

IMPACT Civil Service Division AVC Plan

Year ended 30 September 2017

Prepared by Cornmarket Group Financial Services Limited, Registered Administrator, on behalf of Merlow Trust Limited in accordance with Paragraph 7 of the Occupational Pension Schemes (Disclosure of Information) Regulations, 2006-2013

Trustee Annual Report and Financial Statements

Pensions Authority Registration Number: PB79410
Revenue Reference Number: SF17353

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General Plan Information

Principal employer

Department of Finance

Participating employers

Department of Agriculture, Food and the Marine
Department of Culture, Heritage and the Gaeltacht
- National Library of Ireland
- Waterways Ireland
Department of Children and Youth Affairs
Department of Communications, Climate Action and Environment
Department of Education and Skills
- National Council for Special Education
Department of Housing Planning and Local Government
- An Bord Pleanála
- Met Eireann
Department of Finance
- Office of the Revenue Commissioners
Department of Business, Enterprise and Innovation
- Health and Safety Authority
Department of Transport, Tourism and Sport
Department of Foreign Affairs and Trade
Department of Health
Department of Justice and Equality
- An Garda Síochána
- Courts Service
- VOTE
- Land Registry
- Prison Service
- The Probation Service
- Legal Aid Board
Department of Public Expenditure and Reform
- The Office of Public Works
- Office of the Ombudsman
- Public Appointments Service
- The State Laboratory
- Valuation Office
Department of Social Protection
Department of An Taoiseach
- Office of the Attorney General
- Central Statistics Office
- Chief State Solicitor's Office
- Office of the Director of Public Prosecutions
Coillte
Irish Aviation Authority
Ordnance Survey Ireland
Road Safety Authority

Trustee	Merlow Trust Limited 1 Merton Road, Rathmines, Dublin 6
Directors of Trustee Company	John O' Quigley Sheelagh O'Quigley
Registered Administrator (for the purpose of preparing the Trustee Annual Report)	Cornmarket Group Financial Services Limited Liberties House, Christchurch Square, Dublin 8 Pensions Authority Registration Number – 83
Investment Managers, Underwriters & Registered Administrators (for the purpose of providing the annual benefit statements)	Irish Life Assurance plc Irish Life Centre, Lower Abbey Street Dublin 1 Registered Number - 130 Friends First Life Assurance Company DAC Friends First House, Cherrywood Business Park, Loughlinstown, Dublin 18 Registered Number - 163
Solicitor	LK Shields Solicitors 39/40 Upper Mount Street, Dublin 2
Bank	Bank of Ireland Lower Baggot Street, Dublin 2
Custodians to the Investment Managers	Irish Life Citibank NA, London (Citibank) Friends First Northern Trust Fiduciary Services (Ireland) Limited
Independent Auditor	KPMG Chartered Accountants and Registered Auditors 1 Harbourmaster Place, IFSC, Dublin 1

Trustee Annual Report

Introduction

The Trustee, Merlow Trust Limited is pleased to present this Annual Report to the members of the IMPACT Civil Service Division AVC Plan (the Plan) together with the Plan's financial statements. The purpose of this report is to give members a brief outline on the operation of the Plan and its financial position for the year ended 30 September 2017.

The content of the report confirms to the requirements set out in the Occupational Pension Schemes (Disclosure of Information) Regulations, 2006-2013.

We hope that you find the information contained in this report both interesting and informative.

Legal status of the Plan

The IMPACT Civil Service Division AVC Plan is established under a trust and is constituted and governed by the Trust Deed and Rules. It is a defined contribution Plan which has its own legal identity separate from the Superannuation Schemes of the various Public sector employers. It has been approved by the Revenue Commissioners under part 30, chapter 1 of the Taxes Consolidation Act 1997 as an Exempt Approved Scheme. The Trustee has the responsibility of ensuring that the Plan is properly managed in accordance with the trust documents. The Plan is registered with the Pensions Authority, registration number PB79410.

Basis of Investment Managers' fees

The investment managers levy a management charge which is taken from the unit linked fund assets and reflected in the value of the unit linked fund units. The charge is based on a percentage of the assets under management.

Investment Policy

Contributions towards retirement benefits are invested in unit linked arrangements with the Investment Managers as set out in the General Plan Information previously.

Membership

	<u>Irish Life</u>	<u>Friends First</u>	<u>Total</u>
Opening Active Members	154	53	207
Opening Deferred members	133	28	161
New Entrants during the Plan Year	11	27	38
Withdrawals in the Plan Year	(17)	(4)	(21)
Closing Active members	146	73	219
Closing Deferred members	135	31	166

Member Information

On joining the Plan, each new member is given a copy of the Explanatory Booklet which outlines the benefits being provided for themselves and/or their dependents under the Plan.

Members receive benefit statements each year with details of their contributions and the value of their individual holdings in their selected investment funds. Members can also, on request, receive a copy of the Trustee Report and Financial Statements every year.

Members should refer to their individual policy documentation for details of their chosen funds. Extracts from the investment reports prepared by the investment managers in respect of the funds under management are included in Appendix 1 to this report.

Financial Developments

The financial statements show that the value of the Plan's net assets increased from €10,563,346 at 30 September 2016 to €10,939,373 as at 30 September 2017. This net assets increase is due to positive investment returns inclusive of all charges of €490,332 offset by net withdrawals by members of €114,305

The above information has been extracted from the Financial Statements of the Plan which form part of this report.

Contributions

Outstanding contributions at 30 September 2017, amounting to €65,770 were subsequently paid into the Plan within 30 days of the Plan year end.

Queries

Enquiries about the Plan generally, or about an individual's entitlement to benefit, should be addressed to the AVC Department Manager, AVC Department, Cornmarket Group Financial Services Limited, Liberties House, Christchurch Square, Dublin 8, where a copy of the Trust Deed and Rules can be inspected.

Subsequent Events

There have been no significant events since 30 September 2017 that require disclosure in or amendment to these accounts.

Signed by the Trustee

Director

Director

Date:

Statement of Investment Policy Principles

Introduction

The purpose of the Statement of Investment Policy Principles (the Statement) is to document the policies and guidelines that govern the management of the Plan's assets. It has been examined and adopted by the Trustee and it outlines the responsibilities, objectives, policies and risk management processes in order that:

- There is a clear understanding on the part of the Trustee, consultants, investment managers and others as to the objectives and policies of the Trustee.
- There are clear principles governing the guidelines and restrictions to be presented to the investment managers regarding their investment of the Plan's assets.
- The Trustee has a meaningful basis for the measurement of the investment performance of the investment managers, the investment performance of the Plan as a whole and the success of the overall investment strategy through achievement of defined investment objectives.
- The Trustee fulfils the requirements of the Occupational Pension Schemes (Investment) Regulations 2006 which stipulate that such a statement is put in place.

It is intended that the Statement be sufficiently specific to be meaningful but adequately flexible to be practical. The intention is not to outline detailed guidelines for the Plan's investment managers – this should be done within the specific legal agreements with those parties – but rather to state the general philosophy, risk appetite and policies of the Trustee that will shape the governance of the Plan as a whole.

This Statement will be reviewed at least every 3 years and also following any change in investment policy which impacts on the content of the Statement.

Identification of Investment Responsibilities

Because of the number of parties involved in the management of the Plan it is appropriate to clearly identify each entity's role with regard to investment in order to ensure operational efficiency, accountability and clear lines of communication.

Member

Each member contributes to the Plan but is generally not responsible for Plan investments. The principles outlined in this Statement are not shaped by the objectives of the Trustee in isolation but also by an understanding of the objectives, financial and other, of the member.

Trustee

The Trustee has fiduciary responsibility for selecting and monitoring a range of potential Plan investments. Its specific responsibilities include:

- (1) Delegating the management of the Plan investments to investment managers. The Trustee recognises that its role is supervisory and not investment advisory.
- (2) Monitoring and evaluating performance results to ensure that guidelines are adhered to and objectives are being met.
- (3) Making any necessary changes in the investment managers, consultants and others that provide services to the Plan relating to the investment of assets.
- (4) Regularly reviewing this Statement which it may amend or restate at any time.

Investment Manager

The Trustee has appointed investment managers to act on its behalf in the investment of the Plan's assets. The investment managers shall observe the specific guidelines, restrictions and philosophies within this Statement and as expressed in any written agreement with the Trustee. Subject to such guidelines and restrictions the investment managers will be responsible for making all investment decisions on a discretionary basis and will be evaluated on their ability to achieve the performance objectives set for them by the Trustee.

Other parties with specific duties with regard to investments include the Plan's consultants and administrators. These duties are separately documented within contractual agreements with those parties where appropriate.

Investment Objectives

The Plan is a Defined Contribution Plan, which means that the benefits available are determined by the amount of contributions paid by or in respect of the member, and the investment return achieved on those contributions.

The main investment objectives of the Trustee are:

- To provide for the proper investment of the resources of the Plan in accordance with relevant legislation and the Rules of the Plan.
- To seek to provide members with investment options which provide reasonable rates of return, subject to acceptable levels of risk; having regard to, amongst other factors; members' risk tolerance, age profile and personal financial situation.
- To provide for the security of members' benefits.

Investment Risk Measurement Methods

As the Plan is defined contribution, much of the risk is borne by the member. The main investment risks facing the members and Trustee are set out below:

- Asset mix risk - the extent to which a member's fund is diversified can determine the level of risk exposure. Equities in particular are assets which best outperform inflation over the long term, however, over shorter periods can be quite volatile and therefore can influence the short term risk exposure of a member's fund. Cash and fixed interest investments offer lower market risk, however, their inflation risk is higher.
- Specific risk - excessive reliance on any particular asset, issuer or group of undertakings.
- Market risk - the risk that the value of an investment will decrease due to moves in market factors, such as equity prices, exchange rates, interest rates or property prices.
- Performance risk - the frequency and severity of any relative underperformance of the selected funds and the investment manager compared to similar funds and other investment managers.
- Inflation risk - inflation can erode the purchasing power or real value of investments. Inflation risk needs to be considered when evaluating investments such as cash and fixed interest.
- Suitability risk - the appropriateness of a member's investment choice, taking into consideration the member's age, proximity to retirement, risk tolerance and personal financial situation.

The Risk Management Process

In general:

- Members are expected to make their investment choices having regard to their personal circumstances, proximity to retirement and risk tolerance.
- The day to day management of the Plan's investments is carried out by Irish Life Assurance plc ("Irish Life") through its wholly owned subsidiary Irish Life Investment Managers Limited and Friends First Life Assurance Company DAC ("Friends First")
- The Plan's resources are predominantly invested in regulated markets.
- Portfolios are diversified to reduce excessive stock specific risk. Equity portfolios are well diversified across geographic regions. Equity portfolios place an emphasis on the liquidity of investments and recognised exchanges.
- Gearing within funds is generally prohibited.

Irish Life Assurance plc:

- The Trustee has access to Pension Planet, an online system provided by Irish Life which enables the Trustee to monitor contributions being paid and the investments within the Plan. Fund prices are also published daily by Irish Life which allows the Trustee to monitor performance of the investments.
- Members are expected to make their investment choices having regard to their personal circumstances, proximity to retirement , and risk tolerance.
- An annual report is made available and reviewed and signed by the Trustee each year which sets out the performances of the underlying unit-linked funds.
- The day to day management of the Plan's investments is carried out by Irish Life Investment Managers Limited.
- The Plan's resources are invested predominantly on regulated markets.
- Concentration of investment in the underlying unit-linked funds is avoided.

Friends First Life Assurance Company DAC:

- Members have access to Broker First which is an online system provided by Friends First which enables members to monitor their particular AVC account to ensure that their contributions are being paid and to monitor the value of their fund. Fund prices are also available in the press.
- Concentration of investments in the underlying unit linked funds is avoided.

Strategic Asset Allocation

The Plan invests through policies of assurance with the Investment Managers as set out in the General Plan Information. The underlying investments consist of a range of unit linked pension funds managed by the Investment Managers.

The underlying strategy and distribution of assets of any particular investment fund is determined by the Investment Managers in order to achieve the objectives of that particular fund.

Members elect the fund(s) to invest in based on their particular circumstances and risk tolerance. A review of all funds elected by members is set out in the Plan's annual report which is available from the Trustee. The review contains details of the objectives of the fund, the strategy pursued by the Investment Manager, the asset allocation of the fund and the performance of the fund. Members' annual benefit statements contain details of the funds in which a member is invested.

IMPACT Civil Service Division AVC Plan
Trustee Report to the Members
For the year ended 30 September 2017

Fund Name	Fund Manager	Risk Profile	Value, €	Net Assets, %
Cash Fund	Friends First	Low	176,076	1.61%
With Profit 5 Fund	Friends First	Low	18,313	0.17%
Deposit Fund	Friends First	Low	428,788	3.92%
Index Linked Fund	Friends First	Medium	5,512	0.05%
Fixed Interest Fund	Friends First	Medium	95,649	0.87%
Magnet Stable Fund	Friends First	Medium	240,519	2.20%
Protected Equity+ 3 Fund	Friends First	Medium	124,980	1.14%
Property Fund	Friends First	Medium to High	30,903	0.28%
Managed Fund	Friends First	Medium to High	212,968	1.95%
Consensus Fund	Friends First	Medium to High	122,722	1.12%
Magnet Portfolio Fund	Friends First	Medium to High	508,728	4.65%
Indexed Global (Ex Euro) Equity Fund	Friends First	Medium to High	2,028	0.02%
International Fund	Friends First	Medium to High	12,113	0.11%
European Equity Fund	Friends First	High	7,538	0.07%
Insight Currency Fund	Friends First	Medium to High	15,240	0.14%
Irish Equity Fund	Friends First	High	2,769	0.03%
Magnet Adventurous Fund	Friends First	High	3,251	0.03%
European Corporate Bond	Friends First	Low to Medium	594	0.01%
Magnet Cautious	Friends First	Low to Medium	121,599	1.11%
European Long Bond	Friends First	Medium	575	0.01%
KBI Eurozone High Yield Equity	Friends First	High	5,265	0.05%
Physical Gold	Friends First	High	4,122	0.04%
Capital Protection Fund S3	Irish Life	Low	88,752	0.81%
Capital Protection Fund ST	Irish Life	Low	499,388	4.57%
Consensus Cautious Fund	Irish Life	Medium	24,585	0.23%
Exempt Cash Fund Series 3	Irish Life	Low	3,511	0.03%
Exempt Cash Fund Series S	Irish Life	Low	333,765	3.05%
Exempt Consensus Fund	Irish Life	High	10,031	0.09%
Exempt Consensus Fund Series 6	Irish Life	High	1,446	0.01%
Exempt Consensus Fund Series S	Irish Life	High	2,156,627	19.71%
Exempt Property Fund Series S	Irish Life	Very High	89,187	0.82%
Global Cash Fund	Irish Life	Low	21,104	0.19%
Indexed Commodities Fund Cb	Irish Life	Very High	6,334	0.06%
Indexed Emerging Markets Equity	Irish Life	Very High	3,936	0.04%
Pension Capital Protected Fund S	Irish Life	Low	571,413	5.22%
Pension Cash Fund Series 1	Irish Life	Low	36,789	0.34%
Pension Managed Fund Series 1	Irish Life	Medium	1,073,579	9.81%
Pension Protection Fund Series S	Irish Life	Medium	12,276	0.11%
Pension Stability Fund	Irish Life	Low	898,643	8.22%
Public Sector Balanced Fund	Irish Life	Medium	63,694	0.58%
Secured Performance Series T	Irish Life	Low	1,743,441	15.94%
Public Sector Cautious Fund	Irish Life	Medium	211,765	1.94%
Exempt Active Managed Fund SeriesS	Irish Life	Medium	883,085	8.07%
			10,873,603	

Further details of the individual funds available to members are set out in the Members AVC Booklet.

Signed by the Trustee

Director
Date:

Director

Statement of Trustee's responsibilities (Forming part of the Trustee annual report)

The audited financial statements are the responsibility of the Trustee. Irish pension legislation requires the Trustee to make the annual report of the Plan available for each Plan year, including financial statements and the report of the auditor, to Plan members, beneficiaries and certain other parties. The audited financial statements are required to:

- Show a true and fair view in accordance with Financial Reporting Standard 102 – The Financial Reporting Standard applicable in the UK and Republic of Ireland (“FRS 102”) of the financial transactions of the Plan during the Plan year and of the amount and disposition at the end of the Plan year of its assets and liabilities. For this purpose liabilities do not include liabilities to pay pensions and benefits after the end of the Plan year.
- Contain the information specified in the Occupational Pension Schemes (Disclosure of Information) Regulations, 2006-2013, including a statement as to whether the accounts have been prepared in accordance with the ‘Statement of Recommended Practice, Financial Reports of Pension Schemes’ (Revised November 2014) (“the revised SORP”).

The Trustee has prepared the financial statements and made sure that:

- suitable accounting policies are selected and then applied consistently;
- reasonable and prudent judgements and estimates are made;
- the financial statements are prepared on a going concern basis unless it is inappropriate to presume that the Plan will continue; and
- the SORP is followed, or particulars of any material departures have been disclosed and explained.

The Trustee is responsible for ensuring that proper membership and financial records are kept and that contributions are made to the Plan in accordance with the Plan rules and the requirements of legislation. They are also responsible for safeguarding the assets of the pension Plan and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities, including the maintenance of appropriate internal controls.

Signed by the Trustee

Director

Director

Date:

Independent Auditor's report

Independent Auditor's report

Independent Auditor's report

Fund Account

For the year ended 30/09/2017

	Notes	<u>2017</u> €	<u>2016</u> €
Contributions and Benefits			
Employee Additional Voluntary Contributions	3	864,496	817,897
Individual transfers In		31,750	-
		896,246	817,897
<hr/>			
Benefits payable	4	(921,077)	(798,125)
Individual transfers out		(83,647)	(64,837)
Other risk payments		(5,827)	(5,798)
		(1,010,551)	(868,760)
Net withdrawals from dealings with members		(114,305)	(50,863)
<hr/>			
Returns on investments			
Change in market value of investments	6	490,332	524,758
Net returns on investments		490,332	524,758
Net increase in the Plan assets during the year		376,027	473,895
Net Assets of the Plan at 1 October		10,563,346	10,089,451
Net Assets of the Plan at 30 September		10,939,373	10,563,346

The notes on pages 15 to 23 form part of these financial statements.

Statement of Net Assets (available for benefits)

As at 30/09/2017

	Notes	2017 €	2016 €
Investment assets			
Pooled investment vehicles	6	10,873,603	10,508,482
Total net investments		10,873,603	10,508,482
Current assets	10	65,770	54,864
Net assets		10,939,373	10,563,346

The Financial Statements summarise the transactions of the Plan and deal with the net assets at the disposal of the Trustee. They do not take account of obligations to pay benefits which fall due after the end of the Plan year.

The notes on pages 15 to 23 form part of these financial statements.

These financial statements were approved by the Trustee on _____ and signed on their behalf by:

Director

Director

Notes

(Forming part of the Financial Statements)

1. Basis of preparation

The financial statements have been prepared in accordance with the Occupational Pension Schemes (Disclosure of Information) Regulations, 2006-2013, Financial Reporting Standard 102 – The Financial Reporting Standard applicable in the UK and Republic of Ireland (“FRS 102”) issued by the Financial Reporting Council and with the guidelines set out in the Statement of Recommended Practice, Financial Reports of Pension Schemes’ (revised November 2014) (“the revised SORP”).

2. Accounting policies

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the Plan’s financial statements:

- i. Accruals concept The financial statements have been prepared on an accruals basis with the exception of the items identified in the accounting policies below which are recognised when received or paid.
- ii. Contribution income The members’ contributions are accounted for on an accruals basis in the month employee contributions are deducted from payroll.
- iii. Transfers to/from other Plan’s Transfer values represent the amounts received during the year for members who have joined the Plan or paid to other Plans for members who have left the Plan.
- iv. Investment income Income earned but not distributed by certain unit linked funds is not accounted for as investment income but is accumulated with the capital of the fund and is dealt with as part of the change in market value.
- v. Investment fund management expenses Investment fund management expenses, which are charged by the Investment Managers are borne by the Plan, and are deducted from the unit linked fund assets and reflected in the market value of the unit linked funds.
- vi. Payments to and on account of leavers Payments are accounted for in the period in which the members notify the administrator of their choice.
- vii. Gains and losses on investments Realised and unrealised gains and losses on investments are dealt with in the change in market value in the year in which they arise.
- viii. Benefits payable Benefits payable are included in the financial statements in respect of members who have notified the administrator of their choice by the year end in accordance with the rules of the Plan. Funds are withdrawn from the Plan based upon unit values on the unit encashment date.
- ix. Valuation of Investments Investments are included at fair value. The fair value of unlisted investments is taken as the bid prices quoted by the investment manager as at the date of the statement of net assets.
- x. Foreign exchange The functional and presentation currency of the Plan is Euro. Assets, including investments of the Plan denominated in foreign currencies, are translated into euro at the rate of exchange ruling at the end of the accounting year. Transactions denominated in foreign currencies are translated into euro at the rate of exchange on the date of the transactions. Differences arising on translation of investment balances are accounted for within the change in market value during the year.

3. Contributions receivable

	2017	2016
	€	€
Employee Additional Voluntary Contributions		
Regular premium	745,637	724,777
Single premium	118,859	93,120
	864,496	817,897

4. Benefits payable

	2017	2016
	€	€
Tax free retirement lump sums	379,631	321,342
Purchase of Approved (Minimum) Retirement Funds	347,114	348,067
Taxable lump sums	34,120	50,393
Once off pensions / Annuities	53,549	68,773
Death Benefits	106,663	9,550
	921,077	798,125

5. Transaction costs

Transaction costs are borne by the Plan in relation to transactions in pooled investment vehicles. Such costs are taken into account in calculating the bid/offer spread of these pooled investment vehicles and are not separately reported.

6. Investments

Reconciliation of investments held at beginning and end of year:

	<u>Pooled Investment Vehicles</u>		Total €
	Irish Life, €	Friends First, €	
Value at 01/10/2016	8,729,445	1,779,037	10,508,482
Purchases at cost	382,528	502,812	885,340
Sales proceeds	(851,712)	(158,839)	(1,010,551)
Change in market value	473,090	17,242	490,332
Value at 30/09/2017	8,733,351	2,140,252	10,873,603

Investments are shown in the statement of net assets at bid value. Any increase or decrease in the value of these assets is dealt with through the fund account. The change in market value of investments during the year comprises all increases and decreases in the market value of investments held at any time during the year, including profits and losses realised on the sale of investments during the year.

Investments are all held in pooled investment vehicles. All Investment Managers are registered in the Republic of Ireland.

The details of funds invested in are available in the Investment Manager Reports in Appendix 1.

7. Investment Fair Value Hierarchy

The fair value of financial instruments has been estimated using the following fair value hierarchy:

Category (a) The quoted price for an identical asset in an active market.

Category (b) When quoted prices are unavailable, the price of a recent transaction for an identical asset adjusted if necessary.

Category (c) Where a quoted price is not available and recent transactions of an identical asset on their own are not a good estimate of fair value, the fair value is determined by using a valuation technique that uses observable market data or non-observable data.

The Plan's investment assets have been fair valued using the above hierarchy categories as follows:

30/09/2017	Category (a)	Category (b)	Category (c)	Total
	€	€	€	€
Pooled investment vehicles				
Equities	-	38,939	-	38,939
Bonds	-	684,850	-	684,850
Multi Asset	-	9,014,451	-	9,014,451
Property	-	120,090	-	120,090
Cash	-	1,015,273	-	1,015,273
	-	10,873,603	-	10,873,603

30/09/2016	Category (a)	Category (b)	Category (c)	Total
	€	€	€	€
Pooled investment vehicles				
Equities	-	21,239	-	21,239
Bonds	-	623,683	-	623,683
Multi Asset	-	8,656,675	-	8,656,675
Property	-	116,306	-	116,306
Cash	-	1,090,579	-	1,090,579
	-	10,508,482	-	10,508,482

8. Investment risks

FRS 102 requires the disclosure of information in relation to certain investment risks. These risks are set out by FRS 102 as follows:

- Credit risk: this is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation.
- Market risk: this comprises currency risk, interest rate risk and other price risk.
 - Currency risk: this is the risk that the fair value or future cash flows of a financial asset will fluctuate because of changes in foreign exchange rates.
 - Interest rate risk: this is the risk that the fair value or future cash flows of a financial asset will fluctuate because of changes in market interest rates.
 - Other price risk: this is the risk that the fair value or future cash flows of a financial asset will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market.

The Plan has exposure to these risks because of the investments it makes to implement its Plan investment strategy. The Trustee manages investment risk, including credit risk and market risk, within agreed risk limits which are set taking into account the Plan's strategic investment objectives. These investment objectives and risk limits are implemented through the investment management agreements in place with the Plan's investment managers and monitored by the Trustees by regular reviews of the investment portfolios.

Investment Strategy

The investment objective of the Trustee is to provide for the proper investment, in accordance with the trust deed and rules and relevant legislation, of the contributions it receives from the members.

The Plan is a defined contribution Plan which means that the benefits available are determined by the amount of contributions paid by the member, and the investment return achieved on those contributions. Investment objectives will vary from member to member based on their personal financial circumstances, risk tolerance and proximity to retirement.

The Trustee has made available a range of investment options to meet the needs of individual members. Members can invest in a fund or a combination of funds designed to provide growth over the long term, protect against capital losses or provide protection against fluctuating annuity prices.

Risk exposures arise indirectly from members investing in the pooled investment vehicles and member level risk will depend on the funds invested in by members.

8. Investment risks (Continued)

Further information on the Trustee's approach to risk management and the Plan's exposures to credit and market risks are set out below.

(i) Credit risk: The Plan invests in pooled investment vehicles and is therefore directly exposed to credit risk in relation to the investments it holds in pooled investment vehicles and is indirectly exposed to credit risks arising on the financial instruments (primarily bonds and cash) held by the pooled investment vehicles.

The investment managers invest predominantly in regulated markets and underlying investments which are at least investment grade. The underlying assets of the pooled arrangements are ring-fenced from the pooled managers.

(ii) Currency risk: The Plan is subject to indirect currency risk because some of the Plan's investments are held in overseas markets via pooled investment vehicles.

(iii) Interest rate risk: The Plan is subject to indirect interest rate risk as some of the Plan's investments are held in cash and bonds via pooled investment vehicles.

(iv) Other price risk: Indirect other price risk arises primarily from investments in equities, bonds and property within the pooled investment vehicles.

The Trustee has prepared a Statement of Investment Policy Principles, which is included on pages 5 to 8. This sets out the investment objectives of the Trustee, the asset allocation of the Plan and details of the risk management process.

The risks identified are managed as follows:

Management of the pooled investment vehicles is delegated to professional investment managers. The Trustee regularly reviews the appropriateness of the funds made available to members and monitors the performance of the investment managers. The investment managers invest predominantly in regulated markets and underlying investments which are at least investment grade. The underlying assets of the pooled arrangements are ring-fenced from the pooled managers.

8. Investment risks (Continued)

The funds which have significant exposure to these risks are set out below:

Pooled Investment Vehicle	Type of Fund	Credit Risk	Currency Risk	Interest Rate Risk	Other Price Risk
Capital Protection Fund S3	Equity, Bonds & Cash	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Capital Protection Fund ST	Equity, Bonds & Cash	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Consensus Cautious Fund	Equity, Bonds, Property & Cash	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Exempt Cash Fund Series 3	Cash	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	
Exempt Cash Fund Series S	Cash	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	
Exempt Consensus Fund	Equity, Bonds, Property, Cash & Alternatives	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Exempt Consensus Fund S6	Equity, Bonds, Property, Cash & Alternatives	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Exempt Consensus Fund Series S	Equity, Bonds, Property, Cash & Alternatives	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Exempt Property Fund Series S	Property				<input checked="" type="checkbox"/>
Global Cash Fund	Cash	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Indexed Commodities Fund CB	Alternatives	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Indexed Emerging Markets Equity	Equity		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>
Pension Capital Protected Fund	Bonds	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Pension Cash Fund Series 1	Cash	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	
Pension Managed Fund Series 1	Equity, Bonds, Property, Cash & Alternatives	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Pension Protection Fund Series S	Bonds	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Pension Stability Fund	Equity, Bonds & Cash	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Public Sector Balanced Fund	Equity, Bonds, Property, Cash & Alternatives	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Secured Performance Fund Series T	Equity, Bonds, Property, Cash & Alternatives	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Exempt Active Managed Fund Series S	Equity, Bonds, Property, Cash & Alternatives	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Public Sector Cautious Fund	Equity, Bonds, Property, Cash & Alternatives	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Cash Fund	Cash	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	
With Profit 5 Fund	Equity, Bonds, Property & Cash	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Deposit Fund	Cash	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	
Index Linked Fund	Bonds	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Fixed Interest Fund	Bonds	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Magnet Stable Fund	Equity, Bonds, Property & Alternatives	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Protected Equity+ 3 Fund	Cash, Equity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Property Fund	Property				<input checked="" type="checkbox"/>
Managed Fund	Equity, Bonds, Cash & Property	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Consensus Fund	Equity, Bonds, Cash, Property, Alternatives	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Magnet Portfolio Fund	Equity, Bonds, Property & Alternatives	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Indexed Global (Ex Euro) Equity Fund	Equity		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>
International Fund	Equity		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>
European Equity Fund	Equity				<input checked="" type="checkbox"/>
Insight Currency Fund	Currency		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Irish Equity Fund	Equity				<input checked="" type="checkbox"/>
Magnet Adventurous Fund	Equity, Bonds, Property & Alternatives	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
European Corporate Bond	Bonds				<input checked="" type="checkbox"/>
Magnet Cautious	Equity, Bonds, Property, Cash & Alternatives	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
European Long Bond	Bonds				<input checked="" type="checkbox"/>
KBI Eurozone High Yield Equity	Equity		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>
Physical Gold	Equity				<input checked="" type="checkbox"/>

8. Investment risks (Continued)

The analysis of these risks set out above is at Plan level. Member level risk exposures will depend on the funds invested in by members.

For further information in relation to the type of funds the Plan invests in, and their underlying asset distribution, see Appendix 1.

9. Self Investment

Section 58A(1) of the Pensions Act 1990 (as amended) sets out the legislative time limits for the remittance of contributions to the plan by the employer. The employers remit contributions to the Administrator who then invests the contributions on the members behalf with the relevant Investment Managers. Contributions from a number of employers were paid late during the year giving rise to self investment (due to administrative delays). The Trustee has been made aware of these late payments.

Name of Employer	Date Due	Date Received	Amount €
AGRI,FOOD AND THE MARINE, DEPT	21.02.17	22.02.17	3,500
AGRI,FOOD AND THE MARINE, DEPT	21.02.17	22.02.17	674
FOREIGN AFFAIRS DEPT	21.03.17	24.03.17	1,602
FOREIGN AFFAIRS DEPT	21.03.17	24.03.17	1,041
ATTORNEY GENERAL FINANCE	21.04.17	24.04.17	74
REVENUE COMMISSIONERS	21.06.17	22.06.17	2,058
ORDNANCE SURVEY IRELAND	21.07.17	26.07.17	159
ORDNANCE SURVEY IRELAND	21.07.17	26.07.17	1,763
ATTORNEY GENERAL FINANCE	21.08.17	22.08.17	74
AGRI,FOOD AND THE MARINE, DEPT	21.09.17	27.09.17	3,547
AGRI,FOOD AND THE MARINE, DEPT	21.09.17	27.09.17	687
FOREIGN AFFAIRS DEPT	21.09.17	22.09.17	1,652
FOREIGN AFFAIRS DEPT	21.09.17	22.09.17	2,983
EDUCATION AND SKILLS DEPT	21.10.17	26.10.17	4,528
EDUCATION AND SKILLS DEPT	21.10.17	26.10.17	10,047

10. Current Assets

	<u>2017</u> €	<u>2016</u> €
Current Assets		
Designated to members		
Contributions due	65,770	54,864
	65,770	54,864

11. Related Party Transactions

- a. The Trustee: Merlow Trust Limited is the Trustee for the Plan. Trustee fees are borne entirely by the Investment Managers and not by individual members. Depending on member status and the Investment Manager, the Trustee fee is either €0.50 or €1 per month per member, and fees for the year were €4,346.
- b. Members: Transactions in relation to the members are disclosed on the face of the fund account and in the notes to the financial statements. Contributions and benefits are paid in accordance with the Plan Rules.
- c. The Employers: The principal and participating employers are listed on page 1. There are no employer contributions paid to the Plan. Employee AVC contributions are deducted by the employers and remitted to the Plan, and processed for investment in accordance with the Trust Deed.
- d. The Administrator: Cornmarket Group Financial Services Limited, the registered administrator, did not receive a handling fee during the year (2016 €Nil). All premiums were fully invested.
- e. The Investment Managers: Irish Life Assurance plc and Friends First Life Assurance Company DAC were appointed by the Trustee to manage the Plan's assets. These managers are remunerated on a fee basis calculated as a percentage of the assets under management and in accordance with the relevant policy terms and conditions. These fees are reflected in unit prices and borne by the Plan.

12. Contingent Liabilities

As stated on page 14 of the Report, liabilities to pay pensions and other benefits in the future have not been taken into account in the financial statements. On that basis, in the opinion of the Trustee, the Scheme has no contingent liabilities, or contractual liabilities, at the Scheme year end.

13. Subsequent Events

There were no subsequent events that would require disclosure in, or amendment to, these financial statements.

Report on the Valuation of Liabilities

The liabilities have been valued using the applicable market value of the corresponding assets at the year-end date. The current and future liabilities of the Plan as at 30 September 2017 can be summarised as follows:

	Designated to members €	Not designated to members €	Total €
Current liabilities	0	0	0
Future liabilities	10,939,373	0	10,939,373

Current liabilities are liabilities that have been identified as payable at the year-end date. Future liabilities are all liabilities that become payable after the year end date and represent the value of the net assets of the Plan at the year end.

Signed by the Trustee

Director

Director

Date:

Compliance Statement

(Forming part of the Trustee annual report)

The Trustee hereby makes the following statements:

Self-Investment Section 58A(1) of the Pensions Act 1990 (as amended) sets out the legislative time limits for the remittance of contributions to the plan by the employer. The employers remit contributions to the Administrator who then invests the contributions on the members behalf with the relevant Investment Managers. Contributions from a number of employers were paid late during the year giving rise to self investment (due to administrative delays). The Trustee has been made aware of these late payments.

Procedures for ensuring timely receipt of contributions The Trustee has appropriate procedures in place to ensure that contributions payable are paid in accordance with the rules of the Plan, and have been received by the Trustee in accordance with Section 58A of the Pensions Act, 1990. This legislation sets out the following relevant requirements:

- Member contributions must be remitted to the Trustee within 21 days from the end of the month in which they were deducted from pay.

The Trustee regularly reviews procedures to ensure they remain appropriate.

Selection of Trustees The right of members to select or approve the selection of trustees to the Plan is set out in the Occupational Pension Schemes (Member Participation in the Selection of Persons for Appointment as Trustees) (No. 3) Regulations, 1996, S.I. No. 376 of 1996.

Related Party Transactions Details of material related party transactions are set out under note 11 to the financial statements.

Benefit Increases There were no increases made during the year to either pensions in payment or benefits payable following termination of a member's service in relevant employment.

Liability for Pensions There are no pensions or pension increases being paid by or at the request of the Trustee for which the Plan would not have a liability upon winding up.

Trustee Handbook and Guidance Notes The Trustee and the administrator have access to the Trustee Handbook produced by the Pensions Authority, and the Guidance Notes issued by the Pensions Authority from time to time in accordance with Section 10 of the Pensions Act, 1990.

Trustee Training The Trustee directors have received training, as required, in accordance with Section 59AA of the Pensions Act, 1990. There were no costs or expenses incurred in relation to trustee training in the year which were met out of the resources of the Plan.

Changes to Basic Plan Information There were no changes made to the basic Plan information, set out in Schedule C to the Occupational Pension Schemes (Disclosure of Information) Regulations, 2006-2013, during the year.

Condition of the Plan The Trustee is satisfied that at the end of the year the Plan is in a good condition concerning the financial, technical and other risks associated with the Plan.

Under law, the Trustee is required to describe the condition of the Plan and the risks associated with the Plan, and disclose these to members.

Statement of Risks As it is a "defined contribution" Plan, where contribution levels are set down but the ultimate proceeds of those contributions cannot be forecast with certainty, it is not possible to provide a guarantee in relation to the level of benefits that will be received on retirement. The very

nature of the Plan means that there are financial and operational risks borne by the members. In brief, the following risks have been identified, amongst others:

- The return earned on members' pension monies may be poorer than expected, or the cost of purchasing an annuity when a member retires may be higher than expected. In such circumstances, the benefits payable from a member's retirement account may be less than expected. This risk is especially relevant in the period close to retirement.
- The administration of the Plan may fail to meet acceptable standards. The Plan could fall out of statutory compliance, the Plan could fall victim to fraud or negligence or the projected benefits communicated to members could differ from what will actually be payable.
- The fund managers made available to members for their retirement account may underperform relative to other fund managers, or the funds in which members' contributions are invested may underperform relative to other funds available.
- There may be regulatory or legislative changes that will restrict the level or type of benefits members may receive and how they are taxed.

Apart from the last item, which is outside the control of the Trustee, the Trustee is satisfied that it is taking all reasonable steps with its professional advisers to protect the members from the effects of these risks. For example, a range of funds is made available so that members can take control of their own investment risk.

Professional firms are employed to minimise compliance and administrative risks. However, it is not possible to guard against every eventuality and, in particular, it may be appropriate for members to take some investment risk with their retirement account with the aim of maximising their benefits.

Internal Dispute Resolution Procedure Article 5 of the Pensions Ombudsman Regulations, 2003 requires the Trustee to put in place Internal Dispute Resolution ("IDR") procedures for dealing with certain types of complaints that may be made by actual or potential beneficiaries of the Plan. Two types of complaints are eligible for IDR:

- 1) An actual or potential beneficiary alleges that they have sustained a financial loss due to maladministration
- 2) An actual or potential beneficiary has a dispute of fact or law in relation to an action taken by a person responsible for managing the Plan.

A member may refer their complaint to the Office of the Financial Services and Pensions Ombudsman if, having gone through IDR, they are not satisfied with the outcome.

The regulations governing investigations by the Office of the Financial Services and Pensions Ombudsman require that a complaint has gone through the procedure and a Notice of Determination has been issued by the Trustee or managers, before the complaint is referred to the Office of the Financial Services and Pensions Ombudsman. The Office of the Financial Services and Pensions Ombudsman may at their discretion, decide to investigate a complaint without waiting for a Notice of Determination from the Trustee or managers.

The procedures for making a complaint are:

- 1) The complainant should make an application to the Trustee.
- 2) The application should include:
 - a. The name, address and date of birth of the complainant
 - b. The address on which documents should be served in relation to the dispute
 - c. A statement concerning the nature of the complaint or dispute
 - d. Such other information which is reasonably required by the Trustee
- 3) The application must be in writing and signed by the actual or potential beneficiary.

A determination in writing must be issued by the Trustee within 3 months of all the required details having been received. The determination shall not be binding unless the actual or potential beneficiary assents, in writing, to be bound by it.

APPENDIX I

INVESTMENT MANAGERS' REPORTS

Market Commentary 30th September 2017

Equity markets produced positive returns over the last year as a whole. Equity markets received support from an improving economic growth and earnings backdrop. Attractive relative valuation levels compared to other asset classes have also been supportive.

Hopes for additional global fiscal stimulus to boost growth also contributed to the positive returns from equities over the last twelve months. Immediately after the election of Donald Trump as US President, investors began to expect a fiscal stimulus programme to be implemented in the US in 2017/18 which was viewed as being potentially positive for growth. Progress on implementing any fiscal stimulus in the US however has been slow.

The Irish property market has generated positive returns with activity close to record levels, supported by increased interest from high quality buyers who have a long term focus. Yields have compressed, led by the office sector and have been supported by the yield gap against bonds. Rental growth has been strong in the office sector due to limited supply while rental growth has also stabilised and begun to improve in the retail and industrial sectors. The overall property sector has been supported by an attractive income yield of just under 5%.

Core Eurozone bond yields declined over the first half of 2016 given relatively low levels of inflation, periodic concerns over the global growth outlook, uncertainties related to various global geo-political concerns and the accommodative monetary policy stances being adopted by global central banks. German 10 year yields fell to new all-time lows of -0.20% in July 2016 immediately after the Brexit referendum.

Yields however have risen from these lows with German 10 year yields moving back to a high of 0.60% in the first half of 2017. A rise in Eurozone inflation back into positive territory from the negative rates evident in early 2016 combined with speculation that the ECB would be forced to further reduce the level of policy accommodation both contributed to the rise in yields.

German 10 year yields have however been somewhat volatile in recent months, falling to a low of 0.19% in the first quarter of 2017 due to a flight to safety associated with concerns over the French Presidential election. With Emmanuel Macron winning the French election, the risk of France holding a referendum on EU and Euro membership was removed and German yields began to rebound again. Recently, yields have remained volatile, pulled higher by speculation about the ECB possibly adopting a less accommodative monetary stance while being dragged lower on occasions given the persistence of low inflation. At the end of September, German 10 year yields were 0.46%.

In the UK, 10 year yields also fell to new all-time lows of 0.52% in August 2016 but have risen to 1.37% by the end of September this year. As elsewhere, yields had fallen on the back of low inflation and growth concerns. In addition, UK gilt yields moved sharply lower post the UK vote to leave the EU on fears of slower UK growth following the Brexit referendum result and the renewal of sovereign bond purchases by the Bank of England to combat the expected economic weakness post Brexit. Yields however have risen from the August 2016 lows, pulled higher by the general rise in global bond yields. Recent suggestions by the Bank of England that it might be appropriate in coming months to reduce the level of policy accommodation and raise interest rates also contributed to the higher yields. Sterling weakness post Brexit has led to higher rates of UK inflation and the Bank of England believes interest rate rises might be required to help bring inflation back towards its 2% target level. ..

In the case of the US, 10 year yields fell to new lows in this cycle of 1.36% in July 2016 for similar reasons as those experienced elsewhere. At the end of September 2017 yields had risen to 2.33% on

the back of additional official Fed interest rate rises over the course of 2017, plans by the Fed to begin reducing the size of its balance sheet later this year and an expected improvement in growth in the second half of 2017. Recent indications from the US Fed that it intends to raise interest rates at a faster pace than currently expected by investors has also led to a rise in yields in recent weeks. Yields rose significantly higher in November 2016 immediately after Donald Trump's election as US President given increasing speculation regarding a potential fiscal stimulus package and anticipated higher growth and inflation.

Eurozone peripheral bond spreads against Germany have been mixed over the last twelve months, reacting to economic, monetary policy and political news flow. Early in 2017 peripheral spreads widened on concerns over political risks associated with the large number of elections across the Eurozone in 2017 which it was feared could highlight anti EU sentiment across the region. In particular spreads widened ahead of the French Presidential election. Spreads narrowed again following the election of Emmanuel Macron as French President and the removal of the risk of a French exit from the EU and Euro which the Presidential candidate, Marine Le Pen, had been advocating.

Spanish 10 year spreads versus Germany are currently 114bps while Italian spreads are wider at 165bps due to political uncertainty ahead of the Italian general election which is due by May 2018.

Overall, commodities have produced positive returns over the last year. Commodity prices in general rebounded from their lows in early 2016 as global economic growth and supply/demand dynamics for commodities improved. Oil prices in particular rebounded from their early 2016 lows following the production cuts announced by OPEC in November, lower shale oil production in the US as rig counts fell from peak levels and supply disruptions evident in various oil producing countries. Other commodity prices also recovered on the back of an improving global economic growth outlook and improving demand/supply dynamics. Commodity prices however have been more volatile in 2017 to date. Oil prices fell through most of the first half of 2017 as US shale oil production rose again following the 2016 rebound in the oil price. The oil price however has rebounded again over recent months as inventory levels have fallen amid a seasonal uplift in demand for oil. Recent suggestions of a further extension of oil production cuts by OPEC beyond March 2018 have also been supportive of the oil price. Similarly other commodity prices were softer through most of the early part of the year, negatively impacted by concerns over possible weaker demand from China following tightening of financial conditions. More recently commodity prices have recovered somewhat as Chinese economic data has generally surprised positively over the course of 2017.

PRSA Cash Fund

Returns

The return on the PRSA Cash Fund for the year ending 30th September 2017 was - 1.32%.

Objective

The investment strategy for the Cash Fund is to obtain the best money market rates available on short-term cash deposits.

Market conditions may sometimes require us to impose certain restrictions to switches or exits from your pension funds. These restrictions may include a delay in switching funds and/or applying a market value adjustment to the fund. The details of any such restrictions can be seen on website www.irishlifecorporatebusiness.ie.

Asset Allocation

The asset distribution of the PRSA Cash Fund for the year ending 30th September 2017 was as follows:

Asset Type	Region	% Weight
Cash		100.00
Total		100.00

Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly.

Citibank have produced reports on their internal controls in accordance with SOC 1.

Indexed Commodities Fund CBC

Returns

The return on the Indexed Commodities Fund CBC for the year ending 30th September 2017 was -1.57%.

Objective

The Indexed Commodities Fund currently tracks the Goldman Sachs Light Energy Total Return Index. In the past, commodities have given similar levels of returns to shares over the long-term. However, they tend to behave differently to all other assets. For example, previously, commodities have often given good returns at times when stock markets or property markets have not. For this reason commodities are often good to invest in if you already have invested in shares and bonds as this can help to reduce the risk over the long term.

Market conditions may sometimes require us to impose certain restrictions to switches or exits from your pension funds. These restrictions may include a delay in switching funds and/or applying a market value adjustment to the fund. The details of any such restrictions can be seen on website www.irishlifecorporatebusiness.ie.

This fund may engage in securities lending to earn returns. Securities lending is a low-risk, revenue gathering activity for Client portfolios that own large volumes of listed securities. The portfolios lend to highly-rated borrowers and obtain collateral to secure the loans. The majority of revenue earned from lending activity is paid to the portfolios that provide the loaned securities. The remainder is shared between Irish Life and its Agents.

Asset Allocation

The asset distribution of the Indexed Commodities Fund CBC for the year ending 30th September 2017 was as follows:

Asset Type	Region	% Weight
Alternatives		100.00
Total		100.00

Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly.

Citibank have produced reports on their internal controls in accordance with SOC 1.

Public Sector Balanced Fund (Series 2)

Returns

The return on the Public Sector Balanced Fund (Series 2) for the year ending 30th September 2017 was 6.31%.

Asset Allocation

The asset distribution of the Public Sector Balanced Fund (Series 2) for the year ending 30th September 2017 was as follows:

Asset Type	Region	% Weight
	Global	52.51
	Emerging Market	1.50
Total Equities		54.01
Alternatives		5.91
Cash		0.46
Fixed Interest		25.14
Property		14.48
Total		100.00

Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly.

Citibank have produced reports on their internal controls in accordance with SOC 1.

Exempt Consensus Fund

Returns

The return on the Exempt Consensus Fund for the year ending 30th September 2017 was 9.40%.

Objective

The objective of pension investments is to achieve a long term return well in excess of inflation to ensure that a retired individual can maintain their standard of living. Simply putting monies on deposit does not achieve this objective as returns from deposits are usually in line with inflation in the long run.

Equities in particular are assets which best outperform inflation over the long term but over shorter time periods can be quite volatile. Nevertheless for pension investments a concentration on equities is suitable with holdings of other assets to minimise poor performance in an unfavourable year. The Consensus Fund uses the collective industry wisdom to determine asset allocation tracking the average distribution of Irish pension funds. In addition the fund uses index funds for its investment which provide market index returns at a lower cost.

Market conditions may sometimes require us to impose certain restrictions to switches or exits from your pension funds. These restrictions may include a delay in switching funds and/or applying a market value adjustment to the fund. The details of any such restrictions can be seen on website www.irishlifecorporatebusiness.ie.

This fund may engage in securities lending to earn returns. Securities lending is a low-risk, revenue gathering activity for Client portfolios that own large volumes of listed securities. The portfolios lend to highly-rated borrowers and obtain collateral to secure the loans. The majority of revenue earned from lending activity is paid to the portfolios that provide the loaned securities. The remainder is shared between Irish Life and its Agents.

Asset Allocation

The asset distribution of the Exempt Concensus Fund for the year ending 30th September 2017 was as follows:

Asset Type	Region	% Weight
	US	32.05
	Eurozone	14.81
	Japan	5.40
	Europe ex Eurozone	4.95
	Pacific	4.14
	UK	4.08
	Emerging Mkt	3.04
	Ireland	1.98
Total Equities		70.45
Alternatives		0.15
Cash		7.17
Fixed Interest		15.55
Property		6.68
Total		100.00

Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly.

Citibank have produced reports on their internal controls in accordance with SOC 1.

Exempt Active Fund J

Returns

The return on the Active Managed Fund for the year ending 30th September 2017 was 7.72%.

Objective

The objective of pension investments is to achieve a long term return well in excess of inflation to ensure that a retired individual can maintain his standard of living. Simply putting monies on deposit does not achieve this objective as returns from deposits are usually in line with inflation in the long run.

Equities in particular are assets which best outperform inflation over the long term but over shorter time periods can be quite volatile. Nevertheless for pension investments a concentration in equities is suitable with holdings of other assets to minimise poor performance in bad years. The portfolio may engage in securities lending to earn returns.

This is the strategy followed for the Active Managed Fund. In the short term there will be periods when this fund may give low returns but over the long term it will outperform less volatile investments by a considerable margin.

Market conditions may sometimes require us to impose certain restrictions to switches or exits from your pension funds. These restrictions may include a delay in switching funds and/or applying a market value adjustment to the fund. The details of any such restrictions can be seen on website www.irishlifecorporatebusiness.ie.

Asset Allocation

The asset distribution of the Exempt Active Fund J for the year ending 30th September 2017 was as follows:

Asset Type	Region	% Weight
	US	38.48
	Eurozone	7.61
	Japan	5.76
	Emerging Mkt	5.58
	Europe ex Eurozone	3.73
	UK	3.63
	Pacific	2.58
Total Equities		67.37
Alternatives		0.90
Cash		2.50
Fixed Interest		20.23
Property		8.99
Total		99.99

Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly.

Citibank have produced reports on their internal controls in accordance with SOC 1.

Irish Life MSCI Emerging Markets Equity Fund

Returns

The return on the Irish Life MSCI Emerging Markets Equity Fund for the year ending 30th September 2017 was 15.67%.

Objective

The objective of pension investments is to achieve a long term return well in excess of inflation to ensure that a retired individual can maintain his standard of living. Simply putting monies on deposit does not achieve this objective as returns from deposits are usually in line with inflation in the long run.

Equities in particular are assets which best outperform inflation over the long term but over shorter time periods can be quite volatile. Nevertheless for long-term pension investments a concentration in equities is suitable.

The objective of the Indexed Emerging Market Equity Fund is to give the pension investor a balanced and diversified exposure to emerging market equities.

Market conditions may sometimes require us to impose certain restrictions to switches or exits from your pension funds. These restrictions may include a delay in switching funds and/or applying a market value adjustment to the fund. The details of any such restrictions can be seen on website www.irishlifecorporatebusiness.ie.

This fund may engage in securities lending to earn returns. Securities lending is a low-risk, revenue gathering activity for Client portfolios that own large volumes of listed securities. The portfolios lend to highly-rated borrowers and obtain collateral to secure the loans. The majority of revenue earned from lending activity is paid to the portfolios that provide the loaned securities. The remainder is shared between Irish Life and its Agents.

Asset Allocation

The asset distribution of the Irish Life MSCI Emerging Markets Equity Fund for the year ending 30th September 2017 was as follows:

Asset Type	Region	% Weight
	Emerging Market	100.00
Total Equities		100.00
Total		100.00

Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly.

Citibank have produced reports on their internal controls in accordance with SOC 1.

Capital Protection Fund Series T

Returns

The return on the Capital Protection Fund Series T for the year ending 30th September 2017 was 2.79%.

Objective:

The purpose of the Capital Protection Fund is to give the pension investor the benefits of equity participation while at the same time ensuring that the value of their fund won't fall.

At the 1st of January each year, a minimum growth rate is declared in advance for the next twelve months.

The Capital Protection Fund is heavily invested in Cash and Fixed Interest assets. The remainder of the fund is invested in a managed diversified range of equities.

Market conditions may sometimes require us to impose certain restrictions to switches or exits from your pension funds. These restrictions may include a delay in switching funds and/or applying a market value adjustment to the fund. The details of any such restrictions can be seen on website www.irishlifecorporatebusiness.ie.

Asset Allocation

The asset distribution of the Capital Protection Fund Series T for the year ending 30th September 2017 was as follows:

Asset Type	Region	% Weight
	Global	31.00
Total Equities		31.00
Cash		9.50
Fixed Interest		59.50
Total		100.00

Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly.

Citibank have produced reports on their internal controls in accordance with SOC 1.

PRSA Consensus Cautious Fund

Returns

The return on the PRSA Consensus Cautious Fund for the year ending 30th September 2017 was 5.45%.

Objective

The aim of the Consensus Cautious Fund is to provide low to mid range managed fund returns with lower levels of volatility.

This fund is split between the Consensus Fund (65%) and European fixed interest securities. The Consensus Fund invests in the same assets as the main Irish pension investment managers, i.e. it mirrors their choice of shares, property, bonds and cash. The European fixed Interest securities are Eurozone bonds that typically have over five years to maturity.

This fund is suitable for customers who are interested in a reduced element of risk from typical managed funds.

Market conditions may sometimes require us to impose certain restrictions to switches or exits from your pension funds. These restrictions may include a delay in switching funds and/or applying a market value adjustment to the fund. The details of any such restrictions can be seen on website www.irishlifecorporatebusiness.ie.

This fund may engage in securities lending to earn returns. Securities lending is a low-risk, revenue gathering activity for Client portfolios that own large volumes of listed securities. The portfolios lend to highly-rated borrowers and obtain collateral to secure the loans. The majority of revenue earned from lending activity is paid to the portfolios that provide the loaned securities. The remainder is shared between Irish Life and its Agents.

Asset Allocation

The asset distribution of the PRSA Consensus Cautious Fund for the year ending 30th September 2017 was as follows:

Asset Type	Region	% Weight
	US	20.98
	Eurozone	9.39
	Japan	3.56
	Europe ex Eurozone	3.20
	Pacific	2.70
	UK	2.64
	Emerging Market	1.98
	Ireland	1.59
Total Equities		46.04
Cash		3.92
Fixed Interest		45.62
Property		4.42
Total		100.00

Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly.

Citibank have produced reports on their internal controls in accordance with SOC 1.

Pension Protection Fund Series X

Returns

The return on the Pension Protection Fund Series X for the year ending 30th September 2017 was -9.36%.

Objective

The objective of the Pension Protection Fund is, in the event of an approaching liability, to protect the purchasing power of the part of the fund which will be used to purchase a pension annuity. It does this by investing only in very secure government gilts that provide the closest match to the pension annuity market.

Market conditions may sometimes require us to impose certain restrictions to switches or exits from your pension funds. These restrictions may include a delay in switching funds and/or applying a market value adjustment to the fund. The details of any such restrictions can be seen on website www.irishlifecorporatebusiness.ie.

Asset Allocation

The asset distribution of the Pension Protection Fund Series X for the year ending 30th September 2017 was as follows:

Asset Type	Region	% Weight
Cash		0.44
Fixed Interest		99.55
Total		99.99

Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly.

Citibank have produced reports on their internal controls in accordance with SOC 1.

Property Fund S

Returns

The return on the Property Fund S for the year ending 30th September 2017 was 8.35%.

Objective

The Exempt Property Fund invests predominantly in the Irish property market, investing in high quality office, retail and some industrial property.

Market conditions may sometimes require us to impose certain restrictions to switches or exits from your pension funds. These restrictions may include a delay in switching funds and/or applying a market value adjustment to the fund. The details of any such restrictions can be seen on website www.irishlifecorporatebusiness.ie.

Asset Allocation

The asset distribution of the Property Fund S for the year ending 30th September 2017 was as follows:

Asset Type	Region	% Weight
Property		100.00
Total		100.00

Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly.

Citibank have produced reports on their internal controls in accordance with SOC 1.

PRSA Pension Stability Fund

Returns

The return on the PRSA Pension Stability Fund for the year ending 30th September 2017 was 0.17%.

Objective

The Pension Stability Fund is mainly invested in short and medium term bonds, with some investment in cash, equities and alternative assets such as emerging market equity and corporate bonds.

The Pension Stability Fund Fund is suitable for those who will accept some volatility in the investment performance and who are also looking for some potential for growth.

Market conditions may sometimes require us to impose certain restrictions to switches or exits from your pension funds. These restrictions may include a delay in switching funds

and/or applying a market value adjustment to the fund. The details of any such restrictions can be seen on website www.irishlifecorporatebusiness.ie.

This fund may engage in securities lending to earn returns. Securities lending is a low-risk, revenue gathering activity for Client portfolios that own large volumes of listed securities. The portfolios lend to highly-rated borrowers and obtain collateral to secure the loans. The majority of revenue earned from lending activity is paid to the portfolios that provide the loaned securities. The remainder is shared between Irish Life and its Agents.

Asset Allocation

The asset distribution of the PRSA Pension Stability Fund for the year ending 30th September 2017 was as follows:

Asset Type	Region	% Weight
	Global	12.65
	Emerging Market	2.53
Total Equities		15.18
Cash		24.88
Fixed Interest		59.94
Total		100.00

Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly.

Citibank have produced reports on their internal controls in accordance with SOC 1.

Secured Performance Fund T

Returns

The return on the Secured Performance Fund T for the year ending 30th September 2017 was 5.22%.

Objective

The objective of pension investments is to achieve a long term return well in excess of inflation to ensure that a retired individual can maintain their standard of living. Simply putting monies on deposit does not achieve this objective as returns from deposits are usually in line with inflation in the long run.

Equities in particular are assets which best outperform inflation over the long term but over shorter time periods can be quite volatile. Nevertheless for pension investments a concentration on equities is suitable with holdings of other assets to minimise poor performance in unfavourable years. The Secured Performance Fund follows this strategy. However, it smooths the return from markets over time. A guaranteed return is declared annually at the start of each year and this is applied proportionately throughout the year. The return can never be negative and is payable on all demographic exits.

Market conditions may sometimes require us to impose certain restrictions to switches or exits from your pension funds. These restrictions may include a delay in switching funds and/or applying a market value adjustment to the fund. The details of any such restrictions can be seen on website www.irishlifecorporatebusiness.ie.

This fund may engage in securities lending to earn returns. Securities lending is a low-risk, revenue gathering activity for Client portfolios that own large volumes of listed securities. The portfolios lend to highly-rated borrowers and obtain collateral to secure the loans. The majority of revenue earned from lending activity is paid to the portfolios that provide the loaned securities. The remainder is shared between Irish Life and its Agents.

Asset Allocation

The asset distribution of the Secured Performance Fund T for the year ending 30th September 2017 was as follows:

Asset Type	Region	% Weight
	US	32.05
	Eurozone	14.81
	Japan	5.40
	Europe ex Eurozone	4.95
	Pacific	4.14
	UK	4.08
	Emerging Mkt	3.04
	Ireland	1.98
Total Equities		70.45
Alternatives		0.15
Cash		7.17
Fixed Interest		15.55
Property		6.68
Total		100.00

Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly.

Citibank have produced reports on their internal controls in accordance with SOC 1.

Exempt Concensus Fund

Returns

The return on the Exempt Concensus Fund for the year ending 30th September 2017 was 9.40%.

Objective

The objective of pension investments is to achieve a long term return well in excess of inflation to ensure that a retired individual can maintain their standard of living. Simply putting monies on deposit does not achieve this objective as returns from deposits are usually in line with inflation in the long run.

Equities in particular are assets which best outperform inflation over the long term but over shorter time periods can be quite volatile. Nevertheless for pension investments a concentration on equities is suitable with holdings of other assets to minimise poor performance in an unfavourable year. The Concensus Fund uses the collective industry wisdom to determine asset allocation tracking the average distribution of Irish pension funds. In addition the fund uses index funds for its investment which provide market index returns at a lower cost.

Market conditions may sometimes require us to impose certain restrictions to switches or exits from your pension funds. These restrictions may include a delay in switching funds and/or applying a market value adjustment to the fund. The details of any such restrictions can be seen on website www.irishlifecorporatebusiness.ie.

This fund may engage in securities lending to earn returns. Securities lending is a low-risk, revenue gathering activity for Client portfolios that own large volumes of listed securities. The portfolios lend to highly-rated borrowers and obtain collateral to secure the loans. The majority of revenue earned from lending activity is paid to the portfolios that provide the loaned securities. The remainder is shared between Irish Life and its Agents.

Asset Allocation

The asset distribution of the Exempt Concensus Fund for the year ending 30th September 2017 was as follows:

Asset Type	Region	% Weight
	US	32.05
	Eurozone	14.81
	Japan	5.40
	Europe ex Eurozone	4.95
	Pacific	4.14
	UK	4.08
	Emerging Mkt	3.04
	Ireland	1.98
Total Equities		70.45
Alternatives		0.15
Cash		7.17
Fixed Interest		15.55
Property		6.68
Total		100.00

Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly.

Citibank have produced reports on their internal controls in accordance with SOC 1.

Pension Cash Fund (S1)

Returns

The return on the Pension Cash Fund (S1) for the year ending 30th September 2017 was - 0.53%.

Objective

The investment strategy for the Cash Fund is to obtain the best money market rates available on short-term cash deposits.

Market conditions may sometimes require us to impose certain restrictions to switches or exits from your pension funds. These restrictions may include a delay in switching funds and/or applying a market value adjustment to the fund. The details of any such restrictions can be seen on website www.irishlifecorporatebusiness.ie.

Asset Allocation

The asset distribution of the Pension Cash Fund (S1) for the year ending 30th September 2017 was as follows:

Asset Type	Region	% Weight
Cash		100.00
Total		100.00

Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly.

Citibank have produced reports on their internal controls in accordance with SOC 1.

Capital Protection Fund

Returns

The return on the Capital Protection Fund for the year ending 30th September 2017 was 2.82%.

Objective:

The purpose of the Capital Protection Fund is to give the pension investor the benefits of equity participation while at the same time ensuring that the value of their fund won't fall.

At the 1st of January each year, a minimum growth rate is declared in advance for the next twelve months.

The Capital Protection Fund is heavily invested in Cash and Fixed Interest assets. The remainder of the fund is invested in a managed diversified range of equities.

Market conditions may sometimes require us to impose certain restrictions to switches or exits from your pension funds. These restrictions may include a delay in switching funds and/or applying a market value adjustment to the fund. The details of any such restrictions can be seen on website www.irishlifecorporatebusiness.ie.

Asset Allocation

The asset distribution of the Capital Protection Fund for the year ending 30th September 2017 was as follows:

Asset Type	Region	% Weight
	Global	31.00
Total Equities		31.00
Cash		9.50
Fixed Interest		59.50
Total		100.00

Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly.

Citibank have produced reports on their internal controls in accordance with SOC 1.

Pension Managed Fund Series 1

Returns

The return on the Active Managed Fund for the year ending 30th September 2017 was 8.70%.

Objective

The objective of pension investments is to achieve a long term return well in excess of inflation to ensure that a retired individual can maintain his standard of living. Simply putting monies on deposit does not achieve this objective as returns from deposits are usually in line with inflation in the long run.

Equities in particular are assets which best outperform inflation over the long term but over shorter time periods can be quite volatile. Nevertheless for pension investments a concentration in equities is suitable with holdings of other assets to minimise poor performance in bad years. The portfolio may engage in securities lending to earn returns.

This is the strategy followed for the Active Managed Fund. In the short term there will be periods when this fund may give low returns but over the long term it will outperform less volatile investments by a considerable margin.

Market conditions may sometimes require us to impose certain restrictions to switches or exits from your pension funds. These restrictions may include a delay in switching funds and/or applying a market value adjustment to the fund. The details of any such restrictions can be seen on website www.irishlifecorporatebusiness.ie.

Asset Allocation

The asset distribution of the Pension Managed Fund Series 1 for the year ending 30th September 2017 was as follows:

Asset Type	Region	% Weight
	US	38.48
	Eurozone	7.61
	Japan	5.76
	Emerging Mkt	5.58
	Europe ex Eurozone	3.73
	UK	3.63
	Pacific	2.58
Total Equities		67.37
Alternatives		0.90
Cash		2.50
Fixed Interest		20.23
Property		8.99
Total		99.99

Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly.

Citibank have produced reports on their internal controls in accordance with SOC 1.

Cash Fund

Returns

The return on the Cash Fund for the year ending 30th September 2017 was 0.00%.

Objective

The investment strategy for the Cash Fund is to obtain the best money market rates available on short-term cash deposits.

Market conditions may sometimes require us to impose certain restrictions to switches or exits from your pension funds. These restrictions may include a delay in switching funds and/or applying a market value adjustment to the fund. The details of any such restrictions can be seen on website www.irishlifecorporatebusiness.ie.

Asset Allocation

The asset distribution of the Cash Fund for the year ending 30th September 2017 was as follows:

Asset Type	Region	% Weight
Cash		100.00
Total		100.00

Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly.

Citibank have produced reports on their internal controls in accordance with SOC 1.

Consensus Fund (S1)

Returns

The return on the Consensus Fund (S1) for the year ending 30th September 2017 was 9.82%.

Objective

The objective of pension investments is to achieve a long term return well in excess of inflation to ensure that a retired individual can maintain their standard of living. Simply putting monies on deposit does not achieve this objective as returns from deposits are usually in line with inflation in the long run.

Equities in particular are assets which best outperform inflation over the long term but over shorter time periods can be quite volatile. Nevertheless for pension investments a concentration on equities is suitable with holdings of other assets to minimise poor performance in an unfavourable year. The Consensus Fund uses the collective industry wisdom to determine asset allocation tracking the average distribution of Irish pension funds. In addition the fund uses index funds for its investment which provide market index returns at a lower cost.

Market conditions may sometimes require us to impose certain restrictions to switches or exits from your pension funds. These restrictions may include a delay in switching funds and/or applying a market value adjustment to the fund. The details of any such restrictions can be seen on website www.irishlifecorporatebusiness.ie.

This fund may engage in securities lending to earn returns. Securities lending is a low-risk, revenue gathering activity for Client portfolios that own large volumes of listed securities. The portfolios lend to highly-rated borrowers and obtain collateral to secure the loans. The majority of revenue earned from lending activity is paid to the portfolios that provide the loaned securities. The remainder is shared between Irish Life and its Agents.

Asset Allocation

The asset distribution of the Consensus Fund (S1) for the year ending 30th September 2017 was as follows:

Asset Type	Region	% Weight
	US	32.05
	Eurozone	14.81
	Japan	5.40
	Europe ex Eurozone	4.95
	Pacific	4.14
	UK	4.08
	Emerging Mkt	3.04
	Ireland	1.98
Total Equities		70.45
Alternatives		0.15
Cash		7.17
Fixed Interest		15.55
Property		6.68
Total		100.00

Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly.

Citibank have produced reports on their internal controls in accordance with SOC 1.

Pension Capital Guaranteed S1

Returns

The return on the Pension Capital Guaranteed S1 for the year ending 30th September 2017 was 5.46%.

Objective:

The purpose of the Capital Protection Fund is to give the pension investor the benefits of equity participation while at the same time ensuring that the value of their fund won't fall.

At the 1st of January each year, a minimum growth rate is declared in advance for the next twelve months.

The Capital Protection Fund is heavily invested in Cash and Fixed Interest assets. The remainder of the fund is invested in a managed diversified range of equities.

Market conditions may sometimes require us to impose certain restrictions to switches or exits from your pension funds. These restrictions may include a delay in switching funds and/or applying a market value adjustment to the fund. The details of any such restrictions can be seen on website www.irishlifecorporatebusiness.ie.

Asset Allocation

The asset distribution of the Pension Capital Guaranteed S1 for the year ending 30th September 2017 was as follows:

Asset Type	Region	% Weight
Fixed Interest		100.00
Total		100.00

Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly.

Citibank have produced reports on their internal controls in accordance with SOC 1.

Safe Deposit Fund CB G

Returns

The return on the Safe Deposit Fund CB G for the year ending 30th September 2017 was - 1.06%.

Objective

The Global Cash Fund can be used to protect the value of member's funds against market movements. For members who are close to retirement it is particularly useful for that element of the fund that will be taken as a tax-free lump sum. The Global Cash Fund invests in bank deposits and short-term investments on international money markets. These funds are intended to be low risk investments but investors should be aware that the funds could fall in value. This could happen if, for example, a bank the fund has a deposit with cannot repay that deposit, or if the fund charges are greater than the growth rate of the assets in the fund.

This is a very low risk fund. While there will be a very low level of volatility in the fund returns, there is also only a very low potential of gains. You should be aware that it can also fall in value. It is suitable for investors who are very close to retirement or have a very low appetite for risk.

The Global Cash Fund was known as the Safe Deposit Fund up until 29th March 2013.

Market conditions may sometimes require us to impose certain restrictions to switches or exits from your pension funds. These restrictions may include a delay in switching funds and/or applying a market value adjustment to the fund. The details of any such restrictions can be seen on website www.irishlifecorporatebusiness.ie.

Asset Allocation

The asset distribution of the Safe Deposit Fund CB G for the year ending 30th September 2017 was as follows:

Asset Type	Region	% Weight
Cash		100.00
Total		100.00

Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly.

Citibank have produced reports on their internal controls in accordance with SOC 1.

Public Sector Cautious Fund (Series 2)

Returns

The return on the Public Sector Cautious Fund (Series 2) for the year ending 30th September 2017 was 3.20%.

Asset Allocation

The asset distribution of the Public Sector Cautious Fund (Series 2) for the year ending 30th September 2017 was as follows:

Asset Type	Region	% Weight
	Global	30.75
	Emerging Market	1.00
Total Equities		31.76
Alternatives		5.94
Cash		14.58
Fixed Interest		34.18
Property		13.54
Total		100.00

Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly.

Citibank have produced reports on their internal controls in accordance with SOC 1.

Scheme Details**Name:** IMPACT Civil Service Div. Retirement Extra AVC Plan**Number:** 712630**Date:** November 2017**Investment Details**

Contributions to this scheme are invested in an exempt approved unit-linked contract designed to provide pensions for individual employees. This contract is underwritten by Friends First Life Assurance Company dac, and the assets can be managed by various fund managers.

Contributions were invested to purchase units in the funds listed below, as instructed by the trustees. This list includes any funds that the scheme may have been invested in for only a portion of the renewal year.

Selected Investment Funds for year ending 30th September 2017

Over the year to 30th September 2017, this scheme held units in the following funds:

Irish Equity Fund

The Irish Equity Fund invests primarily in stocks which are listed on the Irish Stock Exchange. As an equity fund, this fund has a potentially high return but also a high risk profile given the risks inherent in investing in equities. The fund can be volatile over short to medium term periods. The underlying benchmark is the ISEQ Index.

This fund is managed by BMO Global Asset Management.

During the year to 30th September 2017, the fund returned 8.03%

International Fund

The International Equity Fund invests in a wide range of Continental European, US, UK and Asian equities. The fund is expected to achieve strong returns in the longer term based on the performance of equity markets. This fund is also expected to be more volatile than a mixed asset fund given the higher equity content and is suited to a longer term investment horizon. The underlying benchmark for the fund is the MSCI All Country World Index.

This fund is managed by BMO Global Asset Management.

During the year to 30th September 2017, the fund returned 9.07%

Index Linked Fund

The Index Linked Fund invests primarily in highly rated Eurozone inflation linked bonds. These bonds pay dividends which increase with inflation and can therefore be suitable for matching inflation linked liabilities. This Fund can perform well if interest rates are falling. In a rising interest rate environment, this Fund can produce negative results. The benchmark indices of this fund are the 50% Barclays Capital France Euro Govt EMU HICP All Maturities TR Index and 50% Barclays Capital Germany Euro Govt EMU HICP All Maturities TR Index. The inflation rate of the underlying securities will be linked to either local or to Eurozone inflation rates and this can vary from Irish inflation.

This fund is managed by BMO Global Asset Management.

During the year to 30th September 2017, the fund returned -0.23%

Scheme Details

Name: IMPACT Civil Service Div. Retirement Extra AVC Plan

Number: 712630

Date: November 2017

Fixed Interest Fund

The Fixed Interest fund invests in primarily in AAA-AA rated Eurozone Government Bonds. This fund is suitable for the risk averse investor and will perform well if interest rates are falling. In a rising interest rate environment, this fund can produce negative results. The benchmark is 100% Barclay's Euro Aggregate Treasury AAA-AA 5+ years.

This fund is managed by BMO Global Asset Management.

During the year to 30th September 2017, the fund returned -0.01%

Property Fund

The Property Fund invests in a range of Irish properties across the retail, office and industrial sectors. The Fund only invests in direct Irish property, and does not invest in the UK or in indirect investments such as REITs. The Fund is designed for longer term investment with returns generated through capital growth and rental income. Property assets can be illiquid and can generate negative returns if capital prices fall. The benchmark for this fund is the average return achieved in the IPD Quarterly Irish Property Index.

This fund is managed by Friends First.

During the year to 30th September 2017, the fund returned 4.31%

Managed Fund

The Managed Fund invests in a range of international and domestic equities, bonds, property and cash. The predominant asset is equities as the fund aims to achieve strong returns over the longer term. However, this can lead to volatility in the fund's performance shorter term and it is therefore suitable for the medium to longer term investor. The benchmark is a hybrid benchmark consisting of 70% MSCI All Countries World Index Total Return in EUR, 24% Barclays Global Aggregate (hedged to EUR) Total Return in EUR, 6% Barclays Euro Aggregate Treasury AAA-AA 5+ years TR

This fund is managed by BMO Global Asset Management.

During the year to 30th September 2017, the fund returned 6.72%

Cash Fund

This fund invests mainly in a range of Euro cash deposits with a diverse range of strongly rated banks rated A or higher and with a maturity of 6 months or less. With a focus on low volatility and liquidity this makes the fund a good temporary position whilst switching between funds in order to maximise returns from market opportunities, or if markets are unsettled. Investors should note that by investing in cash for an extended period of time, inflation may erode the real value of your returns. Therefore this fund should be considered as a short / medium term investment. Returns provided by this fund will be dependent on interest rates available in money markets.

This fund is managed by Friends First.

During the year to 30th September 2017, the fund returned -0.97%

Scheme Details

Name: IMPACT Civil Service Div. Retirement Extra AVC Plan

Number: 712630

Date: November 2017

Consensus Fund

The Consensus Fund is a passively managed multi asset fund which, although predominately invested in equities, also invests in other assets. Up until 08/06/2015 the asset allocation reflected the collective views of the average balanced fund manager. As the universe of traditional managed funds has reduced substantially over the last few years this strategy is therefore less insulated from the calls of individual active managers than previously. Since 08/06/2015, the funds benchmark moved to a fixed asset allocation which was guided by, but not limited to, the long term managed fund allocations over a 26 year period. The Fund now has an allocation of 70% equities, 15% bonds, 10% alternatives (including property) and 5% cash. The allocations will be rebalanced to these proportions monthly. The investment objective accordingly changes to one of seeking to generate capital growth over the long term.

This fund is managed by State Street Global Advisors.

During the year to 30th September 2017, the fund returned 8.43%

Eurozone Equity Fund

The Eurozone Equity Fund (formerly the European Equity Fund) invests in stocks listed in Eurozone markets. As an equity fund, this fund has a potentially high return but also a high risk profile given the risks inherent in investing in equities. The fund can be volatile over short to medium term periods. The underlying benchmark is the Dow Jones Eurostoxx index.

This fund is managed by BMO Global Asset Management.

During the year to 30th September 2017, the fund returned 15.66%

Insight Currency Fund

The Insight Currency fund seeks to profit from movements and trends in exchange rates. The Fund is offered as a portfolio diversifier as it has tended to have its periods of positive and negative performance at different times to certain other investments

This fund is managed by Alder Capital.

During the year to 30th September 2017, the fund returned -1.15%

With Profit 5 Fund

The Friends First With-Profit Fund aims to provide a high level of return over the medium to long term. The fund invests through the Participating Fund of Friends First, which in turn invests in a wide range of assets including shares, property, corporate and government bonds. In light of the severe economic conditions experienced in 2008, the investment strategy in future will be heavily weighted towards government bonds. The fund will share in the profits we make in the form of bonuses. Annual bonuses are added over the life of the investment, in the form of daily increases in the unit price. Once added, these bonuses cannot be taken away so long as the units are held for the full life of the plan. This guarantee applies no matter what happens to investment conditions. In some circumstances you may also receive a 'Terminal bonus' depending on investment earnings for the period of continuous investment in the With Profit fund. Bonuses are only guaranteed at the end of the investment term. If you wish to withdraw early then the value you will receive will be based on the value of the underlying investments (unless the company decides otherwise). This is sometimes described as a Market Value Adjustment.

This fund is managed by BMO Global Asset Management.

During the year to 30th September 2017, the fund returned 0.00%.

Scheme Details

Name: IMPACT Civil Service Div. Retirement Extra AVC Plan

Number: 712630

Date: November 2017

Magnet Portfolio Fund

This is a medium risk fund of funds which invests across the range of Friends First investments. It has a high weighting in the traditional growth assets such as equities and property, but uses the low correlation of Absolute Return funds and Commodities, in addition to a small exposure to bonds, to help reduce overall volatility. The underlying assets of the fund may change.

This fund is managed by Friends First.

During the year to 30th September 2017, the fund returned 5.45%

Deposit Fund

The objective of this fund is to maximise interest rate returns on cash deposits, whilst safeguarding the funds invested. The fund will hold deposits with a minimum of two banks all of whom must hold a credit rating of B (S&P) or higher. This fund invests in Deposit Accounts of 6 months duration or less. The deposit rates on offer are reviewed on a regular basis and other banks may be selected at the discretion of Friends First. Friends First will pass on the full value of the amounts it receives from the banks, less the fund management charge.

This fund is managed by Friends First.

During the year to 30th September 2017, the fund returned -0.17%

Magnet Stable Fund

Magnet Stable could be described as a medium risk fund. It invests across a broad range of growth and defensive assets such as Government and corporate bonds, equities, commercial property, commodities as well as absolute return strategies. The fund has a significantly lower level of risk than that associated with equity investments. The underlying assets of the fund may change.

This fund is managed by Friends First.

During the year to 30th September 2017, the fund returned 4.09%

Magnet Adventurous Fund

This is a higher risk fund of funds which invests across the range of Friends First investments. It invests in growth assets at the higher end of the risk scale. It has a high equity weighting and a significant exposure to emerging markets. It aims to maximise returns but uses some exposure to growth assets uncorrelated to equities to help dampen volatility. The underlying assets of the fund may change.

This fund is managed by Friends First.

During the year to 30th September 2017, the fund returned 7.05%

Scheme Details

Name: IMPACT Civil Service Div. Retirement Extra AVC Plan

Number: 712630

Date: November 2017

Indexed Global ex Eurozone Equity Fund

The objective of this fund is to provide broad exposure to international equity markets outside of the Eurozone. It does so by aiming to track the performance of an underlying index of international shares rather than by active management. The fund is currently aiming to track the FTSE All World Developed ex Eurobloc Index through a SSgA Ireland managed fund but may elect to track other appropriate international indices. The FTSE All World Developed ex Eurobloc Index comprises of large and mid cap stocks providing coverage of world developed markets outside of the Eurozone. As an equity fund, this fund has a potentially high return but also a high risk profile given the risks inherent in investing in equities. The fund can be volatile over short to medium term periods.

This fund is managed by State Street Global Advisors.

During the year to 30th September 2017, the fund returned 5.68%

Protected Equity+ 3 Fund

This is a unit linked fund investing in international equities and cash. It provides dynamic asset allocation with daily rebalancing between asset classes. There is price protection in that the fund bid price cannot fall below 85% of its highest ever value. This fund is expected to be less volatile than an equity fund and hence the fund carries a medium risk profile.

This fund is managed by BMO Global Asset Management.

During the year to 30th September 2017, the fund returned 0.86%

Friends First funds are managed by various investment managers, and are constantly monitored to track market conditions. Where market conditions dictate, the investment manager will take whatever action they may deem appropriate to maximise investment returns. The variety of Friends First funds, details of which can be found on www.friendsfirst.ie/funds allow trustees to select a risk profile appropriate to the assets and liabilities of the scheme.