

Summary commission details for our business with Aviva Life & Pensions Ireland DAC

This document provides summary details of the commission arrangements we have in place for unit-linked and protection business with Aviva Life & Pensions Ireland DAC. Alternative commission structures may be available which are different from the commission structures shown below. These details are correct as at 1st April 2020.

Single & regular contribution products (Pensions, Investments)

| Heritage Aviva Product | | | | | Heritage Friends Product | | | | | | |
|--|----------------|--------------|---------------|---------|--|--------------|---------------|---------|----------------|--------------|---------------|
| Single Contribution Pension | | | | | Single Contribution Pension | | | | | | |
| | Initial | Trail | Bullet | | Initial | Trail | Bullet | | Initial | Trail | Bullet |
| Default | n/a | n/a | n/a | Default | n/a | n/a | n/a | Default | n/a | n/a | n/a |
| Max | 5% | 1% | n/a | Max | 5% | 0.75% | n/a | Max | 5% | 0.75% | n/a |
| Single Contribution PRSA | | | | | Single Contribution PRSA | | | | | | |
| | Initial | Trail | Bullet | | Initial | Trail | Bullet | | Initial | Trail | Bullet |
| Default | n/a | n/a | n/a | Default | n/a | n/a | n/a | Default | n/a | n/a | n/a |
| Max | 4% | 0.50% | n/a | Max | 7.5% | 0.25% | n/a | Max | 7.5% | 0.25% | n/a |
| Approved (Minimum) Retirement Funds | | | | | Approved (Minimum) Retirement Funds | | | | | | |
| | Initial | Trail | Bullet | | Initial | Trail | Bullet | | Initial | Trail | Bullet |
| Default | n/a | n/a | n/a | Default | n/a | n/a | n/a | Default | n/a | n/a | n/a |
| Max | 5% | 1% | n/a | Max | 5% | 0.75% | n/a | Max | 5% | 0.75% | n/a |
| Annuities | | | | | Annuities | | | | | | |
| | Initial | Trail | Bullet | | Initial | Trail | Bullet | | Initial | Trail | Bullet |
| Default | 2% | n/a | n/a | Default | 2% | n/a | n/a | Default | 2% | n/a | n/a |
| Max | 3% | n/a | n/a | Max | 3% | n/a | n/a | Max | 3% | n/a | n/a |
| Investment Bonds | | | | | Investment Bonds | | | | | | |
| | Initial | Trail | Bullet | | Initial | Trail | Bullet | | Initial | Trail | Bullet |
| Default | n/a | n/a | n/a | Default | n/a | n/a | n/a | Default | n/a | n/a | n/a |
| Max | 5% | 1% | n/a | Max | 4% | 0.75% | n/a | Max | 4% | 0.75% | n/a |
| Investment Only | | | | | Investment Only | | | | | | |
| | Initial | Trail | Bullet | | Initial | Trail | Bullet | | Initial | Trail | Bullet |
| Default | n/a | n/a | n/a | Default | n/a | n/a | n/a | Default | n/a | n/a | n/a |
| Max | 1% | 1% | n/a | Max | 5% | 0.75% | n/a | Max | 5% | 0.75% | n/a |
| Regular Contribution Pension | | | | | Regular Contribution Pension | | | | | | |
| | Initial | Trail | Bullet | | Initial | Trail | Bullet | | Initial | Trail | Bullet |
| Default | n/a | n/a | n/a | Default | n/a | n/a | n/a | Default | n/a | n/a | n/a |
| Max | 15% | 1% | 40% | Max | 25% | 0.75% | n/a | Max | 25% | 0.75% | n/a |
| Regular Contribution PRSA | | | | | Regular Contribution PRSA | | | | | | |
| | Initial | Trail | Bullet | | Initial | Trail | Bullet | | Initial | Trail | Bullet |
| Default | n/a | n/a | n/a | Default | n/a | n/a | n/a | Default | n/a | n/a | n/a |
| Max | 22.50% | 0.50% | n/a | Max | 17.50% | 0.25% | n/a | Max | 17.50% | 0.25% | n/a |
| Savings Plan | | | | | Savings Plan | | | | | | |
| | Initial | Trail | Bullet | | Initial | Trail | Bullet | | Initial | Trail | Bullet |
| Default | n/a | n/a | n/a | Default | 10% | n/a | n/a | Default | 10% | n/a | n/a |
| Max | 15% | 1% | n/a | Max | 10% | 0.75% | n/a | Max | 10% | 0.75% | n/a |

Commission clawback:

Nelson Life is regulated by the Central Bank of Ireland.

Commission clawback applies over a 5 year period for all initial commission.
Commission clawback also applies over a 5 year period for any bullet commission noted.

Individual Protection

Flexible Protection, Mortgage Protection Plan, Personal and Executive Pension Term Assurance

| - | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7+ |
|------------|------------|----------|----------|----------|----------|----------|----------|
| Rate Range | 22% - 150% | 3% - 22% | 3% - 22% | 3% - 22% | 3% - 22% | 3% - 22% | 3% - 22% |

Personal & Executive Income Protection & WageProtector

| - | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7+ |
|------------|------------|-----------|-----------|-----------|----------|----------|----------|
| Rate Range | 30% - 200% | 15% - 30% | 15% - 30% | 15% - 30% | 3% - 30% | 3% - 30% | 3% - 30% |

Commission paid in year 1 is earned over a 12 month period.

Group Protection

Group Life

| - | Year 1 | Year 2 |
|---------|------------------------------------|-------------------------------|
| Default | Flat commission of either 0% or 6% | 0% or 6% each year thereafter |
| Max | 6% | 6% |

Group Income Protection

| - | Year 1 | Year 2 |
|---------|---------------------------------------|---------------------------------|
| Default | Flat commission of either 0% or 12.5% | 0 or 12.5% each year thereafter |
| Max | 12.5% | 12.5% |

Commission clawback:

Does not apply. Commission is paid as premiums are received.

This document is effective from 27 March 2020.