies (CEAOB). Our Chief Executive chaired CEAOB's Audit Regulation and Directive Task Force, which issued its recommendations in 2023, and CEAOB will seek to progress those recommendations under its new Chair, Panos Prodromides.

There are also imminent changes in anti-money laundering legislation which will impact on the accounting and audit profession. The Authority is liaising with the Departments of Finance and Justice to ensure that the Irish transposition of those provisions is appropriate to the structure of the profession in Ireland.

International engagement

IAASA works with its international peers both in Europe and globally to support its regulatory work. Many IAASA staff participate in working groups and subgroups contributing to the development and interpretation of financial reporting, sustainability reporting, and assurance standards. They also contribute to, and benefit from, best practice sharing on regulation and enforcement. These activities strengthen IAASA's ability to undertake its regulatory work and to influence the direction of regulation.

IAASA is a board member of the International Forum of Independent Audit Regulators (IFIAR), and its Chief Executive was elected Vice Chair in 2023. At the end of 2024, he signalled his intention to run for the position of Chair of IFIAR, and this was approved by the IFIAR membership at their 2025 plenary, which took place just before the writing of this report. His appointment is a tribute to the hard work he and his colleagues have undertaken over several years in support of audit quality globally. I congratulate him and I wish him every success for his two-year term.

Board changes

At the end of 2024, Martin Sisk's term of appointment as Chair concluded. His eight years in the role oversaw the development of IAASA's statutory audit remit, the issuing of audit and sustainability assurance standards, the expansion of its enforcement activity, and almost doubling of numbers of staff. During this time the Authority responded to the challenges of Brexit, of COVID-19, and more recently CSRD. I wish him well and thank him for his leadership.

Having joined the board in December 2020, I was honoured to be given the opportunity to become its Chair in December 2024 by Minister Dara Calleary TD. I am very appreciative of the support that I have received from the board, the leadership team, and their colleagues within IAASA in taking on the role of Chair. It is my wish to reinforce the good connections between the board and staff that have been built to date.

The terms of two more directors, Sandra Davey and Eida Mullins, expired during the year. Both were reappointed for further terms. I am pleased that no other directors' terms are due to end until early 2027, providing stability and experience to the board.

Concluding remarks

Corporate reporting, audit and assurance, standards, and regulation have been, and remain in, a state of flux at the time of writing. This state of affairs shows no sign of dissipating in the foreseeable future. This is challenging both strategically and operationally. IAASA's culture and values support the development of a resilient organisation. Its staff continue to rise to the challenges it faces, and the organisation remains steadfast in the pursuit of its vision and mission.

I would like to thank my colleagues on the board for their dedication and professionalism during 2024. We seek to provide support but also challenge for the Chief Executive and his leadership team in pursuit of our shared objective that IAASA remains a high-performing organisation. In particular, I am grateful for the support of my fellow board members as I moved into the Chair position. I also want to express my gratitude to the Minister and his team in the Department for the support they continue to provide to IAASA. The high regard in which IAASA is held by its peers and its ability to deliver is due to the exceptional qualities of its staff. As Chair, I have observed the high levels of professionalism and collegiality they display. In 2024, this allowed a relatively small organisation to host a global workshop, as well as other outreach events, while maintaining the quality of its regulation and also responding to the expansion of IAASA's remit. I would like to thank the Chief Executive and his colleagues on the leadership team, who attend all our board meetings, for their commitment and their collaboration.

IAASA's work is critical to the maintenance of quality corporate reporting and an accountable profession, and IAASA's mission remains of central importance in the Irish corporate environment. As we look into an ever more uncertain future, IAASA's stakeholders can take comfort from the manner in which it undertakes its work and its capacity to rise to the inevitable challenges ahead.

Aisling Kennedy Chairperson 30 April 2025

CHIEF EXECUTIVE'S REVIEW

LISTEN TO THE AUDIO VERSION

Introduction

This review provides a summary of the activities of IAASA during 2024. This year marks the mid-point in IAASA's current three-year work programme spanning 2023-2025. That programme sets out three strands that guide our work. These are Regulation, Promotion of High Standards, and Maximising our Impact. Those strands break down into strategies and then activities, which are reflected in our annual business plans. The programme also sets out enablers which are key to the Authority's success. These allow us to fulfil our vision and associated mission. Core to our day-to-day activities are the values of Excellence, Independence, and Integrity, which we seek to live by and celebrate within IAASA. The detail of those day-to-day activities is set out in the following sections of the report.



Corporate Sustainability Reporting Directive

As you will note from this report, 2024 was dominated by the Authority's preparations for the implementation of the Corporate Sustainability Reporting Directive (CSRD). This was an undertaking spanning the entirety of the Authority's operational units. IAASA will review corporate sustainability reports. It will oversee how sustainability assurance service providers are registered by the RABs. It has issued the sustainability assurance standard for Ireland. It will directly inspect the assurance work on sustainability reports issued by PIEs. And it will enforce where there is non-compliance.

At the time of writing this review, the European Commission has indicated that it is beginning a process of fundamental review of CSRD, covering all these aspects. In particular, it intends to narrow the scope of application of CSRD and to significantly simplify the current suite of European Sustainability Reporting Standards (ESRS). These significant changes will necessarily take some time to be reflected in what the Commission has termed the Omnibus Directive. In the meantime, the Commission intends to quickly implement "stop the clock" legislation, which will mean only those companies in scope at the end of 2024 will remain in scope pending the amendments, which the Commission will now commence working on. IAASA will continue to work with the Commission, its European peer national competent authorities, and its Irish stakeholders as we adjust to this new environment.

Key activities

During 2024, and in the context of necessary changes to reflect the Authority's expanded remit under CSRD, IAASA reviewed the names of all of its operational units to ensure that they clearly and simply communicate each unit's work. This report uses the new terminology, including in chapter titles. Following a consultation process and direct engagement with relevant stakeholders, Ireland adopted ISAE (Ireland) 3000. Ireland was one of the first countries in the EU to adopt a standard for the assurance of sustainability reporting. IAASA also issued a revised auditing standard for external confirmations and commenced a consultation on prospective revisions to the Ethical Standard for Auditors (Ireland). This project was still ongoing at year-end.

In its oversight of professional bodies, IAASA continued its phased review of RABs' investigation and disciplinary processes. It issued recommendations on the first phase of the review (initial stages) in response to reviews undertaken in 2023. Its inspections moved on to further stages, including investigation outcomes and appeals.

During 2024, CPA Ireland sought the revocation of its status as a RAB as it amalgamated with Chartered Accountants Ireland. IAASA facilitated this process through to the revocation in September 2024. This leaves Ireland with two RABs, down from six in 2018. As well as the number of RABs, the number of individually registered audit firms continued a slow decline. Further detailed statistical analysis is available from IAASA's <u>Profile of the Profession</u>.

IAASA's Corporate Reporting Supervision team reviewed 30 annual reports and three half-yearly reports. 13 issuers gave undertakings to improve future reporting. In addition, IAASA published one decision relating to climate change impacts on asset values and required one issuer to publish a corrective public notice. Corporate Reporting Supervision works extensively with its European peers and a particular focus in 2024 remained on sustainability topics, both ESRS and related impacts on financial reporting, as well as training and preparations for the first wave of reporting under ESRS.

Seven audit firms came under direct IAASA regulation in 2024, and each was subject to firmwide review. 31 individual audit files were chosen for sample inspections. One further firm came under remit in late 2024. In March, IAASA hosted IFIAR's Inspections Workshop where audit inspectors from IFIAR member jurisdictions came together to learn from each other and provide enhanced issue-specific training. And in October, IAASA's annual Audit Committee briefing drew its largest ever audience.

Enforcement reviewed five formal referrals during 2024. Two section 933 enquiries were launched. No matters requiring sanction were identified. In addition, Enforcement is responsible for determining whether any other complaints made to the Authority are appropriate to its remit. Again, none were identified in 2024.

IAASA's Corporate Services team focused on ICT and administrative process upgrades in 2024. As company secretary, the Head of Corporate Services carried out a fundamental review of IAASA's constitution, the outcome of which rested with the Minister at year-end. In the interests of efficiency and reflecting the growth in scale of IAASA, operational unit managers were also granted enhanced authority within limits and with controls to authorise certain low-value expenditure.

Organisational Development oversees a wide range of activities designed to enhance IAASA's operational effectiveness and influence as a regulator. Key activities in 2024 included co-hosting an academic conference on embedding sustainability in accounting education and providing a bursary to support research into audit quality and sustainability assurance. IAASA's flexible working model requires significant additional effort to create a shared understanding of what it means to be a part of IAASA, which includes guarterly all-staff days, numerous cross-functional committees, and a focus on shared values. This team also supports IAASA's social media output across LinkedIn and YouTube. And in 2024, they supported the board in its review of the Schedule of Reserved Matters.

Concluding remarks

Corporate reporting, audit, and now sustainability exist in a continuously fluctuating environment, which makes significant demands of all parties. These challenges are shared by regulators, who are tasked with ensuring quality, even where what is defined as quality is as yet unclear or subject to review. To meet these challenges, IAASA needs to be focused on its vision and mission, informed by its values, and resilient in responding to uncertainty. These are challenges we set ourselves every day.

Our work is not possible without support. I would particularly like to thank colleagues in the Department of Enterprise, Tourism and Employment for their engagement on CSRD during 2024, and welcomed input from IAASA in drafting the necessary legislation, no small task. Our international peers in CEAOB, ESMA, and IFIAR provide IAASA with sounding boards, professional support, and opportunities to develop as an organisation and as individuals. In particular, I am very grateful for the support of the board of IAASA. They provide appropriate challenge to the executive while also supporting the leadership team and the wider staff. 2024 marked the end of the term of Martin Sisk as Chair. Martin started very shortly after I became Chief Executive, and his wide public service experience served IAASA well throughout his term. I am looking forward to working with his successor, Aisling Kennedy.

Finally, I would like to thank my colleagues in the leadership team and the entire staff within IAASA. Their work in 2024, in particular, the way they rose to the challenge of redesigning how they do their work for CSRD was as ever humbling to behold in action. IAASA's reputation as a leading regulator amongst its peers, reflected in the strong positions it holds across international bodies and its capacity to successfully undertake its complex and challenging remit, rests entirely on their shoulders.

Kevin Prendergast Chief Executive 30 April 2025



2 STANDARDS AND POLICY

1. Principal functions

Standards and Policy:

- adopts auditing, ethical, and quality control standards for statutory audit in Ireland
- adopts sustainability assurance standards for Ireland
- issues guidance and assurance standards as IAASA deems appropriate
- contributes to IAASA's policy development on regulatory and other matters

2. Significant developments

Following public consultation, IAASA adopted ISAE (Ireland) 3000, Assurance Engagements Other Than Audits or Reviews of Historical Financial Information — Assurance of Sustainability Reporting in Ireland. The standard is to be applied by auditors who have been approved to perform sustainability assurance engagements in Ireland.

IAASA also made conforming amendments to 20 ISAs (Ireland) and ISQM (Ireland) 2 to align with the revised ISA (Ireland) 600, <u>Special Considerations — Audits of Group</u> <u>Financial Statements (Including the Work of</u> <u>Component Auditors)</u>. A complete list of the updated standards is set out in <u>Appendix VI</u>. ISQM (Ireland) 1 was also updated to reflect these conforming amendments as well as the requirements of the Corporate Sustainability Reporting Directive (CSRD) as transposed in Ireland. Following public consultation, IAASA issued a revised ISA 505 (Ireland) External Confirmations in March 2024. Auditors will apply this revised standard when auditing financial statements for periods beginning on or after 15 December 2024.

IAASA also issued <u>a consultation on the proposal</u> to revise the Ethical Standard for Auditors (Ireland). At year-end, IAASA continued to review the feedback it had received.

During 2024, IAASA continued to engage with peers, international standard-setters, and stakeholders. Such activities included:

- participating in the CEAOB's International Auditing Standards Subgroup
- contributing to the CEAOB's response to consultations issued by the IAASB and IESBA
- issuing a standards newsletter
- observing meetings of the FRC's Technical Advisory Group

IAASA submitted responses to the IAASB consultations on <u>ISA 240 The Auditors'</u> <u>Responsibilities Relating to Fraud in an</u> <u>Audit of Financial Statements</u>, and <u>ISA 570</u> <u>Going Concern</u>. IAASA also responded to the IESBA's consultations on its exposure drafts on <u>International Ethics Standards for</u> <u>Sustainability Assurance (including International</u> <u>Independence Standards</u>) and <u>Using the Work</u> <u>of an External Expert</u>.

3. Spotlight on the standard for sustainability assurance

The CSRD sets out European Union (EU)-wide rules for sustainability reporting by certain entities, and the assurance of that information. The CSRD provides that the European Commission will adopt limited assurance standards to apply in all EU member states by 1 October 2026. In the interim, member states may set their own national assurance standards. IAASA is responsible for adopting a national standard in Ireland. In February 2024, IAASA issued a <u>Consultation</u> <u>Paper</u> to obtain stakeholders' views on the appropriate standard for sustainability assurance in Ireland. Having considered the responses received (published in a <u>Feedback</u> <u>Paper</u>), IAASA decided that ISAE 3000 was the appropriate standard to adopt in Ireland.

In September 2024, IAASA adopted the International Standard on Assurance Engagements 3000 Revised (ISAE 3000), Assurance Engagements Other Than Audits or Reviews of Historical Financial Information, being among the first EU member states to notify the European Commission of its national standard for sustainability assurance.

4. Strategies and outcomes arising from business plan

Business plan strategies	Outcomes
Development of ISAs (Ireland) and related guidance	 Adopted ISAE (Ireland) 3000 for sustainability assurance
Supporting high standards in audit of PIEs	 Issued revised ISA (Ireland) 505 Issued conforming amendments for revised ISA (Ireland) 600
Disseminating best practice	 Hosted six Technical Advisory Panel meetings
Being heard	 Participated in the CEAOB Standards Subgroup Contributed to the CEAOB's responses to consultations issued by the IAASB and IESBA Submitted responses to two IAASB and two IESBA consultations Conducted stakeholder outreach presentations Issued a standards newsletter



3 PROFESSIONAL BODY SUPERVISION

1. Principal functions

Professional Body Supervision:

- supervises how the Prescribed Accountancy Bodies (PABs) regulate their members, including their investigation and disciplinary processes
- oversees how the Recognised Accountancy Bodies (RABs) perform their statutory functions related to statutory auditors, audit firms, and those approved to perform the assurance of sustainability reporting. These functions are:
 - approval and registration
 - continuing education
 - quality assurance systems
 - investigative and disciplinary systems
- cooperates with EU and international counterparts as well as with other national and EU authorities
- advises the Minister on accounting profession matters

For a list of the PABs under IAASA's remit on 31 December 2024 and reports issued during 2024, see <u>Appendix II</u>.

2. Significant developments

Following on from its supervisory reviews of the RABs' investigation and disciplinary (I&D) processes in 2023, the Authority issued reports to the RABs with recommendations for the initial stage of their processes. In 2024, the Authority completed two supervisory visits on further stages of the RABs' I&D systems, including investigation outcomes through to the appeal systems. The Authority also conducted a thematic review of the PABs' governance of their regulatory functions. Throughout 2024, IAASA held regular roundtable meetings with the RABs to discuss the implementation of the CSRD. This included discussing amendments to the RABs' constitutional documents to provide for the approval of statutory auditors to carry out the assurance of sustainability reporting. The Authority will continue to work with the RABs to implement the requirements of the CSRD.

IAASA completed supervisory engagement work programmes with six PABs in 2024, until the revocation of CPA's recognition. This supervision included meetings and updates on the key regulatory functions and tasks carried out by the PABs, supervisory inspections on stages of the I&D process, review of the PABs' regulatory plans, annual and regulatory reports, annual returns and statistical data, and approval of PABs' constitutional documents.

3. Spotlight on the amalgamation of two Recognised Accountancy Bodies

On 1 September 2024, the Institute of Chartered Accountants in Ireland and the Institute of Certified Public Accountants in Ireland (CPA) amalgamated. Following this amalgamation, CPA requested that IAASA revoke its status as a Prescribed and Recognised Accountancy Body, and this revocation subsequently took place. IAASA worked closely with both Institutes to ensure appropriate management of all regulatory matters.

4. Strategies and outcomes arising from business plan

Business plan strategies	Outcomes
Oversight of accountancy profession	 Completed three RAB supervisory review visits Approved 27 sets of constitutional documents Processed nine Third Country Auditor (TCA) renewals, 43 TCA updates to approvals, one TCA removal, and one TCA reinstatement Referred one TCA to the Corporate Enforcement Authority (CEA) for signing an audit report when not registered Participated in five CEAOB subgroup committee meetings, and presented papers on TCA sustainability assurance registration
Supporting accountancy bodies in undertaking their regulatory responsibilities	 Co-hosted quality assurance workshop for IAASA and RAB inspectors Conducted in-person PAB and RAB roundtable on common themes and challenges
Disseminating best practice	 Issued statistical data on the accounting and auditing profession in the <u>Profile of the Profession 2023</u> publication Conducted a thematic review of PAB governance of regulatory functions Published factsheets on the Profile of the Profession, <u>awareness about the QA cycle</u>, and making a complaint Published a video on the thematic review of the investigation and outcome stages of <u>PABs' I&D systems</u>
Being heard	 Engaged regularly with the Department on CSRD implementation Engaged with the Companies Registration Office on auditor/sustainability assurance provider registration Engaged with the UK FRC on common regulatory matters
Developing and improving our processes	 Developed new TCA assessment forms for applications, renewals, and updates Trialled the use of AI for various operational tasks to test for efficiencies Achieved a high grade in internal audit of the unit with limited amendment to be made



CHAPTER 4 CORPORATE REPORTING SUPERVISION

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4 COPORATE REPORTING SUPERVISION

1. Principal functions

Corporate Reporting Supervision:

- examines certain listed entities' annual and half-yearly reports and takes enforcement actions when non-compliance is detected
- cooperates with EU accounting enforcers
- cooperates in the development of financial reporting and sustainability standards
- advises the Minister on accounting matters

For a list of issuers within IAASA's accounting enforcement remit, see <u>Appendix III</u>.

2. Significant developments

In 2024, IAASA's corporate reporting supervision work included:

- reviewing 33 reports, comprising 30 annual reports and three half-yearly reports (see <u>Appendix IV</u>)
- examining 84 separate matters
- receiving 65 undertakings from 13 issuers to improve future reporting

IAS 1 Presentation of Financial Statements generated the most undertakings. Issuers also provided undertakings related to alternative performance measures (APMs), Transparency Directive Regulations, and IFRS 8 Operating Segments.

IAASA published a <u>decision</u> on the accounting treatment of an issuer's financial statements and required another issuer to publish a <u>corrective public notice</u>. Additionally, in 2024, the Authority published two thematic papers:

- EU taxonomy for sustainable activities
- IFRS 18 Presentation and Disclosure in Financial Statements

For a list of papers published in 2024, see <u>Appendix VI</u>.

Engagement with ESMA

IAASA worked extensively with its European accounting enforcement counterparts through the European Securities and Markets Authority (ESMA) in 2024. It actively participated in task forces and subgroups involved with financial and sustainability reporting, climate in financial information, and accounting by financial and insurance entities. In 2024, these groups focused on sustainability topics, the impact of climate-related matters on financial statements, the impact of CSRD on corporate reporting, and accounting for financial instruments. IAASA's specific contributions included:

- submitting three emerging issues and one decision for consideration
- providing substantial feedback on ESRS implementation queries
- participating in workshops and training events on ESRSs and ESMA's <u>Guidelines on</u> <u>Enforcement of Sustainable Information</u> (GLESI)
- contributing to ESMA's paper <u>Clearing the</u> <u>smog: accounting for carbon allowances in</u> <u>financial statements</u>

3. Spotlight on sustainability reporting

In preparation for CSRD, the Authority participated in a series of training events and workshops facilitated by ESMA, focusing on the ESRSs and the GLESI. The Authority also actively contributes to the ESRS Implementation Subgroup (EIS), recently established at the European level, offering feedback on implementation queries and providing clarifications as needed. This subgroup offers its views on the application of ESRSs to the European Financial Reporting Advisory Group (EFRAG), the body charged with providing technical advice to the European Commission on ESRSs.

Steps are now underway to embed the GLESI procedures alongside the *Guidelines on Enforcement of Financial Information* (GLEFI) procedures into work programmes, processes, and reporting outputs.

4. Strategies and outcomes arising from business plan

Business plan strategies	Outcomes
Review of corporate reporting	Examined 30 annual reportsExamined three half-yearly reports
Supporting high standards in corporate reporting	 Actively participated in several European fora, subgroups, and task forces, including the Financial Reporting Working Group, Issuer Standing Committee, the Sustainability Reporting Working Group, ESRS Implementation Subgroup, Climate in Financial Information Task Force, and Financial Institutions and Insurance Companies Project Team
Disseminating best practice	 Published one financial reporting decision Required one issuer to publish a public corrective notice Published <u>Observations on selected financial reporting</u> issues — years ending on or after 31 December 2024
Being heard	 Participated in one roundtable discussion on corporate reporting matters Published two thematic papers on disclosure requirements in financial statements Delivered seven presentations on corporate reporting
Developing and improving our processes	 Monitored global and EU developments in accounting enforcement, and considered potential impacts on IAASA's policies and procedures Updated corporate and sustainability reporting enforcement processes to ensure that they provide the basis for effective, efficient, and proportionate enforcement Piloted AI tool for corporate reporting examination



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5 ASSURANCE QUALITY SUPERVISION

1. Principal functions

Assurance Quality Supervision undertakes the quality assurance review of statutory auditors and audit firms that perform statutory audits of public interest entities (PIEs) in Ireland.

The unit has four principal functions:

- conducts inspections of audit firms that conduct PIE statutory audits
- conducts inspections of audit firms performing PIE sustainability assurance engagements
- cooperates with EU audit oversight bodies
- advises the Minister on auditing matters

2. Significant developments

In 2024, IAASA conducted its seventh round of inspections covering seven PIE audit firms. The inspections focused on four quality management areas:

- ethical requirements
- acceptance and continuance of client relationships and specific engagements
- human resources
- engagement quality reviews

IAASA inspected 31 PIE audits across these firms. 81% achieved grades of 1 or 2, indicating a good standard of audit quality, while the remaining audits required improvement. For details of firms and files inspected, see <u>Appendix V</u>.

IAASA continued inspecting the

implementation of the <u>International Standard</u> on <u>Quality Management (ISQM) (Ireland) 1</u>, which requires firms to design a tailored system of quality management. While IAASA identified findings across all quality management areas inspected, its review of <u>ISQM (Ireland) 2</u> did not raise any findings.

Seven audit firms conducted PIE statutory audits in Ireland during 2024 (2023: seven), with one additional firm appointed as statutory auditor of a PIE late in the year. Four firms audited 68% of PIEs (2023: 71%), earning approximately 86% of PIE audit fees (2023: 89%).

In March 2024, IAASA hosted the IFIAR inspections workshop in Dublin. See section 3 below for further details of IAASA's involvement at IFIAR.



Martin Sisk (Chair), Kevin Prendergast (CEO) and Minister Dara Calleary TD.

At the European level, we continue to engage in the CEAOB and all its subgroups. IAASA is a member of the consultative group of the CEAOB, which supports the Chair of the CEAOB. IAASA continues to chair the CEAOB Training Task Force which aims to identify and coordinate effective training for inspectors. IAASA is also a member of the CEAOB Sustainability Reporting Technical Subgroup, which engages with the European Commission regarding the implementation of the sustainability reporting standards.

In 2024, IAASA facilitated an inspection by the Public Company Accounting Oversight Board of one audit firm in Ireland.

IAASA hosted a well-attended <u>audit committee</u> <u>briefing</u> in October 2024. The session provided attendees with updates on sustainability reporting, artificial intelligence, and regulatory developments.



In 2024, IAASA published an insight series on ISQM (Ireland) 1 and ISQM (Ireland) 2.

3. Spotlight on IAASA's hosting of the 2024 IFIAR inspection workshop

IAASA advances global audit oversight through its membership of the International Forum of Independent Audit Regulators (IFIAR). IFIAR serves the public interest by enhancing audit oversight worldwide. Its objectives include sharing knowledge and practical experience among regulators, as well as promoting collaboration and consistency in regulatory activity. It also provides a platform for dialogue with key organisations interested in audit quality such as the International Organization of Securities Commissions (IOSCO), Public Interest Oversight Board (PIOB) and the global audit firm networks.

In 2024, IAASA hosted the IFIAR inspection workshop, drawing 146 participants from 46 jurisdictions. These workshops provide a forum for independent audit regulators to meet and discuss inspection processes, learn and leverage from each other, and consider similarities and differences among their practices and methodologies. The workshop covered topics such as updates on accounting and audit standards, technical inspection considerations, and insights on regulatory and supervisory matters. There were also keynote addresses on innovation in accounting education, cybersecurity, and ethics.

4. Strategies and outcomes arising from business plan

Business plan strategies	Outcomes
Direct inspection of auditors of PIEs	Inspected seven firmsInspected 31 audits of PIEs
Supporting high standards in audit of PIEs	 Hosted the 2024 IFIAR inspection workshop Participated in the leadership of the CEAOB Inspection Subgroup, through its organising committee, and the CEAOB plenary, through its consultative group Arranged training sessions for CEAOB members on topical auditing matters Actively participated in two IFIAR task forces
Disseminating best practice	Published <u>seven inspection reports</u>
Being heard	 Hosted a briefing for audit committees Published insights series on <u>ISQM (Ireland) 1</u> and <u>ISQM (Ireland) 2</u> Presented at training events to communicate key inspection findings and to discuss the 2025 sustainability assurance engagement inspection approach
Developing and improving our processes	 Continued development and implementation of a work programme to test audit firms' systems of quality management in line with the areas of ISQM (Ireland) 1 that were inspected Developed and continued to refine a suite of working papers for the inspection of individual audits, considering the specificities of particular auditing standards as well as relevant matters relating to the entity type or industry Developed a work programme in preparation for the inspection of sustainability assurance engagements in 2025







1. Principal functions

Enforcement:

- investigates suspected irregularities in PIE audits
- conducts enquiries into breaches of investigation and disciplinary procedures by PABs
- conducts enquiries into the RABs' performance of their functions in respect of statutory auditors
- administers sanctions following regulatory investigations

2. Significant developments

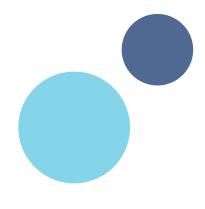
Legislative reforms in the Companies Act 2014 relating to CSRD are now in force. On 3 December 2024 sections 76 and 77 of the Companies (Corporate Governance, Enforcement and Regulatory Provisions) Act 2024 came into force. These sections make amendments to the principal act in relation to further powers set out in section 934. There is a new section (934AA) which for the first time allows IAASA to issue interim directions to a specified person where IAASA is of the opinion that the nature or gravity of a possible relevant contravention committed by a specified person is warranted in the interest of protecting the public. Throughout 2024, five matters were referred to Enforcement for consideration. Two of those matters did not fall within the remit of section 933 or section 934. Three other referrals related to section 933. One of those referrals was not opened as a section 933 enquiry, and in respect of two of those complaints, decisions were made to launch a preliminary enquiry. However, those matters were closed following an initial consideration of the evidence. No matters requiring sanction were identified in the cases referred.

3. Spotlight on settlement agreements process and procedures

In 2024, IAASA's settlement processes attracted significant international and European attention. The ability to enter into settlement agreements is set out in Irish legislation and is well established. Interest in our process and request for guidance has come from several countries, including an EU member state.

4. Strategies and outcomes arising from business plan

Investigation and Enquiry	 Reviewed complaints referred to Enforcement to consider if they come within IAASA's remit Opened two section 933 enquires
Being heard	 Participated in the CEAOB Enforcement Subgroup, including periodic conference calls and presentations at subgroup meetings and presentations on enforcement to CEAOB members Participated in the IFIAR Enforcement Subgroup and moderated and presented at international conferences Participated in stakeholder events



CHAPTER 7 CORPORATE SERVICES



7 CORPORATE SERVICES

1. Principal functions

Corporate Services:

- provides corporate services support to IAASA, including finance, HR, ICT, and facilities management
- provides a secretariat to the board and certain of its committees
- oversees IAASA's risk management process

2. Significant developments

Throughout the year, IAASA successfully met its many statutory and Code-mandated obligations on or ahead of time. Details of these obligations are documented primarily in the governance and structure chapter (Chapter 9) and the financial statements.

As with all entities, IAASA remains focused on its ICT infrastructure and cybersecurity. IAASA routinely conducts vulnerability testing of its systems to protect against malicious attacks and other potential disruptions such as power outages. During the year, IAASA upgraded its firewall, increased security controls and training, and enhanced back-up procedures.

IAASA reviewed several corporate services-related policies, ranging from fraud to ICT asset disposal. In addition, all human resources policies have been standardised to a consistent format that clearly states purpose, scope, and version control. Financial policies were also updated to align with the implementation of the new accounting package. Following the extensive 2022 updates to the travel and subsistence claim process, IAASA conducted a detailed review aimed at maximising ease and efficiency for claimants while maintaining robust oversight. Several improvements were implemented during the year, with additional enhancements planned.

The board secretary continued to provide secretarial support at all board meetings. IAASA completed a detailed review of the Authority's company constitution, leading to several recommendations that received board approval. The Companies Act 2014 requires ministerial approval for any company members' amendments, and the Department was considering proposals at year-end.

IAASA reviewed its Risk Appetite Statement during the year, involving executive and board-level discussions supplemented by external presentations. Further development of this framework is scheduled for 2025.

Building on last year's commitment to halving its physical accommodation, not least to significantly reduce its carbon footprint, IAASA finalised the necessary building modifications in January 2024. IAASA continues to liaise with the landlord on the finalisation, procurement, and contractor elements of this project.

3. Spotlight on purchase order approval

A review of purchase order processes led IAASA to revise its approval system, particularly for low-value (< €5,000) requirements. IAASA's significant growth in staff numbers and operational complexity since its establishment prompted this change. The new system assigns approval authority to the relevant operational unit manager, who can approve purchases based on specific value limits. This ensures managers with direct knowledge of business needs now approve purchase orders. However, the process retains the necessary checks and balances to ensure Corporate Services maintains appropriate control over the expenditure of public monies.

4. Strategies and outcomes arising from business plan

Business plan strategies	Outcomes
Disseminating best practice	 Delivered statutory Annual Report Submitted all mandated reports to the Minister within statutory deadlines
Ensuring efficient use of our financial resources	 Finalised Programme of Expenditure (budget), securing board adoption and ministerial approval Successful outcome of review of systems of internal control by internal and external auditors
Being heard	 Managed all communications with journalists and public representatives Continued strong and effective relationship with the Department's liaison unit
Developing/improving our processes	 Maintained and enhanced ICT infrastructure through investment and robust testing Implemented new fraud policy Standardised format of all HR policies Conducted a detailed review of the Risk Appetite Statement Reviewed and modernised IAASA's company constitution
Innovating	 Redesigned purchase order approval process Enhanced travel and subsistence claim procedures

CHAPTER 8 ORGANISATIONAL DEVELOPMENT

8 ORGANISATIONAL DEVELOPMENT

1. Principal functions

Organisational Development:

- supports initiatives that improve the efficiency and effectiveness of the organisation
- develops initiatives that support people, culture, and innovation in IAASA
- manages IAASA's social media presence and internal communications
- supports IAASA's staff committees to see ideas through to implementation

2. Significant developments

Throughout 2024, IAASA continued to strengthen organisational effectiveness through a combination of established practices and new initiatives.

IAASA co-hosted a conference on 'Integrating Sustainability Reporting and Assurance into Accounting Education' with the Irish Accounting & Finance Association (see section 3 below). It also maintained an active LinkedIn presence, generating 87,000 impressions and 9,000 clicks during the year. Internal communication was enhanced through six themed Viva Engage communities, facilitating staff connection and collaboration.

In partnership with the Irish Accounting & Finance Association, IAASA sponsored a research competition, awarding funding to three projects examining audit quality, sustainability reporting, and sustainability assurance. Employee wellbeing and engagement remained central to our organisational culture, with the third annual wellbeing survey conducted during the year. Our staff committees led numerous community and wellbeing initiatives, including a Naas town clean-up, wellbeing workshops, and fitness challenges. To support our predominantly remote working pattern, quarterly in-person staff days featured townhall meetings, training sessions, and team-building activities. A new diversity, equality, and inclusion policy formalised our commitment to an inclusive workplace, with guidance to staff as to how they can be allies.

In 2024, we continued our values recognition scheme, which reinforces our organisational values of Excellence, Independence, and Integrity in our daily operations. Following the 2023 and 2024 awards, we conducted a review and implemented refinements to enhance the scheme.

Organisational Development advised the board committee established to review IAASA's Schedule of Reserved Matters (SoRM) and supported the committee in developing its recommended amendments to the SoRM.

IAASA refreshed its brand guidelines and introduced new document writing guidelines, supported by an accompanying publications checklist. IAASA also revised its Climate Action Roadmap in 2024 following an internal audit review.

3. Spotlight on Embedding Sustainability in Accounting Education Conference

IAASA co-hosted a conference on 'Integrating Sustainability Reporting and Assurance into Accounting Education' at Maynooth University on Friday, 1 November 2024. The event brought together stakeholders from academia, practice, regulation, and industry to explore the implications of sustainability reporting for accounting education and foster collaboration for positive change.



The conference featured presentations on key topics including embedding sustainability in accounting syllabi, the CSRD's transposition into Irish law, regulatory perspectives on accounting education, virtual technology in education, and IFAC's sustainability reporting project.

Two panel sessions provided insights on incorporating sustainability into accounting education and the future competencies needed by the profession. The discussions highlighted significant changes already underway and those ahead for accounting education, emphasising the opportunity to prepare current and future accountants to drive sustainable business practices.

Recordings of the speakers' presentations are available on <u>IAASA's YouTube Channel</u>, and speaker slide decks can be accessed on IAASA's website.

4. Strategies and outcomes arising from business plan

Business plan strategies	Outcomes
Being heard	 Co-hosted a conference about embedding sustainability into accounting education Managed IAASA's LinkedIn presence, including a re-run of the promotional campaign on the benefits of engaging a PAB member
Developing/improving our processes	 Supported the board committee on the Schedule of Matters Reserved to the board Hosted IAASA's onsite all-staff days Managed IAASA's employee values recognition scheme including process review Conducted an employee wellbeing and engagement survey Drafted IAASA's Climate Action Roadmap and co-ordinated the PSCAM internal audit Refreshed IAASA's brand guide and developed document writing guidelines Developed a diversity, equality, and inclusion policy Refreshed IAASA's Viva Engage internal communities Supported a range of staff committee initiatives on wellbeing, the green agenda, as well as social activities
Innovating	 Delivered digital first annual report Published two organisational development newsletters, highlighting organisation developments as well as useful innovation tools and resources Funded a competition to promote audit quality and sustainability-related research





9 GOVERNANCE AND STRUCTURE

Legal structure

IAASA is a company limited by guarantee with the following nine members at 31 December 2024:

- Association of Chartered Certified Accountants*
- Association of International Accountants*
- Chartered Institute of Management
 Accountants*
- Chartered Institute of Public Finance and Accountancy*
- Central Bank of Ireland
- Corporate Enforcement Authority
- Institute of Chartered Accountants in Ireland*
- Irish Stock Exchange
- Revenue Commissioners
- * Means a PAB

Organisational structure

Overview

By year-end, IAASA had 36 staff (2023:32), structured into seven units as follows:

- Assurance Quality Supervision inspects the quality of audits of PIEs
- **Corporate Reporting Supervision** examines certain entities' annual and half-yearly reports for compliance with the relevant corporate reporting framework
- **Professional Body Supervision** supervises the PABs' regulation of their members
- **Standards & Policy** adopts auditing standards and guidance in Ireland
- **Organisational Development** oversees initiatives to enhance organisational effectiveness, supports people, culture, and innovation, manages IAASA's social media and internal communications, and supports staff-led committees
- **Enforcement** undertakes the Authority's statutory investigations and enquiries
- **Corporate Services** provides finance, administration, HR, ICT, and facilities management support to IAASA, and a secretariat to the board and certain of its committees

Approved staff complement

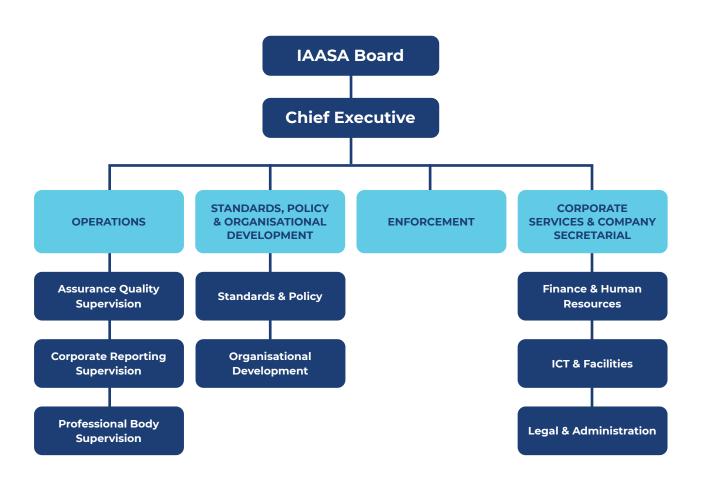
IAASA requires the approval of the Minister before determining its staff requirements, including numbers, grades, and employment terms. This approval requires the prior consent of the Minister for Public Expenditure, Infrastructure, Public Service Reform & Digitalisation. During the year, IAASA received approval for five additional posts to support CSRD work. Combined with other adjustments across the Authority, this increased the approved complement to 42.5 positions. A comparison of approved and actual staffing levels at year-end is below.

Approved and actual staff complements at year-end

Grade	Approved	Actual
Chief Executive	1	1
Heads of Function	3	3
Senior Managers	6	6
Inspectors and Project Managers	16	14
Executive and Administrative	16.5	11.9
Total	42.5	35.9

Organisation chart

IAASA's organisational structure at 31 December 2024 was as set out in the organisation chart below.



Financial overview

IAASA is mainly funded through a combination of exchequer grant, a statutory levy on the PABs, a statutory levy on the PIE audit firms, and by fees charged for registration services. All funding sources are governed by the provisions of the Act. As a company limited by guarantee, IAASA produces financial statements in accordance with the Companies Act, which are in turn audited by the Comptroller and Auditor General and lodged with the Companies Registration Office.

Total expenditure in 2024 amounted to \in 5.4m (2023: \in 4.7m) from a budget of \in 6.3m (2023: \in 5.8m). The principal variation from budget was savings in consultancy, which is largely a contingency amount to enable the Authority to fund statutory investigation and enquiries should the need arise.

Governance

Board of Directors

IAASA is governed by a board of nine directors, eight of whom are non-executive. These are appointed by the Minister having been nominated by those entities set out below. The remaining director is the Chief Executive, who is appointed by the board. There was one vacancy on the board at year-end, following the appointment of the Ministerial nominee as Chairperson.

Board of Directors — nominating bodies

Nominating body	Actual
Minister	2
PABs (jointly by agreement)	2
Central Bank of Ireland	1
Corporate Enforcement Authority	1
Irish Stock Exchange	1
Revenue Commissioners	1
Total	8

A maximum of three of these eight directors may be members of a PAB.

Directors' biographies



Aisling Kennedy, Chairperson, is an actuary and is a full-time independent non-executive director, serving on the boards of a number of regulated financial service entities in Ireland and the UK. She chairs the Audit Committee at Everest Insurance Ireland and State Street Fund Services (Ireland) Ltd, the Sustainability Committee at XPS Group, and is Chair of ECCU Assurance and MABS Support.



Kevin Prendergast, Chief Executive, joined IAASA in November 2016 from his role as Head of Enforcement with the Corporate Enforcement Authority, having been employed there since 2005. Before that he worked in the Large Cases Division of the **Revenue Commissioners and** has several years' experience in the private sector including several years working in an audit firm. Following his term as vice-chair. Kevin was elected as Chairperson of IFIAR in April 2025. Kevin is a Fellow of Chartered Accountants Ireland. As well as holding a Bachelor's Degree and a Masters in Accounting from University College Dublin, he also holds an MSc in Executive Leadership from the University of Ulster.



Sandra Davey is a Principal Solicitor in the Revenue Solicitor's Division of the Revenue Commissioners. heading up the Indirect Taxes Team and the Divisional Office. Sandra holds a Masters of Law (LLM) in Criminology and Criminal Justice from the London School of Economics as well as a Bachelor of Laws (LLB) and Bachelor of Corporate Law from the National University of Ireland, Galway. Sandra qualified as a Solicitor in 2010 and after training in criminal defence work, worked in the Chief State Solicitor's Office before commencing her position in Revenue in 2012.



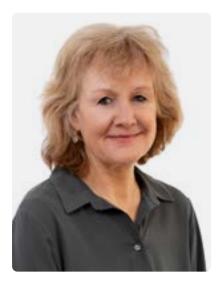
Clodagh Hegarty is a Lecturer in Accounting and Course Director at Ulster University Business School, Magee Campus, where she lectures extensively in audit and financial reporting. She holds a Batchelor of Commerce from University of Galway and a Master of Arts in Accounting from Ulster University. She is currenting researching service innovation in small and medium accountancy practices as part of her PhD at Ulster University. She is a Fellow of the Association of Chartered Certified Accountants and a Chartered Tax Adviser. She is a past Chair of the ACCA Ireland Committee. Prior to academia, Clodagh spent 15 years working in practice with EY, Dublin and in general practice in the Northwest.



David Hegarty is a barrister and is Director of Legal & Policy in the Corporate Enforcement Authority (CEA). He was called to the Bar in 2006, practising primarily in the area of criminal defence and administrative law. Prior to joining the CEA he was Advisory Counsel in the Office of the Parliamentary Legal Adviser advising the Houses of the Oireachtas Commission and Service and parliamentary committees on constitutional, parliamentary and administrative law matters. He has also worked as a legal officer in the European Union Rule of Law Mission in Kosovo (EULEX) and at the Special Tribunal for Lebanon in The Hague, working in Judges' Chambers with international judges trying economic crime, corruption, abuse of public office, war crimes and conspiracy to commit terrorism cases.



Aisling McArdle is the Group Head of Admissions at Euronext and is responsible for the admission to listing and trading of financial instruments on Euronext markets for Equity, Debt, and Funds asset classes. She is also a member of the global Euronext regulation team, with regulatory responsibilities for Euronext Dublin. She joined the Irish Stock Exchange in 2002 and has held a variety of regulatory roles within the company. She became Head of Admissions in January 2021, having previously held the role of Head of Regulation, Dublin & London. Leading a large cross jurisdictional team, Aisling is responsible for regulatory engagement with issuers and market participants. She participates on the European Corporate Governance Network and is a Licentiate of the Association of Compliance Officers in Ireland.





Eida Mullins is Head of Function: Banking, Investment and Payment Firms Policy in the Policy & International Directorate. She previously held several prudential regulation roles in the Central Bank as Head of Function: Inspections Division and Head of Function: Financial Risk Division in the Prudential Analytics and Inspections Directorate. She has extensive policy experience, most notably in the Single Supervisory Mechanism (SSM)/ECB where she was Head of European Supervisory Policy. She has been a member of several European/ International committees, including two European Banking Authority (EBA) Standing Committees and currently the Supervisory Policy Network in the SSM. Eida's work in the private sector included being an auditor/ examiner in Bank of Ireland Commercial Finance and a manager in the Regulatory Advisory Services Unit in KPMG. She holds a Diploma in Business Studies (Banking & Finance) from UCD and Masters in Business Studies (Financial Services) from the Michael Smurfit Graduate School of Business.

Ronan Nolan is a Chartered Accountant and was President of Chartered Accountants Ireland in 2014/2015. He retired as a partner in Deloitte in May 2015 having been a senior advisory partner and chairman of the firm.

The board composition at year-end and changes in directors since the last Annual Report are set out in <u>Appendix I</u>.

Board procedures

The board meets regularly throughout the year, with provisions for additional unscheduled meetings when necessary. To ensure informed decision-making, board members receive information well in advance of each meeting to allow them to consider and digest it.

A formal schedule of matters specifically reserved for board decision-making covers the key areas of governance, finance, risk and oversight. Certain matters are delegated to board committees, as outlined below. The board has also put in place a system of formal delegations of authority to the Chief Executive.

Members of the board are nominated as directors of IAASA to act in accordance with the relevant legislation and to act in, and protect and promote, the best interests of IAASA. All board members bring independent judgement to bear on issues dealt with by the board. The board has a formal policy in place for dealing with conflicts of interest that may arise, including disclosure obligations and requirements that directors absent themselves from any discussions or decisions where such conflicts exist.

Governance statement

IAASA operates as a company limited by guarantee under the provisions of the Companies Act 2014. The functions of the board are set out in section 905 of the Act. The board is responsible for ensuring good governance. It performs this task by setting strategic objectives and targets and taking strategic decisions on all key business issues. The regular day-to-day management, control, and direction of IAASA are the responsibility of the Chief Executive with the support and assistance of the leadership team. The Chief Executive and the leadership team must follow the broad strategic direction set by the board and must ensure that all board members have a clear understanding of the key activities and decisions related to the Authority, and of any significant risks likely to arise. While members of the leadership team routinely

attend board meetings, the Chief Executive, who is a director, acts as a direct liaison between the board and the executive of IAASA.

Board responsibilities

The work and responsibilities of the board are set out in the schedule of matters reserved to the board, the code of conduct for board members, and in related board policies. Standing items considered by the board include:

- declaration of conflicts of interests
- the report of the Chief Executive, which includes details of the work of the various operational units together with ongoing financial information and management accounts
- matters for board decision
- matters for discussion
- matters of strategic review
- risk management
- reports from committees
- the report of the Secretary

The Authority is required to keep financial records and prepare financial statements in accordance with the Companies Act, as detailed in the financial statements.

The board is responsible for approving the annual plan and budget. Financial information including management accounts detailing actual and budgeted expenditure are considered by the board at each scheduled meeting. The board is responsible for safeguarding its assets and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The board considers that the financial statements of IAASA give a true and fair view of the financial performance and the financial position of IAASA at 31 December 2024.

Board appointment

The Authority operates independently of government, with statutory provisions preventing ministerial directions in the discharge of its functions. The Minister appoints board members, excluding the Chief Executive, for terms ranging from three to five years. While the Chairperson typically serves a five-year term, ordinary members are generally appointed for three years. To ensure continuity of governance and avoid a complete turnover of membership in 2026/27, several directors were reappointed for five-year terms in 2023. Details of the board's composition at 31 December 2024 are set out in Appendix I.

Following a significant external review in early 2023, the board carried out an internal evaluation of its own performance as described in the financial statements.

Board committees

The board retains the power to establish committees that support its functions and responsibilities. Each committee operates under written terms of reference and provides regular reports to the board. In addition to the audit and risk committee, the board established a schedule of reserved matters (SoRM) review committee in 2023, which was dissolved following the presentation of its report in September 2024.

Audit and risk committee

The audit and risk committee (ARC) comprises three non-executive directors:

- Aisling McArdle (Chairperson)
- David Hegarty
- Ronan Nolan

Its terms of reference are set out in its charter, which is available on the Authority's website. The charter sets out specific roles and responsibilities for the ARC, including the review of both the Authority's annual report and its financial statements before they are considered by the board. Other actions taken by the ARC during 2024 include:

- reviewing the systems of internal control in place in 2023, and making a positive recommendation to the board
- considering the annual budget for 2025, and recommending its adoption to the board
- reviewing internal audit reports on IAASA's adherence to the Public Service Climate Action Mandate, and on the work of IAASA's Professional Body Supervision unit
- reviewing third-party reports on both internal and external network penetration testing
- reviewing its existing charter
- completing an evaluation of its performance, and an ARC member appraisal process

In addition, the ARC considers the full risk register at each meeting and makes recommendations as appropriate to the chief risk officer or board.

Schedule of reserved matters review committee

The SoRM review committee comprised three non-executive directors:

- Aisling Kennedy (Chairperson)
- Sandra Davey
- Ronan Nolan

Its terms of reference were to review the existing SoRM and make recommendations for amendment. IAASA's Head of Organisational Development acted as an advisor to this committee, bringing the executive's perspective.

Schedule of attendance, fees, and expenses

The Authority's financial statements disclose details of fees and expenses paid to members and have been provided to the Minister.

Key personnel changes

The board of directors, together with the Chief Executive, holds exclusive responsibility for IAASA's planning, direction, and organisational control.

Ms Aisling Kennedy, an existing director, was appointed as Chairperson by the Minister on 21 December 2024. The consequential vacancy on the board remains unfilled at the reporting date. For a complete record of board membership changes during the year, please refer to <u>Appendix I</u>.

Disclosures required by Code of Practice for the Governance of State Bodies

The board is responsible for ensuring that IAASA has complied with the requirements of the Code of Practice for the Governance of State Bodies (the Code), as published by the Department of Public Expenditure, Infrastructure, Public Service Reform & Digitalisation. The following disclosures are required by the Code:

- an analysis of total employee remuneration (including salaries and other benefits, but excluding employer superannuation contributions) for those earning over €60,000 is set out in Note 13 of the Authority's financial statements
- an analysis of travel and subsistence is set out in Note 15 of the Authority's financial statements
- an analysis of consultancy expenditure is set out in Note 16 of the Authority's financial statements
- the Authority did not incur costs under the 'Legal Costs and Settlements' heading in 2024. All legal costs incurred relate to general legal advice
- an analysis of hospitality expenditure is set out in Note 17 of the Authority's financial statements

Statement of compliance

IAASA is satisfied that it has complied with all of the requirements of the Code, including adherence to the Public Spending Code.

Other governance and public sector obligations

Legal and governance obligations as a body established under statute

The board is principally assisted in ensuring IAASA's compliance with its legal and governance obligations by the Secretary & Head of Corporate Services, who is also the Chief Risk Officer. Where applicable, other members of IAASA's staff contribute as required to IAASA's ongoing compliance with its obligations.

Principal legal requirements

The Authority has identified and taken the necessary steps to ensure it complies with its legal obligations. It has identified its principal legal requirements as follows:

- company law
- health and safety legislation
- employment and related legislation
- tax law, including those provisions relating to certain service providers holding valid tax clearance certificates
- data protection acts
- official languages act
- ethics in public office law
- the European Communities (Late Payments In Commercial Transactions) Regulations, 2012.

Certain other requirements typically applicable to statutory bodies such as the freedom of information acts, disability acts, the Irish human rights and equality commission act and the Irish sign language act do not apply to IAASA by virtue of it not having been designated for such purposes at this time.

GDPR

The Authority has appointed Fieldfisher Ireland LLP under contract to act as IAASA's Data Protection Officer. The DPO worked with the Chief Executive to oversee its ongoing obligations under GDPR during the year under review.

Protected disclosures

The Authority complies with the Protected Disclosures Acts 2014 — 2022. IAASA's annual report under the Act, together with details on how to make such disclosures, is available on its website.

Gender balance in the board membership

At 31 December 2024, the board had five (63%) female and three (37%) male members, with one position vacant. The board, therefore, did not meet the Government target of a minimum of 40% representation of each gender in the membership of state boards. The process to appoint a Ministerial nominee is currently underway in the Department.

Given the statutory nature of the appointment process, IAASA has limited influence on the gender balance of its membership. The Minister makes the majority of appointments on the nomination of third parties, and neither the Authority nor the Minister has discretion in this matter. Nevertheless, as directors' terms come to an end, IAASA considers any particular skills or experiences that might be beneficial, and, where arising, brings these to the Minister's attention. To maintain and support gender balance on the board, IAASA includes gender among these observations.

Diversity

The board considered the broader issues of diversity, including gender balance and the recognition of the value of difference, as part of its annual evaluation process. The board comprises a broad mix, from the public and private sectors, industry, and academia. At an organisational level, all senior levels operate within a 40%/60% gender split. Professional accountant and administrative grades currently have a greater female majority, being 79% and 75% respectively. Given the highly specialised nature of its work, IAASA is often seeking to recruit and retain from a small cohort of professionals. Notwithstanding this, IAASA employees come from a broad range of backgrounds.

Official Languages Act

The Authority has developed a policy to ensure that it meets the requirements of the Act in terms of advertising. All relevant advertising is conducted in both the English and Irish languages, exceeding the Act's minimum requirement of 20%.

Energy use

As stated above, certain statutory requirements typically applicable to state bodies do not apply to IAASA by virtue of it not having been designated for such purposes at this time. These include the requirements of the Sustainable Energy Acts. Notwithstanding, IAASA has elected to report its energy management and performance data.

IAASA is in a single office location and has no motor vehicles or other areas of energy usage. The Authority's consumption comprises:

- space heating via natural-gas-fuelled radiators, which are controlled by the landlord on a shared services basis
- air conditioning, hot water, lighting, and office equipment, which are electric and directly controlled by the Authority

The 2024 data shows that IAASA's energy usage compared to the baseline year (2009) has decreased by 5%, despite a doubling of accommodation size and a three-fold increase in staff numbers.

Public Sector Climate Action Mandate (PSCAM)

IAASA is subject to the PSCAM and has taken steps to ensure its implementation across the Authority. IAASA's Chief Executive acts as its Climate and Sustainability Champion, underscoring this commitment. Further details are set out in <u>Appendix VII</u>





10 2024 FINANCIAL STATEMENTS AND RELATED STATEMENTS

REPORT OF THE DIRECTORS

Introduction

The directors are pleased to submit to the nineteenth annual general meeting of the Irish Auditing and Accounting Supervisory Authority (IAASA) the financial statements for the year ended 31 December 2024, together with the report of the directors, which have been prepared pursuant to the provisions of section 325 of the Companies Act 2014 (the 2014 Act).

Principal activities

IAASA operates as a company limited by guarantee and is the independent statutory body in Ireland responsible for the:

- (a) examination and enforcement of certain listed entities' periodic financial reporting;
- (b) oversight of the recognised accountancy bodies' functions in respect of statutory auditors and supervision of the regulatory functions of the prescribed accountancy bodies;
- (c) adoption of standards on auditing, professional ethics and internal quality control; and
- (d) the inspection and promotion of improvements in the quality of auditing of public interest entities.

IAASA is also designated as the competent authority for the registration and quality assurance of certain third country auditors and audit entities. The company does not trade for the acquisition of gain by its members.

Business overview

An overview of IAASA's activities and future developments is given in the annual report.

Financial position

The assets and liabilities and financial position of the company are set out in detail in the financial statements on pages 61 to 80.

Risk and uncertainties

The directors confirm that, as required by the Code of Practice for the Governance of State Bodies (the Code), a risk management policy and procedures have been developed and adopted for the purpose of facilitating the identification, quantification and management of the key business risks facing IAASA.

Accounting records

To ensure that adequate accounting records are maintained in accordance with the requirements of sections 281 to 286 of the 2014 Act, IAASA has employed an appropriately qualified Head of Finance and provides sufficient resources to the finance function. The accounting records are located at IAASA's registered office at Willow House, Millennium Park, Naas, Co. Kildare.

Provision of relevant audit information

In accordance with section 330(1) of the 2014 Act, the directors believe that they have taken all steps necessary to make themselves aware of any relevant audit information and have established that the auditor is aware of that information. Insofar as they are aware, there is no relevant audit information of which the auditor is unaware.

Events after the end of the reporting period

No events have occurred subsequent to the reporting date which would require disclosure in the financial statements.

Auditor

IAASA's auditor, the Comptroller & Auditor General, remains in office in accordance with the provisions of section 927(2) of the 2014 Act.

Governance

IAASA was established under the Companies (Auditing & Accounting) Act 2003 (the 2003 Act), and operates as a company limited by guarantee under the provisions of the 2014 Act. The functions of the board are set out in section 905 of the 2014 Act. The board is statutorily independent in the performance of its functions and is responsible for ensuring good governance and performs this task by setting strategic objectives and targets and taking strategic decisions on all key business issues. The regular day-to-day management, control and direction of IAASA are the responsibility of the Chief Executive with the support and assistance of the senior leadership team (SLT). The Chief Executive and the SLT must follow the broad strategic direction set by the board, and must ensure that all board members have a clear understanding of the key activities and decisions related to the entity, and of any significant risks likely to arise. While members of the SLT routinely attend board meetings, the Chief Executive, who is a director, acts as a direct liaison between the board and management of IAASA.

Board responsibilities

The work and responsibilities of the board are set out in a schedule of matters reserved to the board, the code of conduct for board members, and in related board policies. Standing items considered by the board include:

- declaration of conflicts of interests;
- the report of the Chief Executive, which includes details of the work of the various operational units together with ongoing

financial information and management accounts;

- matters for decision;
- matters for discussion;
- risk management;
- reports from committees; and
- the report of the Secretary.

Section 927 of the 2014 Act requires IAASA to keep, in such form as may be approved by the Minister for Enterprise, Tourism & Employment (the Minister), given with consent of the Minister for Public Expenditure, Infrastructure, Public Service Reform & Digitalisation (Minister for Public Expenditure), all proper and usual accounts of money received and expended by it.

In preparing these financial statements, the board of IAASA is required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that it will continue in operation; and
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.

The board is responsible for keeping adequate accounting records which disclose, with reasonable accuracy at any time, its financial position and enables it to ensure that the financial statements comply with section 927 of the 2014 Act, and as a company limited by guarantee, section 281 of the 2014 Act. The maintenance and integrity of the corporate and financial information on the IAASA's website is the responsibility of the board.

The board is responsible for approving the annual plan and budget. The board approved the annual budget for 2024 at its meeting on 18 September 2023. Financial information including management accounts detailing actual and budgeted expenditure were considered by the board at each meeting in 2024. Ongoing evaluation of operational issues also occurred at each meeting. The Authority's three year work programme 2023 — 2025 was approved by the board on 8 November 2022.

The board is also responsible for safeguarding its assets and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The board considers that the financial statements of IAASA give a true and fair view of the financial performance and the financial position of IAASA at 31 December 2024.

Board responsibilities

IAASA is governed by a board of nine directors, eight of whom are non-executive and appointed by the Minister having been nominated by entities specified in the 2014 Act. The remaining director is the Chief Executive, who is appointed by the board. The 2014 Act specifies that the Authority operates independently of government and the Minister is statutorily precluded from giving directions to the Authority in the discharge of its functions. The 2014 Act provides that members may be appointed for a period of three to five years. Generally members are appointed for three year periods, and the Chairperson for five years. The composition of the board at 31 December 2024, and movements since that date, are set out below:

Composition of board at 31 December 2024

Board member	Occupation	Nominating body	Date first appointed
Aisling Kennedy (Chairperson)	Director	Minister	10 December 2020
Sandra Davey	Principal officer	Revenue Commissioners	26 May 2022
Clodagh Hegarty*	Lecturer	PABs	30 May 2020
David Hegarty	Head of legal & policy	Corporate Enforcement Authority	3 January 2020 ,
Aisling McArdle	Head of regulation, Euronext Dublin	ISE	29 August 2019
Eida Mullins	Head of function: banking, investment & payment firms policy	Central Bank	16 September 2022
Ronan Nolan*	Chartered accountant	PABs	30 May 2020
Kevin Prendergast*	Chief Executive	Ex-officio	14 November 2016

* Denotes membership of a PAB

Details of changes in board membership from 1 January 2024 to the reporting date

Director	Date appointed	Nominating body	Reason for vacancy	Term expires/ expired
Martin Sisk	21 December 2016	Minister	Expiration of warrant	20 December 2024

* Denotes membership of a PAB

The board commenced a process of internal evaluation of its own 2024 performance in December 2024. This process was supported by detailed questionnaire, followed by discussion at its 22 January 2025 meeting.

The board may establish committees to assist it in discharging its functions and responsibilities. All committees have written terms of reference and report regularly to the board. Two such committees were in place in 2024, being the schedule of reserved matters (SoRM) review committee and the audit & risk committee (ARC).

The ARC comprises three non-executive directors and its terms of reference are set out

in the Charter of the Audit & Risk Committee, available on the Authority's website. The charter sets out specific roles and responsibilities for the ARC. ARC membership at 31 December 2024 comprised Aisling McArdle (chairperson), David Hegarty and Ronan Nolan.

The SoRM also comprised three non-executive directors and its terms of reference were to *review the existing* [schedule of reserved matters] *document and recommend amendments.* The SoRM made its final report to the board on 16 September 2024, and its membership at that date comprised Aisling Kennedy (chairperson), Sandra Davey and Ronan Nolan.

Schedule of attendance, fees and expenses

Details of fees and expenses paid to members are disclosed in the Authority's financial statements, and have been provided to the Minister.

Board	ARC	SoRM	Fees (€)	Expenses (€)
tended/mee	etings eligib	le to attend	Note 1	Note 2
9/9		8/8	€7,812	€109
9/9			-	Note 3
7/9		8/8	-	€269
8/9			€7,695	€109
8/9	4/4		-	€110
8/9	4/4		€7,695	€109
9/9			-	€255
6/9	4/4	8/8	€7,695	_
9/9			€11,642	€3,876
	tended/mee 9/9 9/9 7/9 8/9 8/9 8/9 9/9 6/9	tended/meetings eligik 9/9 9/9 7/9 8/9 8/9 4/4 8/9 4/4 9/9 6/9 4/4	tended/meetings eligible to attend 9/9 8/8 9/9 7/9 8/8 8/9 8/9 4/4 8/9 4/4 9/9 6/9 4/4 8/8	tended/meetings eligible to attend Note 1 9/9 8/8 €7,812 9/9 - - 7/9 8/8 - 8/9 €7,695 - 8/9 4/4 - 8/9 4/4 - 8/9 4/4 €7,695 9/9 - - 6/9 4/4 8/8

Note 1: Members who are public servants, including the Chief Executive, are not eligible to receive fees. Ms Kennedy was appointed as Chairperson on the resignation of Mr Sisk on 21 December 2024.

Note 2: In addition to the expenses set out in this Table, IAASA incurred costs of €8,655 in respect of training, room hire and incidental expenditure related to board activities.

Note 3: Expenses paid to the Chief Executive, an ex-officio director/board member, are excluded from this table on the basis that they are incurred by him pursuant to his role as Chief Executive rather than as a board member. In any event, any expenses paid to the Chief Executive are publicly disclosed in IAASA's financial statements.

Key personnel changes

The responsibility for planning, directing and controlling the activities of IAASA rests exclusively with the board of directors and the Chief Executive, who is also a director. Mr Martin Sisk resigned as a director on 20 December 2024 on the expiration of his warrant of appointment. Ms Aisling Kennedy, who has been a director of the Authority since 2020, was appointed Chairperson with effect from 21 December 2024.

Disclosures required by the Code

The board is responsible for ensuring that IAASA has complied with the requirements of the Code as published by the Department of Public Expenditure. The following disclosures are required by the Code:

Employee short-term benefits
 breakdown

An analysis of total employee remuneration (including salaries and other benefits, but excluding holiday pay accruals and employer superannuation contributions) for those earning over €60,000 is set out in note 13 of the financial statements. Consultancy costs

An analysis of consultancy expenditure is set out in note 16 of the financial statements,

- Legal costs and settlements There were no legal settlements in the year [2023: nil]. Legal costs incurred relate to general legal advice.
- **Travel and subsistence expenditure** An analysis of travel and subsistence expenditure is set out in note 15 of the financial statements.
- Hospitality expenditure An analysis of hospitality expenditure is set out in note 17 of the financial statements.
- Statement of compliance
 IAASA has complied with the requirements of the Code as published by the
 Department of Public Expenditure.

Approved and authorised for issue by the board of directors and signed on its behalf:

Aisling Kennedy Chairperson

9 June 2025

Kevin Prendergast Chief Executive

9 June 2025

STATEMENT ON INTERNAL CONTROL

Scope of responsibility

On behalf of the Irish Auditing & Accounting Supervisory Authority, I acknowledge the board's responsibility for ensuring that an effective system of internal control is maintained and operated. This responsibility takes account of the requirements of the Code of Practice for the Governance of State Bodies.

Purpose of the system of internal control

The system of internal control is designed to manage risk to a tolerable level rather than to eliminate it. The system can therefore only provide reasonable and not absolute assurance that assets are safeguarded, transactions authorised and properly recorded and that material errors or irregularities are either prevented or detected in a timely way.

The system of internal control, which accords with guidance issued by the Department of Public Expenditure, has been in place in IAASA for the year ended 31 December 2024 and up to the date of approval of the financial statements.

Capacity to handle risk

IAASA has an Audit and Risk Committee comprising three board members, one of whom is the Chair. In accordance with section 907(2A) of the 2014 Act, all board members are knowledgeable in areas relevant to the conduct of statutory audit. The ARC met four times in 2024.

IAASA has also appointed CrowleysDFK as internal auditors for the period 2023-2025, who are adequately resourced to conduct a programme of work agreed with the ARC.

IAASA has developed a risk management policy which sets out its risk appetite, the risk management processes in place and details the roles and responsibilities of staff in relation to risk. The policy has been issued to all staff who are expected to work within IAASA's risk management policies, to alert management on emerging risks and control weaknesses and assume responsibility for risks and controls within their own area of work.

Risk and control framework

IAASA has implemented a risk management system which identifies and reports key risks and the management actions being taken to address and, to the extent possible, to mitigate those risks.

A risk register is in place which identifies the key risks facing IAASA and these have been identified, evaluated and graded according to their significance. The register is reviewed and updated by the ARC at each meeting. Moderate and significant risks are also reported to the board, where risk management remains a standing agenda item. The outcome of these assessments is used to plan and allocate resources to ensure risks are managed to an acceptable level.

The risk register details the controls and actions needed to mitigate risks and responsibility for operation of controls assigned to specific staff. I confirm that a control environment containing the following elements is in place:

- procedures for all key business processes have been documented;
- financial responsibilities have been assigned at management level with corresponding accountability;
- there is an appropriate budgeting system with an annual budget which is kept under review by senior leadership;
- there are systems aimed at ensuring the security of the information and communication technology systems; and
- there are systems in place to safeguard the assets.

Ongoing monitoring and review

Formal procedures have been established for monitoring control processes and control deficiencies are communicated to those responsible for taking corrective action and to management and the board, where relevant, in a timely way. I confirm that the following ongoing monitoring systems are in place:

- key risks and related controls have been identified and processes have been put in place to monitor the operation of those key controls and report any identified deficiencies;
- responsibility for financial management has been assigned to the Head of Corporate Services, a professional accountant; and
- there are regular reviews by the Chief Executive and board of periodic and annual performance and financial reports which indicate performance against budgets/ forecasts.

Procurement

I confirm that IAASA has procedures in place to ensure compliance with current procurement rules and guidelines.

Review of effectiveness

I confirm that IAASA has procedures to monitor the effectiveness of its risk management and control procedures. IAASA's monitoring and review of the effectiveness of the system of internal control is informed by the work of the internal and external auditors, the Audit and Risk Committee which oversees their work, and the senior leadership within IAASA responsible for the development and maintenance of the internal control framework.

I confirm that the board conducted an annual review of the effectiveness of the internal controls for 2024, concluding at its meeting of 22 January 2025.

Signed on behalf of the board:

Aisling Kennedy Chairperson 9 June 2025

DIRECTORS' RESPONSIBILITIES STATEMENT

IAASA performs its functions and exercises its powers through a company limited by guarantee, designated for that purpose in accordance with the 2014 Act.

Company law requires the directors to prepare financial statements and the report of the directors for each financial year which give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of its surplus or deficit for that period and otherwise comply with the 2014 Act. In preparing those financial statements, which are prepared in accordance with FRS 102 *The Financial Reporting Standard applicable in the United Kingdom and Ireland*, the directors are required to:

- select suitable accounting policies in accordance with Irish generally accepted accounting practices and then apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with appropriate accounting standards, identify these standards, and note the effect and the reason for any material departure from those standards; and

• prepare the financial statements on a going concern basis unless it is inappropriate to presume that IAASA will continue in operation.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and profit or loss of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and directors' report comply with the 2014 Act and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Section 927(1) of the 2014 Act further provides that IAASA '... shall keep records of, and prepare all proper and usual accounts of –

- (a) all income received by it, including records of the sources of that income,
- (b) all expenditure incurred by it, and
- (c) its assets and liabilities'.

Approved and authorised for issue by the board of directors on and signed on its behalf:

Aisling Kennedy Chairperson

9 June 2025

Kevin Prendergast Chief Executive

9 June 2025



Ard Reachtaire Cuntas agus Ciste Comptroller and Auditor General

Report for presentation to the Houses of the Oireachtas

Irish Auditing and Accounting Supervisory Authority

Opinion on the financial statements

I have audited the financial statements of the Irish Auditing and Accounting Supervisory Authority for the year ended 31 December 2024 as required under the provisions of section 927 of the Companies Act 2014. The financial statements comprise the statement of financial position, the statement of income and expenditure, the statement of changes in reserves and capital account, the statement of cash flows and the related notes, including a summary of significant accounting policies.

In my opinion, the financial statements

- give a true and fair view of the assets, liabilities and financial position of the Authority at 31 December 2024 and of its income and expenditure for 2024
- have been properly prepared in accordance with Financial Reporting Standard (FRS) 102 The Financial Reporting Standard applicable in the UK and the Republic of Ireland, and
- have been properly prepared in accordance with the Companies Act 2014.

Basis of opinion

I conducted my audit of the financial statements in accordance with the International Standards on Auditing (ISAs) as promulgated by the International Organisation of Supreme Audit Institutions. My responsibilities under those standards are described in the appendix to this report. I am independent of the Authority and have fulfilled my other ethical responsibilities in accordance with the standards.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Conclusions related to going concern

The directors have prepared the financial statements on a going concern basis. As described in the appendix to this report, I conclude on

- the appropriateness of the use of the going concern basis of accounting by the directors and
- whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern.

I have nothing to report in that regard.

Opinion on other matters prescribed by the Companies Act 2014

Based on the work undertaken in the course of the audit, I report that in my opinion

- the information given in the directors' report is consistent with the financial statements, and
- the directors' report has been prepared in accordance with applicable legal requirements.

I have obtained all the information and explanations that, to the best of my knowledge and belief, are necessary for the purposes of my audit.

In my opinion, the accounting records of the Authority were sufficient to permit the financial statements to be readily and properly audited, and the financial statements are in agreement with the accounting records.

Based on the knowledge and understanding of the Authority and its environment obtained in the course of the audit, I have not identified any material misstatements in the directors' report.

Report of the C&AG (continued)

The Companies Act 2014 also requires me to report if, in my opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not complied with by the company. I have nothing to report in that regard.

Reporting on other information

The directors are responsible for other information they have presented with the financial statements. This comprises the annual report, including the report of the directors, the statement on internal control and the Directors' Responsibilities statement. My responsibilities to report in relation to such information, and on certain other matters upon which I report by exception, are described in the appendix to this report.

I have nothing to report in that regard.

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Mark Brady For and on behalf of the Comptroller and Auditor General

12 June 2025

Appendix to the report

Responsibilities of the Directors

As detailed in the directors' report, the directors are responsible for

- the preparation of annual financial statements in the form prescribed under the Companies Act 2014
- ensuring that the financial statements give a true and fair view in accordance with FRS102
- ensuring the regularity of transactions
- assessing whether the use of the going concern basis of accounting is appropriate, and
- 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.

Responsibilities of the Comptroller and Auditor General

I am required under section 927 of the Companies Act 2014 to audit the financial statements of the Authority and to report thereon to the Houses of the Oireachtas.

My objective in carrying out the audit is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement due to fraud or error. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the ISAs 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.

As part of an audit in accordance with the ISAs, I exercise professional judgment and maintain professional scepticism throughout the audit. In doing so,

- I identify and assess the risks of material misstatement of the financial statements whether due to fraud or error; design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- I obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal controls.
- I evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures.

- I conclude on the appropriateness of the use of the going concern basis of accounting and, based on the audit evidence obtained, on whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Authority's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my report. However, future events or conditions may cause the company to cease being a going concern.
- I evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Other Information

My opinion on the financial statements does not cover the other information presented with those statements, and I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, I am required under the ISAs to read the other information presented and, in doing so, consider whether the other information is materially inconsistent with the financial statements or with knowledge obtained during the audit, or if it otherwise appears to be materially misstated. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

Reporting on other matters

My audit is conducted by reference to the special considerations which attach to State bodies in relation to their management and operation. I report if I identify there are material matters relating to the manner in which public business has been conducted.

I seek to obtain evidence about the regularity of financial transactions in the course of audit. I report if I identify any material instance where public money has not been applied for the purposes intended or where transactions did not conform to the authorities governing them.

IRISH AUDITING & ACCOUNTING SUPERVISORY AUTHORITY

Statement of Financial Position as at 31 December 2024

		2024	2023
	Note	€	€
Non-current assets			
Property, plant & equipment	4	25,480	36,355
		25,480	36,355
Current assets			
Inventory		2,480	1,573
Receivables	5	191,047	414,497
Cash & cash equivalents	6	1,680,247	1,805,454
		1,873,774	2,221,524
Creditors: Amounts falling due within 1 year			
Payables	7	301,946	502,076
Deferred rent incentive	8	5,337	6,710
Excess PAB levy income	9	403,941	596,078
Excess PIE audit firm levy income	9	288,992	151,535
Excess Departmental Grant Income	9	193,378	283,983
		1,193,594	1,540,382
Creditors: Amounts falling due within 1 year		680,180	681,142
Amounts falling due after 1 year			
Deferred rent incentive	8	-	5,337
		-	5,337
Net assets before retirement benefits		705,660	712,160
Retirement benefits			
Retirement benefit Liability	10	(6,950,000)	(6,192,000)
Deferred exchequer retirement benefit funding	10	6,950,000	6,192,000
Net assets after retirement benefits		705,660	712,160
Reserves			
Income reserve		-	-
Capital account	11	25,480	36,355
Reserve fund		680,180	675,805
Members' funds		705,660	712,160

Approved and authorised for issue by the board of directors and signed on its behalf:

Aisling Kennedy	Kevin Prendergast
Chairperson	Chief Executive
9 June 2025	9 June 2025

Statement of Income and expenditure for the year ended 31 December 2024

	Note	2024 €	2023 €
Revenue	12	5,450,182	4,732,941
Administrative expenses			
Staff costs	13	4,342,889	3,710,527
Directors' fees	14	42,539	42,750
Accommodation		395,613	339,452
Travel & subsistence	15	136,762	90,268
Legal and professional services	16	98,097	77,605
Office expenditure	17	106,569	70,342
Information technology		149,292	133,525
Professional development		98,565	131,081
Insurance		42,995	41,727
Auditor's remuneration	18	17,800	17,800
Depreciation		28,373	36,133
Total administrative expenses		5,459,494	4,691,210
(Deficit)/Surplus of income over admin expenses before finance costs		(9,312)	41,731
Finance income	19	2,812	498
(Deficit)/Surplus for the year		(6,500)	42,229
Other comprehensive income			
Experience (losses) on pension scheme liabilities		(193,000)	(21,000)
Changes in assumptions		176,000	(783,000)
Adjustment to deferred exchequer pension funding		17,000	804,000
Total recognised (deficit)/surplus for the year		(6,500)	42,229

Approved and authorised for issue by the board of directors and signed on its behalf:

Aisling Kennedy Chairperson

9 June 2025

Kevin Prendergast Chief Executive

9 June 2025

Statement of Changes in Reserves and Capital Account for the year ended 31 December 2024

	Income Reserve €	Capital Account €	Reserve Fund €	NET ASSETS €
Balance — 1 January 2023	-	53,337	616,594	669,931
Surplus for the year	42,229	-	-	42,229
Transfer from Income & Expenditure Account:				
Income applied to capitalised asset acquisitions	(19,151)	19,151	-	-
Less: Amortisation applied in line with asset depreciation	36,133	(36,133)	-	-
Income receivable on reserve fund monies (negative	(189)	-	189	-
Fine income — s.934	(59,022)	-	59,022	-
Actuarial (loss) on pension liabilities	(1,392,000)	-	-	(1,392,000)
Adjustments to deferred exchequer pension funding	1,392,000	-	-	1,392,000
Balance — 31 December 2023 / 1 January 2024	-	36,355	675,805	712,160
(Deficit) for the year	(6,500)	-	_	(6,500)
Transfer from Income & Expenditure Account:				
Income applied to capitalised asset acquisitions	(17,498)	17,498	-	-
Less: Amortisation applied in line with asset depreciation	28,373	(28,373)	-	-
Income receivable on reserve fund monies	(1,897)	-	1,897	-
Fine/Settlement income — s.933/934	(2,478)	-	2,478	-
Actuarial (loss) on pension liabilities	(758,000)	-	_	(758,000)
Adjustments to deferred exchequer pension funding	758,000	-	-	758,000
Balance — 31 December 2024	-	25,480	680,180	705,660

Approved and authorised for issue by the board of directors and signed on its behalf:

Aisling Kennedy	Kevin Prendergast
Chairperson	Chief Executive
9 June 2025	9 June 2025

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Statement of Cash Flows for the year ended 31 December 2024

		2024	2023
٩	Note	€	€
Net Cash (outflow) from operating activities	20	(110,521)	(74,237)
Cash flows from financing activities			
Interest received		2,812	498
Cash flows from investing activities			
Payments to acquire tangible fixed assets		(17,498)	(19,151)
(Decrease) in cash & cash equivalents in year		(125,207)	(92,890)

Reconciliation of net cash flow to movements in net funds

Net funds at 31 December	1,680,247	1,805,454
Net funds at 1 January	1,805,454	1,898,344
(Decrease) in net funds in year 21	(125,207)	(92,890)

Approved and authorised for issue by the board of directors and signed on its behalf:

Aisling Kennedy	Kevin Prendergast
Chairperson	Chief Executive
9 June 2025	9 June 2025

Notes to Financial Statements

1. Basis of Preparation

These financial statements have been prepared under the historic cost convention in accordance with applicable legislation and with FRS 102 *The Financial Reporting Standard applicable in the United Kingdom and Ireland* issued by Financial Reporting Council in the UK for use in Ireland.

As the company does not trade for the acquisition of gain by its members, the directors have determined that a Statement of Income & Expenditure disclosing the surplus or shortfall for the year rather than a Profit & Loss account is appropriate as provided for in Section 291(5) of the 2014 Act. Similarly, the Statement of Financial Position provides all information that would otherwise be disclosed in the Balance Sheet.

In accordance with FRS 102, these Financial Statements comprise the Statement of Financial Position, Statement of Income & Expenditure, Statement of Changes in Reserves & Capital Account, Statement of Cash Flows, and Notes to the Financial Statements

2. Accounting policies applied

2.1 Non-current Assets — depreciation

Non-current assets are stated in the Statement of Financial Position at cost less accumulated depreciation. Depreciation is charged to the Statement of Income & Expenditure on a straight line basis, with the charge being calculated over assets' expected useful lives.

2.2 Inventory

Stocks on hand at period end represent stocks of information technology consumables and office consumables and are stated at the lower of cost and net realisable value.

2.3 Revenue recognition

IAASA receives income from a number of sources to meet expenditure incurred in the conduct of its functions. In general terms, any amounts received which are in excess or fall short of the expenditure incurred are recognised as a creditor or debtor respectively. Section 921(1) of the 2014 Act provides that excess amounts reduce the amount payable for the following financial period. The basis of the funding and the accounting policy in relation to income recognition are set out below.

Source of income	Purpose	Recognition policy
	Levy Income	
Exchequer (<i>via</i> the Department)	Exchequer funds 40% of IAASA's net expenditure in the financial period not funded from the other sources listed below.	Recognised in line
Prescribed Accountancy Bodies	PABs fund 60% of IAASA's net expenditure in the financial period not funded from the other sources listed below.	with expenditure incurred in the performance of
Public Interest Entity ('PIE') audit firms	PIE audit firms fund costs associated with the inspection of the quality of audits of PIEs	 the function in the financial period. Amounts received in
Exchequer (<i>via</i> the Department)	Exchequer funds costs in relation to its functions under the Transparency Directive Regulations	excess of that amount are recognised as a
Recognised Accountancy Bodies ('RABs')	RABs (PABs authorised to recognise auditors) fund costs associated with the adoption of Auditing Standards for use in Ireland	creditor.
Exchequer (<i>via</i> the Department)	The Reserve Fund is primarily used to defray costs relating to section 933 statutory enquiries. Levies where arising are charged to the Exchequer and PABs respectively in a 40:60 ratio under section 919 of the 2014 Act	Recognised on date of approval by the Minister.

Source of income	Purpose	Recognition policy				
	Non-levy Income					
Fine income	Income arising from fines imposed by IAASA on foot of statutory enquiries and investigations under sections 933 and 934 of the 2014 Act respectively is lodged to the Reserve Fund, and can be used solely to defray enquiry or investigation costs relating to the same section.	Recognised on date of settlement (if settled) or of High Court approval				
Recoupment of investigation costs	Depending on the type of breach, investigations under section 934 of the 2014 Act are funded by either the subject of the investigation (the 'specified person'), or the RAB of which the specified person is a member.	Recognised on date of settlement (if settled) or of High Court approval				
Third country audit entity fees	This income is used to offset costs associated with processing registration requests from non- EU auditors for recognition in Ireland.	Recognised when registered. Registration fees in excess of €40,000 must be returned to the Department.				

2.4 Key management personnel

The responsibility for planning, directing and controlling the activities of IAASA rests exclusively with the board of directors and the Chief Executive, who is also a director.

2.5 Single Public Sector Pension Scheme IAASA operates the Single Public Services Pension Scheme ("Single Scheme"), which is a defined benefit scheme for pensionable public servants appointed on or after 1 January 2013. Single Scheme members' contributions are paid over to the Department of Public Expenditure, Infrastructure, Public Service Reform & Digitalisation (Department of Public Expenditure).

3. Critical accounting judgements and estimates

3.1 Retirement benefits

The position regarding IAASA's superannuation schemes is as set out in Note 11. Section 28.10(a) of FRS 102 defines Defined Contribution schemes as "post-employment benefit plans" under which an entity pays fixed contributions into a separate entity (a fund) 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. Thus, the amount of the post-employment benefits received by the employee is determined by the amount of contributions paid by an entity (and perhaps also the employee) to a post-employment benefit plan or to an insurer, together with investment returns arising from the contributions". All other schemes are to be treated as Defined Benefit schemes.

In substance, the directors consider that the obligation to pay retirement benefits remains with IAASA, but that the Exchequer has committed to providing IAASA with sufficient funds to settle any such obligations on IAASA's behalf as they fall due, provided IAASA pays over employees' and the employer's contributions at rates specified by the Minister for Public Expenditure. Notwithstanding that the Exchequer has confirmed that it will bear all liabilities arising to IAASA employees (and their spouses, civil partners and children) in return for a fixed contribution, the directors remain of the view that the contractual obligation remains between the Authority and its employees. Consequently, the directors continue to account for the schemes as Defined Benefit schemes. Accordingly, the financial statements recognise both a Retirement Benefit Obligation and a Deferred Exchequer Retirement Benefit Funding receivable.

4. Non-current assets

		Office	Furniture &	
	IT Equipment	Equipment	Fittings	Total
Rate of Depreciation	33.33%	20%	12.5%	
	€	€	€	€
Cost				
At 1 January 2024	200,601	67,297	88,520	356,418
Additions	16,112	1,386	-	17,498
Disposals	-	-	-	-
At 31 December 2024	216,713	68,683	88,520	373,916
Accumulated Depreciation				
At 1 January 2024	177,351	54,890	87,822	320,063
Charge for year	22,582	5,340	451	28,373
Disposals	-	-	-	-
At 31 December 2024	199,933	60,230	88,273	348,436
NET BOOK VALUE				
At 1 January 2024	23,250	12,407	698	36,355
At 31 December 2024	16,780	8,453	247	25,480

4.1 Non-current assets 2023

	IT Equipment	Office Equipment	Furniture & Fittings	Total
	n Equipment	Equipment	Fittings	TOLAT
Rate of Depreciation	33.33%	20%	12.5%	
	€	€	€	€
Cost				
At 1 January 2023	201,089	65,456	88,520	355,065
Additions	17,310	1,841	-	19,151
Disposals	(17,798)	-	-	(17,798)
At 31 December 2023	200,601	67,297	88,520	356,418

Accumulated Depreciation				
At 1 January 2023	173,380	48,883	79,465	301,728
Charge for year	21,769	6,007	8,357	36,133
Disposals	(17,798)	-	-	(17,798)
At 31 December 2023	177,351	54,890	87,822	320,063

NET BOOK VALUE

At 1 January 2023	27,709	16,573	9,055	53,337
At 31 December 2023	23,250	12,407	698	36,355

5. Receivables

	2024	2023
	€	€
PIE Audit Firm Debtors	-	168,165
PAB Debtors	141	47,369
Other	190,906	198,963
	191,047	414,497

6. Cash and cash equivalents

	2024 €	2023 €
		-
Bank — notice deposit (Reserve)	617,822	616,783
Bank — notice deposit (Non-Reserve)	718,647	717,438
Bank — current	343,734	471,189
Cash on Hand	44	44
Total cash & cash equivalents	1,680,247	1,805,454

7. Payables

	2024 €	2023 €
Pay and pay-related	244,408	171,996
Office of the Revenue Commissioners	7,195	11,826
Legal and professional services	10,448	9,288
PIE Audit Firm creditors	3,123	65,429
PAB creditors	1,918	89,264
Other	34,854	154,273
	301,946	502,076

8. Lease of accommodation, deferred rent incentive

Rents due under leases are paid to the lessor by the Office of Public Works ('OPW') and are recouped by the OPW from IAASA on a quarterly basis by agreement. Rents are charged to the Statement of Income & Expenditure in the year to which they relate.

Under the lease agreement concluded in 2005 in respect of the second floor, Willow House, Millennium Park, Naas, IAASA benefited from a rent free period at the commencement of this lease. The value of the incentive has been spread across the life of the lease. This treatment has resulted in a charge of €27,652 in the financial statements at the date of incorporation and a corresponding deferred rent incentive, which will be released to the Statement of Income & Expenditure over the period of the lease. Under the lease agreement concluded in 2016 in respect of the first floor, Willow House, IAASA benefited from a further six month rent free period from the commencement of this lease to 14 March 2017. The value of the incentive will be spread across the life of the lease, i.e., to 14 September 2025. This treatment has resulted in a charge of €40,630 in the financial statements and a corresponding deferred rent incentive, which will be released to the Statement of Income & Expenditure over the period of the lease.

The value of these incentives at 31 December to be released to the Statement of Income & Expenditure:

	2024		202	23
	First Floor Second Floor		First Floor	Second Floor
	€	€	€	€
- within one year	3,821	1,516	5,258	1,452
- in two to five years	-	-	3,821	1,516
- in more than five years	-	-	-	-
	3,821	1,516	9,079	2,968

9. Exchequer Grant Debtor/PAB Levy Carry Forward

As outlined in Note 2, income is received from a number of sources. The amounts recognised together with year end balances are set out below.

9.1 Calculation of Net Expenditure

	2024 €	2023 €
Gross Expenditure per Statement of Income & Expenditure	5,459,494	4,691,210
Adjust for:		
Unamortised amount of income used for capital acquisitions	(10,876)	(16,982)
	5,448,618	4,674,228
Less:		
Non-reserve fund interest receivable	916	309
IFIAR conference fees	107,600	-
Income from third country audit entity registration	49,500	53,999
Net Expenditure for the year	5,290,602	4,619,920
Net expenditure attributable to the Exchequer		
i. Transparency Directive (100%) (Note 2.3) 982,467		
ii. Excess income from Third Country Audit Entities (Note 2.3) (9,500)		
iii. Obligations under the 2014 Act (40% of balance) 567,568	1,540,535	1,318,533
Net expenditure attributable to the PABs		
i. Audit Standards Adoption (100%) (Note 2.3) 470,706		
ii. Obligations under the 2014 Act (60% of balance) 851,353	1,322,059	1,107,922
Net expenditure attributable to the PIE Audit Firms	2,428,008	2,193,465
	5,290,602	4,619,920

9.2 Calculation of Grant Debtor / Levy Carry Forward

•			PIE	
	Exchequer	PAB's	Audit Firms	Total
Opening balance 1 January 2024	(283,983)	(596,078)	(151,535)	(1,031,596)
Income for specified purposes				
Adoption of audit standards		470,706		470,706
Inspection of PIEs			2,428,008	2,428,008
Transparency Directive	982,467			982,467
Net expenditure	558,068	851,353		1,409,421
Income recognised in I&E (Note 12)	1,540,535	1,322,059	2,428,008	5,290,602
Amounts receivable in 2024	(1,449,930)	(1,129,922)	(2,565,465)	(5,145,317)
Movement 2024	90,605	192,137	(137,457)	145,285
Balance carried forward	(193,378)	(403,941)	(288,992)	(886,311)
31 December 2024				

10. Retirement Benefits

10.1 Overview

Section 926(1) of the 2014 Act provides that IAASA may only establish a superannuation scheme with the approval of the Minister, given with the consent of the Minister for Public Expenditure. IAASA prepared and submitted proposals to the Ministers in respect of employees and employees' spouses, civil partners & children (based upon the civil service defined benefit 'Model Schemes'). The schemes, which were submitted pursuant to the corresponding provision of the 2003 Act, were approved by the Ministers on 29 November 2010 and 5 December 2012 respectively. The schemes are based on the civil service 'model' schemes as described on the www.cspensions. gov.ie website. Benefits under these schemes are based on the members' final salary.

Employees who joined the public service since 1 January 2013 are members of the Single Scheme (as set out in Note 2.5). This is a defined benefit scheme, with benefits based on career-average earnings.

In summary, the arrangements for all schemes are that:

- i. IAASA employees' scheme contributions are paid to the Department;
- ii. IAASA pays an employer contribution to the Department, the rate of which is set by the Minister for Public Expenditure. The rate applicable in 2024 was 25% [2023: 25%], capped at a maximum of three times the employee contribution for members of the Single Scheme;
- iii. in return for the payment to it of the employees' and employer's contributions, the Department has committed that any benefits due to IAASA employees, and/or their spouses, civil partners and children will be met in full by the Exchequer as they fall due.

Scheme liabilities represented by the present value of future payments earned by IAASA staff to date are measured on an actuarial basis using the projected unit method. Pension costs reflect benefits earned by IAASA staff in the period and are shown net of employee pension contributions, which are retained by the Department. The amount to be included in the financial statements for the Deferred Exchequer Retirement Benefit Funding amount is estimated at an amount equal to the estimate of the obligation for the pension scheme liabilities.

Actuarial gains or losses arising from changes in actuarial assumptions and from experience surpluses and deficits are recognised in the Statement of Income & Expenditure for the year in which they occur and a corresponding adjustment is recognised to the balance for Deferred Exchequer Retirement Benefit Funding.

Employer contributions, which are charged at a rate imposed by the Minister for Public Expenditure and retained by the Exchequer, are charged or credited to the Statement of Income & Expenditure to the extent that they exceed or fall short of pension costs respectively as described above.

10.2 Actuarial valuation

IAASA has commissioned an actuarial valuation of accrued liabilities at the balance sheet date, and the cost of benefits (service cost) accrued during the year. This valuation, which was based on the Projected Unit method, is premised on the following assumptions:

	At 31-12-2024	At 31-12-2023
Rate of increase in salaries	3.00%	3.10%
Rate of increase in pensions in payment	2.50%	2.60%
Discount rate	3.60%	3.60%
Inflation assumption	2.00%	2.10%
Life expectancy at age 70:		
Current pensioners — male	17.7 years	17.6 years
Current pensioners — female	19.8 years	19.7 years
Future pensioners — male	19.8 years	19.7 years
Future pensioners — female	21.7 years	21.6 years

Based on the above, the present value of liabilities at the balance sheet date is \leq 6,950,000 [2023: \leq 6,192,000], and the service cost (calculated on the foregoing assumptions) for the year is \leq 50,000 [2023: \leq 147,000]. A number of IAASA's staff who have accumulated service elsewhere in the public service have not to date exercised the option to transfer said service to IAASA.

10.3 Analysis of total pension costs charged to Statement of Income & Expenditure

	2024 €	2023 €
Total employer contribution	616,621	526,349
*Current service cost	516,000	381,000
Interest cost	241,000	222,000
Adjustment to deferred Exchequer pension funding	(757,000)	(603,000)
Total charged to Statement of Income & Expenditure	616,621	526,349

*Employee contributions totalling €466,000 [2023: €234,031] have been included in the calculation of the current service cost.

10.4 Movement in net pension liability

	2024 €	2023 €
Net Pension Liability at 1 January	6,192,000	4,800,000
Current Service Cost	516,000	381,000
Interest Cost	241,000	222,000
Experience (gains)/losses on scheme liabilities	193,000	21,000
Changes in assumptions	(176,000)	783,000
Benefits paid in the year (rounded)	(16,000)	(15,000)
Net Pension Liability at 31 December	6,950,000	6,192,000

10.5 History of scheme liabilities and experience (gains)/losses

	2024 €	2023 €	2022 €	2021 €	2020 €
Scheme liability	6,950,000	6,192,000	4,800,000	9,687,000	8,137,000
Experience losses/(gains) on scheme liabilities	193,000	21,000	(464,000)	548,000	257,000
Changes in assumptions	(176,000)	783,000	(5,409,000)	68,000	1,915,000

11. Capital account

The capital account represents the unamortised value of income used for capital purposes (i.e. asset acquisitions).

12. Revenue

12.1 Approved Programme of Expenditure

IAASA's Programme of Expenditure for the year, as approved by the Minister under section 911(1) of the 2014 Act, was €6,324,000 [2023: €5,750,000] as laid out below. This includes exchequer funding (via the Department's vote 32, subhead C12) to a maximum of €1,014,000 [2023: €856,000] made available during the year in respect of IAASA's functions under the Transparency Directive. The audit inspections and audit standards adoption functions were funded by PIE audit firms and RABs respectively.

			PIE	
	Exchequer	PAB's	Audit Firms	Total
Recurrent expenditure	867,000	1,302,000		2,169,000
Approved allocation in respect of audit standards adoption		424,000		424,000
Approved allocation in respect of audit investigation activities			2,717,000	2,717,000
Approved allocation in respect of Transparency Directive activities	1,014,000			1,014,000
Total	1,881,000	1,726,000	2,717,000	6,324,000

The foregoing amounts totalling \leq 6,324,000 were used as a basis for billing the respective funders in 2024, less amounts due to these funders at the start of the year totalling \leq 1,031,596. Net expenditure for the year amounted to \leq 5,420,580. Further analyses of these amounts are disclosed in Note 9, including the balance due to funders at year end of \leq 886,312.

12.2 Analysis of income

	2024 €	2023 €
Recurrent income under the 2014 Act		
Exchequer grant income: vote 32, subhead C12	558,069	442,196
PABs' levies	851,354	684,293
Income in respect of Transparency Directive Activity		
Exchequer grant income: vote 32, subhead C12	982,467	876,337
Income in respect of audit standards adoption		
RABs' levies	470,706	423,629
Income in respect of audit inspection activities		
PIE Audit Firms	2,428,008	2,193,465
Total income from funders	5,290,604	4,619,920
Reserve fund income		
Amounts receivable in respect of fines or settlements (section	2,478	59,022
Income in respect of IFIAR conference		
Attendance fees for IFIAR conference	107,600	-
Income in respect of third country audit entity registration		
Registration fees received from third country audit entities	49,500	53,999
	5,450,182	4,732,941

13. Staff Costs

	2024 €	2023 €
Salaries	3,367,852	2,880,050
Employer PRSI Contributions	358,416	304,128
Employer Retirement Benefit Contributions	616,621	526,349
	4,342,889	3,710,527

The average number of employees (WTE) during the year was 34 [2023: 30]. IAASA's staff complement (WTE) at 31 December 2024 was 36 [2023: 30]. IAASA employees are paid on the basis of salary scales analogous with civil service grades. These salaries represent total pay and IAASA does not pay overtime or similar allowances.

In accordance with Department of Public Expenditure requirements, an analysis of total employee remuneration based on their paypoint at 31 December for those earning over €60,000 is set out below:

	2024	2023
€60,000 to €69,999	3	3
€70,000 to €79,999	-	1
€80,000 to €89,999	4	1
€90,000 to €99,999	1	2
€100,000 to €109,999	5	3
€110,000 to €119,999	10	10
€120,000 to €129,999	3	3
€130,000 to €139,999	3	-
€140,000 to €169,999	-	-
€170,000 to €179,999	-	1
€180,000 to €189,999	1	-
€190,000+	-	-
	30	24

14. Board fees and expenses

Fees are payable to board members at a rate specified from time to time by the Minister for Public Expenditure. In accordance with Department of Public Expenditure regulations and the Code, fees are not payable to certain board members who are also public servants.

	2024 €	2023 €
Aisling Kennedy	7,812	7,695
Clodagh Hegarty	7,695	7,695
Aisling McArdle	7,695	7,695
Ronan Nolan	7,695	7,695
Martin Sisk	11,642	11,970
	42,539	42,750

In addition, a total of €13,492 [2023: €11,442] was incurred by board members during the year in furtherance of their duties. These amounts include both expenses paid directly to board members and those incurred by IAASA on their behalf. Expenses paid to or incurred on behalf of the Chief Executive, who is also a board member, totalled €34,567 [2023: €22,168], as detailed in Note 24.

15. Travel & subsistence

	2024 €	2023 €
National	31,977	27,800
International	104,785	62,468
	136,762	90,268

These amounts include travel and subsistence paid to board members. The total paid to board members (excluding the Chief Executive) for national travel and subsistence in 2024 is €4,167 [2023: €6,604], and for international travel and subsistence in 2024 is Nil [2023: Nil] International travel costs include a carbon offset charge of €1,559 [2023: €708] payable to the Department of the Transport, Climate, Environment & Energy.

Irish Auditing & Accounting Supervisory Authority

16. Consultancy, legal and professional services	2024 €	2023 €
Consultancy		
Legal Advice — General	30,966	7,280
PR Services	-	308
	30,966	7,588
Professional Services		
Internal audit & actuarial services	35,019	31,462
Translation services	3,480	3,365
Board training & evaluation	6,016	(195)
Employee wellbeing programs	3,841	1,933
Branding & design services	(4,503)	18,692
Crisis management	-	14,760
HR Support	23,278	-
	67,131	70,017
Total	98,097	77,605

All consultancy costs are business-as-usual costs.

17. Office expenditure — entertainment/hospitality

The following amounts are included in office expenditure totalling €106,570 [2023: €70,342]:

	2024 €	2023 €
Internal		
Meals/beverages	4,315	4,962
Flowers/gifts	653	739
External		
Meals/beverages	52,686	940
Flowers/gifts	6,280	-
	63,934	6,641

The above amounts include expenditure of €51,534 related to the IFIAR Inspection Workshop, funded directly by IFIAR.

18. Auditor's remuneration	2024 €	2023 €
Audit of company financial statements	17,800	17,800

The Office of the Comptroller & Auditor General does not provide non-audit services to IAASA and no services other than statutory audit services were provided by the Comptroller & Auditor General during the year.

Irish Auditing & Accounting Supervisory Authority

19. Finance income — analysis of interest receivable

	Reserve Fund	Non-Reserve	TOTAL	2023
Notice deposit accounts	€	€	€	€
Gross interest receivable	2,830	1,367	4,197	844
DIRT	(934)	(451)	(1,385)	(346)
Net interest receivable	1,896	916	2,812	498

20. Reconciliation of surplus for the year to net cash from operating activities

	2024 €	2023 €
(Deficit)/Surplus for the year	(6,500)	42,229
Non Operating Items:		
Less: Finance income	(2,812)	(498)
	(9,312)	41,731
Add:		
(Decrease)/Increase in payables	(200,130)	213,562
(Decrease) in excess PABs levy income	(192,137)	(2,069)
(Decrease)/Increase in excess departmental grant income	(90,605)	12,894
Increase/(Decrease) in excess PIE levy income	137,457	(185,072)
Decrease/(Increase) in receivables	223,450	(184,876)
(Increase)/Decrease in inventory	(907)	170
(Decrease) in deferred rent incentive	(6,710)	(6,710)
Depreciation	28,373	36,133
	(101,209)	(115,968)
Net cash (outflow) from operating activities	(110,521)	(74,237)

21. Analysis of changes in net funds

Notice deposit accounts	Cash at bank & on hand €	Cash on fixed term deposit (non-Reserve) €	Cash on fixed term deposit (Reserve) €	TOTAL €
Balance at 1 January 2024	471,233	717,438	616,783	1,805,454
Cash flow for year	(127,455)	1,209	1,039	(125,207)
Balance at 31 December 2024	343,778	718,647	617,822	1,680,247

22. Taxation

IAASA is a non-commercial state-sponsored body for tax purposes and, accordingly, income and capital gains arising, if any, are not liable to income tax or capital gains tax respectively. IAASA is not, however, exempt from Deposit Interest Retention Tax.

23. Financial commitments

23.1 Capital commitments

There are no capital commitments as at 31 December 2024.

23.2 Rental commitments

IAASA's premises are leased on behalf of the State by the OPW. IAASA in turn rents the premises from the OPW, but has provided no undertakings in this regard. Given that IAASA is not a party to the lease, it has no rental commitments in the coming twelve months. Rental commitments under the lease in the coming twelve months, which are payable by the OPW, will be €258,582 [2023: €258,582]

24. Chief Executive's salary and expenses

Mr Kevin Prendergast was appointed as Chief Executive on 14 November 2016. His remuneration is detailed below. The amount is approved by the Minister with the consent of the Minister for Public Expenditure. The Chief Executive was not entitled to receive a board fee. Mr Prendergast remains a member of the Civil Service Pension Scheme. The foregoing represents the Chief Executive's total remuneration package for the period.

	2024 €	2023 €
Gross salary	185,266	177,612

The Chief Executive is an *ex-officio* director of the company. Expenses incurred directly by the Chief Executive in the performance of his duties and/or by IAASA on behalf of the Chief Executive are disclosed hereunder.

	2024 €	2023 €
Professional memberships	2,241	1,959
Travel & subsistence, incl. air fares	28,642	18,535
Mobile phone costs	242	252
Training	2,297	416
Incidentals	1,145	1,006
	34,567	22,168

25. Related party transactions

25.1 Directors

Details of all payments made to IAASA non-executive directors and the Chief Executive are set out in notes 14 and 24 respectively. There were no other transactions with directors during the year [2023: nil], and no balances outstanding at the reporting date [balance at 31 December 2023: nil].

25.2 Key management personnel

The responsibility for planning, directing and controlling the activities of IAASA rests exclusively with the board of directors and the Chief Executive, who is also a director. As alluded to above, all payments made to these key management personnel are set out in notes 14 and 24 respectively.

25.3 Other related parties

There were no other related party transactions during 2024 or 2023 and there were no amounts outstanding at either year end.

26. Board members — disclosure of transactions

In accordance with the Code, IAASA has in place a code of business conduct for board members. The code of business conduct includes guidance in relation to the disclosure of interests by board members and these procedures have been adhered to by the board during the year covered by these financial statements. During the year under review, there were no financial transactions with directors other than the payment of board fees and expenses detailed in note 14. There were no occasions whereby a board member disclosed a financial interest during 2024.

27. Approval of the Financial Statements

The financial statements were approved and authorised for issue by the board of directors on 9 June 2025.

APPENDICES



APPENDIX I

Board membership at year-end and changes in composition since the last annual report

Composition of board at 31 December 2024

Board member	Occupation	Nominating body	Date appointed
Aisling Kennedy (Chairperson)	Director	Minister	10 December 2020
Sandra Davey	Principal Officer	Revenue Commissioners	26 May 2022
Clodagh Hegarty*	Lecturer	PABs	30 May 2020
David Hegarty	Director of Legal & Policy, CEA	Corporate Enforcement Authority	3 January 2020
Aisling McArdle	Head of Regulation, Euronext Dublin	Irish Stock Exchange	29 August 2019
Eida Mullins	Head of Function: Banking, Investment & Payment Firms Policy	Central Bank	16 September 2022
Ronan Nolan*	Chartered Accountant	PABs	30 May 2020
Kevin Prendergast*	Chief Executive	Ex-officio	14 November 2016

*denotes membership of a PAB

Details of appointments and reappointments to the board during the year

Director	Date appointed/ reappointed	Nominating body	Reason for vacancy	Term expires
Sandra Davey	2 January 2024	Revenue Commissioners	Expiration of own warrant	2 January 2029
Aisling Kennedy	2 January 2024	Minister	Expiration of own warrant	20 December 2024 (on appointment as Chairperson)
	20 December 2024	Minister	Appointment as IAASA Chairperson on the resignation expiration of Martin Sisk's warrant	20 December 2029
Eida Mullins	2 January 2024	Central Bank	Expiration of own warrant	2 January 2029

Details of resignations from the board during the year (other than by expiration of Warrant of Appointment)

Director	Date appointed/ reappointed	Nominating body	Reason for vacancy	Term expires
None such				

APPENDIX II

PABs under IAASA remit at 31 December 2024 and reports issued to PABs during 2024

PABs under IAASA remit

PAB	Name	RAB
ACCA	Association of Chartered Certified Accountants	\checkmark
AIA	Association of International Accountants	
CIMA	Chartered Institute of Management Accountants	
CIPFA	Chartered Institute of Public Finance and Accountancy	
ICAI	Institute of Chartered Accountants in Ireland	\checkmark

Reports issued to PABs during 2024

PAB	Regulatory Function Reviewed
ACCA	Thematic report on the investigation and outcomes stages of a PAB's Investigation and Disciplinary systems
AIA	Thematic report on the investigation and outcomes stages of a PAB's Investigation and Disciplinary systems
CIMA	Thematic report on the investigation and outcomes stages of a PAB's Investigation and Disciplinary systems
CIPFA	Thematic report on the investigation and outcomes stages of a PAB's Investigation and Disciplinary systems
CPA Ireland	Thematic report on the investigation and outcomes stages of a PAB's Investigation and Disciplinary systems
ICAI	Report on the initial stages of the Investigation and Disciplinary system in ICAI Thematic report on the investigation and outcomes stages of a PAB's Investigation and Disciplinary systems

APPENDIX III

Issuers within IAASA's accounting enforcement remit

The issuers falling within IAASA's accounting enforcement remit, as advised by the Central Bank of Ireland (CBI) to the Authority at 31 December 2024 were:

Equity issuers

- 1. AIB Group plc
- 2. Bank of Cyprus Holdings plc
- 3. Bank of Ireland Group plc
- 4. Cairn Homes plc
- 5. Dalata Hotel Group plc
- 6. FBD Holdings Plc
- 7. Glanbia plc
- 8. Glenveagh Properties plc
- 9. Hammerson plc
- 10. Hostelworld Group plc
- 11. Irish Continental Group plc
- 12. Irish Residential Properties REIT plc
- 13. Kenmare Resources plc
- 14. Kerry Group plc
- 15. Kingspan Group plc
- 16. Molten Ventures plc
- 17. Permanent TSB Group Holdings plc
- 18. Ryanair Holdings plc

Closed-ended fund issuers

- 1. Crown Asia-Pacific Private Equity III plc
- 2. Crown Asia-Pacific Private Equity IV plc
- 3. Crown Co-Investment Opportunities II plc
- 4. Crown Global Secondaries IV plc
- 5. Crown Global Secondaries V Feeder plc

Debt issuers

- 1. Aercap Global Aviation Trust
- 2. Amethyst Structured Finance plc
- 3. Amundi Physical Metals plc
- 4. Argentum Capital S.A.
- 5. Bankinter International Notes S.àr.l.
- 6. Barclays Bank plc
- 7. Barclays Bank Ireland plc
- 8. BBVA Global Markets B.V.
- 9. Beechwood Structured Finance plc
- 10. Benbulbin Capital plc
- 11. Brokercreditservice Structured Products plc
- 12. DB ETC plc
- 13. Delamare Finance plc
- 14. Eirles One DAC
- 15. Eirles Three DAC
- 16. Eperon Finance plc
- 17. Espaccio Securities plc
- 18. Freshwater Finance plc
- 19. Gold Bullion Securities Limited
- 20. Graniteshares Financial plc
- 21. Greenstreet Structured Financial Products plc
- 22. HANetf ETC Securities plc
- 23. Harp Issuer plc
- 24. Invesco Physical Markets plc
- 25. Investec Bank plc
- 26. Ipanema Capital plc
- 27. Ishares Physical Metals plc
- 28. Italian Wine Brands S.p.A
- 29. Juturna (European Loan Conduit No. 16) plc
- 30. Land Securities Capital Markets plc

- 31. Leverage Shares plc
- 32. Lunar Funding V plc
- 33. Magellan Mortgages No. 3 plc
- 34. MBA Community Loans plc
- 35. Minerva Lending plc
- 36. Nimrod Capital plc
- 37. Opal Financial Products plc
- 38. Petra Diamonds US\$ Treasury plc
- 39. Profile Finance plc
- 40. Recolte Securities plc
- 41. Santander International Products plc
- 42. Silverstate Financial Investments plc
- 43. Vermillion Protective Bond Portfolio plc
- 44. Vespucci Structured Financial Products plc
- 45. Vigado Capital plc
- 46. Voyce Investments plc
- 47. Waterford Capital Investments plc
- 48. Waves Financial Investments plc
- 49. Wisdomtree Commodity Securities Limited
- 50. Wisdomtree Foreign Exchange Limited
- 51. Wisdomtree Hedged Commodity Securities Limited
- 52. Wisdomtree Hedged Metal Securities Limited
- 53. Wisdomtree Metal Securities Limited
- 54. Wisdomtree Multi Asset Issuer plc
- 55. Xtrackers ETC plc
- 56. Xtrackers (Jersey) ETC plc

APPENDIX IV

Issuers' reports examined by the Corporate Reporting Supervision Unit during 2024

Equity issuers' reports examined in 2024

Issuer	Report type	Examination type	Reporting date
AIB Group plc	Annual	Interactive focused	31-Dec-2023
Bank of Cyprus Holdings plc	Annual	Follow up	31-Dec-2023
Bank of Cyprus Holdings plc	Annual	Desktop focused	31-Dec-2023
Dalata Hotel Group plc	Annual	Follow up	31-Dec-2023
Dalata Hotel Group plc	Annual	Desktop focused	31-Dec-2023
FBD Holdings plc	Annual	Interactive focused	31-Dec-2023
Glanbia plc	Half-yearly	Interactive focused	30-Jun-2024
Glenveagh Properties plc	Annual	Interactive unlimited	31-Dec-2023
Hammerson plc	Annual	Interactive focused	31-Dec-2023
Hostelworld Group plc	Annual	Interactive focused	31-Dec-2023
Irish Continental Group plc	Half-yearly	Interactive focused	30-Jun-2024
Irish Residential Properties REIT plc	Annual	Desktop unlimited	31-Dec-2023
Kenmare Resources plc	Annual	Interactive unlimited	31-Dec-2023
Molten Ventures plc	Annual	Follow up	31-Mar-2024
Permanent TSB Holdings plc	Annual	Interactive unlimited	31-Dec-2023
Ryanair Holdings plc	Annual	Follow up	31-Mar-2024
Ryanair Holdings plc	Half-yearly	Desktop unlimited	30-Sep-2024
Santander International Products plc	Annual	Follow up	31-Dec-2023
Smurfit Kappa Group plc	Annual	Follow up	31-Dec-2023

Closed-ended fund issuers' reports examined in 2024

Issuer	Report type	Examination type	Reporting date
Crown Co-Investment Opportunities II plc	Annual	Desktop unlimited	31-Dec-2023
Crown Global Secondaries V Feeder plc	Annual	Follow up	31-Dec-2023

Debt issuers' reports examined in 2024

Issuer	Report type	Examination type	Reporting date
Amethyst Structured Finance plc	Annual	Desktop unlimited	30-Apr-2024
Argentum Capital S.A.	Annual	Interactive unlimited	31-Dec-2023
Barclays Bank plc	Annual	Interactive unlimited	31-Dec-2022
Barclays Bank plc	Annual	Follow up	31-Dec-2023
Delamare Finance plc	Annual	Interactive unlimited	25-Feb-2024
Graniteshares Financial plc	Annual	Interactive unlimited	30-Jun-2023
HSBC Bank plc	Annual	Interactive unlimited	31-Dec-2023
Italian Wine Brands S.p.A	Annual	Interactive unlimited	31-Dec-2022
Italian Wine Brands S.p.A	Annual	Follow up	31-Dec-2023
Lunar Funding V plc	Annual	Interactive unlimited	31-Dec-2023
Magellan Mortgages No.3 plc	Annual	Interactive unlimited	31-Dec-2023
Royal Bank of Canada	Annual	Follow up	31-Oct-2023

APPENDIX V

Audit firms inspected in 2024

PIE Auditors	Number of file inspections
BDO	3
Deloitte	5
EY	5
Grant Thornton	4
KPMG	5
Mazars	4
PricewaterhouseCoopers	5
Total	31

APPENDIX VI

Publications issued by IAASA during 2024

Corporate and General Publications

- Annual Report 2023
- Annual Audit Programme and Activity Report (AAPA) 2023

Audit Quality Supervision

- Quality assurance review reports for PIE firms
- Inspection Insight Series 5: International Standard on Quality Management Ireland 1
- IAASA's Inspection Insight Series 4 Engagement Quality Reviews
- Letter issued to audit committee chairs about audit committee responsibilities under the corporate sustainability reporting directive

Auditing Framework

- One <u>standard newsletter</u> providing the latest news and information about IAASA's auditing and assurance standards project
- Comment letter relating to the <u>IAASB Proposed International Standard on Auditing 240</u> (Revised), The Auditor's Responsibilities Relating to Fraud in an Audit of Financial Statements.
- Comment letter relating to the <u>IAASB's Proposed International Standard on Auditing 570</u> <u>Going Concern (Revised)</u>
- Comment letter relating to the IESBA Exposure Draft on Using the Work of an External Expert
- ISA (Ireland) 220, Quality Management for an Audit of Financial Statements
- ISA (Ireland) 230, Audit Documentation
- ISA (Ireland) 240, The Auditor's Responsibilities Relating to Fraud in an Audit of Financial Statements
- ISA (Ireland) 250, Section A Consideration of Laws and Regulations in an Audit of Financial <u>Statements</u>
- ISA (Ireland) 260, Communication with Those Charged with Governance
- ISA (Ireland) 300, Planning an Audit of Financial Statements
- ISA (Ireland) 315, Identifying and Assessing the Risks of Material Misstatement
- ISA (Ireland) 320, Materiality in Planning and Performing an Audit
- ISA (Ireland) 402, Audit Considerations Relating to an Entity Using a Service Organization
- ISA (Ireland) 501, Audit Evidence Specific Considerations for Selected Items
- ISA (Ireland) 505, External Confirmations
- ISA (Ireland) 510, Initial Audit Engagements—Opening Balances
- ISA (Ireland) 550, Related Parties
- ISA (Ireland) 610, Using the Work of Internal Auditors
- ISA (Ireland) 700, Forming an Opinion and Reporting on Financial Statements

- ISA (Ireland) 701, Communicating Key Audit Matters in the Independent Auditor's Report
- ISA (Ireland) 705, Modifications to the Opinion in the Independent Auditor's Report
- ISA (Ireland) 706, Emphasis of Matter Paragraphs and Other Matter Paragraphs in the Independent Auditor's Report
- ISA (Ireland) 710, Comparative Information— Corresponding Figures and Comparative Financial Statements
- ISA (Ireland) 720, The Auditor's Responsibilities Relating to Other Information
- ISA (Ireland) 805, Special Considerations Audits of Single Financial Statements and Specific Elements, Accounts or Items of a Financial Statement
- ISQM (Ireland) 2, Engagement Quality Reviews
- ISQM (Ireland) 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements
- Consultation paper on proposal to revise the Ethical Standard for Auditors (Ireland)
- Exposure Draft Ethical Standard for Auditors (Ireland) 2024
- Consultation paper on proposal to revise ISA 505 (Ireland), External Confirmations
- Exposure Draft International Standard on Auditing (Ireland) 505 External Confirmations
- Feedback Paper on Consultation to revise ISA 505 (Ireland), External Confirmations

Sustainability Assurance Standards

- Consultation paper on the Adoption of a Sustainability Assurance Standard in Ireland
- Feedback Paper on Consultation on the Adoption of a Sustainability Assurance Standard in Ireland
- ISAE (Ireland) 3000, Assurance Engagements Other Than Audits or Reviews of Historical Financial Information – Assurance of Sustainability Reporting in Ireland
- Comment letter relating to the <u>IESBA's Exposure Draft on International Ethics Standards for</u> <u>Sustainability Assurance (including International Independence Standards)</u>

Corporate Reporting Supervision

- Outcome of financial statement examinations completed in 2023
- Financial reporting decision Dalata Hotel Group plc
- <u>Thematic EU taxonomy for sustainable activities</u>
- Thematic IFRS 18 presentation and disclosure in financial statements
- Observations on selected financial reporting issues years ending on or after 31 December
 2024

Professional Body Supervision

- Profile of the Profession 2023
- Awareness about the QA cycle
- <u>Thematic review of PABs' I&D systems</u>

APPENDIX VII

Public Sector Climate Action Mandate

The Public Sector Climate Action Mandate requires public sector bodies to show leadership in climate action by taking, and reporting on, the actions set out in the Mandate. IAASA has adopted the Public Sector Climate Action Mandate and undertook the actions set out in the table below to meet its requirements. Where full compliance has not been possible, IAASA has provided an explanation in the 'status in 2024' column.

Actions in the mandate	IAASA actions	Status in 2024	
Our Targets			
Reduce GHG emissions by 51% in 2030 Increase the improvement in energy efficiency in the public sector from the 33% target in 2020 to 50% by 2030	 Reducing office footprint by 50% via reducing occupancy, from two floors to one 	 At year-end, discussions with OPW were ongoing with a view to finalising the office move in 2025 	
Update Climate Action Roadmap annually in line with updated Public Sector Climate Action Mandate	 Climate action roadmap to be reviewed each year 	 Roadmap updated in August 2024 	
Our People			
Establish and resource Green Teams, reporting to senior management, to become integrated drivers of sustainability in every public sector body	 Green Team established, reporting to Head of Organisational Development 	 Green Team in operation and met regularly throughout 2024 	
Nominate a member of the Management Board as the Climate and Sustainability Champion with responsibility for implementing and reporting on the Mandate	 Chief Executive to be the Climate and Sustainability Champion 	 Chief Executive acts as IAASA's Climate and Sustainability Champion 	
Incorporate appropriate climate action and sustainability training (technical, and behavioural, including green procurement training) into learning and development strategies for staff	 All Green Team members to complete the Green Team Online Training Programme 	 4 members of the Green Team completed this training during 2024 	
Organise staff workshops (at least annually) to engage on climate issues, including a focus on decreasing the organisation's carbon footprint	 Green Team will organise staff events at least annually on climate issues. 	 Green Team organised sustainability-related quiz, clean-up day, and awareness campaigns during 2024 	

Actions in the mandate	IAASA actions	Status in 2024
Ensure all senior management (PO level or equivalent and above) complete a climate action leadership training course in 2023, similar to the Local Authority training course as delivered by the CAROs	• All SM/LT to take part in climate action leadership training course by Q1 2024	 Training completed by POs and above in Q1, 2025.
Our Way of Working		
 Report on the following in the Annual Report: GHG Emissions Implementation of the requirements of the mandate Sustainability activities report Compliance with Circular 1/2020: Procedures for offsetting the emissions associated with official air travel 	 Information across to be reported in Annual Report 	Relevant information is disclosed in Chapter 9, this Appendix, and the financial statements IAASA cannot accurately report its GHG emissions, as it is a tenant within a building leased by OPW, occupying two of its three floors with no separate metering in place to identify floor-specific metrics
Review any paper-based processes and evaluate the possibilities for digitisation so it becomes the default approach. Eliminate paper-based processes as far as is practicable. Where paper must be procured, ensure that recycled paper is the default	 IAASA operates a paperless office policy All office paper procured is recycled paper 	Actions implemented as across throughout 2024
Achieve formal environmental certification for large public sector bodies	IAASA is not a large public sector body	N/A as across
 Implement Green Public Procurement (GPP), in line with the EPA Green Public Procurement Guidance and using GPP Criteria Search where appropriate. All public bodies shall: Cease using disposable cups, plates and cutlery from any public sector canteen or closed facilities Specify low carbon construction methods and low carbon cement material as far as practicable for directly procured or supported construction projects from 2023 	 IAASA does not purchase disposable cups, plates and cutlery 	Action implemented as across throughout 2024

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Actions in the mandate	IAASA actions	Status in 2024
Our Buildings and Vehicles		
Promote the use of bicycles (including push bikes, electric bikes and cargo bikes) and shared mobility options as an alternative to car use among employees and visitors by creating and maintaining facilities (both inside and outside of buildings) that support such options including secure and accessible bicycle parking, and charging stations	 IAASA operates a mainly remote-working pattern IAASA operates the Bike to Work Scheme Bicycle parking is in place outside IAASA's offices A shower room is available IAASA does not have any authority to install e-charging stations given its status as a tenant in an OPW-leased building 	Actions as indicated across
Phase out the use of parking in buildings that have access to a range of public transport services and active/shared mobility options for the majority of staff/visitors while providing that sufficient accessible parking is maintained for those with physical mobility issues	IAASA operates a mainly remote-working pattern so daily car journeys are limited	N/A as across
Display an up-to-date Display Energy Certificate in every public building that is open to the public to clearly show energy use	IAASA is not open to the public	N/A as across
The public sector will not install heating systems that use fossil fuels after 2023 in (1) new buildings, and (2) "major renovation" retrofit projects []	IAASA is an OPW tenant, and subject to OPW guidelines in this area	N/A as across

Actions in the mandate	IAASA actions	Status in 2024
 In relation to existing buildings: Large public sector bodies and sector groups with a large estate should commence a deep retrofit [] All public sector bodies should develop a building stock plan [] for retrofitting their building stock to meet CAP targets As part of the building stock plan, public sector bodies should undertake data gathering and consider the long-term (to 2050) retrofit key performance indicators to upgrade all their building stock to nearly zero energy buildings or zero emission buildings [] 	IAASA is an OPW tenant, and subject to OPW guidelines in this area	N/A as across
Procure (purchase or lease) only zero-emission vehicles []	IAASA does not purchase vehicles	N/A as across

GLOSSARY

Association of Chartered Certified Accountants
Companies Act 2014
Association of International Accountants
Alternative performance measures
IAASA Audit and Risk Committee
Irish Auditing and Accounting Supervisory Authority
Corporate Enforcement Authority
Committee of European Auditing Oversight Bodies
Central Bank of Ireland
Charter of the IAASA ARC
Chartered Institute of Management Accountants
Chartered Institute of Public Finance and Accountancy
Code of Practice for the Governance of State Bodies
Institute of Certified Public Accountants in Ireland
Corporate Sustainability Reporting Directive
The Department of Enterprise, Tourism & Employment
European Financial Reporting Advisory Group
European Securities and Markets Authority
European Sustainability Reporting Standards
European Union
Financial Reporting Council in the UK
General Data Protection Regulation
Guidelines on Enforcement of Financial Information
Guidelines on Enforcement of Sustainability Information
Investigation and Disciplinary
The Irish Auditing and Accounting Supervisory Authority
International Auditing and Assurance Standards Board
International Accounting Standard
Institute of Chartered Accountants in Ireland
Information and Communication Technology

IESBA	International Ethics Standards Board for Accountants
IFAC	International Federation of Accountants
IFIAR	International Forum of Independent Audit Regulators
IOSCO	International Organization of Securities Commissions
ISAE	International Standard on Assurance Engagements
ISAs	International Standards on Auditing
lssuer	An entity coming within IAASA's remit under the Transparency (Directive 2004/109/EC) Regulations,2007
ISQM	International Standard on Quality Management
Minister, the	Minister for Enterprise, Tourism & Employment
PAB	Prescribed accountancy body
PIE	Public Interest Entity — entities with securities listed on a regulated market, credit institutions, and insurance undertakings
PIOB	Public Interest Oversight Board
PSCAM	Public Sector Climate Action Mandate
RAB	Recognised accountancy body
Relevant corporate reporting framework	The body of corporate reporting standards, legislation, codes and rules with which issuers are required to comply in preparing their annual and half-yearly corporate reports
SIC	System of internal control
SoRM	Schedule of Reserved Matters
ТСА	Third country auditor
Transparency Directive Regulations	Transparency (Directive 2004/109/EC) Regulations 2007 (S.I. No. 277 of 2007) (as amended)



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