





# Today, tomorrow, together

RTÉ is Ireland's national public-service media organisation – on television, radio, online and mobile.

The 60th Annual Report and Group Financial Statements for the 12 months ended 31 December 2020 presented to the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media in line with sections 109 and 110 of the *Broadcasting Act 2009*.

Is féidir leagan Gaeilge den Tuarascáil a íoslódáil ó [rte.annualreport20.com](http://rte.annualreport20.com)



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# vision

**To champion Irish culture by captivating audiences with trusted, engaging and challenging content; celebrating our country's rich diversity; and cultivating Ireland's talent.**

# mission

**To enrich Irish life with content that challenges, educates and entertains.**

# values

**As an organisation and individually, RTÉ will be outward looking, creative, respectful, sustainable and accountable, collaborative and transparent, and will demonstrate the following behaviours:**

## **Outward Looking**

Have a deep understanding of its audience and their needs. Invest time and energy in monitoring changes in the media landscape.

## **Creative**

Be resourceful and innovative in how it makes its content. Be brave, take risks and be willing to learn from failures.

## **Respectful**

Treat people, including staff and partners, with respect, even when it challenges. Nurture trust by being fair and open about the decisions it makes.

## **Sustainable and Accountable**

Manage its business in a responsible manner. Be accountable to each other within RTÉ and to audience and stakeholders.

## **Collaborative**

Work together, bringing the 'One RTÉ' organisation to life. Join forces with partners to meet the needs of RTÉ's audience.

## **Transparent**

Make decisions openly. Be upfront about the reasons for the actions taken.

## RTÉ: The Year in Numbers

# 36%

RTÉ Player saw a 36% growth in viewing in 2020, with 67.5m streams.

# 90%

of Irish people chose RTÉ as their primary source of information on the Covid-19 pandemic in 2020.

# 100

RTÉ Supporting the Arts partnered with more than 100 local, national and community arts events in 2020.

# 271,000

The *RTÉ Guide* bumper Christmas issue continued to be an Irish publishing phenomenon, with almost 271,000 copies sold.

# 1,400,000

1.4 million people tuned in to *RTÉ Does Comic Relief*, with over €5.8 million raised.

# 2,004,000

RTÉ grew its total weekly radio listeners to over 2 million in 2020, representing 51% of the adult 15+ population.

# 4,000,000

Almost 4 million individuals or 90% of the Irish TV population tuned in to RTÉ's television services in the early stages of the pandemic (2 March–17 May 2020).



**Thousands shared  
in St. Patrick's  
Day fun with the  
*#RTEVirtualParade.***





**Thousands more  
joined with RTÉ to  
*#ShineALight.***







**Children (and  
parents) flocked  
to *RTÉ's Home  
School Hub.***







**1.7 million people  
watched *The Late  
Late Toy Show* on  
RTÉ platforms.**







**The *Illuminations*  
art project fostered  
solidarity and built  
resilience.**





**With profound  
sadness, RTÉ  
announced the  
death of Marian  
Finucane in  
January.**





# Chair's Statement

2020, the year of the pandemic, was a year of contrasts. While we were finding ways to negotiate the difficulties and family tragedies the virus wrought, we also saw the emergence of new forms of thinking, new ideas, new ways to communicate and new forms of community partnership.

The media became a vital source of information; indeed, during the worst periods of lockdown it was a constant companion. It gives me great pride that the audience data for the period shows that RTÉ was at the heart of successive national moments throughout the year, bringing people together, clarifying and empowering through the unique position that public media inhabits.

The pandemic also encouraged RTÉ to examine its operating structures and to design new and crisis-efficient modes of delivery. With the backing of the Board, RTÉ continued in its plan to stabilise the organisation's finances, and we continued to assess RTÉ's remit, seeking to maintain the best possible portfolio of services and content for audiences in Ireland in the context of declining funding and revenues. This thinking contributed to a renewed and more urgent conversation about public service media. The arguments for the sustenance, protection and patronage of public media took on a real-time and real-world resonance as a result of the pandemic.

While Covid-19 accelerated opportunities for change and digitalisation, it also exacerbated the challenges for impartial and independent journalism. As we assess a changed landscape, and consider the economic, editorial and creative implications for public service media, it is crucial to ensure that our audiences, our legislators and our regulators understand the critical role of public media in times of national need, and the Board remains committed to this goal. To survive, public media must continue to adapt. In many ways, on the cusp of a post-Covid world, the transformation has only just started.

With this at the forefront of our minds, the work of the Future of Media Commission comes at a most critical time for Irish public service media. The outcome of this review will determine the future footprint of public service media for the next generation and will shape the future RTÉ. We continue to engage with the Commission and look forward to the conclusion of their review in 2021.

Sadly, the RTÉ family was visited with its own tragedies in 2020. This time last year, reflecting on the sad passing of Gay Byrne, I said that his public service to the nation was indisputable. The same must now be said of Marian Finucane, of Larry Gogan and of Keelin Shanley, whose remarkable achievements in their service to us as citizens, and to our nation, say so much about the unique character and place of public service media in all our lives.

2020 was the year when empathy and connection emerged once more as defining elements and differentiators for public service media. Our audiences showed us, perhaps more clearly than ever, what they value and what they need from their national broadcaster. We will continue to evolve and adapt to meet that need, and will build stronger once the crisis has passed to ensure that our long patience as a nation has its just reward.

**Moya Doherty**

Chair

**“bringing people  
together, clarifying  
and empowering  
through the unique  
position that public  
media inhabits”**



# Director- General's Review

RTÉ, as the national public service media, has unique responsibilities. At the heart of these is the mission to provide people in Ireland with an impartial and comprehensive news service, and to entertain, inform and illuminate. Never was that mission more acute, and more demonstrable, than in 2020.

When the nation came together in crisis, audiences of all ages turned to the national broadcaster for information, advice, entertainment, companionship, diversion and cultural connection. In an era of misinformation and half-truths, millions of Irish citizens relied on public service media more than ever. Independent research showed that 90% of people turned to RTÉ News for vital information in 2020; B&A research confirmed that 4 out of 5 of those surveyed said that they were using RTÉ television or radio services for information, while 76% indicated that they would trust either of those sources above all others.

It is remarkable, in retrospect, that RTÉ maintained full schedules across all services in 2020, and where necessary augmented planned coverage with additional live broadcasts and new programmes. While certain productions had to be suspended or stepped down due to public health restrictions, other dedicated programming was commissioned with exceptionally tight deadlines. Achieving this level of resilience and output under such challenging circumstances was far from easy. I am incredibly proud of the tireless work by our staff and our partners in the independent sector to find solutions and work with creativity, determination and commitment, to ensure that we deliver services for the people of Ireland.

Research conducted at the midpoint of the year confirmed that RTÉ was the most recognised brand for supporting the nation during the Covid-19 crisis. This was thanks to the remarkable agility shown by RTÉ in 2020. From *Ireland on Call*, *RTÉ Home School Hub* and *Illuminations* to the *#RTEVirtualParade*, *Letters from Lockdown*, *RTÉ Does Comic Relief* and a record-breaking *Late Late Toy Show*, RTÉ delivered for audiences with content that was relevant and indeed a crucial part of our collective journey through a year like no other. From *Shine A Light* to the many musical performances that were the centrepiece of *The Late Late Show*, and from the intimate performances recorded in cultural venues across the country as part of the *Courage* series to the poetry and original writing featured in radio, online and television broadcasts, we saw how important the arts are to our audiences, and the extent to which our audiences relied on their public service media for cohesion and a unifying sense of purpose.

2020 has been another financially challenging year for the organisation. Although RTÉ returned a surplus for the year, revenue fell significantly short of expectations. The welcome additional €9 million public funding, which was announced by Government in December 2019, was entirely absorbed by the decline in licence fee sales, leaving public funding flat year on year. Commercial revenue fell sharply at the onset of the pandemic and while there was some recovery towards the end of the year, it was still €11 million lower than 2019. RTÉ remained resolute in its drive to remove €60m from our operating cost-base by 2023, but the direct impact of Covid-19 restrictions meant that operating costs fell even lower as a result of the curtailed production activity, along with cancelled sporting and other events. The independent sector was directly impacted by this as spend in the sector fell year on year, despite the agility shown by the sector to adapt production models to comply with public health guidelines.

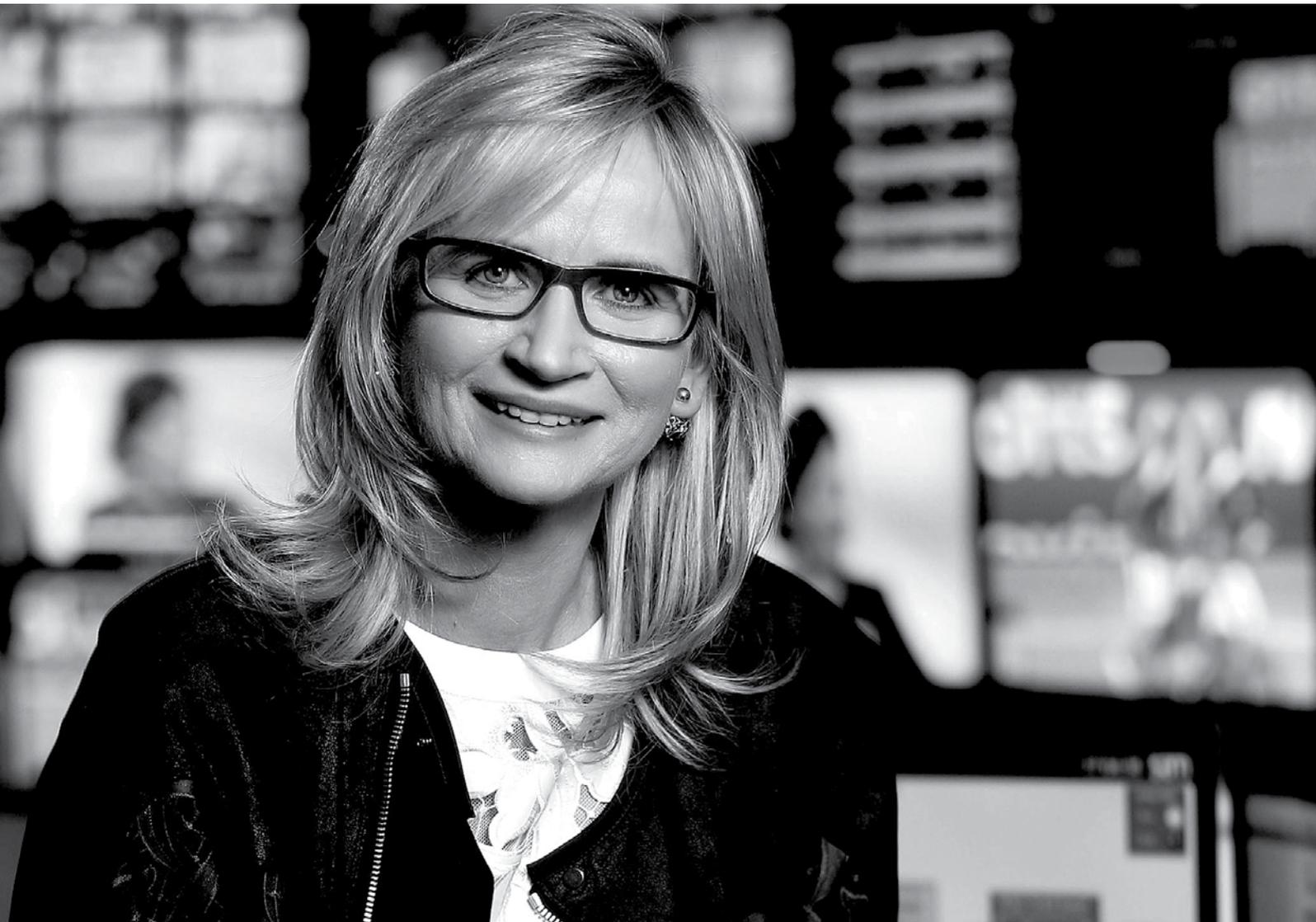
The public in Ireland placed huge trust in RTÉ in 2020. We believe this trust was vindicated in all that we delivered during this time. It is at the heart of our public purpose to reflect Irish life, and Irish lives: when the nation came together in 2020, RTÉ was there. Now we must look at the things we learned about ourselves, about our communities and about the vital role of public service media. These will be the seeds that allow us to flourish in the future. For RTÉ, the achievements of 2020 will fuel the drive to ensure that the funding of public media is put on a firm footing. Despite reporting a surplus in 2020, it is clear that the underlying issues around funding remain acute and unresolved. Future generations deserve a strong, independent Irish voice.

2020 showed us what we can do in a crisis. We must now show what we learned from it.

**Dee Forbes**  
Director-General, RTÉ

**“to provide people  
in Ireland with  
an impartial and  
comprehensive  
news service, and  
to entertain, inform  
and illuminate”**

▶ [View Dee Forbes' introduction  
rte.annualreport20.com](https://www.rte.ie/annualreport20.com)



# Financial Review

## Results and Operating Profit

Like many businesses, RTÉ's financial position was significantly impacted by the Covid-19 pandemic. The initial impact of the pandemic restrictions led to an unprecedented and severe decline in revenue, both commercial and licence fee, and cessation of production activity. The response from the RTÉ Executive was to implement an immediate financial recovery plan to curtail discretionary expenditure and protect cash. This, combined with the relative improvement in revenue towards the second half of 2020 and the significant savings resulting from curtailed production activity and sports events, led to a surplus for the year.

RTÉ's EBITDA (Earnings before Interest, Tax, Depreciation and Amortisation) before special events costs was €25.9 million (2019 €8.4 million). The cost of special events in 2020 including the General Election amounted to €2.5 million and

was lower than 2019 levels, resulting in a Net Surplus before Exceptional Items and Tax for the year of €9.8 million (2019 Deficit €9.1 million). The Net Surplus after Tax for the year was €7.9 million (2019 Net Deficit €7.2 million).

Commercial revenue declined by €11.3 million as Covid uncertainty curtailed advertising spend, although there was an improvement in the second half of the year and particularly the final quarter. Licence fee income remained flat, but this was due to the increase of €9.2 million from the DEASP announced in Budget 2019, which was a further part reversal of public funding cuts made since 2010. Underlying licence fee unit sales declined significantly year on year, which eroded the intended additional funding. Operating costs, including the costs of special events, of €307.7 million were €30 million lower than 2019 levels due to significant curtailment of production activity and sporting events in the year.

## Summary Financial Highlights

	2020 €m	2019 €m	Change €m
Commercial Revenue	<b>134.5</b>	145.8	(11.3)
Licence Fee Revenue	<b>196.6</b>	196.3	0.3
Total Revenue	<b>331.1</b>	342.1	(11.0)
Operating Costs (excluding Special Events)*	<b>(305.2)</b>	(333.7)	28.5
<b>EBITDA** (before Special Events)</b>	<b>25.9</b>	8.4	17.5
Special Events Costs	<b>(2.5)</b>	(4.1)	1.6
EBITDA	<b>23.4</b>	4.3	19.1
Depreciation & Amortisation	<b>(13.5)</b>	(13.8)	0.3
Gain on Disposal of Assets	-	0.3	(0.3)
Net Finance (expense)/income	<b>(0.1)</b>	0.1	(0.2)
<b>Surplus/(Deficit) before Exceptional Items &amp; Tax</b>	<b>9.8</b>	(9.1)	18.9
Land Sale Gain less Sales-Enabling Project Costs	-	0.2	(0.2)
<b>Surplus/(Deficit) before Tax</b>	<b>9.8</b>	(8.9)	18.7
<b>Tax</b>	<b>(1.9)</b>	1.7	(3.6)
<b>Net Surplus/(Deficit) for the Year</b>	<b>7.9</b>	(7.2)	15.1

\* Operating Costs before Depreciation & Amortisation and excluding the incremental costs of Special Events.

\*\* EBITDA: Earnings before Interest, Tax, Depreciation, Amortisation and Exceptional items.

## Commercial Revenue

2020 commercial revenue of €134.5 million represents a decline of 7.8% on the 2019 figure of €145.8m. Clearly the main reason for the decline was the impact of Covid-19, which manifested most dramatically in Q2 2020 and had varying impacts on individual revenue lines throughout the year.

	2020 v 2019 Change €m	Change %
<b>Commercial Revenue 2019</b>	<b>145.8</b>	
Television Trading	(6.7)	-8.1%
Radio Trading	(0.8)	-3.4%
Digital Trading	-	-
Other Non-Trading Revenues	(3.8)	-11.6%
Year-on-Year Movement	<b>(11.3)</b>	-7.8%
<b>Commercial Revenue 2020</b>	<b>134.5</b>	

TV Spot, the single biggest contributor to commercial revenue, declined by 6.3% on 2019, which was a better performance than the estimated market decline of 10%. The most significant decline was 35% in Quarter 2, driven by categories including Drink, Motors, Travel and Transport and Retail. Quarter 3 showed a 5% year on year decline with a very positive reversal to +12% in quarter 4. The very high audience levels generated by RTÉ from March onwards resulted in incremental client budget allocations to RTÉ TV in the latter part of the year.

Total TV trading revenue, including Sponsorship and Product Placement, declined by 8.1% overall. A number of expected sponsorships did not materialise due to changes in the programme schedule and a number of delayed productions.

Radio trading, which includes spot, sponsorship and promotions, had a successful year in relative terms, with a year on year decline of 3.4%. This decline was driven to some extent by a decline in sponsorship revenue but was primarily due to a drop of almost 70% in radio promotions revenue, due to the cancellation of all outside broadcasts and all concerts.

Radio spot performed uniquely well in 2020 and grew by 4.3% on 2019. This level of year on year growth compares favourably with a market estimated to have declined by 7%. While declines were experienced in similar categories to TV above, an increase in Government spend more than compensated for this. While all Government spend represented 9% of total radio spot revenue in 2019, the comparative 2020 figure was 21%.

Digital trading revenues were in line with the prior year. Digital VOD revenue was up 3.3% year on year and was less affected than TV as some clients continued their digital campaigns to maintain a level of presence. Market estimates are that digital video revenue was up 8% in 2020 but broadcaster VOD was down by 4%. Digital display revenue across rte. ie declined by 3.6% year on year.

Other non-trading revenue lines were significantly affected by the pandemic and in total were down 11.6% year on year. Notably, Orchestra revenue was 78% down year on year due to the absence of live events.

PIC (Programme Interaction Competitions) revenue declined 24% year on year, largely due to the editorial decision not to run viewer competitions on *The Late Late Show* from March onwards. Instead the programme raised money each week for individual charities.

The *RTÉ Guide* had a strong year in circulation terms and was less than 3% down year on year. Total copy sales of 1.86m included a 4% growth figure for the flagship Christmas issue, which sold 270,990 copies. Advertising revenue was however adversely impacted in line with the print market, and declined by 31% on 2019.

### Television Licence Revenue

As RTÉ is a dual-funded public-service broadcaster with a broad range of statutory responsibilities, the level of public funding it receives to fulfil its role is crucial. The Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM) is responsible for the collection of licence fee monies from An Post (the appointed agent for the sale of TV licences) and from the Department of Employment Affairs and Social Protection (DEASP) in respect of 'free' television licences. The DTCAGSM then makes a grant to RTÉ out of licence fee monies collected.

Of the €223.6 million licence fee collected in 2020, €196.6 million (88%) was received by RTÉ. The remaining licence fee collected, €27 million, was used to pay An Post collection costs and related charges and to provide funding for the BAI Sound & Vision Fund. Licence fee income received by RTÉ in 2020 was just €0.4 million higher than 2019, despite an increase of €10 million in the amount received from the DEASP in respect of 'free' television licences, which was a part reversal of the public funding cuts made since 2010. Unfortunately the benefit of this funding has been eradicated by the decline in licence fee unit sales in the year due to the impact of the Covid-19 restrictions on licence fee inspector activity and the economic impact on households.

Latest evasion levels for 2019 as calculated by the DTCAGSM are 13% of chargeable domestic households and business premises. Evasion levels in Ireland are significantly higher than the UK and other European countries and collection costs are more than double other European PSBs. An Post, DTCAGSM and RTÉ continue to work to address evasion levels.

Of concern is the increase in the number of homes that do not have a traditional television set. This has been growing steadily over recent years, as per the Nielsen Establishment Survey, and is now 13% (January 2021), an increase of over 1% in the past year. As media consumption patterns become more complex, the television licence fee mechanism reflects less and less how people consume public-service content. It is for this reason that the mechanism is being changed in other countries to a media charge or other methods, rather than being device dependent.

# Financial Review (continued)

Despite the Broadcasting Authority of Ireland's (BAI) recommendation of an immediate increase of €30 million in public funding, made in 2018 as part of its review of RTÉ's 2018–2022 strategy, RTÉ's public funding has increased by only c.€8 million since then. The need for increased public funding remains as acute as ever, despite the temporary relief on RTÉ's finances resulting from the curtailment of content and production in 2020. The Future of Media Commission was established by Government to address this issue and its recommendation is due in 2021.

The section 'How Your TV Licence Fee Is Used' (see pages 26–27) outlines how the licence fee is used, with 84% of total licence fee invested in RTÉ services and activities. The remaining 16% is invested in non-RTÉ activities, including the BAI Sound & Vision fund, TG4 deduction and support, and An Post collection fees.

## Operating Costs

2020 total operating costs were €307.7 million, a reduction of €30.1 million on 2019 levels. During 2020, RTÉ availed of the Government's Temporary Wages Subsidy Scheme for part of the year.

The cost of special events in 2020 was €2.5 million and included coverage of the General Election and other events.

Operating costs, excluding special events, fell by €28.5 million as a result of a combination of factors:

- The negative impact of Covid-19 restrictions on both in-house and commissioned production.
- The curtailment of many sports events.
- Savings were achieved as a result of restrictions on travel and having employees working remotely for most of the year.
- As part of RTÉ's Revised Strategy 2020–2024, published in late 2019, RTÉ committed to deliver savings of €60 million over three years 2020–2022. The target savings for 2020 were €10 million and these were achieved through a combination of pay, content and generic cost saving initiatives.

2020 v 2019  
Change  
€m

	2020 v 2019 Change €m
<b>Operating Costs 2019</b>	<b>337.8</b>
Decrease in Operating Costs	(28.5)
Decrease in Special Events Costs	(1.6)
Year-on-Year Decrease (Including Special Events)	<b>(30.1)</b>
<b>Operating Costs 2020</b>	<b>307.7</b>

## Employee Numbers

At 31 December 2020, there were 1,866 (2019: 1,831) employees, of which 240 (2019: 240) were part-time/casual. The full-time equivalent headcount at 31 December 2020 was 1,758 (2019: 1,714). The headcount increase in the year is mainly due to the regularisation of individuals previously engaged as contractors or through agencies and the return of individuals from unpaid leave.

## Net Finance Expense

A net finance expense of €0.1 million arose in 2020 (2019 net income of €0.1 million), comprised as follows:

Finance income for 2020 was €1.6 million compared to €1.3 million in 2019. It included net interest income of €1.4 million related to IAS 19 defined benefit pension scheme (2019: €1.0 million); and investment income of €0.2 million from a joint venture (2019: €0.3 million).

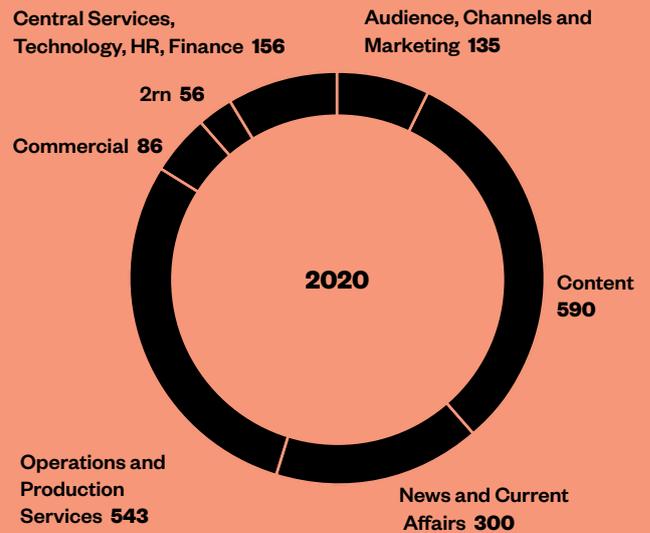
Finance expense for 2020 amounted to €1.7 million compared to €1.2 million in 2019. The expense of €1.7 million included interest payable on borrowings, refinancing costs, interest on restructuring costs and fair value loss on derivative foreign currency contracts.

### LICENCE FEE EVASION

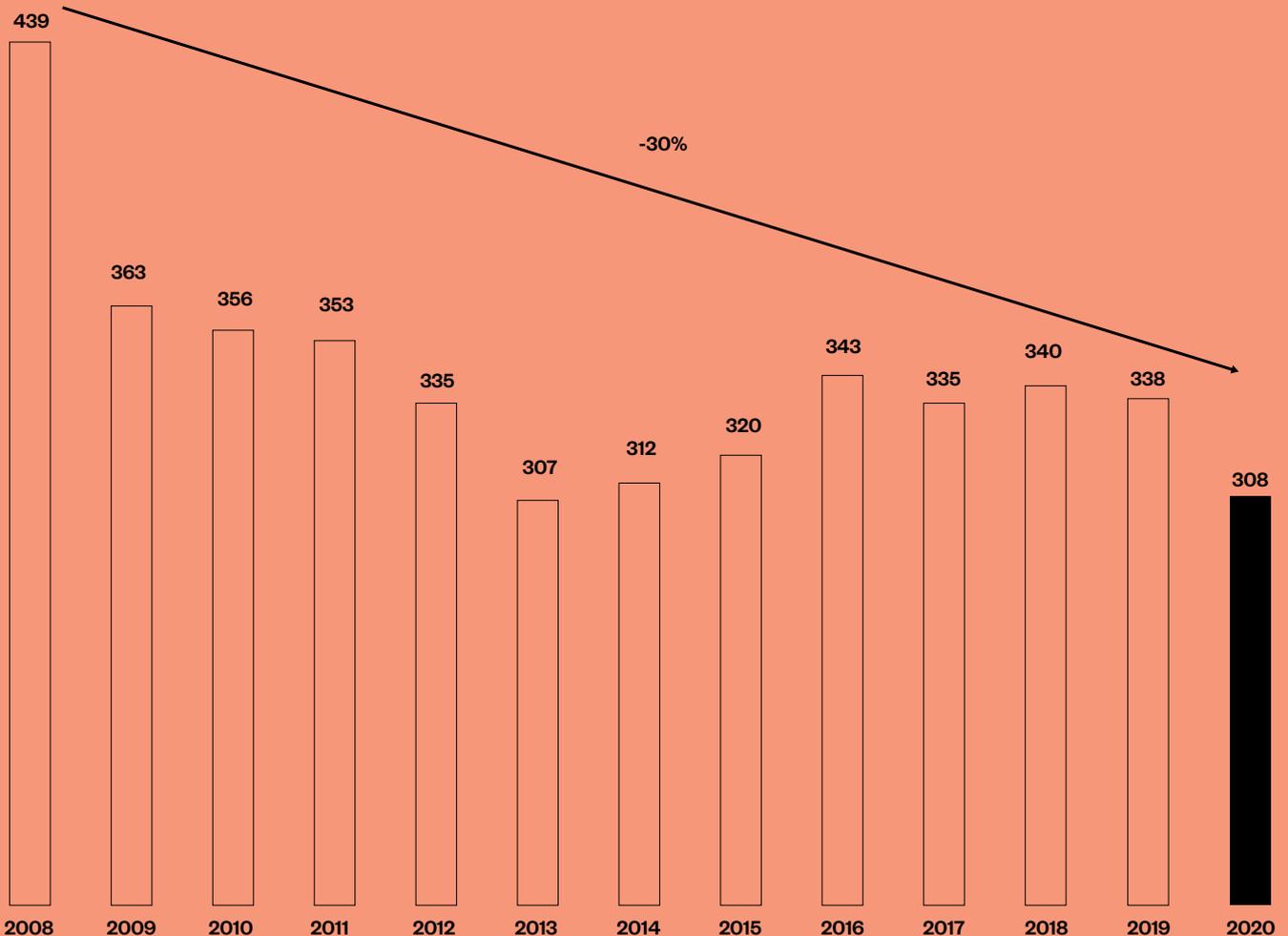


Source: EBU Report Licence Fee 2020 incl. Evasion Rates for 2019

### EMPLOYEE NUMBERS



### RTÉ OPERATING COSTS €M 2008-2020



# Financial Review (continued)

## Taxation

There was an overall tax charge of €1.9 million in 2020 (2019 tax credit of €1.7 million). A tax charge arises in the year as a result of the surplus generated. The Income Statement tax charge includes a deferred tax credit of €0.2 million resulting from timing differences between capital allowances claimed and depreciation charged.

## Cash Flow and Borrowings

Total cash balances including liquid investments at 31 December 2020 amounted to €87.2 million (2019: €69.1 million), an increase of €18.1 million primarily due to the improved operation results for the year. The movement in 2020 cash balances can be summarised as follows:

### Summary Cash Flow Statement

	2020 €m	2019 €m
EBITDA	23	4
Operating cash flows:		
– Working Capital (increase)/decrease	(2)	3
Restructuring cash flows:		
– Payments	(1)	(3)
Investing Activities:		
– Capital Expenditure	(6)	(13)
– Taxes refunded on Sale of Assets	-	2
Financing cash flows:		
– Borrowing Drawdown	5	10
– Interest Paid	(1)	(1)
<b>Net Increase in Cash and Liquid Investments</b>	<b>18</b>	<b>2</b>

Given the financial pressures experienced in recent years there has been an increased focus on cash management and funding. This continued to be a key financial management priority throughout 2020, especially with the uncertainty that Covid-19 brought to the trading environment. Although the initial outlook following the introduction of Covid-related restrictions was expected to be negative, the final position showed improved cash balances as the curtailed activity reduced expenditure in the year.

At 31 December 2020, RTÉ had bank borrowings of €65 million (2019: €60 million) comprised as follows:

- 2rn, RTÉ's transmission subsidiary, has a €60 million Club Facility with Barclays and Bank of Ireland. €45 million of this facility relates to project finance for the transmission and distribution infrastructure required for the Digital Terrestrial Television network, and is outstanding at 31 December 2020. An additional term loan facility for €15 million is in place, of which €10 million is drawn as at 31 December 2020.
- RTÉ has a €20 million facility with Bank of Ireland, which includes a €10 million revolving credit facility and a €10 million term loan facility. As at 31 December 2020 the €10 million term loan is drawn.

## Financial Risk Management

The Board of RTÉ sets the treasury policies of the Group, which cover borrowings, cash management, counterparty credit risk, liquidity risk, interest rate risk and foreign exchange risk. RTÉ's exposure under each of these risks is set out in note 23 to the financial statements.

## Capital Grant

A capital grant was received from the DTCAGSM to facilitate the clearing of the Spectrum 700 MHz frequency band, as stipulated by the EU. Capital grants are recorded as deferred income and released to the Income Statement on a basis consistent with the depreciation policy of the underlying assets.

## Capital Expenditure

RTÉ's total expenditure incurred on capital projects in 2020 was €7.5 million (2019: €15.6 million), which included investment in technology, 2rn network renewals and the Spectrum 700 MHz project. RTÉ has also incurred capital expenditure on a number of key strategic capital projects agreed by the RTÉ Board to be funded from the net proceeds of the 2017 land sale.

Capital expenditure incurred on the 700 MHz migration project during 2020 was €0.7 million (2019: €1.6 million). This project involved migrating broadcast services out of the 700 MHz frequency band by 2020 and is primarily funded by the DTCAGSM.

Spend is underway on a number of Strategic Capital projects approved by the RTÉ Board to be funded from the land sale, including an upgrade of the Channel & Rights Management system, a new Storage Platform, upgrades on the Radio Studios, a new ERP system and the upgrade of our Post Production systems.

## Segmental Reporting and Cost Allocation

RTÉ's segmental analysis is prepared in accordance with IFRS 8 *Operating Segments* which is set out in note 2(d). RTÉ's primary reporting segments are its divisions which were established on 1 January 2018 under the One RTÉ restructuring project. As a result of the change in the organisational structure and the increase in non-linear output, with additional programmes getting first showings on digital and a move towards a 'digital-first' approach particularly in news, RTÉ revised and updated its cost allocation methodologies in 2018 to reflect the new structure. These have been consistently applied for 2020 as outlined and presented in Note 2, Segmental Reporting.

## Regulation

RTÉ is regulated by the BAI in relation to its obligations as a public-service broadcasting corporation. RTÉ (as required by the *Broadcasting Act 2009*) cooperates with the BAI in the annual and five-year public funding reviews carried out by the BAI under section 124 of the Act. In October 2017 RTÉ submitted its five-year strategy 2018–2022, *Renewing RTÉ for the Next Generation* for consideration. In October 2018, the BAI endorsed RTÉ's strategic plan and recommended "at a minimum, that RTÉ should receive an increase in its annual public funding of €30m per annum". In late 2019, RTÉ published its Revised Strategy 2020–2024, a plan that brings Ireland's public service media to sustainability and addresses many of the challenges RTÉ faces. RTÉ is fully engaged in the subsequent annual reviews with BAI and has also engaged fully with the Future of Media Commission in relation to its role in recommending reform of the future funding model for public service media.

In line with Government and BAI requirements, RTÉ's Fair Trading Policy and Procedures is published on RTÉ.ie. The policy and procedures set out a framework grounded on:

- Clear separation between commercial activities and public services
- Fair trading in line with market principles
- Transparency and accountability

The Commission for Communications Regulation (ComReg) previously designated RTÉ and 2rn as having significant market power (SMP) in the markets for the provision of transmission and distribution services to radio broadcasters and the DTT multiplex operator as well as the downstream supply of DTT multiplexed services to broadcasters.

The decision placed certain obligations on both RTÉ (Market B) and 2rn (Market A). Separated accounts comprising regulated accounts for each of Market A and Market B, together with primary accounting documentation, are published in accordance with regulatory requirements.

GDPR (General Data Protection Regulation) legislation came into force on 25 May 2018. GDPR introduces new rights for individuals and introduces new and increased obligations on organisations that are data processors or data controllers, such as RTÉ. It also gives new and extensive powers to the privacy regulator, the Data Protection Commission. RTÉ complies fully with GDPR legislation.

## Pensions

RTÉ operates three pension schemes for its employees: a defined benefit (DB) scheme, a defined contribution (DC) scheme and a hybrid scheme (elements of DB and DC).

### RTÉ Superannuation Scheme

The RTÉ Superannuation Scheme is a funded, contributory DB scheme, established under legislation and sponsored by RTÉ. No new employees have been admitted to the scheme since 1989. As at 31 December 2020, RTÉ had 98 employees (2019: 119) who were members of the scheme.

As at 31 December 2020, the assets of the scheme had a market value of €1,096 million (2019: €1,091 million). The liabilities of the scheme, as valued in accordance with IAS 19 *Employee Benefits*, were €949 million (2019: €984 million). As required under IAS 19, the excess or shortfall of the assets compared to the liabilities of the scheme is reported as an asset or liability on RTÉ's statement of financial position. Therefore, as at 31 December 2020, there is a pension asset of €147 million reported in respect of the scheme (2019: €107 million). Strong investment returns and reduced mortality assumptions for 2020 led to the increase in surplus.

The scheme has a surplus under MFS and meets the solvency requirements under the risk reserves, therefore no funding proposal is required for this scheme.

## RTÉ Defined Contribution Scheme

The RTÉ Defined Contribution Scheme is a funded, contributory DC arrangement that has been open to new members since 1989. As at 31 December 2020, RTÉ had 1,252 employees (2019: 1,220) who were members of the scheme.

## RTÉ 50/50 Risk-Sharing Pension Scheme

The RTÉ 50/50 Risk-Sharing Pension Scheme is a funded, contributory hybrid scheme with DB and DC elements sponsored by RTÉ. The scheme commenced in September 2010 as an optional pension arrangement for eligible employees. As at 31 December 2020, RTÉ had 385 employees who were members of the RTÉ 50/50 Risk-Sharing Pension Scheme (2019: 366).

As at 31 December 2020, the assets of the DB section of the scheme had a market value of €28.3 million. Under IAS 19, the liabilities of the DB section were €24.3 million, giving rise to a surplus of €4.0 million (2019 surplus €3.4 million). This is reported as an asset on RTÉ's statement of financial position.

The DB section of the scheme has a surplus under MFS and meets the solvency requirements under the risk reserves, therefore no funding proposal is required for this scheme.

## Insurance

Appropriate insurance cover is held for a range of material insurable risks, including sizable catastrophe risks, subject to relevant deductions and exclusions.

## Legal Proceedings

RTÉ and its subsidiary companies are party to a range of legal proceedings, including ones in which claims have been asserted against RTÉ or its subsidiaries but the outcome of which remain uncertain. Based on the advice received, RTÉ believes that necessary steps have been taken to ensure the outcome of all of these proceedings will not, in aggregate, have a long-term significant adverse effect on RTÉ's financial condition, results or liquidity.

## Outlook

- At the time of writing the Covid-19 pandemic continues to disrupt all elements of Irish society. The country remains under Level 5 restrictions. As a result of these restrictions both commercial income and licence fee income are tracking below 2020 levels, compounding the income drop seen in 2020. As was the case in 2020, the restrictions impose difficulties on programme making and have curtailed sports events in the early part of 2021. While the loss of income is currently being offset by cost savings, the situation remains very volatile and it is very difficult to forecast.
- RTÉ continues to implement the savings targets in the Revised Strategy 2020–2024. Savings of €20 million have been targeted in 2021.

## How Your TV Licence Fee Is Used

The utilisation of licence fee monies received by RTÉ to fund its public services is reported in note 2 to the financial statements.

The basis on which the licence fee is attributed to channels and services is set out in note 2(c). RTÉ attributes public funding to individual services in a way that reflects the net cost of the public service. The net cost of public service is determined by deducting the contribution from commercial activities from the gross cost of delivering the public service.

## How Your TV Licence Fee Is Used

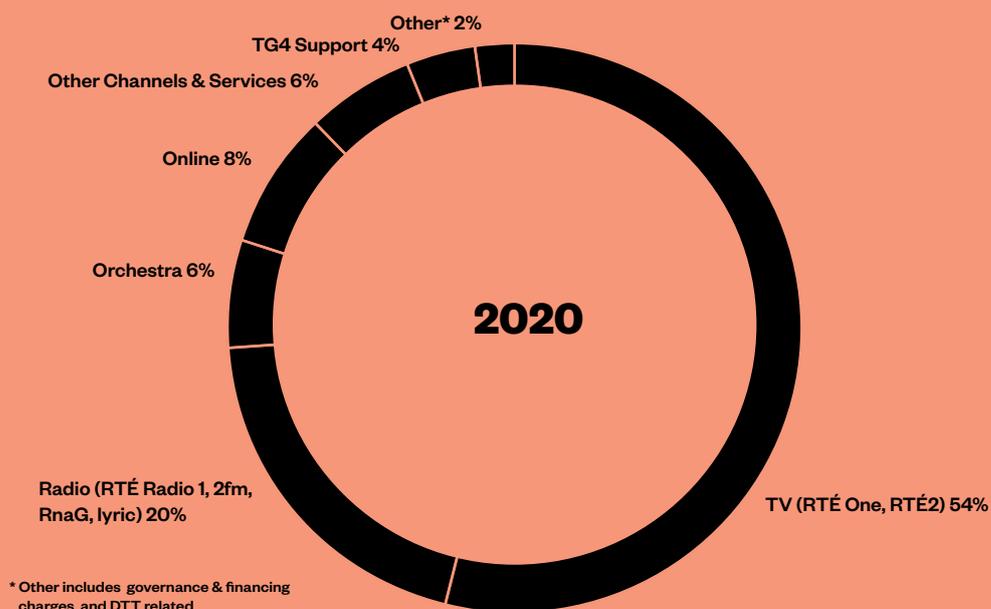
The following table represents how an individual TV licence fee is used, bearing in mind that RTÉ is not the sole recipient of TV licence fee monies:

### Utilisation of Each TV Licence Fee Collected

	2020 €	2019 €
RTÉ One	<b>48.72</b>	47.46
RTÉ2	<b>26.45</b>	27.37
RTÉ Television	<b>75.17</b>	74.83
RTÉ Radio 1	<b>14.04</b>	12.69
RTÉ 2fm	<b>2.71</b>	2.39
RTÉ Raidió na Gaeltachta (RnaG)	<b>8.14</b>	8.33
RTÉ lyric fm	<b>3.62</b>	4.24
RTÉ Radio	<b>28.51</b>	27.65
RTÉ Orchestras	<b>7.98</b>	9.15
Online Services	<b>10.74</b>	8.31
Other Channels and Services	<b>8.30</b>	9.39
Governance and Financing Charges	<b>2.75</b>	3.30
DTT Related	<b>0.64</b>	0.91
RTÉ Activities	<b>134.09</b>	133.54
	<b>84%</b>	83%
RTÉ Support for TG4	<b>5.31</b>	5.44
BAI Levy	<b>1.30</b>	1.23
BAI Sound & Vision Fund	<b>10.59</b>	10.55
An Post Collection Costs and Related Charges	<b>8.71</b>	9.24
Non-RTÉ Activities	<b>25.91</b>	26.46
	<b>16%</b>	17%
Cost of TV licence	<b>160</b>	160

The pie chart below summarises the attribution of the TV licence fee revenues that were received by RTÉ to the public-service element of RTÉ's activities during 2020.

### ALLOCATION OF LICENCE REVENUE RECEIVED BY RTÉ IN 2020



# Financial Review (continued)

## Cost Per Transmitted Hour

As part of its Annual Statement of Performance Commitments, RTÉ publishes the average cost per transmitted hour of programmes broadcast by channel. The table below provides this information for 2020, together with comparative figures for 2019.

2020	RTÉ One €'m	RTÉ2 €'m	RTÉ Radio1 €'m	RTÉ 2fm €'m	RTÉ lyric fm €'m	RTÉ RnaG €'m
<b>Costs</b>						
Indigenous Programming	98.7	31.4	27.9	5.0	3.9	9.9
Acquired Programmes – Ireland	2.9	0.6	-	-	-	-
– Overseas	13.2	9.3	-	-	-	-
General Broadcast & Transmission Operations	12.1	8.3	5.4	4.2	0.6	0.5
Transmission & Power Charges	2.2	2.1	1.9	1.1	1.1	1.1
	<b>129.1</b>	<b>51.7</b>	<b>35.2</b>	<b>10.3</b>	<b>5.5</b>	<b>11.5</b>
<b>Hours</b>						
Annual Transmission Hours (incl. simulcast)	<b>8,784</b>	<b>8,784</b>	<b>8,845</b>	<b>8,784</b>	<b>8,784</b>	<b>8,784</b>
<b>Overall Average Cost per Transmitted Hour – 2020</b>						
All Transmission Hours	<b>14,700</b>	<b>5,900</b>	<b>4,000</b>	<b>1,200</b>	<b>600</b>	<b>1,300</b>
<b>2019</b>						
	RTÉ One €'m	RTÉ2 €'m	RTÉ Radio1 €'m	RTÉ 2fm €'m	RTÉ lyric fm €'m	RTÉ RnaG €'m
<b>Costs</b>						
Indigenous Programming	105.8	44.5	28.6	5.2	4.8	10.1
Acquired Programmes – Ireland	2.0	1.2	-	-	-	-
– Overseas	12.8	8.9	-	-	-	-
General Broadcast & Transmission Operations	12.8	9.4	5.2	4.2	0.6	0.5
Transmission & Power Charges	2.2	2.2	2.0	1.1	1.1	1.1
	<b>135.6</b>	<b>66.2</b>	<b>35.8</b>	<b>10.5</b>	<b>6.5</b>	<b>11.7</b>
<b>Hours</b>						
Annual Transmission Hours (incl. simulcast)	<b>8,760</b>	<b>8,760</b>	<b>8,855</b>	<b>8,760</b>	<b>8,760</b>	<b>8,760</b>
<b>Overall Average Cost per Transmitted Hour – 2019</b>						
All Transmission Hours	<b>15,500</b>	<b>7,600</b>	<b>4,000</b>	<b>1,200</b>	<b>700</b>	<b>1,300</b>
<b>Annual Movement</b>						
<b>% Change in Cost per Hour<sup>1</sup></b>						
All Transmission Hours	(5.1)%	(22.1)%	(1.3)%	(2.9)%	(15.7)%	(2.6)%

1. Costs per hour are rounded to nearest hundred euro. Percentage changes are calculated from the costs per hour before rounding.

Changes in average cost per transmitted hour are due to changes in programme costs due to a range of factors including changes in programme type and programme mix, levels of co-funding, the number of first transmission hours and repeat programming.

# RTÉ: Who We Are

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## Television

RTÉ ONE

RTÉ ONE <sup>+1</sup>

RTÉ 2

RTÉ 2 <sup>+1</sup>



RTÉ News

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## Radio

RTÉ RADIO 1

RTÉ 2FM

RTÉ lyric fm

RTÉ RAIDÍO NA GAELTACHTA

RTÉ 2><M

RTÉ pulse

RTÉ RADIO 1  
EXTRA

RTÉ GOLD<sup>★</sup>



RTÉ radioplayer

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## News and Current Affairs

RTÉ News & Current Affairs

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## Sport

RTÉ Sport

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## Digital

RTÉ.ie

RTÉ **PLAYER**

RTÉ AERTEL

RTÉ Archives

RTÉ News

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## Orchestras, Quartet and Choirs

RTÉ NATIONAL SYMPHONY ORCHESTRA

RTÉ Concert Orchestra

RTÉ PHILHARMONIC CHOIR

RTÉ Cór na nÓg

RTÉ Cór LINN

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RTÉ GUIDE

SAORVIEW

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# RTÉ: What We Made in 2020



## RTÉ News & Current Affairs

In an unprecedented year for Ireland and the world, more people turned to RTÉ for News & Current Affairs than ever before, with 90% of Irish people choosing RTÉ as their primary source of information on the Covid-19 pandemic (Amárach Research on behalf of the Department of Health).

The year began with General Election 2020, and a series of innovations to RTÉ's election coverage. A 'digital-first' approach saw *Campaign Daily* report developments in real time, online and on social media, while in the first set of *Bryan Dobson Interviews...*, the main party leaders were questioned, live and in depth, on their manifesto promises. RTÉ teamed up with NUI Galway to broadcast *The Claire Byrne Live Leaders' Debate*, in which a live audience of more than 300 people questioned seven party leaders. Days before the first weekend election in almost a century, *Prime Time* broadcast RTÉ's final debate, with the leaders of Fine Gael, Fianna Fáil and Sinn Féin answering questions from Miriam O'Callaghan and David McCullagh.

The results of *Election 2020* saw the public turn to RTÉ in record numbers in February. For the first time, as the polls closed on Saturday night, RTÉ News went on air to reveal the projections of an exit poll conducted with the *Irish Times*. It suggested a three-way split, with the result too close to call. As nail-biting counts unfolded, the public interest in politics broke records across RTÉ's services. On television, over 2.5 million viewers tuned into RTÉ One's *Election 2020* results and news coverage across three days and 31 hours of live TV.

Online, RTÉ News saw record levels of engagement, with the number of users increasing 30% on the 2016 general election. A total of 3.4 million unique visitors accessed RTÉ News online from 202 countries worldwide, including Greenland, Chad, Vatican City and Turkmenistan. Younger audiences were particularly engaged with RTÉ programming. 51% of 15–34-year-olds watching TV chose to watch the special exit poll programme on RTÉ One.

RTÉ produced over 20 hours of live Irish-language election results coverage for TG4 in addition to regular *Nuacht* bulletins on RTÉ One. *Election 2020* delivered the launch of an Irish-language live online tracker by RTÉ with all the latest news and results, for the first time. RTÉ had over 30 journalists on the ground dedicated to providing Irish-language news content from constituency counts, drawn from both RTÉ Raidió na Gaeltachta and *Nuacht RTÉ*.

*Election 2020* also saw RTÉ engaging with the future journalists of Ireland as it teamed up

with universities around the country. 39 young student journalists joined the RTÉ News centre teams, delivering live coverage for each of Ireland's 39 constituencies.

As the country was voting on 8 February, *Six-One* presenter Keelin Shanley lost her fight with cancer. With over 20 years' experience as a journalist and broadcaster on programmes such as *Prime Time Investigates*, *Crime Call* and *Morning Edition*, Keelin made history in 2018 when she and Caitriona Perry became the first all-female team to present a television news programme in Ireland. Keelin was loved and respected by both colleagues and the audience and is deeply missed. Ar dheis Dé go raibh a hanam.

Weeks later, Covid-19 would transform life in Ireland. Extensive contingency planning ensured that RTÉ maintained essential news and current affairs programming, with teams working throughout the pandemic to provide coverage of breaking news. Instead of covering parades on St Patrick's Day, the RTÉ News team worked to ensure that the Taoiseach could speak directly to the Irish people – a moment watched by more people than any other in Irish television history.

*Prime Time* and *Claire Byrne Live* scrutinised the global crisis, extending their runs into the summer. For the first time in a decade, *Prime Time* ran all year round, winning some of the biggest audiences in its 28-year history. RTÉ News launched a special podcast, *Pandemic*. To date, more than 75 episodes have been produced, exploring the crisis at home and abroad – and all produced remotely.

A major refresh on the nation's most listened-to radio station, RTÉ Radio 1, in autumn saw Áine Lawlor and Mary Wilson join Ireland's most listened-to radio programme, *Morning Ireland*, while lunchtime became home to *RTÉ News at One with Bryan Dobson*. *Morning Ireland* increased its audience by 62,000 in 2020, with 491,000 tuning in each morning – the biggest audience for any radio programme in Ireland in nearly 20 years. *News at One* grew its audience to 370,000 listeners every lunchtime, an increase of 50,000.

There was change too for Ireland's most watched news programme as David McCullagh joined Caitriona Perry at the helm of *Six-One* in September. There were further moves on RTÉ One, with Ray Kennedy becoming the weekend anchor of RTÉ News and Eileen Whelan named the permanent presenter of the *One O'Clock News*.

In 2020, traffic to RTÉ News online doubled, with 2.267 billion page impressions. A refreshed version of the RTÉ News app launched, ensuring an enhanced user

***Prime Time* ran all year round, winning some of the biggest audiences in its 28-year history.**



# RTÉ: What We Made in 2020



## RTÉ News & Current Affairs (continued)

experience and more prominent live content and video, with a rebrand to the core RTÉ News identity for the app and the RTÉ News television channel.

RTÉ also launched phase one of a new marketing campaign aimed at highlighting the issue of misinformation and the importance of accurately sourced news.

2020 saw the appointment of Ailbhe Conneely as Social Affairs & Religion Correspondent and RTÉ News' newest presenter, 24-year-old Micheál Ó Scannáil, joined *news2day*.

A new weekly podcast series, *States of Mind*, hosted by RTÉ's Washington Correspondent Brian O'Donovan and RTÉ journalist Jackie Fox, was launched. It sorted through the spin

and misinformation of US Election 2020 and gave Irish listeners a real insight into how the US public might vote and analysis of the issues that could affect Ireland. RTÉ also provided extensive results coverage across television, radio and online of the US Presidential Election in November, which saw TV audiences increase by 55% on 2016.

RTÉ had two key priorities: maintaining services to our audiences while keeping our staff safe. Across RTÉ News & Current Affairs, teams adapted and changed the way they worked to ensure they could continue to provide trusted, insightful and informed reporting and analysis. Thanks to their professionalism and commitment, on radio, on TV and online, RTÉ was Ireland's first choice for news and current affairs in 2020.

### RTÉ Investigates

The gold standard of RTÉ's journalism, in 2020 *RTÉ Investigates* again made headlines with ground-breaking reports. In June and July, the three-part series *Inside Ireland's Covid Battle* brought us inside St James's Hospital in Dublin as healthcare staff fought to keep patients alive. The series revealed for the first time the enormous impact Covid-19 was having on patients, staff, families and Ireland's healthcare system.

The first in the series, *Covid: Life & Death* took us to the Intensive Care Unit (ICU) in the hospital, where we heard first-hand testimony from doctors and nurses. Student nurses described what it's like to be catapulted from lecture halls to the frontline of a worldwide pandemic. Patients gave an insight into the rollercoaster ride that is Covid-19. Families described the anguish of not being able to visit their loved ones in hospital and sitting at home nervously waiting for the phone to ring with the daily update. There were stories too of hope and triumph from patients who survived Covid-19 and returned to their families.

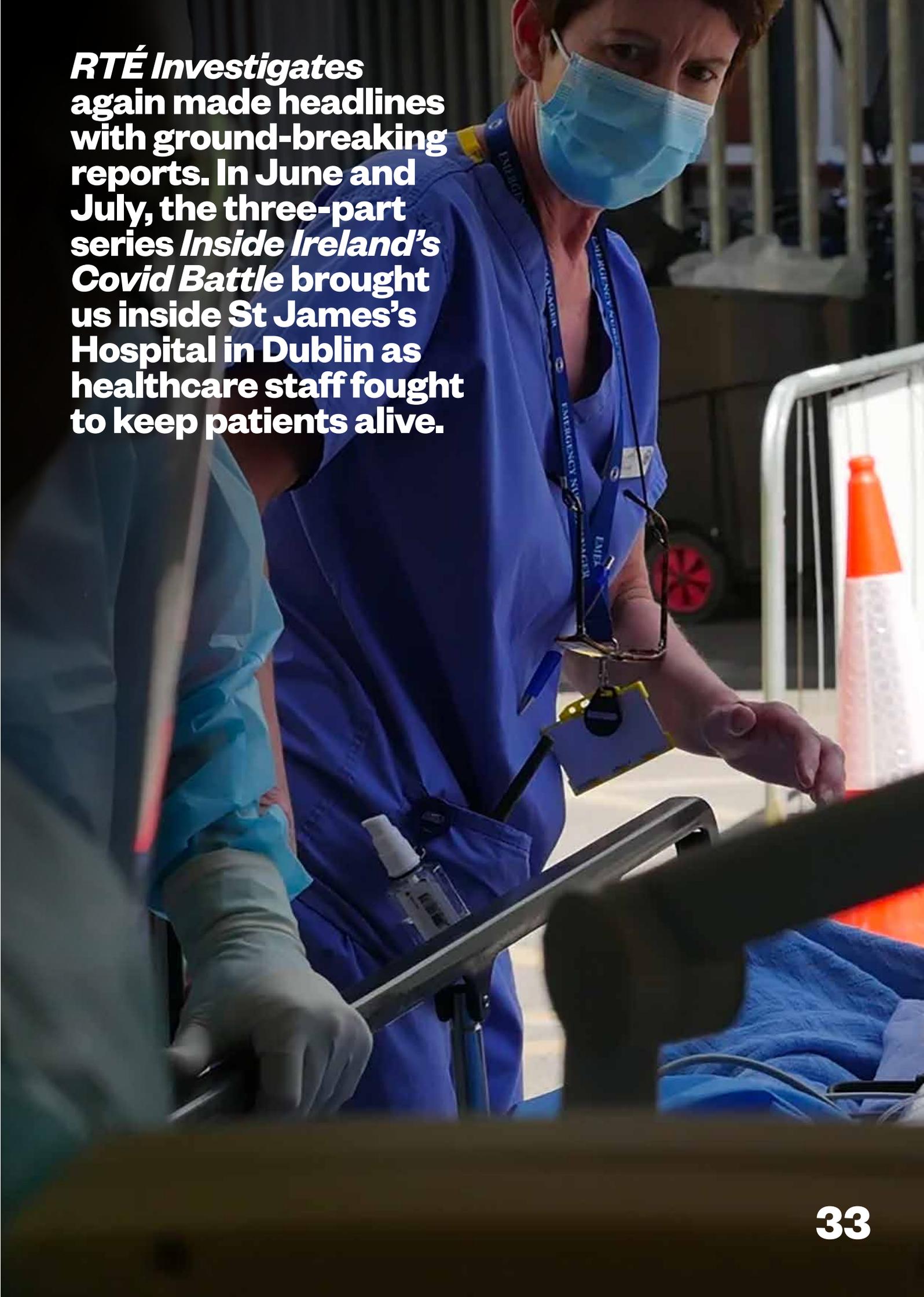
*Covid: Survival & Recovery* looked at the role of infection control, and the wide-ranging impact a single case can have on a hospital system. We saw how the news that a patient is coming off a ventilator and is leaving the ICU is welcomed by patients, their families and hospital staff alike. However, for many patients, leaving the ICU is only the first step in their recovery journeys: they will spend days, weeks or months recovering from the virus. Speaking to survivors, the programme demonstrated that, with help and support, people can and do get back to living their lives. The final programme in the series – *Covid: Future Healthcare* – examined the enormous challenges facing the system as it battles to provide 'normal health services' with the threat of Covid-19 ever present.

The series was accompanied by an extensive digital and online project that examined the stories behind the daily Covid-19 statistics. Online we also had the opportunity to meet some of the people working in St James's Hospital in a series of portraits titled *The Face Behind the Mask*.

*Whistleblowers: Fighting to be Heard* gave an insight into the lives of several whistleblowers in Ireland, some speaking for the first time, and the personal price they paid to expose secrets. In November, *Barrister & Conman – The Patrick Russell Story* revealed how one of Ireland's most prolific fraudsters conned millions of euro from more than 60 men and women across the country. *RTÉ Investigates* spoke to over 20 victims who say they reported Russell to Gardai over the years. Despite this, he evaded prosecution for more than three decades.

In 1972, just three days after Christmas, a no-warning car bomb killed two teenagers and injured nine other people in Belturbet, Co. Cavan. *RTÉ Investigates: Belturbet – A Bomb That Time Forgot* revealed new evidence that British security forces failed to act on credible information, allowing militant loyalists to operate freely in South Fermanagh. In the wake of the programme the Gardai reopened their investigation, and have interviewed several individuals at length.

***RTÉ Investigates*** again made headlines with ground-breaking reports. In June and July, the three-part series *Inside Ireland's Covid Battle* brought us inside St James's Hospital in Dublin as healthcare staff fought to keep patients alive.



# RTÉ: What We Made in 2020



## Factual

As the pandemic hit, production teams across RTÉ and the independent sector responded admirably to the challenges that arose, introducing new ways of working to continue to deliver high-quality programmes and to develop brand-new programmes to meet changing audience needs. Audiences responded positively and in huge numbers to both types of output.

### Supporting, Nurturing, Remembering

RTÉ commissioned two series in the early days of the first lockdown, the first of which, *Ireland on Call*, came live twice a week from the Department of Health. Presented by Katie Hannon and Brendan Courtney, *Ireland on Call* was a platform for reliable information and a showcase for the best of community response to the pandemic. *Operation Transformation: Keeping Well Apart* launched in April 2020 and provided up-to-date public health information as it followed several households navigating the challenges of the first lockdown. In responding to the need for access to religious services, RTÉ worked with ChurchServices.tv to provide daily live-streamed Mass through the RTÉ News channel. *With You in Spirit*, a series of daily short films that broadcast on the RTÉ News channel, offered spiritual guidance for those of minority faiths throughout the pandemic. RTÉ also worked closely with the Muslim community to provide coverage of the historic Eid celebrations from Croke Park, and provided an appropriate forum for remembering those who died during the pandemic with its *Ireland Remembers* series.

Those who died in the lockdown were also featured in *Love and Loss in a Pandemic*, a one-off documentary that gave a platform for those recently bereaved to fondly remember their loved ones. Another one-off documentary, *A Big Week in September*, documented the national effort that was required to get the country's schoolchildren back to school. The Factual team also helped encompass the experience of 2020 with its *Letters from Lockdown* series, on RTÉ Player and social media channels. The story of 100-year-old Margaret Lynch, who wrote a lockdown letter to her newborn great-grandson, captured the imagination of many, with over 2 million views across platforms.

The pandemic was also the trigger for three other quick-turnaround commissions. *Back to Business* offered advice to businesses across the country as they prepared to reopen their doors; *Gardening Together* reflected the

national mood for gardening that lockdown and the good weather had brought; and *Summer at Seven* provided a great on-air gateway into the summer.

Elsewhere, RTÉ continued to premiere more documentary series in the RTÉ One schedule. *Redress: Breaking the Silence* broadcast on consecutive nights in February 2020 to widespread acclaim. It was followed by *The Boys in Green* and *Burnt by the Sun*, both two-part series, which broadcast to large audiences. At the end of the year, another landmark series, *The Hunger*, brought a definitive telling of the story of the Irish famine to television audiences for the first time.

### New Faces, New Voices

Alongside many returning favourites, our push for original indigenous formats centred around exciting new talent. *The Style Counsellors*, fronted by Instagram fashion gurus Eileen Smith and Suzanne Jackson, had a great response. *Cheap Irish Homes* brought social media star Maggie Molloy to Irish television audiences for the first time. Familiar faces were the subject matter of another fresh format that premiered in the year – *Keys to My Life* saw six celebrities join Brendan Courtney as they delved into their own life stories through the prism of all the homes they had lived in. It too gained a very positive response from our audience.

The Decade of Centenaries continued to be a prominent feature of our history output. *Cogadh ar Mhna* gave a chilling insight into the atrocities and sexual violence perpetrated by all sides on women throughout Ireland's revolutionary decade, while *74 Days: The Hunger Strike of Terence MacSwiney* outlined the medical and psychological effects of hunger strike on an individual as well as explaining its use as a weapon of insurgency. One of the most prominent centenaries of the year was delicately handled in *Bloody Sunday 1920*, an accomplished documentary that made room for the nuance that surrounds the event as well as the ripples that extend into the current generations.

*Christy Ring – Man and Ball* marked the centenary of the birth of one of Ireland's finest ever hurlers. An Taoiseach marked the occasion with a special ceremony at Cork City Hall, which was illuminated with pictures from the programme. Sport of a different kind featured in *The John Delaney Story*, a one-off documentary on the changing fortunes of the former head of the FAI.

### RTÉ Radio 1

RTÉ Radio 1's *Documentary on One* delivered a consistently powerful series of one-off documentaries in 2020, which was also the year that the team took its first steps into the world of podcast series. *The Nobody Zone* told the story of suspected Irish serial killer Kieran Kelly across eight episodes. It was met with widespread critical acclaim and had over 2 million loads across the year. Audience data shows that most of those who listened to the series online were under the age of 45 years, which augurs well for the future of audio documentary.

***The Style Counsellors, fronted by Instagram fashion gurus Eileen Smith and Suzanne Jackson, had a great response.***



# RTÉ: What We Made in 2020



## Drama and Comedy

### RTÉ Drama on One

RTÉ Radio 1's Drama on One employed 20 Irish writers, 60 actors, 4 directors, 2 composers and 2 sound designers in 2020, broadcasting 20 new Irish radio plays. Participating writers included Liz Nugent, Michele Forbes, Tracy Martin, Caitríona Ní Mhurchú, Niamh Campbell, Vincent Woods, Stephen Jones, Bernard Farrell, Aidan Mathews, Alan McMonagle, Patrick McCabe and John Boorman. Meanwhile, the Drama on One series *Long Story Short* commissioned new Irish writing reflecting experiences of the pandemic.

For the first time, RTÉ Players' 1982 production of Joyce's *Ulysses*, an acclaimed radio version directed by William Styles, was offered as a podcast, with an accompanying website offering explainers, essays, programmes and photographs. On Bloomsday the continuous 29-hour production was broadcast on RTÉ Radio 1 Extra. The podcast achieved 100,000 downloads and reached No. 1 in the Irish iTunes chart.

Drama on One also collaborated with Stage Beyond, Derry's theatre company for people with learning difficulties, to produce a remote recording of *Hamlet, Prince of Derry*, adapted by Colin Murphy, directed by Conall Morrison and scored by Si Schroeder. The original stage production was postponed as a result of Covid-19, and radio again showed its vital role in enabling cultural work even under the most severe Covid-related restrictions.

Drama on One productions received many awards, including first place in the IMRO awards for *Leaba an Bháis* by Darach Mac Con Iomaire, an chéad drama Gaeilge a bhuaigh an duais náisiúnta seo. Other awards included several New York Festivals Radio Awards, while *You Better Sit Down* by Nyree Yergainharsian won best radio script at the 2020 Writers Guild of Ireland awards ('the ZeBBies').

Robert Barrett won the RTÉ Drama on One's playwrighting competition, the PJ O'Connor Awards, with *Nothing Ever Happens Around Here*. Drama on One undertook distance workshop and outreach activities with Queen's University Belfast and Trinity College Dublin.

### Ireland on Screen

Like all other television dramas, *Fair City* had a challenging year in 2020. When restrictions forced the shutdown of the show, the biggest challenge was establishing safety protocols that would allow a safe return to work for both cast and crew. A dedicated team managed the first successful restart of a scripted production in the country during the pandemic, with three episodes per week.

*Normal People* and *Young Offenders* were ratings phenomena in Ireland and internationally.

Working with international co-production partners and accessing funding sources through the BAI and Screen Ireland, RTÉ significantly increased Drama & Comedy output in 2020, with 51 hours of commissioned/co-produced drama and comedy, and an additional 23 hours entering production. *Dead Still*, a 6 × 60' period mystery series, was co-produced with Acorn TV (UK, Ireland, North America & ANZ) and City TV (Canada). *The Southwesterlies*, a 6 × 60' series set in West Cork, was co-produced with Acorn TV & TV2 Norway, ZDF Enterprises, BAI and Screen Ireland. It picked up a solid 30% share on its pilot and retained this throughout the series.

In comedy-related output, two new series of the acclaimed *Tommy Tiernan Show* were delivered in 2020, while additional *All Round to Mrs Brown's*, including a Christmas Special, were co-produced. A special of *Callan Kicks the Year* was a great ratings hit, and more are planned.

### RTÉ Player

People turned to comedy and drama on RTÉ Player in record numbers in 2020. *Normal People* was the most watched show ever on RTÉ Player, with over 5 million streams from 600,000 unique devices, and over one million hours viewed. To mark the tenth anniversary of *Love/Hate* in 2020, RTÉ Player worked with comedian and superfan Darren Conway to take a trip down memory lane and count down the best moments from the iconic show.

In *Reeling in the Fears*, Doireann Garrihy presented a satirical look back at 2020, from Zoom interviews gone wrong to a family quiz focused on exposing lockdown secrets. In *Seriously, Sinéad?*, Sinéad Quinlan swapped her stand-up gig crowds for an online audience.

*Your One Nikita* was a comedy animation series created by Aoife Dooley and released throughout 2020 to reflect the national conversation.

***Your One Nikita* was a comedy animation series created by Aoife Dooley and released throughout 2020 to reflect the national conversation.**



# RTÉ: What We Made in 2020



## Entertainment and Music

### A Nation Together

The year got off to a strong start with another successful series of *Dancing with the Stars* (ShinAwiL); presenter Lottie Ryan won the 2020 series just as lockdown started. Meanwhile, throughout the various lockdowns, *The Late Late Show* continued to tell Irish stories, albeit without a live studio audience, and provided safe spaces to inform, educate and entertain in a very different Ireland. The programme brought the work of the charity sector into sharp focus, and its campaigns raised over €7.5 million for causes including suicide prevention, cancer research and homelessness. The Toy Show Appeal, part of another massively successful *Late Late Toy Show*, raised another €6.7 million for vulnerable children across Ireland.

*RTÉ Does Comic Relief* gave Ireland a huge laugh while raising millions for charities – in-house and independent producers worked

together to create newly iconic moments such as the sensational *Normal People* sketch, and Hozier wowing in an empty Croke Park. In *Deirdre O’Kane Talks Funny* the acclaimed comedian delved into the lives of some of our best-known performers. The nation came together later in the year to share in a uniquely current piece of nostalgia, as Zig, Zag and Dustin joined Ray D’Arcy on a revamp of much-loved children’s series *The Den*.

### Celebrating Existing and Emerging Talent

*RTÉ Does Comic Relief* gave important television exposure to many established and upcoming names, including Pat Shortt, The 2 Johnnies, Foil Arms and Hog, and Aisling Bea. The 2 Johnnies (Straywave Media) also laughed and sang their way through a popular Christmas special.

### United in Music

The early part of 2020 saw the return of *Other Voices* (South Wind Blows), which brought 10 hours of the best music from Dingle and beyond. In March RTÉ celebrated the RTÉ Choice Music Prize from Dublin’s Vicar Street, where the Irish Song of the Year was ‘Hello My Love’ by Westlife and Album of the Year was ‘The Livelong Day’ by Lankum. In response to the pandemic, *Other Voices: Courage* presented two series of live-streamed concerts and two subsequent TV series, with a range of brilliant artists shot in a number of suddenly empty yet iconic locations, including the National Gallery of Ireland and the National Library. With many people’s income suffering in 2020, *Songs from an Empty Room* (ShinAwiL) raised much-needed funds for Minding Creative Minds and the Association of Irish Stage Technicians’ Hardship Fund (AIST).

### RTÉ 2fm

2fm sadly lost a national treasure when Larry Gogan died early in January 2020. In December 2020 his grandchildren marked his passing by playing the station’s first Christmas song of the season, which was a tradition of Larry’s every year.

2fm Rising introduced listeners to the new sounds of up-and-coming Irish acts, including Nealo, Moncrieff, Denise Chaila and Aimee. With festivals cancelled, 2fm provided its very own Epic Summer campaign across a series of themed festival weekends, culminating in its own Electric Picnic featuring live recordings of previous Picnic performers, including Arctic Monkeys and Sam Smith.

Throughout the year 2fm kept its young audience updated on Covid-19 news with information campaigns. In December, 2fm’s breakfast show raised more than €120,000 with a sleepout in aid of the Society of St. Vincent de Paul (SVP).

***Other Voices: Courage*** presented two series of live-streamed concerts and two subsequent TV series, with a range of brilliant artists shot in a number of suddenly empty yet iconic locations, including the National Gallery of Ireland and the National Library.





## Arts and Culture

Throughout 2020, both before and after pandemic restrictions were introduced, RTÉ continued to offer emotionally enriching arts and culture content. We necessarily adapted in response to the practical challenges and operational constraints posed by Covid-19. We maintained the core of our Arts and Culture broadcast schedules while successfully devising new ways of working, including multi-platform broadcast productions designed to inspire and provide solace and meaning to audiences.

### Television

For RTÉ One, we commissioned two further series of *The Works*, each featuring interview portraits of five significant Irish artists, with the second series capturing the impact of Covid-19 on the subjects' lives and livelihoods. Other highlights included:

*HERSTORY: Ireland's EPIC Women*, a ground-breaking six-part documentary series made in conjunction with BAI and EPIC, with accompanying podcasts and digital resources, that told the stories of some of Ireland's most remarkable female pioneers in the fields of business, politics, science, the arts, aviation and technology.

*Creative Kids*, funded by Creative Ireland, a one-hour TV documentary inspired by the roll-out of Creative Schools, a pilot project focusing on creativity and the arts in primary and secondary schools all around Ireland.

*O'Casey in the Estate*, which cast a spotlight on modern-day urban Ireland through the prism of one of the country's most iconic modern plays.

*Making a Museum: The Story of MoLI*, an observational documentary following the design and construction of the Museum of Literature Ireland.

We also created a virtual edition of the *An Post Irish Book of the Year* and began a new series, *Soundtrack of My Life*, fronted by Nicky Byrne and featuring guest artists performing with the RTÉ Concert Orchestra.

### Radio

RTÉ lyric fm continued to provide its regular broadcast output despite the cancellation of so much live music-making. This included audience-focused daytime shows with embedded culture-themed feature items and a range of documentaries and music genre-specific evening and weekend slots. We found innovative ways to bring live orchestral music to a wider audience, with live radio and live streaming of specially designed RTÉ National Symphony Orchestra concerts, made in conjunction with [www.rte.ie/culture](http://www.rte.ie/culture) and RTÉ One television.

We also developed a new broadcast series of concerts from the RDS, featuring the RTÉ Concert Orchestra with diverse guest artists, which were video streamed online. Opera continued to feature on lyric and [www.rte.ie/culture](http://www.rte.ie/culture), despite the cancellation of so much live work. A special broadcast and online partnership with Wexford Festival Opera included a premiere broadcast performance of *What Happened to Lucrece* by Andrew Synott.

On RTÉ Radio 1, arts and culture programming continued unabated, featuring a diverse range of music and topical literature programmes.

The key arts magazine, *Arena*, played an important role in following the devastating impact of the pandemic on the arts sector. It told the tale of the demise of virtually all public performances before an audience, and the resourcefulness shown by many in experimenting with online technologies to reach audiences. In traditional music, *The Rolling Wave* added a successful podcast strand that increased listeners' interaction with the show, and a new commissioning project, inviting 10 composers to write a new piece of Irish traditional music based on their experiences of a year of Covid-19.

We continued to broadcast original writing for *Sunday Miscellany* and, for the *Writing on One* series, commissioned essays by writers introducing the work of their peers, including essays by Afric McGlinchey, Siobhán McSweeney, Selina Guinness, Martina Devlin and Cathy Sweeney. RTÉ Radio 1 broadcast leading writers reading excerpts from their books, including Edna O'Brien reading a specially edited version of *James and Nora: A Portrait of a Marriage* and, for *Book on One*, Joseph O'Connor reading from *Shadowplay*, Sinéad Gleeson reading from *Constellations*, Rosita Boland reading from *Elsewhere*, Sara Baume reading from *handiwork* and Doireann Ní Ghríofa reading from *A Ghost in the Throat*. Prior to lockdown in March, Radio 1 music highlights included a special series of *Simply Folk* from New Orleans and sold-out broadcast performances from Bord Gáis Energy Theatre of *The Songs of Leonard Cohen* with the RTÉ Concert Orchestra. Under different circumstances later in the year, we presented the *RTÉ Concert Orchestra Presents Sounds of Summer* and offered a unique virtual version of the *RTÉ Radio 1 Folk Awards* in November.

### Orchestras

Both the RTÉ National Symphony Orchestra and the RTÉ Concert Orchestra began the year with performances and broadcasts before live audiences. However, the impact of public health restrictions from March onwards resulted in a fundamental reimagining of how the orchestras could be used. During periods of lockdown, they experimented imaginatively with virtual recordings and, when health and

**The *Works*, each featuring interview portraits of five significant Irish artists, with the second series capturing the impact of Covid-19 on the subjects' lives and livelihoods.**





## Arts and Culture (continued)

safety considerations permitted, assembled in socially distanced formation to perform and broadcast with reduced numbers of musicians.

The RTÉ National Symphony Orchestra presented an autumn series of 14 live performances from the National Concert Hall with guest artists including soprano Claudia Boyle and principal conductor Jaimie Martin. These were broadcast live on lyric fm and live streamed on [www.rte.ie/culture](http://www.rte.ie/culture), and 10 selected concerts were also subsequently televised on RTÉ One.

Also in the autumn, the RTÉ Concert Orchestra created a series of six multi-platform concerts featuring a broad range of popular music performed with guest artists, including original John Lennon arrangements, a musicals evening, seasonal themed concerts for Christmas and New Year and the premiere of a centenary-themed work by Paul Frost, *The Burning of Cork*.

### Online

One outcome of the suspension of live events was a growth in online engagement, with [www.rte.ie/culture](http://www.rte.ie/culture) experiencing record numbers including 1 million page views monthly and a 120% rise in year-on-year traffic. The Culture page played an increasingly important role, not only in presenting our own multi-platform events – such as the *Illuminations* gallery, the *Other Voices: Courage* series of live concerts and the live *RTÉ National Symphony Orchestra Autumn Series* – but also by offering a platform to many important arts and culture productions, such as *Dear Ireland* from the Abbey Theatre, *20 Shots of Opera* from Irish National Opera and featuring RTÉ Concert Orchestra, and *Solar Bones* from Kilkenny Arts Festival and Rough Magic Theatre Company. Online content also broke through on social media platforms, as illustrated by the success of Imelda May's poem *You Don't Get to Be Racist and Irish*, which received over 1 million views on the Culture Facebook page while topping the most-read list across RTE.ie.

### Special events

Inspired by the challenges of lockdown, we pioneered new multi-platform projects intended to provide both solace and inspiration. These included a series of light-themed events, *Shine Your Light*, commencing with a key RTÉ-led moment on Easter Saturday evening across all platforms when everyone was encouraged to light a candle as a symbol of hope.

From that moment in April grew a year-long project that brought art and artists to the public at a time when that connection was missing. The *Shine Summer Concert*, filmed at the Iveagh Gardens, the National Concert Hall and RTÉ, featured performances by musicians and spoken-word artists including Dermot Kennedy, Denise Chaila, Villagers, Celine Byrne, Cormac Begley, Anna Mieke and John Boyne; a companion programme, *Shine On*, featured Dermot Kennedy and Denise Chaila performing with the RTÉ Concert Orchestra and was available on the RTÉ Player; *Illuminations* was an online gallery of original commissions in music, literature, spoken word and visual arts; and *Shine Your Light: Solstice*, produced in association with The Creative Ireland Programme, culminated in a music and words special on RTÉ One and featured commissioned works from Marina Carr, Moya Cannon and Manchán Magan and music from Christy Moore, Sharon Shannon, Damien Dempsey, Erica Cody and Clannad.

Without the prospect of live audiences, we reimagined our usual approach to celebrating Culture Night in September, with a *Nationwide: Culture Night Special* made with the support of the Arts Council. This showcased a sample of the Culture Night activities taking place across the country, with complementary additional content on [rte.ie/culture](http://rte.ie/culture) and RTÉ Radio 1, and the RTÉ One television programme culminating in *I am Ireland*, an original contemporary dance piece commissioned from award-winning choreographer Emma Martin and her company United Fall.

### Digital Arts

In October 2020, RTÉ Player delivered a special offering from Wexford Festival Opera's 2020 programme of events, available to stream worldwide live and on demand, including the *Falstaff Chronicles* and *What Happened to Lucrece*, while live performances from the festival included Rossini's *Petite Messe Solennelle*, *Dinner Time Recital* with Celine Byrne, and Claudia Boyle and Pietro Adaini in concert.

*Other Voices: Courage* was a unique intimate concert format, streamed live on *Other Voices* YouTube and published to RTÉ Player the next day, featuring bands and artists as diverse as Ye Vagabonds, Lisa Hannigan, Denise Chaila, Kodaline, Fontaines D.C., and Mick Flannery and Susan O'Neill.

**RTÉ Player delivered  
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# RTÉ: What We Made in 2020



## RTÉ Sport

2020 was extremely challenging for sport, as the onset of Covid-19 all but wiped clean the sporting calendar, nationally and internationally. The major European soccer tournaments, the Olympics and the GAA championships were all postponed, leading to multiple logistical, editorial, financial and scheduling difficulties. While sporting archive moments provided a well-received distraction, they are no substitute for live sport. To the credit of the sporting organisations, they adapted to the prevailing circumstances and made contingency plans.

From difficulty comes opportunity, and never was this truer than in 2020. In the absence of crowds and fans, the streaming of sporting events became the best option for some organisations. The coming together of the FAI, the GAA and RTÉ allowed for the WatchLOI service to evolve and bring over 80 League of Ireland matches to spectators. This

evolved into streaming of GAA league and championship matches to a domestic as well as an international audience. RTÉ Sport was at the centre of this public service exercise, and it is a source of immense pride that it fulfilled its remit in this manner.

Key moments across the year were acknowledged with dignity and respect, none more so than the Bloody Sunday commemoration at Croke Park, against the backdrop of the curtailed GAA championship. The moving and dignified service marked a significant historical and cultural milestone.

2021 promises to be challenging in every sense, from the financial to the global dynamics that will be at play. We stand ready to embrace that challenge.

### Women in Sport

2020 was to have been a hugely significant year for women in sport. Despite Covid-19, there were significant steps forward for female representation across RTÉ's output. RTÉ was proud to support the 20x20 Women in Sport initiative, and several firsts were achieved, from coverage of the women's Champions League final to the broadcast of two of the national women's finals, soccer and camogie, on the same Super Saturday in December. RTÉ Player offered highlights from women's hockey, Women's Six Nations, camogie and European rowing, as well as interviews with esteemed female athletes.

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# RTÉ: What We Made in 2020



## Young People

2020 began with a packed schedule of live action and animated content for both TRTÉ and RTÉjr. Popular series such as *RTÉjr Goes Dancing with the Stars*, *Body Brothers* and *Bright Sparks* returned to engage, educate and entertain our youngest audiences.

February saw the launching of *HERSTORY*. The Young People's Department commissioned bespoke films from the animation sector telling the stories of Ireland's great female trailblazers. In March, RTÉ was uniquely positioned to help school children and their parents deal with the uncertainty caused by the pandemic by providing a daily routine of high-quality education: *Home School Hub* was born. From March through to June, Macalla Teoranta produced over 60 hours of extraordinary content, helping both kids and their parents through the crisis. As we moved into autumn and through

various lockdown tiers, RTÉ Young People's department commissioned a companion series to the original *Home School Hub: After School Hub*. Playing in the afternoon on RTÉ2 from October through to December, the series kept kids entertained with a host of after-school activities presented by the teachers from *Home School Hub*.

### TRTÉ

*Martin's Shed* (Fusion Films), a series of 'illegal' programmes hosted by Martin the pine marten & MC (Mary Claire Fitzpatrick), exploded onto our screens in August. Broadcasting from a hidden location in Laois, it was jam-packed with songs, lunacy and LOL moments. This was closely followed by brand-new comedy drama series *Blasts from the Past*, created by Firebrand Productions. Featuring Emily Blast, played by Eleanor O'Brien, it followed the adventures of an ordinary teenager who could time-jump through Irish history.

*Gamer Mode* (Roundstone Media) was Ireland's first gaming TV show, made by gamers for gamers. *Squad Goals* (Kite Entertainment) was back for a second series with a new venue, new games and a new host, Anna Geary. *Ace My Space* (Tailored Films) also returned, giving kids the opportunity to score a bedroom makeover. YouTube stars Sean Treacy and MC were back transforming bedrooms across Ireland.

*Tina Times Two*, the latest drama production from Dyehouse Films, was a coming-of-age fable centred on Tina, a lonely young girl whose wish comes true when she discovers a magical friend who is an exact double of herself. The dream turns to a nightmare when the double wants to take on a life of her own.

*My Story*, RTÉ's children's documentary strand exploring stories that directly affect a young audience, delivered several films. *From Sheriff Street to Delphi* (Dyehouse Films) follows a group of kids from Dublin who go on an adventure of a lifetime and learn to catch fish in Co. Mayo; in *Tajus the Kickboxer* (Ronin Films), 12-year-old social media star Tajus dreams of becoming a professional kickboxer; and in *Dillon's Adventures* (Little Road Productions), 12-year-old Dillon Lynch, a coder, hiker and outdoor adventurer extraordinaire, takes on the ultimate challenge.

The animated series *Dorg Van Dango* premiered on RTÉ. Created by Cartoon Saloon and WildBrain, it follows the adventures of a regular teenager growing up in the town of Normill. Life takes a wild turn when four magical beings escape from Area 52 and crash-land in his back yard. Dorg takes them under his wing and disguises them as normal teenagers – but his new gang of best friends are anything but normal!

### RTÉjr

Our youngest viewers were served up a mix of animation and live action to keep them entertained throughout 2020. RTÉjr's science and dance show, *Body Brothers* (stop.watch), was back delivering animal facts and dance moves. *Bright Sparks* returned with more fun, drama and laughter, inviting the audience into its world of mishaps and adventures with the residents of Bright's Park.

*My Story: Sophie* (Fubar Films) is a poignant film about eight-year-old Sophie Corley and the preparation for her end-of-year Glee Club performance. *Donncha's Two Talented Christmas Special* (Adare Productions) brought Christmas cheer to end the year: *Dancing with the Stars* judge Brian Redmond, *Fair City* actor Maclean Burke, *Irish Times* journalist Róisín Ingle and country & western singer Cliona Hagan were mentored by their talented youngsters to belt out Christmas favourites.

Highlights in animation for our pre-school viewers included new series *Hungry Bear Tales*, from Treehouse Republic in partnership with Bionaut Animation, which follows best friends Ned and Mikey. In new adventures, *Pablo* (Paper Owl Films) and the Book Animals figured out the challenges of the world, and *Ollie* from studio Ink and Light was back with small stories about big issues like discovery, friendship, being alone and the importance of the little things in life.

2020 also saw an exciting move for the Young People's department into commissioning content for our Young Adult audience. A new feature-length documentary, *Growing Up at the End of the World*, produced by Brick Films, follows three teen climate change activists over a year and a half as they demand change in a bid to save their future.

## Radio & Podcasts

Podcasting came to the fore this year, with more need to entertain a young audience and busy parents trying to work and teach from home. The *Home School Hub* Podcast was our sonic companion to the TV show, offering original bespoke content (*The Living Library*, *2K from Home*, *Adventures in Time*, *Inside the Orchestra*) alongside our back catalogue. It rolled in with the *After School Hub*, and approached 60,000 plays across the year. *We Love Books*, launched in February with a nationwide story contest for kids aged 8–12, had hundreds of entries. The second season offered a Book Doctor slot in conjunction with Children's Books Ireland and Dublin City Libraries.

*Mothertongues* – our multilingual podcast for kids to celebrate their language and culture, showing just how diverse and interesting Ireland is – was recorded during lockdown, with families taking the lead. *Let's Dive In*, fronted by Phil Smyth and Julie Gould, dealt with tricky science questions that no stuck-at-home parent could answer. *Movies Are Magic* was our 10-part series on film making and watching, with a peek behind the scenes to show why and how people make movies. *Eolution*, launched for RTÉ on Climate last year, had home-produced episodes fortnightly until midsummer and received a Silver IMRO Award in the Best Podcast category.

**RTÉjr's science and dance show, *Body Brothers* (stop.watch), was back delivering animal facts and dance moves.**

# RTÉ: What We Made in 2020



## Irish Language

RTÉ committed to broadcasting a minimum of 530 hours of Irish-language content across our four linear television channels from 2020 onwards, an increase of over 400 hours of content. These hours featured a mix of in-house and commissioned originals as well as acquired programmes from TG4. By December 2020, RTÉ had broadcast in excess of 700 hours of Irish-language content on television, over 1,100 hours on RTÉ Player and nearly 9,000 hours on radio.

### Television

Despite the challenges of Covid-19, in-house Cláracha Gaeilge delivered a strong and varied slate of programming, maintaining full production in a challenging year and putting 25 half hours into the schedule. Returning series and audience favourite *Scannal* covered a wide range of stories, among them the Bertie Bowl Saga, the tragic story of Philip Cairns, and the smoking ban. The series yielded a 22% average share. *Cloch le Carn* celebrated the lives of Big Tom, Feargal Quinn, Larry Gogan, Jack Charlton and Brendan Bowyer, and delivered an average overall share of 28%.

In April, *Ar Scáth a Chéile*, a one-off user-generated programme, went behind the hall doors of the nation and gave an insight into how our fellow citizens were managing in the Covid-19 emergency. In June a new six-part series, *Saoi sa Chathaoir*, invited well-known faces to take a sit in the *cathaoir* and reflect on key moments and turning points in their lives. In the autumn, a three-part series, *Cosc*, looked at the banning of Enda O'Brien's *Country Girls*, the history of jazz music, and

the classic *Casablanca*. Two one-off specials were also broadcast: *Guth Vibrations* during Seachtain na Gaeilge, and *Laochra Cois Laoi* celebrating the 30th Anniversary of the Cork Double of All-Irelands.

The output was boosted further by a strong slate from the independent sector. *An Teach Seo Againne* (Below the Radar Films), a four-part observational documentary series following the lives of one-parent families across Ireland, broadcast to critical acclaim. Production began on three further series in 2020. *My Tribe: Mo Threibh* (Mind the Gap Films), a four-part bilingual BAI-supported series, is the definitive story of Ireland's musical tribes. *Ireland's Lost Railways* (Sonas Productions) sees former Taoiseach Enda Kenny discovering the lost railway routes of Ireland. The six-part series was supported by the Irish Language Broadcast Fund and will broadcast in April 2021. *Ar an Sliabh* (Strident Media), a co-production with BBC Northern Ireland, will chart the lives of people living on mountains today.

### Online

Rte.ie/gaeilge saw a 61% increase in traffic year on year, with a huge variety of content to attract audiences of all ages. The *Beo ar Éigean* podcast has broadcast over 130 editions since its inception and, in 2020, presenters Siún Ní Dhuinn, Sinéad Ní Uallacháin and Áine Ní Bhreisleáin brought the popular series to RTÉ Radio 1, with further special editions also on RTÉ Radio na Gaeltachta.

### RTÉ Raidió na Gaeltachta

RTÉ Raidió na Gaeltachta delivered a full schedule throughout 2020 despite Covid-19, allowing Gaeltacht and Irish-language communities to have a strong voice amid the challenges.

In a year when news and current affairs coverage dominated, RTÉ Raidió na Gaeltachta continued to deliver a national, international and local service. Programmes such as *Adhmhaidín*, *Nuacht a hAon*, *Tús Áite* and *An tSeachtain le Máirín Ní Ghadhra*, as well as the various news bulletins and local magazine programmes, kept listeners informed with regular content.

Elsewhere, as restrictions eased in summer, *An Saol Ó Dheas* went out and about meeting communities in villages throughout Co. Kerry. Music, song, story and laughter were the order of the day. A comprehensive GAA championship was broadcast on Raidió na Gaeltachta, while Sunday Mass became a very important part of the schedule throughout 2020. As people were asked to stay at home, we ensured that such vital community connections remained intact.

***An Saol Ó Dheas***  
**went out and about**  
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**RTÉ Radio 1, for the first time since 2008, was named **Radio Station of the Year** at the 2020 Celtic Media Awards, while RTÉ's searing analysis of the Irish greyhound industry took the award for best current affairs.**

**RTÉ programmes won **30 prestigious awards** at the 2020 New York Festivals International TV & Film and Radio Awards.**

**RTÉ took home **seven Gold Awards** from the 2020 IMRO Radio Awards in October.**

**The Association for Women in Communications in the United States presented awards for both *Laura Brennan: This is Me* and *RTÉ Documentary on One*, the only winners from outside the United States.**

**RTÉ's *Nationwide* programme won the broadcasting section of the Travel Xtra journalism awards for a programme on Derry Tourism, celebrating 400 years of the walls.**

**RTÉ claimed the top prize in three categories at the 2020 Headline Mental Health Media Awards, which recognise excellence in the coverage of mental health issues.**

Across our content and programming, through our services and people, RTÉ aims to champion Irish culture, our people, our island and our diversity.



## Supporting Creativity

### 1. RTÉ Short Story Competition

RTÉ received a record number of entries to the 2020 RTÉ Short Story Competition, one of Ireland's longest established and most significant literary prizes, in honour of Francis MacManus. Previously open to postal entries only, the competition opened to online entries also in late March in response to Covid restrictions. By the closing date in May, 4,073 entries had been received – far surpassing the 2,300 submissions received in 2019. 'Flower Wild', a short story by Shane Tivenan, was the eventual winner.

### 2. Junk Kouture: Powered by RTÉ

All-island fashion and sustainability contest Junk Kouture took on the world in 2020, as it expanded globally after 10 years of empowering young people to create high-end couture from everyday junk, capturing the imagination of 100,000 students in Ireland. A decade of design prowess on a national stage led to plans to grow Junk Kouture into a World Tour that spans the seven continents between January and August each year, and culminates in a World Final at the end of September. RTÉ continued to back Junk Kouture throughout 2020.

### 3. Irish Youth Music Awards

2fm was delighted to partner again with Youth Work Ireland's Irish Youth Music Awards (IYMAs), which were set to return to Croke Park for its all-ages National Day on 9 May. Ultimately a virtual event, the IYMAs National Day featured a large education hub with master-classes and workshops from some of Ireland's top industry professionals, offering young people an opportunity to learn more about the creative industries and a chance to catch some exclusive performances.

### 4. Create, Don't Contaminate

Kodaline, the Script, Picture This, the Coronas and Lottie Ryan were some of the names who launched this popular RTÉ 2fm campaign, which encouraged young people to help prevent the spread of coronavirus and create content from their homes in the process.

### 5. Cruinniú na Óg

Saturday 13 June 2020 marked Cruinniú na nÓg 2020, Ireland's national day of free creative activities for children and young people under the age of 18, who were encouraged to get online, get involved and get creative. In 2020 all Cruinniú events could be found online, with a selection also featured on RTÉ channels and platforms including RTÉ2, RTÉjr, RTÉjr podcasts, *RTÉ Home School Hub*, RTÉ.ie/Learn and RTÉ.ie/Culture. Cruinniú is a collaboration between the Department of Culture, Heritage and the Gaeltacht, the Creative Ireland Programme, local authorities and RTÉ.

### 6. Shining Bright

The summer of 2020 was like no other. For musicians and the arts community, there was a devastating loss of connection with audiences. RTÉ continued the commitment it had shown to artists throughout the pandemic and, in August, brought performers together to play for the nation. *Shine* was a magical hour of music and words filmed at the Iveagh Gardens, the National Concert Hall and RTÉ over a couple of summer days.

### 7. This (Was) Arts!

RTÉ and the Creative Ireland Programme once again came together in 2020 to create *This Is Art!* – a celebration of visual art. *This is Art!* invited artists aged 18 and under, individually or in groups, to create a piece of art that would be showcased in an online art gallery for generations to come. In so doing, the competition promoted artistic practice among young people and encouraged creativity, originality and self-expression.



RTÉ is committed to inspiring leadership in diversity and inclusion.



## More Diverse, More Inclusive

Gender	Headcount Dec 2020	%
Female	897	48
Male	969	52
Total	1,866	100

### 1. Training for Better

RTÉ teamed up with Screen Producers Ireland to hold an online unconscious bias training workshop in 2020, looking at the impacts of bias and how to take action to mitigate the potential negative effects within production crews. RTÉ also hosted workshops focused on inclusive hiring practices. Meanwhile, disability awareness training educated participants around core aspects of disability and related issues.

### 2. DiversiTea

The DiversiTea staff initiative created meaningful interactions between people from different backgrounds. Throughout October and November, guests included people who moved to Ireland from Lithuania, Zimbabwe, India, Hong Kong, Northern Macedonia, Ghana, Brazil, Egypt, Romania, Nigeria, Belarus, Poland, Germany, Afghanistan and Libya. The conversations, hosted by Graham Clifford from the Together Ireland Community Integration initiative, explored the topics of inclusion and diversity.

### 3. Herstory

RTÉ partnered with the Broadcasting Authority of Ireland, Herstory, EPIC The Irish Emigration Museum, and Underground Films to bring Ireland's greatest female trailblazers to our screens. *HERSTORY: Ireland's EPIC Women* told the stories of some remarkable pioneers in the fields of business, politics, science, the arts, aviation and technology.

### 4. Blazing a Trail

To coincide with International Women's Day, RTÉ hosted Blazing a Trail: Lives and Legacies of Irish Diaspora Women, an exhibition celebrating 21 pioneering Irish diaspora women of the 19th and 20th centuries in a wide range of fields. RTÉ also marked International Women's Day with a range of campaigns, content and events, including a special staff event in Studio 5 hosted by RTÉ's Claire Byrne and featuring a panel of respected contributors.

### 5. With Pride

RTÉ celebrated its partnership with Dublin Digital Pride and the 2020 #virtualprideparade by hosting a special Pride weekend, on air and online, which included two days of music, interviews and entertainment across RTÉ 2fm, and a special RTÉ Concert Orchestra performance. Internally, RTÉ hosted a range of staff events, including the Empowered Allies workshop, which looked at how we can challenge our assumptions and how celebrating diversity can make a workplace stronger. The content was informed by ShoutOut's work with thousands of young people, offering all of us a fresh and vibrant perspective on the needs of LGBTQ+ folks today. Evgeny Shtorn – an LGBT activist, organiser, and researcher from Russia – spoke about LGBT people in Direct Provision.

### 6. Black and Irish

Presented by Femi Bankole, Leon Diop, Amanda Ade and Boni Odoemene, the *Black and Irish* podcast series looked at growing up as part of a minority, tackling issues of racism in Ireland and assessing how they might be changed. The podcast is an extension of the host's already very successful Instagram account, @black\_andIrish, which has amassed nearly 45,000 followers since its launch.

### 7. Public Sector Duty

Consistent with our core values, RTÉ is committed to meeting our obligations under the Irish Human Rights and Equality Commission Act, 2014. Section 42 of that Act establishes a positive duty on public bodies to promote equality, prevent discrimination and protect the human rights of all those with whom they engage – staff, service users and stakeholders alike. In 2020, RTÉ established an inter-departmental working group to drive implementation of our Public Sector Duty. Arising from this, and forming an integral part of our strategic planning process, a draft Public Sector Duty Assessment and Action Plan is being completed and will be reported on in future annual reports.



RTÉ is committed to improving access services and providing tangible educational tools for citizens.



## Greater Access, Better Learning

### 1. Access Together

The Covid-19 pandemic created challenges for Ireland's deaf community, who looked to RTÉ to deliver important messages, services and programming. In 2020 the Access Services team delivered Irish Sign Language (ISL) services across a range of channels and platforms, including RTÉ News, RTÉ One, RTÉ2, RTÉ Player and our social media accounts. All government Covid-19-related briefings were broadcast with ISL on RTÉ News and RTÉ Player.

### 2. Educating Together

RTÉ provided 78 hours of *RTÉ Home School Hub* with ISL, and nine hours of *After School Hub*. *The Late Late Toy Show* was broadcast with ISL for the second time in 2020. In addition to the ISL 'Because' promo, RTÉ created three ISL Christmas promos, featuring children from the Holy Family Deaf School, and a Signing Santa to provide ISL during the Toy Show commercial breaks on RTÉ News and RTÉ Player. *The Late Late Toy Show* was also simulcast with an ISL interpreter.

### 3. Improving Access

Apart from ISL provision, 94% of all programming on RTÉ One was available with subtitles, 86% of programmes on RTÉ2 and 54% of all RTÉjr programming.

### 4. Covid-19 World Service

The Covid-19 World Service was a joint initiative of Nasc and Together Ireland to provide a range of Covid-19 public health videos in multiple languages. In 2020, it produced health information videos in over 40 languages and helped bring awareness of the need for multilingual and accessible information for our migrant and ethnic minority communities in Ireland. RTÉ was a proud supporter of this initiative.

### 5. A Week of Science

Science Week on RTÉ returned in 2020 with a range of engaging science-themed content for people of all ages, across all platforms. In partnership with Science Foundation Ireland, a week of special content was supported by an advertising campaign on television, on radio, online and on social media.



RTÉ is committed to supporting local communities in sharing their stories, developing their creativity and hearing their voices.



## Supporting Communities

### 1. *What in the World?*

The RTÉ television series *What in the World?* has filmed in over 50 countries across the globe. To mark that milestone, as well as almost two decades on the air, RTÉ and Irish Aid commissioned a brand-new travelling exhibition, *50 Countries, 50 Stories*. It brought a wide range of stories together for the first time, from tales of hope and inspiration to stories of oppression and suppression. The exhibition examined lives lived amid serious and persistent poverty, and a wide range of complex social and political situations across the developing world.

### 2. *Getting creative*

In late 2020, RTÉ Supporting the Arts and Creative Ireland partnered to support 15 arts, cultural and community organisations, producing 24 television commercials and short films in support of the beleaguered arts sector. By year end the pieces has received over 1,000,000 views across RTÉ's social media channels. In addition, RTÉ Supporting the Arts supported over 100 local community events, most of which went virtual in 2020.

### 3. *Gaillimh abú*

In 2018, RTÉ announced a major media partnership with Galway 2020, supporting events across all platforms and working alongside sister service TG4. In 2020 RTÉ produced and aired a wide-ranging consumer campaign, trailing the revival of Galway 2020 through the autumn as it navigated lockdown to present a series of safe and virtual activities.

### 4. *Country life*

The National Ploughing Championships were cancelled in 2020, but RTÉ travelled to the ploughing site in Carlow to produce a special one-off RTÉ Player original. *Plough on with Nuala Carey* talked to organisers and locals about the impact of the cancellation and hopes for the future.

### 5. *Fleadhed out*

Fleadh Cheoil na hÉireann 2020 was also cancelled; however, RTÉ, working closely with event organiser Comhaltas, launched the RTÉ Virtual Fleadh. Thousands of musicians and performers brought the spirit of the Fleadh to life online.

### 6. *(Still) blooming amazing*

As RTÉ could not return to Dublin's Phoenix Park over the 2020 June Bank Holiday Weekend, RTÉ and Bord Bia co-created the virtual #BloomWithRTE and #BloomAtHome initiatives. Alongside the #RTEVirtualParade on St Patrick's Day, these were among the biggest consumer social activations of the year.





## Our shared world

In 2020 RTÉ developed and certified our energy management systems to ISO50001 standards – the only broadcaster in Ireland or the UK to have done so. RTÉ had already achieved energy savings of 51% against the 2009 baseline, putting us ahead of the 2020 targets set out under the National Energy Efficiency Action Plan (NEEAP).

### 1. Carbon emissions

In support of the National Climate Action Plan, RTÉ continued to target reductions in its overall carbon emissions. As a signatory to the Business in the Community Low Carbon Pledge, we have committed to a minimum reduction of 50% of carbon usage by 2030. Working collaboratively across many sectors, Low Carbon Group members share knowledge and expertise to help accelerate carbon emission reduction at a national level.

### 2. Waste Management

As a previous Pakman Award winner for business recycling, RTÉ has been working to leadership standards over many years, targeting effective recycling and waste prevention year on year. RTÉ now has zero waste going to landfill and in 2020 it reduced its overall waste levels by 30%.

### 3. Action on Plastics

RTÉ phased out single-use plastics in its canteen operations across 2018 and 2019, and in 2020 introduced a collaborative innovation project with our drinking water suppliers involving the elimination of plastic cups at water coolers. There are plans to roll out plastics prevention measures even further in 2021 and beyond.

### 4. Biodiversity

As part of our commitment to sustainability, in 2020 RTÉ succeeded in creating a new pollination-friendly pod on our main Dublin site. We also continued to support research undertaken at Trinity College Dublin by creating multiple test sites on our grounds to investigate ground bee habits around different soil types, and implemented a reduction in grass cutting at boundary areas to optimise opportunities for pollination. RTÉ is a certified member of the All-Ireland Pollinator Plan.

### 5. BITC Business Mark Recipient

Following independent audit, accreditation for the Business in the Community Responsible Business Mark was officially renewed in 2020, making RTÉ one of only 60 companies in the country to be certified to this standard of corporate social responsibility.

### 6. Industry Leadership

RTÉ has operated a Sustainable Broadcaster group over many years, collaborating with external agencies and partners to maximise impacts. In 2020 RTÉ collaborated with the BAI and pledged to support the BAI Sustainability Roadmap, which will develop best practice within the broadcasting sector.

### 7. Greener Productions

In 2020 RTÉ began work on the rollout of Project Albert, a sustainability programme designed to support more sustainable programme-making of all kinds.

### 8. Water

RTÉ has tried to be as efficient with water as possible, using alternative sources such as rainwater harvesting, and accurate metering and conservation. As a result, mains water usage has been reduced by 10% over the past four years.





## Giving Back

### 1. Charity begins ... on *The Late Late Show*

As the country grappled with the many impacts of Covid-19 within communities, many of Ireland's charities were especially challenged in their capacity to fundraise to provide essential services. *The Late Late Show* made particular efforts to support national charities who work to address homelessness, health care, mental health supports, financial assistance and end-of-life care. Thanks to the enormous generosity of our audiences, over €6.7 million was raised during that time for charities as diverse as Pieta House, St Vincent de Paul, Laura Lynn, Hope Foundation, Focus Ireland and RNLI.

### 2. RTÉ Does Comic Relief

This collaboration with Kite Productions and The Community Foundation for Ireland featured the talents of some of Ireland's best-loved comedians and actors, including Dara Ó Briain, Andrew Scott, Daisy Edgar Jones, Hozier, Niall Horan and Paul Mescal. The event raised a lot more than just a smile: thanks to matched funding provided by the Government of Ireland, the total amount raised was €5.8 million.

### 3. Helping our vulnerable

Children with disabilities, people living with illness and victims of domestic violence were among the many vulnerable groups to benefit from €5.8 million raised. In total 672 grants were distributed by The Community Foundation for Ireland, ranging from €900 to €180,000. These were given to organisations right across Ireland, including specific funding for Northern Ireland. In December, the *Late Late Show* Christmas Busk for Homelessness raised €1.2 million.

### 4. RTÉ Toy Show Appeal

In a show that was all about celebrating the wonderful children in Ireland, in its inaugural year the RTÉ Toy Show Appeal raised €6.78 million thanks to the enormous generosity of viewers at home and abroad. Over 1.7 million viewers watched the programme across the weekend, making it one of the highest rating TV programmes on a single channel on record.

### 5. Radio Give-Give

RTÉ's radio services also made a huge contribution to community fundraising efforts – the *Liveline* Appeal for the Laura Lynn Foundation in August 2020 helped raise €400,000, and in December the 2fm Appeal for SVP raised close to €100,000.

### 6. Helping Artists

In July Irish music fans were treated to a one-off live extravaganza as bands come together across the country in support of Minding Creative Minds and the AIST Hardship Fund. Produced for RTÉ by ShinAwiL, *Songs from An Empty Room* showcased some of the best Irish musical talent.

### 7. Boosting Small Businesses

A *Late Late Show* Special in October featured some of the breadth of products and services available in Ireland, as the SME sector struggled with impacts of lockdown and restricted trading. It promoted a host of Irish businesses that are struggling to survive but remain the lifeblood of communities across the country.

### 8. Irish Emergency Alliance

Remembering those most impacted by Covid-19 in less developed countries, RTÉ was also proud to support the work of the Irish Emergency Alliance: six of Ireland's leading aid charities joined forces to respond to the challenges of the pandemic among the world's poorest and most fragile communities.



# Distribution, Digital, Delivery



## Distribution

### Saorview

In 2020, the 700MHz Migration campaign, in response to the Government decision to allocate part of the UHF TV broadcast spectrum to future 5G usage, targeted some 50% of Saorview homes, which required a return or change of equipment in order to continue to receive Saorview. The campaign ensured minimum disruption to reception for Saorview viewers.

By the end of 2020 Saorview was reaching 655,000 TV homes, representing 38% of the total TV audience in the Irish Republic. Of these, 201,000 or 12% of homes chose Saorview as their sole means of broadcast TV reception (Nielsen 2021). Thus, Saorview remained a key viewing choice for Irish TV households, despite the marketing challenges posed by the pandemic and the reported growth in online viewing. Saorview engaged in extensive brand awareness campaigning in 2020, solidifying its strong market position.

### 2rn

2rn, a wholly owned subsidiary of RTÉ, maintains, manages and develops Ireland's broadcast transmission network for all broadcasters on the island, and provides infrastructure services to the telecommunications industry. As custodian of Ireland's national broadcast transmission network, 2rn makes sure that the nation is always switched on. It achieved 99.99% reliability across television and radio transmission services in 2020.

In early 2017, 2rn finalised an agreement with the Department of Communications, Climate Action and Environment in relation to migrating broadcast services out of the 700MHz frequency band by 2020. This necessitated changes at several 2rn transmission sites and the construction of two new transmission sites. The migration works were completed in 2019 and, after a period of simulcast and viewer engagement, took effect in March 2020.

The Saorview and Saorsat services transmitted by 2rn continued to make public-service television and radio services available free to every home in the State, offering high-quality video and audio. Of the 1.68 million television viewing homes in Ireland, 655,000 had Saorview in 2020. In 201,000 homes, Saorview was the only means of watching broadcast television.

In 2020 the emergence of Covid-19 necessitated changes to work practices and processes as well as enhanced staff training to safely undertake the works necessary to maintain the reliability of services, and to interact with suppliers and customers. As a result of these changes, there was no material impact on 2rn's overall performance in the year.

2rn generated revenue of €26.5 million in 2020, a small decrease on 2019, attributable to a decrease in the regulated revenue from national broadcast services. Overall, the year-on-year performance reflects the stability of the broadcast market and a solid performance of the mast and tower rental market.

There were no significant changes in the local and regional radio market, as available spectrum capacity in the FM band is almost fully utilised. Consolidation of the mobile phone networks has matured, however, and achieving year-on-year revenue stability in the telecommunication business remained challenging.

### RTÉ Guide

The *RTÉ Guide* remained Ireland's best-selling magazine and fifth largest publication in 2020. Continued focus on editorial content ensured that the magazine remained a revenue generator for RTÉ, helping to engage younger audiences as well as maintaining its core base.

A marginal decline of 2.9% in circulation income versus 2019 was in line with yearly declines in the print market overall, exacerbated by the impact of Covid-19 on retail footfall. However, the *RTÉ Guide* bumper Christmas issue continued to be an Irish publishing phenomenon, bucking trends to deliver a 4% increase year on year.



# Distribution, Digital, Delivery



## Digital

### RTÉ Player

In a year like no other, audiences turned to RTÉ Player for content that informed and entertained. The availability of drama box sets, RTÉ Player Originals, live news and sports coverage, *RTÉ Home School Hub* and uniquely Irish documentaries and entertainment shows led to 36% growth and over 67.5 million streams in 2020.

Irish box sets, acquired drama and soaps accounted for approximately one third of RTÉ Player's total streams in 2020, and audiences spent more time than ever binge-watching their favourite shows. In response to the change in audience viewing habits, over 20 drama and entertainment box sets were made available across the year through exclusive online rights and extended broadcast rights. *Normal People* set a new record for Irish drama on RTÉ Player, with over 5 million streams. *Love/Hate* continued to attract huge audiences, delivering 3 million streams in 2020. New exclusive titles were added, including the complete box sets for *The West Wing*, *Frasier*, *ER* and *Seinfeld*.

Throughout the year RTÉ Player Originals were developed, produced and published, meeting demand as audiences transitioned to being at home, including Sinéad Quinlan's new comedy show *Seriously, Sinéad?*, Doireann Garrihy's *Reeling in the Fears*, which was co-written by Joanne McNally, and *Go Outside and Play: Local Adventures with Carl Mullan*.

Live streaming was an important part of the RTÉ Player experience in 2020. The GAA Championship games recorded 955,000 streams and *RTÉ Does Comic Relief* was streamed over half a million times in 100 countries. RTÉ Player also welcomed Irish people from around the world home for the most special night of the year, when Ryan Tubridy presented *The Late Late Toy Show*. The Toy Show recorded over 500,000 streams in over 138 countries, while RTÉ Player recorded the highest ever weekly streams in the first week of December, with 688,000 unique views and 2.34 million streams.

The roll-out of an improved playback experience across RTÉ Player platforms allowed for improved technical delivery of subtitles and audio description. Irish Sign Language (ISL) live streams were made available for critical Government Covid-19 updates, and the most accessible Toy Show ever featured live in-vision ISL and audio description options.

*RTÉ Home School Hub* was made available everywhere kids and families watch – on TV, on RTÉ Player and on RTÉ YouTube. It was the most successful kids' show of the year, with over 100,000 hours watched and 700,000 streams.

### Covid-19 Voices

RTÉ Player responded quickly to the pandemic and associated restrictions with a range of online-first productions. *Letters from Lockdown* – a series of short films, each featuring a letter from one person to another – was a reflection of the situation we all found ourselves in. *Love Is in the Air* looked at dating al fresco, the only way to meet someone in 2020, while *Love in Isolation* was a brand-new online dating show created for the lockdown.

In *Throes*, Academy Award winning director, screenwriter and novelist Neil Jordan explored the depths of Dublin's lockdown with a moving portrait of a paralysed city. *The Big House Quiz* saw Ireland's favourite celebrities take on the role of quizmasters from their own homes. In *Kevin Paints*, TV presenter, comedian, actor and now artist Kevin McGahern added a splash of paint to a good old-fashioned conversation.

*From the Same Cloth* took treasured items of clothing and transformed them into emotional and sustainable keepsakes, while *Marty in the Shed* presented the one and only Marty Morrissey live from the backyard of his West Clare home. In *Owen Colgan Around the Fire*, Colgan, best known for his role as Buzz McDonnell in *Hardy Bucks*, brought his original brand of humour to the chat-show format. *Agony OAPs*, RTÉ Player's brand-new six-part series, saw six of Ireland's sassiest senior citizens answering Gen Z's most pressing problems.



# Distribution, Digital, Delivery



## Digital (continued)

### RTÉ.ie

2020 was an unprecedented year of growth for RTÉ.ie as the focus on curating the best of RTÉ content from across our platforms and genres continued. Page views increased by 73% on 2019 and unique users increased by 56% to an average of 13.5 million per month.

The site also saw an 85% increase in videos served, to 28.2 million streams over the year. New, younger audiences were introduced to the website through the *RTÉ Home School Hub* on [rte.ie/learn](http://rte.ie/learn), which provided activity sheets and other resources for primary school children during lockdown.

The top stories for the year were Covid-19, the election results and the sad news of the passing of RTÉ journalist and presenter Keelin Shanley. Highlights from other genres included Imelda May's spoken work poem 'You don't get to be racist and Irish', 'Why are Russian military aircraft flying in Irish airspace?' and '8 things you never knew about dogs'.

### RTÉ Archives

2020 was a significant year for RTÉ Archives, as interest in audiovisual archives and cultural heritage increased online and across all media platforms. Television and sound recordings, as well as photographic images, document and textual records and associated research materials, were widely sought by content creators for use in new productions locally and globally.

A wide range of titles from across RTÉ's collections, both independently produced and from in-house programming, were sourced for audiences to enjoy on RTÉ television, radio and online platforms, including much-loved series such as *Killinascully*. Despite limited on-site presence, RTÉ Archives staff ensured that a full service for all broadcast-critical production was maintained throughout the year across in-house services and for external productions. Archives featured strongly in major productions including *After a Woman's Heart* and the acclaimed tribute to Marian Finucane, broadcast in January 2021.

Keeping our staff safe was a key priority throughout the year, while ensuring that core archiving of RTÉ output across all services was achieved on a daily basis. News archiving provided a full seven-day-a-week operation, working on-site and remotely, for all news and current affairs broadcasts, including regional services. A total of 1,074 hours of video news reports was archived and catalogued during the year, an increase of 193 hours from 2019. The keyword term 'Covid-19' was entered into the catalogue 3,515 times, a record for a single keyword in any one year.

Work on the planning and implementation of RTÉ's strategic commitments for digital transformation of the archives across a suite of projects progressed, including the completion of a major news-on-film digitisation project, 1961–1969, part-funded by the BAI Archive Funding Scheme.

Engagement and visits by the public to the RTÉ Archives website, [www.rte.ie/archives](http://www.rte.ie/archives), grew by 46% year on year. There were 2.6 million video plays, up 28% on 2019, and 106,010 audio plays, up 31% on 2019. 1,119 archive stories were newly published on the Archives Daily section of the website. Publication of the RTÉ Archives News Collection grew by 12,530 reports to a total of 18,110 video records, providing full searchable online public access to continuous news reporting from 1985 to 1990.

In October, RTÉ Archives led the hosting of the first ever virtual joint conference of the two leading professional associations in broadcast media and sound archiving, FIAT/IFTA ([www.fiatifta.org](http://www.fiatifta.org)) and IASA ([www.iasa.org](http://www.iasa.org)). Supported by both RTÉ and BBC Northern Ireland, the four-day conference had more than 1,500 professional delegates with interactive participation, papers, video and workshops from experts across the global media and wider audiovisual archive sector. Director-General of RTÉ Dee Forbes gave the opening address to the conference, which also marked the end of a four-year term as President of FIAT/IFTA for RTÉ's Head of Archives, Brid Dooley.



# Statistical Information

## TOP 10 PROGRAMMES 1 JANUARY - 31 DECEMBER 2020 ALL CHANNELS CONSOLIDATED NATIONAL INDIVIDUALS AGED 4+

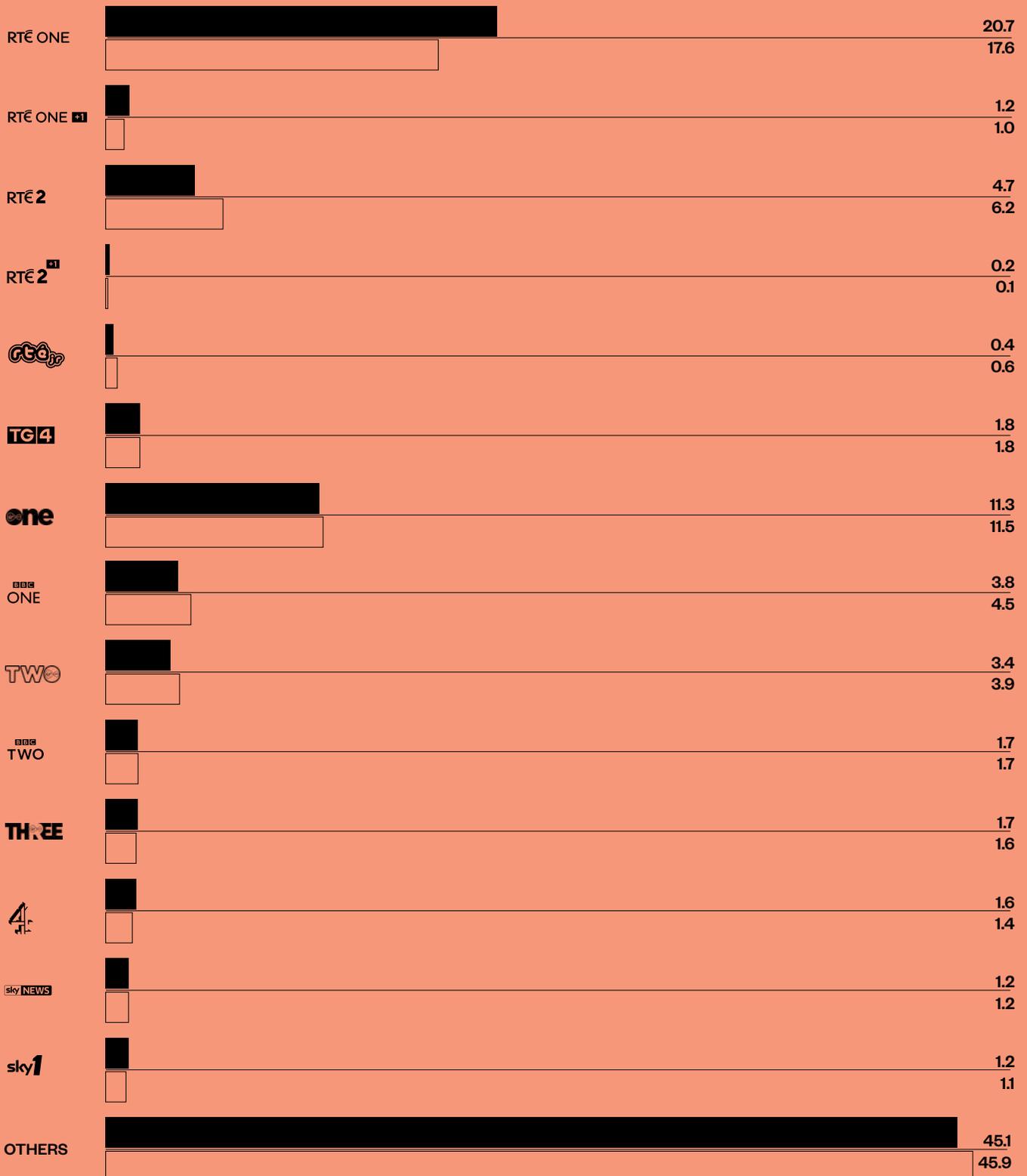
Rank	Description	Channel	Day of week	Date	Time	TVR	000s	Share%
1	The Late Late Toy Show	RTÉ One	Fri	27-11-2020	21:37-00:08	38.97	1,717	77.09
2	Taoiseach Leo Varadkar's Ministerial Broadcast	RTÉ One	Tue	17-03-2020	21:00-21:11	36.50	1,599	65.49
3	RTÉ News: Nine O'Clock	RTÉ One	Tue	17-03-2020	21:12-21:39	29.76	1,304	61.70
4	RTÉ News: Six One	RTÉ One	Wed	30-12-2020	18:01-18:41	24.19	1,066	72.30
5	All Ireland Football Final: Dublin v Mayo	RTÉ2	Sat	19-12-2020	17:00-18:41	19.90	877	59.56
6	The Late Late Show	RTÉ One	Fri	27-03-2020	21:52-23:29	20.00	876	59.00
7	Guinness 6 Nations: France v Ireland	Virgin Media One	Sat	31-10-2020	20:03-21:55	19.30	850	48.17
8	RTÉ News Special	RTÉ One	Fri	27-03-2020	20:28-21:07	18.93	829	46.89
9	Room To Improve: Dermot's Home	RTÉ One	Sun	05-01-2020	21:30-22:28	17.73	777	50.95
10	All Ireland Hurling Final: Limerick v Waterford	RTÉ2	Sun	13-12-2020	15:30-17:07	16.18	713	61.39

The Late Late Toy Show	1,717,000
Taoiseach Leo Varadkar's Ministerial Broadcast	1,599,000
RTÉ News: Nine O'Clock	1,304,000
RTÉ News: Six One	1,066,000
All Ireland Football Final: Dublin v Mayo	877,000
The Late Late Show	876,000
Guinness 6 Nations: France v Ireland	850,000
RTÉ News Special	829,000
Room To Improve: Dermot's Home	777,000
All Ireland Hurling Final: Limerick v Waterford	713,000

Source: TAM Ireland Ltd/Nielsen TAM  
Any Day Any Time - Best Episode. Ranked by TVR (note universe changes three times per year)  
Minimum programme duration is 15 minutes

**CONSOLIDATED NATIONAL INDIVIDUAL  
4+ ALL-DAY CHANNEL SHARES (%)**

■ 2020 □ 2019



Source: TAM Ireland Ltd/Nielsen TAM

# Statistical Information

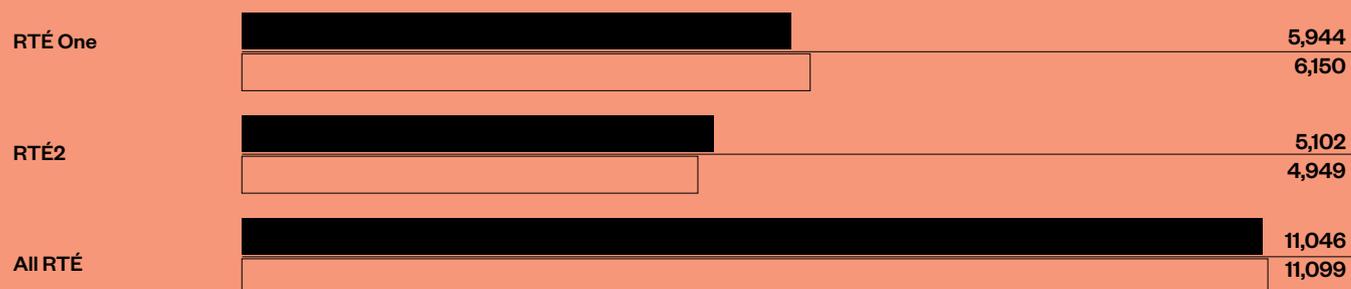
## INDIGENOUS HOURS BROADCAST ON RTÉ TELEVISION IN PEAK TIME BY GENRE

■ 2020 □ 2019



Source: RTÉ

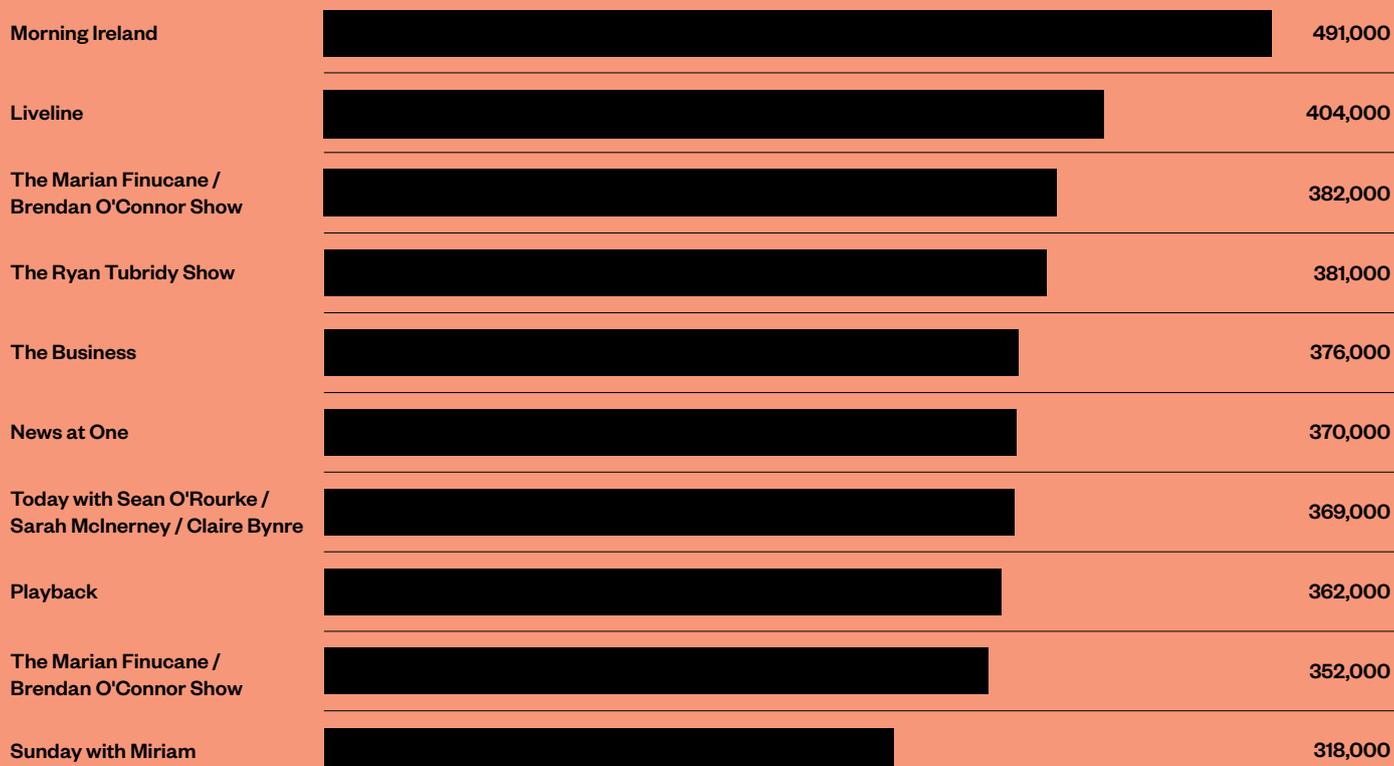
## SUBTITLING HOURS TELEVISION



Source: RTÉ

**TOP 10 ALL-WEEK NATIONAL RADIO PROGRAMMES – ADULTS 15+  
TIMEBLOCK REACH FOR NATIONAL COMMERCIAL STATIONS  
OCTOBER–SEPTEMBER 2020\***

Rank	Programme	Station	Time-slot	Period	Adults 15+ Prog Reach	No. Of Adults 15+ (000s)
1	Morning Ireland	RTÉ Radio 1	07:00-09:00	Mon-Fri	12%	491
2	Liveline	RTÉ Radio 1	13:45-15:00	Mon-Fri	10%	404
3	The Marian Finucane / Brendan O'Connor Show	RTÉ Radio 1	11:00-13:00	Sat	10%	382
4	The Ryan Tubridy Show	RTÉ Radio 1	09:00-10:00	Mon-Fri	10%	381
5	The Business	RTÉ Radio 1	10:00-11:00	Sat	10%	376
6	News at One	RTÉ Radio 1	13:00-13:45	Mon-Fri	9%	370
7	Today with Sean O'Rourke / Sarah McInerney / Claire Bynre	RTÉ Radio 1	10:00-12:00	Mon-Fri	9%	369
8	Playback	RTÉ Radio 1	09:00-10:00	Sat	9%	362
9	The Marian Finucane / Brendan O'Connor Show	RTÉ Radio 1	11:00-13:00	Sun	9%	352
10	Sunday with Miriam	RTÉ Radio 1	10:00-11:00	Sun	8%	318

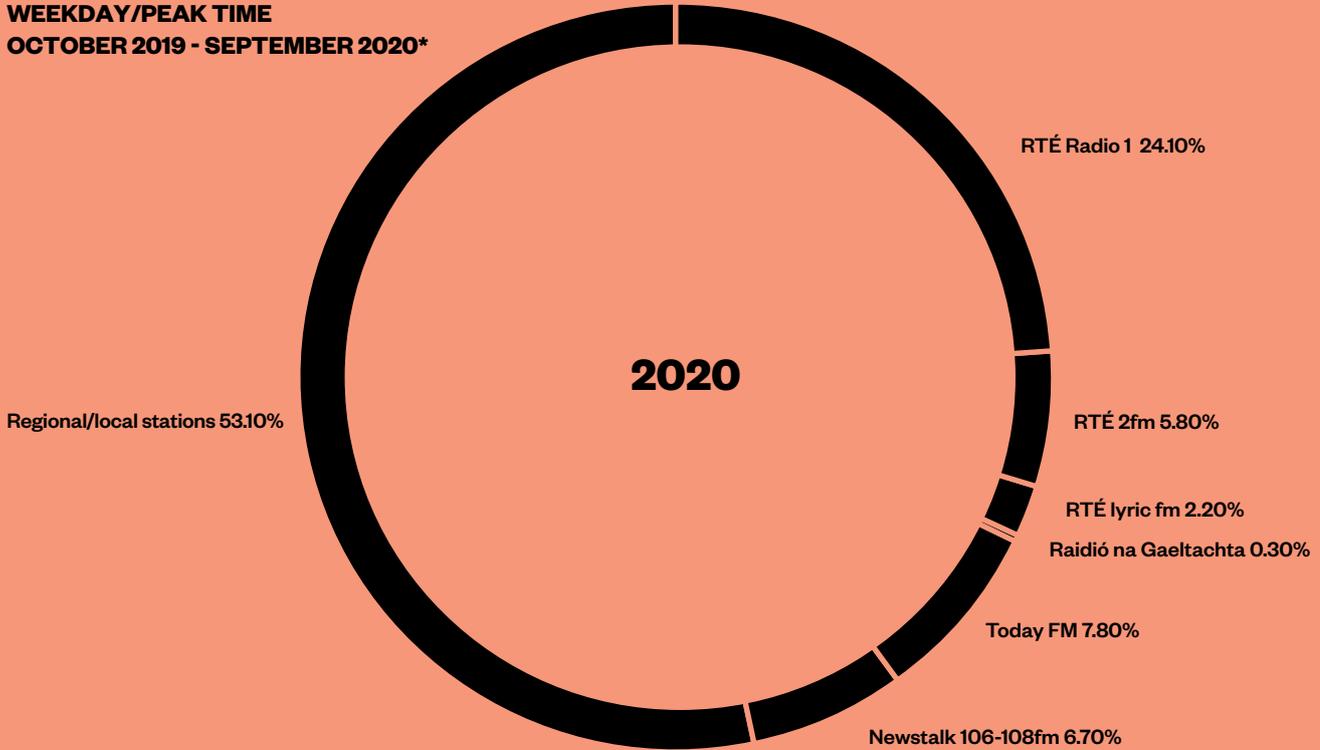


Source: JNLR/Ipsos MRBI 2020/3

\* Note: The JNLR/Ipsos MRBI survey is based on a face-to-face questionnaire. Due to national COVID-19 restrictions, this was unable to be carried out for quarter four, 2020. The results reported therefore represent the period from October 2019 to September 2020.

# Statistical Information

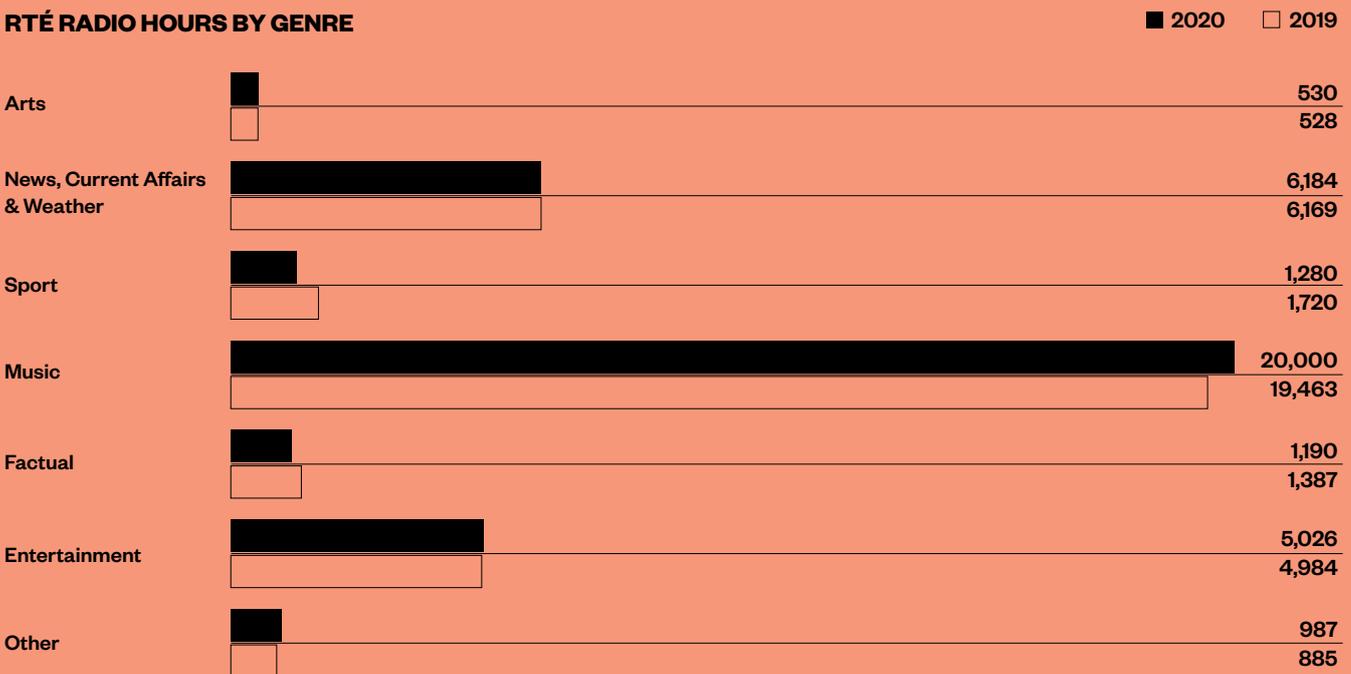
## NATIONAL SHARE OF RADIO LISTENING - WEEKDAY/PEAK TIME OCTOBER 2019 - SEPTEMBER 2020\*



Source: JNLR / Ipsos MRBI 2020/3

\*Note: The JNLR/Ipsos MRBI survey is based on a face-to-face questionnaire. Due to national COVID-19 restrictions, this was unable to be carried out for quarter four, 2020. The results reported therefore represent the period from October 2019 to September 2020.

## RTÉ RADIO HOURS BY GENRE



Source: RTÉ

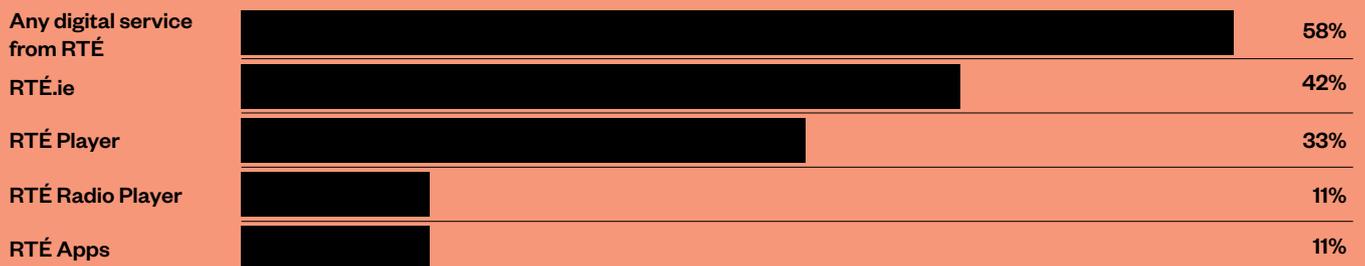
Note: Category "Other" includes, Religion, Young Peoples and Drama

## AVERAGE PAGE IMPRESSIONS PER MONTH ACROSS DIGITAL SERVICES (MILLIONS)



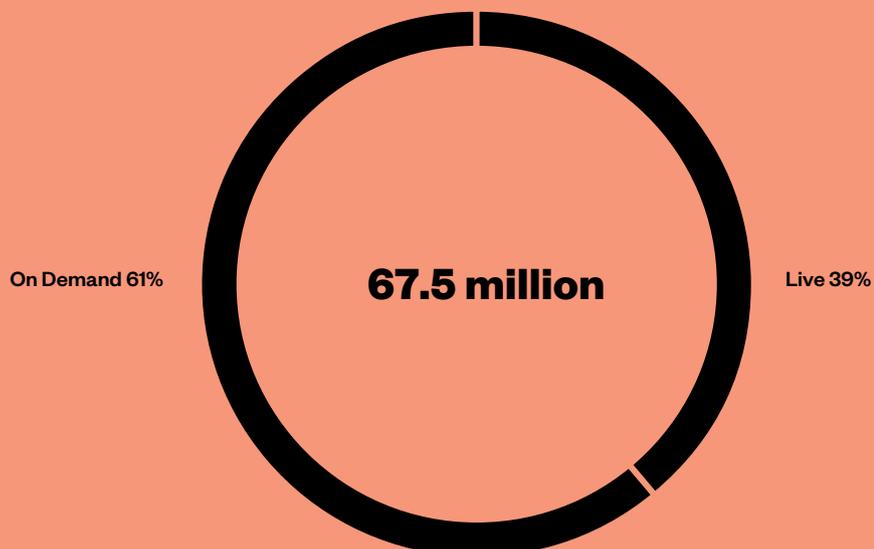
Source: RTÉ

## WEEKLY REACH OF RTÉ'S DIGITAL SERVICES 2020



Source: RTÉ

## RTÉ PLAYER STREAMS IN 2020



Source: RTÉ

# Statistical Information

## RTÉ ORCHESTRAS PERFORMANCES

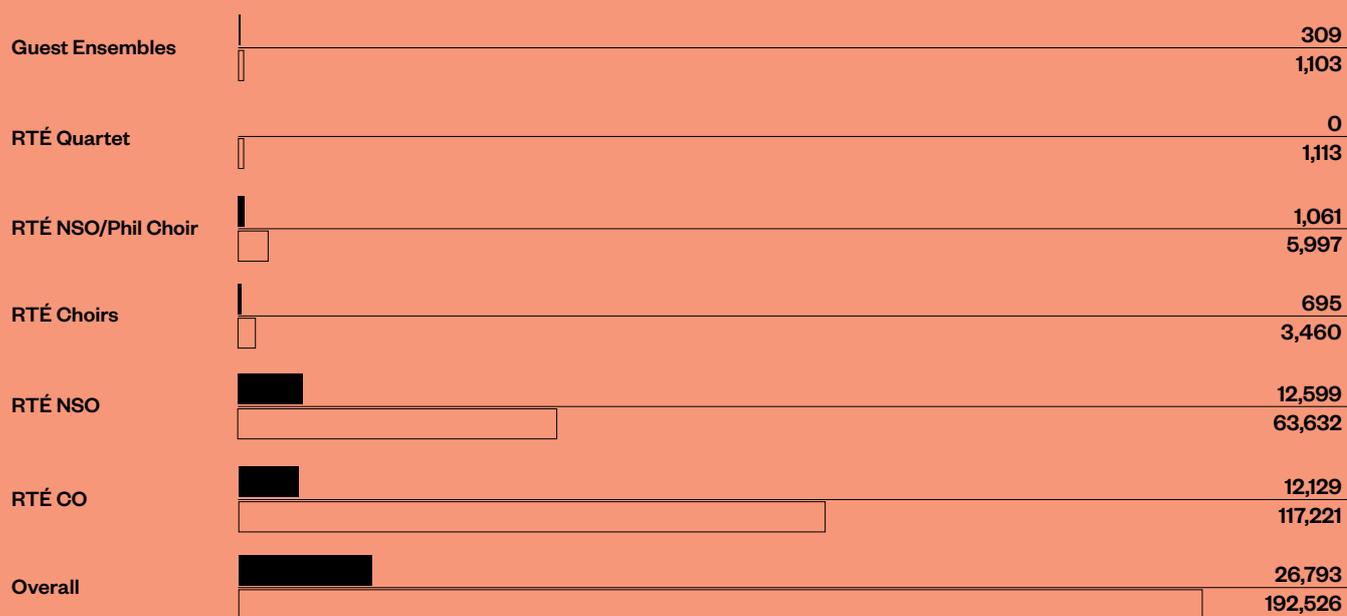
■ 2020 □ 2019



Source: RTÉ

## RTÉ ORCHESTRAS ATTENDANCES

■ 2020 □ 2019



Source: RTÉ



# Board of RTÉ

At year end, 50% of the RTÉ Board members were female, and 50% male.



## 1. Moya Doherty, Chair

**Term of office: 4 November 2014–6 November 2022 (Reappointed for a second term on 6 November 2017)**

Moya Doherty's career encompasses the creative industries, theatre, radio and television production and presentation, both in Ireland and internationally. She fronted a number of arts, features and documentary programmes for RTÉ. As executive producer, Moya produced a number of charity telethons, the Eurovision Song Contest and the televised opening ceremony of the Special Olympics in Ireland in 2003. Moya developed the original concept for *Riverdance* and was the Commissioning Producer for the Eurovision Song Contest of 1994.

She is a director of Tyrone Productions, one of Ireland's leading independent television production companies, whose output includes drama, documentary and entertainment programming. She was a founding director of the radio station Today FM.

Moya has sat on a number of arts-related boards, including seven years as chair of the Dublin International Theatre Festival, The Abbey Theatre, The Ark Children's Theatre in Dublin, and Business to Arts and Walnut Hill Arts School in Massachusetts.

Moya has received numerous awards and accolades, including the Veuve Clicquot Business Woman of the Year and the Ernst & Young Entrepreneur of the Year. She has also received honorary doctorates from the University of Ulster and the National University of Ireland in recognition of her ongoing commitment to the world of the arts in Ireland.



## 2. Dee Forbes, Director-General

**Ex officio member following appointment as Director-General on 11 July 2016.**

Dee Forbes was appointed Director-General of RTÉ with effect from 11 July 2016. Prior to taking up her role at RTÉ, Dee was based in London for more than 27 years, working for broadcasters and advertising agency Young and Rubicam.

Most recently she was President and Managing Director of Discovery Networks Northern Europe. Dee joined Discovery in 2010 as Head of the UK/Ireland operation and progressively grew her responsibilities to eventually lead the Northern Europe region, which included 18 markets and territories and 27 channels, both free-to-air and subscription, which broadcast to more than 276 million households across Northern Europe each month.

Before joining Discovery, Dee led Turner Broadcasting's business in the UK and Ireland, which consisted of seven entertainment channels, including Cartoon Network, Boomerang and TCM. She spent several years working at Turner in a variety of commercial roles, including General Manager for the Nordic/Central and Eastern Europe and EMEA regions, and Head of Advertising Sales for Europe.

Dee is a former non-executive director of the board of *The Irish Times* and currently sits on the board of Munster Rugby. A native of Drimoleague in west Cork, Dee is a graduate of UCD where she studied history and politics.



### 3. Deborah Kelleher

**Term of office: 4 November 2014–6 November 2022 (Reappointed for a second term on 6 November 2017)**

Appointed Director of the Royal Irish Academy of Music (RIAM) in October 2010, Deborah Kelleher has played an integral role in setting up and developing outreach, distance and academic courses in the RIAM over the last number of years.

She played a key part in the introduction of a specialised undergraduate degree in composition, the first music technology programme at the RIAM, and numerous professional development courses for teachers throughout the country. In 2013, RIAM became an Associated College of Trinity College Dublin (TCD). Deborah oversaw this significant transition.

She studied music at TCD and was awarded Master's degrees in musicology (UCD) and business administration (Dublin City University). She was recognised as one of Ireland's finest pianists of her generation and worked for many years as Head of Musicianship at the RIAM.

In recent years, she has specialised in working with singers and counts Ailish Tynan, Mairéad Buicke, Tara Erraught and the late Bernadette Greevy among her recital partners. She is a board member of the Dublin International Piano Competition, the National Youth Orchestra of Ireland and Lyric Opera. She has also served on the Arts Council's Peer Review Panel.

Deborah is a Vice-President of the 12-person council of the Association of European Conservatoires (AEC), the umbrella body for more than 280 conservatoires in Europe.



### 4. Ian Kehoe

**Term of office: 9 October 2018–8 October 2023**

Ian Kehoe is an award winning journalist, author and broadcaster. In 2014, at the age of 34, he was appointed Editor of *The Sunday Business Post* newspaper, a position he held for four years. During that time, he was appointed to the board of the newspaper and an associated printing business.

Following this, Ian co-founded Currency Media Limited, which publishes the online business service The Currency. A former presenter and reporter with RTÉ's *Prime Time*, he has made a number of major television documentaries, including *Who's Buying Ireland* and *The Great Irish Sell-Off*.

Ian has twice been named as Ireland's Business and Economics Journalist of the Year and has also won a Miriam Hederman O'Brien Award for his contribution to Irish fiscal policy. He is the co-author of *Citizen Quinn*, a bestselling book about the rise and fall of industrialist Seán Quinn.

A native of Enniscorthy, Co Wexford, he holds a BA in Journalism and an MA in International Relations from DCU.



### 5. Connor Murphy

**Term of office: 19 March 2020–18 March 2025**

Connor Murphy is a technology entrepreneur with a background in venture capital, management consulting and computer science. He is currently a member of the Techstars Venture Partner team and was previously MD of the Techstars SAP.iO programme in Berlin. He supports Techstars programmes in Melbourne, Seoul, Bangalore, Singapore, Oslo, Lisbon, Amsterdam, Munich and Berlin. He was previously CEO and Founder of Datahug, which exited to Nasdaq-listed Callidus Cloud (Nasdaq:CALD) and is now part of SAP.

Prior to Datahug, Connor worked with PA Consulting Group in London, New York and Washington, DC. He holds a first-class honours degree in computer science from University College Cork.

# Board of RTÉ



## 6. Dr P.J. Mathews

**Term of office: 4 November 2014–3 November 2024 (Reappointed for a second term on 10 December 2019)**

Dr P.J. Mathews is an associate professor in the School of English, Drama and Film at UCD and specialises in Irish literature and culture. He is the author of *Revival* (published by Field Day/Cork UP in 2003), a study of the Irish cultural revival period; editor of the *Cambridge Companion to J.M. Synge* (2009); and co-editor of *A Handbook of the Irish Revival* (published by the Abbey Theatre in 2015).

P.J. is the founder and director of academic podcasting for UCD scholarcast ([www.ucd.ie/scholarcast](http://www.ucd.ie/scholarcast)).

He was director of the Parnell Summer School from 2002 to 2005 and was appointed Naughton Fellow and Visiting Associate Professor of English at the University of Notre Dame for 2007–8. He is an external member of the Irish studies group at Université Sorbonne Nouvelle-Paris 3 and co-convenor of the Irish Studies Doctoral Research Network.



## 7. Anne O'Leary

**Term of office: 4 November 2014–3 November 2024 (Reappointed for a second term on 10 December 2019)**

Anne O'Leary is an experienced business executive with a proven track record in helping companies develop new routes to market and exploit technology to optimise potential. Anne has a very good understanding of corporate governance and compliance. As a member of the Institute of Directors, she has an updated understanding of the requirements of both private and State boards.

She is a successful entrepreneur, building and selling a world-class technology business, with a strong concentration on strategic partnerships, sales management, marketing, product development and internal–external relationship management.

Anne has a broad range of experience across a number of business sectors. She has a demonstrated ability in diagnostics, strategic planning, facilitation of teams and individuals, and sustainable revenue growth.



## 8. Robert Shortt

**Term of office: 29 May 2018–3 November 2024 (Reappointed for a second term on 10 December 2019)**

Robert Shortt joined RTÉ as a journalist on the *News at One* in 1998 and has since worked across many of the programmes in the News & Current Affairs division. He has served as Business Correspondent and was part of the team that set up *The Business* on Radio 1. He spent four years as Washington Correspondent before moving to *Prime Time* in 2009. He has twice won a Smurfit Business Journalist Award for his reporting.

Before joining RTÉ, he worked for the Japanese financial newspaper *The Nikkei* and for the BBC. He was elected as the first chair of the NUJ's RTÉ Sub Branch and served as Vice Chair of the RTÉ Trade Union Group (TUG) for three years. He holds a BA in English & Economics from UCD and an MSc Economics from the School of Oriental and African Studies, University of London.

Robert is currently RTÉ's Economics Correspondent.

## Board Attendance

There were eight meetings of the Board of RTÉ in 2020. The attendance of board members is outlined below:

	Meetings Eligible to Attend	Meetings Attended
<b>The Board at 31 December 2020</b>		
Moya Doherty	8	6
Dee Forbes	8	8
Ian Kehoe	8	8
Deborah Kelleher	8	8
Dr P.J. Mathews	8	8
Connor Murphy	6	6
Anne O'Leary	8	8
Robert Shortt	8	8
<b>Ceased to be a Board member during 2020</b>		
Eoin McVey	2	2
Shane Naughton	2	2
Fionnuala Sheehan	2	1
Margaret E. Ward	2	2

Refer to the Corporate Governance report on page 84 for further details of the changes in the composition of the Board during 2020.

## Board Committees

### Audit and Risk Committee

There were seven meetings during 2020, attended as follows:

Committee Members	Meetings Eligible to Attend	Meetings Attended	Appointed to the Committee
Anne O'Leary (Chair)	7	7	27 November 2014
Ian Kehoe	6	6	13 February 2020
Robert Shortt	7	7	13 September 2018

### Board term of office ended during 2020

Eoin McVey	1	1	26 January 2017
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Shane Naughton ceased to be a member of the committee on 30 December 2019, prior to the end of his term of office.

### Programme Committee

There were four meetings of the Programme Committee during 2020. Attendance is set out below:

Committee Members	Meetings Eligible to Attend	Meetings Attended	Appointed to the Committee
Deborah Kelleher (Chair)	4	4	27 November 2014
Dr P.J. Mathews	4	4	27 November 2014
Robert Shortt	4	4	31 May 2018
<b>Board term of office ended during 2020</b>			
Margaret E Ward	1	0	19 February 2015

### Strategic Transformation Committee

The new Strategy Transformation Committee met three times during 2020, with attendance as follows:

Committee Members	Meetings Eligible to Attend	Meetings Attended	Appointed to the Committee
Ian Kehoe (Chair)	3	3	5 December 2019
Dr P.J. Mathews	3	3	5 December 2019
Anne O'Leary	3	3	5 December 2019

### Fair Trading Committee

There were two meetings during 2020, with full attendance as follows:

Committee Members	Meetings Eligible to Attend	Meetings Attended	Appointed to the Committee
Deborah Kelleher (Chair)	2	2	24 September 2015
Ian Kehoe	1	1	16 July 2020

### Board term of office ended during 2020

Fionnuala Sheehan	1	1	24 September 2015
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### Remuneration and Management Development Committee

No meetings of the Committee took place during 2020. The members of the Committee are Moya Doherty (Chair) and Anne O'Leary, both appointed to the Committee on 22 January 2015.

### Attendance at Subsidiary Board Meetings

The attendance disclosures above refer to attendance by Board members at meetings of the RTÉ Board and its five sub-committees. In addition, Moya Doherty and Ian Kehoe served on the Boards of subsidiary companies, with additional scheduled attendance at subsidiary Board meetings.

# Executive



## **Dee Forbes, Director-General**

See biographical note on page 78.



## **Richard Collins**

### **Chief Financial Officer**

Richard joined RTÉ in January 2020. He is a director of RTÉ Commercial Enterprises DAC and of RTÉ Transmission Network DAC.

Prior to joining RTÉ, Richard spent 13 years in the retail sector where, in addition to gaining wide financial and operational experience, he led major turnaround and transformation programmes. Most recently he served as Director of Finance at Dunnes Stores, where he played a key role in strategy development and systems modernisation. Prior to that he was Finance Director at Superquinn, where he led the integration into Musgrave Group.

Richard has held other senior financial roles in Ireland and abroad with organisations such as Dell Computer Corporation and the Dublin Airport Authority. He is a graduate of Trinity College Dublin and trained as a chartered accountant with KPMG.



## **Rory Coveney**

### **Director of Strategy**

Rory has been with RTÉ since 2007 in a variety of roles. Since 2011, as Strategic Advisor to the Director-General, Rory has been at the centre of strategic planning for the organisation. As Director of Strategy, he will lead a new strategy function encompassing corporate strategy, new ventures and innovation, public affairs, and strategic risk management.

Prior to joining RTÉ, Rory worked for Irish Aid in the Department of Foreign Affairs. Rory is a graduate of UCC where he gained a BA in history. He also holds an MA in Interactive Media from Dublin Institute of Technology.



## **Eimear Cusack**

### **Director, Human Resources**

Eimear was appointed Director of Human Resources in 2017. With a career spanning legal, banking, professional services and ICT, Eimear was appointed Head of Human Resources for Ericsson UK and Ireland in 2013, where she shaped and implemented extensive change programmes. With a successful background in innovative people strategy, Eimear's focus has been on employee engagement, talent acquisition, talent management, and learning and development.

Before joining RTÉ, Eimear delivered diverse employee transition, transformation and integration strategies in the areas of managed services and acquisitions.

## **Adrian Lynch**

### **Director, Audiences, Channels and Marketing**

Adrian joined RTÉ in 2014 and was previously Channel Controller for RTÉ One and RTÉ2. In that capacity, he launched ambitious new schedules for the services. As Channel Controller of RTÉ One and RTÉ2, Adrian delivered a range of landmark public-service programming across all genres, with marked successes around *Dancing with the Stars*, *RTÉ 1916* and award-winning documentaries such as *My Homeless Family*.

Prior to joining RTÉ, Adrian was the Managing Director and owner of one of Ireland's most successful independent television production companies, Animo Television. During his time there, he was responsible for some of RTÉ One's most high-profile shows, including award-winning blue-chip documentary series such as *Freefall – The Night the Banks Failed*.



## **Paula Mullooly**

### **Director, Legal**

Paula was appointed Director of Legal in 2019. She is a highly experienced specialist media lawyer with 25 years' experience in media, broadcasting and privacy law. She has advised and represented a broad range of media clients in her career, both domestic and international, and has lectured on media law. She was appointed by the Government as a member of the Working Group on Defamation Reform which, in 2003, provided a report recommending reforms and which presented draft legislation. She also served on the Compliance Committee of the Broadcasting Authority of Ireland from 2010 to 2018, and as Chair of the Censorship of Publications Appeals Board from 2004 to 2012.





### **Geraldine O'Leary**

#### **Commercial Director**

Geraldine joined RTÉ in 1997 as Manager, Television Sales, and was promoted to Director Sales and Marketing in 1999. In 2003, she was appointed Commercial Director, RTÉ Television, and has played a prominent role in RTÉ's commercial function. She was appointed Commercial Director, RTÉ, in January 2018 and is responsible for leading all the commercial staff and operations at RTÉ. A Fellow of The Marketing Institute of Ireland, Founding Director of TAM Ireland and a member of the Council of the Marketing Society of Ireland, Geraldine is also a Board Member of EGTA (European Group of Television Advertising). She was the President of the EGTA Board from 2009 to 2011.



### **Richard Waghorn**

#### **Director, Operations, Technology and Transformation**

Richard joined RTÉ as Chief Technology Officer in February 2012. During 2013, he was appointed as a director of RTÉ Transmission Network DAC. Richard holds an MBA from Henley Management College and is a graduate of the University of Leeds.

Between 2009 and 2011, Richard was Chief Technology Officer at the South African Broadcasting Corporation. Before that, he was Controller of Distribution at the BBC for four years, leading the implementation of digital switchover. At the BBC, he worked in a number of areas including strategy, new media, distribution and radio production. Richard was a board director of Freesat and project manager for the 2002 launch of Freeview in the UK.

Richard took over RTÉ's technology and transformation activities in 2017, and also took over the management of the operations division in 2019, as part of the restructure of the organisation.



### **Jim Jennings**

#### **Director, Content**

Jim was appointed Managing Director of RTÉ Radio in November 2013. He also oversees the RTÉ Orchestras, Quartet and Choirs. Previously, Jim was Head of RTÉ Radio 1, which he joined in 1985, working first in features and current affairs on programmes such as *Today at Five* and *The Pat Kenny Show*.

### **Jon Williams**

#### **Director, RTÉ News and Current Affairs**

Jon joined RTÉ in January 2017. He was previously Managing Editor, International News, at ABC News in New York, where he shaped the organisation's international news coverage and strategy. Jon led ABC's reporting of the war in Ukraine and the European refugee crisis, as well as coverage of ISIS terrorist attacks in Europe. He also drove innovation, including the use of 360 and virtual reality video.



In 1989, he moved to RTÉ television, where he held a number of positions, including Executive Producer of *The Late Late Show*, *Election 2012* and the opening ceremony of the Special Olympics. He also worked as editor of *Léargas*. Jim became Director of Content as part of the organisation's restructure in 2017.

From 2006 to 2013, Jon was the BBC's World News Editor, managing a staff of 200 people in 30 countries. He oversaw reporting of the Israel/Lebanon war in 2006, which won an International Emmy. He received a second Emmy in 2013 for the BBC's coverage of the civil war in Syria. Jon served as UK News Editor during the 7/7 terror attacks on the London transport network and as Deputy Editor of the BBC's *Six O'Clock News* on 9/11. In 2017, he earned his third Emmy for ABC's coverage of the Syria refugee crisis.

# Corporate Governance

## For the year ended 31 December 2020

Members of the Board of RTÉ are committed to maintaining the highest standards of corporate governance and business conduct. The *Broadcasting Act 2009* requires members to have experience of, or capacity in, matters relevant to the oversight of a public-service broadcaster (Section 82). Each member of the Board must also perform his or her functions in such a manner as to ensure that the activities of RTÉ, in pursuance of its statutory objects, are performed efficiently and effectively (Section 87).

RTÉ complies with the *Code of Practice for the Governance of State Bodies* ("Code of Practice").

The Code of Practice sets out principles of corporate governance which Boards of State Bodies are required to observe. This includes governance practices and procedures in a broad range of areas such as the role of the Board; codes of conduct and disclosure of interests; business and financial reporting; risk management and internal control; relations with the Oireachtas and parent department; and a range of other specific control procedures. Further information on these areas is set out in the remainder of this section of the Annual Report.

The Chair of the Board is required to confirm annually to the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media that the governance practices and procedures in RTÉ are in compliance with the Code of Practice.

RTÉ complies with the corporate governance and other obligations imposed by the *Ethics in Public Office Act, 1995*, the *Standards in Public Office Act, 2001* and the *Criminal Justice (Corruption Offences) Act, 2018*.

The Board has also adopted its own Code of Conduct, which sets out its approach to responsible and ethical business behaviour.

### The Board of RTÉ

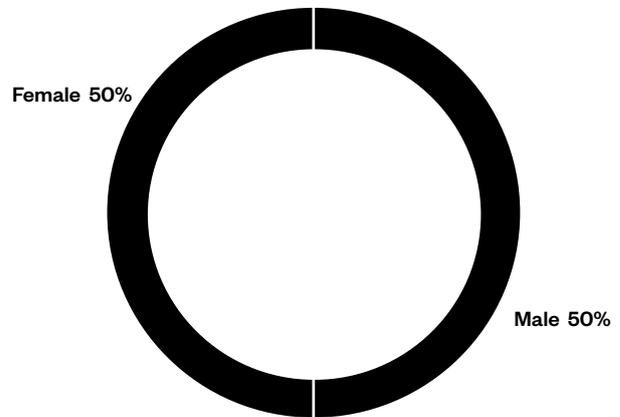
#### Composition

Members of the Board of RTÉ are appointed under Section 81 of the *Broadcasting Act 2009* for a period not exceeding five years. The Act provides for a 12-member Board, to be appointed by the Government as follows:

- Six members are appointed on the nomination of the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media;
- The Oireachtas Committee on Media, Tourism, Arts, Culture, Sport and the Gaeltacht proposes four members to the Minister;
- The Director-General of RTÉ is an *ex officio* member; and
- One member of RTÉ staff is appointed following election.

The Government appoints one of the members to act as Chair. The *Broadcasting Act 2009* also provides for gender balance in the composition of the Board by requiring that its members include no fewer than five men and five women. At 31 December 2020, there are four women and four men on the Board of RTÉ.

#### Board Diversity by Gender



There were changes to the membership of the Board of RTÉ during the year.

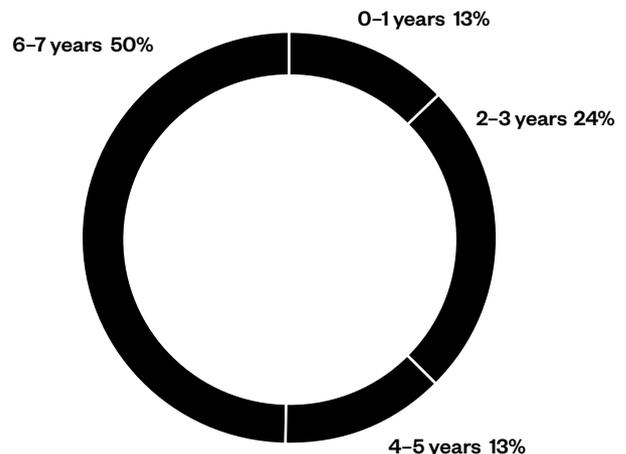
The term of office of four Board members ended on 15 February 2020. The names of these members are listed in the Board attendance record on page 81. Connor Murphy was appointed to the Board with effect from 19 March 2020, filling a vacancy that arose in mid-2019.

At the end of 2020, the Joint Committee on Media, Tourism, Arts, Culture, Sport and the Gaeltacht was in the process of filling the four Board vacancies, via the Public Appointments Service. Applications from suitably qualified members of the public closed on 17 December 2020. The Joint Committee will propose candidates for nomination to the Board of RTÉ by the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media and appointment by the Government.

There were no other changes to the membership of the Board of RTÉ during the year.

Biographical details of the eight members of the Board in office at 31 December 2020, including details of their terms of office, are set out on pages 78 to 80.

#### Board Diversity by Tenure



## Role

The duties of Board members are set out in Section 87 of the *Broadcasting Act 2009*. In summary, Board members guide the corporate direction and strategy of RTÉ and represent the interests of viewers and listeners, ensuring that RTÉ fulfils its statutory responsibilities in an efficient and effective manner. Each member brings independent judgement to bear by constructively challenging the Executive and by helping to develop RTÉ's strategic objectives.

Board members have varied backgrounds, skills and experience in a broad range of business areas relevant to the oversight of a public-service broadcaster. The criteria for Board membership are set out in Section 82 of the *Broadcasting Act 2009*. The criteria include matters such as: media affairs, public-service broadcasting, broadcast content production, digital media technologies, business or commercial affairs, legal or regulatory affairs and matters pertaining to the development of the Irish language.

There is a clear division of responsibilities between the position of Chair of the Board, who is non-executive, and the Director-General.

The Director-General, in conjunction with executive management, takes responsibility for RTÉ's day-to-day operations. The Chair's responsibilities include leading the Board, determining its agenda, ensuring its effectiveness and facilitating full participation by each Board member.

The Chair of the Board and executive management meet frequently with the Department of for Tourism, Culture, Arts, Gaeltacht, Sport and Media to discuss RTÉ's operating and financial performance.

The Board keeps its own structures and performance under ongoing review and awaits the appointment of four new members before reviewing the membership of its permanent committees. The Board's evaluation of its performance was also postponed pending these appointments.

## Board Procedures

On appointment, all Board members are provided with briefing documents on RTÉ and its operations. The Board meets in accordance with a regular schedule of meetings and may also meet on other occasions as deemed necessary. All Board members have full and timely access to the information necessary to enable them to discharge their duties. Board papers are sent to each Board member in sufficient time before Board meetings and any further papers or information are readily available to all Board members on request.

The Board papers sent to Board members include the minutes of committee meetings that have been held since the previous Board meeting or, if minutes are not available at the time the papers are circulated, a verbal update is provided at the Board meeting.

Board members have access to advice and the services of the RTÉ Group Secretary, who is responsible for ensuring the Board procedures are followed and that applicable rules and regulations are complied with. RTÉ's professional advisors are available for consultation with the Board as required. Individual Board members may take independent professional advice and training, if necessary, at the expense of RTÉ.

The Board has an insurance policy in place which indemnifies Board members in the event of legal actions taken against them in the course of their duties as Board members.

There is a formal schedule of matters reserved for consideration and decision by the Board. The schedule covers key areas of RTÉ's business:

- Approval of strategic plans, the annual budget and the annual financial statements;
- Approval of major investments, capital projects and borrowings;
- Significant acquisitions, disposals or retirement of assets;
- Reviewing financial and operational performance;
- Treasury policy and risk-management policies;
- Delegated authority levels, including the approval of major contracts;
- Appointment of the Director-General (in accordance with Section 89 of the *Broadcasting Act 2009*) and the Group Secretary;
- Appointment of Chair/Directors/Trustees of the RTÉ Subsidiary Companies and Pension Schemes; and
- Reviewing the system of internal control.

Certain other matters are delegated to Board committees, as set out in further detail below.

The Chair of each committee is available to report and answer any questions on the committee's proceedings at Board meetings, as required.

## Board Committees

At 31 December 2020, the Board has established five permanent sub-committees to assist in the execution of its responsibilities. These are the Audit and Risk Committee, the Remuneration and Management Development Committee, the Programme Committee, the newly established Strategic Transformation Committee and the Fair Trading Committee.

The membership of each committee, together with details of attendance at meetings held in 2020, is set out on page 81. The RTÉ Group Secretary acts as Secretary of each Committee.

The Board's former Strategy sub-committee completed its work in late 2019 having overseen the development of the revised RTÉ Strategy 2020–2024, working closely with the Director-General and the members of the Executive.

Temporary committees may be formed from time to time to deal with specific matters under defined terms of reference. No temporary committees were formed in 2020.

## Audit and Risk Committee

The Audit and Risk Committee comprises three Board members, two of whom are considered independent. There is one vacancy on the Committee pending Board appointments in 2021. The committee's terms of reference, updated in December 2020, are available on the RTÉ website.

# Corporate Governance

## For the year ended 31 December 2020 (continued)

The Chief Financial Officer and the Head of Internal Audit attend meetings of the committee, while the external auditors attend as required. The terms of reference of the committee provide that other Board members, executives and others may also be invited to attend all or part of any meeting(s). Both the Head of Internal Audit and the external auditors have full and unrestricted direct access to the committee Chair at all times. In addition, the Audit and Risk Committee has a discussion with the external and internal auditors at least once a year, without executive management present, to ensure there are no outstanding issues of concern.

During 2020, the Audit and Risk Committee reviewed the following matters:

### **Financial reporting**

- The group's annual financial statements, prior to formal submission to the Board. The committee's review focused, in particular, on the Group's forecasted cash flows for the foreseeable future, including possible variances in those forecasts, in the context of assessing the Group's going concern position. The committee's review also included accounting policies, judgemental areas, the clarity of disclosures and compliance with applicable accounting and legal standards.
- The Independent Productions annual report, prior to formal submission to the Board

### **Budgeting and financial affairs**

- The RTÉ Group's annual budget, prior to formal submission to the Board
- The expected cash flow impact of Covid-19 on the Group's financial affairs
- Regular updates on the financial performance of the Group, including pensions and the risk management of movements in foreign exchange rates
- RTÉ's banking arrangements and facilities, including treasury mandates
- Updates on the project to implement a new Enterprise Resource Planning (ERP) solution

### **Internal control and risk management**

- Quarterly risk reports and movements in the key corporate risks during the year
- Risk briefings from the Executive Sponsors of a selection of the key corporate risks
- The effectiveness of the system of internal control and reporting the results to the Board
- Brexit contingency planning
- The management and update of business continuity plans

### **Regulation and compliance**

- Corporate governance compliance, to include reviewing compliance with the *Code of Practice for the Governance of State Bodies*
- Regular updates on GDPR and legal matters
- Freedom of Information requests
- Arrangements for raising concerns confidentially (whistleblowing)

### **Internal audit**

- The Internal Audit Plan
- Internal audit reports and progress in implementing actions identified in the reports. The Head of Internal Audit presents a report at each Audit and Risk Committee meeting, summarising work completed since the previous meeting and the findings, together with the areas of focus in the forthcoming period

### **External audit**

- The external audit plan, the scope of the audit, as set out in the Engagement Letter, and the effectiveness of the audit process
- Report from the external auditor following its audit of the financial statements and discussion of matters arising

During 2020, the Audit and Risk Committee also received briefings on developments in the areas of corporate governance, risk management and accounting standards and carried out a scheduled review of its terms of reference.

The Audit and Risk Committee has put in place safeguards to ensure that the independence and objectivity of the external audit function are not compromised. These safeguards are reviewed at regular intervals. In addition, the external auditors have confirmed to the Audit and Risk Committee that they continue to operate procedures to safeguard against the possibility that their objectivity and independence could be compromised.

The level of non-audit-related services provided by the external auditors, and the associated fees, is considered annually by the Audit and Risk Committee in the context of the external auditors' independence, as part of the committee's review of the adequacy and objectivity of the external audit process. Details of the nature of non-audit services in the current/prior years and the related fees are set out in note 5 to the financial statements.

### **Programme Committee**

The Programme Committee comprises three Board members, two of whom are considered independent. The committee considers key developments and plans in respect of RTÉ content and schedules. At each of its meetings, the committee meets with the executives responsible for content/output and their senior management colleagues (including in-house and external independent programme-makers, as necessary) to review programme output and upcoming strategy and plans.

In the area of editorial risk, the Programme Committee and the Audit and Risk Committee align their respective programmes of work to ensure effective oversight and management of editorial risk. Editorial risk is considered by the Board in the context of risk generally, as explained in further detail in the internal control and risk-management section below.

### **Strategic Transformation Committee**

The newly established Strategic Transformation Committee met for the first time in 2020 and comprises three Board members, all of whom are considered independent.

The committee's role is to measure and monitor RTÉ's progress and achievement in delivering the plans set out in the 2020–2024 strategy.

The strategy is a transformation plan that brings Ireland's public service media to sustainability and addresses many of the challenges, including financial, that RTÉ faces. The plan includes a major restructuring programme aimed at delivering cost reductions and reforms over three years.

#### Remuneration and Management Development Committee

The Remuneration and Management Development Committee comprises two Board members, both of whom are considered independent. The committee's terms of reference are available on the RTÉ website. The committee's role and responsibilities include:

- Considering the appointment, targets, performance and remuneration of the Director-General and making recommendations to the Board prior to seeking Government approval thereon. Such consideration takes place in the context of relevant Government policy. (The committee's terms of reference also provide for consideration, as deemed necessary, of the role of the Director-General's deputy or any person temporarily appointed to the position of Director-General in accordance with Section 89 (8) of the *Broadcasting Act 2009*);
- Consulting with the Director-General in relation to the remuneration package of executive management, having regard to Government policy in relation to remuneration of senior management of commercial State bodies;
- Consulting with the Director-General in relation to "top talent" contractor contracts; and
- Considering the remuneration of any non-Government appointed members of Boards of RTÉ subsidiary companies.

The committee is assisted, as necessary, by a nominee from the Department of for Tourism, Culture, Arts, Gaeltacht, Sport and Media. The remuneration of Board members is determined by Government policy and, as such, is not a specific consideration of this Committee.

#### Fair Trading Committee

The Fair Trading Committee is responsible for the oversight of RTÉ's Fair Trading Policy. The committee comprises two Board members and all members of the committee are considered independent. The committee's functions are to:

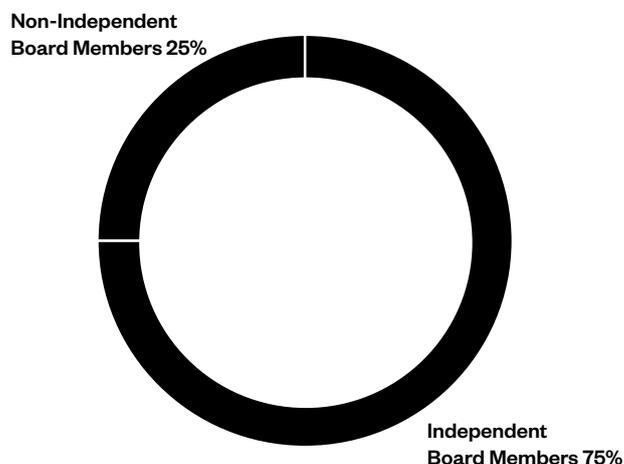
- Review reports from the Fair Trading Officer;
- Oversee and, where necessary, review internal practices and procedures including complaints procedure; and
- Commission periodic reviews of RTÉ fair trading practice.

RTÉ has a Fair Trading Policy and Procedures and a Fair Trading Complaints Procedure, both available on the RTÉ.ie website. During the year the Fair Trading Committee was responsible for oversight of the policy. In compliance with the policy, the committee has approved a report on the Fair Trading Policy and its implementation, which is on page 163.

#### Independence of Members of the Board

Each Board member brings independent judgement, challenge and rigour to the Board's deliberations. The Board has completed an evaluation of the independence of its members using the independence criteria as set out in the UK Corporate Governance Code, the Corporate Governance code which is applicable to companies listed on Euronext Dublin.

#### Board Diversity by Independence



Having regard for the integrity, strength of character and objectivity of Board members, all members are considered independent under those criteria. However, Dee Forbes and Robert Shortt are RTÉ employees and therefore cannot, for that reason alone, be considered as independent members of the Board at 31 December 2020 as per the criteria of the UK Corporate Governance Code.

As disclosed in further detail in note 26 (Related Party Transactions), business transactions took place between RTÉ and certain Board members, or their close family members, in the normal course of business, during the year ended 31 December 2020. Notwithstanding these transactions, the Board has determined that these Board members remain independent in character and judgement. In reaching that conclusion, the Board has considered the following:

In the case of one Board member, RTÉ commissioned programmes from a production company owned/controlled by a close family member of the Board member. In these cases, the Board took account of the existence of formal and transparent Commissioning Procedures and Guidelines, which are published on the RTÉ website and are applied consistently for all commissions. In addition, all decisions on individual commissions are the responsibility of executive management, assessed using clear evaluation criteria, with contracts awarded in line with normal commercial terms and conditions in all cases. Decisions on individual programme commissions are not a matter for consideration and decision by the Board. To demonstrate transparency, an independent review of specific commissioning procedures is also carried out on an annual basis and an Independent Productions annual report is submitted to the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media in accordance with Section 116 (9) of the *Broadcasting Act 2009*.

The Board also considered the matter of a Board member, or their close family members, being engaged by RTÉ under an artist contract in respect of a programme contribution. The decision to engage a programme contributor or presenter is undertaken by editorial

# Corporate Governance

## For the year ended 31 December 2020 (continued)

line management having due regard for the requirements of the programme and the skills and experience of the individual being engaged. The Board also noted that contracts are entered into on normal commercial terms and in line with RTÉ's policy for engaging personnel. There were no applicable engagements in 2020.

### Internal Control and Risk Management

The Board has overall responsibility for the Group's systems of internal control and for reviewing their effectiveness. These systems are designed to manage rather than eliminate the risk of failure to achieve business objectives and provide reasonable but not absolute assurance against material misstatement or loss.

The Board confirms that an ongoing process for identifying, evaluating and managing RTÉ's significant risks has operated throughout the year and up to the date of approval of the financial statements. This process is in accordance with the Financial Reporting Council's *Guidance on Risk Management, Internal Control and Related Financial and Business Reporting* and the *Code of Practice for the Governance of State Bodies*. The process is overseen by the Audit and Risk Committee.

The Audit and Risk Committee considers risk management to be an integral part of its agenda and is committed to successfully managing RTÉ's exposure to risk and minimising its impact on the achievement of business objectives.

### Risk Management Framework

RTÉ has established a risk-management framework which consists of structures; the assignment of risk responsibilities; procedures and systems for risk identification, assessment and reporting; and monitoring the effectiveness of mitigation actions. The risk-management framework is overseen by the Director of Strategy, reporting to the Director-General.

Throughout the year, RTÉ operated a risk-management process designed to identify the key risks facing the business and to report to the Audit and Risk Committee and the Board on how these risks are being managed. The Board focuses primarily on those risks capable

of undermining the RTÉ strategy, or risks which could adversely affect the long-term viability or reputation of RTÉ. As explained in further detail below, the risk-management process comprises two phases – a strategic risk-assessment undertaken by the Executive and a local risk assessment exercise carried out by line management in the divisions.

The members of the RTÉ Executive determine the risks impacting the successful delivery of the RTÉ strategy. Those risks designated as key risks are assigned an Executive Sponsor and Risk Owner and are subject to ongoing review and monitoring during the year. The Risk Owners track the drivers of each risk and document the controls in place to mitigate the risk. In addition, risk indicators are identified to assist in monitoring changes in the likelihood of the occurrence of a risk. This exercise is summarised in a consolidated strategic risks document. This work is overseen and reviewed by a risk function and is linked to the broader strategic planning process. The strategic risks document is presented to the Audit and Risk Committee and to the Board as part of its review of the effectiveness of the system of internal control. During the year, the Audit and Risk Committee also receives quarterly updates on the status of risks, changes in risk indicators and updates on mitigating actions.

Aligned with the strategic risk-assessment process explained above, local risk registers are maintained to consider key risks, evaluate the probability of those risks occurring and assess the likely impact should the risks materialise. The actions taken to manage each risk are recorded.

### Principal Risks and Uncertainties

As part of the risk identification process explained above, the principal areas of risk that could materially adversely affect the Group's business, financial condition or results have been identified. A summary of these risks and the mitigation actions is set out below. This is not intended to be an exhaustive analysis of all the risks that may arise in the ordinary course of business. These key risks are assessed on a continuous basis and management report significant changes in the risks identified, or the materiality of risks, to the Audit and Risk Committee.

### Description of Risk

### Mitigation Actions

#### Compliance

##### Editorial

Damage to RTÉ's reputation arising from a serious failure to comply with editorial standards and obligations to fairness, impartiality and privacy could affect audience trust levels, damage our brand or lead to legal exposure.

- RTÉ Journalism & Content Guidelines 2020
- Defined editorial management chain and editorial structures
- Training for staff
- Access to legal advice as necessary
- Statutory Complaints Process

##### Changes in Legislation/Regulation and Compliance

Any changes to regulation or to Irish or EU law which could impact on RTÉ's operations including inter alia broadcasting legislation, copyright, advertising standards, licence fee, data protection, financial codes of practice and any damage to RTÉ's reputation arising from non-compliance with the broad range of legal and regulatory requirements.

- Submissions to relevant bodies making the case for RTÉ on the effect of legislative and regulatory change
- Updated guidelines and implementation of policies
- Regular staff communication and training
- Defined corporate governance structures and operational controls
- Corporate clearance committees for commercial activity
- Defined legal management chain

## Description of Risk

## Mitigation Actions

### Finance

#### Financial Resources

Risks associated with the strategic allocation and management of financial resources, in order to optimise investment in indigenous content/new improved services and capital (the business); control and reduce operating costs and deliver ongoing value for money across all our services.

This also includes the ongoing management of cash reserves and bank funding to provide adequate financing for ongoing operational cash needs, while also investing in the business.

- Implementation of revised strategy cost reduction initiatives
- Annual budgeting process in place
- Monthly management accounts and forecasting, which includes the reporting of revenues and costs against budget
- Capital budgeting process and a dedicated Capital Committee
- Cash management and treasury function which operate within an approved treasury policy
- Multiyear medium-term financial projections in place
- Managerial and financial authority approval limits in place for all expenditure

#### Public Funding

Inadequate levels of public funding and lack of funding reform, limiting RTÉ's capacity to deliver its public-service objects as set out in legislation.

- Continued engagement with key decision makers and stakeholders on public funding reform
- Secure economic and legal advice, or commission reports / benchmarking analysis, as required
- Monitoring of the licence fee collection targets, household statistics and evasion rates
- Ongoing collaboration with An Post and DTCAGSM on licence fee collection and related matters

#### Commercial Income

Failure to respond to the changing demands from agencies and advertisers and to develop new sources of revenue.

- Audience measurement and tracking
- Monitoring of revenue performance and three-month rolling revenue forecasting: RTÉ Executive monitors fortnightly revenue reports, including market and economic commentary
- Monitoring and assessment of the current and emerging impacts of Brexit, Covid-19 and other external economic factors on RTÉ's financial position
- Timely, responsive sales and cross-media initiatives and sales messaging regarding trusted RTÉ environment, to address revenue decline
- Restructured commercial department to address changing advertiser requirements and develop new revenue sources

### Strategic

#### External Stakeholder Support

Action from any of a range of stakeholders (including political, society, industry, cultural, commercial, etc.), which could impact on RTÉ's ability to deliver on the revised strategic plan.

- Regular, proactive engagement with the BAI and the DTCAGSM and other key stakeholders, and submissions to consulting processes
- Engagement with the Future of Media Commission
- Submission of RTÉ papers to the DTCAGSM on proposed Content Fund and Prominence

#### Organisational Change

This is the risk that RTÉ will not effectively manage the radical transformation of the organisation to achieve the revised strategy & business operating model; and a proportionate cost base.

- Enabling RTÉ's revised strategy – implementing change initiatives, in the context of evolving Covid-19 impacts
- Review of and changes to the organisation structure; focusing on Place, Purpose, Content, Production Models; Organisation
- Changes made to work practices to promote improved teamwork, flexibility, mobility, and efficiency

#### Distribution

Failure to ensure RTÉ's content & services are accessible and prominent on relevant platforms, or to invest in the next trends in technology, could threaten RTÉ's connection with audiences and the achievement of audience targets.

- Ongoing monitoring and analysis of technological developments and audience behaviour in the marketplace
- Engagement with key decision makers and stakeholders, including the BAI and Government on PSM prominence
- Distribution and content rights strategy in place

# Corporate Governance

## For the year ended 31 December 2020 (continued)

Description of Risk	Mitigation Actions
<p><b>Brand &amp; Reputation</b></p> <p>Failure to manage the RTÉ brand could impact on stakeholder perceptions, affecting trust levels and potentially impacting the current and future demand for RTÉ's services.</p> <p>A materialisation of any of RTÉ's key risks could also damage RTÉ's reputation and undermine support for RTÉ's strategy.</p>	<ul style="list-style-type: none"> <li>Clearly expressed guidelines and adherence to policies</li> <li>Ensuring RTÉ and external agencies use brand safety controls</li> <li>New brand positioning and creative expression for RTÉ</li> <li>Investment in marketing initiatives to promote offering and demonstrate value</li> <li>Corporate Social Responsibility (CSR) initiatives</li> <li>Escalation process and Crisis Management planning</li> </ul>
<b>Operational</b>	
<p><b>Content</b></p> <p>Failure to identify and develop sufficiently relevant and compelling content, particularly for young and under-served audience groups – the need to take creative risks.</p>	<ul style="list-style-type: none"> <li>Audience measurement and tracking</li> <li>Responsive content initiatives</li> <li>Examine co-funding opportunities and other sources of funding which leverage RTÉ's investment and achieve a greater impact for a lower investment</li> <li>Strong independent production sector</li> </ul>
<p><b>People/Skills</b></p> <p>The risk of a deficit in the experience and skills needed across all disciplines, to deliver RTÉ's revised strategy.</p> <p>The risk includes the ability to attract, retain and develop staff members, especially for specialist roles; and a lack of diversity.</p>	<ul style="list-style-type: none"> <li>Revised strategy planning, including integral HR strategy</li> <li>Diversity action plan to encourage staff diversity and retention</li> <li>Succession planning</li> <li>Organisational learning and development strategy</li> </ul>
<p><b>Covid-19 Business Continuity Planning &amp; Disaster Recovery</b></p> <p>The risk posed by Covid-19 or a force majeure event which impacts on business continuity and output, or a failure in critical technology, other infrastructure or security, or the actions of third parties (e.g., disruption of services via cyber/viral attack, supplier action).</p>	<ul style="list-style-type: none"> <li>Refreshed business continuity and crisis management plans</li> <li>Interim Remote Working and Working Safely on site protocols</li> <li>Senior Covid-19 crisis (editorial contingency) management team in place with regular meetings</li> <li>Resilience and redundancy built into business processes: IT back-up procedures; mirrored servers; redundancy in national broadcast transmission system; etc.</li> <li>Technology plan in place</li> </ul>

### Internal Control

In addition to the risk-management process outlined above, a strong internal control framework is in place to provide effective internal control, including:

- A clearly defined organisation structure, with formally defined authority limits and reporting mechanisms to higher levels of management and to the Board;
- A statement of decisions reserved to the Board for consideration and decision;
- Codes of business conduct for Board members and employees, setting out the ethical standards expected in the conduct of business;
- Established procedures to identify, control and report on key risks impacting the business;
- Comprehensive budgeting systems, with annual financial budgets approved by the Board;
- A planning process for each division, with long-term strategic plans approved by the Board;
- Timely financial reporting systems, with actual results reported against budget and considered by the Board on a monthly basis;
- A Good Faith Reporting (Whistleblowing) Policy, which provides staff with a confidential and, if required, anonymous means to report a matter of concern; and

- Comprehensive policies and procedures relating to operational and financial controls, including commitments and capital expenditure. Large capital projects require the approval of the Board.

These controls are reviewed systematically by Internal Audit, on a risk-based approach. The Board confirms that, through the Audit and Risk Committee, it has conducted a review of the effectiveness of the system of internal control up to and including the date of approval of the financial statements.

The process adopted by the Board to undertake the review of the effectiveness of the system of internal controls included:

- Consideration of the authority, resources and coordination of those involved in the identification, assessment and management of significant risks faced by RTÉ;
- Review and consideration of the output of the risk assessment and management process;
- Monitoring of risk reports from management;
- Review of the programme of internal audit and consideration of major findings; and
- Review of the report of the external auditors, who, as part of their normal procedures, test aspects of the systems of internal control and report any significant weaknesses to the Audit and Risk Committee.

## Going Concern

The members of the Board considered the Group's cash flows, liquidity and business activities. They reviewed the Group's forecasted cash flows for the foreseeable future and assessed possible variances in those forecasts. After making those enquiries, the members of the Board are satisfied that RTÉ has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Refer to Note 1 (iv) in the financial statements for further details.

## Board Members' Fees<sup>1</sup>

RTÉ complies with Government policy on the payment of fees to chairs and directors of State bodies, as determined by the Minister for Public Expenditure and Reform and the Minister Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media.

In November 2019, in the context of cost reduction initiatives identified as part of the revised RTÉ strategy 2020–2024, the members of the Board announced their intention to waive their fees, effective 1 January 2020. As a result, no fees accrued to members in 2020.

	2020 €'000	2019 €'000
<b>Board members at 31 December 2020</b>		
Moya Doherty	-	19
Dee Forbes	-	-
Ian Kehoe	-	16
Deborah Kelleher <sup>4</sup>	-	-
Dr P.J. Mathews <sup>4</sup>	-	-
Connor Murphy	-	-
Anne O'Leary	-	16
Robert Shortt <sup>2</sup>	-	16

## Payments to former Board members<sup>3</sup>

Eoin McVey	-	16
Shane Naughton	-	16
Fionnuala Sheehan	-	16
Margaret E. Ward	-	16
Frank Hannigan	-	8
	-	139

1. All members of the Board are non-executive, with the exception of the Director-General, Dee Forbes, serving in an ex officio capacity, and Robert Shortt, appointed following a staff election
2. In addition to Board fees, Robert Shortt was paid as an employee of RTÉ
3. Frank Hannigan resigned as a member of the Board on 18 June 2019, in advance of the scheduled end of his term of office (in November 2019). The term of office of four Board members, listed in the table above, ended on 15 February 2020.
4. In accordance with the "one person one salary" principle, public servants who sit on state boards are not entitled to additional board fees

## Expenses of Board members<sup>1</sup>

In compliance with the *Code of Practice for the Governance of State Bodies*, the following disclosure is required of the expenses paid to Board members:

	2020 €'000	2019 €'000
Travel – mileage	2	9
Subsistence allowances	2	17
	4	26

1. The expenses of Board members above relate to their Board services only and do not include expenses of members in their capacity as RTÉ employees.

## Remuneration of Director-General

The remuneration of the Director-General conforms to Government policy for determining the remuneration of chief executive officers of commercial State bodies, issued by the Department of Public Expenditure and Reform, and is approved by the Minister Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media. In compliance with the disclosure requirement in the *Code of Practice for the Governance of State Bodies* and in Section 305 of the *Companies Act 2014*, the remuneration of the Director-General comprises:

	2020 €'000	2019 €'000
<b>Emoluments:</b>		
– Basic salary	225	250
– Car allowance	25	25
Total Emoluments	250	275
Retirement Benefit Contributions <sup>1</sup>	56	63
	306	338

1. The amount paid by RTÉ to a defined contribution pension scheme.

Expenses amounting to €1,562 (2019: €4,871) were incurred by Dee Forbes in the conduct of the duties of the post of Director-General.

Prior to the onset of the global pandemic the members of the Executive had agreed to a salary reduction of 10%. No performance-related pay was awarded or paid in respect of 2020 or 2019.

# Board Members' Report

## For the year ended 31 December 2020

The members of the Board of RTÉ present their annual report together with the audited Group financial statements for the year ended 31 December 2020.

### Principal Activities

RTÉ is Ireland's public-service broadcaster, offering free-to-air television and radio services to its audience. RTÉ also publishes the *RTÉ Guide*, operates a teletext service and provides an extensive range of free web-based online services. Through its wholly owned subsidiary, RTÉ Transmission Network DAC (trading as 2rn), RTÉ provides analogue and digital network transmission and tower facilities to broadcasters and other users. In addition, RTÉ operates the RTÉ National Symphony Orchestra and the RTÉ Concert Orchestra, together with other performing groups.

### Business Review

Detailed reviews of the performance during 2020 and future developments are set out in the Operational Review on pages 30 to 76 and in the Financial Review on pages 20 to 28. These reviews encompass the principal risks and uncertainties faced by the Group and an analysis of its key performance indicators, financial and non-financial. RTÉ's performance in meeting its annual commitments to its viewers and listeners, as set out in its Annual Statement of Performance Commitments 2020, are reviewed on pages 158 to 162.

### Results for the Year

The results of the Group for the year are set out in the Income Statement on page 96 and in the related notes.

### Members of the Board

The names of the persons who served as members of the Board as at 31 December 2020 are set out on pages 78 to 80.

### Corporate Governance

RTÉ's corporate governance arrangements are set out in the annual report as follows:

- Corporate governance pages 84 to 91
- Board members' profiles pages 78 to 80
- Statement of Board members' responsibilities page 93

### Directors' Compliance

The *Companies Act 2014*, which applies to RTÉ subsidiary companies, introduces a requirement for directors to secure a company's compliance with its relevant obligations (as defined in Section 225(1) of the Act), if the company meets specific size criteria specified in the Act.

RTÉ has implemented actions to ensure that, where applicable, its subsidiaries comply with the *Companies Act 2014* requirements for directors' compliance statements.

### Accounting Records

The RTÉ Board members are responsible for ensuring that adequate accounting records are maintained. The measures taken in this regard include the use of appropriate systems and procedures, the employment of professionally qualified accounting personnel with appropriate expertise and the provision of adequate resources to the financial function. The Group's accounting records are kept at Donnybrook, Dublin 4.

### Payment of Accounts

The members of the Board acknowledge their responsibility for ensuring compliance in all material respects with the provisions of the *European Communities (Late Payment in Commercial Transactions) Regulations 2012* as amended by the *European Communities (Late Payment in Commercial Transactions) (Amendment) Regulations 2016* ("the Regulations"). Procedures have been implemented to identify the dates upon which invoices fall due for payment and to ensure that payments are made by such dates. Such procedures provide reasonable assurance against material non-compliance with the Regulations. The payment policy during the year under review was to comply with the requirements of the Regulations.

### Group Companies

Information relating to subsidiary and associated undertakings is included in note 20 to the financial statements.

### Financial Instruments

The Group has exposure to financial risks relating to credit, liquidity, foreign exchange, interest rate and operational risk. The Group has detailed procedures for monitoring and managing these risks which are set out in note 23 to the financial statements.

### Auditor

The auditors, Deloitte Ireland LLP, Chartered Accountants and Statutory Audit Firm, will continue in office in accordance with Section 383 (2) of the *Companies Act 2014*.

### Political Donations

With reference to the *Electoral Act 1997*, RTÉ does not make any political donations.

### Relevant Audit Information

The Board members believe that they have taken all steps necessary to make themselves aware of any relevant audit information and have established that the Group's statutory auditors are aware of that information. In so far as they are aware, there is no relevant audit information of which the Group's statutory auditors are unaware.

On behalf of the Board

**Moya Doherty**  
Chair

**Anne O'Leary**  
Board Member and  
Chair of the Audit and  
Risk Committee

**Dee Forbes**  
Director-General

29 April 2021

# Statement of Board Members' Responsibilities

## For the year ended 31 December 2020

The members of the Board of RTÉ (the "RTÉ Board") are responsible for preparing the Annual Report and the Group and RTÉ financial statements in accordance with applicable law and regulations.

The *Broadcasting Act 2009* ("broadcasting legislation") requires the RTÉ Board to prepare Group and RTÉ financial statements for each financial year. Under that legislation, the RTÉ Board has elected to prepare the Group and RTÉ financial statements in accordance with International Financial Reporting Standards (IFRS) as adopted by the EU and as applied in accordance with the provisions of the broadcasting legislation and the relevant provisions of the *Companies Act 2014*.

The RTÉ Board does not approve the Group and RTÉ financial statements unless it is satisfied that they give a true and fair view of the assets, liabilities and financial position of the Group and RTÉ and of the Group's profit or loss for that year. In preparing each of the Group and RTÉ financial statements, the RTÉ Board:

- Selects suitable accounting policies and then applies them consistently;
- Makes judgements and estimates that are reasonable and prudent;
- States whether the financial statements have been prepared in accordance with IFRS as adopted by the EU and as applied in accordance with the provisions of the broadcasting legislation; and
- Prepares the financial statements on the going concern basis unless it is inappropriate to presume that the Group and RTÉ will continue in business.

The RTÉ Board is responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the assets, liabilities, financial position and profit or loss of the Group and RTÉ and which enable them to ensure that the financial statements of the Group and RTÉ are prepared in accordance with applicable IFRS, as adopted by the EU, and comply with the provisions of the broadcasting legislation and the relevant provisions of the *Companies Act 2014*. The RTÉ Board have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the Group and RTÉ and to prevent and detect fraud and other irregularities. The RTÉ Board is also responsible for preparing a Board Members' Report that complies with the relevant provisions of the *Companies Act 2014*.

The RTÉ Board members are responsible for ensuring that the corporate governance statement on pages 84 to 91 reflects the Group's compliance with the *Code of Practice for the Governance of State Bodies*.

The RTÉ Board members are responsible for the maintenance and integrity of the corporate and financial information included on the Group's website. Legislation in the Republic of Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

On behalf of the Board

**Moya Doherty**  
Chair

**Anne O'Leary**  
Board Member and  
Chair of the Audit and  
Risk Committee

**Dee Forbes**  
Director-General

29 April 2021

# Independent Auditor's Report to the Members of the Board of RTÉ

## Report on the audit of the financial statements

### Opinion on the financial statements of RTÉ

In our opinion the RTÉ Group (the Group) and the RTÉ Entity (the Entity) financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Group and the Entity as at 31 December 2020 and of the profit of the Group for the financial year then ended; and
- have been properly prepared in accordance with the relevant financial reporting framework and, in particular, with the requirements of the *Broadcasting Act 2009*.

The financial statements we have audited comprise:

The Group financial statements:

- the Group Income Statement;
- the Group Statement of Comprehensive Income;
- the Group Statement of Financial Position;
- the Group Statement of Changes in Equity;
- the Group Cash Flow Statement; and
- the related notes 1 to 28, including a summary of significant accounting policies as set out in note 1.

The Entity financial statements:

- the Statement of Financial Position;
- the Statement of Changes in Equity;
- the Cash Flow Statement;
- the related notes 1 to 28, including a summary of significant accounting policies as set out in note 1.

The relevant financial reporting framework that has been applied in the preparation of the Group and Entity financial statements is the *Broadcasting Act 2009* and International Financial Reporting Standards (IFRS) as adopted by the European Union (IFRSs as adopted by the EU) ("the relevant financial reporting framework").

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below in the "Auditor's responsibilities for the audit of the financial statements" section of our report.

We are independent of the Group and the Entity in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group and Entity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

### Other information

The other information comprises the information included in the Annual Report and Group Financial Statements, other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the Annual Report and Group Financial Statements. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### Responsibilities of directors

As explained more fully in the Statement of Board Members' Responsibilities, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view and otherwise comply with the *Broadcasting Act 2009*, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the Group and the Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Group and the Entity or to cease operations, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group and the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group and the Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of the auditor's report. However, future events or conditions may cause the Entity or where relevant, the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the business activities within the Group to express an opinion on the consolidated financial statements. The group auditor is responsible for the direction, supervision and performance of the group audit. The group auditor remains solely responsible for the audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that the auditor identifies during the audit.

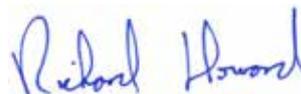
### **Report on Other Legal and Regulatory Requirements**

#### **Matters on which we are required to report by exception**

Under the *Code of Practice for the Governance of State Bodies* (August 2016) (the "Code of Practice"), we are required to report to you if the statement regarding the system of internal control required under the Code of Practice as included in the Corporate Governance Statement does not reflect the Group's compliance with paragraph 1.9(iv) of the Code of Practice or if it is not consistent with the information of which we are aware from our audit work on the financial statements. We have nothing to report in this respect.

#### **Use of our report**

This report is made solely to the Members of the Board of RTÉ in accordance with the *Broadcasting Act 2009*. Our audit work has been undertaken so that we might state to the Members of the Board of RTÉ those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Members of the Board of RTÉ, for our audit work, for this report, or for the opinions we have formed.



#### **Richard Howard**

For and on behalf of Deloitte Ireland LLP  
Chartered Accountants and Statutory Audit Firm  
Deloitte & Touche House, Earlsfort Terrace, Dublin 2

29 April 2021

# Group Income Statement

## for the year ended 31 December 2020

	Notes	2020 €'000	2019 €'000
<b>Continuing Operations</b>			
Revenue	2	<b>331,142</b>	342,085
Operating costs (before depreciation, amortisation, gain on disposal of assets and exceptional items)	3	<b>(307,691)</b>	(337,773)
<hr/>			
<b>EBITDA<sup>1</sup> before gain on disposal of assets and exceptional items</b>		<b>23,451</b>	4,312
Net depreciation and amortisation	5	<b>(13,543)</b>	(13,803)
(Loss) / Gain on disposal of assets	5	<b>(8)</b>	288
Exceptional items <sup>2</sup>	6	-	256
<hr/>			
<b>Gain / (Loss) from Operating Activities</b>		<b>9,900</b>	(8,947)
Finance income	4	<b>1,603</b>	1,283
Finance expense	4	<b>(1,702)</b>	(1,226)
<hr/>			
<b>Surplus / (Deficit) before Income Tax</b>	5	<b>9,801</b>	(8,890)
Income tax (expense) / credit	8	<b>(1,863)</b>	1,689
<hr/>			
<b>Surplus / (Deficit) for the Year</b>		<b>7,938</b>	(7,201)

1 EBITDA: Earnings (operating profit) before interest, tax, depreciation and amortisation

2 Exceptional items: Sales-enabling project costs relating to the disposal of land, restructuring and other charges

# Group Statement of Comprehensive Income

## for the year ended 31 December 2020

	Notes	2020 €'000	2019 €'000
Surplus / (Deficit) for the Year		<b>7,938</b>	(7,201)
<b>Other Comprehensive Income</b>			
<b>Items that will never be reclassified to profit or loss</b>			
Re-measurement gain of the defined benefit pension scheme	21	<b>39,077</b>	60,296
Re-measurement gain of the "50/50" risk-sharing pension scheme	21	<b>872</b>	397
Related deferred tax on pension assets	22	<b>(5,051)</b>	(7,606)
		<b>34,898</b>	53,087
<b>Items that are or may be reclassified to profit or loss</b>			
Cash flow hedge – reclassified to Income Statement	4	-	104
Fair value gain on cash flow hedge	19	-	104
Deferred tax on cash flow hedge	22	-	(13)
Deferred tax on losses	22	-	13,801
		-	13,892
<b>Total other comprehensive surplus for the year</b>		<b>34,898</b>	66,979
<b>Total comprehensive surplus for the year</b>		<b>42,836</b>	59,778

# Group Statement of Financial Position

## at 31 December 2020

	Notes	2020 €'000	2019 €'000
<b>ASSETS</b>			
<b>Non-Current Assets</b>			
Property, plant and equipment	9	<b>60,982</b>	71,028
Intangible assets	10	<b>4,772</b>	6,311
Financial assets	20	<b>582</b>	346
Pension asset	21	<b>150,816</b>	110,404
<b>Total Non-Current Assets</b>		<b>217,152</b>	188,089
<b>Current Assets</b>			
Inventories	11	<b>26,669</b>	27,689
Receivables and prepayments	12	<b>70,924</b>	62,839
Liquid investments	13	<b>10,000</b>	29,000
Cash and cash equivalents	14	<b>77,165</b>	40,149
Derivative financial instruments	23	<b>3</b>	326
<b>Total Current Assets</b>		<b>184,761</b>	160,003
<b>Total Assets</b>		<b>401,913</b>	348,092
<b>EQUITY</b>			
Retained earnings		<b>198,144</b>	155,308
<b>LIABILITIES</b>			
<b>Non-Current Liabilities</b>			
Interest-bearing loans and borrowings	15	<b>65,000</b>	60,000
Employee benefits	18	<b>8,852</b>	11,557
Trade and other payables	16	<b>4,560</b>	2,533
Deferred tax liabilities	22	<b>7,114</b>	2,230
Capital grants	25	<b>4,408</b>	4,518
Lease liability	27	<b>1,972</b>	2,688
Derivative financial instruments	23	<b>79</b>	10
<b>Total Non-Current Liabilities</b>		<b>91,985</b>	83,536
<b>Current Liabilities</b>			
Trade and other payables	16	<b>77,038</b>	85,230
Taxation and social welfare	17	<b>13,062</b>	9,541
Capital grants	25	<b>403</b>	3,386
Lease liability	27	<b>467</b>	436
Employee benefits	18	<b>20,473</b>	10,655
Derivative financial instruments	23	<b>341</b>	-
<b>Total Current Liabilities</b>		<b>111,784</b>	109,248
<b>Total Liabilities</b>		<b>203,769</b>	192,784
<b>Total Equity and Liabilities</b>		<b>401,913</b>	348,092

On behalf of the Board

**Moya Doherty**  
Chair

**Anne O'Leary**  
Board Member and Chair of  
the Audit and Risk Committee

**Dee Forbes**  
Director-General

29 April 2021

## Group Statement of Changes in Equity at 31 December 2020

	Retained earnings €'000	Cash flow hedge reserve €'000 (Note 19)	Total equity €'000
<b>Balance at 1 January 2020</b>	<b>155,308</b>	-	<b>155,308</b>
Surplus for the year	7,938	-	7,938
Other comprehensive surplus	34,898	-	34,898
<b>Total comprehensive surplus</b>	<b>42,836</b>	-	<b>42,836</b>
<b>Balance at 31 December 2020</b>	<b>198,144</b>	-	<b>198,144</b>
Balance at 1 January 2019	95,621	(91)	95,530
Deficit for the year	(7,201)	-	(7,201)
Other comprehensive surplus	66,888	91	66,979
Total comprehensive surplus	59,687	91	59,778
Balance at 31 December 2019	155,308	-	155,308

## RTÉ Statement of Changes in Equity at 31 December 2020

	2020 €'000	2019 €'000
<b>Retained earnings</b>		
Balance at 1 January	<b>47,127</b>	(5,861)
Surplus / (Deficit) for the year	<b>1,766</b>	(13,900)
Other comprehensive surplus	<b>34,898</b>	66,888
Total comprehensive surplus	<b>36,664</b>	52,988
Balance at 31 December	<b>83,791</b>	47,127

# Group Cash Flow Statement

## for the year ended 31 December 2020

	Notes	2020 €'000	2019 €'000
<b>Cash Flows from Operating Activities</b>			
Surplus/(deficit) for the year		<b>7,938</b>	(7,201)
Adjustments for:			
Depreciation of property, plant and equipment	5	<b>12,265</b>	12,670
Amortisation of intangible assets	5	<b>1,278</b>	1,133
Impairment of intangible assets	10	<b>1,870</b>	-
Gain on disposal of property, plant and equipment		<b>8</b>	(288)
Exceptional items		-	(256)
Difference between pension credit and cash contributions		<b>903</b>	839
Net finance expense		<b>336</b>	232
Income tax expense/(credit)	8	<b>1,863</b>	(1,689)
		<b>26,461</b>	5,440
Change in inventories and related inventory payables		<b>1,062</b>	363
Change in receivables and prepayments		<b>(8,431)</b>	(3,436)
Change in trade and other payables		<b>(5,248)</b>	7,215
Change in taxation and social welfare		<b>1,491</b>	1,786
Change in employee benefits and restructuring and other costs		<b>7,225</b>	(3,343)
<b>Net Cash generated from Operating Activities</b>		<b>22,560</b>	8,025
<b>Cash Flows from Investing Activities</b>			
Proceeds from sale of property, plant and equipment		<b>20</b>	305
Capital grant		<b>170</b>	(41)
Acquisition of property, plant and equipment		<b>(6,434)</b>	(11,256)
Acquisition of intangible assets		<b>(1,744)</b>	(3,031)
<b>Net Cash absorbed by Investing Activities</b>		<b>(7,988)</b>	(14,023)
<b>Cash Flows from Financing Activities</b>			
Proceeds from borrowings	15	<b>5,000</b>	10,000
Interest paid		<b>(830)</b>	(1,046)
Cash payments for the principal portion of the lease liability		<b>(675)</b>	(708)
Cash payments for the interest portion of the lease liability		<b>(51)</b>	(60)
Decrease/(increase) in liquid investments	13	<b>19,000</b>	(29,000)
<b>Net Cash generated/(absorbed) by Financial Activities</b>		<b>22,444</b>	(20,814)
Net increase/(decrease) in cash and cash equivalents		<b>37,016</b>	(26,812)
Cash and cash equivalents at 1 January		<b>40,149</b>	66,961
<b>Cash and Cash Equivalents at 31 December</b>	14	<b>77,165</b>	40,149

On behalf of the Board

**Moya Doherty**  
Chair

**Anne O'Leary**  
Board Member and Chair of  
the Audit and Risk Committee

**Dee Forbes**  
Director-General

29 April 2021

# RTÉ Statement of Financial Position at 31 December 2020

	Notes	2020 €'000	2019 €'000
<b>ASSETS</b>			
<b>Non-Current Assets</b>			
Property, plant and equipment	9	16,049	20,311
Intangible assets	10	4,772	6,298
Investments in subsidiaries	20	65,827	65,827
Pension asset	21	150,816	110,404
Deferred tax asset	22	-	1,090
<b>Total Non-Current Assets</b>		<b>237,464</b>	203,930
<b>Current Assets</b>			
Inventories	11	26,589	27,580
Receivables and prepayments	12	62,372	53,767
Liquid investments	13	10,000	29,000
Cash and cash equivalents	14	64,487	33,194
Derivative financial instruments	23	3	326
<b>Total Current Assets</b>		<b>163,451</b>	143,867
<b>Total Assets</b>		<b>400,915</b>	347,797
<b>EQUITY</b>			
Retained earnings		83,791	47,127
<b>LIABILITIES</b>			
<b>Non-Current Liabilities</b>			
Employee benefits	18	8,679	11,413
Interest-bearing loans and borrowings	15	10,000	5,000
Trade and other payables	16	4,560	2,533
Deferred tax liability	22	4,006	-
Lease liability	27	657	1,146
Derivative financial instruments	23	79	10
<b>Total Non-Current Liabilities</b>		<b>27,981</b>	20,102
<b>Current Liabilities</b>			
Trade and other payables	16	257,695	261,200
Lease liability	27	241	214
Taxation and social welfare	17	10,462	8,541
Employee benefits	18	20,404	10,613
Derivative financial instruments		341	-
<b>Total Current Liabilities</b>		<b>289,143</b>	280,568
<b>Total Liabilities</b>		<b>317,124</b>	300,670
<b>Total Equity and Liabilities</b>		<b>400,915</b>	347,797

On behalf of the Board

**Moya Doherty**  
Chair

**Anne O'Leary**  
Board Member and Chair of  
the Audit and Risk Committee

**Dee Forbes**  
Director-General

29 April 2021

# RTÉ Cash Flow Statement

## for the year ended 31 December 2020

	Notes	2020 €'000	2019 €'000
<b>Cash Flows from Operating Activities</b>			
Surplus / (Deficit) for the year after tax		<b>1,766</b>	(13,900)
Adjustments for:			
Depreciation of property, plant and equipment	9	<b>7,150</b>	6,340
Amortisation of intangible assets	10	<b>1,264</b>	1,119
Impairment of intangible assets	10	<b>1,870</b>	-
Gain on disposal of property, plant and equipment		<b>(6)</b>	(304)
Exceptional items		-	(256)
Difference between pension credit and cash contributions		<b>903</b>	839
Net finance income		<b>(355)</b>	(452)
Income tax expense/(credit)		<b>277</b>	(1,536)
		<b>12,869</b>	(8,150)
Change in inventories and related inventory payables		<b>1,034</b>	326
Change in receivables and prepayments		<b>(8,713)</b>	(3,119)
Change in provisions and trade and other payables		<b>(467)</b>	24,991
Change in taxation and social welfare		<b>1,688</b>	1,753
Change in employee benefits and restructuring and other costs		<b>7,169</b>	(3,235)
<b>Net Cash generated from Operating Activities</b>		<b>13,580</b>	12,566
<b>Cash Flows from Investing Activities</b>			
Proceeds from sale of property, plant and equipment		<b>6</b>	304
Acquisition of property, plant and equipment		<b>(3,902)</b>	(7,313)
Acquisition of intangible assets		<b>(1,744)</b>	(3,031)
<b>Net Cash absorbed by Investing Activities</b>		<b>(5,640)</b>	(10,040)
<b>Cash Flows from Financing Activities</b>			
Proceeds of borrowings	15	<b>5,000</b>	-
Interest paid		<b>(172)</b>	(231)
Cash payments for the principal portion of the lease liability		<b>(456)</b>	(457)
Cash payments for the interest portion of the lease liability		<b>(19)</b>	(25)
Decrease/(increase) in liquid investments	13	<b>19,000</b>	(29,000)
<b>Net Cash generated/(absorbed) by Financial Activities</b>		<b>23,353</b>	(29,713)
Net increase/(decrease) in cash and cash equivalents		<b>31,293</b>	(27,187)
Cash and cash equivalents at 1 January		<b>33,194</b>	60,381
<b>Cash and Cash Equivalents at 31 December</b>	14	<b>64,487</b>	33,194

On behalf of the Board

**Moya Doherty**  
Chair

**Anne O'Leary**  
Board Member and Chair of  
the Audit and Risk Committee

**Dee Forbes**  
Director-General

29 April 2021

# Notes forming part of the Group Financial Statements

## 1. Summary of Significant Accounting Policies

### (a) Basis of accounting

Below we set out our key accounting policies. A full list of accounting policies can be found in the appendix to the Group Financial Statements on pages 151 to 157. The accounting policies have been applied consistently in dealing with items which are considered material in relation to the Group and RTÉ financial statements except for the new standards and amendments to standards outlined in the appendix to the Group Financial Statements.

### (i) Reporting entity

RTÉ is a statutory corporation established under the *Broadcasting Authority Act, 1960* and is domiciled in Ireland. The consolidated financial statements of RTÉ as at and for the year ended 31 December 2020 comprise the statutory corporation and all entities controlled by it (together referred to as the 'Group').

### (ii) Statement of compliance

The RTÉ and Group financial statements have been prepared in accordance with International Financial Reporting Standards (IFRSs) as adopted by the European Union (EU) that are effective for the year ended 31 December 2020 and are applied in accordance with the provisions of broadcasting legislation. The Group has also elected to present both its consolidated and RTÉ parent entity financial statements in accordance with the provisions of the *Companies Act 2014* in so far as it provides additional information. Accordingly, RTÉ's parent statement of financial position, statement of cash flows and statement of changes in equity have also been presented with the consolidated financial statements as would ordinarily be required by the *Companies Act 2014*. RTÉ's Group Income Statement has been adapted as permitted by *Companies Act 2014*, Schedule 3 Part II, Section A4(5).

### (iii) Basis of preparation

The RTÉ and Group financial statements have been prepared on the historical cost basis as modified by the measurement at fair value of derivative financial instruments and retirement benefit obligations.

The Group financial statements are prepared in euro, rounded to the nearest thousand (€000), which is the functional currency of all subsidiaries in the Group.

The preparation of financial statements in conformity with IFRSs requires management to make judgements, estimates and assumptions that affect the application of accounting policies and reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates. Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimates are revised and in any future periods affected. The key areas involving significant judgement or complexity, or areas where assumptions and estimates are significant to the Group's financial statements, relate primarily to the valuation of the defined benefit pension scheme and financial instruments and are documented in the relevant accounting policies and in the related notes.

### (iv) Going Concern

In assessing the going concern position of the Group for the Consolidated Financial Statements for the year ended 31 December 2020, the Board members have considered the Group's cash flows, liquidity and business activities. At 31 December 2020, the Group had cash and liquid investments balances of €87 million and undrawn financing facilities of €15 million available.

Based on the Group's forecasts for the foreseeable future, which include the expected cash flow impact of Covid-19, the Board members have adopted the going concern basis in preparing the Financial Statements. They have made this assessment after consideration of the Group's forecasted cash flows for the foreseeable future, including the assessment of possible variances in those forecasts. The Board members believe that combined with existing cash resources and its banking facilities, the Group will have sufficient cash resources available to meet its liabilities as they fall due.

### (v) Adoption of new and revised standards

In preparing the Group financial statements for the current year, the Group has adopted a number of new amendments to standards which have not had a material impact on disclosures to the financial statements.

### (vi) Standards in issue but not yet effective

A complete list of standards that are in issue but not effective until 2021 or beyond is included within our full accounting policies in an appendix to the Annual Report. The directors do not expect that the adoption of the new standards will have a material impact on the financial statements of the Group in future periods.

# Notes Forming Part of the Group Financial Statements (continued)

## 1. Summary of Significant Accounting Policies (continued)

### Key Accounting Policies

#### (b) Revenue recognition

Revenue, which excludes VAT and transactions between companies in the Group, comprises income arising from licence fees; advertising sales; sponsorship; the use of the Group's facilities and transmission network; circulation and events income; and content, merchandising and related income. Revenue is stated net of any settlement and volume discounts.

IFRS 15 applies to all the Group's revenue streams apart from licence fee revenue which is accounted for under IAS 20 *Accounting for Government Grants and Disclosure of Government Assistance*. The other revenue streams, as outlined below, are recognised upon transfer of the promised services or goods to the customers. The Group has adopted the five-step approach to the timing of revenue recognition based on performance obligations in customer contracts. This involves identifying the contract with customers, identifying the performance obligations, determining the transaction price, allocating the price to the performance obligations within the contract and recognising revenue when the performance obligations are satisfied.

#### (i) Licence fee revenue

The Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM) has nominated An Post to be the collection agent for the TV licence fee. Licence fee revenue is collected by An Post and paid over to the DTCAGSM, net of collection costs. In addition, licence fee revenue is payable by the Department of Employment Affairs and Social Protection (DEASP) on behalf of individuals eligible for a "free" television licence. This revenue is paid monthly by the DEASP to the DTCAGSM.

The DTCAGSM makes a non-repayable "grant-in-aid" to RTÉ from these licence fees collected, as provided in Section 123 of the *Broadcasting Act 2009* as amended by section 69 of the *Communications Regulation (Postal Services) Act 2011*. This equates to the amounts paid to it by the DEASP, together with the amounts collected by An Post net of collection costs and a 7% levy to the Broadcasting Fund as determined by the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media.

Licence fee revenue payable by the DEASP is recognised upon receipt. All other licence fee income is recognised upon notification by An Post of the number of licences sold in the period.

#### (ii) Advertising and sponsorship income

Television advertising income is recognised on delivery of a campaign. All other advertising income is recognised on transmission/publication. Advertising income is stated net of agency commissions. Sponsorship income is recognised evenly over the life of the sponsored programme, publication, etc.

#### (iii) Transmission and facilities income

Transmission and facilities income arise from the use of and access to the Group's transmission, distribution and multiplexing network and studio facilities provided to third parties. Amounts are recognised as the facilities are made available to third parties.

#### (iv) Circulation and events income

Circulation income arises from the publication and circulation of the *RTÉ Guide* and is stated gross. Revenue is recognised on the basis of the net copies sold at the end of the sales cut-off period for each issue.

Events income arises from public events organised by RTÉ Orchestras. It is recognised as the events are held and amounts fall due.

## 1. Summary of Significant Accounting Policies (continued)

### (v) Content, merchandising and related income

Content, merchandising and related income represents amounts generated from RTÉ content and services provided to third parties. Revenue is recognised as the service is provided or upon delivery of goods to the third party.

### (c) Segment reporting

Segmental analysis, prepared in accordance with *IFRS 8 Operating segments*, is set out in note 2(d). RTÉ's primary reporting segments are its divisions. Other segmental analysis as required by the *Broadcasting Act 2009* is set out in note 2(e).

In note 2(d), commercial revenues are mainly reported in the Commercial division. 2rn revenues are reported in the Network division. Archive and library sales revenues are reported in the Content division. Revenues from the provision of multiplexing services and some other minor revenues are reported under other segments. The reporting of licence fee revenue within each division is a function of the licence fee attributed to each individual channel and service.

Costs directly incurred by and for a division are reported within that division. An appropriate full-cost absorption/usage allocation basis is used to apply a fair and reasonable cost to inter-divisional and central shared services consumed by those divisions. The allocations are based upon consistently applied and objectively justifiable cost accounting principles.

Costs of production, commissioning and acquisition of television and radio programmes are incurred primarily for the purpose of providing RTÉ's free-to-air television and radio channels. These costs are charged to the Content and News & Current Affairs divisions as appropriate. In order to fairly reflect the true cost of providing RTÉ's free-to-air television and radio channels, these costs are not apportioned to the online services where further opportunities to access the content are provided. Where direct costs are incurred in the acquisition of online rights, the repurposing of content or the creation of content primarily for online, these are charged to online services. RTÉ is increasing its non-linear output with more programmes getting first transmission on digital platforms and a move towards a digital-first approach in news coverage. Reflecting this digital-first strategy, online services are allocated an appropriate proportion of the cost of common news-gathering infrastructure. Where content is both sourced for inclusion in broadcast programmes and used directly in online services, the cost of sourcing such content is allocated in line with the cost allocation principles set out above.

### (d) Programme inventories

Programme inventories are valued at the lower of cost and net realisable value.

Indigenous programme inventories are programmes produced in-house by RTÉ or programmes commissioned by RTÉ from independent producers. Costs for in-house programme stock include direct programme costs, including production facilities and programme labour costs. Costs for commissioned programme stocks are based on the contract price. Indigenous programme inventories are charged to the Income Statement in full on first transmission.

Acquired programme inventories are programmes and films purchased by RTÉ from third-party studios and broadcasters. Costs for acquired programme inventories are defined as the third-party licence contract price which RTÉ pays the studio or broadcaster. Acquired programme inventories are charged to the Income Statement based on the expected value of each transmission as follows:

Features:	75% on first transmission
	25% on second transmission
Series:	99% on first transmission
	1% on second transmission

Sports rights inventories are the rights to broadcast sporting events. Costs for sports rights inventories are defined as the contract price agreed by the Group with the relevant sports body or rights holder. Where RTÉ sublicenses sports rights to third parties, the associated income and costs are reflected on a net basis in the Income Statement. Sports rights inventories are charged to the Income Statement as the sporting events relating to the rights are broadcast.

# Notes Forming Part of the Group Financial Statements (continued)

## 2. Principal Activities and Segmental Information

### (a) Principal activities

RTÉ is a not-for-profit organisation. Its principal public-service activity is the broadcast of a comprehensive range of free-to-air television and radio channels, and online services. Further opportunities to access RTÉ's public-service content are provided via the RTÉ One+1, RTÉ2+1 and RTÉjr channels. These services serve all demographic categories in Irish society with a wide variety of output and genres, irrespective of commercial audience attraction, and with specific emphasis on indigenously produced programmes. RTÉ's other public-service activities include RTÉ Orchestras.

The cost of RTÉ's public-service activities is substantially in excess of the amount of public funding received in the form of licence fee revenue. Accordingly, RTÉ also engages in ancillary commercial activities to support its public-service activities. These include the sale of advertising and sponsorship, publication of the *RTÉ Guide* and other broadcast-related commercial activities.

As required by legislation, RTÉ provides digital terrestrial television (DTT) multiplexing services which it makes available to national broadcasters, including RTÉ's own services, in accordance with published regulated market tariffs. The management of this multiplexing service is separated within RTÉ from the management of the broadcast divisions. RTÉ Transmission Network DAC (trading as 2rn), a subsidiary of RTÉ, supplies transmission and distribution services to multiplex operators (including RTÉ) and national and quasi-national sound broadcasters, including RTÉ. 2rn also makes the transmission network available to local broadcasters and rents surplus tower/mast space to a variety of third-party non-broadcast users.

RTÉ is structured under the following divisions: Commercial, Content, News & Current Affairs, Audience, Channels and Marketing, Network; and support divisions Operations & Production Services, Technology & Transformation, Human Resources and Finance. Network division, entirely located within 2rn, managed the transmission, distribution and related activities as described above. RTÉ's Commercial division manages all commercial activities other than: those carried on by 2rn, the provision of multiplexing services (see above) and sales of archive and library services managed by the Content division. The Commercial division was established further to the publication of RTÉ's updated Fair Trading Policy and Procedures to more clearly demonstrate the separation of RTÉ's public-service and commercial activities. For each division, the Director-General and the RTÉ Executive review internal management reports on a monthly basis. A detailed list of RTÉ's activities by division and legal entity is set out in note 20 to these financial statements.

In addition to the divisions, RTÉ operates Corporate HQ and Corporate division. Corporate HQ consists of general administrative and other activities that arise at the entity level relating to the governance of RTÉ as a public-service broadcaster. The Corporate division includes activities that are carried out centrally on behalf of the divisions, the cost of which is allocated in accordance with the cost allocation principles set out in note 1(c). The cost of the Corporate HQ is not allocated to divisions and is reported in All Other Segments.

### (b) Segmental information and other analysis

Broadcast and transmission services including multiplex services are charged to the Audience, Channels and Marketing division on the basis of published tariffs. 2rn invoices RTÉ at the published regulated tariff for supply of transmission and distribution services as a multiplex operator and as a sound broadcaster. Costs incurred in support of RTÉ's television and radio channels are charged to those channels on the basis of the published regulated tariffs. Other elements of the tariff are reported as a reconciling item between the cost of reportable segments and the total cost. Other 2rn services are invoiced at appropriate market rates.

Transactions between activities in pursuit of RTÉ's public-service objects and activities to exploit commercial opportunities are effected at market rates.

The segmental information in note 2(d) presents information for the divisions above. Other segmental analysis as required by the *Broadcasting Act 2009* is set out in note 2(e).

## 2. Principal Activities and Segmental Information (continued)

Note 2(e) provides an analysis of gross/net cost of public-service activities and (deficit)/surplus by channel and service. In addition, gross costs of indigenous content by broadcasting genre are also provided. The analysis between public-service and non-public-service activities is reported in a manner that is consistent with the principles used to report revenues and costs set out above.

Audience, Channels and Marketing, Content and News & Current Affairs division costs are fully allocated to the relevant television and radio channels and online services in accordance with the cost allocation principles outlined in note 1(c). Other supporting division costs are allocated to the divisions they support using appropriate cost accounting principles.

The residual non-channel and non-service activities are aggregated together under the category "Other" and include 2rn, provision of multiplexing services, *RTÉ Guide* and non-channel activities.

### (c) Licence fee attribution

Each RTÉ service has a detailed service description which clearly defines how the channel or service contributes to the delivery of RTÉ's public-service objects.

In line with common practice among public-service media organisations (PSMs) across the EU, RTÉ attributes public funding to individual services based on the net cost of the public service. Net cost of public service is the gross cost of delivering the public service after deducting the contribution from commercial activities.

The gross public-service cost of each of RTÉ's channels and services includes all costs incurred in the production and delivery of the service. It does not include any costs incurred in the exploitation of commercial opportunities arising from the provision of the service. These costs are allocated against the commercial revenue to which they relate, to calculate the commercial contribution. Surpluses on commercial activities not directly linked to channels or services are attributed to those public-service activities which have significant revenue-generating potential (RTÉ One, RTÉ2, RTÉ Radio 1, RTÉ 2fm, online services) in proportion to the gross cost of public services.

Licence fee revenue is firstly attributed to those public-service channels and services that have a limited capacity to generate commercial revenue in their own right and therefore are, of necessity, primarily funded by licence fee revenue in order to facilitate continued delivery of the public service. The services at issue comprise RTÉ Orchestras, RTÉ Raidió na Gaeltachta, RTÉ lyric fm, statutory provision of programming to TG4, supplementary DTT and digital audio broadcast (DAB) channels ("other channels"), Corporate HQ and financing costs.

The remaining licence fee is attributed between services with significant commercial revenue potential in proportion to the net cost of the public services. These services include: RTÉ One, RTÉ2, RTÉ Radio 1, RTÉ 2fm and online services. No licence fee revenue is attributed to 2rn, the provision of multiplexing services by RTÉ or any costs incurred in the exploitation of commercial opportunities.

# Notes Forming Part of the Group Financial Statements (continued)

## 2. Principal Activities and Segmental Information (continued)

(d) Revenues, costs and surplus/(deficit) by Division (continuing operations), in line with RTÉ's organisation structure, year ended 31 December 2020

	REPORTABLE SEGMENTS					OTHER		
	Commercial Division €'000	Content Division €'000	News & Current Affairs Division €'000	ACM Division €'000	Network Division €'000	All Other Segments €'000	Consolidation Adjustments* €'000	Group Total €'000
<b>Revenue</b>								
Advertising income	97,504	-	-	-	-	-	(474)	97,030
Sponsorship income	8,888	-	-	-	-	-	-	8,888
Facilities income	2,721	-	-	-	-	23	(66)	2,678
Circulation and event income	3,644	-	-	-	-	-	-	3,644
Transmission, mast and towers income	-	-	-	-	26,492	-	(16,835)	9,657
Content, merchandising and related sales	8,428	444	-	-	-	-	-	8,872
Other commercial revenue	38	-	-	-	-	3,752	(40)	3,750
Commercial revenue	121,223	444	-	-	26,492	3,775	(17,415)	134,519
Licence fee revenue attribution	-	120,083	34,275	37,492	-	4,773	-	196,623
	<b>121,223</b>	<b>120,527</b>	<b>34,275</b>	<b>37,492</b>	<b>26,492</b>	<b>8,548</b>	<b>(17,415)</b>	<b>331,142</b>
<b>Costs by output category**</b>								
Programme and output costs - by source								
In-house productions	-	(116,105)	(54,822)	(1,079)	-	-	-	(172,006)
Commissioned programming	-	(37,056)	(38)	(475)	-	-	-	(37,569)
Indigenous programming	-	(153,161)	(54,860)	(1,554)	-	-	-	(209,575)
Acquired programmes - Ireland	-	(3,551)	-	(96)	-	-	-	(3,647)
Acquired programmes - Overseas	-	(22,846)	-	(1,457)	-	-	-	(24,303)
General broadcast, transmission & other output costs	(8,069)	(4,301)	-	(41,546)	(17,254)	(107)	620	(70,657)
2rn transmission and power charges	-	-	-	(13,698)	-	(3,101)	16,799	-
Sales costs	(8,165)	-	-	-	-	-	170	(7,995)
	<b>(16,234)</b>	<b>(183,859)</b>	<b>(54,860)</b>	<b>(58,351)</b>	<b>(17,254)</b>	<b>(3,208)</b>	<b>17,589</b>	<b>(316,177)</b>
<b>Unallocated revenues and costs</b>								
Corporate HQ	-	-	-	-	-	(5,010)	-	(5,010)
DTT related	-	-	-	-	-	(895)	352	(543)
Interest payable	-	-	-	-	(698)	(279)	8	(969)
Disposal of assets	-	-	1	-	(14)	5	-	(8)
<b>Divisional Surplus/(Deficit)</b>	<b>104,989</b>	<b>(63,332)</b>	<b>(20,584)</b>	<b>(20,859)</b>	<b>8,526</b>	<b>(839)</b>	<b>534</b>	<b>8,435</b>
Net defined benefit pension related finance income	-	-	-	-	-	1,366	-	1,366
<b>Surplus/(Deficit) before income tax</b>	<b>104,989</b>	<b>(63,332)</b>	<b>(20,584)</b>	<b>(20,859)</b>	<b>8,526</b>	<b>527</b>	<b>534</b>	<b>9,801</b>
Income tax	-	-	-	-	-	-	-	(1,863)
<b>Surplus for the year</b>								<b>7,938</b>

\* Elimination of intra-group revenue and costs at arm's length.

\*\* Costs by output category include applicable depreciation, amortisation, net finance (expense)/income and exclude operating costs of Corporate HQ.

### Additional Segmental Disclosures

Commercial revenue of:								
External customers	120,683	444	-	-	9,657	3,735	-	134,519
Revenue from other operating segments	540	-	-	-	16,835	40	(17,415)	-
	121,223	444	-	-	26,492	3,775	(17,415)	134,519

One customer of all the reporting segments represents €199 million of the Group's total revenue.

Material non-cash items included in the reportable segment costs include:

Depreciation and amortisation	558	4,072	2,077	1,465	5,693	244	(566)	13,543
Difference between pension charge and cash contributions	61	464	214	110	45	9	-	903

## 2. Principal Activities and Segmental Information (continued)

(d) Revenues, costs and surplus/(deficit) by Division (continuing operations), in line with RTÉ's organisation structure, year ended 31 December 2019

	REPORTABLE SEGMENTS					OTHER		
	Commercial Division €'000	Content Division €'000	News & Current Affairs Division €'000	ACM Division €'000	Network Division €'000	All Other Segments €'000	Consolidation Adjustments* €'000	Group Total €'000
<b>Revenue</b>								
Advertising income	101,404	-	-	-	-	-	(723)	100,681
Sponsorship income	11,738	-	-	-	-	-	-	11,738
Facilities income	2,987	-	-	-	-	22	(148)	2,861
Circulation and event income	5,701	-	-	-	-	-	-	5,701
Transmission, mast and towers income	-	-	-	-	27,283	-	(17,567)	9,716
Content, merchandising and related sales	10,722	466	-	-	-	-	-	11,188
Other commercial revenue	33	-	-	-	-	3,959	(40)	3,952
Commercial revenue	132,585	466	-	-	27,283	3,981	(18,478)	145,837
Licence fee revenue attribution	-	124,746	30,440	35,148	-	5,914	-	196,248
	<b>132,585</b>	<b>125,212</b>	<b>30,440</b>	<b>35,148</b>	<b>27,283</b>	<b>9,895</b>	<b>(18,478)</b>	<b>342,085</b>
<b>Costs by output category**</b>								
Programme and output costs - by source								
In-house productions	-	(137,560)	(53,296)	(415)	-	-	504	(190,767)
Commissioned programming	-	(43,222)	(55)	(1,100)	-	-	-	(44,377)
Indigenous programming	-	(180,782)	(53,351)	(1,515)	-	-	504	(235,144)
Acquired programmes - Ireland	-	(3,201)	-	(143)	-	-	-	(3,344)
Acquired programmes - Overseas	-	(22,214)	-	(1,158)	-	-	-	(23,372)
	-	(206,197)	(53,351)	(2,816)	-	-	504	(261,860)
General broadcast, transmission & other output costs	(8,127)	(4,525)	-	(43,010)	(19,089)	(385)	806	(74,330)
2m transmission and power charges	-	-	-	(14,119)	-	(2,944)	17,063	-
Sales costs	(9,062)	-	-	-	-	-	64	(8,998)
	<b>(17,189)</b>	<b>(210,722)</b>	<b>(53,351)</b>	<b>(59,945)</b>	<b>(19,089)</b>	<b>(3,329)</b>	<b>18,437</b>	<b>(345,188)</b>
<b>Other revenues and costs</b>								
Corporate HQ	-	-	-	-	-	(5,581)	2	(5,579)
DTT Related	-	-	-	-	-	(1,279)	571	(708)
Interest payable	-	-	-	-	(691)	(355)	8	(1,038)
Disposal of assets	-	19	-	-	(17)	286	-	288
<b>Divisional Surplus/(Deficit)</b>	<b>115,396</b>	<b>(85,491)</b>	<b>(22,911)</b>	<b>(24,797)</b>	<b>7,486</b>	<b>(363)</b>	<b>540</b>	<b>(10,140)</b>
Net defined benefit pension related finance income	-	-	-	-	-	994	-	994
Exceptional Items	-	-	-	-	-	256	-	256
<b>Surplus/(Deficit) before income tax</b>	<b>115,396</b>	<b>(85,491)</b>	<b>(22,911)</b>	<b>(24,797)</b>	<b>7,486</b>	<b>887</b>	<b>540</b>	<b>(8,890)</b>
Income tax								1,689
<b>Deficit for the year</b>								<b>(7,201)</b>

\* Elimination of intra-group revenue and costs at arm's length.

\*\* Costs by output category include applicable depreciation, amortisation, net finance (expense)/income and exclude operating costs of Corporate HQ.

### Additional Segmental Disclosures

Commercial revenue of:								
External customers	131,713	466	-	-	9,716	3,941	-	145,837
Revenue from other operating segments	872	-	-	-	17,567	40	(18,478)	-
	<b>132,585</b>	<b>466</b>	<b>-</b>	<b>-</b>	<b>27,283</b>	<b>3,981</b>	<b>(18,478)</b>	<b>145,837</b>

One customer of all the reporting segments represents €200 million of the Group's total revenue.

Material non-cash items included in the reportable segment costs include:

Depreciation and amortisation	233	4,093	1,331	1,441	6,914	363	(572)	13,803
Difference between pension charge and cash contributions	44	469	214	102	-	10	-	839

# Notes Forming Part of the Group Financial Statements

(continued)

## 2. Principal Activities and Segmental Information (continued)

(e) Analysis of revenues, costs and surplus/(deficit) by channel, service and broadcasting genre and between public-service and non-public-service activities, year ended 31 December 2020

	RTÉ One €'000	RTÉ2 €'000	RTÉ Radio1 €'000	RTÉ 2fm €'000	RTÉ Iyric fm €'000	RTÉ RnaG €'000	RTÉ Support Orchestras €'000	Corporate HQ €'000	DTT Related €'000	Online Services €'000	Other Channels €'000	Consolidation Adjustments €'000	Group Total €'000
<b>PUBLIC-SERVICE ACTIVITIES</b>													
Indigenous programme costs													
In-house productions	(73,166)	(24,406)	(26,844)	(5,001)	(3,770)	(9,766)	(5,496)	-	-	(11,065)	(793)	-	(172,006)
Commissioned programming	(25,539)	(6,959)	(1,037)	(21)	(110)	(106)	(1,908)	-	-	(542)	(1,347)	-	(37,569)
	<b>(98,704)</b>	<b>(31,365)</b>	<b>(27,881)</b>	<b>(5,022)</b>	<b>(3,880)</b>	<b>(9,871)</b>	<b>(7,404)</b>	-	-	<b>(11,607)</b>	<b>(2,140)</b>	-	<b>(209,575)</b>
<b>Programme costs - by genre</b>													
Arts	(887)	-	(1,887)	-	(141)	(44)	-	-	-	-	-	-	(2,959)
Religious	(2,420)	-	(180)	-	-	(145)	-	-	-	-	-	-	(2,745)
Other factual	(25,037)	(3,020)	(2,924)	(23)	(168)	(1,371)	(179)	-	-	(488)	-	-	(33,210)
Factual	(28,344)	(3,020)	(4,991)	(23)	(309)	(1,560)	(179)	-	-	(488)	-	-	(38,914)
Drama	(15,918)	(133)	(614)	-	-	(7)	(360)	-	-	(38)	-	-	(17,070)
Entertainment	(18,672)	(326)	(2,685)	(2,506)	(419)	(509)	(1,619)	-	-	(2,392)	-	-	(29,128)
Music	(407)	(315)	(1,412)	(1,427)	(2,685)	(1,713)	(233)	-	-	(793)	-	-	(20,686)
News, Current Affairs and Weather	(34,186)	(22)	(14,930)	(630)	(429)	(4,783)	(4,954)	-	-	(7,230)	-	-	(67,164)
Sport	(1,088)	(23,787)	(3,249)	(436)	-	(1,088)	(30)	-	-	(1,459)	-	-	(31,137)
Young People's	(89)	(3,762)	-	-	(38)	(211)	(29)	-	-	(1,347)	-	-	(5,476)
Indigenous programming	<b>(98,704)</b>	<b>(31,365)</b>	<b>(27,881)</b>	<b>(5,022)</b>	<b>(3,880)</b>	<b>(9,871)</b>	<b>(7,404)</b>	-	-	<b>(11,607)</b>	<b>(2,140)</b>	-	<b>(209,575)</b>
Acquired programmes													
- Ireland	(2,934)	(695)	-	-	-	-	-	-	-	(96)	(22)	-	(3,647)
- Overseas	(13,166)	(9,262)	-	-	-	-	-	-	-	(1,456)	(419)	-	(24,303)
General broadcast, transmission and other output costs	(12,078)	(8,340)	(5,430)	(4,175)	(661)	(521)	(15)	(5,010)	(895)	(9,235)	(1,071)	406	(50,777)
2m transmission and power charges	(2,177)	(2,114)	(1,938)	(1,056)	(1,068)	(1,056)	-	(279)	-	-	(4,289)	-	(13,698)
Net interest payable	-	-	-	-	-	-	-	-	-	-	-	-	(279)
Net defined benefit/pension related finance income	-	-	-	-	-	-	-	1,366	-	-	-	-	1,366
	<b>(129,059)</b>	<b>(51,676)</b>	<b>(35,249)</b>	<b>(10,253)</b>	<b>(5,509)</b>	<b>(11,448)</b>	<b>(7,419)</b>	<b>(3,923)</b>	<b>(895)</b>	<b>(22,394)</b>	<b>(7,941)</b>	<b>406</b>	<b>(300,913)</b>
<b>Gross Cost of Public-Service Activities</b>													
<b>Surplus on Commercial Activities</b>	<b>57,526</b>	<b>13,900</b>	<b>14,757</b>	<b>6,092</b>	<b>419</b>	-	<b>619</b>	<b>46</b>	-	<b>6,987</b>	-	<b>13,617</b>	<b>114,091</b>
<b>Distribution of Non-Channel Specific</b>													
<b>Contribution from Non-Public-Service</b>													
<b>Activities</b>	<b>7,068</b>	<b>2,830</b>	<b>1,931</b>	<b>562</b>	-	-	-	-	-	<b>1,226</b>	-	-	-
<b>Net Cost of Public-Service Activities</b>													
<b>Before Attribution of Public Funding</b>	<b>(64,465)</b>	<b>(34,946)</b>	<b>(18,561)</b>	<b>(3,599)</b>	<b>(5,090)</b>	<b>(11,448)</b>	<b>(7,419)</b>	<b>(3,877)</b>	<b>(895)</b>	<b>(14,181)</b>	<b>(7,941)</b>	<b>534</b>	<b>(186,822)</b>
<b>Public Funding</b>													
Licence fee revenue attribution	68,869	37,330	19,828	3,845	5,090	11,448	7,419	3,877	895	15,147	7,941	3,698	196,623
<b>Surplus before income tax</b>	<b>4,404</b>	<b>2,384</b>	<b>1,267</b>	<b>246</b>	-	-	-	-	-	<b>966</b>	-	-	<b>9,801</b>
Income tax	-	-	-	-	-	-	-	-	-	-	-	(1,863)	(1,863)
<b>Surplus for the year</b>	<b>4,404</b>	<b>2,384</b>	<b>1,267</b>	<b>246</b>	-	-	-	-	-	<b>966</b>	-	<b>(1,863)</b>	<b>7,938</b>

External commercial revenue includes €13 million from sales outside of the Republic of Ireland, primarily generated in the UK. Total non-current assets contain €0.5 million situated outside of the Republic of Ireland in 2020 (2019: €0.6 million).

## 2. Principal Activities and Segmental Information (continued)

(e) Analysis of revenues, costs and surplus/(deficit) by channel, service and broadcasting genre and between public-service and non-public-service activities, year ended 31 December 2019

	RTÉ One €'000	RTÉ2 €'000	RTÉ Radio 1 €'000	RTÉ 2fm €'000	RTÉ lyric fm €'000	RTÉ RnaG €'000	RTÉ Support €'000	RTÉ Orchestras €'000	Corporate HQ €'000	DTT Related €'000	Online Services €'000	Other Channels €'000	Other Adjustments €'000	Consolidation Adjustments €'000	Group Total €'000
<b>PUBLIC-SERVICE ACTIVITIES</b>															
Indigenous programme costs															
In-house productions	(76,707)	(36,055)	(27,570)	(5,190)	(4,686)	(9,998)	(5,542)	(15,403)	-	-	(9,177)	(943)	-	504	(190,767)
Commissioned programming	(29,095)	(8,423)	(1,014)	(30)	(123)	(76)	(2,056)	-	-	-	(1,302)	(2,258)	-	-	(44,377)
	(105,802)	(44,478)	(28,584)	(5,220)	(4,809)	(10,074)	(7,598)	(15,403)	-	-	(10,479)	(3,201)	-	504	(235,144)
<b>Programme costs - by genre</b>															
Arts	(889)	-	(1,797)	-	(236)	(60)	-	-	-	-	-	-	-	-	(2,982)
Religious	(2,418)	-	(153)	-	-	(145)	-	-	-	-	-	-	-	1	(2,715)
Other factual	(23,014)	(5,670)	(2,952)	-	(198)	(1,384)	(178)	-	-	-	(946)	-	-	52	(34,290)
Factual	(26,321)	(5,670)	(4,902)	-	(434)	(1,589)	(178)	-	-	-	(946)	-	-	53	(39,987)
Drama	(22,491)	(189)	(615)	-	(615)	(3)	(274)	-	-	-	(132)	-	-	-	(23,704)
Entertainment	(20,959)	(754)	(3,265)	(2,815)	(444)	(502)	(1,983)	-	-	-	(2,033)	-	-	4	(32,751)
Music	(940)	(412)	(1,481)	(1,318)	(3,210)	(1,808)	-	(15,403)	-	-	-	(943)	-	20	(25,495)
News, Current Affairs and Weather	(33,585)	(44)	(14,911)	(634)	(660)	(4,762)	(5,037)	-	-	-	(6,072)	-	-	407	(65,298)
Sport	(1,304)	(35,413)	(3,410)	(453)	-	(1,194)	(73)	-	-	-	(1,296)	-	-	19	(43,124)
Young People's	(202)	(1,996)	(3,410)	(453)	-	(61)	(53)	-	-	-	(2,258)	-	-	1	(4,785)
Indigenous programming	(105,802)	(44,478)	(28,584)	(5,220)	(4,809)	(10,074)	(7,598)	(15,403)	-	-	(10,479)	(3,201)	-	504	(235,144)
Acquired programmes															
- Ireland	(1,985)	(1,152)	-	-	-	-	-	-	-	-	(143)	(64)	-	-	(3,344)
- Overseas	(12,797)	(8,932)	-	-	-	-	-	-	-	-	(1,158)	(485)	-	-	(23,372)
General broadcast, transmission and other output costs	(12,826)	(9,385)	(5,206)	(4,211)	(597)	(549)	(16)	(354)	(5,583)	(1,279)	(8,686)	(1,114)	(3,924)	655	(53,075)
2m transmission and power charges	(2,207)	(2,229)	(1,970)	(1,101)	(1,113)	(1,101)	-	-	(355)	-	-	(4,398)	-	-	(14,119)
Net interest payable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(355)
Net defined benefit/pension related finance income	-	-	-	-	-	-	-	-	994	-	-	-	-	-	994
<b>Gross Cost of Public-Service Activities</b>	<b>(135,617)</b>	<b>(66,176)</b>	<b>(35,760)</b>	<b>(10,532)</b>	<b>(6,519)</b>	<b>(11,724)</b>	<b>(7,614)</b>	<b>(15,757)</b>	<b>(4,944)</b>	<b>(1,279)</b>	<b>(20,466)</b>	<b>(9,262)</b>	<b>(3,924)</b>	<b>1,159</b>	<b>(328,415)</b>
<b>Surplus on Commercial Activities</b>	<b>56,450</b>	<b>21,264</b>	<b>14,631</b>	<b>6,328</b>	<b>553</b>	<b>-</b>	<b>-</b>	<b>2,863</b>	<b>308</b>	<b>-</b>	<b>6,784</b>	<b>-</b>	<b>14,459</b>	<b>(619)</b>	<b>123,021</b>
<b>Distribution of Non-Channel Specific Contribution from Non-Public-Service Activities</b>	<b>7,303</b>	<b>3,563</b>	<b>1,925</b>	<b>567</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1,102</b>	<b>-</b>	<b>(14,460)</b>	<b>-</b>	<b>-</b>
<b>Net Cost of Public-Service Activities</b>	<b>(71,864)</b>	<b>(41,349)</b>	<b>(19,204)</b>	<b>(3,637)</b>	<b>(5,966)</b>	<b>(11,724)</b>	<b>(7,614)</b>	<b>(12,894)</b>	<b>(4,636)</b>	<b>(1,279)</b>	<b>(12,580)</b>	<b>(9,262)</b>	<b>(3,925)</b>	<b>540</b>	<b>(205,394)</b>
<b>Before Attribution of Public Funding</b>	<b>67,181</b>	<b>38,654</b>	<b>17,952</b>	<b>3,400</b>	<b>5,966</b>	<b>11,724</b>	<b>7,614</b>	<b>12,894</b>	<b>4,636</b>	<b>1,279</b>	<b>11,761</b>	<b>9,262</b>	<b>3,925</b>	<b>-</b>	<b>196,248</b>
Exceptional item	-	-	-	-	-	-	-	-	-	-	-	-	256	-	256
<b>(Deficit)/Surplus before income tax</b>	<b>(4,683)</b>	<b>(2,695)</b>	<b>(1,252)</b>	<b>(237)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(819)</b>	<b>-</b>	<b>256</b>	<b>540</b>	<b>(8,890)</b>
Income tax	-	-	-	-	-	-	-	-	-	-	-	-	-	1,689	1,689
<b>(Deficit)/Surplus for the year</b>	<b>(4,683)</b>	<b>(2,695)</b>	<b>(1,252)</b>	<b>(237)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(819)</b>	<b>-</b>	<b>1,945</b>	<b>540</b>	<b>(7,201)</b>

External commercial revenue includes €2.0 million from sales outside of the Republic of Ireland, primarily generated in the UK. Total non-current assets contain €0.6 million situated outside of the Republic of Ireland in 2019 (2018: €0.1 million), this increase is primarily due to the adoption of IFRS 16 Leases.

# Notes Forming Part of the Group Financial Statements (continued)

## 2. Principal Activities and Segmental Information (continued)

### (f) Analysis of network charges to all RTÉ services

	2020 €'000	2019 €'000
RTÉ One	2,177	2,433
RTÉ2	2,114	2,229
RTÉ Radio 1	1,938	2,038
RTÉ 2fm	1,056	1,113
RTÉ lyric fm	1,068	1,122
RTÉ Raidió na Gaeltachta	1,056	1,191
Other	4,289	4,485
	<b>13,698</b>	<b>14,611</b>

## 3. Operating Costs (before depreciation, amortisation and gain on disposal of assets)

	2020 €'000	2019 €'000
Employee costs (note 7)	149,795	145,467
Other personnel-related costs (including contractors)	22,954	30,317
Personnel-Related Operating Costs	<b>172,749</b>	<b>175,784</b>
Direct commissioned programme costs	34,319	40,727
Direct acquired programme costs	27,723	27,427
Sports and other copyrights	12,768	21,391
Outside broadcast contracts	3,755	5,945
Communication circuits	2,318	3,162
RTÉ Guide printing and related costs	992	1,199
Network electricity	1,945	2,346
Music licences	7,368	8,131
Insurance policies	1,692	1,722
Staff travel and subsistence	1,745	2,874
Other third-party costs	40,317	47,065
Non-Personnel-Related Operating Costs before depreciation and amortisation	<b>134,942</b>	<b>161,989</b>
<b>Total Operating Costs (before depreciation and amortisation and exceptional items)</b>	<b>307,691</b>	<b>337,773</b>

#### 4. Finance (Income)/Expense

	2020 €'000	2019 €'000
Investment in Joint Venture	(237)	(289)
Finance Income	(237)	(289)
Interest income on scheme assets (note 21)	(13,205)	(18,978)
Interest cost on scheme liabilities (note 21)	11,839	17,984
Net defined benefit pension related finance income	(1,366)	(994)
<b>Finance income recognised in Income Statement</b>	<b>(1,603)</b>	<b>(1,283)</b>
Interest and finance costs on borrowings	819	800
Interest cost on bank deposits	29	-
Finance charge – leasing	50	60
Cash flow hedge – reclassified from Other Comprehensive Income	-	104
Unwind of discount on restructuring costs	71	74
Fair value losses on derivative financial instruments not designated as cash flow hedges	733	188
<b>Finance expense recognised in Income Statement</b>	<b>1,702</b>	<b>1,226</b>

#### 5. Surplus/(Deficit) before Income Tax

(a) The surplus/(deficit) before income tax includes the following amounts:

	2020 €'000	2019 €'000
Licence Fee Income		
- Grant in aid from the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media	196,623	196,248
Net depreciation and amortisation		
- Depreciation of property, plant and equipment	12,230	11,971
- Depreciation of right of use assets	333	764
- Amortisation of grant-aided assets and property provision	(298)	(65)
- Amortisation of intangible assets	1,278	1,133
	<b>13,543</b>	<b>13,803</b>
Operating costs		
- Gain on foreign exchange	(216)	(1,028)
- Other grant income received (note 25)	(1,893)	(815)
- Loss/(gain) on disposal of property, plant and equipment and intangible assets	8	(288)

# Notes Forming Part of the Group Financial Statements (continued)

## 5. Deficit Before Income Tax (continued)

### (b) Auditors' remuneration:

	2020 €'000	2019 €'000
<b>Group</b>		
Audit of the financial statements (including expenses)	<b>120</b>	120
Other assurance services	<b>70</b>	70
	<b>190</b>	190

	2020 €'000	2019 €'000
<b>RTÉ</b>		
Audit of the financial statements (including expenses)	<b>95</b>	95
Other assurance services	<b>40</b>	40
	<b>135</b>	135

### (c) Directors' remuneration:

	2020 €'000	2019 €'000
Fees <sup>1</sup>	-	139
Other remuneration including retirement benefit contributions	<b>306</b>	338
	<b>306</b>	477

<sup>1</sup> In addition to Board fees, Robert Shortt was paid as an employee of RTÉ.

The amounts shown above as directors' remuneration include only the amounts paid to the Board members in the execution of their duties as members of the Board and the salary of the Director-General. They do not include the salary of the employee Board member.

In November 2019, the Board announced their intention to waive their fees effective 1 January 2020. As a result no fees accrued to members in 2020. Further details on Board fees can be found in the Corporate Governance section.

## 6. Exceptional Items

Exceptional items are those items which, in the judgement of the Board, need to be disclosed separately by virtue of their scale and nature. These exceptional items, detailed below, could distort the understanding of the underlying performance for the year and comparability between periods and are therefore presented separately.

	2020 €'000	2019 €'000
Sales-enabling project credits	-	(256)
	-	(256)

There are no exceptional items in 2020. At 31 December 2019, a credit of €256,000 was recorded in the Income Statement relating to the sales-enabling projects, which arose as a result of the sale of land in Donnybrook in 2017.

## 7. Employee Information

Group staff costs during the year amounted to:

	2020 €'000	2019 €'000
Wages and salaries	<b>122,753</b>	120,424
Social welfare costs	<b>12,586</b>	11,264
Pension costs and life assurance	<b>14,456</b>	13,779
	<b>149,795</b>	145,467

# Notes Forming Part of the Group Financial Statements (continued)

## 7. Employee Information (continued)

The total number of full-time, part-time and casual employees of the Group at 31 December, and their full-time equivalent (FTE) were:

	No. of employees		FTEs	
	2020	2019	2020	2019
RTÉ Group	<b>1,866</b>	1,831	<b>1,758</b>	1,714

The average annual number of full-time, part-time and casual employees during the year was:

	2020	2019
Average full-time employees	<b>1,616</b>	1,588
Average part-time employees	<b>167</b>	138
Average casual employees	<b>96</b>	158
RTÉ Group	<b>1,879</b>	1,884

## 8. Income Tax

	2020	2019
	€'000	€'000
<b>Current Tax Credit</b>		
Current year	<b>1,798</b>	-
Under/(over) provision from prior year	<b>232</b>	(1,592)
	<b>2,030</b>	(1,592)
<b>Deferred Tax Credit</b>		
Origination and reversal of temporary differences (note 22)	<b>(167)</b>	(97)
<b>Total Income Tax Expense/(Credit)</b>	<b>1,863</b>	(1,689)

## 8. Income Tax (continued)

### Reconciliation of Effective Tax Rate

	2020 €'000	2019 €'000
Surplus/(Deficit) before income tax	<b>9,801</b>	(8,890)
Surplus/(Deficit) before income tax multiplied by the standard rate of corporation tax in Ireland of 12.5% (2019: 12.5%)	<b>1,225</b>	(1,111)
Effects of:		
Income taxable at a higher rate of tax	-	103
Non-recognition of deferred tax asset on current year tax losses	-	490
Withholding tax	<b>13</b>	1
Pension timing differences	<b>(105)</b>	(13)
Other differences	<b>420</b>	374
Prior year adjustment	<b>232</b>	(1,593)
Disallowed expenses	<b>78</b>	60
<b>Total Income Tax Expense/(Credit)</b>	<b>1,863</b>	(1,689)
<b>Deferred Tax Recognised directly in Other Comprehensive Income</b>		
Relating to pension asset (note 22)	<b>(5,051)</b>	(7,606)
Relating to losses (note 22)	-	13,801
Relating to cash flow hedge (note 22)	-	(13)
	<b>(5,051)</b>	6,182

Television licence fee income that RTÉ receives by way of "grant-in-aid" is subject to corporation tax with effect from 1 January 2007. The Group has trading losses forward for tax purposes of €651 million at 31 December 2020. Due to the uncertainty surrounding when these losses may ultimately be utilised, a deferred tax asset of €13.801 million has only been recognised.

# Notes Forming Part of the Group Financial Statements (continued)

## 9. Property, Plant and Equipment

Group	Land and buildings (Owned) €'000	Land and buildings (Leased) €'000	Plant and equipment €'000	Fixtures and fittings €'000	Capital projects in progress €'000	Total €'000
<b>Cost</b>						
Balance at 1 January 2019	61,854	-	169,508	2,023	17,947	251,332
Additions	-	-	-	-	11,570	11,570
Adjustment on initial application of IFRS 16 Leases	-	4,502	-	-	-	4,502
Reclassifications	5,662	-	4,708	99	(10,469)	-
Transfer	(138)	-	-	-	-	(138)
Disposals and retirements	(121)	-	(5,174)	(13)	-	(5,308)
<b>Balance at 31 December 2019</b>	<b>67,257</b>	<b>4,502</b>	<b>169,042</b>	<b>2,109</b>	<b>19,048</b>	<b>261,958</b>
Balance at 1 January 2020	67,257	4,502	169,042	2,109	19,048	261,958
Additions	-	-	-	-	5,850	5,850
Reclassifications	883	50	12,755	114	(13,802)	-
Disposals and retirements	(556)	(479)	(16,946)	(119)	(3,251)	(21,351)
<b>Balance at 31 December 2020</b>	<b>67,584</b>	<b>4,073</b>	<b>164,851</b>	<b>2,104</b>	<b>7,845</b>	<b>246,457</b>
<b>Depreciation</b>						
Balance at 1 January 2019	53,507	-	128,071	1,908	-	183,486
Depreciation for the year	2,279	764	9,632	60	-	12,735
Disposals and retirements	(121)	-	(5,157)	(13)	-	(5,291)
<b>Balance at 31 December 2019</b>	<b>55,665</b>	<b>764</b>	<b>132,546</b>	<b>1,955</b>	<b>-</b>	<b>190,930</b>
Balance at 1 January 2020	55,665	764	132,546	1,955	-	190,930
Depreciation for the year	3,659	757	8,076	71	-	12,563
Disposals and retirements	(73)	(423)	(17,403)	(119)	-	(18,018)
<b>Balance at 31 December 2020</b>	<b>59,251</b>	<b>1,098</b>	<b>123,219</b>	<b>1,907</b>	<b>-</b>	<b>185,475</b>
<b>Net Book Value</b>						
At 31 December 2019	11,592	3,738	36,496	154	19,048	71,028
<b>At 31 December 2020</b>	<b>8,333</b>	<b>2,975</b>	<b>41,632</b>	<b>197</b>	<b>7,845</b>	<b>60,982</b>

The Group leases several assets including land & buildings. The average lease term is 8 years (2019: 8 years).

## 9. Property, Plant and Equipment (continued)

RTÉ	Land and buildings (Owned) €'000	Land and buildings (Leased) €'000	Plant and equipment €'000	Fixtures and fittings €'000	Capital projects in progress €'000	Total €'000
<b>Cost</b>						
Balance at 1 January 2019	50,758	-	71,427	1,824	8,774	132,783
Additions	-	-	-	-	7,808	7,808
Adjustment on initial application of IFRS 16 Leases	-	1,818	-	-	-	1,818
Reclassifications	4,616	-	3,551	99	(8,266)	-
Disposals and retirements	(108)	-	(3,713)	(13)	-	(3,834)
Transfer	(138)	-	-	-	-	(138)
<b>Balance at 31 December 2019</b>	<b>55,128</b>	<b>1,818</b>	<b>71,265</b>	<b>1,910</b>	<b>8,316</b>	<b>138,437</b>
Balance at 1 January 2020	55,128	1,818	71,265	1,910	8,316	138,437
Additions	-	-	-	-	2,960	2,960
Reclassifications	692	50	5,226	114	(6,082)	-
Disposals and retirements	-	(479)	(9,353)	(119)	-	(9,951)
<b>Balance at 31 December 2020</b>	<b>55,820</b>	<b>1,389</b>	<b>67,138</b>	<b>1,905</b>	<b>5,194</b>	<b>131,446</b>
<b>Depreciation</b>						
Balance at 1 January 2019	47,597	-	66,197	1,802	-	115,596
Depreciation for the year	1,867	467	3,990	40	-	6,364
Disposals and retirements	(108)	-	(3,713)	(13)	-	(3,834)
<b>Balance at 31 December 2019</b>	<b>49,356</b>	<b>467</b>	<b>66,474</b>	<b>1,829</b>	<b>-</b>	<b>118,126</b>
Balance at 1 January 2020	49,356	467	66,474	1,829	-	118,126
Depreciation for the year	3,184	459	3,472	51	-	7,166
Disposals and retirements	-	(423)	(9,353)	(119)	-	(9,895)
<b>Balance at 31 December 2020</b>	<b>52,540</b>	<b>503</b>	<b>60,593</b>	<b>1,761</b>	<b>-</b>	<b>115,397</b>
<b>Net Book Value</b>						
At 31 December 2019	5,772	1,351	4,791	81	8,316	20,311
<b>At 31 December 2020</b>	<b>3,280</b>	<b>886</b>	<b>6,545</b>	<b>144</b>	<b>5,194</b>	<b>16,049</b>

RTÉ leases several assets including various buildings. The average lease term is 4 years (2019: 4 years).

# Notes Forming Part of the Group Financial Statements (continued)

## 10. Intangible Assets

Group	Software €'000	Software projects in progress €'000	Total €'000
<b>Cost</b>			
Balance at 1 January 2019	13,728	3,204	16,932
Additions	-	1,749	1,749
Reclassifications	701	(701)	-
Disposals and retirements	(190)	-	(190)
Balance at 31 December 2019	14,239	4,252	18,491
Balance at 1 January 2020	14,239	4,252	18,491
Additions	-	1,608	1,608
Reclassifications	1,760	(1,760)	-
Impairments	-	(1,870)	(1,870)
Disposals and retirements	(882)	-	(882)
<b>Balance at 31 December 2020</b>	<b>15,117</b>	<b>2,230</b>	<b>17,347</b>
<b>Amortisation and impairment losses</b>			
Balance at 1 January 2019	11,237	-	11,237
Amortisation for the year	1,133	-	1,133
Disposals and retirements	(190)	-	(190)
Balance at 31 December 2019	12,180	-	12,180
Balance at 1 January 2020	12,180	-	12,180
Amortisation for the year	1,278	-	1,278
Disposals and retirements	(883)	-	(883)
<b>Balance at 31 December 2020</b>	<b>12,575</b>	<b>-</b>	<b>12,575</b>
<b>Net Book Value</b>			
At 31 December 2019	2,059	4,252	6,311
<b>At 31 December 2020</b>	<b>2,542</b>	<b>2,230</b>	<b>4,772</b>

## 10. Intangible Assets (continued)

RTÉ	Software €'000	Software projects in progress €'000	Total €'000
<b>Cost</b>			
Balance at 1 January 2019	12,808	3,204	16,012
Additions	-	1,749	1,749
Reclassifications	701	(701)	-
Disposals and retirements	(190)	-	(190)
Balance at 31 December 2019	13,319	4,252	17,571
Balance at 1 January 2020	13,319	4,252	17,571
Additions	-	1,608	1,608
Reclassifications	1,760	(1,760)	-
Impairments	-	(1,870)	(1,870)
Disposals and retirements	(554)	-	(554)
<b>Balance at 31 December 2020</b>	<b>14,525</b>	<b>2,230</b>	<b>16,755</b>
<b>Amortisation and impairment losses</b>			
Balance at 1 January 2019	10,344	-	10,344
Amortisation for the year	1,119	-	1,119
Disposals and retirements	(190)	-	(190)
Balance at 31 December 2019	11,273	-	11,273
<b>Balance at 1 January 2020</b>	<b>11,273</b>	<b>-</b>	<b>11,273</b>
Amortisation for the year	1,264	-	1,264
Disposals and retirements	(554)	-	(554)
<b>Balance at 31 December 2020</b>	<b>11,983</b>	<b>-</b>	<b>11,983</b>
<b>Net Book Value</b>			
At 31 December 2019	2,046	4,252	6,298
<b>At 31 December 2020</b>	<b>2,542</b>	<b>2,230</b>	<b>4,772</b>

# Notes Forming Part of the Group Financial Statements (continued)

## 11. Inventories

	Group		RTÉ	
	2020 €'000	2019 €'000	2020 €'000	2019 €'000
<b>Work in progress</b>				
In-house programmes	465	291	437	259
Commissioned programmes	16,231	15,522	16,231	15,522
<b>Finished programmes</b>				
Acquired programmes and films	9,644	11,448	9,644	11,448
In-house programmes	139	213	139	213
Other inventories	52	77	-	-
Assets held for Resale	138	138	138	138
	<b>26,669</b>	27,689	<b>26,589</b>	27,580

Inventories consumed during the year ended 31 December 2020 total €67.57 million (2019: €81.46 million).

Other inventories relate to printing paper held in respect of the *RTÉ Guide*.

## 12. Trade and Other Receivables, Prepayments and Accrued Income

	Group		RTÉ	
	2020 €'000	2019 €'000	2020 €'000	2019 €'000
<b>Current Assets</b>				
Trade receivables	45,038	40,252	39,189	33,412
Corporation tax asset	-	232	-	232
Other receivables	39	31	38	31
Prepayments	23,243	19,919	23,009	19,667
Accrued income	2,604	2,405	136	425
	<b>70,924</b>	62,839	<b>62,372</b>	53,767

The Group's exposure to credit and currency risks and impairment losses related to trade and other receivables are disclosed in note 23.

## 13. Liquid Investments

	Group		RTÉ	
	2020 €'000	2019 €'000	2020 €'000	2019 €'000
Liquid investments - term deposits	10,000	29,000	10,000	29,000
Weighted average interest rate on term deposits	(0.53)%	0%	(0.53)%	0%

The Group's exposure to interest rate risk, credit risk and a sensitivity analysis for financial assets and liabilities are disclosed in note 23.

## 14. Cash and Cash Equivalents

	Group		RTÉ	
	2020 €'000	2019 €'000	2020 €'000	2019 €'000
<b>Current Assets</b>				
Bank balances	<b>49,165</b>	40,149	<b>36,487</b>	33,194
Call deposits	<b>28,000</b>	-	<b>28,000</b>	-
Total cash and cash equivalents	<b>77,165</b>	40,149	<b>64,487</b>	33,194
Weighted average interest rate	<b>(0.34)%</b>	0%	<b>(0.34)%</b>	0%

Bank balances include €5.2 million (2019: €9.2 million) in respect of amounts held in the Independent Programmes account in accordance with Section 116 of the *Broadcasting Act 2009*.

The Group's exposure to interest rate risk and a sensitivity analysis for financial assets and liabilities are disclosed in note 23.

## 15. Interest-Bearing Loans and Borrowings

	Interest rate %	Maturity	Group		RTÉ	
			2020 €'000	2019 €'000	2020 €'000	2019 €'000
Revolving credit facility	Lender cost of funds plus margin	5 December 2024	-	-	-	-
Amortising term loan facility	Lender cost of funds plus margin	5 December 2024	<b>10,000</b>	5,000	<b>10,000</b>	5,000
Project loan and term loan facility	EURIBOR plus margin	31 January 2026	<b>55,000</b>	55,000	-	-
			<b>65,000</b>	60,000	<b>10,000</b>	5,000
Analysed as follows:						
Non-Current			<b>65,000</b>	60,000	<b>10,000</b>	5,000
Current			-	-	-	-
			<b>65,000</b>	60,000	<b>10,000</b>	5,000

On 6 December 2019, RTÉ entered into a new facility agreement with Bank of Ireland (BOI) amounting to €20 million for working capital purposes. The agreement includes a €10 million revolving credit facility which was undrawn as at 31 December 2020 and a term loan facility of €10 million, which was fully drawn as at 31 December 2020.

On 1 February 2019, the Group entered into a project loan facility agreement, through its subsidiary 2rn, with Barclays Bank Ireland PLC and Bank of Ireland amounting to €60 million in aggregate, of which €55 million was drawn at 31 December 2020.

# Notes Forming Part of the Group Financial Statements (continued)

## 15. Interest-Bearing Loans and Borrowings (continued)

### Lender security – project loan facility

It was one of the conditions to the availability of the project loan facility that 2rn execute a security deed agreement and provide the lender security as follows:

- a) Lands of 13 main DTT transmission sites;
- b) All 2rn present and future fixtures and fittings on the DTT transmission sites;
- c) All 2rn rental income and occupational leases;
- d) Rights and benefits of 2rn insurance policies;
- e) The insurance proceeds account; and
- f) Deeds of Assignment creating security assignments in respect of certain commercial contracts and DTT Construction Contracts.

## 16. Trade and Other Payables

	Group		RTÉ	
	2020 €'000	2019 €'000	2020 €'000	2019 €'000
Trade payables	5,191	6,567	4,303	6,239
Amounts owed to subsidiary entities	-	-	189,257	185,397
Accruals	69,711	74,179	65,706	69,210
Deferred income	6,696	7,017	2,989	2,887
	<b>81,598</b>	87,763	<b>262,255</b>	263,733
<b>Analysed as follows:</b>				
Non-current liabilities	4,560	2,533	4,560	2,533
Current liabilities	77,038	85,230	257,695	261,200
	<b>81,598</b>	87,763	<b>262,255</b>	263,733

The Group's exposure to currency risk related to trade and other payables is disclosed in note 23.

## 17. Taxation and Social Welfare

	Group		RTÉ	
	2020 €'000	2019 €'000	2020 €'000	2019 €'000
VAT	5,706	5,577	5,011	4,658
Payroll	5,572	3,964	5,451	3,883
Income tax	1,784	-	-	-
	<b>13,062</b>	9,541	<b>10,462</b>	8,541

## 18. Employee Benefits

### (a) Total employee benefits

	Group		RTÉ	
	2020 €'000	2019 €'000	2020 €'000	2019 €'000
Restructuring costs (b)	<b>13,411</b>	14,332	<b>13,375</b>	14,286
Other payroll-related accruals (c)	<b>15,914</b>	7,880	<b>15,708</b>	7,740
Total employee benefits	<b>29,325</b>	22,212	<b>29,083</b>	22,026

#### Analysed as follows:

Non-current liabilities	<b>8,852</b>	11,557	<b>8,679</b>	11,413
Current liabilities	<b>20,473</b>	10,655	<b>20,404</b>	10,613
	<b>29,325</b>	22,212	<b>29,083</b>	22,026

### (b) Restructuring costs

	Group		RTÉ	
	2020 €'000	2019 €'000	2020 €'000	2019 €'000
Balance at beginning of year	<b>14,332</b>	16,675	<b>14,286</b>	16,619
Utilised during the year	<b>(992)</b>	(2,417)	<b>(982)</b>	(2,407)
Interest charge (note 4)	<b>71</b>	74	<b>71</b>	74
Balance at end of year	<b>13,411</b>	14,332	<b>13,375</b>	14,286

#### Analysed as follows:

Non-current	<b>5,660</b>	8,911	<b>5,633</b>	8,875
Current	<b>7,751</b>	5,421	<b>7,742</b>	5,411
Balance at end of year	<b>13,411</b>	14,332	<b>13,375</b>	14,286

The restructuring costs at 31 December 2020 represent the discounted value of future payments required in respect of the Group's remaining obligations, which will be paid until 2026, under the various restructuring schemes.

### (c) Other employee-related accruals

Other employee-related accruals consist of employee benefits such as employee remuneration and holiday leave provided for in accordance with IAS 19 *Employee benefits* (2011).

## 19. Cash Flow Hedge Reserve

	Group	Note	2020 €'000	2019 €'000
Balance at 1 January			-	(91)
Effective portion of cash flow hedge			-	-
Reclassification of cash flow hedge reserve to Income Statement			-	104
Deferred tax on cash flow hedge		22	-	(13)
Balance at 31 December			-	-

The cash flow hedge reserve comprises the effective portion of the cumulative net change in the fair value of the interest rate swap related to the Barclay's project loan facility. The cash flow hedge agreement matured in June 2019.

# Notes Forming Part of the Group Financial Statements (continued)

## 20. Investments in Subsidiaries

RTÉ	Total €'000
Balance at 1 January 2020	65,827
Additions	-
<b>Balance at 31 December 2020</b>	<b>65,827</b>

RTÉ had the following subsidiaries at 31 December 2020:

Subsidiary companies	Share capital held	Class of business
RTÉ Commercial Enterprises DAC	100%	Publications, various commercial activities & other
RTÉ Music DAC	100%	Music publishing
RTÉ Transmission Network DAC (trading as 2rn)	100%	Management of transmission network assets
RTÉ Licence Collections Limited	100%	Dormant
DTT Network Company	100%	Dormant
Seirbhísí Theilifís na Gaeilge Teoranta	100%	Dormant

The Board has reviewed the carrying value of the Group's investments and is satisfied that there are no impairment indicators and the values are fairly stated. All subsidiaries operate in Ireland and have their registered offices at RTÉ, Donnybrook, Dublin 4. RTÉ Music DAC is a wholly owned subsidiary of RTÉ Commercial Enterprises DAC.

In December 2020, 2rn paid a €7.5 million dividend to RTÉ. This is recognised as income by RTÉ company.

RTÉ had the following joint venture at 31 December 2020:

Joint venture company	Share capital held	Class of business
Multiplex Broadcasting Services NI Limited	66.6%	Transmission of free-to-air digital television services in Northern Ireland and related multiplex services

The registered office of Multiplex Broadcasting Services NI Limited is at Murray House, Murray St, Belfast.

RTÉ Commercial Enterprises DAC had the following joint venture at 31 December 2020:

Joint venture company	Share capital held	Class of business
GAAGO Media DAC	50%	IPTV service broadcasting GAA matches internationally

The registered office of GAAGO Media DAC is at Croke Park Stadium, Jones' Road, Drumcondra, Dublin 3.

The above joint venture is accounted for using the equity method as set out in the accounting policies. The financial year end date of the joint venture is 31 December 2020. Summarised financial information is set out below.

	2020 €'000	2019 €'000
Current assets	2,450	1,187
Current liabilities	(1,286)	(573)
Equity attributable to the owners of the company	1,164	614
Non controlling interest	582	307
Revenue	1,997	1,916
Profit for the year	550	578
Carrying amount of the Group's interest in the joint venture	582	346

## 20. Investments in Subsidiaries (continued)

Classification of RTÉ Group activities by division and by legal entity as at 31 December 2020

	RTÉ	RTÉ Commercial Enterprises DAC	RTÉ Music DAC	RTÉ Transmission Network DAC
<b>COMMERCIAL DIVISION</b>				
Television advertising and sponsorship sales	•			
Radio advertising and sponsorship sales	•			
Sale of online banner advertising and sponsorship	•			
Sale of Aertel teletext advertising and sponsorship	•			
Hire of television production facilities to third parties		•		
Commercial telecoms revenue		•		
Programme merchandising sales		•		
Listing sales		•		
Provision of broadcast circuits and technical facilities to third parties		•		
Television programme sales		•		
Studio production of television advertisements for third parties		•		
Hire of radio production facilities to third parties		•		
Roadcaster mobile studio and promotional sales		•		
Studio production of radio advertisements		•		
Sale of music copyright			•	
Provision of international paid-for video-on-demand services		•		
Generation of revenue from Orchestra performances	•			
Production and publication of the RTÉ Guide magazine		•		
RTÉ Guide advertising sales		•		
Administration of Commercial Division	•			
<b>AUDIENCE, CHANNELS AND MARKETING DIVISION</b>				
Free-to-air broadcast of public-service television schedules and channels	•			
Free-to-air broadcast of public-service radio schedules and channels	•			
Promotion and marketing of services and channels	•			
Provision of RTÉ Aertel teletext services	•			
Provision of a range of free-to-public, public-service web-based online services	•			
Operation of the RTÉ Player and rte.ie to domestic and international audiences	•			
Incubation and development of new media technologies	•			
Provision of additional opportunities to access RTÉ's public-service news content via RTÉ News Now • Online	•			
Administration of Audience, Channels and Marketing Division	•			

# Notes Forming Part of the Group Financial Statements (continued)

## 20. Investments in Subsidiaries (continued)

	RTÉ	RTÉ Commercial Enterprises DAC	RTÉ Music DAC	RTÉ Transmission Network DAC
<b>CONTENT DIVISION</b>				
Commissioning and production of indigenous television and radio programmes	•			
Statutory commissioning of programme content from independent EU producers	•			
Acquisition of domestic/non-domestic television and radio programmes	•			
Statutory provision of non-news and current affairs programming to TG4	•			
Maintenance of television channel archives and news library	•			
Sale of library and archive material		•		
Maintenance of radio channel archives and library	•			
Orchestral and choir performances	•			
Commission, production, performance and recording of orchestral and choir music	•			
Administration of Content Division	•			
<b>NEWS &amp; CURRENT AFFAIRS DIVISION</b>				
Provision of a national and international news-gathering service	•			
Production and coverage of television and radio news bulletins, events and programmes	•			
Commissioning and production of current affairs programmes	•			
Statutory provision of news and current affairs programming to TG4	•			
Provision of news and current affairs content to RTÉ's free-to-access public-service online services	•			
Administration of News & Current Affairs Division	•			
<b>NETWORK DIVISION</b>				
Provision of national analogue radio broadcast transmission services				•
Provision of national digital radio transmission services				•
Provision of multiplexing, transmission and distribution services to multiplex operators				•
Hire of ancillary mast and tower facilities				•
Administration of 2m				•
<b>OPERATIONS &amp; PRODUCTION SERVICES DIVISION</b>				
Provision of television, radio and online production services to Content and News & Current Affairs	•			
Provision of television, radio and online production services to Audience, Channels and Marketing	•			
Provision of site and related infrastructural support services	•			
Administration of Operations Division	•			
<b>OTHER DIVISIONS</b>				
Technology & Transformation, Human Resources and Finance Divisions	•			
Corporate Division including Corporate Communications, Legal and provision of DTT Multiplexing services to broadcasters (Saorview)	•			
<b>CORPORATE HQ</b>				
Holding of investments in broadcasting-related activities	•			
Direction and overall operation of public-service broadcaster	•			

## 21. Retirement Benefit Obligations (Group and RTÉ)

The Group is the principal sponsoring employer of:

- (a) the RTÉ Superannuation Scheme (a funded, contributory, final salary defined benefit pension scheme to which no new employees have been admitted since 1989);
- (b) the RTÉ “50/50” Risk-Sharing Pension Scheme (a funded, contributory pension scheme with a core defined benefit (DB) promise based on a capped salary level with a defined contribution (DC) arrangement for earnings above the cap); and
- (c) the RTÉ Defined Contribution Pension Scheme (a funded, contributory DC scheme) and also makes contributions to a number of other smaller defined contribution pension schemes on behalf of employees.

The schemes above are established as separate trust funds, each managed by a board of trustees who have responsibility for overseeing the scheme’s operations, including the investment of the scheme’s assets.

### (i) Pension charge

The employer pension charge in respect of each year for the various schemes was:

	2020 €'000	2019 €'000
RTÉ Superannuation Scheme		
- current service cost	<b>(1,232)</b>	(1,528)
RTÉ “50/50” Risk-Sharing Pension Scheme (DB section)		
- current service cost	<b>(1,987)</b>	(1,571)
	<b>(3,219)</b>	(3,099)
RTÉ “50/50” Risk-Sharing Pension Scheme (DC section)	<b>(394)</b>	(411)
RTÉ Defined Contribution Pension Scheme	<b>(9,917)</b>	(9,520)
Other schemes	<b>(21)</b>	(23)

### (ii) Defined benefit arrangements

As is required by the *Pensions Act, 1990*, independent actuarial valuation reports based on actuarially determined long-term funding assumptions are regularly carried out in respect of the RTÉ Superannuation Scheme. The most recent actuarial funding valuation report is dated 1 January 2021 and was completed subsequent to the 2020 year end by the actuaries, Mercer, who are neither officers nor employees of the Group. This actuarial funding valuation uses the “attained age” method of valuation to derive the future service cost. For this valuation the actuary has provided a surplus calculated on a total-service funding position. This compares total liabilities (past and future service) with the value of assets plus the value of future employee and employer contributions at standard rates. The total-service funding position at 1 January 2021 shows a surplus of €56 million. The equivalent surplus at 1 January 2020 was €55 million. The actuarial funding valuation report is not available for public inspection; however the results of valuations are advised to members.

The actuaries have also carried out a valuation in accordance with the minimum funding standard (MFS) as at 1 January 2021 and have reported a surplus on this basis of €179 million (1 January 2020: surplus of €204 million). An Actuarial Funding Certificate has been submitted on this basis. The scheme also met the funding standard reserve at 1 January 2021 and a certificate confirming this outcome has been submitted to the Pension Authority.

# Notes Forming Part of the Group Financial Statements (continued)

## 21. Retirement Benefit Obligations (Group and RTÉ) (continued)

As required by the accounting standard IAS 19 (2011), the actuaries, Mercer, also prepare a report setting out the position of the RTÉ Superannuation Scheme using the accounting valuation methodology specified in IAS 19 (2011). The IAS 19 (2011) approach to defined benefit fund accounting valuation and reporting uses the projected unit credit method to derive annual future pension charges, values assets at current fair market value and discounts future liabilities (using high grade corporate bond rates of approximate duration to the estimated life of the liabilities of the scheme) to arrive at a net present value of the liabilities of the scheme. The difference between the asset and liability valuations at 31 December 2020 amounts to an asset of €147 million.

The Group expects to pay €0.3 million in contributions to the RTÉ Superannuation Scheme in 2021.

RTÉ “50/50” Risk-Sharing Pension Scheme:

The most recent actuarial funding valuation in respect of the RTÉ “50/50” Risk-Sharing Pension Scheme was carried out as at 1 January 2021 and was completed subsequent to the 2020 year end by the scheme actuary, Mercer. This actuarial funding valuation, which uses the “attained age” method of valuation to derive the future service cost, discloses the scheme to have a surplus of €9.3 million (1 January 2020: surplus €6.4 million). The actuarial funding valuation report is not available for public inspection; however the results of valuations are advised to members.

The employer contribution rate to the defined benefit section of the RTÉ “50/50” Risk-Sharing Pension Scheme for the year ended 31 December 2020 was 8.75% of employee members’ remuneration (defined as pensionable salary and allowances up to the cap, currently €48,000 p.a.). The actuaries have also carried out a valuation in accordance with the MFS provisions of the *Pensions Act, 1990* and have reported a surplus on this basis of €18 million (1 January 2020: surplus €15 million).

As for the RTÉ Superannuation Scheme, Mercer prepares a report setting out the position of the RTÉ “50/50” Risk-Sharing Pension Scheme using the accounting valuation methodology specified in IAS 19 (2011). For this scheme, the difference between the asset and liability valuation at 31 December 2020 amounts to an asset of €4.0 million.

The Group expects to pay €1.6 million in contributions to the RTÉ “50/50” Risk-Sharing Pension Scheme (DB section) in 2021.

Both schemes carry the normal investment and funding risks associated with defined benefit schemes, and short-term volatility in their financial position can be expected. The regulatory risk is, however, limited, as there is no statutory requirement in Ireland for employers to maintain defined benefit plans in existence or to meet any funding shortfalls should they wind up in deficit.

### (iii) Net defined benefit asset

At 31 December 2020, the net defined benefit asset in relation to the two defined benefit arrangements is as follows:

<b>Group and RTÉ</b>	<b>2020</b>	<b>2019</b>
	<b>€'000</b>	<b>€'000</b>
Net pension asset in RTÉ Superannuation Scheme	<b>146,826</b>	107,024
Net pension asset in RTÉ “50/50” Risk-Sharing Pension Scheme	<b>3,990</b>	3,380
	<b>150,816</b>	110,404

## 21. Retirement Benefit Obligations (Group and RTÉ) (continued)

### Movement in net defined benefit asset/(liability)

#### RTÉ Superannuation Scheme

	Defined benefit obligation		Fair value of plan assets		Net defined benefit asset/(liability)	
	2020 €'000	2019 €'000	2020 €'000	2019 €'000	2020 €'000	2019 €'000
Balance at 1 January	<b>(983,579)</b>	(951,400)	<b>1,090,603</b>	997,992	<b>107,024</b>	46,592
<b>Included in Income Statement</b>						
Current service cost	<b>(1,232)</b>	(1,528)	-	-	<b>(1,232)</b>	(1,528)
Interest (cost)/income	<b>(11,496)</b>	(17,598)	<b>12,785</b>	18,492	<b>1,289</b>	894
	<b>(12,728)</b>	(19,126)	<b>12,785</b>	18,492	<b>57</b>	(634)
<b>Included in OCI</b>						
Remeasurements gain/(loss)						
Actuarial gain/(loss) arising from:						
Financial assumptions	<b>(34,338)</b>	(59,239)	-	-	<b>(34,338)</b>	(59,239)
Demographic assumptions	<b>35,560</b>	-	-	-	<b>35,560</b>	-
Experience	<b>507</b>	840	-	-	<b>507</b>	840
Return on plan assets excluding interest income	-	-	<b>37,348</b>	118,695	<b>37,348</b>	118,695
	<b>1,729</b>	(58,399)	<b>37,348</b>	118,695	<b>39,077</b>	60,296
<b>Other</b>						
Employer contributions	-	-	<b>668</b>	770	<b>668</b>	770
Employee contributions	<b>(555)</b>	(642)	<b>555</b>	642	-	-
Benefits paid	<b>45,898</b>	45,988	<b>(45,898)</b>	(45,988)	-	-
	<b>45,343</b>	45,346	<b>(44,675)</b>	(44,576)	<b>668</b>	770
<b>Balance at 31 December</b>	<b>(949,235)</b>	(983,579)	<b>1,096,061</b>	1,090,603	<b>146,826</b>	107,024

# Notes Forming Part of the Group Financial Statements (continued)

## 21. Retirement Benefit Obligations (Group and RTÉ) (continued)

### RTÉ "50/50" Risk-Sharing Pension Scheme

	Defined benefit obligation		Fair value of plan assets		Net defined benefit asset	
	2020 €'000	2019 €'000	2020 €'000	2019 €'000	2020 €'000	2019 €'000
<b>Balance at 1 January</b>	<b>(20,199)</b>	(15,432)	<b>23,579</b>	18,396	<b>3,380</b>	2,964
Included in Income Statement						
Current service cost	<b>(1,987)</b>	(1,571)	-	-	<b>(1,987)</b>	(1,571)
Interest (cost)/income	<b>(343)</b>	(386)	<b>420</b>	486	<b>77</b>	100
	<b>(2,330)</b>	(1,957)	<b>420</b>	486	<b>(1,910)</b>	(1,471)
Included in OCI						
Remeasurements gain/(loss)						
Actuarial gain/(loss) arising from:						
Financial assumptions	<b>(2,110)</b>	(2,845)	-	-	<b>(2,110)</b>	(2,845)
Demographic assumptions	<b>975</b>	-	-	-	<b>975</b>	-
Experience	<b>129</b>	464	-	-	<b>129</b>	464
Return on plan assets excluding interest income	-	-	<b>1,878</b>	2,778	<b>1,878</b>	2,778
	<b>(1,006)</b>	(2,381)	<b>1,878</b>	2,778	<b>872</b>	397
<b>Other</b>						
Employer contributions	-	-	<b>1,648</b>	1,490	<b>1,648</b>	1,490
Employee contributions	<b>(868)</b>	(781)	<b>868</b>	781	-	-
Benefits paid	<b>4</b>	272	<b>(4)</b>	(272)	-	-
Insurance premium	<b>85</b>	80	<b>(85)</b>	(80)	-	-
	<b>(779)</b>	(429)	<b>2,427</b>	1,919	<b>1,648</b>	1,490
<b>Balance at 31 December</b>	<b>(24,314)</b>	(20,199)	<b>28,304</b>	23,579	<b>3,990</b>	3,380

## 21. Retirement Benefit Obligations (Group and RTÉ) (continued)

### (iv) Scheme assets

The fair value of the assets at 31 December was:

	RTÉ Superannuation Scheme		RTÉ "50/50" Risk-Sharing Pension Scheme	
	2020 Fair value €'000	2019 Fair value €'000	2020 Fair value €'000	2019 Fair value €'000
Debt instruments:				
Government bonds	467,415	445,192	-	-
Corporate bonds	59,558	58,361	-	-
<b>Total debt instruments</b>	<b>526,973</b>	<b>503,553</b>	<b>-</b>	<b>-</b>
<b>Derivatives</b>	<b>2</b>	<b>67</b>	<b>-</b>	<b>-</b>
Investment funds:				
Equity	361,895	408,956	13,151	10,456
Bonds	-	-	12,645	11,602
Cash	39,709	-	-	-
Property	41,151	41,792	1,032	1,135
Hedge funds	56,501	58,414	-	-
Private equity	64,734	61,814	-	-
<b>Total investment funds</b>	<b>563,990</b>	<b>570,976</b>	<b>26,828</b>	<b>23,193</b>
Cash and cash equivalents:				
Cash	3,424	13,859	573	56
Other investment balances	1,672	2,148	903	330
<b>Total cash and cash equivalents</b>	<b>5,096</b>	<b>16,007</b>	<b>1,476</b>	<b>386</b>
<b>Total fair value of assets</b>	<b>1,096,061</b>	<b>1,090,603</b>	<b>28,304</b>	<b>23,579</b>

Equities are held as funds with underlying assets quoted in an active market. Debt instruments are held on a segregated basis (RTÉ Superannuation Scheme).

# Notes Forming Part of the Group Financial Statements (continued)

## 21. Retirement Benefit Obligations (Group and RTÉ) (continued)

### (v) Defined benefit obligation

#### (i) Actuarial assumptions

Below are the major assumptions used for the purposes of the IAS 19 (2011) based accounting valuation of the pension schemes.

	RTÉ Superannuation Scheme		RTÉ "50/50" Risk-Sharing Pension Scheme	
	2020	2019	2020	2019
Average projected rate of increase in salaries:				
Over the next two years	<b>1.0%</b>	1.0%	<b>1.0%</b>	1.0%
Over the following two years	<b>1.0%</b>	1.0%	<b>1.0%</b>	1.0%
Thereafter	<b>1.25%</b>	1.25%	<b>1.25%</b>	1.25%
Average projected rate of increase in pensions:				
Over the next two years	<b>1.17%</b>	1.0%	<b>1.25%</b>	1.25%
Thereafter	<b>1.25%</b>	1.25%	<b>1.25%</b>	1.25%
Discount rate	<b>0.9%</b>	1.2%	<b>1.4%</b>	1.7%
Inflation assumption	<b>1.25%</b>	1.25%	<b>1.25%</b>	1.25%
Mortality	<b>Years</b>	<b>Years</b>	<b>Years</b>	<b>Years</b>
Life expectancy future retirees				
Male of age 65 (born 1966)	<b>24.3</b>	25.3	<b>24.3</b>	25.3
Female of age 65 (born 1966)	<b>26.3</b>	27.4	<b>26.3</b>	27.4
Life expectancy existing pensioners				
Male of age 65 (Born 1956)	<b>23.5</b>	24.1	<b>23.5</b>	24.1
Female of age 65 (Born 1956)	<b>25.4</b>	26.2	<b>25.4</b>	26.2

At 31 December 2020, the weighted average duration of the defined benefit obligations were:

RTÉ Superannuation Scheme: 12.6 years

RTÉ "50/50" Risk-Sharing Pension Scheme: 31.1 years

## 21. Retirement Benefit Obligations (Group and RTÉ) (continued)

### (ii) Sensitivity analysis

Consideration has been given to the impact on the defined benefit obligation of changes in the key underlying actuarial assumptions. The impact shown is as at the reporting date and in each case it is assumed that all other assumptions remain unchanged.

	RTÉ Superannuation Scheme		RTÉ "50/50" Risk-Sharing Pension Scheme	
	Assumption	Benefit obligation €000s	Assumption	Benefit obligation €000s
Discount rate				
<b>Current rate</b>	<b>0.9%</b>	<b>949,235</b>	<b>1.4%</b>	<b>24,314</b>
-0.25%	0.65%	978,932	1.15%	26,261
+0.25%	1.15%	920,524	1.65%	22,540
Salary & pension increases				
<b>Current assumption (long term)</b>	<b>1.25%</b>	<b>949,235</b>	<b>1.25%</b>	<b>24,314</b>
0.25% lower increases	1.0%	923,549	1.0%	22,554
0.25% higher increases	1.5%	975,635	1.5%	26,235
Mortality				
<b>Current assumption (offset from standard table)</b>	<b>-1 year</b>	<b>949,235</b>	<b>-1 year</b>	<b>24,314</b>
No offset	0 years	909,236	0 years	23,631
Two years offset	-2 years	989,875	-2 years	24,999

## 22. Deferred Tax

### Group

#### Recognised deferred tax assets and liabilities

	Assets Gross		(Liabilities) Gross	
	2020	2019	2020	2019
	€'000	€'000	€'000	€'000
Property, plant and equipment	-	-	(2,063)	(2,230)
Pension asset	-	-	(18,852)	(13,801)
Tax losses	13,801	13,801	-	-
Derivatives – cash flow hedge	-	-	-	-
Gross Tax Assets/(Liabilities)	13,801	13,801	(20,915)	(16,031)

#### Net deferred tax liability 2020

	Opening balance net	Recognised in income	Recognised in other comprehensive income	Closing balance net
	€'000	€'000	€'000	€'000
Property, plant and equipment	(2,230)	167	-	(2,063)
Pension asset	(13,801)	-	(5,051)	(18,852)
Tax losses	13,801	-	-	13,801
Derivatives – cash flow hedge	-	-	-	-
Net Tax (Liabilities)/Assets	(2,230)	167	(5,051)	(7,114)

# Notes Forming Part of the Group Financial Statements (continued)

## 22. Deferred Tax (continued)

### Group

#### Net deferred tax liability 2019

	Opening balance net €'000	Recognised in income €'000	Recognised in other comprehensive income €'000	Closing balance net €'000
Property, plant and equipment	(2,327)	97	-	(2,230)
Pension asset	(6,195)	-	(7,606)	(13,801)
Tax losses	-	-	13,801	13,801
Derivatives – cash flow hedge	13	-	(13)	-
Net Tax (Liabilities)/Assets	(8,509)	97	6,182	(2,230)

### RTÉ

#### Recognised deferred tax assets and liabilities

	Assets Gross		(Liabilities) Gross	
	2020 €'000	2019 €'000	2020 €'000	2019 €'000
Property, plant and equipment	<b>1,045</b>	1,090	-	-
Pension asset	-	-	<b>(18,852)</b>	(13,801)
Tax losses	<b>13,801</b>	13,801	-	-
Gross Tax Assets/(Liabilities)	<b>14,846</b>	14,891	<b>(18,852)</b>	(13,801)

#### Net deferred tax liability 2020

	Opening balance net €'000	Recognised in income €'000	Recognised in other comprehensive income €'000	Closing balance net €'000
Property, plant and equipment	1,090	(45)	-	<b>1,045</b>
Pension asset	(13,801)	-	(5,051)	<b>(18,852)</b>
Tax losses	13,801	-	-	<b>13,801</b>
Net Tax Assets/(Liabilities)	1,090	(45)	(5,051)	<b>(4,006)</b>

## 22. Deferred Tax (continued)

RTÉ

Net deferred tax asset 2019

	Opening balance Net €'000	Recognised in income €'000	Recognised in other comprehensive income €'000	Closing balance Net €'000
Property, plant and equipment	1,147	(57)	-	1,090
Pension asset	(6,195)	-	(7,606)	(13,801)
Tax losses	-	-	13,801	13,801
Net Tax Assets/(Liabilities)	(5,048)	(57)	6,195	1,090

### Unrecognised deferred tax assets (Group and RTÉ)

Television licence fee income that RTÉ receives by way of “grant-in-aid” is subject to corporation tax with effect from 1 January 2007. The Group has trading losses forward for tax purposes of €651 million at 31 December 2020. Due to the uncertainty surrounding when the losses may ultimately be utilised, a deferred tax asset of €13.801 million only has been recognised.

## 23. Financial Instruments and Financial Risk Management (Group and RTÉ)

### (a) Overview of financial risk management

#### (i) Risk environment

The Group has exposure to the financial risks relating to credit, liquidity, foreign exchange, interest rate and operational risk.

The Board of RTÉ has overall responsibility for the establishment and oversight of the Group’s risk-management framework and has approved policies for the main areas of financial risk faced by the Group. Group Treasury is responsible for managing all treasury activities, in accordance with the treasury policies, including cash management, interest rate risk, liquidity risk, foreign exchange risk and counterparty credit risk.

The majority of RTÉ’s business is transacted in Ireland. Consequently, operating and investing cash flows are substantially denominated in euro. Foreign currency exposures arise primarily from payments for acquired programmes in US dollar and sterling. RTÉ’s policy is to have the majority of its committed principal foreign currency exposures commercially hedged at the beginning of each financial year by entering into US dollar and sterling forward contracts. All foreign currency forward contracts have a maturity date of less than 16 months from the 31 December 2020. These foreign currency forward contracts are not specifically designated into hedge relationships from an accounting perspective, but are nevertheless valid economic hedges.

Financial instruments are derecognised on settlement or sale.

# Notes Forming Part of the Group Financial Statements (continued)

## 23. Financial Instruments and Financial Risk Management (Group and RTÉ) (continued)

### (ii) Financial instruments classification

All financial assets and liabilities, excluding provisions and employee-related liabilities, are financial instruments carried at amortised cost, with the exception of the derivative assets/(liabilities), which are categorised as follows:

GROUP	Derivative financial instruments at fair value through Income Statement		Derivative financial instruments with hedging relationship		Assets/(liabilities) held at amortised cost		Total	
	2020 €'000	2019 €'000	2020 €'000	2019 €'000	2020 €'000	2019 €'000	2020 €'000	2019 €'000
<b>Non-Current Financial Assets</b>								
Financial assets	-	-	-	-	582	346	582	346
<b>Total Non-Current Financial Assets</b>	-	-	-	-	582	346	582	346
<b>Current Financial Assets</b>								
Trade and other receivables	-	-	-	-	45,077	40,515	45,077	40,515
Liquid investments	-	-	-	-	10,000	29,000	10,000	29,000
Cash and cash equivalents	-	-	-	-	77,165	40,149	77,165	40,149
Derivative financial instruments	3	326	-	-	-	-	3	326
<b>Total Current Financial Assets</b>	3	326	-	-	132,242	109,664	132,245	109,990
<b>Total Financial Assets</b>	3	326	-	-	132,824	110,010	132,827	110,336
<b>Non-Current Financial Liabilities</b>								
Interest-bearing loans and borrowings	-	-	-	-	(65,000)	(60,000)	(65,000)	(60,000)
Employee benefits	-	-	-	-	(8,852)	(11,557)	(8,852)	(11,557)
Capital grants	-	-	-	-	(4,408)	(4,518)	(4,408)	(4,518)
Lease Liability	-	-	-	-	(1,972)	(2,688)	(1,972)	(2,688)
Trade and other payables	-	-	-	-	(4,560)	(2,533)	(4,560)	(2,533)
Derivative financial instruments	(79)	(10)	-	-	-	-	(79)	(10)
<b>Total Non-Current Financial Liabilities</b>	(79)	(10)	-	-	(84,792)	(81,296)	(84,871)	(81,306)
<b>Current Financial Liabilities</b>								
Trade and other payables	-	-	-	-	(77,038)	(85,230)	(77,038)	(85,230)
Interest-bearing loans and borrowings	-	-	-	-	-	-	-	-
Employee benefits	-	-	-	-	(20,473)	(10,655)	(20,473)	(10,655)
Capital grants	-	-	-	-	(403)	(3,386)	(403)	(3,386)
Lease Liability	-	-	-	-	(467)	(436)	(467)	(436)
Derivative financial instruments	(341)	-	-	-	-	-	(341)	-
<b>Total Current Financial Liabilities</b>	(341)	-	-	-	(98,381)	(99,707)	(98,722)	(99,707)
<b>Total Financial Liabilities</b>	(420)	(10)	-	-	(183,173)	(181,003)	(183,593)	(181,013)

## 23. Financial Instruments and Financial Risk Management (Group and RTÉ) (continued)

RTÉ	Derivative financial instruments at fair value through Income Statement		Derivative financial instruments with hedging relationship		Assets/(liabilities) held at amortised cost		Total	
	2020	2019	2020	2019	2020	2019	2020	2019
	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000
<b>Current Financial Assets</b>								
Trade and other receivables	-	-	-	-	39,227	33,674	39,227	33,674
Liquid investments	-	-	-	-	10,000	29,000	10,000	29,000
Cash and cash equivalents	-	-	-	-	64,487	33,194	64,487	33,194
Derivative financial instruments	3	326	-	-	-	-	3	326
<b>Total Current Financial Assets</b>	<b>3</b>	<b>326</b>	<b>-</b>	<b>-</b>	<b>113,714</b>	<b>95,868</b>	<b>113,717</b>	<b>96,194</b>
<b>Total Financial Assets</b>	<b>3</b>	<b>326</b>	<b>-</b>	<b>-</b>	<b>113,714</b>	<b>95,868</b>	<b>113,717</b>	<b>96,194</b>
<b>Non-Current Financial Liabilities</b>								
Interest-bearing loans and borrowings	-	-	-	-	(10,000)	(5,000)	(10,000)	(5,000)
Employee benefits	-	-	-	-	(8,679)	(11,413)	(8,679)	(11,413)
Lease Liability	-	-	-	-	(657)	(1,146)	(657)	(1,146)
Trade and other payables	-	-	-	-	(4,560)	(2,533)	(4,560)	(2,533)
Derivative financial instruments	(79)	(10)	-	-	-	-	(79)	(10)
<b>Total Non-Current Financial Liabilities</b>	<b>(79)</b>	<b>(10)</b>	<b>-</b>	<b>-</b>	<b>(23,896)</b>	<b>(20,092)</b>	<b>(23,975)</b>	<b>(20,102)</b>
<b>Current Financial Liabilities</b>								
Trade and other payables	-	-	-	-	(257,695)	(261,200)	(257,695)	(261,200)
Interest-bearing loans and borrowings	-	-	-	-	-	-	-	-
Employee benefits	-	-	-	-	(20,404)	(10,613)	(20,404)	(10,613)
Lease Liability	-	-	-	-	(241)	(214)	(241)	(214)
Derivative financial instruments	(341)	-	-	-	-	-	(341)	-
<b>Total Current Financial Liabilities</b>	<b>(341)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(278,340)</b>	<b>(272,027)</b>	<b>(278,681)</b>	<b>(272,027)</b>
<b>Total Financial Liabilities</b>	<b>(420)</b>	<b>(10)</b>	<b>-</b>	<b>-</b>	<b>(302,236)</b>	<b>(292,119)</b>	<b>(302,656)</b>	<b>(292,129)</b>

The foreign exchange forward contracts are financial instruments measured at fair value through the surplus or deficit.

# Notes Forming Part of the Group Financial Statements (continued)

## 23. Financial Instruments and Financial Risk Management (Group and RTÉ) (continued)

### (b) Credit risk

#### Overview

Credit risk is the risk of financial loss to the Group if a customer or counterparty to a financial instrument fails to meet its contractual obligations.

The carrying amount of financial assets represents the maximum credit exposure. The maximum exposure to credit risk at the reporting date was:

	Notes	Group carrying amount		RTÉ carrying amount	
		2020	2019	2020	2019
		€'000	€'000	€'000	€'000
Trade receivables	12	<b>45,038</b>	40,252	<b>39,189</b>	33,410
Liquid investments	13	<b>10,000</b>	29,000	<b>10,000</b>	29,000
Cash and cash equivalents	14	<b>77,165</b>	40,149	<b>64,487</b>	33,194
Derivative financial instruments		<b>3</b>	326	<b>3</b>	326
		<b>132,206</b>	109,727	<b>113,679</b>	95,930

The Group has detailed procedures for monitoring and managing the credit risk related to its financial assets as outlined below.

#### Treasury-related credit risk

The Group is exposed to credit risk from the counterparties with whom it holds its bank accounts and transacts with in the financial markets. Liquid investments, cash and cash equivalents, and derivative financial instruments are all held by financial counterparties which have a minimum credit rating of BBB+ under the Standard & Poor's rating.

Liquid investments and cash and cash equivalents are primarily funds invested with Irish financial institutions with limits on amounts held with individual banks or institutions at any one time. Derivative financial instruments are held with Irish and UK financial institutions and the Group has not experienced any losses due to failure of such counterparties to deliver on their obligations.

#### Customer credit risk

The Group has credit insurance and sets credit limits for all customers. Given the nature of the advertising and other markets within which RTÉ operates, RTÉ had significant exposures to individual advertising agencies and other customers throughout the year. RTÉ's policy is to assign limits to the aggregate amount of exposure to each individual customer. These exposures and the related limits are subject to ongoing review and monitoring.

The maximum exposure to credit risk for trade receivables at the reporting date by geographic region was:

	Group carrying amount		RTÉ carrying amount	
	2020	2019	2020	2019
	€'000	€'000	€'000	€'000
Ireland	<b>43,357</b>	38,120	<b>37,728</b>	32,022
United Kingdom	<b>1,587</b>	2,062	<b>1,458</b>	1,280
Other regions	<b>94</b>	70	<b>3</b>	108
Trade Receivables	<b>45,038</b>	40,252	<b>39,189</b>	33,410

### 23. Financial Instruments and Financial Risk Management (Group and RTÉ) (continued)

The maximum exposure to credit risk for trade receivables at the reporting date by type of customer was:

	Group carrying amount		RTÉ carrying amount	
	2020 €'000	2019 €'000	2020 €'000	2019 €'000
Non-agency debtors	<b>10,381</b>	13,526	<b>5,803</b>	7,975
Other debtors – agency	<b>34,657</b>	26,726	<b>33,386</b>	25,435
Trade Receivables	<b>45,038</b>	40,252	<b>39,189</b>	33,410

An agency debtor represents an advertising agent or agency, being a person, firm or company, which selects or books advertising space on behalf of the advertiser.

The Group's most significant debtor, an Irish company, accounts for €5.03 million (11%) of the trade receivables carrying amount at 31 December 2020 (2019: €3.7 million).

The ageing of trade receivables at the reporting date was:

	Group			RTÉ		
	Gross 2020 €'000	Impairment 2020 €'000	Net 2020 €'000	Gross 2020 €'000	Impairment 2020 €'000	Net 2020 €'000
Not past due	<b>19,119</b>	-	<b>19,119</b>	<b>17,794</b>	-	<b>17,794</b>
Past due 0–30 days	<b>21,125</b>	<b>(258)</b>	<b>20,867</b>	<b>17,555</b>	<b>(33)</b>	<b>17,522</b>
Past due 31–120 days	<b>4,783</b>	<b>(440)</b>	<b>4,343</b>	<b>3,758</b>	<b>(392)</b>	<b>3,366</b>
Greater than 120 days	<b>1,262</b>	<b>(553)</b>	<b>709</b>	<b>880</b>	<b>(373)</b>	<b>507</b>
	<b>46,289</b>	<b>(1,251)</b>	<b>45,038</b>	<b>39,987</b>	<b>(798)</b>	<b>39,189</b>

	Group			RTÉ		
	Gross 2019 €'000	Impairment 2019 €'000	Net 2019 €'000	Gross 2019 €'000	Impairment 2019 €'000	Net 2019 €'000
Not past due	20,719	-	20,719	17,278	-	17,278
Past due 0–30 days	16,750	(531)	16,219	13,591	(288)	13,303
Past due 31–120 days	2,780	(329)	2,451	2,352	(227)	2,125
Greater than 120 days	1,254	(391)	863	986	(282)	704
	41,503	(1,251)	40,252	34,207	(797)	33,410

# Notes Forming Part of the Group Financial Statements (continued)

## 23. Financial Instruments and Financial Risk Management (Group and RTÉ) (continued)

The movement in the allowance for impairment in respect of trade receivables during the year was:

	Group		RTÉ	
	2020 €'000	2019 €'000	2020 €'000	2019 €'000
Balance at 1 January	<b>1,251</b>	1,435	<b>798</b>	842
(Released)/provided during the year	-	(40)	-	100
Bad debts written off in the year	-	(144)	-	(144)
Balance at 31 December	<b>1,251</b>	1,251	<b>798</b>	798

No credit exposure is perceived in relation to prepayments.

### (c) Liquidity risk

Liquidity risk is the risk that the Group will not be able to meet its financial obligations as they fall due. RTÉ's approach to managing liquidity is to ensure, as far as possible, that it will always have sufficient liquidity to meet its financial liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the Group's reputation.

The following tables set out the contractual maturities of financial liabilities, including interest payments associated with borrowings and the undiscounted net cash flows attributable to derivative financial instruments.

The following are the contractual maturities of financial liabilities:

31-Dec-20 Group	Carrying amount €'000	Contractual cash flows €'000	Within 1 year €'000	1-2 years €'000	2-5 years €'000	More than 5 years €'000
Interest-bearing loans and borrowings	<b>65,000</b>	<b>68,538</b>	<b>782</b>	<b>2,265</b>	<b>22,952</b>	<b>42,539</b>
Derivative financial instruments	<b>420</b>	<b>420</b>	<b>341</b>	<b>79</b>	-	-
Trade and other payables	<b>81,598</b>	<b>81,598</b>	<b>77,038</b>	<b>4,560</b>	-	-
Employee benefits	<b>29,325</b>	<b>29,345</b>	<b>20,473</b>	<b>2,648</b>	<b>2,839</b>	<b>3,385</b>
	<b>176,343</b>	<b>179,901</b>	<b>98,634</b>	<b>9,552</b>	<b>25,791</b>	<b>45,924</b>

31-Dec-19 Group	Carrying amount €'000	Contractual cash flows €'000	Within 1 year €'000	1-2 years €'000	2-5 years €'000	More than 5 years €'000
Interest-bearing loans and borrowings	60,000	63,924	702	692	14,480	48,050
Derivative financial instruments	10	10	-	10	-	-
Trade and other payables	87,763	87,763	85,230	2,533	-	-
Employee benefits	22,212	22,303	10,655	7,803	1,040	2,805
	169,985	174,000	96,587	11,038	15,520	50,855

### 23. Financial Instruments and Financial Risk Management (Group and RTÉ) (continued)

The following are the contractual maturities of financial liabilities (excluding inter-company liabilities):

<b>31-Dec-20</b>	<b>Carrying amount</b>	<b>Contractual cash flows</b>	<b>Within 1 year</b>	<b>1-2 years</b>	<b>2-5 years</b>	<b>More than 5 years</b>
<b>RTÉ</b>	<b>€'000</b>	<b>€'000</b>	<b>€'000</b>	<b>€'000</b>	<b>€'000</b>	<b>€'000</b>
Interest-bearing loans and borrowings	10,000	10,595	157	1,652	8,786	-
Derivative financial instruments	420	420	341	79	-	-
Trade and other payables	262,255	262,255	257,695	4,560	-	-
Employee benefits	29,083	29,099	20,404	2,639	2,817	3,239
	<b>301,758</b>	<b>302,369</b>	<b>278,597</b>	<b>8,929</b>	<b>11,603</b>	<b>3,239</b>

<b>31-Dec-19</b>	<b>Carrying amount</b>	<b>Contractual cash flows</b>	<b>Within 1 year</b>	<b>1-2 years</b>	<b>2-5 years</b>	<b>More than 5 years</b>
<b>RTÉ</b>	<b>€'000</b>	<b>€'000</b>	<b>€'000</b>	<b>€'000</b>	<b>€'000</b>	<b>€'000</b>
Interest-bearing loans and borrowings	5,000	5,359	79	78	5,202	-
Derivative financial instruments	10	10	-	10	-	-
Trade and other payables	263,733	263,733	261,200	2,533	-	-
Employee benefits	22,026	22,113	10,613	7,794	1,013	2,693
	<b>290,769</b>	<b>291,215</b>	<b>271,892</b>	<b>10,415</b>	<b>6,215</b>	<b>2,693</b>

As disclosed in note 15, the Group has a term loan and revolving credit facility with Bank of Ireland and a project loan and term loan club facility with Barclays Bank PLC and Bank of Ireland. Both of these facilities have loan covenants which, if breached in the future, may require the Group, or company, to repay the loans earlier than indicated in the above tables. The interest payments in the tables above reflect market forward interest rates at the reporting date and these amounts may change as market interest rates change. Except for the interest-bearing loans and borrowings, it is not expected that the cash flows included in the maturity analysis above could occur significantly earlier or at significantly different amounts.

At 31 December 2020, RTÉ had an undrawn overdraft facility of €10 million in place and an undrawn term loan of €5 million and an undrawn revolving credit facility of €10 million.

#### (d) Currency risk

The functional currency of all Group entities is euro. Due to the nature of certain aspects of its business, in particular acquired television programmes and rights from overseas, RTÉ is exposed to the effects of fluctuations in foreign currency exchange rates. The currencies that give rise to this risk are US dollar and sterling.

The Group and RTÉ primarily use foreign currency forward contracts to economically hedge its currency risk. Changes in the fair value of foreign currency forward contracts are recognised in the Income Statement. At 31 December 2020, the fair value of the associated derivative asset was €3,000 and derivative liability was €341,000 (2019: asset of €326,000).

The Group and RTÉ hedge a minimum of 60% of its budgeted foreign currency exposure in respect of acquired television programmes and rights from overseas.

The Group and Company did not have any material foreign currency denominated monetary assets at 31 December 2020 or 2019.

RTÉ had no financial liabilities denominated in foreign currencies except for those outlined in the following tables.

# Notes Forming Part of the Group Financial Statements (continued)

## 23. Financial Instruments and Financial Risk Management (Group and RTÉ) (continued)

### Breakdown of trade payables by currency

	2020 €'000	2019 €'000
<b>Group</b>		
Euro	<b>4,950</b>	6,390
GBP	<b>80</b>	116
USD	<b>126</b>	34
Other	<b>34</b>	27
	<b>5,190</b>	6,567

### Breakdown of trade payables by currency

	2020 €'000	2019 €'000
<b>RTÉ</b>		
Euro	<b>4,075</b>	6,064
GBP	<b>67</b>	115
USD	<b>126</b>	34
Other	<b>34</b>	26
	<b>4,302</b>	6,239

The following significant exchange rates applied during the year:

	Average rate 2020	2019	Reporting date spot rate 2020	2019
EUR €1 = USD \$	<b>1.1422</b>	1.1195	<b>1.2271</b>	1.1234
EUR €1 = GBP £	<b>0.8897</b>	0.8778	<b>0.8990</b>	0.8508

In managing currency risks, the Group aims to reduce the impact of short-term fluctuations on the Group's earnings. Foreign currency forward purchase contracts are used by the Group to reduce volatility arising from these foreign currency exposures. As a result, the Group mitigates significant risk of movements in foreign exchange rates.

#### Group

A plus or minus change of 10% in relevant foreign currency exchange rates, based on outstanding foreign currency-denominated financial liabilities at 31 December 2020, would impact the Group's Income Statement positively or negatively by up to €26,721 (31 December 2019: €19,515).

#### RTÉ

A plus or minus change of 10% in relevant foreign currency exchange rates, based on outstanding foreign currency-denominated financial liabilities at 31 December 2020, would impact RTÉ's Income Statement positively or negatively by up to €25,215 (31 December 2019: €19,371).

## 23. Financial Instruments and Financial Risk Management (Group and RTÉ) (continued)

### (e) Interest rate risk

At 31 December 2020, the Group had total borrowings of €65.0 million (2019: €60.0 million).

On 6 December 2019, RTÉ entered into a new facility agreement with Bank of Ireland (BOI) amounting to €20 million for working capital purposes. The agreement includes a €10 million revolving credit facility which was undrawn as at 31 December 2020 and a term loan facility of €10 million which was fully drawn as at 31 December 2020.

On 1 February 2019, the Group entered into a project loan facility agreement, through its subsidiary 2rn, with Barclays Bank Ireland PLC and Bank of Ireland amounting to €60 million in aggregate, of which €55 million was drawn at 31 December 2020.

A 1% movement in the interest rate would have a positive or negative effect of €0.9 million on the Income Statement.

At the reporting date, the interest rate profile of RTÉ's interest-bearing financial assets was:

Group	Carrying amount	
	2020 €'000	2019 €'000
<b>Fixed Rate Instruments</b>		
Financial assets	38,000	29,000
<b>Variable Rate Instruments</b>		
Financial assets	49,165	40,149
<b>RTÉ</b>		
<b>Fixed Rate Instruments</b>		
Financial assets	38,000	29,000
<b>Variable Rate Instruments</b>		
Financial assets	36,487	33,194

A 1% movement in the interest rate on RTÉ's interest-bearing financial assets would have a positive or negative effect on the Income Statement of €0.7 million (net of tax).

# Notes Forming Part of the Group Financial Statements (continued)

## 23. Financial Instruments and Financial Risk Management (Group and RTÉ) (continued)

### (f) Fair values

The following table shows the fair values of financial assets and financial liabilities, including their levels in the fair value hierarchy. It does not include fair value information for financial assets and financial liabilities not measured at fair value if the carrying amount is a reasonable approximation of fair value.

Group <sup>1</sup>	Carrying amount 2020 €'million	Fair value level 2 2020 €'million	Carrying amount 2019 €'million	Fair value level 2 2019 €'million
<b>Financial assets measured at fair value</b>				
Forward exchange contracts	-	-	0.3	0.3
<b>Financial liabilities measured at fair value</b>				
Forward exchange contracts	<b>0.4</b>	<b>0.4</b>	-	-
<b>Financial liabilities not measured at fair value</b>				
Interest-bearing loans and borrowings	<b>65.0</b>	<b>65.0</b>	60.0	60.0
<b>RTÉ<sup>1</sup></b>	<b>Carrying amount 2020 €'million</b>	<b>Fair value level 2 2020 €'million</b>	<b>Carrying amount 2019 €'million</b>	<b>Fair value level 2 2019 €'million</b>
<b>Financial assets measured at fair value</b>				
Forward exchange contracts	-	-	0.3	0.3
<b>Financial liabilities measured at fair value</b>				
Forward exchange contracts	<b>0.4</b>	<b>0.4</b>	-	-
<b>Financial liabilities not measured at fair value</b>				
Interest-bearing loans and borrowings	<b>10.0</b>	<b>10.0</b>	5.0	5.0

<sup>1</sup> The Group and RTÉ have not disclosed the fair values for financial instruments such as trade receivables, payables and employee benefits as their carrying amounts disclosed on page 138 and 139 are a reasonable approximation of fair values.

The fair value of derivative financial instruments was based on the fair value hierarchy. The fair value for foreign exchange forward contracts and the interest rate swap were calculated using the following valuation method:

Level 2: inputs, other than unadjusted quoted prices in active markets for identical assets and liabilities, that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices).

The Level 2 valuation method and instruments valued using the method has not changed during this or the previous reporting period. There has been no transfer between levels in the fair value hierarchy.

### 23. Financial Instruments and Financial Risk Management (Group and RTÉ) (continued)

The following tables show the valuation techniques used in measuring Level 2 fair values, as well as the significant unobservable inputs used.

#### Financial instruments measured at fair value

Type	Valuation technique	Significant unobservable inputs	Inter-relationship between significant unobservable inputs and fair value measurement
Derivative financial instruments	Market comparison technique: the fair values are based on quotes for similar contracts traded in an active market.	Not applicable	Not applicable

#### Financial instruments not measured at fair value

Type	Valuation technique	Significant unobservable inputs
Interest-bearing loans and borrowings	Discounted cash flows based on borrower quoted interest rates.	Not applicable

#### (g) Derivative financial instruments

The contractual cash flows associated with the derivative financial instruments are outlined below:

31-Dec-20	Carrying amount €'000	Contractual cash flows €'000	Within 1 year €'000	1-2 years €'000	2-5 years €'000
<b>Group</b>					
<b>Net derivative liabilities</b>					
Foreign exchange forward contracts (outflows)	(417)	(417)	(338)	(79)	-
<b>RTÉ</b>					
<b>Net derivative liabilities</b>					
Foreign exchange forward contracts (outflows)	(417)	(417)	(338)	(79)	-

# Notes Forming Part of the Group Financial Statements (continued)

## 23. Financial Instruments and Financial Risk Management (Group and RTÉ) (continued)

31-Dec-19	Carrying amount €'000	Contractual cash flows €'000	Within 1 year €'000	1-2 years €'000	2-5 years €'000
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<b>Group</b>					
<b>Net derivative assets</b>					
Foreign exchange forward contracts (outflows)	316	316	326	(10)	-

31-Dec-19	Carrying amount €'000	Contractual cash flows €'000	Within 1 year €'000	1-2 years €'000	2-5 years €'000
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<b>RTÉ</b>					
<b>Net derivative assets</b>					
Foreign exchange forward contracts (outflows)	316	316	326	(10)	-

Any gains or losses arising from changes in the fair value of foreign exchange forward contracts are taken directly to the Income Statement.

At 31 December 2020, the Group had total borrowings of €65.0 million (2019: €60.0 million). The Group entered an interest rate swap on a €40 million facility to fix the variable rate on the 2014 borrowings until maturity in June 2019. At the inception of the hedge, the Group formally designated the hedge relationship. In 2019, the facility was re-financed and the hedge became ineffective.

## 24. Financial Commitments, Contingencies and Guarantees

### (a) Capital commitments

	Group		RTÉ	
	2020 €'000	2019 €'000	2020 €'000	2019 €'000
Contracted but not provided for	4,949	3,229	4,672	2,999
Authorised but not contracted for	476	962	77	498
	<b>5,425</b>	4,191	<b>4,749</b>	3,497

### (b) Programme/rights purchase commitments

	Group		RTÉ	
	2020 €'000	2019 €'000	2020 €'000	2019 €'000
Contracted but not provided for	62,134	87,804	62,134	87,804

### (c) Contingent liabilities

Due to the nature of its operations, the Group is involved in various legal actions with third parties which have arisen in the normal course of the business. While it is not practicable to quantify accurately the potential liability under the various actions, the Board is satisfied that it has made reasonable provision for the likely outcome of these actions.

### (d) Guarantees

At 31 December 2020, RTÉ had entered into guarantee facilities amounting to €3.5 million which expire on 31 July 2021.

### (e) Digital television services Northern Ireland

RTÉ has entered into a joint venture with TG4 for the provision of digital television services in Northern Ireland and, under this agreement, RTÉ has a funding commitment that expires in October 2024. The remaining commitment at 31 December 2020 is €2.0 million.

## 25. Grants

### (a) Capital Grants

	Group		RTÉ	
	2020 €'000	2019 €'000	2020 €'000	2019 €'000
Opening Balance	7,904	7,946	-	-
Grants received re 700 MHz project	170	-	-	-
Released to Income Statement	(282)	(42)	-	-
Capital grant amortisation	(2,981)	-	-	-
	<b>4,811</b>	7,904	-	-
<b>Analysed as follows:</b>				
Non-current liabilities	4,408	4,518	-	-
Current liabilities	403	3,386	-	-
	<b>4,811</b>	7,904	-	-

Commencing in 2017, the DTCAGSM issued a capital grant to RTÉ's subsidiary, RTÉ Transmission Network DAC, to facilitate the clearing of the Spectrum 700 MHz frequency band, as stipulated by EU directives. The movement in the grant during the year is in line with the Group's accounting policy.

### (b) Other Grants

During the year Science Foundation Ireland (SFI) awarded a grant of €585,000 to RTÉ (2019: €585,000) for the purpose of making science-related programming. €535,000 was received during the year (2019: €605,000).

RTÉ was also awarded grants of €16,400 (2019: €513,896) from the BAI Sound & Vision and Archiving Schemes in respect of programme funding and digitising the archive library. During the year RTÉ received €169,102 (2019: €159,665) in relating to grants awarded.

RTÉ was awarded a grant of €1,109,000 from the Creative Ireland Programme in 2020 (2019: nil), of which €1,109,000 was received in 2020 (2019: €50,000) as a contribution towards a culture-based initiative which included a national arts projection plan which featured on RTÉ's Shine Your Light Solstice, the creation of bespoke RTÉ Supporting the Arts promotions and a national children's digital art competition - This is Art.

RTÉ was awarded two grants totalling €218,476 in 2020 from the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media in relation to projects commemorating the War of Independence and the Famine. €80,125 was received in the year.

## 26. Related Party Transactions

### (a) Transactions with related parties excluding key management personnel

RTÉ is a statutory corporation, established as a public-service broadcasting corporation under the *Broadcasting Authority Act, 1960*. The members of the RTÉ Board are appointed by the Government. The Government is deemed to have control over the Group and is recognised as a related party as defined by the accounting standards. The Group has applied the exemption in IAS 24 *Related Party Disclosures* that exempts an entity from the related party disclosure requirements in respect of the Government and Government-related entities unless transactions are individually significant or collectively significant.

In the normal course of business, the Group has entered into transactions with the Government and Government-related entities involving the provision of advertising and other similar services, together with purchases of goods and services to/from Government departments and to entities controlled by the Irish Government. An Post collects the television licence fee on behalf of the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media.

At 31 December 2020, the total payable to RTÉ subsidiary undertakings was €189.3 million (2019: €185.4 million).

# Notes Forming Part of the Group Financial Statements (continued)

## 26. Related Party Transactions (continued)

### (b) Transactions with key management personnel <sup>1</sup>

For the purposes of the disclosure requirements of IAS 24 *Related Party Disclosures*, the term “key management personnel” (i.e. those persons having authority and responsibility for planning, directing and controlling the activities of the company) comprises the RTÉ Board, the Director-General, the RTÉ Executive and the corporate functions reporting directly to the Director-General. The total amount of compensation paid to key management personnel in 2020 was €3.4 million (2019: €4.0 million), comprising salaries and other short-term employee benefits of €2.6 million (2019: €3.0 million), post-employment pension benefits of €0.4 million (2019: €0.4 million) and termination benefits €0.4 million (2019: €0.6 million).

Purchases by RTÉ from a company owned/controlled by Board members, other key management personnel and/or their close family members in 2020 amounted to €1.4 million (2019: €1.3 million), primarily in respect of commissioned programmes. Sales by RTÉ to a company owned/controlled by Board members, other key management personnel and/or their close family members in 2020 amounted to €0.1 million (2019: nil). Outstanding contractual commitments from a company owned/controlled by Board members, other key management personnel and/or their close family members in 2020 amounted to €0.4 million (2019: €0.7 million). There were no material amounts outstanding at either year end.

Programme contributions paid by RTÉ to Board members, other key management personnel and their close family members in 2020 amounted to nil (2019: nil).

### Terms and conditions of transactions with related parties

The sales to and purchases from related parties are made at terms equivalent to those that prevail in arm's length transactions.

<sup>1</sup> Related parties include key management personnel, their immediate families and external entities controlled by them.

## 27. Lease Liability

	Group		RTÉ	
	2020 €'000	2019 €'000	2020 €'000	2019 €'000
<b>Lease Liabilities</b>				
<b>Analysed as:</b>				
Non-current	<b>1,972</b>	2,799	<b>657</b>	897
Current	<b>467</b>	719	<b>241</b>	464
	<b>2,439</b>	3,518	<b>898</b>	1,361
<b>Maturity analysis:</b>				
Year 1	<b>467</b>	719	<b>241</b>	464
Year 2	<b>432</b>	512	<b>202</b>	253
Year 3	<b>359</b>	478	<b>205</b>	214
Year 4	<b>207</b>	381	<b>71</b>	192
Year 5	<b>197</b>	229	<b>59</b>	58
Onwards	<b>777</b>	1,199	<b>120</b>	180
	<b>2,439</b>	3,518	<b>898</b>	1,361

The Company does not face a significant liquidity risk with regard to its lease liabilities. Lease liabilities are monitored within the Company's treasury function.

## 28. Board Approval

The Board of RTÉ approved the financial statements on pages 96 to 150 in respect of the year ended 31 December 2020 on 29 April 2021.

# Appendix to the Group Financial Statements – Accounting Policies

## 1. Basis of Accounting

Below we set out the full list of our accounting policies. The accounting policies have been applied consistently in dealing with items that are considered material in relation to the Group and RTÉ financial statements except for the new standards and amendments to standards outlined below.

### (a) Reporting entity

RTÉ is a statutory corporation established under the *Broadcasting Authority Act, 1960* and is domiciled in Ireland. The consolidated financial statements of RTÉ as at and for the year ended 31 December 2020 comprise the statutory corporation and all entities controlled by it (together referred to as the “Group”).

### (b) Statement of compliance

The RTÉ and Group financial statements have been prepared in accordance with International Financial Reporting Standards (IFRSs) as adopted by the European Union (EU) that are effective for the year ended 31 December 2020 and are applied in accordance with the provisions of broadcasting legislation. The Group has also elected to present both its consolidated and RTÉ parent entity financial statements in accordance with the provisions of the *Companies Act 2014* in so far as it provides additional information. Accordingly, RTÉ’s parent Statement of Financial Position, Cash Flow Statement and Statement of Changes in Equity have also been presented with the consolidated financial statements as would ordinarily be required by the *Companies Act 2014*. RTÉ’s Group Income Statement has been adapted as permitted by *Companies Act 2014*, Schedule 3 Part II, Section A4(5).

### (c) Basis of preparation

The RTÉ and Group financial statements have been prepared on the historical cost basis as modified by the measurement at fair value of derivative financial instruments and retirement benefit obligations.

The Group financial statements are prepared in euro, rounded to the nearest thousand (€000), which is the functional currency of all the Group entities.

The preparation of financial statements in conformity with IFRSs requires management to make judgements, estimates and assumptions that affect the application of accounting policies and reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates. Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimates are revised and in any future periods affected. The key areas involving significant judgement or complexity or areas where assumptions and

estimates are significant to the Group’s financial statements relate primarily to the valuation of the defined benefit pension scheme and financial instruments and are documented in the relevant accounting policies and in the related notes.

### (d) Adoption of new and revised standards

During the year, the Group adopted a number of amendments to IFRS standards and interpretations issued by the IASB that are effective for an annual period that begins on or after 1 January 2020. Their adoption has not had any material impact on the disclosures or on the amounts reported in these financial statements.

### Amendments to References to the Conceptual Framework in IFRS Standards

The amendments include consequential amendments to affected Standards so that they refer to the new *Framework*. Not all amendments, however, update those pronouncements with regard to references to and quotes from the *Framework* so that they refer to the revised *Conceptual Framework*. Some pronouncements are only updated to indicate which version of the Framework they are referencing to (the IASB *Framework* adopted by the IASB in 2001, the IASB *Framework* of 2010, or the new revised *Framework* of 2018) or to indicate that definitions in the Standard have not been updated with the new definitions developed in the revised *Conceptual Framework*. The Standards which are amended are IFRS 2, IFRS 3, IFRS 6, IFRS 14, IAS 1, IAS 8, IAS 34, IAS 37, IAS 38, IFRIC 12, IFRIC 19, IFRIC 20, IFRIC 22, and SIC-32. There is no impact on the Group in relation to the adoption of this standard.

### Amendments to IFRS 3 Definition of a business

The amendments clarify that while businesses usually have outputs, outputs are not required for an integrated set of activities and assets to qualify as a business. To be considered a business an acquired set of activities and assets must include, at a minimum, an input and a substantive process that together significantly contribute to the ability to create outputs. The amendments remove the assessment of whether market participants are capable of replacing any missing inputs or processes and continuing to produce outputs. The amendments also introduce additional guidance that helps to determine whether a substantive process has been acquired. The amendments introduce an optional concentration test that permits a simplified assessment of whether an acquired set of activities and assets is not a business. Under the optional concentration test, the acquired set of activities and assets is not a business if substantially all of the fair value of the gross assets acquired is concentrated in a single identifiable asset or group of similar assets. The amendments are applied prospectively to all business combinations and asset acquisitions for which the acquisition date is on or after 1 January 2020. There is no impact on the Group in relation to the adoption of this standard.

# Appendix to the Group Financial Statements – Accounting Policies (continued)

## Amendments to IAS 1 and IAS 8 Definition of material

The amendments make the definition of material in IAS 1 easier to understand and are not intended to alter the underlying concept of materiality in IFRS Standards. The concept of ‘obscuring’ material information with immaterial information has been included as part of the new definition. The threshold for materiality influencing users has been changed from ‘could influence’ to ‘could reasonably be expected to influence’. The definition of material in IAS 8 has been replaced by a reference to the definition of material in IAS 1. In addition, the IASB amended other Standards and the *Conceptual Framework* that contain a definition of ‘material’ or refer to the term ‘material’ to ensure consistency. There is no impact on the Group in relation to the adoption of this standard.

## (e) Standards in issue but not yet effective

A number of new standards, amendments to standards and interpretations are not yet effective and therefore have not been applied in preparing these financial statements. The Group does not plan to adopt these standards early; instead it will apply them from their effective dates as determined by their dates of EU endorsement. These include:

• IFRS 17 Insurance Contracts	Effective date to be confirmed by IASB
• IFRS 10 and IAS 28 (amendments) Sale or Contribution of Assets between an Investor and its Associate or Joint Venture	Effective date to be confirmed by IASB
• Amendments to IAS 1 Classification of Liabilities as Current or Non-current	Effective date to be confirmed by IASB
• Amendments to IFRS 3 Reference to the Conceptual Framework	Effective date to be confirmed by IASB
• Amendments to IAS 16 Property, Plant and Equipment—Proceeds before Intended Use	Effective date to be confirmed by IASB
• Amendments to IAS 37 Onerous Contracts – Cost of Fulfilling a Contract	Effective date to be confirmed by IASB
• Amendments to IFRS 1 First-time Adoption of International Financial Reporting Standards, IFRS 9 Financial Instruments, IFRS 16 Leases, and IAS 41 Agriculture	Effective date to be confirmed by IASB

The directors do not expect that the adoption of the standards listed above will have a material impact on the financial statements of the Group in future periods.

## 2. Revenue Recognition

Revenue, which excludes VAT and transactions between companies in the Group, comprises income arising from licence fees; advertising sales; sponsorship; the use of the Group’s facilities and transmission network; circulation and events income; and content, merchandising and related income. Revenue is stated net of any settlement and volume discounts.

IFRS 15 applies to all the Group’s revenue streams apart from licence fee revenue which is accounted for under IAS 20 *Accounting for Government Grants and Disclosure of Government Assistance*. The other revenue streams, as outlined below, are recognised upon transfer of the promised services or goods to the customers. The Group has adopted the five-step approach to the timing of revenue recognition based on performance obligations in customer contracts. This involves identifying the contract with customers, identifying the performance obligations, determining the transaction price, allocating the price to the performance obligations within the contract and recognising revenue when the performance obligations are satisfied.

### (a) Licence fee revenue

The Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM) has nominated An Post to be the collection agent for the TV licence fee. Licence fee revenue is collected by An Post and paid over to the DTCAGSM, net of collection costs. In addition, licence fee revenue is payable by the Department of Employment Affairs and Social Protection (DEASP) on behalf of individuals eligible for a “free” television licence. This revenue is paid monthly by the DEASP to the DTCAGSM.

The DTCAGSM makes a non-repayable “grant-in-aid” to RTÉ from these licence fees collected, as provided in Section 123 of the *Broadcasting Act 2009* as amended by section 69 of the *Communications Regulation (Postal Services) Act 2011*. This equates to the amounts paid to it by the DEASP, together with the amounts collected by An Post, net of collection costs, a 7% levy to the Broadcasting Fund and amounts paid to TG4 as determined by the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media.

Licence fee revenue payable by the DEASP is recognised upon receipt. All other licence fee income is recognised upon notification by An Post of the number of licences sold in the period.

#### **(b) Advertising and sponsorship income**

Television advertising income is recognised on delivery of a campaign. All other advertising income is recognised on transmission/publication. Advertising income is stated net of agency commissions. Sponsorship income is recognised evenly over the life of the sponsored programme, publication, etc.

#### **(c) Transmission and facilities income**

Transmission and facilities income arise from the use of and access to the Group's transmission, distribution and multiplexing network and studio facilities provided to third parties. Amounts are recognised as the facilities are made available to third parties.

#### **(d) Circulation and events income**

Circulation income arises from the publication and circulation of the *RTÉ Guide* and is stated gross. Revenue is recognised on the basis of the net copies sold at the end of the sales cut-off period for each issue.

Events income arises from public events organised by RTÉ Orchestras. It is recognised as the events are held and amounts fall due.

#### **(e) Content, merchandising and related income**

Content, merchandising and related income represents amounts generated from RTÉ content and services provided to third parties. Revenue is recognised as the service is provided or upon delivery of goods to the third party.

### **3. Segment reporting**

Segmental analysis, prepared in accordance with IFRS 8 *Operating segments*, is set out in note 2(d). RTÉ's primary reporting segments are its divisions. Other segmental analysis as required by the *Broadcasting Act 2009* is set out in note 2(e).

In note 2(d), commercial revenues are mainly reported in the Commercial division. 2rn revenues are reported in the Network division. Archive and library sales revenues are reported in the Content division. Revenues from the provision of multiplexing services and some other minor revenues are reported under other segments. The reporting of licence fee revenue within each division is a function of the licence fee attributed to each individual channel and service.

Costs directly incurred by and for a division are reported within that division. An appropriate full-cost absorption/usage allocation basis is used to apply a fair and reasonable cost to inter-divisional and central shared services consumed by those divisions. The allocations are based upon consistently applied and objectively justifiable cost accounting principles.

Costs of production, commissioning and acquisition of television and radio programmes are incurred primarily for the purpose of providing RTÉ's free-to-air television and radio channels. These costs are charged to the Content and News & Current Affairs divisions as appropriate. In order to fairly reflect the true cost of providing RTÉ's free-to-air television and radio channels, these costs are not apportioned to the online services where further opportunities to access the content are provided. Where direct costs are incurred in the acquisition of online rights, the repurposing of content or the creation of content primarily for online, these are charged to online services. RTÉ is increasing its non-linear output with more programmes getting first transmission on digital platforms and a move towards a digital-first approach in news coverage. Reflecting this digital-first strategy, online services are allocated an appropriate proportion of the cost of common news-gathering infrastructure. Where content is sourced both for inclusion in broadcast programmes and used directly in online services, the cost of sourcing such content is allocated in line with the cost allocation principles set out above.

### **4. Programme Inventories**

Programme inventories are valued at the lower of cost and net realisable value.

Indigenous programme inventories are programmes produced in-house by RTÉ or programmes commissioned by RTÉ from independent producers. Costs for in-house programme stock include direct programme costs, including production facilities and programme labour costs. Costs for commissioned programme stocks are based on the contract price. Indigenous programme inventories are charged to the Income Statement in full on first transmission.

Acquired programme inventories are programmes and films purchased by RTÉ from third-party studios and broadcasters. Costs for acquired programme inventories are defined as the third-party licence contract price which RTÉ pays the studio or broadcaster. Acquired programme inventories are charged to the Income Statement based on the expected value of each transmission as follows:

Features:	75% on first transmission
	25% on second transmission
Series:	99% on first transmission
	1% on second transmission

# Appendix to the Group Financial Statements – Accounting Policies (continued)

Sports rights inventories are the rights to broadcast sporting events. Costs for sport rights inventories are defined as the contract price agreed by the Group with the relevant sports body or rights holder. Where RTE sublicenses sports rights to third parties, the associated income and costs are reflected on a net basis in the Income Statement. Sports rights inventories are charged to the Income Statement as the sporting events relating to the rights are broadcast.

## 5. Foreign Currency Transactions

Transactions denominated in foreign currencies are translated to the respective functional currencies of group entities at exchange rates at the dates of the transactions. Monetary assets and liabilities denominated in foreign currencies at the reporting date are translated to the functional currency at the exchange rate at that date. Any gain or loss arising from a change in exchange rates subsequent to the date of the transaction is included as an exchange gain or loss in the Income Statement.

## 6. Property, Plant and Equipment

### (a) Recognition and measurement

Property, plant and equipment is shown at historical cost, net of accumulated depreciation and any accumulated impairment losses.

Cost includes expenditure that is directly attributable to the acquisition of the asset. The cost of self-constructed assets includes the cost of materials and direct labour, any other costs directly attributable to bringing the asset to a working condition for its intended use and the costs of dismantling and removing the items and restoring the site on which they are located. Purchased software that is integral to the functionality of the related equipment is capitalised as part of that equipment.

Subsequent costs are included in an asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Group and the cost of the replaced item can be measured reliably. All other repairs and maintenance costs are charged to the Income Statement during the financial period in which they are incurred.

Stocks of minor spare parts are stated at the lower of cost and net realisable value and are included in Capital projects in progress.

### (b) Depreciation

Depreciation is provided on all property, plant and equipment, except freehold land and spare parts, at rates calculated to write off the cost, less estimated residual value, of each asset on a straight-line basis over its expected useful life.

The principal rates used are as follows:

Buildings	2.5%	-	25%
Plant & equipment	7.5%	-	20%
Fixtures & fittings	10%	-	25%

Capital projects in progress represent the cost of purchasing and installing property, plant and equipment ahead of their commissioning into use. Depreciation is charged on assets from the date of commissioning.

When parts of an item of property, plant and equipment have different useful lives, they are accounted for as separate items (major components) of property, plant and equipment and depreciated accordingly.

### (c) Impairment

In accordance with IAS 36 *Impairment of Assets*, the carrying amount of items of buildings and plant and equipment are reviewed at each year end date to determine whether there is any indication of impairment and are subjected to impairment testing when events or changes in circumstances indicate that the carrying values may not be recoverable. If any such indication exists, then the asset's recoverable amount is estimated.

### (d) Borrowing costs

Borrowing costs directly attributable to the acquisition, construction or production of an asset that necessarily takes a substantial period of time to get ready for its intended use are capitalised as part of the cost of the asset. All other borrowing costs are expensed in the period they occur. Borrowing costs consist of interest and other costs that an entity incurs in connection with the borrowing of funds.

## 7. Intangible Assets

### (a) Recognition and measurement

An intangible asset, which is an identifiable non-monetary asset without physical substance, is recognised to the extent that it is probable that the expected future economic benefits attributable to the asset will flow to the Group and that its cost can be measured reliably. The asset is deemed to be identifiable when it is separable or when it arises from contractual or other legal rights, regardless of whether those rights are transferable or separable from the Group or from other rights and obligations.

Intangible assets are carried at cost less any accumulated amortisation and any accumulated impairment losses. The Group's intangible assets are entirely software-related in nature.

Subsequent expenditure is capitalised only when it increases the future economic benefits embodied in the specific asset to which it relates.

### **(b) Amortisation**

Intangible assets, with finite useful economic lives, are amortised to the Income Statement on a straight-line basis over their estimated useful lives from the date they are available for use. In the case of computer software, the useful economic lives are generally three to five years.

### **(c) Impairment**

In accordance with IAS 36 *Impairment of Assets* the carrying amount of intangible assets are reviewed at each year end date to determine whether there is any indication of impairment and are subjected to impairment testing when events or changes in circumstances indicate that the carrying values are not recoverable. If any such indication exists, then the asset's recoverable amount is estimated.

## **8. Financial Instruments**

### **(a) Non-derivative financial instruments**

Non-derivative financial instruments comprise trade and other receivables (excluding prepayments), liquid investments, cash and cash equivalents, restricted cash, loans and borrowings, accrued income, employee benefits and trade and other payables.

Non-derivative financial instruments are recognised initially at fair value. Subsequent to initial recognition, non-derivative financial instruments are measured as described below.

#### ***Investments in subsidiaries***

RTÉ's investments in subsidiary companies in its Statement of Financial Position are recognised at cost, less impairment losses.

#### ***Trade and other receivables***

Trade and other receivables are stated at amortised cost, which approximates to fair value given the short-dated nature of these assets. Trade receivables are carried at original invoice amount less any impairment for potentially unrecoverable amounts. Impairment is recognised if there is objective evidence after initial recognition that a balance may not be recoverable in full or in part.

#### ***Liquid investments***

Liquid investments comprise short-term deposits that have a maturity date of greater than three months from the date of acquisition but less than 12 months from the year end date. Given that the maturity of these investments falls outside the timeframe for classification as cash and cash equivalents under IAS 7 *Cash Flow Statements*, the related balances are treated as financial assets and are stated at fair value at inception and carried at amortised cost thereafter. Income on these assets is recognised on an effective interest rate basis.

### ***Cash and cash equivalents***

Cash and cash equivalents comprise bank balances and call deposits that are readily convertible to known amounts of cash at or close to their carrying values and are subject to an insignificant risk of changes in value. Where call deposits are classified as cash equivalents, the related balances have a maturity of three months or less from the date of acquisition. Income on these assets is recognised on an effective interest rate basis.

### ***Loans and borrowings***

Interest-bearing loans and borrowings are initially recorded at fair value, being the fair value of the consideration received, net of attributable transaction costs. Subsequent to initial recognition, variable rate borrowings are measured at amortised cost using the effective interest rate methodology.

### ***Trade and other payables***

Trade and other payables are stated at amortised cost, which approximates to fair value given the short-dated nature of these assets.

### **(b) Derivative financial instruments**

The Group is exposed to market risks relating to fluctuations in interest rates and currency exchange rates. The Group has entered an interest rate swap to manage the exposure to the interest rate fluctuations on its borrowings. Foreign currency forward contracts are used to manage the Group's exposure to fluctuations in US dollar and sterling for forecasted transactions. The Group does not enter into speculative derivative contracts.

The fair value of the interest rate swap is determined by discounting the projected cash flows on the swap arrangement to present value using an appropriate market rate of interest. The fair value of foreign currency forward contracts is determined based on the present value of the quoted forward price.

Derivative financial instruments are initially recognised at fair value and are subsequently re-measured to fair value at each reporting date. The Group categorises derivative financial instruments as financial assets or liabilities at fair value through surplus or deficit or as cash flow hedges. Any gains or losses arising from changes in the fair value of derivatives are taken directly to the Income Statement, except for the effective portion of cash flow hedges, which are recognised in the Statement of Comprehensive Income (as described below).

# Appendix to the Group Financial Statements – Accounting Policies (continued)

## **Cash flow hedges**

At the inception of a cash flow hedge, the Group formally designates and documents the hedge relationship to which the Group wishes to apply hedge accounting and the risk-management objective and strategy for undertaking the hedge.

Where a derivative financial instrument is designated as a cash flow hedge of a recognised liability, the effective part of any gain or loss on the derivative financial instrument is recognised directly in the Statement of Comprehensive Income. The ineffective part of any gain or loss is recognised in the Income Statement immediately. The amount accumulated in equity is reclassified to the Income Statement in the same period that the hedged item affects surplus or deficit.

If the hedging instrument no longer meets the criteria for hedge accounting or the designation is revoked, the hedge accounting is discontinued prospectively.

## **9. Employee Benefits**

### **(a) Retirement benefit obligations**

The Group, through the RTÉ Superannuation Scheme, the RTÉ Defined Contribution Pension Scheme, the RTÉ “50/50” Risk-Sharing Pension Scheme (a hybrid scheme that has both defined benefit and defined contribution elements) and other defined contribution schemes, makes pension contributions for a substantial number of employees.

In relation to the defined contribution schemes and the defined contribution element of the RTÉ “50/50” Risk-Sharing Pension Scheme, contributions are accrued and recognised in the Income Statement in the period in which they are earned by the relevant employees.

For the RTÉ Superannuation Scheme, a funded contributory defined benefit scheme, and the defined benefit element of the RTÉ “50/50” Risk-Sharing Pension Scheme, the difference between the market value of the scheme’s assets and the actuarially assessed present value of the scheme’s liabilities, calculated using the projected unit credit method, is disclosed as an asset/liability in the Statement of Financial Position. The amount charged to the Income Statement is the actuarially determined cost of pension benefits promised to employees earned during the year plus any benefit improvements granted to members during the year.

The Group determines the net interest expense/(income) by applying the discount rate used to measure the defined benefit obligation at the beginning of the period, on the net defined benefit liability/(asset) at the start of the period, taking into account changes during the period as a result of contributions and benefit payments. The net interest expense/(income) is shown as a financing item in the Income Statement.

Remeasurements of the net defined benefit liability, returns on plan assets and the effect of the asset ceiling are recognised immediately in the Statement of Comprehensive Income.

When the benefits of a plan are changed, the resulting change in the benefit that relates to past service is recognised immediately in the Income Statement.

### **(b) Termination benefits**

Termination benefits are recognised as an expense when the Group is demonstrably committed, without realistic possibility of withdrawal, to a formal detailed plan to either terminate employment before the normal retirement date or to provide termination benefits as a result of an offer made to encourage voluntary redundancy. Termination benefits for voluntary redundancies are recognised as an expense if the Group has made an offer of voluntary redundancy, if it is probable that the offer will be accepted, and the number of acceptances can be estimated reliably.

### **(c) Short-term benefits**

Short-term employee benefit obligations are measured on an undiscounted basis and are expensed as the related service is provided.

## **10. Income Tax**

### **(a) Recognition**

Income tax comprises current and deferred tax. Income tax expense is recognised in the Income Statement except to the extent that it relates to items recognised directly in equity, in which case it is recognised in equity.

### **(b) Current tax**

Current tax is the expected tax payable on the taxable income for the year, using the tax rates enacted or substantially enacted at the reporting date, and any adjustment to tax payable in respect of previous years. The Group’s taxable income is liable to Irish corporation tax. The Group’s licence fee revenue earned prior to 31 December 2006 was exempt from corporation tax.

### **(c) Deferred tax**

Deferred tax is recognised using the balance sheet method, providing for temporary differences between the carrying amount of assets and liabilities for financial reporting purposes and the amounts used for taxation purposes. Deferred tax assets and liabilities are not subject to discounting and are measured at the tax rates that are anticipated to apply in the period in which the asset is realised or the liability is settled based on the tax rates and tax laws that have been enacted or substantively enacted at the year end date.

Deferred tax liabilities are recognised for all taxable temporary differences with the exception of the initial recognition of an asset or liability in a transaction that is not a business combination and affects neither the accounting profit nor taxable profit or loss at the time of the transaction.

A deferred tax asset is recognised to the extent that it is probable that future taxable profits will be available against which the temporary difference can be utilised. Deferred tax assets are reviewed at each reporting date and are reduced to the extent that it is no longer probable that the related tax benefit will be realised.

Deferred tax assets and liabilities are offset if there is a legally enforceable right to offset current tax liabilities and assets, and they relate to income taxes levied by the same tax authority on the same taxable entity.

### **11. Finance Income and Expenses**

Finance income comprises interest income on cash and liquid investments and fair value movements on derivative financial instruments that are recognised through the Income Statement.

Finance expenses comprise interest on borrowings, negative interest on deposits, unwinding of the discount on restructuring costs and fair value movements on derivative financial instruments that are recognised through the Income Statement.

### **12. Dividend Income**

Dividends paid and received from group companies are included in the company financial statements in the period in which the related dividends are declared and approved.

### **13. Grants**

Grants are recognised in the Income Statement in the financial year that they relate to. Grants are recognised as income or deducted from the related expense, provided that there is reasonable assurance that the Group will comply with any conditions attached to the grant and that the grant will be received. Licence fee revenue is accounted for in line with IAS 20 *Accounting for Government Grants and Disclosure of Government Assistance*.

Capital grants are recorded as deferred income and are released to the Income Statement on a basis consistent with the depreciation policy of the relevant assets.

### **14. Leases**

#### ***The Group as a lessee***

The Group assesses whether a contract is or contains a lease, at inception of the contract. The Group recognises a right-of-use asset and a corresponding lease liability with respect to all lease arrangements in which it is the lessee, except for short-term leases (defined as leases with a lease term of 12 months or less). For these leases, the Group recognises the lease payments as an operating expense on a straight-line basis over the term of the lease.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted by using its incremental borrowing rate.

The right-of-use assets comprise the initial measurement of the corresponding lease liability, lease payments made at or before the commencement day, less any lease incentives received and any initial direct costs. They are subsequently measured at cost less accumulated depreciation and impairment losses.

Right-of-use assets are depreciated over the shorter period of lease term and useful life of the underlying asset. The depreciation starts at the commencement date of the lease.

# 2020 Performance Commitments

## Renewing RTÉ for the next generation

### Introduction

In late 2019, RTÉ presented its Revised Strategy 2020–2024 to Government, a plan to bring Ireland’s public service media to sustainability and addresses many of the challenges RTÉ faces. This set out a new blend of complementary live and on-demand services, offering audiences compelling and varied content, at times and on devices that suit them. It also evolves what RTÉ should stand for now and into the future, building on and reflecting the organisation’s vision: *To champion Irish culture by captivating audiences with trusted, engaging and challenging content, celebrating our country’s rich diversity, and cultivating Ireland’s talent.* 2020’s plans were however adapted (and continued to change throughout the year) in reaction to the impact of both the uncertainties and challenges brought about by the Covid-19 pandemic.

2020’s Commitments reflect this context, and set out six commitments under three headings or strategic objectives: Audience, Content, and Sustainability.

### **Audience – Deliver content relevant to all Irish audiences, serving everyone, everywhere**

1. Put the audience at the centre of decision making
2. Be where the audience is – provide universal access, optimise linear, and adopt digital first

### **Content – Captivate audiences through a more varied mix of quality content that tells Ireland’s stories**

3. Provide trusted, challenging and engaging content
4. Champion Irish culture
5. Celebrate diversity and cultivate Irish talent

### **Sustainability – Protect the future of public service media through a sustainable RTÉ**

6. Protect the future of PSM through a sustainable RTÉ

### **The impact of Covid-19 on 2020’s commitment results**

The year’s events were shaped by the pandemic, as was the output RTÉ could produce or commission, and in turn so are the outcomes against commitment-targets. Due to continued restrictions to protect public health, major sporting and other events, along with many planned productions, were postponed or cancelled. This resulted in the non-production of much of the planned volumes of premium content – despite best efforts. RTÉ adapted and revised its offer, and audiences flocked in huge numbers for news, information, entertainment, cultural connection and much more. Like so many businesses, RTÉ also experienced significant financial volatility throughout 2020. Commercial and licence fee revenues declined dramatically and production challenges and other factors impacted the cost base. Measurement of audiences was also disrupted, leaving gaps in fieldwork through the year or changes to methodologies that may have impacted on comparability from year to year.

Pursuant to section 102(3) of the Act RTÉ’s *APSC 2019* was submitted to the BAI and the Minister in June 2020 and a summary was subsequently published on RTÉ.ie. A summary of fulfilment of 2020’s commitments is presented here in compliance with section 102(5) of the Act. In compliance with section 102(4) of the Act, a separate and more detailed report on fulfilment or otherwise of commitments was submitted to the BAI and the Minister in April 2021.

## Audience

Deliver content relevant to all Irish audiences, serving everyone, everywhere.

Commitment	Intended Public Impacts	Target Measure	Result
<b>1. Put the audience at the centre of decision making</b>	Audience needs are central to the delivery of PSM in Ireland.	<ul style="list-style-type: none"> <li>Maintain public perception that RTÉ is relevant to people in Ireland today at &gt;80%</li> </ul>	Commitment not achieved. 75% of Irish adults agreed, 5 points behind target and on a par with 2019. The particular features and challenges of 2020 may have impacted perceptions of relevance. See commentary in Introduction on the impact of Covid-19. RTÉ remains committed to improving this score.
	Irish people feel ownership and connection with their PSM.	<ul style="list-style-type: none"> <li>Maintain public perception that RTÉ has high quality content and services at &gt;75%</li> </ul>	Commitment largely achieved. 72% of Irish adults agreed. This is up 4 points on 2019, but remains behind target. See commentary in Introduction on the impact of Covid-19: it was not possible to deliver much of the premium content originally planned for the year.
<b>2. Be where the audience is – provide universal access, optimise linear, and adopt digital first</b>	The media needs of all segments of Irish society are fulfilled.	<ul style="list-style-type: none"> <li>Maintain average weekly reach for all RTÉ services at or above 90% (18+)</li> </ul>	Commitment achieved
	Young people are engaged by Irish content and services.	<ul style="list-style-type: none"> <li>Maintain average weekly reach for all RTÉ services at or above 90% (18–34)</li> </ul>	Commitment achieved
	Innovation in media production will engage digital natives with Irish content.	<ul style="list-style-type: none"> <li>Grow RTÉ's average weekly reach via mobile and online to &gt;56%</li> </ul>	Commitment achieved
	People will have easy and immediate access to Irish content on their device of choice.	<ul style="list-style-type: none"> <li>Maintain RTÉ television share (adults 15+, all day) at 27%</li> </ul>	Commitment achieved
		<ul style="list-style-type: none"> <li>Maintain RTÉ radio share (adults 15+, all day) at ≥30%</li> </ul>	Commitment achieved. This is best-estimate, as fieldwork for the national listenership survey (JNLR) was discontinued in Q1 and Q4 2020 due to Covid-19 restrictions.
		<ul style="list-style-type: none"> <li>Develop a new metric of Time Spent with RTÉ and report on adults 15+ and adults aged 15–34</li> </ul>	Commitment achieved
		<ul style="list-style-type: none"> <li>Maintain public perception that RTÉ programmes and services are easily accessible on a range of devices at &gt;70%</li> </ul>	Commitment achieved

# 2020 Performance Commitments

## (continued)

### Content

Captivate audiences through a more varied mix of quality content that tells Ireland's stories.

Commitment	Intended Public Impacts	Target Measure	Result
<b>3. Provide trusted, challenging and engaging content</b>	In the era of fake news, Irish people have a trusted news source.	<ul style="list-style-type: none"> <li>Maintain public perception that RTÉ provides trusted N&amp;CA at <math>\geq 80\%</math></li> </ul>	Commitment achieved
	The powerful in Irish society are held to account, wrongdoing and bad practice in Irish institutions is exposed.	<ul style="list-style-type: none"> <li>Maintain public perception that RTÉ generates national debate / political discourse</li> </ul>	Commitment achieved
	Education in Ireland is enriched through the inclusion of different perspectives and ways of learning.	<ul style="list-style-type: none"> <li>Maintain public perception that RTÉ keeps me well informed at <math>\geq 80\%</math></li> </ul>	Commitment achieved
<b>4. Champion Irish culture</b>	Public discourse is stimulated and a mirror is held up to contemporary Irish society.	<ul style="list-style-type: none"> <li>Maintain public perception that RTÉ is an important part of Irish life at <math>\geq 80\%</math></li> </ul>	Commitment achieved
	Irish people will benefit from the rich audio-visual heritage delivered through a state-of-the-art PSM archive.	<ul style="list-style-type: none"> <li>Maintain public perception that RTÉ enables me to connect with national events at <math>\geq 80\%</math></li> </ul>	Commitment achieved
	Pride in our national identity is strengthened through engagement with the cultural and sporting experiences that bind us as a nation.	<ul style="list-style-type: none"> <li>Maintain public perception that RTÉ devotes the right amount of time to children's programmes at <math>\geq 50\%</math></li> </ul>	Commitment achieved
	Irish children will see their experiences and hear their own voices on screen, on radio and online.	<ul style="list-style-type: none"> <li>Maintain public perception that RTÉ provides a comprehensive service for Irish speakers at <math>\geq 60\%</math></li> </ul>	Commitment achieved
	The Irish language will grow in prominence and become an integral part of the Irish media landscape.	<ul style="list-style-type: none"> <li>Maintain RTÉ RnaG weekly reach among adults 15+ at <math>\geq 3\%</math></li> </ul>	Commitment largely achieved. This is best-estimate, as fieldwork for the national listenership survey (JNLR) was discontinued in Q1 and Q4 2020 due to Covid-19 restrictions.
		<ul style="list-style-type: none"> <li>Meet the '365 provision' to TG4 as per S120 of the Act</li> </ul>	Commitment largely achieved. 2020's hours were slightly short of the required level, as Covid-19 restrictions adversely impacted content production opportunities. RTÉ aims to compensate for this shortfall in 2021, meeting the requirement over a two-year period, restrictions permitting.

Commitment	Intended Public Impacts	Target Measure	Result
<b>5. Celebrate diversity and cultivate Irish talent</b>	People from every part of Irish society see their experiences represented in their PSM organisation and feel included.	<ul style="list-style-type: none"> <li>Grow public perception that RTÉ reflects current Irish society to <math>\geq 80\%</math></li> </ul>	Commitment not achieved. 72% of Irish adults agreed, 8 points behind target, and on a par with 2019's result. RTÉ remains fully committed to improving how it reflects society in Ireland today.
	There is a heightened awareness of the diversity of Irish society and enhanced social cohesion.	<ul style="list-style-type: none"> <li>Grow public perception that RTÉ has a range of new faces and voices on air to <math>\geq 62\%</math></li> </ul>	Commitment not achieved. 52% of Irish adults agreed, 10 points behind target. While there were some new faces and voices, it was a challenging year for productions, and a number of planned new shows were unfortunately cancelled.
	Ireland has a consistently creative and innovative PSM.		The target had been for ambitious growth, and RTÉ remains fully committed to improving diversity of representation.
	The creative economy in Ireland experiences growth and is strengthened and developed.		Commitment achieved
	Ireland's existing and emerging creative talents are showcased and celebrated.	<ul style="list-style-type: none"> <li>Maintain high proportion of RTÉ Radio's FM output as first-run indigenous at <math>\geq 80\%</math></li> </ul>	Commitment achieved
	Compelling Irish stories are told in a universal and powerful way.	<ul style="list-style-type: none"> <li>Maintain high proportion of indigenous hours as a % of total peaktime hours on RTÉ One at <math>\geq 75\%</math></li> </ul>	Commitment not achieved. 2020's spend was below the required level, as Covid-19 restrictions adversely impacted content production opportunities. RTÉ aims to compensate for this shortfall in 2021, meeting the requirement over a two-year period, restrictions permitting.
	Access to the arts will be broadened and democratized, enhancing public appreciation for our distinctive culture and heritage.	<ul style="list-style-type: none"> <li>Statutory spend requirement met</li> </ul>	Commitment largely achieved. 69% of Irish adults agreed, just 1 point behind target.
		<ul style="list-style-type: none"> <li>Grow public perception that RTÉ One is good for Irish drama to <math>\geq 70\%</math></li> </ul>	Commitment largely achieved. 65% of Irish adults agreed, just 2 points behind target. Arts and cultural performance were particularly impacted by restrictions.
		<ul style="list-style-type: none"> <li>Maintain public satisfaction with the quality of culture and arts on RTÉ at <math>\geq 67\%</math></li> </ul>	Target revoked in 2020
		<ul style="list-style-type: none"> <li>Maintain public perception that RTÉ provides a broad range of orchestral music at <math>\geq 56\%</math></li> </ul>	

# 2020 Performance Commitments (continued)

## Sustainability

### Protect the future of Public Service Media through a sustainable RTÉ

Commitment	Intended Public Impacts	Target Measure	Result
<b>6. Protect the future of PSM</b>	The future of PSM in Ireland is protected and is sustainable.	<ul style="list-style-type: none"> <li>Meet annual budget</li> </ul>	Commitment achieved.
	It is run effectively and efficiently.	<ul style="list-style-type: none"> <li>Deliver RTÉ's portfolio of services within budgeted operating costs</li> </ul>	Commitment achieved
	It is supported by RTÉ commercial activities.	<ul style="list-style-type: none"> <li>Operate RTÉ's commercial activities efficiently to maximise the net return for RTÉ's public service activities and achieve Group commercial revenue targets</li> </ul>	Commitment achieved
	It is open, accountable and transparent.		
	PSM legitimacy is strengthened and protected in Ireland.	<ul style="list-style-type: none"> <li>Total content and distribution spend as a % of Operating Costs is <math>\geq 80\%</math></li> </ul>	Commitment largely achieved. Covid-19 related restrictions resulted in a dramatically reduced content spend due to curtailed production and events. While other Operating Costs also reduced, the rate of curtailment in content spend was much higher.
		<ul style="list-style-type: none"> <li>PROC* target achieved</li> </ul>	Commitment largely achieved. For the reasons outlined above, PROC was a higher proportion of Operating Costs.
		<p>*Personnel Related Operating Costs</p> <ul style="list-style-type: none"> <li>Maintain public perception that RTÉ is valuable to Irish society at <math>\geq 85\%</math></li> </ul>	Commitment largely achieved. 84% of Irish adults agreed, just 1 point behind target.
	<ul style="list-style-type: none"> <li>Maintain public perception that RTÉ is trustworthy at <math>\geq 75\%</math></li> </ul>	Commitment achieved	

# Other Reporting & Statistical Information

## **Audience Council**

Section 96 of the *Broadcasting Act 2009* established the RTÉ Audience Council on a statutory basis. It provides a voice for the viewers and listeners with regard to RTÉ's output and delivery on its public remit. It advises the RTÉ Board on specific issues relating to RTÉ's public-service remit and audience needs.

The members represent a diverse range of interests and backgrounds and are appointed by the Board of RTÉ, taking into account the requirements of the *Broadcasting Act 2009*. The RTÉ Board also appoints one of its members (currently vacant, pending Board appointments) as an ex officio member of the council. Further information on the Audience Council and its members is available at <https://about.rte.ie/inside-rte/rte-audience-council/>

## **RTÉ Fair Trading Report 2020**

RTÉ is committed to ensuring that its trading activities adhere to the principles of fair competition and are operated within the framework of both EU and national legislation. In addition RTÉ has considered it appropriate to implement its own policy and procedures, the RTÉ Fair Trading Policy and Procedures which are published on the RTÉ website.

The Fair Trading Committee was established to oversee the implementation of the Policy and Procedures. It is a sub-committee of the RTÉ Board. The members of the sub-committee during 2020 were Deborah Kelleher (Chair) and Ian Kehoe. This sub-committee is responsible for the independent oversight of the fair trading policy with regard to its implementation; with the ability to conduct periodic reviews of the policy as well as a review of the complaints procedure. The Fair Trading Officer, Eleanor Bleahene, reported directly to the sub-committee during 2020. The Fair Trading Officer continued to provide advice and guidance to relevant areas in RTÉ on fair trading matters during 2020.

No complaints were received during 2020.

## **Report under Section 22 of the *Protected Disclosures Act 2014***

Section 22 of the *Protected Disclosures Act 2014* requires RTÉ to publish an annual report relating to protected disclosures made under the *Protected Disclosures Act 2014*. In accordance with this requirement, RTÉ confirms that no protected disclosures were made during the year ending 31 December 2020.

# Other Reporting & Statistical Information (continued)

## FREEDOM OF INFORMATION REQUESTS TO RTÉ

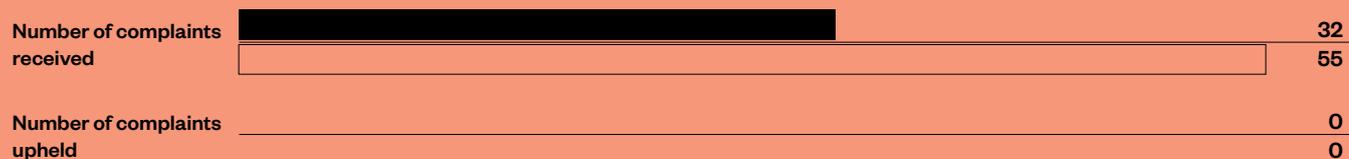
■ 2020 □ 2019



Source: RTÉ

## COMPLAINTS TO BROADCASTING AUTHORITY OF IRELAND ABOUT RTÉ OUTPUT

■ 2020 □ 2019



Source: RTÉ

# Financial History

	IFRS 2020 €'000	IFRS 2019 €'000	IFRS 2018 €'000	IFRS 2017 €'000	IFRS 2016 €'000
<b>INCOME STATEMENT</b>					
Television licence revenue	196,623	196,248	189,055	186,068	179,081
Commercial revenue	134,519	145,837	150,050	151,508	158,237
<b>Total revenue</b>	<b>331,142</b>	<b>342,085</b>	<b>339,105</b>	<b>337,576</b>	<b>337,318</b>
Operating costs (before depreciation, amortisation and exceptional items)	(307,691)	(337,773)	(339,803)	(334,520)	(343,448)
<b>EBITDA before exceptional items</b>	<b>23,451</b>	<b>4,312</b>	<b>(698)</b>	<b>3,056</b>	<b>(6,130)</b>
Depreciation and amortisation	(13,543)	(13,803)	(12,417)	(12,330)	(13,562)
(Loss)/gain on disposal of assets	(8)	288	5	5,004	119
Exceptional items <sup>1</sup>	-	256	(548)	69,896	-
<b>Profit/(loss) from operating activities after exceptional items</b>	<b>9,900</b>	<b>(8,947)</b>	<b>(13,658)</b>	<b>65,626</b>	<b>(19,573)</b>
Net finance (expense)/income	(99)	57	520	(2,115)	217
Tax	(1,863)	1,689	135	(21,418)	(297)
<b>Surplus/(deficit) for the year</b>	<b>7,938</b>	<b>(7,201)</b>	<b>(13,003)</b>	<b>42,093</b>	<b>(19,653)</b>
<b>BALANCE SHEET</b>					
<b>Non-current and current assets</b>					
Property, plant and equipment	60,982	71,028	67,846	66,114	70,137
Intangible assets	4,772	6,311	5,695	3,212	2,020
Pension asset	150,816	110,404	49,556	50,910	29,064
Inventories	26,669	27,689	31,245	34,871	35,427
Cash and liquid investments	87,165	69,149	66,961	107,119	17,698
Other assets	71,509	63,511	60,246	59,706	53,706
<b>Total assets</b>	<b>401,913</b>	<b>348,092</b>	<b>281,549</b>	<b>321,932</b>	<b>208,052</b>
<b>Non-current and current liabilities</b>					
Employee benefits – restructuring	13,411	14,332	16,675	23,055	12,895
Other liabilities	190,358	178,452	169,344	189,765	154,902
Total liabilities	203,769	192,784	186,019	212,820	167,797
Equity	198,144	155,308	95,530	109,112	40,255
<b>Total equity and liabilities</b>	<b>401,913</b>	<b>348,092</b>	<b>281,549</b>	<b>321,932</b>	<b>208,052</b>
<b>CASH FLOW</b>					
Net cash generated/(absorbed) from operating activities	22,560	8,025	(21,156)	(7,448)	(5,402)
Net cash outflow from acquisition of property, plant, equipment and intangible assets	(8,178)	(14,287)	(18,205)	(11,386)	(8,538)
Net proceeds from sale of property, plant and equipment	20	305	17	109,963	127
<b>EMPLOYEES</b>					
<b>Total headcount at 31 December</b>	<b>1,866</b>	<b>1,831</b>	<b>1,822</b>	<b>1,924</b>	<b>1,984</b>
<b>Total FTE at 31 December</b>	<b>1,758</b>	<b>1,714</b>	<b>1,691</b>	<b>1,746</b>	<b>1,834</b>

<sup>1</sup> Exceptional items includes gain on disposal of land, sales-enabling project costs, restructuring and other charges

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