The Church of Ireland Clergy Defined Contribution
Pension Scheme – Republic of Ireland Section

Trustee’s Report and Financial Statements

Year Ended 31st May 2020

Pensions Authority Reference: PB 269291
Trustee’s Report

The Church of Ireland Clergy Defined Contribution Pension Scheme – Republic of Ireland Section

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# Trustee’s Report

## The Church of Ireland Clergy Defined Contribution Pension Scheme – Republic of Ireland Section

### TRUSTEE AND OTHER INFORMATION

<table>
<thead>
<tr>
<th><strong>Trustee</strong></th>
<th><strong>Registered Administrator</strong></th>
</tr>
</thead>
</table>
| Irish Pensions Trust Limited  
25/28 Adelaide Road  
Dublin 2 | Zurich Life Assurance plc  
Zurich House  
Frascati Road  
Blackrock  
Co Dublin |

**Directors:**
- Martin O’Callaghan
- Patrick Foley
- Hugh Governey
- Donal O’Flaherty (Appointed 02.09.2019)
- Michael Walsh (retired 02.09.2019)
- Joyce Brennan (retired 31.12.2019)

<table>
<thead>
<tr>
<th><strong>Consultant</strong></th>
<th><strong>Underwriter</strong></th>
</tr>
</thead>
</table>
| Mercer (Ireland) Limited  
Charlotte House  
Charlemont Street  
Dublin 2 | Zurich Life Assurance plc  
Zurich House  
Frascati Road  
Blackrock  
Co Dublin |

<table>
<thead>
<tr>
<th><strong>Registered Auditors</strong></th>
<th><strong>Investment Manager</strong></th>
</tr>
</thead>
</table>
| PricewaterhouseCoopers  
One Albert Quay  
Cork | Zurich Life Assurance plc  
Zurich House  
Frascati Road  
Blackrock  
Co Dublin |

Mercer Aspire is provided by Mercer (Ireland) Limited and Zurich Life Assurance plc. as a unitised insurance policy with Zurich Life Assurance plc. The underlying investment managers for all Mercer Aspire portfolios and funds are selected and monitored by Mercer Global Investments Europe Limited.

<table>
<thead>
<tr>
<th><strong>Sponsoring Employer</strong></th>
<th><strong>Custodian</strong></th>
</tr>
</thead>
</table>
| The Representative Church Body  
Church of Ireland House  
Church Avenue  
Rathmines  
Dublin 6 | None |

<table>
<thead>
<tr>
<th><strong>Actuary</strong></th>
<th><strong>Solicitor</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>None</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Bank</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
</tr>
</tbody>
</table>
TRUSTEE'S REPORT:

1. Introduction
The Trustee presents the annual report on the operation of the Church of Ireland Clergy Defined Contribution Pension Scheme – Republic of Ireland Section (the “Plan”) for the year ended 31st May 2020. The content of this report conforms to the Occupational Pension Schemes (Disclosure of Information) Regulations 2006, as amended, prescribed by the Minister for Employment Affairs and Social Protection under the Pensions Act, 1990. The report outlines the constitution and structure of the Plan together with details of financial developments for the year, investment matters and membership movements.

An Internal Dispute Resolution Procedure is in place in compliance with the Financial Services and Pensions Ombudsman Act 2017. Queries in relation to Plan benefits or related matters should be addressed, in the first instance to the Pension Administration Manager, The Representative Church Body, Church of Ireland House, Church Avenue, Rathmines, Dublin 6.

2. The Plan
The Plan, which is a defined contribution scheme for the purposes of the Pensions Act 1990, was established to provide retirement benefits and life assurance benefits for its members and is a distinct legal entity, separate in every respect from the various employers (dioceses and parishes). Membership is open to all eligible employees of the various employers.

The Plan is governed by the Trust Deed & Rules which members are entitled to inspect or receive a copy of. Details of members’ benefits are also provided in the member explanatory booklet which has been distributed to all members and individual details appear on each member’s benefit statement. There have been no changes during the year to the Plan information specified in Schedule C of the Occupational Pension Schemes (Disclosure of Information) Regulations 2006.

The Plan has been approved by the Revenue Commissioners as an “exempt approved Scheme” under Section 774 of the Taxes Consolidation Act, 1997 and as such its assets are generally allowed to accumulate free of income and capital gains taxes. Tax relief is given on sponsor and member contributions to the Plan and certain lump sum payments to members can be paid free of tax. The Plan has also been registered with The Pensions Authority and its registration number is PB 269291.

The Plan is financed by contributions from the sponsoring employers and employees. Details of contributions and other financial developments during the year are set out in the Investment Manager’s Summary Report. The Trustee has in place procedures to ensure that contributions are received in accordance with Section 58A of the Pensions Act, 1990 and are paid in accordance with the rules of the Plan. There were no sponsoring employer related investments at any time during the year.

3. The Trustee
Stewardship of Plan assets is in the hands of its Trustee. The right of members to select, or approve the selection of, trustees is set out in the Occupational Pension Schemes (Member Participation in the selection of Persons for Appointment as Trustees) (No. 3) Regulations, 1996. The Trustee and the Plan Administrator have access at all times 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. Section 59AA of the Pensions Act 1990, which requires trustees of pension schemes to undergo training, was brought into force on 1st February 2010, by virtue of the Social Welfare and Pensions Act 2008 (Section 28) Commencement Order 2009. The Trustee is thus required to arrange training for new directors of the Trustee within 6 months of their appointment, while directors appointed as at 1st February 2010 must receive training within 2 years of that date, and every 2 years thereafter. No costs or expenses were incurred by the Plan in respect of trustee training during the year.

The legislation requires that trustee training must cover (a) the Pensions Act, the regulations made under it and any other laws relevant to the operation of the Plan, and (b) the duties and responsibilities of a trustee generally. The Trustee is required to keep records of the training undertaken. Directors of the Trustee who fail to undertake appropriate training may be subjected to a fine, and where a sponsor breaches their obligation to provide appropriate training they may be prosecuted.
TRUSTEE’S REPORT – Continued:

We confirm that the Trustee has had access to appropriate training on their duties and responsibilities. During the Plan year, the following Directors of the Trustee have received appropriate trustee training as required by the Pensions Act within the time limits set out:

- Martin O’Callaghan
- Patrick Foley
- Michael Walsh (Retired 02.09.2019)
- Hugh Governey
- Joyce Brennan (Retired 31.12.2019)
- Donal O’Flaherty (Appointed 02.09.2019)

4. Financial, technical and other risks associated with the Plan and the distribution of those risks

The principal risks affecting the Plan and their distribution are as follows:

**Cessation of future contributions**
The Sponsor may cease to trade, go into liquidation or for other reasons may decide to cease contributing to the Plan. In this event no further contributions will be paid into the Plan and the Trustee may decide to wind-up the Plan. As this Plan is a Defined Contribution (money purchase) for the purposes of the Pensions Act 1990, the assets equal the liabilities based on contributions remitted to the Trustee by the Sponsor. If at the date contributions cease being remitted to the Plan the Trustee ascertains arrears are due to be paid to the Plan, the Trustee will actively liaise with the Sponsor in relation to seeking a full final payment of arrears due to the Plan. Any un-paid contributions will be communicated to members.

**Investment loss and currency risk**
The Plan’s activities expose it to a variety of financial and other risks. The Plan’s overall risk management programme focuses on the unpredictability of investment markets and seeks to minimise potential adverse effects on the Plan’s financial assets. All investments present a risk of loss of all or part of the capital and for investments in currencies other than the euro there is the added risk of losses due to adverse currency movements. The Trustee moderates this risk by investing in units in managed funds, each of which has a wide spread of carefully selected quoted investments. The Investment Manager in turn reduces the risk of currency loss to some extent by purchasing/selling foreign currency forward to hedge certain parts of the investment portfolio. The risk of loss when in the process of buying or selling an investment due to failure of the other party to meet their obligations is considered minimal as the Plan holds no individual securities.

**Delegated administration activities**
The Trustee has delegated the administration tasks to the Administrator. These tasks include the collection of contributions and the investment of them within the legal time limits. The Administrator is also tasked with keeping the Plan's membership, financial and other records.

**Sources of information**
The Trustee is reliant on information from many sources in operating the Plan, including the Sponsor, members and the Investment Manager. It is possible because of the disparity of sources and the unavailability of any method of confirming the information from other sources that the Plan is operating on the basis of incomplete, inaccurate or false information.

**Nature of resources**
The nature of the Plan resources would make it vulnerable to the possibility of fraud or misappropriation of those resources. The Plan has been registered with the Pensions Authority and is administered in accordance with all relevant legislative guidelines, thus mitigating this risk.

5. Financial Developments
The value of the Plan’s net assets was €9,097,772 at the start of the year. Pension contributions of €1,532,819 were paid into the Plan during the Plan year, exclusive of risk premiums of €143,995. Benefits and payments to leavers amounted to €256,556. The increase in market value of the assets amounted to €29,026. Administration and Investment Management Expenses for the year were €1,576 and €22,554 respectively.
This resulted in an increase of €1,281,159 in the value of the Plan’s net assets to €10,378,931 at the end of the Plan year. Contributions were paid in accordance with the rules of the Plan and were received in full within 30 days of the year.

The above details have been extracted from the financial statements of the Plan which form part of this report.

6. **Contributions**

Contributions for the Plan year amounted to €1,532,819 (excluding contributions of €143,995 in respect of the Group Risk premium). Contributions were paid in accordance with the rules of the Plan and were received in full within 30 days of the Plan year end.

The Trustees are satisfied that appropriate procedures have been put in place to ensure that contributions payable are received in accordance with the legislative requirements as set out under Section 58A of the Pensions Act 1990. This legislation sets out the following requirements:

- Member contributions must be received within 21 days from the end of the month in which they were deducted from payroll.
- Employer contributions must be received within 21 days from the end of the month to which they relate.
- The Trustee must invest the contributions within a further 10 days from the end of the 21 day period.

All contributions were received and invested in accordance with the legislative requirements.

Appropriate procedures are in place by the Registered Administrator to ensure that contributions payable are received in accordance with the rules of the Plan and the legislative requirements.

These details have been extracted from the financial statements of the scheme and also tie into the figures mentioned in the Financial Developments section above.

7. **Material Changes**

There have been no changes in the rules of the Plan during the year to which this report relates. If there are any changes we confirm that the members will be notified within 4 weeks of the date of any such change.

8. **Related Party Transactions**

There have been no material transactions between/with related parties during the Plan year, other than as disclosed in note 23 to the financial statements below.

9. **Benefit Increases**

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 should it wind up. There were no increases made during the Plan year to benefits payable following termination of a member’s service in relevant employment.

Annuites are bought from insurance companies at the time pensions come into payment. The member can choose the type of annuity to purchase from an appropriate selection made available to them. As it is a defined contribution Plan, retiring members have the option to secure whatever level of pension increases they require when purchasing an annuity on retirement with the realised value of their retirement account. The levels of increases are subject to the limits imposed by the Revenue Commissioners and the approval of the Trustee.

10. **Benefit Statements**

Benefit statements have been furnished to all members of the Plan in relevant employment for the Plan year to which the annual report relates.
11. Membership Movements

<table>
<thead>
<tr>
<th></th>
<th>Active Members</th>
<th>Deferred Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>At 1st June 2019</td>
<td>198</td>
<td>27</td>
</tr>
<tr>
<td>New members during the year</td>
<td>3</td>
<td>-</td>
</tr>
<tr>
<td>Transferred to Deferred</td>
<td>(7)</td>
<td>7</td>
</tr>
<tr>
<td>Retirements</td>
<td>(4)</td>
<td>(2)</td>
</tr>
<tr>
<td>At 31st May 2020</td>
<td>190</td>
<td>32</td>
</tr>
</tbody>
</table>

There were no risk only members in the Plan during the year.

12. Investment Management

The Scheme assets are invested in an Exempt Approved Pension Policy issued by Zurich Life Assurance plc. There was no self-investment in excess of 5 per cent of the resources of the Scheme.

Zurich Life Assurance plc was appointed by the Trustee to manage the Plan's assets as far as they are invested in an insurance policy. In order to help it manage the Plan's assets, Zurich Life Assurance plc receives investment management services from Mercer Global Investments Europe Limited (MGIE). MGIE provides these investment services in accordance with agreed investment parameters which may be altered from time to time. MGIE does not select individual stocks but, utilising Mercer's global manager research capabilities, selects a range of "best in class" investment managers and/or funds.

More details on the investment policies pursued during the year and of any material changes of policy are set out in the statement of investment policy principles later in this report.

Further information on funds is available at [www.zurich.ie/connect/coi](http://www.zurich.ie/connect/coi).

13. Investment Strategy and Principles

The Trustee is responsible for determining the Scheme's investment strategy.

The Trustee has agreed a Statement of Investment Policy Principles ("SIPP"). This was revised for the Scheme year ending 31st of May 2019. A copy of the SIPP can be found attached to this document.

Note that the "SIPP" for the scheme has been amended as there was a change to the Investment Strategy. Where there are no changes to the Investment Strategy, the "SIPP" must be reviewed and agreed by the Trustee every three years.

14. Employer Related Investments

As stated in note 19 to the financial statements, there were no employer related investments at any time during the year.

15. Subsequent Events

Equity markets recovered somewhat since the year end, however markets remain volatile due to the Covid-19 pandemic. There were no other significant events post year end that would require amendments to or disclosure in the Annual Report.


On the 11th March 2020, the World Health Organisation officially declared COVID-19, the disease caused by the novel coronavirus, a pandemic. The Trustee is closely monitoring the evolution of this pandemic, including how it may affect the Scheme, the Sponsor, financial markets, the economy and the Scheme's members.

The extent of the impact of COVID-19 outbreak on the financial performance of the Scheme's investments will depend on future developments, including the duration and spread of the outbreak and related advisories, and restrictions and the Impact of COVID-19 on financial markets and the overall economy, all of which are highly uncertain and cannot be predicted. Markets experienced significant negative performance and extreme market volatility in March 2020 which has had a direct impact on the performance of the Scheme in the current year. The Trustee will continue to closely monitor any impacts of this pandemic on the Scheme.
The Church of Ireland Clergy Defined Contribution Pension Scheme – Republic of Ireland Section

TRUSTEE’S REPORT – Continued:

The Trustee Directors are closely monitoring developments relating to the spread of COVID-19, which is fluid and rapidly changing. The Trustee Directors will continue to monitor the situation closely and liaise regularly with their investment and other advisors to consider any necessary actions for the Investment strategy and other operational matters.

17. Enquiries
Any enquiries regarding this report or any other aspect of the Plan should be directed to the Sponsor of the Plan. The contact name and address is:

Pension Administration Manager
The Representative Church Body
Church of Ireland House
Church Avenue
Rathmines
Dublin 6

Conclusion
We trust that members find this report informative and we are pleased to acknowledge the assistance received from the Representative Church Body.

On behalf of the Trustee:

[Signatures]

Director

[Date]

Authorised Signatory

[Date]
STATEMENT OF TRUSTEE’S RESPONSIBILITIES:

The financial statements are the responsibility of the Trustee. Irish pension legislation requires the Trustees to make available for each Plan year the annual report of the Plan, including audited financial statements and the report of the auditor. The financial statements are required to show a true and fair view, in accordance with the Generally Accepted Accounting Practice in Ireland, of the financial transactions for the Plan and the assets and liabilities (other than liabilities to pay benefits in the future) at the end of the Plan year and include a statement whether the financial statements have been prepared in accordance with Statement of Recommended Practice – Financial Reports of Pension Schemes (revised June 2018) (“SORP”), subject to any material departures disclosed and explained in the financial statements.

Accordingly, the Trustee must ensure that it has supervised the preparation of the Scheme financial statements and ensure 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 Scheme will not be wound up; and
- the Statement of Recommended Practice (SORP) is followed, or particulars of any material departures have been disclosed and explained.

The Trustee is required by law to have appropriate procedures in place throughout the year under review, to ensure that:

- contributions payable during the Scheme year are receivable by the Trustee in accordance with the timetable set out in Section 58A of the Pensions Act, 1990 where applicable to the contributions and otherwise within 30 days of the end of the Scheme year; and
- contributions payable are paid in accordance with the rules of the Scheme.

The Trustee is responsible for making available certain other information about the Scheme in the form of an annual report. The Trustee is also responsible for ensuring that proper membership and financial records are kept on a timely basis sufficient to enable an annual report to be prepared for the Scheme containing the information specified in Regulation 7 of the Occupational Pension Schemes (Disclosure of Information) Regulations 2006 (as amended), including financial statements which show a true and fair view of the financial transactions of the Scheme in the year under review and of the assets and liabilities at the year end, other than liabilities for pensions and other benefits payable after the year end. The Trustee is also responsible for safeguarding the assets of the pension Scheme and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities, including the maintenance of an appropriate system of internal control.

On behalf of the Trustee:

Director

Authorised Signatory

23/02/2021

Date

23/02/2021

Date
Independent auditors’ report to the trustee of The Church of Ireland Clergy Defined Contribution Pension Scheme - Republic of Ireland Section

Report on the audit of the financial statements

Opinion

In our opinion, The Church of Ireland Clergy Defined Contribution Pension Scheme - Republic of Ireland Section’s financial statements:

∙ give a true and fair view of the financial transactions of the scheme during the year ended 31 May 2020 and of the amount and disposition of the assets and liabilities (other than liabilities to pay pensions and other benefits in the future) at that date; and
∙ have been properly prepared in accordance with Generally Accepted Accounting Practice in Ireland (accounting standards issued by the Financial Reporting Council of the UK, including Financial Reporting Standard 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” and Irish law).

We have audited the financial statements, included within the Annual Report, which comprise:

∙ the statement of net assets available for benefits as at 31 May 2020;
∙ the fund account for the year then ended; and
∙ the notes to the financial statements, which include a description of the significant accounting policies.

Basis for opinion

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

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

Independence

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which ISAs (Ireland) require us to report to you where:

∙ the trustee’s use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
∙ the trustee has not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the scheme’s ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

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

Reporting on other information

The other information comprises all of the information in the Annual Report other than the financial statements and our auditors’ report thereon. The trustee is responsible for the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except to the extent otherwise explicitly stated in this report, any form of assurance thereon.
In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report based on these responsibilities.

**Responsibilities for the financial statements and the audit**

**Responsibilities of the trustee for the financial statements**

As explained more fully in the statement of trustee’s responsibilities set out on page 9, the trustee is responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they give a true and fair view.

The trustee is also responsible for such internal control as the trustee determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. The trustee is also responsible for ensuring that contributions are made to the scheme in accordance with the scheme’s rules.

In preparing the financial statements, the trustee is responsible for assessing the scheme’s ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless the trustee either intends to wind up the scheme or has no realistic alternative but to do so.

**Auditors’ responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors’ report that includes our opinion.

Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Irish Auditing and Accounting Supervisory Authority website at: [https://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-ag8202dc093a/Description_of_auditors_responsibilities_for_audit.pdf](https://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-ag8202dc093a/Description_of_auditors_responsibilities_for_audit.pdf).

This description forms part of our auditors’ report.

**Use of this report**

This report, including the opinions, has been prepared for and only for the trustee as a body in accordance with section 56 of the Pensions Act 1990, as amended and for no other purpose. We do not, in giving these opinions, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

**Other required reporting**

**Occupational Pension Schemes (Disclosure of Information) Regulations, 2006**

In our opinion:

- The financial statements include the information specified in Schedule A to the Occupational Pension Schemes (Disclosure of Information) Regulations, 2006 which is applicable and material to the scheme;
- the contributions payable to the scheme during the year ended 31 May 2020 have been received by the trustee within thirty days of the end of the scheme year; and
- such contributions have been paid in accordance with the rules of the scheme.

PricewaterhouseCoopers
Chartered Accountants and Statutory Audit Firm
Cork
24 February 2021
Financial Statements

The Church of Ireland Clergy Defined Contribution Pension Scheme – Republic of Ireland Section

FUND ACCOUNT
FOR THE YEAR ENDED 31st MAY 2020

These accounts are presented in euro (EUR) unless otherwise stated.

<table>
<thead>
<tr>
<th>Notes</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>€</td>
<td>€</td>
</tr>
<tr>
<td><strong>Contributions &amp; Benefits</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employer Contributions</td>
<td>581,306</td>
<td>583,023</td>
</tr>
<tr>
<td>Employer Risk Contributions</td>
<td>143,995</td>
<td>142,892</td>
</tr>
<tr>
<td>Employee Contributions</td>
<td>951,513</td>
<td>898,251</td>
</tr>
<tr>
<td><strong>Total Contributions</strong></td>
<td>1,676,814</td>
<td>1,624,166</td>
</tr>
<tr>
<td>Benefits Payable</td>
<td>(256,020)</td>
<td>(319,011)</td>
</tr>
<tr>
<td>Uninvested Contributions</td>
<td>(536)</td>
<td>-</td>
</tr>
<tr>
<td>Other Payments</td>
<td>(143,995)</td>
<td>(142,892)</td>
</tr>
<tr>
<td>Administration Expenses</td>
<td>(1,576)</td>
<td>(1,640)</td>
</tr>
<tr>
<td><strong>Total Benefits</strong></td>
<td>(402,127)</td>
<td>(463,543)</td>
</tr>
<tr>
<td><strong>Net Additions from Dealings with Members</strong></td>
<td>1,274,687</td>
<td>1,160,623</td>
</tr>
<tr>
<td><strong>Returns on Investments</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Change in Market Value of Investments</td>
<td>29,026</td>
<td>193,335</td>
</tr>
<tr>
<td>Investment Management Expenses</td>
<td>(22,554)</td>
<td>(18,765)</td>
</tr>
<tr>
<td><strong>Net Returns on Investment</strong></td>
<td>6,472</td>
<td>174,570</td>
</tr>
<tr>
<td><strong>Net Increase in Fund Value</strong></td>
<td>1,281,159</td>
<td>1,335,193</td>
</tr>
<tr>
<td>Opening Net Assets</td>
<td>9,097,772</td>
<td>7,762,579</td>
</tr>
<tr>
<td><strong>Closing Net Assets</strong></td>
<td>10,378,931</td>
<td>9,097,772</td>
</tr>
</tbody>
</table>

The notes on pages 14 to 21 form part of the financial statements.

On behalf of the Trustee:

[Signatures]

Director

Authorised Signatory

Date 23/02/2021

Date 23/02/2021
The Church of Ireland Clergy Defined Contribution Pension Scheme – Republic of Ireland Section

STATEMENT OF NET ASSETS
AVAILABLE FOR BENEFITS AS AT 31st MAY 2020

These accounts are presented in euro (EUR) unless otherwise stated.

<table>
<thead>
<tr>
<th>Notes</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>€</td>
<td>€</td>
</tr>
<tr>
<td><strong>Investment Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pooled Investment Vehicles</td>
<td>12</td>
<td>10,255,335</td>
</tr>
<tr>
<td><strong>Total Net Investments</strong></td>
<td></td>
<td>10,255,335</td>
</tr>
<tr>
<td>Current Assets</td>
<td>20</td>
<td>127,133</td>
</tr>
<tr>
<td>Current Liabilities</td>
<td>21</td>
<td>(3,537)</td>
</tr>
<tr>
<td><strong>Net Assets Available for Benefits</strong></td>
<td></td>
<td>10,378,931</td>
</tr>
</tbody>
</table>

All of the above assets were allocated to members of the scheme at 31st May 2020.

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 pensions and other benefits which fall due after the end of the year.

The notes on pages 14 to 21 form part of the financial statements.

On behalf of the Trustee:

[Signatures]

Date: 23/02/2021

Date: 23/02/2021
NOTES TO THE FINANCIAL STATEMENTS

1 General Information

The Church of Ireland Clergy Defined Contribution Pension Scheme (the “Plan”) is an occupational pension scheme established under trust. The address of the Plan’s Principal office is Representative Church Body, Church of Ireland House, Church Avenue, Rathmines, Dublin 6. The Plan is registered with the Revenue Commissioners and the Pensions Authority. Its registration numbers are SF 3946 and PB 269291 respectively.

2 Statement of Compliance

The financial statements have been prepared in accordance with the Occupational Pension Schemes (Disclosure of Information) Regulations, 2006 to 2013 (“the Regulations, the guidelines set out in the Statement of Recommended Practice – Financial Reports of Pension Schemes (Revised June 2018) (“the revised SORP”), published by the Pensions Research Accountants Group and Financial Reporting Standard 102 (“FRS 102”) – the financial reporting standard applicable in the UK and Republic of Ireland issued by the Financial Reporting Council.

The financial statements deal with income, expenditure and net assets of the Plan but do not take account of long term liabilities for pensions and other benefits expected to arise in the future.

3 Summary of Significant Accounting Policies

The significant accounting policies adopted by the Trustee which have been applied consistently in dealing with items which are considered material in relation to the Plan’s financial statements are set out below:

(a) Investments: Investments are included at market value. The market value of pooled investment vehicles (including unitised funds) is taken at bid price (or single unit price where bid and offer prices are not published), as provided by the Investment Manager, as at the date of the Statement of Net Assets.

(b) Investment Income: Investment income and interest on bank deposits is accounted for on an accruals basis. Income from equities and any pooled investment vehicles which distribute income, is accounted for on the date stocks are quoted ex-dividend/interest. 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 sales of investments and unrealised changes in market value, including foreign exchange differences. In the case of pooled investment vehicles which are accumulation funds, change in market value also includes income, net of withholding tax, which is reinvested in the fund.

(c) Investment Management Fees: Investment Management fees are calculated as a percentage of the assets under management and these fees are borne by the Plan. Fees relating to unitised funds are not levied directly but are reflected in unit prices and also borne by the Plan.

(d) Contributions: Normal contributions, both from the members and from the sponsor, are accounted for on an accruals basis in the month employee contributions are deducted from the payroll. Augmentation contributions are accounted for in accordance with the agreement under which they are paid, or in the absence of such an agreement, when received. In addition to their normal contributions under the Plan, members may make additional voluntary contributions to acquire further benefits on a money purchase basis. Such contributions are invested together with the main assets of the Plan and are reflected in these financial statements.

(e) Benefits Payable/Payments to and on account of leavers: Benefits are accounted for in the period in which the member notifies the Trustee of their decision on the type or amount of benefit to be taken or if there is no member choice, on the date of retirement or leaving service.
The Church of Ireland Clergy Defined Contribution Pension Scheme – Republic of Ireland Section

NOTES TO THE FINANCIAL STATEMENTS – Continued:

(f) Transfers to and from other Plans: Transfer values represent the capital sums either receivable in respect of members from other pension Plans of previous sponsors or payable to the pension Plan of the new sponsors for members who have left the Plan. They are accounted for on a cash basis or where the Trustee has agreed to accept the liability in advance of receipt of funds on an accruals basis from the date of agreement.

(g) Administrative Expenses: Administrative Expenses are accounted for on an accruals basis.

(h) Transaction costs: Transaction costs include costs charged directly to the Plan such as fees, commissions, stamp duty and other fees. Indirect transaction costs are incurred through the bid-offer spread, on investments in unitised funds. The amount of indirect transactions costs are not separately provided to the Plan.

4 Constitution of the Plan and Taxation

The Plan was established with effect from 1st June 2013 and is governed by a definitive trust deed dated 31st May 2013.

The Plan has been approved as an “exempt approved scheme” for the purposes of Section 774 of the Taxes Consolidation Act 1997 and thus Plan income and gains are generally exempt from taxation.

5 (i) Critical Accounting Judgements and Estimation Uncertainty

Estimates and judgements made in the process of preparing the financial statements are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The Trustee concludes that there are no critical accounting judgements reflected in these financial statements.

(ii) Critical Accounting Estimates and Assumptions

The Trustee makes estimates and assumptions concerning the future in the process of preparing the Financial Statements. The resulting accounting estimates will, by definition, seldom equal the related actual results. The Trustee concludes that there are no estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

6 Benefits Offered

Pension benefits under the Plan are provided on a defined contribution (money purchase) basis. Up-to-date accumulated values are furnished annually on an individual basis to each member. The death in service benefits are secured by policies underwritten by the insurer to the Plan.

7 Contributions

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sponsor</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Normal</td>
<td>581,306</td>
<td>582,771</td>
</tr>
<tr>
<td>Death in Service Premiums</td>
<td>143,995</td>
<td>142,892</td>
</tr>
<tr>
<td>Members</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Normal</td>
<td>653,973</td>
<td>654,771</td>
</tr>
<tr>
<td>Additional Voluntary Contributions</td>
<td>297,540</td>
<td>242,926</td>
</tr>
<tr>
<td></td>
<td>1,676,814</td>
<td>1,623,360</td>
</tr>
</tbody>
</table>
The Church of Ireland Clergy Defined Contribution Pension Scheme – Republic of Ireland Section

NOTES TO THE FINANCIAL STATEMENTS – Continued:

8 Benefits Payable

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>€</td>
<td>€</td>
</tr>
<tr>
<td><strong>Retirements:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Commutation of Pensions</td>
<td>256,020</td>
<td>319,011</td>
</tr>
<tr>
<td>Uninvest Contributions Return</td>
<td>536</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>256,556</td>
<td>319,011</td>
</tr>
</tbody>
</table>

9 Other Payments

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>€</td>
<td>€</td>
</tr>
<tr>
<td>Death in Service Premium</td>
<td>143,995</td>
<td>142,892</td>
</tr>
</tbody>
</table>

10 Administration Expenses

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>€</td>
<td>€</td>
</tr>
<tr>
<td>Pensions Authority Fees</td>
<td>1,576</td>
<td>1,640</td>
</tr>
</tbody>
</table>

The administration and management of the pension scheme is provided by Zurich Life Assurance plc.

11 Reconciliation of Net Investments

<table>
<thead>
<tr>
<th>Investment Assets</th>
<th>Opening Value</th>
<th>Purchases</th>
<th>Sales</th>
<th>Change in Market Value</th>
<th>Closing Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pooled Investment Vehicles</td>
<td>8,981,158</td>
<td>2,206,434</td>
<td>(961,283)</td>
<td>29,026</td>
<td>10,255,335</td>
</tr>
</tbody>
</table>

12 Pooled Investment Vehicles

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>€</td>
<td>€</td>
</tr>
<tr>
<td>Bonds</td>
<td>3,013,722</td>
<td>1,384,788</td>
</tr>
<tr>
<td>Cash</td>
<td>2,280,205</td>
<td>2,417,200</td>
</tr>
<tr>
<td>Equity</td>
<td>3,874,478</td>
<td>4,719,818</td>
</tr>
<tr>
<td>Property</td>
<td>1,086,930</td>
<td>361,945</td>
</tr>
<tr>
<td>Commodity</td>
<td>-</td>
<td>97,407</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>10,255,335</td>
<td>8,981,158</td>
</tr>
</tbody>
</table>
The Church of Ireland Clergy Defined Contribution Pension Scheme – Republic of Ireland Section

NOTES TO THE FINANCIAL STATEMENTS – Continued:

13 Investment Management Expenses

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fund Management Charges</td>
<td>22,554</td>
<td>18,765</td>
</tr>
</tbody>
</table>

The Investment Management of the Scheme is provided by Zurich Life Assurance plc. Mercer Aspire is provided by Mercer (Ireland) Limited and Zurich Life Assurance plc. as a unitised insurance policy with Zurich Life Assurance plc. The Scheme bears all costs.

14 Details of Investments

Investments purchased by the Plan are allocated to provide benefits to the individuals on whose behalf corresponding contributions are paid. The Investment Manager holds the investment units on a pooled basis for the Trustees. The Plan administrator allocates investment units to members. The Trustees may hold investment units representing the value of employer contributions that have been retained by the Plan that relate to members leaving the Plan prior to vesting.

Investments include investments held in respect of Additional Voluntary Contributions from members.

The change in market value of investments during the year comprises all increases and decreases in the market value of investments held at the year-end, and profits and losses realised on the sale of investments held during the year. Where the investments are held in unitised funds, the change in market value also includes expenses both implicit and explicit for the year and any reinvested income, where the income is not distributed.

The Investment Manager is remunerated on a fee basis calculated as a percentage of the assets under management and these fees are reflected in unit prices and borne by the Plan. All the above funds are managed funds. All of the funds are registered in the Republic of Ireland. The Investment Manager operating the managed funds is registered in the Republic of Ireland.

Transaction costs are included in the costs of purchases and sales proceeds. Transaction costs include costs directly charged to the Plan such as fees, commissions, stamp duty and other fees. Indirect costs are incurred through the bid-offer spread on investments within pooled investment vehicles. The amount of indirect transaction costs are not separately provided to the Plan.

15 Additional Voluntary Contribution (AVC) Investments

Members may make additional contributions as AVC’s and such contributions are accounted for on an accruals basis in the month in which they have been deducted from payroll. These contributions are invested with all other assets and are not separately distinguishable. The amount any Employee can pay over the contribution rates stated in the Plan rules is dependent on their age. The Revenue Commissioner has prescribed maximum contribution rates based on an individual’s age.
The Church of Ireland Clergy Defined Contribution Pension Scheme – Republic of Ireland Section

NOTES TO THE FINANCIAL STATEMENTS – Continued:

16 Fair Value of Investments

In line with the guidelines set out in the Statement of Recommended Practice (SORP) (Revised 2018) and FRS 102, the market value of investments has been determined using the following hierarchy:

- **Level 1**: The unadjusted quoted price in an active market for identical assets or liabilities that the entity can assess at the measurement date.
- **Level 2**: Inputs other than quoted prices included within Level 1 that are observable (i.e. developed using market data) for the asset or liability, either directly or indirectly.
- **Level 3**: Inputs are unobservable (i.e. for which market data is unobservable) for the asset or liability.

Pooled investment vehicles which are traded regularly are generally included under Level 2. Where the absence of regular trading or the unsuitability of recent transaction prices as a proxy for market value applies, valuation techniques are adopted and the vehicles are included under Level 3.

The Scheme’s investment assets have been included at fair value within the following level:

<table>
<thead>
<tr>
<th>Investment Assets</th>
<th>Level 1 €</th>
<th>Level 2 €</th>
<th>Level 3 €</th>
<th>2020 Total €</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pooled Investment Vehicles</td>
<td>-</td>
<td>10,255,335</td>
<td>-</td>
<td>10,255,335</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Investment Assets</th>
<th>Level 1 €</th>
<th>Level 2 €</th>
<th>Level 3 €</th>
<th>2019 Total €</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pooled Investment Vehicles</td>
<td>-</td>
<td>8,981,158</td>
<td>-</td>
<td>8,981,158</td>
</tr>
</tbody>
</table>

17 Investment Risk

*Types of Risk relating to Investments*

FRS 102 requires the disclosure of information in relation to certain investment risks.

**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 is composed of 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 Scheme has exposure to these risks because of the investments it makes in the investment strategies chosen. The Trustees manage investment risks, including credit risk and market risk, within agreed risk limits which are set taking into account the Scheme’s strategic investment objectives. These investment objectives and risk limits are implemented through the investment management agreements in place with the Scheme’s investment managers and monitored by the Trustees by regular reviews of the investment portfolio.
The following Table outlines the extent to which the various classes of investments are affected by financial risks:

<table>
<thead>
<tr>
<th>Investment Assets</th>
<th>Credit Risk</th>
<th>Market Risk</th>
<th>Value 2020</th>
<th>Value 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Currency</td>
<td>Interest Rate</td>
<td>Other Price</td>
</tr>
<tr>
<td>Bonds</td>
<td>Significant Risk</td>
<td>Partial Risk</td>
<td>Significant Risk</td>
<td>Slight Risk</td>
</tr>
<tr>
<td>Cash</td>
<td>Significant Risk</td>
<td>Partial Risk</td>
<td>Slight Risk</td>
<td>Slight Risk</td>
</tr>
<tr>
<td>Equity</td>
<td>Slight Risk</td>
<td>Partial Risk</td>
<td>Slight Risk</td>
<td>Significant Risk</td>
</tr>
<tr>
<td>Commodity</td>
<td>Slight Risk</td>
<td>Significant Risk</td>
<td>Slight Risk</td>
<td>Partial Risk</td>
</tr>
<tr>
<td>Property</td>
<td>Partial Risk</td>
<td>Partial Risk</td>
<td>Slight Risk</td>
<td>Significant Risk</td>
</tr>
</tbody>
</table>

Further information on the Trustees’ approach to risk management, credit and market risk is set out below.

**Investment strategy**

The Trustees’ objective is to make available to members of the Scheme an appropriate range of investment options designed to generate income and capital growth, which together with new contributions from members and their employer, will provide a retirement amount with which the member can purchase a pension annuity (or other type of retirement product). The SIPP outlines the investment objectives and strategy.

The investment funds offered to members are provided by Zurich Life Assurance plc. These are funds specifically created for this Scheme which are invested in other funds available through the Mercer Aspire platform.

The Trustees have an investment management agreement in place with Zurich Life Assurance plc. The day to day management of the underlying investments of the funds is the responsibility of Zurich Life Assurance plc, including the direct management of credit and market risks.

The Trustees monitor the underlying risks by seeking regular investment updates from the Investment Manager. The risks disclosed here relate to the schemes investments as a whole. Members are able to choose their own investments from the range of funds offered by the Trustees and therefore may face a different profile of risks from their individual choices compared with the Scheme as a whole.

**Credit risk**

The Scheme is subject to direct credit risk in relation to Zurich Life Assurance plc as the Scheme’s investments are held by way of a policy of assurance with Zurich Life Assurance plc. The investments are held in unit linked insurance funds provided and monitored by Mercer Global Investments Europe Limited. Zurich Life Assurance plc and Mercer Global Investments Europe Limited are regulated by the Central Bank of Ireland. Zurich Life Assurance plc maintains separate funds for its policy holders. The Trustee monitors the creditworthiness of Zurich Life Assurance plc by reviewing published credit ratings.

Mercer Aspire is provided by Mercer (Ireland) Limited and Zurich Life Assurance plc as a unitised insurance policy with Zurich Life Assurance plc. The underlying investment managers for all Mercer Aspire portfolios and funds are selected and monitored by Mercer Global Investments Europe Limited.

The Scheme is also subject to indirect credit and market risk arising from the underlying investments held in the investment funds. Member level risk exposures will be dependent on the funds invested in by members. Management of the underlying pooled investment vehicles is delegated to a professional investment manager. The Trustee regularly review the appropriateness of the funds made available to members and monitor the performance of the investment manager. The underlying assets of the pooled arrangements are ring fenced from the pooled manager.
The Trustees only invest in funds where the financial instruments and all counterparties are at least investment grade.

**Market risk**
Defined contribution plans are subject to indirect foreign exchange, interest rate and other price risk arising from the underlying financial instruments held in the funds managed by Zurich Life Assurance plc, the underlying investment managers for all Mercer Aspire portfolios and funds are selected and monitored by Mercer Global Investments Europe Limited.

**18 Concentration of Investments**

Investments accounting for more than 5% of the net assets of the Scheme were:

<table>
<thead>
<tr>
<th>Pooled Investment Vehicles</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aspire Moderate Growth C *</td>
<td>7,602,116</td>
<td>6,883,289</td>
</tr>
<tr>
<td>Euro Cash I*</td>
<td>2,193,223</td>
<td>1,666,327</td>
</tr>
</tbody>
</table>

* These investments are pooled investment vehicles which have multiple underlying assets none of which exceeds 5% of the net assets of the Scheme.

**19 Employer Related Investment**

There were no employer related investments at any time during the year (2019 - nil).

**20 Current Assets**

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not Designated to Members</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Group Risk Premium Underpaid</td>
<td>-</td>
<td>8,224</td>
</tr>
<tr>
<td>Group Risk Premium Overpaid</td>
<td>3,537</td>
<td>-</td>
</tr>
<tr>
<td>Designated to Members</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gross Contribution Due</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sponsor Normal</td>
<td>47,806</td>
<td>49,112</td>
</tr>
<tr>
<td>Employee Normal</td>
<td>53,791</td>
<td>55,249</td>
</tr>
<tr>
<td>Additional Voluntary Contribution</td>
<td>21,999</td>
<td>11,447</td>
</tr>
<tr>
<td>Adjustment in to closing for 2019</td>
<td>-</td>
<td>806</td>
</tr>
</tbody>
</table>

The Gross Contribution Due was received on 19th June 2020.

**21 Current Liabilities**

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not Designated to Members</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Group Risk Premium Underpaid</td>
<td>-</td>
<td>8,224</td>
</tr>
<tr>
<td>Group Risk Premium Overpaid</td>
<td>3,537</td>
<td>-</td>
</tr>
</tbody>
</table>
Financial Statements

The Church of Ireland Clergy Defined Contribution Pension Scheme – Republic of Ireland Section

NOTES TO THE FINANCIAL STATEMENTS – Continued:

22 Contingencies and Commitments

As stated in note 3 of these financial statements, liabilities to pay pensions and other benefits in the future have not been taken into account. On that basis, in the opinion of the Trustee, the Plan had no contingent liabilities at the year end.

23 Related Party Transactions

Related Party balances and transactions comprise

(a) The Trustee: The Trustee of the Plan is outlined on page 3 of this report. The directors of the trustee company are listed on page 3 of this report. None of the directors during the year were members of the Plan.

(b) Remuneration of the Trustee: The Trustee did not receive and was not due any remuneration from the Plan in connection with the management of the Plan. Any Trustee fees have been borne by the Sponsor.

(c) Sponsor Company: The various dioceses and parishes are the Principal Employers and employer contributions to the Plan are made in accordance with the Trust Deed and within the time limits specified in law as noted in the Trustee's Report. The Representative Church Body is nominated as the Sponsoring Employer for administrative purposes. The Sponsor has borne the audit fees for the Plan.

(d) The Registered Administrator: Zurich Life Assurance plc, as the Registered Administrator, is remunerated on a fee basis and these fees are borne entirely by the Plan. These fees are reflected in the change in market value and are borne by the Plan.

(e) The Investment Manager: Mercer Aspire is provided by Mercer (Ireland) Limited and Zurich Life Assurance plc as a unitised insurance policy with Zurich Life Assurance plc. The underlying investment managers for all Mercer Aspire portfolios and funds are selected and monitored by Mercer Global Investments Europe Limited. The investment managers are remunerated on a fee basis calculated as a percentage of the assets under management. These fees are reflected in the unit prices.

(f) The Consultant: Mercer (Ireland) Limited was appointed by the Trustee as the financial advisor. The cost of any Consultants was borne by the Sponsor.

24 Subsequent Events

Equity markets recovered somewhat since the year end, however markets remain volatile due to the Covid-19 pandemic. There were no other significant events post year end that would require amendments to or disclosure in the Annual Report.

25 Approval of Financial Statements

The financial statements were approved by the Trustee on 23/02/2021.
As a defined contribution Plan, all assets are held in respect of the liabilities for members’ benefits expected to arise in the future with the exception of those assets that are not designated to members, which are ultimately due back to the sponsors.

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 31st May 2020 can be summarised as follows:

<table>
<thead>
<tr>
<th></th>
<th>Designated To Members €</th>
<th>Not Designated To Members €</th>
<th>Total €</th>
</tr>
</thead>
<tbody>
<tr>
<td>Future Liabilities</td>
<td>10,378,931</td>
<td>3,537</td>
<td>10,382,468</td>
</tr>
<tr>
<td>Current Liabilities</td>
<td>(-)</td>
<td>(3,537)</td>
<td>(3,537)</td>
</tr>
</tbody>
</table>

Note 1: Current Liabilities are liabilities that have been identified as payable at the year-end date.

Note 2: 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.

On behalf of the Trustee:

Director

Authorised Signatory

23/02/2021

23/02/2021
The Church of Ireland Clergy DC Pension Scheme ("the Plan")

Investment Management Report for the period ending 31 May 2020

Mercer Aspire represents a dynamic approach to DC/AVC investment and provides plan members with access to traditional and alternative asset classes, appropriate 'risk graded' diversified investment strategies and globally best-in-class investment managers. Mercer leverages their depth of resources and in-house expertise to provide sophisticated investment solutions in a robust and easily understood framework.

Mercer Aspire is structured around the three member zones as shown below, with the solution for each zone constructed according to Mercer’s best thinking. Mercer provides ‘Do It For Me’ members with access to a market leading default strategy which will continue to evolve with best practice over time. Within 'Help Me Do It', access is available to a range of risk graded strategies to meet differing risk profiles and the ‘Leave Me To It’ category contains a comprehensive range of market leading asset class strategies. The investment solution is then wrapped in a comprehensive member communication and governance framework aimed at delivering better outcomes for members, trustees and employers.

Mercer Aspire is used by the Plan in order to access Mercer’s best investment thinking in an efficient manner. Within this framework, the Trustees select the investment range to offer to members, while Mercer selects, monitors and replaces (where necessary) investment managers.
Market Background

In May 2019, President Trump moved ahead with tariff increases on $200bn of Chinese goods and suggested he may impose further tariffs on additional $300bn worth of Chinese imports. In response, China retaliated by increasing its tariffs on some US goods. In other words, the ‘trade deal’ that most people were expecting seemed unlikely in the short-term. The associated uncertainty sent equity markets much lower with emerging market equities (particularly Asia) and US equities falling in local currency terms. Commodities, in line with a risk-off market reaction, fell sharply, led by oil. In fixed income markets, government bonds rallied with the yield on US 10-year bond dropping to just over 2.1%.

June saw risk assets rebound sharply as the US Federal reserve signalled they would start cutting rates sometime in 2019. The European Central Bank and other central banks took a more accommodative stance as well. This pivot in monetary policy, along with the anticipation of a bilateral meeting between President Trump and President Xi in the run up to the G20 summit at the end of June, drove equity markets higher. A positive outcome was achieved with the US and China agreeing to resume trade talks. Emerging markets debt and global high yield rallied as bond yields fell and credit spreads compressed. Defensive fixed income and commodities posted positive returns as well. The US dollar fell by c. 2% while emerging market currencies appreciated.

July was a more mixed month for financial markets. Developed market equities posted modest gains as company earnings exceeded expectations, while emerging market equities, though positive, underperformed developed markets equity. Bond prices rose with investors expecting an increasing number of countries to cut interest rates. Emerging market bonds performed particularly well. Commodities fell with rallies in precious metals offset by falling prices in agriculture. In currency markets, the UK sterling fell by 2.4% as Boris Johnson became the new UK Prime Minister, an outcome that increased the probability of a ‘no deal’ Brexit.

August was a volatile month for financial markets. On the first day of the month, in a surprise move, the US President announced that his administration would impose 10% tariffs on previously untouched $300bn Chinese imports. That triggered retaliatory measures from China, which announced later in the month that it would impose tariffs on $75bn of US imports such as cars and agriculture. That prompted the US President to indicate that all tariffs on China would rise even more. Despite some conciliatory remarks at the end of the month, it seemed that the tit-for-tat trade war was in full force. The re-escalation, along with amid renewed concerns of an impending recession, sent equity markets lower, with emerging market equities hit harder than developed market equities. Emerging market bonds sold-off, while core Eurozone government bonds rose sharply, as did the Japanese Yen and gold.

September offered some relief to risk assets as the trade tensions didn’t escalate further and a number of central banks cut interest rates. In particular, the US Federal Reserve cut rates by 0.25% for the second time this year. The European Central Bank followed by delivering a stimulus package, including a cut in rates by 0.1%, restarting of the quantitative easing program and committed not to raise rates until inflation was close to target and sustainably so. Equity markets rallied, with developed market equities finishing the quarter in positive territory. The continued
The Church of Ireland Clergy DC Pension Scheme

dovishness of both the ECB and the Federal Reserve was welcomed by investors and was reflected in the performance of corporate and high yield bonds as credit spreads contracted. Emerging market bonds also finished higher for the month, capping a strong quarter.

October was a positive month for risk assets as the US and Chinese authorities moved closer to an interim deal on trade and the US Federal Reserve cut rates for a third time in 2019. Developed market equities rose but were outperformed by emerging market equities. The probability of a no-deal Brexit fell as the UK Prime Minister Boris Johnson agreed to a new deal with the EU, but it wasn’t enough to get the withdrawal agreement over the line by the October 31st, prompting a further extension to Brexit and a call for a General Election.

November saw the US and China inch closer to an interim trade agreement. Equities rallied, with developed market equities in particular realising strong returns. Optimism on growth drove core Eurozone government bond yields to rise, resulting in a negative return from the asset class for the month.

December concluded 2019 on a very positive note, as the US and China struck an interim ‘mini trade deal’ agreement, which was scheduled to be signed in January. Equities rose, with emerging markets rallying, outperforming developed market equity for the month and the quarter. Emerging market bonds also rallied, with a weaker dollar (versus emerging market currencies), increasing commodity prices, and lower hard currency borrowing costs on the back of falling interest rates in the US, boosting returns. In commodities, oil rallied, leading an overall advance in the broader index.

After a very strong 2019, risk assets started 2020 on a positive tone. That was short-lived as the sentiment worsened when a prominent Iranian military commander was killed in a US drone strike. The situation was diffused quickly as retaliatory efforts by Iran were quite limited. With one risk receding, another emerged in the form of a new strain of the Coronavirus originating in China. The disease took little time to spread, sending emerging market assets and commodities sharply lower. As the market dealt with these external shocks, the fundamental narrative improved, as the US and China signed a trade deal and earnings season beat expectations. However, Coronavirus dominated, leading to a broadly risk-off month. The UK left the European Union on January 31st.

February was one of the worst months for risk assets since the global financial crisis. The downturn was driven by fears that the outbreak of the coronavirus would turn into a pandemic and derail global economic growth. In order to contain the virus, China and increasingly other countries shut parts of their economies down. Developed market equities fell sharply, and to a lesser extent, emerging markets equities, as investors focused on the increasing number of cases outside of China. Investors flocked to safety and core Eurozone government bonds rallied. Commodities fell too with oil entering a bear market as demand from China dried up.

In March, global equities and a broad range of assets sold off sharply. The spread of COVID-19 continued unabated and countries around the world started shutting factories, businesses and schools to help prevent an uncontrolled spread of the disease. What began as a sell-off in equities quickly turned into a liquidity squeeze in mid-March hurting all asset classes. There were echoes of the global financial
crisis of 2008 and volatility soared. Central banks and governments were quick to react to the collapse in economic activity and deteriorating financial market environment by announcing a number of stimulative measures to provide companies and consumers with a bridge until the virus subsides. These policy measures offered ‘relief’ rallies in an otherwise sharply downward-trending month. Both the size of the economic downturn and the size of the policy support were unprecedented.

April offered a welcome rebound after the collapse of risky asset prices in March. Although coronavirus continued to spread across the world, some countries reported falling daily infection rates and announced plans to reopen their economies. This, coupled with unprecedented central bank and government stimulus, saw markets rebound strongly. Both developed market and emerging market equities were up significantly, albeit with the former outperforming the latter. Both investment grade and high yield corporate bond prices saw gains, boosted by the US Federal Reserve’s emergency measures. Core Eurozone government bond markets posted modest gains. Oil prices were extremely volatile, with the US futures prices falling into negative territory at one point. In currencies, the US dollar fell while emerging market currencies rebounded.

May saw a continuation of the equity market rebound. Investors focused on how countries would begin to lift their lockdown measures and how the economic activity would restart as a result. That, coupled with the ongoing government and central bank support, saw developed markets equities up for the month. Emerging market equities were down slightly, with depressed exports, falling commodity prices and an abrupt halt to the tourist industry all combing to create a challenging backdrop for emerging markets. The Euro rallied as the European Commission moved towards a EU-wide recovery package. Core government bonds were down for the month, with investment grade corporate bonds flat and high yield prices up. Oil prices soared as OPEC and Russia agreed to cut output and demand rose.

<table>
<thead>
<tr>
<th>Aspire Portfolio / Fund</th>
<th>Valuation as at 31 May 2020</th>
<th>Performance for the 1 year period ending 31 May 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aspire High Growth Portfolio</td>
<td>€120,601.28</td>
<td>2.0%</td>
</tr>
<tr>
<td>Aspire Moderate Growth Portfolio¹</td>
<td>€7,602,115.76</td>
<td>1.4%</td>
</tr>
<tr>
<td>Aspire Cash Portfolio</td>
<td>€59,444.92</td>
<td>-0.6%</td>
</tr>
<tr>
<td>Passive Global Equity Partial Hedge</td>
<td>€29,547.69</td>
<td>4.9%</td>
</tr>
<tr>
<td>Passive Emerging Markets Equity</td>
<td>€250,401.62</td>
<td>-4.7%</td>
</tr>
<tr>
<td>Euro Cash¹</td>
<td>€2,193,223.24</td>
<td>-0.6%</td>
</tr>
<tr>
<td><strong>Total Value (31 May 2020)</strong></td>
<td><strong>€10,255,334.51</strong></td>
<td></td>
</tr>
</tbody>
</table>

All performance figures above are gross of fees.

¹These portfolios form part of a lifestyle strategy for the scheme, which is the Aspire Retirement Strategy (Cash).

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The Church of Ireland Clergy DC Pension Scheme

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Please also note:

- The value of investments can go down as well as up and you may not get back the amount you have invested. In addition investments denominated in a foreign currency will fluctuate with the value of the currency.
- The valuation of investments in property based portfolios, including forestry, is generally a matter of a valuer’s opinion, rather than fact.
- When there is no (or limited) recognised or secondary market, for example, but not limited to property, hedge funds, private equity, infrastructure, forestry, swap and other derivative based funds or portfolios it may be difficult for you to obtain reliable information about the value of the investments or deal in the investments.
- Where the investment is via a fund of funds the investment manager typically has to rely on the underlying managers for valuations of the interests in their funds.
- Care should be taken when comparing private equity / infrastructure performance (which is generally a money-weighted performance) with quoted investment performance (which is generally a time-weighted performance). Direct comparisons are not always possible.
Church of Ireland Clergy Defined Contribution Pension Scheme
Statement of Investment Policy Principles

Introduction
The purpose of this Statement of Investment Policy Principles (the “Statement”) is to document the policies and guidelines that govern the management of the Scheme assets. It has been reviewed and adopted by the Trustee and outlines the Trustee’s objectives, method of measuring risk, processes for managing risk and current investment policy.

The Statement takes into account the Pensions Authority 2016 DC Code: Investing Scheme Assets¹ and the IAPF Guidelines for Trustees².

The Trustee fulfils the requirements of the Occupational Pension Schemes (Investment) Regulations 2006 (as amended) which stipulate that such a Statement is put in place.

This Statement will be reviewed at least every three years, and also following any change in investment policy which affects the content of the Statement.

Investment Objectives
The Trustee’s investment objectives are:

- To provide a range of efficiently managed investment options that meets the broad needs of members of the Scheme;
- To provide appropriate information about those investment options so that members can make an informed choice.

The Mercer Aspire framework has been chosen for the Scheme. Mercer Aspire is provided by Mercer and Zurich Life Assurance plc. The Mercer Aspire framework was adopted in order to maximise efficiencies and provide access to well diversified investment options managed by highly rated managers as well as best in class member communications. As part of this, Mercer determines the investment options to be offered to members and Mercer Global Investments Europe Limited (“MGIE”) manages the investment options against agreed investment guidelines. MGIE does not select individual stocks but, using Mercer’s global manager research capabilities is responsible for selecting, blending and monitoring specialist investment managers in each area.

Notwithstanding the above, members must understand that the Trustee does not accept responsibility for the consequences of members’ investment decisions. Members have responsibility to read and understand the documentation available to them so that the choices made by them adequately reflect their objectives and their own attitude to risk.

Risk Measurement Methods
The Scheme is defined contribution in nature. The Trustee determines the investment options to be offered to members, taking into account the circumstances of broad categories of members. Individual investment options are chosen to address the key investment risks faced by members, as identified by the Trustee in consultation with the Sponsor.

The main risks considered by the Trustee are categorised as investment risks and member decision-making risks. Details of both are provided below (although this is not an exhaustive list of all risks):

Investment Risks

- That longer term investment returns do not keep up with inflation (inflation risk);


• That sufficient investment return in excess of inflation is not achieved over the long term;
• That the value of a member’s account moves significantly out of line with movements in annuity prices so that the member cannot afford to buy the same level of retirement income as previously (annuity risk);
• That members’ accounts drop sharply in value because of investment market volatility (volatility risk).

The investment options have been selected to help members address the above risks (should members wish to do so). The table in the Current Investment Policy section below identifies the risk which each investment option aims to address. In monitoring the overall investment arrangements, the Trustee considers whether each investment option continues to address the risk it was chosen to address.

**Member Decision-making Risks**

• That the member is overwhelmed by the number or complexity of investment choices (complexity risk);
• That the member does not get enough clear information to make an informed choice (inadequate information risk).

To address the above risks, the name of each investment option has been specifically selected to clearly describe its objective. In addition and in order to reflect members’ decision making preferences, three broad categories of member have been identified as follows:

- **Do It For Me members:** Members who are uncomfortable with investment decision making or who wish to make one investment decision with a long life.
- **Help Me Do It members:** Members who wish to make an investment decision and who will review their decision every few years, but who would like some assistance to do that.
- **Leave Me To It members:** Members who are very comfortable with investment decision making and who are likely to review their investment selection on a regular basis.

The investment options selected by Mercer have been selected to cater for members in each of these three categories.

**Risk Management Processes**

Within the investment options that are available to each member:

• The risks outlined in the previous section can (if the member so chooses) be kept to a level that is appropriate for that individual member;
• Investments are, for the most part, limited to marketable securities that are traded on recognised / regulated markets;
• Investment in derivative instruments is made only in so far as it either contributes to a reduction of investment risks or facilitates efficient portfolio management. Any such derivative investment must avoid excessive risk exposure to a single counterparty and to other derivative operations; and
• The investment options are properly diversified in such a way as to avoid accumulations of risk. Investments in assets issued by the same issuer or by issuers belonging to the same group should not expose the member to excessive risk concentration.

Furthermore, the importance of providing appropriate information to members on the range of investment options offered to them is recognised. This ensures that each member is in a position to make an informed decision on their choice of investment option(s), should they wish to do so.

In particular, exposure to investment risk is an important consideration when making an investment decision. The Aspire Portfolios are managed to long-term return and volatility targets. To aid understanding of investment risk and assist investors in making an informed decision, the European Security and Markets Authority (ESMA) publish guidelines to provide a basis of measuring expected
volatility. The ESMA volatility rating is used to indicate the level of up-and-down movements in returns (volatility) expected from an investment option.

<table>
<thead>
<tr>
<th>RATING</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>ESMA Volatility Bands</td>
<td>0 - 0.5%</td>
<td>0.5 - 2%</td>
<td>2 - 5%</td>
<td>5 - 10%</td>
<td>10 - 15%</td>
<td>15 - 25%</td>
<td>25% +</td>
</tr>
</tbody>
</table>

For all Aspire Portfolios and Funds, expected risk/reward ratings are calculated quarterly using the ESMA methodology, over a historic 5 year period and then rescaled to an annual basis. The rating scale ranges from 1 to 7. The higher the number on this scale, the higher the level of up-and-downs in returns expected. These risk/reward ratings are included in the quarterly factsheets which are available to members.

For members who do not wish to make an investment choice Mercer will offer a default strategy, as described under the Default Options section.
Current Investment Policy

As outlined above, the Mercer Aspire framework has been selected for the Scheme. The investment options that are offered to members are outlined below. The performance objectives of the selected investment options are also provided below. Performance is evaluated against these objectives on at least an annual basis by the Trustee and the Sponsor, with a critical review every three years.

Do It For Me members

Lifestyle strategies have been selected for members in this category. A lifestyle strategy is designed to address the most important investment risks for members over time. Specifically, a lifestyle strategy aims to manage the risk of achieving insufficient growth over earlier time periods, while automatically reducing investment risk as a member approaches retirement. This is achieved by automatically moving from long-term growth orientated assets, such as equities (“Growth Phase”), to assets such as bonds and cash in the approach to retirement (“Conservative Phase”).

Members can choose to invest in one of the three lifestyle strategies shown below. If a member chooses one of these lifestyle strategies, then 100% of their Retirement Account must be invested in their chosen strategy. For each of these lifestyle strategies, assets are gradually switched to lower risk portfolios over the last c. seven years before retirement.

1. Aspire Retirement Strategy (Annuity) – designed for members intending to take a mix of cash and annuity at retirement and which targets 50% core long-dated Eurozone government bonds and 50% cash by normal retirement date.
2. Aspire Retirement Strategy (ARF) – designed for members intending to continue investing using an ARF / AMRF post retirement and which targets 75% cautious growth assets and 25% cash by normal retirement date.
3. Aspire Retirement Strategy (Cash) – designed for members intending to take their retirement account as a cash lump sum at retirement and which targets 100% cash by normal retirement date.

<table>
<thead>
<tr>
<th>Lifestyle Strategies</th>
<th>Type of Management</th>
<th>Long Term Target (based on term to retirement)</th>
<th>Objective</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aspire Retirement Strategy (Annuity)</td>
<td>Active &amp; passive</td>
<td>Growth Phase: Cash + 3.5% - 4.5% p.a. Conservative Phase</td>
<td>Meet target over long term</td>
</tr>
<tr>
<td>Aspire Retirement Strategy (ARF)</td>
<td>Active &amp; passive</td>
<td>Growth Phase: Cash + 3.5% - 4.5% p.a. Conservative Phase</td>
<td>Meet target over long term</td>
</tr>
<tr>
<td>Default: Aspire Retirement Strategy (Cash)</td>
<td>Active &amp; passive</td>
<td>Growth Phase: Cash + 3.5% - 4.5% p.a. Conservative Phase</td>
<td>Meet target over long term</td>
</tr>
</tbody>
</table>

1) For all investment options within the Aspire Framework, a range of highly rated specialist manager(s) is selected by MGIE.
2) All benchmarks / long term targets are measured gross of fees, unless otherwise stated.
3) At retirement the benchmark is composed of 50% core long-dated Eurozone government bonds and 50% Euro Cash (50% 1 Month Euro LIBID / 50% 1 Month Euro LIBOR).
4) At retirement the benchmark is the BofAML Euro Broad Market Index. At retirement, the benchmark is composed of 100% Euro Cash (50% 1 Month Euro LIBID / 50% 1 Month Euro LIBOR).

Default Options

The Trustee has identified the Aspire Retirement Strategy (Cash) as the default investment option for new members joining the Scheme who do not explicitly select an investment option for the investment of their contributions. However an alternative default strategy may be requested by the Trustee or by the Employer following discussion with the Trustee.
### Help Me Do It members

<table>
<thead>
<tr>
<th>Asset Class</th>
<th>Portfolio name</th>
<th>Type of Management</th>
<th>Long Term Target / Benchmark</th>
<th>Objective</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diversified Growth</td>
<td>Aspire High Growth Portfolio</td>
<td>Active &amp; passive</td>
<td>Cash plus 4.5% - 5.5% p.a.</td>
<td>Meet long term return target with target volatility of less than 25%</td>
</tr>
<tr>
<td>Diversified Growth</td>
<td>Aspire Moderate Growth Portfolio</td>
<td>Active &amp; passive</td>
<td>Cash plus 3.5% - 4.5% p.a.</td>
<td>Meet long term return target with target volatility of less than 15%</td>
</tr>
<tr>
<td>Diversified Growth</td>
<td>Aspire Cautious Growth Portfolio</td>
<td>Active &amp; passive</td>
<td>Cash plus 2% – 3% p.a.</td>
<td>Meet long term return target with target volatility of less than 10%</td>
</tr>
<tr>
<td>Diversified Growth</td>
<td>Aspire Low Growth Portfolio</td>
<td>Active &amp; passive</td>
<td>Cash plus 1% - 2% p.a.</td>
<td>Meet long term return target with target volatility of less than 5%</td>
</tr>
</tbody>
</table>

**Portfolio aiming to address volatility risk**

<table>
<thead>
<tr>
<th>Asset Class</th>
<th>Portfolio name</th>
<th>Type of Management</th>
<th>Long Term Target / Benchmark</th>
<th>Objective</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diversified Assets</td>
<td>Aspire Stability Portfolio</td>
<td>Active &amp; Passive</td>
<td>Cash plus 0% - 1% p.a.</td>
<td>Meet long term return target with target volatility of less than 2%</td>
</tr>
<tr>
<td>Cash</td>
<td>Aspire Cash Portfolio³</td>
<td>Active</td>
<td>50% 1 Month Euro LIBID / 50% 1 Month Euro LIBOR</td>
<td>Meet benchmark with target volatility of less than 0.5%</td>
</tr>
</tbody>
</table>

1) For all investment options within the Aspire Framework, a range of highly rated specialist manager(s) is selected by MGIE.
2) All benchmarks / long term targets are measured gross of fees, unless otherwise stated.
3) Also known as the Euro Cash fund

### Leave Me To It members

In addition to the portfolios under the Help Me Do It category above, the following funds are also available to members in this category.

<table>
<thead>
<tr>
<th>Asset Class</th>
<th>Fund Name</th>
<th>Type of Management</th>
<th>Benchmark</th>
<th>Objective</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equity</td>
<td>Active Global Equity Hedged</td>
<td>Active</td>
<td>MSCI World Hedged (NDR) Index</td>
<td>Outperform benchmark over 3-5 year periods</td>
</tr>
<tr>
<td>Equity</td>
<td>Passive Global Equity Partial Hedge</td>
<td>Passive</td>
<td>54% MSCI World Unhedged (NDR) Index / 36% MSCI World Hedged (NDR) Index / 10% MSCI Emerging Markets Equity (NDR) Index</td>
<td>Perform in line with benchmark</td>
</tr>
<tr>
<td>Equity</td>
<td>Low Volatility Equity</td>
<td>Active</td>
<td>MSCI World (NDR) Index</td>
<td>Match benchmark return over 5-7 year periods, with less than 75% of the volatility of the benchmark</td>
</tr>
<tr>
<td>Equity</td>
<td>Passive Emerging Markets Equity</td>
<td>Passive</td>
<td>MSCI Emerging Markets Equity (NDR) Index</td>
<td>Perform in line with benchmark</td>
</tr>
<tr>
<td>Asset Class</td>
<td>Fund Name</td>
<td>Type of Management</td>
<td>Benchmark</td>
<td>Objective</td>
</tr>
<tr>
<td>------------------</td>
<td>------------------</td>
<td>--------------------</td>
<td>----------------------------------------</td>
<td>----------------------------------------</td>
</tr>
<tr>
<td>Diversified Assets</td>
<td>Absolute Return</td>
<td>Active &amp; Passive</td>
<td>Citigroup 1 Month Euro Deposit</td>
<td>Meet long term return target</td>
</tr>
<tr>
<td>Bonds</td>
<td>Euro Bond</td>
<td>Passive</td>
<td>Bank of America Merrill Lynch Euro Broad Market Index</td>
<td>Perform in line with benchmark</td>
</tr>
</tbody>
</table>

 Portfolio aiming to address annuity risk

| Bonds            | Annuity Matching Fund | Passive | Customised benchmark of long dated core Eurozone government bonds | Track benchmark |

1) For all investment options within the Aspire Framework, a range of highly rated specialist manager(s) is selected by MGIE.

2) All benchmarks / long term targets are measured gross of fees, unless otherwise stated.

**Communication**

Information is available to members in a number of ways including:

- Member booklet
- Factsheets
- Online information on [www.zurich.ie/connect/COI](http://www.zurich.ie/connect/COI)
- Mercer JustASK Helpline 1890 275 275 (JustASK@mercer.com)
- Online pension calculator
- Retirement planning seminar
- Pre-retirement newsletters
- Pre-retirement guidance and at retirement support

Regular opportunities to switch between investment options are also offered.

**Effective Date of this Statement: June 2019**