



AIB Pensions
AIB Group,
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Central Park,
Sandyford,
Co. Dublin.

March 2026 - Retirement Ready Seminar Q&A

General Questions:

Q1 - Will the slides from the presentation be shared?

Yes, the slides are available in the Knowledge Centre on the pension website [here \(Single Sign on link\)](#) or on www.planforlife.ie and the video recording can be viewed [here](#).

Q2 - Does a pension adjustment order impact your choice at retirement?

Yes – a pension adjustment order will impact how your retirement benefits are settled. This will depend on the Pension Adjustment order that is in place.

Q3 - If I take an option to work 4 day week for example does this impact my contributions or can I continue to contribute at the same rate?

You can continue to make the same percentage of employee and/or AVCs contributions but they will be based on your new basic salary rather than your salary when you worked full time.

Q4 - Who is the best person to talk to about tax implications of DB and DC schemes?

If you have any queries, you will need to engage with an independent tax advisor at your own cost. If there is any tax to be deducted for a retirement lump sum or as a result of standard fund threshold this will be confirmed to you by Aon and will be deducted prior to retirement benefits being settled.

Q5 - Can I claim the Job Seekers allowance at 65 when I retire even if I am getting the AIB Pension until I qualify for the State Contributory Pension at 66?

You should contact the [Department of Social Protection](#) to confirm what benefits you can be entitled to at age 65 until you reach State Pension.

Q6 - Potential options for someone who has a spouse with no current entitlement other than state pension?

Your retirement options issued are based on pension benefits that are payable to you. If you have a DB pension there is a surviving spouse pension available in the event of your death. Depending on how you take your DC benefits will determine if there are any benefits passed to a spouse.

Q7 - if I leave the bank at age 63 does my pension then kick in at age 65?

You are entitled to take all retirement benefits at your Normal Retirement Date. Your retirement date will be located on the annual benefit statement or you can see it on planforlife.ie. If you decide to leave the Bank earlier than your NRD then you would be treated as a resignation and become a deferred member.

Q8 - What is Standard Fund Threshold?

The Standard Fund Threshold is the limit on the total value of pension benefits (other than State Pension) that you can have before additional tax liabilities apply. The Standard Fund Threshold (SFT) has been set at €2 million since 2014, it is set to increase starting in 2026. The increase will be phased in by €200,000 each year from 2026 to 2029, ultimately reaching €2.8 million by 2029 This limit is currently €2,000,000 although it is due to rise in the coming years. Additional information is available on www.revenue.ie.

Q9 - Do you get paid any leave you haven't taken when you retire?

Any outstanding payments (for example, annual leave, overtime) are typically finalised before retirement. Please speak with your People Leader to confirm what applies in your case and you should ensure that it is processed in the month of your final pay with AIB. All information can be found in the [AIB HR Retirement Booklet.pdf](#)

Q10 - Can you retire early (before 63) and draw down from the DC and DB pension?

Under the current scheme rules, early retirement from the DB scheme before NRA isn't available. DC benefits may be available once you have left employment and are over 50. Please note that benefits can't be drawn while you are employed by AIB.

Q11 - Should you let Pensions know if you are considering retiring early?

You can't retire early from the Bank. If you are thinking about leaving employment, it's a good idea to contact your pension administrator to talk through your options. Under current rules, early retirement from the DB scheme before NRA isn't available, while DC benefits may be accessible once you've left employment and are over 50. Benefits can't be drawn while you are employed by AIB and you will need to follow the normal resignation process.

Q12 - If you have a Defined Benefit and a Defined Contribution pension, is it possible to choose both an ARF and an annuity?

It may be possible to purchase both an annuity and an ARF using your DC fund, depending on the options available to you at NRA. Your pension administrator or adviser can confirm what applies for you.

Q13 - Can I change my NRD on the system to an earlier date?

No. Your Normal Retirement Date is set by scheme rules at the time you join the Bank.

Q14 - Does the bank continue to pay health insurance after you retire?

No. AIB does not continue paying health insurance after retirement. If you'd like to keep your cover, please contact your provider (e.g., VHI) directly to make arrangements and set up a direct debit.

Q15: Is there an option to extend health insurance post-retirement?

No. AIB's contribution to health insurance ends when you leave or retire. If you'd like to keep cover in place, please contact your provider (e.g., VHI) to arrange this directly.

Retirement

Q16 - I have DB scheme with NRA 63 with another employer, then DC scheme with NRA 65. How does that work if I want to retire at 63?

If the two pension benefits in question are with different employers they will be payable at their respective retirement dates. AIB DC benefits can be drawn down from age 50 onwards, assuming you have resigned from AIB before seeking to draw down those benefits.

Q17 - I am due to retire this year but have yet to get any letter. When can I expect to hear of my options?

Retirement Options are issued to members typically 3months prior to their retirement date.

Q18 - Do you have to decide on Annuity or ARF 5 years out?

No. All decisions regarding Annuity and/or ARF are made when you complete your retirement decision form prior to settling your retirement benefits (usually 3 months from NRA).

Q19 - Can you delay taking your AIB pension, or do you have to take it at pension age?

All pension benefits are scheduled to be settled at your NRD. If you don't return any paperwork then benefits cannot be settled. It's important to understand all implications if you decide not to draw down your pension benefits at your NRA.

AVCs

Q20 - Can AVCs be done monthly via salary?

Yes. You can make AVCs by completing the pensions e-form located on HR Direct online. AVCs will be deducted monthly and tax relief will be processed at source. Please note AVCs do not attract matching employer contributions.

Q21 - Is there a maximum level of AVCs that you can make?

The maximum personal contribution you can make to your pension and on which you can receive PAYE relief is based on a combination of your age and earnings. We have set out the table of contribution limits by age range below. The maximum amount of earnings that can be taken into account for calculating your maximum PAYE-relievable personal contributions is currently €115,000 per annum. These limits are set by Revenue and apply to any Employee Contributions and AVCs that you are making or wish to make. Contributions made by AIB to your pension do not fall under these limits.

Age	Percentage Revenue Limit
Under 30	15%
30-39	20%
40-49	25%
50-54	30%
55-59	35%
60 or over	40%

Q22 - If I am setting up AVCs, is there a calculator or tool that can indicate how AVCs could affect my pension amount at NRA?

Yes. You should access the 'Pension Planner' tool on the Aon website ([Single Sign On \(SSO\)](#)). This illustration tool can show the impacts on your benefits at retirement if you increase or decrease personal contributions.

DB Pension

Q23 - Will my DB pension be revalued at retirement?

Yes. Your DB Pension will be revalued prior to your retirement.

Q24 - My DB pension benefit under the AIB Scheme is <€2K p.a. what are the options here? can this be paid as an annual once off payment in retirement or does this have to be paid in a monthly figure

All DB members have the option to have their pension paid to them when they reach their NRA. Pension payments are monthly, and you must have a ROI bank account. Members also have the option to transfer their DB benefit to the DC scheme, but we would encourage you to seek independent financial advice prior to making any decisions.

DC Pension

Q25 - I only have a DC Fund. On retirement can I take a lump sum, do I have a choice as to taking an Annuity or ARF?

If you have DC retirement account, you will have the option of taking either;

- A retirement lump sum of up to 25% of the value of your fund. You can either invest in an ARF, and/or purchase an Annuity, or take the residual sum as a taxable payment (subject to Tax, PRSI & USC deductions).
- A retirement lump sum based on service and final remuneration. If your retirement lump sum is calculated in this way, and you have no AVCs, you must purchase an Annuity with the remainder of your retirement fund.
- AVCs can be put in an ARF fund regardless of how you take the retirement lump sum.

Q26 - Can I retire early if I joined after 2014 and I have a DC scheme?

If you have DC benefits only you can request to draw these down from age 50 once you are no longer in employment with AIB.

Transfers

Q27 - How soon do you need to advise AON if you decide to transfer from a DB scheme to DC scheme? Do you have to have executed the transfer before you receive your options letter as it appears that the transfer option is not an option in the final options letter?

You can transfer your DB benefit to the DC scheme anytime up to your retirement date. You should always seek independent financial advice before making this decision. The DB transfer value will not be guaranteed until all transfer out paperwork is completed. A DB Transfer value is not part of the retirement options. If your retirement options are issued and you decide to transfer the DB benefit to DC scheme at this time, new DC only retirement options will need to be issued. If this is done close to your retirement date it may take additional time for your retirement benefits to be settled. You can request a transfer value of your DB benefits once a year at any time.

Q28 - Is it correct, that if you work after NRA you are no longer able to transfer your DB benefits to the DC scheme?

No. You can transfer DB benefits into the DC scheme while you remain employed (including if you work beyond NRA). Transfer values cannot be processed once you leave employment and are past your NRA.

Investment Strategies

Q29 - I have gone Freestyle Option rather than Lifestyle Option, knowing nothing about risk - is that an issue?

Deciding where you should invest your money is a decision that you must make, taking into account your attitude to risk and age. As AIB and Aon administer the pension scheme we cannot provide financial advice. It may be helpful for you to seek independent financial advice. There is further information regarding fund choices and fund performance on the pension website www.planforlife.ie

Q30 - Can you amend your investment choices to affect future investments only but to leave existing fund as is - system seems to ask you to move existing fund as well as selecting new investment strategy?

Yes, you can elect to switch existing funds, future funds, or both. This can be done on the pension website [here \(Single Sign on link\)](#) or on www.planforlife.ie

Q31 - Will Aon automatically move pension investment into a lower risk investments as I near pension age?

You will need to review your DC retirement account on planforlife.ie to see where you are invested. If you are a 'freestyler' – then you have selected your own investment strategy and will need to manage this. If you are a 'lifestyler' then you will be mapped to a glide path based on the information available and your investments will be managed accordingly. You can see where you are invested if you log on to www.planforlife.ie.

Q32 - Can you move back from freestyle to lifestyle options?

Yes. You can select to move from being 'freestyled' to 'lifestyled' by selecting the switch option on the pension website. You should review all information on the site as it may assist in your decision.

Q33 - If you are in a Cash and ARF Ready lifestyle strategy with 5 years to go, can you still choose an annuity at NRA?

Yes. You can choose to purchase an annuity at retirement regardless of the lifestyling strategy you have been following.

Q34 - I think my lifestyling strategy is set to Cash and ARF Ready and I am not sure why. Can I change it to Cash and Annuity when I get to retirement?

Yes—you can change your lifestyling strategy at any time via My AIB Pension or www.planforlife.ie.

Lump Sum

Q35 - Is one not allowed to take the Retirement lump sum of 25% tax free? Obviously, one would be hit with the balanced taxed?

Retirement lump sums up to €200k are tax free (this takes into account any/all retirement lumps sums from AIB or other pension schemes). The table below shows how tax can be applied if your retirement lump sum exceeds €200k.

Tax Free	Up to €200k
20% Tax	From €201k to €499k
Marginal Tax	From €500k and above

Q36 - Is the 25% lump sum calculated on the combined DC & DB funds and can it be taken from one of the funds?

No. The 25% retirement lump sum is based only on the value of your DC retirement account.

Q37 - I have an AIB DC pension and on retirement will take my benefits by way of 25% lump sum and ARF. I also have 2 DB pensions where I am a deferred pensioner. When I reach NRA on those 2 DB schemes can I also take a lump sum on retirement from the 2 DB schemes and how is that amount calculated?

If you have any deferred pension benefits outside of AIB, these will become payable at their scheme retirement age. If you have not waived your right to a retirement lump sum from these schemes, then you should have the opportunity to take a retirement lump sum. If the combined total of your Retirement Lump Sums from all pensions exceeds the Revenue Tax Free Limit of €200,000 you would have to pay tax on anything over €200,000. Every person's Retirement Lump Sum calculation is unique to them.

Q38 – Can I take a retirement lump sum if I take VS and signed the waiver form.

No. If you have signed the AIB Group waiver form, this will impact your right to take a retirement lump sum from all schemes that relate to AIB Group.

Q39 – If I waived my right to a retirement lump from another occupational scheme does that impact my right to take a retirement lump sum from the AIB pension scheme.

No. You will have an option to take a retirement lump sum from the AIB scheme.

Q40 - Do you need to take the lump sum at NRD, or can it be taken later after an ARF is purchased?

No. If you want to and can avail of the retirement lump sum being tax free it should be taken when you settle your retirement benefits. Any lump sums/payments paid from an ARF are subject to marginal tax and USC deductions.

Q41 - I have both a DB pension and a DC pension. Can I take my lump sum from both the DB benefit and the DC fund?

Yes. At retirement, you can take your retirement lump sum from your DB benefit, your DC fund, or a combination of both. Your retirement pack will outline the options available to you.

ARF

Q42 - If you are single and childless can your ARF be inherited?

If an ARF is distributed to anyone other than a spouse, it will be subject to income tax at marginal rate and also Capital Acquisition Tax. For further information, see the following [link](#) on the Pensions Authority website.

Q43 - Can I choose to just have my DB pension and then take 25% Lump Sum from DC Pension fund and then purchase an ARF with balance from the DC fund?

Yes – you can choose to take your DB benefit as a monthly pension, take 25% of your DC retirement account as a retirement lump sum and ARF the remainder of your DC retirement account. All retirement options available will be included in your retirement pack.

Q44 - There was a mention of ARF requiring DB to be transferred to ARF. Just want to clarify as LifeStyle Option 3 in the examples had a Lump sum, DB pension and ARF fund. I may have misunderstood?

No – You do not need to transfer your DB benefit in order to access an ARF. You can purchase an ARF using AVCs only or you can select to take 25% of your DC retirement account as a lump sum and the remaining DC value can be moved into an ARF.

Q45 - Is there a comprehensive comparison of entry/exit/maintenance charges by ARF providers?

If requested, Mercer will provide a bespoke ARF recommendation for a member by comparing all providers and this includes the charging structure. Mercer do not recommend providers that will have an entry charge. Exit charges in the early years and the annual management charges are very much on a case by case basis once the most suitable ARF is identified.

Q46 - What type of return does a typical ARF return?

That is very much determined by the type of ARF a member selects and in line with their attitude to risk, there is no typical return as ARFs can range from a Cash Fund right up to Very High Risk equity funds.

Q47 - Am I correct in understanding that you can withdraw a regular income (taxable) from the ARF? It was mentioned during the presentation that only a single taxable withdrawal was allowed.

Yes you can take regular withdrawals (income), any withdrawals you take from your ARF will be subject to income tax, the Universal Social Charge and PRSI (if you are liable for this). In the meantime the fund will continue to be invested into funds of your choice.

Q48 - I am not clear if I can avail of an ARF as I have previous benefits from another employer.

Previous benefits you have with another pension provider should not impact you should you wish to set up an ARF with your AIB pension benefits.

Q49 - Who do we speak to to set up an ARF?

You're welcome to set up an ARF independently, through a broker of your choice, or via Mercer's brokerage service.

Annuity

Q50 - If I choose annuity and then die soon after, are all my pension contributions lost to my family?

Yes, your Annuity will cease upon your death unless you opt to purchase additional benefits such as a spouse's benefit or a guaranteed period into your Annuity.

Q51 - Does the Annuity increase annually in line with CPI?

Indexation can be also selected as an additional benefit within an Annuity.

Mercer 1-1

Q52 - At what point pre-retirement should you have a one to one with Mercer to discuss options?

Retirement options are issued between 11 -12 weeks prior to a members retirement date. You can set up the 1:1 call with Mercer once you have your retirement options.

Q53 - I am due to retire in 1 year. When I get my letter from Aon do I then get my 1 to 1?

Yes – Once your retirement options are issued by Aon, you can access the 1:1 session with Mercer.

Q54 - Can a family member attend the 1:1 session with you?

All sessions are virtual and there should be no issue if you would like a family member to attend the session with you.

Q55 - Can Mercer still provide 1-to-1 service to those AIB employees who were previously members of EBS Building Society, given that EBS DB scheme was administered by Mercer?

If you are an active AIB employee at retirement you will be able to have a 1:1 meeting with Mercer. Your EBS pension benefits can also be incorporated into this conversation.

Q56 – Is there a charge for using the Mercer 1:1 retirement support service?

No. There is no cost to the member and we could encourage all members to use this service when they receive their retirement options.

Q57 - Is it possible to arrange 1:1 sessions with Mercer to discuss individual retirement planning?

If you'd like additional 1:1 retirement planning sessions, you can arrange these directly with Mercer (or another adviser); any fees would be payable by you.

Q58 - Will I be invited for a 1:1 if I have resigned from AIB before my NRD?

Yes. If you leave service before your NRD, you can still avail of a Mercer 1:1 session once you have a DC retirement account.

State and Other Pensions

Q59 - If you've worked for multiple companies, and have a variety of pensions from them, I assume you'd need to go to a pensions advisor to step through all your options at retirement?

If you have multiple pension benefits with other companies, it may be helpful for you to speak to an independent advisor so that they can review all benefits from each scheme and provide advice on how to settle each retirement benefit.

Q60 - If you worked in the UK for a period -can you claim any UK benefits?

If you worked in the UK, and are trying to confirm if you have any UK state benefits you will need to contact the [HMRC](#). You will need to know your UK National Insurance Number.

Q61 - As I currently receive a widows pensions, do I need to do anything re welfare?

If you are in receipt of a widow pension you should contact the [Department of Social Protection](#) when you reach state pension age to determine how that impacts any state pension benefits.

Q62 - Can you explain the difference for state pension treatment if you have DB scheme or a mixture of DB and DC pension?

Your state pensions entitlements are based on the PRSI contributions you have paid. Your State pension is not currently impacted by your occupational pension. You should contact the Department of Social Protection or log into www.mygovind.ie for further information.

Q63 - Can a pension from a previous employer effect my AIB pension?

Yes, it can impact how you may settle the next benefits due to be paid. When approaching retirement, you will be asked to share all information on any pension benefits in payment so the information can be assessed to ensure the correct retirement options are issued to you.

Q64 - I worked abroad in the past. Will I be receiving a combined pension or should I engage with the foreign authorities separately?

You will receive the AIB pension when you reached your retirement age. If you have pensions benefits in other countries you need to engage with them separately.

Q65 - Can you top up your State Pension if you have not worked enough years to get the full pension?

For guidance on topping up or qualifying for the State Pension, please contact the Department of Social Protection or log in at www.services.mywelfare.ie using your MyGovID.

Q66 - If I retire at 63 under the DB scheme and do not seek further employment, will Revenue consider me retired for the purposes of the State Contributory Pension (available from age 66)?

Your AIB retirement benefits and your State Pension entitlement are assessed separately. For the most up-to-date guidance, please contact the Department of Social Protection or log in at www.services.mywelfare.ie using your MyGovID.

Working Beyond NRA

Q67 - My normal retirement age is my 63rd birthday. Can I extend this to 65 or 67? What are the pension implications?

All employees who were in employment on 1 July 2013 can continue to work in AIB until age 65 if they have an earlier Normal Retirement Age. If you wish to do this, you should complete the 'Working beyond normal retirement age' Form located on the HR Hub and return it to HR Direct @ hr.direct@aib.ie. If you decide to extend your employment under the 2013 agreement, you will continue to accrue benefits in the Defined Contribution Scheme and you will receive your retirement options three months prior to your 65th birthday rather than your Normal Retirement Age.

From 1st January 2025, you can elect to continue working past your normal retirement age to 67. You can check out the HR HUB – pensions for the policy, Q&A & application form.

Q68 - My normal retirement age was 63 - I stayed on for extra two years – I am due to retire this year how, does this affect my retirement benefits?

If you decide to use work beyond normal retirement age and remain in employment to age 65, you continue to be a member of the DC scheme, you are covered for death in service benefits and income protection. You cannot draw down any pension benefits until you retire at age 65. Your retirement options will be issued by Aon 11-12 weeks before your 65th birthday in this example.

From the 1st Jan 2025, employee can request to continue working past their normal retirement age to 67. Details can be found on HR HUB/Pensions.

Q69 - If I stay past 65 and continue working to age 67, will bank and employee pension contributions (including AVCs) remain the same?

Yes. If you continue working beyond NRA (up to age 67), you remain a member of the scheme and contributions (including AVCs) continue as normal.

Q70 - If retirement age is 63, does Death in Service (DIS) still apply at 65?

If you continue working past your normal retirement date in AIB you will be covered for Death in Service benefits up to age 67 subject to insurers T&C's.

Aon Website

Q83 - Hi can you please tell people what they need to do to access the pensions site?

If you have already registered for the My AIB Pension web service, you can access it via [Single Sign On \(SSO\)](#) which can also be found via the My HR Hub Page. If you haven't yet registered for the service, why not do so now? Go to www.planforlife.ie, where you will find a short and easy to use video guide on how to register. If you leave AIB, you can still access the web service by visiting www.planforlife.ie and logging in to the My AIB Pension service with your username and password.