



# IAPF SPRING CONFERENCE 2025

**STATE STREET** GLOBAL  
ADVISORS

**CANTOR**  
*Pitgerald*<sup>®</sup>

# WELCOME

CHAIR – 1<sup>st</sup> Half Conference



Liam Stack | Chairperson, IAPF Investment Committee | Aberdeen Investments

# SPONSORS





# IAPF SPRING CONFERENCE 2025

**STATE STREET** GLOBAL  
ADVISORS

**CANTOR**  
*Pitgerald*<sup>®</sup>

# Pensions Outlook



Brendan Kennedy | Pensions Regulator | Pensions Authority

# Pensions Outlook Q&A



Liam Stack  
Chairperson, IAPF Investment Committee  
Aberdeen Investments



Brendan Kennedy  
Pensions Regulator  
Pensions Authority

Ask questions by raising your hand or via the slido app #sc25

# Pensions Outlook Q&A



Liam Stack  
Chairperson, IAPF Investment Committee  
Aberdeen Investments



Brendan Kennedy  
Pensions Regulator  
Pensions Authority

Ask questions by raising your hand or via the slido app #sc25

# THANK YOU

Brendan Kennedy | Pensions Regulator | Pensions Authority



# Is Sustainability at an Inflection Point? Panel Discussion



Liam Stack  
Chairperson,  
IAPF Investment Committee  
Aberdeen Investments



Shally Shanker  
Founder & Managing Partner  
AiiM Partners



Ger Fitzgerald  
Head of Investment Strategy  
Unio Financial Services  
Limited



Tony Fleming  
IAPF Council  
Trustee,  
EirGrid Pension Fund

Ask questions by raising your hand or via the slido app #sc25

# Is Sustainability at an Inflection Point?

Poll 1 Question via the slido app #sc25



# Is Sustainability at an Inflection Point? Panel Discussion



Liam Stack  
Chairperson,  
IAPF Investment Committee  
Aberdeen Investments



Shally Shanker  
Founder & Managing Partner  
AiiM Partners



Ger Fitzgerald  
Head of Investment Strategy  
Unio Financial Services  
Limited



Tony Fleming  
IAPF Council  
Trustee,  
EirGrid Pension Fund

Ask questions by raising your hand or via the slido app #sc25

# Is Sustainability at an Inflection Point?

Poll 2 Question via the slido app #sc25



# THANK YOU

Shally Shanker | Founder & Managing Partner | AiiM Partners  
Ger Fitzgerald | Head of Investment Strategy | Unio Financial Services Limited  
Tony Fleming | IAPF Council | Trustee, EirGrid Pension Fund

# Investing in a Trump World



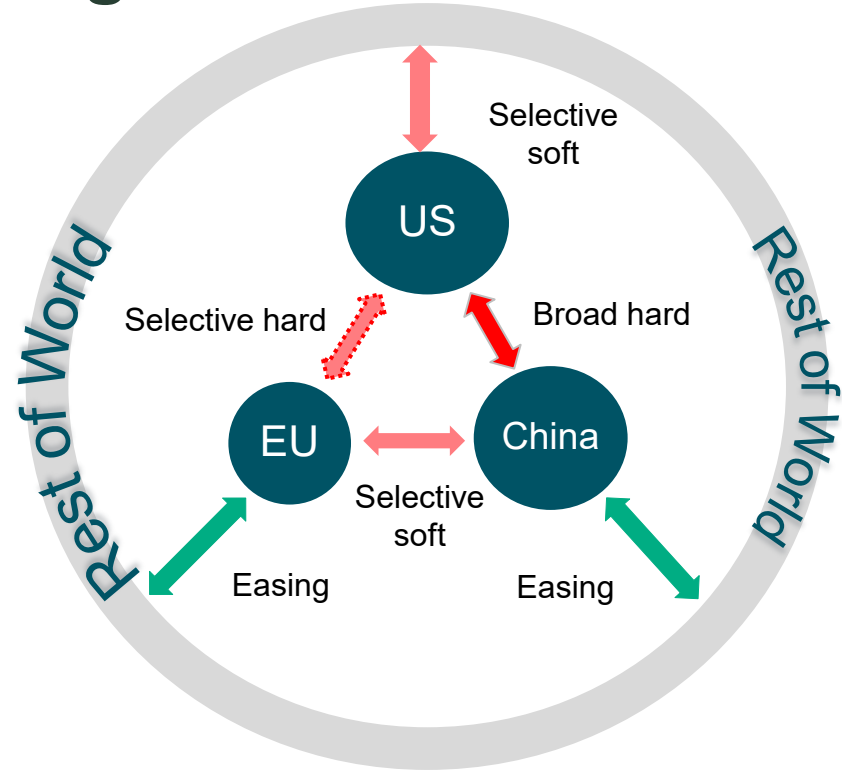
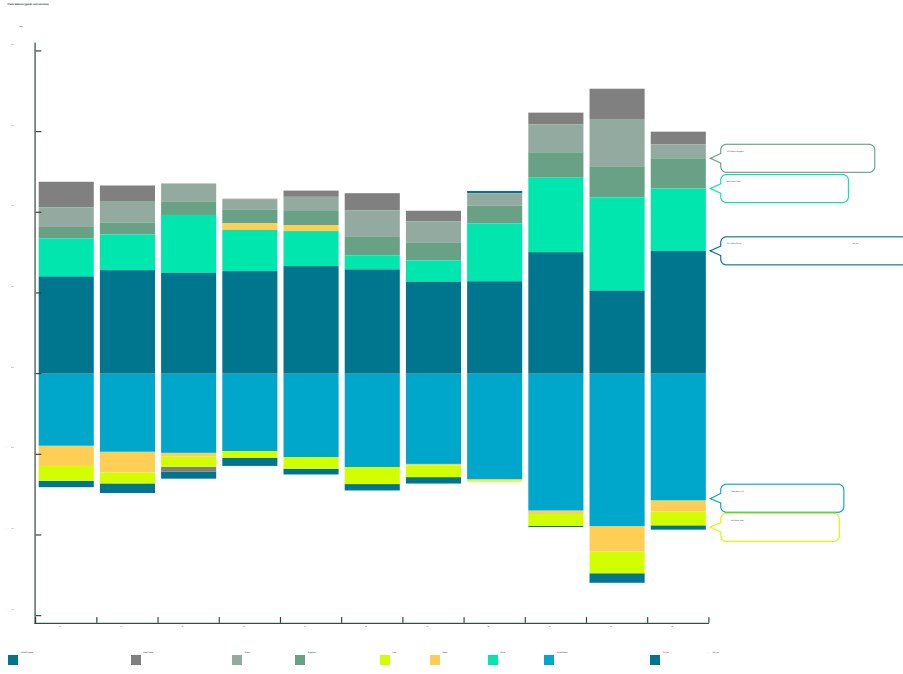
**Des Lawrence**

Investment Strategist

State Street Global Advisors

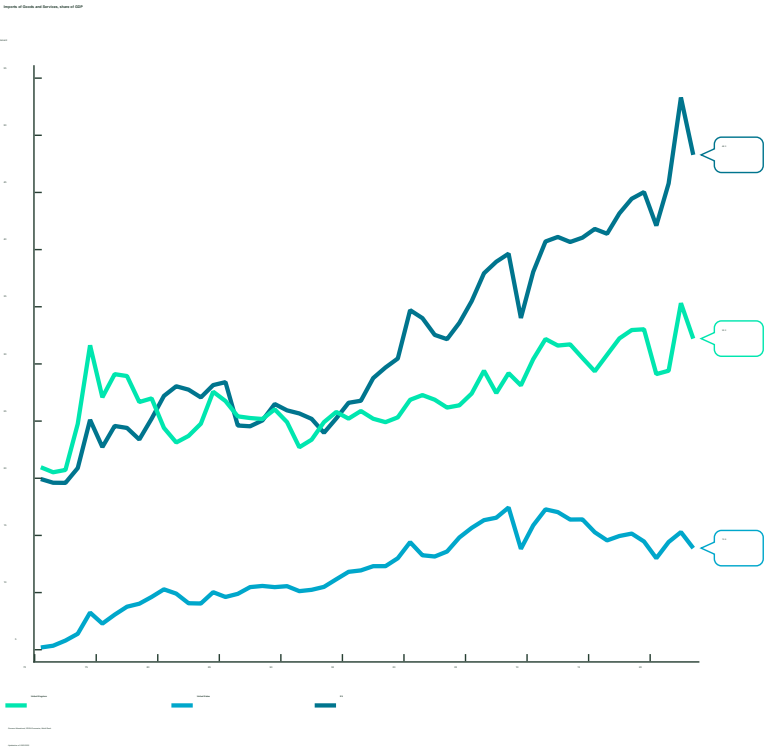
This material is solely for use at the IAPF Spring Conference 2025 and is not intended for public dissemination. The information contained in this document is current as of the date presented unless otherwise noted. Information Classification: General

# Sticky Imbalances Face Moving Policies



*Hard: Punitive tariffs to materially reduce or sever trade*  
*Soft: Measures aimed at counter-balancing unfair trade practices*

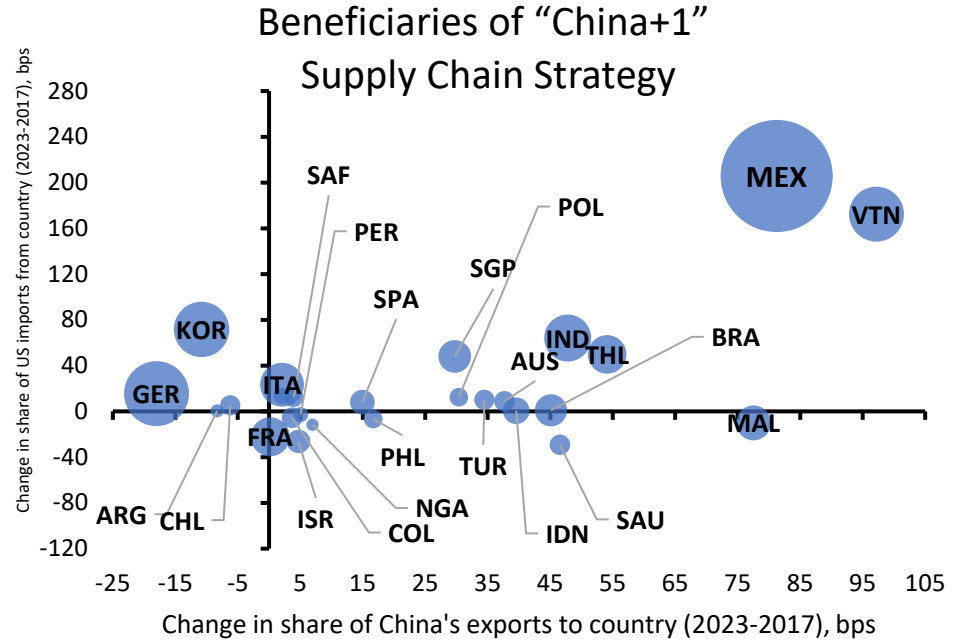
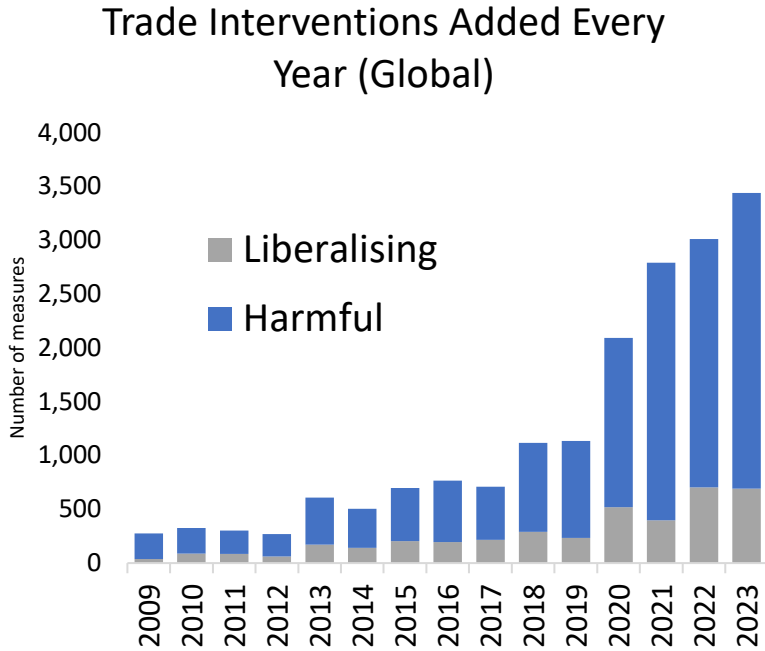
# The Context For Tariffs



Information Classification: General



# Trade Distortion is Not Limited to US-China

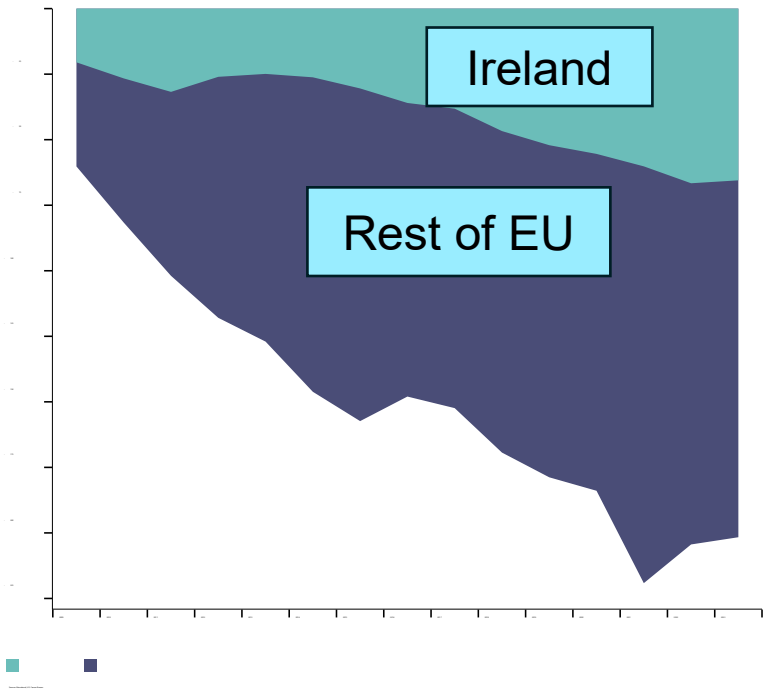


Note: Bubble size refers to the share of US imports from the country, 2023

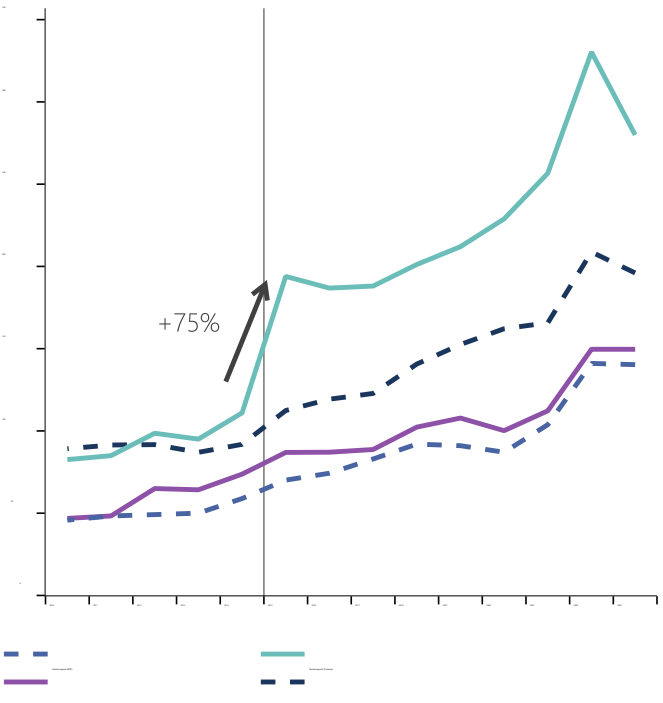
Source: SSGA Macro Research; Global Trade Alert; IMF, Macrobond.

# Trade Imbalances Are Not Just Trade Per Se

Goods trade balance with the US (BOP basis)

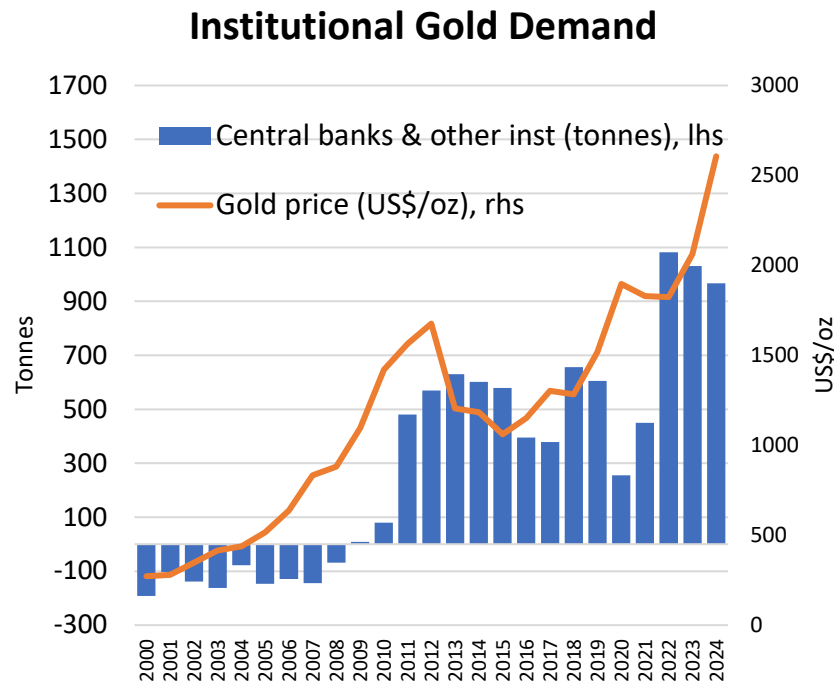


Ireland's merchandise exports



Information Classification: General

# Geopolitical Fragmentation has Boosted Institutional Demand for Gold

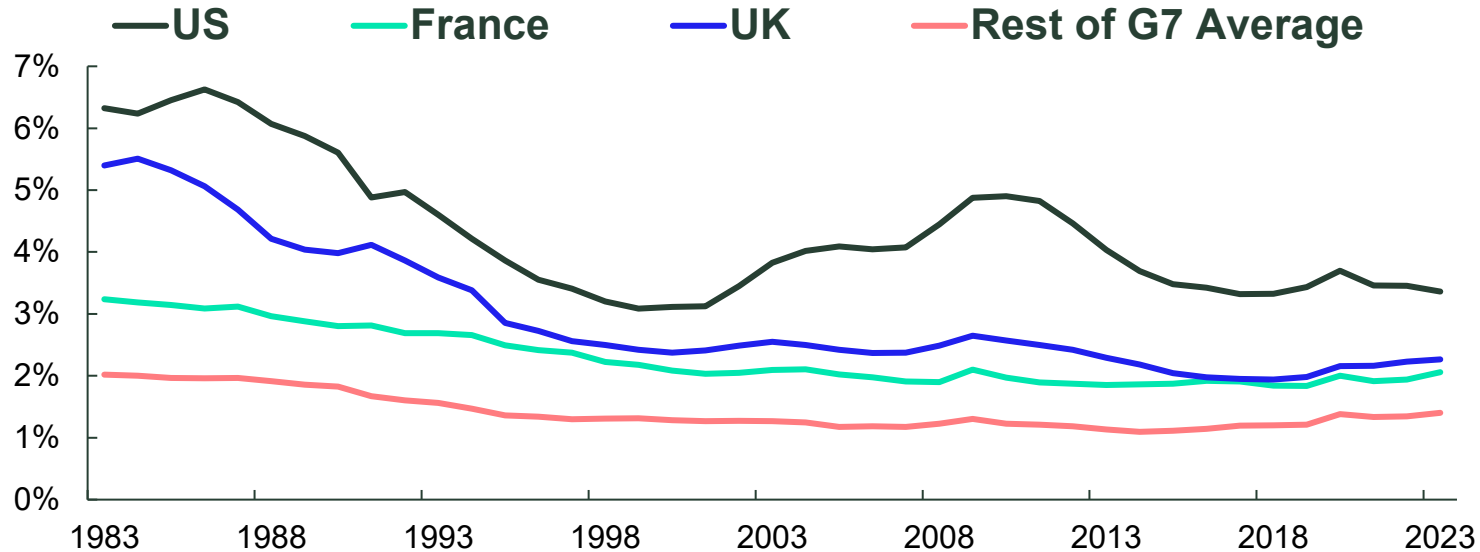


Note: Central bank demand for 2024 based on an annualised 1H24 data. Sources: SSGA Macro Research, UNCP, World Gold Council

# Growing Geopolitical Divide Damaging to World Economy

The end of the “Peace Dividend” to divert resources at a critical time

## G7 Military Spending as a % of GDP

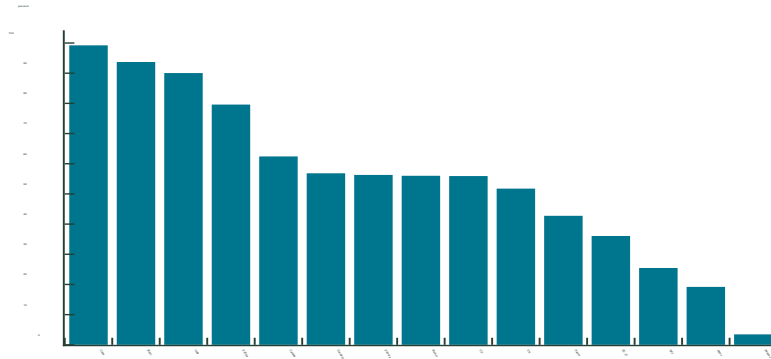


Source: [SIPRI Military Expenditure Database 2023](#). Military expenditure as percentage of gross domestic product is shown.

# Debt Deluge a Growing Challenge

Change In Nominal Public

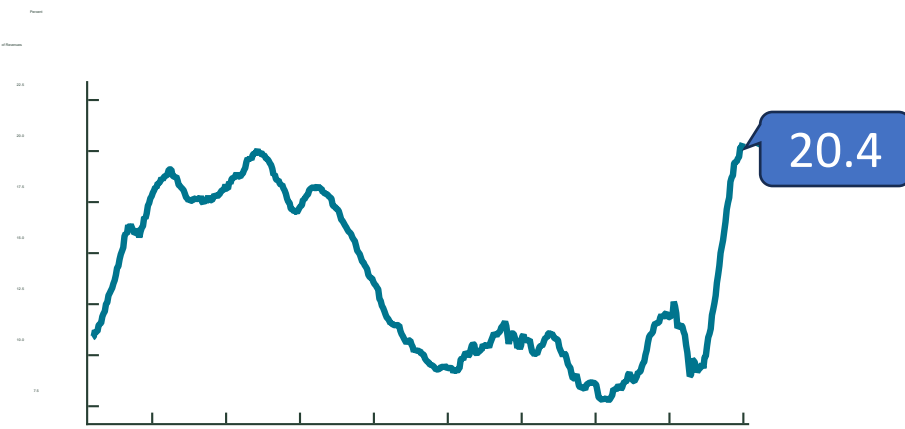
Debt since Jan 1, 2020



-----  
-----  
-----  
-----  
-----  
-----

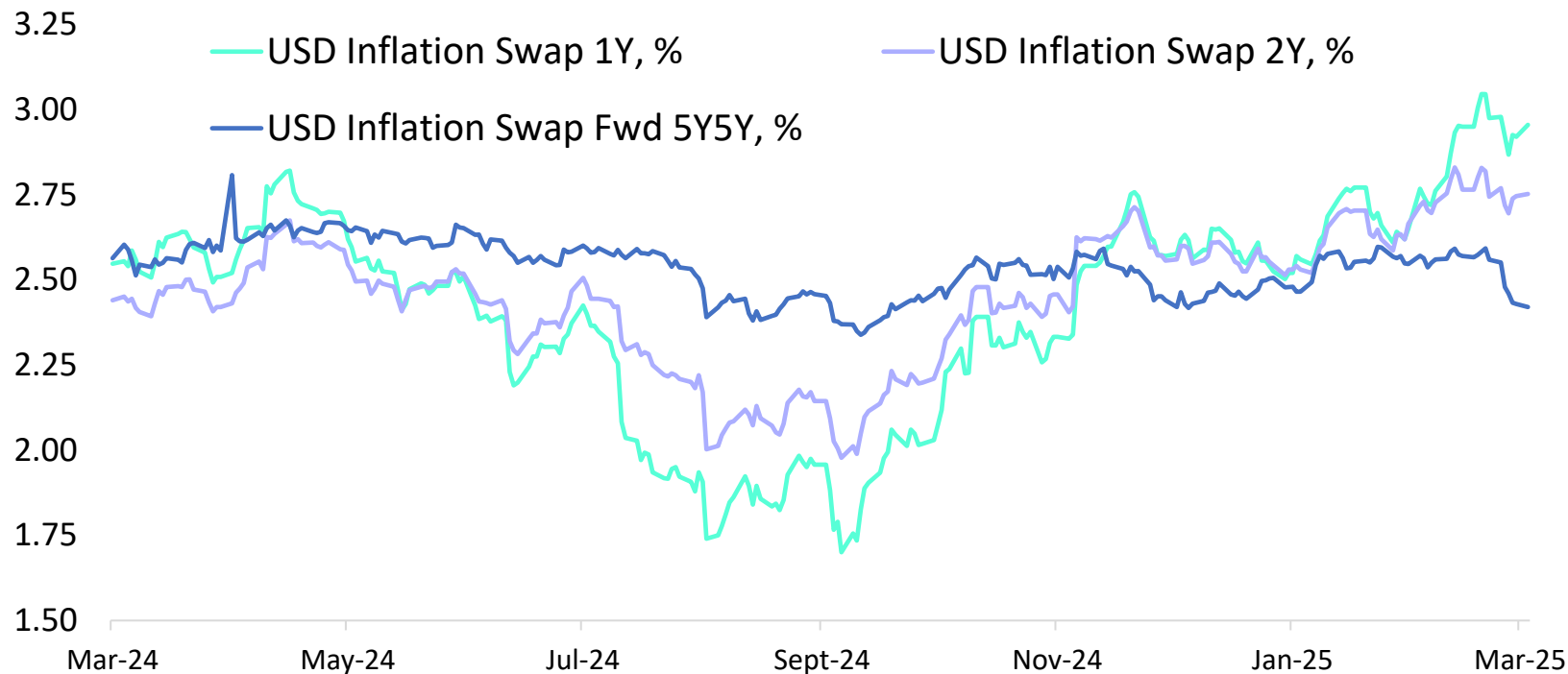
US Federal Government Interest

Costs



-----  
-----  
-----

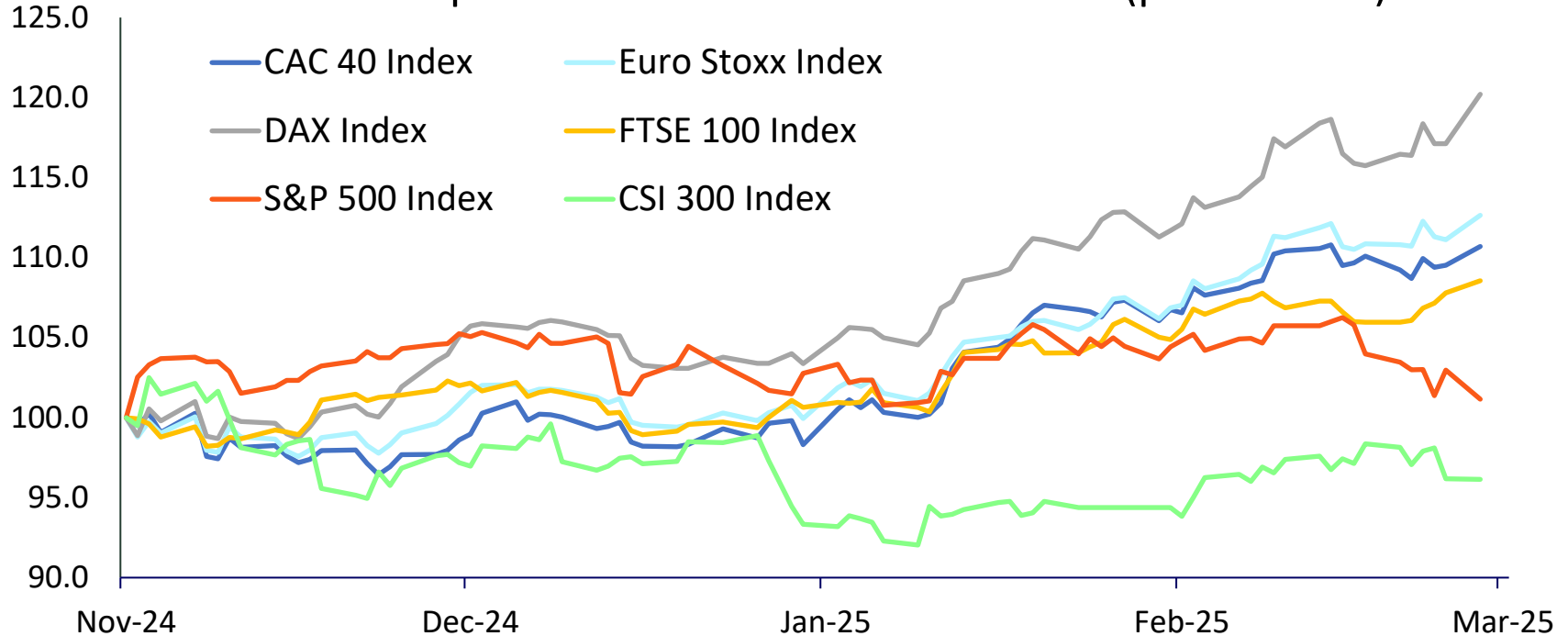
# US Inflation: Near-Term v Medium-Term Prospects



Source: SSGA, Bloomberg Finance L.P.

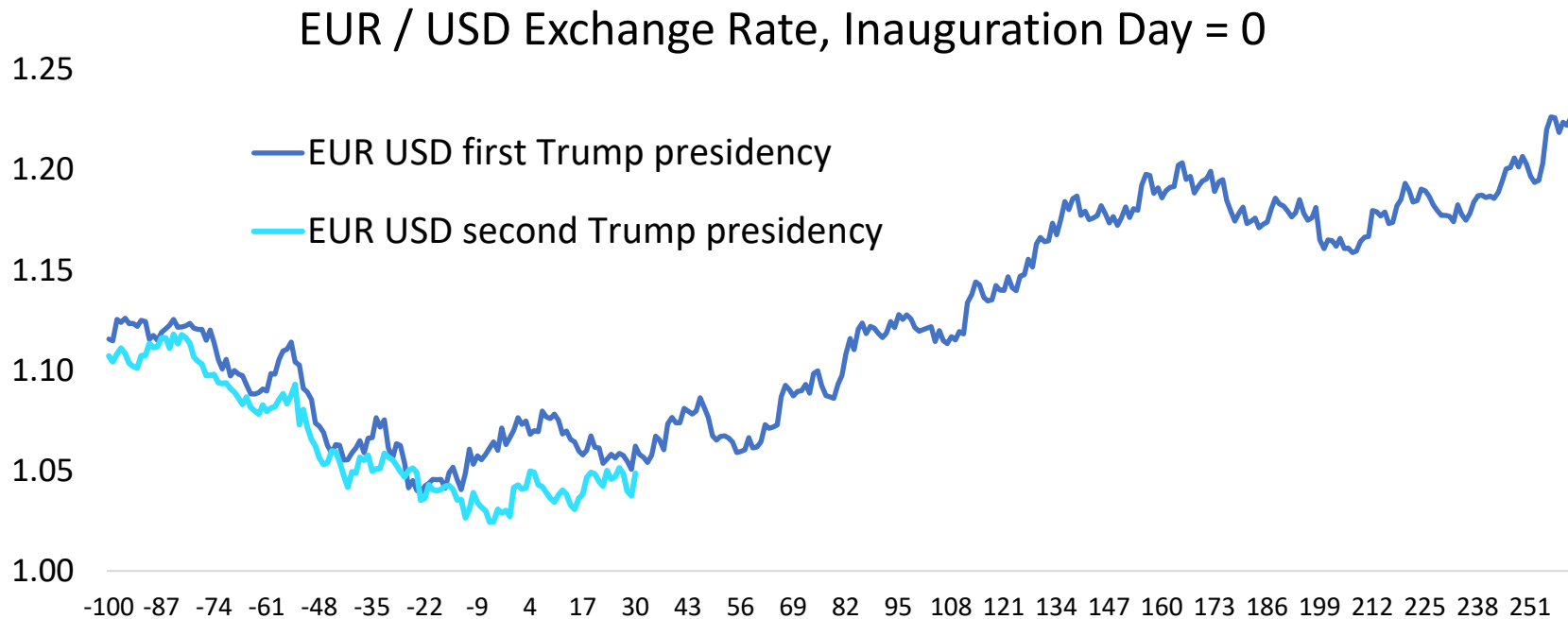
# Conventional Wisdom and Cognitive Bias

Stock market performance from 5th November (price return)



Source: SSGA, Bloomberg Finance L.P.

# A Stronger US Dollar Under Trump?

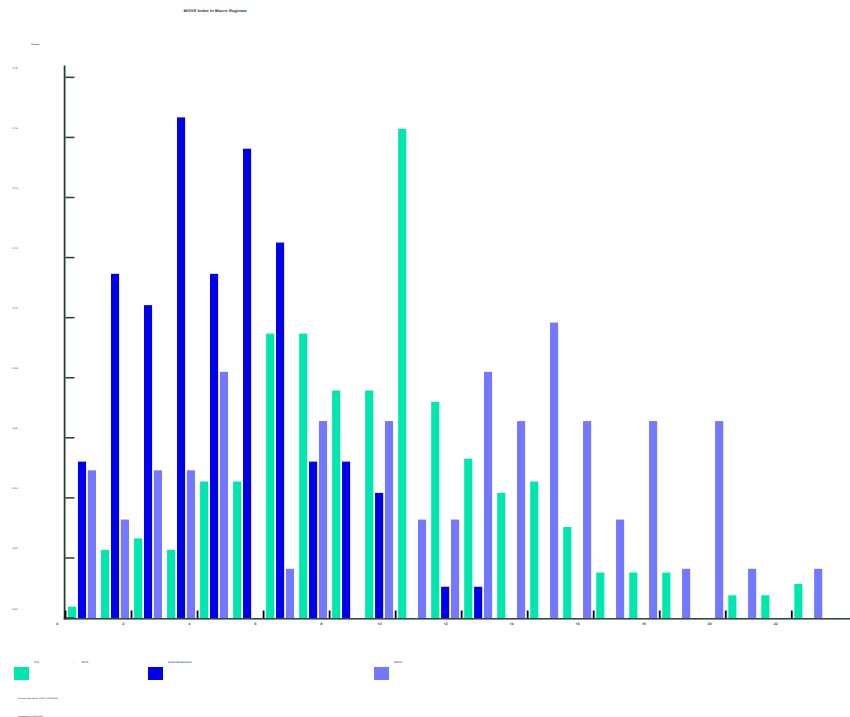
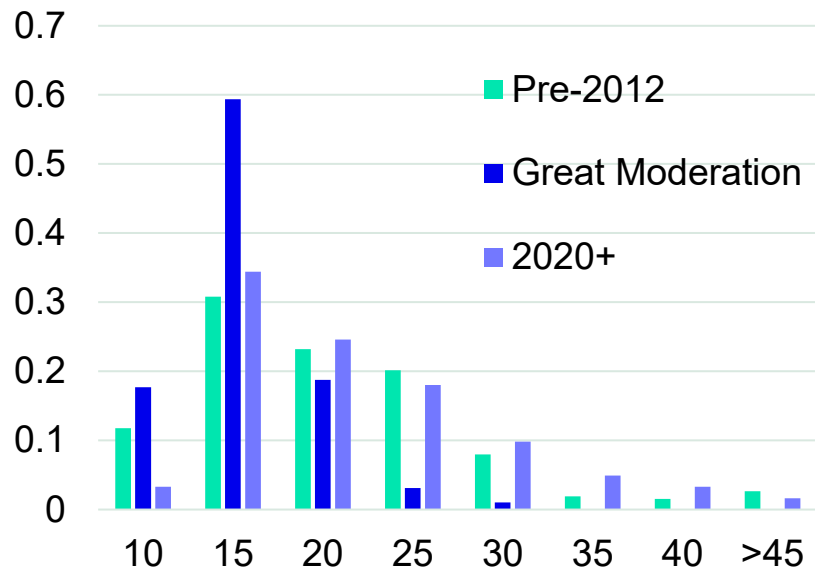


Source: SSGA, Bloomberg Finance L.P.



# Era of Declining Volatility is Over

## VIX Index in Macro Regimes



Source: SSGA Global Macro Policy; Macrobond

---

# Important Disclosures

**Marketing Communication. For institutional/investment professional use only.**

**Ireland:** State Street Global Advisors Europe Limited is regulated by the Central Bank of Ireland. Registered office address 78 Sir John Rogerson's Quay, Dublin 2. Registered Number: 49934. T: +353 (0)1 776 3000. F: +353 (0)1 776 3300. ssga.com.

The information provided does not constitute investment advice as such term is defined under the Markets in Financial Instruments Directive (2014/65/EU) or applicable Swiss regulation and it should not be relied on as such. It should not be considered a solicitation to buy or an offer to sell any investment. It does not take into account any investor's or potential investor's particular investment objectives, strategies, tax status, risk appetite or investment horizon. If you require investment advice you should consult your tax and financial or other professional advisor.

**The information contained in this communication is not a research recommendation or 'investment research' and is classified as a 'Marketing Communication' in accordance with the applicable regional regulation. This means that this marketing communication (a) has not been prepared in accordance with legal requirements designed to promote the independence of investment research (b) is not subject to any prohibition on dealing ahead of the dissemination of investment research.**

This communication is directed at professional clients (this includes eligible counterparties as defined by the appropriate EU regulator who are deemed both knowledgeable and experienced in matters relating to investments. The products and services to which this communication relates are only available to such persons and persons of any other description (including retail clients) should not rely on this communication.

**Investing involves risk including the loss of principal. Past performance is not a reliable indicator of future performance.** Diversification does not ensure a profit or guarantee against loss.

The trademarks and service marks referenced herein are the property of their respective owners. Third party data providers make no warranties or representations of any kind relating to the accuracy, completeness or timeliness of the data and have no liability for damages of any kind relating to the use of such data.

The views expressed in this material are the views of Desmond Lawrence, Investment Strategy and Research Group, through the period ended March 6, 2025 and are subject to change based on market and other conditions. This document contains certain statements that may be deemed forward-looking statements. All statements, other than historical facts, contained within this document that address activities, events or developments that SSGA expects, believes or anticipates will or may occur in the future are forward-looking statements. These statements are based on certain assumptions and analyses made by SSGA in light of its experience and perception of historical trends, current conditions, expected future developments and other factors it believes are appropriate in the circumstances, many of which are detailed herein. Such statements are subject to a number of assumptions, risks, uncertainties, many of which are beyond SSGA's control. Please note that any such statements are not guarantees of any future performance and that actual results or developments may differ materially from those projected in the forward-looking statements.

---

# Important Disclosures

All information is from State Street Global Advisors unless otherwise noted and has been obtained from sources believed to be reliable, but its accuracy is not guaranteed. There is no representation or warranty as to the current accuracy, reliability or completeness of, nor liability for, decisions based on such information and it should not be relied on as such. The above expectations are based on certain assumptions and analysis and are subject to change based on market and other conditions. All material has been obtained from sources believed to be reliable. There is no representation or warranty as to the accuracy of the information and State Street shall have no liability for decisions based on such information.

The whole or any part of this work may not be reproduced, copied or transmitted or any of its contents disclosed to third parties without SSGA's express written consent.

© 2025 State Street Corporation - All Rights Reserved.

Tracking Code:7710607.1.1.EMEA.INST

Expiration Date: 31 March 2026

# Investing in a Trump World Q&A



Liam Stack  
Chairperson, IAPF Investment Committee  
Aberdeen Investments



Des Lawrence  
Investment Strategist  
State Street Global Advisors

Ask questions by raising your hand or via the slido app #sc25



slido gives you the option of posing a question to conference speakers during the Q&A & Panel sessions and interacting with polls via your mobile device.

On your mobile device use QR code on your name badge to download app or go to [www.slido.com](http://www.slido.com). Enter the event code: **#sc25** Enter your question during the relevant presentation. You have the option to add your profile otherwise your question will remain anonymous

# Investing in a Trump World Q&A



Liam Stack  
Chairperson, IAPF Investment Committee  
Aberdeen Investments



Des Lawrence  
Investment Strategist  
State Street Global Advisors

Ask questions by raising your hand or via the slido app #sc25

# THANK YOU

Des Lawrence

Senior Investment Strategist, Investment Strategy & Research EMEA  
State Street Global Advisors



# IAPF SPRING CONFERENCE 2025

**STATE STREET** GLOBAL  
ADVISORS

**CANTOR**  
*Pitgerald*<sup>®</sup>



# WELCOME BACK

CHAIR – 2<sup>nd</sup> Half Conference



Ciara Quinn | IAPF Pensions Committee | Pension Investment Analyst, Enterprise Services, ESB

# Benefits of genuine active management in a non-pacifist world



Pearse MacManus, Director of Asset Management – Head of Macro and Risk Analysis  
Cantor Fitzgerald Asset Management

# Cantor Fitzgerald Asset Management

## Benefits of Genuine Active Management in a Non-Pacifist World

Cantor Fitzgerald Asset Management Europe (CFAME), trading as Cantor Fitzgerald Asset Management (CFAM) is regulated by the Central Bank of Ireland.

# What Can Influence The Final Pension Value For Savers?



Time



Monthly Subscription Amount



Return

	Base	Higher Return	Save more, Average return	Start later	Start later, Higher Return
Monthly Sub	1,000	1,000	1,287	3,653	4,207
Annual Return	5%	6%	5%	5%	6%
Years saving	40	40	40	20	20
Final Value	~1.5mln	~1.9mln	~1.9mln	~1.5mln	~1.9mln

**WARNING: Past performance is not a reliable guide to future performance. The value of investments may go down as well as up.**

# But Active Management Is More Risky (A Common Refrain)

A common mantra: “Many Active Managers underperform” – why?

- Focus on short term performance (How did your fund do today?)
- Career risk – Keynes: *“you must never, ever be wrong on your own”* which can lead to:
  - Herding
  - Placeholders
  - FOMO
- Risk management – ensuring low tracking errors
- Human nature and ego

*All of the above makes it very difficult to outperform*

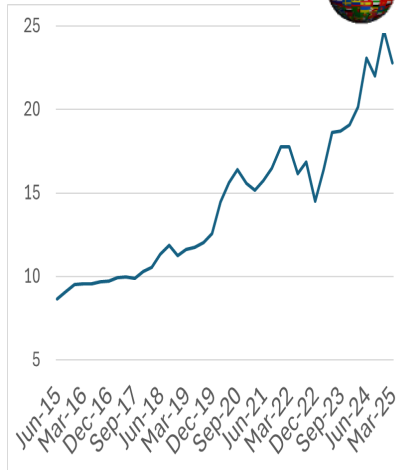


**WARNING: Past performance is not a reliable guide to future performance. The value of investments may go down as well as up.**

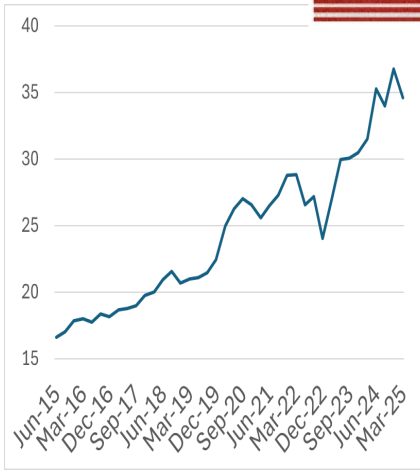
# Market concentration has risen dramatically

WEIGHT OF TOP TEN STOCKS IN VARIOUS INDICES

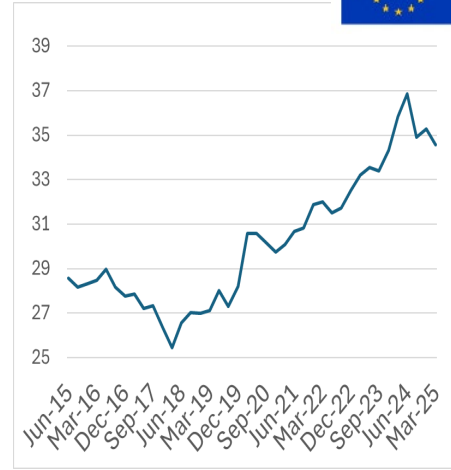
Global



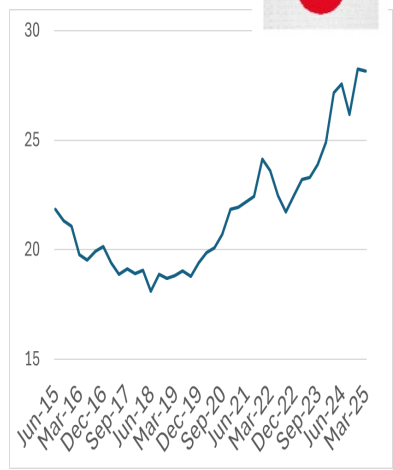
USA



Euro Area



Japan



Source: Bloomberg, CFAM

Passive investing leads to concentration, not diversification

**WARNING: Past performance is not a reliable guide to future performance. The value of investments may go down as well as up.**

# Active Management

## WHAT YOU NEED.....

- A clearly defined process
- Active at all levels – a multi disciplinary approach
  - E.g. recycling losers out of the portfolio – it has never been cheaper to admit you're wrong
- Recycling losers means finding new winners (otherwise concentration risk increases)
- Volatility – Models of volatility are backward looking – look where you are going, not where you've been
- Value is transient
- Growth is transitory
- Hence a style agnostic approach is paramount

***“If you have a losing position that is making you uncomfortable, the solution is very simple: Get out...”***

*Paul Tudor Jones*

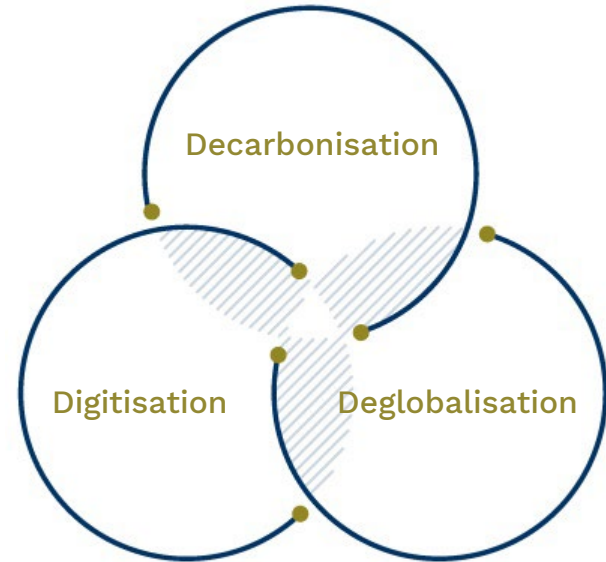
***“The person that turns over the most rocks wins the game.”***

*Peter Lynch*

**WARNING: Past performance is not a reliable guide to future performance. The value of investments may go down as well as up.**

# Thematic Focus Mega Trends

- Global transformational trends supersede economic textbook theory
- Traditional “sector” focus inadequate
- Cross Industry trends
- Winners V Losers





# What Constitutes the Biggest has also Changed Dramatically

## 2005

1. Exxon
2. GE
3. Microsoft
4. Citi
5. BP
6. J&J
7. Pfizer
8. Bank of America
9. HSBC
10. Vodafone

## 2015

1. Apple
2. Exxon
3. Microsoft
4. Alphabet
5. Wells Fargo
6. J&J
7. GE
8. JP Morgan
9. Nestle
10. Novartis

## 2025

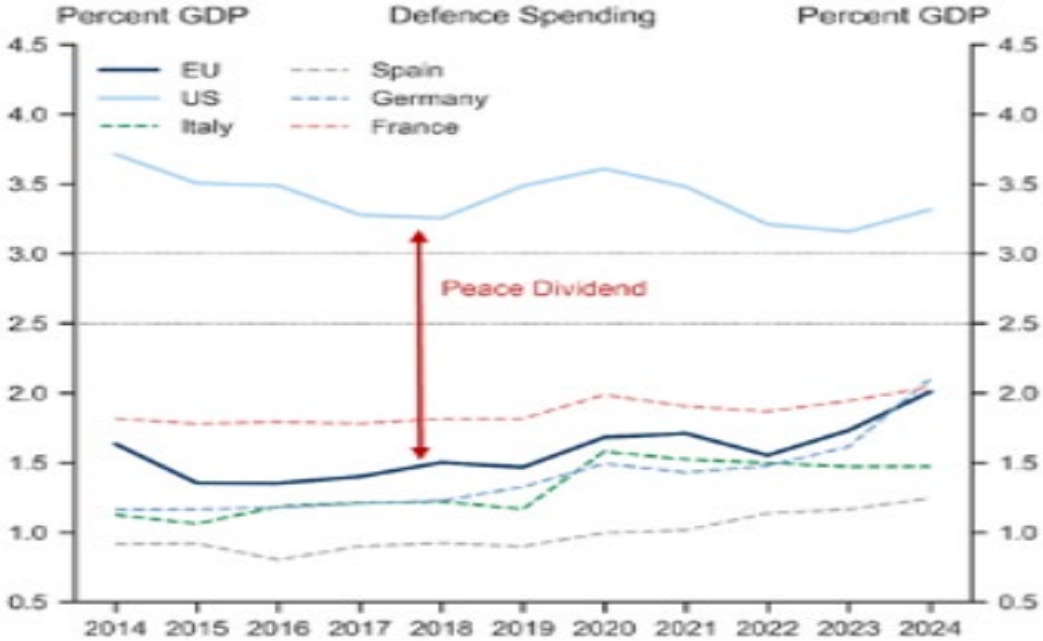
1. Apple
2. Nvidia
3. Microsoft
4. Amazon
5. Alphabet
6. Meta
7. Broadcom
8. Tesla
9. Taiwan Semi
10. JP Morgan

- Passive can lead to an overweight in what **HAS** done well
- And an underweight in what **WILL** do well (assuming innovation continues to change the world)
- We don't know how the world will change, but we can be fairly certain of one thing...

**WARNING: Past performance is not a reliable guide to future performance. The value of investments may go down as well as up.**

# Defence and Military Conflict

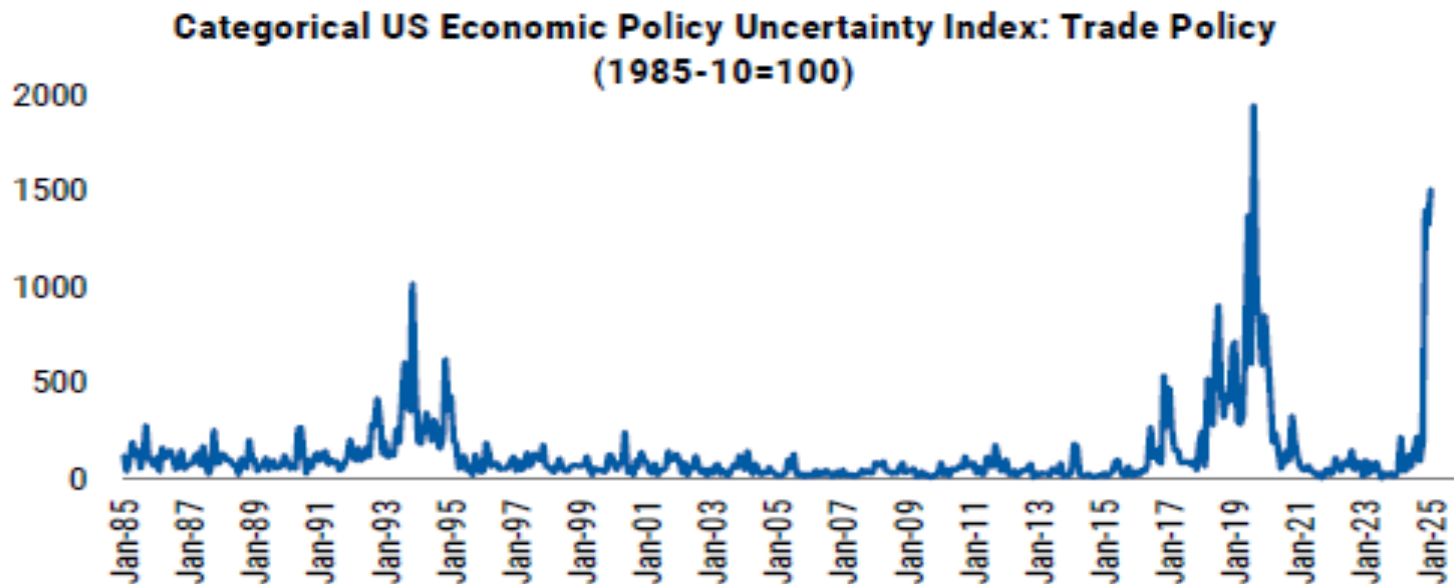
Almost All European Countries have defence spending below 2.5% of GDP



Source: Haver Analytics, Goldman Sachs Global Investment Research, NATO

# Trade Wars and Uncertainty

**Exhibit 1:** Uncertainty around trade policy has spiked



Source: Haver, Morgan Stanley Research

# Conclusion

- **Passive investing does not provide** the level of diversification that is often assumed.
  - Can expose investors to the same features of poor active managers:
    - **Herding** – own it because everyone else does
    - **Placeholders** – for large stocks, now have huge exposure
    - **FOMO** – chasing trends
- **Active investment management** has a lot to offer in an ever-changing world
- **Thematic investing** - the winners of tomorrow are ever-changing
- **We are in a non-pacifist world.** Non-passive investing can take advantage of that

**WARNING: Past performance is not a reliable guide to future performance. The value of investments may go down as well as up.**

# Disclaimer

---

*Cantor Fitzgerald Ireland Ltd is regulated by the Central Bank of Ireland and is a member firm of Euronext Dublin and the London Stock Exchange. This communication is intended for transmission to Irish retail clients of Cantor Fitzgerald Ireland Ltd only. It has been prepared for information purposes only and has been prepared without regard to the individual financial circumstances and objectives of persons who receive it. It is not intended to and does not constitute personal recommendations/investment advice nor does it provide the sole basis for any evaluation of the securities discussed. Specifically, the information contained in this communication should not be taken as an offer or solicitation of investment advice, or encourage the purchase or sale of any particular security. Not all recommendations are necessarily suitable for all investors and Cantor Fitzgerald Ireland Ltd recommend that specific advice should always be sought prior to investment, based on the particular circumstances of the investor. Cantor Fitzgerald Ireland Ltd believes all information in this communication to be reliable and all reasonable efforts have been made to present accurate information. Neither Cantor Fitzgerald Ireland Ltd, nor any of its employees, directors or agents, shall be liable to for any losses, damages, costs, claims, demands or expenses of any kind whatsoever, whether direct or indirect, suffered or incurred in consequence of any use of, or reliance upon, the information. Any person acting on the information contained in this communication does so entirely at his or her own risk. All estimates, views and opinions included in this communication constitute Cantor Fitzgerald Ireland Ltd's best current judgment as of the date of the note but may be subject to change.*

# Benefits of genuine active management in a non-pacifist world

## Q&A



Ciara Quinn

IAPF Pensions Committee | Enterprise Services, ESB



Pearse MacManus

Cantor Fitzgerald Asset Management

Ask questions by raising your hand or via the slido app #sc25

# Benefits of genuine active management in a non-pacifist world

## Q&A



Ciara Quinn

IAPF Pensions Committee | Enterprise Services, ESB



Pearse MacManus

Cantor Fitzgerald Asset Management

Ask questions by raising your hand or via the slido app #sc25

# THANK YOU

Pearse MacManus | Director of Asset Management – Head of Macro and Risk Analysis |  
Cantor Fitzgerald Asset Management



# Retirement Living Standards



Deirdre Cummins  
Chair, The Pensions Council  
Of Counsel, Arthur Cox



Joanne Roche  
The Pensions Council  
Director, KPMG

# Irish Retirement Living Standards

Pensions Council Report – September 2024



An Chomhairle Pinsean  
The Pensions Council



# Agenda

- The Retirement Living Standards Report
- The Scope of the Project
- What are Retirement Living Standards
- Modest, Moderate, Comfortable
- Methodology
- Next steps

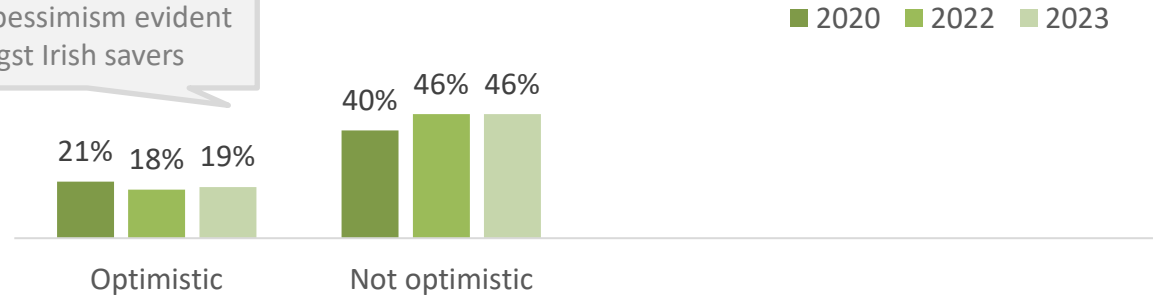


46% doubt they will be financially prepared for retirement

## How optimistic are you that you will be financially prepared for retirement by the time you plan to stop working?

%

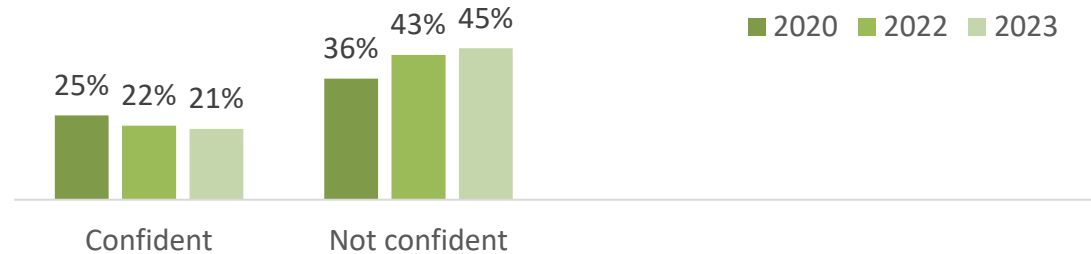
Growing pessimism evident amongst Irish savers



## How confident are you that you will be able to retire when you plan to?

to?

%



Sources: 2023 Global Retirement Reality Report, State Street Global Advisors

# What is the purpose of the RLS Report?

- To develop a set of retirement living standards that reflect the needs and aspirations of older people in Ireland
- To analyse and examine the factors that influence the RLS of older people in Ireland
- To provide a database of living costs and lifestyle choices of older people.
- The UK and Australia have already developed RLS



# Who was involved / the Project



An Chomhairle Pinsean  
The Pensions Council



Age-Action  
Age Equality



Age &  
Opportunity

# What are Retirement Living Standards

- Description of the level of spending required to reach certain standards of living in retirement
- Aims to help guide people to become more financially prepared for retirement – they are not financial advice
- They reflect a point in time analysis, based on the cost of living in 2024 which may change in the future



# What are Retirement Living Standards

- The terms 'modest' , 'moderate' and ' comfortable' are highly subjective
- The standards developed reflect national averages, and not specific circumstances
- We did not focus on
  - State pension
  - Poverty rates among older people
  - Income replacement rates





# Irish Retirement Living Standards

Three annual expenditure levels required to achieve different standards of living in retirement: modest, moderate, and comfortable living standards

	Modest	Moderate	Comfortable
Single	€19,200	€27,600	€33,600
Couple	€28,800	€37,200	€43,200

Your **basic needs are covered** and you have **some money left over for non-essentials**

You have **more flexibility and financial security** than if you were at the modest standard

You have **more financial freedom** than the moderate standard and can **afford some luxuries**

# Irish Retirement Living Standards

The RLS equate to a range between the ~25<sup>th</sup> and ~80<sup>th</sup> income percentiles for households in the 65+ age category

	Modest	Moderate	Comfortable
Single	€19,200	€27,600	€33,600
Couple	€28,800	€37,200	€43,200
	Your <b>basic needs are covered</b> and you have <b>some money left over for non-essentials</b>	You have <b>more flexibility and financial security</b> than if you were at the modest standard	You have <b>more financial freedom</b> than the moderate standard and can <b>afford some luxuries</b>

# Methodology: The Ask

- ✓ develop a set of retirement living standards that reflect the monetary basic needs and aspirations of older people in Ireland
- ✓ examine the factors that influence the retirement living standards of older people in Ireland.



# Approach – high level



# Key activities

## Primary research



Public survey and targeted workshops

## Secondary research and literature review



Third party reports and other documentation analysed

## Statistical analysis



Benchmarking the RLS v third party sources and standards in other jurisdictions

Regression analysis on potential factors influencing the RLS

# Methodology – Key steps

1. DATA GATHERING

2. DATA CLEANSING

3. DATA VALIDATION

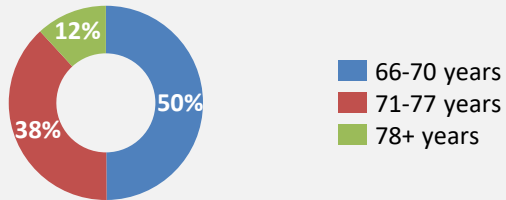


Survey n = 500  
397 after cleansing

# Survey Respondents - Profile

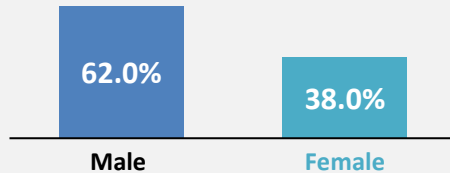
## Age

*% of respondents*



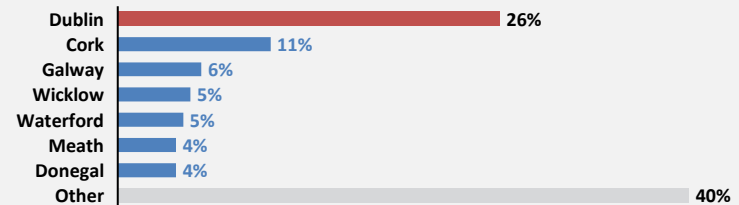
## Gender

*% of respondents*



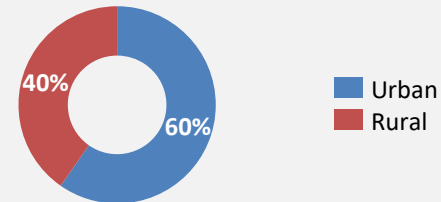
## Location by county

*% of respondents*



## Location (urban versus rural)

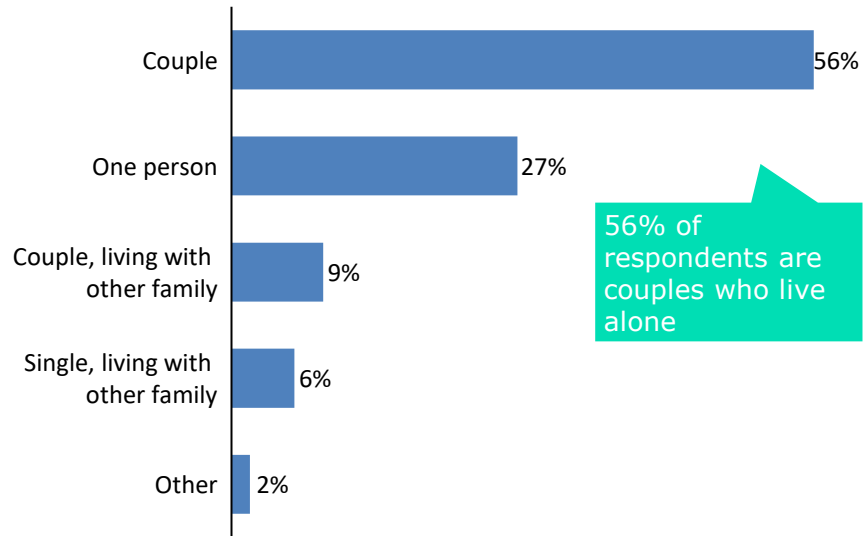
*% of respondents*



# Household composition and ownership

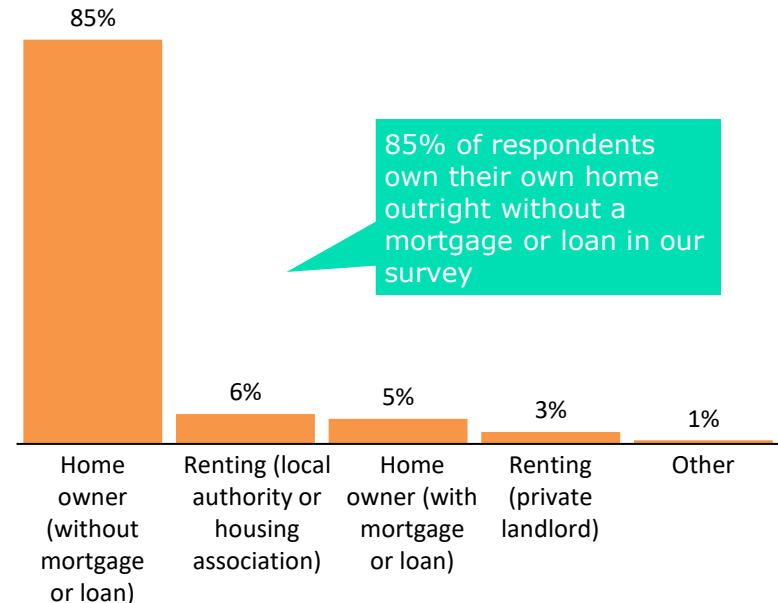
## Respondent household composition

*% of respondents*



## Respondent house ownership status

*% of respondents*





# Regression analysis overview

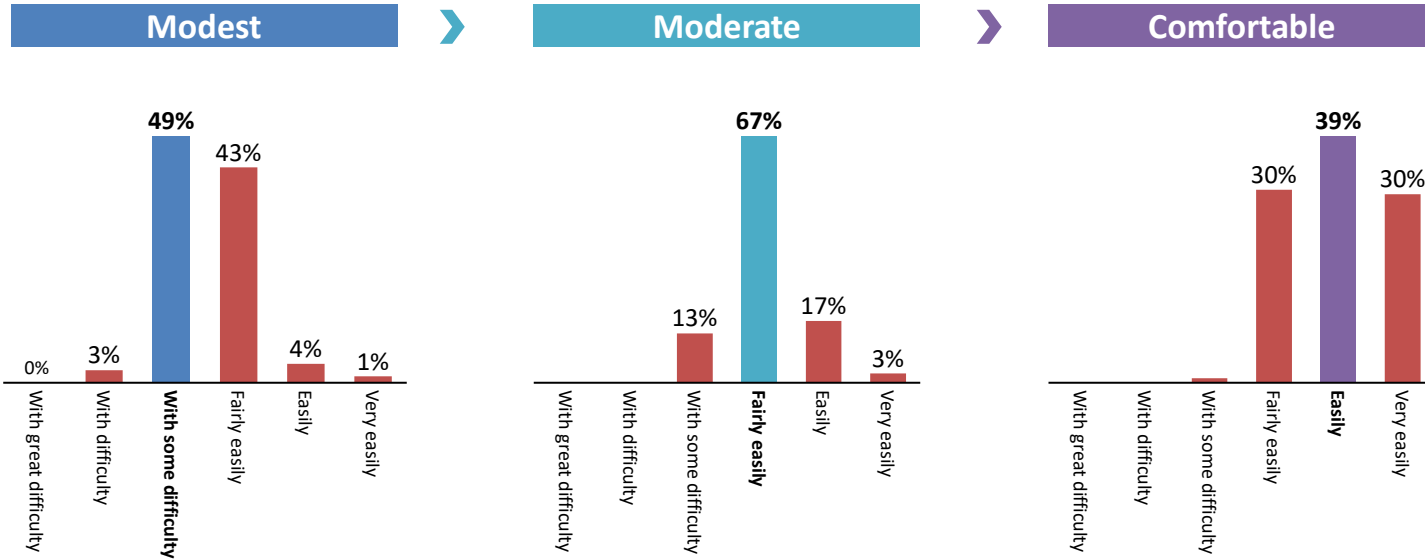
Household composition and location (Dublin v rest of country) have a statistically significant impact on RLS

Factor	Statistically significant	Undetermined relationship
Household composition	✓	
Age		✓
Gender		✓
Home ownership status		✓
Location	✓	

# Self-reported standards of living

Individuals who defined themselves as having a modest standard of living stated they make ends meet with some difficulty, while those in the comfortable standard stated they easily make ends meet

Self-assessed  
standard of  
living



Ability to  
make ends  
meet

# Breakdown of expenditure across categories

The modest, moderate and comfortable retirement living standards were developed by analysing spending patterns across seven key cost categories

Single



Couple



	Single			Couple		
	Modest	Moderate	Comfortable	Modest	Moderate	Comfortable
<b>Total costs (monthly national average)</b>	<b>€1,600</b>	<b>€2,300</b>	<b>€2,800</b>	<b>€2,400</b>	<b>€3,100</b>	<b>€3,600</b>
Housing	€600	€750	€800	€700	€800	€900
Food	€400	€450	€525	€550	€625	€700
Transport	€50	€100	€175	€175	€225	€275
Health	€150	€250	€300	€200	€300	€350
Leisure	€50	€150	€200	€150	€250	€300
Clothing and personal	€50	€100	€175	€125	€200	€225
Once-off	€300	€500	€625	€500	€700	€850
Ability to save	€50	€100	€150	€100	€200	€300

# Next steps

- Making the standards accessible at the point of key decisions for retirement planning
- Using the standards in communications, or as tools for members
- Updating the standards



# Use of standards in UK

# Thank You



Deirdre Cummins,  
Arthur Cox LLP



Joanne Roche,  
KPMG

# Retirement Living Standards Q&A



Ciara Quinn  
IAPF Pensions Committee  
Enterprise Services, ESB



Deirdre Cummins  
Chair, The Pensions Council  
Of Counsel, Arthur Cox



Joanne Roche  
The Pensions Council  
Director, KPMG

Ask questions by raising your hand or via the slido app #sc25

# Retirement Living Standards Q&A



Ciara Quinn  
IAPF Pensions Committee  
Enterprise Services, ESB



Deirdre Cummins  
Chair, The Pensions Council  
Of Counsel, Arthur Cox



Joanne Roche  
The Pensions Council  
Director, KPMG

Ask questions by raising your hand or via the slido app #sc25



# THANK YOU

Deirdre Cummins | Chair, The Pensions Council | Of Counsel, Arthur Cox  
Joanne Roche | The Pensions Council | Director, KPMG

# Things Trustees Should Focus On - Panel



Orla Aherne  
Investment Consultant  
Mercer



Alcarine Power  
Head of Pension Risk Management  
Aon



Eleanor Cunningham  
IAPF Council  
Partner, McCann FitzGerald

# Things Trustees Should Focus On

Poll Question via the slido app #sc25



# Things Trustees Should Focus On



Orla Aherne  
Investment Consultant  
Mercer

# Liability-Focused Investment In DB and DC

Orla Aherne - Mercer

Destination  
of your scheme

Increasing  
Hedge Ratios

Diversification

## Structure of Defensive Portfolios

Inflation-linked  
Liabilities

Curve Risk

Basis Risk

Balancing  
Various Risks



Liability to  
target



Encourage  
AVCs

## Known Target Level of Benefits



Feed into  
Investment  
Strategy



Encourage  
Employer  
Contributions

# Things Trustees Should Focus On



Alcarine Power  
Head of Pension Risk Management  
Aon



# Things Trustees Should Focus On



Eleanor Cunningham  
IAPF Council  
Partner, McCann FitzGerald

# Things Trustees Should Focus On

RESULTS OF POLL



# Things Trustees Should Focus On Panel



Ciara Quinn  
IAPF Pensions Committee  
Enterprise Services, ESB



Orla Aherne  
Investment Consultant  
Mercer



Alcarine Power  
Head of Pension Risk  
Management, Aon



Eleanor Cunningham  
IAPF Council  
Partner, McCann FitzGerald

Ask questions by raising your hand or via the slido app #sc25

# THANK YOU

Orla Aherne | Investment Consultant | Mercer  
Alcarine Power | Head of Pension Risk Management | Aon  
Eleanor Cunningham | IAPF Council | Partner, McCann Fitzgerald

# SPONSORS

**STATE STREET** GLOBAL  
ADVISORS

**CANTOR**  
*Fitzgerald*<sup>®</sup>