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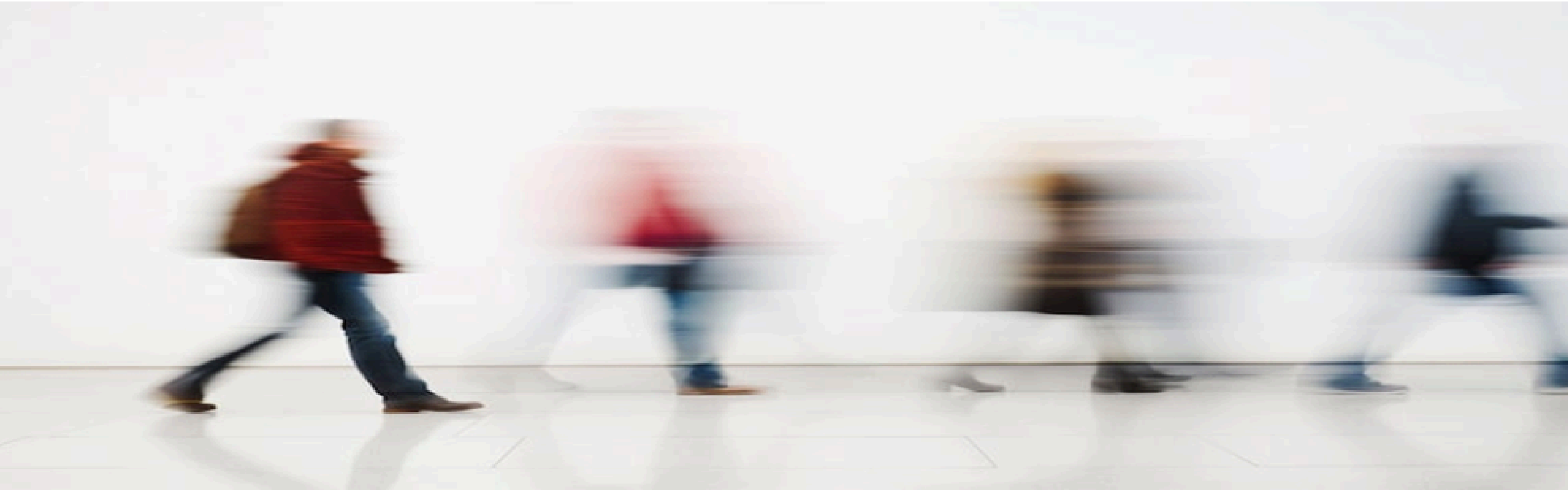

Pension Planning Insights

Key strategies for your pension planning journey

"An investment in knowledge pays the best interest"
Benjamin Franklin
Polymath & Founding Father of the United States

Tax Relief

Personal pension contributions can receive income tax relief at your marginal tax rate under revenue rules

Contribution Limits

Age related contribution limits apply, ranging from 15% for those under 30, to 40% for those 60+.

Review Regularly

Regular reviews ensure efficient use of available tax relief and alignment with your financial goals.

Are You Making The Most of Pension Tax Relief?

Maximizing Your Savings Potential

One of the main attractions of pension saving is the availability of income tax relief on qualifying personal contributions. For personal pensions, PRSAs and Additional Voluntary Contributions (AVCs), tax relief is available at the individual's marginal income tax rate, subject to an earnings ceiling of €115,000 and age related limits.

Age	Maximum qualifying contrubtion
Under 30	15%
30-39	20%
40-49	25%
50-54	30%
55-59	35%
60+	40%

Within appropriate circumstances, individuals have the ability to make a contribution before the relevant tax-return deadline which is the **31st of October 2026**, and claim the relief against the previous tax year.

Do You Know Your Retirement Benefit Options?

Understanding Your Pension Withdrawal Choices

Building up a pension fund is only part of retirement planning. It is equally important to understand how you may be able to take your benefits when you retire. For personal pensions, a retirement lump sum (tax free) of up to 25% of the fund can be taken, with the balance potentially used to purchase an annuity, invest in an Approved Retirement Fund (ARF) or be taken as taxable cash. PRSAs can similarly provide a lump sum of up to 25% of the fund, with a range of options for the balance, including remaining invested as a vested PRSA, transferring to an ARF, purchasing an annuity or taking taxable cash. Company pensions can be different. Depending on the scheme, an individual may have a salary-and-service lump-sum option or an ARF option. Under the salary-and-service route, the maximum tax free lump sum can reach 150% of final salary at normal retirement age, after 20 years' service, subject to Revenue rules and retained benefits.

In relation to the current lifetime tax treatment of retirement lump sums:
the first €200,000 is exempt from income tax,
the next €300,000 is subject to 20% income tax,
with amounts above that subject to marginal-rate taxation and applicable PRSI/USC.

The Benefits of a Regular Pension & Retirement Planning Review

Personal, PRSA, Company Pensions & Approved Retirement Funds (ARF)

Retirement choices can change according to pension type, age, employment history and whether benefits are held in a personal pension, PRSA, company pension or Personal Retirement Bond. A regular pension and retirement planning review therefore provides an opportunity to consider whether:

- contribution levels remain appropriate
- available tax relief is being fully utilised
- the investment strategy remains suitable for your needs
- existing pensions should remain where they are or be consolidated
- projected retirement income remains sufficient
- the planned retirement age is still appropriate
- the intended retirement-benefit strategy remains suitable
- personal, family or employment circumstances have changed

ARFs provide flexibility, control and continued investment potential, but poor investment performance or excessive withdrawals can also reduce the sustainability of retirement income.

In conclusion, your pension and retirement plan should not be something that is put in place and then forgotten. Regular reviews help ensure that your contributions, investments and retirement strategy continue to reflect your circumstances and objectives.

Key Review Areas

Essential Action Points

Regularly reviewing your pension and retirement plan is essential to ensure that your financial strategy is aligned with your current goals and circumstances. This final call to action outlines key action areas to consider during your review process, helping you maintain an effective approach to achieving your retirement objectives and optimizing your pension outcomes.

Phase 1

Review current contribution levels

Phase 2

Review Investment Strategy

Phase 3

Evaluate Retirement Options

Phase 4

Adjust Retirement Age if required

Phase 5

Consolidate pensions if it makes sense to do so

Phase 6

Consult Us

Information sourced from Irish Life PLC’s Advisor’s Guide to Pensions 2026 Booklet