

Connecting our digital and physical worlds



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In 2022, we launched the world's first digital stamp with delivery notification

Chairperson Statement



I am pleased to present the 2022 Annual Report for An Post.

The power of An Post to adapt, to support and to do the right thing at speed and with true purpose during the pandemic has been reported and applauded at home and across the world. In 2022 we saw the Company move with the same determination to get back to business and to the vital transformation of its Mails and Parcels and Retail businesses and corporate centre.

I'm very proud to see sustainability is embedded at the heart of An Post and how the Company is now providing so many practical opportunities to customers to make sustainability part of their everyday life. In living the purpose to improve the quality of life now and for generations to come, An Post leads out with support for communities in practical ways that ensure long-term benefits for all.

During the year, the Board continued to strengthen its governance across the business and through an ongoing programme of training and upskilling strives to ensure the very highest standards of corporate governance across An Post's wide-ranging business operations.

This year's relocation of the corporate centre to a new city location better suited to contemporary ways of working will position An Post to focus on its future, leading national and international ecommerce and financial services.

I want to thank the CEO, David McRedmond and the Management Board for their great leadership; also the staff and unions and my fellow Board members who continue to serve the Company so well on behalf of its stakeholders.

I wish to acknowledge the contribution of Aine Flanagan who finished her time on the An Post Board in December, and I was pleased to welcome Helen Kelly, Barry Gavin and Sinead Mahon who were appointed to the Board in May.

I wish to thank Eamon Ryan TD, Minister for the Environment, Climate and Communications; Jack Chambers TD, Minister of State in the Department and Hildegard Naughton TD, the former Minister of State and the officials in their departments for their assistance and support during the year.

The progress made in 2022 ensures that the An Post management team, supported by the Board can continue to build, innovate and transform in the years ahead.

Carol Bolger
Chairperson
23 March 2023

Chief Executive's Statement



In An Post journeys are our bread and butter: we visit every house in the State every working day, and further afield. But the journey for us as a Company hit Odyssean levels of complexity in 2022.

Just as we exited the storms of the Pandemic we found ourselves navigating between the rocks of global trade wars and Brexit; and the new storms from the Russian invasion of Ukraine. Postal is a global industry and is a good proxy for the state of the World's economy. 2022 was exceptionally difficult but we navigated those waters in the first half of the year, to emerge into clear blue water with a strong second-half of the year, setting the Company up well for 2023 and beyond.

Corporate financial reporting in business has become very complex - An Post's Financial Statements this year are particularly complex. A ground-breaking pension agreement (see below) requires the Company to book an exceptional loss in the Profit and Loss account of €191m and there is a positive movement in Reserves of €356m. The benefit to the Company, the pension scheme, and members is entirely positive. The reality is An Post performed very well to achieve EBITDA of €18.6m, up 15% on 2021. Before exceptional items it recorded a loss of €27.9m after depreciation and other items, an improvement on the prior year's €32.1m. The upward trajectory in performance from 2021 into 2022 will accelerate in 2023 where An Post is targeting a profit after depreciation, as we resume the strong pre-Pandemic performance.

Revenue

Revenue level with the prior year, and profit before depreciation and other items up 15% looks like a steady performance but it masks the split nature of the year. In H1 revenue was down 4.2% as we compared ourselves against the great Covid lockdown of 2021 when parcel deliveries were at an all-time high; but in H2 against a more normal period in 2021 revenues grew by 3.5%. The turnaround in trading is encouraging for 2023. While fuel inflation is a particularly acute issue for a delivery firm we have mitigated the impact through greater efficiencies in our network. For example, we had 300 fewer FTEs in 2022 than in 2021, which also means lower costs in 2023.

An Post Pension Agreement

The An Post defined benefit pension scheme is one of the largest schemes in the State. An Post's Chief People Officer Eleanor Nash and CFO Peter Quinn concluded a ground-breaking pension agreement with our group of Unions. The robust return to surplus of the An Post pension was due to the forbearance of members in capping benefits; the major on-going contributions of €45m a year by the company to the fund; and an outstanding investment performance by the fund managers and trustees. A 2011 pension deficit of -€470m was reversed by a close to €1bn (€973m) growth leading to a €503m surplus and more than €4bn in assets in the superannuation scheme by year end 2021.

With such a large surplus at the end of 2021 it was only right to restore members' benefits, while also reducing the annual contribution burden for the Company based on the triennial review. While accounting rules require the restoration of benefits to be reflected up-front in the P&L, an exceptional cost of €191m in 2022, the reality is that all parties benefit as An Post's annual contribution falls to a sustainable level, and the fund remains strongly in surplus by €666m at the end of 2022. Such an outstanding performance, and well-constructed future arrangement, is a credit to An Post's management and the CWU General Secretary Sean McDonagh.

Chief Executive's Statement

continued

EU Customs & Brexit

Having managed through the pandemic, and mitigated the impact of the Ukraine War, the outstanding issue facing the network is the EU Customs Regime and Brexit. The introduction of the new EU regime, ahead of any other EU State, has created severe challenges for An Post as the designated national postal operator. Unlike courier companies (or indeed An Post's own contract parcel business with major e-commerce clients), An Post has to deliver parcels from other countries' postal operators, over which it has little influence. The Japanese postal service, for example, will not change its systems in all its post offices just to suit Ireland, although it likely will do when it is a requirement right across the EU. In addition, no other EU country faces the volume of parcels from outside the EU as Ireland because of our trading relationship with the UK (now outside the EU). As a result of the new EU rules and Brexit, packet exports through the post from Britain fell by 68%, a fall in revenue to An Post of €15m. At the same time the collection of VAT by An Post raised an additional €150m for the State since the introduction of the new regime. The challenges are staggering, and I am grateful to the MD of An Post Commerce Garrett Bridgeman, our UK subsidiary Air Business, and all the An Post staff for their tireless work to keep Ireland trading. As we go to print the excellent news is that the UK Post Office has acceded to An Post's lobbying by installing the necessary IT for customs.

An Post Retail

The Post Office network had an excellent year in 2022, growing its revenues by 7%, and delivering a positive financial contribution. Financial services products grew by 14% as the An Post Money brand became familiar to the market. The addition of Bank of Ireland customers to An Post's agency banking has increased footfall to Post Offices offsetting declines in traditional revenue. Debbie Byrne, MD of An Post Retail and her team also facilitated a deal between Government and Postmasters to ensure the viability of the network. 2023 has started brightly and there is a good pipeline of new products and services to ensure An Post's presence in over 900 communities across the Country.

Sustainability

An Post's efforts in sustainability accelerated further in 2023, led by Chief Transformation Officer Nicola Woods as further electrification of the fleet took place, the focus on Climate Risk and Biodiversity intensified and new efforts at de-carbonisation were implemented and a HVO pilot extended from Galway to Cork. The Company is on track to meet its goal to reduce 2013 emissions [the base year] by 50% by the end of 2025. Decent Work is the sustainable goal that is at the heart of An Post's transformation. At An Post I've learnt the value of committed trade unions, of a stable workforce, of decent work, and of sustainable remuneration. For the second year in a row An Post recorded a zero gender pay gap with women paid as much as men on average, reflecting an increased number of senior female managers.

Digital

2023 will see an acceleration of An Post's transformation into a digicorp as we utilise the digitally connected workforce in every community, the rich data, and the Company's increasing technology capability. Des Morley, Chief Technology Officer and his team launched a world-first digital stamp with delivery notification in 2022. This is just the start of a series of digital products that will bring to life An Post's unique omnichannel capability, connecting both digitally and physically with businesses and customers across the State.

Community

Our community efforts focused on the Ukrainian refugee community with An Post providing free postage to the Ukraine for 90,000 parcels to Ukraine, now the third largest destination for parcels from Ireland. We also provided free mobile phones, free banking, and contact services for refugees. €1.2m in donations for the Ukrainian Support Fund was collected through Post offices, with all fees waived. Similarly, cash donations in excess of €600k were made through post offices for the Creeslough Community Support Fund last year.

Governance

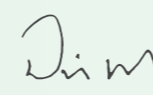
The breadth of activities across the Group is a real governance challenge, especially in a world of increasing regulation. An Post is well served by an excellent board led by Chairperson Carol Bolger, an audit and risk committee chaired by Peter Coyne, remuneration committee chaired by Carol Bolger, health and safety and security committee chaired by Kieran Mulvey and a strategy committee chaired by Carol Bolger. In a year of constrained finances and a volatile trading environment I am grateful for their calm leadership, expertly supported by Chief Administrative Officer Paula Butler.

Ways of Working & Purpose

The relocation of An Post's Corporate HQ from the GPO to the EXO building in Dublin's docklands is another big step in the Company's transformation. One of the overhangs of the Pandemic has been a slow return to the office which although convenient comes at a cost. The "ever-presentism" of Pandemic work holds back future thinking and strategy, which depends on in-office collaboration. The esprit de corps of an office environment is something I personally wish to encourage; and also the joie de vivre which can come from work-life balance. Flexible work is a great gift and learning from the Pandemic period but it now needs to be balanced with a desire to change for a better future.

Having navigated the storms of the Pandemic, Brexit, and the Ukraine War, we are confident of a further return to commercial growth in 2023, and a net profit after depreciation. Moving away from managing crises and focusing on the future is the mantra in 2023. We know that An Post has huge potential in e-Commerce especially as we fully digitise the customer interface; that An Post Money, now profitable, can achieve real scale over the next couple of years; and that the spirit of innovation, now well embedded will see a range of new products and services for our customers.

After all it is our purpose in An Post to "act for the common good, now and for generations to come".



David McRedmond
Chief Executive Officer
23 March 2023



2023 will see an acceleration of An Post's transformation into a digicorp.



In 2022 An Post concluded a ground-breaking pension agreement with the An Post Group of Unions. With such a large pension fund surplus it was only right to restore some members' benefits, reduce the annual contribution and free up funds for the ongoing transformation.

€666m
surplus in the An Post pension fund at year-end 2022

Three generations of the O'Driscoll Family in Cork will benefit from the 2022 Pension Agreement. **Image:** Retired postal operative Michael; his daughter Michelle and grand-daughter Chloe, both postal operatives at South City Delivery Office, Cork.

Financial Review



Operating Performance

Financial year 2022 saw an upward trend in the operating performance. The year marks the first in the post pandemic period and is a base from which to grow in 2023 and beyond. An Post Group revenue of €888.1m demonstrates the significance of the Company to the economy and by keeping the customer at the centre of all its activities throughout the year, An Post plays its role in servicing Ireland's national and international business, keeping critical networks open and ensuring service quality standards to meet customer requirements.

There has been very significant growth in a number of business lines, including e-commerce which has grown by over 100% since 2019. Online trading continues to expand year on year and it is set to increase steadily for the foreseeable future. Innovation and the expansion of consumer offerings has boosted the Retail income for the company and the importance of the Post Office network to deliver services is critical.

The financial performance of the Group reported at page 44 shows EBITDA of €18.6m for 2022, an improvement on the prior year result of €16.2m. The loss for the year post exceptional items is €224.1m.

In the year, there is a remeasurement of the defined benefit pension asset of €356.3m recorded in the statement of other comprehensive income. This brings the surplus on the pension asset to €666.2m.

The Company achieved increased efficiency during the year with a consistent focus on non-pay cost containment and a reduction of 300 in Full Time Equivalents (FTEs). This is important as it has established a lower cost base for the Company and has set in motion an efficiency programme that is set to continue in 2023. There were carefully managed price increases for the mails sector. Their implementation in a customer sensitive manner provides a revenue stream that facilitates the high quality and sustainability of services for personal and business customers.

The year saw continued growth in the e-commerce sector. The very significant increases in parcel and packet revenue that occurred during the pandemic have to a significant extent been retained. Parcel and packet volumes are running at over 100% higher than pre pandemic levels. This has created a very welcome new business stream for the Company and one that can be built upon. Similarly, footfall has returned to the Post Office network and its income in 2022 was considerably higher than in the prior year at €164.7m versus €154.5m in 2021. Traditional income for the Post Office by way of social welfare distribution is reducing. Other significant income streams like State Savings and Financial Services products show continued strength and growth. The return of foreign travel is very welcome and 2022 saw €203m of foreign currency in cash and foreign exchange cards sold through An Post.

	2022 €m	2021 €m
Revenue	888.1	890.6
EBITDA before one off items	18.6	16.2
Loss for the year before exceptional costs	(27.4)	(26.3)
Loss for the year post exceptional items	(224.1)	(37.9)
Remeasurement of defined benefit pension asset	356.3	348.9
Total Comprehensive Income for year	130.8	312.4

Impact of Customs and Brexit

Brexit has had a disruptive impact on international trade for Ireland in very many ways. It coincided with long-planned, extensive changes to EU customs regulations governing goods entering/leaving the EU through the postal network. The early application of EU Customs regulations and changes have been a major disruptive influence for Ireland in particular, given the volume of parcels entering the country from Britain. The Postal sector has been the most impacted. Collection of data and customs from individual senders and receivers of items through the post has meant the creation of totally new concepts for the postal industry to adapt and manage non-EU traffic whilst at the same time honouring the consumer interests and rights. We strongly believe that pragmatism from authorities in this regard is required so as to protect citizens' interests.

An Post made a very significant investment in systems, infrastructure and knowledge in order to assist customers to overcome the disruption. Close to €65m was collected in customs charges on behalf of the State in the year. The burden of these taxes and the disturbance of supply chains caused significant discomfort for customers of An Post and posed a financial and reputational challenge for the organisation. The infrastructure and knowledge developed to deal with these challenges will be a significant company asset as An Post moves into the next phase of its transformation.

EBITDA of €18.6m was achieved despite the severe negative financial impact of a significant reduction in incoming international volumes arising from the cost of increased customs/VAT charges and the disruption caused by the onerous paperwork required. Aside from the income reduction impact there was considerable costs incurred to service the requirements. These were in part compensated by funds from the Brexit Adjustment Reserve fund.

Pensions Agreement

The defined benefit pension scheme in place at the Company is one of the largest schemes in the State. The scheme is governed by Trustees appointed by both the Company and the employee representatives.

Long term prudent governance of the Scheme has resulted in a very significant surplus arising. This has been achieved in full co-operation with the Trustees, the Company and the staff representatives. The forbearance of the staff in accepting limits on benefits, the investment performance and the company contributions have brought about this surplus position. The parties have considered the triennial review and Labour Court findings which made certain recommendations to the parties.

The result is that there will be some restoration of employee and pensioner benefits, changes to the Company contribution rates and a removal of a lien on the Company assets held by the Pension Scheme.

In line with International Financial Reporting Standards (IFRS) accounting for this is recorded in the figures to December 2022. The net impact of investment performance during the year and the scheme liabilities valuation change due to discount rate assumptions is recorded as a positive movement in reserves of €356m, and is a considerable addition to the Balance Sheet value in the year. The accounting conventions require that the restoration of benefits are recorded as a profit and loss account item. Consequently, an exceptional item of €217.9m is recognised this year, being €190.5m with respect to the restoration of benefits and €27.4m with respect of the impact of reducing the normal retirement age from 68 to 66 in line with the changes to the State Pension age. The Balance Sheet at 31 December 2022 has a Pension asset of €666.2m, being assets of €3,220m and liabilities of €2,553.8m.

Financial Review continued

Infrastructure

The Company has an infrastructure of buildings and networks that enable it to service customer requirements. As the industry continues to change apace, so too will the composition of An Post's letters and parcels infrastructure, vital rebuilding that was delayed by the pandemic. Larger, custom-fitted facilities designed for e-commerce parcel operations as well as letters are required to replace numerous smaller operations which were designed around letters alone. Similarly, as consumer behaviour continues to evolve, requirements for the Retail business are changing. Investment in revitalising and consolidating the network will continue, as will the roll-out of new products and services to suit customer lifestyles and preferences.

One significant development in 2023 will be the opening of a new corporate centre for An Post in Dublin city. This will provide a more suitable modern and flexible work environment for much of An Post's corporate centre while the public Post Office and the GPO Museum will continue to operate at the landmark General Post Office on O'Connell Street.

Subsidiaries

Air Business, An Post's UK-based mail added value and e-commerce operator performed very well in 2022. There is a continuation of new innovative services supporting growing enterprises with worldwide distribution. There is also a subscription service and the ability to offer a blended range of services to the prime market in the publishing sector as well as an increasing range of clients across e-commerce. Air Business also manages the very effective Address Pal proxy address service for the mails business. It offers a bridge for the UK Ireland business and is an important leg of the USA Ireland business lines.

An Post Insurance continues to trade profitably and is a well-respected operator in a sector that has been through considerable change. Other businesses including PrintPost Limited, An Post BillPost Processing Service Limited and An Post GeoDirectory DAC are all trading well and moving forward with increased product offerings.

National Lottery

An Post continues to play a significant role in the National Lottery as a key distribution outlet and providing Directors to the Board of the operating company, Premier Lotteries Ireland (PLI). The return on the shareholder investment continues to perform strongly.

Regulation

The business is subject to regulation from a number of bodies including the Central Bank of Ireland (CBOI), ComReg and other business regulatory bodies.

The CBOI has been engaged throughout the year with the organisation. This is an important relationship for An Post and there is an active investment programme underway as the Company grows its extensive financial services business. There are 35 roles in the organisation that are subject to the Fitness and Probity regime of CBOI.

ComReg is a key business stakeholder for the mails and parcels business. There will be changes in the regulatory environment for postal in the future to facilitate customer requirements in a changing environment. The alignment of product specification and pricing to the changing needs of the consumer and the efficient delivery of services will be critical in the years ahead.

Balance Sheet and Financing

The An Post Balance Sheet is on a sound financial footing with total equity of €811m. This considerable strength puts the Company in a very strong position to execute Strategy and fulfil its mission. The Company had free cash resources of €60m at the year-end December, 2022.


Commercial financing arrangements are in place with the European Investment Bank with a €34.5m loan facility, and a drawn facility of €17.5m with the Bank of Ireland. The Balance Sheet also carries a Government Loan of €30m that was put in place in 2017 to finance An Post's Strategic Recovery. The debt to Balance Sheet ratio is conservative at 10.4%.

Conclusion

The An Post Group continues to implement an ambitious and forward looking strategy and has adequate resources to achieve this. The re-focusing of the Group post-pandemic and the continued implementation of the Strategy provides a solid base for the continued success of the business.



Peter Quinn
Chief Financial Officer
23 March 2023



**Parcel and packet volumes
are running at over 100%
higher than pre pandemic
levels.**

Mails and Parcels Review



One of our biggest cross-functional and innovative projects in 2022 was to launch the world's first digital stamp with next-day delivery confirmation by text or email, marking a major digital advancement in our postal services.

Stepping out of Covid

It's hard to believe that this time last year we had just stepped out of a Covid world, having delivered thousands of antigen tests seven days a week throughout Q1 2022 on behalf of the HSE. This cemented the public's warm appreciation of our delivery and sorting staff fostered during the pandemic, as they continued to arrive at our customers' doors day after day with letters and parcels.

While the first half of 2022 saw some challenges with a continued decrease in letter volumes and an expected decrease in parcel volumes as retail stores reopened, thanks to determined work by the An Post Mails and Parcels team around the country, the second half of the year was a period of strong recovery. By the end of the year letters were performing broadly on par with 2021 and in the second half of the year, parcels reached record levels, up 21% on the same period in 2021. By the end of the year we were consistently delivering 100% more parcels a day than pre-pandemic 2019 levels.

During the two weeks following Black Friday, we delivered over 3 million parcels and did it with the best next day delivery in the country. Our new Christmas Tin Man campaign launched to worldwide critical acclaim and Christmas parcel trading was up 20% on the year before. We delivered 32 million cards and letters over the Christmas period.

Our reinvigorated sales team won new contracts and grew our market share. We have had great success winning significant accounts such as Shein, JD Sports, Boohoo and Nespresso, and we have secured more Amazon volume from their own delivery network. 38% of our deliveries now come from contracts won in the second half of this year. The number of SMEs availing of discounted stamps and parcel postage through the An Post Advantage Card grew by more than 5% again in 2022, showing the popularity of this simple but practical business support. This was a great achievement and set us up for a strong 2023.

Target Operating Model

Our strategic Target Operating Model prepares us for a growing world of parcels and eCommerce and for what An Post will look like in 2030, mapping out how we will construct our people, automation, sites, buildings and equipment for the future. Our operations team advanced our business transformation and delivered important change across our processing centres network and the final delivery mile, reducing fuel usage and optimising our fleet. We continue to have the largest e-fleet in Ireland with more than 1,000 e-vehicles and trikes on Irish roads each day. This in turn allowed us to improve the quality of our service, be more efficient and ultimately to win more business.

World's First Digital Stamp

One of biggest cross-functional and innovative projects this year saw us launch the world's first digital stamp with next-day delivery confirmation by text or email, marking a major digital advancement in postal services by Ireland's national mails carrier. The Digital Stamp is now available to buy in seconds through the An Post App. The development of the Digital Stamp was a major step forward in the digital transformation of our mails and parcels business and marks the next step in our commitment to meeting the changing demands of our customers with accessible and easy to use innovative, digital services. With 30,000 sold in the first two months, and a 500% increase in An Post App downloads, this continues to be a great success with our customers who appreciate the convenience and affordability. A Digital Stamp for international use is currently in development for launch in 2023.

Global Growth

In 2022 we expanded trade to new international markets including China and the US, contracting with prominent retailers, and more than tripling our business from these countries in one year with an expectation of this doubling it again in 2023. Like 95% of our e-tailer customers, all this new business will benefit from An Post's Duty Paid solution, ensuring the easy completion of digital documentation and payment of all customs and VAT payments at the point of purchase, ensuring fast, smooth delivery from the e-tailer to the receiving customer, and none of the disruption and upset experienced by some personal customers buying from non-EU retailers who remain non-compliant with the stringent EU Customs regulations.

Performance

The quality and reliability of the personal service provided by our trusted 'final mile' delivery team sets An Post apart. They are supported by world class data systems and equipment and we continue to invest in better workspaces more suited to the rapidly growing parcel volumes and electric fleet. Our delivery postmen and postwomen can deliver to 2.3m address points daily, they collect from more than 5,000 postboxes, 910 post offices and 300 large business customers every working day. In 2022, we achieved a next-day delivery level of 95.9%, demonstrating our commitment to quality of service for all our business and personal customers, urban and rural.

My thanks

I'm proud to work with my Mails and Parcels team around the country. They are what makes An Post so special and so unique, and the work they do every day helps to secure the future of An Post for future generations. I also wish to thank the CWU for their support over 2022. The partnership with our trade unions ensures that we can win and retain business, and ensure our customers' peace of mind day in, day out.

Looking forward

All of this puts us in a strong, confident position as we look towards 2023. We've set ambitious targets for ourselves in terms of market share and transformation and I'm confident that we will meet these targets.

Garrett Bridgeman
Managing Director
An Post Commerce
23 March 2023

Mails and Parcels

Growing market share through innovation, reliability and quality.

1st

We launched the world's first digital stamp

32m

We delivered 32 million cards and letters over the Christmas period

1,200

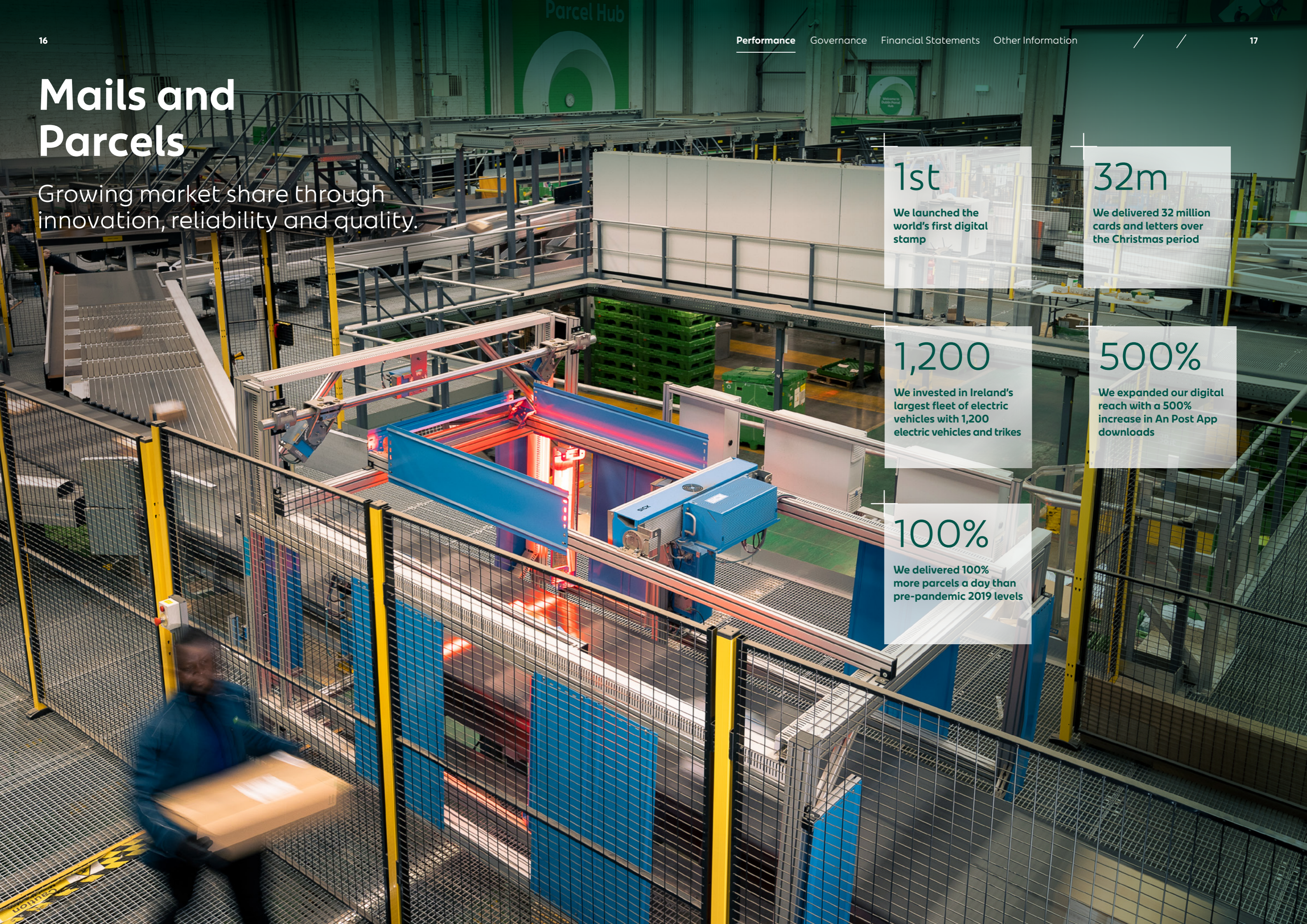
We invested in Ireland's largest fleet of electric vehicles with 1,200 electric vehicles and trikes

500%

We expanded our digital reach with a 500% increase in An Post App downloads

100%

We delivered 100% more parcels a day than pre-pandemic 2019 levels



Retail Review



We are Ireland's largest retail network with c910 post offices, at the heart of local communities throughout the country providing a wide range of critical services to the public including social welfare payments, parcel and letter postage, community banking services, foreign exchange, State Savings, Prize Bonds, One4all gift cards, bill payments, passport applications, TV Licences, An Post Mobile, An Post Insurance motor, home, travel and pet insurance plans and Western Union money transmissions to more than 200 countries.

2022 Trading and Network Sustainability

The scale of the network is enormous with c1.1m customer visits per week and 84 million counter transactions in 2022 totalling €13.4bn. The Post Office network is a key point of contact between citizens in Ireland and government. In 2022 we undertook 35 million transactions on behalf of government. Social Welfare is the bedrock of the Post Office network with c€6.5bn in social welfare payments paid out last year on behalf of the Government of Ireland including the additional cost of living supports.

The business returned to growth post pandemic with strong sales growth on key product lines. Revenue was €164.7m, up 6.6% year on year as we saw a return to growth in key product lines and accelerated our transformation strategy to create a sustainable network through investment in new products and services and commercial training.

Working with the Irish Postmasters Union, €30m of state funding has been secured from government for Postmasters over 3 years - a vital step in further securing the sustainable future of the Post Office network.

Community banking for all citizens through the post office network

2022 saw us grow our banking services across the network and digitally by 22% year on year. It is crucial that all citizens have access to banking and cash services in their local communities. 540 Post Offices have no bank within a five kilometre radius, 375 have no bank within a 10km radius.

- **AIB and Bank of Ireland partnership** - 2022 saw transaction growth of 29% year on year with expanded usage of the post office by consumers and small businesses driven by local convenience and greater accessibility from 9am to 5.30pm weekdays and until 1pm on Saturdays.
- **NTMA State Savings** - we administered €25bn in State Savings in 2022, 15% of all national savings and continued to develop this vitally important contract with new digital features delivered this year.
- **An Post Money**
 - We are the leading provider of Foreign Exchange cash in the country with our FX business returning to c70% of pre-pandemic volumes. The An Post Money currency card in partnership with MasterCard enjoyed a 322%

increase year on year, offering 16 currencies on the card and a safe and secure way to manage money and transaction fees abroad.

- With KBC and Ulster Bank exiting the marketplace, we on-boarded more than 40,000 new current account customers giving us an 8% share of the switching market as measured by Red C. In personal loans we significantly outpaced the market with 55% increase in lending and a doubling of the number of credit cards issued, year on year.
- With the country in a grip of a cost of living crisis we added new state-of-the-art features and functionality to the An Post Money app including Money Manager, an analytical and budgeting tool that enables customers to better manage their money.
- We brought our An Post Money call centre in-house from the UK and launched a new webchat feature.
- The Money Mate current account with card and apps for kids aged 7-15 years and their parents grew 101% year on year helping youngsters to learn how to manage and save their money.

New subcontract to supply Leap cards at 2,500 outlets

Thanks to a new five-year contract agreed between the National Transport Authority (NTA), Cubic Transportation and An Post, from May 2023, buying or topping up a TFI Leap Card will be exclusively available through An Post's 910 Post Offices and 1,600 PostPoint convenience stores nationwide, boosting convenient access for everyone to an increasingly sustainable and rapidly expanding transport network.

Driving eCommerce convenience for consumers and small businesses

The Post Office network became Ireland's largest out-of-home service for parcel collections and returns. With the return to offices, consumers can opt to have their parcels diverted to Post Offices or PostPoint outlets for collection and returns. Post Offices provide an essential service also for small businesses in growing their online business with discounts on parcel labels and postage with the Advantage Card.

Living our Purpose

Post Offices play a key role at the heart of communities. Two stand out moments this year where we really lived our purpose were our response to the Creeslough tragedy and supporting Ukrainian refugees.

Who will forget that tragic Friday in October in the village of Creeslough in County Donegal. I would like to acknowledge our Postmistress and Post Office clerk, who were working in the Post Office that Friday afternoon. Their concerns were firstly for their customers and getting them to safety. We came together to launch the Creeslough Community Support Fund with the Irish Red Cross, raising more than €1.5million in a four-week period of which over €600,000 was raised through Post Offices with An Post waiving all transaction fees.

The Post Office network and staff were also at the heart of the response to Ukrainian citizens arriving in Ireland supporting them in navigating the social welfare system, setting up bank accounts and having a mobile phone, including free calls to Ukraine, and a secure Address Point address if they were staying in temporary accommodation.

I thank our Postmasters and Post Office staff who dealt with new customers, many of them very distressed, with patience and respect. This strong sense of pride and community is what is so unique about An Post.

Looking to the future

Through 2023 and onwards we'll be pursuing ongoing growth in financial services and providing customers with simple tools and practical tips to become financially fit while driving a vibrant, transformed and sustainable network.

We look forward to working with government to offer more government services, both online and in person, through the national Post Office network, ensuring ease of access for customers and sustainable businesses for postmasters in the future.

Debbie Byrne
Managing Director
An Post Retail
23 March 2023

Retail

At the heart of local communities providing a wide range of critical services to the public.

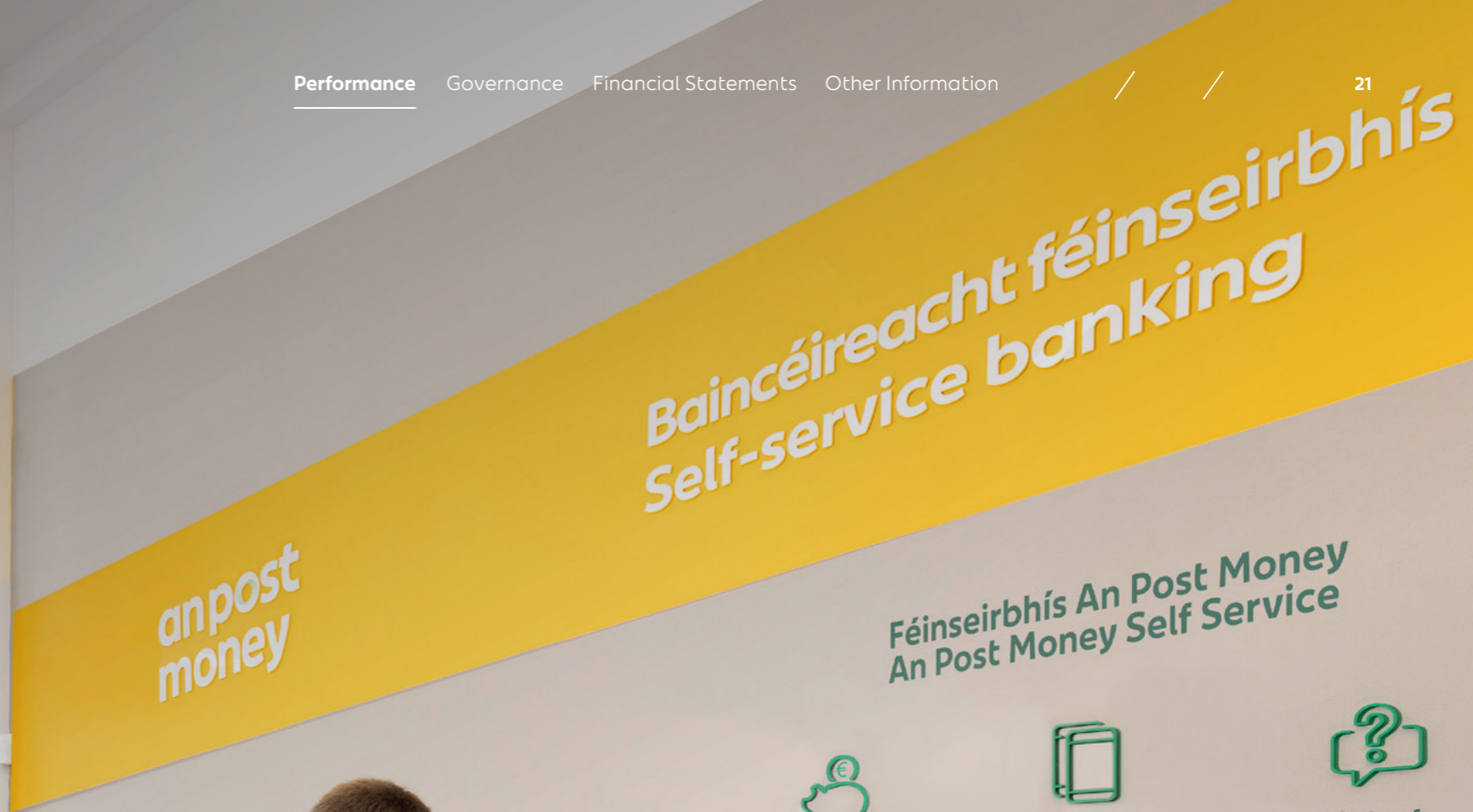



€13.4bn
We provided in person services to 1.1 million customers a week, handling 84m counter transactions with a value of €13.4bn

€25bn
We administered €25bn in State Savings in 2022, 15% of all national savings

40,000
We welcomed 40,000 new current account customers, giving us an 8% share of the switching market

29%
We grew banking transaction activity by 29% with expanded usage of the post office by consumers and small businesses




Browse State Savings options


Find out about An Post Mobile

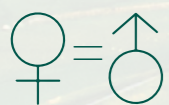

Lots of helpful FAQs or contact us


Apply for Current Account, Credit Card & Loans


Find out about Currency Card

Sustainability Review

In An Post, we are doing more than making commitments and creating plans. We are taking action to drive sustainability and some of our achievements in 2022 include:



Maintained zero Gender Pay Gap for second consecutive year



Zero waste to landfill for the fifth consecutive year



Performed a first-of-its-kind assessment in Ireland of nature-related impacts and dependencies as well as the associated risks and opportunities for the business



Reduced our carbon emissions by 12% year on year and by 35% since 2009



Met our ambition to replace all lighting with energy efficient sources by 2022



Supported Ukrainian refugees arriving in Ireland



Collected €2.1m in charitable donations for Ukraine Relief Fund and Creeslough Community Support Fund through our Post Office network and waived all transaction fees



Became the first company in Ireland to be accredited for running an employee engagement programme on sustainability



Inaugural Irish business to sign up to the 'Beat the Peak' initiative reducing electricity usage from 5pm - 7pm



Ranked third in the world by the International Postal Corporation's Sustainability Measurement and Management System



30.8% of our fleet now runs on alternative fuel sources



Named as Ireland's most reputable organisation in the Ireland RepTrak® 2022 study



Expanded the use of Hydro-treated Vegetable Oil (HVO) to 12 HGVs in Cork following the success of the 2021 trial in Galway



New subcontract to supply Leap cards at 2,500 outlets

Sustainability continued

Climate risk assessments

In 2022, we considered our resilience against key climate-related risks and opportunities.

Through engagement with relevant stakeholders, we are identifying ways to further embed climate-related issues into our risk management system and processes. We recognise that climate change poses physical and transitional risks for An Post, as well as opportunities, which is why our qualitative analysis looked at both physical risks caused by increased severity of climate change and transitional risks, such as those associated with regulatory changes and technology advances.

In 2022 we also performed a business and biodiversity assessment to enhance our biodiversity strategy, and which aligned with requirements in the new TNFD reporting framework. This was a first-of-its-kind assessment in Ireland of nature-related impacts and dependencies as well as the associated risks and opportunities for the business.

Further details about all aspects of sustainability in An Post can be found in the 2022 An Post Sustainability Report. This can be accessed at <http://anpost.com/Sustainability-Report-2022> and readers are encouraged to review this material to get an insight into the actions we are taking to drive sustainability.

zero
emissions

For your world

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ELR2

Board of Directors



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1. **Carol Bolger**
2. **Frank Burke**
3. **Peter Coyne**
4. **Barry Gavin**
5. **Helen Kelly**
6. **Sinéad Mahon**
7. **Anthony McCrave**
8. **Pádraig McNamara**

9. **David McRedmond**
Chief Executive Officer
10. **William Mooney**
11. **Kieran Mulvey**
12. **Martina O'Connell**
13. **Mary O'Donovan**
14. **Gerry Sexton**
15. **Paula Butler**
Company Secretary

Management Board



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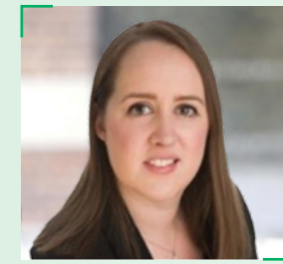
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1. **David McRedmond**
Chief Executive Officer
2. **Garrett Bridgeman**
Managing Director An Post Commerce
3. **Paula Butler**
Chief Admin Officer & Company Secretary
4. **Debbie Byrne**
Managing Director An Post Retail

5. **Des Morley**
Chief Digital & Technology Officer
6. **Eleanor Nash**
Chief People Officer
7. **Peter Quinn**
Chief Financial Officer
8. **Nicola Woods**
Chief Transformation Officer

Report of the Directors

The Directors have pleasure in presenting the Directors' Report together with the audited financial statements of the Group for the year ended 31 December 2022.

1. The Group and its Principal Activities

The Group's principal activity is to operate the national postal service and the network of Post Offices. It also manages a number of commercial enterprises and has an investment in Premier Lotteries Ireland, the National Lottery operator.

2. Results

Details of the results for the year are set out in the consolidated income statement on page 44 and in the related notes to the financial statements. The directors did not pay an interim dividend (2021: Nil), and do not propose the payment of a final dividend for the year (2021: Nil).

3. Business Review

EBITDA of €18.6m was achieved for 2022 (2021: €16.2m). The overall Group loss for the year was €224.1m. However, this measure of performance is arrived at after accounting for exceptional pension costs in the year of €217.9m which arise from the partial re-instatement of certain pension benefits previously curtailed, and the change in the State Pension age to 66. The review of business for the year is dealt with in greater detail in the Chief Executive Report (page 4) and the Financial Review (page 10).

In monitoring performance, the directors and management have regard to a range of key performance indicators (KPIs), including the following:

KPI	Performance in 2022	Performance in 2021
Operating result		
EBITDA before one off items as a percentage of revenue	2.1%	1.8%
Staff costs as a percentage of total operating costs	61.2%	61.5%
Postmasters' costs as a percentage of total operating costs	6.2%	6.5%
Other operating costs as a percentage of total operating costs	32.6%	32.0%
Staff - Average Full Time Equivalents (FTE)		
Company	9,469	9,767
Subsidiaries	635	654
Group	10,104	10,421
Mails and parcel business		
Mails and parcel revenue	€614.4m	€623.8m
Core mail volumes decline	(5.9%)	(4.8%)
Retail business		
Retail revenue	€164.7m	€154.5m
Social welfare transactions	24.8m	24.4m
BillPay transactions	11.4m	12.9m
TV licences issued by An Post	0.948m	0.951m
Investment Products - net fund inflow	€116.1m	€456.8m
Post Office Savings Bank - net fund inflow	€347.9m	€502.0m
Prize Bonds - net fund inflow	€252.1m	€340.1m
Customer Service		
Written complaints/enquiries	44,675	56,309
Telephone enquiries	714,728	640,257

4. Risk Management

As a commercial business, An Post is exposed to a number of key risks which could have a significant impact on its performance and long term development. The effective identification and management of these risks is key to the achievement of our strategic objectives. Risk management is an integral part of the decision making process in An Post. Understanding our risks also allows us to pursue the upside of risks and identify change opportunities whenever they arise. Our risk management processes and controls are designed to manage the risks rather than eliminate them.

Risk Management Framework

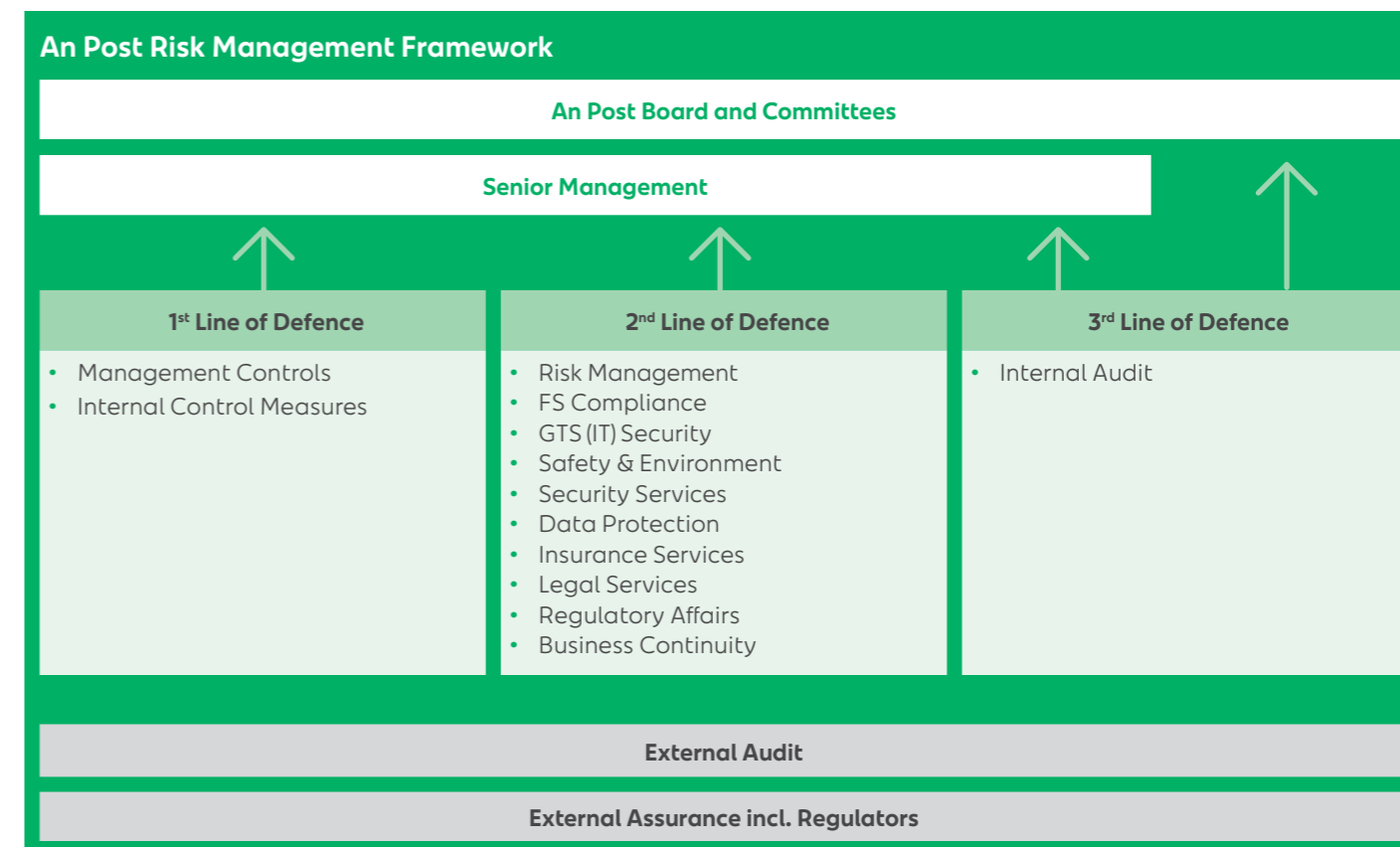
The An Post Board has ultimate responsibility for the governance of all risk-taking activity. Certain significant matters are specifically reserved to the Board for its decision. The Board also has overall responsibility for ensuring that we operate sound risk management procedures and, on at least an annual basis, the Board assesses their effectiveness. The Board Audit and Risk Committee supports the Board

with responsibilities relating to the oversight of risk, control and assurance matters.

Management are responsible for putting in place robust processes and controls for the effective management of risk. The Chief Executive is responsible for the overall effectiveness of the risk management framework at Executive level.

A number of specialist risk management and compliance assurance functions are in place who assist management in the strategic and day to day management of specific risks. They are also responsible for independent risk-based monitoring to ensure appropriate processes and controls are in place.

Internal Audit is responsible for providing independent assurance to the Board and Senior Management on the adequacy and effectiveness of the risk management processes in place.



Report of the Directors continued

4. Risk Management continued

Risk Management Process

While risk management is an ongoing and dynamic process, the key risks facing An Post are formally assessed and updated by the Board at least twice a year, at the time of the approval of the financial statements and also as part of the strategic planning process. The approach consists of a top-down strategic assessment of risk and risk appetite, including an assessment of the external business environment. This is combined with risk reviews carried out within the Business Units and Corporate Functions. On an ongoing basis we monitor developments internally and externally to identify any emerging risks.

Risk Appetite

The An Post Board determines the level of risk we are prepared to take to achieve our strategic objectives and the controls we need to operate in order to mitigate these risks. Management is accountable for identifying and managing risks and for delivering business objectives in accordance with this risk appetite. The current An Post Risk Appetite varies by risk category, details of which are outlined below;

Risk Appetite by Risk Type Summary	Behaviour Towards Risk				
	Averse	Prudent	Balanced	Considerable	Seeking
Strategic Risk - the internal and external events that may make it difficult, or even impossible, to achieve our objectives and strategic goals.					
Operational Risk - risk of losses caused by inadequate or failed processes (including human error), policies, systems, technology and/ or events that disrupt business operations resulting in a negative impact to the organisation, its reputation and/or finances.					
Financial Risk - any threats that may hamper our financial strength, profitability or ability to meet our financial obligations as they fall due.					
People Risk - risk that An Post does not attract or have the right people with the right skills and behaviours to deliver on our strategic objectives.					
Legal/Regulatory Risk - risk of legal or regulatory sanctions, material financial loss, or loss to reputation to An Post and/or its subsidiaries may arise as a result of its failure to comply with laws and regulations.					
Sustainability Risk - risks that Environmental, Social or Governance matters may have a negative impact on our financial performance, solvency or reputation.					
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Risk Identification and Evaluation

The identification and assessment of individual risks is an ongoing process which takes into account the external environment as well as the controls currently in place. Each risk is assessed taking into account the likelihood of the event taking place and the likely impact should the event occur. The effectiveness of the existing preventative controls is taken into consideration in assessing the likelihood of the event occurring.

Our Principal Risks and Uncertainties

Risk Name	Risk Description	Mitigation	Trend in 2022
Global Economic & Political Environment Uncertainty	National Postal operators are a key part of the economy. Mail volumes are adversely impacted in the event of general economic uncertainty and/or recession.	Management and the Board continuously monitor the domestic and international economic and political environment.	↑
IT Risk (Including External Service Providers)	In the context of an ever increasing need for change to thrive, ensuring delivery of IT requirements on a timely basis, managing IT resource constraints and change IT delivery processes is a key challenge. The risk of a significant internal incident or an external cyber security incident resulting in (a) the loss or corruption of data and/or (b) the unavailability of IT systems. Similar to long established businesses An Post has an element of older legacy equipment and software which pose a security and continuity risk.	An IT Technology Roadmap has been developed to address legacy constraints. Additional resources are on-boarded as required. IT Project Management resources and tools are in place. We are continuing to invest in ensuring cyber resilience including specialised security tools, systems upgrade and regular training in respect of cyber security and data privacy. Over the last three years a significant upgrading of IT facilities has taken place and the remainder of the work is being tracked separately by the Board.	↑
Sustainability of the Mails Universal Service Obligation	The sustainability of the Mails Universal Service Obligation is a constant challenge. Pricing initiatives and cost reduction are both critical, but may not be sufficient. Delays in mails and parcels pricing initiatives and/or cost reduction initiatives could result in an inability to sustain the provision of this Universal Service.	An Post engages with the Shareholder and the Regulator on an ongoing basis to monitor the sustainability of the USO, examining a variety of measures, including necessary price increases and good cost management.	↔
Inflexible and inefficient cost structure	A critical element of the Company strategy is to be a cost effective operator and therefore the risk of not achieving the required level of flexibility and efficiency in our operations within the necessary time frames is critical.	We continue to work with our Trade Union partners to ensure we implement the necessary changes to drive productivity. This includes the adoption of newer technologies and working methodologies.	↔

Report of the Directors continued

4. Risk Management continued

Risk Identification and Evaluation continued

Our Principal Risks and Uncertainties continued

Risk Name	Risk Description	Mitigation	Trend in 2022
Loss of Significant E-Commerce Customers to Competitors	While the level of reliance on individual key customers has been reduced significantly over the last two years, the loss of a large E-Commerce customer due to poor service quality and/or price could be damaging to the business.	We constantly work with our customers to ensure that we are continuing to meet and exceed their service/price expectations. Significant resources are deployed to ensure resilience in maintaining service quality, particularly during peak demand periods.	↔
Stakeholder Support - Delays to Key Initiatives	An Post has many Stakeholders. This gives rise to potential risk of delays to key initiatives including pricing, investments and funding due to delays or resistance from Stakeholders.	Regular meetings are held with all Stakeholders to ensure that planned initiatives and the rationale behind them are communicated well in advance.	↔
Retail Network Sustainability	Given the projected reductions in Department of Social Protection volumes there is a risk of a significant number of unsustainable Post Offices.	Working with Government to identify additional service opportunities for citizens at Post Offices. Creating a step change in the commercial culture in the Network. Examination of further funding mechanisms for the retention of unsustainable Post Offices.	↔
Customs 2020	Risks to the An Post brand and reputation as well as reduced inbound and outbound international mail volumes due to the rigid imposition of EU Customs changes.	An Post continues to work with domestic and non-EU based customers and Postal Administrations to enable them to meet the changed EU Customs inbound and outbound requirements.	↔
Unsustainable Level of Absenteeism	Risk of absenteeism exceeding sustainable levels resulting in additional costs and potential impact upon customer service quality.	We have a comprehensive set of internal and external supports in place for all staff. Ongoing benchmarking and evaluation of external best practice.	↑
Expansion of major online retailer into final mile delivery	Risk of major online retailer extending its existing packet/parcel processing and delivery operation in Ireland.	We constantly work with our major online retailers to ensure that we continue to meet and exceed their service expectations particularly during peak demand periods.	↔
Financial Services Regulatory Compliance	Similar to other regulated financial services providers, compliance with Central Bank regulations, NTMA regulations, Anti-Money Laundering (AML) and payment services directives is a challenge and a risk.	A comprehensive Financial Services Compliance Framework is in place with regular reporting to the Board. The Central Bank of Ireland are engaged and there is quarterly communication with the AML supervising body.	↔
Financial Services Profitability	Also similar to other financial services providers, maintaining a suitably high specification infrastructure to meet customer needs places pressure on the profitability of the services offered.	We are continually reviewing our infrastructure, service offering and our varied business models to ensure that the optimum approach is taken in respect of each of our service offerings.	↔

5. Directors, Secretary and their Interests

Ms. Helen Kelly, Ms. Sinead Mahon and Mr. Barry Gavin were appointed to the Board in May 2022, while Ms. Áine Flanagan retired as non-executive director in December 2022. There were no other changes in the composition of the Board since the date of the previous report of the directors. The directors and secretary who held office at 31 December 2022 had no interests in the shares, or the debentures of the Company or any Group company at any time during 2022.

6. Employees

The Group is an equal opportunities employer. All applications for employment are given full and fair consideration, due regard being given to the aptitude and ability of the individual and the requirements of the position concerned. All employees are treated on equal terms as regards training, career development and promotion. An Post is pleased to confirm that its employment of people with disabilities exceeds the target of 3% set under the Disabilities Act, 2005. The employment of people with disabilities for 2022 was 4.22%. In addition, during 2022 the Company also published its fourth Gender Pay Report. The gender pay gap has been effectively zero for two consecutive years. In 2022, 294 employees attended the An Post Green Institute leadership and management development programmes.

An Post is committed to ensuring the highest safety standards and safe practices for its employees, contractors and members of the public, through the prevention of injury, ill health and by applying the high standards which are detailed in the Company's Safety Management System. This commitment is achieved through our compliance with the requirements of the Safety, Health and Welfare at Work Act 2005, the Safety Health and Welfare at Work (General Application) Regulations, 2007 (as amended) and all other relevant statutory provisions and codes of practice.

In 2022, there were 1.97 lost time accidents per 100,000 hours worked. This figure is down from 2.0 in 2021, a 15% improvement and a noteworthy 27% improvement on the 2018 baseline figure. Set in the context of working through the difficult operational environment presented by the Covid-19 pandemic. An Post is striving for excellence in this area and is continuing to increase awareness among employees and contractors of the necessity for the highest safety standards. An Post is certified to the ISO 45001:2018 - Occupational Health and Safety Management System Standard, which further demonstrates our commitment to managing all of our activities in a safe and effective manner.

An Post continues to monitor the situation regarding Covid-19 closely. As we commence 2023, An Post acknowledges that the global pandemic that causes Covid-19 remains an ever changing and evolving situation. As a company, An Post is committed to operating in accordance with government and public health guidelines as these relate to workplaces and the delivery of services.

During 2022 in consultation with our Union partners, a number of initiatives were successfully implemented:

- Participation in 2022 Sun Smart campaign for outdoor workers, sponsored by the HSE and Irish Cancer Society.
- Commenced roll out of the provision of Automated External Defibrillators to all An Post sites - to be completed over a 3-year period.
- A Safety Shoe alternative to the Safety Boot went on general issue in 2022 for staff who had a preference for the lighter footwear. This has received positive feedback from our frontline staff.
- A review of manual handling activities in our Mails and Parcels operations, saw the introduction of 200 high lift pallet trucks across our sites, which enable operatives to work with a reduced manual handling physical effort. This was facilitated by a joint working committee with input from multiple stakeholders including worker representatives.
- In December 2022 An Post were shortlisted for a Transport Safety Award in recognition of our efforts to reduce Vehicle Related Risks.

In 2022, over 3,252 employees attended specific safety training courses, including 2,545 staff trained in manual handling. In addition, 401 HGV drivers completed professional driver CPC modules during the year and 88 drivers undertook E-vehicle familiarisation training.

7. Prompt Payment of Accounts

The policy of An Post is to comply with the requirements of relevant prompt payment of accounts legislation. The Group's standard terms of credit taken, unless otherwise specified in contractual arrangements, are 30 days. Appropriate internal financial controls are in place, including clearly defined roles and responsibilities and monthly reporting and review of payment practices. These procedures provide reasonable but not absolute assurance against material non-compliance with the regulations.

Report of the Directors continued

8. Data Protection

As a trusted intermediary, handling significant volumes of personal data, An Post continues to invest significant resources to ensure that An Post respects personal data protection rights.

We are committed to protecting our customers' privacy and have robust protocols in place to investigate any complaints or concerns we receive. A multi-disciplined Data Privacy Office Team, and a network of Data Champions within the organisation, provide data privacy advice and support to all areas of the business. Our framework of technical and organisational measures ensures our compliance with the General Data Protection Regulation right across the Group and also across our third party service providers.

A pro-active approach is taken to protecting our customers' privacy. Data protection policies are reviewed at least annually. Regular staff training and awareness sessions are held to ensure that data privacy continues to be at the core of our operations. Data privacy by design and data protection impact assessments are carried out to ensure that appropriate protections are in place before new services or material changes to existing processes are implemented.

9. Treasury Risk Management

The Group's treasury operations are managed in accordance with policies approved by the Board. The Group's financial instruments are limited to cash, term deposits, bank loans/overdrafts and a Government loan, and as such the Group's operational exposure to financial risks are limited. The Group's treasury risk management policy allows for limited foreign exchange hedge positions to be taken but does not include the use of derivatives.

10. Accounting Records

The directors are responsible and have complied with the requirements of Section 281 to 285 of the Companies Act, 2014 with regard to adequate accounting records by employing personnel with appropriate expertise and by providing adequate resources to the financial function. The accounting records of the Company are maintained at the Company's premises at the General Post Office, O'Connell Street, Dublin 1, D01 F5P2.

11. Directors' Compliance Statement

The directors acknowledge that they are responsible for securing the Company's compliance with its relevant obligations. In addition, the directors confirm that a compliance policy document has been drawn up that sets out policies that are appropriate to the Company, respecting compliance by the Company with its relevant obligations and that appropriate arrangements or structures are in place that are, in our opinion, designed to secure material compliance with the Company's relevant obligations, and after the financial year, the arrangements or structures referred to above have been reviewed.

12. Political Donations

During the financial year ended 31 December 2022, the Group made no political contributions which would require disclosure under the Electoral Act 1997, (2021: Nil).

13. Subsequent Events

There have been no events subsequent to the year end that require disclosure.

14. Going Concern

The Board of Directors have a reasonable expectation that the Group will have adequate resources to continue in business for a period of at least 12 months from the date of approval of these financial statements. For this reason, they continue to adopt the 'going concern' basis for the preparation of the financial statements. Details are set out in note 1 to the financial statements.

15. Corporate Governance

15.1 Code of Practice for the Governance of State Bodies (2016)

The Board has adopted the Code of Practice for the Governance of State Bodies ("the Code"), as published by the Department of Public Expenditure and Reform in August 2016. The Company complies with the Code and has procedures in place to ensure compliance with the Code of Practice for the Governance of State Bodies for 2022.

15.2 Board Responsibilities

The work and responsibilities of the Board are set out in the Terms of Reference for the Board. The Company has a schedule of matters specifically reserved for Board decision. Standing items considered by the Board include; declaration of interests, reports from committees, financial reports/management accounts, performance reports, and reserved matters.

In addition to being responsible for the Company keeping adequate accounting records, as required by the Companies Act 2014, Section 32 of the Postal and Telecommunication Services Act 1983 ('the Act') requires the Board to keep, in such form as may be approved by the Minister with consent of the Minister for Public Expenditure and Reform, all proper and usual accounts of money received and expended by it. In preparing the financial statements, the Board is required to; select suitable accounting policies and apply them consistently, make judgements and estimates that are reasonable and prudent, prepare the financial statements on the going concern basis unless it is inappropriate to presume that it will continue in operation, and state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.

The Board is responsible for keeping adequate accounting records which disclose, with reasonable accuracy at any time, its financial position and enables it to ensure that the financial statements comply with Section 32 of the Act. The maintenance and integrity of the corporate and financial information on An Post's website is the responsibility of the Board. The Board is responsible for approving the annual plan and budget. An evaluation of the performance of An Post by reference to the annual plan and budget is carried out at each Board meeting. The Board is also responsible for safeguarding its assets and for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Board considers that the financial statements give a true and fair view of the financial performance and the financial position of An Post at 31 December 2022.

15.3 Board Structure

The Group is controlled through its Board of directors. The Board's main roles are to oversee the operation of the Group, to provide leadership, to approve strategic objectives and to ensure that the necessary financial and other resources are made available to enable those objectives to be met. Certain matters are specifically reserved to the Board for its decision. The specific responsibilities reserved to the Board include; setting Group strategy and approving an annual budget and medium-term projections; reviewing operational and financial performance; approving major capital expenditure; reviewing the Group's systems of financial control and risk management; ensuring that appropriate management development and succession plans are in place; reviewing the environmental, health and safety performance of the Group; approving the appointment of the Company Secretary; and maintaining satisfactory communication with shareholders.

The Board has delegated the following responsibilities to management; the development and recommendation of strategic plans for consideration by the Board that reflect the longer-term objectives and priorities established by the Board; implementation of the strategies and policies of the Group as determined by the Board; monitoring of the operating and financial results against plans and budgets; prioritising the allocation of technical and human resources; and developing and implementing risk management systems.

15.4 Board Membership

The Board comprises fifteen directors including the Chairperson, the CEO, five employee directors, one postmaster director and seven non-executive directors. The table below details the date of appointment by the Minister and the appointment period for current members. One vacancy exists at present.

Board member	Role	Date Appointed by Minister	Term
Carol Bolger	Chairperson	20 July 2021	5 years
David McRedmond	CEO	3 October 2016	7 years
Peter Coyne	Non-executive director	31 October 2018	5 Years
Anthony McCrave	Employee director	1 November 2020	4 years
Padraig McNamara	Postmaster director	1 January 2022 (2 nd term)	3 Years
William Mooney	Employee director	1 November 2020 (3 rd term)	4 years
Kieran Mulvey	Non-executive director	16 September 2019	5 Years
Martina O'Connell	Employee director	1 November 2020 (3 rd term)	4 years
Mary O'Donovan	Non-executive director	31 October 2018	5 Years
Gerry Sexton	Employee director	1 November 2020	4 years
Frank Burke	Employee director	1 November 2020	4 years
Helen Kelly	Non-executive director	12 May 2022	5 years
Sinead Mahon	Non-executive director	12 May 2022	5 years
Barry Gavin	Non-executive director	12 May 2022	5 years

Report of the Directors continued

15. Corporate Governance continued

15.4 Board Membership continued

All directors are appointed to the Board by the Minister for Environment, Climate and Communications and their conditions of appointment and fees are set out in writing. The directors complete a fitness and probity governance process that meets the requirements of the Central Bank of Ireland.

Employee directors are elected in accordance with the Worker Participation (State Enterprises) Acts, 1977 to 1993, for a term of four years. The postmaster director is elected in accordance with Section 81 of the Postal and Telecommunications Services Act, 1983 for a term of three years. All other directors are appointed for a fixed term.

15.5 Key Personnel Changes

Mr. Pádraig McNamara was re-elected as Postmaster Director. Ms. Áine Flanagan retired as non-executive director on 9 December 2022 and the Chair welcomed three new directors to the Board in May 2022: Ms. Helen Kelly, Ms. Sinead Mahon and Mr. Barry Gavin.

Given its legal status as a State Company and the responsibility of its principal shareholder in the appointment of directors, the Board believes that it has fulfilled all of the obligations that are required in respect of the appointment of directors.

15.6 Induction and Ongoing Training

On appointment, all new directors take part in an on-boarding programme when they receive information about the Group, the role of the Board and the matters reserved for its decision, the terms of reference and membership of the Board and principal Board Committees, the Group's corporate governance practices and procedures, including the responsibilities delegated to Group senior management, and the latest financial information about the Group. This is supplemented by meetings with key senior executives. Throughout their period in office, the directors are continually updated on the Group's business, the competitive and regulatory environments in which it operates, corporate social responsibility matters and other changes affecting the Group and the postal industry as a whole, by written briefings and meetings with senior executives. Directors are also advised on appointment of their legal and other duties and obligations as a director, both in writing and in meetings with the Company Secretary. They are updated on changes to the legal and governance requirements of the Group and upon themselves as directors. All directors have access to the advice and services of the Company Secretary.

15.7 The Roles of the Chairperson and Group CEO

The positions of Chairperson and Group CEO are held by different people. The Chairperson leads the Board in the determination of its strategy and in the achievement of its objectives. The Chairperson is responsible for organising the business of the Board, ensuring its effectiveness and setting its agenda.

The Chairperson facilitates the effective contribution of all directors and constructive relations between the executive director and the other directors, ensures that directors receive relevant, accurate and timely information and manages effective communication with shareholders.

The Chief Executive Officer has direct charge of the Group on a day to day basis and is accountable to the Board for the financial and operational performance of the Group.

The Board through the Chairperson and management, maintain an ongoing dialogue with the Company's shareholders on strategic issues. The Chairperson and the Chief Executive Officer give feedback to the Board on issues raised by the shareholders. The directors are invited to attend the Annual General Meeting and shareholders are invited to ask questions during the meeting.

The Board has formal procedures in place whereby the Chairperson meets with the non-executive directors without the Chief Executive Officer being present.

15.8 Directors' Independence

Directors have the right to ensure that any unresolved concerns they may have about the running of the Group or about a particular course of action are recorded in the Board minutes. If they have any such concerns, they may, on resignation, provide a written statement to the Chairperson, for circulation to the Board. The directors are provided access to independent professional advice at the Group's expense where they deem it necessary to discharge their responsibilities as directors.

15.9 Performance Evaluation

The Board has adopted and performed a formal process for the evaluation of its own performance and that of its principal Committees. This includes periodic external performance evaluation. The Board considers that the introduction of any further evaluation of individual directors would be inappropriate given the manner of appointment of directors, the shareholding structure and existing Board procedures.

15.10 Board Committees

The Board has established the following committees:

1. The Audit and Risk Committee ('ARC') supplemented its membership during 2022 and comprises of six Board members; the members of the ARC have relevant audit and accounting experience to fulfil their duties. Under its terms of reference, the Committee is to assist the Board in fulfilling its responsibilities by the monitoring of:

- The financial reporting process;
- The effectiveness of the Company's system of internal control, internal audit and risk management;
- The statutory audit of the Company's statutory financial statements;
- The effectiveness of the external audit process and making recommendations to the Board in relation to the appointment, re-appointment and remuneration of the external auditor. It is responsible for ensuring that an appropriate relationship between the Group and the external auditor is maintained, including reviewing non-audit services and fees; and
- The review and monitoring of the independence of the statutory auditor and in particular the provision of additional services to An Post.

In order to maintain the independence of the external auditor, the Audit and Risk Committee has determined policies as to what audit related and non-audit services can be provided by the Group's external auditors and the approval process related to these services. Under these policies, work of a consultancy nature will not be offered to the external auditor unless there are clear efficiencies and value-added benefits to the Group while ensuring that the objectivity and independence of the external auditor is maintained. The members of the ARC are Peter Coyne (Chair of ARC), Mary O'Donovan, Sinead Mahon, Helen Kelly and Barry Gavin. There were eight meetings of the ARC in 2022.

2. The Remuneration Committee comprises of three Board members. The Committee acts on behalf of the Board and takes all significant decisions on matters such as remuneration policy, benefits, third party recommendations and related issues. The members of this Committee are Carol Bolger, David McRedmond and Kieran Mulvey. The Chief Executive Officer absents himself from meetings when matters relating to his own remuneration are being considered. There were three meetings of the Committee in 2022.

3. The Health and Safety and Security Committee ('HSSC') comprises of three Board members. The Committee's principal responsibilities are to monitor the effectiveness of the Company's Safety Management, Security and Diversity & Inclusion systems, satisfy itself as to Company compliance with applicable health and safety and security legislation and regulations, ensure incidents are reduced to as low as reasonably practicable. The Committee also monitors the development, implementation and continual improvement of strategies, management systems and processes to ensure that adequate health and safety and security regulations and procedures (including emergency response planning) are in place. The members of this Committee are Kieran Mulvey (Chair of HSSC), Martina O'Connell and Frank Burke. There were four meetings of the Committee in 2022.

4. The Strategy Committee comprises four Board members. The Committee's Terms of Reference are to consider and make recommendations to the Board on strategic issues, including recommending the strategic plan to the Board for adoption. In addition, the Committee monitors the implementation by management of the agreed strategic plan, and to propose corrective actions or prioritisation of elements of the plan, if required, during the life of the plan. The current members of this Committee are Carol Bolger, David McRedmond, Peter Coyne and Kieran Mulvey. The Committee met twice in 2022.

Report of the Directors continued

15. Corporate Governance continued

15.11 Schedule of Attendance, Fees and Expenses

A schedule of attendance at the Board and Committee meetings for 2022 is set out below including the fees and expenses received by each member:

Member	Board	Audit & Risk Committee	Remuneration Committee	Health & Safety & Security Committee	Strategy Committee	Fees 2021 €'000	Fees 2022 €'000
No. of meetings during year	8	8	3	4	2		
Carol Bolger	8/8		3/3		2/2	23	32
Frank Burke	5/8			3/4		16	16
Peter Coyne	8/8	8/8			2/2	16	16
Áine Flanagan	7/8	8/8				16	15
Anthony McCrave	8/8					16	16
David McRedmond	7/8		3/3		2/2	-	-
Padraig McNamara	7/8					16	16
William Mooney	7/8					16	16
Kieran Mulvey	6/8		2/3	4/4	2/2	16	16
Martina O'Connell	7/8			3/4		16	16
Mary O'Donovan	7/8	8/8				16	16
Gerry Sexton	8/8					16	16
Helen Kelly	3/3	2/2				-	9
Sinead Mahon	2/3	1/2				-	9
Barry Gavin	3/3	2/2				-	9

The table lists the number of meetings each board member attended out of the number they were eligible to attend. The total directors' fees for 2022 amounted to €218k as set out in Note 9, page 64. Expenses paid to Directors in 2022 amounted to €2k (2021: €1k).

15.12 Statement on Internal Control

Scope of Responsibility

The Board of An Post is responsible for ensuring that an effective system of internal control is maintained and operated. This responsibility takes account of the requirements of the Code of Practice for the Governance of State Bodies (2016).

Purpose of the System of Internal Control

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

The system of internal control, which accords with guidance issued by the Department of Public Expenditure and Reform has been in place in An Post for the year ended

31 December 2022 and up to the date of approval of the financial statements.

Capacity to handle risk

An Post has an Audit and Risk Committee (ARC) comprising Board members with financial and audit expertise, one of whom is the Chair. The ARC met eight times in 2022.

An Post has also established an internal audit function which is adequately resourced and conducts a programme of work agreed with the ARC.

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

Risk and Control Framework

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

A risk register is in place which identifies the key risks facing An Post and these have been identified, evaluated and graded according to their significance. The register is reviewed and updated by the ARC on a six monthly basis. The outcome of these assessments is used to plan and allocate resources to ensure risks are managed to an acceptable level.

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

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

Ongoing Monitoring and Review

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

- key risks and related controls have been identified and processes have been put in place to monitor the operation of those key controls and report any identified deficiencies,
- reporting arrangements have been established at all levels where responsibility for financial management has been assigned, and
- there are regular reviews by senior management of periodic and annual performance and financial reports which indicate performance against budgets/forecasts.

Procurement

Documented policies are in place in relation to procurement. These policies are in line with European

Union and Irish Government guidelines. Adherence to these guidelines is monitored throughout the year.

Review of Effectiveness

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

Internal Control Issues

No weaknesses in internal control were identified in relation to 2022 that require disclosure in the financial statements.

15.13 Raising Matters of Concern

The Group operates procedures to ensure that appropriate arrangements are in place for employees to be able to raise, in confidence, matters of possible impropriety, with suitable subsequent follow-up action including a review by the Audit and Risk Committee. Reporting channels have been created whereby perceived wrongdoing may be reported via post, telephone and email.

15.14 Disclosures required under the Code of Practice for the Governance of State Bodies

An Post is compliant with the reporting guidelines of the Revised Code of Practice for the Governance of State Bodies (2016). The following statistics relate to the An Post Group for the financial year ended 31 December 2022. The Chairperson has written to the Minister for Environment, Climate and Communications with further detailed information.

Employee benefits

Employees' short-term benefits for the Group are categorised into the following bands:

	2022 No. of employees	2021 No. of employees
Less than €50,000	9,475	9,629
Between €50,000 and €74,999	1,662	1,931
Between €75,000 and €100,000	397	432
Over €100,000	160	166

Travel and official entertainment

Costs in respect of travel and official expenditure incurred in the year amounted to €2.740m (2021: €1.846m). This includes travel and subsistence of €2k paid directly to Board members in 2022 (2021: €1k).

Report of the Directors continued

16. Statement of the Directors on compliance with the Regulator's Direction on the Accounting Systems of An Post as required by the Communications Regulation (Postal Services) Act 2011

Under the Communications Regulation (Postal Services) Act 2011, the accounting procedures of An Post are required to be conducted in accordance with directions laid down by ComReg and with certain provisions in the Act.

The directors acknowledge their responsibility for compliance with the accounting provisions of the Act and the following statement describes how An Post applied the relevant provisions of the Act and the Direction for the accounting year beginning on 1 January 2022.

Financial Records and Accounting Systems

The financial records and accounting systems maintained by An Post contain sufficient detail to enable management to ensure that they comply with the accounting provisions of the Direction. Separate accounts are maintained for each of the services within the Universal Service.

Separated Accounts

Segmental profit and loss accounts and statements of net assets will be submitted to ComReg for the year ended 31 December 2022. In compliance with the Direction, a competent body is reviewing these accounts and will issue an opinion on their compliance with the Direction.

Accounting Manual

A detailed accounting manual has been prepared showing the range and scope of data to be collected for the purpose of complying with the Direction and the basis on which the data is to be allocated/apportioned between services.

Statement of Compliance

Based on the above steps and actions, the directors believe that An Post has complied with the relevant provisions of the Act and with the Direction of ComReg in relation to the Accounting Systems of An Post for the year ended 31 December 2022.

17. Directors' Responsibilities Statement in respect of the Directors' Report and the Financial Statements

The directors are responsible for preparing the directors' report and the financial statements in accordance with the Companies Act 2014.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law, the directors have elected to prepare the Group financial statements in accordance with International Financial Reporting Standards (IFRS) as adopted by the European Union ("relevant financial reporting framework") and the Company financial statements in accordance with FRS 101 Reduced Disclosure Framework. 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 Company as at the financial year end date and of the profit or loss of the Company for the financial year and otherwise comply with the Companies Act 2014.

In preparing the group financial statements, International Accounting Standard 1 requires that directors:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- comply with applicable IFRS as adopted by the EU and provide additional disclosures when compliance with the specific requirements with IFRSs are insufficient to enable users to understand the impact of particular transactions, other events and conditions on the entity's financial position and financial performance; and
- make an assessment of the Group's ability to continue as a going concern.

In preparing the parent company financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether Financial Reporting Standard 101 Reduced Disclosure Framework has been followed, subject to any material departures disclosed and explained in 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 ensuring that the Company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the Company, enable at any time the assets, liabilities, financial position and profit or loss of the Company to be determined with reasonable accuracy, enable them to ensure that the financial statements and directors' report comply with the Companies Act 2014 and enable the financial statements to be audited.

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

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.

18. Relevant Audit Information

For the purposes of Section 330 of the Companies Act 2014, the directors believe that they have taken all steps necessary to make themselves aware of any relevant audit information and have established that the Company's statutory auditors are aware of that information. In so far as they are aware, there is no relevant audit information of which the Company's statutory auditors are unaware.

19. Auditor

The auditor, Deloitte Ireland LLP, Chartered Accountants and Statutory Audit Firm, continue in office in accordance with Section 383(2) of the Companies Act 2014.

On behalf of the Board

Carol Bolger, Director
David McRedmond, Director

23 March 2023

Independent Auditor's Report to the members of An Post

Report on the audit of the financial statements

Opinion on the financial statements of An Post (the 'company')

In our opinion, the group and parent company financial statements:

- give a true and fair view of the assets, liabilities and financial position of the group and parent company as at 31 December 2022 and of the loss of the group for the financial year then ended; and
- Have been properly prepared in accordance with the relevant financial reporting framework and, in particular, with the requirements of the Companies Act 2014.

The financial statements we have audited comprise:

The Group Financial Statements:

- The Consolidated Income Statement;
- The Consolidated Statement of Other Comprehensive Income;
- The Consolidated Statement of Financial Position;
- The Consolidated Statement of Changes in Equity;
- The Consolidated Statement of Cash Flows; and
- The related notes 1 to 33, including a summary of significant accounting policies as set out in note 1.

The Parent Company Financial Statements:

- The Company Statement of Financial Position;
- The Company Statement of Changes in Equity;
- The related notes 1 to 33, including a summary of significant accounting policies as set out in note 1.

The relevant financial reporting framework that has been applied in the preparation of the group financial statements is the Companies Act 2014 and International Financial Reporting Standards (IFRS) as adopted by the European Union ("the relevant financial reporting framework"). The relevant financial reporting framework that has been applied in the preparation of the parent company financial statements is the Companies Act 2014 and FRS 101 "Reduced Disclosure Framework" issued by the Financial Reporting Council.

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 described below in the "Auditor's responsibilities for the audit of the financial statements" section of our report.

We are independent of the group and parent company in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority, 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 group and parent company's ability to continue as a going concern for a period of at least twelve months from 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 other information comprises the information included in the Annual Report, other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the 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.

Responsibilities of directors

As explained more fully in the Directors' Responsibilities Statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view and otherwise comply with the Companies Act 2014, and for such internal control as the directors 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 group and parent 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 group and parent company 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.

A further description of our responsibilities for the audit of the financial statements is located on IAASA's website at: <https://iaasa.ie/publications/description-of-the-auditors-responsibilities-for-the-audit-of-the-financial-statements/>. This description forms part of our auditor's report.

Report on other legal and regulatory requirements Opinion on other matters prescribed by the Companies Act 2014

Based solely on the work undertaken in the course of the audit, we report that:

- 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 parent company were sufficient to permit the financial statements to be readily and properly audited.

- The parent company balance sheet is in agreement with the accounting records.
- In our opinion the information given in the directors' report is consistent with the financial statements and the directors' report has been prepared in accordance with the Companies Act 2014.

Matters on which we are required to report by exception

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

We have nothing to report in respect of the provisions in the Companies Act 2014 which require us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions specified by law are not made.

Under the Code of Practice for the Governance of State Bodies (August 2016) (as amended) (the "Code of Practice"), we are required to report to you if the statement regarding the system of internal control required under the Code of Practice as included in the Corporate Governance Statement in the Directors Report does not reflect the groups compliance with paragraph 1.9(iv) of the Code of Practice or if it is not consistent with the information of which we are aware from our audit work on the financial statements. We have nothing to report in this respect.

Use of our report

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

Emer O'Shaughnessy for and on behalf of Deloitte Ireland LLP Chartered Accountants and Statutory Audit Firm

Deloitte & Touche House
Earlsfort Terrace
Dublin 2

23 March 2023

Consolidated Income Statement

for the year ended
31 December 2022

	Notes	2022			2021		
		Pre Exceptional €'000	Exceptional €'000	Total €'000	Pre Exceptional €'000	Exceptional €'000	Total €'000
Revenue	2	888,139	-	888,139	890,600	-	890,600
Operating costs	3	(869,544)	-	(869,544)	(874,378)	-	(874,378)
EBITDA¹ before one off items		18,595	-	18,595	16,222	-	16,222
Depreciation and amortisation	4	(54,860)	-	(54,860)	(49,645)	-	(49,645)
Loss before one off items, net finance income/(costs) and taxation		(36,265)	-	(36,265)	(33,423)	-	(33,423)
Exceptional items (including transformation costs)	5	-	(223,955)	(223,955)	-	(11,605)	(11,605)
Other gains	6	8,348	-	8,348	1,330	-	1,330
Loss before net finance income/(costs) and taxation		(27,917)	(223,955)	(251,872)	(32,093)	(11,605)	(43,698)
Finance income	7	7,372	-	7,372	5,693	-	5,693
Finance costs	8	(4,099)	-	(4,099)	(2,876)	-	(2,876)
Loss before taxation	9	(24,644)	(223,955)	(248,599)	(29,276)	(11,605)	(40,881)
Taxation credit	10	(2,742)	27,237	24,495	3,019	-	3,019
Loss for the year		(27,386)	(196,718)	(224,104)	(26,257)	(11,605)	(37,862)
Loss for the year attributable to							
Owners of the Company		(27,499)	(196,718)	(224,217)	(38,006)	-	(38,006)
Non-controlling interests		113	-	113	144	-	144
		(27,386)	(196,718)	(224,104)	(37,862)	-	(37,862)

¹EBITDA: Earnings (operating profit) before interest, tax, depreciation and amortisation.

On behalf of the Board

Carol Bolger, Director
David McRedmond, Director

23 March 2023

Consolidated Statement of Other Comprehensive Income

for the year ended
31 December 2022

	Notes	2022 €'000	2021 €'000
Loss for the year		(224,104)	(37,862)
Other comprehensive income			
Items that will not be reclassified subsequently to profit or loss:			
Remeasurements of defined benefit pension asset - net	24	356,294	348,892
Items that may be reclassified subsequently to profit or loss:			
Translation of foreign operations - subsidiaries		(1,344)	1,360
Total comprehensive income for the financial year		130,846	312,390
Total comprehensive income attributable to			
Owners of the Company		130,733	312,246
Non-controlling interests		113	144
		130,846	312,390

Consolidated Statement of Financial Position

at 31 December 2022

	Notes	31 December 2022 €'000	31 December 2021 €'000
Assets			
Non-current assets			
Intangible assets and goodwill	12	48,583	44,270
Investment property	13	-	1,800
Property, plant and equipment	14	318,392	307,598
Investments	15	32,383	31,752
Deferred tax asset	16	114	153
Pension asset	24	679,105	498,905
Total non-current assets		1,078,577	884,478
Current assets			
Trade and other receivables	16	142,846	143,844
Inventories	17	1,722	1,944
Cash at bank and in hand	18	765,935	529,279
Total current assets		910,503	675,067
Total assets		1,989,080	1,559,545
Equity and reserves			
Called up share capital	25	(68,239)	(68,239)
Other reserves		1,358	14
Retained earnings		(742,117)	(610,040)
Equity attributable to the Company		(808,998)	(678,265)
Non-controlling interests		(2,032)	(1,919)
Total equity		(811,030)	(680,184)
Non-current liabilities			
Deferred revenue	19	(4,013)	-
Capital grants	22	(7,495)	(7,719)
Leases and borrowings	20	(146,650)	(93,169)
Provisions	23	(10,088)	(10,699)
Pension liability	24	(12,904)	(12,899)
Total non-current liabilities		(181,150)	(124,486)
Current liabilities			
Trade and other payables	19	(230,192)	(216,475)
Leases and borrowings	20	(59,120)	(55,154)
Provisions	23	(1,730)	(1,703)
Amounts held in trust	18	(705,858)	(481,543)
Total current liabilities		(996,900)	(754,875)
Total liabilities		(1,178,050)	(879,361)
Total equity and liabilities		(1,989,080)	(1,559,545)

On behalf of the Board

Carol Bolger, Director
David McRedmond, Director

23 March 2023

Consolidated Statement of Changes in Equity

for the year ended
31 December 2022

	Called up share capital €'000	Capital conversion reserve fund €'000	Foreign currency translation reserve €'000	Retained earnings €'000	Total €'000	Non-controlling interests €'000	Total equity €'000
Balance at 1 January 2021	(68,239)	(877)	2,251	(299,154)	(366,019)	(1,775)	(367,794)
Loss for the year	-	-	-	38,006	38,006	(144)	37,862
Other comprehensive income:							
Remeasurements of defined benefit pension asset - net	-	-	-	(348,892)	(348,892)	-	(348,892)
Translation of foreign operations	-	-	(1,360)	-	(1,360)	-	(1,360)
Balance at 31 December 2021	(68,239)	(877)	891	(610,040)	(678,265)	(1,919)	(680,184)
Loss for the year	-	-	-	224,217	224,217	(113)	224,104
Other comprehensive income:							
Remeasurements of defined benefit pension asset - net	-	-	-	(356,294)	(356,294)	-	(356,294)
Translation of foreign operations	-	-	1,344	-	1,344	-	1,344
Balance at 31 December 2022	(68,239)	(877)	2,235	(742,117)	(808,998)	(2,032)	(811,030)

Other reserves per the Statement of Financial Position includes the capital conversion reserve fund and the foreign currency translation reserve.

Consolidated Statement of Cash Flows

for the year ended
31 December 2022

	2022 €'000	2021 €'000
Cash flows from operating activities		
Loss for the year	(224,104)	(37,862)
Adjustments for:		
Depreciation	44,477	43,814
Amortisation	10,383	5,831
Net finance income	(3,273)	(2,817)
Other gains	(8,348)	(1,330)
Tax credit	(24,495)	(3,019)
Cash paid less than pension income statement charge	233,548	2,967
Capital grant amortised	(224)	(224)
Payments made in relation to provisions, excess over cost	(584)	(870)
	27,380	6,490
Changes in:		
Trade and other receivables	(1,234)	11,977
Inventories	222	(73)
Trade and other payables	(4,200)	(13,805)
Cash generated from operating activities	22,168	4,589
Taxes refunded/(paid)	426	(1,688)
Net cash generated from operating activities	22,594	2,901
Cash flows from investing activities		
Proceeds from disposals received during year	15,501	5,893
Acquisition of property, plant and equipment	(15,785)	(9,364)
Acquisition of intangible assets	(15,015)	(20,594)
Amounts held in trust	224,315	(108,963)
Proceeds from investment in Premier Lotteries Ireland	-	5,098
Net cash generated/(used) from investing activities	209,016	(127,930)
Cash flows from financing activities		
Repayment of lease liabilities capitalised	(25,105)	(24,604)
EIB loan drawn down	20,000	10,000
Term loan drawn down	17,500	-
Government loan and other interest payments	(4,099)	(1,015)
EIB loan repaid during the year	(3,250)	(1,250)
Net cash generated/(used) in financing activities	5,046	(16,869)
Net increase/(decrease) in cash and cash equivalents	236,656	(141,898)
Cash and cash equivalents at beginning of year	529,279	671,177
Cash and cash equivalents at end of year	765,935	529,279

Company Statement of Financial Position

at 31 December 2022

	Notes	2022 €'000	2021 €'000
Assets			
Non-current assets			
Intangible assets	12	40,484	34,949
Investment property	13	-	1,800
Property, plant and equipment	14	288,474	280,316
Investments	15	41,352	40,721
Pension asset	24	679,105	498,905
Total non-current assets		1,049,415	856,691
Current assets			
Trade and other receivables	16	136,261	133,987
Cash at bank and in hand	18	751,568	518,345
Total current assets		887,829	652,332
Total assets		1,937,244	1,509,023
Equity and reserves			
Called up share capital	25	(68,239)	(68,239)
Other reserves		(877)	(877)
Retained earnings		(713,192)	(582,737)
Total equity		(782,308)	(651,853)
Non-current liabilities			
Deferred revenue	19	(4,013)	-
Capital grants	22	(2,340)	(2,442)
Leases and borrowings	20	(127,162)	(72,304)
Provisions	23	(10,088)	(10,699)
Pension liability	24	(12,904)	(12,899)
Total non-current liabilities		(156,507)	(98,344)
Current liabilities			
Trade and other payables	19	(233,062)	(221,963)
Leases and borrowings	20	(57,779)	(53,690)
Provisions	23	(1,730)	(1,630)
Amounts held in trust	18	(705,858)	(481,543)
Total current liabilities		(998,429)	(758,826)
Total liabilities		(1,154,936)	(857,170)
Total equity and liabilities		(1,937,244)	(1,509,023)

In accordance with section 304 of the Companies Acts 2014, the Company is availing of the exemption from presenting its individual income statement. The result for the Company is a loss of €225.839m (2021: loss €44.342m).

On behalf of the Board

Carol Bolger, Director
David McRedmond, Director

23 March 2023

Company Statement of Changes in Equity

for the year ended
31 December 2022

	Called up share capital €'000	Capital conversion reserve fund €'000	Retained earnings €'000	Total equity €'000
Balance at 1 January 2021	(68,239)	(877)	(278,187)	(347,303)
Loss for the year	-	-	44,342	44,342
Remeasurements of defined benefit pension asset - net	-	-	(348,892)	(348,892)
Balance at 31 December 2021	(68,239)	(877)	(582,737)	(651,853)
Loss for the year	-	-	225,839	225,839
Remeasurements of defined benefit pension asset - net	-	-	(356,294)	(356,294)
Balance at 31 December 2022	(68,239)	(877)	(713,192)	(782,308)

Included in loss for the period was dividends received from group companies of €9,500,000 (2021: €nil).

Notes to the Financial Statements

for the year ended
31 December 2022

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Notes to the Financial Statements continued

for the year ended
31 December 2022

1. Significant Accounting Policies

The accounting policies set out below have been consistently applied to all years presented in these financial statements, and have for the purposes of the Group financial statements, been applied consistently throughout all Companies in the Group.

Basis of Preparation

Going concern

The 2022 An Post financial statements have been prepared on a going concern basis. This assumes that the Group and Company will have adequate resources to continue in operational existence for a period of at least twelve months from the date of approval of these financial statements.

Assessment

The Board has given careful consideration to the going concern basis of preparation and is satisfied that it is appropriate for the 2022 financial statements to be prepared on this basis. Key factors considered in arriving at this determination include:

Trading performance

EBITDA of €18.6m was achieved for 2022. The overall group loss after taxation for the financial year was €224.1m, but this is stated after the recognition of one time items including pension charges related to past service costs of €217.9m, transformation cost of €6m, and a gain on the disposal of fixed assets of €8m. Group revenue was broadly in line with 2021 and the second half of the year was much stronger than the first six months. This continues to point to the relevance of our activities to the economy and the strength in the underlying businesses. At 31 December 2022 the group reported net assets of €811m (31 December 2021: net assets of €680.2m) and net current liabilities of €86.4m (31 December 2021: net current liabilities of €79.8m).

Cash

The Group had Net Cash (calculated as cash and bank balances less amounts held in trust) of €60m at 31 December 2022. This is higher than the balance at 31 December 2021 of €47.7m. The Group sold a number of surplus assets in Q4, realising over €15m in cash proceeds and this allows the Group to continue to invest in capital expenditure and transformation projects. The Group will persist in re-shaping its operations and investing in the futureproofing of the business. This refocusing of the Group and the continued implementation of the Strategy will ensure the enduring success of the business.

Bank Borrowings

At 31 December 2022 the Group has borrowings of €82m, made up of the Government loan of €30m, European Investment Bank loans of €34.5m, and €17.5m due to Bank of Ireland in relation to the new headquarters building. The Government loan was for a 5-year term with the potential for an annual extension on two occasions. The Company availed of the first extension option in December 2022 and will apply to the Department of Finance to avail of the second extension period in 2023. Just €10m of the remaining €52m of borrowings are repayable in 2023. In addition, the Group has access to undrawn short term borrowing facilities, should this be required for working capital purposes.

Budgets/Forecasts

The Board has approved an annual budget and a long term financial plan out to 2030. Although traditional mail volumes are forecast to continue declining, the rate of decline is expected to be reasonably modest at circa 4% per annum. The increase in e-commerce deliveries experienced in recent years has persisted, even after the pandemic. These factors combined with price adjustments implemented in Q1 2023 and the continued focus on cost efficiencies indicate that the Group can continue to trade with a clear path to a return to profitability.

Economic Disruptors

The financial performance of the Group has been hugely impacted by three significant disruptions in the recent past, namely Brexit and the change in EU Customs rules, the economic impact of the Russian invasion of Ukraine and the COVID-19 pandemic. While the Irish economy and An Post have adjusted to these disruptions, reacting as necessary, it is expected that a more normalised business environment will prevail in 2023 and beyond.

Conclusion

Having made due enquiries and considering the matters described above, the Board members have a reasonable expectation that the Group will have adequate operational and financial resources to continue in operational existence for a period of at least 12 months from the date of approval of these financial statements. Consequently, the Board Members have concluded that the circumstances described above do not represent a material uncertainty that casts significant doubt on the Group's ability to continue as a going concern.

Reporting entity

An Post (the 'Company') is a designated activity company limited by shares domiciled in Ireland with registered number 98788. Under the Postal and Telecommunications Services Act, 1983, the Company is entitled to omit the words 'designated activity company' from its name. The Company's registered office is General Post Office, O'Connell Street, Dublin 1, D01 F5P2.

These consolidated financial statements comprise the financial statements of the Company and its subsidiaries (collectively the 'Group' and individually 'Group companies'). The Group is primarily involved in postal, distribution and financial services.

In presenting the parent company's financial statements together with the group financial statements, the Company has availed of the exemption in Section 304(2) of the Companies Act, 2014 not to present its individual Income statements and related notes that form part of the approved Company financial statements.

Statement of compliance

The consolidated financial statements are prepared in accordance with International Financial Reporting Standards (IFRS), as adopted by European Union (EU IFRS) and the Companies Act 2014. The financial statements of the Company have been prepared in accordance with FRS 101 Reduced Disclosure Framework and the Companies Act 2014.

New and amended IFRS Standards that are effective for the current year

The following new standards and interpretations became effective for the Group as of 1 January 2022:

- Amendments to IFRS 3 Reference to the Conceptual Framework;
- Amendments to IAS 16 Property, Plant and Equipment—Proceeds before Intended Use;
- Amendments to IAS 37 Onerous Contracts - Cost of Fulfilling a Contract; and
- Annual Improvements to IFRS Accounting Standards 2018-2020 Cycle.

The new standards, interpretations and amendments set out above did not result in a material impact on the Group's results.

New IFRS Standards, amendments and interpretations issued, but not yet effective

IFRS 17 - Insurance Contracts	1 January 2023
Amendments to IFRS 10 and IAS 28 - Sale or Contribution of Assets between an Investor and its Associate or Joint Venture	1 January 2023
Amendments to IAS 1 - Classification of Liabilities as Current or Non-current	1 January 2023
Amendments to IAS 1 and IFRS Practice Statement 2 - Disclosure of Accounting Policies	1 January 2023
Amendments to IAS 8 - Definition of Accounting Estimates	1 January 2023
Amendments to IAS 12 - Deferred Tax related to Assets and Liabilities arising from a Single Transaction	1 January 2023

The Group is currently assessing the impact of the above standards and amendments. However, the directors do not expect their adoption to have a material impact on the financial statements of the Group in future periods. The standards and interpretations addressed above will be applied for the purposes of the Group's financial statements with effect from the dates listed.

Basis of measurement

Group

These financial statements are prepared on a historical cost basis, except for:

- The net defined benefit pension asset is measured at the fair value of plan assets less the present value of the defined benefit obligation, and the liability associated with the unfunded Postmasters Scheme is measured at fair value (see note 24);
- Investment property is measured at fair value; and
- Financial assets are measured at fair value.

Notes to the Financial Statements continued

1. Significant Accounting Policies continued

Basis of measurement continued

Company

In these financial statements, the Company has applied the exemptions available under FRS 101 in respect of the following disclosures:

- a Cash Flow Statement and related notes;
- Comparative period reconciliations for share capital, tangible fixed assets, intangible assets and investment properties;
- Disclosures in respect of transactions with wholly owned subsidiaries;
- Disclosures in respect of capital management;
- The effects of new but not yet effective IFRSs; and
- Disclosures in respect of the compensation of Key Management Personnel.

Functional and presentation currency

These consolidated and Company financial statements are presented in Euro, which is the Company's functional currency. All amounts have been rounded to the nearest thousand, unless otherwise indicated.

Use of judgements and estimates

In preparing these financial statements, management has made judgements, estimates and assumptions that affect the application of the Group's and Company's accounting policies and the reported amount of assets, liabilities, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to estimates are recognised prospectively.

The areas where judgement and estimate have the most significant effects on amounts recognised are:

- Note 5 - the assessment of certain transformation and past service pension costs as exceptional in 2022;
- Note 10 - recognition of deferred tax assets: judgement applied in determining availability of future taxable profits against which deferred tax assets can be used;
- Note 15 - accounting for PLI investment, in particular determining the discount rate and probability of default of the shareholder loan and determining the fair value of preference and equity shares;

for the year ended
31 December 2022

- Note 16 - recognition of monies expected to be obtained from the Brexit Adjustment Reserve as a receivable; and
- Note 19 - estimation applied in determining deferred revenue in relation to unused stamps/meter loadings;
- Note 24 - measurement of defined benefit obligations: key actuarial assumptions, in particular the discount rate, and recognition of the past service cost as a 2022 event, having regard to the 2023 Labour Court ruling and the requirement for Ministerial approval for pension increases.

Basis of Consolidation

Business combinations

The Group accounts for business combinations using the acquisition method when control is transferred to the Group. The consideration transferred in the acquisition is generally measured at fair value, as are the identifiable net assets acquired. Any goodwill that arises is tested annually for impairment. Transaction costs are expensed in profit or loss as incurred, except if related to the issue of debt or equity securities.

When the Group loses control over a subsidiary, it derecognises the assets and liabilities of the subsidiary, and any related non-controlling interests and other components of equity. Any interest retained in the former subsidiary is measured at fair value when control is lost and together with the fair value of any consideration received is compared to the derecognised amounts. Any resulting gain or loss is recognised in profit or loss.

Subsidiaries

Subsidiaries are entities controlled by the Group. The Group controls an entity when it is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity. The financial statements of subsidiaries are included in the consolidated financial statements from the date on which control commences until the date on which control ceases.

Non-controlling interests (NCI)

NCI are measured at their proportionate share of the acquiree's identifiable net assets at the date of acquisition and subsequently, their share of changes in net assets. Changes in the Group's interest in a subsidiary that do not result in a loss of control are accounted for as equity transactions.

Interests in equity-accounted investees

The Group's interests in equity-accounted investees comprise interests in joint ventures.

A joint venture is an arrangement in which the Group has joint control, whereby the Group has rights to the net assets of the arrangement, rather than rights to its individual assets and obligations for its individual liabilities.

Interests in joint ventures are accounted for using the equity method. They are initially recognised at cost, which includes transaction costs. Subsequent to initial recognition, the consolidated financial statements include the Group's share of the profit or loss and other comprehensive income of equity-accounted investees, until the date on which significant influence or joint control ceases.

Transactions eliminated on consolidation

Intra-group balances and transactions, and any unrealised income and expenses arising from intra-group transactions are eliminated. Unrealised gains arising from transactions with equity-accounted investees are eliminated against the investment to the extent of the Group's interest in the investee. Unrealised losses are eliminated in the same way as unrealised gains, but only to the extent that there is no evidence of impairment.

Accounting for non-recurring transactions

The group has adopted an income statement format that seeks to highlight significant items within the group's results for the year. Such items may include: restructuring costs, transformation costs, impairment of assets including material adjustments arising from the re-assessment issues, adjustments to contingent consideration, material acquisition costs, profits/losses on disposals, litigation settlements and legislative changes. Judgement is used by the group in assessing the particular items which by virtue of the scale and nature should be disclosed as a separate line item in the including statement and notes.

Revenue

Revenue reported is net of value added tax. Revenue consists of income from postage, agency services, poundage from remittance services, courier and logistic services, financial services and interest income. Income from agency services is in respect of services performed for Government Departments, the National Treasury Management Agency, Premier Lotteries Ireland and other bodies. Amounts held in the performance of these agency services are included in amounts held in trust on the

statement of financial position. The Group is entitled to interest income on funds held in relation to agency services and as such recognises this as part of revenue.

In respect of revenue relating to mails and parcels, the performance obligation is related to the sale of the stamps or cost of postage and the delivery of mails and parcels. The stamps or cost of postage is a distinct good that is promised to be transferred to the customer within this performance obligation. The performance obligation is satisfied when the stamps or cost of postage is utilised by the customer and is therefore satisfied at a point in time.

Commission income from the sale of gift vouchers, other cards and financial services products is recognised when the underlying performance obligations are satisfied, generally at a point in time. Other agency and service revenue is recognised when the underlying performance obligations are satisfied, generally at a point in time.

Where the Group acts in the capacity of an agent rather than as the principal in a transaction, then the revenue recognised is the net amount of commission made by the Group.

Grants

Revenue based grants are recognised in profit or loss on a systematic basis in the periods in which the expenses are recognised. Capital grants are initially recognised as deferred income at fair value if there is reasonable assurance that they will be received and the Group will comply with the conditions associated with the grant; they are then recognised in profit or loss as other income on a systematic basis over the useful life of the asset.

Exceptional Items

Exceptional items are material items of income and expense that, because of the unusual nature and expected infrequency of the events giving rise to them, merit separate presentation to allow an understanding of the Group's financial performance. Further details of the Group's exceptional items are provided in note 5 of the financial statements.

Notes to the Financial Statements continued

for the year ended
31 December 2022

1. Significant Accounting Policies continued

Property, Plant and Equipment

Recognition and measurement

Items of property, plant and equipment are measured at cost less accumulated depreciation and any accumulated impairment losses.

If significant parts of an item of property, plant and equipment have different useful lives, then they are accounted for as separate items (major components) of property, plant and equipment. Any gain or loss on disposal of an item of property, plant and equipment is recognised in profit or loss.

Subsequent expenditure

Subsequent expenditure is capitalised only if it is probable that the future economic benefits associated with the expenditure will flow to the Group.

Depreciation

Depreciation is calculated to write off the cost of items of property, plant and equipment, other than land, less their estimated residual values using the straight-line method over their estimated useful lives, and is recognised in profit or loss. Leased assets are depreciated over the shorter of the lease term and their useful lives. Land is not depreciated. Assets under construction are not depreciated until brought into use. The estimated useful lives of property, plant and equipment for current and comparative periods are as follows:

	Years or lease term if shorter
Freehold & long leasehold buildings	20–50
Motor vehicles	5
Operating & computer equipment	3–10

Depreciation methods, useful lives and residual values are reviewed at each reporting date and adjusted if appropriate.

Leases

Leased assets

The Group assesses whether a contract is or contains a lease, at inception of the contract. The Group recognises a right-of-use asset and a corresponding lease liability with respect to all lease arrangements in which it is the lessee, except for certain short-term leases, less than 12 months in duration and leases of low value assets (such as small items of office equipment). For these leases, the Group

recognises the lease payments as an operating expense on a straight-line basis over the term of the lease unless another systematic basis is more representative of the time pattern in which economic benefits from the leased assets are consumed.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted by using the rate implicit in the lease. If this rate cannot be readily determined, the lessee uses its incremental borrowing rate.

The right-of-use assets comprise the initial measurement of the corresponding lease liability, lease payments made at or before the commencement day, less any lease incentives received and any initial direct costs. They are subsequently measured at cost less accumulated depreciation and impairment losses. Right-of-use assets are depreciated over the shorter period of lease term and useful life of the underlying asset.

Intangible assets and goodwill

Recognition and measurement

Goodwill	Goodwill arising on the acquisition of subsidiaries is measured as the excess of the sum of the consideration transferred, the amount of any non-controlling interests in the acquiree and the fair value of the acquirers previously held equity interest in the acquiree (if any) over the net of the acquisition date amounts of identifiable net assets acquired and liabilities assumed. Subsequently, goodwill is tested annually for impairment.
Software	Software has a finite useful life and is measured at cost less accumulated amortisation and any accumulated impairment losses.

Subsequent expenditure

Subsequent expenditure is capitalised only when it increases the future economic benefits embodied in the specific asset to which it relates. All other expenditure, including expenditure on internally generated goodwill and brands, is recognised in profit or loss as incurred.

Amortisation

Amortisation is calculated to write off the cost of intangible assets less their estimated residual values using the straight-line method over their estimated useful lives, and is recognised in profit or loss. Goodwill is not amortised but is tested for impairment annually at the year end. The estimated useful lives for current and comparative periods are as follows:

	Years
Software	5

Amortisation methods, useful lives and residual values are reviewed at each reporting date and adjusted if appropriate.

Provisions

Provisions are recognised when the Group has a present obligation (legal or constructive) as a result of a past event, it is probable that an outflow of resources will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation. If the effect of the time value of money is material, provisions are determined by discounting the expected future cash flows at an appropriate pre-taxation rate.

Employee benefits

(i) Short-term employee benefits

Short-term employee benefits are expensed as the related service is provided. A liability is recognised for the amount expected to be paid if the Group has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee and the obligation can be estimated reliably.

(ii) Defined contribution plans

Obligations for contributions to defined contribution plans are expensed as the related service is provided.

(iii) Defined benefit plans

The Group's net obligation in respect of defined benefit plans is calculated separately for each plan by estimating the amount of future benefit that employees have earned in the current and prior periods, discounting that amount and deducting the fair value of any plan assets.

The calculation of defined benefit obligations is performed annually by a qualified actuary using the projected unit credit method. When the calculation results in a potential asset for the Group, the recognised asset is limited to the

present value of economic benefits available in the form of any future refunds from the plan or reductions in future contributions to the plan. To calculate the present value of economic benefits, consideration is given to any applicable minimum funding requirements.

Remeasurements of the net defined benefit asset, which comprise actuarial gains and losses, the return on plan assets (excluding interest) and the effect of the asset ceiling (if any, excluding interest), are recognised immediately in Other Comprehensive Income (OCI). The Group determines the net interest expense on the net defined benefit asset for the period by applying the discount rate used to measure the defined benefit obligation at the beginning of the annual period to the then-net defined benefit asset taking into account any changes in the net defined benefit asset during the period as a result of contributions and benefit payments. Net interest expense and other expenses related to defined benefit plans are recognised in profit or loss.

When the benefits of a plan are changed or when a plan is curtailed, the resulting change in benefit that relates to past service or the gain or loss on curtailment is recognised immediately in profit or loss. The Group recognises gains and losses on the settlement of a defined benefit plan when the settlement occurs.

(iv) Termination benefits

Termination benefits are expensed at the earlier of when the Group can no longer withdraw the offer of those benefits and when the Group incurs costs for a related restructuring.

Income tax

Income tax expense comprises current and deferred tax. It is recognised in profit or loss except to the extent that it relates to a business combination, or items recognised directly in equity or in OCI.

(i) Current tax

Current tax comprises the expected tax payable or receivable on the taxable income or loss for the year and any adjustment to the tax payable or receivable in respect of previous years. It is measured using tax rates enacted or substantively enacted at the reporting date. Current tax also includes any tax arising from dividends. Current tax assets and liabilities are offset only if certain criteria are met.

Notes to the Financial Statements continued

for the year ended
31 December 2022

1. Significant Accounting Policies continued

Income tax continued

(ii) Deferred tax

Deferred tax is recognised in respect of temporary differences between the carrying amounts of assets and liabilities for financial reporting purposes and the amounts used for taxation purposes.

Deferred tax is not recognised for:

- temporary differences on the initial recognition of assets or liabilities in a transaction that is not a business combination and that affects neither accounting nor taxable profit or loss;
- temporary differences related to investments in subsidiaries and joint arrangements to the extent that the Group is able to control the timing of the reversal of the temporary differences and it is probable that they will not reverse in the foreseeable future; and
- taxable temporary differences arising on the initial recognition of goodwill.

Deferred tax assets are recognised for unused tax losses, unused tax credits and deductible temporary differences to the extent that it is probable that future taxable profits will be available against which they can be used. Deferred tax assets are reviewed at each reporting date and are derecognised to the extent that it is no longer probable that the related tax benefit will be realised; such derecognised assets are reversed when the probability of future taxable profits improves. Unrecognised deferred tax assets are reassessed at each reporting date and recognised to the extent that it has become probable that future taxable profits will be available against which they can be used. Deferred tax is measured at the tax rates that are expected to be applied to temporary differences when they reverse using tax rates enacted or substantively enacted at the reporting date.

Deferred tax has not been recognised in respect of withholding taxes and other taxes that would be payable on the unremitted earnings of foreign subsidiaries, as the Group is in a position to control the timing of reversal of the temporary differences and it is probable that the temporary differences will not reverse in the foreseeable future. The deferred tax liabilities which have not been recognised in respect of these temporary differences are not material as the Group can rely on the availability of participation exemptions and tax credits in the context of the Group's investments in subsidiaries.

The measurement of deferred tax reflects the tax consequences that would follow from the manner in which the Group expects, at the reporting date, to recover or settle the carrying amount of its assets and liabilities. Land is assessed at the sale rate. For this purpose, the carrying amount of investment property measured at fair value is presumed to be recovered through sale, and the Group has not rebutted this presumption. Deferred tax assets and liabilities are offset only if certain criteria are met.

Foreign currency

(i) Foreign currency transactions

Transactions in foreign currencies are translated into the respective functional currencies of Group companies at the exchange rates at the dates of the transactions. Monetary assets and liabilities denominated in foreign currencies are translated into the functional currencies at the exchange rate at the reporting date. Non-monetary assets and liabilities that are measured at fair value in a foreign currency are translated into the functional currency at the exchange rate when the fair value was determined. Foreign currency differences are generally recognised in profit or loss. Non-monetary items that are measured based on historical cost in a foreign currency are not translated.

(ii) Foreign operations

The assets and liabilities of foreign operations, including goodwill and fair value adjustments arising on acquisition, are translated into euro at the exchange rates at the reporting date. The income and expenses of foreign operations are translated into euro at the exchange rates at the dates of the transactions.

Foreign currency differences are recognised in OCI and accumulated in the translation reserve, except to the extent that the translation difference is allocated to NCI. When a foreign operation is disposed of in its entirety or partially such that control or joint control is lost, the cumulative amount in the translation reserve related to that foreign operation is reclassified to profit or loss as part of the gain or loss on disposal. If the Group disposes of part of its interest in a subsidiary but retains control, then the relevant proportion of the cumulative amount is reattributed to NCI. When the Group disposes of only part of a joint venture while retaining joint control, the relevant proportion of the cumulative amount is reclassified to profit or loss.

Financial instruments

Financial assets and financial liabilities are recognised in the Group's statement of financial position when the Group becomes a party to the contractual provisions of the instrument. Financial assets and financial liabilities are initially measured at fair value. Transaction costs that are directly attributable to the acquisition or issue of financial assets and financial liabilities (other than financial assets and financial liabilities at fair value through profit or loss) are added to or deducted from the fair value of the financial assets or financial liabilities, as appropriate, on initial recognition. Transaction costs directly attributable to the acquisition of financial assets or financial liabilities at fair value through profit or loss are recognised immediately in profit or loss.

(i) Financial assets

Financial assets are measured subsequently in their entirety at either fair value through other comprehensive income, fair value through the profit and loss account or at amortised cost.

Financial assets subsequently measured at amortised cost

Debt instruments that meet the following conditions are measured subsequently at amortised cost:

- the financial asset is held within a business model whose objective is to hold financial assets in order to collect contractual cash flows; and
- the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

The Group includes in this category cash, trade receivables and other receivables. The Group subsequently measures all other financial assets at fair value through profit or loss (FVTPL).

Amortised cost and effective interest method

The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating interest income over the relevant period. The amortised cost of a financial asset is the amount at which the financial asset is measured at initial recognition minus the principal repayments, plus the cumulative amortisation using the effective interest method of any difference between that initial amount and the maturity amount, adjusted for any loss allowance. The gross carrying amount of a financial asset is the amortised cost of a financial asset before adjusting for any loss allowance.

Interest income is recognised using the effective interest method for debt instruments measured subsequently at amortised cost. Interest income is calculated by applying the effective interest rate to the gross carrying amount of a financial asset.

Impairment of financial assets

The Group only holds trade and other receivables at amortised cost, with no significant financing component and which have maturities of less than 12 months and as such, has chosen to apply an approach similar to the simplified approach for expected credit losses (ECL) under IFRS 9 to all its receivables. Therefore, the Group does not track changes in credit risk, but instead, recognises a loss allowance based on lifetime ECLs at each reporting date. The carrying value of interest receivable, receivables on unsettled trades and other short-term receivables, measured at amortised cost less any expected loss, is an approximation of fair value given their short-term nature. The shareholder loan element of the investment in Premier Lotteries Ireland ("PLI") is measured using a 12 month ECL as credit risk on this financial instrument has not increased significantly since initial recognition. The Group did not recognise any impairment during the year ended 31 December 2022.

Derecognition of financial assets

The Group derecognises a financial asset only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership of the asset to another entity. If the Group neither transfers nor retains substantially all the risks and rewards of ownership and continues to control the transferred asset, the Group recognises its retained interest in the asset and an associated liability for amounts it may have to pay. If the Group retains substantially all the risks and rewards of ownership of a transferred financial asset, the Group continues to recognise the financial asset and also recognises a collateralised borrowing for the proceeds received.

On derecognition of a financial asset measured at amortised cost, the difference between the asset's carrying amount and the sum of the consideration received and receivable is recognised in profit or loss.

Notes to the Financial Statements continued

1. Significant Accounting Policies continued

Financial instruments continued

(ii) Financial liabilities

All financial liabilities are measured subsequently at amortised cost using the effective interest method.

Financial liabilities measured subsequently at amortised cost

Financial liabilities that are not (i) contingent consideration of an acquirer in a business combination, (ii) held-for-trading, or (iii) designated as at FVTPL, are measured subsequently at amortised cost using the effective interest method. The Group includes in this category trade payables and other short-term payables.

The effective interest method is a method of calculating the amortised cost of a financial liability and of allocating interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments (including all fees and points paid or received that form an integral part of the effective interest rate, transaction costs and other premiums or discounts) through the expected life of the financial liability, or (where appropriate) a shorter period, to the amortised cost of a financial liability.

Derecognition of financial liabilities

The Group derecognises financial liabilities when, and only when, the Group's obligations are discharged, cancelled or have expired. The difference between the carrying amount of the financial liability derecognised and the consideration paid and payable is recognised in profit or loss.

When the Group exchanges with the existing lender one debt instrument into another one with the substantially different terms, such exchange is accounted for as an extinguishment of the original financial liability and the recognition of a new financial liability. Similarly, the Group accounts for substantial modification of terms of an existing liability or part of it as an extinguishment of the original financial liability and the recognition of a new liability. It is assumed that the terms are substantially different if the discounted present value of the cash flows under the new terms, including any fees paid net of any fees received and discounted using the original effective rate is at least 10 per cent different from the discounted present value of the remaining cash flows of the original

for the year ended
31 December 2022

financial liability. If the modification is not substantial, the difference between: (1) the carrying amount of the liability before the modification; and (2) the present value of the cash flows after modification should be recognised in profit or loss as the modification gain or loss within other gains and losses.

Impairment of Financial Assets

The Group recognises a loss allowance for expected credit losses on investments in debt instruments that are measured at amortised cost or at FVTOCI, trade and other receivables and contract assets, as well as on financial guarantee contracts. The amount of expected credit losses is updated at each reporting date to reflect changes in credit risk since initial recognition of the respective financial instrument.

The Group recognises lifetime ECL for trade receivables, contract assets and other receivables. The expected credit losses on these financial assets are estimated using a provision matrix based on the Group's historical credit loss experience, adjusted for factors that are specific to the receivables, general economic conditions and an assessment of both the current as well as the forecast direction of conditions at the reporting date, including time value of money where appropriate.

For all other financial instruments, including the shareholder's loan in Premier Lotteries Ireland, the Group recognises lifetime ECL when there has been a significant increase in credit risk since initial recognition. However, if the credit risk on the financial instrument has not increased significantly since initial recognition, the Group measures the loss allowance for that financial instrument at an amount equal to 12 month ECL.

Lifetime ECL represents the expected credit losses that will result from all possible default events over the expected life of a financial instrument. In contrast, 12 month ECL represents the portion of lifetime ECL that is expected to result from default events on a financial instrument that are possible within 12 months after the reporting date.

2. Revenue

	2022 €'000	2021 €'000
The analysis of revenue is as follows:		
Republic of Ireland		
Postage: Letters and parcels	612,969	623,385
Postage: Elections and referenda	1,429	416
Post offices: Agency, remittance and related services	164,706	154,482
Other services	35,781	34,781
	814,885	813,064
United Kingdom		
Mails distribution and related services	73,254	77,536
	888,139	890,600

3. Operating Costs

	2022 €'000	2021 €'000
The consolidated costs for the Group were as follows:		
Staff and postmasters' costs		
Wages and salaries	439,561	441,016
Postmasters' costs	53,865	57,037
Social insurance costs	44,076	43,453
	537,502	541,506
Pension costs	48,454	52,997
Total payroll and postmasters' costs	585,956	594,503
Other costs:		
Distribution	104,836	104,995
Facilities	26,313	24,003
Operational	80,933	79,651
Administration	71,506	71,226
	283,588	279,875
	869,544	874,378

Notes to the Financial Statements continued

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31 December 2022

4. Depreciation and Amortisation

	2022 €'000	2021 €'000
Depreciation	44,477	43,814
Amortisation	10,383	5,831
	54,860	49,645

5. Exceptional Costs (including transformation costs)

	2022 €'000	2021 €'000
Transformation costs	6,055	1,955
COVID-19 incremental costs	-	9,650
Past service costs - defined benefit pension scheme	217,900	-
	223,955	11,605

During 2022, the Group continued its work on transforming its activities from an old mails world to a new world of e-commerce and incurred costs of €6,055,000 (2021: €1,955,000) associated with this transition. The transformation costs in 2022 are made up of costs associated with the resizing of the Post Office Network, €4,998,000 (2021: €611,000), and costs related to voluntary staff exits in the Group, €1,057,000, (2021: €1,344,000).

Arising from the COVID-19 pandemic in 2021 and 2020, the Group incurred significant incremental costs in dealing with the crisis. In 2022, as the worst impacts of the pandemic abated and the virus became endemic in society, no such costs were recognised as exceptional. The 2021 costs were made up of €1,195,000 on protective personal equipment and other direct COVID-19 costs, €2,569,000 to Postmasters from a specially set up pandemic relief fund, and €5,886,000 in exceptional COVID-19 related absence cover.

During 2022, two events occurred that resulted in significant past service costs being incurred in the defined benefit pension scheme. The cost of these events amounted to €217,900,000 and they are treated as exceptional due to their size.

Firstly, a past service cost of €27,400,000, reflecting the impact on the Plan's liabilities of the Government allowing for the State Pension age to remain at 66 years, rather than increasing to 67 years from 2021 and 68 years from 2028, as had been previously assumed. For many members of the Plan, normal retirement age is aligned with the State Pension age. Therefore, any such members who had previously been assumed to retire at age 67 or 68 are now assumed to retire at age 66.

In addition, a past service cost of €190,500,000, reflecting the impact on the Plan's liabilities of an amendment to members' benefits under the Plan. The most significant aspect of this is a special 6% pensionable pay and pension increase which the Company have agreed to implement, with 5% applied effective from 1 January 2022 and a further 1% applied effective from 1 July 2023. The pension increases are subject to Ministerial approval and process is underway to obtain this approval. There is also an adjustment to Pensionable Allowances for certain active members - these will no longer be subject to a cap on future increases, as applies to regular pensionable pay. This partial re-instatement of benefits previously curtailed was possible due to the strong performance of the Pension Scheme in recent years. The surplus on the Pension Scheme at 31 December 2022, after these changes have been accounted for is still in excess of €670m, see note 24.

6. Other Gains

	2022 €000	2021 €000
Change in fair value of investment property	-	1,085
Profit on disposal of tangible assets	8,348	245
	8,348	1,330

The directors considered the fair value of an investment property held at Coosan, near Athlone, at 31 December 2021. Having regard to recent experience in the location and category of the property the directors believed its value increased by €1,085,000 during the year. This property was sold in 2022 for €1,800,000 in line with the fair value of the property as previously reported. See note 13.

The profit on disposal of tangible assets of €8,348,000 arose on the sale of two properties, the former Ballsbridge Post Office and the retail office and office accommodation at St Andrew Street, Dublin 2. In 2021, the profit on disposal of tangible assets of €245,000 arose on the sale of an unused property in Clifden.

7. Finance Income

	2022 €000	2021 €000
Net pension interest income	6,550	1,150
Interest on Premier Lotteries Ireland (PLI) shareholder loan receivable	1,931	2,110
Fair value movement on PLI equity and preference shares	(1,300)	2,065
Interest income	190	-
Interest on late payments	1	368
	7,372	5,693

The Company has an investment in PLI made up of shareholders' loans, equity and preference shares (see note 15). Interest on the shareholders' loans is recognised in the profit and loss as it accrues and amounted to €1,931,000 in 2022, (2021: €2,110,000). The investment in the PLI equity and preference shares are held at fair value through profit and loss. The investment has been fair valued at 31 December 2022 and a net reduction in fair value during the year of €1,300,000 has been recognised in 2022 (2021: increase of €2,065,000), see note 31. As a result of these entries, there is a net increase in the value of the overall investment of €631,000 in financial year 2022.

Notes to the Financial Statements continued

for the year ended
31 December 2022

8. Finance Costs

	2022 €'000	2021 €'000
Right of use asset interest cost	2,598	1,861
Interest on Government loan	304	304
Other interest costs	1,197	711
	4,099	2,876

9. Loss before Taxation

	2022 €'000	2021 €'000
The loss before taxation is stated after charging:		
Operating lease rentals outside scope of IFRS16:		
Rental of buildings	620	1,238
Other equipment and motor vehicles	4,063	3,449
	4,683	4,687
Directors' emoluments:		
Fees	218	200
Emoluments - Chief Executive	318	318
	536	518
Expenses paid to Directors		
Travel	2	1
Subsistence	-	-
	2	1
Auditor's remuneration* - Group		
Audit of the group financial statements	423	386
Other assurance services	171	170
Other non-audit services	-	106
	594	662
Auditor's remuneration* - An Post company (included above)		
Audit of entity financial statements	242	224
Other assurance services	181	170
Other non-audit services	-	-
	423	394
The loss before taxation is stated after crediting		
Capital grants amortised	224	224
Profit on sale of plant & equipment	89	123
	313	347

*Excluding VAT

The amounts shown above as directors' emoluments include only the amounts paid to the directors in the execution of their duties as directors and the salary of the Chief Executive. They do not include the salaries of the employee directors or the remuneration of the postmaster director.

Remuneration of directors, including disclosures in accordance with the Code of Practice for the Governance of State Bodies (the 'Code of Practice') and the Companies Act 2014, is set out below.

The remuneration package of Mr David McRedmond, Chief Executive Officer, which is included in the amounts shown above as directors' emoluments, is as follows.

	2022 €'000	2021 €'000
Basic salary	250	250
Other emoluments:		
Director's fee	-	-
Benefit in kind - expenses grossed up	5	5
Pension contributions paid	63	63
	318	318

In accordance with the Code of Practice, the fees paid to each director were as follows:

	2022 €'000	2021 €'000
Carol Bolger	32	23
Frank Burke	16	16
Peter Coyne	16	16
Deirdre Burns	-	6
Áine Flanagan	15	16
Barry Galvin	9	-
Helen Kelly	9	-
Sinead Mahon	9	-
Anthony McCrave	16	16
Padraig McNamara	16	16
David McRedmond (Chief Executive Officer)*	-	-
William Mooney	16	16
Kieran Mulvey	16	16
Martina O'Connell	16	16
Mary O'Donovan	16	16
Gerry Sexton	16	16
James Wrynn	-	11
Total	218	200

*Mr David McRedmond does not receive a director's fee.

Fees are paid on a pro rata basis depending on the time served by the Board member during the year.

Notes to the Financial Statements continued

for the year ended
31 December 2022

10. Income Tax

A. Amounts recognised in profit or loss

	2022 €'000	2021 €'000
Current tax		
Ireland - Corporation Tax	799	-
Adjustment in respect of prior year	(106)	291
UK - Corporation Tax	479	521
	1,172	812
Deferred Tax		
Origination and reversal of temporary differences	(25,546)	(4,031)
Adjustment in respect of prior year	(113)	200
Effect of change in tax rate	(8)	-
	(25,667)	(3,831)
Total tax credit	(24,495)	(3,019)

B. Reconciliation of effective tax rate

	2022 €'000	2021 €'000
Loss before taxation	(248,599)	(40,881)
Tax using the Company's domestic tax rate - 12.5% (2021: 12.5%)	(31,075)	(5,110)
Tax effects of:		
Non-deductible expenses/income not taxable	26	642
Income and gains taxed at higher rates	677	829
Effect of change in tax rates	(5)	121
Deferred tax not previously recognised	6,101	8
Prior year (over)/under provision	(219)	491
Total tax credit	(24,495)	(3,019)

C. Movement in deferred tax balances

Balance at 31 December 2022

	Net Balance at 1 Jan asset/(liability) 2022 €'000	Recognised in profit or loss 2022 €'000	Recognised in Other Comprehensive Income 2022 €'000	Net Balance at 31 Dec asset/(liability) 2022 €'000
Property, plant and equipment	(5,176)	(5,154)	-	(10,330)
Employee benefits	(60,342)	28,486	(50,899)	(82,755)
Other provisions	233	881	-	1,114
Carry forward tax loss	18,398	1,477	-	19,875
	(46,887)	25,690	(50,899)	(72,096)
Disclosed as Deferred tax assets				114
Deferred tax liability				(72,210)

A deferred tax asset has been recognised up to the value of the deferred tax liability.

Group

Given the uncertainty over the existence of future taxable profits, a potential deferred tax asset in the Group of €911,000 (2021: €394,000) arising from excess losses carried forward has not been recognised.

Company

Unrecognised deferred tax assets in the Company as at 31 December 2022, amount to €nil, (2021: €nil).

Balance at 31 December 2021

	Net Balance at 1 Jan asset/(liability) 2021 €'000	Recognised in profit or loss 2021 €'000	Recognised in Other Comprehensive Income 2021 €'000	Net Balance at 31 Dec asset/(liability) 2021 €'000
Property, plant and equipment	(5,494)	318	-	(5,176)
Employee benefits	(10,290)	(211)	(49,841)	(60,342)
Other provisions	(382)	615	-	233
Carry forward tax loss	15,289	3,109	-	18,398
	(877)	3,831	(49,841)	(46,887)
Disclosed as Deferred tax assets				153
Deferred tax liability				(47,040)

Notes to the Financial Statements

continued

for the year ended
31 December 2022

11. Staff and Postmaster Numbers and Costs

The average full time equivalent (FTE) number of persons, excluding postmasters, working in the Group during the year was:

	2022	2021
Operations	9,057	9,366
Corporate	412	401
Total Company employees (FTE)	9,469	9,767
Subsidiaries	635	654
Total Group employees (FTE)	10,104	10,421

The average number of employees working in the Group during the year was:

	2022	2021
Operations	8,486	8,409
Corporate	431	419
Company employees	8,917	8,828
Casual employees	703	983
Total Company employees	9,620	9,811
Subsidiaries	658	668
Total Group employees	10,278	10,479

The average number of postmasters engaged as agents was:

	2022	2021
Postmasters: Engaged as agents	809	835

The aggregate payroll and postmasters' costs were as follows:

	2022 €'000	2021 €'000
Wages and salaries	439,561	441,016
Social insurance costs	44,076	43,453
Pension costs	48,454	52,997
Total payroll costs	532,091	537,466
Postmasters: Engaged as agents	53,865	57,037
Total payroll and postmasters' costs	585,956	594,503

In addition, see note 5 for details of Transformation costs associated with costs of resizing the Post Office Network and costs related to voluntary staff exits from the Group.

12. Intangible Assets and Goodwill

Group	Goodwill €'000	Software €'000	Software Asset under Development €'000	Total €'000
Cost				
At 1 January 2021	31,514	74,105	10,583	116,202
Additions	-	20,594	-	20,594
Software brought into use	-	10,583	(10,583)	-
Foreign exchange movement	160	466	-	626
At 31 December 2021	31,674	105,748	-	137,422
Additions	-	15,015	-	15,015
Software brought into use	-	-	-	-
Foreign exchange movement	(129)	(383)	-	(512)
At 31 December 2022	31,545	120,380	-	151,925
Amortisation and impairment				
At 1 January 2021	24,727	62,298	-	87,025
Charge for year	-	5,831	-	5,831
Foreign exchange movement	-	296	-	296
At 31 December 2021	24,727	68,425	-	93,152
Charge for the year	-	10,383	-	10,383
Foreign exchange movement	-	(193)	-	(193)
At 31 December 2022	24,727	78,615	-	103,342
Carrying amount				
At 31 December 2022	6,818	41,765	-	48,583
At 31 December 2021	6,947	37,323	-	44,270

The net carrying amount of intangible assets recognised as right of use assets was €nil (2021: €nil).

Impairment testing for cash generating units (CGUs) containing goodwill

For the purposes of impairment testing, goodwill has been allocated to the Group's CGUs (operating divisions) as follows:

	2022 €'000	2021 €'000
Air Business & Jordans	2,325	2,454
One Direct	4,493	4,493
	6,818	6,947

The recoverable amounts of these CGUs are based on their value in use, determined by discounting the future cash flows to be generated from the continuing use of the CGU. A description of the activities of the CGUs is outlined in Note 26.

Notes to the Financial Statements continued

for the year ended
31 December 2022

12. Intangible Assets and Goodwill continued

The key assumptions used in the estimation of value in use were as follows:

Forecasted cash flows

Forecasted cash flows are based on the budgeted future earnings. The budgeted earnings are based on the 2023 budget approved by the board and projections for 2024 to 2027.

Discount rates

A pre-tax discount rate of 8% (2021: 8%) is applied to the profits of each of the CGUs in the impairment calculation.

Impairments

The foregoing impairment tests did not result in any impairments being recognised for the year ended 2022 (2021: €nil).

Sensitivity

The Group ran sensitivities based on reasonably possible changes in assumptions and these sensitivities would not result in the need to recognise an impairment in 2022 or 2021.

Company	Software €'000	Software Asset under Development €'000	Total €'000
Cost			
At 1 January 2021	67,878	10,583	78,461
Software brought into use	10,583	(10,583)	-
Additions	20,119	-	20,119
At 31 December 2021	98,580	-	98,580
Software brought into use	-	-	-
Additions	14,791	-	14,791
At 31 December 2022	113,371	-	113,371
Amortisation and impairment			
At 1 January 2021	59,067	-	59,067
Charge for year	4,564	-	4,564
At 31 December 2021	63,631	-	63,631
Charge for the year	9,256	-	9,256
At 31 December 2022	72,887	-	72,887
Carrying amount			
At 31 December 2022	40,484	-	40,484
At 31 December 2021	34,949	-	34,949

13. Investment Property

Group and Company

Reconciliation of carrying amount

	2022 €'000	2021 €'000
Balance at beginning of year	1,800	715
Change in fair value during year	-	1,085
Disposal	(1,800)	-
Balance at end of year	-	1,800

In October 2022, the Group completed the sale of its only investment property which comprised a commercial property that had been leased to a third party. The sales price was €1,800,000 in line with the fair value of the property. Consequently, no gain or loss was recognised on the property during the year.

14. Property, Plant and Equipment

Group	Freehold & long leasehold land & buildings €'000	Motor vehicles €'000	Operating & computer equipment €'000	Total €'000
Cost				
At 31 December 2020	370,909	77,637	363,700	812,246
Additions	12,041	15,557	6,280	33,878
Disposals	(59)	(3,104)	(1,090)	(4,253)
Foreign exchange movement	1,010	19	469	1,498
At 31 December 2021	383,901	90,109	369,359	843,369
Additions	59,839	(19)	4,267	64,087
Disposals	(12,913)	(4,431)	(660)	(18,004)
Foreign exchange movement	(804)	(17)	(369)	(1,190)
At 31 December 2022	430,023	85,642	372,597	888,262
Accumulated depreciation and impairment losses				
At 31 December 2020	147,413	29,617	318,745	495,775
Charged during the year	14,198	17,779	11,837	43,814
Eliminated on disposals	(47)	(3,098)	(1,084)	(4,229)
Foreign exchange movement	150	10	251	411
At 31 December 2021	161,714	44,308	329,749	535,771
Charged during the year	16,741	16,547	11,189	44,477
Eliminated on disposals	(4,879)	(4,431)	(660)	(9,970)
Foreign exchange movement	(192)	(8)	(208)	(408)
At 31 December 2022	173,384	56,416	340,070	569,870
Carrying Amount				
At 31 December 2022	256,639	29,226	32,527	318,392
At 31 December 2021	222,187	45,801	39,610	307,598

At 31 December 2022, the net carrying amount of property, plant and equipment recognised as right of use assets was €119,288,000 (2021: €96,888,000). See note 27 for further details. Included in freehold and long leasehold land and buildings are assets under construction of €5.188m in relation to the fit out of the new HQ building.

Notes to the Financial Statements continued

for the year ended
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14. Property, Plant and Equipment continued

Mortgage and Charge

Under the terms of the plan to meet the Minimum Funding Standard requirements a mortgage and charge relating to certain property assets of the Company with a value of €72.5 million was put in place in favour of the An Post Pension Scheme ("the Scheme") for use as a contingent asset of the Scheme. Further details are set out in note 24. The Pensions Deal agreed with the Unions in January 2023 provides for the removal of this lien on the Company assets held by the Pension Scheme.

Company	Freehold & long leasehold land & buildings €'000	Motor vehicles €'000	Operating & computer equipment €'000	Total €'000
Cost				
At 31 December 2020	341,317	77,333	339,108	757,758
Additions	12,041	15,452	5,233	32,726
Disposals	(59)	(3,083)	-	(3,142)
At 31 December 2021	353,299	89,702	344,341	787,342
Additions	54,982	(109)	3,001	57,874
Disposals	(12,913)	(4,295)	-	(17,208)
At 31 December 2022	395,368	85,298	347,342	828,008
Accumulated depreciation and impairment losses				
At 31 December 2020	139,442	29,465	300,284	469,191
Depreciation	12,544	17,697	10,718	40,959
Eliminated on disposals	(47)	(3,077)	-	(3,124)
At 31 December 2021	151,939	44,085	311,002	507,026
Depreciation	15,069	16,475	10,138	41,682
Eliminated on disposals	(4,879)	(4,295)	-	(9,174)
At 31 December 2022	162,129	56,265	321,140	539,534
Carrying Amount				
At 31 December 2022	233,239	29,033	26,202	288,474
At 31 December 2021	201,360	45,617	33,339	280,316

Company

At 31 December 2022 the net carrying amount of property, plant and equipment recognised as right of use assets was €101,120,000 (2021: €77,339,000). See note 27 for further information. Included in freehold and long leasehold land and buildings are assets under construction of €5.188m in relation to the fit out of the new HQ building.

Mortgage and Charge

Under the terms of the plan to meet the Minimum Funding Standard requirements a mortgage and charge relating to certain property assets of the Company with a value of €72.5 million was put in place in favour of the An Post Pension Scheme ("the Scheme") for use as a contingent asset of the Scheme. Further details are set out in note 24. The Pensions Deal agreed with the Unions in January 2023 provides for the removal of this lien on the Company assets held by the Pension Scheme.

15. Investments

	Group 2022 €'000	Group 2021 €'000	Company 2022 €'000	Company 2021 €'000
Investment in Premier Lotteries Ireland (see A below)	32,383	31,752	32,383	31,752
Shares in subsidiary undertakings (see note 26)	-	-	8,969	8,969
Investment in joint venture (see B overleaf)	-	-	-	-
	32,383	31,752	41,352	40,721

A. Investment in Premier Lotteries Ireland (PLI)

	2022 €'000	2021 €'000
Group and Company		
The investment in PLI is comprised of:		
Investment in equity shares	860	2,310
Investment in preference shares	8,850	8,700
Loans and receivables		
Shareholder loans	22,673	20,742
	32,383	31,752

In 2014, An Post invested €25m in PLI by way of equity investment, shareholders' loans and preference shares.

Investment in equity shares

The Company holds 10.7% of the equity in the entity, holds three of the eight Board positions and has certain contractual rights. The majority shareholder is Ontario Teachers' Pension Plan as it holds 78.6% of the equity and the majority of the board positions (five at 31 December 2022). The majority shareholder is an experienced Lottery operator and controls the operating and financial policies (i.e. the relevant activities) of PLI.

Preference shares

The preference shares entitle the Company to an annual preferential dividend for a period of 20 years from 2014 up to 2034. The preference shares do not impact the control of the relevant activities of PLI.

Shareholder loans

The shareholder loan is repayable in the period up to 2034 with a rate of interest of 9% per annum. The shareholder loans do not impact the control of the relevant activities of PLI.

Movements during 2022

Interest on the shareholders' loans is recognised in the profit and loss as it accrues and amounted to €1,931,000 in 2022, (2021: €2,110,000). The investment in the PLI equity and preference shares are held at fair value through profit and loss. The investment has been fair valued at 31 December 2022 and a net reduction in fair value during the year of €1,300,000 has been recognised in 2022 (2021: increase of €2,065,000). As a result of these entries, there is a net increase in the value of the overall investment of €631,000 in financial year 2022.

Notes to the Financial Statements continued

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31 December 2022

15. Investments continued

A. Investment in Premier Lotteries Ireland (PLI) continued

IFRS 9 - Financial Instruments

The directors, having considered the rights of An Post and the nature of the involvement of An Post in PLI, determined the appropriate accounting for this investment varies based on each distinct element of the investment, outlined above.

The investment in equity shares and the investment in preference shares are measured at fair value through the profit and loss account. The directors considered the fair value of these investments at 31 December 2022 and changes as set out above have been recognised.

The investment in the form of shareholder loans is measured at amortised cost. After applying a 12-month expected credit loss model to this loan, the directors are satisfied that the expected credit loss amount for the current and prior year was not material to the financial statements of the Group.

B. Investment in joint venture

During the year, the Group's share of its joint venture's profit amounted to €Nil (2021: €Nil).

The following table summarises the financial information of The Prize Bond Company DAC as included in its own financial statements:

	2022 €'000	2021 €'000
Current assets	16,721	16,718
Current liabilities	(16,721)	(16,718)
Net assets (100%)	-	-
Group's share of net assets (50%)	-	-
Revenue	12,099	11,468
Profit from continuing operations	-	-
Total comprehensive income (100%)	-	-
Group's share of total comprehensive income (50%)	-	-

16. Trade and Other Receivables

	Group 2022 €'000	Group 2021 €'000	Company 2022 €'000	Company 2021 €'000
Current assets				
Trade receivables	103,891	114,686	77,648	85,597
Amounts owed by subsidiary undertakings	-	-	16,652	15,227
Amounts owed by joint venture	279	297	279	297
Other debtors	22,049	9,887	22,049	9,790
Prize bonds held	812	812	625	625
Prepayments and accrued income	14,936	15,677	11,684	13,808
Corporation tax receivable	879	2,485	894	2,219
	142,846	143,844	129,831	127,563
Non-current assets				
Amounts owed by subsidiary undertakings	-	-	6,430	6,424
Deferred tax asset	114	153	-	-
	114	153	6,430	6,424
	142,960	143,997	136,261	133,987

Trade and other receivables are measured at amortised cost (less any loss allowance) as the Group's business model is to "hold to collect" contractual cash flows. The Group applies the simplified approach to providing for expected credit losses (ECL) permitted by IFRS 9 Financial Instruments, which requires expected lifetime losses to be recognised from initial recognition of the receivables.

The carrying value of trade and other receivables also represents their fair value. Trade receivables are non-interest bearing.

Amounts due from group undertakings are interest free, unsecured and payable on demand.

The EU's Brexit adjustment reserve, BAR, aims to provide support to counter the adverse consequences of the withdrawal of the UK from the EU. An Post has successfully submitted an application for funding from the BAR in relation to the management of EU Customs and VAT requirements applying to all An Post UK traffic following the withdrawal of the UK from the EU. Included in Other Debtors is an amount of €16.214m that will be received in 2023 from the BAR relating to costs incurred to the end of 2022.

17. Inventories

	Group 2022 €'000	Group 2021 €'000	Company 2022 €'000	Company 2021 €'000
Finished goods	1,722	1,944	-	-
	1,722	1,944	-	-

Inventory is recorded at the lower of cost or net realisable value in accordance with IAS 2 and related primarily to the value of mobile top ups held by Postpoint Services Limited.

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18. Cash at Bank and In Hand

	Group 2022 €'000	Group 2021 €'000	Company 2022 €'000	Company 2021 €'000
Cash at bank	566,652	314,917	552,285	303,983
Cash in hand	199,283	214,362	199,283	214,362
	765,935	529,279	751,568	518,345

Analysis of cash and cash equivalents

Group	At beginning of year €'000	Cash flows €'000	At end of year €'000
Cash at bank and in hand	529,279	236,656	765,935

	Group 2022 €'000	Group 2021 €'000	Company 2022 €'000	Company 2021 €'000
Amounts held in trust	705,858	481,543	705,858	481,543

Included in current liabilities at 31 December 2022 were amounts held in trust of €705,858,000: (2021: €481,543,000). The majority of the amounts held in trust relates to funds held on behalf of the Company's clients including the Department of Social Protection. The Company also operates, on an agency basis and for an agreed remuneration, the Post Office Savings Bank and other savings services for the NTMA, which acts on behalf of the Minister for Finance. The funds are remitted regularly to the NTMA. The assets and liabilities of such savings services vest in the Minister for Finance and accordingly, are not included in these financial statements.

19. Trade and Other Payables

	Group 2022 €'000	Group 2021 €'000	Company 2022 €'000	Company 2021 €'000
Current liabilities				
Trade creditors	43,527	45,471	33,447	30,204
Amounts owed to subsidiary undertakings	-	-	29,905	39,881
Other creditors	20,037	24,787	19,643	24,118
Taxation and social welfare (note 21)	92,522	68,609	91,379	66,905
Accruals	54,391	57,819	44,373	47,670
Capital grants (note 22)	224	224	102	102
Deferred revenue - agency commission	9,491	5,299	4,213	-
Deferred revenue - postage	10,000	14,266	10,000	13,083
	230,192	216,475	233,062	221,963
Non-current liabilities				
Deferred revenue - agency commission	4,013	-	4,013	-
	4,013	-	4,013	-
	234,205	216,475	237,075	221,963

Amounts due to group undertakings are interest free, unsecured and payable on demand. Deferred income in relation to unused stamps and franking machine credit is based on a number of estimation and sampling methods which are reviewed by management in order to make a judgement of the carrying amount of the deferred revenue. Revenue is deferred at the balance sheet date as certain performance obligations have not yet been met. The directors consider that the carrying amount of trade payables approximates to their fair value.

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20. Leases and Borrowings

Due within one year

	Group 2022 €'000	Group 2021 €'000	Company 2022 €'000	Company 2021 €'000
Right of use asset lease liability	19,120	23,154	17,779	21,690
Term Loan	6,000	-	6,000	-
European Investment Bank loans	4,000	2,000	4,000	2,000
Government Loan	30,000	30,000	30,000	30,000
	59,120	55,154	57,779	53,690

Due after one year

	Group 2022 €'000	Group 2021 €'000	Company 2022 €'000	Company 2021 €'000
Right of use asset lease liability	104,650	77,419	85,162	56,554
Term Loan	11,500	-	11,500	-
European Investment Bank loans	30,500	15,750	30,500	15,750
Government loan	-	-	-	-
	146,650	93,169	127,162	72,304

In December 2017, having regard to the Services of General Economic Interest it provides, An Post received a loan of €30m from the Department of Finance to assist in the restructuring of the Company. The loan was for an initial 5-year term with the potential for an annual extension on two occasions. The Company applied to the Department of Finance and availed of the first extension period in December 2022. It attracts an interest rate of 1% and was provided to execute the Strategic Plan.

The Company signed a Finance Contract with the European Investment Bank in 2019 for loans of up to €40m. Tranches of €10m were received in December 2019 and July 2021 respectively. During 2022 the Company drew down the two remaining €10m tranches. Each tranche is repayable in quarterly instalments over a 10-year term from the date of draw down. The total balance outstanding to the European Investment Bank at 31 December 2022 is €34.5m (2021: €17.75m).

During 2022 the Company drew down a term loan from Bank of Ireland for €17.5m. These funds are being used to fit out the new headquarters building and are repayable in tranches in the period up to 2029.

21. Taxation and Social Welfare

	Group 2022 €'000	Group 2021 €'000	Company 2022 €'000	Company 2021 €'000
Deferred tax	72,210	47,040	71,765	46,537
Income tax deducted under PAYE	8,435	8,731	7,681	7,896
Pay related social insurance	7,709	7,584	7,415	7,249
Value added tax	2,967	2,904	3,343	2,902
Professional services withholding tax	1,201	2,350	1,175	2,321
	92,522	68,609	91,379	66,905

At 31 December 2022 and 2021, the Group and Company were in a refund position in respect of Corporation Tax. The balances due are included as receivables, see note 16.

22. Capital Grants

	Group 2022 €'000	Group 2021 €'000	Company 2022 €'000	Company 2021 €'000
At beginning of year	7,943	8,167	2,544	2,646
Grants received during the year	-	-	-	-
Amortised to income statement	(224)	(224)	(102)	(102)
At end of year	7,719	7,943	2,442	2,544
Transferred to current liabilities	(224)	(224)	(102)	(102)
	7,495	7,719	2,340	2,442

The grants shown on the Company balance sheet were received in the 1990s to help develop mail facilities at various locations around the country. They are amortised to the profit and loss account in line with charges for depreciation for the same buildings. In addition, the Group received support from Government to develop the GPO Witness History Museum in 2016 and this grant is also amortised on a basis consistent with the depreciation of the assets to which the grant related.

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23. Provisions Group

The movements during the year were as follows:

	Provision for business restructuring	Provision for insurance claims	Total	Provision for business restructuring	Provision for insurance claims	Total
	2022	2022	2022	2021	2021	2021
	€'000	€'000	€'000	€'000	€'000	€'000
At beginning of year	73	12,329	12,402	1,126	12,073	13,199
Provisions made during the year	-	2,500	2,500	-	2,500	2,500
Provision released during the year	-	(480)	(480)	-	(804)	(804)
Utilised during the year	(73)	(2,531)	(2,604)	(1,053)	(1,440)	(2,566)
At end of year	-	11,818	11,818	73	12,329	12,402
Current	-	1,730	1,730	73	1,630	1,703
Non-Current	-	10,088	10,088	-	10,699	10,699
	-	11,818	11,818	73	12,329	12,402

The provision for insurance claims relates to claims under the Group's self-insurance policy. The provision is determined on completion of a case by case assessment. The Group expects to settle the majority of the insurance liability over the next six years.

The provision for business restructuring of €73,000 settled during 2022 and €1,053,000 settled during 2021 related to One Direct (Ireland) Limited. No provision for business restructuring is required as at 31 December 2022.

All provisions remaining at 31 December 2022 are included in the books of the Company, An Post.

24. Pensions Group and Company

The pension entitlements of employees arise under a number of defined benefit and defined contribution pension schemes, the assets of which are vested in independent trustees appointed by the Company for the sole benefit of employees and their dependents. Annual contributions are based on the advice of a professionally qualified actuary. There were contributions of €0.6m due from the Pension Schemes at 31 December 2022 (2021: €4.7m). Employer contributions in 2022 were €31m. Employer contributions in 2023 are expected to be €27m.

The pension costs of the defined benefit schemes are assessed in accordance with the advice of an independent professionally qualified actuary. The most recent actuarial valuations, which took account of the changes to the normal retirement age, were carried out at 1 January 2022 using the projected unit credit method and at that date were sufficient to cover 109% of the accrued liabilities. The principal actuarial assumption was that, over the long term, the annual rate of return on investments would be lower than salary and pension increases by an average of 0.23% per annum. The actuarial valuation recommended a contribution rate of 8% of pensionable remuneration, with an agreement that the Funding Proposal would cease and that the contingent assets which formed part of the proposal would no longer apply. The actuarial valuations are not available for public inspection but the results of the valuations have been advised to the members of the schemes. The next actuarial valuation will be completed with an as at date of 1 January 2025.

The Company operates a Special Terminations Payments Scheme for Postmasters. This provides a once-off gratuity to Postmasters (at the discretion of the Company), where their contract terminates at any age, or, where in the course of their contract, they pass away leaving a dependent relative or relatives. The amount of the gratuity is one week's remuneration for each year of service up to 15 years, plus two week's remuneration for each subsequent year of service. The overall cap on the gratuity is 1.5 times remuneration. The obligation recognised for this Scheme as at 31 December 2022, included in the table overleaf, amounted to €12.9m (2021: €12.9m)

Funding

The Schemes are subject to an annual valuation under the Pensions Authority Minimum Funding Standard (MFS). The MFS valuation is a check that a scheme has sufficient funds to provide a minimum level of benefits in the event that the scheme is wound-up. In addition, the Schemes are obliged to hold sufficient additional resources to satisfy the funding standard reserve as provided in section 44(2) of the Act.

At 31 December 2022, an estimated MFS position calculated a surplus of €621m (after allowing for the funding standard reserve of €106m). As detailed earlier, it has been agreed between the company and the Trustees to cease the funding proposal.

Movement in the net defined benefit asset

The following table shows a reconciliation from the opening balances to the closing balances for net defined benefit asset and its components.

	Fair value of plan assets		Defined benefit obligation		Net defined benefit asset	
	2022	2021	2022	2021	2022	2021
	€'000	€'000	€'000	€'000	€'000	€'000
Balance at 1 January	4,075,990	3,777,008	(3,589,984)	(3,687,919)	486,006	89,089
Included in profit or loss						
Current service cost	-	-	(47,500)	(51,050)	(47,500)	(51,050)
Past service cost	-	-	(217,900)	(1,000)	(217,900)	(1,000)
Interest (cost)/income	52,500	39,400	(45,950)	(38,250)	6,550	1,150
	52,500	39,400	(311,350)	(90,300)	(258,850)	(50,900)
Included in OCI						
Remeasurements gain/(loss)						
- Actuarial gain arising from:						
Financial assumptions	-	-	51,544	19,400	51,544	19,400
Experience adjustment	-	-	1,194,900	72,785	1,194,900	72,785
Return on plan assets	(839,251)	306,549	-	-	(839,251)	306,549
	(839,251)	306,549	1,246,444	92,185	407,193	398,734
Other						
Contributions paid by the employer	30,807	47,648	-	-	30,807	47,648
Administrative expenses from plan	(1,500)	(1,000)	1,500	1,000	-	-
Member contributions	5,412	5,339	(5,412)	(5,339)	-	-
Benefits paid-unfunded scheme	-	-	1,045	1,435	1,045	1,435
Benefits paid-funded scheme	(103,968)	(98,954)	103,968	98,954	-	-
	(69,249)	(46,967)	101,101	96,050	31,852	49,083
Balance at 31 December	3,219,990	4,075,990	(2,553,789)	(3,589,984)	666,201	486,006
Made up of					2022	2021
					€'000	€'000
Defined benefit Pension Scheme - net					679,105	498,905
Unfunded Postmasters Scheme					(12,904)	(12,899)
					666,201	486,006

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24. Pensions continued

Plan assets

Plan assets comprise the following:

	2022 €'000	2021 €'000
Equities: Global development markets	566,895	800,697
Equities: Emerging markets	61,113	197,976
Equities: Total	628,008	998,673
Bonds: Euro	1,793,572	2,400,694
Other: includes property, private equity and infrastructure	798,410	676,623
Fair value of pension schemes' assets	3,219,990	4,075,990

Under the Trust Deed, the Trustees have full power to decide investment policy and to administer the funds at their disposal. The monies for investment are allocated to a number of investment managers and they each invest according to guidelines set out in an Investment Management Agreement approved by the Trustees. The investment managers provide detailed reports to the Trustees and investment performance is monitored on a regular basis by the Trustees. The majority of the assets of the Schemes are invested in equities and bonds. The remainder of the assets are invested in alternative asset classes, including property.

Five investment managers manage the following key mandates, which together account for 75% of the Schemes' assets:

- Passive Global Developed Equity and Fixed Income mandate - SSGA
- Active Fixed Interest mandate - PIMCO
- Passive Global Small Cap Equity Mandate - Irish Life Investment Managers
- Active Emerging Markets Equity mandate - JP Morgan
- Active Emerging Markets Equity mandate - Heptagon

The scheme also has investments in a wide range of asset classes such as infrastructure, forestry, direct lending, private equity, including an investment in Premier Lotteries Ireland Limited, the company operating the National Lottery.

Defined benefit obligation

i. Actuarial assumptions

The following were the principal actuarial assumptions at the reporting date:

	2022	2021
Valuation method	Projected Unit	Projected Unit
Discount rate	4.15%	1.30%
Inflation - CPI	2.50%	2.10%
Pensionable pay inflation*	1.85%	1.85%
Increase to pensions in payment*	1.85%	1.85%
Pensionable salary increases*	1.85%	1.85%

*Based on 2.85% in 2023 to take account of the special pay increase of 6%, and 1.85% thereafter

The assumptions relating to longevity underlying the pension liabilities at the reporting date are based on standard actuarial mortality tables and include an allowance for future improvements in longevity.

The assumptions are equivalent to expecting a 65-year old to live to the following ages:

	2022 Male	2022 Female	2021 Male	2021 Female
Life expectancy at 65				
Current Pensioners - aged 65	86.6	88.4	86.5	88.3
Future Pensioners - aged 40	88.8	90.6	88.7	90.5

At 31 December 2022, the weighted average duration of the defined benefit obligation in the primary scheme was 13.0 years (2021: 16.3 years).

ii. Sensitivity analysis

Reasonable changes at the reporting date to one of the relevant actuarial assumptions, holding other assumptions constant, would have affected the defined benefit obligation by the amounts shown below.

	2022 €m	2022 €m	2021 €m	2021 €m
	Increase	Decrease	Increase	Decrease
Discount rate (0.5% movement*)	(152.8)	169.9	(144.1)	150.1
Future salary/pension growth (0.5% movement*)	167.5	(151.9)	145.2	(139.5)

*The 2021 movements are based on a 0.25% change in each case.

An increase in the life expectancy assumption of plus 1 year would increase the scheme liabilities by €71.0m.

Although the analysis does not take account of the full distribution of cash flows expected under the plan, it does provide an approximation of the sensitivity of the assumptions shown.

An Post Pension Scheme Contingent Asset

Under the terms of the plan to meet the Minimum Funding Standard requirements a mortgage and charge relating to certain property assets of the Company with a value of €72.5 million was put in place in favour of the An Post Pension Scheme ("the Scheme") for use as a contingent asset of the Scheme. Under the terms of the mortgage and charge, should a disposal of these property assets occur that meets the terms of the mortgage and charge, the Scheme is entitled to the sale proceeds, or for the assets sold to be replaced by other assets of an equal market value. The maximum amount recoverable by the Trustees of the Scheme under the mortgage and charge is €100 million.

The actuarial valuation undertaken as at 1 January 2022 included an agreement that the Funding Proposal would cease, and that the contingent assets which formed part of the proposal would no longer apply. As such, the charges on the properties are to be released back to the Company in 2023.

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25. Share Capital and Reserves

Group and Company

	2022 €'000	2021 €'000
Authorised: 80,000,000 Ordinary Shares of €1.25 each	100,000	100,000
Allotted, called up and fully paid: 54,590,946 Ordinary Shares of €1.25 each	68,239	68,239

Nature and purpose of reserves

Capital conversion reserve fund

On 14 January 2003, the Company's shares were renormalised from €1.269738 to €1.25 per share and an amount of €877,000 was transferred to a capital conversion reserve fund.

Foreign currency translation reserve

The translation reserve comprises all foreign currency differences arising from the translation of the financial statements of foreign operations.

26. Subsidiaries and Joint Ventures

Subsidiary undertakings held directly by the Company¹

Name	Nature of Business	% Holding	Registered Office
Printpost Limited	High volume printing	100%	General Post Office, O'Connell Street, Dublin 1, D01 F5P2
An Post Billpost Processing Service Limited	Bill payment processing	100%	General Post Office, O'Connell Street, Dublin 1, D01 F5P2
An Post GeoDirectory DAC	Database services	51%	General Post Office, O'Connell Street, Dublin 1, D01 F5P2
Arcade Property Company Limited	Property development and letting	100%	General Post Office, O'Connell Street, Dublin 1, D01 F5P2
Prince's Street Property Company Limited	Dormant	100%	General Post Office, O'Connell Street, Dublin 1, D01 F5P2
Post Consult International Limited	Computer software services	100%	General Post Office, O'Connell Street, Dublin 1, D01 F5P2
Post.Trust Limited	Digital certification and security service	100%	General Post Office, O'Connell Street, Dublin 1, D01 F5P2
Transpost Limited	Courier and distribution	100%	General Post Office, O'Connell Street, Dublin 1, D01 F5P2
Kompass Ireland Publishers Limited	Dormant	100%	General Post Office, O'Connell Street, Dublin 1, D01 F5P2
An Post (NI) Limited	Holding Company	100%	The Soloist Building, 1 Lanyon Place, Belfast, BT1 3LP, NI, United Kingdom

¹In each case, the shares held by An Post are ordinary shares.

Subsidiary undertakings held indirectly through a subsidiary undertaking

Name	Nature of Business	% Holding	Registered Office
Air Business Limited	Distribution and magazine subscription services	100%	The Beacon, Mosquito Way, Hatfield Herts, AL10 9WN, United Kingdom.
One Direct (Ireland) Limited trading as An Post Insurance	Insurance Broker	100%	General Post Office O'Connell Street, Dublin 1, D01 F5P2
Jordan & Co International Limited	Distribution	100%	General Post Office O'Connell Street, Dublin 1, D01 F5P2
Postpoint Services Limited	Mobile top ups	100%	General Post Office O'Connell Street, Dublin 1, D01 F5P2
GPO IEC Limited	GPO Exhibition Centre	100%	General Post Office O'Connell Street, Dublin 1, D01 F5P2

Joint ventures held directly by the Company

Name	Nature of Business	% Holding	Registered Office
The Prize Bond Company DAC	Administration of the Prize Bond Scheme	50%	General Post Office O'Connell Street, Dublin 1, D01 F5P2

Air Business Limited and Jordan & Co International Limited are incorporated in and operate in England & Wales. An Post (NI) Limited is incorporated in and operates in Northern Ireland. All other undertakings are incorporated in and operate in the Republic of Ireland. All shareholdings consist of ordinary share capital. The Prize Bond Company DAC carries on the business of administering the Prize Bond Scheme under contract from the National Treasury Management Agency.

The Company has given a guarantee under Section 357 of the Companies Act, 2014 to the following entities in the current year: Post Consult International Limited; Printpost Limited; Post.Trust Limited; Transpost Limited; Prince's Street Property Company Limited; An Post Billpost Processing Services Limited; Kompass Ireland Publishers Limited; One Direct (Ireland) Limited; GPO IEC Limited and Postpoint Services Limited.

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27. Lease Commitments

Lease liabilities associated with right of use assets

Future payments under these leases at year end for the Group and Company were as follows:

	Future minimum lease payments		Interest		Present value of minimum lease payments	
	2022 €'000	2021 €'000	2022 €'000	2021 €'000	2022 €'000	2021 €'000
Group						
Less than one year	22,478	24,772	3,358	1,618	19,120	23,154
Between one and five years	52,807	52,022	10,841	3,890	41,966	48,132
More than five years	89,708	46,915	27,024	17,628	62,684	29,287
	164,993	123,709	41,223	23,136	123,770	100,573
Company						
Less than one year	20,611	22,765	2,832	1,075	17,779	21,690
Between one and five years	47,478	45,930	8,999	2,035	38,479	43,895
More than five years	57,098	13,490	10,415	831	46,683	12,659
	125,187	82,185	22,246	3,941	102,941	78,244

28. Capital Commitments

Future capital expenditure approved by the directors but not provided for in the financial statements was as follows:

	Group 2022 €'000	Group 2021 €'000	Company 2022 €'000	Company 2021 €'000
Contracted for	18,625	10,674	18,625	10,171
Authorised but not contracted for	5,271	7,339	5,271	7,339
	23,896	18,013	23,896	17,510

29. Related Parties

Controlling party

The Group was controlled throughout the year by the Minister for Environment, Climate and Communications who holds the entire issued share capital of An Post except for one ordinary share held by the Minister for Finance (which stands transferred to the Minister for Public Expenditure and Reform under the Ministers and Secretaries Act 2011).

Other related party transactions

The Prize Bond Company DAC

Under the terms of a contract with The Prize Bond Company DAC, the Company carries out certain aspects of the administration of the Prize Bond Scheme. Fees earned by the Company in respect of such services amounted to €4,548,000 for the year ended 31 December 2022 (2021: €4,506,000). The amount owed by The Prize Bond Company DAC to the Group was €279,000 at 31 December 2022; (2021: €297,000). At 31 December 2022 the Group held €812,000; (2021: €812,000) of Prize Bonds.

An Post GeoDirectory DAC

An Post has a 51% shareholding in An Post GeoDirectory DAC, a company that sells and manages a national database of address and location information. An Post GeoDirectory DAC purchased goods and services to the value of €1,375,000 for the year ended 31 December 2022 from An Post (2021: €1,200,000). An Post purchased goods and services to the value of €nil for the year ended 31 December 2022 from An Post GeoDirectory DAC (2021: €nil). The amount owed by An Post GeoDirectory DAC to the Group was €123,000 at 31 December 2022; (2021: €1,196,000).

Transactions with Government departments and other State bodies

The Group provides, in the ordinary course of business, postage, agency, remittance and courier services to various Government departments and other State bodies on an arm's length basis. The Group also conducts day to day banking services and treasury with banking institutions owned by the State.

Transactions with key management personnel, comprising Executive Directors, Non-Executive Directors and other members of the Groups' Executive Management Committee and connected persons

	2022 €'000	2021 €'000
Short-term employee benefits	2,379	2,327
Non executive directors' fees	218	198
Post-employment benefits	304	300
	2,901	2,825

Since 2018, Mr David McRedmond, the Group CEO, has held the position of Non-Executive Chairman of eircom Holdings (Ireland) Limited, a fixed, mobile, and broadband telecommunications company operating in Ireland, that uses the trade name, eir. During 2022, eir provided services to the Group and An Post provided services to eir in the normal course of business. The fees in respect of goods and services provided by eir to the Group to 31 December 2022 were €8,447,000 (2021: €9,269,000). The amount not yet paid by the Group at the year-end was €1,357,000 (2021: €1,214,000). The Group provided services to eir of €4,505,000 during 2022, (2021: €4,295,000) and the amount not yet paid by eir to the Group at the 2022 year-end was €1,632,000 (2021: €1,781,000).

In 2022, An Post sold a property in Ballsbridge for €2.6m. eir had previously been tenants in the building and had a leasehold interest in the property. Consequently, An Post paid €653k to eir to surrender any interest they had in the property so that the disposal could be transacted.

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30. Contingencies

There were no contingent liabilities or guarantees at 31 December, 2022 or 2021 which could give rise to material losses other than as disclosed elsewhere in the financial statements of the Group and Company.

31. Financial Instruments - Fair Value and Risk Management

Fair value

A. Accounting classifications and fair values

The Group measures fair values using the following hierarchy of methods:

- Level 1 - Inputs that are quoted market prices (unadjusted) in active markets for identical instruments.
- Level 2 - Inputs other than quoted prices included within Level 1 that are observable either directly (i.e. as prices) or indirectly (i.e. derived from prices). This category includes instruments valued using: quoted market prices in active markets for similar instruments; quoted prices for identical or similar instruments in markets that are considered less than active; or other valuation techniques in which all significant inputs are directly or indirectly observable from market data.
- Level 3 - Inputs that are unobservable. This category includes all instruments for which the valuation technique includes inputs not based on observable data and the unobservable inputs have a significant effect on the instrument's valuation. This category includes instruments that are valued based on quoted prices for similar instruments but for which significant unobservable adjustments or assumptions are required to reflect differences between the instruments.

Fair value is calculated as follows:

- Freely traded securities shall be valued based on the closing price, or if no sales have occurred, at the last bid price thereon as of the last day of such fiscal quarter or year as applicable. For all other financial instruments the Group determines fair values using valuation techniques.
- Investments may be classified as Level 2 when market information becomes available, yet the investment is not traded in an active market and/or the investment is subject to transfer restrictions, or the valuation is adjusted to reflect illiquidity and/or non-transferability.
- The Group's fair value measurement of the level 3 investments is based on a model which may contain significant unobservable inputs. The relevant model is a net present value technique, derived from the price of a similar investment and or similar market borrowing/lending rates, depending on management's assessment of the most appropriate valuation methodology and inputs for that particular investment.

The table in note 31 part B summarises the quantitative inputs and assumptions used for the investments categorised in Level 3 of the fair value hierarchy as of 31 December 2022. There were no transfers between the fair value hierarchy levels during the years ended 31 December 2022 and 31 December 2021.

The following table shows the carrying amounts and fair values of financial assets and financial liabilities, including their levels in the fair value hierarchy. It does not include fair value information for financial assets and financial liabilities not measured at fair value if the carrying amount is a reasonable approximation of fair value.

	31 December 2022	Carrying amount			Total €'000	Fair Value			
		Note	Loans and receivables €'000	Other investments €'000		Other financial liabilities €'000	Level 1 €'000	Level 2 €'000	Level 3 €'000
Financial assets measured at fair value									
Interest in PLI - equity shares	15	-	860	-	860	-	-	860	860
Interest in PLI - preference shares	15	-	8,850	-	8,850	-	-	8,850	8,850
			9,710	-	9,710				
Financial assets not measured at fair value									
Interest in PLI - shareholder loan	15	22,673	-	-	22,673	-	-	-	22,673
Trade and other receivables	16	127,031	-	-	127,031	-	-	-	-
Cash and cash equivalents	18	765,935	-	-	765,935	-	-	-	-
		915,639	-	-	915,639				
Financial liabilities not measured at fair value									
Government loan	20	-	-	30,000	30,000	-	-	30,000	30,000
EIB Loan	20	-	-	34,500	34,500	-	-	34,500	34,500
Term loan	20	-	-	17,500	17,500	-	-	17,500	17,500
Right of use asset lease liability	20	-	-	123,770	123,770	-	-	123,770	123,770
Trade and other payables	19	-	-	117,955	117,955	-	-	-	-
		-	-	323,725	323,725				

Notes to the Financial Statements continued

for the year ended
31 December 2022

31. Financial Instruments - Fair Value and Risk Management continued

Fair value continued

A. Accounting classifications and fair values continued

The following table shows the carrying amounts and fair values of financial assets and financial liabilities, including their levels in the fair value hierarchy. It does not include fair value information for financial assets and financial liabilities not measured at fair value if the carrying amount is a reasonable approximation of fair value.

	Note	Carrying amount			Fair Value				
		Loans and receivables €'000	Other investments €'000	Other financial liabilities €'000	Total €'000	Level 1 €'000	Level 2 €'000	Level 3 €'000	Total €'000
31 December 2021									
Financial assets measured at fair value									
Interest in PLI - equity shares	15	-	2,310	-	2,310	-	-	2,310	2,310
Interest in PLI - preference shares	15	-	8,700	-	8,700	-	-	8,700	8,700
		-	11,010	-	11,010				
Financial assets not measured at fair value									
Interest in PLI - shareholder loan	15	20,742	-	-	20,742	-	-	20,742	20,742
Trade and other receivables	16	125,682	-	-	125,682	-	-	-	-
Cash and cash equivalents	18	529,279	-	-	529,279	-	-	-	-
		675,703	-	-	675,703				
Financial liabilities not measured at fair value									
Government loan	20	-	-	30,000	30,000	-	-	30,000	30,000
EIB loan	20	-	-	17,750	17,750	-	-	17,750	17,750
Right of use asset lease liability	20	-	-	100,573	100,573	-	-	100,573	100,573
Trade and other payables	19	-	-	128,077	128,077	-	-	-	-
				276,400	276,400				

B. Valuation techniques and significant unobservable inputs

The following tables show the valuation techniques used in measuring Level 3 fair values, as well as the significant unobservable inputs used.

Financial instruments measured at fair value

Type	2022 €'000	Valuation Technique	Unobservable Inputs
Interest in PLI - equity shares	860	Discounted cash flows technique referenced to third party transactions	Discount rate
Interest in PLI - preference shares	8,850	Discounted cash flows technique referenced to third party transactions	Discount rate

In 2022, both the equity and preference shares are recorded at their fair value.

Financial instruments not measured at fair value

Type	2022 €'000	Valuation Technique	Unobservable Inputs
Interest in PLI - shareholder loan	22,673	Discounted cash flows technique referenced to third party transactions	Discount rate
Government loan	30,000	Discounted cash flows technique referenced to market borrowing/lending rates	Discount rate
EIB loan	34,500	Discounted cash flows technique referenced to market borrowing/lending rates	Discount rate

The shareholders loan to PLI has been measured at amortised cost. The Shareholders loan is considered to have a low credit risk as there is a low risk of default and the issuer has a strong capacity to meet its contractual cash flow obligations in the near term. The Group measures credit risk and expected credit losses using probability of default, exposure at default and loss given default. Management consider both historical analysis and forward-looking information in determining any expected credit loss. No loss allowance has been recognised based on 12-month expected credit losses as any such impairment would be wholly insignificant to the Group.

C. Level 3 fair values

Reconciliation of Level 3 fair values

The following table shows a reconciliation from the opening balances to the closing balances for Level 3 fair values.

	2022 €'000	2021 €'000
PLI - equity/preference shares		
Balance at beginning of period	11,010	8,945
Preference dividend received	-	(1,250)
Capital restructuring	-	1,250
Fair value movement through profit and loss	(1,300)	2,065
Balance at end of period	9,710	11,010

No equity or preference dividends were received in 2022. In December 2021, a capital restructuring took place in PLI. The impact of this was to increase shareholders' reserves and fund same through accrued interest on shareholder loans. This restructuring facilitated the payment of preference dividends. An Post received a preference dividend payment of €1.25m in 2021.

Notes to the Financial Statements continued

for the year ended
31 December 2022

31. Financial Instruments - Fair Value and Risk Management continued

Sensitivity analysis

Where the value of financial instruments is dependent on unobservable valuation models, appropriate models and inputs are chosen so that they are consistent with prevailing market evidence. A 100bps increase or decrease in the discount rate of the financial assets under Level 3 held by the Group would not have a significant effect on the carrying value.

Financial risk management

The Group's financial risks are managed within parameters defined formally by the Board. Treasury activity is reported to the Audit and Risk Committee and to the Board. The main financial risks faced by the Group relate to credit, interest, foreign exchange translation and liquidity. The Board agrees policies for managing these risks as summarised below.

Credit risk

Credit risk is the risk of financial loss to the Group if a customer or counterparty to a financial instrument fails to meet its contractual obligations, and arises principally from the Group's receivables from customers and from cash and cash equivalents. The carrying amount of financial assets represents the maximum credit exposure.

Trade and other receivables

The Group's credit risk management policy in relation to trade receivables involves periodically assessing the financial reliability of customers, taking into account financial position, past experience and other factors. The utilisation of credit limits is regularly monitored. There is no concentration of credit risk with respect to trade receivables as the Group has a large number of customers. Average credit terms, where given, range from 0 to 45 days.

Included in the Group's trade and other receivables as at 31 December 2022 are balances of €19.5m (2021: €28.2m) which are past due at the reporting date but not impaired.

The aged analysis of these balances is as follows:

	2022 €'000	2021 €'000
Less than 1 month	10,148	6,202
1-3 months	5,765	14,179
4-6 months	1,228	5,487
Over 6 months	2,369	2,351
	19,510	28,219

The Group's policy for the determination of the impairment allowance for bad debts is based on a line-by-line assessment of the credit risk attached to the individual debtors and an assessment of the resulting requirement for an impairment allowance. In determining the recoverability of a trade receivable, the Group considers any change in the credit quality of the trade receivable, including any indicators for impairment (which may include evidence of financial difficulty of the customer, payment default, breach of contract, etc.). Subsequent recoveries of amounts previously impaired are credited to the Income Statement. For the purpose of calculating the impairment allowance, the Group does not take into account the impact of discounting the trade receivables as it is considered not material given the age profile of the Group's trade receivable balances.

Movements in the impairment allowance of trade receivables during the year were as follows:

	2022 €'000	2021 €'000
Balance at beginning of period	7,306	7,375
Impairment loss recognised	4,088	1,134
Amounts written off	(338)	(1,203)
Balance at end of period	11,056	7,306

Shareholder's loan to Premier Lotteries Ireland (PLI)

The shareholders loan to PLI has been measured at amortised cost. The shareholders loan is considered to have a low credit risk as there is a low risk of default and the issuer is trading satisfactorily and has a strong capacity to meet its contractual cash flow obligations in the near term. In addition, financial forecasts for PLI have been reviewed to the end of the investment period, namely 2034, and these forecasts support the expectation that the shareholder loan will be repaid. Consequently, the 12-month ECL model is based on a probability of 99% that PLI will not default on its cash flow obligations.

Cash and cash equivalents

The Board establishes the policy in managing credit risk. Exposure is managed by distributing the credit risk, where possible, across banks or other institutions meeting required standards as assessed normally by reference to the major credit rating agencies. The Group held cash and cash equivalents of €766m at 31 December 2022 (2021: €529m).

The Group's cash management policy is as follows:

- Money is only placed on deposit with the institutions as approved by the Board;
- The risk is spread so that there is no more than 40% with any one institution, subject to a maximum of the Board approved limit; and
- Keep the risk profile under review

These policies are regularly monitored to ensure credit exposure to any one financial institution is limited.

Guarantees

The Group's policy is to provide financial guarantees only to subsidiaries. At 31 December 2022 the Group has provided a guarantee under Section 357 of the Companies Act 2014 to a number of its subsidiaries as disclosed in the subsidiary and joint ventures note.

Liquidity risk

Liquidity risk is the risk that the Group will encounter difficulty in meeting the obligations associated with its financial liabilities that are settled by delivering cash or another financial asset. The Group's approach to managing liquidity is to ensure that it will have sufficient liquidity to meet its liabilities when they are due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the Group's reputation.

Notes to the Financial Statements

continued

for the year ended
31 December 2022

31. Financial Instruments - Fair Value and Risk Management continued

Financial risk management continued

Exposure to liquidity risk

The following are the remaining contractual maturities of financial liabilities at the reporting date. The amounts are gross and undiscounted, and include estimated interest payments and exclude the impact of netting agreements.

	Contractual cash flows					
	Carrying amount €'000	Total €'000	2 months or less €'000	2-12 months €'000	1-5 years €'000	More than 5 years €'000
31 December 2022						
Non-derivative financial liabilities						
Government loan	30,000	30,304	-	30,304	-	-
EIB loan	34,500	36,139	554	3,789	16,954	14,842
Term loan	17,500	18,362	-	6,227	7,535	4,600
ROUA lease liabilities	123,770	164,993	3,746	18,732	52,807	89,708
Trade and other payables	117,955	117,955	117,955	-	-	-
	323,725	367,753	122,255	59,052	77,296	109,150

	Contractual cash flows					
	Carrying amount €'000	Total €'000	2 months or less €'000	2-12 months €'000	1-5 years €'000	More than 5 years €'000
31 December 2021						
Non-derivative financial liabilities						
Government loan	30,000	30,304	-	30,304	-	-
EIB loan	17,750	18,145	259	1,825	8,235	7,826
ROUA lease liabilities	100,573	123,709	4,129	20,643	52,022	46,915
Trade and other payables	128,077	128,077	128,077	-	-	-
	276,400	300,235	132,465	52,772	60,257	54,741

Market risk

Foreign exchange risk

Foreign currency translation exposure arises from the retranslation of overseas subsidiaries' income statements and statements of financial position into Euro. In addition, the Group is exposed to currency transaction risk to the extent that there is a mismatch between the currencies in which sales and purchases are denominated and the respective functional currencies of Group Companies. This arises primarily on transactions with international postal operators. The Group does not currently use derivatives to manage this risk. The Group will continue to review this. A reasonably possible change in foreign exchange rates would not have a material impact on the financial statements.

Interest rate risk

The Group's interest rate risk arises from amounts held on deposit, term loans and the shareholder loan to Premier Lotteries Ireland. The Group does not currently use derivatives to manage this risk. The Group will continue to review this. A reasonably possible change in interest rates would not have an impact on the financial statements.

Exposure to interest rate risk

The interest rate profile of the Group's interest-bearing financial instruments is as follows:

	2022 €'000	2021 €'000
Nominal amount		
Fixed-rate instruments		
Financial assets		
Interest in PLI - shareholder loan	22,673	20,742
Financial liabilities		
Government loan	(30,000)	(30,000)
Term loan	(14,500)	-
European Investment Bank loan	(34,500)	(17,750)
	(56,327)	(27,008)
Variable rate instruments		
Financial assets		
On call deposits	566,652	314,917
Financial liabilities		
Term loan	(3,000)	-
	563,652	314,917

Fair value sensitivity analysis for fixed-rate instruments

The Group does not account for any fixed-rate financial assets or financial liabilities at fair value through profit or loss, and the Group does not designate derivatives (interest rate swaps) as hedging instruments under a fair value hedge accounting model. Therefore, a change in interest rates at the reporting date would not affect profit or loss.

Notes to the Financial Statements continued

for the year ended
31 December 2022

31. Financial Instruments - Fair Value and Risk Management continued

Market risk continued

Cash flow sensitivity analysis for variable-rate instruments

A reasonably possible change of 100 basis points in interest rates at the reporting date would have increased/(decreased) equity and profit or loss by the amounts shown below in relation to the funds held by the Group. This analysis assumes that all other variables remain constant.

	Profit or loss	
	100 bp increase €'000	100 bp decrease €'000
31 December 2022		
Financial assets		
Variable rate instruments	5,483	(5,483)
Financial liabilities		
Variable rate instruments	(30)	30
Cash flow sensitivity - net	5,453	(5,453)
31 December 2021		
Financial assets		
Variable rate instruments	2,989	(2,989)
Cash flow sensitivity - net	2,989	(2,989)

The impact on equity net of tax of a reasonably possible change of 100 basis points in interest rates is not materially different from the profit or loss impact shown above.

32. Subsequent Events

In January 2023 the Company and the An Post Group of Unions accepted the Labour Court recommendation in respect of the revised pension arrangements that apply from 1 January 2022.

There have been no other significant events since the balance sheet date and the date of approval of these financial statements that would require adjustment of the financial statements.

33. Board Approval

The financial statements were approved by the Board of Directors on 23 March 2023.

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Financial and Operational Statistics

(not covered by Independent Auditor's Report)

Consolidated Income Statement

	2022 €'000	2021 €'000	2020 €'000	2019 €'000	2018 €'000
Revenue	888,139	890,600	915,503	892,128	896,954
Operating costs	(869,544)	(874,378)	(882,999)	(812,576)	(835,827)
Depreciation and amortisation	(54,860)	(49,645)	(43,248)	(37,657)	(23,479)
(Loss)/Profit before transformation costs, one off items, net finance income/(cost) and taxation	(36,265)	(33,423)	(10,744)	41,895	37,648
Net finance income/(cost)	3,273	2,817	292	(308)	3,098
Transformation costs	(6,055)	(1,955)	(5,798)	(15,281)	(13,974)
One off items	(209,552)	(8,320)	(15,471)	40,038	-
(Loss)/Profit before taxation	(248,599)	(40,881)	(31,721)	66,344	26,772

Consolidated Statement of Financial Position

	2022 €'000	2021 €'000	2020 €'000	2019 €'000	2018 €'000
Non-current assets	399,472	385,573	380,382	376,485	274,215
Net current (liabilities)/assets	(86,397)	(79,808)	33,286	69,448	29,781
Other non-current liabilities	(168,246)	(111,587)	(134,963)	(137,527)	(52,109)
Net assets excluding pension asset/(liability)	144,829	194,178	278,705	308,406	251,887
Pension asset/(liability)	666,201	486,006	89,089	(28,228)	(47,880)
Net assets/(liabilities) including pension asset/(liability)	811,030	680,184	367,794	280,178	204,007
Capital and reserves	811,030	680,184	367,794	280,178	204,007

Ratios

	2022	2021	2020	2019	2018
(Loss)/Profit before transformation costs, one off items, net finance income/(cost) and taxation as % of revenue	(4.08%)	(3.75%)	(1.17%)	4.70%	4.20%
Staff and postmasters' costs as % of operating costs	67.39%	67.99%	68.27%	69.64%	67.93%
Current assets as % of current liabilities	91.33%	89.43%	104.17%	112.22%	103.74%

Mail

	2022	2021	2020	2019	2018	2017
Core mail volume index (2017=100)(note 1)	72.2	76.7	80.5	86.7	92.6	100.0

Note 1: This index reflects changes in core mail revenue. It excludes the impact of changes to published tariffs, income from foreign administrations, and variations arising from elections or referenda in each year.

System Size

	2022	2021	2020	2019	2018	2017
Mails network:						
No. of delivery points (millions)	2,399	2,367	2,335	2,312	2,284	2,263
No. of motor vehicles (ex. short term hires)	2,487	2,499	2,855	3,036	2,805	2,792
No. of electric vehicles	1,008	1,010	776	166	-	-
No. of electric cargo trikes	172	190	169	47	-	-
Post office network:						
Company post offices	45	45	45	45	45	50
Contract post offices	868	875	894	907	967	1,073
Postal agencies	83	84	87	92	96	104
	996	1,004	1,026	1,044	1,108	1,227

	€m	€m	€m	€m	€m	€m
Savings Services (note 2)						
Value of Funds at 31 December	24,780	24,064	22,765	21,228	20,657	20,416
Activity for year						
Post Office Savings Services						
Savings Bank deposits	1,171	1,248	1,151	993	1,079	1,064
Savings Bank withdrawals	(822)	(745)	(653)	(880)	(889)	(863)
Savings Certificates issued	819	1,215	1,281	1,704	1,780	1,023
Savings Certificates repaid	(1,052)	(1,461)	(1,074)	(865)	(2,403)	(1,055)
Instalment Savings issued	94	94	93	89	100	96
Instalment Savings repaid	(88)	(86)	(88)	(101)	(100)	(102)
Savings Bonds issued	747	815	654	718	886	714
Savings Bonds repaid	(721)	(844)	(726)	(1,129)	(1,317)	(1,258)
National Solidarity Bond issued	823	1,078	1,101	804	921	598
National Solidarity Bond repaid	(649)	(522)	(879)	(501)	(412)	(435)
Department of Social Protection						
Welfare benefits paid during the year	6,485	5,983	6,756	7,125	7,380	7,615

	2022 000's	2021 000's	2020 000's	2019 000's	2018 000's	2017 000's
BillPay Volumes	11,358	12,943	13,255	16,033	17,025	17,977
TV Licences Issued by An Post	948	951	961	1,026	1,039	1,028

Note 2: The assets and liabilities of the Savings Services vest in the Minister for Finance and accordingly are not included in the financial statements of the Company.

Universal Service

(not covered by Independent Auditor's Report)

The Communications Regulation (Postal Services) Act 2011 ('the Act') was enacted in August 2011.

Requirements of the Universal Service Obligation ('USO')

Under Section 17 of the Act, An Post is designated as the Universal Postal Service Provider for a period up until August 2023.

Under Section 16 of the Act, "Universal Postal Service" means that on every working day, except in such circumstances or geographical conditions deemed exceptional by ComReg, there is at least:

- (i) one clearance, and
- (ii) one delivery to the home or premises of every person in the State or, as ComReg considers appropriate, under such conditions as it may determine from time to time, to appropriate installations.

The following services are provided:

- (a) the clearance, sorting, transport and distribution of postal packets up to 2kg in weight;
- (b) the clearance, sorting, transport and distribution of postal parcels to a weight limit to be specified by order of ComReg (or in the absence of this 20kg) - ComReg decided to use its power to reduce the maximum weight limit of 20kg to 10kg in 2019;
- (c) the sorting, transportation and distribution of parcels from other Member States of the European Union up to 20kg in weight;
- (d) a registered items service;
- (e) an insured items service within the State and to and from all countries which, as signatories to the Universal Postal Convention of the Universal Postal Union, declare their willingness to admit such items whether reciprocally or in one direction only; and
- (f) postal services free of charge to blind and partially sighted persons.

As required by Section 16(9) of the Act, in July 2012 ComReg made regulations specifying the services to be provided by An Post relating to the provision of the universal postal service. The Communications Regulation (Universal Postal Service) Regulations 2012 to 2019 (SI No. 280/2012; SI No. 534/2018; and SI No. 149/2019), which set out these services, are available on www.irishstatutebook.ie or www.comreg.ie.

The terms and conditions of Universal Services are available on www.anpost.com

Access to Universal Services

An Post provides access to its services through its network of 45 Company Post Offices and 868 Contract Post Offices. In addition, some 1,740 retail premises are authorised to sell postage stamps, as active agents. To facilitate physical access to the service, approximately 5,550 post boxes, including meter post boxes and those located in Delivery Service Units, are distributed widely throughout the State. There are 42 designated acceptance points for bulk mail services.

Tariffs

The following is a summary of the prices for standard services weighing up to 100g which were applicable from 1 February 2023. Other than Letters (up to C5), higher prices apply for heavier weights.

	Ireland & NI	
	Standard Post	Registered Post*
Letters	€1.35	€9.00
(up to C5)	€1.25 if item bears a franking impression	
Large Envelopes	€2.45	€9.20
	€2.35 if item bears a franking impression	
Packets	€3.80	€9.20
	€3.70 if item bears a franking impression	
Parcels	€9.00	€13.00

*The fee payable for the basic registered service covers compensation up to a maximum of €320. Further compensation (non Universal Service) up to a limit of €1,500 is available for €4.50 and up to a limit of €2,000 for €5.50 based on declared value at time of posting.

	International Destinations	
	Standard Post	Registered Post*
Letters (up to C5)	€2.20	€9.70
Large Envelopes		
Zone 2	€3.00	€10.00
Zone 3	€3.50	€10.50
Zone 4	€5.00	€12.00
Zone 5	€5.50	€12.50
Packets		
Zone 2	€7.00	€12.00
Zone 3	€8.00	€13.00
Zone 4	€11.00	€18.00
Zone 5	€13.50	€20.50
Parcels		
Zone 2	€21.00	€26.00
Zone 3	€30.00	€35.00
Zone 4	€36.00	€41.00
Zone 5	€36.00	€43.00

*Availability of service dependent on postal administration in destination country. Compensation up to €320 in GB; €150 in Europe; €100 for parcels and €35 for letters outside Europe.

Zone 2 includes Belgium, France, Germany, Great Britain, Luxembourg and Netherlands. Zone 3 includes most other EU countries plus Norway and Switzerland. Zone 5 includes Australia, New Zealand and South America. Other countries are in Zone 4. A full list of current USO tariffs is available in the Guide to Postal Rates (see www.anpost.com), where the full list of countries in each zone is also available.

Quality of Service International

The quality performance standard for the delivery of intra-Community cross-border mail was laid down in the Postal Directives (97/67/EC, as amended) and is included in Schedule 3 of the Act. The quality standard for postal items of the fastest standard category is as follows:

D+3: 85% of items; D+5: 97% of items, where D refers to the day of posting.

Domestic

The Act requires ComReg to set quality-of-service standards for domestic universal service mail which must be compatible with those for intra-Community cross-border services. ComReg have set a quality-of-service target for domestic single piece priority mail as follows:

D+1: 94% D+3: 99.5%, where D refers to the day of posting.

Customer Complaints

An Post is required to maintain records of customer complaints in compliance with European standard IS: EN 14012:2003. The table provides, in relation to mail, a breakdown of written complaints received from customers during 2022.

Written complaints received from customers	2022	2021
Items lost or substantially delayed	35,890	45,584
Items damaged	1,617	1,922
Items arriving late	794	1,171
Mail collection or delivery:	28	8
Failure to make daily delivery to home or premises	8	-
Collection times/Collection failures	-	-
Mis-delivery	2,798	2,863
Access to Customer Service Information	-	-
Tariffs for single piece mail/discount schemes and conditions	-	-
Change of Address (Redirections)	896	1234
Behaviour and competence of postal personnel	5	16
Underpaid mail	3	2
How complaints are treated	3	-
Others (not included in the above)	2,633	3,509
Total	44,675	56,309

Included in the total figure are complaints about registered items, which number 11,833 (2021: 15,555).

In 2022, there were 714,728 telephone calls, (2021: 640,257) made to An Post Customer Services. Included in this total are 127,160 telephone contacts to Money Hub (2021: n/a) and 57,578 regarding Customs. However, most of these were routine or general enquiries rather than complaints. In 2022, there was a total of 179,611 Web Chats answered for the year (2021: 162,871).

There were 31,309 telephone contacts with 4,027 call complaints regarding Post Mobile in 2022 compared to (2021: 10,882 contacts with 1,872 call complaints) 2021 was not a full year of taking calls for An Post Mobile.

ComReg has issued Guidelines for Postal Service Providers on Complaints and Redress Procedures (see ComReg document 14/06 on www.comreg.ie). An Post Complaint and Dispute Resolution Procedures are set out in 'Getting it Sorted', which is available on our website, in larger Post Office outlets, and from our Customer Services Centre.

We also have a Customer Charter, containing specific pledges to customers regarding our services, which is available on our website; www.anpost.com

Further Information

Additional information in relation to services provided by An Post is available at www.anpost.com/Help-Support, by phoning An Post Customer Services on 01-7057600, via email at www.anpost.com/contactus, by completing an online enquiry form at <https://forms.anpost.ie/enquiry>, or by writing to An Post Customer Services, General Post Office, O'Connell Street Lower, Freepost, Dublin 1, D01 F5P2 or by calling into any Post Office.

Corporate Information

Registered Office	General Post Office O'Connell Street Dublin 1 D01 F5P2
Solicitors	Matheson 70 Sir John Rogerson's Quay Grand Canal Dock Dublin 2 D02 R296 McCann FitzGerald Riverside One Sir John Rogerson's Quay Dublin 2 D02 X576
Bankers	Bank of Ireland 2 College Green Dublin 2 D02 VR66
Auditors	Deloitte Ireland LLP Chartered Accountants & Statutory Audit Firm Deloitte & Touche House Earlsfort Terrace Dublin 2 D02 AY28
Registered Number	98788
Company Type	An Post is a Designated Activity Company limited by shares

An domhan digiteach agus an domhan fisiciúil á gceangal le chéile

Tuarascáil Bhliantúil 2022



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In 2022, sheolamar an chéad stampa digiteach ar domhan le fógra seachadta

Ráiteas an Chathaoirligh



Tá áthas orm Tuarascáil Bhliantúil 2022 An Post a chur i láthair.

Tuairiscíodh agus moladh sa bhaile agus ar fud an domhain an chumhacht atá ag An Post é féin a oiriúnú, tacú leis an obair agus an rud ceart a dhéanamh go tapa agus an fíorchuspóir a bhaint amach le linn na paindéime. In 2022, ghluais an Chuideachta leis an diongbháilteacht chéanna chun filleadh ar a cuid oibre agus athrú ríthábhachtach ó bhonn a dhéanamh ar a gnóthaí Poist agus Beartán agus Miondíola agus ar a lárionad corparáideach.

Cúis an-bhróid domsa a fheiceáil go bhfuil inbhuanaitheacht fite fuaite i gcroílár An Post agus go bhfuil an Chuideachta ag cur an oiread sin deiseanna praiticiúla ar fáil do chustaiméirí anois chun inbhuanaitheacht a bheith acu mar chuid dá saol laethúil. Agus é mar aidhm ag An Post cáilíocht na beatha a fheabhsú anois agus do na glúine atá le teacht, tá sé ar thús cadhnaíochta maidir le tacaíocht a sholáthar do phobail ar bhealaí praiticiúla a chinntíonn go mbeidh buntáistí fadtéarmacha ag cách.

I rith na bliana, lean an Bord ar aghaidh ag neartú rialachais ar fud an ghnó agus trí chlár leanúnach oiliúna agus breisoiliúna déanann sé a dhícheall na caighdeáin is airde maidir le rialachas corparáideach a chinntiú ar fud oibríochtaí forleathana gnó An Post.

Mar gheall ar athlonnú an ionaid chorparáidigh i mbliana go suíomh cathrach nua a bheidh níos oiriúnaí do bhealaí oibre comhaimseartha, beidh An Post in ann díriú ar an saol atá roimhe, agus beidh sé chun tosaigh maidir le ríomhthráchtáil agus seirbhísí airgeadais náisiúnta agus idirnáisiúnta a chur ar fáil.

Ba mhaith liom buíochas a ghabháil leis an POF, David McRedmond, agus leis an mBord Bainistíochta as a gceannaireacht iontach agus freisin leis an bhfoireann agus na ceardchumainn agus le mo chomh-comhaltaí Boird a leanann orthu ag fhónamh chomh maith don Chuideachta thar ceann a pháirtithe leasmhara.

Ba mhaith liom aitheantas a thabhairt don mhéid a rinne Áine Flanagan a chríochnaigh a cuid ama ar Bhord An Post i mí na Nollag, agus ba mhór agam fáilte a chur roimh Helen Kelly, Barry Gavin agus Sinead Mahon a ceapadh ina mbaill den Bhord i mí na Bealtaine.

Ba mhaith liom buíochas a ghabháil le Eamon Ryan TD, an tAire Comhshaoil, Aeráide agus Cumarsáide; Jack Chambers TD, Aire Stáit sa Roinn agus Hildegarde Naughton TD, an t-iar-Aire Stáit agus leis na hoifigigh ina ranna as a gcúnamh agus a dtacaíocht i rith na bliana.

Cinntíonn an dul chun cinn atá déanta in 2022 gur féidir le foireann bainistíochta An Post, le tacaíocht ón mBord, leanúint ar aghaidh ag tógáil, ag nuáil agus ag athrú sna blianta amach romhainn.

Carol Bolger
An Cathaoirleach
23 Márta 2023

Ráiteas an Phríomhfheidhmeannaigh



Is é taisteal príomhghnó An Post: tugaimid cuairt ar gach teach sa Stát gach lá oibre, agus níos faide i gcéin. Ach bhí an turas a bhí le déanamh ag an gCuideachta in 2022 lán chomh casta le turas Odaiséis fadó.

Díreach agus muid ag éalú ó stoirmeacha na Paidéime bhí orainn seoladh idir carraigeacha na gcogaí trádála domhanda agus na Breatimeachta; agus trí na stoirmeacha nua de bharr ionradh na Rúise ar an Úcráin. Is tionscal domhanda é tionscal an phoist agus is comhartha maith é maidir le staid gheilleagar an Domhain. Bhí 2022 thar a bheith deacair ach sheolamar trí na huiscí garbha sin sa chéad leath den bhliain agus sheolamar linn amach in uiscí gorma sa dara leath den bhliain agus cuma láidir orainn, rud a d'ullmhaigh an Chuideachta go maith don bliain 2023 agus ina dhiaidh sin.

Tá tuairisciú airgeadais corparáide an-chasta faoi láthair - agus tá Ráitis Airgeadais An Post i mbliana thar a bheith casta. Éilíonn comhaontú pinsin ceannródaíoch (féach thíos) ar an gCuideachta caillteanas eisceachtúil de €191m a thairfeadh sa chuntas Brabúis agus Caillteanais agus tá gluaiseacht dhearfach €356m sna Cúlchistí. Bhí sochar dearfach ann don Chuideachta, don scéim phinsin, agus do na comhaltaí go léir. Is é firinne an scéil gur fheidhmigh An Post go han-mhaith chun tuilleamh roimh ús, cáin, dímhéas agus amúchadh (TRÚCDA) de €18.6m a bhaint amach, méadú 15% ar 2022. Sular cuireadh mhíreanna eisceachtúla san áireamh tairfeadh caillteanas de €27.9m tar éis dímhéasa agus míreanna eile, agus feabhas ab ea é sin ar €32.1m na bliana roimhe sin. Tháinig feabhas ar ár bhfeidhmíocht ó 2021 go 2022 agus cuirfear dlús léi in 2023 nuair a bheidh An Post ag díriú ar bhrabús i ndiaidh dímhéasa agus muid ag cur tús leis an bhfeidhmíocht láidir a bhí againn roimh an paidéim.

Ioncam

Nuair a bhíonn leibhéal an ioncaim cothrom leis le leibhéal na bliana roimhe sin, agus méadú 15% ar bhrabús roimh dhímheas agus míreanna eile bíonn an chuma ar an scéal go bhfuil feidhmíocht sheasta ann ach foláionn sé nádúr deighilte na bliana. Tháinig laghdú 4.2% ar ioncam H1 agus muid ag déanamh comparáide idir muid féin agus dianghlásáil mhór Covid na bliana 2021 nuair a bhí seachadadh beartán ag an leibhéal ab airde riamh; ach i H2 i bhfianaise tréimhse níos níos normálta in 2021 tháinig méadú 3.5% ar ioncam. Is ábhar misnigh é don bhliain 2023 é slánú gnó trádála. Cé gur saincheist an-ghéar é an boilsciú ar chostais bhreosla do ghnólacht seachadta, tá an tionchar maolaithe againn trí éifeachtúlacht níos fearr inár líonra. Mar shampla, bhí 300 níos lú Cóibhéis Lánaimseartha (CLA) againn in 2022 ná in 2021, rud a chiallaíonn go mbeidh costais níos ísle in 2023 freisin.

Comhaontú Pinsin an Phoist

Tá scéim phinsin um shochair shainithe An Post ar cheann de na scéimeanna is mó sa Stát. Chuir Príomhoifigeach Daoine An Post Eleanor Nash agus an Príomhoifigeach Airgeadais Peter Quinn bailchríoch ar chomhaontú pinsin ceannródaíoch lenár ngrúpa Ceardchumann. Tharla tiontú láidir go barrachas i gcás phinsean An Post toisc gur thoiligh na comhaltaí go ndéanfaí barrchaidhpeáil ar shochair; na mór-ranníocaíochtaí leanúnacha de €45m sa bhliain a dhéanann an chuideachta leis an gciste; agus feidhmíocht infheistíochta den scoth ag bainisteoirí ciste agus iontaobhaithe. Bhí €470m mar easnamh pinsin in 2011 ach rinneadh é sin a aisiompú go fás a bhí gar do €1bn (€973m) as ar tháinig barrachas €503m agus bhí níos mó ná €4bn i sócmhainní sa scéim aoisliúntais faoi dheireadh na bliana 2021.

Agus barrachas chomh mór sin ann ag deireadh 2021 ní raibh sé ceart ach sochair na gcomhaltaí a athbhunú, agus an t-ualach ranníocaíochta bliantúil don Chomhlacht a laghdú bunaithe ar an athbhreithniú tríbhliantúil. Cé go n-éilíonn rialacha cuntasaíochta go léireofar athbhunú na sochar roimh ré sa Chuntas brabúis agus caillteanais (B&C) bhí costas eisceachtúil de €191m ann in 2022, is é firinne an scéil go mbaineann gach páirtí leas as de réir mar a thiteann ranníocaíocht bhliantúil An Post go leibhéal inbhuanaithe, agus bhí barrachas láidir de €666m sa chiste ag deireadh 2022. Is mór an chreidiúint do lucht bhainistíochta An Post agus d'Ard-Rúnaí Cumann na nOibríthe Cumarsáide (CWU) Sean McDonagh é feidhmíocht shármhaithe den sórt sin a bhaint amach mar aon le dea-shocrú don todhchaí.

Ráiteas an Phríomhfheidhmeannaigh ar lean

Cúrsaí Custaim an AE & Breatimeacht

Tar éis dúinn an phaindéim a bhainistiú, agus tionchar Chogadh na hÚcráine a mhaolú, is í an tsaincheist atá fós le sárú ag an líonra ná Córas Custaim an AE agus an Bhreatimeacht. Nuair a thugamar isteach réimeas nua an AE roimh aon Stát eile san AE, chruthaigh sé dúshlán mhóra d'An Post mar an t-oibreoir ainmnithe náisiúnta poist. Murab ionann agus cuideachtaí cúiréireachta (nó go deimhin gnó beartán conartha An Post féin le cliant mhóra ríomhthráchtála), bíonn ar An Post beartáin ó chomhlachtaí poist ó thíortha eile a sheachadadh, agus is beag tionchar a bhíonn aige orthu. Ní athróidh seirbhís poist na Seapánach, mar shampla, na córais atá aici ina cuid oifigí poist go léir díreach chun go n-oirfidh siad d'Éirinn, cé gur dócha go ndéanfar é sin nuair a bheidh sé ina riachtanas ar fud an AE. Ina theannta sin, níl aon tír san AE ar ghá di déileáil le líon chomh mór beart ó lasmuigh den AE agus is gá d'Éirinn mar gheall ar ár gcuidreamh trádála leis an RA (atá taobh amuigh den AE anois). Mar thoradh ar rialacha nua an AE agus na Breatimeachta, tháinig laghdú 68% ar onnmhairí paicéad tríd an bpost ón mBreatain, trínar chaill An Post €15m mar ioncain. Ag an am céanna ó bhailíonn An Post CBL thiomsaigh siad €150m breise don Stát ó tugadh isteach an réimeas nua. Is ollmhór iad na dúshlán, agus táim buíoch de Stiúrthóir Bainistíochta An Post Commerce Garrett Bridgeman, dár bhfochuideachta sa Ríocht Aontaithe Air Business, agus d'fhoireann uile An Post as a gcuid oibre gan stonadh chun Éire a choinneáil ag trádáil. Agus muid ag dul i gcló is é an dea-scéil ná gur aontaigh Oifig an Phoist sa RA do stocaireacht An Post tríd an TF riachtanach a shuiteáil le haghaidh lucht custaim.

Miondíol An Post

Bhí bliain den scoth ag líonra Oifig an Phoist in 2022, agus méadaigh a ioncam 7% sa chaoi go raibh ranníocaíocht deara airgid acu. Tháinig méadú 14% ar tháirgí seirbhísí airgeadais de réir mar a chuaigh an margadh i dtaithí ar bhanda An Post Money. Mar gheall ar chustaiméirí Bhanc na hÉireann a chur le baincéireacht ghníomhaireachta An Post tá méadú tagtha ar líon na ndaoine a théann chuig Oifigí an Phoist, rud ar féidir a fritháireamh in aghaidh laghdaithe ar ioncam traidisiúnta. Rinne Stiúrthóir Bainistíochta An Post Retail, Debbie Byrne, agus a foireann éascú freisin ar chomhaontú idir an Rialtas agus Máistrí Poist chun inmharthanacht an líonra a chinntiú. Tá tús iontach curtha againn le 2023 agus tá táirgí nua agus seirbhísí nua againn chun láithreach An Post a chinntiú i mbeis agus 900 pobal ar fud na tíre.

Inbhuanaitheacht

Cuireadh dlús le hiarrachtaí An Post ó thaobh inbhuanaitheachta in 2023 faoi stiúir an Phríomh-Oifigeach Claochlaithe, Nicola Woods, nuair a leathnaíodh leictreú ár bhfeithiclí, treisíodh an bhéim ar Riosca Aeráide agus Bithéagsúlachta agus cuireadh iarrachtaí nua dícharbónaithe i bhfeidhm agus leathnaíodh treoirthionscadail HVO ó Ghailimh go Corcaigh. Tá an Chuideachta ar an mbóthar ceart chun a sprioc a bhaint amach maidir le hastaíochtaí na bliana 2013 [an bonnbhliain] a laghdú 50% faoi dheireadh 2025. Is í Obair Chuibhiúil an sprioc inbhuanaithe atá i gcroílár claochlaithe An Post. Agus mé ag obair in An Post, d'fhoghlaim mé an luach a bhaineann le ceardchumainn dhícheallacha, le fórsa saothair cobhsaí, le hobair chuibhiúil, agus le luach saothair inbhuanaithe. Don dara bliain as a chéile thairfead An Post bearna nialasach maidir le pá ó thaobh inscne de. Íocadh an oiread céanna le mná is le fir ar an meán, rud a léiríonn líon méadaithe na mban atá ina mbainisteoirí sinsearach.

Cúrsaí Digiteacha

In 2023 cuirfeadh dlús le claochlú An Post ina chorparáid dhigiteach de réir mar a bhainimid leas as an bhfórsa oibre atá nasctha go digiteach i ngach pobal, as sonraí saibhre agus as cumas méadaithe teicneolaíochta na Cuideachta. Sheol Des Morley, Príomhoifigeach Teicneolaíochta agus a fhoireann an chéad stampa digiteach ar domhan a dtugtar fógra seachadta faoi in 2022. Níl anseo ach tús le sraith táirgí digiteacha a thabharfaidh beocht do chumas uathúil uilechainéal An Post, agus é á nascadh go digiteach agus go fisiceach le gnólachtaí agus le custaiméirí ar fud an Stáit.

Cúrsaí Pobail

Dhírigh ár n-iarrachtaí pobail ar phobal dídeanaithe na hÚcráine agus chuir An Post postas saor in aisce ar fáil do 90,000 beart chuig an Úcráin, sa chaoi gurb í sin an tríú ceann scríbe is mó le haghaidh beartán ó Éirinn anois. Chuireamar fóin phóca saor in aisce, baincéireacht saor in aisce, agus seirbhísí teagmhála ar fáil do dhídeanaithe freisin. Bailíodh €1.2m mar bhronntanais do Chiste Tacaíochta na hÚcráine trí Oifigí Poist, agus tarscaoileadh na táillí go léir. Ar an chaoi céanna, seoladh breis is €600k de shintíuís airgid trí oifigí poist chuig Ciste Tacaíochta Phobail an Chraoslaigh anuraidh.

Rialachas

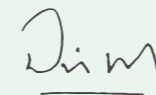
Is fíordhúshlán rialachais é fairsinge na ngníomhaíochtaí atá ar siúl ar fud an Ghrúpa, go háirithe ó tá méadú ag teacht ar chúrsaí rialála ar fud an domhain. Tá bord den scoth faoi stiúir an Chathaoirligh Carol Bolger ag freastal ar An Post, mar aon le coiste iniúchta agus riosca faoi stiúir an chathaoirligh Peter Coyne, coiste luach saothair faoi stiúir an chathaoirligh Carol Bolger, coiste sláinte agus sábháilteachta agus slándála faoi stiúir an chathaoirligh Kieran Mulvey agus coiste straitéise faoi stiúir an chathaoirligh Carol Bolger. Toisc srian a bheith ar chúrsaí airgeadais agus go bhfuil timpeallacht luaineach trádála ann táim buíoch díobh as a gceannaireacht chiúin, agus iad faoi thacaíocht shaineolach an Phríomhoifigigh Riaracháin Paula Butler.

Bealaí Oibre & Cuspóir

Céim mhór eile i gclaochlú na Cuideachta ab ea Ceanncheathrú Corparáideach An Post a athlonnú ón GPO go bhfoirgneamh EXO i ndugthailte Bhaile Átha Cliath. Ceann de thorthaí iarmharacha na Paindéime is ea filleadh mall ar an oifig, rud a bhfuil costas ag baint leis, cé go bhfuil sé áisiúil. Toisc mbítear ag síor-smaoineamh ar obair na Paindéime cuireann sé sin bac ar smaointeoireacht agus straitéis don todhchaí, a bhraitheann ar chomhoibriú laistigh den oifig. Is mian liom dúthacht an ghrúpa a oibríonn i dtimpeallacht oifige a spreagadh mar aon leis an saol lúcháireach ar féidir leis teacht ó chothromaíocht oibre agus saoil. Is bronnantas iontach í obair sholúbtha agus foghlaim ó thréimhse na Paindéime ach ní mór iad a chothromú anois le fonn athraithe ar mhaithe le todhchaí níos fearr.

Tar éis dúinn seoladh trí stoirmeacha na Paindéime, na Breatimeachta, agus Chogadh na hÚcráine, tá gach muinín againn go bhfillimid ar fhás tráchtála in 2023, agus ar bhrabús glan tar éis dímheasa. Is é mantra na bliana 2023 ná bogadh ó ghéarchéimeanna a bhainistiú agus díriú ar an todhchaí. Tá a fhios againn go bhfuil poitéinseal ollmhór ag An Post sa ríomhthráchtáil go mór mór ó tá comhéadan na gcustaiméirí á digitiú go hiomlán againn agus gur féidir le An Post Money, atá brabúsach anois fíorscála a bhaint amach sna blianta atá romhainn, agus go soláthróidh spiorad na nuálaíochta, atá leabaithe go maith anois, raon táirgí agus seirbhísí nua dár gcustaiméirí.

Tar éis an tsaoil is é an cuspóir atá againn in An Post "gníomhú anois ar son leas an phobail agus thar ceann na nglún atá le teacht".



David McRedmond
An Príomhoifigeach Feidhmiúcháin
23 Márta 2023

+ In 2023 cuirfeadh dlús le claochlú An Post ina chorparáid dhigiteach.

In 2022 chríochnaigh An Post comhaontú pinsin ceannródaíoch le Grúpa Ceardchumann An Post. Ó tharla go raibh an barrachas sa chiste pinsean chomh mór sin, bhí sé ceart agus cóir roinnt de shochair na mball a thabhairt ar ais, an ranníocaíocht bhliantúil Chuideachta a laghdú agus cistí a shaoradh don chlaochlú leanúnach.

€666m

an barrachas i gciste
pinsean An Post ag
deireadh bliana 2022

Bainfidh trí ghlúin de theaghlach Uí Dhrisceoil i gCorcaigh leas as Comhaontú Pinsean 2022. **Íomhá:** Michael, oibreoir poist atá ar scor, a iníon Michelle agus a ghariníon Chloe. Is oibreoirí poist iad Michelle agus Chloe ag Oifig Seachadta Dheisceart na Cathrach, Corcaigh.

Athbhreithniú ar Chúrsaí Airgeadais



Feidhmíocht Oibriúcháin

Sa bhliain airgeadais 2022 tháinig méadú ar an bhfeidhmíocht oibriúcháin. Is í seo an chéad bhliain i ndiaidh an paindéime agus is bonn í óna bhfásfaidh sé in 2023 agus ina dhiaidh sin. Léiríonn ioncam €888.1m Ghrúpa An Post tábhacht na Cuideachta don gheilleagar, agus trí an custaiméir a choinneáil i gceartlár a ghníomhaíochtaí uile i rith na bliana, tá ról ag An Post i seirbhísiú gnó náisiúnta agus idirnáisiúnta na hÉireann, agus trí líonraí ríthábhachtacha a choinneáil ar oscailt mar aon le caighdeáin cháilíochta seirbhíse a chinntiú chun freastal ar riachtanais an chustaiméara.

Tháinig fás an-suntasach ar roinnt línte gnó, lena n-áirítear ríomhthráchtáil ar tháinig breis agus 100% uirthi ó 2019. Tá trádáil ar líne ag méadú bliain i ndiaidh bliana agus is cosúil go méadóidh sí go seasta go ceann i bhfad. Chuir nuálaíocht agus méadú ar thairiscintí do thomhaltóirí le hioncam Miondíola na cuideachta agus tá líonra Oifig an Phoist ríthábhachtach chun seirbhísiú a sholáthar.

Léiríonn feidhmíocht airgeadais an Ghrúpa a tuairiscíodh ar leathanach 44 TRÚCDA de €18.6m do 2022, feabhas ar thoradh na bliana roimhe sin ar bhfiú €16.2m é. Ba é an cailteanas don bhliain tar éis míreanna eisceachtúla ná €224.1m.

Sa bhliain, rinneadh atomhas ar sócmhainn pinsin sochar sainithe agus tá €356.3m taifeadta sa ráiteas ar ioncam cuimsitheach eile. Méadaíonn sé sin an barrachas ar an tsócmhainn pinsin go €666.2m.

Bhain an Chuideachta éifeachtúlacht mhéadaithe amach i rith na bliana trí dhíriú gan staonadh ar shrianadh costas neamhphá agus laghdú 300 ar Choibhéis Lánaimseartha (CTE). Tá sé seo tábhachtach mar gur bhunaigh sé bonn costais níos ísle don Chuideachta agus go bhfuil clár éifeachtúlachta curtha ar bun aici a leanfar ar aghaidh leis in 2023. Bainistíodh arduithe praghsanna don earnáil poist go cúramach. Cuireadh i bhfeidhm iad ar bhealach íogair do chustaiméirí agus chruthaigh siad sruth ioncaim a éascaíonn ardchaighdeán agus inbhuanaitheacht sna seirbhísiú do chustaiméirí pearsanta agus gnó.

Chonacthas fás leanúnach i rith na bliana san earnáil ríomhthráchtála. Coinníodh méid suntasach de na harduithe suntasacha a rinneadh ar ioncam beartán agus paicéad le linn na paindéime. Tá líon na mbeartán agus na bpaicéad breis is 100% níos airde anois ná mar a bhí roimh an phaindéim. Chruthaigh sé seo sruth gnó nua don Chomhlacht ar cuireadh fáilte mhór roimhe agus ar féidir tógáil air. Sa chaoi chéanna, tá custaiméirí tar éis fillleadh ar líonra Oifig an Phoist agus bhí an €164.7m a fuarthas mar ioncam in 2022 níos airde ná an €154.5m a fuarthas in 2021. Tá laghdú ag teacht ar ioncam traidisiúnta Oifig an Phoist ó Leas Sóisialach a dháileadh. Léiríonn sruthanna suntasacha ioncaim eile amhail táirgí Coigiltis Stáit agus Seirbhísiú Airgeadais láidreacht agus fás leanúnach. Fáiltítear roimh an bhfillleadh ar thaisteal eachtrach agus in 2022 díoladh €203m d'airgeadra eachtrach in airgead tirim agus i gcártaí malairte eachtraí tríd An Post.

	2022 €m	2021 €m
Ioncam	888.1	890.6
TRÚCDA roimh míreanna aon uaire	18.6	16.2
Cailteanas don bhliain roimh chostais eisceachtúla	(27.4)	(26.3)
Cailteanas don bhliain i ndiaidh míreanna eisceachtúla	(224.1)	(37.9)
Sócmhainn phinsin shochair shainithe a atomhas	356.3	348.9
Ioncam Cuimsitheach Iomlán don bhliain	130.8	312.4

Tionchar Custam agus na Breatimeachta

Bhí tionchar suaite ag Brexit ar thrádáil idirnáisiúnta na hÉireann ar go leor bealaí. Bhí athruithe forleathana beartaithe le fada ar rialacháin chustaim an AE a rialaíonn earraí a thagann isteach/a fhágann an AE tríd an líonra poist agus cuireadh i bhfeidhm iad le linn na Breatimeachta. Chuir cur i bhfeidhm luath rialacháin agus athruithe Custaim an AE isteach go mór ar Éirinn go háirithe, ag cur san áireamh an méid beartán a thagann isteach sa tír ón mBreatain. Is í earnáil an Phoist an earnáil is mó a ndeachaigh siad i gcion uirthi. Mar thoradh ar bhailiú sonraí agus custaim ó sheoltóirí aonair agus ó fhaighteoirí míreanna tríd an bpost cruthaíodh coincheapa iomlána nua do thionscal an phoist chun trácht nach trácht ón AE é a oiriúnú agus a bhainistiú agus freastal ar leasanna agus cearta tomhaltóirí ag an am céanna. Creidimid go láidir go bhfuil pragmatachas ó údarais ina leith seo ag teastáil chun leasanna na saoránach a chosaint.

Rinne An Post infheistíocht shuntasach i gcórais, i mbonneagar agus in eolas chun cabhrú le custaiméirí an cur isteach a sháru. Bailíodh beagnach €65m i dtáillí custaim thar ceann an Stáit sa bhliain. Chuir ualach na gcánacha seo agus suaitheadh na slabhraí soláthair míchompord suntasach ar chustaiméirí An Post agus chruthaigh sé dúshlán airgeadais agus clú don eagraíocht. Beidh an bonneagar agus an t-eolas a forbraíodh chun déileáil leis na dúshláin sin ina sócmhainn shuntasach don chuideachta nuair a bheidh An Post ag dul ar aghaidh go dtí an chéad chéim eile dá bhunathrú.

Baineadh TRÚCDA de €18.6m amach in ainneoin fíor-drochthionchar airgeadais a bhain le laghdú suntasach ar mhéideanna idirnáisiúnta a tháinig isteach ag eascairt as costas méadaithe táillí custaim/CBL agus an cur isteach a tharla mar gheall ar an bpáipéarachas trom a bhí riachtanach. Seachas an tionchar an laghdú ioncaim, tabhaíodh costais shuntasacha chun freastal ar na riachtanais. Cúitíodh iad seo i bpáirt le cistí ó Chúlchiste Coigeartaithe na Breatimeachta.

Comhaontú Pinsean

Tá an scéim pinsean sochair shainithe atá i bhfeidhm ag an gCuideachta ar cheann de na scéimeanna is mó sa Stát. Tá an scéim á rialú ag Iontaobhaithe arna gceapadh ag an gCuideachta agus ag ionadaithe na bhfostaithe.

D'eascair barrachas an-suntasach ón chaoi a rialaíodh an Scéim go stuama ar feadh i bhfad. Baineadh é seo amach trí chomhoibriú iomlán leis na hlontaobhaithe, an Chuideachta agus ionadaithe na foirne. Is mar gheall ar foighne na mball foirne maidir le glacadh le teorainneacha ar shochair, feidhmíocht infheistíochta agus ranníocaíochtaí na cuideachta atá an barrachas sin ann. Tá breithniú déanta ag na páirtithe ar an athbhreithniú tríbhliantúil agus ar thorthaí na Cúirte Oibreachais a thug moltaí áirithe do na páirtithe.

Is é an toradh atá air ná go ndéanfar cuid de na sochair a bhíodh ag fostaithe agus pinsinéirí a athbhunú, go ndéanfar athruithe ar rátaí ranníocaíochta na Cuideachta agus go mbainfeadh an lian ar shócmhainní na Cuideachta atá i seilbh na Scéime Pinsean.

I gcomhréir leis na Caighdeáin Idirnáisiúnta um Thuairisciú Airgeadais (IFRS) taifeadadh cuntas air seo sna figiúirí go dtí mí na Nollag 2022. Maidir le glanthonchar fheidhmíocht infheistíochta i rith na bliana agus an t-athrú luachála ar dhliteanais na scéime de bharr boinn tuisceana ráta lascaire rinneadh iad a thaifeadadh mar ghluaiseacht dhearfach €356m sna cúlchistí, agus is méadú suntasach é ar luach an Chláir Chomhardaithe sa bhliain. Éilíonn na coinbhinsiúin chuntasaíochta go dtaifeadtar athshlánú na sochar mar mhír sa chuntas brabúis agus cailteanais. Dá thoradh sin, aithnítear €217.9m mar mhír eisceachtúil i mbliana, is é sin €190.5m maidir le hathshlánú sochair agus €27.4m maidir le tionchar na gnáthaoise scoir a laghdú ó 68 go 66 ag teacht leis na hathruithe ar aois an Phinsin Stáit. Taifeadadh €666.2m mar shócmhainn Phinsin ar an gClár Comhardaithe ar an 31 Nollaig 2022, arb ionann í sin agus sócmhainní de €3,220m agus dliteanais de €2,553.8m.

Athbhreithniú ar Chúrsaí Airgeadais ar lean

Bonneagar

Tá bonneagar foirgneamh agus líonraí ag an gCuideachta a chuireann ar a chumas freastal ar riachtanais an chustaiméara. De réir mar a leanann an tionscal ar aghaidh ag athrú go tapa, beidh comhdhéanamh bhonneagar litreacha agus beartán An Post ag athrú freisin, ach chuir an phaindéim moill ar an atógáil rithábhachtach sin. Tá gá le saoráidí saincheaptha níos mó a dhearadh le haghaidh oibríochtaí beartán ríomhthráchtála chomh maith le litreacha le cur in ionad an iliomad oibríochtaí beaga a dearadh le haghaidh litreacha amháin. Mar an gcéanna, de réir mar a leanann iompar tomhaltóirí ag athrú, tá athrú ag teacht ar riachtanais ghnóthaí Miondíola. Leanfar ar aghaidh le hinfeistíocht in athbheochan agus comhdhlúthú an ghréasáin, mar aon le táirgí agus seirbhísí nua a chur ar fáil go céimneach chun freastal ar stíleanna maireachtála agus roghanna an chustaiméara.

Forbairt shuntasach amháin in 2023 is ea oscailt lárionad corparáideach nua An Post i gcathair Bhaile Átha Cliath. Soláthroidh sé seo timpeallacht oibre nua-aimseartha, solúbtha a bheidh níos oiriúnaí do chuid mhór d'ionad corparáideach An Post agus beidh Oifig phoiblí an Phoist agus Músaem Ard-Oifig an Phoist le fáil i gcónaí ag Ard-Oifig an Phoist i Sráid Uí Chonaill.

Fochuideachtaí

D'fheidhmigh Air Business, oibreoir breisluaicha poist agus ríomhthráchtála An Post atá bunaithe sa RA go han-mhaith in 2022. Táthar ag leanúint le seirbhísí nuálaíocha nua a thacaíonn le fiontair atá ag fás agus a bhfuil dáileadh domhanda acu. Tá seirbhís síntiúis ann freisin agus an cumas raon seirbhísí cumaiscthe a thairiscint don phríomh-mhargadh in earnáil na foilsitheoireachta chomh maith le raon méadaitheach cliant ar fud na ríomhthráchtála. Déanann Air Business bainistiú freisin ar sheirbhís seachsheoltaí Address Pal don ghnóthaí poist. Cuireann sé droichead ar fáil do ghnó UK Ireland agus is gné thábhachtach é de línte gnó USA Ireland.

Leanann An Post Insurance ar aghaidh ag trádáil go brabúsach agus is oibreoir a bhfuil meas mór air in earnáil a bhfuil athruithe suntasacha tagtha uirthi. Tá gnólaicteáil eile lena n-áirítear PrintPost Limited, An Post BillPost Processing Service Limited agus An Post GeoDirectory DAC go léir ag trádáil go maith agus ag bogadh ar aghaidh le tairiscintí breise maidir le táirgí.

An Crannchur Náisiúnta

Tá ról suntasach ag An Post i gcónaí sa Chrannchur Náisiúnta mar phríomh-asraon dáileacháin agus soláthraíonn sé Stiúirtheoirí do Bhord na cuideachta oibriúcháin, Premier

Lotteries Ireland (PLI). Tá toradh láidir i gcónaí ar infheistíocht na scairshealbhóirí.

Rialáil

Tá an gnó faoi réir rialacháin ó roinnt comhlachtaí lena n-áirítear Banc Ceannais na hÉireann (CBOI), ComReg agus comhlachtaí eile um rialáil gnó.

Bhí baint ag an CBOI leis an eagraíocht i gcaitheamh na bliana. Is caidreamh tábhachtach é seo ó thaobh An Post de agus tá clár gníomhach infheistíochta le cur ar siúl de réir mar a chuireann an Cuideachta leis an ngnó leathan seirbhísí airgeadais atá acu. Tá 35 ról san eagraíocht atá faoi réir réimeas Oiriúnachta agus Ionracais Bhanc Ceannais na hÉireann.

Is príomh-pháirtí leasmar gnó é ComReg le haghaidh gnó poist agus beartán. Beidh athruithe sa timpeallacht rialála don phost sa todhchaí chun riachtanais chustaiméirí a éascú i dtimpeallacht atá ag athrú. Beidh sé riachtanach sonraí táirgí agus praghsanna a ailíniú le riachtanais athraitheacha an tomhaltóra agus beidh soláthar éifeachtach seirbhísí rithábhachtach sna blianta amach romhainn.

Clár Comhardaithe agus Maoiniú

Tá bonn fóna airgeadais faoi Chlár Comhardaithe An Post agus €811m mar cothromas iomlán ann. Tacaíonn an neart suntasach seo leis an gComhlacht Straitéis a chur i bhfeidhm agus a misean a chomhlíonadh. Bhí acmhainní saora airgid de €60m ag an gCuideachta ag deireadh na bliana i Mí na Nollag, 2022.

Tá socrúithe maoinithe tráchtála i bhfeidhm leis an mBanc Eorpach Infheistíochta agus saoráid iasachta €34.5m, agus saoráid tarraingthe €17.5m le Banc na hÉireann. Tá lasacht €30m ón Rialtas fós ar an gClár Comhardaithe a fuarthas in 2017 chun Téarnamh Straitéiseach An Post a mhaoiniú. Is é an figiúr coimeádach 10.4% cóimheas ghlanfhiachas an Chláir Comhardaithe.

Conclúid

Leanann Grúpa An Post ar aghaidh ag cur straitéise uailmhianaí chun cinn don todhchaí agus tá dóthain acmhainní acu chun í sin a bhaint amach. Cinnteoidh athdhírú an Ghrúpa i ndiaidh na paindéime agus cur i bhfeidhm na Straitéise i gcónaí go mbeidh rath leanúnach ar an ngnó.

Peter Quinn

Peter Quinn
An Príomhoifigeach Airgeadais
23 Márta 2023



Tá líon na mbeartán agus na bpaicéad breis is 100% níos airde anois ná mar a bhí roimh an bpaindéim.

Athbhreithniú ar Phoist agus ar Bheartáin



Ar cheann de na tionscadail thrasfheidhmeacha agus nuálaíocha is mó a bhí againn in 2022 bhí an chéad stampa digiteach ar domhan a sheoladh le deimhniú seachadta an chéad lá eile trí théacs nó ríomhphost, rud a léirigh dul chun cinn mór digiteach inár seirbhísí poist.

Covid a fhágáil inár ndiaidh

Tá sé deacair a chreidiúint go raibh muid díreach tar éis covid a fhágáil inár ndiaidh an t-am seo anuraidh tar éis dúinn na mílte tástálacha antaigine a sheachadadh seacht lá na seachtaine le linn R1 2022 thar ceann FSS. Dhaingnigh sé seo an meas mór a bhí ag an bpobal ar ár bhfoireann seachadta agus sórtála a chothaíodh le linn na paidéime, agus iad ag leanúint orthu ag teacht go doirse ár gcustaiméirí lá i ndiaidh lae le litreacha agus beartáin.

Cé go raibh roinnt dúshlán le sárú sa chéad leath de 2022 nuair a tháinig laghdú leanúnach ar líon na litreacha agus laghdú ionchais ar líon na mbeart de réir mar a rinneadh siopaí miondíola a athoscailt, a bhuí do rún díongbhálta fhoireann Litreacha agus Beartáin An Post ar fud na tíre agus tréimhse théarnaimh láidir ab ea dara leath na bliana. Faoi dheireadh na bliana bhí cúrsaí litreacha cothrom le leibhéal na bliana 2921 agus sa dara leath den bhliain, seachadadh an líon beartán ab' airde riamh nuair a tháinig méadú 21% ar leibhéal na tréimhse céanna in 2021. Faoi dheireadh na bliana bhíomar ag seachadadh 100% níos mó beartán go seasta in aghaidh an lae ná mar a bhí sular tháinig an phaindéim in 2019.

Le linn na coicíse tar éis Aoine Mhór na Siopadóireachta, rinneamar breis is 3 mhiliún beartán a sheachadadh agus an ráta a bhí sa tír againn ó thaobh iad a sheachadadh an lá dár gcionn. Tugadh ardmholadh dúinn ar fud an domhain nuair a sheolamar ár bhfeachtas nua Fear Stáin na Nollag agus sheachadamar 20% níos mó beartán ná an bhliain roimhe sin. Sheachadamar 32 milliún cárta agus litir thar thréimhse na Nollag.

Bhí ár bhfoireann díolacháin athspreagtha agus bhuaigh siad conarthaí nua agus mhéadaigh ár sciar den mhargadh. D'éirigh thar barr linn cuntais shuntasacha mar Shein, JD Sports, Boohoo agus Nespresso a bhuaich, agus tá níos mó toirte Amazon faighte againn óna líonra seachadta féin. Tagann 38% dár seachadtaí anois ó chonarthaí a gnóthaíodh le linn dara leath na bliana seo. Tháinig méadú níos mó ná 5% arís in 2022 ar líon na bhfiontar beaga agus meánmhéide (FBManna) a bhain leas as stampaí lascaithe agus as postas beartán trí Chárta Buntáiste An Post, rud a léiríonn an tóir a bhí ar an tacaíocht shimplí, phraiticiúil seo. Ba mhór an éacht é seo agus táimid ullmhaithe go maith do bhliain láidir in 2023.

Sprioc Mhúnla Oibriúcháin

Ullmhaíonn ár Sprioc Mhúnla Oibriúcháin straitéiseach muid do dhomhan ina mbeidh seachadadh beartán agus ríomhthráchtáil ag méadú agus don chuma a bheidh ar An Post in 2030, agus déanfaimid mapáil ar eagrú ár ndaoine, uathoibriú, láithreáin, foirgnimh agus trealamh don todhchaí. Chuir ár bhfoireann claochlú ár ngnó chun cinn agus sholáthraigh siad athrú tábhachtach ar fud ár líonra ionad próiseála agus cuireadh éifeachtúlachtaí seachadta go dtí an mhíle deiridh i bhfeidhm trí úsáid breosla a laghdú agus trí bharrfheabhsú ar bhflít iompair. Tá an fhlít leictreach is mó in Éirinn againn i gcónaí agus níos mó ná 1,000 fheithicil agus trírothach leictreach ar bhóithre na hÉireann gach lá. Chuir sé seo ar ár gcumas cáilíocht ár seirbhíse a fheabhsú, a bheith níos éifeachtúla agus sciar níos mó gnó a bhaint amach sa deireadh thiar.

An Chéad Stampa Digiteach ar domhan

Mar cheann de na tionscadail thrasfheidhmeacha agus nuálaíocha is mó i mbliana sheolamar an chéad stampa digiteach ar domhan mar aon le deimhniú seachadta an chéad lá eile trí théacs nó ríomhphost, rud a léirigh dul chun cinn mór digiteach i seirbhísí poist ag seachadóir náisiúnta poist na hÉireann. Tá an Stampa Digiteach ar fáil anois le ceannach ar an bpointe trí Aip An Post. Céim mhór chun tosaigh a bhí i bhforbairt an Stampa Dhigitigh maidir le hathrú digiteach a dhéanamh ar ár ngnó poist agus beartán agus is é an chéad chéim eile é inár dtiomantas chun freastal ar éilimh athraitheacha ár gcustaiméirí ar sheirbhísí digiteacha nuálacha atá inrochtana agus éasca le húsáid. Ó díoladh 30,000 sa chéad dá mhí, agus ó tháinig méadú 500% ar íoslódálacha Aip An Post, tá ag éirí go hiontach leis seo i gcónaí lenár gcustaiméirí a bhfuil meas acu ar áisiúlacht agus ar inacmhainneacht. Tá Stampa Digiteach ar féidir é a úsáid go hidirnáisiúnta a fhorbairt faoi láthair agus tá sé le seoladh in 2023.

Fás Domhanda

In 2022 leathnaíomar ár dtrádáil le margaí idirnáisiúnta nua lena n-áirítear an tSín agus SAM, rinneamar conarthaí le miondíoltóirí suntasacha, agus mhéadaíomar ár ngnó breis agus faoi thrí leis na tíortha sin in aon bhliain amháin agus tá súil againn go ndéanfaimid é a dhúbailt arís in 2023. Cosúil le 95% dár gcustaiméirí ríomh-mhiondíoltóirí, bainfidh an gnó nua seo leas as réiteach Dleacht Íochta An Post, rud a chinnteoidh go gcríochnófar doiciméadúcháin digiteach go héasca agus go n-íocfar gach íocaíocht custaim agus CBL ag an bpointe ceannaigh, rud a chinnteoidh seachadadh tapa, rianúil ón ríomh-

mhiondíoltóir chuig an gcustaiméir glactha, agus gan aon chuid den chur isteach nó suaitheadh a d'fhulaing roinnt custaiméirí pearsanta a cheannaigh ó mhiondíoltóirí lasmuigh den AE nach gcomhlíonann rialacháin dhiana chustaim an AE fós.

Feidhmíocht

Cinntíonn cáilíocht agus iontaofacht na seirbhíse pearsanta a sholáthraíonn ár bhfoireann iontaofa seachadta go dtí an 'míle deiridh' gur chomhlacht faoi leith é An Post. Tacaíonn córais agus trealamh sonraí de scoth an domhain leo agus leanaimid ar aghaidh ag infheistiú i spásanna oibre níos fearr atá níos oiriúnaí do mhéid na mbeart atá ag fás go tapa agus don fhlít leictreach atá ag fás go tapa freisin. Is féidir lenár bhfir phoist agus mná poist beartáin agus litreacha a sheachadta go 2.3m pointe seolta gach lá, bailíonn siad iad freisin ó níos mó ná 5,000 bosca poist, ó 910 oifig poist agus ó 300 custaiméir mór gnó gach lá oibre. In 2022, bhaineamar amach leibhéal seachadta 95.9% an lá dár gcionn, rud a léirigh ár dtiomantas do chaighdeán seirbhíse dár gcustaiméirí gnó agus pearsanta go léir, idir uirbeach agus thuaithe.

Mo bhuíochas

Táim bródúil as a bheith ag obair le m'fhoireann Post agus Beartán ar fud na tíre. Is iad sin a chinntíonn go bhfuil An Post chomh speisialta agus chomh uathúil sin, agus cuidíonn an obair a dhéanann siad gach lá lena chinntiú go mbeidh An Post ann i gcónaí do na glúine atá le teacht. Ba mhaith liom freisin buíochas a ghabháil leis an CWU as a dtacaíocht in 2022. Cinntíonn an chomhpháirtíocht lenár gceardchumann gur féidir linn gnó a bhuaich agus a choinneáil, agus suaimhneas intinne ár gcustaiméirí a chinntiú gach lá.

Ag Féachaint Amach Romhainn

Cinntíonn sé seo go léir go bhfuil muid láidir, muineach agus muid ag breathnú i dtreo 2023. Tá spriocanna uailmhianacha leagtha síos againn dúinn féin maidir le sciar den mhargadh agus claochlú agus tá muinín agam go mbainfidh amach na spriocanna sin.

Garrett Bridgeman
Stiúrthóir Bainistíochta
An Post Commerce
23 Márta 2023

Poist agus Beartáin

Sciar den mhargadh atá ag fás de bharr nuálaíochta, iontaofachta agus ardchaighdeáin.

1ú

Sheolamar an chéad stampa digiteach ar domhan

32m

Sheachadamar 32 milliún cárta agus litir thar thréimhse na Nollag

1,200

D'infheistíomar sa fhlít feithiclí is mó in Éirinn: 1,200 feithicil agus trírothach leictreach

500%

Leathnaíomar ár n-aimsíú lucht féachana digiteach agus méadú 500% ag teacht ar íoslódálacha aip An Post

100%

Sheachadamar 100% níos mó beartán sa lá ná leibhéal 2019 roimh an bpaindéim

Athbhreithniú ar Chúrsaí Miondíola



Is muid an líonra miondíola is mó in Éirinn agus thart faoi 910 oifig poist againn i gcroílár na bpobal áitiúil ar fud na tíre ina soláthraimid raon leathan seirbhísí ríthábhachtacha don phobal lena n-áirítear íocaíochtaí leasa shóisialaigh, postas beartán agus litreacha, seirbhísí baincéireachta pobail, airgeadra eachtrach, Coigiltis Stáit, Duaisbhannaí, cártaí bronntanais One4all, íocaíochtaí bille, iarratais ar phasanna, Ceadúnais Teilifíse, An Post Mobile, pleananna An Post Insurance do mótarfheiticilí mar aon le hárachais tí, taistil agus peataí agus tarchur airgid Western Union chuig níos mó ná 200 tír.

Trádáil agus Inbhuanaitheacht Líonra 2022

Tá scála an ghréasáin ollmhór agus tugann thart faoi 1.1m custaiméir cuairt orainn in aghaidh na seachtaine agus rinne siad 84 milliún idirbheart cuntair in 2022 arbh fhiú €13.4bn san iomlán iad. Is príomhphointe teagmhála é líonra oifigí An Phoist idir saoránaigh na hÉireann agus an rialtas. In 2022 rinneamar 35 milliún idirbheart thar ceann an rialtais. Is é Leas Sóisialach bunchloch líonra oifigí An Phoist agus tugadh thart faoi €6.5bn amach in íocaíochtaí leasa shóisialaigh anuraidh thar ceann Rialtas na hÉireann lena n-áirítear na tacaíochtaí breise um costas maireachtála.

Thosaigh an gnó ar fhás arís tar éis na paindéime agus tháinig fás láidir ar dhíol na bpríomhtháirgí. B'ionann an t-ioncam agus €164.7m, méadú 6.6% bliain ar bhliain de réir mar a thosaigh fás ag teacht ar ár bpríomhtháirgí agus gur chuireamar dlús faoinár straitéis claochlaithe chun gréasán inbhuanaithe a chruthú trí infheistíocht i dtáirgí agus i seirbhísí nua agus in oiliúint tráchtála.

D'oibríomar i gcomhar le hAontas Máistrí Poist na hÉireann agus fuairéamar €30m de mhaoiniú stáit ón rialtas do Mháistrí Poist thar 3 bliana - céim ríthábhachtach lena chinntiú go mbeidh líonra Oifig an Phoist ann i gcónaí.

Tá baincéireacht phobail ar fáil do gach saoránach trí líonra oifigí an phoist

In 2022 tháinig méadú 22% ar ár seirbhísí baincéireachta ar fud an líonra agus go digiteach bliain ar bhliain. Tá sé ríthábhachtach go mbeadh rochtain ag na saoránaigh go léir ar sheirbhísí baincéireachta agus airgid thirim ina bpobail áitiúla. Níl aon bhanc le fáil laistigh de chúig chiliméadar ó 540 Oifig Poist agus níl banc le fáil laistigh de 10 gciliméadar ó 375 Oifig Poist eile.

- **Comhpháirtíocht le Banc-Aontas Éireann agus Banc na hÉireann** - Tháinig fás 29% ar idirbhearta in 2022 bliain ar bhliain nuair a bhain tomhaltóirí agus gnólachtaí beaga úsáid níos mó as oifigí poist toisc go raibh siad níos cóngaraí dóibh agus ar oscailt ó 9am go 5.30pm i rith na seachtaine agus go dtí 1pm ar an Satharn.
- **Coigiltas Stáit GBCN** - Riaramar €25bn i gCoigiltis Stáit in 2022, 15% den choigiltas náisiúnta ar fad agus leanamar ar aghaidh ag forbairt an chonartha ríthábhachtach seo trí ghnéithe digiteacha nua a chuireamar ar fáil i gcaitheamh na bliana.
- **An Post Money**
 - Is muid an soláthraí is mó d'airgead eachtrach sa tír agus tá ár ngnó FX ag filleadh ar thart faoi 70% den mhéid a bhí againn roimh an phaindéim. Tháinig méadú 322%

bliain ar bhliain ar chárta airgeadra An Post Money i gcomhpháirtíocht le MasterCard. Tá 16 airgeadra á thairiscint ar an gcárta agus is bealach slán sábháilte é chun airgead agus táillí idirbheartaíochta a bhainistiú thar lear.

- Ós rud é go bhfuil KBC agus Banc Uladh ag imeacht ón margadh, tháinig níos mó ná 40,000 custaiméir chuntais reatha nua chugainn, rud a thug sciar 8% d'úinn den mhargadh aistrithe mar a thomhaistear é ag Red C. Bhíomar go mór chun tosaigh maidir le hiasachtaí pearsanta, tháinig méadú 55% ar iasachtaí agus dúbalaíodh líon na gcártaí creidmheasa a eisíodh, bliain ar bhliain.
- Ó bhí géarchéim costais mhaireachtála ar fud na tíre chuireamar gnéithe agus feidhmiúlacht úrscothach le haip An Post Money lena n-áirítear Money Manager, uirlis anailíse agus buiséadaíthe a chuireann ar chumas custaiméirí a gcuid airgid a bhainistiú níos fearr.
- Thugamar ár n-ionad glaonna inmheánacha An Post Money ar ais ón RA agus sheolamar gné nua um chomhrá gréasáin.
- Tháinig fás 101% bliain ar bhliain ar chuntas reatha Money Mate ina bhfuil cárta agus aipeanna do pháistí idir 7-15 bliana d'aois agus dá dtuismitheoirí a chabhraíonn le daoine óga foghlaim conas a gcuid airgid a bhainistiú agus a shábháil.

Bhí fochonradh nua againn chun cártaí Leap a sholáthar ag 2,500 asraon

A bhíochas le conradh nua cúig bliana a comhaontaíodh idir an tÚdarás Náisiúnta Iompair (NTA), Cubic Transportation agus An Post, ó mhí na Bealtaine 2023, beidh ceannach nó breisiú Cárta Leap TFI ar fáil go heisiach trí 910 oifig poist de chuid An Post agus in 1,600 siopa áise PostPoint ar fud na tíre, ag cur rochtain áisiúil ar fáil do chách ar ghréasán iompair atá ag éirí níos inbhuanaithe agus atá ag méadú go tapa.

Ríomhthráchtáil a chur chun cinn do thomhaltóirí agus do ghnólachtaí beaga

Is é líonra Oifigí An Phoist an tseirbhís as baile is mó in Éirinn maidir le beartáin a bhailiú nó a sheoladh ar ais. Ós rud é go bhfuil oibríthe ag filleadh ar a n-oifigí, is féidir le tomhaltóirí rogha a dhéanamh a gcuid beartán a atreorú chuig Oifigí Poist nó chuig asraonta PostPoint lena mbailiú nó lena seoladh ar ais. Soláthraíonn Oifigí Poist seirbhís riachtanach freisin do ghnólachtaí beaga agus iad ag méadú a ngnó ar líne trí lascaíní ar lipéid bheartán agus ar phostas leis an gCárta Buntáiste.

Baint amach ár gCuspóir

Tá ról lárnach ag Oifigí Poist i gcroílár na bpobal. Dhá rud shuntasacha i mbliana inar bhaineamar amach i ndáiríre an cuspóir a bhí againn ná an freagra a thugamar ar thragóid an Chraosloigh agus an chaoi ar thacaíomar le dídeanaithe ón Úcráin.

Cé a dhéanfaidh dearmad ar an Aoine tubaisteach sin i mí Dheireadh Fómhair i sráidbhaile an Chraoslaigh i gContae Dhún na nGall? Ba mhaith liom aitheantas a thabhairt dár Máistreás Poist agus dár gcléireach a bhí ag obair in Oifig an Phoist an tráthnóna sin. Ba é an imní ba mhó a bhí orthu ná a gcustaiméirí a thabhairt slán. Tháingamar le chéile chun Ciste Tacaíochta Phobal an Chraoslaigh a sheoladh i gcomhar le Cumann Chrois Dhearg na hÉireann, nuair a thiomsaíodh níos mó ná €1.5milliún laistigh de cheithre seachtaine. Tiomsaíodh os cionn €600,000 den mhéid sin trí Oifigí Poist agus tharscaoil An Post na táillí ar fad.

Bhí líonra Oifigí an Phoist agus an fhoireann i gcroílár an fhreagra a tugadh do shaoránaigh na hÚcráine a bhí ag teacht go hÉirinn. Thacaigh siad leo chun leas a bhaint as an gcóras leasa shóisialaigh, cuntais bhainc a bhunú agus fóin phóca a bheith acu, lena n-áirítear glaonna saor in aisce chuig an Úcráin, agus Pointe slán Seolta a thabhairt dóibh má bhí siad ag fanacht i gcóiríocht shealadach.

Gabhaim buíochas lenár Máistrí Poist agus le baill foirne Oifigí an Phoist agus iad a dhéileáil le custaiméirí nua, a raibh go leor acu an-chorraithe, agus é sin a dhéanamh go foighneach agus le meas. Rud uathúil faoi An Post an bhraistint láidir bróid agus pobail atá le sonrú ann.

Ag breathnú i dtreo na todhchaí

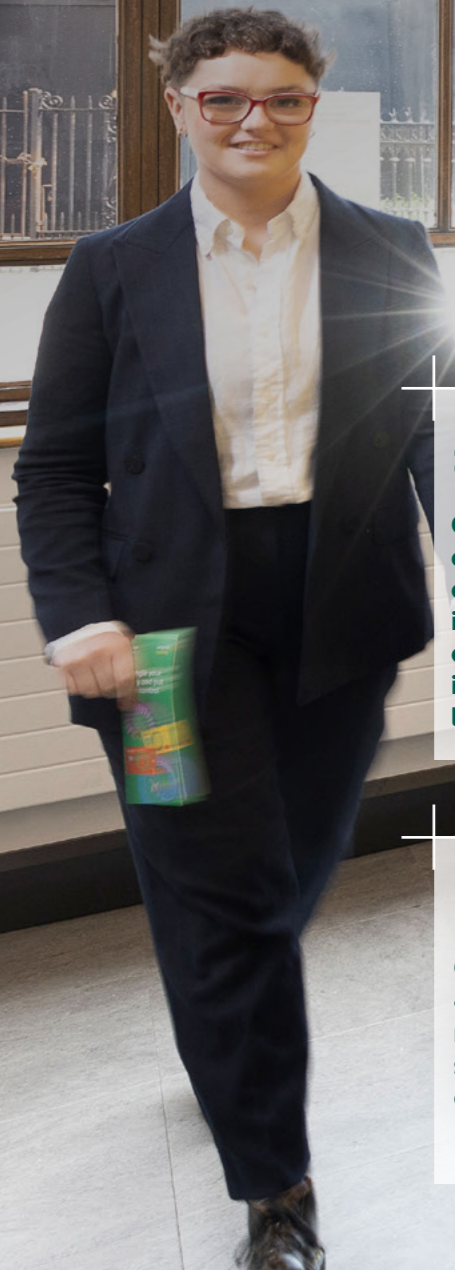
I rith 2023 agus ina dhiaidh sin beimid ag leanúint ar aghaidh le fás leanúnach a chur faoinár seirbhísí airgeadais agus uirlisí simplí agus leideanna praiticiúla a chur ar fáil do chustaiméirí chun go mbeidh siad tuisceanach ó thaobh airgeadais de agus ag an am céanna líonra bríomhar, claochlaithe, inbhuanaithe a chur chun cinn.

Táimid ag tnúth le bheith ag obair leis an rialtas chun níos mó seirbhísí rialtais a thairiscint, ar líne agus go pearsanta, trí ghréasán náisiúnta na nOifigí Poist, agus a chinntiú go mbeidh rochtain éasca ag custaiméirí orthu agus go mbeidh gnó inbhuanaithe ag máistrí poist sa todhchaí.

Debbie Byrne
An Stúirthóir Bainistíochta
An Post Retail
23 Márta 2023

Miondíol

I gcroílár na bpobal áitiúil, ag soláthar raon leathan seirbhísí ríthábhachtacha don phobal.



€13.4bn

Chuireamar seirbhísí aghaidh ar aghaidh ar fáil do 1.1 milliún custaiméir in aghaidh na seachtaine agus láimhseáladar 84m idirbheart cuntair a raibh luach €13.4bn orthu

€25bn

Riaramar €25bn de Choigilteas Stáit in 2022, 15% den choigilteas náisiúnta go léir

40,000

Chuireamar fáilte roimh 40,000 custaiméir cuntais reatha nua, rud a thugann sciar 8% den mhargadh aistrithe dúinn

29%

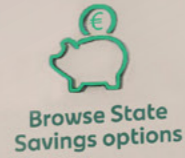
Tháinig ardú 29% ar líon na n-idirbheart baincéireachta agus bhain tomhaltóirí agus gnóthais bheaga níos mó úsáide as oifig an phoist



Baincéireacht féinseirbhís Self-service banking

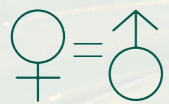
anpost
money

Féinseirbhís An Post Money
An Post Money Self Service



Athbhreithniú ar Inbhuanaitheacht

Tá i bhfad níos mó á dhéanamh ag An Post ná gealltanais a thabhairt agus pleananna a chruthú. Táimid i mbun gnímh chun inbhuanaitheacht a bhrú chun cinn agus áirítear iad seo a leanas ar chuid de na rudaí a bhaineamar amach in 2022:



An Bhearna Phá ó thaobh Inscne de a choinneáil ag nialas don dara bliain as a chéile



Gan aon dramháil a sheoladh chuig líonadh talún don chúigiú bliain as a chéile



Rinneadh measúnú den chéad chineál in Éirinn ar thionchair agus spleáchais a bhaineann leis an dúlra chomh maith leis na rioscaí agus deiseanna gaolmhara don ghnó



Laghdaíomar ár n-astuithe carbóin 12% bliain ar bhliain agus 35% ó 2009



Bhaineamar amach ár n-uaillmhian maidir le foinsí atá tíosach ar fhuinneamh a athsholáthar faoi 2022



Tugadh tacaíocht do dhídeanaithe ón Úcráin a tháinig go hÉirinn



Bailíodh €2.1m mar shintíúis charthanachta do Chiste Faoisimh na hÚcráine agus do Chiste Thacaíochta Pobail an Chraoslaigh trínár líonra Oifigí Poist agus tharscaoileamar táillí na idirbheart go léir



Ba é An Post an chéad chuideachta in Éirinn a creidiúnaíodh as clár rannpháirtíochta fostaithe a reáchtáil maidir le hinbhuanaitheacht



Ba muidne an chéad ghnó Éireannach a chláraigh don tionscnamh 'Beat the Peak' a laghdóidh úsáid leictreachais ó 5pm - 7pm



Thángamar sa tríú háit ar domhan ag Córas Tomhais agus Bainistíochta



Ritheann 30.8% dár gcabhlach feithiclí ar bhreosla malartach anois



Ainmníodh muid mar an eagraíocht is creidiúnaí in Éirinn i staidéar Ireland RepTrak® 2022



Leathnaíodh úsáid Ola Glasraí Hidrea-chóireáilte (HVO) go 12 feithicil earraí troma (HGV) i gCorcaigh tar éis rath na trialach i nGaillimh in 2021



Fochonradh nua chun cártaí Leap a sholáthar ag 2,500 asraon

Athbhreithniú ar Inbhuanaitheacht ar lean

Measúnuithe ar rioscaí aeráide

In 2022, rinneamar measúnú ar ár n-athléimneacht i bhfianaise na bpríomhrioscaí agus na ndeiseanna a bhaineann leis an aeráid.

Trí dhul i dteagmháil le páirtithe leasmhara ábhartha, táimid ag aithint bealaí chun saincheisteanna a bhaineann leis an aeráid a neadú tuilleadh inár gcórais agus inár bpróisis um bainistiú riosca. Aithnímid go bhfuil rioscaí fisiceacha agus idirthrímhseacha ag baint le hathrú aeráide do An Post, chomh maith le deiseanna, agus is é sin an fáth ar fhéach ár n-anailís cháilíochtúil ar rioscaí fisiceacha a eascraíonn as déine méadaithe an athraithe aeráide agus ar rioscaí idirthrímhseacha, mar iad siúd a bhaineann le hathruithe rialála agus dul chun cinn na teicneolaíochta.

In 2022 rinneamar measúnú gnó agus bithéagsúlachta freisin chun ár straitéis bithéagsúlachta a fheabhsú a bhí ailínithe le ceanglais i gcreat tuairiscithe nua TNFD. Measúnú den chéad chineál ab ea é sin anseo in Éirinn ar thionchair agus ar spleáchais a bhaineann leis an dúlra chomh maith leis na rioscaí agus deiseanna gaolmhara don ghnó.

Tá tuilleadh sonraí faoi gach gné den inbhuanaitheacht in An Post le fáil i dTuarascáil An Post faoi Inbhuanaitheacht 2022. Is féidir é seo a rochtain ag <http://anpost.com/Sustainability-Report-2022> agus spreagtar léitheoirí chun athbhreithniú a dhéanamh ar an ábhar seo chun léargas a fháil ar na gníomhartha atá á ndéanamh againn chun inbhuanaitheacht a chur chun cinn.

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An Bord Stiúrthóirí



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10



11



12



13



14



15

1. Carol Bolger
2. Frank Burke
3. Peter Coyne
4. Barry Gavin
5. Helen Kelly
6. Sinéad Mahon
7. Anthony McCrave
8. Pádraig McNamara

9. David McRedmond
Príomhoifigeach Feidhmiúcháin
10. William Mooney
11. Kieran Mulvey
12. Martina O'Connell
13. Mary O'Donovan
14. Gerry Sexton
15. Paula Butler
Rúnaí na Cuideachta

An Bord Bainistíochta



1



2



3



4



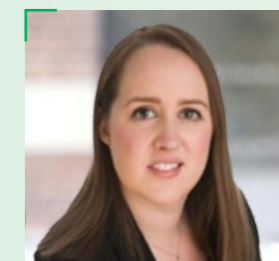
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6



7



8

1. David McRedmond
Príomhoifigeach Feidhmiúcháin
2. Garrett Bridgeman
Stiúrthóir Bainistíochta An Post Commerce
3. Paula Butler
Príomhoifigeach Riaracháin & Rúnaí na Cuideachta
4. Debbie Byrne
Stiúrthóir Bainistíochta An Post Retail

5. Des Morley
Príomhoifigeach Digiteachta & Teicneolaíochta
6. Eleanor Nash
Príomhoifigeach Foirne
7. Peter Quinn
Príomhoifigeach Airgeadais
8. Nicola Woods
Príomhoifigeach Claochlúcháin

Tuarascáil na Stiúrthóirí

Is cúis áthais do na Stiúrthóirí Tuarascáil na Stiúrthóirí a chur i láthair mar aon le ráitis airgeadais iniúchta an Ghrúpa don bhliain dar chríoch an 31 Nollaig 2022.

1. An Grúpa agus a Phríomhghníomhaíochtaí

Is é príomhghníomhaíocht an Ghrúpa an tseirbhís phoist náisiúnta agus gréasán na nOifigí Poist a oibriú. Bainistíonn sí roinnt fiontair thráchtála freisin agus tá infheistíocht aici in Premier Lotteries Ireland (PLI), oibreoir an Chrannchuir Náisiúnta.

2. Torthaí

Tá mionsonraí na dtorthaí don bhliain leagtha amach sa ráiteas comhdhlúite ioncaim ar leathanach 44 agus sna nótaí a ghabhann leis na ráitis airgeadais. Níor íoc na stiúrthóirí díbhinn eatramhach (2021: Nialas), agus ní mholann siad go n-íocfar díbhinn deiridh don bhliain (2021: Nialas).

3. Athbhreithniú Gnó

Baineadh amach TRÚCDA de €18.6m in 2022 (2021: €16.2m). Ba é cailteanas foriomlán an Ghrúpa don bhliain ná €224.1m. Mar sin féin, déantar an tomhas feidhmíochta seo tar éis cuntas a thabhairt ar chostais phinsin eisceachtúla de €217.9m sa bhliain a eascraíonn ó aischur i bpáirt ar shochair áirithe pinsin a gearradh siar roimhe seo, agus an t-athrú ar aois an Phinsin Stáit go 66. Déileáiltear níos mine leis an athbhreithniú ar ghnó don bhliain i dTuarascáil an Phríomhfeidhmeannaigh (leathanach 4) agus san Athbhreithniú ar Chúrsaí Airgeadais (leathanach 10).

Tugann na stiúrthóirí agus an lucht bainistíochta aird ar réimse príomhtháscairí feidhmíochta (PTFanna) chun monatóireacht a dhéanamh ar fheidhmíocht, iad seo san áireamh:

PTF	Feidhmíocht in 2022	Feidhmíocht in 2021
Toradh Oibriúcháin		
TRÚCDA roimh mhíreanna aonuaire mar chéatadán den ioncam	2.1%	1.8%
Costais foirne mar chéatadán de na costais oibriúcháin iomlána	61.2%	61.5%
Costais máistrí poist mar chéatadán de na costais oibriúcháin iomlána	6.2%	6.5%
Costais oibriúcháin eile mar chéatadán de na costais oibriúcháin iomlána	32.6%	32.0%
Foireann - Meán-Choibhéisí Lánaimseartha (CLA)		
Cuideachta	9,469	9,767
Fochuideachtaí	635	654
Grúpa	10,104	10,421
Gnó post agus beartán		
Ioncam ó phoist agus ó bheartáin	€614.4m	€623.8m
Laghdú ar líon na míreanna croílár postais	(5.9%)	(4.8%)
Gnó miondíola		
Ioncam miondíola	€164.7m	€154.5m
Idirbhearta leasa sóisialta	24.8m	24.4m
Idirbhearta BillPay	11.4m	12.9m
Ceadúnais Teilifíse Eisithe ag An Post	0.948m	0.951m
Táirgí Infheistíochta - glan-insreabhadh ciste	€116.1m	€456.8m
Banc Taisce An Post - glan-insreabhadh ciste	€347.9m	€502.0m
Duaisbhannaí - glan-insreabhadh ciste	€252.1m	€340.1m
Seirbhís do Chustaiméirí		
Gearáin/fiosrúcháin i scríbhinn	44,675	56,309
Fiosrúcháin ar an teiléafón	714,728	640,257

4. Bainistíocht Riosca

Mar ghnó tráchtála, tá An Post nocht do roinnt príomhrioscaí a bhféadfadh tionchar suntasach a bheith acu ar a fheidhmíocht agus ar a fhorbairt san fhadtárma. Tá sainaitheant agus bainistiú éifeachtach na rioscaí seo ríthábhachtach chun ár gcuspóirí straitéiseacha a bhaint amach. Cuid lárnach den phróiseas cinnteoireachta in An Post is ea bainistíocht riosca. Trí na rioscaí atá againn a thuiscint is féidir linn dul sa tóir ar bhuntáistí na rioscaí agus deiseanna athraithe a aithint aon uair a thagann siad chun cinn. Tá ár bpróisis agus rialuithe um bhainistiú riosca deartha chun na rioscaí a bhainistiú seachas iad a dhíchur.

Creat Bainistíochta Riosca

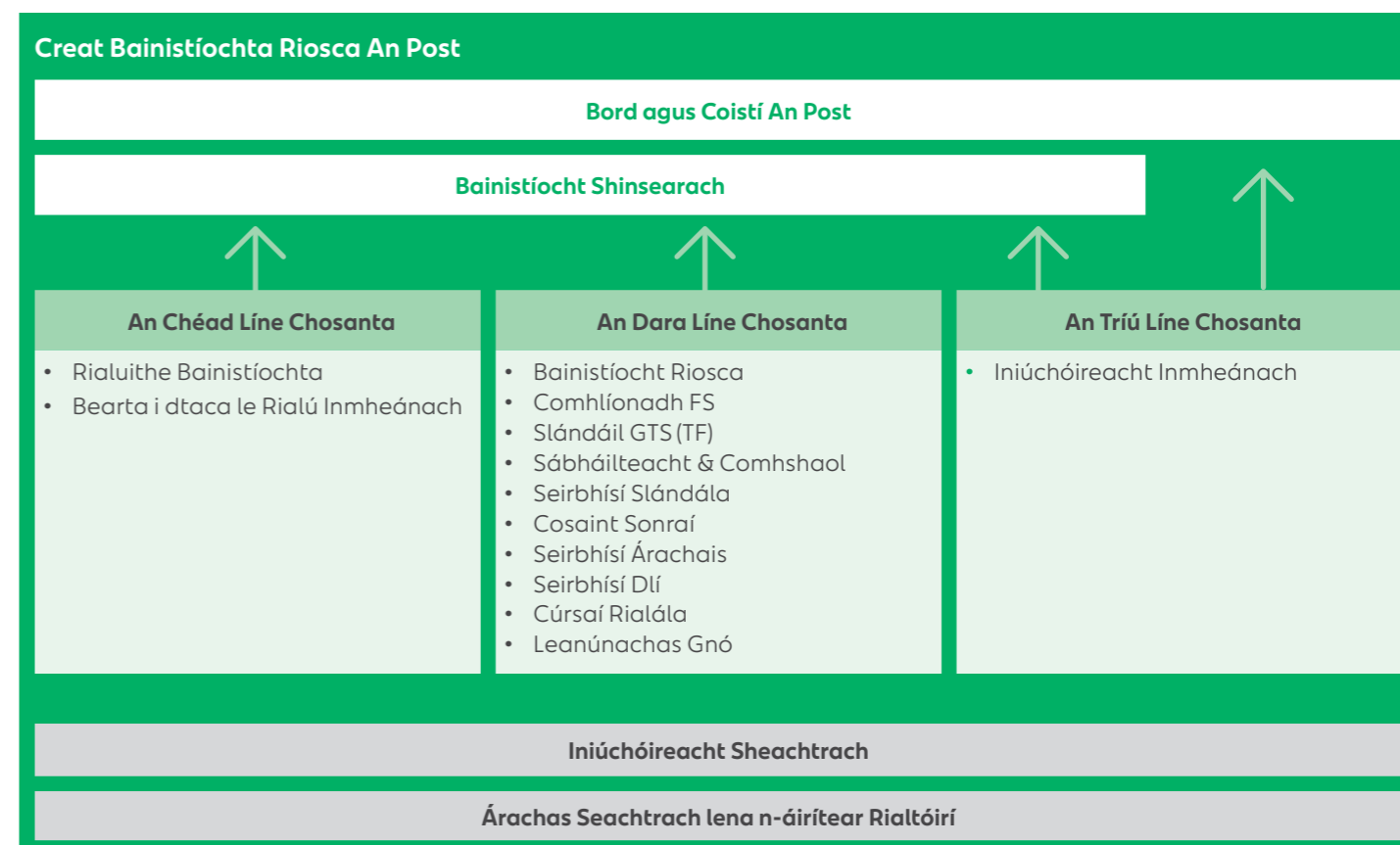
Tá freagracht deiridh ar Bhord An Post as rialú a dhéanamh ar gach gníomhaíocht a bhaineann le dul sa bhfiontar. Tá nithe suntasacha áirithe forchoimeáda go sonrach don Bhord lena gcinneadh. Tá freagracht iomlán ar an mBord freisin as a chinntiú go n-oibrímid nósanna imeachta iontaoifa um bainistíocht riosca agus, ar bhonn bliantúil ar a laghad, go ndéanann an Bord measúnú ar a n-éifeachtacht. Tacaíonn Coiste um Iniúcháireacht agus Measúnú Riosca an

Bhoird leis an mBord maidir le freagrachtaí a bhaineann le cúrsaí riosca, rialaithe agus dearbhaithe a mhaoirsiú.

Tá an lucht bhainistíochta freagrach as próisis agus rialuithe láidre a chur i bhfeidhm chun riosca a bhainistiú go héifeachtach. Tá an Príomhfeidhmeannaigh freagrach as éifeachtacht iomlán an chreata um bainistíochta riosca ag leibhéal an Fheidhmeannaigh.

Tá roinnt feidhmeanna speisialaithe um bhainistíocht riosca agus um dhearbhu comhlíonta i bhfeidhm a chuidíonn leis an lucht bainistíochta rioscaí sonracha le bainistiú go straitéiseach agus go laethúil. Tá siad freagrach freisin as monatóireacht neamhspleách bunaithe ar riosca chun a chinntiú go bhfuil próisis agus rialuithe cuí i bhfeidhm.

Tá Iniúcháireacht Inmheánach freagrach as dearbhú neamhspleách a sholáthar don Bhord agus don Lucht Bainistíochta Sinsearaí ar leordhóthanacht agus éifeachtacht na bpróiseas bainistíochta riosca atá i bhfeidhm.



Tuarascáil na Stiúrthóirí ar lean

4. Bainistíocht Riosca ar lean

Próiseas Bainistíochta Riosca

Cé gur próiseas leanúnach dinimiciúil é bainistíocht riosca, déanann an Bord measúnú foirmiúil ar na príomhrioscaí atá roimh An Post agus déanann an Bord iad a nuashonrú dhá uair sa bhliain ar a laghad, tráth faomhadh na ráiteas airgeadais agus freisin mar chuid den phróiseas planála straitéise. Tá an cur chuige comhdhéanta de mheasúnú straitéiseach ó bharr anuas ar riosca agus ar fhonn glactha riosca, lena n-áirítear measúnú ar an timpeallacht ghnó seachtrach. Déantar é sin mar aon le hathbhreithnithe riosca a dhéantar laistigh de na hAonaid Ghnó agus na Feidhmeanna Corparáideacha. Ar bhonn leanúnach

déanaimid monatóireacht ar fhorbairtí go himheánach agus go seachtrach chun aon rioscaí a thagann chun cinn a aithint.

Rioscaí atá Inghlactha

Cinneann Bord An Post an leibhéal riosca a bhfuilimid sásta glacadh leis chun ár gcuspóirí straitéiseacha a bhaint amach agus na rialuithe a chaithfidh muid a fheidhmiú chun na rioscaí sin a mhaolú. Tá an lucht bainistíochta freagrach as rioscaí a aithint agus a bhainistiú agus as cuspóirí gnó a bhaint amach ag teacht leis na rioscaí sin atá inghlactha. Athraíonn Inghlacthacht Riosca reatha An Post de réir catagóire riosca, a bhfuil mionsonraí ina leith leagtha amach thíos;

Achoimre ar Inghlacthacht Riosca De réir Cineál Riosca	Iompar i dtreo Riosca				
	Dochrach	Stuama	Cothromaíthe	Measartha mór	Ar lorg
Riosca Straitéiseach - na teagmhais inmheánacha agus sheachtracha trína bhféadfadh sé a bheith deacair, nó fiú dodhéanta, ár gcuspóirí agus ár spriocanna straitéiseacha a bhaint amach.					
Riosca Oibriúcháin - riosca caillteanas de bharr próisis neamhleora nó theipthe (lena n-áirítear earráid dhaonna), beartais, córais, teicneolaíocht agus/nó teagmhais a chuireann isteach ar oibríochtaí gnó a mbíonn drochthionchar acu ar an eagraíocht, ar a clú agus/nó ar a hairgeadas.	Seirbhísí Airgeadais		Gach Réimse Eile		
Riosca Airgeadais - aon bhagairtí a d'fhéadfadh cur isteach ar ár láidreacht airgeadais, ar bhrabúsacht nó ar ár gcumas ár n-oibleagáidí airgeadais a chomhlíonadh de réir mar a bhíonn siad dlíthe.					
Riosca maidir le Daoine - baol nach meallfaidh An Post na daoine cearta nó nach bhfuil na daoine cearta acu a bhfuil na scileanna agus na modhanna cearta oibre acu chun ár gcuspóirí straitéiseacha a bhaint amach.					
Riosca DLíthiúil/Rialála - d'fhéadfadh riosca smachtbhannaí dlíthiúla nó rialála, caillteanas airgeadais ábhartha, nó caillteanas clú An Post agus/nó a fhochuideachtaí tarlú mar gheall ar mhainneachtain dlíthe agus rialacháin a chomhlíonadh.					
Riosca Inbhuanaitheachta - rioscaí go bhféadfadh drochthionchar a bheith ag cúrsaí Comhshaoil, Sóisialta nó Rialachais ar ár bhfeidhmíocht airgeadais, ár sócmhainneacht nó ár glú.					

< Íseal

Ard >

Aithint agus Measúnú Riosca

Is próiseas leanúnach é aithint agus measúnú rioscaí aonair a chuireann an timpeallacht sheachtrach san áireamh chomh maith leis na rialuithe atá i bhfeidhm faoi láthair. Déantar gach riosca a mheas ag cur san áireamh an dóchúlacht go dtarlóidh an teagmhas agus an tionchar dóchúil dá dtarlódh an teagmhas. Cuirtear éifeachtúlacht na rialuithe coisctheacha atá ann faoi láthair san áireamh agus an dóchúlacht go dtarlóidh an teagmhas á mheas.

Ár bPríomhrioscaí agus Neamhchinnteachtaí

Ainm an Riosca	Cur Síos ar an Riosca	Maolú	Treocht in 2022
Éiginnteacht faoin Timpeallacht Eacnamaíoch & Polaitiúil Domhanda	Is príomhchuid den gheilleagar iad oibrítheoirí poist náisiúnta. Bíonn drochthionchar ar an méid litreacha i gcás éiginnteachta ginearálta eacnamaíochta agus/nó cúlú eacnamaíochta.	Déanann an lucht bainistíochta agus an Bord monatóireacht leanúnach ar thimpeallacht eacnamaíochta agus pholaitiúil na tíre agus ar fud an domhain.	↑
Riosca TF (Soláthróirí Seirbhíse Seachtracha san áireamh)	I gcomhthéacs an ghá atá ag méadú i gcónaí le go n-éireoidh tharr barr le hathrú, is príomhdhúshlán é go ndéanfar riachtanas maidir le TF a chinntiú ar bhonn tráthúil, srianta acmhainní TF a bhainistiú agus próisis um sholáthair TF a athrú. Riosca maidir le teagmhas suntasach inmheánach nó teagmhas cibearshlándála sheachtraigh as a dtiocfaidh (a) cailleadh nó éilliú sonraí agus/nó (b) nach mbeadh fáil ar chórais TF. Cosúil le gnóilachtaí seanbhunaithe eile tá gné de threalamh agus de bhogearraí oidhreachta níos sine ag An Post a chruthaíonn riosca slándála agus leanúnachais.	Forbraíodh Treochlár Teicneolaíochta TF chun aghaidh a thabhairt ar shrianta oidhreachta. Cuirtear acmhainní breise ar fáil de réir mar is gá. Tá acmhainní agus uirlisí Bainistíochta Tionscadal TF i bhfeidhm. Táimid ag leanúint ar aghaidh ag infheistiú chun cibear-athléimneacht a chinntiú lena n-áirítear sainuirlisí slándála, uasghrádú córas agus oiliúint rialta maidir le cibearshlándáil agus príobháideacht sonraí. Le trí bliana anuas tá uasghrádú suntasach déanta ar áiseanna TF agus tá an chuid eile den obair á leagan amach ar leithligh ag an mBord.	↑
Inbhuanaitheacht na hOibleagáide Seirbhíse Uil-echoitine (OSU) Poist	Dúshlán leanúnach is ea inbhuanaitheacht na hOibleagáide Seirbhíse Uilíche Post. Tá tionscnaimh phraghsála agus laghdú costais ar aon rithábachtach ach seans nach leor iad. D'fhéadfadh moill ar thionscnaimh phraghsála poist agus beartán agus/nó tionscnaimh laghdaithe costais tarlú mura mbeimid in ann soláthar na Seirbhíse Uilíche seo a choinneáil.	Téann An Post i dteagmháil leis an Scairshealbhóir agus leis an Rialtóir ar bhonn leanúnach chun monatóireacht a dhéanamh ar inbhuanaitheacht na hOibleagáide um Sheirbhís Uilechoiteann (OSU), ag scrúdú bearta éagsúla, lena n-áirítear méaduithe riachtanacha praghas agus dea-bhainistíocht costais.	↔
Struchtúr costas atá dolúbtha agus mí-éifeachtach	Gné rithábachtach de straitéis na Cuideachta is ea a bheith ina oibreoir costéifeachtach agus mar sin tá an baol ann nach mbainfear amach an leibhéal riachtanach solúbthachta agus éifeachtúlachta inár n-oibríochtaí laistigh de na frámaí riachtanacha ama.	Leanaimid ag obair lenár gcomhpháirtithe Ceardchumann chun a chinntiú go gcuirimid na hathruithe riachtanacha i bhfeidhm chun táirgiúlacht a thiomáint chun cinn. Áirítear leis seo glacadh le teicneolaíochtaí agus modheolaíochtaí oibre níos nuaf.	↔
Custaiméirí Suntasacha Ríomhthráchtála a Chailliúint d'Iomaitheoirí	Cé gur laghdaíodh an leibhéal spleáchais ar phríomhchustaiméirí aonair go suntasach le dhá bhliain anuas, d'fhéadfadh sé dochar a dhéanamh don ghnó dá gcaillfí custaiméir mór Ríomhthráchtála de bharr droch-chaighdeán seirbhíse agus/nó praghas.	Oibrimid i gcónaí lenár gcustaiméirí lena chinntiú go bhfuilimid ag leanúint ar aghaidh ag comhlíonadh agus ag sárú a n-ionchais maidir le seirbhís/praghas. Úsáidtear acmhainní suntasacha chun athléimneacht a chinntiú maidir le cáilíocht seirbhíse a chothabháil, go háirithe le linn tréimhsí buaicéilimh.	↔

Tuarascáil na Stiúrthóirí ar lean

4. Bainistíocht Riosca ar lean

Aithint agus Measúnú Riosca ar lean

Ár bPríomhrioscaí agus Neamhchinnreachtaí ar lean

Ainm an Riosca	Cur Síos ar an Riosca	Maolú	Treocht in 2022
Tacaíocht na bPáirtithe Leasmhara - Moill ar Phríomhthionscnaimh	Tá go leor Páirtithe Leasmhara ag An Post. Fágann sé sin go mbíonn baol ann go gcuirfí moill ar phríomhthionscnaimh, lena n-áirítear praghsáil, infheistíochtaí agus maoiniú, de bharr moill ó pháirtithe leasmhara nó de bharr páirtithe leasmhara a bheith ag cur ina n-aghaidh.	Reáchtáiltear cruinnithe rialta leis na Páirtithe Leasmhara go léir chun a chinntiú go gcuirtear tionscnaimh phleanáilte agus an réasúnaíocht taobh thiar díobh in iúl i bhfad roimh ré.	↔
Inbhuanaitheacht an Líonra Miondíola	I bhfianaise na laghdúithe réamh-mheasta ar an líon oibre a gheofar ón Roinn Coimirce Sóisialaí, tá an baol ann go mbeidh líon suntasach Oifigí Poist nach mbeidh inbhuanaithe.	Oibriú leis an Rialtas chun deiseanna seirbhíse breise a aithint do shaoránaigh ag Oifigí Poist. Athrú céime a chur i bhfeidhm ar an gcultúr tráchtála sa Líonra. Scrúdú ar mhodhanna maoinithe breise chun Oifigí Poist neamh-inbhuanaithe a choinneáil.	↔
Custam 2020	Rioscaí do bhranda agus do chlú An Post chomh maith le laghdú ar líon an phoist idirnáisiúnta isteach agus amach mar gheall athruithe Custaim an AE a chur i bhfeidhm go docht.	Leanann An Post de bheith ag obair le custaiméirí baile agus le Riaracháin Poist agus custaiméirí lasmuigh den AE le cur ar a gcumas riachtanais athraithe Chustaim (isteach agus amach) an AE a chomhlíonadh.	↔
Leibhéal Neamh-inbhuanaithe Neamhláithreachais	An baol go sáródh neamhláithreachta na leibhéil inbhuanaithe agus go dtiocfadh costais bhreise agus go mbeadh tionchar ar cháilíocht na seirbhíse do chustaiméirí dá barr.	Tá sraith chuimsitheach tacaíochtaí inmheánacha agus seachtracha i bhfeidhm againn don fhoireann ar fad. Tagarmharcáil agus meastóireacht leanúnach ar dheachleachtas seachtrach.	↑
Méadú ar mhórhiondíoltóir ar líne maidir le seachadadh an mhíle deiridh	Riosca go gcuirfidh miondíoltóir mór ar líne síneadh lena oibríocht próiseála agus seachadta paicéad/beart in Éirinn.	Oibrímid i gcónaí lenár mór-mhiondíoltóirí ar líne chun a chinntiú go leanaimid ag comhlíonadh agus ag sárú a n-ionchais seirbhíse go háirithe le linn tréimhsí buaicéilimh.	↔
Comhlíonadh Rialála ag Seirbhís Airgeadais	Cosúil le soláthraithe rialáilte seirbhísí airgeadais eile, is dúshlán agus riosca é rialacháin an Bhainc Ceannais, rialacháin GBCN, agus treoracha Frith-Sciúrtha Airgid agus seirbhísí íocaíochta a chomhlíonadh.	Tá Creat Comhlíonta Seirbhísí Airgeadais cuimsitheach i bhfeidhm agus tugtar tuairiscí go rialta don Bhord. Tá Banc Ceannais na hÉireann páirteach agus déantar cumarsáid gach ráithe leis an gcomhlacht maoirseachta Frith-Sciúrtha Airgid.	↔
Brabúsacht Seirbhísí Airgeadais	Faoi mar a tharlaíonn i gcás soláthraithe seirbhísí airgeadais eile, nuair a dhéantar cothabháil ar bhonneagair atá iontaofa go leor chun freastal ar riachtanais na gcustaiméirí cuirtear brú ar bhrabúsacht na seirbhísí a chuirtear ar fáil.	Tá athbhreithniú leanúnach á dhéanamh againn ar ár mbonneagar, ar ár dtairiscintí seirbhíse agus ar ár munlaí éagsúla gnó chun a chinntiú go nglactar an cur chuige is fearr maidir le gach ceann dár dtairiscintí seirbhíse.	↔

5. Na Stiúrthóirí, an Rúnaí agus a Leasanna

Ceapadh an tUasal Helen Kelly, an tUasal Sinead Mahon agus an tUasal Barry Gavin mar bhaill an Bhoird i mí na Bealtaine 2022, agus d'éirigh an tUasal Áine Flanagan as a post mar stiúrthóir neamhfheidhmiúcháin i mí na Nollag 2022. Ní raibh aon athruithe eile ar chomhdhéanamh an Bhoird ó dháta thuarascáil dheireanach na stiúrthóirí. Ní raibh aon leas ag na stiúrthóirí ná ag an rúnaí a bhí i seilbh oifige ar 31 Nollaig 2022 sna scaireanna, nó i mbintíúir na Cuideachta nó i mbintíúir aon chuideachta de chuid an Ghrúpa ag aon tráth le linn 2022.

6. Fostaithe

Is fostóirí comhionannais deiseanna é an Grúpa. Breithnítear gach iarratas ar fhostaíocht go hiomlán agus go cóir, tugtar aird chuí ar infheidhmeacht agus ar chumas an duine agus ar riachtanais an phoist a bhíonn i gceist. Caitear le gach duine ar an gcaoi chéanna ó thaobh oiliúna, forbairt ghairme agus ardú céime. Is cúis áthais do An Post a dheimhniú go sáraíonn fostaíocht daoine faoi mhíchumas an sprioc 3% a leagadh amach faoin Acht um Míchumas, 2005. Ba dhaoine faoi mhíchumas 4.22% de na fostaithe in 2022. Ina theannta sin d'fhoilsigh an Cuideachta a ceathrú Tuarascáil faoi Phá Inscne in 2022. Go bunúsach ní raibh aon bhearna phá ó thaobh inscne de ann ar feadh dhá bhliain as a chéile. In 2022, d'fhreastail 294 fostaí ar chlár forbartha ceannaireachta agus bainistíochta de chuid Institiúid Glas An Post.

Tá An Post meáite ar na caighdeáin is airde sábháilteachta agus na cleachtais shábháilte a chinntiú dá chuid fostaithe, conraitheoirí agus do bhaill an phobail ach teacht roimh dhíobháil agus roimh dhrochshláinte agus na hardchaighdeáin a leagtar amach i gCóras Bainistithe Sábháilteachta na cuideachta a chur i bhfeidhm. Baintear é sin amach ach cloí le ceanglais an Achta um Sábháilteacht, Sláinte agus Leas ag an Obair, 2005, leis na Rialachán um Sábháilteacht, Sláinte agus Leas ag an Obair (Feidhm Ghinearálta), 2007 (arna leasú), agus le haon fhorálacha reachtúla ábhartha eile.

In 2022, tharla 1.97 timpiste trínar cailleadh am oibre in aghaidh gach 100,000 uair a oibríodh. Tá an figiúr seo laghdaithe ó 2.0 in 2021. B'ionann sin agus feabhas 1.5% agus feabhas suntasach 27% ar fhigiúr bonnlíne na bliana 2018. Tharla sé sin i gcomhthéacs Covid-19 nuair a bhí cúrsaí oibriúcháin an-deacair. Tá a dhícheall á dhéanamh ag An Post feachtas na bhfostaithe agus na gconraitheoirí ar riachtanais na gcaighdeán sábháilteachta is airde a mhéadú. Tá deimhniú faighte ag An Post ó thaobh ISO 45001:2018 - Caihdeán um Chórais Bhainistíochta Sláinte agus Sábháilteachta Ceirde, a léiríonn tuilleadh ár dtiomantas do bhainistiú ár ngníomhaíochtaí go léir ar bhealach éifeachtach, sábháilte.

Leanann An Post ar aghaidh ag déanamh monatóireachta go dian ar chúrsaí Covid-19. Agus muid ag cur tús le 2023, admhaíonn An Post go bhfuil an phaindéim dhomhanda is cúis le Covid-19 ag éabhlóidiú agus ag síorathrú. Mar chuideachta, tá An Post tiomanta d'oibriú de réir threoirlínte an rialtais agus lucht sláinte poiblí de réir mar a bhaineann siad seo le hionaid oibre agus le soláthar seirbhísí.

Le linn 2022, i gcomhairle lenár gcomhpháirtithe sa Ceardchumann, cuireadh roinnt tionscnamh i bhfeidhm go rathúil:

- Bhíomar páirteach i bhfeachtas Sun Smart 2022 d'oibríthe lasmuigh, a bhí urraithe ag FSS agus Cumann Ailse na hÉireann.
- Cuireadh tús le feidhmiú céimneach sholáthar Uathdhífhibrileoirí Seachtracha chuig gach láithreán de chuid An Post - atá le críochnú thar thréimhse 3 bliana.
- Cuireadh ceist ghinearálta ar an bhfoireann maidir le rogha Bróg Shábháilteachta eile seachas an Bróg Shábháilteachta a eisíodh in 2022 le fáil amach arb fhearr leo coisbheart níos éadroime a chaitheamh. Sheol ár bhfoireann túslíne aiseolas dearfach faoi.
- In athbhreithniú ar ghníomhaíochtaí láimhseála inár n-oibríochtaí litreacha agus beartán, tugadh isteach 200 trucail ard-ardaithe pailléad ar fud ár láithreán, rud a chuireann ar chumas oibríthe gan an oiread láimhseáil láimhe a dhéanamh. D'éascaigh comhchoiste oibre é seo le hionchur ó pháirtithe leasmhara éagsúla lena n-áirítear ionadaithe na n-oibríthe
- I mí na Nollag 2022 cuireadh An Post ar an ngearrliosta do Ghradam Sábháilteachta Iompair mar aitheantas dár n-iarrachtaí chun Rioscaí a Bhaineann le Feithiclí a laghdú.

In 2022, d'fhreastail breis agus 3,252 fostaí ar chúrsaí sonracha oiliúna faoi sábháilteacht, lena n-áirítear 2,545 ball foirne a fuair oiliúint maidir le láimhsiú de láimh. Ina theannta sin, chríochnaigh 401 tiománaí HGV modúil CPC do thiománaithe gairmiúla le linn na bliana agus chuaigh 88 tiománaithe faoi oiliúint maidir le feithiclí leictreacha.

7. Íoc Pras Cuntas

Is é beartas An Post ceanglais na reachtaíochta ábhartha maidir le híoc pras cuntas a chomhlíonadh. Is iad téarmaí caighdeánacha creidmheasa glactha an Ghrúpa, mura sonraítear a mhálairt i socruithe conartha, 30 lá. Tá rialuithe inmheánacha cuí i bhfeidhm, lena n-áirítear ról agus freagrachtaí a shainmhíneáir go soiléir agus tuairisciú agus athbhreithniú míosúil ar chleachtais íocaíochta. Tugann na nósanna imeachta sin dearbhú réasúnta cé nach bhfuil sé absalóideach in aghaidh neamh-chomhlíonadh ábhartha na rialachán.

Tuarascáil na Stiúrthóirí ar lean

8. Cosaint Sonraí

Mar idirghabhálaí iontaoifa a láimhseálann méideanna suntasacha de shonraí pearsanta, leanann An Post ar aghaidh ag infheistiú méid mór acmhainní chun a chinntiú go mbeidh meas ag An Post ar chearta cosanta sonraí pearsanta.

Táimid tiomanta do phríobháideachas ár gcustaiméirí a chosaint agus tá prótacail láidre i bhfeidhm againn chun aon ghearáin nó ábhair imní a fhaighimid a fhiosrú. Cuireann foireann ildisciplíneach na hOifige um Príobháideachas Sonraí, agus gréasán Crann Taca Sonraí taobh istigh den eagraíocht, comhairle agus tacaíocht i dtaca le príobháideachas sonraí ar fáil do gach réimse den ghnó. Cinntíonn ár gcreat de bhearta teicniúla agus eagraíochtúla go gcloímid leis an Rialachán Ginearálta um Chosaint Sonraí ar fud an Ghrúpa agus freisin ar fud ár soláthraithe seirbhíse tríú páirtí.

Glactar cur chuige réamhghníomhach chun príobháideacht ár gcustaiméirí a chosaint. Déantar athbhreithniú ar bheartais um chosaint sonraí uair amháin sa bhliain ar a laghad. Reáchtáiltear seisiúin oiliúna agus feasachta foirne go rialta chun a chinntiú go gcoinnítear príobháideacht sonraí i gcróilár ár n-oibríochtaí. Déantar príobháideacht sonraí a chinntiú trí dheardh agus measúnuithe tionchair ar chosaint sonraí chun a chinntiú go bhfuil cosaintí cuí i bhfeidhm sula gcuirtear seirbhísí nua nó athruithe ábhartha ar phróisis reatha i bhfeidhm.

9. Bainistiú Riosca an Chisteáin

Déantar bainistiú ar oibríocháin chisteáin an Ghrúpa faoi réir beartais a d'fhaomh an Bord. Tá ionstraimí airgeadais an Ghrúpa teoranta d'airgead tirim, do thaisc téarma, d'iasachtaí/rótharraingtí bainc agus d'iasacht ón Rialtas, agus mar sin tá neamhchosaint oibríochta an Ghrúpa do rioscaí airgeadais teoranta. De bharr bheartais bainistithe an Ghrúpa i leith riosca don chisteáin, is féidir suíomhanna teoranta fálaíthe a thógáil maidir le hairgeadra eachtrach ach ní chuimsítear úsáid díorthach.

10. Taifid Chuntasáíochta

Tá na stiúrthóirí freagrach as ceanglais Alt 281 go hAlt 285 d'Acht na gCuideachtaí, 2014 maidir le taifid leordhóthanacha chuntasáíochta agus tá siad comhlíonta acu trí fhoireann le saineolas cuí a fhostú agus acmhainní dóthanacha a sholáthar don fheidhm airgeadais. Coinnítear taifid chuntasáíochta na Cuideachta ag áitreabh na Cuideachta in Ard-Oifig an Phoist, Sráid Uí Chonail, Baile Átha Cliath 1, D01 F5P2.

11. Ráiteas um Chomhlíonadh na Stiúrthóirí

Aithníonn na stiúrthóirí go bhfuil siad freagrach as a chinntiú go gcomhlíonann an Cuideachta a chuid oibleagáidí ábhartha. Ina theannta sin, deimhníonn na stiúrthóirí gur dréachtaíodh doiciméad um beartas comhlíonta ina leagtar amach beartais atá oiriúnach don Cuideachta, maidir le comhlíonadh a hobligeáidí ábhartha, agus go bhfuil socruithe nó struchtúir cuí i bhfeidhm atá, inár dtuairim, deartha chun comhlíonadh oibleagáidí ábhartha na Cuideachta a chinntiú, agus tar éis na bliana airgeadais, go bhfuil athbhreithniú déanta ar na socruithe nó ar na struchtúir dá dtagraítear thuas.

12. Deonacháin Pholaitiúla

I rith na bliana airgeadais dar críoch 31 Nollaig 2022, níor thug an Grúpa aon ranníocaíochtaí polaitiúla ar gá iad a nochtadh faoin Acht Toghcháin 1997, (2021: I rith na bliana airgeadais dar chríoch an 31 Nollaig 2021, ní dhearna an Grúpa aon ranníocaíocht pholaitiúil a d'éileodh nochtadh faoin Acht Toghcháin, 1997 (2020: Nialas).

13. Iar-theagmhais

Níor tharla aon teagmhais i ndiaidh dheireadh na bliana ar gá iad a nochtadh.

14. Gnóthas Leantach

Tá ionchas réasúnta ag an mBord Stiúrthóirí go mbeidh a dhóthain acmhainní ag an nGrúpa chun fanacht i ngnó ar feadh tréimhse 12 mhí ar a laghad ón dáta ar faomhadh na ráitis airgeadais seo. Mar gheall air sin, tá siad fós ag glacadh leis an mbonn 'gnóthas leantach' agus na ráitis airgeadais á n-ullmhú acu. Tá sonraí leagtha amach i nóta 1 leis na ráitis airgeadais.

15. Rialú Corparáideach

15.1 An Cód Cleachtas chun Comhlachtaí Stáit a Rialú (2016)

Ghlac an Bord leis an gCód Cleachtas chun Comhlachtaí Stáit a Rialú ("an Cód") a d'fhoilsigh an Roinn Caiteachais Phoiblí agus Athchóirithe i mí Lúnasa 2016. Comhlíonann an Cuideachta an Cód agus tá nósanna imeachta i bhfeidhm aici lena chinntiú go gcomhlíonfar an Cód Cleachtas chun Comhlachtaí Stáit a Rialú le haghaidh 2022.

15.2 Freagrachtaí an Bhoird

Tá obair agus freagrachtaí an Bhoird leagtha amach sna Téarmaí Tagartha don Bhoird. Tá sceideal nithe ag an gCuideachta a choinnítear siar go sonrach lena gcinneadh ag an mBord. Ar na nithe seasta a bhreithníonn an Bord tá dearbhú leasa, tuarascálacha ó choistí, tuarascálacha airgeadais/cuntais bhainistíochta, tuarascálacha feidhmíochta agus ábhair fhorchoimeáda.

Chomh maith le bheith freagrach as an gCuideachta a bheith an coinneáil taifid chuntasáíochta leordhóthanacha, mar a éilítear le hAcht na gCuideachtaí 2014, ceanglaíonn Alt 32 den Acht Seirbhísí Poist agus Teileachumarsáide 1983 ("an tAcht") ar an mBord gach cuntas ceart agus gnách ar an airgead a fuair sé agus a chaith sé a choinneáil i bhformáid is cuí leis an Aire le toiliú an Aire Caiteachais Phoiblí agus Athchóirithe. Agus na ráitis airgeadais á n-ullmhú ag an mBord, ceanglaítear air: beartais chuntasáíochta oiriúnacha a roghnú agus iad a chur i bhfeidhm ar bhonn comhsheasmhach; breithiúnais agus meastacháin atá réasúnach agus stuama a dhéanamh; Ráitis Airgeadais a ullmhú ar bhonn gnóthais leantaigh, ach amháin i gcás nach cuí a thoirmeach go leanfar den oibríocht; agus a dhearbú cé acu a comhlíonadh nó nár comhlíonadh na caighdeáin chuntasáíochta infheidhme, faoi réir aon imeacht ábhartha atá nochtadh agus mínithe sna Ráitis Airgeadais.

Tá an Bord freagrach as taifid chuntasáíochta imleora a choinneáil a insíonn, le cruinneas réasúnach tráth ar bith, a staid airgeadais agus a chuireann ar a chumas a chinntiú go gcomhlíonann na ráitis airgeadais Alt 32 den Acht. Is ar an mBord a thiteann an fhreagracht as ardchaighdeán na faisnéise corparáidí agus airgeadais ar shuíomh gréasáin An Post agus as an bhfaisnéis sin a choinneáil cothrom le dáta. Tá an Bord freagrach as an bplean agus buiséad bliantúil a fhaomhadh. Déantar fheidhmíocht An Post i bhfianaise an phlean bliantúil agus an bhuiséid bliantúil a mheas ag gach cruinniú Boid. Tá an Bord freagrach freisin as a sócmhainní a chosaint agus as bearta reasúnta a ghlacadh chun calaois agus mírialtachtaí eile a chosc agus a bhrath. Measann an Bord go dtugann na ráitis airgeadais léargas fíreannach cóir ar fheidhmíocht airgeadais agus staid airgeadais An Post amháin an 31 Nollaig 2022.

15.3 Struchtúr an Bhoird

Is é an Bord Stiúrthóirí a rialaíonn an Grúpa. Is iad príomhrólanna an Bhoird maoirsiú a dhéanamh ar oibríocháin an Ghrúpa, cinnireacht a sholáthar, cuspóirí straitéiseacha a fhaomhadh agus a chinntiú go gcuirtear na hacmhainní airgeadais agus eile atá riachtanach ar fáil ionas gur féidir na cuspóirí sin a bhaint amach. Fágтар ábhair áirithe go sonrach faoin mBord chun cinneadh a dhéanamh ina leith. Áirítear ar na freagrachtaí sonraacha a fhágtar faoin mBord: straitéis an Ghrúpa a shocrú agus buiséad bliantúil agus réamh-mheastacháin mheántéarmacha a fhaomhadh; feidhmíocht oibríocháin agus feidhmíocht airgeadais a athbhreithniú; mórchaiteachas caipitil a fhaomhadh; córais rialaithe airgeadais agus bainistithe rioscaí an Ghrúpa a athbhreithniú; a chinntiú go bhfuil pleananna forbartha bainistíochta agus pleananna comharbais cuí ann; feidhmíocht chomshaoil, sláinte agus sábháilteachta an Ghrúpa a athbhreithniú; ceapachán Rúnaí na Cuideachta

a fhaomhadh; agus a chinntiú go mbíonn idirphlé sásúil á dhéanamh leis na scairsealbhóirí.

Tá na freagrachtaí seo a leanas tarmilgthe ag an mBord chuig an mbainistíocht: pleananna straitéiseacha, atá le breithniú ag an mBord, a léiríonn cuspóirí agus tosaíochtaí níos fadtéarmaí arna mbunú ag an mBord a fhorbairt agus a mholadh; straitéisí agus beartais an Ghrúpa, arna gcinneadh ag an mBord, a chur i bhfeidhm; monatóireacht a dhéanamh ar thorthaí oibríocháin agus airgeadais in aghaidh pleananna agus buiséad; leithdháileadh acmhainní teicniúla agus acmhainní daonna a chur in ord tosaíochta; agus córais bainistithe rioscaí a fhorbairt agus a chur i bhfeidhm.

15.4 Comhaltaí an Bhoird

Tá cúig stiúrthóir déag ar an Bord, lena n-áirítear an Cathaoirleach, an Príomhoifigeach Feidhmíocháin, cúigear stiúrthóirí ar fostaithe iad, stiúrthóir amháin ar máistir poist é agus seachtar stiúrthóirí neamhfheidhmíocháin. I gcás gach comhalta reatha, tugtar an dáta ar cheap an tAire é/í agus tréimhse an cheapacháin sa tábla thíos. Tá folúntas amháin ann faoi láthair.

Comhalta Boid	Ról	An dáta ar cheap an tAire é/í	Téarma
Carol Bolger	An Cathaoirleach	20 Iúil 2021	5 bliana
David McRedmond	Príomhoifigeach Feidhmíocháin	3 Deireadh Fómhair 2016	7 mbliana
Peter Coyne	Stiúrthóir neamhfheidhmíocháin	31 Deireadh Fómhair 2018	5 bliana
Anthony McCrave	Stiúrthóir ar fostaí é	1 Samhain 2020	4 bliana
Pádraig McNamara	Stiúrthóir ar máistir poist é	1 Eanáir 2022 (2ú téarma)	3 bliana
William Mooney	Stiúrthóir ar fostaí é	1 Samhain 2020 (3ú téarma)	4 bliana
Kieran Mulvey	Stiúrthóir neamhfheidhmíocháin	16 Meán Fómhair 2019	5 bliana
Martina O'Connell	Stiúrthóir ar fostaí é	1 Samhain 2020 (3ú téarma)	4 bliana
Mary O'Donovan	Stiúrthóir neamhfheidhmíocháin	31 Deireadh Fómhair 2018	5 bliana
Gerry Sexton	Stiúrthóir ar fostaí é	1 Samhain 2020	4 bliana
Frank Burke	Stiúrthóir ar fostaí é	1 Samhain 2020	4 bliana
Helen Kelly	Stiúrthóir neamhfheidhmíocháin	12 Bealtaine 2022	5 bliana
Sinead Mahon	Stiúrthóir neamhfheidhmíocháin	12 Bealtaine 2022	5 bliana
Barry Gavin	Stiúrthóir neamhfheidhmíocháin	12 Bealtaine 2022	5 bliana

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15.4 Comhaltaí an Bhoird ar lean

Is é an tAire Comhshaoil, Aeráide agus Cumarsáide a cheapann na stiúrthóirí go léir ar an mBord agus leagtar amach a gcoinníollacha ceapacháin agus a dtáillí i scríbhinn. Críochnaíonn na stiúrthóirí próiseas rialachais feidhmiúlachta agus cuibhis a chomhlíonann riachtanais Bhanc Ceannais na hÉireann.

Toghtar fostaithe mar stiúrthóirí de réir na nAchtanna um Páirteachas Lucht Oibre (Fiontair Stáit) 1977 go dtí 1993 ar feadh téarma ceithre bliana. Toghtar máistir poist mar stiúrthóir de réir Alt 81 den Acht Seirbhísí Poist agus Teileachumarsáide, 1983 ar feadh téarma trí bliana. Ceaptar na stiúrthóirí eile ar fad ar feadh téarma seasta.

15.5 Príomhathruithe ar Phearsanra

Athtoghadh an tUasal Pádraig McNamara mar Stiúrthóir na Máistrí Poist. Chuaigh an tUasal Áine Flanagan ar scor óna post mar Stiúrthóir Neamhfheidhmeach ar an 9 de Mí na Nollag 2022 agus chuir an Cathaoirleach fáilte roimh trí stiúrthóir nua an bhoird i mí na Bealtaine 2022: An tUasal Helen Kelly, an tUasal Sinead Mahon agus an tUasal Barry Gavin.

Mar gheall ar a stádas dleathach mar Chuideachta Stáit agus freagracht a phríomh-scairshealbhóra ó thaobh ceapadh stiúrthóirí de, creideann an Bord go bhfuil na hoibleagáidí ar fad a éilítear maidir le ceapadh stiúrthóirí comhlíonta aige.

15.6 Oiliúint Ionduchtúcháin agus Leanúnach

Nuair a cheapar stiúrthóirí nua, glacann siad uile páirt i gclár ionduchtaithe ina bhfaigheann siad faisnéis faoin nGrúpa, faoi ról an Bhoird agus faoi na hábhair a fhágtar faoin mBord le cinneadh, faoi théarmaí tagartha agus faoi chomhaltas an Bhoird agus phríomh-Choistí an Bhoird, faoi chleachtais agus nósanna imeachta rialachas chorparáideach an Ghrúpa, lena n-áirítear na freagrachtaí a tharmligear chuig bainistíocht shinsearach an Ghrúpa, agus an fhaisnéis airgeadais is déanaí maidir faoin nGrúpa. Bíonn cruinnithe acu freisin le feidhmeannaigh shinsearacha thábhachtacha. Bíonn na stiúrthóirí á dtabhairt cothrom le dáta go leanúnach trí nótaí mionteagaisc i scríbhinn agus trí chruinnithe le feidhmeannaigh shinsearacha, le linn a dtréimhse i seilbh oifige, maidir le gnó an Ghrúpa, na timpeallachtaí iomaíocha agus rialaithe ina bhfeidhmíonn sé, cúrsaí a bhaineann le freagracht chorparáideach shóisialach agus athruithe eile a mbeidh tionchar acu ar an nGrúpa agus ar an tionscal poist ina iomláine. Nuair a cheapar stiúrthóirí, cuirtear ar an eolas iad freisin, i

scríbhinn agus i gcruinnithe le Rúnaí na Cuideachta, maidir lena bhfreagrachtaí agus lena n-oibleagáidí ó thaobh an dlí agus eile agus iad ina stiúrthóirí. Tugadh cothrom le dáta iad ar athruithe maidir le riachtanais dlí agus rialachas an Ghrúpa agus orthu féin mar stiúrthóirí. Tá rochtain ag gach stiúrthóir ar chomhairle agus ar sheirbhísí Rúnaí na Cuideachta.

15.7 Ról an Chathaoirligh agus Ról Phríomhoifigeach Feidhmiúcháin an Ghrúpa

Ní hionann an Cathaoirleach agus Príomhoifigeach Feidhmiúcháin (POF) an Ghrúpa. Is é an Cathaoirleach a stiúran an Bord lena straitéis a chinneadh agus lena chuspóirí a bhaint amach. Tá an Cathaoirleach freagrach as gnó an Bhoird a eagrú, as éifeachtacht an Bhoird a chinntiú agus as clár oibre an Bhoird a leagan amach.

Éascaíonn an Cathaoirleach obair éifeachtach gach stiúrthóra agus caidreamh úsáideach idir an stiúrthóir feidhmeannach agus na stiúrthóirí eile, cinntíonn sé go bhfaigheann stiúrthóirí faisnéis ábhartha, chruinn agus thráthúil agus bainistíonn sé cumarsáid éifeachtach le scairshealbhóirí.

Tá an Príomhoifigeach Feidhmiúcháin i gceannas ar an nGrúpa go díreach, ó lá go lá, agus tá sé freagrach as feidhmíocht airgeadais agus oibriúcháin an Ghrúpa.

Bíonn cumarsáid leanúnach faoi shaincheisteanna straitéiseacha ag an mBord, tríd an gCathaoirleach agus tríd an mbainistíocht, le scairshealbhóirí na Cuideachta. Tugann an Cathaoirleach agus an Príomhoifigeach Feidhmiúcháin aiseolas don Bhord ar shaincheisteanna a tharraingíonn na scairshealbhóirí anuas. Tugtar cuireadh do na stiúrthóirí freastal ar an gCruinniú Cinn Bhliana agus tugtar cuireadh do scairshealbhóirí ceisteanna a chur le linn an chruinnithe.

Tá nósanna imeachta foirmiúla ag an mBord faoina dtionóltar cruinnithe idir an Cathaoirleach agus na stiúrthóirí neamhfheidhmiúcháin gan an Príomhoifigeach Feidhmiúcháin a bheith i láthair.

15.8 Neamhspleáchas na Stiúrthóirí

Tá sé de cheart ag na stiúrthóirí a chinntiú go ndéantar taifead i miontuairiscí an Bhoird ar aon ábhar imní neamhréirithe a bheadh acu maidir le feidhmiú an Ghrúpa nó faoi ghníomh áirithe ar bith. Má bhíonn aon ábhar imní den sórt sin acu, féadfaidh siad, agus iad ag éirí as a bpost, ráiteas i scríbhinn a sholáthar don Chathaoirleach, le dáileadh ar an mBord. Is féidir le stiúrthóirí rochtain a fháil ar chomhairle ghairmiúil neamhspleách ar chostas an

Ghrúpa nuair a mheasann siad go bhfuil sé riachtanach lena bhfreagrachtaí mar stiúrthóirí a chomhlíonadh.

15.9 Meastóireacht ar Fheidhmíocht

Tá próiseas foirmiúil glactha agus á fheidhmiú ag an mBord don mheastóireacht ar a fheidhmíocht féin agus ar a bpríomh-Choistí. Áirítear leis seo meastóireacht thréimhsiúil sheachtrach ar fheidhmíocht. Creideann an Bord go mbeadh sé mí-oiriúnach aon mheastóireacht bhreise eile a thabhairt isteach ar stiúrthóirí aonarach mar gheall ar an gcaoi a gceptar stiúrthóirí, ar an struchtúr scairsheilbhe agus ar nósanna imeachta reatha an Bhoird.

15.10 Coistí Boird

Tá na coistí seo a leanas bunaithe ag an mBord:

1. Chuir an Coiste Iníúchta agus Riosca ('CIR') lena bhallraíocht le linn 2022 agus tá seisear comhalta Boird air; tá taithí ábhartha iníúchóireachta agus chuntasaíochta ag comhaltaí an choiste chun a gcuid dualgas a chomhlíonadh. Faoina théarmaí tagartha, is ann don Choiste chun cuidiú leis an mBord a chuid freagrachtaí a chomhlíonadh ach monatóireacht a dhéanamh ar:
 - An próiseas tuairiscithe airgeadais;
 - Éifeachtach chóras rialaithe inmheánaigh na Cuideachta mar aon le hiniúchadh inmheánach agus bainistíocht riosca;
 - Iníúchadh reachtúil ar ráitis airgeadais reachtúla na cuideachta;
 - Cé chomh héifeachtach agus atá próiseas an iníúchta sheachtraigh agus moltaí a dhéanamh chuig an mBord i ndáil le hiniúchóirí seachtracha a cheapadh, a athcheapadh agus leis an luach saothair a thabharfar dóibh. Tá sé freagrach as a chinntiú go gcoimeádtar caidreamh cuí idir an Grúpa agus an t-iníúchóir seachtrach, lena n-áirítear athbhreithniú a dhéanamh ar sheirbhísí agus ar tháillí nach seirbhísí ná táillí iníúchóireachta iad; agus
 - Athbhreithniú agus monatóireacht ar neamhspleáchas an iníúchóra reachtúil agus go háirithe seirbhísí breise a sholáthar do An Post.

Ar mhaithe le neamhspleáchas an iníúchóra sheachtraigh a choinneáil, tá beartais dheimhnithe ag an gCoiste Iníúchóireachta agus Riosca faoi na seirbhísí iníúchta agus neamh-iníúchta is féidir le hiniúchóirí seachtracha an Ghrúpa a sholáthar agus faoin bpróiseas faofa a bhaineann leis na seirbhísí sin. Faoi na beartais sin, ní bheidh obair ar obair chomhairleach í á tairiscint d'iníúchóir seachtrach mura mbeidh éifeachtúlachtaí

soiléire agus sochair bhreisluacha don Ghrúpa ag baint leis, agus go gcinntítear go gcoinnítear oibiachtúlacht agus neamhspleáchas an iníúchóra sheachtraigh. Is iad seo a leanas baill CIR: An tUasal Peter Coyne (Cathaoirleach CIR), An tUasal Mary O'Donovan, An tUasal Sinead Mahon, An tUasal Helen Kelly agus An tUasal Barry Gavin. Bhí ocht gcruinniú ag an CIR in 2022.

2. Tá triúr comhaltaí Boird ar an gCoiste um Luach Saothair. Feidhmíonn an Coiste thar ceann an Bhoird agus glacann siad gach cinneadh maidir le beartas i dtaca le luach saothair, sochair, moltaí tríú páirtí agus saincheisteanna gaolmhara. Is iad baill an Choiste seo ná Carol Bolger, David McRedmond agus Kieran Mulvey. Bíonn an Príomhoifigeach Feidhmiúcháin as láthair nuair a bhítear ag plé nithe a bhaineann lena luach saothair féin. Bhí trí chruinniú ag an gCoiste in 2022.
3. Tá triúr comhalta Boird ar an Coiste Sláinte agus Sábháilteachta agus Slándála ('HSSC'). Is iad na príomhfhearagachtaí atá ar an gCoiste ná monatóireacht a dhéanamh ar éifeachtacht Chórais Bainistíochta Sábháilteachta agus Slándála na Cuideachta, é féin a shásamh maidir le comhlíonadh reachtaíocht agus rialacháin infheidhme sábháilteachta agus slándála na Cuideachta, agus a chinntiú go laghdaítear teagmhais a mhéid is indéanta le réasún. Déanann an Coiste monatóireacht freisin ar fhorbairt, ar chur i bhfeidhm agus ar fheabhsú leanúnach na straitéisí, na gcórais bainistithe agus na bpróiseas chun a chinntiú go bhfuil rialacháin agus nósanna imeachta leordhóthanacha i bhfeidhm maidir le sláinte agus sábháilteacht agus le slándáil (pleanáil phráinnfhreagartha san áireamh). Is iad baill an Choiste seo Kieran Mulvey (Cathaoirleach an Choiste Sláinte & Sábháilteachta agus Slándála), Martina O'Connell agus Frank Burke. Bhí ceithre chruinniú ag an gCoiste in 2022.
4. Tá ceathrar comhaltaí Boird ar an gCoiste Straitéise. Is iad téarmaí tagartha an Choiste saincheisteanna straitéiseacha a bhreithniú agus moltaí a chur faoi bhráid an Bhoird ina leith, lena n-áirítear an t-plean straitéiseach a mholadh don Bhord lena ghlacadh. Ina theannta sin, déanann an Coiste monatóireacht ar an tslí a gcuireann lucht bainistíochta an t-plean straitéiseach aontaithe i bhfeidhm, agus moltar gníomhartha ceartúcháin nó tosaíocht a thabhairt do ghnéithe den t-plean, más gá, le linn shaolré an t-plean. Is iad baill reatha an Choiste seo Carol Bolger, David McRedmond, Peter Coyne agus Kieran Mulvey. Tháing an Coiste le chéile faoi dhó in 2022.

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15.11 Sceideal Freastail, Táillí agus Speansas

Tá sceideal i dtaca le freastal ar chruinnithe Boird agus Coiste in 2022 leagtha amach thíos. Tá na táillí agus speansas a fuair gach comhalta san áireamh.

Comhalta	Bord	An Coiste Iniúcháireachta agus Riosca	An Coiste um Luach Saothair	Sláinte & Sábháilteacht & Slándáil agus Gairmiúlacht	An Coiste Straitéise	Táillí 2021 €'000	Táillí 2022
Líon na gcruinnithe i gcaitheamh na bliana	8	8	3	4	2		
Carol Bolger	8/8		3/3		2/2	23	32
Frank Burke	5/8			3/4		16	16
Peter Coyne	8/8	8/8			2/2	16	16
Áine Flanagan	7/8	8/8				16	15
Anthony McCrave	8/8					16	16
David McRedmond	7/8		3/3		2/2	-	-
Padraig McNamara	7/8					16	16
William Mooney	7/8					16	16
Kieran Mulvey	6/8		2/3	4/4	2/2	16	16
Martina O'Connell	7/8			3/4		16	16
Mary O'Donovan	7/8	8/8				16	16
Gerry Sexton	8/8					16	16
Helen Kelly	3/3	2/2				-	9
Sinead Mahon	2/3	1/2				-	9
Barry Gavin	3/3	2/2				-	9

Tá liosta sa tábla ar líon na gcruinnithe ar fhreastail gach comhalta boird orthu agus an líon a raibh siad i dteideal freastail orthu. B'ionann táillí iomlána na stiúrthóirí don bhliain 2022 agus €218k mar atá leagtha amach i Nóta 9, leathanach 64. B'ionann na speansas a íocadh le Stiúrthóirí in 2022 agus €2k (2021: €1k).

15.12 Ráiteas ar Rialú Inmheánach

Raon Freagrachta

Tá Bord An Post freagrach as a chinntiú go bhfuil córas éifeachtach um rialú inmheánach á choimeád agus á fheidhmiú. Is cuid den fhreagracht sin riachtanais an Chóid Cleachtas chun Comhlachtaí Stáit a Rialú (2016).

Cuspóir an chórais um rialú inmheánach

Tá an córas um rialú inmheánach deartha chun riosca a bhainistiú sa chaoi is go mbeifear in ann é a sheasamh, seachas deireadh ar fad a chur leis. Ní féidir leis an gcóras dá bhrí sin ach dearbhú réasúnta seachas dearbhú iomlán a sholáthar go gcosnaítear sócmhainní, go n-údaráítear idirbhearta agus go dtairfeadtar i gceart iad, agus go gcoisctear earráidí nó mírialtachtaí ábhartha nó go mbraitear iad go tráthúil.

Bhí an córas um rialú inmheánach, atá ag teacht le treoir a d'eisigh an Roinn Caiteachais Phoiblí agus Athchóirithe, i bhfeidhm in An Post don bhliain dar chríoch an 31 Nollaig 2022 agus go dtí an dáta ar faomhadh na ráitis airgeadais.

Acmhainn chun riosca a láimhseáil

Tá Coiste Iniúcháireachta agus Riosca (CIR) ag An Post ar a bhfuil comhaltaí Boird a bhfuil taithí airgeadais agus iniúcháireachta acu. Is duine acu an Cathaoirleach. Tháinig an CIR le chéile ocht n-uaire in 2022.

Tá feidhm iniúcháireachta inmheánaí bunaithe ag An Post freisin. Tugtar a dóthain acmhainní don fheidhm seo agus cuireann sí clár oibre i gcrích a chomhaontaítear leis an CIR.

Tá beartas bainistíochta riosca forbartha ag an CIR a leagann amach an inghlachtacht riosca agus na próisis bainistíochta riosca atá i bhfeidhm agus a shonraíonn ról agus freagrachtaí na foirne i ndáil le riosca. Eisíodh an beartas chuig gach ball foirne a bhfuiltear ag súil leis go mbeidh siad ag obair taobh istigh de bheartais bainistíochta riosca An Post, ag cur na bainistíochta ar an eolas faoi rioscaí atá ag teacht chun cinn agus faoi laigí sa rialú, agus ag glacadh freagrachta as rioscaí agus rialuithe ina réimse oibre féin.

Creat um Riosca agus Rialú

Tá córas bainistíochta riosca curtha i bhfeidhm ag An Post a shainiú agus a thuairiscíonn príomhríoscaí agus na gníomhartha bainistíochta atá á nglacadh chun dul i ngleic leis na rioscaí sin agus chun iad a mhaolú a mhéid is féidir.

Tá clár rioscaí i bhfeidhm a shainiú agus na príomhríoscaí atá roimh An Post. Sainiú iad sin, rinneadh meastóireacht orthu agus grádaíodh iad de réir a suntasachta. Déanann an CIR athbhreithniú ar an gclár agus tugann siad cothrom le dáta é uair gach sé mhí. Baintear úsáid as toradh na measúnithe sin chun acmhainní a phleanáil agus a leithdháileadh lena chinntiú go mbainistítear rioscaí go sásúil.

Sonraíonn an clár rioscaí na rialuithe agus na gníomhartha a theastaíonn chun rioscaí a mhaolú agus sonraíonn sé an fhreagracht as rialuithe a oibriú atá sannta ar bhail foirne ar leith. Deimhnímid go bhfuil timpeallacht rialaithe, lena mbaineann na gnéithe seo a leanas, i bhfeidhm:

- rinneadh doiciméadú ar nósanna imeachta maidir le gach príomhphróiseas gnó,
- sannadh freagrachtaí airgeadais ag leibhéal bainistíochta le cuntasacht chomhfheagrach.
- tá córas buiséadaithe cuí ann le buiséad bliantúil a choinníonn lucht bainistíochta sinsearach faoi athbhreithniú
- tá córais ann atá dírithe ar chinntiú shlándáil na gcóras teicneolaíochta faisnéise agus cumarsáide, agus
- tá córais ann chun na sócmhainní a chosaint.

Monatóireacht agus Athbhreithniú Leanúnach

Tá nósanna imeachta foirmiúla bunaithe chun monatóireacht a dhéanamh ar phróisis um rialú agus cuirtear easnaimh ar an rialú in iúl dóibh siúd atá freagrach as gníomh ceartaitheach a ghlacadh agus don bhainistíocht agus don Bhord, más ábhartha, go tráthúil. Dearbhaímid go bhfuil na córais um monatóireacht leanúnach seo a leanas i bhfeidhm:

- sonraíodh príomhríoscaí agus rialuithe gaolmhara agus cuireadh próisis i bhfeidhm chun monatóireacht a dhéanamh ar fheidhmiú na bpríomhrialuithe sin agus chun aon easnaimh a sonraíodh a thuairisciú,
- bunaíodh socruithe tuairiscithe ag gach leibhéal mar ar sannadh an fhreagracht as bainistiú airgeadais, agus
- déanann lucht sinsearach bainistíochta athbhreithnithe rialta ar thuarascálacha airgeadais tréimhsíúla agus bliantúla a léiríonn feidhmíocht airgeadais i gcomparáid le buiséid/tuartha.

Soláthar

Tá beartais dhoiciméadaithe i bhfeidhm i dtaca le soláthar. Tá na beartais sin ar aon dul le treoirínite ón Aontas Eorpach agus ó rialtas na hÉireann. Déantar monatóireacht ar chomhlíonadh na dtreoirínite sin ó cheann ceann na bliana.

Athbhreithniú ar Éifeachtacht

Tá nósanna imeachta ag An Post chun monatóireacht a dhéanamh ar a nósanna imeachta um bainistíocht riosca agus rialú. Cuireann obair na n-iniúcháirí inmheánacha agus seachtracha, an Coiste Iniúcháireachta agus Riosca a mhaoirsiú a gcuid oibre, agus an ardbhainistíocht taobh istigh de An Post atá freagrach as forbairt agus cothabháil an chreata um rialú inmheánach airgeadais bonn eolais faoi mhonatóireacht agus athbhreithniú An Post ar éifeachtacht an chórais um rialú inmheánach airgeadais.

Fadhbanna i dtaca le Rialú Inmheánach

Níor sainiúidh aon laigí ar rialú inmheánach i ndáil le 2022 ar gá iad a nochtadh sna ráitis airgeadais.

15.13 Aird a Tharraingt ar Ábhar Imní

Tá nósanna imeachta i bhfeidhm ag an nGrúpa a chinntiú go mbíonn socruithe oiriúnacha ann ionas go mbeidh fostaithe in ann aird a tharraingt ar chúrsaí a d'fhéadfadh a bheith míchuí agus é sin a dhéanamh faoi rún, agus go mbeadh gníomh leanúna cuí ann chun déileáil leo ina dhiaidh sin, athbhreithniú an Choiste Iniúcháireachta agus Riosca san áireamh. Cruthaíodh slite a chuirfidh ar chumas daoine éagóir a bhraitear a chur in iúl tríd an bpost, trí ghlas gutháin agus tríd an ríomhphost.

15.14 Nithe is gá a nochtadh faoin gCód Cleachtas chun Comhlachtaí Stáit a Rialú

Tá An Post ag cloí leis na treoirínite um thuairisciú sa Chód Cleachtas chun Comhlachtaí Stáit a Rialú (2016). Baineann na staitisticí seo a leanas le Grúpa An Post don bhliain airgeadais dar chríoch an 31 Nollaig 2022. Scríobh an Cathaoirleach chuig an Aire Comhshaoil, Aeráide agus Cumarsáide le tuilleadh faisnéise mionsonraithe.

Sochair fostaithe

Déantar sochair ghearrthéarmacha na bhfostaithe don Ghrúpa a chatagóiriú sna bandaí seo a leanas:

	2022 Líon fostaithe	2021 Líon fostaithe
Níos lú ná €50,000	9,475	9,629
Idir €50,000 agus €74,999	1,662	1,931
Idir €75,000 agus €100,000	397	432
Níos mó ná €100,000	160	166

Tuarascáil na Stiúrthóirí ar lean

15. Rialú Corparáideach ar lean

15.14 Nithe is gá a nochtadh faoin gCód

Cleachtais chun Comhlachtaí Stáit a Rialú ar lean

Taisteal agus siamsaíocht oifigiúil

B'ionann costais taistil agus caiteachais oifigiúil i rith na bliana agus €2.740m (2021: €1.846m). Áirítear leis seo €2k a íocadh go díreach le comhaltaí Boird in 2022 maidir le taisteal agus cothabháil (2021: €1k).

16. Ráiteas na Stiúrthóirí ar chomhlíonadh Threoir an Rialóra maidir le Córais Chuntasaíochta An Post mar a éilítear faoin Acht um Rialáil Cumarsáide (Seirbhísí Poist), 2011

Faoin Acht um Rialáil Cumarsáide (Seirbhísí Poist), 2011, éilítear go ndéanfaí nósanna imeachta cuntasaíochta An Post de réir na dtreoracha a leagann ComReg síos agus forálacha áirithe san Acht.

Tugann na stiúrthóirí aitheantas dá bhfreagracht forálacha cuntasaíochta an Achta a chomhlíonadh agus léiríonn an ráiteas seo a leanas an tslí ar fheidhmigh An Post forálacha cuí an Achta agus na Treorach don bhliain chuntasaíochta dar thosach an 1 Eanáir 2022.

Taifid Airgeadais agus Córais Chuntasaíochta

Tá dóthain sonraí sna taifid airgeadais agus sna córais chuntasaíochta a choinníonn An Post lena chur ar chumas na bainistíochta a chinntiú go gcomhlíonfaidh siad forálacha cuntasaíochta na Treorach. Coinnítear cuntais ar leithligh do gach ceann de na seirbhísí laistigh den tSeirbhís Uilechoiteann.

Cuntais Scartha

Cuirfear cuntais dheighilte bhrabúis agus chaillteanais agus ráitis ar ghlansócmhainní faoi bhráid ComReg don bhliain dar chríoch an 31 Nollaig 2022. I gcomhlíonadh na Treorach, tá na cuntais seo á n-athbhreithniú ag comhlacht inniúil a eiseoidh tuairim ar chomhlíonadh na Treorach.

Lámhleabhar Cuntasaíochta

Ullmhaíodh lámhleabhar mionsonraithe cuntasaíochta a léiríonn raon agus scóip na sonraí atá le bailiú chun an Treoir a chomhlíonadh, agus an bunús a mbeidh na sonraí á leithdháileadh/leithroinnt ar sheirbhísí.

Ráiteas ar Chomhlíonadh

Creideann na stiúrthóirí, bunaithe ar na céimeanna agus ar na gníomhartha thuas, gur chomhlíon An Post forálacha ábhartha an Achta agus Threoir ComReg a bhaineann le Córais Chuntasaíochta An Post don bhliain dar chríoch an 31 Nollaig 2022.

17. Ráiteas ar Fhreagrachtaí na Stiúrthóirí maidir le Tuarascáil na Stiúrthóirí agus na Ráitis Airgeadais

Tá na stiúrthóirí freagrach as tuarascáil na stiúrthóirí agus na ráitis airgeadais a ullmhú de réir Acht na gCuideachtaí, 2014.

Ceanglaíonn dlí cuideachtaí na hÉireann ar na stiúrthóirí ráitis airgeadais a ullmhú do gach bliain airgeadais. Faoin dlí, chinn na stiúrthóirí ar na ráitis airgeadais a ullmhú de réir Caighdeán Idirnáisiúnta um Thuairisciú Airgeadais arna nglacadh ag an Aontas Eorpach ("creat ábhartha um thuairisciú airgeadais") agus ráitis airgeadais na Cuideachta a ullmhú de réir FRS 101 Creat um Nochtadh Laghdaithe. Faoi dhlí na gcuideachtaí, ní féidir leis na stiúrthóirí na ráitis airgeadais a fhaomhadh ach amháin má tá siad sásta go dtugann siad léargas fírinneach cóir ar shócmhainní, ar dhliteanais agus ar staid airgeadais na cuideachta ag dáta deiridh na bliana airgeadais agus ar bhrabús nó ar chaillteanas na cuideachta don bhliain airgeadais agus go gcomhlíonann siad ar gach slí eile Acht na gCuideachtaí 2014.

Agus ráitis airgeadais an ghrúpa á gcur le chéile, éilíonn Caighdeán Idirnáisiúnta Cuntasaíochta 1 go ndéanfadh stiúrthóirí:

- beartais chuntasaíochta oiriúnacha a roghnú agus iad a chur i bhfeidhm go comhsheasmhach;
- breithiúnais agus meastacháin chuntasaíocht a dhéanamh atá réasúnach agus ciallmhar;
- Caighdeán Idirnáisiúnta um Thuairisciú Airgeadais (IFRS) infheidhme, arna nglacadh ag an Aontas Eorpach, a chomhlíonadh agus faisnéisithe breise a sholáthar nuair nach leor comhlíonadh na gceanglas sonrath le IFRSanna le go mbeidh úsáideoirí in ann tionchar idirbhearta, imeachtaí agus coinníollacha faoi leith eile a thuiscint maidir le staid airgeadais agus feidhmíocht airgeadais an eintitis; agus
- measúnú a dhéanamh ar chumas an Ghrúpa leanúint ar aghaidh mar ghnóthas leantach.

Agus ráitis airgeadais na máthairchuideachta á n-ullmhú, ní mór do na stiúrthóirí:

- beartais chuntasaíochta chuí a roghnú agus ansin iad a chur i bhfeidhm go comhsheasmhach;
- breithiúnais agus meastacháin chuntasaíocht a dhéanamh atá réasúnach agus ciallmhar;
- ará cé acu ar leanadh Caighdeán Tuairiscithe Airgeadais 101 an Creat um Fhaisnéisiú Laghdaithe, faoi réir ag aon imeachtaí ábhartha a luaitear agus mhínítear sna ráitis airgeadais; agus
- na ráitis airgeadais a ullmhú ar bhonn an ghnóthais leantaigh seachas má tá sé neamhoiriúnach talamh slán a dhéanamh de go leanfaidh an chuideachta ar aghaidh i ngnó.

Tá na stiúrthóirí freagrach as a chinntiú go gcoimeádann an chuideachta, nó go socraíonn sí go gcoimeádtar, taifid imleora chuntasaíochta a mhíníonn agus a thaifeadann i gceart idirbhearta na cuideachta, a chuireann ar a chumas gur féidir ag am ar bith sócmhainní, dliteanais, staid airgeadais agus brabús nó caillteanas na cuideachta a chinneadh le cruinneas réasúnta, a chuireann ar a chumas a chinntiú go gcomhlíonann na ráitis airgeadais agus tuarascáil na stiúrthóirí Acht na gCuideachtaí 2014 agus a chuireann ar a chumas na ráitis airgeadais a iniúchadh.

Tá siad freagrach freisin sócmhainní na cuideachta a chosaint agus dá réir as céimeanna réasúnta a thógáil chun calaíocht agus mírialtachtaí eile a chosc agus a aimsiú.

Tá na stiúrthóirí freagrach as cothabháil agus ionracas na faisnéise airgeadais agus corparáidí atá ar shuíomh gréasáin na Cuideachta. D'fhéadfadh go bhfuil reachtaíocht in Éirinn a rialaíonn ullmhú agus scaipeadh ráitis airgeadais éagsúil ó reachtaíocht i ndlínsí eile.

18. Faisnéis Ábhartha faoin Iniúchadh

Chun críocha Alt 330 d'Acht na gCuideachtaí, 2014, creideann na stiúrthóirí go bhfuil gach céim riachtanach tógtha acu chun iad féin a chur ar an eolas faoi aon fhaisnéis ábhartha a bhaineann leis an iniúchadh agus tá sé deimhnithe acu go bhfuil iniúchóirí reachtúla na Cuideachta ar an eolas faoin bhfaisnéis sin. Go bhfios dóibh, níl aon fhaisnéis ábhartha a bhaineann leis an iniúchadh nach bhfuil ar eolas ag iniúchóirí reachtúla na Cuideachta.

19. Iniúchóir

Leanann an t-iniúchóir, Deloitte Ireland LLP, Cuntasóirí Cairte agus Gnólacht Iniúchóireachta Reachtúla, ar aghaidh in oifig de réir Alt 383(2) d'Acht na gCuideachtaí, 2014.

Thar ceann an Bhoird

Carol Bolger, Stiúrthóir
David McRedmond, Stiúrthóir

23 Márta 2023

Tuarascáil ón Iniúchóir Neamhspleách do Chomhaltaí An Post

Tuarascáil ar an iniúchadh ar na ráitis airgeadais Tuairim ar ráitis airgeadais An Post ('an chuideachta')

Inár dtuairim, maidir le ráitis airgeadais an ghrúpa agus na máthairchuideachta:

- tugann siad léargas fírinneach cóir ar shócmhainní, ar dhliteanais agus ar staid airgeadais an ghrúpa agus na máthairchuideachta amhail an 31 Nollaig 2022 agus ar bhrabús an ghrúpa agus na máthairchuideachta don bhliain airgeadais dar chríoch an tráth sin; agus
- ullmhaíodh iad de réir an chreata tuairiscithe airgeadais ábhartha agus, go háirithe, de réir cheanglais Acht na gCuideachtaí 2014.

Sna ráitis airgeadais atá iniúchta againn tá:

Ráitis Airgeadais an Ghrúpa:

- An Ráiteas Comhdhlúite Ioncaim;
- Ráiteas Comhdhlúite maidir le hIoncam Cuimsitheach Eile;
- An Ráiteas Comhdhlúite ar Staid an Airgeadais;
- An Ráiteas Comhdhlúite ar Athruithe ar Chothromas;
- An Ráiteas Comhdhlúite ar Shreabhadh Airgid; agus
- Na nótaí gaolmhara 1 go 33, lena n-áirítear achoimre ar bheartais shuntasacha chuntasaíochta mar a leagtar amach in nóta 1.

Ráitis Airgeadais na Máthairchuideachta:

- Ráiteas na Cuideachta ar Staid an Airgeadais;
- Ráiteas na Cuideachta ar Athruithe ar Chothromas;
- Na nótaí gaolmhara 1 go 33, lena n-áirítear achoimre ar bheartais shuntasacha chuntasaíochta mar a leagtar amach in nóta 1.

Is é an creat ábhartha um thuairisciú airgeadais a cuireadh i bhfeidhm chun ráitis airgeadais an ghrúpa a ullmhú ná Acht na gCuideachtaí, 2014 agus Caighdeán Idirnáisiúnta um Thuairisciú Airgeadais (IFRS) arna nglacadh ag an Aontas Eorpach ("an creat ábhartha um thuairisciú airgeadais"). Is é an creat ábhartha um thuairisciú airgeadais a cuireadh i bhfeidhm chun ráitis airgeadais na máthairchuideachta a ullmhú ná Acht na gCuideachtaí, 2014 agus FRS 101 "Creat um Nochtadh Laghdaithe" arna eisiúint ag an gComhairle um Thuairisciú Airgeadais.

Bunús na tuairime

Rinneamar an t-iniúchadh de réir na gCaighdeán Idirnáisiúnta Iniúchóireachta (Éire) agus de réir dlí infheidhme. Déantar cur síos thíos ar na freagrachtaí atá orainn faoi na caighdeáin sin sa chuid "Freagrachtaí an iniúchóra as an iniúchadh ar na ráitis airgeadais" den tuarascáil.

Táimid neamhspleách ar an ngrúpa agus ar an máthairchuideachta de réir na riachtanas eiticíúil a bhaineann lenár n-iniúchadh ar na ráitis airgeadais in Éirinn, an Caighdeán Eiticíúil a d'eisigh Údarás Maoirseachta Iniúchóireachta agus Cuntasaíochta na hÉireann san áireamh, agus chomhlíonamar na freagrachtaí eiticíúla eile atá orainn de réir na riachtanas seo. Creidimid gur leor agus gur cuí an fhianaise iniúchóireachta a fuairamar chun bunús a chur faoinár dtuairim.

Conclúidí i ndáil le gnóthas leantach

Agus muid ag iniúchadh na ráiteas airgeadais, tá sé bainte de thátal againn gur cuí an úsáid a bhain na stiúrthóirí as bunús cuntasaíochta an ghnóthais leantaigh agus iad ag ullmhú na ráiteas airgeadais.

Bunaithe ar an obair a rinneamar, níor shainithníomar aon éiginnteachtaí ábhartha i ndáil le himeachtaí nó dálaí ar féidir leo, ina n-aonar nó le chéile, amhras suntasach a chaitheamh ar chumas an ghrúpa agus na máthairchuideachta leanúint ar aghaidh mar ghnóthas leantach ar feadh tréimhse dhá mhí dhéag ar a laghad ón uair a údaraítear na ráitis airgeadais lena n-eisiúint.

Déantar cur síos ar na freagrachtaí atá orainn agus ar na freagrachtaí atá ar na stiúrthóirí i ndáil le gnóthas leantach sna codanna ábhartha den tuarascáil seo.

Faisnéis eile

Is éard atá san fhaisnéis eile ná an fhaisnéis atá sa Tuarascáil Bhliantúil, seachas na ráitis airgeadais agus ár dtuarascáil iniúchóra orthu. Is iad na stiúrthóirí atá freagrach as an bhfaisnéis eile atá sa tuarascáil bhliantúil. Ní chlédaíonn ár dtuairim ar na ráitis airgeadais an fhaisnéis eile agus, ach amháin sa chás go luaitear a mhalairt go follasach inár dtuarascáil, ní thugaimid aon dearbhú ina leith sin.

Is é an fhreagracht atá orainn ná an fhaisnéis eile a léamh agus, fad is atáimid á dhéanamh sin, a bhreithniú an bhfuil an fhaisnéis eile ar neamhréir go hábhartha leis na ráitis airgeadais nó leis an eolas a fuairamar san iniúchadh nó an ndearraíonn sé go bhfuil sí míshonraithe ar bhealach eile. Má shainithnímid neamhréireacht ábhartha nó míshonrú ábhartha dealraitheach den sórt sin, ceanglaítear orainn a chinneadh cé acu atá nó nach bhfuil míshonrú ábhartha sna ráitis airgeadais nó míshonrú ábhartha ar an bhfaisnéis eile. Má bhainimid de thátal, bunaithe ar an obair atá déanta againn, go bhfuil míshonrú ábhartha ar an bhfaisnéis eile sin, ceanglaítear orainn é sin a thuairisciú.

Níl aon rud le tuairisciú againn ina thaobh seo.

Freagrachtaí na stiúrthóirí

Mar a mhínítear níos mó sa Ráiteas ar Fhreagrachtaí na Stiúrthóirí, tá na stiúrthóirí freagrach as na ráitis airgeadais a ullmhú agus a bheith sásta go dtugann siad léargas fírinneach cóir agus go gcomhlíonann siad Acht na gCuideachtaí, 2014 ar gach bealach eile, agus as cibé rialú inmheánach a mheasann na stiúrthóirí a bheith riachtanach le go mbeifear in ann ráitis airgeadais a ullmhú atá saor ó mhíshonrú ábhartha, bíodh sin de bharr calaoise nó earráide.

Agus iad ag ullmhú na ráiteas airgeadais, tá na stiúrthóirí freagrach as measúnú a dhéanamh ar chumas an ghrúpa agus na máthairchuideachta leanúint ar aghaidh mar ghnóthas leantach. Ní mór dóibh nithe a bhaineann le gnóthas leantach a nochtadh más infheidhme agus úsáid a bhaint as bunús cuntasaíochta an ghnóthais leantaigh ach amháin má tá sé i gceist ag na stiúrthóirí an grúpa agus an mháthairchuideachta a leachtú nó scor d'oibríochtaí, nó mura bhfuil an dara rogha acu ach é sin a dhéanamh.

Freagrachtaí an iniúchóra as an iniúchadh ar na ráitis airgeadais

Is iad na cuspóirí atá againn ná dearbhú réasúnta a fháil go bhfuil na ráitis airgeadais ina n-iomláine saor ó mhíshonrú ábhartha, bíodh sin de bharr calaoise nó earráide, agus tuarascáil iniúchóra a eisiúint a bhfuil ár dtuairim san áireamh inti. Is ardeibhéal dearbhaithe é dearbhú réasúnta, ach ní ráthaíocht é go braithfidh iniúchadh a dhéantar de réir na gCaighdeán Idirnáisiúnta Iniúchóireachta (Éire) míshonrú ábhartha i gcónaí nuair is ann dó. Is féidir míshonruithe a dhéanamh de bharr calaoise nó earráide agus meastar go bhfuil siad ábhartha dá mbeadh súil leis go réasúnta go rachaidís, ina n-aonar nó le chéile, i bhfeidhm ar chinntí eacnamaíochta a dhéanann úsáideoirí ar bhonn na ráiteas airgeadais seo.

Tá cur síos breise ar ár bhfreagrachtaí maidir le hiniúchadh a dhéanamh ar na ráitis airgeadais le fáil ar shuíomh Gréasáin an IAASA ag: <https://iaasa.ie/publications/description-of-the-auditors-responsibilities-for-the-audit-of-the-financial-statements/>. Tá an cur síos seo ina chuid dár dtuarascáil iniúchóra.

Tuarascáil ar cheanglais dhlíthiúla agus rialála eile Tuairim ar nithe eile arna leagan amach ag Acht na gCuideachtaí, 2014

Bunaithe ar an obair a rinneamar i gcaitheamh an iniúchta agus uirthi sin amháin, tuairiscímid an méid seo a leanas:

- Fuairamar an fhaisnéis ar fad agus gach míniú a mheasaimid a bheith riachtanach chun críocha an iniúchta.
- Is é ár dtuairim gur leor taifid chuntasaíochta na máthairchuideachta le go bhféadfaí na ráitis airgeadais a iniúchadh go réidh agus i gceart.

- Tá clár comhardaithe na máthairchuideachta i gcomhréir leis na taifid chuntasaíochta.
- Is é ár dtuairim go bhfuil an fhaisnéis a thugtar i dtuarascáil na stiúrthóirí ag teacht leis na ráitis airgeadais agus ullmhaíodh tuarascáil na stiúrthóirí de réir Acht na gCuideachtaí, 2014.

Nithe a gceanglaítear orainn tuairisciú orthu ar bhonn eisceachtúil

Bunaithe ar an eolas agus ar an tuiscint ar an ngrúpa agus ar an máthairchuideachta agus a timpeallacht a fuairamar i gcaitheamh an iniúchta, níor shainithníomar míshonruithe ábhartha i dtuarascáil na stiúrthóirí.

Níl aon rud le tuairisciú againn i leith na bhforálacha in Acht na gCuideachtaí, 2014 a cheanglaíonn orainn é a thuairisciú daoibh más é ár dtuairim nach ndéantar luach saothair stiúrthóirí agus idirbhearta arna sonrú sa dlí a nochtadh.

Faoin gCód Cleachtas chun Comhlachtaí Stáit a Rialú (Lúnasa 2016) (arna leasú) (an "Cód Cleachtas"), ceanglaítear orainn tuairisciú daoibh mura léiríonn an ráiteas maidir leis an gcóras um rialú inmheánach a theastaíonn faoin gCód Cleachtas, faoi mar a áirítear leis an Ráiteas ar Rialachas Corparáideach i dTuarascáil na Stiúrthóirí, gur chomhlíon an grúpa alt 1.9(iv) den Chód Cleachtas nó mura bhfuil sé ag teacht leis an bhfaisnéis a bhfuilimid ar an eolas fúithi ónár gcuid oibre iniúchóireachta ar na ráitis airgeadais. Níl aon rud le tuairisciú againn ina thaobh seo.

Ár dtuarascáil a úsáid

Tá an tuarascáil seo ullmhaith do chomhaltaí na cuideachta, agus dóibhsean amháin, mar chomhlacht de réir Alt 391 d'Acht na gCuideachtaí, 2014. Thugamar faoinár gcuid oibre ar an iniúchadh ionas go bhféadfaimis na nithe ar gá dúinn a lua do chomhaltaí na cuideachta i dtuarascáil iniúchóirí a lua agus ní chun críche ar bith eile. Chomh fada agus atá ceadaithe le dlí, ní ghlacaimid le freagracht ná ní ghabhaimid freagracht orainn féin maidir le haon duine seachas an chuideachta agus comhaltaí na cuideachta mar chomhlacht, as ár gcuid oibre ar an iniúchadh, as an tuarascáil seo, ná as na tuairimí ar tháingamar orthu.

Emer O'Shaughnessy

ar son agus thar ceann Deloitte Ireland LLP
Cuntasóirí Cairte agus Gnólacht Iniúchóireachta Reachtúla
Teach Deloitte & Touche
Ardán Earlsfort
Baile Átha Cliath 2

23 Márta 2023

Ráiteas Comhdhlúite Ioncam

don bhliain dar chríoch an
31 Nollaig 2022

Nótaí	2022			2021			
	Réamh- Eisceachtúil €'000	Eisceachtúil €'000	Iomlán €'000	Réamh- Eisceachtúil €'000	Eisceachtúil €'000	Iomlán €'000	
Ioncam	2	888,139	-	888,139	890,600	-	890,600
Costais oibriúcháin	3	(869,544)	-	(869,544)	(874,378)	-	(874,378)
TRÚCDA¹ roimh míreanna aon uaire		18,595	-	18,595	16,222	-	16,222
Dímheas agus amúchadh	4	(54,860)	-	(54,860)	(49,645)	-	(49,645)
(Caillteanas roimh mhíreanna aon uaire, glanioncam/(glanchostais) airgeadais agus cánachas		(36,265)	-	(36,265)	(33,423)	-	(33,423)
Míreanna eisceachtúla (costais chlaohlúcháin san áireamh)	5	-	(223,955)	(223,955)	-	(11,605)	(11,605)
Gnóthachain eile	6	8,348	-	8,348	1,330	-	1,330
(Caillteanas roimh ghlanioncam/ glanchostais) airgeadais agus cánachas		(27,917)	(223,955)	(251,872)	(32,093)	(11,605)	(43,698)
Ioncam Airgeadais	7	7,372	-	7,372	5,693	-	5,693
Costais airgeadais	8	(4,099)	-	(4,099)	(2,876)	-	(2,876)
Caillteanas roimh chánachas	9	(24,644)	(223,955)	(248,599)	(29,276)	(11,605)	(40,881)
Creidmheas cánachais	10	(2,742)	27,237	24,495	3,019	-	3,019
Caillteanas don bhliain		(27,386)	(196,718)	(224,104)	(26,257)	(11,605)	(37,862)
Caillteanas don bhliain inchurtha i leith							
Úinéirí na Cuideachta		(27,499)	(196,718)	(224,217)	(38,006)	-	(38,006)
Leasanna neamh-urlámhais		113	-	113	144	-	144
		(27,386)	(196,718)	(224,104)	(37,862)	-	(37,862)

¹TRÚCDA: Tuilleamh (brabús oibriúcháin) roimh ús, cáin, dímheas agus amúchadh

Thar ceann an Bhoird

Carol Bolger, Stiúrthóir
David McRedmond, Stiúrthóir

23 Márta 2023

Ráiteas Comhdhlúite ar Ioncam Cuimsitheach Eile

don bhliain dar chríoch an
31 Nollaig 2022

Nótaí	2022 €'000	2021 €'000
Caillteanas don bhliain	(224,104)	(37,862)
Ioncam cuimsitheach eile		
Míreanna nach n-athaicmeofar tar éis brabúis nó caillteanais:		
Atomhais ar glanshócmhainn scéim pinsean sochair shainithe	24	356,294
Míreanna a d'fhéadfaí a athaicmiú tar éis brabúis nó caillteanais:		
Aistriú oibríochtaí eachtracha - fochuideachtaí	(1,344)	1,360
Ioncam cuimsitheach iomlán don bhliain airgeadais	130,846	312,390
Ioncam cuimsitheach iomlán inchurtha i leith		
Úinéirí na Cuideachta	130,733	312,246
Leasanna neamh-urlámhais	113	144
	130,846	312,390

Ráiteas Comhdhlúite ar Staid an Airgeadais

amhail an
31 Nollaig 2022

	Nótaí	31 Nollaig 2022 €'000	31 Nollaig 2021 €'000
Sócmhainní			
Sócmhainní neamhreacha			
Sócmhainní doláimhsithe agus cáilmheas	12	48,583	44,270
Réadmhaoín infheistíochta	13	-	1,800
Réadmhaoín, gléasra agus treatamh	14	318,392	307,598
Infheistíochtaí	15	32,383	31,752
Sócmhainn cánach iarchurtha	16	114	153
Sócmhainn phinsin	24	679,105	498,905
Iomlán na sócmhainní neamhreacha		1,078,577	884,478
Sócmhainní reatha			
Suimeanna infhaighte trádála agus eile	16	142,846	143,844
Fardail	17	1,722	1,944
Airgead sa bhanc agus ar láimh	18	765,935	529,279
Iomlán na sócmhainní reatha		910,503	675,067
Iomlán na sócmhainní		1,989,080	1,559,545
Cothromas agus cúlchistí			
Scairchaipiteal glaoite	25	(68,239)	(68,239)
Cúlchistí eile		1,358	14
Tuilleamh coinnithe		(742,117)	(610,040)
Cothromas inchurtha i leith na Cuideachta		(808,998)	(678,265)
Leasanna neamh-urlámhais		(2,032)	(1,919)
Cothromas iomlán		(811,030)	(680,184)
Dlíteanais neamhreacha			
Ioncam iarchurtha	19	(4,013)	-
Deontais chaipitil	22	(7,495)	(7,719)
Léasanna agus iasachtaí	20	(146,650)	(93,169)
Soláthairtí	23	(10,088)	(10,699)
Dlíteanas pinsin	24	(12,904)	(12,899)
Iomlán na ndlíteanas neamhreacha		(181,150)	(124,486)
Dlíteanais reatha			
Suimeanna iníoctha trádála agus eile	19	(230,192)	(216,475)
Léasanna agus iasachtaí	20	(59,120)	(55,154)
Soláthairtí	23	(1,730)	(1,703)
Suimeanna in iontaobhas	18	(705,858)	(481,543)
Iomlán na ndlíteanas reatha		(996,900)	(754,875)
Iomlán na ndlíteanas		(1,178,050)	(879,361)
Iomlán an chothromais agus na ndlíteanas		(1,989,080)	(1,559,545)

Thar ceann an Bhoird

Carol Bolger, Stiúrthóir

David McRedmond, Stiúrthóir

23 Márta 2023

Ráiteas Comhdhlúite ar Athruithe ar Chothonmas

don bhliain dar chríoch
an 31 Nollaig 2022

	Scair- chaipiteal glaoite €'000	Cúlchiste com- hshóite caipitil €'000	Airgeadra eachtrach aistriú coigríche €'000	Tuilleamh Coinnithe €'000	Iomlán €'000	Leasanna neamh- urlámhais €'000	Cothromas iomlán €'000
Iarmhéid amhail an 1 Eanáir 2021	(68,239)	(877)	2,251	(299,154)	(366,019)	(1,775)	(367,794)
Caillteanas don bhliain	-	-	-	38,006	38,006	(144)	37,862
Ioncam cuimsitheach eile:							
Atomhais ar glanshócmhainn scéim pinsean sochair shainithe	-	-	-	(348,892)	(348,892)	-	(348,892)
Aistriú oibríochtaí eachtracha	-	-	(1,360)	-	(1,360)	-	(1,360)
Iarmhéid amhail an 31 Nollaig 2021	(68,239)	(877)	891	(610,040)	(678,265)	(1,919)	(680,184)
Caillteanas don bhliain	-	-	-	224,217	224,217	(113)	224,104
Ioncam cuimsitheach eile:							
Atomhais ar glanshócmhainn scéim pinsean sochair shainithe	-	-	-	(356,294)	(356,294)	-	(356,294)
Aistriú oibríochtaí eachtracha	-	-	1,344	-	1,344	-	1,344
Iarmhéid amhail an 31 Nollaig 2022	(68,239)	(877)	2,235	(742,117)	(808,998)	(2,032)	(811,030)

Áirítear le cúlchistí eile de réir an Ráitis ar an Staid Airgeadais an cúlchiste comhshó caipitil agus an cúlchiste aistrithe airgeadra eachtraigh.

Ráiteas Comhdhlúite ar Shreabhadh Airgid

don bhliain dar chríoch an 31 Nollaig 2022

	2022 €'000	2021 €'000
Sreabhadh airgid ó ghníomhaíochtaí oibriúcháin		
Cailteanas don bhliain	(224,104)	(37,862)
Coigeartuithe le haghaidh:		
Dímheas	44,477	43,814
Amúchadh	10,383	5,831
Glanioncam airgeadais	(3,273)	(2,817)
Gnóthachain eile	(8,348)	(1,330)
Creidmheas cánach	(24,495)	(3,019)
Airgead tirim íochta lúide muirear ráiteas ioncaim pinsin	233,548	2,967
Deontas caipitil amúchta	(224)	(224)
Íocaíochtaí a rinneadh i leith soláthairtí, sa bhreis ar chostas	(584)	(870)
	27,380	6,490
Athruithe ar:		
Suimeanna infhaighte trádála agus eile	(1,234)	11,977
Fardail	222	(73)
Suimeanna iníochta trádála agus eile	(4,200)	(13,805)
Airgead a gineadh ó ghníomhaíochtaí oibriúcháin	22,168	4,589
Cánacha a aisíocadh/(íochta)	426	(1,688)
Glan-insreabhadh airgid a gineadh ó ghníomhaíochtaí oibriúcháin	22,594	2,901
Sreabhadh airgid ó ghníomhaíochtaí infheistíochta		
Fáltais ó dhiúscairtí a fuarthas i gcaitheamh na bliana	15,501	5,893
Réadmhaoin, gléasra agus trealamh a fháil	(15,785)	(9,364)
Sócmhainní doláimhsithe a fháil	(15,015)	(20,594)
Suimeanna in iontaobhas	224,315	(108,963)
Fáltais ó infheistíocht in Premier Lotteries Ireland	-	5,098
Glanmhéid airgid a gineadh/(a úsáideadh) ó ghníomhaíochtaí infheistíochta	209,016	(127,930)
Sreabhadh airgid ó ghníomhaíochtaí maoinithe		
Aisíocaíocht dliteanas léasa arna caipitliú	(25,105)	(24,604)
Iasacht ón mBanc Eorpach Infheistíochta tarraingthe anuas	20,000	10,000
Iasacht théarmach tarraingthe anuas	17,500	-
Íocaíochtaí úis ar iasacht ón Rialtas agus eile	(4,099)	(1,015)
Iasacht ón mBanc Eorpach Infheistíochta aisíochta i gcaitheamh na bliana	(3,250)	(1,250)
Airgead tirim glan ginte/(úsáidte) i ghníomhaíochtaí maoinithe	5,046	(16,869)
Glanmhéadú/(laghdú) ar airgead agus ar choibhéisí airgid	236,656	(141,898)
Airgead agus coibhéisí airgid amhail tús na bliana	529,279	671,177
Airgead agus coibhéisí airgid amhail deireadh na bliana	765,935	529,279

Ráiteas na Cuideachta ar Staid an Airgeadais

amhail an 31 Nollaig 2022

	Nótaí	2022 €'000	2021 €'000
Sócmhainní			
Sócmhainní neamhreatha			
Sócmhainní doláimhsithe	12	40,484	34,949
Réadmhaoin infheistíochta	13	-	1,800
Réadmhaoin, gléasra agus trealamh	14	288,474	280,316
Infheistíochtaí	15	41,352	40,721
Sócmhainn phinsin	24	679,105	498,905
Iomlán na sócmhainní neamhreatha		1,049,415	856,691
Sócmhainní reatha			
Suimeanna infhaighte trádála agus eile	16	136,261	133,987
Airgead sa bhanc agus ar láimh	18	751,568	518,345
Iomlán na sócmhainní reatha		887,829	652,332
Iomlán na sócmhainní		1,937,244	1,509,023
Cothromas agus cúlchistí			
Scairchaipiteal glaoite	25	(68,239)	(68,239)
Cúlchistí eile		(877)	(877)
Tuilleamh coinneithe		(713,192)	(582,737)
Cothromas iomlán		(782,308)	(651,853)
Dlíteanas neamhreatha			
Ioncam iarchurtha	19	(4,013)	-
Deontais chaipitil	22	(2,340)	(2,442)
Léasanna agus iasachtaí	20	(127,162)	(72,304)
Soláthairtí	23	(10,088)	(10,699)
Dlíteanas pinsin	24	(12,904)	(12,899)
Iomlán na ndlíteanas neamhreatha		(156,507)	(98,344)
Dlíteanas reatha			
Suimeanna iníochta trádála agus eile	19	(233,062)	(221,963)
Léasanna agus iasachtaí	20	(57,779)	(53,690)
Soláthairtí	23	(1,730)	(1,630)
Suimeanna in iontaobhas	18	(705,858)	(481,543)
Iomlán na ndlíteanas reatha		(998,429)	(758,826)
Iomlán na ndlíteanas		(1,154,936)	(857,170)
Iomlán an chothromais agus na ndlíteanas		(1,937,244)	(1,509,023)

De réir Alt 304 d'Acht na gCuideachtaí, 2014, tá an Chuideachta ag baint leas as an díolúine óna ráiteas ioncaim aonair a chur i láthair. Is é an toradh don Chuideachta ná cailteanas de €225.839m (2021: cailteanas de €44.342m).

Thar ceann an Bhoird

Carol Bolger, Stiúrthóir
David McRedmond, Stiúrthóir

23 Márta 2023

Ráiteas na Cuideachta ar Athruithe ar Chothroimas

don bhliain dar chríoch an 31 Nollaig 2022

	Scairchaipiteal glaoite €'000	Comhshó caipitil cúlchiste €'000	Tuilleamh coinnithe €'000	Cothroimas iomlán €'000
Iarmhéid amhail an 1 Eanáir 2021	(68,239)	(877)	(278,187)	(347,303)
Cailtneas don bhliain	-	-	44,342	44,342
Atomhais ar glanshócmhainn scéim pinsean sochair shainithe	-	-	(348,892)	(348,892)
Iarmhéid amhail an 31 Nollaig 2021	(68,239)	(877)	(582,737)	(651,853)
Cailtneas don bhliain	-	-	225,839	225,839
Atomhais ar glanshócmhainn scéim pinsean sochair shainithe	-	-	(356,294)	(356,294)
Iarmhéid amhail an 31 Nollaig 2022	(68,239)	(877)	(713,192)	(782,308)

San áireamh sa chailtneas sa tréimhse tá díbhinní a fuarthas ó chuideachtaí sa ghrúpa €9,500,000 (2021: €nialas).

Nótaí leis na Ráitis Airgeadais

don bhliain dar chríoch an 31 Nollaig 2022

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Nótaí leis na Ráitis Airgeadais ar lean

1. Beartais Shuntasacha Chuntasáíochta

Cuireadh na beartais chuntasáíochta a leagtar amach thíos i bhfeidhm go seasmhach ar gach bliain a chuirtear i láthair sna ráitis airgeadais seo, agus cuireadh i bhfeidhm go seasmhach iad ar gach Cuideachta sa Ghrúpa chun críche ráitis airgeadais an Ghrúpa.

Bunús an Ullmhúcháin

Gnóthas leantach

Ullmhaíodh ráitis airgeadais An Post 2022 ar bhonn gnóthais leantaigh. Leis sin glactar leis go mbeidh a ndóthain acmhainní ag an nGrúpa agus ag an gCuideachta chun leanúint ar aghaidh ag feidhmiú ar feadh tréimhse dhá mhí dhéag ar a laghad ón dáta ar faomhadh na ráitis airgeadais seo.

Measúnú

Tá an Bord tar éis machnamh cúramach a dhéanamh ar bhonn an ghnóthais leantaigh mar bhonn ullmhúcháin agus tá sé sásta gur cuí go n-ullmhaíofaí ráitis airgeadais 2022 ar an mbonn sin. Áirítear ar na príomhthosca a breithníodh chun teacht ar an gcinneadh sin:

Feidhmíocht trádála

Baineadh amach TRÚCDA de €18.6m in 2022. Ba é an cailteanas foriomlán an ghrúpa tar éis cánachais don bhliain airgeadais ná €224.1m, ach luaitear é seo tar éis míreanna aonuaire a aithint lena n-áirítear táillí pinsin de €217.9m a bhaineann le costais seirbhíse roimhe seo, costas clochlaithe de €6m, agus gnóthachan ar dhiúscairt sócmhainní seasta de €8m. Tríd is tríd bhí ioncam an Ghrúpa ar aon dul le hioncam 2021 agus bhí an dara leath na bliana i bhfad níos láidre ná an chéad sé mhí. Léiríonn sé seo ábharthacht ár ngníomhaíochtaí don gheilleagar agus láidreacht na ngnóthaí bunúsacha. Thuairiscigh an grúpa glansócmhainní de €811m ar an 31 Nollaig 2022 (glansócmhainní de €680.2m ar an 31 Nollaig 2021) agus glandliteanais reatha de €86.4m (glandliteanais reatha de €79.8m ar an 31 Nollaig 2021).

Airgead tirim

Bhí €60m mar Glan Airgead Tirim ag an nGrúpa (arna ríomh mar iarmhéideanna airgid thirim agus bainc lúide méideanna arna gcoinneáil ar iontaobhas) amhail an 31 Nollaig 2022. Tá sé seo níos airde ná an t-iarthéid de €47.7m a bhí ann ar an 31 Nollaig 2021. Dhíol an Grúpa roinnt sócmhainní barrachais i R4, nuair a réadaíodh breis is €15m in airgead tirim agus ligeann sé seo don Ghrúpa leanúint ar aghaidh ag infheistiú i gcaiteachas caipitil agus i dtionscadail bhunathraithe. Leanfaidh an Grúpa ag athmhúnlú a chuid oibríochtaí agus ag infheistiú chun an gnó a chur in oiriúint don todhchaí. Cinnteoidh spriocdhírú nua an Ghrúpa agus feidhmiú leanúnach na Straitéise go mbeidh rath ar an gnó ar feadh i bhfad.

don bhliain dar chríoch an 31 Nollaig 2022

Iasachtaí Bainc

Ar 31 Nollaig 2022 bhí iasachtaí de €82m ag an nGrúpa, comhdhéanta d'iasacht Rialtais de €30m, iasachtaí ón mBanc Eorpach Infheistíochta de €34.5m, agus €17.5m atá dlite do Bhanc na hÉireann maidir le foirgneamh nua na ceanncheathrún. Bhí iasacht an Rialtais ar feadh téarma 5 bliana agus d'fhéadfaí síneadh bliantúil a chur leis faoi dhó. Bhain an Chuideachta leas as an gcéad rogha mar shíneadh i mí na Nollag 2022 agus iarrfaidh sí cead ón Roinn Airgeadais chun leas a bhaint as an dara tréimhse sínte in 2023. Níl ach €10m d'iasachtaí €52m eile inaisíochta in 2023. Ina theannta sin, tá rochtain ag an nGrúpa ar shaoráidí iasachta gearrthéarmacha nár tarraingíodh anuas, má bhíonn gá leo mar chaipiteal oibre.

Buiséid/Réamhaisnéisí

Tá buiséad bliantúil agus plean airgeadais fadtéarmach go dtí 2030 faofa ag an mBord. Cé go bhfuil sé tuartha go leanfaidh an laghdú ar mhéideanna poist traidisiúnta ar aghaidh i gcónaí, meastar go mbeidh an ráta laghdaithe cuibheasach íseal - thart faoi 4% in aghaidh na bliana. Lean an méadú ar sheachadtaí ríomhthráchtála a bhí ann le blianta beaga anuas, fiú tar éis na paindéime. Léiríonn na tosca seo in éineacht le coigeartuithe praghaís a cuireadh i bhfeidhm i R1 2023 agus an bhéim leanúnach ar éifeachtúlacht costais gur féidir leis an nGrúpa leanúint ar aghaidh ag trádáil agus bealach soiléir aige chun fillleadh ar bhrabúsacht.

Suaití Eacnamaíochta

Bhí tionchar ollmhór ag trí shuaití a tharla le déanaí ar fheidhmíocht airgeadais an Ghrúpa, ba iad sin an Bhreathimeacht agus an t-athrú ar rialacha Custaim an AE, tionchar eacnamaíoch ionradh na Rúise ar an Úcráin agus paindéim COVID-19. Cé go bhfuil geilleagar na hÉireann agus An Post tar éis dul i dtailí ar na suaití sin, agus thug freagra orthu de réir mar ba gá, táthar ag súil go mbeidh timpeallacht ghnó níos normálta ann in 2023 agus ina dhiaidh sin.

Conclúid

Tar éis dóibh fiosruithe cuí a dhéanamh agus breithniú ar na hábhair thuasluaite, tá súil réasúnta ag baill an Bhoird go mbeidh dóthain acmhainní oibríocháin agus airgeadais ag an nGrúpa chun leanúint ar aghaidh i mbun gnó ar feadh tréimhse 12 mhí ar a laghad ón dáta ar faomhadh na ráitis airgeadais seo. Tá sé bainte de thátal as sin ag comhaltaí an Bhoird nach éiginnteacht ábhartha, a chaitheann amhras suntasach ar chumas an Ghrúpa leanúint ar aghaidh mar ghnóthas leantach, iad na dálaí a ndéantar cur síos orthu thuas.

Aonán tuairiscithe

Is cuideachta gníomhaíochta sainithe é An Post (an 'Chuideachta') faoi theorainn scaireanna a bhfuil sainchónaí uirthi in Éirinn leis an uimhir chláráithe 98788. Faoin Acht Seirbhísí Poist agus Teileachumarsáide, 1983, tá an Chuideachta i dteideal na focail 'cuideachta gníomhaíochta sainithe' a fhágáil ar lár óna ainm. Is í oifig chláráithe na Cuideachta ná Ard-Oifig an Phoist, Sráid Uí Chonaill, Baile Átha Cliath 1, D01 F5P2.

Tugann na ráitis airgeadais chomhdhlúite seo ráitis airgeadais na Cuideachta agus a fochuideachtaí (an 'Grúpa' le chéile agus 'Grúpcuideachtaí' astu féin). Baineann príomhghnó an Ghrúpa le seirbhísí poist, dáilte agus airgeadais.

Agus í ag cur ráitis airgeadais na máthairchuideachta i láthair i dteannta ráitis airgeadais an Ghrúpa, bhain an Chuideachta leas as an díolúine in Alt 304(2) d'Acht na gCuideachtaí, 2014 gan a ráitis ioncaim aonair agus na nótaí gaolmhara, ar cuid de ráitis airgeadais fhaofa na Cuideachta iad, a chur i láthair.

Ráiteas ar chomhlíonadh

Ullmhaítear na ráitis airgeadais chomhdhlúite de réir na gCaighdeán Idirnáisiúnta um Thuairisciú Airgeadais (IFRS), arna nglacadh ag an Aontas Eorpach (EU IFRS) agus ag Acht na gCuideachtaí, 2014. Cuireadh ráitis airgeadais na Cuideachta le chéile de réir Chreat um Fhaisnéisiú Laghdaithe FRS 101 agus Acht na gCuideachtaí, 2014.

Caighdeáin nua agus leasaithe IFRS atá i bhfeidhm don bhliain reatha

Tháinig na caighdeáin agus na léirmhínte nua seo a leanas i bhfeidhm don Ghrúpa ón 1 Eanáir 2022:

- Leasuithe ar IFRS 3 - Tagairtí don Chreat Coincheapúil;
- Leasaithe ar IAS 16 Maoin, Gléasra agus Trealamh - Fáltais roimh Úsáid Beartaithe;
- Leasuithe ar IAS 37 Conarthaí Dochraideacha - An Costas a bhaineann le Conradh a Chomhlíonadh; agus
- Feabhsuithe Bliantúla ar Chaighdeáin Chuntasáíochta IFRS Timthriall 2018-2020.

Ní raibh tionchar ábhartha ar thorthaí an Ghrúpa de thoradh na gcaighdeán, na léirmhínte agus na n-athchóirithe nua atá leagtha amach thuas.

Caighdeáin, leasuithe agus léirmhínte nua IFRS a eisíodh, ach nach bhfuil i bhfeidhm go fóill

IFRS 17 - Conarthaí Árachais	1 Eanáir 2023
Leasuithe ar IFRS 10 agus ar IAS 28 - Díolachán nó Ranníocaíocht Sócmhainní idir Infheisteoir agus a Fhiontar Comhlach nó Comhfhiontar	1 Eanáir 2023
Leasuithe ar IAS 1 - Rangú Dliteanas mar Reatha nó Neamhreatha	1 Eanáir 2023
Leasuithe ar IAS 1 agus Ráiteas Cleachtas IFRS 2 - Nochtadh Beartas Cuntasáíochta	1 Eanáir 2023
Leasuithe ar IAS 8 - Sainmhíniú ar Mheastacháin Chuntasáíochta	1 Eanáir 2023
Leasuithe ar IAS 12 - Cáin Iarchurtha a bhaineann le Sócmhainní agus Dliteanais a eascraíonn as Idirbheart Amháin	1 Eanáir 2023

Tá an Grúpa ag déanamh measúnú ar thionchar na gcaighdeán agus na leasuithe thuas faoi láthair. Ní mheasann na stiúrthóirí, áfach, go mbeidh tionchar ábhartha acu ar ráitis airgeadais an Ghrúpa i dtréimhsí amach anseo. Cuirfear na caighdeáin agus na léirmhínte a luaitear thuas i bhfeidhm ar mhaithe le ráitis airgeadais an Ghrúpa le héifeacht ó na dátaí a luaitear.

Bunús an tomhais

Grúpa

Ullmhaítear na ráitis airgeadais seo ar bhonn costas stairiúil, ach amháin:

- Tomhaistear an ghlansócmhainn phinsin le sochar sainithe ag luach cóir shócmhainní an phlean lúide luach láithreach na hoibleagáide sochair shainithe, agus tomhaistear an dliteanas a bhaineann le Scéim na Máistrí Poist, scéim nach bhfuil maoinithe, ag luach cóir (féach nóta 24);
- Go dtomhaistear réadmhaoin infheistíochta ag luach cóir; agus
- Go dtomhaistear sócmhainní airgeadais ag luach cóir.

Nótaí leis na Ráitis Airgeadais ar lean

1. Beartais Shuntasacha Chuntasaíochta ar lean

Bunús an tomhais ar lean

Cuideachta

Sna ráitis airgeadais seo, chuir an Chuideachta na díolúintí atá ar fáil faoi FRS 101 i bhfeidhm i leith an nochta seo a leanas:

- Ráiteas ar Shreabhadh Airgid agus nótaí gaolmhara;
- Réitigh tréimhse comparáidí le haghaidh scairchaipitil, sócmhainní seasta inláimhsithe, sócmhainní doláimhsithe agus réadmhaoine infheistíochta;
- Nochtadh i leith idirbheart le fochuideachtaí faoi úinéireacht iomlán;
- Nochtadh i leith bainistíocht caipitil;
- Tionchair IFRSanna nua ach nach bhfuil i bhfeidhm go fóill; agus
- Nochtadh i leith cúitimh do Phríomhphearsana Bainistíochta.

Airgeadra feidhmiúil agus tuairiscithe

Tuairiscítear na ráitis airgeadais chomhdhlúite agus Cuideachta seo in Euro, airgeadra feidhmiúil na Cuideachta. Tugadh gach suim slán go dtí an míle is gaire, seachas má chuirtear a mhalairt in iúl.

Úsáid breithiúnas agus meastachán

Nuair a bhí na ráitis airgeadais seo á n-ullmhú, rinne an bhainistíocht breithiúnais, meastacháin agus boinn tuisceana a d'fhéadfadh tionchar a imirt ar bheartais chuntasaíochta an Ghrúpa agus na Cuideachta a chur i bhfeidhm agus ar shuim tuairiscithe na sócmhainní, na ndliteanas, an ioncaim agus na speansas. D'fhéadfadh difear a bheith idir na torthaí iarbhir agus na meastacháin sin.

Déantar athbheithniú ar na meastacháin agus ar na boinn tuisceana bhunúsacha ar bhonn leanúnach. Aithnítear leasuithe ar mheastacháin go hionchasach.

Is iad seo a leanas na réimsí ina n-imríonn breithiúnas agus meastachán an tionchar is suntasaí ar na suimeanna sainaitheanta:

- Nóta 5 - measúnú ar chostais áirithe pinsin um chlaochlú agus ar iarsheirbhís mar eisceacht in 2022;
- Nóta 10 - sócmhainní cánach iarchurtha a aithint: breithiúnas a chuirtear i bhfeidhm le déanamh amach an mbeidh brabúis inchánaithe ar fáil sa todhchaí a bhféadfaí sócmhainní cánach iarchurtha a úsáid ina leith;
- Nóta 15 - cuntas a thabhairt ar infheistíocht PLI, go háirithe ráta lascaine agus ar an dóchúlacht mhainneachtana maidir le hiasacht scairsealbhóra a chinneadh agus luach cóir na scaireanna tosaíochta agus cothromais a chinneadh freisin;

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- Nóta 16 - aitheantas a thabhairt don airgead a bhfuiltear ag súil lena fháil ó Chúlchiste Coigeartaithe na Breatimeachta mar airgead infhaighte; agus
- Nóta 19 - an meastachán a chuirtear i bhfeidhm chun an t-ioncam iarchurtha i ndáil le stampaí/lódálacha méadair nár úsáideadh a dhéanamh amach;
- Nóta 24 - tomhas na n-oibleagáidí sochair shainithe: príomhbhoinn tuisceana achtúireacha, go háirithe an ráta lascaine, agus aitheantas don chostas seirbhíse san am a chuaigh thart mar imeacht 2022, ag féachaint do rialú na Cúirte Oibreachais 2023 agus an ceanglas maidir le faomhadh an Aire le haghaidh méaduithe pinsin;

Bunús an Chomhdhlúthaithe

Comhcheangail ghnó

Baineann an Grúpa úsáid as an modh éadála chun cuntasaíocht a dhéanamh le haghaidh comhcheangail ghnó nuair a aistrítear rialú chuig an nGrúpa. Tomhaistear an chomaoin a aistrítear san fháil ag luach cóir go hiondúil, mar a thomhaistear na glansócmhainní faighte sainaitheanta. Déantar cáilmheas ar bith a thagann chun cinn a thástáil gach bliain le haghaidh bearnúcháin. Cuirtear costais idirbhirt síos mar speansais sa bhrabús nó sa chaillteanas de réir mar a thabhaítear iad, seachas má bhaineann siad le cúrsaí urrús cothromais nó fiachais.

Nuair a chailleann an Grúpa urlámhas fochuideachta, dí-aithníonn sé sócmhainní agus dliteanas na fochuideachta, agus aon leasanna neamh-urlámhais agus comhpháirteanna cothromais eile. Tomhaistear aon leas a choinnítear san iar-fhochuideachta ag luach cóir nuair a chailltear urlámhas agus i dteannta luach cóir aon chomaoin a fhaightear, cuirtear i gcomparáid é leis na suimeanna dí-aitheanta. Aithnítear aon bhrabús nó aon chaillteanas a eascraíonn as sa bhrabús nó sa chaillteanas.

Fochuideachtaí

Is aonáin faoi rialú an Ghrúpa iad fochuideachtaí. Rialaíonn an Grúpa aonán nuair atá sé neamhchosanta ar thorthaí inathraitheacha, nó nuair atá cearta aige ina leith, mar gheall ar a bhaint leis an aonán agus nuair is féidir leis tionchar a imirt ar na torthaí sin trína chumhacht ar an aonán. Áirítear ráitis airgeadais na bhfochuideachtaí sna ráitis airgeadais chomhdhlúite ón dáta a dtosaíonn an t-urlámhas go dtí an dáta a gcríochnaíonn an t-urlámhas.

Leasanna neamh-urlámhais

Tomhaistear leasanna neamh-urlámhais ag a gcion comhréireach de ghlansócmhainní sainaitheanta an fhaighteora ar dháta na fála agus ina dhiaidh sin, a gcion de na hathruithe ar ghlansócmhainní. Cuirtear athruithe ar

leas an Ghrúpa i bhfochuideachta nach mbíonn caillteanas urlámhais mar thoradh orthu san áireamh mar idirbhearta cothromais.

Leasanna in institiúidí infheistiúcháin ar cuireadh modh cuntasaíochta an chothromais i bhfeidhm orthu

Cuimsíonn leasanna an Ghrúpa in institiúidí infheistiúcháin ar cuireadh modh cuntasaíochta an chothromais i bhfeidhm orthu leasanna i gcomhfhiontair.

Is socrú é comhfhiontar ina bhfuil comh-urlámhas ag an nGrúpa, trína bhfuil cearta i leith ghlansócmhainní an tsocraithe ag an nGrúpa, seachas cearta i leith a shócmhainní ar leithligh agus oibleagáidí i leith a dhliteanas ar leithligh.

Cuirtear leasanna i gcomhfhiontair san áireamh le modh an chothromais. Aithnítear ag a gcostas iad ar dtús, lena n-áirítear costais idirbhirt. I ndiaidh iad a aithint ar dtús, áirítear sna ráitis airgeadais chomhdhlúite cion an Ghrúpa sa bhrabús nó sa chaillteanas agus in ioncam cuimsitheach eile na n-institiúidí infheistiúcháin ar cuireadh modh cuntasaíochta an chothromais i bhfeidhm uirthi, go dtí an dáta a gcríochnaíonn tionchar suntasach nó comh-urlámhas.

Idirbhearta a dhíbrítear ar chomhdhlúthú

Díbrítear idirbhearta agus iarmhéideanna ionghrúpa, agus aon ioncam agus speansais neamhréadaithe a eascraíonn as idirbhearta ionghrúpa. Díbrítear gnóthachain neamhréadaithe a eascraíonn as idirbhearta le hinstitiúidí infheistiúcháin ar cuireadh modh cuntasaíochta an chothromais i bhfeidhm uirthi in aghaidh na hinfheistíochta, a mhéid a bhaineann le leas an Ghrúpa san institiúid infheistiúcháin. Díbrítear caillteanas neamhréadaithe ar an mbealach céanna le gnóthachain neamhréadaithe, fad is nach bhfuil aon fhianaise ar bhearnú ann.

Cuntasaíocht d'idirbhearta neamh-athfhillteacha

Ghlac an Grúpa formáid den ráiteas ioncaim lena bhféachtar le béim a leagan ar mhíreanna suntasacha laistigh de thorthaí an Ghrúpa don bhliain. D'fhéadfadh na nithe seo a leanas a bheith i measc na míreanna sin: costais athstruchtúraithe, costais claochlaithe, bearnú sócmhainní lena n-áirítear coigeartuithe ábhartha a eascraíonn as saincheisteanna athmheasúnaithe, coigeartuithe ar chomaoin theagmhasach, costais fála ábhartha, brabúis/caillteanas ar dhiúscairtí, socraíochtaí dlíthíochta agus athruithe reachtaíochta. Úsáideann an Grúpa breithiúnas agus iad ag meas céard iad na nithe ar leith ba cheart a nochtadh mar mhír ar líne ar leith sa ráiteas agus sna nótaí atá curtha san áireamh de bharr a scála agus a gcineáil.

Ioncam

Tá an t-ioncam a thuairiscítear glan ar cháin bhreisluacha. Cuimsítear le hioncam reatha ioncam ó phostas, ó sheirbhísí gníomhaireachta, ó na táillí as seirbhísí seoltán, ó sheirbhísí teachtairí agus loighistice, ó sheirbhísí airgeadais agus ioncam as ús. Baineann ioncam ó sheirbhísí gníomhaire le seirbhísí a dhéantar do Ranna Rialtais, do Ghníomhaireacht Bainistíochta an Chisteáin Náisiúnta, do Premier Lotteries Ireland, agus do chomhlachtaí eile. Áirítear suimeanna a choinnítear i rith fheidhmiú na seirbhísí gníomhaireachta sin sna suimeanna in iontaobhas sa ráiteas ar staid an airgeadais. Tá an Grúpa i dteideal ioncam ó ús ar chistí a choinnítear a bhaineann le seirbhísí gníomhaireachta agus dá réir sin aithníonn sé é sin mar chuid den ioncam.

Maidir le hioncam a bhaineann le poist agus beartáin, baineann an oibleagáid feidhmíochta le díol na stampaí nó costas an phostais agus le seachadadh poist agus beartán. Is earra faoi leith iad na stampaí nó costas an phostais a ghealltar a aistriú chuig an gcustaiméir laistigh den oibleagáid feidhmíochta sin. Comhlíontar an oibleagáid feidhmíochta nuair a úsáideann an custaiméir na stampaí nó costas an phostais agus mar sin comhlíontar ag pointe ama í.

Maidir le hioncam coimisiúin a fhaightear ó dhíol dearbhán bronnánais, cártaí eile agus táirgí seirbhísí airgeadais, aithnítear é nuair a chomhlíontar na hoibleagáidí feidhmíochta is bonn leo, ag pointe ama de ghnáth. Aithnítear ioncam eile gníomhaireachta agus seirbhíse nuair a chomhlíontar na hoibleagáidí feidhmíochta is bonn leo, ag pointe ama de ghnáth.

Nuair a ghníomhaíonn an Grúpa mar ghníomhaire seachas mar phríomhaí in idirbheart, is ionann an t-ioncam a aithnítear agus an ghlansuim coimisiúin a thuilleann an Grúpa.

Deontais

Aithnítear deontais bunaithe ar ioncam sa bhrabús nó sa chaillteanas ar bhonn córasach sna tréimhsí a aithnítear na speansais. Aithnítear deontais caipitil ar dtús mar ioncam iarchurtha ar luach cóir má tá dearbhú réasúnta ann go bhfaighfear iad agus go gcomhlíonfaidh an Grúpa na coinníollacha a bhaineann leis an deontas; aithnítear ina dhiaidh sin iad sa bhrabús nó sa chaillteanas mar ioncam eile ar bhonn córasach thar shaolré ionchais na sócmhainne.

Míreanna Eisceachtúla

Is éard is míreanna eisceachtúla ná míreanna ábhartha ioncaim agus caiteachais a thuilleann cur i láthair ar leithligh mar gheall ar nádúr neamhghnách agus neamhminicíocht ionchasach na n-imeachtaí as a dtagann siad chun tuiscint a fháil ar fheidhmíocht airgeadais an Ghrúpa. Soláthraítear sonraí breise faoi mhíreanna eisceachtúla an Ghrúpa i nóta 5 de na ráitis airgeadais.

Nótaí leis na Ráitis Airgeadais ar lean

1. Beartais Shuntasacha Chuntasáiochta ar lean Réadmhaoin, Gléasra agus Trealamh

Aithint agus tomhas

Tomhaistear earraí maoin, gléasra agus trealamh ag costas lúide dímheas carntha agus aon chaillteanais bhearnúcháin charntha.

Má bhíonn saolré úsáideach dhifriúil ag páirteanna suntasacha d'earra réadmhaoin, gléasra agus trealamh, cuirtear san áireamh iad mar earraí réadmhaoin, gléasra agus trealamh ar leithligh (mórfháirteanna). Aithnítear aon bhrabús nó aon chaillteanas ar dhiúscairt earra réadmhaoin, gléasra agus trealamh sa bhrabús agus sa chaillteanas.

Caiteachas ina dhiaidh sin

Ní dhéantar caiteachas ina dhiaidh sin a chaipitliú ach amháin más dócha go sreabhfaidh na sochair gheilleagracha sa todhchaí a bhaineann leis an gcaiteachas chuig an nGrúpa.

Dímheas

Ríomhtar dímheas chun costas earraí réadmhaoin, gléasra agus trealamh, seachas talamh, a dhíscríobh, lúide a luach iarmharach measta thar a saolré úsáideach mheasta, agus aithnítear é sa bhrabús nó sa chaillteanas. Déantar sócmhainní léasaithe a dhímheas thar an tréimhse léasa nó a saolré úsáideach, cibé ceann acu is giorra. Ní dhéantar dímheas ar thalamh. Ní dhéantar sócmhainní atá á dtógáil a dhímheas go dtí go gcuirfead in úsáid iad. Is iad seo a leanas saolréanna úsáideacha measta réadmhaoin, gléasra agus trealamh do thréimhsí reatha agus comparáideacha:

	Blianta nó téarma an léas más giorra é
Foirgnimh ruilse agus léasachta fada Mótarfheithiclí	20–50
Trealamh ríomhaireachta agus oibriúcháin	3–10

Athbheithnítear modhanna dímheasa, saolréanna úsáideacha agus luachanna iarmharacha ag gach dáta tuairiscithe agus leasaítear iad más cuí.

Léasanna

Sócmhainní ar léas

Déanann an Grúpa measúnú ar chonradh a bheith ina léas nó léas a bheith ann, ag tús an chonartha. Aithníonn an Grúpa sócmhainní um cheart úsáide agus dlíteanas léasa comhfhreagrach i leith gach socráithe léasa inarb é an léasaí é, ach amháin i gcás léasanna gearrthréimhseacha áirithe,

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níos lú ná 12 mhí ar fad, agus léasanna sócmhainní ar luach íseal (cuir i gcás trealamh oifige beag). I gcás na léasanna sin, aithníonn an Grúpa na híocaíochtaí léasa mar chostas oibriúcháin de réir méid cothrom thar théarma an léasa ach amháin más fearr a léiríonn bonn córasach eile an patrún ama ina n-ídítear sochair eacnamaíochta ó na sócmhainní léasaithe.

Tomhaistear an dlíteanas léasa i dtosach ag luach láithreach na n-íocaíochtaí léasa nach bhfuil íoctha ag an dáta tosaithe, arna lascaíniú ach úsáid a bhaint as an ráta atá intuigthe sa léas. Mura féidir an dáta sin a dhéanamh amach go réidh, úsáideann an léasaí a ráta iasachta incriminteach.

Cuimsíonn na sócmhainní um cheart úsáide tomhas tosaigh an dlíteanais léasa chomhfhreagraigh, íocaíochtaí léasa a rinneadh ar an lá tosaithe nó roimhe, lúide aon dreasachtaí léasa a fuarthas agus aon chostais dhíreacha tosaigh. Tomhaistear iad ar a gcostas ina dhiaidh sin lúide dímheas carntha agus caillteanais bhearnúcháin charntha. Déantar sócmhainní um cheart úsáide a dhímheas thar théarma an léasa nó thar saolré ionchais na bunsócmhainne, cibé tréimhse is giorra.

Sócmhainní doláimhsithe agus cáilmheas

Aithint agus tomhas

Cáilmheas	Déantar cáilmheas a eascraíonn as éadail fochuideachtaí a thomhas mar bharrachas shuim na comaoine a aistríodh, méid aon leasanna neamh-urlámhais sa sealbhaí agus luach cóir an leasa cothromais a bhí ag an sealbhóir sa sealbhaí roimhe seo (más ann dó) thar ghlanmhéid na nglansócmhainní in-sainaitheanta a sealbhaíodh agus na nglanlíteanas a fuarthas amhail dáta na héadála. Ina dhiaidh sin, déantar cáilmheas a thástáil gach bliain le haghaidh bearnúcháin.
Bogearraí	Tá saolré ionchais chríochna ag bogearraí agus tomhaistear iad ag a gcostas lúide amúchadh carntha agus aon chaillteanais bhearnúcháin charntha.

Caiteachas ina dhiaidh sin

Ní dhéantar caiteachas ina dhiaidh sin a chaipitliú ach amháin nuair a mhéadaíonn sé na sochair gheilleagracha sa todhchaí a chuimsítear sa tsócmhainn shonrach lena mbaineann sé. Aithnítear an caiteachas ar fad eile, lena n-áirítear caiteachas ar cháilmheas agus ar bhrandaí a ghintear go himmheánach, sa bhrabús nó sa chaiteachas de réir mar a thabhaítear é.

Amúchadh

Ríomhtar amúchadh chun costas sócmhainní doláimhsithe a dhíscríobh, lúide a luach iarmharach measta ag úsáid mhodh na líne díri thar a saolré úsáideach mheasta, agus aithnítear é sa bhrabús nó sa chaillteanas. Ní dhéantar cáilmheas a amúchadh ach déantar é a thástáil gach bliain le haghaidh bearnú ag deireadh na bliana. Is iad seo a leanas an tsaoilré úsáideach mheasta do na tréimhsí reatha agus comparáideacha:

	Blianta
Bogearraí	5

Athbheithnítear modhanna amúchta, saolréanna úsáideacha agus luachanna iarmharacha ag gach dáta tuairiscithe agus leasaítear iad más cuí.

Soláthairtí

Aithnítear soláthairtí nuair atá oibleagáid (dhlíthiúil nó inchiallaithe) reatha ag an nGrúpa mar thoradh ar imeacht a tharla roimhe sin, d'fhéadfadh go mbeadh eas-sreabhadh acmhainní ag teastáil chun an oibleagáid a réiteach, agus is féidir meastachán iontaoifa a dhéanamh ar mhéid na hoibleagáide. Má bhíonn tionchar an amluacha airgid ábhartha, cinntear soláthairtí tríd an sreabhadh airgid a bhfuiltear ag súil leis sa todhchaí a lascaíniú ag an ráta réamhchánach cuí.

Sochair fostaithe

(i) Sochair fostaithe ghearrthéarmacha

Cuirtear sochair fostaithe ghearrthéarmacha san áireamh mar speansais de réir mar a sholáthraítear an tseirbhís lena mbaineann. Aithnítear dlíteanas don tsuim a bhfuiltear ag súil le hóc má tá oibleagáid dhlíthiúil nó inchiallaithe ag an nGrúpa chun an tsuim sin a íoc mar gheall ar sheirbhís a sholáthair an fostaí roimhe sin agus gur féidir an oibleagáid a mheas go hiontaoifa.

(ii) Pleananna le ranníocaíocht shainithe

Cuirtear oibleagáidí le haghaidh ranníocaíochtaí le pleananna le ranníocaíocht shainithe san áireamh mar speansais de réir mar a sholáthraítear an tseirbhís lena mbaineann.

(iii) Pleananna le sochar sainithe

Ríomhtar glanóibleagáid an Ghrúpa i leith pleananna le sochar sainithe ar leithligh le haghaidh gach plean, trí suim an tsochair sa todhchaí a thuill fostaithe sna tréimhsí reatha agus roimhe sin a mheas, ag lascaíniú na suime sin agus ag asbhaint luach cóir aon sócmhainní atá ag plean.

Ríomhann achtúire cáilithe oibleagáidí sochair shainithe gach bliain le modh na n-aonad réamh-mheasta creidmheasa. Nuair a bhíonn sócmhainn fhéideartha don Ghrúpa ina toradh

ar an ríomh, cuirtear teorainn leis an tsócmhainn aitheanta chuig luach reatha na sochar geilleagrach atá ar fáil mar aon aisíoc sa todhchaí ón bplean nó laghdúithe ar aisíocaíochtaí sa todhchaí leis an bplean. Chun luach láithreach na sochar geilleagrach a ríomh, cuirtear san áireamh aon íosriachtanais maoinithe is infheidhme.

Maidir le hatomhais ar an nglansócmhainn shochair shainithe, a chuimsíonn gnóthachain agus caillteanais achtúireacha, agus an toradh ar shócmhainní an phlean (cé is moite d'ús,) agus éifeacht uasteorainn na sócmhainne (más ann dó, gan ús a áireamh), déantar iad a aithint láithreach in Ioncam Cuimsitheach Eile (OCI). Cinneann an Grúpa an glanchostas úis ar an nglansócmhainn shochair shainithe don tréimhse tríd an ráta lascaíne a úsáidtear chun an oibleagáid sochair shainithe a thomhas ag tús na tréimhse bliantúla a chur i bhfeidhm ar an nglansócmhainn shochair shainithe ag an am sin, ag cur san áireamh aon athruithe sa ghlansócmhainn shochair shainithe le linn na tréimhse mar thoradh ar ranníocaíochtaí agus íocaíochtaí sochair. Aithnítear glanchostas úis agus costais eile a bhaineann le pleananna le sochar sainithe sa bhrabús nó sa chaillteanas.

Nuair a athraítear sochair plean nó nuair a chiorraítear plean, aithnítear láithreach sa bhrabús nó sa chaillteanas an t-athrú dá bharr ar an sochar a bhaineann le seirbhís roimhe sin nó an brabús nó caillteanas ar chiorrú. Aithníonn an Grúpa gnóthachain agus caillteanais ar shocrú plean le sochar sainithe nuair a dhéantar an sochrú.

(iv) Sochair foirceanta

Cuirtear sochair foirceanta san áireamh mar speansais nuair nach féidir leis an nGrúpa tairiscint na sochar sin a tharraingt siar níos mó nó nuair a thabhaíonn an Grúpa costais le haghaidh athstruchtúrú gaolmhar, pé acu is luaithe.

Cáin ioncain

Cuimsíonn speansais cáin ioncain cáin reatha agus iarchurtha. Aithnítear é sa bhrabús agus sa chaillteanas seachas sa mhéid a bhaineann sé le comhcheangal gnó, nó le hearraí a aithnítear go díreach i gcothromas nó in ioncam cuimsitheach eile.

(i) Cáin reatha

Cuimsíonn cáin reatha an cháin iníoctha nó infhaighte a bhfuiltear ag súil léi i leith an ioncain nó an chaillteanais incháinithe don bhliain agus aon choigeartú ar an gcáin iníoctha nó infhaighte i leith blianta roimhe sin. Tomhaistear í ag ráta cánach a glacadh nó a glacadh sa tsubstaint ag an dáta tuairiscithe. Áirítear le cáin reatha aon cháin a eascraíonn as díbhinní freisin. Ní fhritháirítear sócmhainní agus dlíteanais cánach reatha seachas má chomhlíontar critéir áirithe.

Nótaí leis na Ráitis Airgeadais ar lean

1. Beartais Shuntasacha Chuntasáíochta ar lean

Cáin ioncaim ar lean

(ii) Cáin iarchurtha

Aithnítear cáin iarchurtha i leith difríochtaí sealadacha idir suimeanna glanluacha na sócmhainní agus na ndlíteanas chun críocha tuairisciú airgeadais agus na suimeanna arna n-úsáid chun críocha cánach.

Ní aithnítear cáin iarchurtha le haghaidh:

- difríochtaí sealadacha maidir le haitheantas tosaigh sócmhainní nó dlíteanas in idirbheart nach comhcheangal gnó é agus nach ndéanann difear do bhrabús ná caillteanas cuntasaíochta ná inchánach;
- difríochtaí sealadacha a bhaineann le hinfheistíochtaí i bhfochuideachtaí agus comhshocruithe sa mhéid go bhfuil an Grúpa in ann uainiú aisiompú na ndifríochtaí sealadacha a rialú agus gur dóchúil nach n-aisiompófar iad cuíosach luath amach anseo; agus
- difríochtaí sealadacha incháinthe a eascraíonn as cáilmheas a aithint ar dtús.

Aithnítear sócmhainní cánach iarchurtha le haghaidh caillteanas chánach nár úsáideadh, creidmheasanna cánach nár úsáideadh agus difríochtaí sealadacha in-asbhainte sa mhéid gur dócha go mbeidh brabúis incháinthe ar fáil sa todhchaí a bhféadfaí iad a úsáid ina leith. Athbhreithnítear sócmhainní cánach iarchurtha ar gach dáta tuairiscithe agus dí-aithnítear iad sa mhéid nach dóchúil níos mo go réadófar an sochar cánach lena mbaineann; aisiompaítear sócmhainní dí-aitheanta dá leithéid nuair a fheabhsaíonn dóchúlacht na mbrabús incháinthe sa todhchaí. Athmheastar sócmhainní cánach iarchurtha neamhaitheanta ar gach dáta tuairiscithe agus aithnítear iad sa mhéid gur dóchúil go mbeidh brabúis incháinthe ar fáil sa todhchaí a bhféadfaí iad a úsáid ina leith. Tomhaistear cáin iarchurtha ag na rátaí cánach a bhfuiltear ag súil go gcuirfead i bhfeidhm iad ar dhifríochtaí sealadacha nuair a aisiompaíonn siad ag úsáid rátaí cánach a glacadh nó a glacadh sa tsustaint ar an dáta tuairiscithe.

Níor aithníodh cáin iarchurtha i leith cánacha siarchoinneálacha agus cánacha eile a bheadh iníochta ar thuilleamh fochuideachtaí eachtracha nár cuireadh ar aghaidh, mar go bhfuil an Grúpa in ann an t-am a n-aisiompaítear na difríochtaí sealadacha a rialú agus is dócha nach n-aisiompóidh na difríochtaí sealadacha go ceann i bhfad. Maidir leis na dlíteanas i dtaca le cáin iarchurtha nár aithníodh i leith na ndifríochtaí sealadacha seo, níl siad ábhartha ó tharla gur féidir leis an nGrúpa brath ar dhíolúintí rannpháirtíochta agus ar chreidmheasanna cánach a bheith ar fáil i gcomhthéacs infheistíochtaí an Grúpa i bhfochuideachtaí.

don bhliain dar chríoch an 31 Nollaig 2022

Léiríonn tomhas na cánach iarchurtha na hiarmhairtí cánach a leanfadh ón gcaoi a bhfuil an Grúpa ag súil, ar an dáta tuairiscithe, le suim ghlanluacha a shócmhainní agus a dlíteanas a aisghabháil nó a réiteach. Meastar talamh ag an ráta díolacháin. Chun na críche sin, glactar leis go n-aisghabhatar suim ghlanluacha na réadmhaoine infheistíochta a thomhaistear ag a luach cóir tríd an díolachán, agus níor bhréagnaigh an Grúpa an t-ionchas sin. Ní fhritháirítear sócmhainní agus dlíteanas cánach iarchurtha seachas má chomhlíontar critéir áirithe.

Airgeadra eachtrach

(i) Idirbhearta airgeadra eachtraigh

Aistrítear idirbhearta in airgeadraí eachtracha go hairgeadraí feidhmiúla faoi seach chuideachtaí an Grúpa ag na rátaí malartaithe ar dhátaí na n-idirbheart. Aistrítear sócmhainní agus dlíteanas airgeadais a ainmnítear in airgeadraí eachtracha go dtí na hairgeadraí feidhmiúla ag an ráta malartaithe ar an dáta tuairiscithe. Aistrítear sócmhainní agus dlíteanas neamhairgeadais a thomhaistear ag luach cóir in airgeadra eachtrach a aistriú go dtí an t-airgeadra feidhmiúil ag an ráta malartaithe nuair a cinneadh an luach cóir. Aithnítear difríochtaí idir airgeadraí eachtracha sa bhrabús nó sa chaillteanas go hiondúil. Ní aistrítear earraí neamhairgeadais a thomhaistear bunaithe ar a gcostas stairiúil in airgeadra eachtrach.

(ii) Oibríochtaí eachtracha

Aistrítear sócmhainní agus dlíteanas oibríochtaí eachtracha, lena n-áirítear cáilmheas agus coigeartuithe ar luach cóir a eascraíonn as an sealbhú, go euro de réir na rátaí malairte atá i bhfeidhm dáta an tuairiscithe. Déantar ioncam agus costais oibríochtaí eachtracha a aistriú go euro de réir na rátaí malairte i bhfeidhm ar dháta na n-idirbheart.

Aithnítear difríochtaí idir airgeadraí eachtracha in ioncam cuimsitheach eile agus carntar iad sa chúlchiste aistrithe, seachas sa mhéid a leithdháiltear an difríocht aistrithe ar leasanna neamh-urlámhais. Nuair a dhiúscaítear oibríocht eachtrach ina hiomláine nó nuair a dhiúscaítear cuid di agus go gcailltear urlámhas nó comh-urlámhas dá bharr, athrangaítear an tsuim charntha sa chúlchiste aistrithe a bhaineann leis an oibríocht eachtrach sin go dtí an brabús nó caillteanas mar chuid den ghnóthachan nó den chaillteanas ar an diúscairt. Má dhiúscaíonn an Grúpa cuid dá leas i bhfochuideachta ach go gcoinníonn sé urlámhas, athshannar cion ábhartha na suime carntha go leasanna neamh-urlámhais. Nuair nach ndiúscaíonn an Grúpa ach cuid de chomhfhiontar ach go gcoinníonn sé comh-urlámhas, athrangaítear cion ábhartha na suime carntha go brabús nó caillteanas.

Ionstraimí airgeadais

Aithnítear sócmhainní airgeadais agus dlíteanas airgeadais i ráiteas an Ghrúpa maidir le staid airgeadais nuair a bhíonn an Grúpa ina pháirtí le forálacha conarthacha na hionstraime. Tomhaistear sócmhainní airgeadais agus dlíteanas airgeadais ar dtús ag luach cóir. Déantar costais idirbheart a bhaineann go díreach le héadail nó le heisiúint sócmhainní airgeadais agus dlíteanas airgeadais (seachas sócmhainní airgeadais agus dlíteanas airgeadais ag luach cóir trí bhrabús nó caillteanas) a chur le luach cóir na sócmhainní airgeadais nó na ndlíteanas airgeadais, nó iad a bhaint díobh, mar is cuí, ar a gcéad-aithint. Aithnítear láithreach i mbrabús nó i gcaillteanas costais idirbhearta a bhaineann go díreach le héadail sócmhainní airgeadais nó dlíteanas airgeadais ag luach cóir trí bhrabús nó caillteanas.

(i) Sócmhainní airgeadais

Déantar sócmhainní airgeadais a thomhas ina dhiaidh sin ina n-iomláine ag luach cóir trí ioncam cuimsitheach eile, ag luach cóir tríd an gcuntas brabúis agus caillteanas nó ag costas amúchta.

Sócmhainní airgeadais a thomhaistear i ndiaidh an idirbhirt ag luach cóir

Déantar ionstraimí fiachais a chomhlíonann na coinníollacha seo a leanas a thomhas i ndiaidh an idirbhirt ag costas amúchta:

- coinnítear an tsócmhainn airgeadais laistigh de mhúnla gnó a bhfuil sé mar chuspóir aige sócmhainní airgeadais a shealbhú chun sreafaí airgid conartha a bhailiú; agus
- cothaíonn téarmaí conartha na sócmhainne airgeadais ar dhátaí sonraithe sreafaí airgid ar íocaíochtaí príomhshuime agus úis amháin iad ar an mbunmhéid neamhíochta.

Áiríonn an Grúpa sa chatagóir seo airgead tirim, infháltais trádála agus infháltais eile. Ina dhiaidh sin, déanann an Grúpa gach sócmhainn airgeadais eile a thomhas ag luach cóir trí bhrabús nó caillteanas (FVTPL).

Costas amúchta agus modh éifeachtach úis

Is modh é an modh úis éifeachtach chun costas amúchta ionstraime fiachais a ríomh agus ioncam úis a leithdháileadh thar an tréimhse ábhartha. Is é costas amúchta sócmhainne airgeadais an tsuim ag a ndéantar an tsócmhainn airgeadais a thomhas ar a céad-aithint lúide na haisíocaíochtaí príomhshuime, móide an t-amúchadh carnach ach úsáid a baint as modh úis éifeachtach i leith aon difríochta idir an tsuim thosaigh sin agus an tsuim aibíochta, arna coigeartú le haghaidh aon liúntais chaillteanas. Is é is suim iompartha chomhlán sócmhainne

airgeadais ann costas amúchta sócmhainne airgeadais sula ndéantar coigeartú de bhun aon liúntais chaillteanas.

Aithnítear ioncam úis ach úsáid a bhaint as an modh úis éifeachtach le haghaidh ionstraimí fiachais arna thomhas i ndiaidh an idirbhirt ag costas amúchta. Ríomhtar ioncam úis ach an ráta úis éifeachtach a chur i bhfeidhm ar shuim iompartha chomhlán sócmhainne airgeadais.

Bearnú sócmhainní airgeadais

Ní shealbhaíonn an Grúpa ach infháltais trádála agus eile ar chostas amúchta, gan aon chomhpháirt mhaoinithe shuntasach agus lena mbaineann aibíochtaí níos lú ná 12 mhí agus dá bhrí sin, roghnaigh sé cur chuige atá cosúil leis an gcur chuige simplithe maidir le caillteanas chreidmheasa ionchais (ECL) faoi IFRS 9 i ndáil lena infháltais go léir. Dá bhrí sin, ní rianaíonn an Grúpa athruithe ar riosca creidmheasa, ach ina ionad sin, aithníonn sé liúntas caillteanas bunaithe ar ECLanna saoil ar gach dáta tuairiscithe. Is éard atá i suim iompartha úis infhaighte, infháltais ar thrádálacha neamh-shocraithe agus infháltais ghearrthéarmacha eile, arna dtomhas ag costas amúchta lúide aon chaillteanas ionchais, ar neasluch chóir de iad toisc iad a bheith gearrthéarmach. Tomhaistear eilimint na hiasachta scairshealbhóirí den infheistíocht i Premier Lotteries Ireland ("PLI") ag baint úsáide as ECL 12 mhí mar riosca creidmheasa na hionstraime airgeadais seo nár tháinig méadú suntasach air ó tugadh aitheantas tosaigh dó. Níor aithin an Grúpa aon bhearnú le linn na bliana dar chríoch an 31 Nollaig 2022.

Dí-aithint sócmhainní airgeadais

Ní dhéanann an Grúpa sócmhainn airgeadais a dhí-aithint ach amháin nuair a théann na cearta conarthacha ar shreafaí airgid ón tsócmhainn in éag, nó nuair a aistríonn sé go substainteach an tsócmhainn airgeadais agus na rioscaí agus na sochair go léir a bhaineann le húnéireacht na sócmhainne chuig eintiteas eile. Mura n-aistríonn nó mura gcoinníonn an Grúpa gach riosca agus luach saothair úinéireachta go substainteach agus má leanann sé ar aghaidh ag rialú na sócmhainne aistrithe, aithníonn an Grúpa a ús coinnithe sa tsócmhainn agus dlíteanas gaolmhar ar shuimeanna a d'fhéadfadh sé a ioc. Má choinníonn an Grúpa na rioscaí agus na sochair go substainteach a bhaineann le húnéireacht sócmhainne airgeadais aistrithe, leanann an Grúpa air ag aithint na sócmhainne airgeadais agus aithníonn sé freisin iasachtú comhthaoibhachta na bhfáltais a fhaightear.

Ar dhí-aithint sócmhainne airgeadais a thomhaistear ag costas amúchta, aithnítear an difríocht idir suim iompartha na sócmhainne agus suim na comaoine a fuarthas agus aithnítear an t-infháltas i mbrabús nó i gcaillteanas.

Nótaí leis na Ráitis Airgeadais ar lean

1. Beartais Shuntasacha Chuntasáíochta ar lean

Ionstraimí airgeadais ar lean

(ii) Dlíteanais airgeadais

Déantar gach dlíteanas airgeadais a thomhas ina dhiaidh sin ag costas amúchta agus úsáid á baint as an modh úis éifeachtach.

Dlíteanais airgeadais a thomhaistear i ndiaidh an idirbhirt ag costas amúchta

Maidir le dlíteanais airgeadais nach (i) comaoin theagmhasach faighteora i meascán gnó iad, (ii) a choinnítear chun críche trádála, nó (iii) a shainítear ina FVTPL, tomhaistear i ndiaidh an idirbhirt ag a gcostas amúchta agus úsáid á baint as an modh úis éifeachtaigh. Áiríonn an Grúpa sa chatagóir seo nithe iníochta trádála agus nithe iníochta gearrthéarmacha eile.

Is modh é an modh úis éifeachtach chun costas amúchta dlíteanais airgeadais a ríomh agus speansas úis a leithdháileadh thar an tréimhse ábhartha. Is é an ráta úis éifeachtach an ráta a thugann lascaine dhíreach íocaíochtaí measta airgid thirim amach anseo (lena n-áirítear na táillí agus na pointí go léir a íoctar nó a fhaightear mar chuid lárnach den ráta úis éifeachtach, de chostais idirbheart agus de phréimheanna nó de lascaí eile) i rith shaol ionchasach an dlíteanais airgeadais, nó (más cuí) i rith tréimhse níos giorra, le costas amúchta dlíteanais airgeadais.

Dí-aithint Dlíteanas Airgeadais

Ní dhéanann an Grúpa dlíteanais airgeadais a dhí-aithint ach amháin nuair a scaoiltear, a chealaítear nó scortar oibleagáidí an Ghrúpa, agus an uair sin amháin. Déantar an difríocht idir suim iompartha an dlíteanais airgeadais agus an chomaoin íochta agus iníochta a aithint sa bhrabús nó sa chaillteanas.

Nuair a mhalartaíonn an Grúpa ionstraimí fiachais amháin leis an íasachtóir reatha d'ionstaimí fiachais eile lena ngabhann téarmaí atá difriúil go substaintiúil, caitear le malartú den sórt sin mar mhúchadh an dlíteanais airgeadais bhunaidh agus aithnítear dlíteanas airgeadais nua. Ar an gcaoi chéanna, caitheann an Grúpa le modhnú substaintiúil ar théarmaí dlíteanais reatha nó cuid de mar mhúchadh an dlíteanais airgeadais bhunaidh agus aithnítear dlíteanas airgeadais nua. Glactar leis go bhfuil na téarmaí difriúil go substaintiúil má tá difear 10 faoin gcéad ar a laghad idir luach reatha lascaí na sreafaí airgid faoi na téarmaí nua, lena n-áirítear aon táillí a íocadh glan ar aon táillí a fuarthas agus a lascaíodh agus úsáid á baint as an ráta éifeachtach bunaidh, agus luach lascaí na sreafaí airgid atá fágtha ón dlíteanas airgeadais bunaidh. Mura bhfuil an modhnú substaintiúil,

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ba chóir difríocht idir: (1) suim iompartha an dlíteanais roimh an modhnú; agus (2) luach reatha na sreafaí airgid tar éis a modhnaithe a aithint sa bhrabús nó sa chaillteanas mar gnóthachan nó caillteanas modhnúcháin laistigh de ghnóthachain agus caillteanas eile.

Bearnú Sócmhainní Airgeadais

Aithníonn an Grúpa liúntas caillteanas do chaillteanas chreidmheasa ionchais ar infheistíochtaí in ionstraimí fiachais a thomhaistear ag costas amúchta nó ag FVTOCI, infháltais trádála agus eile agus sócmhainní conartha, chomh maith le conarthaí ráthaíochta airgeadais. Déantar suim na gcaillteanas creidmheasa ionchais a thabhairt cothrom le dáta ag gach dáta tuairiscithe chun athruithe i riosca creidmheasa a léiriú ó chéad-aithint na hionstraime airgeadais sin.

Aithníonn an Grúpa ECL saoil maidir le hinfháltais trádála, sócmhainní conartha agus infháltais eile. Déantar na caillteanas chreidmheasa ionchais ar na sócmhainní airgeadais seo a mheas de bhun mairís soláthair bunaithe ar thairí caillteanas chreidmheasa stairiúil an Ghrúpa, arna coigeartú d'fhachtóirí a bhaineann go sonrach leis na hinfháltais, do chúinsí eacnamaíocha ginearálta agus do mheasúnú ar an treo reatha chomh maith le treonna ionchais cúisní um dháta an tuairiscithe, lena n-áirítear luach ama airgid nuair is cuí.

I gcás gach ionstraime airgeadais eile, íasacht an scairshealbhóra in Premier Lotteries Ireland san áireamh, aithníonn an Grúpa ECL saoil nuair a thagann méadú suntasach ar riosca creidmheasa ó uair a céad-aitheanta. Mar sin féin, mura bhfuil méadú suntasach tagtha ar riosca creidmheasa na hionstraime airgeadais ón gcéad-aithint, tomhaiseann an Grúpa an liúntas caillteanas don ionstraim airgeadais sin ag suim is comhionann le ECL12 mhí.

Léiríonn ECL Saoil na caillteanas chreidmheasa a bhfuiltear ag súil leo a thiofadh as gach teagmhas mainneachtana féideartha thar shaolré ionchais ionstraime airgeadais. Ós a choinne sin, is ionann ECL 12 mhí agus an chuid den ECL saoil a mheastar a bheidh de thoradh imeachtaí mainneachtana ar ionstraim airgeadais a d'fhéachadh tarlú laistigh de 12 mhí tar éis an dáta tuairiscithe.

2. Ioncam

	2022 €'000	2021 €'000
Is mar seo a leanas a dhéantar anailís ar an ioncam:		
Poblacht na hÉireann		
Postas: Litreacha agus beartáin	612,969	623,385
Postas: Toghcháin agus reifrinn	1,429	416
Oifigí poist: Seirbhísí gníomhaireachta, seirbhísí seoltáin agus seirbhísí gaolmhara	164,706	154,482
Seirbhísí eile	35,781	34,781
	814,885	813,064
An Ríocht Aontaithe		
Dáileachán poist agus seirbhísí gaolmhara	73,254	77,536
	888,139	890,600

3. Costais Oibriúcháin

	2022 €'000	2021 €'000
Ba iad seo a leanas costais chomhdhlúite an Ghrúpa:		
Costais foirne agus máistrí poist		
Pá agus tuarastail	439,561	441,016
Costais Máistrí Poist	53,865	57,037
Costais árachais shóisialta	44,076	43,453
	537,502	541,506
Costais phinsin	48,454	52,997
Iomlán na gcostas párolla agus na máistrí poist	585,956	594,503
Costais eile:		
Dáileadh	104,836	104,995
Áiseanna	26,313	24,003
Oibríochtaí	80,933	79,651
Riarachán	71,506	71,226
	283,588	279,875
	869,544	874,378

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4. Dímheas agus Amúchadh

	2022 €'000	2021 €'000
Dímheas	44,477	43,814
Amúchadh	10,383	5,831
	54,860	49,645

5. Costais Eisceachtúla (costais chlaochlúcháin san áireamh)

	2022 €'000	2021 €'000
Costais chlaochlúcháin	6,055	1,955
Costais incriminteacha COVID-19	-	9,650
Costais seirbhíse roimhe seo - scéim phinsin shochair shainithe	217,900	-
	223,955	11,605

I gcaitheamh 2022, lean an Grúpa dá chuid oibre ar a chuid gníomhaíochtaí a chlaochlú ón seansaol poist go dtí saol nua na ríomhthráchtála agus thabhaigh sé costais €6,055,000 (2021: €1,955,000) a bhaineann leis an aistriú seo. Tá na costais maidir le bunathrú in 2022 comhdhéanta de chostais a bhaineann le méid an Líonra Oifigí Poist a athrú, €4,998,000 (2021: €611,000), agus costais a bhaineann le baill foirne a d'fhág an Ghrúpa go deonach €1,057,000, (2021: €1,344,000).

Ag eascairt as an bpaindéim COVID-19 in 2021 agus 2020, thabhaigh an Grúpa costais incriminteacha suntasacha agus iad ag déileáil leis an ngéarchéim. In 2022, de réir mar a tháinig laghdú ar na hiarmhairtí ba mheasa a bhí ag an bpaindéim agus gur éirigh an víreas eindéimeach sa tsochaí, níor aithníodh costais den sórt sin mar chostais eisceachtúla. Bhí costais 2021 comhdhéanta de €1,195,000 ar threalamh pearsanta cosanta agus costais dhíreacha eile COVID-19, €2,569,000 do Mháistrí Poist ó chiste faoisimh paindéime a cuireadh ar bun go speisialta, agus €5,886,000 mar chumhdach neamhláithreachta eisceachtúla a bhaineann le COVID-19.

Le linn 2022, tharla dhá theagmhas a d'fhág gur tabhaíodh costais shuntasacha seirbhíse maidir leis an am atá thart sa scéim pinsin shochair shainithe. Ba é costas na n-imeachtaí sin ná €217,900,000 agus caitear leo mar mhíreanna eisceachtúla mar gheall ar a méid.

Ar an gcéad dul síos, costas seirbhíse roimhe seo de €27,400,000, a léiríonn an tionchar ar dhliteanais an Phlean a bhí ag beart an Rialtais ag ligean d'aois an Phinsin Stáit fanacht ag 66 bliain, seachas í a ardú go 67 bliain ó 2021 agus go 68 bliain ó 2028, faoi mar glacadh leis roimhe seo. I gcás go leor comhaltaí den Phlean, tá gnáthaois scoir ailínithe le haois an Phinsin Stáit. Mar sin, glactar leis anois go scoirfidh aon chomhaltaí den sórt sin ar glacadh leo roimhe seo go ndeachaigh siad ar scor ag aois 67 nó 68 bliain d'aois agus glactar leis go ndeachaigh siad ar scor ag 66 bliana d'aois.

Ina theannta sin is é €190,500,000 an costas seirbhíse roimhe seo, rud a léiríonn an tionchar a bhí ar dhliteanais an Phlean nuair a leasaíodh shochair na mball faoin bPlean. Is é an ghné is suntasaí de seo ná méadú speisialta 6% ar phá inphinsin agus ar mhéadú pinsin a d'aontaigh an Chuideachta a chur i bhfeidhm, a raibh 5% curtha i bhfeidhm ón 1 Eanáir 2022 agus 1% breise le cur i bhfeidhm ón 1 Iúil 2023. Tá na harduithe pinsin faoi réir fhaomhadh an Aire agus tá próiseas ar bun chun an faomhadh sin a fháil. Tá coigeartú ann freisin maidir le Liúntais Inphinsin do bhaill ghníomhacha áirithe - ní bheidh siad seo faoi réir caidhpe a thuilleadh ar arduithe sa todhchaí, faoi mar a bhaineann le pá rialta inphinsin. B'fhéidir na sochair shochair a bhí gearrtha siar roimhe seo a athchur i bpáirt seo mar gheall ar fheidhmíocht láidir na Scéime Pinsin le blianta beaga anuas. Ba é an barrachas ar an Scéim Pinsin amhail an 31 Nollaig 2022, tar éis na hathruithe seo a chur san áireamh, fós os cionn €670m, féach nóta 24.

6. Gnóthachain Eile

	2022 €000	2021 €000
Athrú ar luach cóir maoine infheistíochta	-	1,085
Brabús ar dhiúscairt sócmhainní inláimhsithe	8,348	245
	8,348	1,330

Bhreithnigh na stiúrthóirí luach cóir na maoine infheistíochta a bhí inár seilbh ag cruinniú ag Cuasán, gar do Bhaile Átha Luain, ar an 31 Nollaig 2021. Ag féachaint don taithí a fuarthas le déanaí maidir le suíomh agus catagóir na réadmhaoine chreid na stiúrthóirí gur tháinig méadú €1,085,000 ar a luach i rith na bliana. Díoladh an réadmhaoine seo in 2022 ar €1,800,000 a bhí ar aon dul le luach cóir na maoine mar a tuairiscíodh roimhe sin. Féach nóta 13.

D'eascair an brabús ar dhiúscairt sócmhainní inláimhsithe de €8,348,000 as dhá réadmhaoine a dhíol, iar-Oifig an Phoist Dhroichead na Dothra agus an oifig mhiondíola agus cóiríocht oifige ar Shráid San Aindriú, Baile Átha Cliath 2. In 2021, fuarthas €245,000 mar bhrabús ó dhiúscairt sócmhainní inláimhsithe nuair a díoladh réadmhaoine nár úsáideadh sa Chlochán.

7. Ioncam Airgeadais

	2022 €000	2021 €000
Glanioncam ó ús ar phinsean	6,550	1,150
Ús ar iasacht infhaighte scairshealbhóirí de chuid Premier Lotteries Ireland (PLI)	1,931	2,110
Gluaiseacht sa luach cóir ar ghnáthscaireanna agus ar scaireanna tosaíochta PLI	(1,300)	2,065
Ioncam úis	190	-
Ús ar íocaíochtaí déanacha	1	368
	7,372	5,693

Tá infheistíocht ag an gCuideachta in PLI a chuimsíonn iasachtaí scairshealbhóirí, gnáthscaireanna agus scaireanna tosaíochta (féach nóta 15). Aithnítear ús ar iasachtaí na scairshealbhóirí sa bhrabús agus cailteanas de réir mar a fhabhraíonn sé agus €1,931,000 a bhí ann in 2022, (2021: €2,110,000). Coinnítear an infheistíocht i ngnáthscaireanna agus i scaireanna tosaíochta PLI ag luach cóir trí bhrabús agus cailteanas. Tugadh luach cóir ar an infheistíocht amhail an 31 Nollaig 2022 agus aithníodh glanlaghdú €1,300,000 ar luach cóir i rith na bliana in 2022 (2021: méadú €2,065,000), féach nóta 31. Mar thoradh ar na hiontrálacha seo, bhí glanmhéadú de €631,000 ar luach na hinfeistíochta foriomlána sa bhliain airgeadais 2022.

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8. Costais Airgeadais

	2022 €'000	2021 €'000
Costas ar ús sócmhainne um cheart úsáide	2,598	1,861
Ús ar lasacht Rialtais	304	304
Costais eile úis	1,197	711
	4,099	2,876

9. Caillteanas roimh Chánachas

	2022 €'000	2021 €'000
Luaitear an caillteanas roimh chánachas i ndiaidh an méid seo a leanas a mhuirearú:		
Cíosanna ar léas oibriúcháin taobh amuigh de scóip IFRS 16:		
Cíos ar fhoirgnimh	620	1,238
Trealamh eile agus mótarfheithicilí	4,063	3,449
	4,683	4,687
Díolaíochtaí na stiúrthóirí:		
Táillí	218	200
Díolaíochtaí - Príomhfheidhmeannach	318	318
	536	518
Speansais íoctha le Stiúrthóirí		
Taisteal	2	1
Cothabháil	-	-
	2	1
Luach saothair an iniúcháir* - Grúpa		
Iniúchadh ar ráitis airgeadais an ghrúpa	423	386
Seirbhísí ráthaíochta eile	171	170
Seirbhísí neamh-iniúchta eile	-	106
	594	662
Luach saothair an iniúcháir* - Cuideachta An Post (san áireamh thuas)		
Iniúchadh ar ráitis airgeadais an aonáin	242	224
Seirbhísí ráthaíochta eile	181	170
Seirbhísí neamh-iniúchta eile	-	-
	423	394
Luaitear an caillteanas roimh chánachas i ndiaidh an méid seo a leanas a chur do shochar:		
Deontais chaipitil amúchta	224	224
Brabús ar dhíol gléasra agus trealaimh	89	123
	313	347

*Níl CBL san áireamh

Ní áirítear sna suimeanna thuasluaite mar dhíolaíochtaí stiúrthóirí ach na suimeanna a íocadh le stiúrthóirí i bhfeidhmiú a ndualgas mar stiúrthóirí agus tuarastal an Phríomhfheidhmeannaigh. Ní áirítear orthu tuarastail stiúrthóirí ar fostaithe iad ná luach saothair stiúrthóir na máistrí poist.

Tá luach saothair na stiúrthóirí, lena n-áirítear faisnéisithe de réir an Chóid Chleachtas um Rialachas Comhlachtaí Stáit (an "Cód Cleachtas") agus Acht na gCuideachtaí 2014, leagtha amach thíos.

Seo a leanas pacáiste luacha saothair David McRedmond, an Príomh-Oifigeach Feidhmiúcháin, atá san áireamh sna suimeanna a thugtar thuas mar dhíolaíochtaí stiúrthóirí.

	2022 €'000	2021 €'000
Buntuarastal	250	250
Díolaíochtaí eile:		
Táille stiúrthóra	-	-
Sochar comhchineáil - caiteachas comhlán	5	5
Ranníocaíochtaí pinsin íoctha	63	63
	318	318

De réir an Chóid Cleachtas, seo a leanas na táillí a íocadh le gach stiúrthóir:

	2022 €'000	2021 €'000
Carol Bolger	32	23
Frank Burke	16	16
Peter Coyne	16	16
Deirdre Burns	-	6
Áine Flanagan	15	16
Barry Galvin	9	-
Helen Kelly	9	-
Sinead Mahon	9	-
Anthony McCrave	16	16
Padraig McNamara	16	16
David McRedmond (Príomhoifigeach Feidhmiúcháin)*	-	-
William Mooney	16	16
Kieran Mulvey	16	16
Martina O'Connell	16	16
Mary O'Donovan	16	16
Gerry Sexton	16	16
James Wrynn	-	11
Iomlán	218	200

*Ní fhaigheann David McRedmond táille stiúrthóra.

Íoctar táillí ar bhonn pro rata ag brath ar an méid ama a fheastalaíonn an comhalta Boird i rith na bliana.

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10. Cáin Ioncaim

A. Suimeanna aitheanta sa bhrabús nó sa chaillteanas

	2022 €'000	2021 €'000
Cáin reatha		
Éire - Cáin Chorporáide	799	-
Coigeartuithe i ndáil leis an mbliain roimhe seo	(106)	291
An Ríocht Aontaithe - Cáin Chorporáide	479	521
	1,172	812
Cáin iarchurtha		
Bunús agus aisiompú na ndifríochtaí sealadacha	(25,546)	(4,031)
Coigeartuithe i ndáil leis an mbliain roimhe seo	(113)	200
Tionchar athraithe ar an ráta cánach	(8)	-
	(25,667)	(3,831)
Creidmheas cánach iomlán	(24,495)	(3,019)

B. Réiteach an ráta éifeachtaigh cánach

	2022 €'000	2021 €'000
Caillteanas roimh chánachas	(248,599)	(40,881)
Cáin ag úsáid ráta cánach baile na Cuideachta - 12.5% (2021: 12.5%)	(31,075)	(5,110)
Tionchar cánach:		
Speansais nach féidir a asbhaint/ioncam nach bhfuil inchánach	26	642
Ioncam agus gnóthachain le rátaí cánach níos airde	677	829
Tionchar athruithe i rátaí cánach	(5)	121
Cáin iarchurtha nár aithníodh roimhe seo	6,101	8
Tearcsholáthar (rósholáthar) don bhliain roimhe	(219)	491
Creidmheas cánach iomlán	(24,495)	(3,019)

C. Gluaiseacht in iarmhéideanna cánach iarchurtha

Iarmhéid amhail an 31 Nollaig 2022

	Iarmhéid glan amhail an 1 Ean sócmhainn/ (dliteanas) 2022 €'000	Aitheanta i mbrabús nó i gcaillteanas 2022 €'000	Aitheanta in ioncam cuimsitheach eile 2022 €'000	Iarmhéid glan amhail an 31 Noll sócmhainn/ (dliteanas) 2022 €'000
Réadmhaoin, gléasra agus trealamh	(5,176)	(5,154)	-	(10,330)
Sochair fostaithe	(60,342)	28,486	(50,899)	(82,755)
Forálacha eile	233	881	-	1,114
Caillteanas cánach a thabhairt ar aghaidh	18,398	1,477	-	19,875
	(46,887)	25,690	(50,899)	(72,096)
Faisnéisithe mar Sócmhainní Cánach iarchurtha				114
Dlitéanas cánach iarchurtha				(72,210)

Tá sócmhainn cánach iarchurtha aitheanta suas go dtí luach an dliteanais cánach iarchurtha.

Grúpa

I bhfianaise na héiginnteachta maidir le brabúis inchánacha a bheidh ann amach anseo, aithníodh €911,000 mar shócmhainn chánach iarchurtha ionchasach sa Ghrúpa (2021: €394,000) a d'eascair as caillteanais iomarcacha a tugadh ar aghaidh agus nár aithníodh.

Cuideachta

B'ionann sócmhainní cánach iarchurtha neamhaitheanta sa Chuideachta amhail an 31 Nollaig 2022 agus €nialas, (2021: €nialas).

Iarmhéid amhail 31 Nollaig 2021

	Iarmhéid glan amhail an 1 Ean sócmhainn/ (dliteanas) 2021 €'000	Aitheanta i mbrabús nó i gcaillteanas 2021 €'000	Aitheanta in ioncam cuimsitheach eile 2021 €'000	Iarmhéid glan amhail an 31 Noll sócmhainn/ (dliteanas) 2021 €'000
Réadmhaoin, gléasra agus trealamh	(5,494)	318	-	(5,176)
Sochair fostaithe	(10,290)	(211)	(49,841)	(60,342)
Forálacha eile	(382)	615	-	233
Caillteanas cánach a thabhairt ar aghaidh	15,289	3,109	-	18,398
	(877)	3,831	(49,841)	(46,887)
Faisnéisithe mar Sócmhainní Cánach iarchurtha				153
Dlitéanas cánach iarchurtha				(47,040)

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11. Líon agus Costais Foirne agus Máistrí Poist

Ba é meánlíon coibhéise lánaimseartha (CLA) na ndaoine, seachas máistrí poist, a bhí ag obair sa Ghrúpa i rith na bliana:

	2022	2021
Oibríochtaí	9,057	9,366
Corparáideach	412	401
lomlán na bhfostaithe sa Chuideachta (CLA)	9,469	9,767
Fochuideachtaí	635	654
lomlán na bhfostaithe sa Ghrúpa (CLA)	10,104	10,421

Ba é an meánlíon fostaithe a bhí ag obair sa Ghrúpa i rith na bliana:

	2022	2021
Oibríochtaí	8,486	8,409
Corparáideach	431	419
Fostaithe Cuideachta	8,917	8,828
Fostaithe ócáideacha	703	983
lomlán na bhfostaithe sa Chuideachta	9,620	9,811
Fochuideachtaí	658	668
lomlán fostaithe an Ghrúpa	10,278	10,479

Ba é meánlíon na máistrí poist a fostaíodh mar ghníomhairí ná:

	2022	2021
Máistrí Poist: Fostaithe mar ghníomhairí	809	835

Ba iad seo a leanas na costais chomhiomlána ar phárolla agus ar mháistrí poist:

	2022 €'000	2021 €'000
Pá agus tuarastail	439,561	441,016
Costais árachais shóisialta	44,076	43,453
Costais phinsin	48,454	52,997
lomlán na gcostas párolla	532,091	537,466
Máistrí Poist: Fostaithe mar ghníomhairí	53,865	57,037
lomlán na gcostas párolla agus na máistrí poist	585,956	594,503

Ina theannta sin, féach nóta 5 le haghaidh sonraí faoi chostais chlaochlúcháin a bhaineann le hathrú méide an Líonra Oifigí Poist agus costais a bhaineann le baill foirne a bheith ag imeacht ón nGrúpa go deonach.

12. Sócmhainní Doláimhsithe agus Cáilmheas

Grúpa	Cáilmheas €'000	Bogearraí €'000	Bogearraí Sócmhainn atá á forbairt €'000	lomlán €'000
Costas				
Amhail an 1 Eanáir 2021	31,514	74,105	10,583	116,202
Méideanna breise	-	20,594	-	20,594
Bogearraí tugtha isteach in úsáid	-	10,583	(10,583)	-
Gluaiseacht i malartú eachtrach	160	466	-	626
Amhail an 31 Nollaig 2021	31,674	105,748	-	137,422
Méideanna breise	-	15,015	-	15,015
Bogearraí tugtha isteach in úsáid	-	-	-	-
Gluaiseacht i malartú eachtrach	(129)	(383)	-	(512)
Amhail an 31 Nollaig 2022	31,545	120,380	-	151,925
Amúchadh agus bearnú				
Amhail an 1 Eanáir 2021	24,727	62,298	-	87,025
Muirear i gcomhair na bliana	-	5,831	-	5,831
Gluaiseacht i malartú eachtrach	-	296	-	296
Amhail an 31 Nollaig 2021	24,727	68,425	-	93,152
Muirear don bhliain	-	10,383	-	10,383
Gluaiseacht i malartú eachtrach	-	(193)	-	(193)
Amhail an 31 Nollaig 2022	24,727	78,615	-	103,342
Suim ghlanluacha				
Amhail an 31 Nollaig 2022	6,818	41,765	-	48,583
Amhail an 31 Nollaig 2021	6,947	37,323	-	44,270

Ba é glanluach na sócmhainní doláimhsithe a aithníodh mar shócmhainní ceart úsáide ná €nialas (2021: €nialas).

Tástáil ar bhearnú le haghaidh aonaid giniúna airgid lena ngabhann cáilmheas

Chun críocha na tástála ar bhearnú, leithroinneadh cáilmheas ar aonaid giniúna airgid (rannáin oibríochta) an Ghrúpa mar seo a leanas:

	2022 €'000	2021 €'000
Air Business & Jordans	2,325	2,454
One Direct	4,493	4,493
	6,818	6,947

Tá méideanna in-aisghabhála na n-aonad giniúna airgid sin bunaithe ar a luach úsáide, a cinneadh trí na sreafaí airgid sa todhchaí atá le giniúint ó úsáid leanúnach an aonaid giniúna airgid a lascainiú. Déantar cur síos ar ghníomhaíochtaí na n-aonad giniúna airgid i Nóta 26.

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12. Sócmhainní Doláimhsithe agus Cáilmheas ar lean

Ba iad seo a leanas na príomhbhoinn tuisceana a úsáideadh chun an luach úsáide a mheas:

Sreabhadh airgid réamh-mheasta

Bunaítear sreabhadh airgid réamh-mheasta ar thuilleamh buiséadaithe sa todhchaí. Tá tuilleamh buiséadaithe bunaithe ar bhuiséad 2022 a d'fhaomh an Bord agus réamh-mheastacháin do 2024 go 2027.

Rátaí lascaine

Cuirtear ráta lascaine réamhchánach 8% (2021: 8%) i bhfeidhm ar bhrabúis gach ceann de na CGUanna sa ríomh lagaithe.

Bearnuithe

Níor aithníodh aon bhearnú mar gheall ar na tástálacha roimhe seo ar bhearnú don bhliain dar chríoch 2022 (2021: €nialas).

Íogaireacht

Reáchtáil an Grúpa íogaireachtaí bunaithe ar athruithe réasúnta féideartha i dtoimhdí agus ní chruthódh na híogaireachtaí sin gá le bearnú a aithint in 2022 ná in 2021.

Cuideachta	Bogearraí €'000	Sócmhainn Bhogearraí atá á Forbairt €'000	Iomlán €'000
Costas			
Amhail an 1 Eanáir 2021	67,878	10,583	78,461
Bogearraí tugtha isteach in úsáid	10,583	(10,583)	-
Méideanna breise	20,119	-	20,119
Amhail an 31 Nollaig 2021	98,580	-	98,580
Bogearraí tugtha isteach in úsáid	-	-	-
Méideanna breise	14,791	-	14,791
Amhail an 31 Nollaig 2022	113,371	-	113,371
Amúchadh agus bearnú			
Amhail an 1 Eanáir 2021	59,067	-	59,067
Muirear i gcomhair na bliana	4,564	-	4,564
Amhail an 31 Nollaig 2021	63,631	-	63,631
Muirear don bhliain	9,256	-	9,256
Amhail an 31 Nollaig 2022	72,887	-	72,887
Suim ghlanluacha			
Amhail an 31 Nollaig 2022	40,484	-	40,484
Amhail an 31 Nollaig 2021	34,949	-	34,949

13. Réadmhaoin Infheistíochta

An Grúpa agus an Chuideachta

Suim ghlanluacha a réiteach

	2022 €'000	2021 €'000
Iarmhéid amhail tús na bliana	1,800	715
Athrú ar luach cóir i rith na bliana	-	1,085
Diúscairtí	(1,800)	-
Iarmhéid amhail deireadh na bliana	-	1,800

I mí Dheireadh Fómhair 2022, chríochnaigh an Grúpa díol an aon mhaoin infheistíochta amháin a bhí againn a chuimsigh maoin tráchtála a bhí ligthe ar léas do thríú páirtí. Ba é €1,800,000 an praghas díolacháin a bhí aon dul le luach cóir na maoine. Mar thoradh air sin, níor aithníodh aon ghnóthachan ná cailteanas ar an réadmhaoin i rith na bliana.

14. Réadmhaoin, Gléasra agus Trealamh

Grúpa	Talamh agus foirgnimh ruilse agus léasachta fada €'000	Mótar fheithiclí €'000	Trealamh ríomhaire- achta agus oibriúcháin €'000	Iomlán €'000
Costas				
Amhail an 31 Nollaig 2020	370,909	77,637	363,700	812,246
Méideanna breise	12,041	15,557	6,280	33,878
Diúscairtí	(59)	(3,104)	(1,090)	(4,253)
Glúaiseacht i malartú eachtrach	1,010	19	469	1,498
Amhail an 31 Nollaig 2021	383,901	90,109	369,359	843,369
Méideanna breise	59,839	(19)	4,267	64,087
Diúscairtí	(12,913)	(4,431)	(660)	(18,004)
Glúaiseacht i malartú eachtrach	(804)	(17)	(369)	(1,190)
Amhail an 31 Nollaig 2022	430,023	85,642	372,597	888,262
Dímheas carnach agus cailteanais bhearnaithe				
Amhail an 31 Nollaig 2020	147,413	29,617	318,745	495,775
Curtha chun dochair i rith na bliana	14,198	17,779	11,837	43,814
Díbeartha ar dhiúscairtí	(47)	(3,098)	(1,084)	(4,229)
Glúaiseacht i malartú eachtrach	150	10	251	411
Amhail an 31 Nollaig 2021	161,714	44,308	329,749	535,771
Curtha chun dochair i rith na bliana	16,741	16,547	11,189	44,477
Díbeartha ar dhiúscairtí	(4,879)	(4,431)	(660)	(9,970)
Glúaiseacht i malartú eachtrach	(192)	(8)	(208)	(408)
Amhail an 31 Nollaig 2022	173,384	56,416	340,070	569,870
Suim Ghlanluacha				
Amhail an 31 Nollaig 2022	256,639	29,226	32,527	318,392
Amhail an 31 Nollaig 2021	222,187	45,801	39,610	307,598

Ar 31 Nollaig 2022, ba é an glanluach na maoine, gléasra agus treataimh a aithníodh mar shócmhainní ceart úsáide ná €119,288,000 (2021: €96,888,000). Tá tuilleadh sonraí i nóta 27. San áireamh i dtalamh agus i bhfoirgnimh ruilse agus léasachta fada tá sócmhainní de €5.188m atá á dtógáil maidir le feistiú fhoirgneamh nua na Ceanncheathrún.

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14. Réadmhaoin, Gléasra agus Trealamh ar lean

An Grúpa agus an Chuideachta ar lean

Morgáiste agus muirear

Faoi théarmaí an phlean chun ceanglais an Íoschaighdeáin Maoinithe a chomhlíonadh cuireadh morgáiste agus muirear a bhaineann le sócmhainní réadmhaoiné áirithe de chuid na Cuideachta dar luach €72.5 milliún in áit i bhfabhar Scéim Pinsin An Post (“an Scéim”) le húsáid mar shócmhainn theagmhasach na Scéime. Tá sonraí breise leagtha amach i nóta 24. Forálann an Margadh Pinsean a comhaontaíodh leis na Ceardchumainn i mí Eanáir 2023 deireadh a chur leis an lian seo ar shócmhainní na Cuideachta atá i seilbh na Scéime Pinsean.

Cuideachta	Talamh agus foirgnimh ruilse agus léasachta fada €'000	Mótar fheithiclí €'000	Trealamh ríomhaireachta agus oibriúcháin €'000	Iomlán €'000
Costas				
Amhail an 31 Nollaig 2020	341,317	77,333	339,108	757,758
Méideanna breise	12,041	15,452	5,233	32,726
Diúscairtí	(59)	(3,083)	-	(3,142)
Amhail an 31 Nollaig 2021	353,299	89,702	344,341	787,342
Méideanna breise	54,982	(109)	3,001	57,874
Diúscairtí	(12,913)	(4,295)	-	(17,208)
Amhail an 31 Nollaig 2022	395,368	85,298	347,342	828,008
Dímheas carntha agus cailteanais bhearnaithe				
Amhail an 31 Nollaig 2020	139,442	29,465	300,284	469,191
Dímheas	12,544	17,697	10,718	40,959
Díbeartha ar dhiúscairtí	(47)	(3,077)	-	(3,124)
Amhail an 31 Nollaig 2021	151,939	44,085	311,002	507,026
Dímheas	15,069	16,475	10,138	41,682
Díbeartha ar dhiúscairtí	(4,879)	(4,295)	-	(9,174)
Amhail an 31 Nollaig 2022	162,129	56,265	321,140	539,534
Suim Ghlanluacha				
Amhail an 31 Nollaig 2022	233,239	29,033	26,202	288,474
Amhail an 31 Nollaig 2021	201,360	45,617	33,339	280,316

Cuideachta

Ar 31 Nollaig 2022 ba é an glanluach maoine, gléasra agus trealamh a aithníodh mar shócmhainní ceart úsáide ná €101,120,000 (2021: €77,339,000). Tá tuilleadh eolais i nóta 27. San áireamh i dtalamh agus i bhfoirgnimh ruilse agus léasachta fada tá sócmhainní de €5.188m atá á dtógáil maidir le feistiú fhoirgneamh nua na Ceannteathrún.

Morgáiste agus muirear

Faoi théarmaí an phlean chun ceanglais an Íoschaighdeáin Maoinithe a chomhlíonadh cuireadh morgáiste agus muirear a bhaineann le sócmhainní réadmhaoiné áirithe de chuid na Cuideachta dar luach €72.5 milliún in áit i bhfabhar Scéim Pinsin An Post (“an Scéim”) le húsáid mar shócmhainn theagmhasach na Scéime. Tá sonraí breise leagtha amach i nóta 24. Forálann an Margadh Pinsean a comhaontaíodh leis na Ceardchumainn i mí Eanáir 2023 deireadh a chur leis an lian seo ar shócmhainní na Cuideachta atá i seilbh na Scéime Pinsean.

15. Infheistíochtaí

	Grúpa 2022 €'000	Grúpa 2021 €'000	Cuideachta 2022 €'000	Cuideachta 2021 €'000
Infheistíocht in Premier Lotteries Ireland (féach A thíos)	32,383	31,752	32,383	31,752
Scaireanna i bhfoghnóthais (féach nóta 26)	-	-	8,969	8,969
Infheistíocht i gcomhfhiontar (féach B thall)	-	-	-	-
	32,383	31,752	41,352	40,721

A. Infheistíocht in Premier Lotteries Ireland (PLI)

	2022 €'000	2021 €'000
An Grúpa agus an Chuideachta		
Is éard atá san infheistíocht in PLI:		
Infheistíocht i scaireanna cothromais	860	2,310
Infheistíocht i scaireanna tosaíochta	8,850	8,700
Iasachtaí agus suimeanna infhaighte		
Iasachtaí scairshealbhóirí	22,673	20,742
	32,383	31,752

In 2014, rinne An Post infheistíocht €25m in PLI de bhun infheistíocht chothromais, iasachtaí scairshealbhóirí agus scaireanna tosaíochta.

Infheistíocht i scaireanna cothromais

Tá 10.7% den chothromas san aonán i seilbh an Chomhlachta, tá trí cinn de na hocht bpost Boird aici agus tá cearta conartha áirithe aici. Is é an Ontario Teachers' Pension Plan an príomh scairshealbhóir toisc go bhfuil 78.6% den chothromas agus formhór na bpost boird aige (cúig cinn ar an 31 Nollaig 2022). Is oibreoir Crannchuir a bhfuil taithí aige nó aici an scairshealbhóir is mó agus rialaíonn sé beartais oibriúcháin agus airgeadais (i. na gníomhaíochtaí ábhartha) PLI.

Scaireanna tosaíochta

Mar gheall ar na scaireanna tosaíochta, tá an Chuideachta i dteideal díbhinn bhliantúil tosaíochta go ceann tréimhse 20 bliain ó 2014 go 2034. Ní bheidh tionchar ag na scaireanna tosaíochta ar rialú gníomhaíochtaí ábhartha PLI.

Iasachtaí Scairshealbhóirí

Tá an iasacht scairshealbhóra in-aisíochta sa tréimhse go dtí 2034 le ráta úis 9% in aghaidh na bliana. Ní bhíonn tionchar ag iasachtaí scairshealbhóirí ar rialú gníomhaíochtaí ábhartha PLI.

Gluaiseachtaí i gcaitheamh 2022

Aithnítear ús ar iasachtaí na scairshealbhóirí sa bhrabús agus cailteanas de réir mar a fhabhraíonn sé agus €1,931,000 a bhí ann in 2022, (2021: €2,110,000). Coinnítear an infheistíocht i ngnáthscaireanna agus i scaireanna tosaíochta PLI ag luach cóir trí bhrabús agus cailteanas. Measadh luach cóir na hinfeistíochta ar an 31 Nollaig 2022 agus aithníodh glanmhéadú €1,300,000 ar luach cóir i rith na bliana 2022 (2021: ardú de €2,065,000). Mar thoradh ar na hiontrálacha seo, bhí glanmhéadú de €631,000 ar luach na hinfeistíochta foriomlána sa bhliain airgeadais 2022.

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15. Infheistíochtaí ar lean

A. Infheistíocht in Premier Lotteries Ireland (PLI) ar lean

IFRS 9 – Ionstraimí Airgeadais

Chinn na stiúrthóirí, tar éis dóibh cearta An Post agus cineál rannpháirtíochta An Post in PLI a bhreithniú, go n-athraíonn an chuntasaíocht chuí don infheistíocht seo bunaithe ar gach gné ar leith den infheistíocht, mar a leagtar amach thuas.

Déantar an infheistíocht i ngnáthscaireanna agus an infheistíocht i scaireanna tosaíochta a thomhas ag luach cóir tríd an gcuntas brabúis agus caillteanais. Bhreithnigh na stiúrthóirí luach cóir na n-infheistíochtaí seo amhail an 31 Nollaig 2022 agus tá athruithe mar atá leagtha amach thuas aitheanta.

Déantar an infheistíocht i bhfoirm iasachtaí scairshealbhóirí a thomhas ag costas amúchta. Tar éis samhail caillteanais creidmheasa ionchais 12 mhí a chur i bhfeidhm ar an iasacht seo, tá na stiúrthóirí sásta nach raibh méid an chailteanais creidmheasa ionchais don bhliain reatha agus don bhliain roimhe sin ábhartha ó thaobh ráitis airgeadais an Ghrúpa de.

B. Infheistíocht i gcomhfhiontar

I rith na bliana, b'ionann sciar an Ghrúpa de bhrabús a chomhfhiontair agus €Nialas (2021: €Nialas).

Tugtar achoimre sa tábla seo a leanas ar fhaisnéis airgeadais The Prize Bond Company DAC mar a áirítear i ina ráitis airgeadais féin.

	2022 €'000	2021 €'000
Sócmhainní reatha	16,721	16,718
Dliteanais reatha	(16,721)	(16,718)
Glansócmhainní (100%)	-	-
Sciar an Ghrúpa de ghlansócmhainní (50%)	-	-
Ioncam	12,099	11,468
Brabús ó oibríochtaí leanúnacha	-	-
Ioncam cuimsitheach iomlán (100%)	-	-
Sciar an ghrúpa den ioncam cuimsitheach iomlán (50%)	-	-

16. Suimeanna Infhaighte Trádála agus Eile

	Grúpa 2022 €'000	Grúpa 2021 €'000	Cuideachta 2022 €'000	Cuideachta 2021 €'000
Sócmhainní reatha				
Suimeanna infhaighte trádála	103,891	114,686	77,648	85,597
Suimeanna dlite ag foghnóthais	-	-	16,652	15,227
Suimeanna atá dlite ag comhfhiontar	279	297	279	297
Féichiúnaithe eile	22,049	9,887	22,049	9,790
Duaisbhannaí ar láimh	812	812	625	625
Réamhíocaíochtaí agus ioncam fabhráithe	14,936	15,677	11,684	13,808
Cáin chorparáide infhaighte	879	2,485	894	2,219
	142,846	143,844	129,831	127,563
Sócmhainní neamhreatha				
Suimeanna dlite ag foghnóthais	-	-	6,430	6,424
Sócmhainn cánach iarchurtha	114	153	-	-
	114	153	6,430	6,424
	142,960	143,997	136,261	133,987

Tomhaistear infháltais trádála agus eile ag costas amúchta (lúide aon liúntas caillteanais) óir is é samhail ghnó an Ghrúpa sreafaí airgid conartha a "shealbhú chun bailithe". Cuireann an Grúpa an cur chuige simplithe i bhfeidhm maidir le caillteanais ionchais chreidmheasa (ECL) a cheadaíonn IFRS9 Ionstraimí Airgeadais, a éilíonn go ndéanfaí caillteanais saoil ionchais a aithint as céad-aithint na n-infháltas.

Is ionann luach iompartha infháltas trádála agus eile agus a luach cóir. Ní ghabhann ús le hinfháltais trádála.

Tá suimeanna dlite ag gnóthais an Ghrúpa saor ar ús, gan urrús agus iníochta ach é a éileamh.

Tá sé mar aidhm Cúlchiste Coigeartaithe Brexit (BAR) an AE tacaíocht a sholáthar chun dul i ngleic leis na hiarmhairtí díobhálacha a bhaineann le himeacht na RA ón AE. D'éirigh leis An Post ina iarratas ar mhaoiniú BAR a fháil maidir le bainistiú riachtanais Chustaim agus CBL an AE a bhaineann le trácht uile An Post RA tar éis don RA imeacht ón AE. San áireamh i bhFéichiúnaithe Eile tá suim €16.214m a gheofar in 2023 ón BAR a bhaineann le costais a tabhaíodh go dtí deireadh 2022.

17. Fardail

	Grúpa 2022 €'000	Grúpa 2021 €'000	Cuideachta 2022 €'000	Cuideachta 2021 €'000
Earraí críochnaithe	1,722	1,944	-	-
	1,722	1,944	-	-

Déantar an fardal a thaifeadadh ag luach costais nó ag glanluach inréadaithe, cibé acu is ísle, de réir IAS 2 agus baineann sé go príomha le luach breisiúchán guthán soghluaiste atá i seilbh Postpoint Services Limited.

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18. Airgead sa Bhanc agus ar Láimh

	Grúpa 2022 €'000	Grúpa 2021 €'000	Cuideachta 2022 €'000	Cuideachta 2021 €'000
Airgead sa bhanc	566,652	314,917	552,285	303,983
Airgead ar láimh	199,283	214,362	199,283	214,362
	765,935	529,279	751,568	518,345

Anailís ar airgead tirim agus ar choibhéisí airgid thirim

Grúpa	Ag tús na bliana €'000	Sreabhadh airgid €'000	Ag deireadh na bliana €'000
Airgead sa bhanc agus ar láimh	529,279	236,656	765,935

	Grúpa 2022 €'000	Grúpa 2021 €'000	Cuideachta 2022 €'000	Cuideachta 2021 €'000
Suimeanna in iontaobhas	705,858	481,543	705,858	481,543

San áireamh i ndlíteanais reatha amhail an 31 Nollaig 2022 bhí €705,858,000 i méideanna arna sealbhú ar iontaobhas: (2021: €481,543,000). Baineann tromlach na suimeanna a choinnítear in iontaobhas le cistí a choinnítear thar ceann chliant na Cuideachta, an Roinn Coimirce Sóisialaí ina measc. Feidhmíonn an Chuideachta freisin, ar bhonn gníomhaireachta agus ar luach saothair comhaontaithe, Banc Taisce Oifig an Phoist agus seirbhísí eile coigiltis do Ghníomhaireacht Bainistíochta an Chisteáin Náisiúnta, a ghníomhaíonn thar ceann an Aire Airgeadais. Tarchuirtear na cistí go rialta chuig Gníomhaireacht Bainistíochta an Chisteáin Náisiúnta. Dílsítear sócmhainní agus dlíteanais seirbhísí coigiltis dá leithéid don Aire Airgeadais agus dá réir sin ní áirítear iad sna ráitis airgeadais seo.

19. Suimeanna Iníoctha Trádála agus Eile

	Grúpa 2022 €'000	Grúpa 2021 €'000	Cuideachta 2022 €'000	Cuideachta 2021 €'000
Dlíteanais reatha				
Creidiúnaithe trádála	43,527	45,471	33,447	30,204
Suimeanna dlite d'fhoghnóthais	-	-	29,905	39,881
Creidiúnaithe eile	20,037	24,787	19,643	24,118
Cánachas agus leas sóisialta (nóta 21)	92,522	68,609	91,379	66,905
Fabhruithe	54,391	57,819	44,373	47,670
Deontais chaipitil (nóta 22)	224	224	102	102
Ioncam iarchurtha - coimisiún gníomhaireachta	9,491	5,299	4,213	-
Ioncam iarchurtha - postas	10,000	14,266	10,000	13,083
	230,192	216,475	233,062	221,963
Dlíteanais neamhreatha				
Ioncam iarchurtha - coimisiún gníomhaireachta	4,013	-	4,013	-
	4,013	-	4,013	-
	234,205	216,475	237,075	221,963

Tá suimeanna dlite le gnóthais an Ghrúpa saor ar ús, gan urrús agus iníoctha ach é a éileamh. Tá ioncam iarchurtha i ndáil le stampaí nár úsáideadh agus creidmheas ar mheaisíní frainceála bunaithe ar roinnt modhanna meastacháin agus samplála a ndéanann lucht bainistíochta athbhreithniú orthu chun breithiúnas a dhéanamh ar shuim iompartha an ioncaim iarchurtha. Déantar ioncam a iarchur amhail dáta an chláir chomhardaithe toisc nár comhlíonadh oibleagáidí feidhmíochta áirithe fós. Measann na stiúrthóirí go bhfuil suim iompartha na n-infháltas trádála neas-chomhionann lena luach cóir.

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20. Léasanna agus lasachtaí

Dlite laistigh de bhliain amháin

	Grúpa 2022 €'000	Grúpa 2021 €'000	Cuideachta 2022 €'000	Cuideachta 2021 €'000
Dliteanas léasa sócmhainne um cheart úsáide	19,120	23,154	17,779	21,690
lasacht Théarmach	6,000	-	6,000	-
lasachtaí ón mBanc Eorpach Infheistíochta	4,000	2,000	4,000	2,000
lasacht ón Rialtas	30,000	30,000	30,000	30,000
	59,120	55,154	57,779	53,690

Dlite tar éis bliain amháin

	Grúpa 2022 €'000	Grúpa 2021 €'000	Cuideachta 2022 €'000	Cuideachta 2021 €'000
Dliteanas léasa sócmhainne um cheart úsáide	104,650	77,419	85,162	56,554
lasacht Théarmach	11,500	-	11,500	-
lasachtaí ón mBanc Eorpach Infheistíochta	30,500	15,750	30,500	15,750
lasacht ón Rialtas	-	-	-	-
	146,650	93,169	127,162	72,304

I mí na Nollag 2017, ag féachaint do na seirbhísí ar mhaithe leis an ngeilleagar i gcoitinne a sholáthraíonn sé, fuair An Post iasacht €30m ón Roinn Airgeadais le cabhrú le hathstruchtúru na Cuideachta. Bhí an iasacht le haghaidh téarma tosaigh 5 bliana agus d'fhéadfaí síneadh bliana a chur leis faoi dhó. Rinne an Chuideachta iarratas chuig an Roinn Airgeadais agus bhain sí leas as an gcéad síneadh i mí na Nollag 2022. Tuilleann sé ráta úis 1% agus cuireadh ar fáil é chun an Plean Straitéiseach a chur i gcrích.

Shínigh an Chuideachta Conradh Airgeadais leis an mBanc Eorpach Infheistíochta in 2019 le haghaidh iasachtaí suas le €40m. Fuarthas tráinsí de €10m i mí na Nollag 2019 agus mí Iúil 2021 faoi seach. In 2022 tharraing an Chuideachta anuas an dá thráinse de €10m a bhí fágtha. Tá gach tráinse in-aisíochta ina thráthchodanna ráithiúla thar théarma 10 mbliana ó dháta a dtarraingthe anuas. Is é an t-iarmhéid iomlán atá fós gan íoc leis an mBanc Eorpach Infheistíochta amhail an 31 Nollaig 2022 ná €34.5m (2021: €17.75m).

Le linn 2022 tharraing an Chuideachta anuas €17.5m ó Bhanc na hÉireann mar iasacht théarma. Tá na cistí seo á n-úsáid chun foirgneamh na ceanncheathrún nua a fheistiú agus beidh siad inaisíochta i dtráinsí go dtí 2029.

21. Cánachas agus Leas Sóisialta

	Grúpa 2022 €'000	Grúpa 2021 €'000	Cuideachta 2022 €'000	Cuideachta 2021 €'000
Cáin iarchurtha	72,210	47,040	71,765	46,537
Cáin ioncaim bainte faoi ÍMAT	8,435	8,731	7,681	7,896
Árachas sóisialach pá-choibhneasa	7,709	7,584	7,415	7,249
Cáin bhreislúacha	2,967	2,904	3,343	2,902
Cáin shiarchoinneálach do sheirbhísí gairmiúla	1,201	2,350	1,175	2,321
	92,522	68,609	91,379	66,905

Amhail an 31 Nollaig 2022 agus 2021, bhí an Grúpa agus an Chuideachta in ann aisíocaíocht a fháil maidir le Cáin Chorporáide. Áirítear na hiarmhéideanna atá dlite mar nithe infhaighte, féach nóta 16.

22. Deontais Chaipitil

	Grúpa 2022 €'000	Grúpa 2021 €'000	Cuideachta 2022 €'000	Cuideachta 2021 €'000
Ag tús na bliana	7,943	8,167	2,544	2,646
Deontais a fuarthas i gcaitheamh na bliana	-	-	-	-
Amúchta chuig an ráiteas ioncaim	(224)	(224)	(102)	(102)
Ag deireadh na bliana	7,719	7,943	2,442	2,544
Aistrithe chuig dliteanais reatha	(224)	(224)	(102)	(102)
	7,495	7,719	2,340	2,442

Fuarthas na deontais a thaispeántar ar chláir comhardaithe na Cuideachta sna 1990idí chun cabhrú le forbairt saoráidí poist ag suíomhanna éagsúla ar fud na tíre. Tá siad amúchta go dtí an cuntas brabúis agus cailteanais ar aon dul le táillí dímheasa le haghaidh na bhfoirgneamh céanna. Ina theannta sin, fuair an Grúpa tacaíocht ón Rialtas chun larsmalann Ard-Oifig an Phoist: Finné na Staire a fhorbairt in 2016 agus tá an deontas sin amúchta freisin ar bhonn atá ag teacht le dímheas na sócmhainní lenar bhain an deontas.

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23. Soláthairtí

Grúpa

Ba mar seo a leanas a bhí na gluaiseachtaí i rith na bliana:

	Soláthar d'ath-struchtúrú gnó 2022	Soláthar d'éilimh árachais 2022	lomlán 2022	Soláthar d'ath-struchtúrú gnó 2021	Soláthar d'éilimh árachais 2021	lomlán 2021
	€'000	€'000	€'000	€'000	€'000	€'000
Ag tús na bliana	73	12,329	12,402	1,126	12,073	13,199
Soláthairtí a rinneadh i gcaitheamh na bliana	-	2,500	2,500	-	2,500	2,500
Soláthairtí a scaoileadh i gcaitheamh na bliana	-	(480)	(480)	-	(804)	(804)
Úsáidte i rith na bliana	(73)	(2,531)	(2,604)	(1,053)	(1,440)	(2,566)
Ag deireadh na bliana	-	11,818	11,818	73	12,329	12,402
Reatha	-	1,730	1,730	73	1,630	1,703
Neamhreatha	-	10,088	10,088	-	10,699	10,699
	-	11,818	11,818	73	12,329	12,402

Baineann an soláthar d'éilimh árachais le héilimh faoi pholasaí féinárachais an Ghrúpa. Cinntear an soláthar nuair a chuirtear measúnú de réir cáis i gcrích. Tá an Grúpa ag súil le tromlach an dliteanais árachais a réiteach as seo go ceann sé bliana.

Bhain an soláthar d'athstruchtúrú gnó de €73,000 in 2022 agus €1,053,000 a socraíodh in 2021 le One Direct (Ireland) Limited. Níl aon soláthar ag teastáil le haghaidh athstruchtúrú gnó amhail an 31 Nollaig 2022.

Tá gach soláthar a bhí fágtha amhail an 31 Nollaig 2022 san áireamh i leabhair na Cuideachta, An Post.

24. Pinsin

An Grúpa agus an Chuideachta

Tagann teidlíochtaí pinsin fostaithe chun cinn faoi roinnt scéimeanna pinsin le sochar sainithe agus le ranníocaíocht shainithe, a mbíonn a sócmhainní dílsithe in iontaobhaithe neamhspleácha a cheapann an Chuideachta do shochar na bhfostaithe agus a gcleithiúnaithe agus dó sin amháin. Bíonn ranníocaíochtaí bliantúla bunaithe ar chomhairle achtúire cháilithe ghairmiúil. Bhí ranníocaíochtaí €0.6m dlite ó na Scéimeanna Pinsin amhail an 31 Nollaig 2022 (2021: €4.7m). B'fhiú €31m na ranníocaíochtaí fostóra in 2022. Meastar go mbeidh na ranníocaíochtaí fostóra cothrom le €27m. in 2023.

Meastar costais phinsin na scéimeanna le sochar sainithe de réir na comhairle a thugann achtúire cáilithe gairmiúil atá neamhspleách. Rinneadh na luachálacha achtúire is deireanaí, a chuir na hathruithe ar an ngnáthaois scoir san áireamh, ar an 1 Eanáir 2022, ag úsáid mhodh na n-aonad réamh-mheasta creidmheasa, agus ar an dáta sin ba leor iad le 109% de na dliteanais fhabhráithe a chlúdach. Ba í an príomhthoimhde achtúireach ná go mbeadh an ráta toraidh bliantúil ar infheistíochtaí níos ísle ná méaduithe 0.23% ar an meán ar thuarastail agus phinsin in aghaidh na bliana sa bhfadéarma. Moladh sa luacháil achtúireach ráta ranníocaíochta 8% den luach saothair inphinsin, le comhaontú go dtiocfadh deireadh leis an Togra Maoinithe agus nach mbeadh feidhm a thuilleadh ag na sócmhainní teagmhasacha a bhí mar chuid den togra. Níl na luachálacha achtúireacha ar fáil le haghaidh iniúchadh poiblí ach cuireadh torthaí na luachálacha in iúl do chomhaltáí na scéimeanna. Críochnófar an chéad luacháil achtúireach eile amhail an 1 Eanáir 2025.

Oibríonn an Chuideachta Scéim Íocaíochtaí um Fhoirceannadh Speisialta do Mháistrí Poist. Soláthraíonn sé seo aisce aon uaire do Mháistrí Poist (de rogha na Cuideachta), i gcás go gcríochnaíonn a gconradh ag aois ar bith, nó, i rith a gconartha, go bhfaigheann siad bás agus go bhfuil gaol nó gaolta cleithiúnacha fágtha ina ndiaidh. Is ionann méid na haisce agus luach saothair seachtaine amháin do gach bliain seirbhíse go dtí 15 bliana, agus luach saothair dhá sheachtain do gach bliain seirbhíse ina dhiaidh sin. Is é an chaidhp fhoriomlán ar an aisce ná 1.5 oiread an luacha saothair. B'ionann an oibleagáid a aithnítear don Scéim seo amhail an 31 Nollaig 2022, atá sa tábla thall, agus €12.9m (2021: €12.9m)

Maoiniú

Tá na Scéimeanna faoi réir luacháil bhliantúil faoi Íoschaighdeán Maoinithe an Údaráis Pinsean (MFS). Is éard atá sa luacháil um Íoschaighdeán Maoinithe ná seiceáil go bhfuil dóthain airgid ag scéim chun íosleibhéal sochar a sholáthar sa chás go ndéantar an scéim a fhoirceannadh. Ina theannta sin, tá sé d'oibleagáid ar na Scéimeanna acmhainní breise leordhóthanacha a bheith acu chun an cúlchiste caighdeánach maoinithe a shásamh mar a fhoráiltear in alt 44(2) den Acht.

Ar an 31 Nollaig 2022, ríomhadh staid Maoinithe an Údaráis Pinsean (MFS) agus fuarthas barrachas de €621m (tar éis don chúlchiste caighdeánach maoinithe de €106m a bheith curtha san áireamh). Mar a sonraíodh níos luaithe, tá sé comhaontaithe idir an chuideachta agus na hlontaobhaithe deireadh a chur leis an togra maoinithe.

Gluaiseacht sa ghlan sócmhainn sochair shainithe

Léirítear sa tábla seo a leanas réiteach ó na hiarmhéideanna tosaigh go dtí na hiarmhéideanna deiridh do ghlandliteanas i dtaca le sochar sainithe agus a chomhpháirteanna.

	Luach cóir sócmhainní an phlean		Oibleagáid sochair shainithe		Glansócmhainn shochair shainithe	
	2022	2021	2022	2021	2022	2021
	€'000	€'000	€'000	€'000	€'000	€'000
Iarmhéid amhail an 1 Eanáir	4,075,990	3,777,008	(3,589,984)	(3,687,919)	486,006	89,089
San áireamh sa bhrabús nó sa chailteanas						
Costas seirbhíse reatha			(47,500)	(51,050)	(47,500)	(51,050)
Costas um sheirbhís roimhe seo (Costas)/ioncam úis	52,500	39,400	(217,900)	(1,000)	(217,900)	(1,000)
			(45,950)	(38,250)	6,550	1,150
	52,500	39,400	(311,350)	(90,300)	(258,850)	(50,900)
San áireamh in ioncam cuimsitheach eile						
Gnóthachan/(caillteanas) a ath-thomhas - Gnóthachan achtúireach ag eascairt as:						
Boinn tuisceana airgeadais		-	51,544	19,400	51,544	19,400
Coigeartú ar thaithí		-	1,194,900	72,785	1,194,900	72,785
Toradh ar shócmhainní an phlean	(839,251)	306,549		-	(839,251)	306,549
	(839,251)	306,549	1,246,444	92,185	407,193	398,734
Eile						
Ranníocaíochtaí a d'íoc an fostóir	30,807	47,648			30,807	47,648
Costais riaracháin ó phlean	(1,500)	(1,000)	1,500	1,000	-	-
Ranníocaíochtaí na gcomhaltáí	5,412	5,339	(5,412)	(5,339)	-	-
Sochair íoctha - scéim neamh-mhaoinithe		-	1,045	1,435	1,045	1,435
Sochair íoctha - scéim mhaoinithe	(103,968)	(98,954)	103,968	98,954	-	-
	(69,249)	(46,967)	101,101	96,050	31,852	49,083
Iarmhéid amhail an 31 Nollaig	3,219,990	4,075,990	(2,553,789)	(3,589,984)	666,201	486,006

	2022	2021
	€'000	€'000
Comhdhéanta de		
Scéim Pinsin le Sochar Sainithe - glan	679,105	498,905
Scéim Máistrí Poist neamh-mhaoinithe	(12,904)	(12,899)
	666,201	486,006

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24. Pinsin ar lean

Sócmhainní an phlean

Cuimsíonn sócmhainní an phlean iad seo a leanas:

	2022 €'000	2021 €'000
Cothromais: Margáí forbartha domhanda	566,895	800,697
Cothromais: Margáí éiritheacha	61,113	197,976
Cothromais: Iomlán	628,008	998,673
Bannaí: Euro	1,793,572	2,400,694
Eile: áirítear réadmhaoín, cothromas príobháideach agus bonneagar	798,410	676,623
Luach cóir shócmhainní na scéimeanna pinsin	3,219,990	4,075,990

Faoin nGníomhas lontaobhais, tá an chumhacht iomlán ag na hlontaobhaithe chun beartas infheistíochta a chinneadh agus chun na cistí atá ar fáil dóibh a riaradh. Leithdháiltear an t-airgead le hinfheistiú ar bhainisteoirí infheistíochta éagsúla agus infheistíonn siad ar fad de réir treoilínte a leagtar amach i gComhaontú Bainistíochta Infheistíochta a d'fhaomh na hlontaobhaithe. Cuireann na bainisteoirí infheistíochta tuarascálacha mionsonraithe ar fáil do na hlontaobhaithe agus déanann na hlontaobhaithe monatóireacht ar fheidhmíocht infheistíochta go rialta. Tá tromlach sócmhainní na Scéimeanna infheistithe i gcothromais agus i mbannaí. Tá an chuid eile de na sócmhainní infheistithe in aicmí sócmhainní malartacha, réadmhaoín san áireamh.

Bainistíonn cúigear bainisteoirí infheistíochta na príomh-shainorduithe seo a leanas, a chuimsíonn 75% de sócmhainní na Scéimeanna le chéile:

- Sainordú Cothromais Forbartha Domhanda Éighníomhach agus Ioncaim Sheasta - SSGA
- Sainordú Úis Sheasta Gníomhach - PIMCO
- Sainordú Cothromais Domhanda Éighníomhach Caidhpe Bige - Bainisteoirí Infheistíochta Irish Life
- Sainordú Cothromais Gníomhach Um Margáí Atá Ag Teacht Chun Cinn - JP Morgan
- Sainordú Cothromais Gníomhach Um Margáí Atá Ag Teacht Chun Cinn - Heptagon

Tá infheistíochtaí ag an scéim freisin i raon leathan d'aicmí sócmhainní mar bhonneagar, foraoiseacht, iasacht dhíreach, cothromas príobháideach, lena n-áirítear infheistíocht i Premier Lotteries Ireland Limited, an chuideachta a oibríonn an Crannchur Náisiúnta.

Oibleagáid sochair shainithe

i. Boinn tuisceana achtúireacha

Ba iad seo a leanas na príomhbhoinn tuisceana achtúireacha ar an dáta tuairiscithe:

	2022	2021
Modh luachála	Aonad réamh-mheasta	Aonad réamh-mheasta
Ráta lascaine	4.15%	1.30%
Boilsciú - praghasinnéacs tomhaltóirí	2.50%	2.10%
Boilsciú ar phá inphinsin*	1.85%	1.85%
Ardú ar phinsin in íocaíocht*	1.85%	1.85%
Arduithe ar thuarastail inphinsin*	1.85%	1.85%

* Bunaithe ar 2.85% in 2023 chun an t-ardú pá speisialta de 6%, agus 1.85% ina dhiaidh sin a chur san áireamh

Tá na boinn tuisceana maidir le fad saoil na ndliteanas pinsin ar an dáta tuairiscithe bunaithe ar tháblaí coighdeánacha mortlaíochta achtúireacha agus cuirtear feabhsú fad saoil sa todhchaí san áireamh.

Tá na boinn tuisceana bunaithe ar an dóchúlacht go mairfidh duine 65 bliana d'aois go dtí an aois seo a leanas:

	2022 Fir	2022 Mná	2021 Fir	2021 Mná
Ionchas saoil ag 65				
Pinsinéirí Reatha - 65 bliain d'aois	86.6	88.4	86.5	88.3
Pinsinéirí sa Todhchaí - 40 bliain d'aois	88.8	90.6	88.7	90.5

Amhail an 31 Nollaig 2022, b'ionann meánfhad ualaithe na hoibleagáide sochair shainithe sa scéim phríomhúil agus 13 bliana (2021: 16.3 bliain).

ii. Anailís ar íogaireacht

Dá ndéanfaí athruithe réasúnacha ar an dáta tuairiscithe ar cheann de na toimhdí achtúireacha ábhartha, agus dá bhfanadh na toimhdí eile seasmhach, bheadh tionchar aige ar an oibleagáid sochair shainithe de réir na méideanna a thaispeántar thíos.

	2022 €m	2022 €m	2021 €m	2021 €m
	Méadú	Laghdú	Méadú	Laghdú
Ráta lascaine (gluaiseacht 0.5%*)	(152.8)	169.9	(144.1)	150.1
Fás ar thuarastal/pinsean sa todhchaí (gluaiseacht 0.5%*)	167.5	(151.9)	145.2	(139.5)

*Tá gluaiseachtaí 2021 bunaithe ar athrú 0.25% i ngach cás.

Mhéadófaí dliteanas na scéime faoi €71.0m dá ndéanfaí méadú ar an mbonn tuisceana ar ionchas saoil móide 1 bhliain.

Cé nach gcuireann an anailís dáileadh iomlán na sreafaí airgid a bhfuiltear ag súil leis faoin bplean san áireamh, soláthraíonn sé neas-mheastachán ar íogaireacht na mbonn tuisceana a léirítear.

Sócmhainn Theagmhasach Scéim Pinsin An Post

Faoi théarmaí an phlean chun ceanglais an Íoschaighdeáin Maoinithe a chomhlíonadh cuireadh morgáiste agus muirear a bhaineann le sócmhainní réadmhaoine áirithe de chuid na Cuideachta dar luach €72.5 milliún in áit i bhfabhar Scéim Pinsin An Post ("an Scéim") le húsáid mar sócmhainn theagmhasach na Scéime. Faoi théarmaí an mhorgáiste agus an mhuirir, i gcás go ndéantar diúscairt ar na sócmhainní réadmhaoine sin a chomhlíonann téarmaí an mhorgáiste agus an mhuirir, tá an Scéim i dteideal na bhfáltas díolacháin, nó go gcuirfí sócmhainní eile ar an luach margaidh céanna in áit na sócmhainní díolta. Is é an t-uasmhéid gur féidir le hlontaobhaithe na Scéime a in-aisghabháil faoin morgáiste agus faoin muirear ná €100 milliún.

Áiríodh sa luacháil achtúireach a rinneadh amhail an 1 Eanáir 2022 comhaontú go gcuirfí deireadh leis an Togra Maoinithe, agus nach mbeadh feidhm a thuilleadh ag na sócmhainní teagmhasacha a bhí mar chuid den togra. Mar sin, tá na táillí ar na réadmhaoine le scaoileadh ar ais chuig an gCuideachta in 2023.

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25. Scairchaipiteal agus Cúlchistí

An Grúpa agus an Chuideachta

	2022 €'000	2021 €'000
Údaraithe: 80,000,000 Gnáthscair ar €1.25 an ceann	100,000	100,000
Leithroinnte, glaoite agus íoctha ina n-iomláine: 54,590,946 Gnáthscair ar €1.25 an ceann	68,239	68,239

Nádúr agus cuspóir na gcúlchistí

Cúlchiste comhshóite caipitil

Ar 14 Eanáir 2003, athainmníodh scaireanna na Cuideachta ó €1.269738 go €1.25 in aghaidh na scaire agus aistríodh suim €877,000 chuig cúlchiste caipitil.

Cúlchiste aistrithe airgeadra coigríche

Cuimsítear sa chúlchiste aistrithe na difríochtaí ar fad in airgeadra eachtrach a eascraíonn as ráitis airgeadais oibríochtaí eachtracha a aistriú.

26. Fochuideachtaí agus Comhfhiontair

Foghnóthais atá i seilbh na Cuideachta go díreach¹

Ainm	Cineál Gnó	Sealúchas mar %	Oifig Chláraithe
Printpost Limited	Clóbhualadh ardmhéide	100%	Ard-Oifig an Phoist, Sráid Uí Chonaill, Baile Átha Cliath 1, D01 F5P2
An Post Billpost Processing Service Limited	Próiseáil íocaíochta billí	100%	Ard-Oifig an Phoist, Sráid Uí Chonaill, Baile Átha Cliath 1, D01 F5P2
An Post GeoDirectory DAC	Seirbhísí bunachar sonraí	51%	Ard-Oifig an Phoist, Sráid Uí Chonaill, Baile Átha Cliath 1, D01 F5P2
Arcade Property Company Limited	Forbairt agus ligean maoinne	100%	Ard-Oifig an Phoist, Sráid Uí Chonaill, Baile Átha Cliath 1, D01 F5P2
Prince's Street Property Company Limited	Neamhghníomhach	100%	Ard-Oifig an Phoist, Sráid Uí Chonaill, Baile Átha Cliath 1, D01 F5P2
Post Consult International Limited	Seirbhísí bogearraí ríomhaire	100%	Ard-Oifig an Phoist, Sráid Uí Chonaill, Baile Átha Cliath 1, D01 F5P2
Post.Trust Limited	Teastasú digiteach agus seirbhís slándála	100%	Ard-Oifig an Phoist, Sráid Uí Chonaill, Baile Átha Cliath 1, D01 F5P2
Transpost Limited	Cúiréirí agus dáileachán	100%	Ard-Oifig an Phoist, Sráid Uí Chonaill, Baile Átha Cliath 1, D01 F5P2
Kompass Ireland Publishers Limited	Neamhghníomhach	100%	Ard-Oifig an Phoist, Sráid Uí Chonaill, Baile Átha Cliath 1, D01 F5P2
An Post (NI) Limited	Cuideachta Sealbhaíochta	100%	The Soloist Building, 1 Lanyon Place, Béal Feirste, BT1 3LP, Tuaisceart Éireann, An Ríocht Aontaithe

¹ Ingach cás, is gnáthscaireanna iad na scaireanna atá i seilbh An Post.

Foghnóthais atá ar coinneáil go hindíreach trí fhoghnóthas

Ainm	Cineál Gnó	Sealúchas mar %	Oifig Chláraithe
Air Business Limited	Seirbhísí dáilte agus síntiús irise	100%	The Beacon, Mosquito Way, Hatfield Herts, AL10 9WN, An Ríocht Aontaithe
One Direct (Ireland) Limited ag trádáil mar An Post Insurance	Bróicéir Árachais	100%	Ard-Oifig an Phoist, Sráid Uí Chonaill, Baile Átha Cliath 1, D01 F5P2
Jordan & Co International Limited	Dáileadh	100%	The Beacon, Mosquito Way, Hatfield Herts, AL10 9WN, An Ríocht Aontaithe
Postpoint Services Limited	Breisiú fóin phóca	100%	Ard-Oifig an Phoist, Sráid Uí Chonaill, Baile Átha Cliath 1, D01 F5P2
GPO IEC Limited	Lárionad Taispeántais Ard-Oifig an Phoist	100%	Ard-Oifig an Phoist, Sráid Uí Chonaill, Baile Átha Cliath 1, D01 F5P2

Comhfhiontair i seilbh dhíreach na Cuideachta

Ainm	Cineál Gnó	Sealúchas mar %	Oifig Chláraithe
The Prize Bond Company DAC	Riar Scéim na nDuaisbhannaí	50%	Ard-Oifig an Phoist, Sráid Uí Chonaill, Baile Átha Cliath 1, D01 F5P2

Tá Air Business Limited agus Jordan & Co International Limited corpraithe i Sasana agus sa Bhreatain Bheag agus ag feidhmiú ansin. Tá An Post (NI) Limited corpraithe i dTuaisceart Éireann agus ag feidhmiú ansin. Tá gach gnóthas eile corpraithe i bPoblacht na hÉireann agus ag feidhmiú ansin. Cuimsíonn na scairshealbha ar fad gnáth-scairchaipiteal. Riarann The Prize Bond Company DAC an Scéim Duaisbhannaí faoi chonradh le Gníomhaireacht Bainistíochta an Chisteáin Náisiúnta.

Thug an Chuideachta urrús faoi Alt 357 d'Acht na gCuideachtaí, 2014 do na haonáin seo a leanas sa bhliain reatha: Post Consult International Limited; Printpost Limited; Post.Trust Limited; Transpost Limited; Prince's Street Property Company Limited; An Post Billpost Processing Services Limited; Kompass Ireland Publishers Limited; One Direct (Ireland) Limited; GPO IEC Limited agus Postpoint Services Limited.

Nótaí leis na Ráitis Airgeadais ar lean

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27. Ceangaltais Léasa

Dliteanais léasa a bhaineann le sócmhainní um cheart úsáide

Bhí íocaíochtaí todhchaí faoi na léasanna sin ag deireadh na bliana don Ghrúpa agus don Chuideachta mar seo a leanas:

	Íosiocaíochtaí léasa sa todhchaí		Ús		Luach reatha íosiocaíochtaí léasa	
	2022 €'000	2021 €'000	2022 €'000	2021 €'000	2022 €'000	2021 €'000
Grúpa						
Níos lú ná bliain amháin	22,478	24,772	3,358	1,618	19,120	23,154
Idir bliain amháin agus cúig bliana	52,807	52,022	10,841	3,890	41,966	48,132
Níos faide ná cúig bliana	89,708	46,915	27,024	17,628	62,684	29,287
	164,993	123,709	41,223	23,136	123,770	100,573
Cuideachta						
Níos lú ná bliain amháin	20,611	22,765	2,832	1,075	17,779	21,690
Idir bliain amháin agus cúig bliana	47,478	45,930	8,999	2,035	38,479	43,895
Níos faide ná cúig bliana	57,098	13,490	10,415	831	46,683	12,659
	125,187	82,185	22,246	3,941	102,941	78,244

28. Ceangaltais Chaipitil

Bhí caiteachas caipitil don todhchaí a d'fhaomh na stiúrthóirí ach nár foráladh dó sna ráitis airgeadais mar seo a leanas:

	Grúpa 2022 €'000	Grúpa 2021 €'000	Cuideachta 2022 €'000	Cuideachta 2021 €'000
Ar conradh	18,625	10,674	18,625	10,171
Údaraithe ach gan a bheith ar conradh	5,271	7,339	5,271	7,339
	23,896	18,013	23,896	17,510

29. Páirtithe Gaolmhara

Páirtí rialaithe

Rinne an tAire Comhshaoil, Aeráide agus Cumarsáide rialú ar an nGrúpa i rith na bliana ar fad. Is ag an Aire atá scairchaipiteal eisithe iomlán An Post seachas gnáthscair amháin atá ag an Aire Airgeadais (a aistríodh chuig an Aire Caiteachais Phoiblí agus Athchóirithe faoin Acht um Airí agus Rúnaithe, 2011).

Idirbhearta eile le páirtithe gaolmhara

The Prize Bond Company DAC

Faoi théarmaí an chonartha le The Prize Bond Company DAC, comhlíonann an Chuideachta gnéithe áirithe de riarachán Scéim na nDuaisbhannaí. B'ionann na táillí a thuill an Chuideachta do sheirbhísí den chineál sin don bhliain dar chríoch an 31 Nollaig 2022 agus €4,548,000 (2021: €4,506,000). Ba é an tsuim a bhí dlite ó The Prize Bond Company DAC don Ghrúpa ná €279,000 an 31 Nollaig 2022; (2021: €297,000). Amhail an 31 Nollaig 2022 bhí €812,000 (2021: €812,000) de Dhuaisbhannaí ag an nGrúpa.

An Post GeoDirectory DAC

Tá scairseilbh 51% ag An Post in An Post GeoDirectory DAC, cuideachta a dhíolann agus a bhainistíonn bunachar sonraí náisiúnta d'fhaisnéis seoltaí agus suíomhanna. Cheannaigh GeoDirectory DAC An Post earraí agus seirbhísí dar luach €1,375,000 don bhliain dar chríoch 31 Nollaig 2022 ó An Post (2021: €1,200,000). Cheannaigh An Post earraí agus seirbhísí arb fhiú €nialas iad don bhliain dar chríoch 31 Nollaig 2022 ó GeoDirectory DAC An Post (2021: €nialas). Ba é an méid a bhí dlite ag GeoDirectory DAC An Post don Ghrúpa ná €123,000 ar 31 Nollaig 2022; (2021: €1,196,000).

Idirbhearta le ranna Rialtais agus le comhlachtaí Stáit eile

Soláthraíonn an Grúpa, i ngnáth-imeacht gnó, seirbhísí postais, gníomhaireachta, íocaíochta agus teachtaire do ranna Rialtais éagsúla agus do chomhlachtaí Stáit eile ar bhonn fadlámhe. Feidhmíonn an Grúpa seirbhísí laethúla baincéireachta agus státchiste le hinstiúidí baincéireachta atá faoi úinéireacht an Stáit freisin.

Idirbhearta le príomhphearsanra bainistíochta, a chuimsigh Stiúrthóirí Feidhmiúcháin, Stiúrthóirí Neamhfheidhmiúcháin agus comhaltaí eile de Choiste Bainistíochta Feidhmiúcháin an Ghrúpa agus daoine a bhfuil baint acu leo.

	2022 €'000	2021 €'000
Sochair fostaithe ghearrthéarmacha	2,379	2,327
Táillí stiúrthóirí neamhfheidhmiúcháin	218	198
Sochair i ndiaidh fostaíochta	304	300
	2,901	2,825

Ó 2018 i leith, tá an tUasal David McRedmond, Príomhfheidhmeannach an Ghrúpa, ina Chathaoirleach Neamhfheidhmiúcháin ar eircom Holdings (Ireland) Limited, cuideachta teileachumarsáide seasta, soghluaiste agus leathanbhanda a oibríonn in Éirinn, a úsáideann an trádainm, eir. I gcaitheamh 2022, chuir eir seirbhísí ar fáil don Ghrúpa agus chuir An Post seirbhísí ar fáil do eir i rith gnáthchúrsa gnó. Ba iad na táillí maidir le hearraí agus seirbhísí a chuir eir ar fáil don Ghrúpa go dtí an 31 Nollaig 2022 ná €8,447,000 (2021: €9,269,000). Ba é €1,357,000 an méid nár íoc an Grúpa fós ag deireadh na bliana (2021: €1,214,000). Chuir an Grúpa seirbhísí dar luach €4,505,000 ar fáil d'eir le linn 2022, (2021: €4,295,000) agus ba é an méid nár íoc eir go fóill leis an nGrúpa ag deireadh na bliana 2022 ná €1,632,000 (2021: €1,781,000).

In 2022, dhíol An Post maoin i nDroichead na Dothra ar €2.6m. Ba thionóntaí san fhoirgneamh iad eir roimhe seo agus bhí leas léasach aige sa réadmhaoin. Dá thoradh air sin, d'íoc An Post €653k le Eir chun aon leas a bhí acu sa réadmhaoin a thabhairt suas ionas go bhféadfaí an diúscairt a dhéanamh.

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30. Teagmhais

Ní raibh aon urrúis ná dliteanais theagmhasacha ann amhail an 31 Nollaig 2022 ná 2021 óna bhféadfadh cailteanais ábhartha teacht chun cinn seachas iad sin a nochtar in áit eile i ráitis airgeadais an Ghrúpa agus na Cuideachta.

31. Ionstraimí Airgeadais - Luach Cóir agus Bainistíocht Riosca

Luach cóir

A. Aicmí cuntasaíochta agus luachanna córa

Tomhaiseann an Grúpa luachanna córa leis an ordlathas modhanna seo a leanas:

- Leibhéal 1 - Is ionann na hionchuir agus praghsanna margaidh luaite (gan choigeartú) i margaí gníomhacha le haghaidh ionstraimí atá díreach cosúil leo.
- Leibhéal 2 - Ionchuir seachas praghsanna luaite a áirítear i Leibhéal 1 atá inbhraite go díreach (i.e. mar praghsanna) nó go hindíreach (i.e. díorthaithe ó praghsanna). Áirítear sa chatagóir seo ionstraimí a luacháiltear ach úsáid a bhaint as: praghsanna margaidh luaite i margaí gníomhacha d'ionstraimí atá cosúil leo; praghsanna luaite ar ionstraimí atá díreach cosúil leo nó cosúil leo i margaí a mheastar a bheith níos lú ná gníomhach; nó teicnící luachála eile ina bhfuil na hionchuir shuntasacha ar fad inbhraite go díreach nó go hindíreach ó shonraí margaidh.
- Leibhéal 3 - Ionchuir atá do-bhraite. Áirítear sa chatagóir seo na hionstraimí ar fad ina n-áirítear sa teicníc luachála ionchuir nach bhfuil bunaithe ar shonraí inbhraite agus bíonn tionchar suntasach ag na hionchuir dho-bhraite ar luacháil na hionstraime. Áirítear sa chatagóir seo ionstraimí a luacháiltear bunaithe ar praghsanna luaite le haghaidh ionstraimí atá cosúil leo ach a dteastaíonn boinn tuisceana nó coigeartuithe suntasacha do-bhraite uathu chun na difríochtaí idir na hionstraimí a léiriú.

Ríomhtar an luach cóir mar seo a leanas:

- (i) Luachálfar urrúis a thrádáiltear gan srianadh bunaithe ar an bpraghas scoir, nó murar tharla aon díolachán, ag an bpraghas tairgthe deireadh orthu ar an lá deiridh den ráithe nó den bhliain airgeadais, de réir mar is cuí. I gcás gach ionstraime airgeadais eile, cinneann an Grúpa luachanna córa ag úsáid teicnící luachála.
- (ii) D'fhéadfaí infheistíochtaí a aicmiú mar Leibhéal 2 nuair a thagann faisnéis margaidh chun cinn, ach nach bhfuil an infheistíocht á trádáil i margadh gníomhach agus/nó go bhfuil an infheistíocht faoi réir ag srianta aistriithe, nó go gcoigeartaítear an luacháil chun neamhleachtacht agus/nó neamh-inaistrithe a léiriú.
- (iii) Tá tomhas luacha chóir an Ghrúpa ar infheistíochtaí Leibhéal 3 bunaithe ar shamhail a bhféadfadh ionchuir shuntasacha dho-bhraite a bheith ann. Is teicníc glanluacha reatha í an tsamhail ábhartha, a dhíorthaítear ó phraghas infheistíochta atá cosúil léi nó ó rátaí cosúla iasachtaíochta/iasachtaithe margaidh, ag brath ar mheasúnú na bainistíochta ar an modheolaíocht luachála is cuí agus ar ionchuir le haghaidh na hinfeistíochta áirithe sin.

Déantar achoimre sa tábla i nóta 31 cuid B ar na hionchuir chainníochtúla agus na boinn tuisceana a úsáideadh do na hinfeistíochtaí atá catagóirithe i Leibhéal 3 den ordlathas luacha chóir amhail an 31 Nollaig 2022. Níor aistríodh aon rud idir leibhéil an ordlathais luacha chóir i rith na mblianta dar chríoch an 31 Nollaig 2022 agus an 31 Nollaig 2021.

Léirítear sa tábla seo a leanas na suimeanna glanluacha agus luachanna córa na sócmhainní airgeadais agus na ndliteanais airgeadais, lena n-áirítear a leibhéal san ordlathas luacha chóir. Ní áirítear ann faisnéis luacha chóir le haghaidh sócmhainní airgeadais agus dliteanais airgeadais nár tomhaiseadh ag luach cóir más meastachán réasúnta ar luach cóir é an tsuim ghlanluacha.

An 31 Nollaig 2022	Nóta	Suim ghlanluacha				Luach Cóir			
		Lasachtaí agus suimeanna infhaighte €'000	Infhe-istíochtaí eile €'000	Dlíteanais airgeadais eile €'000	Iomlán €'000	Leibhéal 1 €'000	Leibhéal 2 €'000	Leibhéal 3 €'000	Iomlán €'000
Tomhaistear sócmhainní airgeadais ag luach cóir.									
Leas in PLI - scaireanna cothromais	15	-	860	-	860	-	-	860	860
Leas in PLI - scaireanna tosaíochta	15	-	8,850	-	8,850	-	-	8,850	8,850
		-	9,710	-	9,710				
Sócmhainní airgeadais nach bhfuil tomhaiste ag luach cóir									
Leas in PLI - iasacht scairshealbhóra	15	22,673	-	-	22,673	-	-	-	22,673
Infháltais trádála agus eile	16	127,031	-	-	127,031	-	-	-	-
Airgead agus coibhéisí airgid	18	765,935	-	-	765,935	-	-	-	-
		915,639	-	-	915,639				
Dlíteanais Airgeadais nach dtomhaistear ag luach cóir									
Lasacht ón Rialtas	20	-	-	30,000	30,000	-	-	30,000	30,000
Lasacht ón mBanc Eorpach Infheistíochta	20	-	-	34,500	34,500	-	-	34,500	34,500
Lasacht théarmach	20	-	-	17,500	17,500	-	-	17,500	17,500
Dlíteanas léasa sócmhainne um cheart úsáide	20	-	-	123,770	123,770	-	-	123,770	123,770
Suimeanna iníochta trádála agus eile	19	-	-	117,955	117,955	-	-	-	-
		-	-	323,725	323,725				

Nótaí leis na Ráitis Airgeadais ar lean

don bhliain dar chríoch an 31 Nollaig 2022

31. Ionstraimí Airgeadais - Luach Cóir agus Bainistíocht Riosca ar lean

Luach cóir ar lean

A. Aicmí cuntasáíochta agus luachanna córa ar lean

Léirítear sa tábla seo a leanas na suimeanna glanluacha agus luachanna córa na sócmhainní airgeadais agus na ndliteanas airgeadais, lena n-áirítear a leibhéal san ordlathas luacha chóir. Ní áirítear ann faisnéis luacha chóir le haghaidh sócmhainní airgeadais agus dliteanas airgeadais nár tomhaiseadh ag luach cóir más meastachán réasúnta ar luach cóir é an tsuim ghlanluacha.

an 31 Nollaig 2021	Nóta	Suim ghlanluacha			Iomlán €'000	Luach Cóir			
		Iasachtaí agus suimeanna infhaighte €'000	Infheistíochtaí eile €'000	Dlíteanas airgeadais eile €'000		Iomlán €'000	Leibhéal 1 €'000	Leibhéal 2 €'000	Leibhéal 3 €'000
Tomhaistear sócmhainní airgeadais ag luach cóir.									
Leas in PLI - scaireanna cothromais	15	-	2,310	-	2,310	-	-	2,310	2,310
Leas in PLI - scaireanna tosaíochta	15	-	8,700	-	8,700	-	-	8,700	8,700
		-	11,010	-	11,010				
Sócmhainní airgeadais nach bhfuil tomhaiste ag luach cóir									
Leas in PLI - iasacht scairshealbhora	15	20,742	-	-	20,742	-	-	20,742	20,742
Infháiltas trádála agus eile	16	125,682	-	-	125,682	-	-	-	-
Airgead agus coibhéisí airgid	18	529,279	-	-	529,279	-	-	-	-
		675,703	-	-	675,703				
Dlíteanas Airgeadais nach dtomhaistear ag luach cóir									
Iasacht ón Rialtas	20	-	-	30,000	30,000	-	-	30,000	30,000
Iasacht ón mBanc Eorpach Infheistíochta	20	-	-	17,750	17,750	-	-	17,750	17,750
Dlíteanas léasa sócmhainne um cheart úsáide	20	-	-	100,573	100,573	-	-	100,573	100,573
Suimeanna iníoctha trádála agus eile	19	-	-	128,077	128,077	-	-	-	-
				276,400	276,400				

B. Teicníochtaí luachála agus ionchuir shuntasacha dho-bhraite

Léirítear sna táblaí a leanas na teicníochtaí luachála a úsáideadh chun luach cóir Leibhéal 3 a thomhas, chomh maith leis na hionchuir shuntasacha dho-bhraite a úsáideadh.

Ionstraimí airgeadais a tomhaiseadh ag luach cóir

Cineál	2022 €'000	Modh luachála	Ionchuir dho-bhraite
Leas in PLI - scaireanna cothromais	860	Teicníc um shreabhadh airgid lascainithe arna tagairt d'idirbhearta tríú páirtí	Ráta lascaine
Leas in PLI - scaireanna tosaíochta	8,850	Teicníc um shreabhadh airgid lascainithe arna tagairt d'idirbhearta tríú páirtí	Ráta lascaine

In 2022, tá na gnáthscaireanna agus na scaireanna tosaíochta araon taifeadta ag a luach cóir.

Ionstraimí airgeadais nár tomhaiseadh ag luach cóir

Cineál	2022 €'000	Modh luachála	Ionchuir dho-bhraite
Leas in PLI - iasacht scairshealbhora	22,673	Teicníc um shreabhadh airgid lascainithe arna tagairt d'idirbhearta tríú páirtí	Ráta lascaine
Iasacht ón Rialtas	30,000	Teicníc um shreabhadh airgid lascainithe arna tagairt do rátaí iasachtaíochta/iasachtaithe margaidh	Ráta lascaine
Iasacht ón mBanc Eorpach Infheistíochta	34,500	Teicníc um shreabhadh airgid lascainithe arna tagairt do rátaí iasachtaíochta/iasachtaithe margaidh	Ráta lascaine

Rinneadh iasacht na scairshealbhoraí do PLI a thomhas ag costas amúchta. Meastar go bhfuil riosca creidmheasa íseal ag baint le hiasacht na scairshealbhoraí ó tharla go bhfuil riosca íseal mainneachtana ann agus go bhfuil acmhainn láidir ag an eisitheoir chun a oibleagáidí conartha um shreabhadh airgid a chomhlíonadh sa ghearrthréimhse. Baineann an Grúpa úsáid as dóchúlacht mainneachtana, neamhchosaint ar mhainneachtain agus cailleanas i gcás mainneachtana chun riosca creidmheasa agus cailleanais chreidmheasa ionchais a thomhas. Tugann an bhainistíocht idir anailís stairiúil agus fhaisnéis a fhéachann chun cinn san áireamh chun aon chailleanas creidmheasa a dhéanamh amach. Níor aithníodh aon liúntas cailleanais bunaithe ar chailleanais chreidmheasa ionchais 12 mhí mar nach mbeadh tábhacht ar bith le haon bhearnúchán den sórt sin don Ghrúpa.

C. Luachanna córa Leibhéal 3

Réiteach luachanna córa Leibhéal 3

Léirítear sa tábla seo a leanas réiteach ó na hiarmhéideanna tosaigh go dtí na hiarmhéideanna deiridh do luachanna córa Leibhéal 3.

PLI - gnáthscaireanna/scaireanna tosaíochta	2022 €'000	2021 €'000
Iarmhéid ag tús na tréimhse	11,010	8,945
Díbhinn tosaíochta a fuarthas	-	(1,250)
Athstruchtúru caipitil	-	1,250
Gluaiseacht sa luach cóir trí bhrabús agus cailleanas	(1,300)	2,065
Iarmhéid ag deireadh na tréimhse	9,710	11,010

Ní bhfuarthas aon díbhinní cothromais ná díbhinní tosaíochta in 2022. I mí na Nollag 2021, tharla athstruchtúru caipitil in PLI. Ba é an tionchar a bhí aige sin ná cúlchistí scairshealbhoraí a mhéadú agus iad sin a mhaoiniú trí ús fabhráithe ar iasachtaí scairshealbhoraí. Bhíodhas in ann díbhinní tosaíochta a íoc de bharr an athstruchtúraithe sin. Fuair An Post íocaíocht díbhinní tosaíochta €1.25m in 2021.

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31. Ionstraimí Airgeadais - Luach Cóir agus Bainistíocht Riosca ar lean

Anailís ar íogaireacht

Sa chás go bhfuil luach na n-ionstraimí airgeadais ag brath ar shamhlacha luachála do-bhraite, roghnaítear samhlacha agus ionchuir oiriúnacha ionas go dtiocfaidh siad leis an bhfianaise margaidh atá i réim. Ní bheadh tionchar suntasach ag méadú nó laghdú 100 i mbunphointí ar ráta lascaire na sócmhainní airgeadais faoi Leibhéal 3 atá i seilbh an Ghrúpa ar an luach iompair.

Bainistíocht riosca airgeadais

Déantar rioscaí airgeadais an Ghrúpa a bhainistiú laistigh de pharaiméadair a shainíonn an Bord go foirmiúil. Déantar gníomhaíocht chistíochta a thuairisciú don Choiste Iniúcháireachta agus Riosca agus don Bhord. Baineann na príomhrioscaí airgeadais a bhíonn os comhair an Ghrúpa le creidmheas, ús, aistriú malartaithe eachtraigh agus leachtacht. Comhaontaíonn an Bord beartais chun na rioscaí sin a bhainistiú, mar a léirítear san achoimre thíos.

Riosca creidmheasa

Is ionann riosca creidmheasa agus an riosca go mbeadh caillteanas airgeadais ag an nGrúpa má theipeann ar chustaiméir nó ar chontrapháirtí le hionstraim airgeadais a oibleagáidí conartha a chomhlíonadh, agus tagann sé chun cinn go príomha ó suimeanna infhaighte an Ghrúpa ó chustaiméirí agus ó airgead agus ó choibhéisí airgid. Is í suim ghlanluacha na sócmhainní airgeadais an neamhchosaint is mó ó thaobh creidmheasa de.

Infháltais trádála agus eile

Baineann beartas bainistíochta riosca creidmheasa an Ghrúpa maidir le suimeanna infhaighte trádála le measúnú a dhéanamh go tráthúil ar iontaofacht airgeadais custaiméirí, ag cur staid airgeadais, taithe roimhe seo agus cúinsí eile san áireamh. Déantar monatóireacht rialta ar úsáid teorainneacha creidmheasa. Níl aon chomhchruinniú riosca creidmheasa ann i leith suimeanna infhaighte trádála toisc go bhfuil líon mór custaiméirí ag an nGrúpa. Maireann meántearmaí creidmheasa, nuair a tugtar iad, idir 0 agus 45 lá.

Tá iarmhéideanna €19.5m san áireamh in infháltais trádála agus eile an Ghrúpa amhail an 31 Nollaig 2022 (2021: € 28.2m) atá dlite thar an dáta tuairiscithe ach nach bhfuil bearnaithe.

Tá anailís aoise na n-iarmhéideanna sin anseo a leanas:

	2022 €'000	2021 €'000
Níos lú ná 1 mhí	10,148	6,202
1-3 mhí	5,765	14,179
4-6 mhí	1,228	5,487
Níos faide ná 6 mhí	2,369	2,351
	19,510	28,219

Tá beartas an Ghrúpa chun lamháltas bearnaithe le haghaidh drochfhiach a chinneadh bunaithe ar mheasúnú de réir líne ar an riosca creidmheasa a ghabhann le féichiúnaithe aonair agus ar mheasúnú ar an ngá le haghaidh lamháltas bearnaithe dá bharr. Agus in-aisghabhálacht suim infhaighte trádála á cinneadh, breithníonn an Grúpa aon athrú ar chaighdeán creidmheasa na suime infhaighte trádála, lena n-áirítear aon chomhartha bearnúcháin (a d'fhéadfadh fianaise ar dheacracht airgeadais an chustaiméara, mainneachtain íocaíochta, sárú conartha, etc. a áireamh). Cuirtear aisghabhálacha ina dhiaidh sin de shuimeanna a bhí bearnaithe do shochar ar an Ráiteas Ioncaim. Chun críche an lamháltas bearnaithe a ríomh, ní chuireann an Grúpa san áireamh an tionchar a bhíonn ag na suimeanna infhaighte trádála a lascaíú toisc nach meastar é a bheith ábhartha de bharr próifíl aoise iarmhéideanna suimeanna infhaighte trádála an Ghrúpa.

Seo mar a bhí na gluaiseachtaí i lamháltas bearnúcháin na suimeanna infhaighte trádála i rith na bliana:

	2022 €'000	2021 €'000
Iarmhéid ag tús na tréimhse	7,306	7,375
Caillteanas bearnúcháin (dí-aitheanta)/aitheanta	4,088	1,134
Suimeanna díscríofa	(338)	(1,203)
Iarmhéid ag deireadh na tréimhse	11,056	7,306

Iasacht na scairshealbhóirí do Premier Lotteries Ireland (PLI)

Rinneadh iasacht na scairshealbhóirí do PLI a thomhas ag costas amúchta. Meastar go bhfuil riosca creidmheasa íseal ag baint le hiasacht na scairshealbhóirí ó tharla go bhfuil riosca íseal mainneachtana ann, go bhfuil an t-eisitheoir ag trádáil go sásúil agus go bhfuil acmhainn láidir aige chun a oibleagáidí conartha um shreabhadh airgid a chomhlíonadh sa ghearrthréimhse. Ina theannta sin, rinneadh athbhreithniú ar na tuartha airgeadais do PLI go deireadh na tréimhse infheistíochta, is é sin 2034, agus tacaíonn na tuartha sin leis an ionchas go n-aisíofar iasacht na scairshealbhóirí. Dá bharr sin, tá an tsamhail ECL 12 mhí bunaithe ar dhóchúlacht 99% nach mainneoidh PLI ina chuid oibleagáidí ó thaobh sreabhadh airgid de.

Airgead agus coibhéisí airgid

Bunaíonn an Bord an beartas maidir le riosca creidmheasa a bhainistiú. Bainistítear an neamhchosaint tríd an riosca creidmheasa a dháileadh, nuair is féidir, thar bhainc nó thar institiúidí eile, ag comhlíonadh caighdeán riachtanacha mar mheastar go hiondúil trí thagairt a dhéanamh do na mórgníomhaireachtaí rátála creidmheasa. Bhí airgead tirim agus coibhéisí airgid €766m ag an nGrúpa amhail an 31 Nollaig 2022 (2021: €529m).

Is é seo a leanas beartas bainistíochta airgid an Ghrúpa:

- Ní chuirtear airgead i dtaisce ach leis na hinstiúidí a fhaomhann an Bord;
- Scaiptear an riosca ionas nach mbeidh níos mó ná 40% le haon institiúid amháin, faoi réir uasmhéad faofa an Bhoird; agus
- Déantar athbhreithniú leanúnach ar an bpróifíl riosca

Déantar monatóireacht rialta ar na beartais sin chun a chinntiú go mbíonn teorainn leis an neamhchosaint ar chreidmheas i gcás gach institiúide airgeadais ar leith.

Urrúis

Is é beartas an Ghrúpa gan urrúis airgeadais a thabhairt ach d'fhochuideachtaí. Amhail an 31 Nollaig 2022, bhí urrús tugtha ag an nGrúpa faoi Alt 357 d'Acht na gCuideachtaí, 2014 do roinnt dá fhochuideachtaí mar a nochtar sa nóta faoi fhochuideachtaí agus faoi chomhfhiontair.

Riosca leachtachta

Is ionann riosca leachtachta agus an riosca go mbeidh deacracht ag an nGrúpa a oibleagáidí a bhaineann lena dhliteanais airgeadais, a réitítear trí airgead nó sócmhainn airgeadais eile a sheachadadh, a chomhlíonadh. Is é cur chuige an Ghrúpa maidir le leachtacht a bhainistiú nó a chinntiú go mbeidh dóthain leachtachta aige chun freastal ar a dhliteanais nuair a bhíonn siad dlite, faoi ghnáthdhálaí agus faoi choinníollacha struis, gan caillteanais dho-ghlactha a thabhtú ná dochar a dhéanamh do cháil an Ghrúpa.

Nótaí leis na Ráitis Airgeadais ar lean

don bhliain dar chríoch an 31 Nollaig 2022

31. Ionstraimí Airgeadais - Luach Cóir agus Bainistíocht Riosca ar lean

Bainistíocht riosca airgeadais ar lean

Neamhchosaint ar riosca leachtachta

Is iad seo a leanas aibíocht chonartha na ndlíteanas airgeadais atá fágtha ar an dáta tuairiscithe. Is suimeanna comhlána gan lascaine iad, agus áirítear leo íocaíochtaí measta úis agus ní áirítear tionchar na gcomhaontuithe glanluachála.

	Sreabhadh airgid conartha					
	Suim ghlanluacha €'000	Iomlán €'000	2 mhí nó níos lú €'000	2-12 mhí €'000	1-5 bliana €'000	Níos mó ná 5 bliana €'000
An 31 Nollaig 2022						
Dlíteanas airgeadais neamhdhíorthacha						
lasacht ón Rialtas	30,000	30,304	-	30,304	-	-
lasacht ón mBanc Eorpach Infheistíochta	34,500	36,139	554	3,789	16,954	14,842
lasacht théarmach	17,500	18,362	-	6,227	7,535	4,600
Dlíteanas léasa sócmhainne um cheart úsáide	123,770	164,993	3,746	18,732	52,807	89,708
Suimeanna iníochta trádála agus eile	117,955	117,955	117,955	-	-	-
	323,725	367,753	122,255	59,052	77,296	109,150

	Sreabhadh airgid conartha					
	Suim ghlanluacha €'000	Iomlán €'000	2 mhí nó níos lú €'000	2-12 mhí €'000	1-5 bliana €'000	Níos mó ná 5 bliana €'000
An 31 Nollaig 2021						
Dlíteanas airgeadais neamhdhíorthacha						
lasacht ón Rialtas	30,000	30,304	-	30,304	-	-
lasacht ón mBanc Eorpach Infheistíochta	17,750	18,145	259	1,825	8,235	7,826
Dlíteanas léasa sócmhainne um cheart úsáide	100,573	123,709	4,129	20,643	52,022	46,915
Suimeanna iníochta trádála agus eile	128,077	128,077	128,077	-	-	-
	276,400	300,235	132,465	52,772	60,257	54,741

Riosca margaidh

Riosca ó mhalartú eachtrach

Eascaíonn nochtadh d'aistriú malartaithe eachtraigh ó ráitis ioncaim agus ráitis ar staid airgeadais fochuideachtaí thar lear a athaistriú go Euro. Ina theannta sin, tá an Grúpa neamhchosanta ar riosca idirbheart airgeada sa mhéid nach dtagann na hairgeadraí ina n-ainmnítear díolacháin agus ceannacháin agus airgeadraí feidhmiúla faoi seach Chuideachtaí an Ghrúpa le chéile. Tagann sé sin chun cinn go príomha ar idirbhearta le hoibritheoirí poist idirnáisiúnta. Ní úsáideann an Grúpa díorthaigh chun an riosca sin a bhainistiú faoi láthair. Leanfaidh an Grúpa ar aghaidh á athbhreithniú. Ní bheadh tionchar ábhartha ag athrú féideartha le réasún ar rátaí malartaithe eachtraigh ar na ráitis airgeadais.

Riosca ráta úis

Eascaíonn riosca an Ghrúpa ó rátaí úis ó shuimeanna i dtaiscí, iasachtaí téarmacha agus an iasacht scairshealbhora do Premier Lotteries Ireland. Ní úsáideann an Grúpa díorthaigh chun an riosca sin a bhainistiú faoi láthair. Leanfaidh an Grúpa ar aghaidh á athbhreithniú. Ní bheadh tionchar ábhartha ag athrú féideartha le réasún ar rátaí úis ar na ráitis airgeadais.

Neamhchosaint ar riosca ráta úis

Is mar seo a leanas atá próifíl ráta úis ionstraimí airgeadais úsmhara an Ghrúpa:

	2022 €'000	2021 €'000
Méid ainmniúil		
Ionstraimí ag ráta seasta		
Sócmhainní airgeadais		
Leas in PLI - iasacht scairshealbhora	22,673	20,742
Dlíteanas airgeadais		
lasacht ón Rialtas	(30,000)	(30,000)
lasacht théarmach	(14,500)	-
lasacht ó Bhanc Infheistíochta na hEorpa	(34,500)	(17,750)
	(56,327)	(27,008)
Ionstraimí ag ráta inathraitheach		
Sócmhainní airgeadais		
Taiscí ar glaoch	566,652	314,917
Dlíteanas airgeadais		
lasacht théarmach	(3,000)	-
	563,652	314,917

Anailís íogaireachta ar luach cóir le haghaidh ionstraimí ag ráta seasta

Ní chuireann an Grúpa aon sócmhainní airgeadais ná dlíteanas airgeadais ag ráta seasta san áireamh ag luach cóir trí bhrabús nó trí chailteanas, agus ní shannann an Grúpa díorthaigh (babhtálacha ráta úis) mar ionstraimí fáilaithe faoi shamhail cuntasaíochta fáilaithe luacha chóir. Dá bhrí sin, ní bheadh tionchar ag athrú ar rátaí úis ar an dáta tuairiscithe ar an mbrabús ná ar an gcaillteanas.

Nótaí leis na Ráitis Airgeadais ar lean

don bhliain dar chríoch an 31 Nollaig 2022

31. Ionstraimí Airgeadais - Luach Cóir agus Bainistíocht Riosca ar lean

Riosca margaidh ar lean

Anailís íogaireachta ar shreabhadh airgid le haghaidh ionstraimí ag ráta athraitheach

Ba é an toradh a bheadh ag athrú féideartha réasúnach 100 bonnphointe i rátaí úis amhail an dáta tuairiscithe ná méadú/ (laghdú) ar cothromas agus bhrabúis nó chaillteanas de réir na méideanna a thaispeántar thíos i ndáil leis na cistí atá i seilbh an Ghrúpa. Glactar leis san anailís seo go bhfanann na hathrúga ar fad eile seasmhach.

	Brabús nó Caillteanas	
	Méadú 100 bp €'000	Laghdú 100 bp €'000
an 31 Nollaig 2022		
Sócmhainní airgeadais		
Ionstraimí ag ráta inathraitheach	5,483	(5,483)
Dliteanais airgeadais		
Ionstraimí ag ráta inathraitheach	(30)	30
Íogaireacht sreafa airgid - glansuim	5,453	(5,453)
an 31 Nollaig 2021		
Sócmhainní airgeadais		
Ionstraimí ag ráta inathraitheach	2,989	(2,989)
Íogaireacht sreafa airgid - glansuim	2,989	(2,989)

Níl an tionchar a bheadh ag athrú féideartha le réasún de 100 bonnphointe ar rátaí úis ar an gcothromas glan ar cháin difriúil go hábhartha ón tionchar brabúis nó caillteanas thuasluaite.

32. Iar-theagmhais

I mí Eanáir 2023 ghlac an Chuideachta agus Grúpa Ceardchumann An Post le moladh na Cúirte Oibreachais maidir leis na socrúithe athbhreithnithe pinsin atá i bhfeidhm ón 1 Eanáir 2022.

Níor tharla aon imeachtaí suntasacha eile ó dháta an chláir chomhardaithe agus ó dháta faofa na ráiteas airgeadais seo a d'éileodh coigeartú ar na ráitis airgeadais.

33. Faomhadh an Bhoird

D'fhaomh an Bord Stiúrthóirí na ráitis airgeadais an 23 Márta 2023.

Eolas Eile

Staitisticí Airgeadais agus Oibriúcháin	98
Seirbhís Uilechoiteann	100
Faisnéis Chorporáideach	103

Staitisticí Airgeadais agus Oibriúcháin

(nach bhfuil clúdaithe ag an Tuarascáil ón Iniúchóir Neamhspleách)

Ráiteas Comhdhlúite Ioncam

	2022 €'000	2021 €'000	2020 €'000	2019 €'000	2018 €'000
Ioncam	888,139	890,600	915,503	892,128	896,954
Costais oibriúcháin	(869,544)	(874,378)	(882,999)	(812,576)	(835,827)
Dímheas agus amúchadh	(54,860)	(49,645)	(43,248)	(37,657)	(23,479)
(Cailteanas)/Brabús roimh chostais chlaohlúcháin, míreanna aon uaire, glanioncam/(glanchostas) airgeadais agus cánachas	(36,265)	(33,423)	(10,744)	41,895	37,648
Glanioncam/(glanchostas) airgeadais	3,273	2,817	292	(308)	3,098
Costais chlaohlúcháin	(6,055)	(1,955)	(5,798)	(15,281)	(13,974)
Míreanna aon uaire	(209,552)	(8,320)	(15,471)	40,038	-
(Cailteanas)/Brabús roimh chánachas	(248,599)	(40,881)	(31,721)	66,344	26,772

Ráiteas Comhdhlúite ar Staid an Airgeadais

	2022 €'000	2021 €'000	2020 €'000	2019 €'000	2018 €'000
Sócmhainní neamhreacha	399,472	385,573	380,382	376,485	274,215
(Glandliteanais)/glansócmhainní reatha	(86,397)	(79,808)	33,286	69,448	29,781
Dlíteanais neamhreacha eile	(168,246)	(111,587)	(134,963)	(137,527)	(52,109)
Glansócmhainní gan sócmhainn/(dlíteanas) pinsin san áireamh	144,829	194,178	278,705	308,406	251,887
Sócmhainn/(dlíteanas) pinsin	666,201	486,006	89,089	(28,228)	(47,880)
Glansócmhainní/(glandliteanais), sócmhainn/(dlíteanas) pinsin san áireamh	811,030	680,184	367,794	280,178	204,007
Caipiteal agus cúlchistí	811,030	680,184	367,794	280,178	204,007

Cóimheasa

	2022	2021	2020	2019	2018
(Cailteanas)/Brabús roimh chostais chlaohlúcháin, míreanna aon uaire, glanioncam/(glanchostas) airgeadais agus cánachas mar % den ioncam	(4.08%)	(3.75%)	(1.17%)	4.70%	4.20%
Costais foirne agus máistrí poist mar % de chostais oibriúcháin	67.39%	67.99%	68.27%	69.64%	67.93%
Sócmhainní reatha mar % de dlíteanais reatha	91.33%	89.43%	104.17%	112.22%	103.74%

Staitisticí Airgeadais agus Oibriúcháin ar lean

(nach bhfuil clúdaithe ag an Tuarascáil ón Iniúchóir Neamhspleách)

Post

	2022	2021	2020	2019	2018	2017
Innéacs do chroí-mhéideanna poist (2017=100)(nóta 1)	72.2	76.7	80.5	86.7	92.6	100.0

Nóta 1: Léiríonn an t-innéacs seo athruithe ar chroí-ioncam ó phost. Ní chuireann sé san áireamh an tionchar atá ag athruithe ar tharaifí foilsithe, ioncam ó rialtais eachtracha, agus athruithe de bharr toghchán ó reifreann i ngach bliain.

Méid an Chórais

	2022	2021	2020	2019	2018	2017
Líonra poist:						
Líon pointí seachadta (milliúin)	2,399	2,367	2,335	2,312	2,284	2,263
Líon mótarfheithiclí (gan fruilíú gearrthéarmach san áireamh)	2,487	2,499	2,855	3,036	2,805	2,792
Líon feithiclí leictreacha	1,008	1,010	776	166	-	-
Líon trírothach lasta leictreach	172	190	169	47	-	-
Líonra oifigí poist:						
Oifigí poist na Cuideachta	45	45	45	45	45	50
Oifigí poist ar conradh	868	875	894	907	967	1,073
Gníomhaireachtaí poist	83	84	87	92	96	104
	996	1,004	1,026	1,044	1,108	1,227

Seirbhísí Coigiltis (nóta 2)

	€m	€m	€m	€m	€m	€m
Luach na gCistí amhail an 31 Nollaig	24,780	24,064	22,765	21,228	20,657	20,416
Gníomhaíocht don bhliain						
Seirbhísí Coigiltis Oifig an Phoist						
Taiscí sa Bhanc Taisce	1,171	1,248	1,151	993	1,079	1,064
Aistarraingtí ón mBanc Taisce	(822)	(745)	(653)	(880)	(889)	(863)
Teastais Choigiltis eisithe	819	1,215	1,281	1,704	1,780	1,023
Cairteacha Coigiltis aisíoctha	(1,052)	(1,461)	(1,074)	(865)	(2,403)	(1,055)
Coigilteas Tráthchoda eisithe	94	94	93	89	100	96
Coigilteas Tráthchoda aisíoctha	(88)	(86)	(88)	(101)	(100)	(102)
Bannaí Coigiltis eisithe	747	815	654	718	886	714
Bannaí Coigiltis a aisíocadh	(721)	(844)	(726)	(1,129)	(1,317)	(1,258)
Bannaí Dlúthpháirtíochta Náisiúnta eisithe	823	1,078	1,101	804	921	598
Bannaí Dlúthpháirtíochta Náisiúnta aisíoctha	(649)	(522)	(879)	(501)	(412)	(435)
An Roinn Coimirce Sóisialaí						
Sochair leasa shóisialta íoctha i rith na bliana	6,485	5,983	6,756	7,125	7,380	7,615

	2022 000anna	2021 000anna	2020 000anna	2019 000anna	2018 000anna	2017 000anna
Méideanna BillPay	11,358	12,943	13,255	16,033	17,025	17,977
Ceadúnais Teilifíse Eisithe ag An Post	948	951	961	1,026	1,039	1,028

Nóta 2: Dlísear sócmhainní agus dlíteanais na Seirbhísí Coigiltis don Aire Airgeadais agus dá réir sin ní áirítear iad i ráitis airgeadais na Cuideachta.

Seirbhís Uilechoiteann

Achtaíodh an tAcht um Rialáil Cumarsáide (Seirbhísí Poist), 2011 ('an tAcht') i mí Lúnasa 2011.

Riachtanais maidir leis an Oibleagáid Seirbhíse Uilechoitinne (OSU)

Faoi Alt 17 den Acht, ainmnítear An Post mar an Soláthraí Seirbhíse Poist Uilechoiteann ar feadh tréimhse go dtí Lúnasa 2023.

Faoi Alt 16 den Acht, ciallaíonn "Seirbhís Phoist Uilechoiteann" go bhfuil ar a laghad gach lá oibre, seachas i gcúinsí nó faoi dhálaí tíreolaíocha is eisceachtúil le ComReg:

- (i) imréiteach amháin, agus
 - (ii) seachadadh amháin ar bhaile nó ar áitreabh gach duine sa Stát nó, de réir mar is dóigh leis an gCoimisiún is cuí, faoi cibé coinníollacha a chinnfidh sé ó am go ham, ar shuiteálacha cuí.
- Soláthraítear na seirbhísí seo a leanas:
- (a) postphaicéid ar 2kg nó níos lú a meáchan a imréiteach, a shórtáil, a iompar agus a dháileadh;
 - (b) imréiteach, sórtáil, iompar agus dáileadh beartán poist faoi teorainn meáchain atá le sonrú le hordú ó ComReg (nó in éagmais sin 20kg) - chinn ComReg a chumhacht a úsáid chun an uasteorainn meáchain 20kg a laghdú go dtí 10kg in 2019;
 - (c) beartáin ó Bhallstáit eile an Aontais Eorpaigh a shórtáil, a iompar agus a dháileadh go meáchan 20kg;
 - (d) seirbhís míreanna cláraithe;
 - (e) seirbhís míreanna árachaithe laistigh den Stát agus chuig gach tír agus ó gach tír a dhearbhaíonn, mar thíortha a shínigh Coinbhinsiún Poist Uilechoiteann an Aontais Poist Uilechoitinn, go bhfuil siad toilteanach míreanna den sórt sin a cheadú, cibé acu ar bhonn cómhalartach nó in aon treo amháin, agus
 - (f) seirbhísí poist saor in aisce do dhaoine dalla agus leathdhalla.

(nach bhfuil clúdaithe ag an Tuarascáil ón Iniúchóir Neamhspleách)

Faoi mar a éilíonn Alt 16(9) den Acht, i mí Iúil 2012, rinne ComReg rialacháin a shonraigh na seirbhísí atá le soláthar ag An Post maidir le soláthar na seirbhíse poist uilechoitinn. Tá na Rialacháin um Rialáil Cumarsáide (Seirbhísí Poist Uilechoitinn), 2012 go 2019 (I.R. Uimh. 280/2012; I.R. Uimh. 534/2018; agus I.R. Uimh. 149/2019), lena leagtar amach na seirbhísí seo, ar fáil ar www.irishstatutebook.ie nó www.comreg.ie.

Tá téarmaí agus coinníollacha na Seirbhísí Uilechoiteanna le fáil ar www.anpost.com

Rochtain ar Sheirbhísí Uilíocha

Soláthraíonn An Post rochtain ar a chuid seirbhísí trí ghréasán de 45 oifig poist na Cuideachta agus trí 868 oifig poist ar conradh. Ina theannta sin, tá údarú ag thart ar 1,740 áitreabh miondíola stampaí poist a dhíol, mar ghníomhairí gníomhacha. Chun teach fhisiciúil ar an tseirbhís a éascú, tá timpeall 5,550 bosca poist, lena n-áirítear boscaí poist méadair agus iad siúd atá lonnaithe in Aonaid Seirbhíse Seachadta, dáilte go forleathan ar fud an Stáit. Tá 42 pointe ainmnithe ann a ghlacann le seirbhísí bulcphoist.

Táillí

Seo a leanas achoimre ar na praghsanna ar sheirbhísí caighdeánacha go meáchan 100g is infheidhme ó 1 Feabhra 2023. Seachas Litreacha (suas go dtí C5), baineann praghsanna níos airde le meáchain níos troime.

	Éire & Tuaisceart Éireann	
	Gnáthphost	Post Cláraithe*
Litreacha (suas le C5)	€1.35 €1.25 i gcás go bhfuil stampán frainceála ar an mír	€9.00
Clúdaigh Mhóra	€2.45 €2.35 i gcás go bhfuil stampán frainceála ar an mír	€9.20
Paicéid	€3.80 €3.70 i gcás go bhfuil stampán frainceála ar an mír	€9.20
Beartáin	€9.00	€13.00

*Clúdaíonn an táille atá iníoctha ar son clúdaigh bhunúsacha cláraithe cúiteamh suas go huasmhéid de €320. Tá cúiteamh breise (nach Seirbhís Uilechoiteann) suas le teorainn €1,500 ar fáil ar €4.50 agus suas le teorainn €2,000 ar €5.50, bunaithe ar an luach a luaitear ag am na postála.

Táillí ar lean

Litreacha (suas le C5)	Cinn Scríbe Idirnáisiúnta	
	Gnáthphost	Post Cláraithe*
	€2.20	€9.70
Clúdaigh Mhóra		
Zón 2	€3.00	€10.00
Zón 3	€3.50	€10.50
Zón 4	€5.00	€12.00
Zón 5	€5.50	€12.50
Paicéid		
Zón 2	€7.00	€12.00
Zón 3	€8.00	€13.00
Zón 4	€11.00	€18.00
Zón 5	€13.50	€20.50
Beartáin		
Zón 2	€21.00	€26.00
Zón 3	€30.00	€35.00
Zón 4	€36.00	€41.00
Zón 5	€36.00	€43.00

*Braitheann soláthar na seirbhíse ar an roinn riaracháin poist sa spriochtáil. Cúiteamh suas le €320 sa Ríocht Aontaithe; €150 san Eoraip; €100 le haghaidh beartán agus €35 le haghaidh litreacha lasmuigh den Eoraip.

Cuimsíonn Crios 2 an Bheilg, an Fhrainc, an Ghearmáin, an Bhreatain Mhór, Lucsamburg agus an Ísiltír. Cuimsíonn Crios 3 an chuid is mó de thíortha eile an AE chomh maith leis an Iorua agus an Eilvéis. Cuimsíonn Crios 5 an Astráil, an Nua-Shéalainn agus Meiriceá Theas. Tá tíortha eile i gCrios 4. Tá liosta iomlán de taraifí USO reatha ar fáil sa Treoir um Rátaí Poist (féach www.anpost.com, áit a bhfuil liosta iomlán de na tíortha i ngach crios ar fáil freisin).

Caighdeán na Seirbhíse Idirnáisiúnta

Leagadh síos an caighdeán feidhmíochta cáilíochta do sheachadadh poist trasteorann laistigh den Chomhphobal sna Treoracha Poist (97/67/CE, arna leasú) agus tá sé san áireamh i Sceideal 3 den Acht. Is mar seo a leanas atá an caighdeán cáilíochta le haghaidh míreanna poist den earnáil chaighdeánach is tapúla:

D+3: 85% de mhíreanna; D+5: 97% de mhíreanna, áit a dtagraíonn D don lá ar cuireadh an mhír sa phost.

Baile

Ceanglaíonn an tAcht ar ComReg caighdeáin cháilíochta seirbhíse a shocrú do phost seirbhíse uilechoitinne intíre a chaitheadh a bheith comhoiriúnach leis na cinn a bhaineann le seirbhísí trasteorann laistigh den Chomhphobal. Tá sprioc feabhas seirbhíse leagtha amach ag ComReg le haghaidh post tosaíochta aonair intíre mar seo a leanas:

D+1: 94%; D+3: 99.5%, áit a dtagraíonn L don lá ar cuireadh an mhír sa phost.

Gearáin ó chustaiméirí

Ceanglaítear ar An Post taifid a choinneáil ar ghearáin ó chustaiméirí i gcomhréir le caighdeán na hEorpa IS: EN 14012:2003. Maidir le post, déanann an tábla miondealú ar na gearáin scríofa a fuarthas ó chustaiméirí i rith na bliana 2022.

Gearáin a fuarthas ó chustaiméirí i scríbhinn	2022	2021
Míreanna cailte nó a raibh moill mhór orthu	35,890	45,584
Míreanna a ndearnadh dochar dóibh	1,617	1,922
Míreanna a tháinig go déanach	794	1,171
Bailiú nó seachadadh poist:	28	8
Teip ó thaobh seachadadh laethúil a dhéanamh ar theach nó ar áitreabh	8	-
Teipeanna ó thaobh amanna bailithe	-	-
Seachadadh earráideach	2,798	2,863
Rochtain ar Fhaisnéis Seirbhíse Custaiméara	-	-
Táillí le haghaidh post píosa aonair/scéimeanna agus coinníollacha lacáiste	-	-
Athrú ar Sheoladh (Atreorú)	896	1234
Iompar agus cumas pearsanra poist	5	16
Gearróc poist	3	2
Mar a phléitear le gearáin	3	-
Eile (nach bhfuil san áireamh thuas)	2,633	3,509
Iomlán	44,675	56,309

San áireamh san fhigiúr iomlán tá gearáin faoi mhíreanna cláraithe, arb ionann iad agus 11,833 (2021: 15,555).

Seirbhís Uilechoiteann ar lean

In 2022, bhí 714,728 glao gutháin, (2021: 640,257) a rinneadh le Sheirbhísí do Chustaiméirí An Post. San áireamh san iomlán seo tá 127,160 teagmháil teileafóin le Money Hub (2021: (Níl ar Fáil) agus 57,578 maidir le cúrsaí Custaim. Mar sin féin, fiosrúcháin ghnáthaimh nó fiosrúcháin ghinearálta a bhí i bhformhór na gcásanna seo seachas gearáin. In 2022, freagraíodh 179,611 Comhrá Gréasáin san iomlán don bhliain (2021: 162,871)

Rinneadh 31,309 teagmháil teileafóin agus 4,027 glaonna gearáin maidir le An Post Mobile in 2022 i gcomparáid le (2021: 10,882 teagmháil agus 1,872 ghlaonn gearáin) Bhí tráth ann in 2021 nuair nár glacadh le glaonna faoi An Post Mobile.

D'eisigh ComReg Treoirínte do Sholáthraithe Seirbhíse Poist ar Nósanna Imeachta Gearán agus Sásaimh (féach doiciméad ComReg 14/06 ar www.comreg.ie). Tá Nósanna Imeachta maidir le Gearán agus Réiteach Díospóide An Post leagtha amach in "Getting it Sorted", atá ar fáil ar ár suíomh gréasáin, in asraonta móra Oifig an Phoist, agus ónár nIonad Seirbhíse Custaiméirí.

Tá Cairt Chustaiméirí againn freisin, ina bhfuil gealltanais shonracha do chustaiméirí maidir lenár seirbhísí, atá ar fáil ar ár suíomh Gréasáin; www.anpost.com

Tuilleadh eolais

Tá faisnéis bhreise maidir le seirbhísí a sholáthraíonn An Post ar fáil ag www.anpost.com/Help-Support, trí ghlaoch a chur ar Sheirbhísí do Chustaiméirí An Post ar 01-7057600, trí ríomhphost ag www.anpost.com/contactus, trí fhoirm fhiosrúcháin ar líne a chomhlánú ag <https://forms.anpost.ie/enquiry>, nó trí scríobh chuig Seirbhísí do Chustaiméirí An Post, Ard-Oifig an Phoist, Sráid Uí Chonaill Íochtarach, Saorphost, Baile Átha Cliath 1, D01 F5P2 nó trí chuairt a thabhairt ar aon Oifig Poist.

(nach bhfuil clúdaithe ag an Tuarascáil ón Iniúchóir Neamhspleách)

Faisnéis Chorporáideach

Oifig Chláráithe

Ard-Oifig an Phoist
Sráid Uí Chonaill
Baile Átha Cliath 1
D01 F5P2

Aturnaetha

Matheson
70 Cé Sir John Rogerson
Duga na Canálach Móire
Baile Átha Cliath 2
D02 R296

McCann FitzGerald
Riverside One
Cé Sir John Rogerson
Baile Átha Cliath 2
D02 X576

Baincéirí

Banc na hÉireann
2 Faiche an Choláiste
Baile Átha Cliath 2
D02 VR66

Iniúcháirí

Deloitte Ireland LLP
Cuntasóirí Cairte agus Gnólacht Iniúcháireachta Reachtúla
Deloitte & Touche House
Ardán Earlsfort
Baile Átha Cliath 2
D02 AY28

Uimhir chláráithe

98788

Cineál cuideachta

Is Cuideachta Gníomhaíochta Ainmnithe atá faoi theorainn scaireanna é An Post

