

## Summary of fees and commission

We, Gen Z Financial Solutions Ltd act as intermediary (Broker) between you, the consumer, and the product provider with whom we place your business.

### The Background

Pursuant to Regulation 32 of the Consumer Protection Code 2025, all intermediaries, must make available in their public offices, or on their website if they have one, a summary of the details of all arrangements for any fee, commission, other reward or remuneration provided to the intermediary which it has agreed with its product producers.

### What is Remuneration?

Remuneration is the payment earned by the intermediary for work undertaken on behalf of both the provider and the consumer. The amount of remuneration is generally directly related to the value of the products sold.

### What is Commission?

Commission is payment that may be earned by an intermediary for work undertaken for both provider and consumer.

There are different types of remuneration and different commission models:

**Single commission model:** where payment is made to the intermediary shortly after the sale is completed and is based on a percentage of the premium paid/amount invested/amount borrowed.

**Trail/Renewal commission model:** Further payments at intervals are paid throughout the life span of the product.

### Indemnity Commission

Indemnity commission is the term used to describe a commission payment made before the commission is deemed to be 'earned'. Indemnity commission may be subject to a clawback (see below) if the consumer lapses or cancels the product before the commission is deemed to be earned.

Other forms of indemnity commission are advances of commission for future sales granted to intermediaries in order to assist with set up costs or business development.

### Profit Share Arrangements

In some cases, the intermediary may be a party to a profit-share arrangement with a product provider and will earn additional commission. Any business arranged with these product providers on a client's behalf will be placed with the product provider because that product provider is at the time of placement, the most suitable to meet the client's requirements, taking all the client's relevant information, demands and needs into account.

### Life Assurance/Investments/Pension Products

For Life Assurance products commission is divided into initial commission and renewal commission (related to premium), fund based or trail (relating to accumulated fund).

Trail commission, bullet commission, fund based, flat commission or renewal commission are all terms used for ongoing payments. Where an investment fund is being built up through an insurance-based investment product or a pension product, the increments may be based on a percentage of the value of the fund or the annual premium. For a single premium/lump sum product, the increment is generally based on the value of the fund.

Life Assurance products fall into either individual or group protection policies and Investment/Pension products would be either single or regular contribution policies. Examples of products include Life Protection, Regular Premium Life Assurance Investments, Single Premium (lump sum) Insurance-based Investments, and Single Premium Pensions.

### Investments

Investment firms, which fall within the scope of the European Communities (Markets in Financial Instruments) Regulations 2007 (the MiFID Regulations), offer both standard commission and commission models involving initial and trail commission. Increments may be based on a percentage of the investment management fees, or on the value of the fund.

### Clawback

Clawback is an obligation on the intermediary to repay unearned commission. Commission can be paid directly after a contract is concluded but is not deemed to be 'earned' until after a specified period of time. If the consumer cancels or withdraws from the financial product within the specified time, the intermediary must return commission to the product producer.

### Fees

In certain circumstances it will be necessary to charge a fee for services provided. In circumstances where fees are chargeable, we will notify you in advance in writing. Where it is not possible to provide the exact amount, we will provide you the method of calculation of the fee. The following hourly fees will apply:

Principles / Directors	€500
Senior Advisers	€250
Support staff	€200

#### Personal Retirement Savings Accounts (PRSAs) – Fees

Where advice is requested for PRSAs, the following hourly fees will apply:

Principles / Directors	€500
Senior Advisers	€250
Support staff	€200

Our minimum total fee for setting up a personal PRSA is €500, for an occupational or group PRSA it is €500 per member, this may reduce if the scheme has in excess of 10 members.

Additional fees may be payable for complex cases or to reflect value, specialist skills or urgency. We will notify you in advance of providing you with these services. Our scale of fees for such cases range from a minimum of €200 per hour to a maximum of €500 per hour.

### Other Fees, Administrative Costs/ Non-Monetary Benefits

The firm may also be in receipt of other fees, administrative costs, or non-monetary benefits such as:

- Attendance at product provider seminars

Gen Z Financial Solutions Ltd commission options are displayed as a range, showing the maximum amount which can be received. The level of commission depends on individual circumstances, based on the following factors:

- Intermediary discretion
- Whether the level of commission is negotiable
- Client relationship
- Length of time of the policy
- Amount of investment
- Length of investment
- Commercial decision
- Complexity of the case
- Product constraints by the product provider

**Further detail on the providers we work with, the products we sell and the maximum commissions available to us are outlined below.**

### Product Descriptions

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#### **Mortgage Protection**

A Mortgage Protection Product provides for an initial commission as outlined below. These policies have an inbuilt recurring commission structure to remunerate the Brokerage for reviews, service and claims support. If for some reason a client moves or terminates their policy within a particular period of time, this might result in the provider seeking to “clawback” some or all of the commission paid to the broker, depending on how long the policy was active with the provider.

#### **Term Life Protection**

A Term Life Protection Product provides for an initial commission as outlined below. These policies have an inbuilt recurring commission structure to remunerate the Brokerage for reviews, service and claims support. If for some reason a client moves or terminates their policy within a particular period of time, this might

result in the provider seeking to “clawback” some or all of the commission paid to the broker, depending on how long the policy was active with the provider.

### **Whole of Life Protection**

The Whole of Life Protection Product provides for an initial commission as outlined below. These policies have an inbuilt recurring commission structure to remunerate the Brokerage for reviews, service and claims support. If for some reason a client moves or terminates their policy within a particular period of time, this might result in the provider seeking to “clawback” some or all of the commission paid to the broker, depending on how long the policy was active with the provider.

### **Specified Illness**

A Specified Illness Product provides for an initial commission as outlined below. These policies have an inbuilt recurring commission structure to remunerate the Brokerage for reviews, service and claims support. If for some reason a client moves or terminates their policy within a particular period of time, this might result in the provider seeking to “clawback” some or all of the commission paid to the broker, depending on how long the policy was active with the provider.

### **Cancer Cover**

A Cancer Cover Product provides for an initial commission as outlined below. These policies have an inbuilt recurring commission structure to remunerate the Brokerage for reviews, service and claims support. If for some reason a client moves or terminates their policy within a particular period of time, this might result in the provider seeking to 'clawback' some or all of the commission paid to the broker, depending on how long the policy was active with the provider.

### **Income Protection**

An Income Protection Product provides for an initial commission as outlined below. These policies have an inbuilt recurring commission structure to remunerate the Brokerage for reviews, service and claims support. If for some reason a client moves or terminates their policy within a particular period of time, this might result in the provider seeking to “clawback” some or all of the commission paid to the broker, depending on how long the policy was active with the provider.

### **Pension Term**

A Pension Term Assurance Product provides for an initial commission as outlined below. These policies have an inbuilt recurring commission structure to remunerate the Brokerage for reviews, service and claims support. If for some reason a client moves or terminates their policy within a particular period of time, this might result in the provider seeking to 'clawback' some or all of the commission paid to the broker, depending on how long the policy was active with the provider.

### **Savings**

The Savings contract typically provides for an Initial Commission as outlined below. Brokerages may also agree with a client a recurring commission that may be based on a percentage of the value of the fund or the annual premium. If for some reason a client moves or terminates their policy within a particular period of time, this might result in the provider seeking to 'clawback' some or all of the commission paid to the broker, depending on how long the policy was active with the provider.

## **Investment**

An Investment Product typically provides for an Initial Commission as outlined below. Brokerages may also agree with a client a recurring commission that may be based on a percentage of the value of the fund or the annual premium. If for some reason a client moves or terminates their policy within a particular period of time, this might result in the provider seeking to “clawback” some or all of the commission paid to the broker, depending on how long the policy was active with the provider.

## **Personal Retirement Savings Account RP (PRSA)**

A Personal Retirement Savings Account or PRSA typically provides for an Initial Commission as outlined below with certain restrictions around PRSA’s. Brokerages may also agree with a client a recurring commission that may be based on a percentage of the value of the fund or the annual premium. If for some reason a client moves or terminates their policy within a particular period of time, this might result in the provider seeking to “clawback” some or all of the commission paid to the broker, depending on how long the policy was active with the provider.

## **Personal Retirement Bond (PRB)**

The Pension Retirement Bond typically provides for an Initial Commission as outlined below. Brokerages may also agree with a client a recurring commission that may be based on a percentage of the value of the fund or the annual premium. If for some reason a client moves or terminates their policy within a particular period of time, this might result in the provider seeking to “clawback” some or all of the commission paid to the broker, depending on how long the policy was active with the provider.

## **Defined Contribution Pension**

A Defined Contribution Product typically provides for an Initial Commission as outlined below. Brokerages may also agree with a client a recurring commission that may be based on a percentage of the value of the fund or the annual premium. If for some reason a client moves or terminates their policy within a particular period of time, this might result in the provider seeking to "clawback" some or all of the commission paid to the broker, depending on how long the policy was active with the provider.

## **Approved Retirement Fund (ARF)**

An ARF Product typically provides for an Initial Commission as outlined below. Brokerages may also agree with a client a recurring commission that may be based on a percentage of the value of the fund or the annual premium. If for some reason a client moves or terminates their policy within a particular period of time, this might result in the provider seeking to "clawback" some or all of the commission paid to the broker, depending on how long the policy was active with the provider.

## **Annuity**

The Annuity contract typically provides for an Initial Commission as outlined below. Brokerages may also agree with a client a recurring commission that may be based on a percentage of the value of the fund or the annual premium. If for some reason a client moves or terminates their policy within a particular period of time, this might result in the provider seeking to 'clawback' some or all of the commission paid to the broker, depending on how long the policy was active with the provider.

## Maximum Commissions Available

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### Aviva Life & Pensions Ireland DAC

#### Term Life Protection

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Term Protection	150%	22%	24

#### Single Premium PRSA

Product	Initial %	Recurring %	Clawback Period (Months)
Single Premium PRSA	5%	0.5%	60

#### Specified Illness

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Specified	150%	22%	24

#### Savings

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Savings	15%	1%	48

#### Pension Term

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Pension Term	150%	22%	24

### Personal Retirement Savings Account RP (PRSA)

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Regular Premium PRSA	22.5%	0.5%	48

### Personal Retirement Bond (PRB)

Product	Initial %	Recurring Commission %
PRB	5%	1%

### Mortgage Protection

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Mortgage Protection	150%	22%	24

### Income Protection

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Income Protection	200%	30%	48

### Investment

Product	Initial %	Recurring Commission %
Investments	5.25%	1%

### Group Life Protection

Product	Initial %	Recurring Commission %
Group Life	6%	6%

### Group Income Protection

Product	Initial %	Recurring Commission %
Group IP	12.5%	12.5%

### Defined Contribution Pension.

Product	Initial %	Recurring Commission %	Renewal	Clawback Period (Months)
Master Trust- Regular Contributions	20%	-	5%	48
Master Trust- Single Contribution	5%	-	-	-
Regular Premium pension	20%	1%	-	48
Single premium pension	5.25%	1%	-	-

### Approved Retirement Fund (ARF)

Product	Initial %	Recurring Commission %
ARF	5%	1%

**Annuity**

Product	Initial %
Annuity	3%

**BCP**

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**Investment**

Product	Initial %
Investments	2.5%

**Approved Retirement Fund (ARF)**

Product	Initial €	Recurring Commission %
ARF	No	0.75%

**Cantor Fitzgerald Ireland Ltd**

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**Investment.**

Product	Initial %
Investments	3%

**Davy Select**

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**Personal Retirement Savings Account RP (PRSA)**

Product	Initial %	Recurring Commission %
PRSA	0.5%	0.5%

#### Personal Retirement Bond (PRB)

Product	Initial %	Recurring Commission %
PRB	0.5%	0.5%

#### Investment

Product	Initial %	Recurring Commission %
Investment	0.5%	0.5%

#### Approved Retirement Fund (ARF)

Product	Initial %	Recurring Commission %
ARF	0.5%	0.5%

#### Greenman

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#### Investment

Product	Initial %	Recurring Commission %
Investments	2.5%	0.5%

## Irish Life Assurance

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### Whole of Life Protection

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Whole of Life	100%	28%	60

### Term Life Protection

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Term Protection	160%	28%	60

### Single Premium PRSA

Product	Initial %	Recurring %	Clawback Period (Months)
Single Premium PRSA	5%	0.75%	48

### Specified Illness

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Specified	100%	28%	60

### Savings

Product	Initial %	Recurring Commission %	Renewal	Clawback Period (Months)
Savings	5%	0.5%	5.5%	48

### Pension Term

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Pension Term	160%	20%	60

### Personal Retirement Savings Account RP (PRSA)

Product	Initial %	Recurring Commission %	Renewal	Clawback Period (Months)
Regular Premium PRSA	17.5%	0.5%	5%	48

### Personal Retirement Bond (PRB)

Product	Initial %	Recurring Commission %
PRB	5%	0.75%

### Mortgage Protection

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Mortgage Protection	160%	28%	60

### Income Protection

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Income Protection	120%	30%	60

### Investment

Product	Initial %	Recurring Commission %
Investments	5%	0.5%

### Group Life Protection

Product	Initial %	Recurring Commission %
Group Life	6%	6%

### Group Income Protection

Product	Initial %	Recurring Commission %
Group IP	12.5%	12.5%

### Defined Contribution Pension

Product	Initial %	Recurring Commission %	Renewal	Clawback Period (Months)
Regular Premium pension	17.5%	0.5%	5%	48
Single premium pension	5%	0.75%	-	-

### Approved Retirement Fund (ARF)

Product	Initial %	Recurring Commission %
ARF	5%	0.75%

### Annuity

Product	Initial %
Annuity	3%

### Independent Trustee Company Limited

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### Personal Retirement Savings Account RP (PRSA)

Product	Initial %
PRSA	2%

### Personal Retirement Bond (PRB)

Product	Initial %
PRB	2%

### Approved Retirement Fund (ARF)

Product	Initial %
ARF	2%

## Newcourt Retirement Fund Managers

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### Personal Retirement Savings Account RP (PRSA)

Product	Recurring Commission %
PRSA	0.25%

### Personal Retirement Bond (PRB)

Product	Recurring Commission %
PRB	0.25%

### Investment

Product	Initial %	Recurring Commission %
Investments	0.25%	0.25%

### Approved Retirement Fund (ARF)

Product	Recurring Commission %
ARF	0.25%

## New Ireland Assurance Company plc

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### Term Life Protection

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Term Protection	225%	50%	60

### Single Premium PRSA

Product	Initial %	Recurring %	Clawback Period
Single Premium PRSA	5%	0.5%	60

### Specified Illness

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Specified	225%	50%	60

### Savings

Product	Initial %	Recurring Commission %	Renewal	Clawback Period (Months)
Savings	10%	0.5%	2.5%	60

### Pension Term

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Pension Term	225%	50%	60

### Personal Retirement Savings Account RP (PRSA)

Product	Initial %	Recurring Commission %	Renewal	Clawback Period (Months)
Regular Premium PRSA	20%	0.5%	3%	60

### Personal Retirement Bond (PRB)

Product	Initial %	Recurring Commission %	Clawback Period (Months)
PRB	5%	1%	60

### Mortgage Protection

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Mortgage Protection	225%	50%	60

### Income Protection

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Income Protection	225%	50%	60

### Investment

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Investments	5%	1%	36
Regular Contribution Investment Policy	15%	0.5%	60
Regular Contribution PRSA	20%	0.5%	60

Regular Contribution Pensions	20%	1%	60
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### Group Life Protection

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Group Life	20%	20%	12

### Group Income Protection

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Group IP	20%	20%	12

### Defined Contribution Pension

Product	Initial %	Recurring Commission %	Renewal	Clawback Period (Months)
Regular Premium pension	20%	1%	8%	60
Single premium pension	5%	1%	-	60

### Approved Retirement Fund (ARF)

Product	Initial %	Recurring Commission %
ARF	5%	1%

### Annuity

Product	Initial %
Annuity	3%

## Royal London Insurance DAC

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### Whole of Life Protection

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Whole of Life	200%	36%	60

### Term Life Protection

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Term Protection	200%	36%	60

### Specified Illness

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Specified	225%	36%	60

### Pension Term

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Pension Term	225%	36%	60

### Personal Retirement Savings Account RP (PRSA)

Product	Initial %	Renewal	Clawback Period (Months)
PRSA	22.5%	5%	48

### Personal Retirement Bond (PRB)

Product	Initial %
Personal Retirement Bond	5%

### Mortgage Protection

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Mortgage Protection	200%	36%	60

### Income Protection

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Income Protection	225%	60%	60

### Approved Retirement Fund (ARF)

Product	Initial %
ARF	5%

### Standard Life International dac

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### Single Premium PRSA

Product	Initial %	Recurring %	Clawback Period (Months)
Single Premium PRSA	5%	0.5%	60

### Savings

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Savings	15%	1%	60

### Personal Retirement Savings Account RP (PRSA)

Product	Initial %	Recurring Commission %	Renewal	Clawback Period (Months)
Regular Premium PRSA	5%	0.5%	5%	60

### Personal Retirement Bond (PRB).

Product	Initial %	Recurring Commission %
PRB	5%	1%

### Investment

Product	Initial %	Recurring Commission %
Investment	4%	1%

### Approved Retirement Fund (ARF)

Product	Initial %	Recurring Commission %
ARF	4%	1%

### Annuity

Product	Initial %
Annuity	3%

### Zurich Life Assurance plc

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#### Whole of Life Protection

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Whole of Life	90%	18%	12

#### Term Life Protection

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Term Protection	180%	40%	12

#### Single Premium PRSA

Product	Initial %	Recurring %
Single Premium PRSA	5%	0.75%

#### Specified Illness

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Specified	100%	12%	12

### Savings

Product	Initial %	Recurring Commission %	Renewal	Clawback Period (Months)
Savings	10%	0.5%	1%	48

### Pension Term

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Pension Term	100%	12%	12

### Personal Retirement Savings Account RP (PRSA)

Product	Initial %	Recurring Commission %	Renewal	Clawback Period (Months)
Regular Premium PRSA	22.5%	0.75%	5%	48

### Personal Retirement Bond (PRB)

Product	Initial %	Recurring Commission %
PRB	5%	0.5%

### Mortgage Protection

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Mortgage Protection	180%	40%	12

### Investment

Product	Initial %	Recurring Commission %
Investment	5%	0.5%

### Group Life Protection

Product	Initial %	Recurring Commission %
Group Life	6%	6%

### Group Income Protection

Product	Initial %	Recurring Commission %
Group IP	12.5%	12.5%

### Defined Contribution Pension

Product	Initial %	Recurring Commission %	Renewal	Clawback Period (Months)
Regular Premium pension	22.5%	0.5%	3%	48
Single premium pension	5%	0.5%	-	48

### Cancer Cover

Product	Initial %	Recurring Commission %	Clawback Period (Months)
Cancer Cover	100%	12%	12

### Approved Retirement Fund (ARF)

Product	Initial %	Recurring Commission %
ARF	5%	0.5%

### Annuity

Product	Initial %
Annuity	3%

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