MERCER
A MARSH BUSINESS

IFD/IFR Annual Disclosure

Mercer (Ireland) Limited

30 June 2026

Contents

1

Background

1.1 Introduction

Investment Firm Directive (EU) 2019/2034 (“IFD”) and Investment Firm Regulation (EU) 2019/2033 (“IFR”) were entered into force on 25 December 2019. The European Commission has introduced the IFR and IFD to account for the substantially different risks faced and posed by investment firms to ensure that these differences are reflected in the EU’s prudential framework which came into force on 26 June 2021.

IFD was transposed into Irish law on 24 September 2021 by way of the European Union (Investment Firms) Regulations 2021. IFR lays down uniform prudential requirements which apply to investment firms authorised under Directive 2014/65/EU (“MiFID II”) and supervised for compliance with the prudential requirements under IFD in relation to own funds requirements, concentration risk, liquidity requirements, reporting requirements and public disclosure requirements.

This document is prepared to meet the public disclosure requirements.

1.2 Regulatory Status

Mercer (Ireland) Limited (hereafter referred to as “MIL”, the “Company” or the “Firm”) is authorised by the Central Bank of Ireland (“CBI”) as a MiFID Investment Firm under the European Union (Markets in Financial Instruments), Regulation 2017 (the “MiFID Regulations”) which transposes the Markets in Financial Instruments Directive (Directive 2014/65/EC) (the “MiFID II Directive”) and the Commission Delegated Directive (EU) 2017/593 into Irish law. MIL is authorised to conduct the investment services of i) investment advice, and ii) the receipt and transmission of orders in relation to one or more financial instruments. As a result of its regulatory status, MIL is classified as a Class 2 Investment Firm under IFD.

MIL is also subject to the Commission Delegated Regulation (EU) 2017/565 which prescribes obligations with regards to organisational requirements and operating conditions for investment firms.

MIL is also authorised by the CBI as an “Insurance/ Reinsurance Intermediary” under the European Communities (Insurance Distribution) Regulations 2018 to provide investment advice in relation to investment instruments under the Investment Intermediaries Act 1995.

1.3 Scope of Application

These disclosures have been prepared as at 31 December 2025, which is the firm's financial year end and are based on the ICARAP Report Q1 2026 approved by the Board.

1.4 Frequency and Location of Publication

The disclosures are updated at least annually, and whenever any significant events take place that warrant revisiting the position as outlined in the disclosures. The disclosures will be published as soon as practicable after the approval of MIL's Internal Capital Adequacy and Risk Assessment Process ("ICARAP") Report and the finalisation of MIL's year-end financial statements.

This document can be found on https://www.mercer.ie/about-mercer/regulated-in-ireland.html.

1.5 Verification

The information contained in the disclosures has not and is not required to be audited by the Firm's external auditors and does not constitute any form of financial statement. The information should not be relied on in making any judgment on the Company.

2

Risk Management Objectives & Policies

2.1 Mercer (Ireland) Limited

The principal activities of MIL include the provision of actuarial, human resource and investment consulting advice.

The Company is split into three primary lines of business:

Wealth	Health	Career
Retirement Consulting (DC & DB)	Insurance Mediation & Consulting (Group Risk & Group Health)	Share Scheme Consulting
Investment Consulting	Workplace Health	Share Scheme Administration
Insurance Mediation	Insurance Consulting Services	Reward Consulting
Pension Administration Services	-	
Financial Planning	-	-

MIL is a wholly owned subsidiary of Marsh & McLennan Companies Inc., ("MMC"), its ultimate parent undertaking. The Board does not currently foresee any material practical or legal impediments to the prompt transfer of capital resources or the repayment of liabilities between the legal entities within the Marsh group.

MIL's position within the Marsh group is as follows:

- Mercer (Ireland) Limited ("MIL") is a wholly owned subsidiary of Mercer Ireland Holdings Limited ("MIHL"), an Irish company
- MIHL is a wholly owned subsidiary of Marsh & McLennan Ireland Limited ("MMIL"), a Irish company;
- MMIL is a wholly owned subsidiary of Calm Finance Holdings Limited ("MMCFH"), a UK company;
- MMCFH is a wholly owned subsidiary of MMC International Holdings LLC ("MMCIH"), a US company;
- MMCIH is a wholly owned subsidiary of Marsh & McLennan Companies Inc. ("MMC"), a US company.

2.2 Business Strategy

MIL has a Strategy Growth Plan which has been reviewed and updated to reflect MIL's response to changes that are happening in the wider market including the pension plan landscape with the introduction of IORPS II plus consideration of our client needs against an expanding competitive landscape.

The Firm's vision is to remain the most influential company in the market through the provision of high-quality support to employers and employees in making decisions about their health, wealth and career. The strategy for MIL is to protect and nurture our existing business, take advantage of opportunities within our business with existing and prospective clients, solutions and distribution channels, and prepare our business for the future in a changing regulatory and commercial landscape.

Key areas for strategic focus include:

- Client Care
- Invest in our People
- Disciplined Execution
- Commercial Leadership

The Firm continues to operate in a market with potential pension and financial regulatory changes and intense price competition. Market forces are driving increased demand for Risk Management solutions in a declining Defined Benefits ("DB") market and for more sophisticated investments in a growing and maturing Defined Contribution ("DC") market. MIL's capabilities provide differential competitive advantages which allow it to capitalise on those trends, by creating solutions that span across the whole retirement savings value chain. As the market and MIL transforms, new competition has emerged from non-traditional players, including some that would historically have been regarded as value chain "partners" or collaborators.

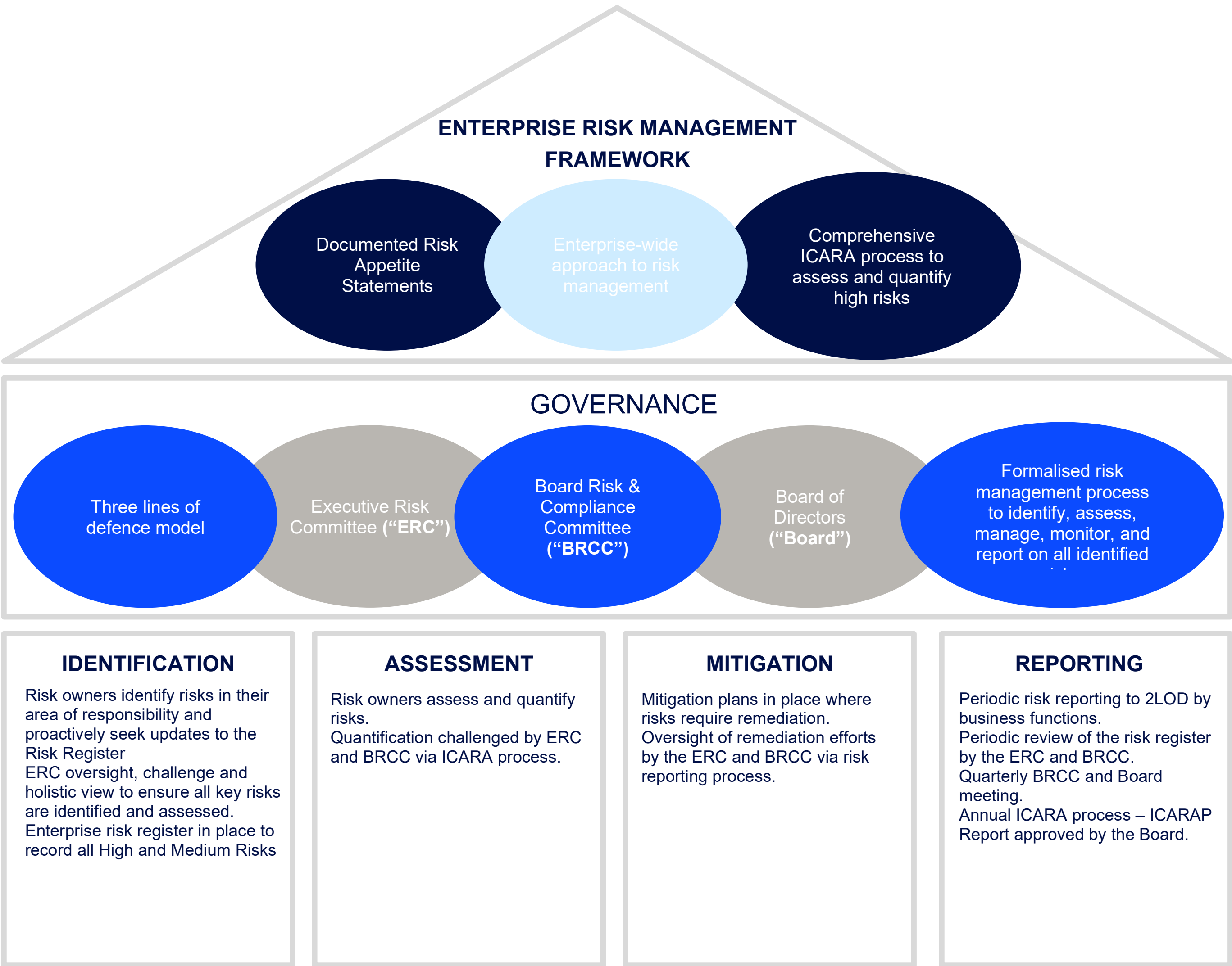
MIL aims to accelerate growth by focusing on how we deliver as well as what we deliver.

2.3 Enterprise Risk Management Framework

The Firm's risk management objectives and policies are supported by an enterprise risk management ("ERM") framework that establishes the governance arrangements and the principles of how risk is to be identified, assessed, managed, monitored and reported.

The ERM Framework aligns to MIL's documented commercial strategy and supports its implementation by aligning risk limits and controls to the strategy. The ERM Framework provides a situation that supports the realisation of strategy in a sustainable way, within the limitations set out in the Company's risk appetite statement. Underpinning the ERM Framework, MIL has a Risk Management Policy, Conduct and

Consumer Protection Risk Framework, Technology Risk Framework, Outsourcing Risk Framework and Critical Third-Party Risk Framework.



2.4 Overall Risk Profile

The Company operates in a competitive and dynamic services industry impacted by a multitude of external factors, including the regional and global macro-economic environment, political factors both home and abroad, changing demographics, public policy regarding employment and retirement provision, and the evolving needs of clients with regard to talent management and the future of work. As a result, the Company is not averse to being exposed to risks that are aligned to its core strategic objectives. MIL is cognisant of the need to control risks and prevent losses whilst supporting the Company's ability to embrace commercial opportunities. The company has no appetite for conduct that leads to poor client outcomes.

The Company has a low appetite for risks that could damage its business; however, the Company must accept a certain level of risk to achieve its strategic objectives. MIL has articulated its willingness to take on certain risks and avoid or minimise other risks in the pursuit of its strategic objectives in its Risk Appetite Statement document, as approved by the Board. MIL has defined Risk Appetite, Risk Tolerance and Risk Capacity levels to allow the Board and management to understand the magnitude, potential impact and required actions when risks reach certain predefined levels. Levels of Risk Appetite, Risk Tolerance and Risk Capacity have been set in terms of capital, quantitative key risk indicators ("KRIs") and qualitative metrics such as reputational, regulatory and conduct aspects. These levels are set out and explained throughout the Risk Appetite Statement document.

2.5 Financial Risks

Credit Risk

The risk of a counterparty (e.g. Marsh Group including Marsh Cash Pool Arrangement, client, financial institution etc.) or group of counterparties defaulting and not meeting contractual obligations due to failed or inadequate people, process and/ or system resulting in financial loss, regulatory sanction and/ or reputational damage. MIL faces credit risk as a result of counterparty exposure arising from receivables and cash held in bank accounts and exposure to Marsh.

The Firm is exposed to two types of credit risk: counterparty credit risk and credit concentration risk.

- The Firm's counterparty credit risk arises primarily from its cash deposits with financial institutions and from its trade receivables. The risk is managed through adherence to global treasury guidelines which include the selection of a diversified number of high-quality credit institutions, and through operating active client approval and credit control processes. All client receivables are aged and, where appropriate, provisions for debts that are not expected to be collected in full are made in accordance with accounting standards.
- Credit concentration risk is a component of credit risk, arising from an exposure to a counterparty (or group of connected counterparties) that is so large that it could threaten the solvency of the institution if the counterparty were to encounter repayment problems. The risk is mitigated by a

well-diversified client base, meaning there is no significant exposure to any one individual client or group of clients.MIL has low appetite for credit risk outside the group but medium appetite for credit risk within the group, recognising the business and economic benefits of being part of a large conglomerate outweigh the low probability of contagion risk.

Capital Management Risk

The risk of insufficient capital would arise if MIL did not comply with requirements set out by minimum capital requirements and taking into account additional Pillar 2 requirements as part of the ICARAP process. The capital requirements are in place to ensure that MIL has sufficient financial resources to conduct its business. The ICARAP process ensures minimum capital requirements are adhered to at all times.

Fraud Risk

Fraud could arise from either internal or external parties who attempt to defraud MIL or its clients. MIL has a commitment to high ethical standards and a desire to prevent and deter harm to its clients or staff interests. It seeks to limit the reputational and financial risks associated with fraud, particularly internal fraud.

2.6 Operational Risk

The majority of the risk management efforts are focused on operational risk. Operational risk is defined as the risk of direct or indirect loss resulting from inadequate or failed internal processes, people and systems or from external events. Operational risks are inherent in all activities and processes performed within MIL. To manage and mitigate these risks, the second line of defence provides oversight and challenge to the business through a comprehensive operational framework. MIL's efficient approach and procedures aim at ensuring that the relevant set up and operational processes are in place to mitigate operational risks. This is true at company's level, but also at product level; risk strategies also address the operational set up required for a smooth lifecycle.

The primary categories of operational risk of concern to MIL are those relating to Technology, Data, Physical and Information Security, Operational Resilience, Conduct and Compliance, Legal & Regulatory Risk, Employment Practices and Workplace Safety Risk, Outsourcing and Critical Third-Party Risk, Execution Delivery & Process Management Risk, Client Product and Business Practices Risk, Client Product and Business Practices Risk and Environment and Social & Governance Risk. MIL recognises the potential for significant and material adverse consequences of operational risks materialising as incidents. The Firm maintains a comprehensive insurance programme to cover the risks associated with business interruption; casualty; workers' compensation; directors and officer's liability; and professional indemnity exposures.

2.7 Strategic Risk

The risk that the Company's strategy is inappropriate or not delivered on (including governance, organisational change etc) due to inadequate or failed people, processes and systems and/ or external events resulting in financial results failing to deliver the expected outcomes, earnings, and profitability.

Strategic Risk is likely to evolve over time rather than occur as a once off unexpected event. This provides the Firm an opportunity to identify strategic challenges at an early stage and plan accordingly. Ireland Leadership Team meet on a regular basis and any major initiatives (i.e. new activities) are referred to the ERC for approval so that relevant support functions including Risk Management are aware of potential business changes (including financial implications) that may need to be considered as part of MIL's ERM Framework, ICARAP and capital requirements. MIL has a low appetite for threats to the effective and efficient delivery of any strategic initiatives. MIL will continuously monitor internal and external environments to identify new and emerging risks.

2.8 Business Risks

Business Risk can be influenced by both internal and external factors, it's a risk that volumes may decline or margins my shrink, with no opportunity to offset the revenue declines with cost reduction. A risk can materialise due to poor business execution or unexpected changes in business volume and/or margins that impacts gross operating income. Business Risk can significantly impact earnings.

Reputation Risk

The risk of an adverse event occurring that sustained significant media coverage at the Company or Group level due to inadequate or failed people and processes (including Company culture) and/ or external events resulting in reputational damage and financial loss and/ or regulatory sanction.

The reputation of MIL is of paramount importance as this can be impacted by any of the key risks identified. Reputation risk impacts MIL's brand, reliability and relationships with clients and regulators. MIL is also cognisant of brand contagion. MIL's reputation may be adversely affected by a significant reputational event occurring within its sister Marsh companies in Ireland; within Mercer's global operations or within Marsh's global operations.

MIL has a low appetite for taking risks with its reputation. MIL seeks to minimise the impact of events that can damage its reputation through a strong Conduct Risk culture. MIL does not seek short-term profits at the expense of its long-term reputation. There is a very strong conduct risk culture in place which both management and staff adhere to which are integral to MIL's values.

Business Concentration Risk

Business concentration risk arises from concentration in a limited product range, when a small number of clients are concentrated in specific products or there's high concentration of clients in specific industries. Business concentration risk also arises from insufficient diversification of existing income streams.

MIL has a low appetite for concentrated clients and products. It has diverse client base across many different and unrelated sectors such as tech, pharma, medical, financial, consumer, airline, telecom, agri, engineering, education to name but a few. MIL also has a diverse geographical base including Ireland, the UK, the US, many countries across the EU and some exposure in Asia. MIL has three distinct lines of business, Wealth, Career and Health. Although Wealth makes up the majority of revenue, within the Wealth line of business itself there is diversification, namely: wealth - defined benefit, wealth – defined contribution, wealth – investment consulting, mercer services – pension admin and financial planning.

3

Governance

3.1 Board of Directors ("Board")

MIL's Board of Directors (the "Board") has overall responsibility for the Company's systems of internal control and for reviewing its effectiveness. The Board retains ultimate responsibility for risk governance and management within MIL. The Board is responsible for setting the Firm's risk appetite and ensuring that risk is monitored and controlled effectively. The Board has delegated authority to the MIL Board Risk & Compliance Committee to provide oversight across all risks faced by the business.

Directorships

MIL's directors hold a total of 19 directorships including MIL.

Diversity Policy

MIL has adopted a Board Diversity Policy taking into account the requirements set out in the ESMA and EBA Guidelines on the Assessment of the Suitability of Members of the Management Body and Key Function Holders. This Policy has been drafted with the intention of engaging a broad set of qualities and competences when recruiting members of the Board, to achieve a variety of views and experiences and to facilitate independent opinions and sound decision making by the board.

MIL is committed to actively promoting an inclusive and diverse board. This diversity is achieved by having a board with a blend of skills, educational and professional backgrounds, as well of being comprised of individuals with differing characteristics (including age and gender).

The Board does not set specific targets but is satisfied that the board composition is sufficiently aligned with the Board Diversity Policy.

3.2 Board Risk & Compliance Committee ("BRCC")

The Board Risk & Compliance Committee (the "BRCC") is a sub-committee of the Board, meets quarterly, is chaired by an independent non-executive director ("INED"), acts under the delegated authority from the Board and is responsible for oversight of risk management within MIL.

The BRCC supports the Board in ensuring that it has an adequate understanding of the current exposures of the Company, future risk strategy and ensuring the adequacy of MIL capital relative to these risks. The BRCC advises the Board on the risk appetite, tolerance and risk strategy, risk management policies and reviews the Company's capability to identify and manage new risk types. The BRCC is mandated to review the Firm's ICARAP to ensure it is consistent with current practice, that the assessed ICARAP risks are appropriate to the business, and to provide a level of validation in advance of Board presentation and approval.

3.3 Executive Risk Committee ("ERC")

The Executive Risk Committee (the "ERC") is chaired by the CEO and comprises of senior managers within MIL and meets monthly. The ERC is mandated to monitor adherence to the companies' Enterprise Risk Management Framework. This includes, for example, the monitoring of key corporate initiatives, organisational / operational risks, new client activities, reviews the risks to which the company is exposed, it considers the ICARAP and RAS and has oversight of the capital position of the Firm.

4

Capital Resources

Composition of regulatory own funds as at 31 December 2025 are shown below. For full templates please refer to Appendix A. The Firm has no innovative Tier 1 instruments.

		€'000's
1	Own Funds	55,499
2	Tier 1 Capital	55,499
3	Common Equity Tier 1 Capital	55,499
4	Fully paid up capital instruments*	6
6	Retained earnings	64,796
8	Other reserves	31,495
12	Total Deductions from Common Equity Tier 1	-40,798
	Common Equity Tier 1 Capital	55,499
18	Goodwill	-38
19	Other intangible assets	-
25	Defined benefit pension fund assets	-40,761
	Total Deductions from Common Equity Tier 1	-40,798
28	Additional Tier 1 Capital	-
40	Tier 2 Capital	-

* Mercer's share capital is comprised solely of ordinary share capital

5

Remuneration

MMIL has a remuneration policy in place designed to comply with the requirements of IFD/IFR. In particular, the remuneration policy and practices are consistent with and promote sound and effective risk management and are gender neutral.

5.1 Most important design characteristics of the remuneration system

MIL remuneration design and structure focus on all elements of total compensation. In addition to fixed remuneration, MIL offers variable remuneration which includes short term and long-term incentives where appropriate. The various remuneration components ensure an appropriate and balanced remuneration structure.

As a MiFID investment firm, MIL is subject to IFD including requirements relating to remuneration which apply from remuneration years commencing 1 January 2022. MIL has in place a remuneration policy which applies to all members of the MIL board of directors and MIL staff, including branches.

The purpose of the Remuneration Policy ("Policy") is to assist with MIL's compliance with the remuneration requirements under MiFID II and IFD, and any additional remuneration requirements that are imposed by ESMA, the EBA or the Central Bank from time to time and the requirements specified below (together, the "Remuneration Requirements").

MIL ensures that its remuneration arrangements are in compliance with the Remuneration Requirements and that the remuneration arrangements are aligned with conflict of interest and conduct of business obligations so that MIL's client's interests are not impaired by the remuneration policies and practices adopted by the firm in the short, medium and long term. The Policy and related practices are consistent with and promote sound and effective risk management and are gender neutral. The Policy also includes information on the integration of sustainability risks and how the remuneration structure is consistent with the integration of sustainability risks.

5.2 Criteria for awarding variable remuneration

Remuneration is governed at a global level with local management leadership team meetings to discuss and review remuneration, for example during our year-end performance review process. Mercer adopts the most conservative stance of only paying discretionary or formula bonuses based on income earned by Mercer in each calendar year.

As part of the annual salary review and incentive process, managers recommend total compensation reflecting their assessment of specific objective and subjective factors such as corporate and business performance, performance against risk expectations and individual performance, including adherence to all behaviour and conduct requirements of their role.

The MIL Remuneration Committee ("RemCo") and Human Resources with advice from the Chief Compliance Officer, will regularly review the appropriateness of Mercer's reward structures, particularly of variable remuneration, to ensure they promote sound and effective risk management and do not reward failure, that they do not encourage risk-taking that exceeds the level of tolerated risk for the firm and so as to avoid actual or potential conflicts of interest. Variable pay plans will be assessed against the remuneration principles and the Committee will determine if those plans are appropriately balanced from a risk perspective in terms of both the ratio between fixed and variable compensation and the structure and period of deferrals (both cash and non-cash instruments), where applicable, and make recommendations to the Board of Directors for changes where the Committee deems this appropriate. The RemCo will determine and oversee the remuneration of the executive members of Board and oversee directly the remuneration of the senior officers in the independent control functions.

As a subsidiary company of Marsh, the firm broadly adheres to Marsh rules regarding remuneration and is subject to oversight by Marsh's Compensation Committee. Remuneration for certain senior employees is split between cash, deferred cash, deferred stock units, performance restricted stock and stock options, with payment spread over three or four years.

BRCC will at least annually consider the implications on capital, liquidity and risks associated with variable remuneration, to ensure that it does not limit the firm's ability to strengthen its capital base, and that any performance measure used to calculate variable remuneration components or pools thereof take account of and adjust for current and future risks.

Mercer follows the guiding principles established by Marsh for its compensation design, decisions and actions. The four principles are:

- Aligning with stockholder value creation with a focus on balancing risk and reward in compensation programmes, policies and practices;
- Supporting a strong performance culture through short-term and long-term variable compensation, with the ability to differentiate among individuals based on actual results;
- Setting target compensation at competitive levels in markets where we operate, with flexibility to recognise different business models and markets for talent; and
- Maximising colleagues' perceived value of our programmes through transparent processes and communication.

5.3 Payout in instruments policy

IFD requires firms to pay at least 50% of variable remuneration of Identified Staff in instruments such as shares. However, firms with total on and off-balance sheet assets on average equal to or less than €100m over the previous four-year period, do not need to apply this requirement.

MIL falls below this threshold and therefore, does not apply the requirement to pay at least 50% of variable remuneration in instruments. Where variable remuneration is paid in instruments, those instruments will be equity or equity related instruments in the ultimate parent company, Marsh.

6.4 Deferral Policy and vesting criteria

IFD requires firms to defer at least 40% off variable remuneration over three to five years depending on the business cycle of the firm. However, firms with total on and off-balance sheet assets on average equal to or less than €100m over the previous four-year period, do not need to apply this requirement.

MIL falls below this threshold and therefore, does not apply the requirement to defer at least 40% of variable remuneration. Nonetheless, variable remuneration for senior employees subject to certain remuneration schemes, is subject to deferral depending on the specific scheme as per Marsh's global remuneration practices.

5.5 Ratios between fixed and variable remuneration

MIL ensures a balance between the variable and the fixed component of the total remuneration, taking into account the business activities and associated risks, as well as the impact that different categories of staff have on the risk profile of the firm.

A maximum ratio of variable to fixed remuneration has been set. The ratio is deemed appropriate given the roles and responsibilities of these individuals and are set in order to avoid adverse incentives and manage the risks to the business including the long-term capital position. The actual awards will be a range below these ratios for the vast majority of colleagues. The maximum ratio will be kept under review on an annual basis by the MIL Board and our MIL Remuneration Committee.

5.6 Aggregated quantitative information on remuneration

Fixed and Variable Remuneration

The below table details the amounts of remuneration awarded in the financial year, split into fixed remuneration, including a description of the fixed components, and variable remuneration, and the number of beneficiaries:

Remuneration Type	Number of Beneficiaries	Total Amount €'000	Description
Fixed	23	4,478	Fixed remuneration consists of base salary, benefits, pension and cash allowances.
Variable	23	2,034	Variable remuneration can consist of a combination of discretionary bonus plan payments, long term incentive awards, retention awards, service awards and accumulated dividend payments.

Components of Variable Remuneration

The below table details the amounts and forms of awarded variable remuneration, split into cash, shares, share-linked instruments and other types separately for the part paid upfront and for the deferred part:

Components of Variable Remuneration	Total Amount €'000
Cash	1,949
Mandatory deferred cash	1,085

Deferred Remuneration from Previous Performance Periods

The below table details the amounts of deferred remuneration awarded for previous performance periods, split into the amount due to vest in the financial year and the amount due to vest in subsequent years:

Deferred Remuneration Awarded in 2025, for Previous Performance Periods	Total Amount €'000
Amount vested in 2025	768
Amount due to vest in subsequent years	921

The amount of deferred remuneration due to vest in the financial year that is paid out during the financial year, and that is reduced through performance adjustments is **Nil**.

The guaranteed variable remuneration awards during the financial year and the number of beneficiaries of those awards is **Nil**.

The severance payments awarded in previous periods, that have been paid out during the financial year is **Nil**.

The amounts of severance payments awarded during the financial year, split into paid upfront and deferred, the number of beneficiaries of those payments and the highest payment that has been awarded to a single person is **Nil**.

MIL has availed of a derogation laid down in Article 32(4) of Directive (EU) 2019/2034 on the basis that MIL falls below the threshold of being a firm with total on and off-balance sheet assets that are on average equal to or less than €100m over the previous four-year period. The derogation applies to all staff members as detailed in the above tables.

6

Investment Policy

MIL does not hold shares in companies carrying voting rights and therefore this section is not applicable to MIL.

7

Environment, Social & Governance ("ESG") Risks

MIL has availed of a derogation laid down in Article 32(4) of Directive (EU) 2019/2034 on the basis that MIL falls below the threshold of being a firm with total on and off-balance sheet assets on that are average equal to or less than €100m over the previous four-year period and therefore this section is not applicable to MIL.

8

Appendix A

A.1 Composition of Regulatory Own Funds

		Amounts	Source based on reference numbers/letters of the balance sheet in the audited financial statements
	Common Equity Tier 1 (CET1) capital: instruments and reserves		
1	**OWN FUNDS**	55,499,184	
2	**TIER 1 CAPITAL**	55,499,184	
3	**COMMON EQUITY TIER 1 CAPITAL**	55,499,184	
4	Fully paid up capital instruments	6,349	9 & 10
5	Share premium		
6	Retained earnings	64,795,777	12
7	Accumulated other comprehensive income		
8	Other reserves	31,495,417	11
9	Minority interest given recognition in CET1 capital		
10	Adjustments to CET1 due to prudential filters		
11	Other funds		
12	(-)TOTAL DEDUCTIONS FROM COMMON EQUITY TIER 1	- 40,798,359	
13	(-) Own CET1 instruments		
14	(-) Direct holdings of CET1 instruments		
15	(-) Indirect holdings of CET1 instruments		
16	(-) Synthetic holdings of CET1 instruments		
17	(-) Losses for the current financial year		
18	(-) Goodwill	- 37,745	2
19	(-) Other intangible assets	-	2
20	(-) Deferred tax assets that rely on future profitability and do not arise from temporary differences net of associated tax liabilities		
21	(-) Qualifying holding outside the financial sector which exceeds 15% of own funds		
22	(-) Total qualifying holdings in undertaking other than financial sector entities which exceeds 60% of its own funds		
23	(-) CET1 instruments of financial sector entites where the institution does not have a significant investment		
24	(-) CET1 instruments of financial sector entities where the institution has a significant investment		
25	(-)Defined benefit pension fund assets	- 40,760,614	5
26	(-) Other deductions		
27	CET1: Other capital elements, deductions and adjustments		
28	**ADDITIONAL TIER 1 CAPITAL**		
29	Fully paid up, directly issued capital instruments		
30	Share premium		
31	(-) TOTAL DEDUCTIONS FROM ADDITIONAL TIER 1		
32	(-) Own AT1 instruments		
33	(-) Direct holdings of AT1 instruments		
34	(-) Indirect holdings of AT1 instruments		
35	(-) Synthetic holdings of AT1 instruments		
36	(-) AT1 instruments of financial sector entities where the institution does not have a significant investment		
37	(-) AT1 instruments of financial sector entities where the institution has a significant investment		
38	(-) Other deductions		
39	Additional Tier 1: Other capital elements, deductions and adjustments		
40	**TIER 2 CAPITAL**		
41	Fully paid up, directly issued capital instruments		
42	Share premium		
43	(-) TOTAL DEDUCTIONS FROM TIER 2		
44	(-) Own T2 instruments		
45	(-) Direct holdings of T2 instruments		
46	(-) Indirect holdings of T2 instruments		
47	(-) Synthetic holdings of T2 instruments		
48	(-) T2 instruments of financial sector entities where the institution does not have a significant investment		
49	(-) T2 instruments of financial sector entities where the institution has a significant investment		
50	Tier 2: Other capital elements, deductions and adjustments		

A.2 Own funds: reconciliation of regulatory own funds to balance sheet in the audited financial statements

		a	b	c
		Balance sheet as in published/audited financial statements	**Under regulatory scope of consolidation**	**Cross reference to EU IF CC1**
		As at period end	**As at period end**	
Assets - *Breakdown by asset classes according to the balance sheet in the published/audited financial statements*				
1	Tangible Fixed Assets	2,163,310.00		
2	Intangible Fixed Assets	37,745.00		18 & 19
3	Cash at bank	52,136,047.00		
4	Debtors	38,534,180.00		
5	Pension Asset	40,760,614.00		25
xxx	**Total Assets**	133,631,896.00		
Liabilities - *Breakdown by liability classes according to the balance sheet in the published/auditied financial statements*				
6	Creditors (Amounts falling due within one year)	34,022,963.00		
7	Creditors (Amounts falling due after more than one year)	172,817.00		
8	Provisions for Liabilities and Charges	3,138,573.00		
xxx	**Total Liabilities**	37,334,353.00		
Shareholders' Equity				
9	Called up share capital presented as equity	6,250.00		4
10	Capital conversion reserve fund	99.00		4
11	Capital reserve	31,495,417.00		8
12	Statement of comprehensive income	64,795,777.00		6
xxx	**Total Shareholders' equity**	96,297,543.00		

A.3 Own funds: main features of own instruments issued by the firm

		a
		Free text
1	Issuer	Mercer (Ireland) Limited
2	Unique identifier (e.g. CUSIP, ISIN or Bloomberg identifier for private placement)	28158
3	Public or private placement	Private
4	Governing law(s) of the instrument	Ireland
5	Instrument type (types to be specified by each jurisdiction)	
6	Amount recognised in regulatory capital (Currency in million, as of most recent reporting date)	
7	Nominal amount of instrument	
8	Issue price	
9	Redemption price	
10	Accounting classification	
11	Original date of issuance	
12	Perpetual or dated	
13	Original maturity date	
14	Issuer call subject to prior supervisory approval	
15	Optional call date, contingent call dates and redemption amount	
16	Subsequent call dates, if applicable	
	Coupons / dividends	
17	Fixed or floating dividend/coupon	
18	Coupon rate and any related index	
19	Existence of a dividend stopper	
20	Fully discretionary, partially discretionary or mandatory (in terms of timing)	
21	Fully discretionary, partially discretionary or mandatory (in terms of amount)	
22	Existence of step up or other incentive to redeem	
23	Noncumulative or cumulative	
24	Convertible or non-convertible	
25	If convertible, conversion trigger(s)	
26	If convertible, fully or partially	
27	If convertible, conversion rate	
28	If convertible, mandatory or optional conversion	
29	If convertible, specify instrument type convertible into	
30	If convertible, specify issuer of instrument it converts into	
31	Write-down features	
32	If write-down, write-down trigger(s)	
33	If write-down, full or partial	
34	If write-down, permanent or temporary	
35	If temporary write-down, description of write-up mechanism	
36	Non-compliant transitioned features	
37	If yes, specify non-compliant features	
38	Link to the full term and conditions of the intrument (signposting)	

(1) Insert 'N/A' if the question is not applicable