



Until we are all equal

Annual Report and Financial Statements 2025





Cover: School feeding programmes, run by Plan International, are helping children like ten-year-old Isha in Sierra Leone remain in education. PHOTO: Augustina Sankoh / Plan International

This page: 12-year-old Lena arrived with her family in Renk refugee centre on the Sudan border after fleeing conflict in Khartoum. Lena spends her days at Plan's child friendly space playing, forging friendships and recovering from the trauma of war. PHOTO: Peter Caton / Plan International

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Irish Consortium
on Gender Based
Violence



Our Story

Founded in the trauma of the Spanish Civil War in 1937, Plan International is one of the world's oldest and largest international development organisations. By working in partnership with thousands of communities and millions of people, Plan International is fighting to end poverty in developing countries in Africa, Asia and the Americas.

By actively involving children and working at a grassroots level with no religious or political affiliations, we unite and inspire people across the globe to transform the lives of children.

Last year, Plan International partnered with 36,367 organisations in 83 countries, reaching over 43 million children, including 23.3 million girls, through our work. Our ambition is simple but powerful: to improve lives of children and to help create a world where we are all equal.

In Cameroon, only 55 percent of children complete primary school. Plan is working to increase enrolment by constructing and rehabilitating school infrastructure facilities, promoting early childhood centres and supporting teacher training. PHOTO: James Stone / Plan International

Our Purpose

We strive for a just world that advances children's rights and equality for girls. Empower children, young people and communities to make vital changes that tackle the root causes of discrimination against girls, exclusion and vulnerability.

- Drive change in practice and policy at local, national and global levels through our reach, experience and knowledge of the realities children face.
- Work with the children and communities to prepare for and respond to crises and to overcome adversity.
- Support the safe and successful progression of children from birth.





Ten year old sponsored child Len Sokha lives with her mother and brothers in a rural community in Cambodia's Stung Treng Province. Plan works with local partners to support parents, teaching them about the importance of child nutrition, healthcare and early learning for children's development. PHOTO: Plan International

Our Focus



Education



Child protection



Participating as citizens



Responding to core humanitarian needs

Our Core Values



We strive for lasting impact



We are open and accountable



We work well together



We are inclusive and empowering

Our Impact (Global)



49.2 million

Children reached by Plan International's work

1,328 active projects in 82 countries



73
Disaster Responses

26 million
Girls reached



23 million
Boys reached



Worked with
64,320
communities

1m Children sponsored by supporters



Partnered with
26,440
organisations

Our Impact (Ireland)



2.3 million

Children, young people and their communities reached with 47 programmes and humanitarian assistance across 22 countries



1,112,681

Programme participants are women and girls

204,616

Children received education in an emergency



20

Emergencies responded to



4,105

Children are sponsored by supporters in Ireland



5,504

Regular supporters generously donate to our work

Message from the Chair



On behalf of the Board, I'm delighted to share the results from the completion of our 2021–2025 strategy, one that we not only delivered but significantly exceeded. When we set the goal of reaching 1.5 million people, especially girls, we knew it was ambitious. To now look back and say we reached 2.3 million programme participants – over 50 percent more than planned, with almost half of them girls – is something everyone across the organisation can be deeply proud of.

The strategy was shaped during the uncertainty of the COVID-19 pandemic, a time that challenged all of us but hit girls in the world's most disadvantaged communities the hardest.

Despite this, thanks to the dedication of our staff and partners, we made strong progress across all of our core aims to deliver safe, inclusive, quality education; protect and empower children and young people, especially girls; strengthen our influence on children's rights and gender equality; and respond to over 20 humanitarian crises. I am particularly proud to report that we delivered education to over 200,000 children in emergency situations.

As we close this chapter, I'm excited to introduce our new Strategy for 2025 to 2028.

It's worth acknowledging that developing this strategy wasn't simple. Our initial intention was to design a five-year plan, but the volatile geopolitical context made it clear that a three-year horizon was the responsible choice. We designed this strategy in the midst of a world marked by conflict, displacement, shrinking civic space and climate-driven emergencies. These challenges underscore, not diminish, the urgency and purpose of Plan International Ireland's work.

Our new strategy is a reflection of the commitment, energy and resilience of everyone connected to Plan International Ireland. It was shaped through a truly collaborative process, drawing on the experience and insights of our Board, management and staff. Together, we took a clear-eyed look at the world around us and at our own organisational strengths, and from that, created a forward-looking plan for the next three years.

I would like to extend our sincere gratitude to our outgoing CEO Paul O'Brien for his exceptional leadership, dedication and hard work over the past eight years. Thanks also to our staff, management and Board members for their insight, honesty and belief in our mission. Their collective expertise ensured that this strategy is both ambitious and grounded in reality.

We're entering this period at a time when global challenges continue to intensify. Conflicts in Gaza, Sudan and Ukraine persist. Civic space is shrinking in many countries, misinformation is undermining trust and competition for funding has grown, as donor nations increasingly prioritise domestic pressures.

Yet there is also genuine progress, and hope.

We are determined to build on what we do best: delivering high-quality education programmes and driving advocacy for girls' rights. Over the next three years, Plan International Ireland is committing to positively impacting the lives of approximately 1 million programme participants, ensuring uninterrupted access to inclusive, quality education in both development and humanitarian settings, improving programme quality, with a strong focus on child protection and sexual and reproductive health and rights (SRHR) as well as supporting programme participants to build resilience and adapt to climate change.

In addition, we are unapologetic in our aim to becoming a leading voice in Ireland for girls' rights and equality in development and humanitarian contexts.

We have the experience, the passion, and, most importantly, the people to deliver on this plan. Our teams and partners bring extraordinary commitment and skill to the work of creating a more just and equal world. As we step into this new strategic phase, I feel inspired, energised and confident in what we can achieve together.

Thank you for your continued support. I'm truly excited for what lies ahead.

Aoife Kelly-Desmond

Message from the CEO



I am honoured and delighted to present our Annual Report for the financial year ending June 30th, 2025, my first since taking up the role of chief executive.

While I was not yet at the helm of Plan International Ireland when much of this work was undertaken, I am deeply inspired and encouraged to see what has been achieved through the unwavering commitment of our staff, partners, donors and the communities we serve.

In a world marked by growing inequality, conflict and the escalating impacts of climate change, children, especially girls, continue to face profound barriers to their rights and opportunities. Yet in the face of these obstacles, we have managed to reach an extraordinary 2.3 million children, young people and community leaders with our programmes - many of them in the most marginalised and challenging contexts in the world. Plan International Ireland has provided them with education, protection and life-changing programmes which help children and young people shape their own future.

Just one such prime example is with our Irish Aid-supported education programme SQUIRE, which reached more than 53,000 children last year. Nearly half of those participants were girls, many living in fragile and conflict-affected settings such as Burkina Faso, Cameroon and the Central African Republic. Irish funding enabled us to provide safe classrooms, accelerated learning for children who have missed years of school and opportunities for children with disabilities, helping to transform life trajectories for the better.

But unfortunately, the reality is that gains such as these remain fragile.

Across many of the regions where we work, insecurity continues to close schools, economic pressures force families to withdraw girls from education and grassroots organisations, particularly those led by women and girls, struggle to keep their doors open.

This is why I am particularly proud of our organisation's continued leadership in advancing gender equality. Our teams have worked tirelessly to ensure that girls' voices are heard and their rights upheld – whether through strengthening child protection systems, expanding access to quality education or supporting young women to build economic independence and exercise their sexual and reproductive health and rights.

Our commitment to locally led, sustainable solutions remains central to this mission.

As you will see throughout the pages of this report, our innovative and progressive programmes are both wide-ranging and far-reaching. They include helping to build resilient education systems and empowering teachers in crisis affected regions in Nigeria; facilitating community-led conservation initiatives and sustainable livelihoods in Papua New Guinea; empowering young people to shun taboos and to claim their sexual and reproductive rights in Guinea and Guinea Bissau; amplifying youth voices on global stages and platforms; helping crisis-affected children rebuild their futures through a creative psychosocial support programme using storytelling, play, mindfulness and relaxation to strengthen resilience.

As we look ahead, we do so with resolve and the determined optimism for which Plan has become synonymous. We are inspired by the words of Fatima Hassouna, a brave and talented young Palestinian photographer and Plan youth advocate, who was tragically killed, along with ten members of her family, in an airstrike on April 16, 2025, at just 24 years of age:

"Holding onto hopes and dreams is a crucial part of survival."

I would like to extend my sincere thanks to our dedicated staff and to our Board members for their leadership, diligence and steadfast belief in our mission. Together, we continue to strengthen Plan International Ireland's governance, impact and accountability.

I wish to express my deep gratitude to our donors, particularly Irish Aid, the EU, the UN and Education Cannot Wait and to our sponsors, supporters and regular givers, whose generosity we value enormously.

FY25 closed strongly, with income of €17.95m, ahead of both budget and forecast. Fundraising grew by nearly 4.5 percent, supported by appeals and legacy gifts. Our grant income was particularly robust at €16.1m, 19 percent above budget, making FY25 our second-strongest grant year in the past eight years.

Thank you for your unfaltering support and commitment, and we assure you we remain firmly committed to championing children's rights, empowering girls and working alongside communities to drive lasting change for a world where every child can learn, lead, decide and thrive.

A handwritten signature in black ink, appearing to read "Feargal O'Connell".

Feargal O'Connell

Plan International Ireland Core Values

As part of the process to develop Plan International's strategy, we in Ireland have developed additional values which deepen the Global values and guide our decision-making.



We prioritise work in countries with very high levels of poverty, vulnerability and marginalisation

We specifically target the poorest, most vulnerable and most marginalised people in the countries, programmes and areas where we work. We prioritise our support for these people.



We take full responsibility for the human and financial resources entrusted to us.

We manage these resources as efficiently and effectively as we can at all times to maximise the impact of our work.



We respect the primacy of the humanitarian imperative to save lives.

We identify ourselves as an organisation that empowers people in both emergency and long-term development contexts.



We value the dignity and uniqueness of each individual. We respect different cultures. We work to challenge power imbalances at all levels of society and to fully protect children and vulnerable adults from abuse.

We maintain fully respectful relationships at all times with all of our colleagues and partners, and with all of those whom we work on behalf of and support.

We prioritise and support local leadership and decision-making, wherever possible...

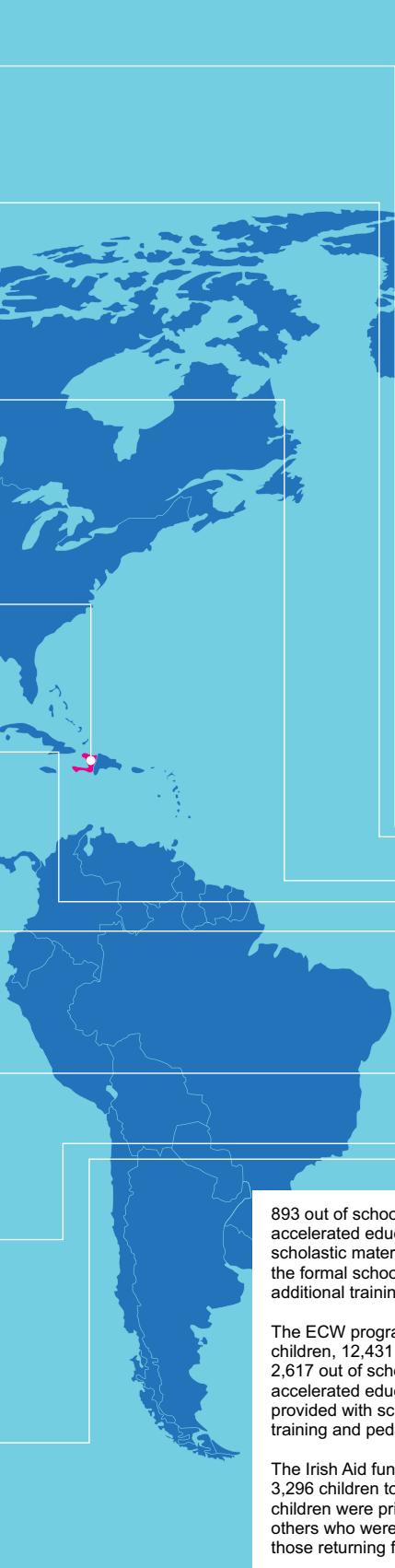
Shadia, 13, washes her hands in front of the newly built girls' toilet block

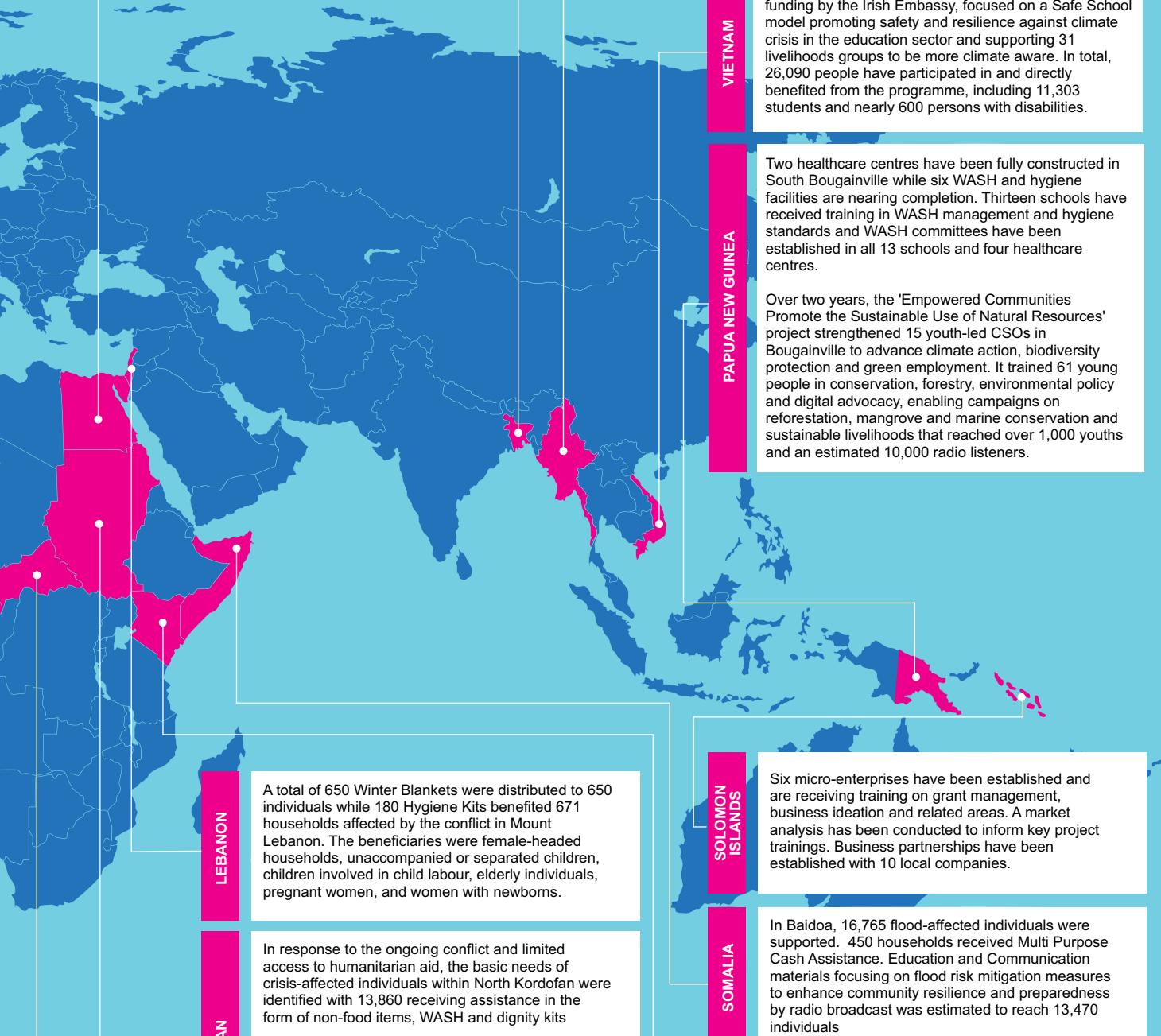
Plan International, in partnership with Education Above All, is implementing the RISING Uganda project to address the barriers that prevent children from receiving a quality education. Separate toilet blocks for girls have been built so that girls can manage their periods with dignity and privacy. PHOTO: Plan International



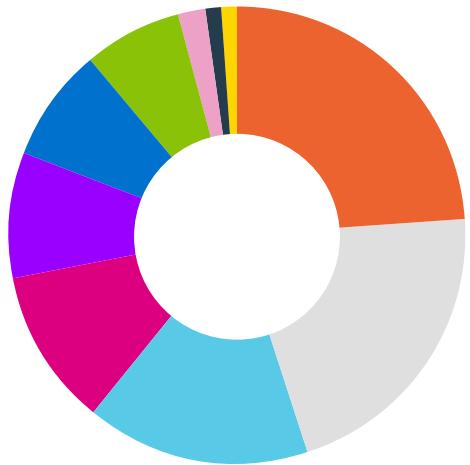
Where We Work

Plan International Ireland works across the globe. Here are some highlights from an array of programmes we fund which illustrate our reach and impact over the past year.

<p>Irish Aid funded SQRIBE programme supports children (particularly girls and children with disabilities) to complete primary school, transition to secondary school and remain in education.</p>	<p>GUINEA-BISSAU</p>	
<p>The Irish Aid funded SQRIBE programme not only promotes children's access to education, but also works with capacity development of teachers, school principals and school inspectors.</p>	<p>GUINEA</p>	
<p>Across Bomi and Nimba, a total of 16 community-based organisations, with 140 combined members, benefited from coaching workshops that fostered collective actions on democracy, good governance and human rights.</p>	<p>LIBERIA</p>	
<p>A new Peace Hut was constructed in Nyhen, Todee District, along with seven agri-food processing shelters across targeted communities, creating safe spaces for peacebuilding, women's empowerment and economic resilience.</p>	<p></p>	
<p>A Rapid Needs Assessment reached 312 crisis affected displaced individuals in Port-au-Prince, while Multi Purpose Cash Assistance was distributed to 220 households (123 female headed) giving support to a total number of 2,397 household members.</p>	<p>HAITI</p>	
<p>The Irish Aid funded SQRIBE programme supported 11,858 children (4,742 girls, 142 with disability: 7,116 boys, 158 with disability) to attend the last two years of primary school and progress up to third year in secondary school.</p>	<p>MALI</p>	
<p>32 educational radio broadcasts were released to support learning for out-of-school children. These broadcasts reached a total of 10,465 students across the country and gave rise to the development of listening clubs for children to come together to listen to the programming</p>	<p>BURKINA FASO</p>	
<p>This successful UNOCHA backed intervention has improved access to food and nutrition for the people and communities in the communes of Ayorou and Tera. A targeted 8,364 vulnerable children will continue to be supported through case management, awareness raising on child protection risks and continued food distributions</p>	<p>NIGER</p>	
<p>In just six months the teacher professional development and well-being project, funded by Expertise France, has trained 2,800 teachers using a package tailored to teachers specifically in crisis-affected contexts.</p>	<p>NIGERIA</p>	
<p>In 2024/5 Irish Aid funded SQRIBE programme supported 2,026 out of school children to access an Accelerated Education Programme, with a condensed syllabus of education, enabling them to catch up on missed years of education and be reintegrated into school.</p>	<p>CAMEROON</p>	
<p>590 vulnerable children at risk or victims of violence, exploitation or neglect along with 322 unaccompanied and separated children received tailored services to meet their individual needs, including food and hygiene kits, in addition to recreational activities.</p>	<p>CENTRAL AFRICAN REPUBLIC</p>	<p>893 out of school children were enrolled in the ECHO accelerated education programme and received scholastic materials with the aim of being re-inserted in the formal school. Their teachers have received additional training and pedagogy kits.</p> <p>The ECW programme reached 16,138 children, 12,431 who received formal education and 2,617 out of school children who accessed the accelerated education programme. The students were provided with school kits and their teachers with training and pedagogy kits.</p> <p>The Irish Aid funded SQRIBE programme supported 3,296 children to attend primary school. These children were primarily local children but included others who were internally displaced, refugees and those returning from displacement.</p>

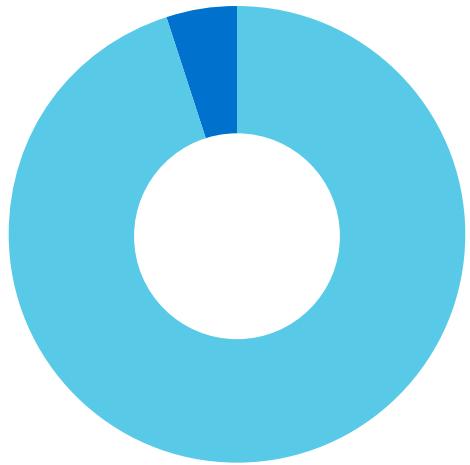


Plan International Ireland Income and Expenditure



INCOME: €17.95m

- 24% Education Cannot Wait
- 21% Irish Aid
- 16% EU
- 11% ECHO
- 9% UN Agencies (incl. GIK)
- 8% Irish Embassies
- 7% Sponsorship and Regular Giving
- 2% Tax Relief
- 1% Public Appeals
- 1% Corporate Trust and Major Donors



EXPENDITURE: €18.9m

- 95% Charitable Activities
- 5% Raising Funds

Hunger and conflict has caused thousands to leave their homes in Mali including 12-year-old Salimata, who, despite being displaced, is currently doing well in her third year of primary school in Mopti region.
PHOTO: Plan International



Salimata

Our Global Strategy and Policy Framework

Our ambition from 2022–2027 is to see all girls standing strong creating global change.

Working together we will create:

- a world where all girls know and exercise their rights and live the life they choose
- a network of supporters, communities, staff, partners and donors, all supporting girls and young women to stand strong as they learn, lead, decide and thrive
- global change, through breaking down the barriers and discrimination girls and young women currently face every minute, every hour, every day

We aim to improve the lives of 200 million girls in the next five years.

When girls thrive in a more equal world, we are all stronger for it.



Plan International Ireland Strategy 2021-2025



Girls Learn, Lead, Decide, Survive & Thrive

We are part of the Plan International Federation, yet we are an independent entity that is responsible and accountable to deliver our own separate strategy that complements the global strategy.

Due to conflict, climate change and hunger, millions of girls may never return to school. Women are hit disproportionately hard by rising food prices, falling incomes and school closures.

Over the past five years, our strategy has been focused on building quality education in both development and humanitarian contexts. It also addressed gender equality and humanitarian needs complementing the expertise and experience we have both externally with the Plan International Federation as well as within Ireland.

LEARN

So that vulnerable children will have the skills they need to succeed in life and work, we are working to ensure:

- Governments invest in more children completing secondary education
- Children, especially girls, in conflict and emergency settings are educated in safety
- Young people have the knowledge and opportunities to earn and manage money

LEAD

So that vulnerable and excluded children have the power to take action on issues that matter to them, we are working to ensure:

- Children and young people have a stronger voice
- Decision-makers build ways for them to voice their opinions
- Governments establish and enforce laws that advance their rights

DECIDE

So that children and young people, especially girls, have control over their own lives and bodies, we are working to ensure:

- Communities eliminate harmful practices like child marriage and female genital mutilation
- Governments act for adolescent sexual and reproductive health and rights
- Young people get quality sexual health services and sex education
- Young people play an active role in preventing sexual violence in emergencies

SURVIVE

So that children and young people group up in resilient communities and realise their rights to life with dignity and protection, before, during and after disasters and conflicts, we are working to ensure:

- Children and young people have a stronger voice
- Decision-makers build ways for them to voice their opinions
- Governments establish and enforce laws that advance their rights

THRIVE

So that children and young people, especially girls, grow up cared for and free from violence and fear, we are working to ensure:

- Children and young people receive the care they need to be healthy, educated and protected
- Governments and communities work together to end violence
- Governments prevent and respond to violence against children



Special Report:

Global Funding Crisis 2024–2025: A Changing Humanitarian Landscape and Its Consequences for Children, Youth, Women and Girls.

An overview by Plan International
Ireland Head of Programmes,
Juliane Schmucker

Salma, 11, from Northwest Nigeria, has been deaf and nonverbal since she caught measles when she was four years old and as a result she was kept from school. After taking part in a life skills programme run by Plan, her family enrolled Salma in school and she now attends a specialist class for children with hearing impairments.

PHOTO: Aima Oj / Plan International

The humanitarian sector is facing the most severe funding shortfall in its history.

In 2024, international humanitarian financing fell by 11 percent, almost five billion dollars, bringing an end to more than a decade of steady growth. The outlook for 2025 is even more alarming. By mid-year, global humanitarian pledges totalled only about seven billion dollars, down from nine billion during the same period in 2024. If these trends persist, public funding for humanitarian response could contract by as much as one-third to nearly one-half by the end of 2025 compared with 2023 levels.

Funding Gap vs. Need

Right now, the funds available are far from sufficient to meet the scale of humanitarian needs.

In 2025, the UN estimated that \$45.5 billion would be needed to help 181 million people across 72 countries. By mid-year, however, less than 17% of that funding had been raised. Put simply, for every \$10 needed, only about \$1.70 has been raised.

To cope with the shortfall, the UN created an “emergency-only” plan, focusing on the most life-threatening situations. This plan aims to reach 114 million people and would require \$29 billion. Even if fully funded, millions of people in need would still receive no humanitarian assistance.

Major Donor Cuts

The crisis is driven by steep reductions from key donors and funding agencies. The United States, historically, the largest humanitarian donor, suspended most of its assistance in early 2025. Germany also reduced its funding by nearly a quarter, while EU institutions cut by 13 percent.

Overall, 16 of the 20 largest donors reduced their contributions in 2024, and private donations also fell for the first time in years.

These cuts are forcing humanitarian organisations at every level to scale back. UN agencies are undertaking significant program and staffing reductions, while many international NGOs are cutting budgets and reducing their operations. Local and national organisations, which are often closest to affected communities, have been hit especially hard. Many have had to pause programs altogether because funding has dried up. In general, smaller, and local groups are losing a bigger share of their support compared to larger international organisations, leaving community-level responses particularly vulnerable.

Education at Risk: The Human Cost of Global Funding Cuts

For people in already vulnerable situations, these cuts have devastating consequences. Families who lost food assistance are facing hunger. Services that protect children, deliver emergency healthcare, support education, support people with disabilities and prepare communities for disasters are being dismantled.

Having fled Sudan with nothing except the clothes on their backs, Jacklyn, 12, and her family spent the night under a tree at the border while waiting for help and transport to the transit centre in Renk.

PHOTO: Peter Caton / Plan International

Education, in particular, is often deprioritised in crises, yet it is lifesaving. Without safe learning spaces, children face much higher risks of recruitment into armed groups, child labour, early and forced marriage, trafficking, and other forms of exploitation and harm. Girls are especially vulnerable: without access to education, they are more likely to drop out permanently, marry early, or become pregnant, limiting their safety, health, and future opportunities.

Education in emergencies provides safe spaces for children, lifesaving knowledge on health, hygiene, and risk awareness, mental health and psychosocial support, and referral to protection and health services. Schools also serve as hubs for broader support, including food, clean water, and sanitation. Evidence shows that maternal education is one of the strongest predictors of child survival: if all women completed secondary education, child mortality could be nearly halved, saving millions of lives every year.

Cuts to education are not just limiting learning—they are increasing risks to children's immediate safety and compromising their ability to survive and thrive in the long term.



Disproportionate Impact on Women and Girls

The global humanitarian funding crisis has devastating consequences, with women and girls bearing the brunt of the cuts across crisis-affected settings. When resources are reduced, gender inequalities are magnified, forcing families into harmful coping strategies and leaving women and girls more vulnerable to violence, hunger, and exploitation.

Specialised gender-based violence (GBV) services have deteriorated in many contexts, with safe spaces, referral systems, and survivor-centered programs shutting down. Organisations report that the level of expertise once available to address GBV has largely disappeared. In many locations, women and men are now processed through the same intake systems, often managed by staff without the necessary training to identify the heightened risks female survivors face. The erosion of women-specific health and nutrition services has particularly severe impacts on mothers and children, who are left with fewer options for care and protection.

Critical Gaps in Essential Services

Cuts to humanitarian assistance have dismantled programs that once provided lifelines for women and girls. Economic empowerment initiatives and reintegration programs for survivors have been scaled back or eliminated, trapping women in cycles of dependency and re-exposure to harm. School feeding programs, often the only reliable meal children receive in a day, are being reduced, with direct implications for both health and school attendance.

The Power of Local Organisations and Solutions

Local organisations are essential in helping communities during crises. They know their communities best and can quickly identify what people need. They are trusted by women, girls, children, and young people, especially those at risk. Despite their importance, these organisations often receive less funding than larger international groups and are left out of key decisions, limiting their ability to respond effectively.

The current funding crisis is severe, but it also presents an opportunity. With less international funding available, there is a chance to give more power and resources to local and women-led organisations. This would allow them to lead solutions that are more cost efficient, tailored to their communities and better protect children and youth.

Women's Leadership and Youth Engagement

Women are already leading in their communities, providing health services, improving safety, supporting children and young people, and keeping education going. Even in difficult conditions, women and young people organise informal schools, create safe spaces for survivors, and build strong community networks. This shows that women, girls, and young people are not just beneficiaries, they are leaders whose knowledge and experience are vital for effective humanitarian programmes.

Turning the Crisis into an Opportunity



The global funding crisis has exposed deep weaknesses in the humanitarian system, but it also offers an opportunity to rethink how we work and who leads on addressing the huge challenges. Too often, aid has overlooked local expertise, creating dependencies instead of empowering communities. A fairer and more sustainable future depends on local leadership, especially by women, girls, and youth, shaping responses that meet their own needs and priorities.

Plan International Ireland draws on over two decades of experience in integrated approaches across education, child protection, health, and psychosocial support, applying gender-transformative and inclusive strategies to ensure communities are leading solutions. Sustaining these locally driven initiatives requires collaboration and commitment from governments, donors, the private sector, and partners, with long-term, flexible funding and strengthened accountability being critical to building resilience and future-proofing communities so that no one is left behind.

A fairer and more sustainable future depends on local leadership, especially by women, girls, and youth, shaping responses that meet their own needs and priorities.

Nyannyiir waits for food distribution in Rumbek, South Sudan is experiencing its worst drought in decades following the failure of rainy seasons in the region. Plan International has been working alongside the World Food Programme with funding from USAID to distribute food aid to families in crisis. PHOTO: Peter Caton / Plan International

Empowering Teachers in Crisis Contexts



Building Resilient Education Systems in Adamawa and Sokoto, Nigeria

In the crisis-affected regions of Adamawa and Sokoto, teachers often carry the dual burden of delivering quality education while managing the emotional strain of working in unstable environments. With funding from Expertise France, this project is helping to change this narrative.

Through an innovative peer-to-peer coaching model, Plan International Ireland has developed and delivered a comprehensive professional development and well-being programme for teachers and ministry officials. By establishing school-based coaching units and applying global best practices, we are building resilient education systems that support both teacher growth and mental health.

Plan Ireland designed the five-day coaching module that was first rolled out online at the project's inception, followed by an in-person refresher facilitated by the Education in Emergencies (EiE) Advisor. In August, Plan Ireland, in conjunction with Plan Nigeria, conducted an intensive week of coaching that brought together 32 Master Trainers from the Federal and State Ministries of Education in both states.

Peer-to-peer coaching



This week combined information sessions, focus group discussions with teachers, and direct coaching to strengthen the capacity of these Master Trainers to lead change within their own school systems.

A key component of the project is the establishment of school-based peer-to-peer professional development and well-being units in 30 schools. These units draw on the Interagency Network for Education in Emergencies (INEE) Teachers in Crisis Contexts (TiCC) Package alongside the WHO resource Doing What Matters in Times of Stress. Implemented by trained peer coaches, this model ensures teachers and school personnel can access ongoing, cost-effective support that is fully embedded within their school communities.

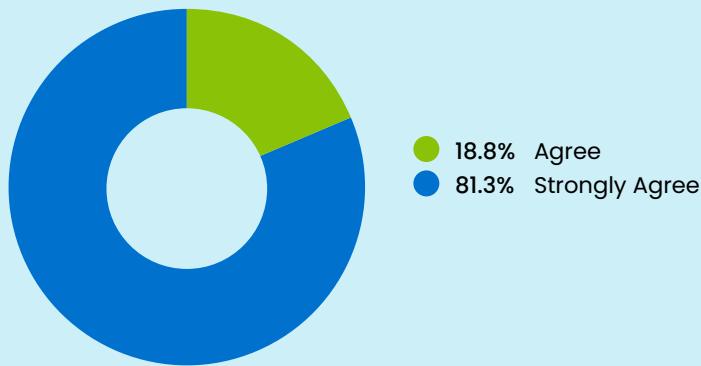
Through this work, we have introduced new and transformative techniques that are already showing significant potential to improve teachers' professional practice and emotional well-being. By fostering school-based communities of practice, the initiative creates a sustainable structure that enables teachers to continue their development using TiCC tools while also strengthening their capacity to cope with the pressures of working in crisis contexts.

During the coaching week, the Plan Ireland's EiE Advisor tested the effectiveness of the methodologies through focus groups, individual conversations and direct observation of the Master Trainers' engagement. Two surveys were conducted: one to inform the design of the intensive coaching programme, and another to assess the relevance and effectiveness of the approaches being implemented in schools. The early results are encouraging and suggest strong potential for lasting impact.

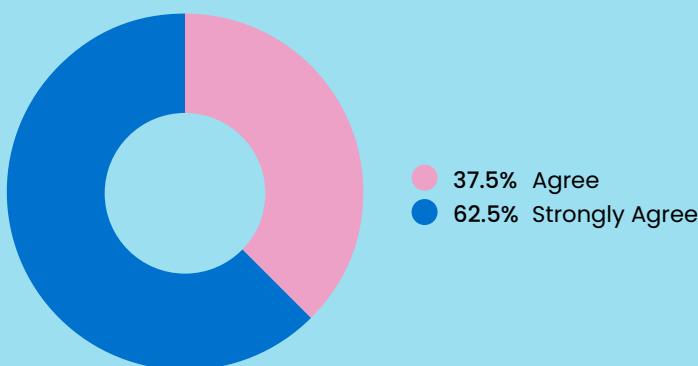


Teacher Wellbeing project underway in Adamawa State

The peer-to-peer coaching model I have learned during the DAY ONE TiCC Is actionable and can create a lasting change in the schools



During the DAY TWO sessions about wellbeing I learned about how to reduce and control how my stress



>80% 
of the participants stated that the model is actionable at school level and has the potential to create lasting change.

"I have learned new techniques which will enable me to be more effective during the step-down workshop."
(Master Trainer participant)

100%
agreed that during the session they were able to reduce and manage their own stress.

"The impact of the wellbeing sessions for me was personal because I used to be hard on myself, but through the session, I learned to be kinder to myself, which is encouraging. Now, I can also offer more support to others who feel the same."
(Master Trainer participant)

At CSW in New York, our YAPs joined international youth leaders to spotlight the importance of youth voices in gender equality efforts. PHOTO: Joel Sheakoski



Global Citizenship Education

Our Global Citizenship Education (GCE) programme supports SDG 4.7 by empowering learners to promote sustainable development and global justice.

Youth-Led Advocacy

Our Youth Advisory Panel (YAP) members continued to champion gender equality and global justice through powerful advocacy at both national and international levels. Representing 35 young people aged 16–24 from across Ireland, the panel met regularly to deepen their understanding of Global Citizenship Education (GCE), take action and grow as changemakers.

Over the year, YAP members continued their impact on the global stage. They attended COP29 in Baku, Azerbaijan where they engaged in youth-led climate dialogues and advocated for gender-responsive climate policies. (2 X COP PIC)

At the UN Commission on the Status of Women (CSW) in New York, YAP representatives joined international youth leaders to spotlight the importance of youth voices in gender equality efforts. A meeting with the Minister for Health, Jennifer Carroll MacNeill and Fergal Mythen, Ireland's Permanent Representative to the United Nations was a particular highlight.



YAPs and Plan's GCE team at COP29 in Baku, Azerbaijan

Most notably, one of our YAP members, Tara O'Neill, served as the sole youth delegate at the UN Human Rights Council Advisory Board on Gender Equality, contributing directly to high-level discussions on inclusive policy-making at an event in Geneva. (PIC)

Back home, the YAP gathered for two enriching retreats in Waterford and Belfast. These weekends focused on expanding their GCE knowledge through workshops, intercultural learning and team-building activities. The retreats strengthened group cohesion and equipped members with tools to amplify their advocacy work.

Continued engagement

Throughout the year our GCE programme continued its strong partnership with the annual SHINE festival in Waterford. YAP members hosted interactive workshops and an SDG-themed quiz, sparking conversations with hundreds of young attendees about gender equality and global justice. The festival remains a key platform for youth-led education and outreach. (PICS)

Our Continuous Professional Development (CPD) course for primary school teachers continued to grow, offering updated modules and interactive learning experiences. Teachers reported increased confidence in addressing global issues in the classroom, reinforcing the course's role in shaping future generations of global citizens.

The Global Youth Reporter (GYR) project remained a cornerstone of youth-led advocacy. Through creative digital storytelling, YAP members collaborated with peers in Liberia and the Philippines to raise awareness of gender equality and global justice. Our GYR work was recognised with a GENE Youth Award, celebrating innovation and impact in global education.

To explore more about GYR and the YAP's work, visit [@sustainablysmart.plan](https://sustainablysmart.plan)



Impact

- ➡ YAP members led on 4 micro-grant funded events
- ➡ The Global Youth Reporter project grew its audience and won a GENE Youth Award for innovation. (With LOGO from Certificate)
- ➡ YAP members hosted two retreats and participated in three major international advocacy events: COP29, CSW and HRC Advisory Board

Break the Cycle

With support from our Irish Aid funded GCE programme, YAP members Molly and Sheenagh organised an event entitled Break the Cycle, which focused on period poverty and justice. With just €500 in funding, they hosted a workshop where 90 period dignity kits were assembled and donated to local organisations Aoibheas and Teach Tearmainn, just in time for the holidays. The event featured guest speakers and fostered a strong sense of community among attendees, who expressed increased awareness and interest in period poverty at both local and global levels.

Despite challenges such as exam schedules and sourcing materials, the event was a success. Molly and Sheenagh reflected on their personal and professional development in teamwork, communication and event planning. Workshop participants reported feeling more informed and motivated to take action.

The microgrant scheme enabled youth-led, locally-impactful advocacy aligned with GCE principles, demonstrating how small-scale funding can be a catalyst for meaningful change.



YAP member Tara O'Neill in Geneva

Community-led conservation thrives as Bougainville's youth take the lead

Between 2022 and 2024, the “Empowered communities promote the sustainable use of natural resources” project strengthened 15 of these organisations, helping them transform local conservation efforts and establish youth at the heart of Bougainville’s sustainable future.

The initiative focused on strengthening the technical, organisational and advocacy capacities of these CSOs to protect biodiversity, promote sustainable livelihoods and drive community-based environmental governance.

The project trained 61 young people (28 women and 33 men) in biodiversity conservation, forestry management, environmental policy and digital communication. These youth later conducted advocacy campaigns tailored to their local contexts, ranging from reforestation and mangrove restoration to sustainable mud crab farming and marine conservation.

Awareness activities reached over 1,000 young people directly, while a collaboration with the National Broadcasting Corporation enabled radio messages to reach ten times that number of people across Bougainville.

Five CSOs received €10,000 (K30,000) grants to implement green employment initiatives. These included poultry farming, mud crab conservation and community-based digital services. A sixth CSO independently launched a sea cucumber farming initiative.

These efforts not only generated income but embedded sustainability through long-term planning and reinvestment. In total, 56 youths were employed through these green growth opportunities, surpassing the project’s employment target.

Digital skills were another cornerstone of the project. Youth participants were trained in video production and social media advocacy, with several videos produced and shared through a dedicated Facebook page. Although follow-up mentoring was limited, the platform now has over 350 followers and continues to serve as a youth-led space for environmental messaging.

The project also emphasised traditional knowledge, with many CSOs integrating local conservation practices, such as banning tree cutting along riverbanks and protecting mangroves into their community awareness efforts. Several youth groups successfully established protected areas, demonstrating both leadership and ownership over local conservation work.

The initiative faced logistical challenges including transport constraints, uneven digital access and limited follow-up capacity. However, it successfully elevated youth voices, empowered local CSOs and built foundational skills for sustainable environmental action. Importantly, the relationships built among youth, CSOs, government and communities have set the stage for ongoing engagement.

As a result of this project, youth are not only more aware of environmental challenges but are now central actors in local responses. With continued support, these youth-led CSOs are well-positioned to scale their impact and drive long-term green development across Bougainville.



Impact

- **10,000 people** reached via radio broadcasts on climate change and biodiversity issues.
- **56 youths** (21 women, 35 men) gained employment through green initiatives.
- **15 youth-led CSOs** developed and delivered environmental campaigns across Bougainville.



Empowering Young People to Claim Their Sexual and Reproductive Rights

Every child and young person deserves the knowledge and confidence to understand their bodies, build healthy relationships and make informed choices about their lives. Yet too many grow up without access to accurate, age-appropriate information about their sexual and reproductive health and rights (SRHR).

Plan works to change that. By promoting Comprehensive Sexuality Education (CSE), children and young people are equipped with essential life skills—grounded in rights, inclusivity and gender equality—so they can protect their wellbeing, challenge harmful norms and exercise their autonomy.

Through adopting a rights-based, inclusive and gender-transformative approach, this curriculum - guided by UNESCO international standards - goes beyond the biological components of SRHR, where the 'comprehensive' element of CSE indicates the range and depth in which the topics are addressed.

The seven core topics of Plan International's CSE curriculum are: Relationships: Values, Rights and Sexuality; Understanding Gender; Violence and Staying Safe; The Human Body and Development; Sexuality and Sexual Behaviour; and Sexual and Reproductive Health.

At Plan International Ireland, we strive to include CSE components across the programmes we support, while adapting them to the specific context of the countries in which we work.

Our INTPA funded project 'My Health My Rights' has made substantial advancements in ensuring CSE for adolescents in Guinea and Guinea Bissau through system strengthening and government engagement.

Through collaboration with the Ministry of Education, Ministry of Health and other leading SRHR actors, the project was successful in developing a CSE policy, strategy and action plan for Guinea Bissau. Upon final validation, these documents will act as a blueprint to ensure CSE is accessible to all children, adolescents and young people across the country.

Impact

- ➡ 125 peer educators were trained in Guinea Bissau to become CSE facilitators
- ➡ 4 additional CSE components added to the national CSE curriculum in Guinea
- ➡ 83 teachers in Guinea and 220 in GNB have been trained on CSE

Similar success has been achieved in Guinea, where Plan International's engagement with government officials has reinforced the inclusion of four additional CSE topics in its national curriculum, based upon contextualised versions of Plan International's approach to teaching relationships; gender; values, rights and sexuality; and human body and development.

Through our Irish Aid programming we can see how CSE is implemented on a more local level. Eighty-three teachers in Guinea and 220 in Guinea Bissau have been trained on local CSE approaches to enhance adolescent's - with a specific focus upon girls - right to bodily autonomy and informed choices.

In addition, despite the challenges in CSE delivery in more restrictive contexts, Plan International has successfully integrated components of CSE into its education programming in Mali and Burkina Faso. They include training 60 teachers in Mali on gender and gender-based violence, and educating adolescents on topics such as positive masculinity, menstrual hygiene management and gender-based violence in Burkina Faso.

In emergency contexts, where formal CSE education is often disrupted, it is important that CSE is integrated into non-formal programming. This can be witnessed in our newly funded ECHO-funded project in the North-West region of Cameroon.

Marthe and her students in the classroom in Macenta.
PHOTO: Plan International



CASE STUDY

Breaking the silence in the classroom

Until recently, discussing sexuality with primary school children was considered taboo in Guinea, leaving many in ignorance and contributing to early pregnancies, sexually transmitted infections and school dropout. In Kissidougou and Macenta, this is changing thanks to two dedicated teachers, Marthe and Fanta, who are helping to normalise comprehensive sexuality education (CSE) in primary schools.

Co-financed by the EU and led by Plan International Guinea and AFASCO, the My Health – My Rights project has enabled both teachers to address these subjects with confidence and sensitivity. “Teaching CSE allows students to adopt healthier behaviour,” says Marthe. “We were seeing too many girls dropping out due to early pregnancy. These classes are really saving our girls.”

Fanta adds, “CSE is more than sex education. It teaches children about their rights, respect for their bodies, equality and how to make responsible choices. We also address gender-based violence.”

“These classes are really saving our girls.”

Their participatory approach has encouraged students to ask questions, express concerns and recognise their rights. Pauline, a CM2 student in Macenta, shared: “I’ve learned I can say no to things that could harm my health. I know I have the right to finish my studies.” Another student, Saran, said she no longer feels ashamed to talk about her body and understands the importance of consent. Globally, many children still lack access to accurate, gender-sensitive information on sexual and reproductive health and rights. Plan International believes all young people should be able to make informed decisions, free from discrimination and coercion.

Marthe and Fanta’s efforts show how CSE in primary schools can transform lives—helping children grow up informed, confident and empowered. Their work reflects the wider mission of My Health – My Rights, which strengthens adolescent sexual and reproductive health across Benin, Burkina Faso, Guinea, Guinea-Bissau, Sierra Leone and Togo, advancing girls’ rights and long-term change.

Working together to help children return to education

When crises unfold, schoolchildren's safety and well-being are among the first casualties. In the Central African Republic, years of turmoil have fractured the education system and left learning opportunities scarce, making it difficult to uphold even the most basic standards of health, safety, and dignity for students and teachers alike.

Currently, 67 percent of teachers are community teachers with inadequate pedagogical skills. The education system is characterised by a large number of out-of-school children, with approximately 338,000 out of the estimated 881,000 primary school-age children (ages 6–11) absent from school according to recent findings from the World Bank.

Girls face significant barriers to accessing education, with parity indices for girls compared to boys at 0.74 for primary education and 0.60 for secondary education (RCA Education Sector Plan 2020–2029).

Innovative local solutions to address complex issues

Plan International is collaborating with community groups through an approach called Kundukwa, which means 'let's work together' in the Sango language. This approach aligns national policies and is included in the GPE Compact Agreement for CAR as a strategy to promote girls' education.

Unlike the traditional Parents and Teachers Association model, Kundukwa is structured around community-chosen representatives who undergo training based on a module developed by the Ministry of Education in collaboration with civil society. This module has been designed utilising insights on how CAR society functions.

The Kundukwa model enhances the capacities of community members to create local initiatives that enhance school functionality. Periodically, community members meet to identify the challenges affecting their schools and propose local solutions, which are then incorporated into an action plan.



Accountability is a fundamental aspect of the Kundukwa model. Each participating family contributes a monthly fee to support income-generating activity, with proceeds used to pay community teachers and meet other school needs, enhancing the resilience of both the community and the school.

A community-based approach with gender transformative dynamics

The approach has transformative potential for gender equality, as women are required to be part of Kundukwa and serve as role models in their communities. They are actively engaged in prioritising girls' education, including addressing protection issues such as early marriage. During interviews, the women involved in Kundukwa expressed their strong commitment to support education even in a society that often silences women's voices. Their determination to ensure that girls are not left behind is both vocal and impactful, even in the presence of men.

The Kundukwa model offers scalable, sustainable and locally driven solutions to improve learners' safety. It positively influences parents' demand for education and enhances girls' sense of security and access to education. Learners' safety and well-being are at the centre of every layer of the socio-ecological model as families, communities and civil society work together to create a functional school environment. This collaboration ensures that children can finally attend school in a safe and protected setting.

How Play and Storytelling Are Helping Children Rebuild Their Lives

In the conflict-affected regions of Far North and North-West Cameroon, thousands of children have seen their lives upended by violence and displacement. Schools have closed, families have been separated and the sense of safety every child deserves has been shaken.

Through an ECHO-funded project, Plan International is helping crisis-affected children, adolescents and youth rebuild their futures by improving access to protection services and inclusive education and by nurturing emotional wellbeing at the heart of recovery.

At the centre of this effort is Playful Minds for Wellbeing, a Plan Ireland-designed creative psychosocial support approach that uses storytelling, play, mindfulness and relaxation to help children express themselves and strengthen resilience. The programme is delivered through community-based child-friendly protection centres and mobile units.

Self-awareness: "The exercises have helped me to be joyful and to have hope that everything will be fine" (12 years old female participant)

Self-management: "When I hear gunshots and hide, I close my eyes and think of my Ario, so my sister and I don't feel scared anymore" (11 years old female participant)

Social awareness: "My hero is You has brought joy to my life and it thought me how to be compassionate towards others" (13 years old male participant)

Relationship skills: "It has taught me to support my friends in this crisis like Sara and her friends" (14 years old male participant)

Responsible decision making: "The sessions have helped me to know that I can support my family and friends by being there for them when they are facing a difficult situation like Sara" (10 years old male)

To understand how these methods support healing, Plan International also piloted the Child Resilience and Coping Assessment tool. By observing children in playful, non-stressful settings, the tool measured how they apply new coping skills and emotional strategies after the sessions. The findings are shaping new ways to support children's mental health and resilience and have led to the mainstreaming of play-based and child-friendly psychological first aid, giving them not just tools to survive but the confidence to thrive.



PHOTO: Plan International

Impact

Data and qualitative evidence were collected from 137 students who participated in the sessions and the assessment one month after exposure.

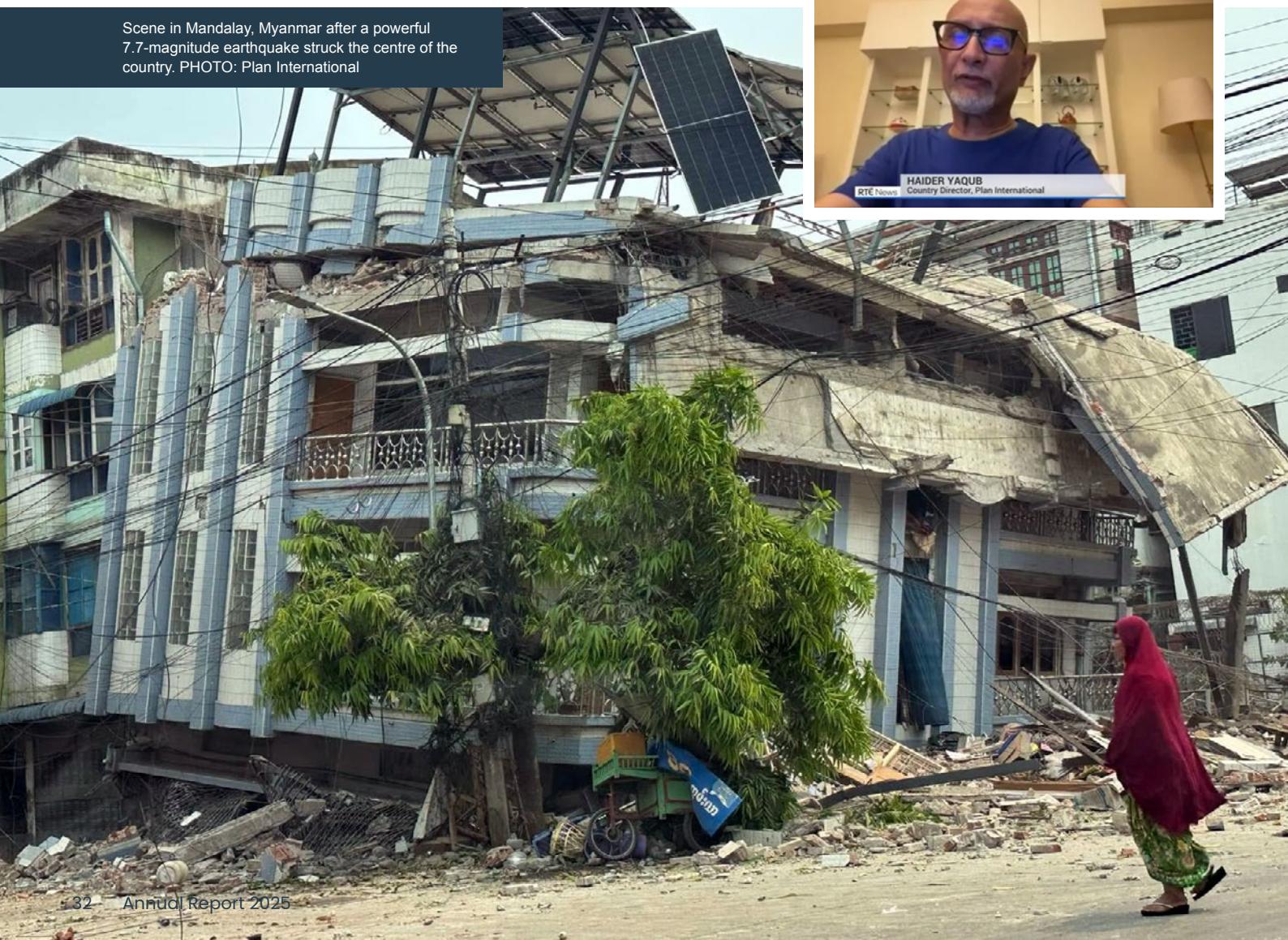
- ➡ **60%** were able to fully recall and apply coping skills and activate resilience.
- ➡ **60%** were observed to fully recall play-based methods which they reported sharing with friends and siblings
- ➡ **72%** were observed recalling positive emotions from characters from the stories

Emergency Response

Myanmar

In March 2025, a powerful 7.7-magnitude earthquake struck Sagaing Township, Myanmar, causing extensive destruction across several regions. The main quake was followed by 69 aftershocks, compounding the devastation. An estimated 37.8 million people were affected. By April 2025, more than 3,600 people had been confirmed dead, with almost 5,000 more injured and over 140 remaining missing. The disaster further destabilised Myanmar's already fragile humanitarian situation. Widespread damage to infrastructure, including collapsed buildings, destroyed roads and damaged bridges, severely disrupted transport and hampered relief efforts. Between April and July 2025, Plan International, with support from Irish Aid and the Irish Emergency Alliance, delivered Multi-Purpose Cash Assistance

Scene in Mandalay, Myanmar after a powerful 7.7-magnitude earthquake struck the centre of the country. PHOTO: Plan International



Irish
Emergency
Alliance



Irish Aid
An Roinn Gnóthai Eachtracha
Department of Foreign Affairs

to 1,197 vulnerable, earthquake-affected households in Sagaing Township. The support enabled families to purchase essential items and meet their immediate humanitarian needs.

The project was designed and implemented with careful consideration for community dynamics, gender and age factors, individual capacities and needs and the safety and dignity of all recipients. In total, assistance reached 1,197 households, (4,932 individuals), including pregnant and lactating women and people with disabilities.

Of the 4,932 individuals supported, 2,437 were male and 2,495 were female. Among them were 39 pregnant and lactating women and 30 people with disabilities.



Bangladesh

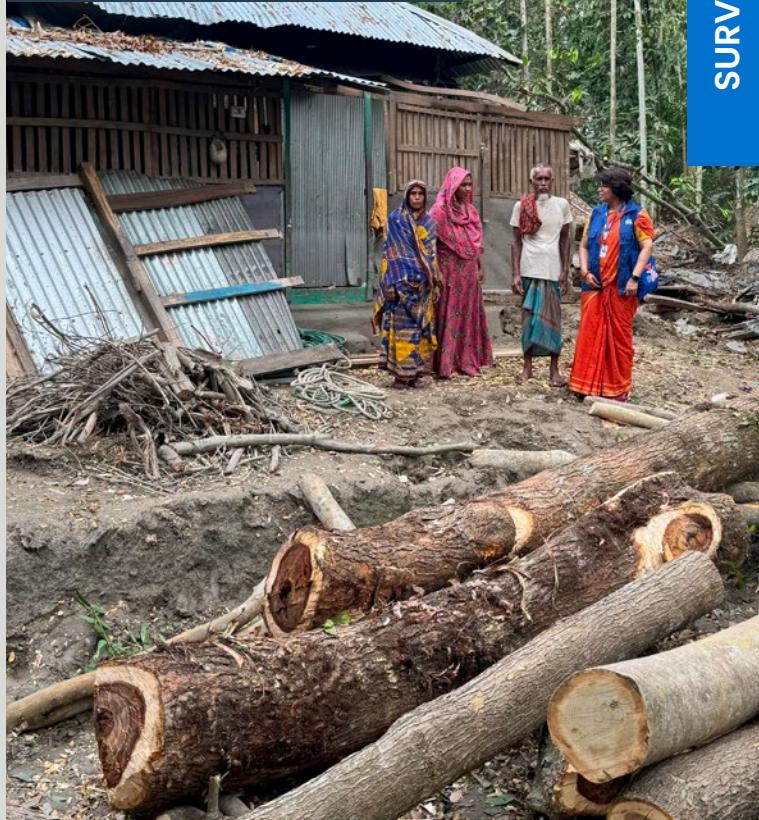
When Cyclone Remal struck Bangladesh on May 26, it left a devastating trail across the country. Nearly 4.6 million people were affected, including 3.3 million who faced severe impacts as winds and flooding damaged more than 173,000 homes. At least 16 people lost their lives and entire communities were submerged under the storm surge, forcing thousands of families to flee while homes, crops and vital infrastructure were destroyed.

In the days that followed, survivors faced mounting challenges, shortages of clean water and food, widespread power outages and broken communication networks. Roads were washed out or blocked, limiting people's ability to move and slowing down urgent emergency response efforts. Women and girls were disproportionately affected. Barriers to accessing relief services, combined with the widespread damage to water, sanitation and hygiene systems, (WASH) deepened existing vulnerabilities.

According to the Department of Public Health Engineering, more than 20,000 water points and over 134,000 latrines were damaged. This created serious health risks and made access to WASH services even more difficult—particularly for women and girls, who also faced heightened risks to their sexual and reproductive health and an increased exposure to sexual and gender-based violence when forced to travel long distances for safe facilities.

In response, Plan International focused on addressing the most urgent WASH needs of affected communities. The team constructed 396 latrines, repaired 95 tube wells and installed 210 household rainwater harvesting systems. These efforts reached 2,111 people, (1,012 men and 1,099 women), helping restore dignity, safety and essential services at a critical time.

Thousands of people were in urgent need of humanitarian assistance after Cyclone Remal struck low-lying coastal areas of Bangladesh.
PHOTO: Plan International



Woman collects water from floods in Homa Bay, Western Kenya. PHOTO: Plan International



Kenya

In 2024, severe flooding across Kenya triggered a fast-moving humanitarian crisis, displacing thousands and cutting off access to essential service, even in regions not normally prone to floods. In Homa Bay County alone, more than 1,700 families were forced from their homes and relocated to nearby evacuation sites.

The destruction of water, sanitation, health and school infrastructure sharply increased the risk of cholera, other water- and vector-borne diseases and rising malnutrition due to lost food and livelihoods. Women and children faced additional dangers, including family separation and heightened exposure to violence and gender-based abuse within displacement sites.

From June to September, Plan International worked to strengthen the resilience of affected households and reduce harmful coping strategies. The team led hygiene-promotion efforts, reaching 600 households (91 men and 509 women) with two large-scale outreach sessions on handwashing, food safety, waste management and safe water use. Each household received 40 Aqua Tab water-purification sachets.

To help families meet urgent needs such as food, clothing and shelter repairs, 407 households (71 men and 336 women) received unconditional multi-purpose cash assistance. In addition, 2,300 adolescents and youth (1,549 girls, 251 young women and 500 boys) received dignity kits containing essential hygiene items.

Plan International also prioritised protection, ensuring girls and young women had equal access to services, including Mental Health and Psychosocial Support (MHPSS). Thirty-six camp-management members (20 men and 16 women) were trained on child protection and gender-based violence, helping standardise safer practices in the camps.

To support emotional recovery, counsellors delivered 223 psychosocial support sessions for children, adolescents and youth. These sessions played a vital role in reducing stress, anxiety and depression and in helping young people regain a sense of stability after the crisis.

Haiti

Since February 2024, escalating violence in Port-au-Prince has left 362,000 people displaced, with Organised Crime Groups controlling 80 percent of the city, including major ports and the airport. The Turgeau section alone hosts over 20 of the 86 IDP sites, while the broader metropolitan area shelters 89,007 internally displaced persons.

The crisis has created an unprecedented humanitarian emergency: two out of three children require aid, nearly half of Haiti's population faces severe food insecurity, and the closure of key ports and airports has driven up staple food prices. For example, the cost of maize has increased by 42 percent and rice by 35 percent between March 2023 and March 2024. Meanwhile, 60 percent of hospitals are non-functional and most women and children lack access to basic health and nutrition services.

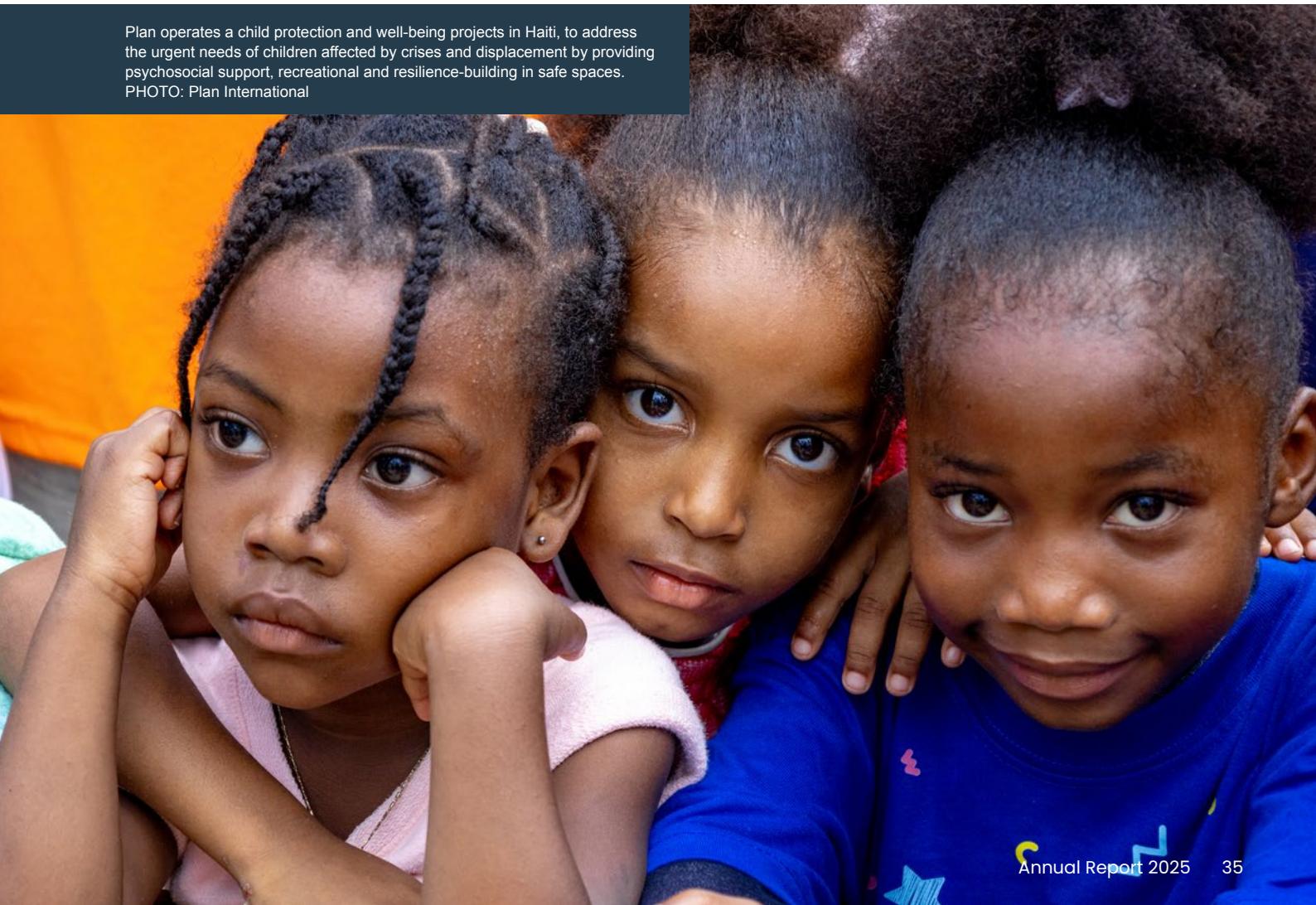
Plan operates a child protection and well-being projects in Haiti, to address the urgent needs of children affected by crises and displacement by providing psychosocial support, recreational and resilience-building in safe spaces.

PHOTO: Plan International

Plan International responded by targeting the most vulnerable children, adolescents and their families, including unaccompanied or separated children and survivors of gender-based violence, with multi-purpose cash assistance. An initial assessment highlighted urgent needs such as insufficient food, poor WASH conditions, limited child protection, and high psychosocial distress among displaced populations.

Through this project, 200 households (1,000 individuals) received cash support to meet critical needs, including food, healthcare and basic livelihood support. Households were selected with a focus on the most vulnerable, particularly those affected by SGBV, family separation or other protection concerns.

By addressing these immediate needs, the project aimed to reduce risk, restore dignity, and provide life-saving assistance to children and families in one of Haiti's most volatile contexts.



Plan International's Education in Emergencies response in Bardhere and Baidoa Somalia has established learning spaces that offer displaced children structured education and emotional support in a safe setting.
PHOTO: Plan International



Somalia

Between April and June 2025, Somalia's Gu rains brought heavy rainfall and widespread flooding, affecting over 163,000 people and forcing around 37,000 to relocate. Internally displaced persons (IDPs) were particularly vulnerable, already facing limited access to basic services.

In and around Baidoa, 85,000 IDPs were in IPC 4 (emergency level) and 191,000 more were in IPC 3 (crisis), meaning 65 percent of the local population was severely impacted by the floods.

Many IDPs had originally fled nearby areas controlled by Al-Shabaab, where ongoing fighting and security risks made returning impossible. The floods further restricted access to essential services and increased the risk of negative coping mechanisms, including child, early, and forced marriage (with an estimated 45 percent of Somali girls married before 18) and female genital mutilation (99 percent of women and girls aged 15–49 have undergone FGM).

In response, Plan International and its local partner READO provided multipurpose cash assistance (MPCA) to 450 households (2,700 individuals), helping them meet essential, life-saving needs in a protective environment, with a focus on women and girls.

The project also addressed protection risks related to sexual and gender-based violence (SGBV) and child, early, and forced marriage (CEFM). Activities included training community leaders and women's groups on protection referral mechanisms, organizing community awareness sessions on general protection and SGBV prevention as well as providing a hotline for survivors.

Additionally, transportation costs were covered for 20 SGBV survivors to access health facilities—removing a key barrier that often prevents survivors from receiving timely assistance.

Why education, protection and psychosocial support save children's lives in emergencies

When a crisis hits, many people think of education as something that can wait. But for millions of children, access to safe learning spaces can literally save their lives.

Education in emergencies (EiE) is far more than lessons in reading and maths. In the midst of conflict, disaster or disease outbreaks, school can be one of the safest places for a child to be. It offers protection from violence, exploitation, and abuse and gives children trusted adults who can look out for their wellbeing.

These learning spaces also connect children to vital services, including food, health care, mental health and psychosocial support and child protection. Teachers and education staff are often the first to notice when a child is in danger or distress and can help them get the support they need.

In war zones, lifesaving education may include teaching children how to avoid unexploded bombs or what to do if gunfire breaks out.

Education in Emergencies programme in action in an IDP camp in Gedaref state, Sudan.
PHOTO: Plan International

In areas hit by climate disasters, it can help children understand how to stay safe during floods, heatwaves or storms.

And during public health emergencies, from Ebola and COVID-19 to recent Mpox and Marburg outbreaks, schools have played a crucial role in helping children learn hygiene practices that prevent deadly infections.

Lifesaving lessons can happen anywhere: in classrooms, temporary shelters or any safe space where children can gather. Educators use easy-to-understand materials and tailor information so it is age-appropriate, practical and rooted in local knowledge. This ensures children and families receive the most accurate and relevant guidance to protect themselves.

Crucially, this type of learning is most effective before disaster strikes, helping communities prepare. But it remains essential during and after emergencies, when risks to children are greatest.





Public Engagement and Brand Profile

Getting our message across

Delivering real impact for children requires more than implementing effective programmes. It also depends on how well we tell their stories, influence policy and mobilise public support. At Plan International Ireland we know that powerful communication is a vital tool for change.

From classrooms to crisis zones, we invest in quality, inclusive programmes that reach the most marginalised children with education, protection and essential services. But to truly create lasting change, we must also shift attitudes, challenge inequality and build momentum for children's rights—both at home in Ireland and across the countries where we work.

One of our core strategic objectives for 2021–2025 was to amplify our voice and influence. Over the past year, we focused our messaging and outreach on three critical issues: quality education, gender

equality and humanitarian crises. By using a broad range of platforms and channels, we engaged both the public and policymakers—ensuring our work is not just seen, but understood and supported.

We don't only educate children and girls in vulnerable communities—we equip them to survive, thrive, decide for themselves and lead others. When a girl learns to read and write, she begins a journey toward informed choices, greater independence and a better future. And when people in Ireland hear her story, believe in her potential and stand behind her—that future becomes even more possible.

Thanks to your continued support, girls are not only dreaming of a better world—they're shaping it. And by raising our voice and expanding our reach, we're making sure that the world is listening.

International Day of the Girl

For International Day of the Girl 2024, Plan International's annual State of the World Girls' Report, laid bare the stark realities facing girls and young women caught in conflict zones around the world.

Still We Dream: Girls and Young People Living Through Conflict, drew on a large-scale survey of almost 10,000 young people aged 15–24 from ten countries, including Colombia, Sudan and Ukraine. It also included testimonies from 100 in-depth interviews. Together, the findings showed not only how conflict robs children and young people of their childhoods, forcing them to grow up in environments where fear and violence feel normal, but also how the impact differs by gender.

To complement the report and mark International Day of the Girl here, Plan International Ireland presented a powerful photographic exhibition, Girls in Crisis, at the dlr Lexicon library in Dún Laoghaire.

Opening on International Day of the Girl (October 11th), the exhibition showcased nearly 30 striking images of girls and young women fleeing famine and conflict in Sudan, Gaza, Somalia and Ukraine. The work of internationally acclaimed photographers—including Peter Caton and Pulitzer Prize-winner Daniel Etter—was being shown in Ireland for the first time. Each image offered a glimpse into the resilience, courage and hope of the girls behind the statistics.

Television presenter, actor and influencer Laura Whitmore officially opened the exhibition to an audience of around 150 people, which comprised of donors, supporters and notable guests such as Palestinian Ambassador Dr Jilan Abdalmajid, Green Party TD Ossian Smyth, journalist Maia Dunphy and RTÉ's Zainab Boladale.

Whitmore also chaired a panel discussion featuring Plan International researcher Isobel Fergus, education-in-emergencies specialist Barbara Scretti, and Marwa, a member of Plan's Youth Advisory Panel who came to Ireland as a refugee from Afghanistan at age 13.



Laura Whitmore opens Girls in Crisis exhibition at the dlr Lexicon library in Dún Laoghaire
PHOTO: Sasko Lazarov / Photocall Ireland

According to Fergus, girls face unique risks in conflict:

“Sexual and gender-based violence disproportionately affects girls, and when families are under financial pressure, girls’ needs are too often deprioritised compared to their male siblings. Recognising the gendered impact of conflict is essential if we are to support all young people effectively and promote gender equality.”

Whitmore, who has 1.5 million followers on Instagram, and is a long-time supporter of Plan, emphasised the importance of amplifying girls' voices:

“On International Day of the Girl, we celebrate the power of girls everywhere while also acknowledging the profound challenges faced by those in crisis. From Sudan to Gaza, Somalia to Ukraine, conflict puts millions of girls at risk of violence, hunger, disrupted education and forced early marriage. These photographs show they are not just statistics—they are bright, resilient individuals with dreams and aspirations.”

Plan International Ireland CEO Paul O'Brien reinforced the organisation's commitment:

“Through our humanitarian, education-in-emergencies and protection programmes, we are working to provide safe spaces, psychosocial support and continued access to education. Our goal is to ensure that girls not only survive, but thrive, even in the most difficult circumstances.”

The exhibition ran until the end of the month. With an estimated daily footfall of 1,500 visitors, as many as 30,000 people may have viewed the display.

Takeover

As part of International Day of the Girl's annual activities, two members of Plan Ireland's Youth Advisory Panel (YAP) met with Minister for Public Expenditure, National Development Plan Delivery and Reform, Paschal Donohoe TD, to 'takeover' his office in Government Buildings.

Tara, a fourth-year Economics and Sociology student at Trinity College along with Marwa, a third-year law student at Maynooth University, presented the Minister with a copy of Plan's latest global State of the World Girls' Report which highlighted the gendered impact of conflict on girls and young women, which was released to mark IDG '24.

Given her area of interest, while meeting the Minister, Tara took the opportunity to quiz him about how women's and youth voices were incorporated in decision making process for Budget 2025 and how Ireland will leverage its financial resources to ensure the prioritisation of safety and rights of girls and women in conflict resolution initiatives.

"As Plan is a leading global organisation advocating for safe and inclusive education for girls, we were also interested to know how Ireland

has in this years' budget ensured the protection for girls' education," she said.

Marwa, who herself came to Ireland as a refugee from Afghanistan, called on the Minister to support calls for asylum seekers and refugees to be classified as locally resident students, thereby making them eligible for SUSI (Student Universal Support Ireland) funding.

"This would provide vital financial support and open doors to further education, helping them integrate and contribute to Irish society," said Marwa.

Minister Donohoe was impressed. "Advocating for the rights of girls and women in the way Plan Ireland's Youth Advisory Panel (YAP) does is critical to keeping this really important issue front and centre in the minds of those who can influence and make a difference to the lives of girls and women, especially those living in conflict zones," he said.

"I was very pleased to welcome Tara and Marwa to my Department today and to hear about the valuable work they are doing on behalf of those who need it most."



Tara and Marwa with Minister Donohoe in his office in Government Buildings
PHOTO: Saska Lazarov / Photocall Ireland

Putting Period Justice on the 'roundtable' at the Mansion House

To mark Menstrual Hygiene Day on May 28th, we re-ignited our pioneering Period Justice campaign by convening a high-level roundtable of stakeholder allies at the Mansion House in Dublin.

With menstrual health continuing to be a barrier to education, equity and dignity for millions of girls and women around the world, this roundtable brought together civil society leaders and youth advocates in a bid to strengthen Plan's continuing mission to end period poverty, eliminate stigma and advocate for inclusive education as well as for free and available menstrual products for all who need them.

The information gleaned and insights shared during the discussion, which involved representatives from Her Sport and Hygiene Hub, along with members of Plan International's Youth Advisory Panel, will inform a revitalised campaign strategy going forward that amplifies youth voices and prioritises intersectional, rights-based solutions both in Ireland and globally.

Menstrual Health Day is marked annually to highlight the persistent inequalities surrounding menstrual health and hygiene globally. Last year's Menstrual Health Day was themed "Together for a #PeriodFriendlyWorld", urging collective action to ensure that menstruation does not limit access to education, health or opportunity.

During the roundtable, which was kindly facilitated by Lord Mayor of Dublin, Emma Blaine, menstrual equity and the ongoing challenges related to period poverty in Ireland were discussed. Powerful contributions highlighted that period poverty is not just an issue of free and available access to products. It is fundamentally linked to wider concerns including education, stigma, poverty, inclusion and gender equality.

Despite some progress in recent years, the discussion highlighted the gaps that still exist, from the lack of education in schools to the need for stronger, more efficient and inclusive policies at a national level.

Also considered was the impact of the current cost-of-living crisis along with the significant lack of current, inclusive research to inform lasting change.

At least 500 million girls and women don't have what they need to manage their period, whether sanitary products or access to a clean toilet. Lacking access to menstrual health supplies has profound consequences for girls' wellbeing and physical health. The stigma surrounding menstruation both stems from and worsens gender inequality.

Research undertaken in Ireland in recent years by various government departments and bodies, including Plan International Ireland, have revealed some concerning findings including that 50 percent of girls between 12 and 19 have struggled to afford period products and over 60 percent had missed school due to their period.



Period Justice roundtable at the Mansion House on Menstrual Health Day
PHOTO: Leon Farrell / Photocall Ireland

Chantal Muldoon, Head of Operations at Her Sport, a social enterprise platform which boasts a 315,000-strong community, said,

"No girl should ever have to skip school or sport because she doesn't have access to a toilet or a tampon. 100% of our community believe that period products should be freely available in schools and 99% believe they should be freely available in sports clubs. At Her Sport, we're calling for free access to period products in schools and clubs."



In hundreds of clubs across the country, there is no access to toilets on sports club grounds, with 85% of our community having attended a competition/match where there were no toilet facilities.

It's time for real investment in the health and dignity of girls and women in sport. Period poverty is a barrier to participation – and it's time we broke it down.

"At Plan International, we work in over 75 countries to ensure menstrual health is not a barrier to education, safety or opportunity," said Paul O'Brien, CEO of Plan International Ireland.

"As we mark World Menstrual Health Day, we are calling for bold action to ensure that menstruation is recognised not just as a health issue, but as a fundamental human rights issue. From refugee camps to classrooms, we've seen what works

— and we believe Ireland has the potential to be a leader in showing how a high-income country can tackle period injustice boldly and inclusively."

Lord Mayor of Dublin, Emma Blain said:

"I am happy to support Plan International in its tireless campaign to remove any stigma, taboos or obstacles for girls around the world – including here in Ireland – being able to manage their periods with dignity and allow them to reach their full potential."

There is a commitment in the current Programme for Government 'to provide free period products in schools to ensure no student is held back due to period poverty', and an inter-departmental period poverty group has been formed. Plan International has reached out to both the Departments of Education and Health for an update on progress.

Lights, camera, action!

We were delighted when RTÉ One's flagship magazine show, Nationwide, chose to showcase Plan International's work in empowering girls and young women as part of its special International Women's Day special, which was broadcast on IWD eve, March 7th 2025.

For the programme, presenter Zainab Boladale, along with her film crew, spent a day with members of our Youth Advisory Panel as they participated in an educational workshop at the Outhouse on Capel Street, learning how to develop their advocacy and public speaking skills.

The segment highlighted the voices, motivations and contributions of our young leaders in driving change, both in Ireland and Internationally. Broadcast three evenings a week, Nationwide attracts an average audience of approximately 300,000 views per episode, with additional streams on the RTÉ Player.



Nationwide's Zainab Boladale interviews Plan's GCE lead Ashley for International Women's Day special



PHOTO: Plan International

Djèguè, 12, is part of Plan International's sponsorship programme in Mali. From the Bougouni region, Djèguè is in the sixth grade at the primary school in her village. At the end of the school year, she will take her School Completion Examination (CEP) and hopefully move on to secondary school.

Although education in Mali is free and compulsory between ages 7 and 16, many children drop out of school early due to other educational costs, including transportation, writing supplies and uniforms. Fewer girls than boys finish their education due to child marriage or early pregnancy.



Fundraising and Sponsorship

Child Sponsorship

Plan International reaches sponsored children, their families and their communities in more than 75 countries across Africa, Asia and Latin America.

Plan International Ireland's child sponsorship model is child-centred and community driven. Child sponsorship aims to help fight for the rights of children, in particular girls, who live in the poorest regions of the world.

With the generous support of our sponsors, communities around the world have been able to provide what children need to thrive – from the chance to go to school to access to safe water.

All children in sponsored communities where Plan International works benefit from this support, whether or not they have an individual sponsor – such as through essential services like education and healthcare.

While supporters have the opportunity to develop a life-long connection with a girl or boy, they are also helping to strengthen their entire community.

By sponsoring a particular child, the supporter's generosity helps us transform the lives of many children, especially girls, through education.



In turn this provides protection from abuses such as child marriage and teenage pregnancies, as well as sexual and physical abuse.

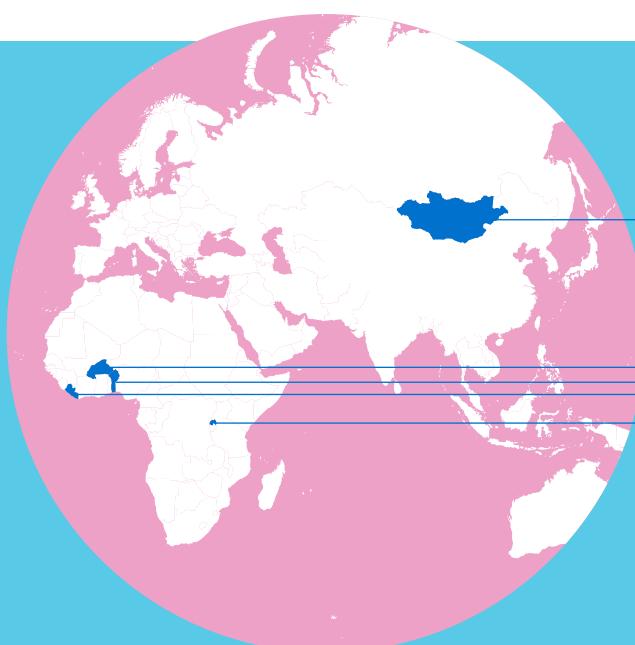
Revitalising child sponsorship lies at the heart of Plan International – it's a key component of how we reach and impact girls and young people. Looking forwards it's important that our model delivers long term, sustainable change and reflects our anti[1] racism and decolonisation principles.

Together with the Plan International family, we're working to revitalise our sponsorship programme – keeping the best of what we have and building and expanding on it so that we can appeal to new sponsors in new ways and continue to have impact.

In the places we work, girls are more likely to:



- Live in poverty
- Be denied access to school
- Go hungry
- Be forced into early marriage



Top five country offices where sponsored children live:

NEPAL (186)

BURKINA FASO (216)

BENIN (142)

LIBERIA (144)

RWANDA (149)

Amplifying voices: A Night of Music, Solidarity and Change

This year, we were proud to celebrate the power of women, music and collective action with a special charity concert at Dublin's Grand Social to mark International Women's Day. The event was created to support our work with girls and young women affected by crises around the world.

Crises do not impact everyone equally. From climate disasters to armed conflicts, girls and young women face heightened risks of violence, exploitation and exclusion. Their needs are often overlooked, and their voices too often absent from the decisions that shape their lives. Through our crisis-response programmes, we are working to change that—ensuring their rights are protected and their leadership recognised in every situation.

The Grand Social came alive with an exceptional all-female lineup, showcasing some of Ireland's most exciting established and emerging artists. Members of the renowned Jazzabelles ensemble took to the stage alongside Electric Picnic veteran Kathy Long, recently named "one to watch in 2025." Rising star Katie Phelan, celebrated as Spotify's Fresh Finds for her distinctive indie folk-pop sound, delivered a beautiful set and acclaimed

fiddle player Jayne Pompas, known to many as Sweet Jayne, captivated the room with her signature style.

The evening opened with a burst of joy and energy from the Ladies of Ukulele Tuesday, setting the tone with their playful reinventions of much-loved songs. The entire show was expertly emceed by two inspiring members of our Youth Advisory Panel, Tara and Marwa, who brought passion, warmth and purpose to the stage.

We are deeply grateful to the venue, promoter and all of the artists who donated their time and talent to make the night possible. A special thank you goes to Heather Betsy of Flower Pop Florists in Inchicore, who generously created and delivered beautiful bouquets of mimosa flowers for each performer—an especially meaningful gesture, as the mimosa is one of the most symbolic flowers associated with International Women's Day. The night was more than a fundraising concert—it was a celebration of solidarity, creativity and collective commitment to a world where every girl is safe, heard, and empowered to thrive.

Nice job, John

Former Plan Ireland board member John Perry raised an amazing €4,345 pedalling for Plan when he participated in the Paris2Nice charity cycle event in 2024.

The non-competitive cycling event takes place over six days during the month of September every year, starting off in the beautiful city of Paris and finishing on the iconic Promenade des Anglais in Nice.

The Paris2Nice is a major fundraiser for Irish charities as 100 percent of funds raised go directly to the cyclist's chosen charity, with over €5,000,000 having been raised by 400 amateur cyclists for multiple charities over the past ten years. As well as paying for their own participation costs, all participants must raise a minimum of €3,000 for their own chosen charity.



Running for girls' rights

This year marked a milestone for Plan as we stepped—quite literally—into a new era of fundraising. For the first time, we took on a large-scale fundraising challenge, assembling an extraordinary team of 120 runners to join 28,000 other participants in the iconic Vhi Women's Mini Marathon through the heart of Dublin on the June bank holiday.

Now in its 43rd year, the Vhi Women's Mini Marathon is not only the largest women's event of its kind globally, but also Ireland's biggest one-day charity fundraising event. To be part of such an inspiring national tradition was both energising and deeply aligned with the values of our organisation.

With the generous support of health and fitness influencer and HappyFeet Run Club founder Ciara McNulty, paired with our own vibrant social media campaign, our debut could not have been more successful. Together, our runners and supporters raised an incredible €25,000.

These funds will go directly to keeping girls safe and in school through our programmes in West and Central Africa—tangible impact powered by collective action.

We were especially proud to have six members of Plan's own team lace up on the day, including one staff member who ran in the very first Mini Marathon back in 1983. United by purpose, every participant wore a specially designed Plan International t-shirt, transforming the city streets into a beautiful blue sea of solidarity for girls' rights. The joy and determination of 120 women running for change captured exactly what drives our organisation. As a small team with a big heart and an even bigger vision, we're powered by a "we can do it" attitude. We don't just raise funds—we raise hope, amplify voices and deliver lasting impact for girls around the world.

Looking ahead, we are thrilled to have secured a limited number of places for the 2026 Dublin and Paris Marathons, opening the door for even more supporters to join us on this journey.



Safeguarding

Plan International Ireland continued and increased its ongoing commitment to safeguarding and the Prevention of Sexual Harassment, Exploitation and Abuse (PSHEA) throughout the year. We have upheld our commitment to developing and deepening our safeguarding and PSHEA efforts across several areas, including policy dissemination, staff training and compliance with the Children First Act 2015.

Plan International has always been a leader in innovation in safeguarding and PSHEA. We see the need to move past seeing safeguarding solely as a compliance issue, and **we place a strong focus on culture being the most significant component of a safeguarding and PSHEA framework.**

Plan International Ireland has a safeguarding focal point at both staff and Board level. The focal points work to ensure the highest standards of safeguarding are embedded across all areas of our work.

Plan International Ireland is an active member of the Dóchas Safeguarding Working Group. This Working Group facilitates networking, learning, sharing of resources and expertise and engagement with key stakeholders to promote dialogue on all elements of safeguarding, including reporting and capacity needs within organisations.

Plan International Ireland, a relevant service under the Children First Act 2015, remains fully compliant with all statutory responsibilities outlined in the Act. Among other criteria, this has included developing a Safeguarding Statement, which is available on our website (www.plan.ie), outlining the policies and procedures in place to manage identified risks.

The Safeguarding Focal Point is the organisation's Designated Liaison Person, responsible for reporting any reasonable suspicion that a child in Ireland has been harmed or is at risk of harm.



Plan Ireland Charitable Assistance

(A company limited by guarantee)

Directors' Report and Financial Statements

Financial Year Ended 30 June 2025

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DIRECTORS AND OTHER INFORMATION

Board of Directors

Aoife Kelly-Desmond	(Chairperson)
Tara Bedi	
Mairead Butler	
Deirdre Corcoran	
Jessica Feary	
Eleanor Flew	
Charles Keane	
Oonagh Kelly	
David O'Leary	
John Perry	
Patrick Scott	
Brighid Smyth	(Resigned 31/12/24)
Sinead Duffy	(Appointed 23/04/25)

Secretary and Registered Office

John Perry
11 Harrington Street
Dublin 8
D08 EK7D

Registered Number: 359578

Revenue Commissioners Charity Number: CHY15037

Registered Charity Number: 20050764

Solicitors

McCann Fitzgerald
2 Harbourmaster Place
IFSC
Dublin 1

Bankers

Bank of Ireland
39 St Stephens Green
Dublin 2

Independent Auditors

PricewaterhouseCoopers
Chartered Accountants and Statutory Audit Firm
One Spencer Dock
North Wall Quay
Dublin 1

Senior Management Team

Paul O'Brien	Chief Executive Officer (Resigned 31/07/2025)
Feargal O'Connell	Chief Executive Officer (Appointed 18/08/2025)
Anna Keane	Head of Individual Giving
Derek Phillips	Head of Finance and IT
Juliane Schmucker	Head of Programmes

DIRECTORS' (TRUSTEES') REPORT

The Directors present herewith the audited financial statements for the year ended 30 June 2025 (Financial Year 2025, or FY25). The Directors confirm that the financial statements of the Company comply with the current statutory requirement of the Company's governing documents and the provisions of the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the financial reporting standard applicable in the Republic of Ireland (FRS102) hereafter denoted as the Charity SORP (FRS102). The Charity SORP (FRS102) is not mandatory in the Republic of Ireland and the Irish Charity Regulator has not prescribed accounting regulations for Irish Charities. In the absence of such prescriptive guidance the Board has adopted the Charity SORP (FRS102) as it is considered best practice.

Structure

Plan Ireland Charitable Assistance is a company incorporated under the Companies Act 2014, limited by guarantee. The Company was incorporated on 25 July 2002, and trades under the name Plan International Ireland. The Company is exempt from corporation tax.

The objects of the Company are charitable in nature with established charitable status, (Charity number CHY15037 and Charities Regulatory Authority number 20050764). All income is applied solely towards the promotion of the charitable objectives of the company.

Activities

Plan Ireland Charitable Assistance ('Plan International Ireland') is associated with Plan International Inc. ('Plan International'), a not-for-profit corporation registered in New York, USA. Plan International is an international humanitarian, child-centred development organisation with no religious, political or governmental affiliations. Plan International implements programmes to create a better future for children who live in developing countries and whose quality of life and ability to fulfil their potential is affected by extreme poverty, the failure of care by adults, discrimination and exclusion by society, or catastrophic events such as conflict or disasters.

Plan International's aim is to achieve sustainable development: a better world for children now and in the long-term. This means working with children, their families, communities, governments and civil society organisations across Asia, Africa and Latin America and campaigning at national and international levels, to bring about sustainable change. Plan International's work benefits from the support of individuals, mainly through child sponsorship which connects children and families in developing countries with supporters of social justice for children around the world. Plan International Ireland has just under 5,300 regular givers who support our work primarily through Child Sponsorship and our Girl Fund campaign. In addition, funding is currently received from a variety of sources primarily the public through various fundraising initiatives, Irish Aid, the European Union, United Nations organisations, Education Cannot Wait, corporates, and trusts and foundations.

Through direct grassroots work, Plan International supports the efforts of children, communities, and local organisations to enable children to access their rights to education, health, a safe environment, clean water and sanitation, secure family income and participation in decision-making. Plan International works to protect children at special risk; for example, child labourers, children who are vulnerable to trafficking, those who have lost parents to HIV/AIDS and those impacted by natural or economic disasters. Plan International strives to ensure that children's rights are recognised, through influencing policy decisions at local, national, and international levels and through our global campaign for equality for girls. In addition to our work overseas, Plan International Ireland strives to raise awareness of these development issues in Ireland through media relations, key events, advocacy, and global citizenship education.

Plan International actively encourages children to analyse their own situations and raises their awareness of the fundamental rights to which they are entitled. Plan International then supports the community to build the skills and access the resources it needs to implement projects that will lead to positive changes in children's lives.

Focus for the financial year ended 30 June 2025

Plan International Ireland Strategy 2021 to 2025

In June 2021, the Board approved a four-year strategic plan (2021 to 2025). Our vision and mission remain unchanged and continue to be aligned to the current Plan International Global Strategy, All Girls Standing Strong. We strive for a just world that advances children's rights and equality for girls. Our 2021-2025 strategy set out the following broad ambitions for the organisation:

- To have reached over 1.5 million programme participants in our programmes.
- To have successfully engaged the Irish public on the rights of the child and equality for girls.
- To have generated income of €50m over the four-year period, and
- To have further improved our reputation for collaboration in Ireland and across the Plan federation.

The 30th of June 2025 coincided with the end of Year 4 of strategy implementation. Plan Ireland surpassed the 1.5 million programme participants target in our programmes by working with a total of 2.32 million programme participants over the four years of the strategy. Plan Ireland also exceeded the four-year income target of €50m by delivering €69.52m income in the four years.

Following our award for Best Small Workplace in Ireland in 2020, 2021, 2022, and 2024 we will once again participate in the Great Place to Work survey in October 2025 and continue to implement our Human Resources strategy to ensure we have the right blend of competencies across the organisation.

Plan International Ireland Strategy Plan

In FY25 Plan International Ireland developed a new strategic plan for the financial years FY26-FY28, building on our current plan while adapting to both the changed environments in our countries of operation and in Ireland.

Overview (FY26–FY28)

During the financial year, Plan International Ireland launched its Strategic Plan for the period July 2025 to June 2028. This plan reflects a collaborative effort across the organisation to respond to a changing global landscape and to drive positive impact for vulnerable children and communities.

Key highlights of the strategy include:

- Target Impact: Positively impacting the lives of approximately 1 million programme participants.
- Education Access: Ensuring uninterrupted access to inclusive, quality education, particularly for out-of-school children in crisis-affected areas.
- Child Protection: Enhancing programme quality by strengthening child protection and Sexual and Reproductive Health and Rights (SRHR) initiatives.
- Resilience & Climate Action: Empowering participants to build resilience and adapt to climate change.
- Humanitarian Response: Meeting the needs of programme participants facing humanitarian crises.
- Gender Equality: Establishing Ireland as a leader in advocating for girls' rights and equality internationally.
- Communications: Improving the communication of the impact of our work in Ireland.
- Funding Goal: Raising €37.5m over the strategic period from donors and supporters.

The strategy builds on Plan International Ireland's strengths in education programming and humanitarian response. It reflects a commitment to innovation, particularly through the use of technology and automation, and to fostering a culture of inclusion, impact, and accountability.

Staff and volunteers

The number of staff employed by Plan International Ireland decreased to 24 (2024: 27). The ratio of the gross salary of the lowest paid staff member to that of the highest paid (excluding interns and apprentices) is 3.2:1

This has increased from 3.1:1 in FY24. All roles within Plan International Ireland are evaluated and assigned a grade. Each grade has a pay range or salary band. Each year pay bands are reviewed, based on market conditions, using a range of sources and taking account of affordability. A pay review proposal is submitted by management to the People Committee. The People Committee reviews this proposal and any other significant issues and makes the recommendations on the proposals to the Board. Staff costs are set out in note 11 of the financial statements.

Plan International Ireland is fortunate to benefit from the support of volunteers and people on work placements, who provided approximately 3,024 working hours in FY25. Their dedication has helped us to carry out research and improve our administration. They have also provided essential support to all parts of the organisation, meaning that we have been able to enhance our relationship with our supporters and our beneficiaries. We seek to continuously improve our work with volunteers. The Board is very grateful to all staff and volunteers for their commitment to Plan International and their efforts over the last year.

The Environment

We are very aware of the environmental impact of our activities, and the fact that it is the most vulnerable communities in developing countries who are most impacted by climate change. In June 2023, the Members Assembly approved a new Global Environmental Policy, with ambitious reduction targets to 2031. We monitor electricity, water, and paper use, and air travel to measure our environmental impact.

Plan International's approach to climate change education is grounded in its experience and programming on inclusive, quality, gender transformative education, education in emergencies, comprehensive school safety, disaster risk management, climate change, and resilience. Within the Irish-Aid funded SQUIRE programme, we address climate change impacts by sensitising children, youth and communities in our programme countries in West- and Central Africa to the challenges of climate change and disasters, while strengthening their capacity to facilitate child-centered adaptation processes. This involves developing and implementing innovative, community-based solutions that integrate the child-centred adaptation model while supporting the sustainable management of natural resources. To respond to climate shocks and stresses, Plan International builds upon its strong experience in Education in Emergencies (EiE) and supports initiatives of anticipatory action, which aim to reduce vulnerabilities and strengthening response capacities of communities affected by climate shocks and crisis.

Plan Ireland contributed to the “Real Choice, Real Lives” Study by Plan International putting forward the views and experiences of girls in their own words, with findings that reveal how girls’ education is disrupted by climate change and how education can help girls adapt and strengthen resilience. It includes recommendations on 1) safe learning environments and school preparedness, 2) improving climate change curricula and 3) enabling environments for climate change adaptation and education. In November 2024 a delegation of Plan Ireland staff and members of the Plan Ireland Youth Advisory Panel (YAP) have participated in the 29th Conference of Parties (COP) in Baku Azerbaijan engaging with stakeholders, youth and experts in climate change from across the globe.

Through the Irish Network for Education Worldwide (INEW) Plan Ireland has engaged in a high-level networking and advocacy event with representatives from Irish and International NGOs, the Development Cooperation and Africa Division at Irish Aid, academia, multilaterals as well as members of the Global Partnership for Education (GPE). The event emphasised on the climate-education nexus and how investing and strengthening education systems reduces vulnerability to climate change, enhances adaptive capabilities, and boosts problem-solving capacities.

Financial review

The financial outcome for FY25 is set out in the ‘Statement of Financial Activities’ on page 73.

Income

Plan International Ireland income for the year to 30 June 2025 was €17.95m, a decrease of 7% on the previous financial year. This decrease was primarily in our grant income, specifically funding from UN agencies and The European Civil Protection and Humanitarian Aid Operations (ECHO). The UN agencies drop of 20% can be attributed to the dismantling of US Aid. Overall, income remains strong and is a validation of our supporters' faith in our ability to deliver change for girls and boys in the world's poorest countries

Incoming resources from donations and legacies

Income from donations and legacies comprises donations from individual and corporate donors, child sponsors and regular givers, trusts and foundations, trade unions, and tax refunds from the Revenue Commissioners. In FY25 we received just over €1.809m from these income streams (see note 5a to the financial statements). This represents an increase of 3% when compared to FY24. This increase is primarily related to an increase in public appeals and legacies received during the financial year.

Grants from governments and other co-funders

Plan International Ireland received a total of €15.923m in grants from governments and other co-funders in FY25 (see note 5b to the financial statements for analysis by donor). This represents a reduction of 8.5% decrease from FY24 levels. Education Cannot Wait was the largest donor in FY25, providing a figure of €4.2m or 23.6% of overall income.

Donated commodities

Commodities donated to the organisation and distributed as part of its emergency response and relief programmes were valued at €191k in FY25, an increase from FY24 figure of €129k (see note 5c to the financial statements for details).

Four-year income trend:

Key indicator	FY25	FY24	FY23	FY22
Total income	€17.95m	€19.30m	€17.01m	€15.26m

Expenditure

Total expenditure for the year was €18.91m (FY24 €18.25m), made up as follows:

Key indicator	FY25	FY24	FY23	FY22
	€m	%	€m	%
Charitable activities	17.95	95.0	€17.25	94.5
Raising funds	0.95	5.0	1.00	5.5

Total expenditure, at €18.9m, represents a 3.6% increase from FY24 level of €18.25m. This increase is due to an increase in charitable activity expenditure compared to FY24 levels.

Charitable activities

Expenditure on charitable activities in FY25 totalled €17.95m, a 4.1% increase from FY24 levels of €17.25m (see note 6 to the financial statements for details).

Raising funds

The cost of raising funds totalled €953k in FY25, a 4.9% decrease from FY24 levels of €1,002k. This decrease is primarily due to a decrease in donor acquisition activity during the year.

Support costs

The total costs set out above in relation to charitable activities and raising funds include attributable support costs. These support costs include the key services of finance, human resources, information technology, and governance. These services play a crucial role in providing organisational support to the delivery of our programmes.

Total support costs for the year amounted to €765k, on par with FY24 levels of €766k (see note 8 to the financial statements for details).

Key expenditure indicators

There are a number of key expenditure indicators which, taken together, are used by management as a measure of performance. These are set out below:

Key expenditure benchmarking indicator	FY25	FY24
Return on fundraising spend (per one euro spent)	€1.90	€1.75
Charitable activities as a percentage of total costs	95.0%	94.5%
Support costs as a percentage of total costs	4.0%	4.2%

Return on fundraising spend – this essentially measures how much donation and legacy income Plan International Ireland get back for each euro spent on fund raising. This figure increased from €1.75 in FY24, to €1.90 in FY25. The increase is mainly due to increased income received in FY25 V's FY24 from Fundraising activities and Legacies donated during the year.

Charitable activities as a percentage of total costs – this details out how much of our total expenditure is spent on core activities, such as emergency response, education, and advocacy. This percentage increased marginally from 94.5% in FY24, to 95.0% in FY25 reflecting the increased charitable expenditure. The Board have committed to ensuring this percentage exceeds 90% on an annual basis for the life of the current strategy.

Support costs as a percentage of total costs – this illustrates how much of total expenditure is absorbed by essential but non-core activities and functions. Total support costs remained the same in FY25 as in FY24 and the % decreased as there was an increase in Charitable Expenditure. Management benchmark this ratio against a number of NGOs in Ireland and across the Plan federation. On average, 4.0% would be viewed as the low end of the benchmark.

Reserves position and policy

The Board reviews the level of reserves held on an annual basis. It is Plan policy to maintain a prudent level of reserves, to enable the organisation to meet financial commitments and to manage organisational risks. An adequate level of reserves also provides assurances to our stakeholders that the organisations activities are sustainable.

The reserve policy was reviewed in June 2025 and left unchanged. A key distinction is made in the policy between restricted income, which must be used only for the purpose specified by the donor, and unrestricted income, which is used by the organisation for general purposes in line with its charitable objectives.

Plan's available reserves at 30 June 2025 are €3,839,793 (2024 - €4,795,622). Of the available reserves, €2,659,959 (2024 - €3,467,283) is held in restricted funds, as the funds were donated for specific areas and activities.

Restricted Reserves

Due to the nature of restricted reserves, surpluses in one year are typically balanced by deficits in later years as surplus funds received are spent down over the life of the project. For the financial year 2025 Plan has an expenditure deficit of €807,324 (2024 – Surplus of €1,136,976) over restricted income. This was in line with expectations and reflected expenditure and programme activity.

Unrestricted Reserves

Unrestricted reserves totalled €1,179,839 (2024 - €1,328,339) and are split out into two main types:

Designated reserves

These are unrestricted reserves that have been allocated by the Board for specific purposes and that are, as a result, not available for general usage. At 30 June 2025, funds have been designated for four specific purposes as follows:

- To cover future budget deficits (€400,000)
- To recognise that a portion of reserves is invested in the organisations fixed assets and therefore would unlikely be able to be liquidated in a timely manner (€65,000)
- To ensure the continuity of operations, it is our policy to hold at least three months working capital (€375,000)
- To cover any future downturns in unrestricted income generation, the provision is calculated based on a 10 per cent reduction in unrestricted (€235,000)

General Reserves

These represent funds which are freely available for the general purposes of the organisation. General reserves at 30 June 2025 are €104,839 (30 June 2024 €253,339).

Four-year unrestricted reserves trend, and unrestricted reserves as a percentage of total income:

Key indicator	FY25	FY24	FY23	FY22
Unrestricted reserves	€1,179,839	€1,328,339	€1,417,060	1,581,925
Unrestricted reserves as a percentage of total income	6.57%	6.88%	8.3%	10.4%

Governance and management

Plan International Ireland is governed by a board of directors. The Board's commitment to governance is reflected in the emphasis on transparency, accountability, effectiveness and on value for money in all aspects of Plan International Ireland's work. The Board has taken action to ensure that the organisation is fully compliant with the principles outlined in the Charities Governance Code.

Board and Committee changes

During the period Brighid Smyth resigned in December 2024. The Board appointed Sinead Duffy in April 2025 and she joined the Marketing and Fundraising Committee following her appointment.

As of 30 June 2025, there were 12 board directors. The names and biographies of the current board members appears on page 57.

Decision making

The Board is responsible for the Vision, Mission and Goals of Plan International Ireland. They approve strategy, structure, annual plans and budgets, and ensure that the organisation is effective and accountable. The Board appoints the Chief Executive Officer (CEO) and delegates a range of day-to-day decision-making powers to the CEO and the senior management team. These delegated powers are reviewed annually by the Board and outlined in the CEO Delegation of Authority Policy.

Each year the Board approves a board and committee schedule, which outlines the main board and committee agenda items for the coming twelve- month period. The Board meets at least five times a year, and at its meetings it reviews management accounts, the risk register, an update on the implementation of the strategic plan, updates from the various board committees, and on a rotating basis, an update from a senior manager on their specific area.

Conflicts of interest and loyalty

A comprehensive conflict of interest and loyalty policy is in place and requires all board directors and committee members to disclose and manage actual or potential conflicts. Annual declarations are made by board directors and committee members, and declaration of conflicts of interest or loyalty are a standing agenda item on all board and committee meetings. The policy was last approved by the Board in 2024 and will be revisited in October 2027.

Board effectiveness and appointments to the board

Board directors, all of whom are non-executive, are drawn from diverse backgrounds and bring a broad range of experience and skills to the organisation. Every three years the Board conducts a self-audit, to review if it is still fit for purpose and holds the appropriate set of skills. Board recruitment is based on the gaps identified, as well as ensuring a balance of both age and gender among members. The most recent self-audit process was completed in early 2024. The audit was conducted by an external facilitator, and its main findings related to areas such as board engagement in strategy, having a dedicated and secure Board document portal, and the board dynamic. A number of actions were approved by the Board and are being implemented.

Board recruitment is managed through Boardmatch, existing board directors' professional networks, or adverts on our website www.plan.ie. New potential board directors are approved at board meetings, after an evaluation and vetting process. On appointment, all new board directors attend an induction with the CEO and senior management, where they receive an overview of the organisation, a copy of our Directors Handbook outlining their roles and responsibilities and undertake an induction session with our Safeguarding Focal Point.

In line with our constitution, board directors must resign every three years, at which point they can put themselves forward for re-appointment. The current maximum term limit for board directors is nine years (three terms of three years). All board directors are required to visit a Country Office during their tenure, as well as attend training and events related to Plan International, corporate governance, and the wider not-for-profit sector.

The table below lists the number of meetings held from the time the member was appointed during the year and the number of meetings s/he attended:

Attendance of board directors in FY25

Name		Attended
Aoife Kelly-Desmond	Chairperson	7/7
Tara Bedi		5/7
Mairéad Butler		5/7
Deirdre Corcoran		7/7
Jessica Feary		6/7
Eleanor Flew		7/7
Oonagh Kelly		6/7
Charles Keane		6/7
David O'Leary	Vice-Chairperson	7/7
John Perry	Company Secretary	7/7
Patrick Scott		7/7
Brighid Smyth	Resigned 31st December 24	4/4
Sinead Duffy	Appointed 23rd April 25	2/2

Committees of the board

There are four standing committees of the board. All committees have terms of reference which are reviewed and approved by the board on a three-year cycle. As well as the four main committees, from time to time the board will appoint a special project committee. Such a committee was appointed following the last Board Self-Audit, to oversee the implementation of the recommendations. Details of the committees are set out below.

Attendance of committee members in FY25

The tables below list the number of committee meetings held from the time the member was appointed and the number of these meetings s/he attended.

Programme Committee

Chaired by Charles Keane, this committee is responsible for overseeing the programme work carried out by the organisation; reviewing policies and positions; providing technical input; and providing support to the Head of Programmes as required. The committee currently consists of three board directors. The CEO and Head of Programmes attend meetings by invitation.

Name	Attended
Tara Bedi	3/3
Mairead Butler	2/3
Pat Gibbons (resigned Jan 25)	2/3
Charles Keane	3/3

Marketing and Fundraising Committee

Chaired by Eleanor Flew, the committee is responsible for overseeing the communication and fundraising activities of the organisation; ensuring the activities are in line with the Dóchas Code of Images and Messaging, the Charities Institute of Ireland Fundraising Standards; and that the organisation is achieving appropriate return on investment on all our communication and fundraising activities. The committee currently consists of three board directors and one external, a former Youth Advisor Panel Member. The CEO and Head of Individual Giving attend meetings by invitation.

Name	Attended
Brighid Smyth (Retired Dec 24)	3/3
Anna Golden (Youth Member) Retired (Nov 24)	2/3
Ciara O'Brien (Youth Member)	3/3
Aisling Maloney (Youth Member)	0/3
Eleanor Flew	4/4
Sinead Duffy	1/1
David O'Leary	3/4

Finance Committee

Chaired by Deirdre Corcoran, the committee is responsible for monitoring the financial reporting process; monitoring the effectiveness of the internal control and risk management systems; annually reviewing and endorsing the Reserves Policy; reviewing and endorsing the annual operating budget; and reviewing the effectiveness of internal and external auditors. In line with the CEO Delegation of Authority Policy, the Finance Committee approve the CEO expenses. The committee currently consists of four board directors. The CEO and the Head of Finance and IT attend meetings by invitation.

Name	Attended
Deirdre Corcoran	5/5
Jessica Feary	4/5
John Perry	5/5
Patrick Scott	5/5

People Committee

Chaired by Oonagh Kelly, the committee is responsible for recommending to the board the remuneration levels for the CEO and senior management. The committee currently consists of three board directors. See note 11 to the financial statements for a breakdown of employee numbers and costs. The CEO and part-time HR Specialist attend meetings by invitation.

Name	Attended
Aoife Kelly-Desmond	3/3
Onagh Kelly	3/3
Partick Scott	3/3

Board officers

The members of Plan International Ireland are the current board of directors, plus fourteen former directors who have stayed on as members, and their liability is limited to €1.

Directors

Aoife Kelly-Desmond (Chairperson): Aoife has been a board director since 2017 and was appointed Chair in December 2022. Aoife is the CEO of Community Law & Mediation (CLM) an independent community law centre and charity. She previously worked as Managing Solicitor at Mercy Law Resource Centre, an independent law centre which provides free legal advice and representation to people who are homeless or at risk of becoming homeless. Prior to that Aoife worked as a solicitor in A&L Goodbody and Matheson, where she advised commercial entities and public bodies on investigations, regulatory matters and complex litigation and disputes. Aoife is a member of the CORU Social Worker's Registration Board representing the interests of the general public.

David O'Leary (Vice Chairperson): David has been a board director since 2021. David helps companies, governments, and profit for purpose organisations to drive and sustain strategic innovation, digitalisation, and excellence. He built his own advertising agency before exiting in a sale to a global marketing agency. He manages the world's largest mass participation sports event for women: The Women's Mini Marathon. David holds an MBA from the UCD Smurfit School and is a graduate of The Institute of Directors Chartered Director programme.

Dr. Tara Bedi: Tara has been a board director since 2021. Tara Bedi is an Assistant Professor in Development Practice in the Department of Geography at Trinity College Dublin. Prior to this she was a research fellow, a Marie Curie postdoctoral researcher (CAROLINE) and Irish Research Council PhD student in development economics at Trinity College Dublin. She also holds a master's degree in Public Administration in International Development from the Harvard Kennedy School. She focuses on the evaluation of large-scale field projects on gender empowerment and poverty reduction. She is conducting research in Ethiopia, India, Malawi, Mauritania, Kenya and Ireland. Tara has worked in local and international NGOs on development, as well as international organisations and with refugee settlement in the US. She grew up in rural India around her parent's work on rights and development.

Mairéad Butler: Mairéad is a feminist student and activist. She is an Erasmus Mundus MA in Women's and Gender Studies (GEMMA) student in the Central European University in Vienna and the Universidad de Granada and a BA European Studies graduate of Trinity College Dublin. Mairéad has been a board director since April 2023 and is also a member of the Programmes Subcommittee. She has been a member of the Plan International Ireland Youth Advisory Panel (YAP) since January 2021.

Deirdre Corcoran: Deirdre has been a board director since October 2022. Deirdre is a Fellow of the Institute of Chartered Accountants Ireland and has extensive financial, management, company secretarial and governance experience. She holds a Bachelor of Commerce from University College Dublin and a Masters in Accounting from the Michael Smurfit Graduate Business School. She is also a graduate of the Institute of Directors Chartered Director programme. Deirdre worked as Financial Controller and Company Secretary for Kenmare Resources plc from 1999 to 2021. Prior to joining Kenmare, Deirdre worked with Concern Worldwide and with Deloitte.

Jessica Feary: Jessica is a member of the Institute of Chartered Accountants Ireland and has worked in finance roles for the past 14 years. She holds a Bachelor of Business – Accounting from the Technological University Dublin. She was appointed as a director in KPMG's audit practice in 2021, previously working as manager and then senior manager and works there to date. She has been with KPMG since 2012. During

this period, she has gained significant experience working with a large number of financial institutions and service organisations in asset management. Prior to joining KPMG, Jessica has also worked in various finance positions across retail and pharmaceutical entities.

Eleanor Flew: Eleanor has been a board director since 2020. Eleanor is a Director of Philanthropy and Partnerships at the Royal College of Physicians of Ireland. Previously Eleanor served as the Director of Fundraising and Communications with Our Lady's Hospice & Care Services (Harold's Cross, Blackrock and Wicklow) which she held since December 2014. Eleanor is a graduate of NUI Maynooth and the UCD Michael Smurfit Graduate Business School. Eleanor has previously worked for two not-for-profit organisations encompassing both domestic and overseas functions, Focus Ireland and UNICEF Ireland. Prior to the not-for-profit sector, Eleanor worked in advertising across a diverse range of industries including technology, FMCG, retail, and telecoms.

Charles Keane: Charles has been a board director since 2020. Charles is a graduate of University College Dublin with a Degree in Commerce and a post graduate Diploma in Development Studies. Most of his career has been in the Banking and Finance sphere specialising in the small business sector both in Ireland and overseas. He was previously Managing Director of ICC Consulting where he managed numerous projects on behalf of various international development agencies primarily in developing countries. Most of his international experience has been gained in Africa and Asia. He presently works in Dublin as an independent consultant to the SME sector.

Oonagh Kelly: Oonagh has been a board director since June 2023. Oonagh is a Chief People Officer with over 25 years' experience in Financial Services, Professional services and Education Technology. She is also an accredited Executive and Leadership Coach. Oonagh is a passionate advocate for inclusion and diversity and has designed and led award winning programmes that create more inclusive cultures in organisations. Oonagh is a Chartered Fellow of the CIPD, has a Masters in European Studies and a BA in Human Resource Management.

John Perry: (Secretary) John has been a board director since September 2023. John is a Tax Partner at Ogier Law Firm specialising in investment management, structured finance and aviation. He was previously a partner at Deloitte Ireland LLP. He has participated in the committees of numerous industry bodies including Irish Funds and the Irish Debt Securities Association and he is a member of the aviation industry body, ISTAT. John is a Fellow of Chartered Accountants Ireland, a Chartered Tax Adviser and has been awarded a MSc in Aviation Finance from University College Dublin's Graduate Business School. He has been an Assistant Professor at Dublin City University and a member of the Adjunct Faculty at University College Dublin.

Patrick Scott: Patrick has over 25 years leadership experience in executing strategy and managing business operations, including 15 years at IBM for clients in IT, Telco & Financial Services across Ireland, Europe and the US. He has over 10 years of board governance service for non-profit institutions in education and children's welfare, in Mexico, Ethiopia and Ireland. He holds an International Executive MBA from Instituto de Empresa, Madrid, and a Bachelor's degree in Law from Trinity College Dublin and is a graduate of the Chartered Director programme of the Institute of Directors in Ireland.

Sinead Duffy: Sinead joined the Board in 2025 and is a public affairs, sustainability and communications specialist with over 25 years' experience in the corporate sector. She is former Director of Global Public Affairs and Sustainability at Bayer and she currently works with purpose-driven organisations to support sustainable development. She is a Board Member of Energy Cloud, supporting people in energy poverty, a member of Business Fights Poverty's Global Expert Network and a Member of European Women on Boards. She has an educational background in psychology (UCD and communications (DCU) as well as further education in Sustainability (Cambridge University) and Corporate Governance (Columbia University).

Plan International Federation

Plan International is an international development and humanitarian organisation that works with children, families, and communities in the world's poorest countries. The purpose of Plan International is to 'strive for a just world that advances children's rights and equality for girls. To enable us to do this, Plan International is organised into separate legal entities which, in the year ended 30 June 2025, included 22 National Organisations, Plan International Inc., and their subsidiaries.

Programme delivery is carried out through country offices in 55 countries by Plan International Inc., a not-for-profit organisation incorporated in the USA. Plan International Ireland and the other National Organisations raise funding for these programmes from a range of donors (e.g., institutional donors, corporations, trusts and foundations, and major donors), signing contracts with the donors as applicable and then providing grant management support to the country offices which directly implement the programmes. The National Organisations also represent Plan International's work in their own countries through raising funds from individual giving, through campaigning, and through managing the relationship between child sponsors and their sponsored children.

Members' Assembly

Our supreme governing body is the Members' Assembly, made up of delegates from the governing bodies of our 22 National Organisations. The Members' Assembly meets twice a year. The Members' Assembly now also includes two delegates under the age of 25 who have been involved with the youth advisory bodies of our Country Offices. The Members' Assembly decides on Plan International Global Strategy, annual budget, financial statements, and Global Policies. It also elects the Plan International Board members in accordance with the Members' Assembly approved Election Procedures. It is chaired by Gunvor Kronman, who also chairs the International Board.

The Members' Assembly has two committees: the Board Oversight Committee (Heikki Eidsvoll Holmas (Chair), Lori Evans and Tim Lo Surdo) and the Nominating and Governance Committee (Aoife-Kelly Desmond (Chair) Jose Carlos, Guerrereo, Margarita Vargas, Patricia Faulkner, Elham Binai, Claudia Halberkamp and Susan Blankhart).

Plan Ireland's interests are represented by Aoife-Kelly Desmond. In June 2022, the Members' Assembly approved a new global strategy to 2027, entitled All Girls Standing Strong. The global strategy is available on Plan International's website.

International Board

The International Board is responsible for overseeing the activities of Plan International and the Leadership Team's management of Plan International, Inc. It is comprised of up to 11 individuals, 7 of whom must also sit on the governing bodies of National Organisations. The International Board is comprised entirely of non-executives, none of whom are paid by Plan International.

The Board has two standing committees: the Financial Audit Committee and the Programme Committee, each of which also includes non-voting delegates from the Members' Assembly. It has also established a People and Culture Committee.

The board of Plan International ("International Board") directs the activities of Plan International and is responsible for ensuring that the management of the organisation is consistent with the by-laws and with the strategic goals of the organisation as determined by the Members' Assembly to whom it is accountable.

The responsibilities and powers of the International Board are prescribed by the by-laws and include the following: the management of Plan International's affairs in a manner consistent with the by-laws; the preparation of recommendations to the Members' Assembly; implementing the vision, mission and overall strategic goals and policies set by the Members' Assembly; overseeing the development and implementation

of budgets and long-term financial plans approved by the Members' Assembly; the selection and evaluation of the performance of the Chief Executive Officer; measurement and evaluation of Plan International's programme, financial and other performance; and assuring the financial integrity of Plan International including reporting the results of assurance activities to the Members' Assembly.

Risk management and internal control

In order to implement Plan International Ireland's strategy, and to keep it updated to reflect current circumstances, it is essential that significant risks facing the organisation are identified as they arise and are monitored and managed.

Plan International Ireland finances its operations mainly from grants, sponsorship, regular giving and other donations from the public. As such, Plan International Ireland is exposed to different financial risks that include credit risk, foreign exchange rate risk and liquidity risk. Financial risk management policies are in place which seek to limit the impact of these risks.

The policies for managing each of its main financial risks are broadly as follows:

Credit risk:

Credit risk is the risk that the financial institutions in which deposits are held default on the cash deposited and the risk that debtors may default on their obligations.

Plan International Ireland may hold its deposits in accounts across a number of financial institutions. The credit ratings of these financial institutions are monitored regularly by finance staff and appropriate action is taken based on Plan International Ireland's investment policy. Plan International Ireland has no external borrowings or investments.

The majority of amounts receivable at year-end relate to institutional donors, and the associated credit risk is therefore considered to be low.

Foreign exchange risk:

Most of Plan International Ireland's transactions are denominated in Euro and therefore we do not face significant currency risks. The purchasing power of funds transferred to Plan International Inc. is affected by the strength of the donor currency against the local currencies in the countries in which those funds are spent. This risk is managed by Plan International Inc. Plan International Ireland does not enter into foreign exchange contracts for speculative reasons.

Liquidity risk:

Liquidity risk is the risk that Plan International Ireland will be unable to meet financial commitments arising from the cash flows generated by its activities. The risk can arise from mismatches in the timing of cash flows relating to assets and liabilities.

Plan International Ireland's liquidity is managed by ensuring that sufficient cash and deposits are held on short notice, and by retaining sufficient unrestricted reserves to cover short term fluctuations in income. Our reserves policy, combined with our remitting funds to Plan International Inc. only after receipt, results in low exposure to liquidity risk.

Plan International Ireland operates in highly unpredictable environments. Consequently, our work is often shaped and influenced by the taking or avoidance of risk. The expectation is not to eliminate all risk, but rather to set out a management system and governance oversight whereby significant risks can be identified, assessed, mitigated, monitored, and reported across the organisation. Each risk item is analysed according to its perceived potential impact together with actions that either have or will be taken in mitigation. The quarterly movement of each risk listed in the Risk Register is analysed and reviewed quarterly by our Senior Management Team, our Finance Committee, and our Board of Directors.

The financial sustainability risks were identified during the work on the Global Strategy and key financial targets were based on ambitious, yet achievable levels of activity. During the year management reviewed the impacts of the current economic environment, including the ongoing inflationary pressures experienced in Ireland and in the many countries we work in. Additional financial processes were implemented, including multi-year projections, to ensure the organisation is sufficiently resourced to meet its commitments. Work on the security risks continues, and a revised Plan Ireland Security Policy was approved by the Board in June 2024.

Risk appetite

The risk appetite of the organisation is determined and communicated by the Board, to help ensure decision making throughout the organisation is made consciously and aligned to agreed parameters. The appetite defines the level and nature of risk acceptable to enable the achievement of our strategic objectives. Three levels of risk appetite have been identified – Bold (a positive risk appetite, indicating our appetite for taking more risks); Balanced (a neutral risk appetite, indicating our appetite for taking some risk); and Averse (a negative appetite, indicating our attitude to taking limited or no risk).

As an example, the Board have allocated a Bold Risk Appetite in relation to our Strategic objectives risk type. As Plan International embarks on an ambitious global strategy, we recognise it will result in significant change throughout the organisation. During this global transformation period our risk profile will increase and decisions relating to the strategic objectives will require a greater risk appetite.

Principal risks and uncertainties

The section below describes the principal risks and uncertainties that have been identified by the Board, the mitigating actions for each and an update on any change in profile of each risk during the year. The Board has determined that these are the principal risks and uncertainties which could impact the organisation in the achievement of its objectives. The section below does not represent an exhaustive list of all the risks that may impact the organisation.

The risk management process has resulted in a high priority being placed on the following five risks:

Risk 1: Fraud

Trend: Unchanged 

Risk Appetite: Averse

Description: Fraud concerning Plan International Ireland funds at National Office or Country Office level.

Mitigation: Plan International has strong financial controls in place throughout the programme implementation cycle, including sophisticated financial systems, whistleblowing, anti-fraud, and anti-corruption policies. We have a zero-tolerance to fraud and are one of the few international NGOs with a dedicated global Counter Fraud Unit. All suspected cases of fraud related to Irish funds are investigated and reported to donors, and internally reported to both the Finance Committee and the Board. Additionally, a summary of all confirmed fraud cases throughout the federation is reported to the Finance Committee and external donors on a quarterly basis. Each year Plan International Ireland's accounts are audited by PricewaterhouseCoopers (PwC) to ensure accuracy and consistency in financial reporting. Plan International has a large internal audit function staffed with experienced auditors called Global Assurance (GA). GA carries out audits of each Plan International Country Office (CO) at least every three years.

Developments in FY25: In October 2024, the Head of Global Assurance for Plan International Worldwide presented the Annual Global Assurance Report and the Counter Fraud Annual Report to the Finance Committee. The presentation was followed by a discussion during which members posed questions on key findings, risk management, and fraud prevention measures. The reports and outcomes of the discussion were subsequently presented to the Board for information and oversight.

In May 2025, a small fraud was reported in Bangladesh and is currently under investigation by Plan International's Counter Fraud unit it has also been reported to the Donor.

Desk Officers and Compliance personnel now make joint visits to Country Offices to carry out both programme monitoring and financial verifications. In FY25 there have been project monitoring visits to Cameroon, Egypt, Guinea Bissau, Nigeria, Liberia, Papua New Guinea, Solomon Islands, Burkina Faso, Bangladesh, Central African Republic (CAR), Guinea and Mali. The Head of Programmes participated in the Regional Leadership meetings for West and Central Africa (WACA) in Senegal and for the Asia Pacific Region (APAC) in Nepal.

Risk 2: Operational Continuity

Trend: Unchanged ◀►

Risk Appetite: Balanced

Description: The loss of a number of staff, including senior staff, combined with the challenges of recruitment in a tight labour market.

Mitigation: Plan achieves its objectives through its staff and volunteers. The ability to recruit and retain staff is an ongoing challenge in Ireland and globally. The organisation has developed and frequently reviews its HR policies to ensure this risk is managed adequately. Plan regularly partakes in the Great Place to Work survey and has been certified as a Great Place to Work in 2020, 2021, 2022, 2023 and 2024.

Developments in FY25: This risk remained elevated during the year as new senior personnel joined the organisation and familiarised themselves with its operations. Subsequently, several departures occurred within the Finance and IT Departments, as well as within the Programmes Department. In early 2025, the Chief Executive Officer announced his intention to retire in July 2025, and a successor was appointed, taking up the position in August 2025. As of October 2025, a number of the previously vacant positions have been successfully filled.

Risk 3: Financial Sustainability

Trend: Increased ▲

Risk Appetite: Bold

Description: Unanticipated and material income reductions leading to an inability to achieve key strategic objectives and fund new or ongoing programme activities.

Mitigation: The organisations strategic and operational plans are designed to ensure our limited resources are prioritised towards those areas where we will have the greatest impact. Annual operating budgets are approved by the Board, and quarterly progress is reviewed in detail by the Finance Committee and tabled at regular Board meetings. Each year the Board and entire Management team meet for an away day, where detailed strategic discussions take place. On the 18th of June 2025, the Board and Management held a detailed strategic session to review goals and metrics and approve the three-year strategy. This marked the beginning of the strategy for Plan International Ireland FY26 to FY28.

Developments in FY25: Income targets for the final year of the four-year strategic plan were achieved. Fundraising performance remained strong; however, challenges continued in acquiring new regular donors due to limited door-to-door supplier capacity.

The restructuring of USAID under the new U.S. administration, combined with reductions in ODA budgets across several European countries, placed pressure on the international aid sector and may affect future UN agency funding. Despite this, significant grant successes were achieved during the year, including awards from the European Union (INTPA and ECHO) and Education Cannot Wait, the UN global fund for education in emergencies.

Risk 4: Reputation

Trend: Unchanged ◀▶

Risk Appetite: Balanced

Description: Negative PR impacting Plan International Ireland and general enhanced scrutiny of the sector.

Mitigation: The Board recognise the limited control the organisation has on external events which impact on the entire charity sector. The Board is committed to ensuring accountability and transparency with disclosures of all aspects of our work.

Developments in FY25: The organisation has a strong framework of policies and procedures in place to manage reputational risk effectively. During the year, management reviewed reports issued by the Charities Regulator to assess their findings and consider potential implications for Plan International Ireland. The review confirmed that existing governance, financial control, and compliance frameworks remain robust and consistent with sector best practice. A summary of the review and its conclusions was presented to the Finance Committee in May 2025.

Updated Safeguarding, PSHEA, and Vetting Policies were approved by the Board on 24 April 2025. The rollout of the Safeguarding Policy was completed with all staff during the year, supported by training and awareness sessions to reinforce understanding of safeguarding responsibilities and reporting procedures. Ongoing compliance continues to be monitored through established management oversight processes. With the previous Safeguarding Focal Point leaving, a new focal point was identified in the programmes department, a comprehensive handover was conducted.

Risk 5: Compliance

Trend: Unchanged ◀▶

Risk Appetite: Averse

Description: Non-compliance by Plan International Ireland with relevant laws, donor rules and internal policies and procedures.

Mitigation: A Quarterly Compliance report is tabled at each Finance Committee meeting. This report outlines the organisations compliance against a multiple of areas. Compliance is also ensured by the design and implementation of appropriate control systems and detail policies and procedures. Plan International Ireland is fully compliant with the Charities Regulator Governance Code.

Developments in FY25: Three external audits were undertaken during the year. The ECW audit in the Central African Republic, conducted by BDO, remains open pending further instruction from the auditor and ECW. The ECHO audit in the Central African Republic, carried out by Ernst & Young, identified ineligible costs of €63,317, which were absorbed by the Country Office; this audit is now closed. A mid-grant ECHO audit in Cameroon, also conducted by Ernst & Young, was completed with no findings. The related compliance risk remains stable.

All projects are being audited at least once towards the closure through scheduled audits to ensure transparent and appropriate use of funds. In addition, programmes department staff carry out regular project monitoring visits including review of financial management procedures, document-management and ensure alignment with donor guidelines and requirements.

The board is satisfied that systems are in place to adequately monitor, manage and mitigate Plan International Ireland's exposure to major risks.

Plan International Federation

Plan International is affected by a number of risks and uncertainties, not all of which are within its control, but which impact on the delivery of its objectives. A global Risk Register is maintained by management, which seeks to capture the most significant risks facing the organisation, the owner responsible for monitoring and evaluating the risk, and the mitigation strategies in place. A formal review of the global Risk Register is undertaken by the Financial Audit Committee on a quarterly basis.

Plan International Federation is a large, complex organisation with 22 National Organisations and almost 60 Country Offices. The legal, political, cultural, and social environments are different across the Federation, decisions made in one area of may impact other parts of the Federation. Plan International Ireland monitors and manages this complexity specifically as it relates to, and impacts on, the allocation of funds which Plan International Ireland is accountable for.

Risk management is a recognised part of Plan International's everyday activities at all levels and Plan International takes a systematic approach to risk management considering both external and internal factors.

Plan International's risk processes are designed to identify key and emerging risks and provide assurance that these risks are fully understood and appropriately assessed with regular reporting and monitoring routines. The approach is in accordance with ISO 31000 methodology. This risk management process is supported by a technology-based system that promotes greater consistency and clarity, the linkage between risk and control activities, and the ability to report and monitor a dynamic and evolving risk environment.

Plan International continues to develop its approach to risk management throughout Plan International as part of an on-going improvement plan overseen by Plan International's Global Risk and Insurance Team. In FY21 this team began producing detailed quarterly risk reports, detailing out the risk environment across the entire federation. These quarterly reports are reviewed by the Plan International Ireland Finance Committee.

Other Risks

Several additional risks have been identified within the organisation, spanning a wide range of areas. These include ensuring compliance with child protection policies, providing adequate security measures for staff working overseas, addressing concerns related to IT infrastructure, project capacity, foreign exchange exposure, and the potential failure to demonstrate effective use of sponsorship funds.

The organisation has several measures in place to minimise these risks including:

- Full staff training on child protection policies and protocol.
- Hostile Environment Awareness Training (HEAT) for staff who are traveling overseas.
- Investment in cybersecurity measures to include Firewall protection, encryption, and data minimisation.
- Regular assessment of project capacity & regular monitoring and evaluation visits to key overseas projects.
- Monitoring and reviewing of financial forecasts for international projects with foreign exchange exposure.

These risks are monitored and presented quarterly to both the Finance Committee and Board for review. The Board is confident that appropriate systems are in place to effectively monitor, manage, and mitigate Plan International Ireland's exposure to significant risks.

Statement of directors' responsibilities

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

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

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

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

- select suitable accounting policies and then apply consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards and identify the standards in question, subject to any material departures from those standards being disclosed and explained in the notes to the financial statements; and
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the company will continue in business.

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

- correctly record and explain the transactions of the company;
- enable, at any time, the assets, liabilities, financial position and profit or loss of the company to be determined with reasonable accuracy; and
- enable the directors to ensure that the financial statements comply with the Companies Act 2014 and enable those financial statements to be audited.

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

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

Accounting records

The measures taken by the directors to secure compliance with the company's obligations to keep adequate accounting records are the use of systems and procedures appropriate to the business and the employment of competent and reliable persons. The accounting records are kept at the company's premises at Plan International Ireland, 11 Harrington Street, Dublin 8, D08 EK7D.

Memberships

Plan International Ireland is a member of the following groups:

- Dóchas
- Irish Consortium on Gender Based Violence (GBV)
- Irish Development Education Association (IDEA)
- Irish Emergency Alliance CLG (IEA)
- Irish Forum for Global Education (IFGE) now the Irish Network for Education Worldwide (INEW)
- The Wheel
- Comhlámh
- Charities Institute Ireland (CII)

Compliance with sector-wide legislation and standards

part of Plan International Ireland's efforts to improve its work, the directors and staff of Plan International Ireland monitor and engage with legislation, standards and codes which are developed for the sector in Ireland. Plan International Ireland subscribes to and is compliant with the following standards:

- The Charities Act 2009
- Charities Amendment Act 2024
- The Governance Code
- The Charities Governance Code (issued by the Charity Regulator)
- Dóchas Code of Conduct on Images and Messaging
- Guidelines for Charitable Organisations Fundraising from the Public (issued by the Charity Regulator)
- The Lobbying Act 2015

Lobbying and political contributions

There were no political contributions in the year ended 30 June 2025, and as a result no disclosures are required under the Electoral Act, 1997.

As required under the Regulation of Lobbying Act 2015, Plan International Ireland now records all lobbying activity and communications with Designated Public Officials (DPOs). We have made all returns and submissions required by the Act.

Health and safety

Plan International Ireland's Health and Safety Policy is to:

- Comply, at a minimum, with all applicable legislation and continually improve Health and Safety stewardship towards industry best practice.
- Ensure employees are aware of and implement the company's Health and Safety imperatives.
- Ensure that a healthy and safe workplace is provided for all employees and take due care of all sponsors and visitors to our business premises.
- Require all employees to work in a safe manner as mandated by law and best practice.

Results

The results for the year are set out in the Statement of Financial Activities on page 73.

Subsequent events

There have been no significant events affecting the organisation.

Research and development

The organisation did not engage in any research and development during the year.

Transactions involving directors

There were no contracts in relation to the affairs of the company in which the directors had any interest, as defined in the Companies Act, 2014, at any time during the year ended 30 June 2025.

Disclosure of information to auditors

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

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

Auditors

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

On behalf of the board



Aoife Kelly-Desmond



John Perry

Date: 10 December 2025

Independent auditors' report to the members of Plan Ireland Charitable Assistance

Report on the audit of the financial statements

Opinion

In our opinion, Plan Ireland Charitable Assistance's financial statements:

- give a true and fair view of the company's assets, liabilities and financial position as at 30 June 2025 and of its net expenditure and cash flows for the year then ended;
- have been properly prepared in accordance with Generally Accepted Accounting Practice in Ireland (accounting standards issued by the Financial Reporting Council of the UK, including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Irish law); and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

We have audited the financial statements, included within the Directors' Report and Financial Statements, which comprise:

- the balance sheet as at 30 June 2025;
- the statement of financial activities for the year then ended;
- the statement of cash flows for the year then ended;
- the statement of changes in funds for the year then ended; and
- the notes to the financial statements, which include a description of the accounting policies.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) ("ISAs (Ireland)") and applicable law.

Our responsibilities under ISAs (Ireland) are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

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

Conclusions relating to going concern

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from the date on which the financial statements are authorised for issue.

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

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

Reporting on other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report based on these responsibilities.

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

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

- In our opinion, based on the work undertaken in the course of the audit, the information given in the Directors' (Trustees') Report for the year ended 30 June 2025 is consistent with the financial statements and has been prepared in accordance with applicable legal requirements.
- Based on our knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' (Trustees') Report.

Responsibilities for the financial statements and the audit

Responsibilities of the directors for the financial statements

As explained more fully in the Statement of directors' responsibilities set out on page 67, the directors are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they give a true and fair view.

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

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

Auditors' responsibilities for the audit of the financial statements

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

Our audit testing might include testing complete populations of certain transactions and balances, possibly using data auditing techniques. However, it typically involves selecting a limited number of items for testing, rather than testing complete populations. We will often seek to target particular items for testing based on their size or risk characteristics. In other cases, we will use audit sampling to enable us to draw a conclusion about the population from which the sample is selected.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA website at:

https://www.iaasa.ie/getmedia/b2389013-1cf6-458b-qb8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf

This description forms part of our auditors' report.

Use of this report

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

Other required reporting

Companies Act 2014 opinions on other matters

- We have obtained all the information and explanations which we consider necessary for the purposes of our audit.
- In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited.
- The financial statements are in agreement with the accounting records.

Other exception reporting

Directors' remuneration and transactions

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



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

10 December 2025

STATEMENT OF FINANCIAL ACTIVITIES

Financial Year Ended 30 June 2025

	Notes	Unrestricted funds 2025	Restricted funds 2025	Total 2025	Unrestricted funds 2024	Restricted funds 2024	Total 2024
		€	€	€	€	€	€
Income and endowments from:							
Donations and legacies	5 (a)	1,679,523	129,178	1,808,701	1,648,429	108,521	1,756,950
<i>Charitable activities:</i>							
- grants from governments and other co-funders	5 (b)	821,946	15,100,557	15,922,503	985,760	16,424,432	17,410,192
- donated commodities	5 (c)	-	190,520	190,520	-	128,888	128,888
Investment income	9	28,371	-	28,371	674	-	674
Total income		2,529,840	15,420,255	17,950,095	2,634,863	16,661,841	19,296,704
Expenditure on:							
Charitable activities	6	1,470,995	16,482,236	17,953,231	1,580,133	15,666,206	17,246,339
Raising funds	7	921,673	31,015	952,688	962,829	39,281	1,002,110
Total expenditure		2,392,668	16,513,251	18,905,919	2,542,962	15,705,487	18,248,449
Net (expenditure)/income		137,172	(1,092,996)	(955,824)	91,901	956,354	1,048,255
Transfers between funds	16	(285,672)	285,672	-	(180,622)	180,622	-
Net movement in funds		(148,500)	(807,324)	(955,824)	(88,721)	1,136,976	1,048,255
Reconciliation of funds:							
Total funds brought forward		1,328,339	3,467,283	4,795,622	1,417,060	2,330,307	3,747,367
Total funds carried forward		1,179,839	2,659,959	3,839,798	1,328,339	3,467,283	4,795,622

The company has no recognised gains and losses other than those included in the surplus above, and therefore no separate statement of total recognised gains and losses has been presented. All of the amounts detailed above relate to continuing operations.

The notes on pages 77 to 85 form an integral part of these financial statements.

BALANCE SHEET

As at 30 June 2025

	Notes	2025 €	2024 €
Fixed assets			
Tangible assets	12	52,763	70,026
Current assets			
Debtors	13	888,329	749,696
Cash at bank and in hand	15	3,087,149	4,224,434
		3,975,478	4,974,130
Creditors: amounts falling due within one year	14	(188,443)	(248,534)
Net current assets		3,787,035	4,725,596
Total assets less current liabilities		3,839,798	4,795,622
The funds of the charity:			
Restricted funds	16	2,659,959	3,467,283
Unrestricted funds		1,179,839	1,328,339
Total charity funds		3,839,798	4,795,622

On behalf of the board



Aoife Kelly-Desmond



John Perry

Date: 10 December 2025

STATEMENT OF CASH FLOWS

Financial Year Ended 30 June 2025

	Notes	2025 €	2024 €
Cash flows from operating activities			
Net cash (outflow) / inflow from operating activities	17	(1,154,789)	1,031,392
Cash flows from investing activities			
Purchase of fixed assets	12	(10,867)	(17,341)
Returns on investments and servicing of finance		28,371	6747
Net cash generated from / (used in) investing activities		17,504	(16,667)
Change in cash and cash equivalents in reporting period		(1,137,285)	1,014,725
Cash and cash equivalents at the beginning of the reporting period		4,224,434	3,209,709
Cash and cash equivalents at the end of the reporting period		3,087,149	4,224,434

STATEMENT OF CHANGES IN FUNDS

Financial Year Ended 30 June 2025

	Unrestricted funds €	Restricted funds €	Total €
Balance at 1 July 2023	1,417,060	2,330,307	3,747,367
Net (expenditure)/income	(88,721)	1,136,976	1,048,255
Balance at 30 June 2024	1,328,339	3,467,283	4,795,622
Balance at 1 July 2024	1,328,339	3,467,283	4,795,622
Net (expenditure)	(148,500)	(807,324)	(955,824)
Balance at 30 June 2025	1,179,839	2,659,959	3,839,798

NOTES TO THE FINANCIAL STATEMENTS

1 General information

Plan Ireland Charitable Assistance is a not-for-profit entity which implements programmes to create a better future for children who live in developing countries and whose quality of life and ability to fulfil their potential is affected by extreme poverty.

Plan Ireland Charitable Assistance is a company limited by guarantee incorporated under the Companies Act 2014, and trades as Plan International Ireland.

The address of its registered office is 11 Harrington Street, Dublin 8, D08 EK7D.

Plan Ireland Charitable Assistance is internationally associated with Plan International Inc. ('Plan International'), a not-for-profit corporation registered in New York, USA.

2 Statement of compliance

The financial statements have been prepared on a going concern basis and in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP (FRS 102)), and the Companies Act 2014.

3 Summary of significant accounting policies

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

The significant accounting policies adopted by the Company are as follows:

(a) Basis of preparation

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

Plan Ireland Charitable Assistance meets the definition of a public benefit entity under FRS 102.

(b) Going concern

Plan International Ireland has recorded a net deficit for the financial period 30th June 2025 of €955,824 (2024 surplus €1,048,255). At the balance sheet date, the company has net current assets of €3,787,035 (2024: €4,725,596) and total net assets of €3,839,798 (2024: €4,795,622).

The Charity meets its day-to-day working capital requirements through its cash balances. The Directors have modelled the income and expenditure on our cash forecast for the next 12 months, and while the latest forecasts indicate that unrestricted cash reserves will be tighter as a result of negative changes in Official Development Assistance trends including a significant reduction in US foreign assistance, we remain comfortable that the organisation will be in a position to meet its obligations as they fall due. The Directors are comfortable that the forecasts they have prepared have considered a number of sensitivities, including a range of outcomes, and that in all cases there remains sufficient mitigation measures available to the Directors to ensure that cash-flows are managed and that the Charity can continue to meet its obligations as they fall due for the period of at least 12 months from signing the financial statements. Mitigations include reducing expenditure on unrestricted activities to match available resources, effective cash and treasury management, frequent reforecasting and active engagement with donors and funders in respect of securing additional unrestricted grant income. These financial statements have been prepared on a going concern basis.

(c) Income

Incoming resources are recognised by inclusion in the statement of financial activities only when Plan International Ireland is legally entitled to the income, the amounts involved can be measured with sufficient reliability, and it is probable that the income will be received.

Income from donations and legacies

This income (which consists of monetary donations from the public received through child sponsorship, appeals, other donations and events) is recognised when the donations are received. The related tax refunds are recognised when all legislative requirements have been met and the amounts can be measured with reasonable certainty.

Grants from corporates, trusts, and major donors are recognised on the same basis as grants from governments and other co-funders.

Income from charitable activities - grants from governments and other co-funders

Grants from government, institutional donors, corporate and trusts and foundations that are subject to significant restrictions or reporting requirements are recognised when Plan International Ireland is legally entitled to the income, virtually certain of receipt, the amounts can be measured with sufficient reliability and after any related performance conditions have been fulfilled.

Income from charitable activities – donated commodities

Donated commodities are included at market value and recognised within income when they are distributed to beneficiaries and programmes. Donated commodities typically include emergency supplies, tents, cooking equipment, and food items.

It is the policy of Plan International Ireland to distinguish restricted income from unrestricted income. Restricted income refers to funds given subject to conditions imposed by the donor or implied by the nature of the appeal.

(d) Expenditure

Resources expended are analysed between costs of charitable activities and costs of raising funds. The costs of each activity are separately accumulated and disclosed in the Statement of Financial Activities. The major components of each are analysed as part of the accompanying notes. Direct to the field comprises amounts paid to Plan International, which manages the funds transferred to the programme countries for the programmes funded by Plan International Ireland.

Where support costs are attributable to a particular activity the costs are allocated directly to that activity during the year. Where support costs are incurred to further more than one activity they are apportioned between the relevant activities based on the amount of staff time which each activity absorbs.

Charitable activities

Costs of charitable activities comprise costs of overseas programmes and of development education and advocacy work, together with related support costs.

Raising funds

Costs of generating funds comprise the costs incurred in fundraising, including the costs of advertising, producing publications, printing and mailing fundraising material, staff costs in these areas and an appropriate allocation of central overhead costs.

All costs of generating funds are recognised on an accrual basis.

(e) Funds

All transactions of the organisation have been recorded and reported as income into or expenditure from funds which are designated as "restricted" or "unrestricted".

Income is treated as restricted where the donor has specified that it may only be used for a particular purpose or where it has been raised for a particular purpose. All other income is treated as unrestricted. Expenditure is treated as being made out of restricted funds to the extent that it meets the criteria specified by the donor or the terms under which it was raised. All other expenditure is treated as unrestricted.

(f) Accounting convention

The financial statements are prepared under the historical cost convention.

(g) Income tax

The company has been granted charitable tax exemption by the Revenue Commissioners and is recognised as a charity under Section 207 of the Tax Consolidation Act 1997, registered number CHY 15037.

(h) Financial instruments

The company has chosen to apply the provisions of Sections 11 and 12 of FRS 102 to account for any financial instruments. As at 30 June 2025 there were none (2024: none).

(i) Financial assets

Basic financial assets, including trade and other debtors and cash and cash equivalents are initially recognised at transaction price (including transaction costs), unless the arrangement constitutes a financing transaction. Where the arrangement constitutes a financing transaction the resulting financial asset is initially measured at the present value of the future receipts discounted at a market rate of interest for a similar debt instrument.

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

Therefore, known bad debts are written off and a specific provision is made for those, the collection of which is considered doubtful.

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

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

(ii) Financial liabilities

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

Trade and other creditors, bank loans, loans from fellow group companies and financial liabilities from arrangements which constitute financing transactions are subsequently carried at amortised cost, using the effective interest method.

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

(i) Fixed assets

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

- (a) Depreciation and residual values Depreciation on all assets is calculated, using the straight-line method over their estimated useful lives, as follows: Leasehold Improvements 10%, Fixtures and Fittings 20%, and Computer Software and Website Costs 33%. The assets' residual values and useful lives are reviewed, and adjusted, if appropriate, at the end of each financial year. The effect of any change in either residual values or useful lives is accounted for prospectively.
- (b) Derecognition Tangible fixed assets are derecognised on disposal or transfer or when no future economic benefits are expected. On disposal, the difference between the net disposal proceeds and the carrying amount is recognised in the statement of financial activities.

(j) Reserves policy

Unrestricted funds are general funds which are available for use at the discretion of the directors in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The use of each restricted fund is set out in the notes to the financial statements.

(k) Pensions

The company operates a defined contribution scheme for employees. The annual contributions are charged to the profit and loss as incurred.

4 Critical accounting judgments and estimation uncertainty

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

The following areas are considered to involve the critical judgements and sources of estimation uncertainty when applying the company accounting policies:

Revenue recognition

The criteria applied to the recognition of grant income from governments and other co-funders and the related accrued or deferred income balances. The income accounting policy is explained in note 3 (c).

Cost allocation

The cost allocation methodology requires judgement as to what are the most appropriate basis to use to apportion support costs. These are reviewed periodically for reasonableness. Support costs and other expenditure judgements are explained in note 3 (d).

5 Incoming resources

	Unrestricted funds 2025 €	Restricted funds 2025 €	Total 2025 €	Unrestricted funds 2024 €	Restricted funds 2024 €	Total 2024 €
(a) Income from donations and legacies						
Committed giving	1,223,568	612	1,224,180	1,244,292	612	1,244,904
CHY Refund from Revenue Commissioners	349,826	-	349,826	339,164	-	339,164
Legacy donation	47,384	-	47,384	-	-	-
Public appeals and other donations	51,688	78,858	130,546	58,026	27,139	85,165
Corporates, major donors, and trusts	7,057	49,708	56,765	6,947	80,770	87,717
Total	1,679,523	129,178	1,808,701	1,648,429	108,521	1,756,950
Number of sponsored children			4,105			4,135
Girl Fund Members			1,223			1,261
(b) Income from charitable activities – grants from governments and other co-funders						
Irish government (Irish Aid)	209,434	3,576,232	3,785,666	219,310	3,550,919	3,770,229
Irish embassies (Department of Foreign Affairs)	-	1,400,000	1,400,000	-	1,419,106	1,419,106
European Commission (INTPA/DEVCO)	129,120	2,785,406	2,914,526	153,131	2,919,737	3,072,868
European Civil Protection and Humanitarian Aid Operations (ECHO)	102,543	1,864,204	1,966,747	114,062	2,317,623	2,431,685
Education Cannot Wait	90,740	4,144,512	4,235,252	203,598	4,496,001	4,699,599
Other donors	-	-	-	-	26,272	26,272
UN agencies	290,110	1,330,203	1,620,313	295,659	1,694,774	1,990,433
Total	821,947	15,100,557	15,922,504	985,760	16,424,432	17,410,192
(c) Income from charitable activities - donated commodities						
Donor	Commodity received	Country		Total 2023 €	Total 2022 €	
UNICEF	Educational Equipment	Sudan		160,755	119,823	
UNICEF	Protective Equipment	EI Salvador		29,765	9,065	
				190,520	128,888	

In 2025 and 2024 all donated commodities were restricted.

6 Charitable activities

	Unrestricted funds 2025 €	Restricted funds 2025 €	Total 2025 €	Unrestricted funds 2024 €	Restricted funds 2024 €	Total 2024 €
Direct to the field	600,000	15,721,621	16,321,621	611,894	15,048,904	5,660,798
Staff costs	274,061	358,883	632,944	369,792	317,631	687,423
Development Education / Global Citizen Education	9,743	76,240	85,983	11,940	49,956	61,896
Programme management	127,371	272,606	399,977	146,221	176,483	322,704
Support cost allocation	459,820	52,886	512,706	440,287	73,233	513,520
Total	1,470,995	16,482,236	17,953,231	1,580,133	15,666,206	17,246,339

7 Raising funds

	Unrestricted funds 2025 €	Restricted funds 2025 €	Total 2025 €	Unrestricted funds 2024 €	Restricted funds 2024 €	Total 2024 €
Marketing and advertising	331,384	3,683	335,067	407,357	1,380	408,737
Fundraising	103,879	1,284	105,163	68,541	1,831	70,372
Staff costs	259,928	-	259,928	270,074	-	270,074
Support cost allocation	226,482	26,048	252,530	216,858	36,070	252,928
Total	921,673	31,015	952,688	962,829	39,281	1,002,110

8 Support costs

	Charitable Activities 2025 €	Fund Raising 2025 €	Total 2025 €	Charitable Activities 2024 €	Fund Raising 2024 €	Total 2024 €
Finance, HR, and ICT	248,842	122,564	371,406	255,796	125,989	381,785
Premises costs	46,544	22,924	69,468	57,262	28,204	85,465
Communications	48,603	23,939	72,542	44,111	21,727	65,838
Governance and Board	29,077	14,321	43,398	34,651	17,067	51,718
General management	139,647	68,782	208,429	121,700	59,942	181,641
Total	512,713	252,530	765,243	513,520	252,928	766,488

Where support costs are attributable to a particular activity the costs are allocated directly to that activity. Where support costs are incurred to furthermore than one activity, they are apportioned between the relevant activities based on the amount of staff time which each activity absorbs.

9 Other information

	2025 €	2024 €
The net income for the year is stated after charging/(crediting) the following items:		
Depreciation	28,130	37,609
Audit of entity financial statements	34,256	33,256
Interest receivable	(28,371)	(674)

Auditors' remuneration (including expenses) relates to the audit of the entity's financial statements, and are shown inclusive of VAT.

10 Taxation

As a result of Company's charitable status, no charge to corporation tax arises under the provision of Section 207 of the Taxes Consolidation Act 1997.

11 Employees

	2025 €	2023 €
(a) Staff costs		
Staff costs were as follows:		
Wages and salaries	1,266,084	1,297,226
Social insurance costs	133,697	142,515
Other employee benefit costs	26,830	29,323
Other retirement benefit costs	26,706	30,030
Total	1,453,317	1,499,094

Plan International Ireland has a defined contribution pension scheme, which matches employee contributions up to a maximum of between 5% and 9% of pensionable salary.

Other employee benefit costs include the cost of health insurance to employees. No staff costs have been capitalised during the year (2024: zero).

	2025 Number	2024 Number
(b) Staff numbers		
The average number of employees during the financial year, analysed by activity was as follows:		
Programmes	13.0	15.0
Public Engagement	5.0	6.0
Finance, HR, and ICT	5.0	4.8
CEO	1.0	1.0
Total employees	24.0	26.8

	2025 Number	2024 Number
(c) Salary range		
Salary banding for all employees earning over €60,000		
€60,000 to €70,000	1	1
€70,001 to €80,000	2	3
€80,001 to €100,000	1	1

Remuneration includes salaries and benefits in kind but excludes employer pension scheme contributions. The remuneration of Senior Management (including the CEO) is reviewed annually by the HR and Remuneration Committee. The CEO salary is €99,500 (2024: €99,500).

(d) Redundancy and termination payments

Redundancy and termination payments made and provided for during the year for employees for compensation for loss of employment totalled €55,000 (2024: €nil).

Directors

Directors received no remuneration (2024: €nil) or expenses (2024: €nil) during the reporting period. There were no loans advanced to directors during the year and no loans outstanding at 30 June 2025 (2024: €nil).

Key management compensation

Key management are defined as the senior management team, details of which can be found on page 49. The compensation paid or payable to key management for employee services is shown below:

	2025 €	2024 €
Wages and salaries	309,308	384,483
Social insurance costs	42,588	43,901
Other employee benefit costs	6,092	6,559
Other retirement benefit costs	11,059	12,172

12 Fixed assets

	Website and software €	Computer equipment €	Fixtures and fittings €	Leasehold improvements €	Total €
Cost					
At beginning of year	80,943	123,595	11,102	72,323	287,963
Additions in year	7,171	3,696	0	0	10,867
Disposals for the year	0	0	0	0	0
At end of year	88,114	127,291	11,102	72,323	298,830
Accumulated Depreciation					
At beginning of year	64,436	109,983	9,940	33,580	217,939
Depreciation charge for year	13,692	6,882	324	7,232	28,130
Depreciation on disposals for year	0	0	0	0	0
At end of year	78,128	116,864	10,264	40,811	246,067
Net book value					
At 30 June 2025	9,986	10,427	838	31,512	52,763
At 30 June 2024	16,507	13,613	1,162	38,743	70,026

All fixed assets have been purchased using unrestricted funds.

13 Debtors

	2025 €	2024 €
Accrued income	354,680	31,500
Prepayments	16,439	8,577
Other debtors	517,210	709,619
Total	888,329	749,696

All amounts included within debtors fall due within one year. The receivable balance is unsecured, interest-free and repayable on demand. Accrued income relates to amounts due from governments and other co-funders. Other debtors includes an amount of €533,002 (2024: €701,039) due from Plan International Inc.

14 Creditors: amounts falling due within one year

	2025 €	2024 €
Trade creditors	51,862	102,959
Tax and social insurance	40,718	45,413
Accruals	60,387	63,339
Deferred income	35,476	36,823
Total	188,443	248,534

Trade and other creditors are payable at various dates in the next three months in accordance with the suppliers' usual and customary credit terms. Tax and social insurance are repayable at various dates over the coming months in accordance with the applicable statutory provisions. Deferred income relates to child sponsorship income paid in advance by sponsors.

15 Cash at bank and in hand

	2025 €	2024 €
Bank and cash – restricted	2,659,959	3,467,283
Bank and cash – unrestricted	427,190	757,151
Total	3,087,149	4,224,434

All funds are held with banks that have a satisfactory credit rating as approved by the Board. Restricted bank and cash relates to funds received which are earmarked for ongoing project commitments.

16 Restricted funds

	Opening restricted funds €	Restricted income €	Restricted expenditure €	Transfer between funds €	Closing restricted funds €
Irish Aid	999,155	4,976,232	5,127,373	-	848,014
European Commission (INTPA/DEVCO)	273,311	2,785,406	3,235,180	169,410	(7,053)
European Civil Protection and Humanitarian Aid Operation (ECHO)	1,476,391	1,864,204	2,102,559	67,722	1,305,758
Education Cannot Wait	-	4,144,512	4,144,512	-	-
UN Agencies	60,515	1,330,203	1,332,492	(65,490)	(7,264)
Other donations	657,911	129,178	380,615	114,030	520,504
Donated commodities	-	190,520	190,520	-	-
	3,467,283	15,420,255	16,513,251	285,672	2,659,959

Transfer between funds primarily relates to the use of unrestricted income or company reserves to cover co-financing requirements on grants from government and other co-funders.

17 Net cash flow from operating activities

	2025 €	2024 €
Net (expenditure) / income for the reporting period	(955,824)	1,048,255
<i>Adjustments for:</i>		
Depreciation	28,130	37,609
Interest receivable	(28,371)	(674)
(Increase) in debtors	(138,633)	(60,324)
(Decrease) / Increase in creditors	(60,091)	6,526
Net cash (outflow) / inflow from operating activities	(1,154,789)	1,031,392

18 Pension scheme

The company operates a defined contribution scheme for its employees. The contributions are paid to an independently administered fund. The pension cost for the year to 30 June 2025 represents contributions payable to the fund and this amounted to €26,706 (2024: €30,030). The fund was in credit of €Nil as at 30 June 2025 (2024: €Nil).

19 Related party transactions

Plan International Inc.

Plan International Ireland is a member of Plan International Inc. as set out on page 50. During the year Plan International Ireland transferred funds totalling €15,166,552 (2024: €14,792,891) directly to Plan International Inc. and other Plan International entities to undertake international development programme activities in overseas countries.

Plan International Ireland does not have a controlling interest in Plan International Inc. and therefore has not disclosed detailed transactions between the two entities.

Irish Emergency Alliance Company Limited by Guarantee

Plan International Ireland is a founding member of the Irish Emergency Alliance CLG (IEA) and Plan International Ireland's Chief Executive is a director of the IEA. In the year, Plan International Ireland contributed €17,240 to the running costs and marketing cost of the IEA in 2025. In 2024 this was €14,130. Plan International Ireland's income in FY25 included €34,718 (2024: €6,358) receivable from IEA appeals. As at 30 June 2024, the IEA owed Plan International Ireland €nil (2024: €nil).

20 Operating leases

Future minimum lease payments under non-cancellable operating leases at the end of the financial year were:

	2025	2024
	€	€
Not later than one year	43,650	45,101
Later than one year and not later than five years	50,017	88,542
Later than five years	-	-

21 Subsequent events

There have been no significant events affecting the organisation.

22 Approval of financial statements

The directors approved the financial statements on 10 December 2005.

Snapshots from Board Members



In October, 2024 I had the opportunity to accompany Plan's Programme Team Leader for Irish Aid Unit to Guinea Bissau on a project inspection visit.

In a country ranked 179 out of 193 on the UNDP's Human Development Index, where only 25 percent of girls complete primary school and a paltry 8 percent secondary, I was keen to see how Plan impacts on these disheartening statistics.

The Irish Aid funded SQRIBE programme targets vulnerable and marginalised children, in particular out of school children and girls, aiming to ensure they access and benefit from equitable and inclusive education. Across 56 schools, this programme supports over 11,400 primary and 4,500 secondary students in their efforts to complete their education.

Nothing conveys the impact of seeing in person the extraordinary community engagement and participation in the villages we support. From a governance oversight perspective some things are clear. The long term presence from multi-year funding commitment along with the credibility that comes from the experience and professionalism of our team has a lasting impact on these communities.

The communities we visited had also self-funded, and self-built, additional classrooms as their own contribution and commitment to the collective effort towards achieving education for their young.

One standout memory for me was when one man stood up at a village meeting and demanded the use of the tannoy from one of the Elders to tell everyone how happy, proud and grateful he felt about the support his disabled child had received to enable them continue in school.

**Patrick Scott,
Plan International Ireland Board Member**

Last April, I had the opportunity to travel to Guinea-Bissau and visit schools in two regions where Plan Ireland's Irish Aid-funded SQRIBE programme operates and meet with local Government officials and community leaders to discuss progress.

We were warmly welcomed at the schools and enjoyed hearing from teachers, parents and children about how they are finding the programmes which focus on making quality schooling available to all, especially for girls and children with disabilities.

I was encouraged to see the vital work being done to break down the barriers to continuing in education and to reduce dropout rates. Women spoke of how community awareness sessions had helped them advocate for their daughters' right to remain in school.

In one school we visited, attendance had more than doubled since the 2018-19 school year to over 1,000 students, with a remarkable almost 60 percent of those attending being girls.

I was also invited to join SQRIBE's Annual Knowledge Forum held in Bissau and attended by representatives from all of the six programme-participating countries in the region, which was officially opened by Herry Mané, the Minister of Education in Guinea-Bissau.

Reflecting on the trip, I was left with a renewed sense of the importance of long-term partnerships and locally driven solutions. Guinea-Bissau's challenges are significant, but the commitment of communities, combined with the support of Plan Ireland and its donors, is creating tangible pathways to a brighter future for children, especially girls.

Deirdre Corcoran, Plan International Ireland Board Member

PHOTO: Deirdre with Guinea-Bissau's Minister of National Education Herry Mané



Isha from Sierra Leone.
PHOTO: Plan International



