Trireme
A Praxis Group company

The International Retirement Plan

Personal Pension Scheme Members - Key Features

What is The International Retirement Plan (the "IRP")?

The IRP is an approved defined contribution retirement benefit plan, which is a pension plan written under trust in Guernsey. The IRP has two distinct sections as below;

i) Personal Pension Scheme
ii) Occupational Pension Scheme

These Key Features relate only to Personal Pension Scheme Members. For further information on the Occupational Pension Scheme section please contact Trireme.

Who is the Administrator?

Praxis PES Malta, which is licensed and regulated by the Malta Financial Services Authority to provide retirement scheme administration services and is part of the Praxis Group.

Who is the Trustee?

The Trustee is Trireme Pension Services (Guernsey) Limited ("Trireme"). Trireme is licensed and regulated by the Guernsey Financial Services Commission to undertake fiduciary business including provision of trustee services to pension schemes. Trireme is part of the Praxis Group.

What is a defined contribution retirement benefit plan?

Also called a money purchase arrangement this means that all contributions paid into the Plan are allocated to an individual Member Account. The money allocated to each Member Account is invested by the trustee on behalf of the member. When investments are sold, the proceeds of the sale (including any gains or losses) are paid into that Member Account. When a member retires the value of the funds held in their Member Account will form the basis for calculation of their pension. Therefore there is no guarantee of the value of the future pension as this will be impacted by the underlying investment performance.

Why has the IRP been established?

As a retirement benefit plan, the IRP is a tax efficient way to save for your retirement. This may be a supplementary retirement account to an occupational pension plan or a way of consolidating pension accounts into a single pension vehicle. IRP is structured to offer flexible benefits in accordance with Guernsey pension legislation.

How does it work?

Upon application to the plan, you will need to elect which part of IRP you wish to join.

> **157(a) Section** - This section is approved under section 157(a) of Guernsey Income Tax Law, 1975 as amended.
> **40(ee) Section** - This section is exempt under section 40(ee) of Guernsey Income Tax Law, 1975 as amended.

Trireme cannot provide you with advice on which section to join, however it is noted that once you have joined one of the Sections, there may be some restrictions on being able to transfer from 157(a) to 40(ee) - please refer to the trustee and your financial adviser. It is important to note that whilst both sections of the IRP are defined contribution pension plans, there are differences between them on their international recognition, and how benefits can be taken. It is essential that you seek personal financial and/or tax advice if you are unsure which section to join.

Once you have been accepted as a member of the IRP you may make contributions or transfer in assets from other pension plans (subject to due diligence procedures). It may also be possible for the IRP to accept contributions on your behalf by third parties, such as your employer or a family member, however this is subject to due diligence checks and Trireme will require the full details of the contributor.

All contributions made by you, or on your behalf, are credited to an account designated for you within the IRP and used to purchase investments and these, or the proceeds of them, are used to fund your retirement.

How much can be contributed?

There is no restriction on how much you can contribute to the IRP. However all contributions must be approved by Trireme.

Are transfers from other schemes accepted?

Yes. Providing the existing scheme permits the transfer to be made then there are unlikely to be any problems however both the ceding plan and Trireme will need to undertake their own due diligence checks to ensure this is permissible. It is recommended that financial and tax advice is taken before transferring benefits from another pension scheme as the rules of IRP may differ.

When can I take retirement benefits?

Under the 157(a) section, normal retirement date under Guernsey law is any age between 50 and 75.

It may be possible to commence taking retirement benefits before age 50 in the case of severe ill health.

Under the 40(ee) section there is no restriction on retirement age so benefits can be taken at any time.

What benefits can I take from the IRP?

At retirement the accumulated value of the investments in your Member Account will be used to provide your retirement benefits. There are differences between the 40(ee) and 157(a) sections of the IRP, so it is important to select the right section for your needs. It is important to note that pension legislation does change and there is no guarantee that the below rules will still be in place by the time you become eligible to take pension benefits. It is therefore suggested that you seek personal financial advice as you approach retirement to understand what options are available to you.

> **157(a) Section** - Guernsey legislation currently allows you to take up to 30% of the value of your pension as a pension commencement lump sum. The remaining funds can only be used to provide a regular income either immediately or in the future.

> **40(ee) Section** – There is no restriction on the benefits that can be taken.

Under both sections, you may elect to draw an income directly from the Member Account or use the money to purchase an annuity. In the event that you elect to receive income directly from your Member Account you should be aware that there is no guarantee that the funds in your account will be sufficient to pay the same level of income until your death.

All payments made from the Plan are not subject to any Guernsey taxation, unless you are resident in Guernsey at the time you take benefits. However, tax may be payable in your home jurisdiction. Your tax or financial adviser can explain any such liabilities to you.

Is it possible to take benefits before age 50 and/or close the pension?

For members in the 40(ee) section, it is possible to collapse the pension at any age should your circumstances change.

For members in the 157(a) section, Guernsey 'triviality rules' dictate the ability to close the pension in line with the below guidelines:

	Less than £15,000	Greater than £15,000
Under age 50	Full access to take benefits and close pension.	Normal benefit rules apply.
	Less than £50,000	**Greater than £50,000**
Over age 50	Full access to take benefits and close pension.	Normal benefit rules apply, unless you can evidence income of £20,000+ for the remainder of your life and total value of Member Account is less than £100,000.

If the value of your Member Account is greater than the amounts explained under these rules, then your Member Account will continue to pay you retirement benefits until the funds are exhausted, you elect to transfer to another recognised pension plan, the residual assets are used to purchase an annuity or upon death.

Please note, depending on your place of residency, taking trivial benefits may invoke a tax charge and collapsing a pension before retirement age will result in you having less assets for your retirement.

Do I have to take pension benefits?

Under 157(a) you will be required to commence taking annual pension benefits by age 75. However, under 40(ee) you do not need to take benefits.

What happens to my pension when I die?

In the event that you die before you have taken all benefits from your Member Account, the residual value will be applied to provide your dependants or nominated beneficiaries either with a lump sum, or it may be possible for the assets to pass to a new pension for their benefit. Upon application to join the IRP, we will ask you to complete a form nominating your dependants/beneficiaries, which can be changed at any time. Important Notice - for any member that is deemed UK resident, it is likely that UK Inheritance Tax will apply on all 157(a) plans from 6th April 2027 as this section qualifies as a Qualifying Non UK Pension Scheme (“QNUPS”). It is recommended that members seek UK qualified advice.

How are the assets in the plan managed (Investment Direction)?

Trireme do not provide any investment advice and will appoint a regulated investment manager who will be responsible for providing investment advice and ongoing review of these investments. Trireme will regard you as the Responsible Person under Guernsey Pension Rules for the direction and monitoring of investments (Member Directed Plan). Trireme will not normally review the investment performance of Member Directed plans but may choose to undertake periodic reviews to ensure the plan is being invested appropriately.

Typically, you can exercise your obligation as the Responsible Person by appointing a financial adviser or discretionary investment manager to manage the assets on your behalf (Member Directed – Advised). The appointment of any adviser is subject to the adviser being acceptable to Trireme.

If you wish to appoint a discretionary investment manager to manage the assets, please discuss your preferred Investment Manager with Trireme to ensure they are acceptable to Trireme.

With the application form you will be required to nominate a regulated adviser or discretionary investment manager to be appointed. If an adviser or discretionary investment manager is not appointed, your application may be rejected.

If you are an investment professional, Trireme may accept a request for you to manage the assets of the plan yourself (Member Directed – Self Managed). You will be required to explain what investment experience and/or qualifications you hold prior to Trireme being able to consider your request.

In certain situations, Trireme may assume the role of the Responsible Person and may appoint a regulated firm at its discretion. Such situations would include if your selected manager is no longer able to perform its duties or if we should lose contact with you and we cannot be certain that you are monitoring the performance of the investments. Please note, Trireme will only consider appointing a firm /individual that is duly qualified to provide regulated advice and services in the jurisdiction where you are resident, or have relevant passporting permissions. Trireme may appoint a discretionary investment manager, as long as they are duly qualified to provide these services.

How do I know which investments to choose?

Trireme does not provide investment advice and will decline to answer any such questions. You should seek professional advice to guide you on an appropriate investment strategy. You will be able to change the investments held within the IRP alongside advice from your financial adviser or trades may be placed by your discretionary investment manager in accordance with your agreed risk profile.

Please note that all investments carry an element of capital risk and investments can go down as well as up and past performance should not be considered as an indication of future returns.

What investments are allowed in the plan?

Trireme have a Statement of Investment Principles that can be provided upon request and applies to all non Member Directed Member Accounts. As a retirement plan, the general principle is the plan should only invest in investments deemed suitable for retail investors (unless you personally qualify as a sophisticated investor).

Can I take a loan against the plan assets?

No.

What will it cost to join the plan?

Please refer to the fee scale within the application form.

About Praxis

Praxis is a leading provider of tailored professional services to individuals, families, and international corporate clients. With over 50 years of experience, we are an independent firm with a global presence.

Our success is driven by a commitment to recruiting and retaining top talent and fostering a culture that enables people to excel. Our multidisciplinary teams are well equipped to handle the most complex and varied structures, offering personalised services that provide efficiency, value, and peace of mind.

We value our relationships with our clients and intermediaries, understanding that our continued success depends on building trust, respect and providing expert advice. We strive to be not only trusted advisers but also commercial partners who deliver long-term value.

Praxis provides trustee and administration services to a wide variety of retirement and employee benefit solutions to clients worldwide from our strategically located offices. Trireme Pension Services (Guernsey) Limited provides trustee services to the IRP and is fully owned by the Praxis Group, which is headquartered in Guernsey.

What if I have a complaint?

We are committed to providing the best possible service and aim to resolve any concerns you have without the need for a formal complaint. However, if you are not satisfied with the outcome, we have a formal dispute resolution procedure in place. Details of this procedure are available upon request and can also be found on our website. If we are unable to resolve your complaint through this process, you may be eligible to refer your complaint to the Channel Islands Financial Ombudsman. Please be aware that there are time limits for raising a complaint, as outlined in the dispute resolution procedure. You can contact the Channel Islands Financial Ombudsman at:

Channel Islands Financial Ombudsman
PO Box 114
Jersey
Channel Islands
JE4 9QG

Email: enquiries@ci-fo.org
Website: www.ci-fo.org
Phone: +44 1534 748610

Nothing in this Key Features document is intended to provide any form of advice and we recommend that Membership to the IRP should only be considered alongside personal tax and/or financial advice. Trireme reserves the right to update these Key Features in line with our Terms & Conditions and in accordance with local legislation. The elements described within this document are not contractual and could change during the lifetime of your membership to the IRP.

Trireme Pension Services (Guernsey) Limited is a member of Praxis Group Limited and is regulated by the Guernsey Financial Services Commission and licensed as a fiduciary services company under the Regulation of Fiduciaries, Administration Businesses and Company Directors, etc. (Bailiwick of Guernsey) Law, 2020 (The “Law”). Permitted to carry on by way of business regulated activities under s.2(1)(e) of the Law (Pension Scheme Business and Gratuity Scheme Business). Registered office: PO Box 296, Regency Court, Glategny Esplanade, St Peter Port, Guernsey, GY1 4NA. Company Registration Number 55537.

Praxis PES Malta Limited is authorised by the Malta Financial Services Authority to act as a Retirement Scheme Administrator to Retirement Schemes registered under the Retirement Pensions Act, 2011. Company Registration Number C58492.