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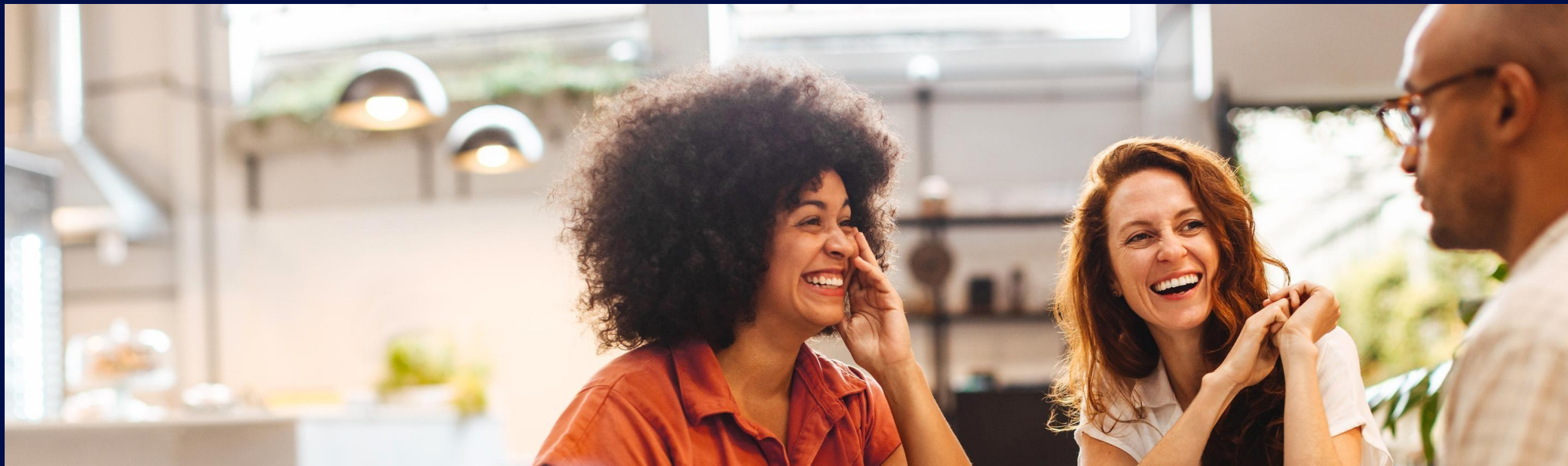


Fisher Investments Ireland Ltd Pension Plan

Nigel Harper, QFA, RPA, PTP, RFPA, APA (PGI)
Employee Benefits Consultant

Get more for your future

Use your workplace pension to build your retirement income



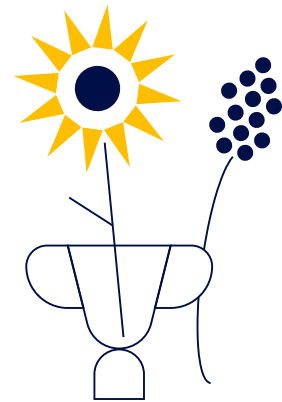
Agenda

- Will you be ok with just the State pension?
- How does the Fisher Pension work?
- How much do I need to contribute?
- How does tax relief work?
- Growing your pension savings through investment
- What happens with your pension when you retire or leave?
- Who do I contact for help? Where can you get further information?
- Your questions, answered

This presentation describes Fisher Investments Ireland Ltd Pension Plan, which is a Mercer workplace pension, provided by Zurich.

Mercer (Ireland) Limited, trading as Mercer, is regulated by the Central Bank of Ireland.

Mercer (Ireland) Limited, Registered Office: Charlotte House, Charlemont Street, Dublin 2. Registered in Ireland No. 28158. Directors: Sheila Duignan, John Mercer, Mary O'Malley, Patrick Healy and Cara Ryan.



Warning: This presentation does **NOT** offer personal financial advice.



Frequently Asked Questions

1. I am not Irish or intending to retire in Ireland, why join?
2. Will Fisher contribute to my pension even if I don't?
3. Are there any tax advantages for me to join?
4. I can rely on the state pension / My Future Fund to fund my retirement, why should I sign up?
5. What are my investment choices?
6. I'm too young/old to sign up. Why bother?



We will cover all of these questions today!



MERCER is becoming

MARSH

We build the **confidence to thrive** through the **power of perspective**

What
remains
the same?

Member helpline:

Mercer-employeebenefits@mercer.com

Pension portal:

www.zurich.ie/connect/fisher/home

5 great reasons to be a member of your workplace pension

FREE MONEY from Fisher Investments!



Equal to or better,
than My Future Fund



Up to 40%
income tax relief



Tax free
investment growth



Portable: move to
other pensions,
pay to any country

Warning: If you invest in this product, you may lose some, or all, of the money you invest.

Warning: This service may be affected by changes in currency exchange rates.

Warning: If you invest in this product you will not have any access to your money until retirement.

THE IRISH PENSION SYSTEM

STATE
PENSION

WORKPLACE
PENSIONS

PRIVATE
INCOME



Question Do you expect to have
enough income to
retire in comfort?



THE IRISH PENSION SYSTEM

STATE
PENSION

€299.30*
per week

That's roughly
€15,600
per year

Understanding Fisher Investments Ireland’s workplace pension

Comparing your workplace pension with My Future Fund

My Future Fund	Workplace Pensions	
Contribution rates are set by the government	Must match or exceed My Future Fund rates	You will get more money from Fisher Investments Ireland
Employers cannot choose to pay more	Employers can choose to pay more	
Earnings capped at €80,000 when calculating contributions	No cap on earnings for calculating Fisher Investments Ireland contributions	
No income tax relief on what you pay in	Up to 40% income tax relief (on earnings up to €115,000)	Normally costs you less to save



In most workplace pensions, **MORE** money will go into your pension, than would go into My Future Fund.



Auto Enrolment

Contribution rates

- Contribution rates are applied to **gross earnings**, e.g. includes bonus, commission, overtime, BIK, etc.... (subject to a cap of €80,000 p.a.)
- Employee contributions are not eligible for tax-relief, instead a State 'top-up' of one-third of the employee contribution is paid. This equates to tax relief of 25%.

Years	Employee	Employer	State
1-3	1.5%	1.5%	0.5%
4-6	3.0%	3.0%	1.0%
7-9	4.5%	4.5%	1.5%
10+	6.0%	6.0%	2.0%

Understanding Fisher Investments Ireland's workplace pension

Save

- Money is paid into your pension by:
 - **You – (although you don't have to)**
 - **Fisher Investments Ireland**
- You get **income-tax relief** on what **you** pay in (up to Revenue limits)
- You can **choose** to pay **more**:
 - You can **choose** to **increase** what both **you** and **Fisher Investments Ireland** pay
 - You can pay unmatched **AVCs**

More money
saved with help from your
employer and the government

Grow

- Your **pension savings** are **invested** with the aim of growing in value
- Pension savings grow **tax free**

More money
through investment growth

Benefit

- The **more** pension savings you build up, the **more** money you will get at retirement

More money
for you
at retirement

This graphic is for illustrative purposes only and does not reflect actual market data. Revenue places restrictions on the amount of pension savings you can pay that are eligible for income tax relief.

Warning: The value of your investment may go down as well as up.

Saving in your workplace pension

Save

Grow

Benefit

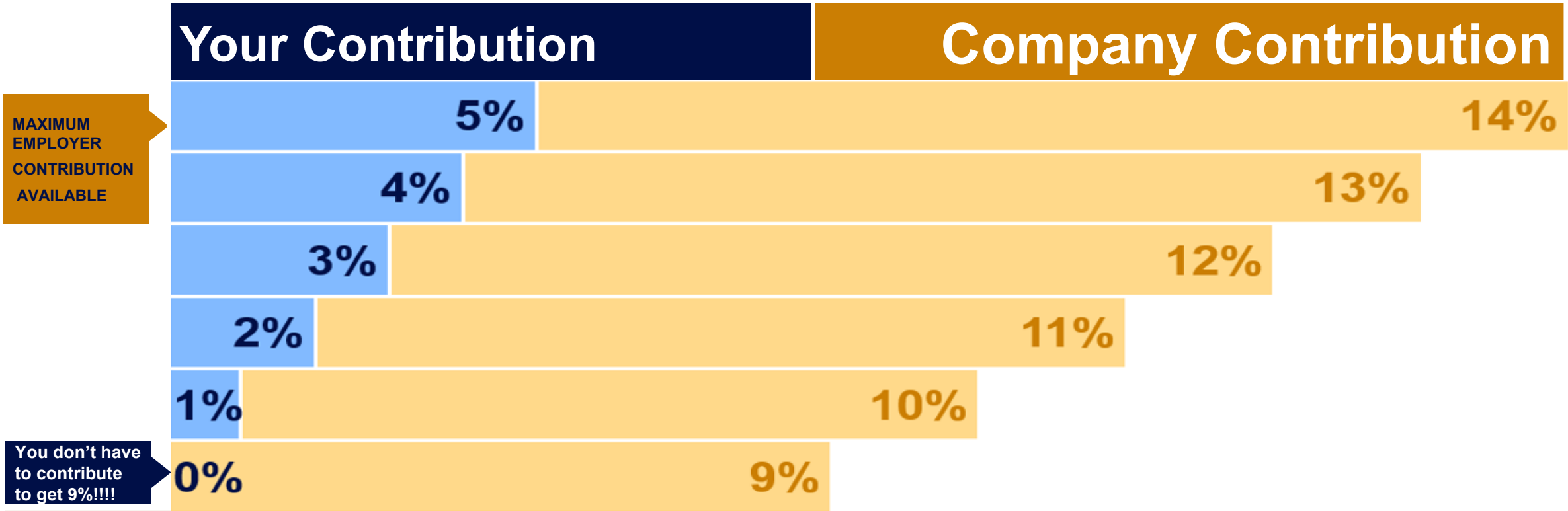


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Saving in your workplace pension

How much does Fisher Investments Ireland pay towards your retirement?



Fisher Investments Ireland meets the cost of:

- Administering the operations of your workplace pension

Note:

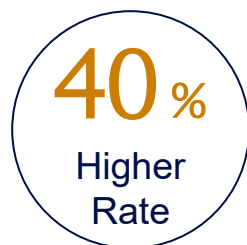
Contributions are shown as a percentage of Basic Salary

Warning: If you invest in this product you will not have any access to your money until retirement.

Saving in your workplace pension

Income tax relief

You can get **income tax relief** on the money you save in your pension (up to Revenue limits shown on the next slide).



In terms of take-home pay, saving **€ 100** costs you just:



€ 80



€ 60

There are **two** ways of making extra pension savings (Additional Voluntary Contributions, AVCs):

- **Regular AVCs**
Automatic income tax relief through payroll
- **Once-off AVCs**
Income tax must be reclaimed from the Revenue

Warning: If you invest in this product you will not have any access to your money until retirement.

Saving in your workplace pension

Income tax relief – Revenue limits

Each year, you can claim income tax relief on pension contributions up to **Revenue limits**

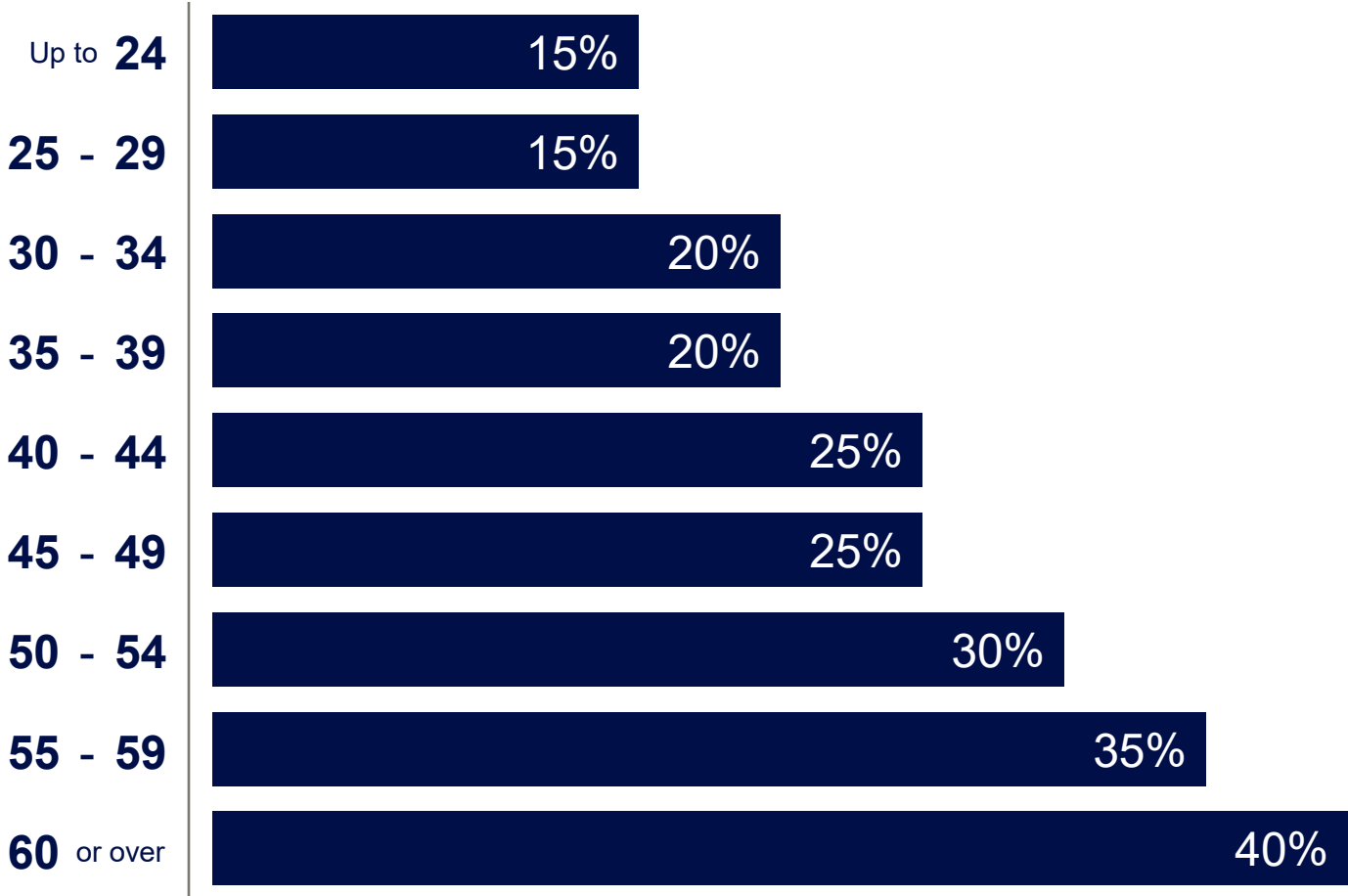
Revenue limits are based on:

- Your earnings, up to a cap of **€115,000**
- An allowance percentage, based on your age, as shown to the right

Employer contributions **DO NOT** count against towards your allowance

Once-off AVCs can be used to take full advantage of your annual allowance.

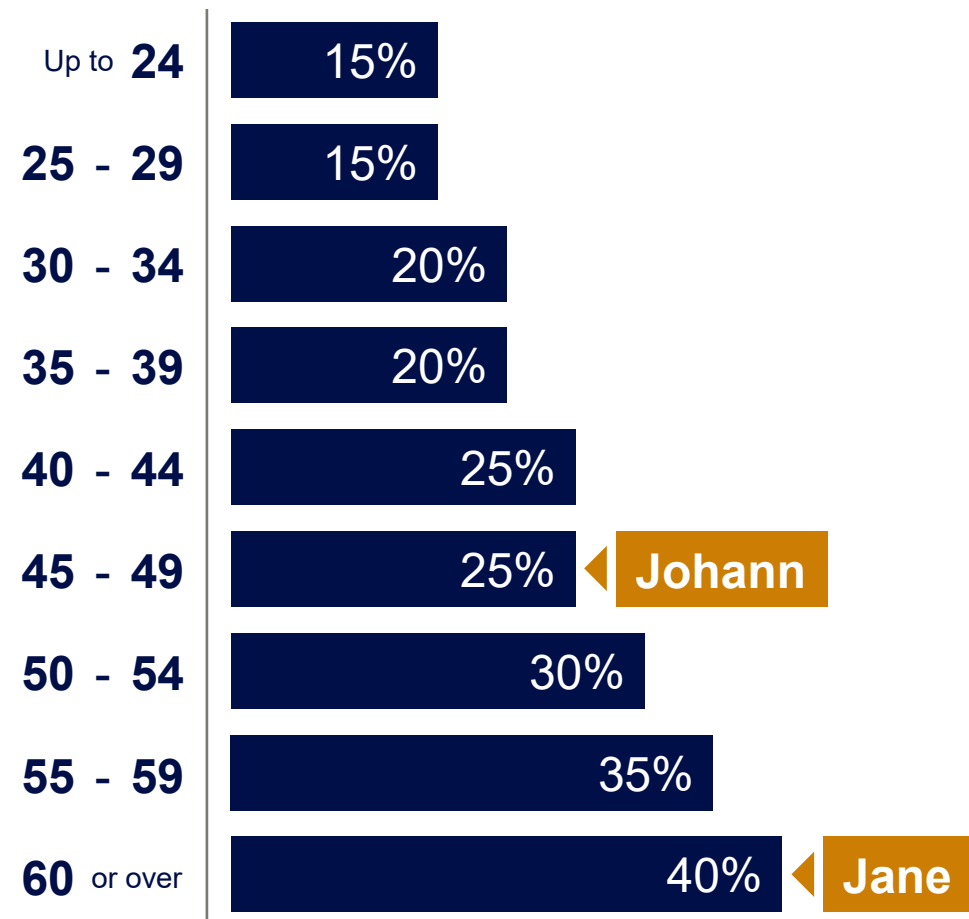
You can make once-off AVCs up to **31 October** of the following year.



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Saving in your workplace pension

Income tax relief - Examples



Earnings **UNDER** €115,000

- Johann has annual earnings of **€50,000**
- His earnings are **below** the cap
- His allowance is calculated based on earnings of **€50,000**
- He's age **48**
- His allowance is **25%** of earnings
- He can make tax free pension contributions worth up to **€12,500** ($€50,000 \times 25\%$)
- Johann saved **€8,700** in his pension last year
- He could make a once-off AVC up to **€3,800** ($€12,500 - €8,700$)

Earnings **OVER** €115,000

- Jane has annual earnings of **€130,000**
- Her earnings are **above** the cap
- Her allowance is calculated based on earnings of **€115,000**
- She's age **61**
- Her allowance is **40%** of earnings
- She can make tax free pension contributions worth up to **€46,000** ($€115,000 \times 40\%$)
- Jane saved **€34,600** in her pension last year
- She could make a once-off AVC up to **€11,400** ($€46,000 - €34,600$)

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Growing your pension savings through investment

Save

Grow

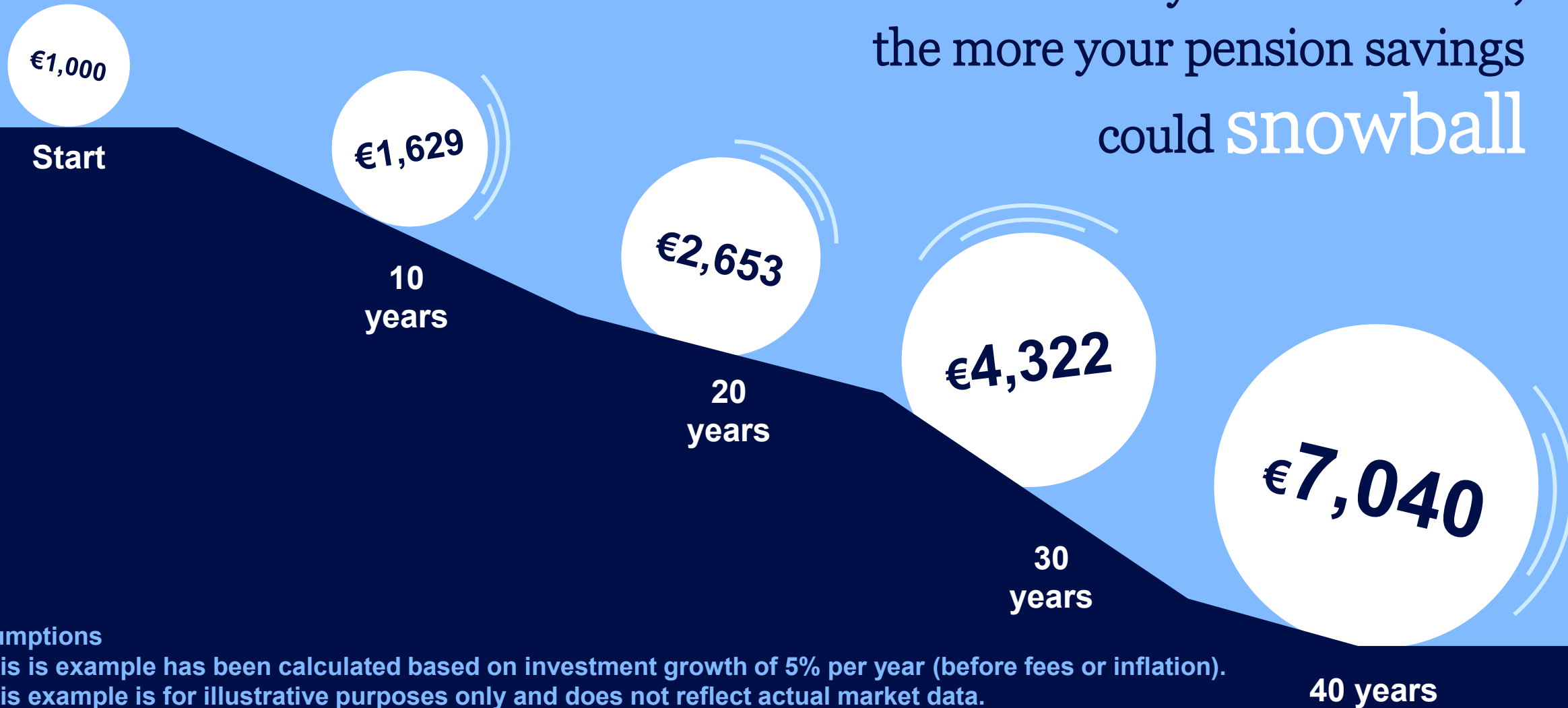
Benefit



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Warning: The value of your investment may go down as well as up.

The **earlier** you start to save,
the more your pension savings
could **snowball**



Assumptions

- This example has been calculated based on investment growth of 5% per year (before fees or inflation).
- This example is for illustrative purposes only and does not reflect actual market data.

Warning: The value of your investment may go down as well as up.

Warning: These figures are estimates only. They are not a reliable guide to the future performance of this investment.

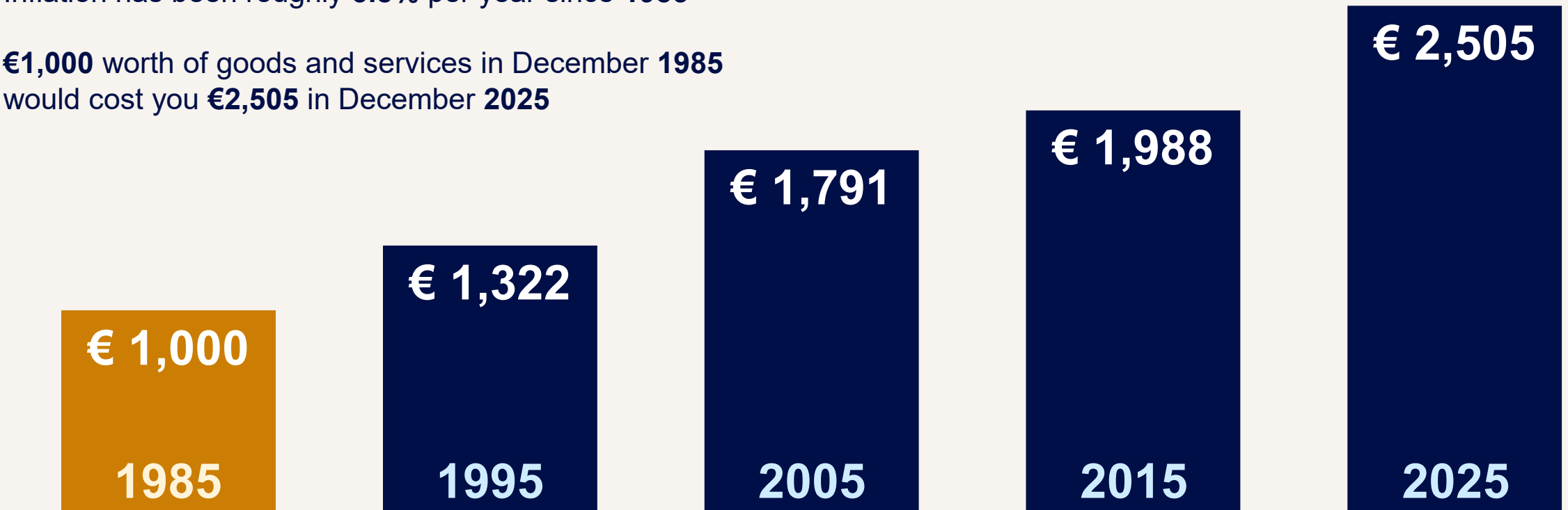
Growing your pension savings through investment

Why invest your pension savings?

To mitigate the inflation

Inflation has been roughly **3.8%** per year since **1985**

€1,000 worth of goods and services in December **1985**
would cost you **€2,505** in December **2025**



Source: Central Statistics Office

Growing your pension savings through investment

Three approaches to investing your savings

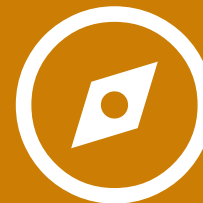
I want an approach that alters automatically over time based on my distance to retirement – just

Do It For Me



I want to pick my own return target and my own risk level, but beyond that please

Help Me Do It



I already have experience making investment decisions and want you to

Leave Me To It



**Which investment approach
are you using to invest your
pension savings?**



Growing your pension savings through investment

Investment best practices



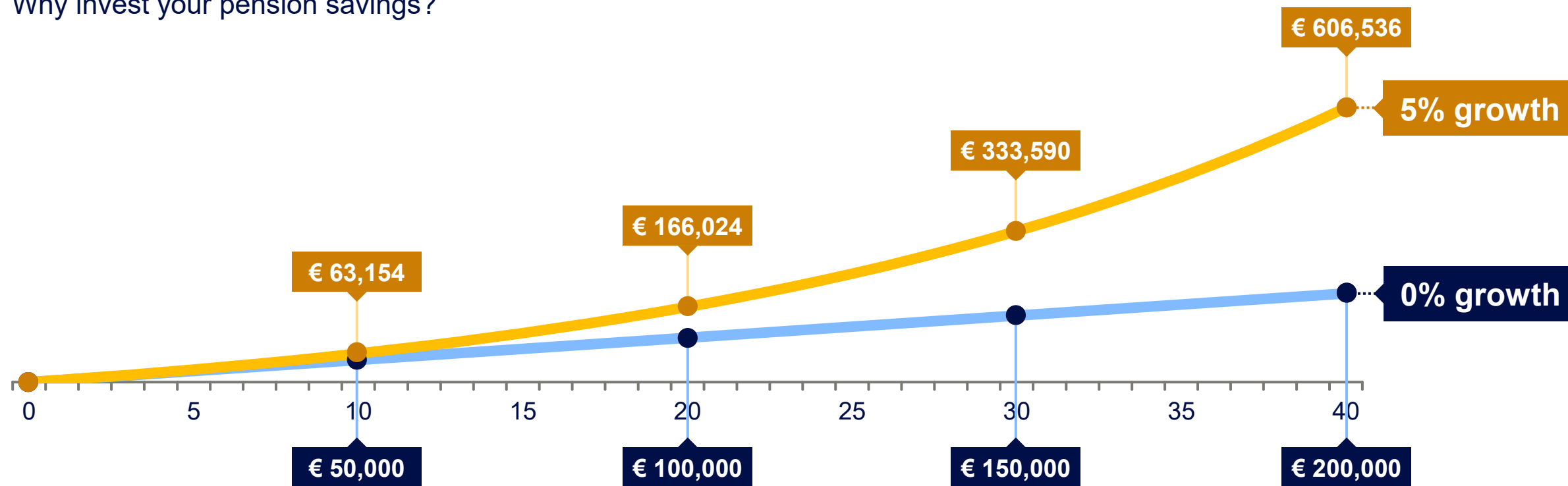
From a **set age (40?)**, you may want to start thinking about:

- When you want to retire – you may need to reduce risk earlier
- What benefits you will want to take at retirement – match your investments



Growing your pension savings through investment

Why invest your pension savings?



This example is for illustrative purposes only and does not reflect actual market data.

Assumptions

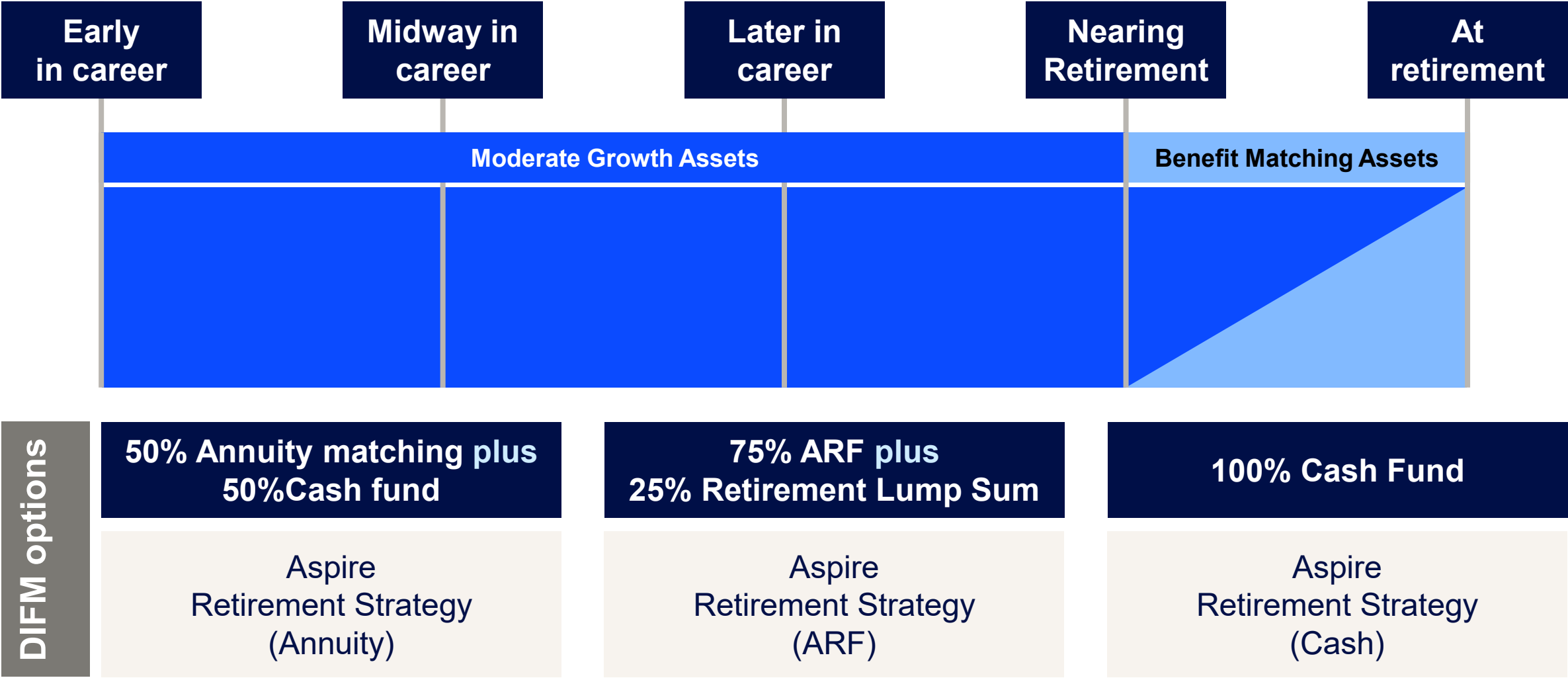
- Annual contribution = €5,000.
- Investment growth = 5% per year (before fees and inflation).

Warning: These figures are estimates only. They are not a reliable guide to the future performance of this investment.

Warning: The value of your investment may go down as well as up.

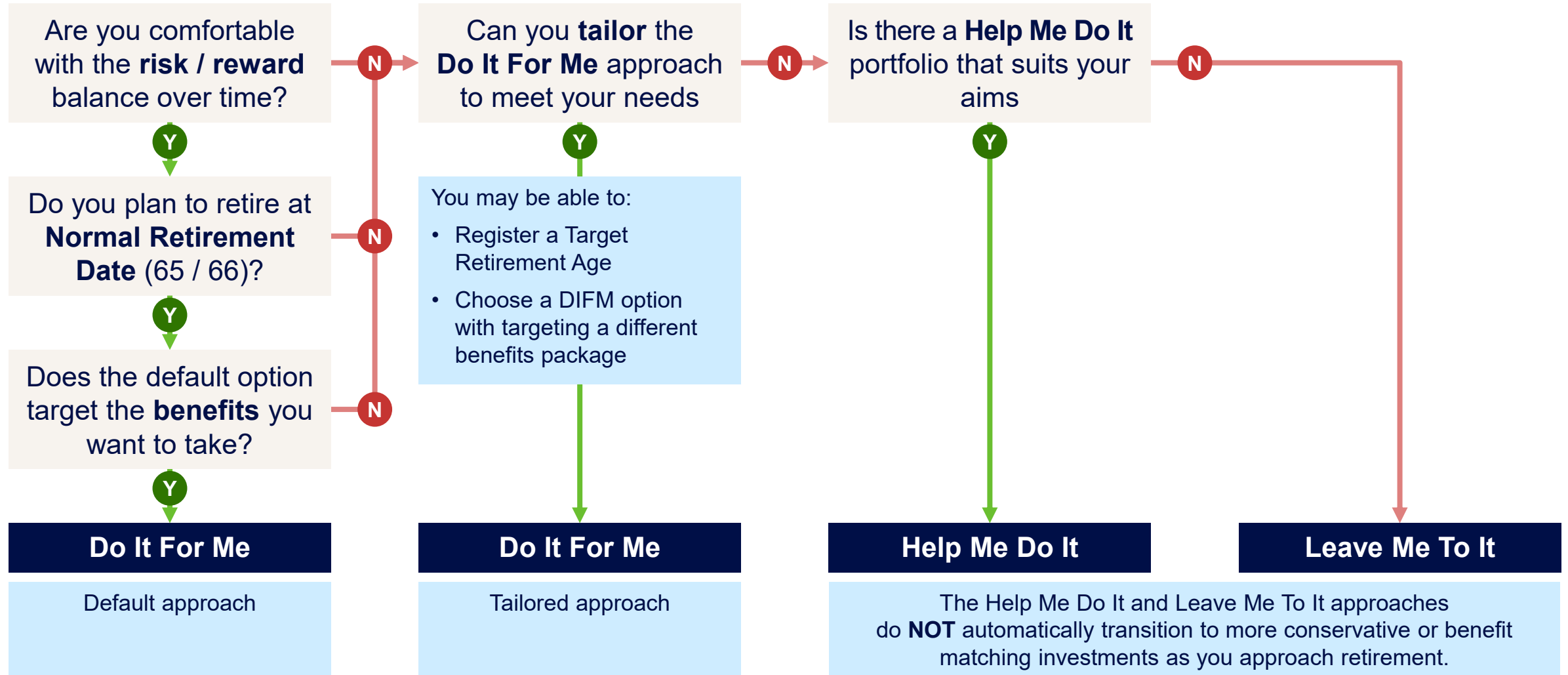
Growing your pension savings through investment

Investment best practices – The Do It For Me approach



The default option: Is it right for you?

3 questions to guide your investment thinking



Good News!!! Your annual pension charges are reducing!!!

The investment options available in your workplace pension

Investment Approach			Investment Option Name	Function	Annual Charges ¹		Risk / Reward ²						
Do It For Me	Help Me Do It	Leave Me To It			Current Annual Management Charges (AMCs)	Proposed New Annual Management Charges (AMCs)	Low	Medium	High				
							1	2	3	4	5	6	7
DIFM	●	●	Aspire Retirement Strategy (Cash) -	Lifestyled	Varies over time ⁴		Varies over time ⁴						
DIFM	●	●	Aspire Retirement Strategy (ARF) - Default	Lifestyled	Varies over time ⁴		Varies over time ⁴						
DIFM	●	●	Aspire Retirement Strategy (Annuity)	Lifestyled	Varies over time ⁴		Varies over time ⁴						
●	HMDI	LMTI	Aspire High Growth Portfolio	Growth	0.74%	0.58%					5		
●	HMDI	LMTI	Aspire Moderate Growth Portfolio	Growth	0.82%	0.57%					5		
●	HMDI	LMTI	Aspire Cautious Growth Portfolio	Growth	0.80%	0.60%				4			
●	HMDI	LMTI	Aspire Low Growth Portfolio	Growth	0.82%	0.62%			3				
●	HMDI	LMTI	Aspire Stability Portfolio	Growth	0.81%	0.62%		2					
●	HMDI	LMTI	Aspire Cash Portfolio	Conservative	0.71%	0.57%	1						
●	●	LMTI	Passive Global Equity Partial Hedge Fund	Specialist	0.67%	0.55%						6	
●	●	LMTI	Passive Sustainable Equity	Specialist	0.63%	0.55%						6	
●	●	LMTI	Passive Emerging Markets Equity Fund	Specialist	0.77%	0.61%						6	
●	●	LMTI	Diversified Equity	Specialist	1.00%	0.88%						6	
●	●	LMTI	Passive Global Listed Property	Specialist	0.63%	0.55%						6	
●	●	LMTI	Absolute Return Fund	Specialist	1.09%	0.96%				4			
●	●	LMTI	Annuity Matching Fund	Specialist	0.65%	0.55%				4			
●	●	LMTI	Euro Bond Fund	Specialist	0.65%	0.57%			3				

Warning: If you invest in this product, you may lose some, or all, of the money you invest.

Warning: This product may be affected by changes in currency exchange rates.

Warning: The income you earn from this investment may go down as well as up.

Want more information?

Detailed factsheets and historical performance information can be accessed on Zurich Connect.

Notes

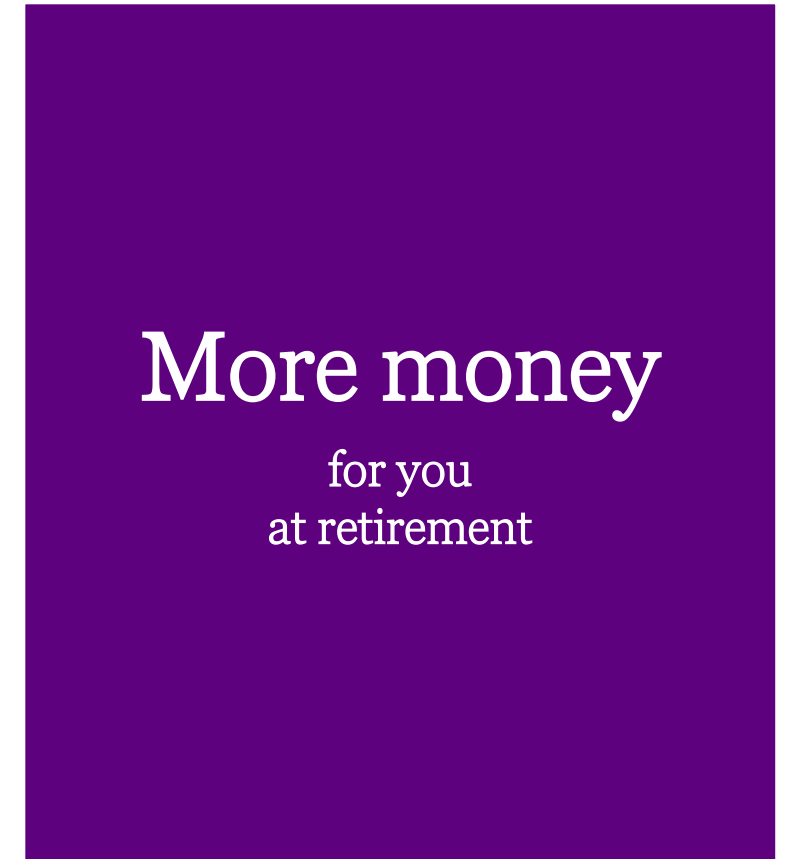
- Charges may change over time
- Total Expense Ratio is the sum of any Annual Management Charges and Additional Expenses
- Represents long-term expected position on Risk / Reward scale
- The Annual Charges and Risk / Reward Ratings of the Lifestyle Options are calculated based on the underlying investments, which vary over time depending on how far you are from retirement

What you get from your savings when you retire or leave

Save

Grow

Benefit



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What you get from your pension savings

If you leave Fisher Investments Ireland before retirement

Time in the workplace pension	Less than 2 years		2 years, or more
	Your contributions	Fisher Investments Ireland's contributions	The full value of your Retirement Account
Refund of benefits (less tax)	✓	✗	✗
Leave benefits in Fisher Investments Ireland's pension	✓	✗	✓
Transfer benefits to a new plan	✓	✗	✓

What you get from your savings when you retire or leave

Benefits at retirement



Retirement Lum Sum

- A once-off cash payment
- Tax free, up to Revenue limits (typically, around 25% of savings)
- Can be combined with an Annuity and/or ARF



Annuity

- A regular income
- Guaranteed for your life
- Options for partner's pension / guarantee payment periods
- Not inheritable



ARF

- Income on demand
- Continued tax-free investment
- Potential for growth
- Could run out
- Inheritable



Taxable cash

- Available in very limited cases
- A once-off cash payment
- Taxed

What you get from your savings when you retire or leave

Consolidating savings from previous employers' workplace pensions

Potential advantages

- Less paperwork
- Simpler to review and manage your pension
- Easier to choose your retirement planning strategy
- Avoid risk of losing track with an old pension

Potential disadvantages

- Moving savings may lead to a loss
- Less investment flexibility
- Less retirement age flexibility
- Death benefits may reduce
- There are risk associated with moving pensions

Things to compare

- Investment options
 - Features
 - Performance
 - Fees
- Member support

Potential roadblocks

- Transfers out of some Defined Benefit plans may not be allowed
- Moving pensions from one country to another depends on the regulations in each of the countries involved

How to arrange a transfer

- Consider seeking financial advice
- Check the documentation of your current pension for:
 - The name of the plan
 - Administrator contact details
- Contact the administrator of your old pension to initiate a transfer
 - Provide them the information above
 - Complete any document required by them



Warning: You may wish to seek personal financial advice **before** making any transfers



What you get from your savings when you retire or leave

Thinking of moving country or changing job?

- No matter where you live, or who your employer is, when you retire:
 - Your benefits **can be paid** to you **from Ireland**
 - You will always get the benefit of your **own contributions** and investment returns
 - If you remain a member of the Plan for **two years** you'll receive the benefit of employer contributions too
- You may be able to **transfer** your benefits to a **new employer**, even in other countries
- There is no limit to the number of pensions you can hold

If you are an **Outgoing Worker**, you will also be entitled to receive a refund of the contributions the employer has made to the Plan on your behalf.

An **Outgoing Worker** is someone who either:

- Joined their organisation on or after 13 September 2023 and whose previous employment was in another EU Member State and was an active member of a pension scheme relating to that employment. **OR**
- Leaves their organisation after 13 September 2023 and whose immediate next employment is in another EU Member State.



 **You won't lose your money if you move abroad**
Don't let plans to retire abroad stop you from taking advantage of your workplace pension

Warning: This service may be affected by changes in currency exchange rates.

Next steps



Next steps

Where to find information or take action

Contact information



Pension – Zurich
aspire@zurich.com



Mercer
Nigel.harper@mercer.com

Mercer-employeebenefits@mercer.com

Action	How to take the action
Update your contact details	aspire@zurich.com
Reset your login details	aspire@zurich.com
Check your pension savings value	aspire@zurich.com
Change your contribution rate	HR service desk
Check the latest information on your Investment Options	https://www.zurich.ie/connect/fisher/funds
Ask a question about your Pension	Mercer-employeebenefits@mercer.com

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Q1

Get more for your future

Use your workplace pension to build your retirement income



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Get more through investing your savings

An introduction to investing your pension savings



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Get more from your money

How to take advantage of tax incentives for pension savings



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What happens when you retire or change employer



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Pensions +

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Investment update

A review of the markets in 2025 and the outlook for 2026



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Q4

Get more when you retire

Getting ready for retirement



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Recordings



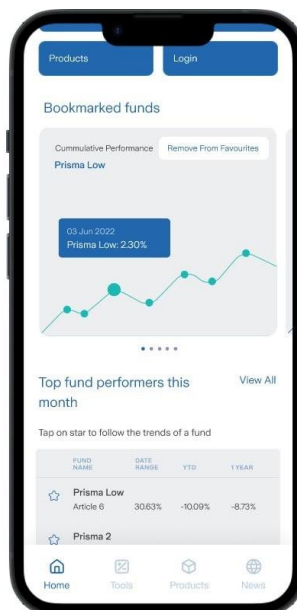
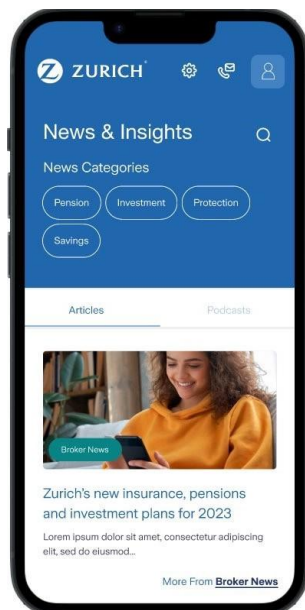
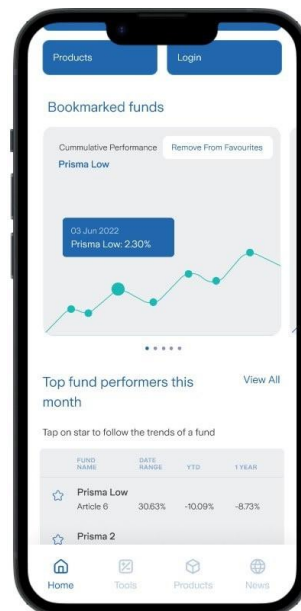
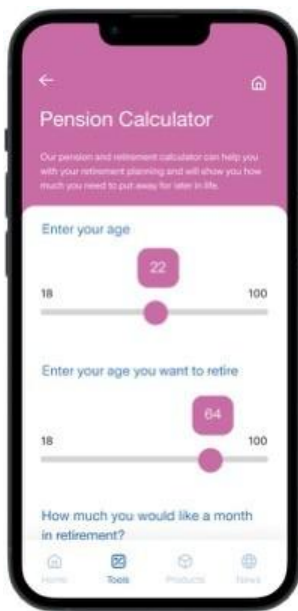
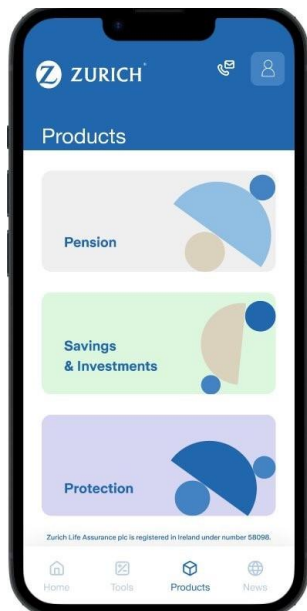
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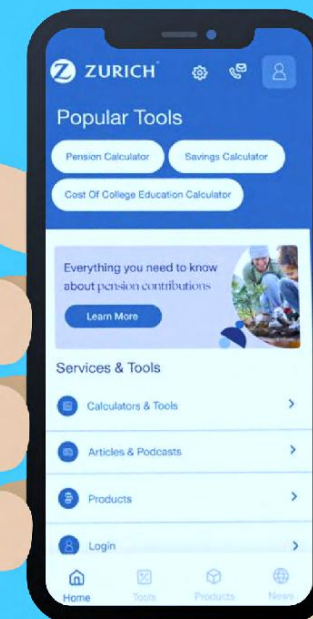
You can

Manage your Zurich Life policies

Use handy financial planning tools

Bookmark and check fund performance

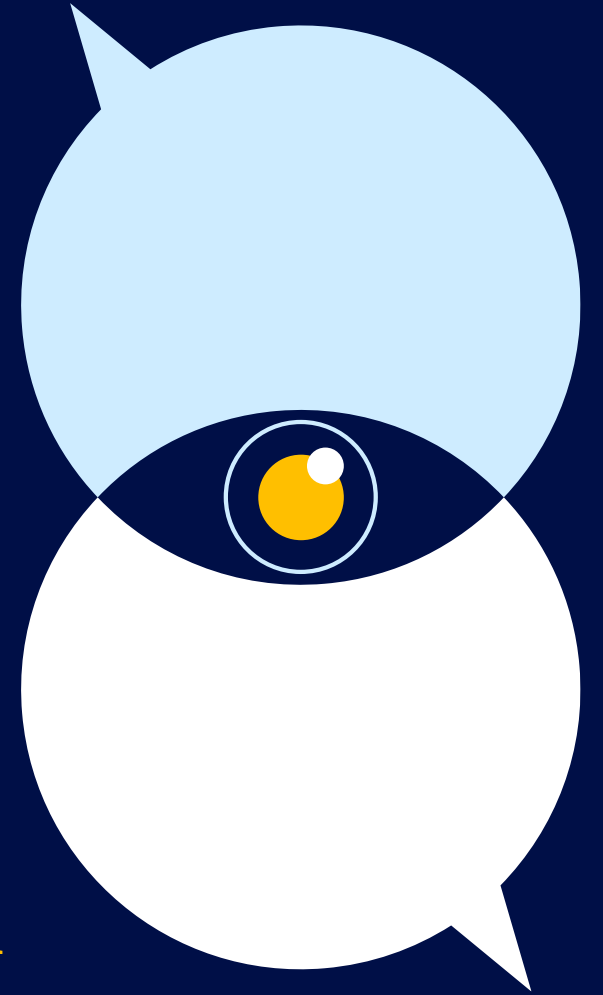
Zurich services and tools all in one place



we know you've got lots of
questions

If we can't get through them all today,
or if you need personal advice, contact:

Mercer-employeebenefits@mercer.com



MERCER

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We are leaders in risk, strategy and people. One company, with four global businesses, united by a shared purpose to build the confidence to thrive through the power of perspective.