

**Company Registration Number: 370816**  
**Charity Number: CHY17071**  
**Charities Regulatory Authority Number: 20062873**

**Migrant Information Centre Company Limited by Guarantee**  
**Annual Report and Audited Financial Statements**  
**for the financial year ended 31 December 2025**

**Whelan Dowling & Associates**  
**Chartered Accountants and Statutory Audit Firm**  
**Block 1, Unit 1 & 4,**  
**Northwood Court**  
**Santry**  
**Dublin 9**

# Migrant Information Centre Company Limited by Guarantee

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## **Migrant Information Centre Company Limited by Guarantee DIRECTORS' AND OTHER INFORMATION**

<b>Directors</b>	Deirdre Lowry Ian McArdle Champika Wanniarachchi John Gilmore (Resigned 22 October 2025) Lucy Dubin Lijie Shao (Appointed 30 April 2025) Raymond Husband (Appointed 22 October 2025) Francis Njúgúna Angelisa Maria Zerpa Andara Mina Benyamine (Appointed 30 April 2025) Michael O'Sullivan (Resigned 22 October 2025)
<b>Company Secretary</b>	Ian McArdle (Appointed 22 October 2025) Michael O'Sullivan (Resigned 22 October 2025)
<b>Charity Number</b>	CHY17071
<b>Charities Regulatory Authority Number</b>	20062873
<b>Company Registration Number</b>	370816
<b>Registered Office and Principal Address</b>	13 Dorset Street Lower Dublin 1
<b>Auditors</b>	Whelan Dowling & Associates Chartered Accountants and Statutory Audit Firm Block 1, Unit 1 & 4, Northwood Court Santry Dublin 9
<b>Principal Bankers</b>	AIB 37 Upper O'Connell Street Dublin 1

# Migrant Information Centre Company Limited by Guarantee

## CHAIRPERSON'S REPORT

for the financial year ended 31 December 2025

### Message from Our Chairperson

I must begin by acknowledging the profound loss our organisation suffered this past year with the passing of our Co-Director, Bill Abom, on 30th November 2025. Bill gave so much of himself to MRCI through his leadership, wisdom and unwavering commitment, and his absence continues to be deeply felt by colleagues, friends and all who had the privilege of working alongside him. We remember with gratitude the lasting contribution he made to our work and to the lives of migrant workers and their families in Ireland.

During 2025 the Irish Government began to adopt a firmer approach to immigration policy with a stronger focus on managing migration and restricting migrant rights which is of deep concern to MRCI.

In November, the Department of Justice finally published the long-awaited review of their Family Reunion policy for migrant workers. The policy introduced application fees, new accommodation requirements, and increased the income assessment, making it far more difficult for workers to meet the financial threshold. The impact of this policy disproportionately affects low-paid migrant workers doing essential jobs and means they are separated from their children for years on end.

Public debate around migration continued to be increasingly polarised, with immigration featuring prominently in national political discourse. There was a deeply concerning rise in verbal and physical assaults of migrants in Ireland which was documented in the media.

Against this backdrop, we launched our new Strategic Plan 2025-2027. We continue to be committed to our overarching goals and objectives of continuing to support migrants in low pay and precarious work to assert their immigration and employment rights; empowering migrant workers to organise to advance rights and campaign for change and building organisational capacity to achieve impact.

Throughout 2025 our Information and Support Centre was busier than ever. We continued to provide high quality casework supports to migrant workers and their families. We supported over 3,602 cases. People supported were in essential job sectors, including Care work, Agriculture, Restaurants, Welding, Mechanics, and Construction work.

Throughout the year, we saw a substantial rise in reported labour exploitation cases along with a higher number of assessments of suspected trafficking for labour exploitation. We provided supports to 53 new cases with indicators of severe exploitation. 7 victims of TLE were formally referred to the HTICU and 45 cases were represented with formal WRC and Labour Court employment rights claims.

MRCI continued its campaign for equal rights for all people who come to work in Ireland on an employment permit and to protect migrant workers from exploitation. We believe that all workers should be able to stand up for their rights in work and be able to change job if they need to. During the year, we launched a survey and collected over a thousand responses on the experiences in employment of general employment permit holders.

We also campaigned hard to reunite migrant workers with their families in 2025. This included a powerful rally outside Leinster House on the International Day of Children. The event secured significant media coverage and was bolstered by support from trade unions and civil society partners.

As chair I would like to commend the incredible work of the staff, team, board, volunteers, community members, funders, donors, and supporters, without whom none of this would be possible.

We look forward to continuing to advance migrant worker rights in 2026. Protecting workers from exploitation and reuniting them with their families are our top priorities for the year ahead. We will continue to ensure that everything we do is led by those affected and we are confident that more big positive changes lie ahead.

**Lucy Dubin**  
**Chairperson**

# Migrant Information Centre Company Limited by Guarantee DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2025

The directors present their Directors' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 31 December 2025.

The financial statements are prepared in accordance with the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Directors' Report contains the information required to be provided in the Directors' Annual Report under the Statement of Recommended Practice (SORP) guidelines. The directors of the company are also charity trustees for the purpose of charity law and under the company's constitution are known as members of the board of trustees.

In this report the directors of Migrant Information Centre Company Limited by Guarantee present a summary of its purpose, governance, activities, achievements and finances for the financial year 2025.

The company is a charity and hence the report and results are presented in a form, which complies both with the requirements of the Companies Act 2014 and also 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 (FRS102) (effective 1 January 2015) (Charities SORP (FRS102)).

The charity is limited by guarantee not having a share capital.

## Principal Activity

Migrant Rights Centre Ireland is a national organisation working to promote justice, empowerment and equality for migrants and their families. Since 2003, MRCI has taken a stand with migrants to tackle the root causes of inequality. They use a community work approach with a focus on participation, leadership and empowerment.

## Mission, Objectives and Strategy

### Mission Statement

Migrant Rights Centre Ireland is a national Non-Governmental Organisation addressing the needs of migrant workers and their families. MRCI works at the intersection of immigration and employment policy and law with migrants predominantly in non-unionized low paid sectors of employment. MRCI has a specific focus on those most at risk of poverty, social exclusion, discrimination, and exploitation. MRCI was granted charitable status by the Revenue Commissioners under CHY 17071 in 2007.

### Our Vision

Our vision is for an open, equal, just, and diverse society where migrant workers and their families can move, work and live in dignity.

### Our Mission

Grounded in social justice, antiracism and equality, our mission is to empower migrant workers in low paid and precarious work to secure their rights and advance social change through collective action.

### Our Values

- People closest to the struggle are closest to the solution
- People acting collectively make change possible
- People lead when they have the tools to do so

### How We Do our Work

From its inception, MRCI's emphasis on community work has been critical in bringing about the empowerment and participation of migrant workers on issues that concern them.

Community work is concerned with addressing the root causes of inequality through collective action for change. Core to our theory of change is supporting migrants in low wage work to organise, engage in and lead on issues that affect their lives. We operate a sophisticated structure that combines a front-line service, building the capacity of migrant workers by using a community work process, and engaging in strategic public awareness, policy, and advocacy.

## Strategy

MRCI's Strategic Plan was launched this year for 2025 to 2027 and sets three Goals and eleven Strategic Objectives.

Goal 1: Support migrants in low pay and precarious work to assert their immigration and employment rights

Strategic Objectives under Goal 1

1.1 Provide accessible information, support individual cases, identify emerging areas of need and pursue strategic cases

1.2 Identify and provide support to victims of trafficking for labour exploitation and other severe forms of labour

# Migrant Information Centre Company Limited by Guarantee DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2025  
exploitation

Goal 2: Empower migrant workers to organise to advance rights and campaign for change

Strategic Objectives under Goal 2

- 2.1 Campaign for immediate family reunion rights for all full-time migrant workers
- 2.2 Campaign for improved measures to combat the exploitation of migrant workers
- 2.3 Campaign for an ongoing regularisation process for undocumented migrants
- 2.4 Campaign for improvements to state processes including applications, waiting times and fees

Goal 3: Build organisational capacity to achieve impact

Strategic Objectives under Goal 3

- 3.1 Invest in a diverse and resilient team
- 3.2 Strengthen the reputation and sustainability of the organisation
- 3.3 Grow an active and engaged supporters' network

## Structure, Governance and Management

### Structure

In 2025, The Board, Co-Directors and Leadership Team in MRCI continued to ensure the processes and systems were in place to deliver the work while responding to team needs.

### The Team

Our small but powerful team was at the heart of everything we accomplished in 2025. Driven by passion and dedication, our staff worked relentlessly to uphold migrant rights, foster community empowerment, and champion collective action.

This year, we said goodbye to Mairéad McDevitt and Tolu Oluyede and wish them very well in their careers. We deeply mourned the passing of our Co-Director Bill Abom in November. Bill's leadership, integrity, and commitment to social justice has left a lasting mark on MRCI and on all who had the privilege of working with him. In the weeks that followed, we came together to mourn his loss, support one another, and honour his legacy. His contribution to migrant rights will continue to guide and inspire our work into the future.

We welcomed two new team members; Siobhán Murphy and Dave Gibney in 2025.

We said a fond farewell to Bobby Gilmore and Michael O'Sullivan, two founding members of MRCI who dedicated nearly 25 years of service on our board. Their commitment and support helped shape MRCI from its earliest days, guiding its growth and strengthening its mission. We are deeply grateful for their extraordinary contribution.

We welcomed three new board members, Mina Benyamine, Lijie Shao and Ray Husband. Each brings a wealth of experience, fresh perspectives, and a strong commitment to social justice and equality.

### Governance

MRCI complies with the Charities Governance Code in Ireland and the Charities Regulator voluntary Guidelines for Charitable Organisations on Fundraising from the Public. MRCI has a dedicated section about its governance and other company information on its website to ensure the full transparency of its operations. MRCI is fully compliant with the annual requirements of the Charities Regulatory Authority and the Companies Registration Office. And is compliant with the Government Circulars including Circular 44/2006 and Circular 13/2015. MRCI adopted a Child Safeguarding Statement in line with obligations under the Children First Act 2015.

### Appointment of Directors

The Board of Directors of Migrant Information Centre CLG elect a chairperson for their meetings following each annual general meeting. In accordance with the Articles of Association of the company, at every AGM, one third of the elected members of the Board shall retire from office but shall be eligible for re-elections. If the number on the board should be an uneven number, then the number of members which, with the addition of one would make one third of the Board shall retire. The board members to retire in every year shall be those who have been longest in office, but as persons who become members on the same day, those to retire (unless they otherwise agree amongst themselves) be determined by lot.

### Members

Members of the charitable company guarantee to contribute an amount not exceeding €1 to the assets of the charitable company in the event of winding up.

# Migrant Information Centre Company Limited by Guarantee

## DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2025

### Management

MRCI held a team day to agree organisational priorities for 2025 and held four quarterly planning sessions with the team to deliver on these. MRCI launched our new strategic plan 2025-2027. We had a team building overnight in September in Westmeath with other team-building events during the year.

The team attended Neurodiversity training, Child Protection training including two members completing Designated Liaison Person training and GDPR training. We held group sessions on Values and Power/Privilege and Governance training took place with some staff members.

### Review of Activities, Achievements and Performance

#### SERVICES

##### Information and Support Centre

- Provided free and confidential information and casework supports on 3,602 cases to migrant workers and their families.
- Our caseworkers supported people from 106 nationalities. The top nationalities are Filipino, Brazilian, Chinese, Indian, Pakistani, Mauritian, Nigeria, Zimbabwe, Malaysian and South African.
- People supported were in essential job sectors including Care work, Agriculture, Restaurants, Welding, Mechanics, Construction, and Nursing.
- Top Presenting issues included Work Permit 18.7 %, General Immigration 18.2%, Registration IRP/GNIB 12.4%, Employment Rights 11.2 % Family Reunification 7.7%, Regularisation 7.0%, and Citizenship 6.7%.
- We supported 48 people in difficult situations with emergency needs payments.
- We saw a 100% increase in people with employment permits being provided with assistance and representation regarding applications for the Reactivation employment permit scheme and for employment rights breaches.
- MRCI delivered migrant forums, webinars, and group information sessions throughout 2025, reaching over 2,000 participants.
- Sessions covered key topics including the Reactivation Employment Permit (REP) Scheme, Department of Justice portals, employment permits, immigration permissions, and pathways to Irish citizenship.

##### Tackling Severe Exploitation and Trafficking for Labour Exploitation

- Assessed, screened, and supported 53 new people who presented with signs of trafficking for labour exploitation.
- 7 victims formally referred to the NRM (1 suspected victim chose not to come forward).
- 15 victims of exploitation from previous years were provided with a range of ongoing supports.
- Provided direct representation to 45 people with significant claims before the Workplace Relations Commission.
- Won 19 formal adjudication decisions and settlement awards for severe labour exploitation victims totalling €704,004 in 2025.
- The new National Referral Mechanism (NRM) was passed into law in June 2024 but was not implemented in 2025. Full implementation should greatly improve identification of suspected victims.

#### COMMUNITY WORK

##### Justice for the Undocumented (JFU)

This is a community of people living in Ireland without an official status. JFU campaigns for a pathway to papers for all undocumented people in Ireland. We believe that if you live here, you belong here. In 2025 we focussed on staying connected to the undocumented community across Ireland, sharing updates and keeping people informed about their rights. We also continued to advocate for an ongoing regularisation for undocumented people. This was done against a backdrop of increased deportations and a concerning narrative in relation to undocumented people.

- The WhatsApp Community of 400 undocumented established in 2024, continued to receive updates about their rights in 2025.
- We raised 'ongoing regularisation' in our meeting with Minister Brophy in April.
- A plan was agreed to increase our support for this community in 2026 and to begin a more public campaign for ongoing regularisation.

##### Employment Permit Equality Campaign

In 2025, MRCI continued its campaign for equal rights for all people who come to work in Ireland on an employment permit and to protect migrant workers from exploitation. We believe that all workers should be able to stand up for their rights in work and be able to change job if they need to.

- MRCI developed a campaign plan together with the Employment Permit Equality campaign core group, which are a group of employment permit holders.
- The core group met nine times in 2025, and our community group grew to over a thousand.
- During the year, we launched a survey and collected over a thousand responses on the experiences in employment of general employment permit holders.
- We began collecting petition signatures calling on the Irish government to protect migrant workers against exploitation.
- We had a photo action and captured powerful images and a video to promote the campaign and create awareness

# Migrant Information Centre Company Limited by Guarantee

## DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2025

of the problems in the Employment Permit system.

- During the year we met Minister Alan Dillon to discuss our recommendations to protect general employment permit holders and his plan to implement the Programme for Government commitment.

### Employment Permit Submissions & Briefings

- MRCI Briefing Note on Protecting Migrant Workers- Granting all employment permit holders the freedom to work in any job after a period of 2 years (relates to PFG commitment).
- MRCI Spotlight Briefing MRCI casework trends in severe forms of labour exploitation.
- Briefing on MRCI priorities concerning economic migration.
- Contributed to EMN Labour Migration report.

### Family Reunion

The Family Reunion campaign group is made up of people living and working in Ireland who are currently denied the basic right to live with their immediate families. The group is advocating for change so that families can stay together. Migrant Rights Centre Ireland is calling on the Department of Justice to remove the barriers that keep families apart and to ensure all workers can be joined by their families from the outset.

- The campaign planning group has grown to 50 core members, with eight strategic meetings held throughout the year. Our digital community has also surged, with 1,800 individuals directly affected by these rules now engaged in the campaign.
- In April 2025, campaign members met directly with Minister Colm Brophy to share personal testimonies, ensuring that the human cost of current restrictions was heard at the highest level of government.
- In November 2025, MRCI launched a comprehensive policy document for 2026. Distributed to all TDs and Senators, the document was shaped by the lived experiences of migrant workers, presenting a roadmap for a more humane and progressive reunification policy.
- On the International Day of Children, over 100 people gathered for a high-profile protest outside Leinster House. The event secured significant media coverage and was bolstered by support from trade unions and civil society partners.

### Family Reunion Submissions & Briefings

- Contributed to EMN Family reunion report
- Briefing Note on Family Reunion: Granting the immediate right to family reunion to all migrant workers in full time employment.

### Campaign for improvements to state processes including applications, waiting times and fees

This work focuses on advocating for more efficient, accessible, and fair state processes for migrant workers and their families. It includes campaigning for simpler application procedures, reduced waiting times for decisions and lower or more affordable fees.

- We submitted a series of parliamentary questions aimed at mapping DOJ processing resources with the aim of advocating for improvements.
- MRCI was actively involved in advocating for an improvement to the Reactivation Permission Scheme and the related processes. We provided direct feedback on issues that migrants were experiencing in applying for Reactivation. We secured significant improvements to the processing times for the scheme and an end to requests for unnecessary documentation.
- MRCI had regular engagement throughout the year with Department of Justice, Department of Social Protection, Irish Immigration Service and Department of Enterprise, Trade and Employment to raise issues with their services, their online portals, waiting times and IRP Card delays which resulted in significant improvements for migrant workers.

### Leadership in the Community

Community work is an ever-evolving process in MRCI. It is responsive to the needs of the community, to the issues of the day and to the organisations campaigning efforts. MRCI continues to invest in leadership and support people affected by the issues we work on to develop their analysis and avail of tailored mentorship supports, coaching and training.

- An International Migrants Day celebration was held on December 15th, with over 50 people in attendance from across the community and campaigns over the years in MRCI.
- We carried out numerous coaching and mentoring sessions with leaders to prepare for media, Meetings with Minister or civil servants, public speaking, and chairing meetings.
- Community members continued to make all the decisions in our campaigning efforts and to have a real say on the issues that affect their lives.

### Communications

Growing our Supporters Network and Communications

# Migrant Information Centre Company Limited by Guarantee

## DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2025

In 2025, MRCI focused on producing more informational content about migrant rights, immigration updates, permit changes and available support. We shared news and updates regularly across social media, email and our website, using a mix of posts, videos, images and paid advertising to reach as many people as possible.

- Our social media following and email subscriber base grew by over 6,000.
- We published over 100 informational posts across our social media channels.
- Website visits increased by more than 10,000 compared to the previous year.
- We expanded our video content, creating accessible how-to guides on immigration topics to help people understand and navigate key processes.
- We grew our active communities across our core campaigns - Family Reunion, Employment Permit Equality, Fair Fees, and Justice for the Undocumented- to over 7,700 active members in 2025, driving impactful campaigns for change.

### Networks and Solidarity

MRCI supports and engages across a range of progressive civil society spaces. MRCI is a member of the Children's Rights Alliance, Community Work Ireland, Community Platform, European Anti-Poverty Network (Ireland), Irish Network Against Racism, Irish National Organisation for the Unemployed, National Youth Council of Ireland, National Women's Council, Ukraine Civil Society Forum, the Platform for the International Cooperation of Undocumented Migrants, Sex Workers Alliance Ireland allies network, the Trans Equality Together Coalition, and the Irish Network of Anti-Trafficking Lawyers. A staff member of MRCI sits on the Board of Uplift.

MRCI sat on the Migrant Integration Strategy Monitoring and Coordination Committee and on the National Anti-Human Trafficking Stakeholder Group and Trafficking for Labour Exploitation subgroup. MRCI spoke at AkiDWA – The Migrant Women's Network's Two-Day Human Rights Symposium and participated on a panel hosted by CFI in partnership with Mantra Strategy-The Space Between which brought together over 70 leaders from across civil society, community, and activism. MRCI attended and provided feedback on the Department of Justice, Home Affairs and Migration strategy development. MRCI participated in the UN Day for the Eradication for Poverty and participated in meetings with La Strada International and The Group of Experts on Action against Trafficking in Human Beings (GRETA) throughout the year, we also presented at Business in the Community Ireland (BICTI) conference. We contributed to the 2025 Trafficking in Persons Report from the Office to Monitor and Combat Trafficking in Persons and also to the IHREC submission to GRETA on the Council of Europe Convention on Action against Trafficking in Human Beings.

### Financial Review

MRCI managed the organisation prudently and efficiently in 2025 ensuring a wide range of services and programme activity. Philanthropy and public funding were key sources of funding for MRCI.

### Income

In line with best practice, the organisation has an apportionment policy which allows for clear allocation of income against activities, staffing and related expenditure.

### Financial Results

At the end of the financial year the charity had gross assets of €1,359,897 (2024 - €1,445,385) and gross liabilities of €362,605 (2024 - €448,768). The net assets of the charity have increased by €675.

### Reserves Position and Policy

The intent of sustaining operating reserves is to ensure that the strategic goals of the organisation continue to be met. MRCI sets the minimum operating reserve to be between 3 to 5 months of the annual expense budget. MRCI's operating reserves are contributed to on an annual basis from unrestricted net assets. This contribution is between 10% - 20% of unrestricted funds and it depends on the outcome of the Statement of Financial Activities for year. This is subject to annual review of the overall operating annual budget and projections for the year after.

MRCI's operational reserves are €340,136. A draw down from the Operating Reserve Fund must be approved by a majority of the Board, either by a majority of the votes of a quorum present at a regular Board meeting, or by two thirds majority of the Board if such vote is conducted by other means.

### Principal Risks and Uncertainties

The board of MRCI carry out a risk assessment at the end of each year when budgeting for the next year is being agreed and maintains an annual risk register. The board reviewed the risk register at the beginning of 2025, and it is a standing item on the board meeting agenda. Risks include finance and sustainability, external factors, governance, data breaches, continuity of services and community work, staffing, and staff welfare.

MRCI, in 2025, had a focus on financial continuity planning for the organisation for 2026 and 2027.

### PLANS FOR THE FUTURE

In 2026, MRCI will continue its 3-year strategic plan for the organisation 2025-2027.

# Migrant Information Centre Company Limited by Guarantee

## DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2025

Goal 1: Support migrants in low pay and precarious work to assert their immigration and employment rights

Strategic Objectives under Goal 1

- 1.1 Provide accessible information, support individual cases, identify emerging areas of need and pursue strategic cases
- 1.2 Identify and provide support to victims of trafficking for labour exploitation and other severe forms of labour exploitation

Goal 2: Empower migrant workers to organise to advance rights and campaign for change

Strategic Objectives under Goal 2

- 2.1 Campaign for immediate family reunion rights for all full-time migrant workers
- 2.2 Campaign for improved measures to combat the exploitation of migrant workers
- 2.3 Campaign for an ongoing regularisation process for undocumented migrants
- 2.4 Campaign for improvements to state processes including applications, waiting times and fees

Goal 3: Build organisational capacity to achieve impact

Strategic Objectives under Goal 3

- 3.1 Invest in a diverse and resilient team
- 3.2 Strengthen the reputation and sustainability of the organisation
- 3.3 Grow an active and engaged supporters' network

### Directors and Secretary

The directors who served throughout the financial year, except as noted, were as follows:

Deirdre Lowry  
Ian McArdle  
Champika Wanniarachchi  
John Gilmore (Resigned 22 October 2025)  
Lucy Dubin  
Lijie Shao (Appointed 30 April 2025)  
Raymond Husband (Appointed 22 October 2025)  
Francis Njúgúna  
Angelisa Maria Zerpa Andara  
Mina Benyamine (Appointed 30 April 2025)  
Michael O'Sullivan (Resigned 22 October 2025)

In accordance with the Constitution, the directors retire by rotation and, being eligible, offer themselves for re-election.

MRCI had 11 board members in 2025. The board met five times including the AGM 30th April 2025. The board is supported by a committee structure, which deal with specific aspects of the company's business.

1. Finance and Audit Sub-Group (FSG) members, Michael O'Sullivan, Francis Njuguna (FSG Chair), Mina Benyamine, Bill Abom (Co-Director), Neil Bruton (Co-Director) and Hilary Royston, (Director of Finance and Operations), attended these meetings. Throughout 2025 MRCI's Finance and Audit Sub-Group met five times.

2. Employment Sub-Group (ESG) members are Lucy Dubin, Angelisa Zerpa Andara, Deirdre Lowry and Ian McArdle. The ESG met five times in 2025.

The secretaries who served during the financial year were;

Ian McArdle (Appointed 22 October 2025)  
Michael O'Sullivan (Resigned 22 October 2025)

### Compliance with Sector-Wide Legislation and Standards

The charity engages pro-actively with legislation, standards and codes which are developed for the sector. Migrant Information Centre Company Limited by Guarantee subscribes to and is compliant with the following:

- The Companies Act 2014
- The Charities SORP (FRS 102)

### The Auditors

The auditors, Whelan Dowling & Associates, (Chartered Accountants) have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

# Migrant Information Centre Company Limited by Guarantee DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2025

## Statement on Relevant Audit Information

In accordance with section 330 of the Companies Act 2014, so far as each of the persons who are directors at the time this report is approved are aware, there is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

## Compliance Statement

The directors are responsible for securing the company's compliance with its relevant obligations (compliance with both company and tax law) and with respect to each of the following three items, we confirm that it has/has not been done. We confirm:"

- appropriate arrangements or structures put in place to secure material compliance with the company's relevant obligations;
- a review of such arrangements and structures has taken place during the financial year

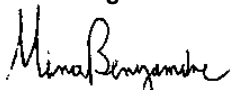
## Accounting Records

To ensure that adequate accounting records are kept in accordance with sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at 13 Dorset Street Lower, Dublin 1.

Approved by the Board of Directors on 14 May 2026 and signed on its behalf by:



**Francis Njúgúna**  
Director



**Mina Benyamine**  
Director

# Migrant Information Centre Company Limited by Guarantee DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2025

The directors are responsible for preparing the Directors' Annual Report and Financial Statements in accordance with the Companies Act 2014 and applicable regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the charity as at the financial year end date and of the net income or expenditure of the charity for the financial year and otherwise comply with the Companies Act 2014.

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

- select suitable accounting policies and apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The directors confirm that they have complied with the above requirements in preparing the financial statements.

As explained in note 3, state whether the applicable in the UK and Republic of Ireland FRS 102 has been followed;

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

In so far as the directors are aware:

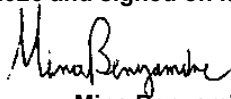
- there is no relevant audit information (information needed by the charity's auditor in connection with preparing the auditor's report) of which the charity's auditor is unaware, and
- the directors have taken all the steps that they ought to have taken as directors in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

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

**Approved by the Board of Directors on 14 May 2026 and signed on its behalf by:**



**Francis Njúgúna**  
Director



**Mina Benyamine**  
Director

# **INDEPENDENT AUDITOR'S REPORT**

## **to the Members of Migrant Information Centre Company Limited by Guarantee**

### **Report on the audit of the financial statements**

#### **Opinion**

We have audited the charity financial statements of Migrant Information Centre Company Limited by Guarantee ('the Charity') for the financial year ended 31 December 2025 which comprise the Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Charity as at 31 December 2025 and of its surplus for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

#### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described below in the Auditor's responsibilities for the audit of the financial statements section of our report.

We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### **Conclusions relating to going concern**

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

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

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

#### **Other Information**

The directors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Auditor's Report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

#### **Opinions on other matters prescribed by the Companies Act 2014**

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

- the information given in the Directors' Annual Report is consistent with the financial statements;
- the Directors' Annual Report has been prepared in accordance with the Companies Act 2014; and

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

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

# **INDEPENDENT AUDITOR'S REPORT**

## **to the Members of Migrant Information Centre Company Limited by Guarantee**

### **Respective responsibilities**

#### **Responsibilities of directors for the financial statements**

As explained more fully in the Directors' Responsibilities Statement set out on page 12, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine 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 charity'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 they either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

#### **Auditor's responsibilities for the audit of the financial statements**

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

#### **Further information regarding the scope of our responsibilities as auditor**

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

# **INDEPENDENT AUDITOR'S REPORT**

## **to the Members of Migrant Information Centre Company Limited by Guarantee**

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

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



**Darren Carrick FCA**  
**for and on behalf of**  
**WHELAN DOWLING & ASSOCIATES**  
Chartered Accountants and Statutory Audit Firm  
Block 1, Unit 1 & 4,  
Northwood Court  
Santry  
Dublin 9

**14 May 2026**

## Migrant Information Centre Company Limited by Guarantee

### STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating an Income and Expenditure Account)

for the financial year ended 31 December 2025

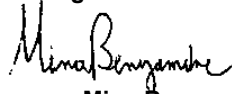
	Notes	Unrestricted Funds 2025 €	Restricted Funds 2025 €	Total Funds 2025 €	Unrestricted Funds 2024 €	Restricted Funds 2024 €	Total Funds 2024 €
<b>Income</b>							
Donations and legacies	4.1	149,766	746,417	896,183	102,972	795,047	898,019
<b>Expenditure</b>							
Charitable activities	5.1	149,091	746,417	895,508	101,984	795,047	897,031
<b>Net income/(expenditure)</b>		<b>675</b>	<b>-</b>	<b>675</b>	<b>988</b>	<b>-</b>	<b>988</b>
Transfers between funds		20,000	(20,000)	-	-	-	-
<b>Net movement in funds for the financial year</b>		<b>20,675</b>	<b>(20,000)</b>	<b>675</b>	<b>988</b>	<b>-</b>	<b>988</b>
<b>Reconciliation of funds:</b>							
Total funds beginning of the year	15	291,744	704,873	996,617	290,756	704,873	995,629
<b>Total funds at the end of the year</b>		<b>312,419</b>	<b>684,873</b>	<b>997,292</b>	<b>291,744</b>	<b>704,873</b>	<b>996,617</b>

The Statement of Financial Activities includes all gains and losses recognised in the financial year.  
All income and expenditure relate to continuing activities.

Approved by the Board of Directors on 14 May 2026 and signed on its behalf by:



**Francis Njúgúna**  
Director



**Mina Benyamine**  
Director


# Migrant Information Centre Company Limited by Guarantee

## BALANCE SHEET

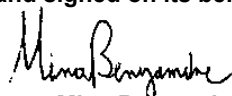
as at 31 December 2025

	Notes	2025 €	2024 €
<b>Fixed Assets</b>			
Tangible assets	10	478,385	494,131
<b>Current Assets</b>			
Debtors	11	12,799	-
Cash at bank and in hand	12	868,713	951,254
		881,512	951,254
<b>Creditors: Amounts falling due within one year</b>	13	(362,605)	(448,768)
<b>Net Current Assets</b>		518,907	502,486
<b>Total Assets less Current Liabilities</b>		997,292	996,617
<b>Funds</b>			
Restricted funds		684,873	704,873
Designated funds (Unrestricted)		340,136	320,136
General fund (unrestricted)		(27,717)	(28,392)
<b>Total funds</b>	15	997,292	996,617

Approved by the Board of Directors on 14 May 2026 and signed on its behalf by:



**Francis Njógúna**  
Director



**Mina Behyamine**  
Director

# Migrant Information Centre Company Limited by Guarantee

## STATEMENT OF CASH FLOWS

for the financial year ended 31 December 2025

	Notes	2025 €	2024 €
<b>Cash flows from operating activities</b>			
Net movement in funds		675	988
Adjustments for:			
Depreciation		16,695	16,695
		<u>17,370</u>	<u>17,683</u>
Movements in working capital:			
Movement in debtors		(12,799)	50,279
Movement in creditors		(86,163)	(402)
		<u>(81,592)</u>	<u>67,560</u>
<b>Cash flows from investing activities</b>			
Payments to acquire tangible assets		(949)	(5,468)
		<u>(82,541)</u>	<u>62,092</u>
<b>Net (decrease)/increase in cash and cash equivalents</b>		<b>(82,541)</b>	<b>62,092</b>
<b>Cash and cash equivalents at the beginning of the year</b>		<b>951,254</b>	<b>889,162</b>
<b>Cash and cash equivalents at the end of the year</b>	<b>12</b>	<b>868,713</b>	<b>951,254</b>

# Migrant Information Centre Company Limited by Guarantee

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

### 1. GENERAL INFORMATION

Migrant Information Centre Company Limited by Guarantee is a company limited by guarantee incorporated in Ireland. The registered office of the company is 13 Dorset Street Lower, Dublin 1 which is also the principal place of business of the charity. The financial statements have been presented in Euro (€) which is also the functional currency of the charity.

### 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charity's financial statements.

#### **Basis of preparation**

The financial statements have been prepared under the historical cost convention, modified to include certain items at fair value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

The Charity has applied the Charities SORP on a voluntary basis as its application is not a requirement of the current regulations for charities registered in the Republic of Ireland. As permitted by the Companies Act 2014, the charity has varied the standard formats in that act for the Statement of Financial Activities and the Balance Sheet. Departures from the standard formats, as outlined in the Companies Act 2014, are to comply with the requirements of the Charities SORP and are in compliance with section 4.7, 10.6 and 15.2 of that SORP.

#### **Statement of compliance**

The financial statements of the charity for the financial year ended 31 December 2025 have been prepared on the going concern basis and in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

The Charity constitutes a public benefit entity as defined by FRS 102.

#### **Fund accounting**

The following are the categories of funds maintained:

#### **Restricted funds**

Restricted funds represent income received which can only be used for particular purposes, as specified by the donors. Such purposes are within the overall objectives of the charity.

#### **Unrestricted funds**

Unrestricted funds consist of General and Designated funds.

- General funds represent amounts which are expendable at the discretion of the board, in furtherance of the objectives of the charity.
- Designated funds comprise unrestricted funds that the board has, at its discretion, set aside for particular purposes. These designations have an administrative purpose only, and do not legally restrict the board's discretion to apply the fund.

#### **Income**

Income is recognised by inclusion in the Statement of Financial Activities only when the charity is legally entitled to the income, performance conditions attached to the item(s) of income have been met, the amounts involved can be measured with sufficient reliability and it is probable that the income will be received by the charity.

#### **Income from charitable activities**

Income from charitable activities include income earned from the supply of services under contractual arrangements and from performance related grants which have conditions that specify the provision of particular services to be provided by the charity. Income from government and other co-funders is recognised when the charity is legally entitled to the income because it is fulfilling the conditions contained in the related funding agreements. Where a grant is received in advance, its recognition is deferred and included in creditors. Where entitlement occurs before income is received, it is accrued in debtors.

Grants from governments and other co-funders typically include one of the following types of conditions:

## Migrant Information Centre Company Limited by Guarantee

# NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

- Performance based conditions: whereby the charity is contractually entitled to funding only to the extent that the core objectives of the grant agreement are achieved. Where the charity is meeting the core objectives of a grant agreement, it recognises the related expenditure, to the extent that it is reimbursable by the donor, as income.

- Time based conditions: whereby the charity is contractually entitled to funding on the condition that it is utilised in a particular period. In these cases the charity recognises the income to the extent it is utilised within the period specified in the agreement.

In the absence of such conditions, assuming that receipt is probable and the amount can be reliably measured, grant income is recognised once the charity is notified of entitlement.

Grants received towards capital expenditure are credited to the Statement of Financial Activities when received or receivable, whichever is earlier.

### Expenditure

Expenditure is analysed between costs of charitable activities and raising funds. The costs of each activity are separately accumulated and disclosed, and analysed according to their major components. Expenditure is recognised when a legal or constructive obligation exists as a result of a past event, a transfer of economic benefits is required in settlement and the amount of the obligation can be reliably measured. Support costs are those functions that assist the work of the charity but cannot be attributed to one activity. Such costs are allocated to activities in proportion to staff time spent or other suitable measure for each activity.

### Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible fixed assets, less their estimated residual value, over their expected useful lives as follows:

Long leasehold property	2% Straight line
Fixtures, fittings and equipment	15% Straight line

### Debtors

Debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Income recognised by the charity from government agencies and other co-funders, but not yet received at financial year end, is included in debtors.

### Cash at bank and in hand

Cash at bank and in hand comprises cash on deposit at banks requiring less than three months notice of withdrawal.

### Taxation and deferred taxation

No current or deferred taxation arises as the charity has been granted charitable exemption. Irrecoverable valued added tax is expensed as incurred.

## 3. GOING CONCERN

The company made a surplus of €10,675 in the year ended 31 December 2025 and had net assets in the sum of €1,007,292

The directors are monitoring their bank position carefully. To date, there is no indication that there will be funding cuts imposed on the charity. The directors have continued to monitor projects closely to ensure there is no deficit in funding.

The directors have assessed a period of 12 months from the date of approving the financial statements with regard the appropriateness of the going concern assumption in preparing the financial statements. The directors are confident that they will have the necessary funds to meet its current and future obligations to third parties and consequently the financial statements are prepared on the going concern basis of accounting.

## 4. INCOME

### 4.1 DONATIONS AND LEGACIES

	Unrestricted Funds €	Restricted Funds €	2025 €	2024 €
Donations and legacies	41,537	-	41,537	23,772

## Migrant Information Centre Company Limited by Guarantee

### NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

Columban Missionary Society	-	95,546	95,546	82,182
Scheme to Support National Organisations (SSNO)	-	89,031	89,031	95,394
Department of Justice, Home Affairs and Migration-Victims of Crime Unit	-	252,573	252,573	176,964
Department of Children, Equality, Disability, Integration and Youth- ESF	-	-	-	(11,185)
Dublin City Council	-	2,611	2,611	-
The Order of Discalced Carmelites	-	-	-	25,000
Department Of Justice and Equality - AMIF	-	152,523	152,523	87,513
Fórsa Trade Union	-	20,000	20,000	-
Irish Human Rights Equality Commission	-	-	-	17,800
Lakeside Fund	-	25,000	25,000	-
Community Foundation for Ireland	-	-	-	7,200
Lakeside Fund	-	15,000	15,000	15,000
Open Society Public Health Program (OSF)	-	-	-	47,000
Rowan Trust	108,229	-	108,229	198,835
Department of Children, Disability and Equality-Ireland Against Racism	-	64,133	64,133	72,544
Robert Bosch Fund	-	30,000	30,000	60,000
		<u>149,766</u>	<u>746,417</u>	<u>896,183</u>
				<u>898,019</u>
<b>5. EXPENDITURE</b>				
<b>5.1 CHARITABLE ACTIVITIES</b>				
	<b>Direct Costs</b>	<b>Other Costs</b>	<b>Support Costs</b>	<b>2025</b>
	€	€	€	€
Expenditure on charitable activities	122,690	-	134,817	257,507
Community Work	175,337	-	24,376	199,713
Services	406,665	-	31,623	438,288
Programmes	-	-	-	-
	<u>704,692</u>	<u>-</u>	<u>190,816</u>	<u>895,508</u>
				<u>897,031</u>
<b>5.2 SUPPORT COSTS</b>			<b>Charitable Activities</b>	<b>2025</b>
			€	€
Organisational Costs			120,222	120,222
Payroll Costs			70,594	70,594
			<u>190,816</u>	<u>190,816</u>
				<u>166,852</u>
<b>6. ANALYSIS OF SUPPORT COSTS</b>				
			<b>2025</b>	<b>2024</b>
			€	€
Organisational Costs			120,222	118,871
Payroll Costs			70,594	47,981
			<u>190,816</u>	<u>166,852</u>
<b>7. NET INCOME</b>			<b>2025</b>	<b>2024</b>
			€	€
<b>Net Income is stated after charging/(crediting):</b>				
Depreciation of tangible assets			16,695	16,695
Auditor's remuneration:				
- audit services			4,920	4,920
			<u>4,920</u>	<u>4,920</u>

# Migrant Information Centre Company Limited by Guarantee

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

### 8. EMPLOYEES AND REMUNERATION

#### Number of employees

The average number of persons employed (including executive directors) during the financial year was as follows:

	2025 Number	2024 Number
Management	3	2
Staff	10	13
	<u>13</u>	<u>15</u>

The staff costs comprise:

	2025 €	2024 €
Wages and salaries	663,361	622,281
Social security costs	67,019	65,008
Pension costs	14,212	22,734
	<u>744,592</u>	<u>710,023</u>

### 9. EMPLOYEE BENEFITS

The number of employees whose total employee benefits (excluding employer pension costs) for the reporting period fell within the bands below were:

	2025 Number of Employees	2024 Number of Employees
€60,001 to €70,000	2	3
€70,001 to €80,000	1	-
	<u>3</u>	<u>3</u>

### 10. TANGIBLE FIXED ASSETS

	Long leasehold property €	Fixtures, fittings and equipment €	Total €
<b>Cost</b>			
At 1 January 2025	548,160	104,211	652,371
Additions	-	949	949
	<u>548,160</u>	<u>105,160</u>	<u>653,320</u>
At 31 December 2025	548,160	105,160	653,320
<b>Depreciation</b>			
At 1 January 2025	65,643	92,597	158,240
Charge for the financial year	10,936	5,759	16,695
	<u>76,579</u>	<u>98,356</u>	<u>174,935</u>
At 31 December 2025	76,579	98,356	174,935
<b>Net book value</b>			
At 31 December 2025	<u>471,581</u>	<u>6,804</u>	<u>478,385</u>
At 31 December 2024	<u>482,517</u>	<u>11,614</u>	<u>494,131</u>

## Migrant Information Centre Company Limited by Guarantee

### NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

<b>11. DEBTORS</b>	<b>2025</b>	2024
	€	€
Other debtors	3,034	-
Accrued Income	9,765	-
	<u>12,799</u>	<u>-</u>
	<u><u>12,799</u></u>	<u><u>-</u></u>
<b>12. CASH AND CASH EQUIVALENTS</b>	<b>2025</b>	2024
	€	€
Cash and bank balances	868,713	951,254
	<u>868,713</u>	<u>951,254</u>
	<u><u>868,713</u></u>	<u><u>951,254</u></u>
<b>13. CREDITORS</b>	<b>2025</b>	2024
<b>Amounts falling due within one year</b>	<b>€</b>	<b>€</b>
Taxation and social security costs	17,023	13,773
Pension accrual	1,542	1,542
Accruals	4,454	4,454
Deferred Income	339,586	428,999
	<u>362,605</u>	<u>448,768</u>
	<u><u>362,605</u></u>	<u><u>448,768</u></u>
<b>14. STATE FUNDING</b>		
<b>Government Department</b>	<b>Department of Children, Disability and Equality</b>	
Grant Programme	Ireland Against Racism	
Purpose of the Grant	Addressing Ethnic Inequalities in the Employment Permit System and Labour Market	
Term	Expires September 2025	
Received year end	December 2025	
Capital Grant	Nil	
Restriction on use	Support for staff wages and program costs	
Tax clearance	Yes	
Total Grant	€85,510	
Total Received in 2025	Nil	
Total Project expenditure in 2025	€64,133	
Amount deferred at year end	Nil	
Restrictions	Yes, restricted only for expenditure agreed in the grant agreement	

## Migrant Information Centre Company Limited by Guarantee

### NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

#### Government Department

Grant Programme  
 Purpose of the Grant  
 Term  
 Received year end  
 Capital Grant  
 Restrictions on use  
 Tax Clearance  
 Total Grant  
 Total Received in 2025  
 Total project expenditure in 2025  
 Amount deferred at year end  
 Restrictions

#### Department of Justice, Home Affairs and Migration

Civil Justice & Equality Service Delivery  
 Casework and policy expenditure  
 Expires December 2025  
 December 2025  
 €Nil  
 Casework and policy expenditure.  
 Yes  
 €252,573  
 €252,573  
 €252,573  
 €Nil  
 Yes, restricted only for expenditure agreed in the grant agreement.

#### Government Department

Grant Programme  
 Purpose of the Grant  
 Term  
 Received year end  
 Capital Grant  
 Restrictions on use  
 Tax Clearance  
 Total Grant  
 Total Received in 2025  
 Total project expenditure in 2025  
 Amount deferred/(accrued) at year end  
 Restrictions

#### Department of Children, Disability and Equality

Asylum Migration and Integration Fund  
 Casework and information provision expenditure  
 Expires May 2028  
 December 2025  
 €Nil  
 Payroll and Information provision and Casework expenditure  
 Yes  
 €602,958  
 €120,018  
 €198,759  
 Nil  
 Yes, restricted only for expenditure agreed in the grant agreement.

## Migrant Information Centre Company Limited by Guarantee

### NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

<b>Grant Programme</b>	<b>POBAL</b>
Government Department	Department of Rural and Community Development and the Gaeltacht
Grant Programme	Scheme to Support National Organisations in the Community & Voluntary sector (SSNO)
Purpose of the Grant	Pay and general administration
Term	Expires 30 June 2026
Received year end	2025
Capital Grant	€Nil
Restrictions on use	Support for staff wages and administrative costs
Tax Clearance	Yes
Total Grant	€364,000
Total Received in 2025	€89,031
Total project expenditure in 2025	€89,031
Amount deferred at year end	Nil
Restrictions	Yes, restricted only for expenditure agreed in the grant agreement

#### Note 1

The charity is compliant with Circular 44/2006 "Tax clearance procedures: grants, subsidies and similar type payments".

#### 15. FUNDS

<b>15.1 RECONCILIATION OF MOVEMENT IN FUNDS</b>	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total Funds</b>
	<b>€</b>	<b>€</b>	<b>€</b>
At 1 January 2024	290,756	704,873	995,629
Movement during the financial year	988	-	988
At 31 December 2024	291,744	704,873	996,617
Movement during the financial year	20,675	(20,000)	675
At 31 December 2025	<b>312,419</b>	<b>684,873</b>	<b>997,292</b>

#### 15.2 ANALYSIS OF MOVEMENTS ON FUNDS

	<b>Balance 1 January 2025 €</b>	<b>Income €</b>	<b>Expenditure €</b>	<b>Transfers between funds €</b>	<b>Balance 31 December 2025 €</b>
<b>Restricted funds</b>					
Restricted	704,873	746,417	746,417	(20,000)	684,873
<b>Unrestricted funds</b>					
Operational reserve	387,155	-	67,019	20,000	340,136
Unrestricted General	(95,411)	149,766	82,072	-	(27,717)
	<u>291,744</u>	<u>149,766</u>	<u>149,091</u>	<u>20,000</u>	<u>312,419</u>
<b>Total funds</b>	<b><u>996,617</u></b>	<b><u>896,183</u></b>	<b><u>895,508</u></b>	<b><u>-</u></b>	<b><u>997,292</u></b>

## Migrant Information Centre Company Limited by Guarantee

### NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

#### 15.3 ANALYSIS OF NET ASSETS BY FUND

	Fixed assets - charity use €	Current assets €	Current liabilities €	Total €
Restricted funds	23,132	717,559	(55,818)	684,873
Unrestricted general funds	455,253	163,953	(306,787)	312,419
	<b>478,385</b>	<b>881,512</b>	<b>(362,605)</b>	<b>997,292</b>

#### 16. STATUS

The charity is limited by guarantee not having a share capital.

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one financial year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding € 1.

#### 17. CONTINGENT LIABILITIES

There was no contingent liability at the year end 31st December 2025.

#### 18. RELATED PARTY TRANSACTIONS

There is no related party transactions in the period under review.

#### 19. POST-BALANCE SHEET EVENTS

There are no post balance sheet events that require disclosure.

#### 20. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on 14 May 2026.

**MIGRANT INFORMATION CENTRE COMPANY LIMITED BY GUARANTEE**

**SUPPLEMENTARY INFORMATION**

**RELATING TO THE FINANCIAL STATEMENTS**

**FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2025**

**NOT COVERED BY THE REPORT OF THE AUDITORS**

**Migrant Information Centre Company Limited by Guarantee**  
**SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS**  
**OPERATING STATEMENT**  
for the financial year ended 31 December 2025

	<b>Schedule</b>	<b>2025</b> €	<b>2024</b> €
Income			
- Donations		<b>41,537</b>	23,772
- Income		<b>854,646</b>	874,247
		<hr/>	<hr/>
		<b>896,183</b>	898,019
Charitable activities and other expenses	<b>1</b>	<b>(895,508)</b>	(897,031)
		<hr/>	<hr/>
<b>Net surplus</b>		<b>675</b>	988
		<hr/> <hr/>	<hr/> <hr/>

**Migrant Information Centre Company Limited by Guarantee**  
**SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS**  
**SCHEDULE 1 : CHARITABLE ACTIVITIES AND OTHER EXPENSES**  
for the financial year ended 31 December 2025

	2025 €	2024 €
<b>Expenses</b>		
Wages and salaries	663,361	622,281
Social security costs	67,019	65,008
Staff defined contribution pension costs	14,212	22,734
Staff training	3,632	6,398
Board of Directors expenses	757	655
Community Work Expenses	136	1,422
Information and Support Centre	22,354	14,152
Trafficking and Severe Labour Exploitation	14,840	9,328
IHREC Project Costs	-	16,010
General Campaign Costs	4,011	7,039
Bobby Gilmore Fellowship	-	4,000
Other Project Costs	-	14,135
Rates	484	284
Insurance	8,046	8,171
Computer software & maintenance costs	10,380	7,448
Light and heat	5,788	6,897
Repairs, maintenance and cleaning	8,660	8,635
Fire alarm & safety costs	3,416	2,879
Printing, postage and stationery	5,854	4,985
Communications and IT	18,550	29,504
Fundraising costs	1,319	358
Professional services	1,215	5,229
Staff Recruitment	2,029	989
Auditor's/Independent Examiner's remuneration	4,920	4,920
Bank charges	692	629
Team organisational costs	14,113	13,868
Subscriptions	3,025	2,378
Depreciation	16,695	16,695
	<b>895,508</b>	<b>897,031</b>



## Certificate of Completion

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