



# YOUR LIFESTYLE GUIDE

The Bank of America Ireland Pension Scheme (the Scheme) offers you a flexible Lifestyle option, where the funds your Retirement Account is invested in, and the proportion held in each fund, change automatically according to how far you are from retirement.

The flexible Lifestyle option is made up of a combination of the Freestyle funds. The funds follow a pre-determined strategy where your investments switch depending on how far you are away from normal retirement age (age 65 for the Lifestyle option). Here's a definition of the key components that make up the Lifestyle option; find out how they work in practice on the next page.



**Growth phase:** Until age 55, you will automatically be invested in the growth phase. This phase aims to grow your Retirement Account by investing in funds that have the potential for good return but which typically take more investment risk.



**Pre-retirement phase:** From age 55, you are automatically invested in the pre-retirement phase. This phase aims to provide some protection to your Retirement Account against sudden falls in value as you approach your normal retirement age (65). This is achieved through gradually moving your savings into investments that take less investment risk.

In this phase, you have three options to choose from, depending on how you are planning to access your savings at retirement.

The three options are:

- Lifestyle – Approved Retirement Fund (ARF)
- Lifestyle – Annuity
- Lifestyle – Cash

The next page explains how these funds differ in their investments as you approach retirement.



**Normal retirement age:** This age determines when your investments begin switching between the growth and pre-retirement phases. This date is fixed for the Lifestyle option at age 65.

#### Not planning to retire at 65?

If you are planning on retiring at a different age, you may want to consider choosing the Freestyle approach. This allows you to choose when you switch your investments from growth funds to funds that will protect the value of your Retirement Account, as you approach retirement. See your [Scheme Handbook](#) for more information on the Freestyle option.



**Default option:** If you do not make an active investment decision, you will automatically be invested in the Lifestyle – ARF option. If this is not how you plan to access your savings at retirement, you should consider choosing one of the other options.

Please note: the value of all investment funds can go down as well as up



# How it works

Growth phase	When you are aged under 45, which is over 20 years before your normal retirement age		
	<p>Aims to... achieve growth through investing fully in equities</p> <p>Invests in... • Passive Global Equity Fund</p>		
Pre-retirement phase	When you are aged between 45 and 55, which is within 20 years of your normal retirement age		
	<p>Aims to... move the equity investment gradually into diversified investments, still with the objective of achieving potential growth, but also to reduce volatility</p> <p>Invests in... • Passive Global Equity Fund • Diversified Growth Fund</p>		
How your Retirement Account moves between the funds	1. Approved Retirement Fund (Default)	2. Annuity	3. Cash
	When you are aged between 55 and 60, which is between 10 and 5 years of your normal retirement age		
	<p>Aims to... extend the potential growth period of your Retirement Account by continuing to move some of the remaining equity investments into diversified investments</p> <p>Invests in...</p> <ul style="list-style-type: none"> <li>• Passive Global Equity Fund</li> <li>• Diversified Growth Fund</li> </ul>	<p>Invests in...</p> <ul style="list-style-type: none"> <li>• Passive Global Equity Fund</li> <li>• Diversified Growth Fund</li> </ul>	<p>Invests in...</p> <ul style="list-style-type: none"> <li>• Passive Global Equity Fund</li> <li>• Diversified Growth Fund</li> </ul>
	When you are over 60, which is within 5 years from your normal retirement age		
Choose this option if you...	<p>Aims to... reduce volatility through moving some of your Retirement Account into cash</p> <p>Invests in...</p> <ul style="list-style-type: none"> <li>• Passive Global Equity Fund • Diversified Growth Fund</li> <li>• Cash Fund</li> </ul>	<p>Aims to... further reduce volatility and match pension annuity prices through a higher exposure to bonds and cash</p> <p>Invests in...</p> <ul style="list-style-type: none"> <li>• Passive Global Equity Fund • Diversified Growth Fund</li> <li>• Cash Fund • Pre-Retirement Bond Fund</li> </ul>	<p>Aims to... provide further protection to the Retirement Account by moving investments into cash</p> <p>Invests in...</p> <ul style="list-style-type: none"> <li>• Passive Global Equity Fund • Cash Fund</li> <li>• Diversified Growth Fund</li> </ul>

# About the Lifestyle funds

The Lifestyle option is made up of a combination of the funds in the table below.

Fund factsheets are available online (see below for details).

Fund	It currently invests in...	Aims to...	AMCs %*
<input checked="" type="checkbox"/> Passive Global Equity Fund	A blend of global equity market indices (i.e. investing in traditional equities which are selected and weighted on the basis of their market share). The fund also invests in equities selected on specific ESG criteria and on the basis of either minimising risk or providing additional returns.	Perform in line with the equity markets it tracks on an on-going basis. The blend of equities aims to diversify the returns and reduce investment risk over the long term, when compared with traditional equity markets.	0.14
<input checked="" type="checkbox"/> Diversified Growth Fund	Various investment strategies through several fund managers and in a range of asset classes.	Provide positive returns over rolling 3-year time periods with reduced investment risk and return volatility relative to traditional multi-asset or equity-only funds.	0.56
<input type="checkbox"/> Pre-Retirement Bond Fund	A blend of indexed bonds, including government and corporates.	Align with the long-term changes in annuity prices due to interest rates.	0.11
<input type="checkbox"/> Cash Fund	A mix of Euro denominated cash deposits, short dated bonds and other cash like instruments.	Deliver returns in line with the interest rates being achieved on short-term cash deposits.	0.10

\* Annual Management Charge (AMC) is the annual cost of the fund. It is applied to the market value of the relevant fund. It is typically accrued daily and deducted from the price of the fund.

The AMCs are correct as at 31 December 2023 and are subject to change. For the latest available fund charges, please refer to the underlying fund factsheets available online by using the links on HR Connect > Benefits > Financial > Bank of America Ireland Pension Scheme. Alternatively, if you are outside the bank's network or no longer work for the bank, go to <https://www.invescoonline.ie/boa>.