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# Today, tomorrow, together

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

The 62<sup>nd</sup> Annual Report and Group Financial Statements for the 12 months ended 31 December 2022 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 [www.rte.ie/annualreport](http://www.rte.ie/annualreport)  
[www.rte.ie/about/ie/policies-and-reports/annual-reports/](http://www.rte.ie/about/ie/policies-and-reports/annual-reports/)**

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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 our 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

# 1

RTÉ.ie maintained its position as the number 1 news and entertainment website in Ireland, with 31 million monthly visits and an average visit time of 8 minutes 25 seconds.

# 5

RTÉ expanded its rights for comprehensive GAA Championship coverage across RTÉ television, radio, and online services for the next five seasons, guaranteeing quality free-to-air coverage to audiences in Ireland across 12 months of the year from 2023 to 2027 inclusive.

# 6

RTÉ and Virgin Media Television announced a historic partnership to bring Six Nations Rugby action (Ireland Men's, Women's and U-20s tournaments), free-to-air for Irish sports fans.

# 50

We celebrated 50 years of RTÉ Raidió na Gaeltachta in April with a gala concert with the RTÉ Concert Orchestra and guests in Connemara which was broadcast live on RnaG and in a television highlights programme on RTÉ One.

# 5,000

Ireland's most popular soap, *Fair City* reached the milestone of 5,000 episodes in May.

# 6,800,000

Over 1.1 million children and their families will benefit from some €6.8 million in donations raised from the 2021 RTÉ Toy Show Appeal. Through our joint efforts with other media organisations to support the Ireland for Ukraine fund, over €7 million was raised. *The Late Late Show* Irish Red Cross fundraising appeal for Ukraine in March raised just over €3 million to help those directly impacted by the war in Ukraine.

# 8,500,000

Irish football fans tuned into the World Cup in Qatar on RTÉ Player in their droves as 8.5 million total streams on 1.8 million unique devices were recorded across the tournament - an increase of 240% on Euro 2020 live streams and a 47% increase on the World Cup 2018.

# 17,500,000

From the start of the World Cup on 20th November, RTÉ Player had more than 17.5 million streams as viewers engaged with a wide variety of content, including *Quinn Country*, *The Late Late Toy Show* and *The Irish Civil War*.

# 21,000,000

Monthly visits to the RTÉ News App numbered 21 million, with an average of 29 visits per month per user.

# 83,300,000

RTÉ Player enjoyed a total of 83.3 million streams in 2022, an increase of 14% on 2021 representing 25 million hours of streaming, a 33% increase on 2021.



**RTÉ provided 44 of the 50 most watched TV programmes in 2022, as audiences engaged with live sport, entertainment, trusted news, gripping factual programmes, Irish documentaries and local drama. *The Late Late Toy Show* retained pole position with over 1.5 million viewers while nine of the top ten most watched programmes were live free-to-air GAA, rugby and soccer matches *The All-Ireland Senior Football Final* (872,000) was the second most watched programme overall.**









A man in a historical costume, possibly a period actor, is shown in profile, looking towards the right. He is wearing a light-colored, long-sleeved shirt and a dark vest. His right hand is raised near his face, with fingers slightly spread. The background is dark and indistinct, suggesting an indoor setting. The overall lighting is warm and focused on the man.

**RTÉ Supporting the Arts supported 150 local, regional, community and national arts and cultural events across the island with a mix of airtime advertising supports, on television, radio, digital and social. This represents the highest annual figure in the history of the scheme – a testament to the diversity and vibrancy of the arts and cultural sector across Ireland as events were restored and audiences returned.**





**RTÉ was the home of women's soccer in July, with the live broadcast of all 31 games of the UEFA Women's Euro 2022 – a first for Irish prime-time television – continuing RTÉ's commitment to women's sport. RTÉ2 and RTÉ Player were also there as the Republic of Ireland beat Scotland in Glasgow in what was the biggest game in the history of Irish women's football.**










A person wearing a green t-shirt is standing next to a large green plastic structure. The structure has a rectangular panel with an embossed leaf-like design. The background is slightly blurred, showing a chain-link fence and some greenery.

**€6.8million in funds raised by the RTÉ Toy Show Appeal helped over 160 organisations across the island of Ireland working to make children's lives better and enabled at least one project in every county on the island of Ireland.**







A photograph of a musician playing a guitar on stage during a concert. The musician is wearing a dark jacket and a cap, and is seated on a stool. The background shows other musicians and instruments, including a trumpet and a violin. The scene is lit with blue and purple stage lights.

**RTÉ Raidió na Gaeltachta celebrated fifty years on air in April with a gala concert in the heart of the Gaeltacht, broadcast live on radio, with RTÉ Concert Orchestra and some of the country's top traditional musicians including Altan, Iarla Ó Lionáird, Steve Cooney, Muireann Nic Amhlaoibh, Cór Chúil Aodha and many more. Highlights from the concert featured in a TV programme on RTÉ One.**







A white leather sofa is the central focus, heavily splattered with bright yellow paint. The paint is smeared across the cushions and backrest, with some drips hanging down. On the floor in front of the sofa, several small jars of yellow paint are scattered, some with their lids off. A paintbrush lies on the sofa's seat. The background is a plain, light-colored wall, also showing some paint splatters. The overall scene suggests a messy, creative process.

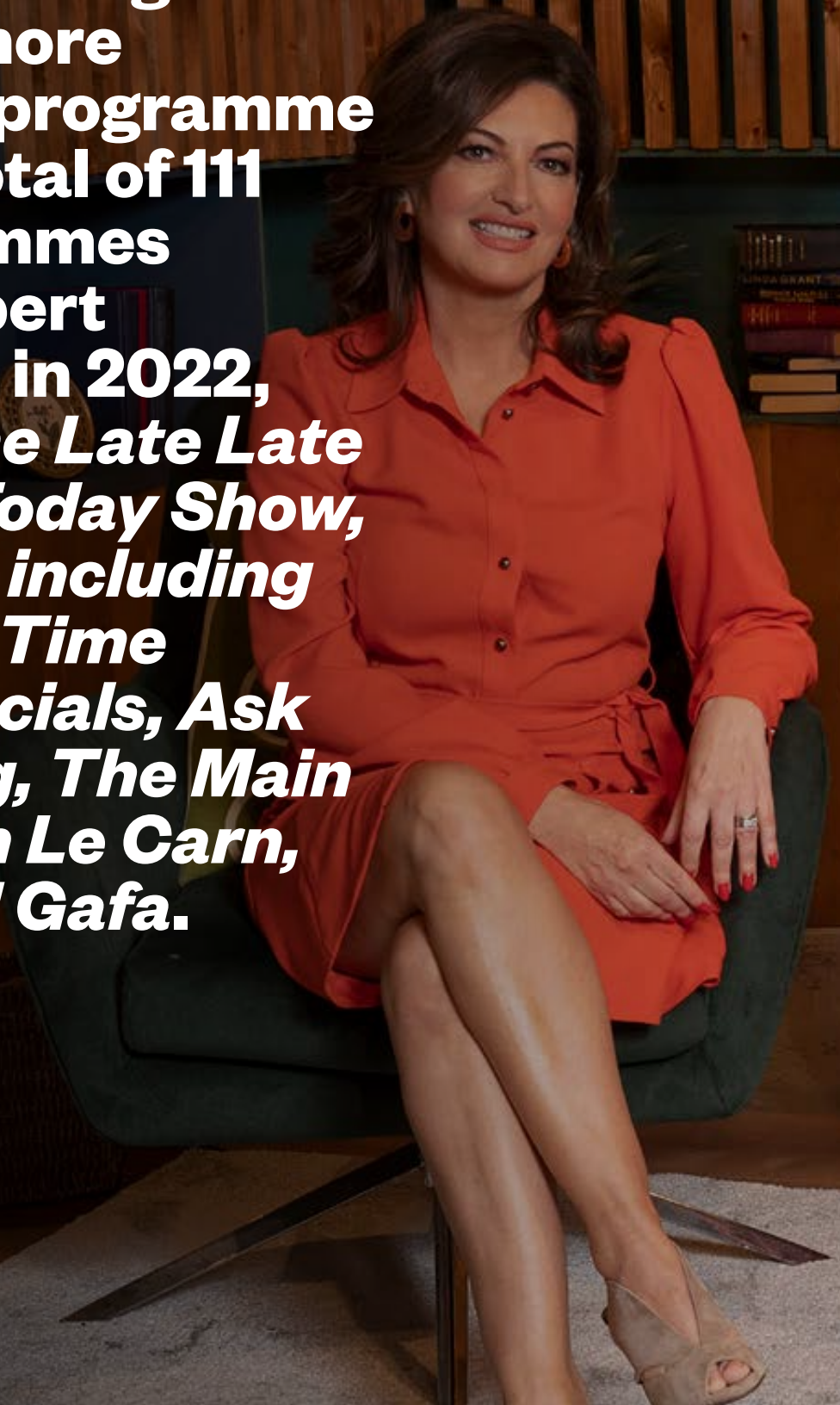
**Original Irish drama was back on RTÉ2 with a new series of *Storyland*, moving from online to RTÉ television for the first time, with three unique, original and exciting single dramas. In collaboration with Screen Ireland, RTÉ's *Storyland* commissions new scripts and brings them to your television screens, specifically to pave the way for tomorrow's writers, directors and producers.**







**As part of making its overall operations more sustainable, RTÉ continued with the rollout of Project albert, a BAFTA-managed programme designed to support more sustainable programme making. A total of 111 RTÉ programmes achieved albert certification in 2022, including *The Late Late Show*, *The Today Show*, *Prime Time*, including three *Prime Time Climate Specials*, *Ask Me Anything*, *The Main Stage*, *Cloch Le Carn*, *Scannal* and *Gafa*.**









**Sport, drama, soaps and uniquely Irish content drove RTÉ Player growth across the board delivering a record-breaking 83,300,000 streams (+14% year-on-year) and 25,800,000 hours spent streaming (+33% versus 2021).**



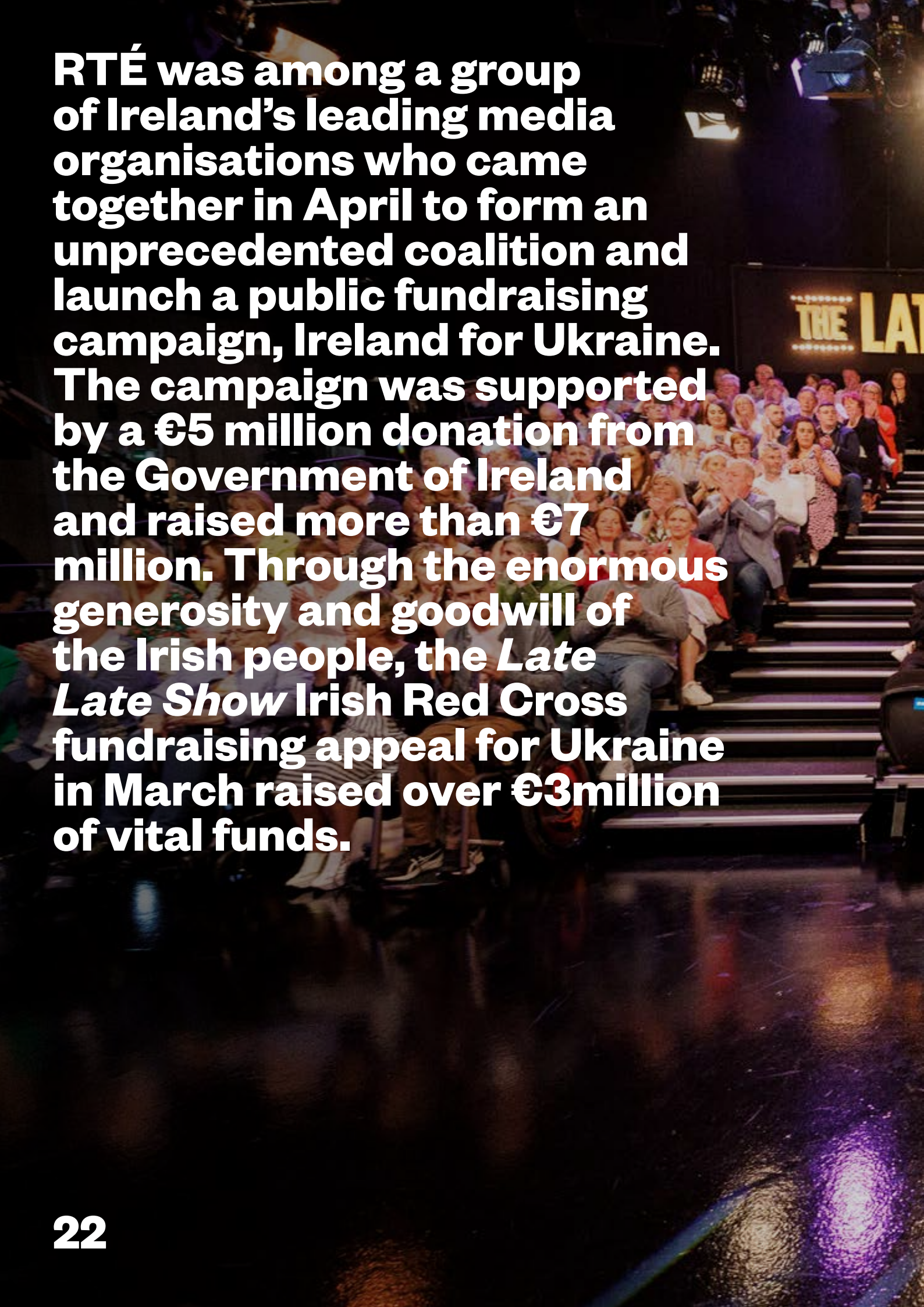




Croke Park

Semple Stadium



A large studio audience is seated on bleachers, clapping. In the background, a sign reads "THE LATE". The scene is lit with stage lights, and the floor is dark and reflective.

**RTÉ was among a group of Ireland's leading media organisations who came together in April to form an unprecedented coalition and launch a public fundraising campaign, Ireland for Ukraine. The campaign was supported by a €5 million donation from the Government of Ireland and raised more than €7 million. Through the enormous generosity and goodwill of the Irish people, the *Late Late Show* Irish Red Cross fundraising appeal for Ukraine in March raised over €3million of vital funds.**



THE LATE SHOW

THE LATE LATE SHOW



I am very privileged to have been appointed Chair of RTÉ in November 2022, towards the end of another significant year for Ireland's national public service media organisation.

2022 was a milestone year for our industry. The publication of the Future of Media Commission Report in July 2022, acknowledging the importance of a diverse and vibrant media, and the multi-faceted role that it plays within Irish life, as well as the unique role of national public service media. It was a year that also saw the announcement of the establishment of Coimisiún na Meán to ensure a thriving diverse and safe online and media landscape, replacing the Broadcasting Authority of Ireland. I'd like to wish the distinguished members of the Coimisiún the very best of luck and we look forward to building a strong working relationship with it as we did with the BAI.

2022 was also a year when Ireland's creative talent on both sides of the camera received richly deserved global recognition as so many film and TV productions, both made in Ireland and featuring Irish talent, were celebrated by peers and the public alike, serving as a timely reminder of the world class standards now consistently achieved here in Ireland and the importance, and benefits, of investment in the sector. We look forward to deepening our relationship with the independent production sector.

In her review of 2022 the Director-General has highlighted many of RTÉ's achievements: the return of audiences to RTÉ's studios and events following two unprecedented and difficult years; the celebration of 50 years of RTÉ Raidió na Gaeltachta; great original Irish drama on television, radio and online; best-in-class documentaries; trustworthy news and current affairs; important, impactful investigations and reports; incredible live sporting action across our services; record numbers of streams on RTÉ Player; vital support for artists and musicians, and so much more delivered day in, day out across RTÉ's services.

As 2022 demonstrates, there is much that RTÉ does so well. But there is much we need to do.

Audiences continue to change rapidly, presented with more choice than ever - not just what to watch, but how, when and where to watch it. New players continue to enter the market. Global giants with deep pockets continue to invest in compelling content for global audiences, including Irish audiences and, with the unprecedented appeal of live sport, pursue lucrative sports rights. Listening habits are also changing fast with the growing popularity of podcasts for all tastes, on demand.

**As 2022  
demonstrates,  
there is much that  
RTÉ does so well.  
But there is much  
we need to do.**



RTÉ must respond to these changes if we are to survive. The capacity to innovate and adapt is central to the success of the organisation and with this comes challenges. Technological change, while necessary, is often expensive which means that we have many big decisions to make, important decisions about our future as we continue to consider how to better serve audiences, while balancing the books. It is almost impossible to fully consider the possibilities without a proper resolution to the issue of funding public service media in Ireland, something I am committed to in my role as Chair.

With much of the focus on change and on the future of RTÉ, it is vital that we remain crystal clear about what it is we are here to do. RTÉ remains uniquely placed to tell our stories, important stories, in both languages, to hold a mirror up to society, to support our artists, musicians, writers, producers and performers, established and emerging, to engage, to entertain, to be there for big national moments, to support our teams and our athletes, to celebrate our achievements and to shine a light on the important issues that affect us.

We do not have to look far to see the growing challenges to truth, to democracy, to identity, to diversity, to culture and to civic life. Without a strong and vibrant RTÉ these things we hold so dear and often take for granted are more at risk.

RTÉ has always faced change and responded well to challenges, and we will continue to do so. We do not underestimate the task ahead or take our role for granted, but we look to the future with renewed purpose and a commitment to doing what's necessary to provide a public service media to be proud of. 2022 has given us plenty to build on.

**Siún Ní Raghallaigh**

Chairperson, RTÉ Board



# Despite many challenges, I am very proud of what RTÉ achieved in 2022.

2022 was another significant year for RTÉ. We began the year looking optimistically towards a full return to 'normality' after almost two years living with the unprecedented challenges presented by the global pandemic. Following the removal of restrictions in the early part of the year, slowly but surely, we welcomed audiences back to our studios and returned to live public events.

Despite many challenges, I am very proud of what RTÉ achieved in 2022. These achievements included the following:

- RTÉ provided 44 of the 50 most watched TV programmes in 2022, as audiences engaged with live sport, entertainment, trusted news, gripping factual programmes, Irish documentaries and local drama.
- We celebrated 50 years of RTÉ Raidió na Gaeltachta (RnaG) in April with a gala concert with the RTÉ Concert Orchestra and guests in Connemara which was broadcast live on RnaG and subsequently broadcast in a television highlights programme on RTÉ One later that month. It was important for us to be able to come together to mark such an important occasion.



- The FIFA World Cup had 8.5 million total streams on RTÉ Player on 1.8 million unique devices across the tournament - an increase of 240% on Euro 2020 live streams and a 47% increase on the World Cup 2018. Less than 1% of those who streamed raised issues with the performance of the RTÉ Player which is reflective of investment we have made in the service over the last few years.
- Audiences also viewed more of our content on the RTÉ Player during this period. Between the beginning of the World Cup, which began on 20th November and the end of the year, RTÉ Player had more than 17 million streams as viewers engaged with a wide variety of content, including *Quinn Country*, *The Late Late Toy Show* and *The Irish Civil War*.
- Our website, RTE.ie had 31 million visits every month, making it the number 1 news and entertainment website in Ireland. The RTÉ News App had 21 million monthly visits.
- As audiences returned, the RTÉ Supporting the Arts scheme supported 150 local, regional, community and national arts and cultural events across the island with a mix of support on television, radio and online.

But there was so much more important public service content and programming which reminded us of the vital role RTÉ continues to play at the centre of life in Ireland.

Compelling documentaries and investigative reports, such as *Blackrock Boys* which was produced by the RTÉ Documentary on One team, was both difficult and essential listening, as were the *Liveline* programmes which followed and provided a significant platform for many victims to come forward over several days to share their personal stories.

*Quinn Country*, *Vicky*, *War at Home*, *Cold Case Collins*, *The Irish Civil War* and *Tiger Roll*, *The People's Horse* are just some of the best-in-class documentaries that generated great public interest and discussion. In May, we joined forces with Science Foundation Ireland to co-fund the documentary, *The Change – Ireland's Menopause Story* which aired on RTÉ One and on RTÉ Player and followed the phenomenal reaction to women's stories on *Liveline* on RTÉ Radio 1 the previous year.

RTÉ Investigates continued its essential and valuable work in unearthing new evidence related to the death of Fr Niall Molloy and turning the spotlight on Ireland's illegal adoptees revealing how 12 months later many were still searching for answers. These important investigations continue to have an impact long after their broadcast.

In a year in which RTÉ was the home of quality Irish drama and during which *Fair City* celebrated 5,000 episodes, we were particularly proud to support new Irish writing by bringing *Storyland* to RTÉ television for the first time with brand-new single dramas, *Balor Hall*, *Mustard* and *Every Five Miles*. These short dramas remain popular on RTÉ Player. I am also very proud that, in October, through RTÉjr we broadcast *Dizzy Deliveries*, the first ever television series to use manual sign language Lámh, providing a valuable platform to the thousands of kids that use it daily.

We know that live sport is important to our audiences and in 2022, in addition to a successful World Cup, RTÉ provided sports fans throughout Ireland with some incredible live sporting action and memorable moments across the Six Nations, GAA club and county championships, live camogie championship games, women's soccer, including Ireland's historic qualification for the Women's World Cup, Nation's League matches, Heineken Champions Cup fixtures, European Cross Country action, and so much more across RTÉ television, radio and online.

In addition to our focus on important programming and content, we continued to deliver technological innovation and improve our digital products and services: we significantly updated the RTÉ Radio Player app; we agreed a new deal with Sky which will increase RTÉ content on Sky platforms and place RTÉ at the centre of Sky Glass; we continued to invest in flexible visual studios for audio broadcasts, allowing us to create higher quality video content for social, for online, and for television. This is part of our sustained drive to deliver new products, new functionality and features, more personalisation and new content formats to complement our live broadcasting and to deepen our engagement with audiences, particularly younger audiences, across multiple devices and platforms.

As I mentioned previously, events also made a return after a difficult absence and it was very special to once again be part of important partnerships that welcomed back members of the public, including the National Ploughing Championships, Culture Night, RTÉ Choice Music Prize, Rose of Tralee, Fleadh Cheoil, All-Ireland Drama festival, Bloom, and more. Events like these bring us closer to our audiences and allow us to bring them into the homes of our viewers and listeners.

Once again, I am particularly proud of the role RTÉ played in building on our efforts to raise much-needed funds for charities across the country through a range of uplifting and inspiring initiatives in 2022. Earlier this year we announced that over 1.1 million children and their families started to benefit from some €6.8 million in donations raised from the 2021 RTÉ Toy Show Appeal. 2022's RTÉ Toy Show Appeal raised almost €4 million. An incredible achievement. RTÉ 2FM, in association with Keary's Motor Group, gave away a car to one lucky listener in November and raised an impressive €47,000 for Childline to help children throughout Ireland. Through our joint efforts with other media organisations to support the Ireland for Ukraine fund, over €7 million was raised. *The Late Late Show* Irish Red Cross fundraising appeal for Ukraine in March raised just over €3 million to help those directly impacted by the war in Ukraine. While we never take the generosity of the Irish public for granted, we were humbled by the response to these initiatives, and more, throughout the year.

We also entered 2022 with the hope that, with the publication of the Future of Media Commission Report, we would reach a turning point in national investment in public service media. The Report was published in July 2022 and acknowledged the importance of a diverse and vibrant media, and the multi-faceted role that it plays within Irish life, as well as the unique role of national public service media. The funding solution proposed in the Future of Media Commission Report was the only recommendation not supported by Government. RTÉ will continue in its efforts to make the case for reform to ensure the future of public service media in Ireland. It has never been so important.

**Dee Forbes**  
Director-General

## Results and Operating Profit

Despite the general business uncertainty resulting from the war in Ukraine and a highly inflationary environment, RTÉ recorded a modest deficit of €2.8 million in 2022.

While operating costs returned to normal levels, following cost alleviation in 2020 and 2021 due to COVID restrictions on production, commercial revenues also improved after a slow start to the year. TV spot advertising recovered well in the final quarter due to strong interest in the FIFA World Cup.

On the other hand, licence fee income declined slightly compared to 2021 which means that it has still not recovered to pre-COVID levels. The Special Events in 2022 were the FIFA World Cup, UEFA Nations League and the Women's European Championships Football.

Cash on hand increased by €12.6 million during the year. This is mainly due to the receipt in December 2022 of €15 million in additional public funding arising from recommendations in The Future of Media Report published in 2022. This additional funding is intended to cover operating costs in 2023 and will be recognised then.

## Summary Financial Highlights

	2022 €m	2021 €m	Change €m
Commercial Revenue	<b>152.1</b>	148.3	3.8
Licence Fee Revenue	<b>195.6</b>	196.1	(0.5)
Total Revenue	<b>347.7</b>	344.4	3.3
Operating Costs (excluding Special Events)*	<b>(332.6)</b>	(315.5)	(17.1)
<b>EBITDA** (before Special Events)</b>	<b>15.1</b>	28.9	(13.8)
Special Events Costs	<b>(6.7)</b>	(15.8)	9.1
EBITDA	<b>8.4</b>	13.1	(4.7)
Depreciation & Amortisation	<b>(11.8)</b>	(11.6)	(0.2)
Gain on Disposal of Assets	-	0.1	(0.1)
Net Finance income	<b>0.4</b>	1.2	(0.8)
<b>(Deficit)/Surplus before Tax</b>	<b>(3.0)</b>	2.8	(5.8)
<b>Tax</b>	<b>0.2</b>	(0.4)	0.6
<b>Net (Deficit)/Surplus for the Year</b>	<b>(2.8)</b>	2.4	(5.2)

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

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

## Commercial Revenue

2022 commercial revenue of €152.1 million represents a year on year increase of 2.6% (2021: €148.3 million). The main reason for the increase was the performance of other non-trading revenues as RTÉ continues to diversify its revenues.

	2022 v 2021 Change €m	Change %
<b>Commercial Revenue 2021</b>	<b>148.3</b>	
Television Trading	(0.3)	(0.3%)
Radio Trading	0.3	1.2%
Digital Trading	0.6	7.1%
Other Non-Trading Revenues	3.2	12.0%
Year-on-Year Movement	<b>3.8</b>	2.6%
<b>Commercial Revenue 2022</b>	<b>152.1</b>	

TV spot advertising, the single biggest contributor to commercial revenue, declined by 1.3% on 2021. The year 2022 started optimistically with the removal of lockdown restrictions. However, advertiser confidence was disrupted by the war in Ukraine and increasing energy costs. Continuing supply chain issues and the inflationary environment further hit advertiser confidence. Revenues improved towards the end of the year with significant advertiser demand around the FIFA World Cup. The year on year performance was driven by declines in categories such as Food, Energy and Telecoms, but these declines were offset by increases in the Retail, Travel and Entertainment categories.

Other TV trading revenue, including sponsorship and product placement, increased by 5.7%. With less disruption to the TV programming schedule experienced in 2022 than in 2021, there were opportunities for the resumption of a more regular pattern of sponsorship revenue.

Radio trading, which includes spot, sponsorship and promotions, had a successful year in relative terms, with a year on year increase of 1.2%. Radio spot advertising declined by 1.8%, however this decline was offset by increases across Radio sponsorship and promotion.

The decline in Radio spot advertising was mainly due to a reduction in spend by Government for critical public health messaging. While all Government spend declined in 2022 to 13.3% (2021: 18.6%) of total Radio spot advertising income it continued to represent a significant proportion of the business.

Digital trading revenues increased by 7.1% on 2021. Digital VOD revenue is the largest contributor to digital trading revenues and was up 18.4% year on year. Digital display revenue across RTE.ie declined by 20.8% year on year and digital sponsorship increased by 3.8%.

Non trading income increased by €3.2m in the year principally due to digital distribution deals concluded for licencing of the RTÉ Player and also due to the resumption of performances by the RTÉ Concert Orchestra.

PIC (*Programme Interaction Competitions*) revenue declined by 25.4% year on year, as the level of audience engagement with TV competitions has not returned to pre-COVID levels.

The *RTÉ Guide* was down 10% year on year and in line with a market that is estimated to have declined by 10%. Total copy sales of 1.657 million included a 9% decline in sales of the flagship Christmas issue, which sold 240,600 copies. Advertising revenue for the *RTÉ Guide* also declined year on year as the magazine advertising market proved challenging.

As part of RTÉ's strategy to develop live ticketed events *Toy Show*, *The Musical* was staged in December. While this show received favourable reviews, ticket sales were below expectations, not helped by the fact that a number of shows had to be cancelled due to illness amongst the cast.

### 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 TV licence sales income from An Post (the appointed agent for the sale of TV licences) and from the Department of Social Protection (DSP) in respect of 'free' television licences. The DTCAGSM then makes a grant to RTÉ out of licence fee monies collected.

Of the €221.5 million licence fee collected in 2022, €195.6 million (88%) was received by RTÉ. The remaining licence fee collected, €25.9 million, was used to pay An Post collection costs and related charges and to provide funding for the Broadcasting Authority of Ireland (BAI) Sound & Vision Fund. Licence fee income received by RTÉ in 2022 was down €0.5 million compared to 2021, as TV licence sales failed to recover to pre-COVID levels.

The latest evasion rate available is for 2020. These are calculated by the DTCAGSM and show an evasion rate of 15.2% of chargeable domestic households and business premises. The evasion rate in Ireland is significantly higher than the UK and other European countries (see page 31) and collection costs are more than double other European public service broadcasters.



# Financial Review (continued)

Also 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 now stands at 16.9% (January 2023), an increase of 1.8% 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.

Despite the BAI's 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 annual public funding has increased by only c.€7 million since then. Once off additional public funding of €15m has also been received for 2023 following recommendations made by The Future of Media Commission. The Commission was established by Government and issued its recommendations in 2022. All recommendations except for direct exchequer funding of RTÉ were accepted in principle. The recommendation in relation to reform of the licence fee has now been passed on to a Technical Working Group and RTÉ expect this Group to report in 2023. Unless and until substantial reform to the Licence Fee system is completed, RTÉ's financial position will remain fragile and unsustainable and its capacity to plan and invest for the future will remain curtailed.

The section 'How Your TV Licence Fee Is Used' (see pages 35–36) 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 support, and An Post collection fees.

## Operating Costs

Operating costs, excluding Special Events, increased by €17.1 million year on year as production of both in-house and commissioned programmes returned to pre-COVID levels.

Commissioned programme costs increased by €1.9 million as a result of delayed transmission of programmes from 2021 and inflationary increases to production costs during 2022. With a full return of Sports activities, costs increased significantly in 2022 – there was a full GAA season for the first time since 2019, also a full years coverage of the URC Rugby and the 6 Nations Rugby returned to RTÉ. Related travel costs also increased. Energy costs increased by €1.8m as the war in Ukraine pushed prices higher. Employee costs increased by €1 million year on year due to the Pay Agreement reached in November 2022 (see *Pay Agreement* below), pay increments awarded and some incremental hiring.

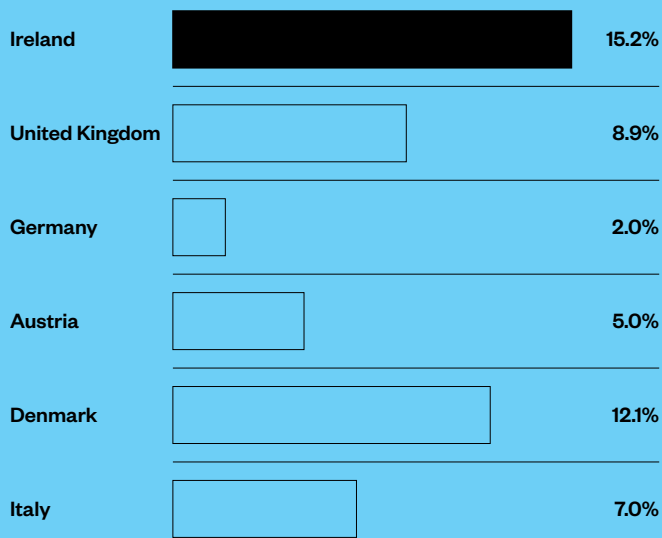
Special Events costs decreased in 2022 by €9.1 million as 2021 was an exceptionally busy year for Special Events, with Euro 2020 and the Olympics carried over from 2020 when they were postponed due to COVID.

2022 v 2021  
Change  
€m

<b>Operating Costs 2021</b>	<b>331.3</b>
Increase in Operating Costs	17.1
Decrease in Special Events Costs	(9.1)
Year-on-Year Increase (Including Special Events)	<b>8.0</b>
<b>Operating Costs 2022</b>	<b>339.3</b>

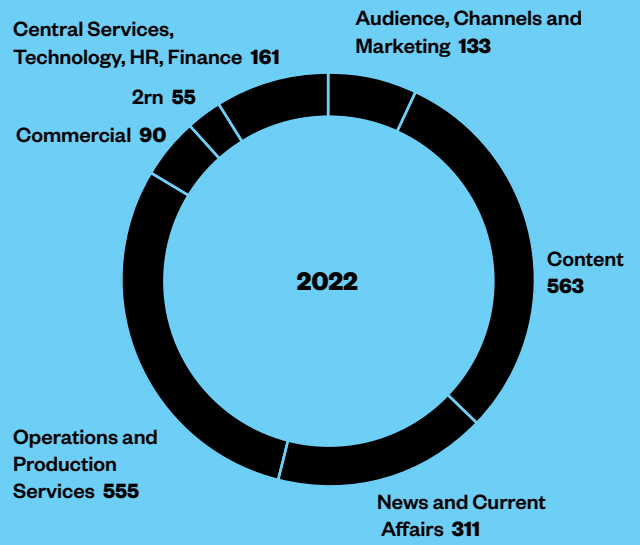


### LICENCE FEE EVASION

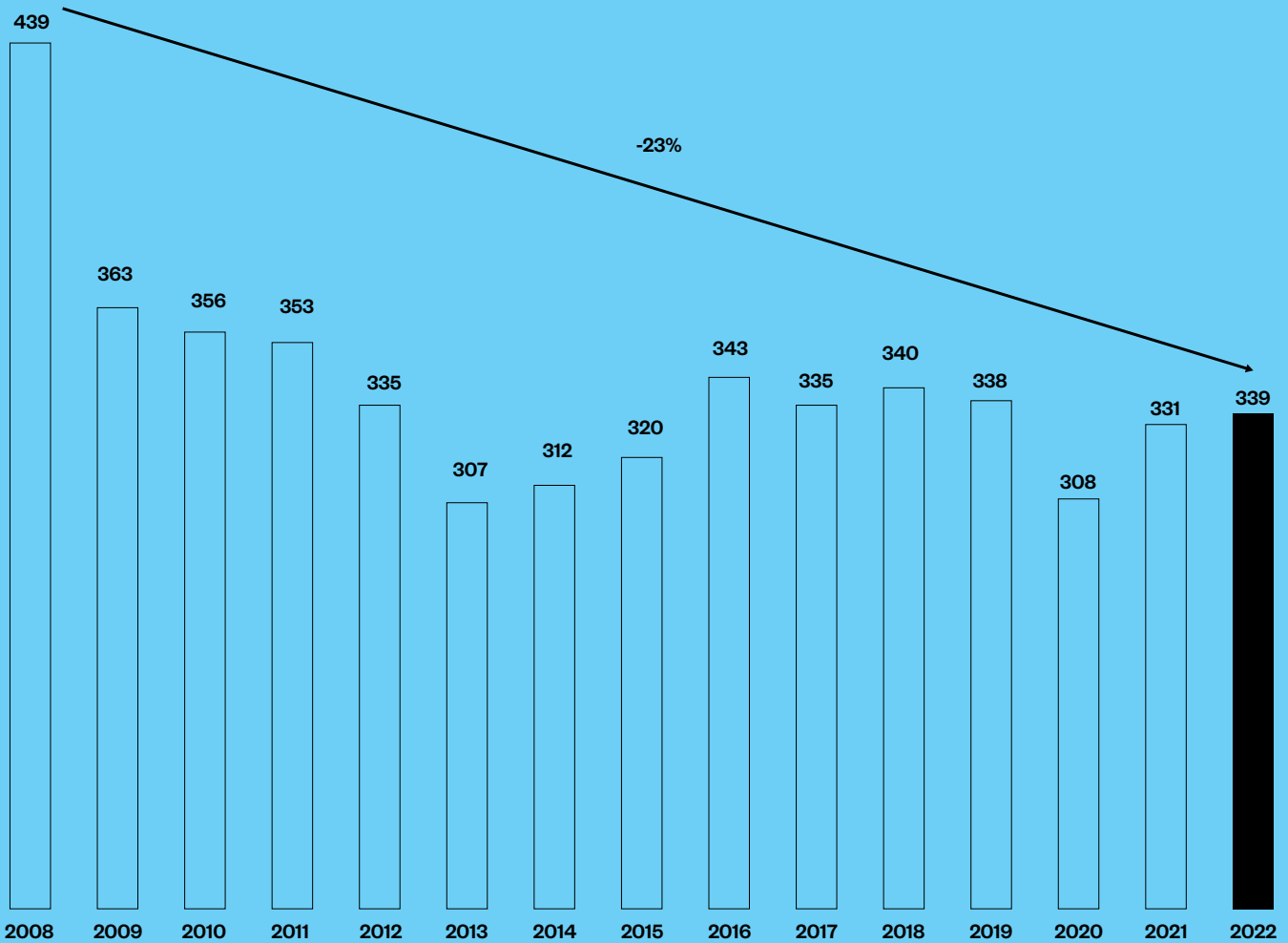


Source: EBU Report Licence Fee 2022 Incl. Rates for 2021

### EMPLOYEE NUMBERS



### RTÉ OPERATING COSTS €M 2008-2022



# Financial Review (continued)

## Revised Strategy

The Revised Strategy 2020-24 was published and put in place in November 2019 to return RTÉ to financial sustainability.

The Strategy targeted €59m of savings against projected costs for the period 2020-22. To date €93m of savings have been delivered. However, like many organisations RTÉ had to drastically adjust its plans in light of the COVID pandemic. As a result, €26m of these savings came from initiatives planned as part of the strategy and a further €67m of savings were achieved through other means.

The public funding elements of the Strategy have not been delivered.

## Employee Numbers

At 31 December 2022, there were 1,868 (2021: 1,871) employees, of which 243 (2021: 232) were part-time/casual. The full-time equivalent (FTE) headcount at 31 December 2022 was 1,735 (2021: 1,755). At the start of 2022 the National Symphony Orchestra and its 70 FTE staff transferred from RTÉ to the National Concert Hall.

In January 2023, following a review and professional advice received, 52 actors involved in *Fair City* were converted from contractor status to employees. The *Employment First* policy now being implemented is increasing headcount across the organisation. This policy was introduced in 2019 following the *Eversheds Report to RTÉ on the use of freelancers / contractors*. The RTÉ policy is now to deem all roles to be employment roles unless they meet the criteria as set out in the *Code of Practice on Determining Employment Status* wherein independent contractor engagements will be offered. It is envisaged that most roles in RTÉ from hereon will be assessed as employment first.

## Net Finance Income

Net finance income of €0.4 million arose in 2022 (2021: net income of €1.2 million), comprised as follows:

Finance income for 2022 was €2.1 million (2021: €2.6 million). It included net interest income of €1.7m (2021: €1.4 million) related to IAS 19 defined benefit pension scheme income, investment income of €0.3 million from a joint venture (2021: €0.5 million) and deposit interest.

Finance expense for 2022 amounted to €1.8 million (2021: €1.4 million). The expense of €1.8 million included interest payable on borrowings, deposits, interest on restructuring costs and fair value loss on derivative foreign currency contracts.

## Taxation

There was an overall tax credit of €0.2 million in 2022 (2021: tax charge €0.4 million). A tax charge of €0.3 million arose in 2022 as a result of taxable profits generated. However, this was offset by a deferred tax credit of €0.5 million arising from the movement on taxable temporary differences on property, plant & equipment.

## Cash Flow and Borrowings

Total cash balances, including liquid investments, at 31 December 2022 amounted to €114.0 million (2021: €101.4 million). This represents an increase of €12.6 million and was primarily due to the receipt of additional public funding of €15m in December which will be recognised in 2023. The movement in 2022 cash balances can be summarised as follows:

## Summary Cash Flow Statement

	2022 €m	2021 €m
EBITDA	8	13
Operating cash flows:		
– Working Capital decrease	20	18
Restructuring cash flows:		
– Payments	(1)	(2)
Income taxes paid	(1)	(3)
Investing Activities:		
– Capital Expenditure	(10)	(11)
Financing cash flows:		
– Borrowing Repayment	(2)	-
– Interest Paid	(1)	(1)
<b>Net Increase in Cash and Liquid Investments</b>	<b>13</b>	<b>14</b>

At 31 December 2022, RTÉ had bank borrowings of €63.1 million (2021: €65 million) comprising the following:

- 2rn, RTÉ's transmission subsidiary, has a €60 million Club Facility with Barclays and Bank of Ireland. €40 million of this facility relates to project finance for the transmission and distribution infrastructure required for the Digital Terrestrial Television network (DTT), and was fully drawn down as at 31 December 2022. An additional term loan facility for €20 million is in place, of which €15 million was drawn down as at 31 December 2022.
- 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 2022 €8 million of the term loan was drawn down.

## Financial Risk Management

The Board of RTÉ approves the Treasury policy 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 21 to the Financial Statements : *Financial Instruments and Financial Risk Management*.

## Capital Expenditure

RTÉ's cash expenditure incurred on capital projects in 2022 was €10 million (2021: €12 million). The majority of this spend relates to technology projects and to the DTT asset replacement programme.

Investment of the land sale proceeds generated in 2017 continues with a number of strategic capital projects in progress including a new storage platform, a new ERP system, the consolidation of the post-production estate and the digitisation of the archives. The majority of the land sale proceeds have now been committed to projects.

## 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) to the Financial Statements : *Principal Activities and Segmental Information*. RTÉ's primary reporting segments are its divisions which were established on 1 January 2018 following an organisation restructure. RTÉ's cost allocation methodologies have been consistently applied for 2022 as outlined and presented in Note 2.

## Regulation

RTÉ is regulated by the BAI as regards 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.

The Commission for Communications Regulation (ComReg) previously designated RTÉ and its subsidiary 2rn as having significant market power in the market for wholesale access to DTT multiplexing services (Market B) and in the market for wholesale access to national terrestrial broadcast transmission and distribution services (Market A). The decision placed certain obligations on both RTÉ (Market B) and 2rn (Market A). Transmission services are provided at cost plus a regulated Weighted Average Cost of Capital as determined by ComReg on investment in the net assets employed. 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.

## Pay Agreement

In November 2022 RTÉ and the RTÉ Trade Union Group (TUG) reached agreement on a proposed 6% pay increase over the next two years. Non-taxable vouchers were gifted to staff in 2022. The agreement was accepted by ballot in late December. In a joint statement RTÉ and the TUG said *'the agreement sought to achieve a fair balance, that recognised the pay restraint in RTÉ since 2008 while being responsive to the impact of substantial cost-of-living increases on RTÉ staff and their families.'* The agreement also acknowledged *'RTÉ's own financial position within a highly disrupted media sector and its obligations to sustain employment, public service programming and its commitments to audiences.'*

## 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 2022, RTÉ had 51 employees (2021: 69) who were members of the scheme.

As at 31 December 2022, the assets of the scheme had a market value of €1,031 million (2021: €1,194 million). The liabilities of the scheme, as valued in accordance with IAS 19 *Employee Benefits*, were €859 million (2021: €1,047 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 2022, there is a pension asset of €172 million reported in respect of the scheme (2021: €147 million).

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 2022, RTÉ had 1,243 employees (2021: 1,280) 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 2022, RTÉ had 399 employees who were members of the RTÉ 50/50 Risk-Sharing Pension Scheme (2021: 401).

As at 31 December 2022, the assets of the DB section of the scheme had a market value of €28.6 million. Under IAS 19, the liabilities of the DB section were €19.7 million, giving rise to a surplus of €8.9 million (2021 surplus €1.0 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.

## Outlook

RTÉ's cost base in 2023 will rise significantly due to inflationary pressures and also due to the investment required in digital projects to transform RTÉ for the changing media consumption landscape.

In December 2022 a pay deal was agreed with staff which will see pay rise by 6% over the next 2 years.

The €15m additional public funding received in December 2022 under The Future of Media Commission recommendations will help offset some, but not all, of these cost increases.

## 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

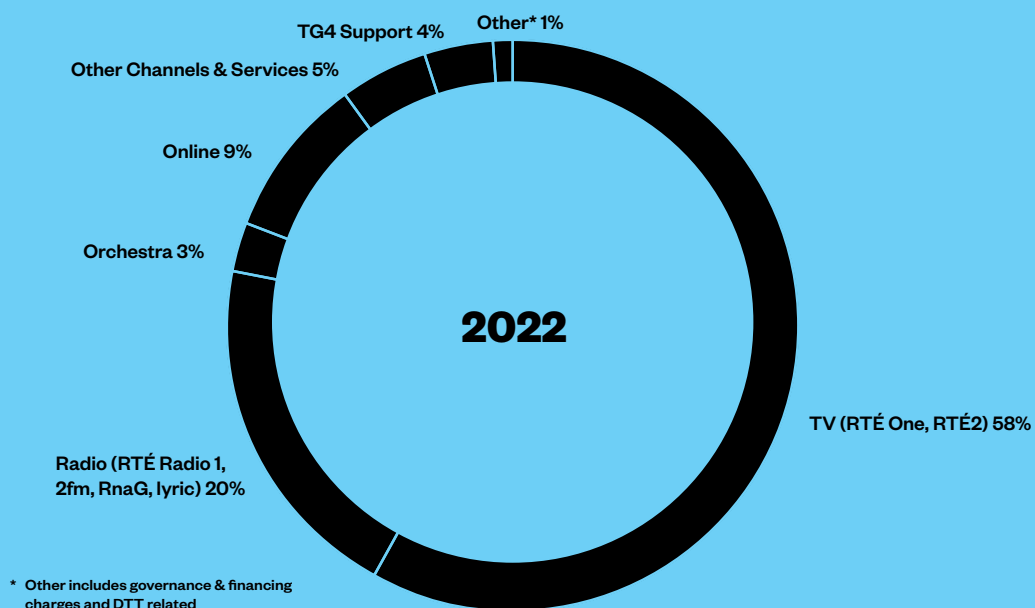
The following table represents how an individual TV licence fee is used, bearing in mind that RTÉ is not the sole recipient of TV licence fee monies:

### Utilisation of Each TV Licence Fee Collected

	2022 €	2021 €
RTÉ One	<b>50.05</b>	45.08
RTÉ2	<b>31.17</b>	32.07
RTÉ Television	<b>81.22</b>	77.15
RTÉ Radio 1	<b>13.49</b>	13.06
RTÉ 2fm	<b>2.60</b>	2.49
RTÉ Raidió na Gaeltachta (RnaG)	<b>8.36</b>	8.13
RTÉ lyric fm	<b>3.54</b>	3.36
RTÉ Radio	<b>27.99</b>	27.04
RTÉ Orchestras	<b>3.88</b>	9.15
Online Services	<b>12.16</b>	11.16
Other Channels and Services	<b>6.97</b>	7.74
Governance and Financing Charges	<b>2.26</b>	2.22
DTT Related	<b>0.49</b>	0.34
RTÉ Activities	<b>134.97</b>	134.80
	<b>84%</b>	84%
RTÉ Support for TG4	<b>5.33</b>	5.39
BAI Levy	<b>1.05</b>	1.24
BAI Sound & Vision Fund	<b>10.64</b>	10.65
An Post Collection Costs and Related Charges	<b>8.01</b>	7.92
Non-RTÉ Activities	<b>25.03</b>	25.20
	<b>16%</b>	16%
Cost of TV licence	<b>160.00</b>	160.00

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 2022.

### ALLOCATION OF LICENCE REVENUE RECEIVED BY RTÉ IN 2022





# 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 2022, together with comparative figures for 2021.

2022	RTÉ One €'m	RTÉ2 €'m	RTÉ Radio1 €'m	RTÉ 2fm €'m	RTÉ lyric fm €'m	RTÉ RnaG €'m
<b>Costs</b>						
Indigenous Programming	104.8	52.9	27.6	5.5	3.8	10.0
Acquired Programmes – Ireland	3.7	0.3	-	-	-	-
– Overseas	12.3	6.6	-	-	-	-
General Broadcast & Transmission Operations	13.0	9.2	6.0	4.6	0.7	0.6
Transmission & Power Charges	1.6	1.6	1.9	1.1	1.1	1.1
	<b>135.4</b>	<b>70.6</b>	<b>35.5</b>	<b>11.2</b>	<b>5.6</b>	<b>11.7</b>
<b>Hours</b>						
Annual Transmission Hours (incl. simulcast)	<b>8,760</b>	<b>8,760</b>	<b>8,805</b>	<b>8,760</b>	<b>8,760</b>	<b>8,760</b>
<b>Overall Average Cost per Transmitted Hour – 2022</b>						
All Transmission Hours	<b>15,500</b>	<b>8,100</b>	<b>4,000</b>	<b>1,300</b>	<b>600</b>	<b>1,300</b>
<b>2021</b>						
<b>Costs</b>						
Indigenous Programming	98.9	52.1	27.3	5.2	3.6	9.8
Acquired Programmes – Ireland	3.3	0.3	-	-	-	-
– Overseas	11.3	6.6	-	-	-	-
General Broadcast & Transmission Operations	14.0	8.9	5.9	4.0	0.6	0.5
Transmission & Power Charges	2.0	2.0	2.4	1.0	1.1	1.0
	<b>129.5</b>	<b>69.9</b>	<b>35.6</b>	<b>10.2</b>	<b>5.3</b>	<b>11.3</b>
<b>Hours</b>						
Annual Transmission Hours (incl. simulcast)	<b>8,760</b>	<b>8,760</b>	<b>8,806</b>	<b>8,760</b>	<b>8,760</b>	<b>8,760</b>
<b>Overall Average Cost per Transmitted Hour – 2021</b>						
All Transmission Hours	<b>14,800</b>	<b>8,000</b>	<b>4,000</b>	<b>1,200</b>	<b>600</b>	<b>1,300</b>
<b>Annual Movement</b>						
<b>% Change in Cost per Hour<sup>1</sup></b>						
All Transmission Hours	4.6%	0.9%	(0.2)%	10.1%	5.0%	2.5%

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 2<sup>FM</sup>

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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## Orchestra

RTÉ Concert Orchestra

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## RTÉ GUIDE

**SAORVIEW**

2r

## Responding to the Ukraine Crisis

Content and programming to support audiences

### Ireland For Ukraine Campaign

RTÉ was among a group of Ireland's leading media organisations who came together in April to form an unprecedented coalition, and launch a public fundraising campaign, Ireland for Ukraine. The campaign, in Irish and in English, aimed to raise vital funds for those affected by the conflict, as well as those who have been displaced. The campaign was inspired by the incredible level of public support from Ireland for Ukraine.

RTÉ played a significant role as the initiative featured across local and national radio, television, print and online media, with all proceeds received and distributed by registered charity, The Community Foundation for Ireland, who have 22 years' experience in philanthropy and grant making. The new fund was supported by a €5million donation from the Government of Ireland and raised more than €7million.

A 30-second promotion was created for television and aired across multiple broadcasters supporting the campaign. RTÉ also made a number of short reels available to staff and to the general public for their personal social media channels to support the #IrelandForUkraine message.

In October 2022 Ireland for Ukraine Fund announced details of €5.2 Million in grants with money raised being used to help meet the needs of those seeking safety in Ireland as well as men, women and children living on the ground in Ukraine in the shadow of the war..

### The Late Late Show Irish Red Cross Fundraising Appeal for Ukraine

Through the enormous generosity and goodwill of the Irish people, *The Late Late Show* Irish Red Cross fundraising appeal for Ukraine in March raised over €3million of vital funds. The funds helped those directly impacted by the war in Ukraine and assisted the humanitarian work of those directly on the ground in providing basic human needs such as food, water, medical supplies and shelter. This work was carried out by the Red Cross Societies on the ground in Ukraine and surrounding countries including Poland, Romania and Hungary.

This special *RTÉ Late Late Show* was dedicated to the crisis and heard from Ukrainian's living in Ireland about their concerns and worries for their families and friends, An Taoiseach Micheál Martin, humanitarian Adi Roche, Dublin band Aslan, singer/songwriter Róisín Murphy, Hollywood actor Alan Cumming who all supported the appeal and paid respect to the people of Ukraine.

### Dee Forbes, Director General of RTÉ, said at the time:

*The tragedy unfolding in Ukraine over the past week has been extremely difficult to watch and to comprehend. We are all now acutely aware of the scale and impact of Russia's shocking attack on Ukraine and the personal stories of loss, suffering and fear among those living in and around Ukraine, as well as their loved ones living here. These events are having an enormous impact on all of us, but it is vital that we continue to tell these stories in every way we can. The truth matters. I'd like to once again thank the Irish public for giving so generously to last night's Late Late Show appeal which will help the Red Cross cope with the crisis on the ground.*

### Ryan Tubridy, host of The Late Late Show said at the time:

*We were taken aback in a really good way by what happened last night. The Irish people rose to the occasion and donated over three million euro which is just remarkable. The story in Ukraine has touched the nation's hearts and the bravery and courage of the Ukrainian people to come to the audience last night, it won't be forgotten and is greatly appreciated. As always, the whole Late Late Show team, are gratefully beyond belief to the Irish people for what they did last night.*

### Christmas in The Castle - Happy Xmas (War Is Over) with Jack Lukeman and Shobsy

In a special *CHRISTMAS IN THE CASTLE*, Jack Lukeman & Shobsy performed the John Lennon/Yoko Ono Christmas classic with the RTÉ Concert Orchestra, the DCU Chamber Choir, Glória LGBTQ+ Choir and the Donnycarney Ukrainian Community Choir, in support of [www.IrelandforUkraine.ie](http://www.IrelandforUkraine.ie).

*CHRISTMAS IN THE CASTLE* was broadcast at 9.30pm on RTÉ One on Christmas Eve.

The show was produced by David Whelan and the director was Pat Cowap.



**The War at Home – TV documentary on RTÉ One and RTÉ Player**

RTÉ One documentary The War at Home shared remarkable stories of people fighting the War on Ukraine from Ireland and captured the Irish response to the crisis in Ukraine on RTÉ One and RTÉ Player on Monday 19th September. This moving, inspiring and engaging documentary which is still available on RTÉ Player offers a human insight into the first-hand experiences of those who have been displaced, the continuing generosity of the Irish people and the challenges that lie ahead. It also follows the experiences of Ukrainians forced to travel to Ireland, as they and the already established Ukrainian community here watch the destruction of their motherland unfold from a distance of 3,000km.

The documentary charts this period of turmoil from the invasion back in February to the continuing crisis which has seen over 40,000 refugees enter the country, and follows nine Ukrainian and Irish individuals who each share their remarkable stories and experiences.

Some of the interviewees include Grace Kennedy, a law tutor at the University of Galway, who left her job at the beginning of the war and has since raised over €70,000 and organised aid, transport and support. To date, she has brought over 5,000 Ukrainians to Ireland safely and into homes with the help of bus driver Aidan Geraghty from Roscommon. A number of the refugees who Grace and Aidan helped to bring home also share their experiences of arriving and settling into new homes in Ireland.

The War at Home aired on Monday 19th September at 9.35pm on RTÉ One and remains available on RTÉ Player.



# RTÉ: What We Did in 2022

## More Diverse, More Inclusive

RTÉ is committed to inspiring leadership in diversity and inclusion

Gender	Headcount Dec 2022
Female	886 (48%)
Male	982 (52%)
Total	1,868 (100%)

### Diversity and Inclusion Internship

A successful, ongoing, and well-structured internship is crucial for RTÉ to find talent from all communities in Ireland. In 2020 we launched our paid internship programme with diversity and inclusion at its very core. While a small number of interns started in 2020, we had to pause the programme because of the COVID-19 pandemic. We re-started the project in 2022 and placed 10 interns across our television, radio, RTÉ newsroom and online teams. As well as providing the interns with invaluable work experience, they also received training from the leading figures of Ireland's media industry and were allocated mentors throughout their time in RTÉ.

The interns worked together on a multimedia project in which trailblazers from the Black and Irish community gave their thoughts on the importance of celebrating Black History Month in Ireland.

You can view this here: <https://www.youtube.com/watch?v=tadlpDyeVo8>

### Supporting Community Creativity

RTÉ worked with ReWrite and the Creative Futures Academy on a six-week summer programme for talent development. Our aim was to remove barriers to artistic and creative fulfilment for migrant/refugee artists in Ireland. This multi-faceted course provided arts and creativity training along with mentorship for ten 18-25-year-olds with family experience of Direct Provision. Students received skills training and workshops at RTÉ, Glenreece Peace and Reconciliation Centre, MoLI and the National Concert Hall.

RTÉ also supported ReWrite's Muslim Women Project which brought together ten Muslim women originally from Tanzania, Palestine, Kenya, Nigeria, Algeria, Somali, who now call Dublin home. This initiative gave women an important opportunity to be makers of art and explore their creativity for the first time.

### Engagement project

The Engagement project was one of the key inclusion-related projects scheduled in the first half of 2022. We wanted to hear from members of communities which are under-represented in the Irish media about what they think about media in Ireland, what issues are important for them and to learn more about their media consumption habits.

We set up groups and heard from people from the Black and Irish community, the Eastern European community and the LGBTQ+ community. These well-attended and lively sessions were informative and engaging leaving everyone with key takeaways, but also with a lot of food for thought.

### 50:50

RTÉ is an external partner to 50:50 The Equality Project. This initiative uses a methodology that is rooted in data, creativity, practicality and passion to fundamentally shift representation within the media. It is a self-monitoring system, and it has been adopted by teams in RTÉ radio, television and online to look at the gender diversity in our content.

Teams monitor the number of women and men in their content, track their progress and report their data to RTÉ's Diversity in Content Group, which reviews all the 50:50 data monthly. Following the methodology established by the 50:50 project, participating teams only count the contributors they control.

### Stand-up Awareness Week

2022 marked the fourth year that RTÉ 2FM has teamed up with BeLonG To to support Stand Up Awareness Week. In November RTÉ 2FM broadcast interviews and stories from services users of BeLonG To Youth Services, a national organisation supporting lesbian, gay, bisexual, transgender, and intersex (LGBTI+) young people in Ireland.

The campaign marks an important week where second-level schools, youth services, and Youthreach Centres throughout Ireland make a greater combined effort to take a stand against homophobic, biphobic and transphobic bullying.

### Black History Month on RTÉ lyric fm

In October 2022, RTÉ lyric fm celebrated Black History Month across the station. As an ode to the remarkable legacy of Black composers, conductors and performers – we told their stories, highlighting their unique musical gifts. Every day in October, listeners heard prominent musical figures honouring the lives of Black musicians who have been under-represented in the world of classical music.







# RTÉ: What We Did in 2022

## Greater Access, Better Learning

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

### Irish Sign Language (ISL) Awareness Week (Monday 19th – Sunday 25th September)

RTÉ marked Irish Sign Language Awareness Week in 2022 with some special ISL programming and content across our services throughout the week. From Nationwide on Monday 19th September which included ISL on RTÉ One and RTÉ Player to Deaf and Hard of Hearing contributors on News2Day and RTÉ Player throughout and week and from children's programmes featuring ISL on RTÉjr and RTÉ2 to a catalogue of ISL programming on RTÉ Player, RTÉ underlined its commitment to the Deaf and Hard of Hearing in Ireland.

#### Online feedback sessions

As part of ISL Awareness Week, and as part of RTÉ's engagement with the Deaf, Hard of Hearing, Blind and Visually Impaired in Ireland, RTÉ ran a two-hour 'Online Feedback Session' on Friday 23rd September. This was an important element in RTÉ's ongoing interest in learning more about the experiences of those using our ISL and subtitled content. This session covered a wide range of topics and focused on the user experience.

We also hosted separate Audience Insights sessions focusing on our broadcast services and their accessibility. We promoted the sessions widely through our social channels and by communicating directly with representative groups and their members. In December RTÉ's Annual Access Meeting was for the first time open to all to attend and was promoted widely. The Annual Access Meeting, like all RTÉ access events, was made accessible through ISL interpreters and Speech to Text and included a comprehensive question and answer session about subtitling and ISL in which RTÉ staff with responsibility for key areas were available to answer questions and receive valuable feedback.

Blind and Visually Impaired users have welcomed RTÉ's improvements in our Audio Description over the past year. We have trained, to an international standard, a new cohort of Irish Audio Description voices to an international standard to not just increase the volume but also the quality and range of genres we provide.

### ISL on *The Late Late Toy Show*

In 2022 RTÉ employed Amanda Coogan, Jason Maguire and Ciara Grant to present *The Late Late Toy Show* live with ISL on RTÉ Player and the RTÉ News for a second year. The show was available to stream shortly after the live broadcast. Audio Description (AD) was available for the repeat on Sunday at 3.15pm and on Monday night, and afterwards on RTÉ Player. A fully accessible version (with subtitles, ISL and AD) was then broadcast on Wednesday 30th November, which was also be available to stream. RTÉ also provided Audio Description (AD) for Blind and Vision Impaired audiences on the Sunday repeat and this AD version was available on RTÉ Player after the programme aired on television. The programme was audio described by Clara Murray and Kevin Sherwin.

The response from the Deaf and the wider community to being able to be part of the audience at home enjoying the most-watched television programme in Ireland every year continues to be overwhelmingly positive. RTÉ Player views of the *Late Late Toy Show* ISL have grown to nearly 40,000 during the programme.

#### Improving Access

Across RTÉ One, RTÉ2 and RTÉjr, RTÉ exceeded all its targets for the provision of subtitles, audio description and ISL in 2022. These targets are set by the Broadcasting Authority of Ireland (replaced by Coimisiún na Meán in 2023). During 2022, 99.1% of all peak-time programming on RTÉ One was available with subtitles, while 99.93% of peak-time programmes on RTÉ2 were available with subtitles. On RTÉjr over 61% of all programmes were available with subtitles.

RTÉ's investment in recruiting and training a panel of audio describers has enabled us to increase RTÉ's volume and range of accessible content on our channels, with a particular focus on Irish content, including drama.

### A week of science

A week of 'infinite possibilities' was the theme of Science Week 2022 which RTÉ supported, in partnership with Science Foundation Ireland, with a wide range of specially themed content across RTÉ television, radio, and online, from Sunday 13th November until Sunday 20th November. In another year in which global science and health news were a consistent presence in our lives, Science Week was a big focus for across RTÉ.

From the return of Future Island with host, Anna Daly to 10 Things To Know About, and from the RTÉjr Radio Podcast, Let's Dive In to Episode 1 of Atom Town, the new cartoon themed around the periodic table, RTÉ had plenty in store for curious minds, including the exploration of ways in which we can reduce carbon emission and help save our planet.



# RTÉ: What We Did in 2022

## Supporting Communities

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

### Cruinniú na nÓg

RTÉ was a proud partner for Cruinniú na nÓg 2022. The event featured more than 450 free creative events for young people throughout the country, with eight live music stages, 12 pop up dance performances, and introductory theatre workshops nationwide. 5,000 juggling balls were distributed nationwide, with four circus workshops in Tipperary, Cork, Dublin and Galway.

### Ireland for Ukraine

A group of Ireland's leading media organisations – including RTÉ – came together in 2022 to form an unprecedented coalition, launching a public fundraising campaign, 'Ireland for Ukraine'. The campaign aimed to raise vital funds for those affected by the conflict, as well as those who have been displaced. The initiative featured across local and national radio, television, print and online media, with all proceeds received by registered charity The Community Foundation for Ireland.

### Virtually supporting BTYSTE 2022

In January 2022, like many other initiatives, the BT Young Science and Technology Exhibition hosted a virtual event at [btyoungscientist.com](http://btyoungscientist.com) and RTÉ was again there to support Ireland's schools with a virtual stand showcasing RTÉ television, radio, online and podcast content.

### Light the Lights

The RTÉ All Ireland Drama Festival returned to in-person competition in time for its 70th year. The qualifying circuit comprised 33 drama festivals across the island of Ireland, with groups vying for a place in the All-Ireland decider. Finalists competed on stage in Athlone, as drama groups from Cork, Dublin, Waterford, Wexford, Donegal and Kildare assembled before the footlights of the Dean Crowe Theatre.

### Schools Digital Champions

RTÉ was proud to continue its support of the School Digital Champion Programme, funded and run by the Department of the Environment, Climate and Communications in collaboration with the Department of Education for seven years now. Despite another challenging year, approximately 200 students from second level schools throughout Ireland took part, by Zoom, in the School Digital Champion Programme Showcase Event, hosted by RTÉ 2FM's Laura Fox, and shared some of the projects they had undertaken as part of the 2022 programme.





## Greening Our Operations

Working towards a more sustainable RTÉ

### More sustainable productions

As part of making its overall operations more sustainable, RTÉ continues with the rollout of Project albert, a BAFTA managed programme designed to support more sustainable programme making of all kinds. Founded in 2011, albert supports the global Film and TV industry to reduce the environmental impacts of production and to create content that supports a vision for a sustainable future.

A total of 111 RTÉ programmes achieved albert certification in 2022, including the following series:

- *The Late Late Show* (series 2022 / 2023)
- *The Today Show* (ongoing)
- *Prime Time* (series 2022 / 2023)
- *3 x Prime Time Climate Specials*
- *Ask Me Anything* (series 2022)
- *The Main Stage* (series 2022)
- *Cloch Le Carn, Scannal and Gafa* (2022)

### Energy management

RTÉ has established itself as a leader within the public sector by exceeding the targets set out by the National Energy Efficiency Action Plan (NEEAP) and becoming the first broadcaster in Ireland and the UK to achieve the international energy management standard ISO50001 in February 2021.

As part of the ISO 50001 process, RTÉ keeps under ongoing review a Register of Opportunities in which targeted energy efficiency opportunities are identified and assessed.

In February 2022, RTÉ Property & Services completed a project to upgrade the lighting in RTÉ's Radio Centre on our Donnybrook campus. The project involved the removal of 681 lighting fixtures which were upgraded to more energy-efficient LED lights, but also the reduction of total light fittings by 308. This upgrade and reduction in luminaries will see us reduce our electricity usage by over 290,000kWh, equating to 552,800kg Carbon (CO<sub>2</sub>e) per annum.

In 2022, the Energy Team targeted the upgrade of legacy air conditioning systems in the Television Building on our Donnybrook campus, to modern EC fans and controls. This resulted in an approximate energy saving of 70% for that particular system.

Whilst reducing our energy usage is a key aspect of our energy management system, we have also installed 50kw of photovoltaic (PV) generation on the roof of Stage 7 on our Donnybrook campus. This system offers the potential to offset our total electricity usage within the Stage 7 building by up to 10-12%.

### Waste management

No RTÉ waste has gone to landfill since 2017 and effective waste management and prevention processes continue to contribute to an overall reduction in waste. The importance of waste prevention and segregation is actively promoted with a 'recycling at source' policy. RTÉ's total tonnage of waste in 2022 was 297 tonnes, a reduction of 40% against 2019.

### Biodiversity

New pollination friendly areas have been created across RTÉ's Donnybrook campus and RTÉ is a certified participant in the All-Ireland Pollinator plan.

### Water

RTÉ aims to support national water conservation and protection ambitions. More than 95% of principle facility buildings are now metered to reduce wastage.

Unaccounted for water (unmetered/leakage) in 2022 on the Donnybrook site was 20% of total water used due to a combination of additional metering and the elimination of leakage within the network through water main enhancements. Mains water usage has decreased by 10% in the past four years.

### Working collaboratively to make a difference

- RTÉ is a signatory to the Low Carbon Pledge, run by Business in the Community Ireland.
- RTÉ is a signatory to the Business in the Community Business Mark and has been certified for this mark for sustainability (originally based on ISO 26000 standards and verified by the National Standards Authority of Ireland).
- RTÉ is a signatory to the Broadcasting Authority of Ireland Sustainability Roadmap Charter and is committed to working collaboratively within Ireland's national media and screen sector to find ways in which transition to lower emission production can be accelerated.
- RTÉ is a member of the Screen Greening Coalition.
- RTÉ is a member of the European Broadcasting Union Sustainability Coalition, working with peer media organisations across Europe to explore ways in which broadcasters can play a leadership role in broadcasting production reform, and promote climate understanding and action with audiences.





# RTÉ: What We Did in 2022

## Fostering Ireland's Creativity

Inspiring and supporting creativity across Ireland.

### RTÉ Short Story Competition

Big Why, Little Why by Brendan Killeen was announced as the winning story in this year's RTÉ Short Story Competition in honour of Francis MacManus. The announcement was made by judge, Lisa McInerney at a special RTÉ Radio 1 Arena RTÉ Short Story Special live event hosted by Sean Rocks in the Pavilion Theatre Dun Laoghaire and broadcast live on RTÉ Radio 1 as part of an Arena special programme.

### Junk Kouture: Powered by RTÉ

The acclaimed Irish platform for youth expression, creativity and sustainability, Junk Kouture joined forces with RTÉ once again. Zuzanna Cieslewicz's design, 'Ex Static', was voted RTÉ Wild Card by the public and went on to take the final spot at the Junk Kouture World Final in Abu Dhabi. Junk Kouture Powered by RTÉ is not just about sustainability and great design, it's also about the people who take part, the inspiration behind the designs, and being empowered through creativity.

### This is Art!

The Creative Ireland Programme and RTÉ announced the winners of the second This Is Art! national competition which celebrates young artists of all abilities. The winners came from Co. Cork, Co Wicklow, Co. Wexford and Co. Mayo and according to the independent panel of judges, the standard of entries was once again extremely high, right across the age categories.

### RTÉ Eye on Nature

A strikingly beautiful image of a Red Squirrel taken by Jimmy Mc Donnell from Newcastle Co. Wicklow was announced as the overall winner in the RTÉ Eye On Nature wildlife photography competition. RTÉ and the National Botanic Gardens of Ireland with the Office of Public Works launched the 2022 competition on Mooney Goes Wild on RTÉ Radio 1 and The Today Show on RTÉ One. Celebrating the flora and fauna of our island, the competition received an overwhelming response, with more than 3,000 photo entries.

### Supporting the Arts

The arts came back with a bang in 2022, and RTÉ Supporting the Arts was on hand, supporting a record 150 local, regional, community and national arts and cultural events across the island in 2022. The scheme offers a mix of airtime advertising supports, on television, radio, digital and social.

### RTÉ Choice Music Prize 2022

The 17th annual RTÉ Choice Music Prize once again celebrated the best in Irish recorded music. Dermot Kennedy took home the RTÉ Choice Music Prize Irish Song of the Year, while For Those I Love was presented with the prize for RTÉ Choice Music Prize Irish Album of the Year 2021 for the album For Those I Love (September Recordings).





# RTÉ: What We Did in 2022

## Giving Back



### RTÉ Toy Show Appeal – Changed children’s lives across the island of Ireland

RTÉ Toy Show Appeal Impact Report can be viewed here [www.communityfoundation.ie/images/uploads/pdfs/Toy-Show-Appeal-Report-Screen.pdf](http://www.communityfoundation.ie/images/uploads/pdfs/Toy-Show-Appeal-Report-Screen.pdf)

### Supporting children on RTÉ 2FM

RTÉ 2FM partnered with Keary’s Motor Group in November to run a competition in aid of national charity, Childline which last year responded to over 100,000 children in need. Running across all programmes, the competition ultimately raised €47,000 for the charity.

#### Head of RTÉ 2FM and Radio

**Strategy, Dan Healy said:** *2FM has been a huge supporter of Childline and the great work they do for a number of years, and we are delighted to be able to raise such a huge amount of money to support the children of Ireland in the run-up to Christmas. A huge thank you to all our listeners who entered the competition and donated money to support such a worthy cause.*

### Supporting Stand Up Awareness Week across RTÉ 2FM

Running from November 14th-18th, RTÉ 2FM supported Stand Up Awareness Week for the fourth successive Year. Stand Up Awareness Week is organised by BeLonG To Youth Services and encourages second-level schools, youth services, and Youthreach Centres in Ireland to take a stand against homophobic, biphobic and transphobic bullying.

BeLonG To Youth Services is a national organisation supporting lesbian, gay, bisexual, transgender, and intersex (LGBTI+) young people in Ireland. Throughout the week, 2FM featured interviews and stories from services BeLonG To users.

### Climb with Charlie

In support of our friend and colleague, Charlie Bird in his amazing efforts to raise money and awareness of Motor Neuron Disease through his Croagh Patrick Climb with Charlie fundraising event. In advance of the event, Michael English and the RTÉ Concert Orchestra released a very special charity single, ‘Climb with Charlie’ which featured many of Charlie’s friends and colleagues in RTÉ. Colleagues across the organisation also participated in the Climb with Charlie event which raised over €2 million for Pieta House and the Irish Motor Neurone Disease Association.

### Supporting Irish Emergency Alliance’s Horn of Africa Appeal

Over 20 million children, women and men – nearly three times the population of the island of Ireland – are facing starvation in Ethiopia, Kenya and Somalia. After four failed rainy seasons over the past two years, parts of Ethiopia, Kenya and Somalia are facing the worst drought in 40 years. In response to the crisis RTÉ supported the Irish Emergency Alliance Special Appeal by producing a special public service announcement which aired during the first ad-break in the Six-One News on RTÉ One on 14th September.

### Media Literacy & Children’s Cyber Safety

In support of Safer Internet Day, RTÉ showcased a new series of Alva’s World on RTÉjr. Produced by Irish company Kavaleer, Alva’s World is a fun, irreverent and first-of-its-kind animated show for pre-school kids which aims to create a new canon of fables for the digital age, placing internet safety, empathy, and media literacy at the heart of its inventive and whimsical storytelling.

At a time when many younger children are online more than ever before, Alva’s World explores themes that have been developed in conjunction with CyberSafe Kids and Crandall Consulting in the format of magical tales to teach kids about appropriate behaviour online, including interaction, as well as preparing them for common childhood problems they may encounter through social media.

Since launching on RTÉjr in September 2021, Alva’s World has gone on to screen on SkyKids (UK), MBC Shahid (Arabia), Kids Network Television (Baltics, Russia), YLE (Finland) and ABC (Australia) among other territories.

### RTÉ Supporting the Arts

RTÉ supported over 150 arts, cultural and community events in 2022 through the RTÉ Supporting the Arts scheme. This represents the highest-ever annual figure in the history of the scheme – a testament to the diversity and vibrancy of the arts and cultural sector across Ireland as events were restored across the year and audiences returned. Through its unique Supporting the Arts initiative, RTÉ again proudly partnering with a myriad of local and national events, from exhibitions and dance performances to local theatre and music events and festivals, and much more.



**YOU ARE  
AWESOME!**

*Jigsaw registered charity in Ireland.  
Registered charity number 20064846.  
Charity revenue number CHY 12439*

**JIGSAW**  
Young people's  
health in mind

## RTÉ: What We Won in 2022

**Six RTÉ shows took home gold** at prestigious RTS Ireland Television Awards 2022 in April. Among the winners were *BOWIE: Starman* with the RTÉ Concert Orchestra (Best Entertainment), *Keelin Shanley: Faraway, Still Close* – Scratch Films Ltd (Best Factual Single) and *Adam Saves Christmas* – Kavaleer Productions (Best Animation).

RTÉ won **nine awards at the Law Society of Ireland's Justice Media Awards 2022** in the categories of Radio and Television Broadcast Reporting, Human Rights / Social Justice and International Justice reporting. The prestigious awards ceremony took place on 22 June at the Law Society's headquarters in Blackhall Place. Category Winners included *RTÉ Investigates Domestic Abuse – A Year of Crisis* (Human Rights / Social Justice), RTÉ Documentary on One, *L'Agression* (International Justice Reporting).

RTÉ was **honoured with the Broadcaster of The Year Award at the New York Festivals Radio Awards** in April. RTÉ received three gold prizes for *Sing! Dublin's Gay and Lesbian Choir* and *One Day / Lá Dá Raibh* (RTÉ lyric fm), *Mamó*, By Sara Keating, read by Ingrid Craigie (RTÉ Short Story Competition), Documentary on One: *L'Agression* (RTÉ Radio 1). RTÉ's silver and bronze prize winners included, RTÉjr Radio, RTÉ lyric fm and RTÉ Radio 1 (including a number of awards for Documentary on One and Drama on One).

RTÉ **won 11 awards at the inaugural Irish Podcast Awards** held at Liberty Hall, Dublin in September, including four golds, five silvers and two bronzes. RTÉ's gold award winners were *Someone Like Me* (RTÉjr), *Beo Ar Éigean*, *RTÉ Documentary on One* and *Maddie and Triggs* (RTÉjr) in the Best Family, Best Irish Language, Best Radio and Creativity categories respectively. RTÉ's silver award winners included *Hot Mess* and *The Almanac of Ireland* in the Climate Award and Best Radio Podcast categories. RTÉjr Radio's *Maddie and Triggs* also won silver for Best Family Podcast and RTÉ Documentary on One won silver both in the Spotlight open category (more than 50,000 listens per episode) and for *GunPlot* (part of RTÉ's bi-media series on the Arms Trial) in the Best Documentary category. RTÉ's two bronze award winners were *Ecolution* and *Spooky FM*, both from RTÉjr Radio in the Climate and Best Family Podcast categories.

In November, **two in-house RTÉjr radio drama productions were awarded at the Prix Ex Aequo**, an international children's and youth radio drama festival organized every two years by Radio and Television Slovakia in cooperation with the EBU. The two winners were *The Emperor's New Duds* (Radio Fairy Tale for Children category), written and produced by Nicky Coghlan and *Cereal* (Radio Play for Youth category), a six-part series written by Carol Walsh.



Also in November *Maddie and Triggs*, a 15-part series made with the assistance of the BAI by Turnip and Duck **received the Society Award at the NCBI's Vision Awards** for 2022.

*Let's Find Out*, RTÉjr's children's science entertainment series, picked up **two prestigious international awards** in June. The stop.watch production received an award for scientific merit at the SCINEMA International Film Festival, the largest science film festival in the southern hemisphere, presented by the Royal Institution of Australia. The series was also handed an industry award for Best Educational Media at the Raw Science Film Festival. Taking place in Costa Rica, RSFF brings people together across science, technology, entertainment and media to showcase best-in-class film from around the globe.

RTÉ News journalist, Adam Maguire scooped the **Audio Story of the Year award at this year's UCD Smurfit School Business Journalist Awards** in December. Adam was recognised for his audio series on inflation, which was broadcast on RTÉ Radio 1's *Today with Claire Byrne*. The series titled 'Inflation Shopping Basket' looked at why your weekly shop is getting more expensive.

RTÉ programmes won **two awards at the prestigious AIBs** in November. *Documentary on One: Felix – Life and Limb* came first in the Human-Interest Radio/Audio category, while *RTÉ Investigates: The Accountant, the Con, the Lies* was Highly Commended in the Investigative Documentary TV/Video section.

The RTÉ Documentary on One production, *I'll Send You Butterflies*, produced by Mary-Elaine Tynan and Tim Desmond, **won the 74th Prix Italia, held in Bari**, Italy in October. Prix Italia is the longest running public media competition in the world. The documentary tells the story of Margaret Tynan, Mary-Elaine's mother, as she battled through motor neuron disease from diagnosis, through the final year of her life.

In October, RTÉ won **two awards at the Prix Europa Awards Ceremony**, Europe's biggest competition stage for public broadcasters. After a week-long adjudication and voting by producers from all over Europe, RTÉ Documentary on One: *I'll Send You Butterflies* won a Special Commendation as 'Best European Radio Documentary of the Year', while RTÉ Drama on One's *Digging for Fire* won a Special Commendation as Best European Radio Music Programme of the Year.

RTÉ Raidió na Gaeltachta took home **four awards from Gradaim Chumarsáide an Oireachtais**, the national Irish-language media awards, on 2 November. Cóilín Ó Neachtain won Journalist of the Year, *Bladhaire* won Best Radio Series, Pádraig Ó Sé won most eloquent broadcaster, and Gearóid Mac Donncha accepted a special award presented to the station on the occasion of its fifty-year anniversary. The awards took place as part of the Oireachtas na Samhna festival in Killarney, the first time the festival has been held since 2019.

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

## Drama and Comedy

In 2022 RTÉ continued its strategy to increase our development slate in drama and scripted comedy, in order to bring more series to television, but also importantly to RTÉ Player where scripted series dominate viewing.

2022 saw the return of *Smother* for series 2 as well as the launch of *North Sea Connection* and the return of *Storyland*, this time on RTÉ 2, co-funded by Screen Ireland. In addition, work commenced on a final series of *Smother*, series 2 of *KIN*, comedy *Sisters* and New Zealand-based drama, *The Gone*.

Partnerships both in Ireland and internationally continued to allow these series to be made, as drama projects witnessed further inflation, due to the general economic situation, but also the intense competition for crews from the international streamers.

Screen Ireland once again helped finance all RTÉ's key projects, and the Western Region Audio-Visual Producers fund has contributed to those shot in the West. International partners included AMC, Sundance, Acorn, ITV Studios, Bron, A&E and Viaplay.

These partners have helped bring these series to international audiences, with *Smother* now available in 160 territories and *Hidden Assets* sold to key broadcasters like the BBC, France TV and SBS Australia.

### Drama on RTÉ One and RTÉ Player

2022 was a busy year for original Irish drama on RTÉ One and RTÉ Player as we transmitted *Smother*, *North Sea Connection*, and *Conversations with Friends*, as well as going into production on series 2 of the hugely popular *KIN* and preparing for *Hidden Assets* series 2, both being ready for audiences in 2023.

Series 2 of *Smother*, the six-part thriller set in Co. Clare and produced by Treasure Entertainment in partnership with the BBC, aired at 9.30pm on Sundays on RTÉ One for six weeks from 9 January. Directed by Dathai Keane and written by Kate O'Riordan, Ursula Rani Sarma, Tom Farrelly and Sonya Kelly, it centred around Ahern family matriarch, Val

Ahern and her three daughters as they try to unravel the mystery of the sudden arrival of a brother they never knew they had. It stars Dervla Kirwan, Gemma-Leah Devereux, Niamh Walsh, Seána Kerlake, Dean Fagan and Conor Mullen. *Smother* has already been sold to Peacock in the US and to Alibi in the UK. Series 3 has been shot and delivered and is due to air in Q1 2023. Series 2 of *Smother* averaged 381,000 viewers and a 30.1% share and had over 543,000 streams on RTÉ Player between 9 January and 21 February.

*North Sea Connection*, produced by Tristan Orpen-Lynch for Subotica and Willim Diskay from Mopar Media, with investment from Mopar, Viaplay, RTÉ and A+E International was launched in September. The six-part series centred around the Kennys, a fishing family on the west coast of Ireland who are dragged into the international drug trade. It stars Sinéad Cusack, Kerr Logan, Lynn Rafferty, Lydia McGuinness and Stuart Graham as well as Swedish stars Alida Morberg and Claes Ljungmark. *North Sea Connection* was directed by Paul Murphy and Hannah Quinn and averaged 293,000 viewers and a 27.2% share across the series.

In May and June, the Element Pictures Production of *Conversations with Friends* was broadcast on RTÉ One. Once again, the key partners were the BBC and Hulu in the US, who contributed the bulk of the funding. Based on Sally Rooney's first book, the series ran over twelve half-hour episodes. Like Element's previous adaptation of *Normal People*, *Conversations with Friends* was lead directed by Lenny Abrahamson. Whereas it never recached the heady heights of its predecessor, the series was particularly liked by younger audiences and performed very well on RTÉ Player with 840,000 streams.

In July and August, RTÉ One broadcast *Harry Wild*, an eight-part soft-crime series for Acorn in association with Dynamic and RTÉ, starring Jane Seymour and set in Dublin. It was written by Irish writer Jo Spain and Scot David Logan. The series has been a significant international success and a second and third season are being shot in Dublin in 2023.



**2022** saw the return of *Smother* for series 2 as well as the launch of *North Sea Connection* and the return of *Storyland*, this time on RTÉ 2, co-funded by Screen Ireland. In addition, work commenced on a final series of *Smother*, series 2 of *KIN*, comedy *Sisters* and New Zealand-based drama, *The Gone*.



## Drama and Comedy (continued)

After the incredible success of series 1, the second series of Peter McKenna's *Kin* was shot in Ireland and Spain across the summer and into the autumn of 2022. These episodes are currently in post-production. Returning stars Clare Dunne, Charlie Cox, Emmett J. Scanlan, Aidan Gillen, Mary Doyle Kennedy and Sam Keeley will be confronted by compelling new antagonists, from within the characters' own family and community and from abroad. Directors new to *Kin* include Felix Thompson, Kate Dolan, Christine Molloy and Joe Lawlor.

After the success of the first series, the international crime thriller *Hidden Assets* was developed and entered preparation for series 2. Shot on location in Limerick and Antwerp *Hidden Assets* is produced by Siobhan Bourke and Kathryn Lennon from Saffron Moon with investment partners from Acorn, Screen Ireland, Screen Flanders, Streamz and Mediafonds in Belgium and

Facet 4 in Canada with DCD Rights as the international distribution partner. Series 2 is written by Peter McKenna, Sinead Collopy, Susan Connolly, Marty Fox and Mary Thornton and the series is being directed once again by Thaddeus O Sullivan. The *Hidden Assets* cast brought together exemplary Irish talent in a complex psychological thriller written by Peter McKenna and Morna Regan. Angeline Ball, Simone Kirby, Peter Coonan, Aaron Monaghan and Cathy Belton starred along with Belgian actors Wouter Hendrickx and Gilles De Schryver and the international names of Charlie Carrick and Michael Ironside. *Hidden Assets* was sold to the BBC and to SBS, the Australian public broadcaster. Much of the scripting is being done or overseen by Mary Fox and Marty Thornton, who came through the *Storyland* series in 2017.

### Storyland on RTÉ2

Original Irish drama was back on RTÉ2 with a new series of *Storyland*, moving to RTÉ television for the first time, with three unique, original and exciting single dramas. In collaboration with Screen Ireland, RTÉ's *Storyland* commissions new scripts and brings them to your television screens, specifically to pave the way for tomorrow's writers, directors and producers. Marty Fox and Mary Thornton, currently writing three episodes of *Hidden Assets* series 2, wrote a *Storyland* drama in 2017.

*Storyland* has always been a talent development space. The variety of stories this year puts a spotlight on tremendous new Irish talent in directing and writing, with three dramas that have different styles and tones, each showcasing new voices and visions to Irish audiences. These diverse and authentic voices demonstrate the craft and originality that will sustain Ireland's rapidly growing television drama sector.

Mustard, a highly original story about self-harm, was written by Eva O'Connor, directed by Hildegard Ryan and produced by Jason Forde for Four Quadrant Films. Balor Hall, an entertaining whodunnit, was written and directed by Rioghnach Ni Ghrioghair and produced by Deirdre Levins for Fantastic Films. Every Five Miles, a harrowing tale of human trafficking, was written by Sinead Collopy, directed by Vincent Lambe and produced by Colmán Mac Cionnaith for Vico Films.

In partnership with Screen Ireland, RTÉ continues to discover, foster and invest in diverse new talent and fresh thinking via *Storyland*, to propel careers and boost the entire industry. This year's dramas are a wonderful testament to that investment.



**Original Irish drama was back on RTÉ 2 with a new series of *Storyland*, moving to RTÉ television for the first time, with three unique, original and exciting single dramas.**



## Drama and Comedy (continued)

### Comedy

RTÉ Comedy's remit is to develop and produce a diverse range of comedy content across multiple RTÉ platforms. In addition to established comedy talent such as Tommy Tiernan, RTÉ Comedy continues to support and develop emerging comedy writing and performing talent.

Sometimes challenging but always engaging, comedy's key properties consistently deliver high audience numbers (*Mrs Brown's Boys*, *Tommy Tiernan Show*). But our engagement with younger audiences who tend to consume media away from traditional RTÉ channels, and supporting new comedy talent, remains a key priority for RTÉ Comedy. In 2022, after a consultation with the independent sector, we commissioned *No Worries If Not*. Specifically structured to harness emerging comedy talent from the worlds of TikTok and Instagram, this six-part sketch series aired in autumn 2022 and was very successful in attracting significant engagement from 15–24-year-olds on RTÉ's social platforms and on RTÉ Player. The core cast included emerging talent such as Michael Fry and Justine Stafford, who brought their large following to RTÉ2 and RTÉ's social media channels.

New scripted comedy on the RTÉ Player continues to land well with audiences, and in 2022 we commissioned a second series of *Free Gaff*. Staring new talent Darren Conway and Joe McGucken, *Free Gaff* was one of the most streamed RTÉ Player Originals and was also broadcast as a mini-series on RTÉ2. Also on RTÉ2, we recommissioned a second series of *Clear History*. Presented by Kevin McGahern, Joanne McNally and Jason Byrne this was a formatted panel series where guests could pitch to erase embarrassing events from their past. It also provided an outlet for new writing and a platform for new comedy talent as guests.

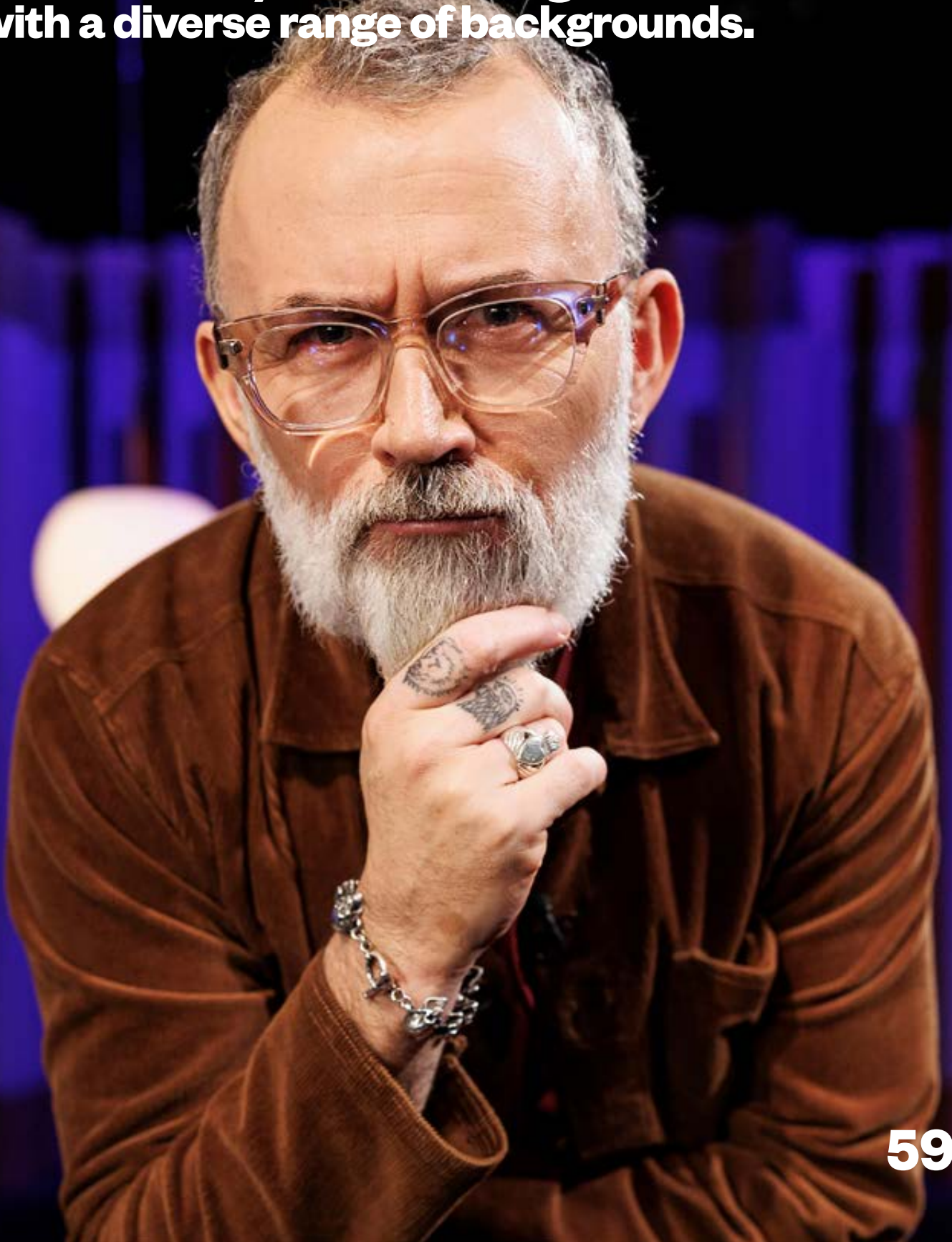
RTÉ One saw the return of RTÉ Comedy's award-winning *Tommy Tiernan Show*. In 2022 the series continued to feature guests from a diverse range of backgrounds and revealing conversations with both famous faces and ordinary people with extraordinary stories, Tommy being unaware of who he will be facing. This unique show had its strongest season in 2022 with guests including Joanne McNally, Steve Coogan, Gabriel Byrne and Roger Daltrey. Following the continued popularity of *Callan's Kick's* on Fridays on RTÉ Radio 1, Oliver Callan returned as 2022 drew to a close to bring us his satirical review of the year in *Callan Kicks the Year 2022*, with his most popular characters from the worlds of politics, entertainment and public life. Two episodes of *Mrs Brown's Boys* at Christmas proved particularly popular, with the New Year's Eve episode attracting a 40% share. This much-loved show will continue in 2023, with an extended run.

Scripted Comedy is a pillar of RTÉ Comedy and is the largest reward for talent we develop. In addition to being a response to the ever-increasing challenges from SVODs, our comedy strategy around scripted comedy crucially allows us to leverage our investment and expose Irish talent to an international audience and marketplace. A key example of this is *Sisters*. After a period of development driven by RTÉ Comedy, we commissioned this six-part comedy drama directed by Emmy Award-nominee Declan Lowney and starring Susan Stanley and Emmy nominee Sarah Goldberg. It will air in 2023 on RTÉ One and RTÉ Player and on AMC in the US, with worldwide sales expected.

While RTÉ continues to support and develop Irish comedy in both scripted and non-scripted content, 2022 saw continued scripted development of a number of comedy series, many of them in partnership with Screen Ireland. The development process across new scripted series will continue in 2023.



**RTÉ One saw the return of RTÉ comedy's award-winning *Tommy Tiernan Show*. In 2022 the series continued to feature revealing conversations from both famous faces and ordinary people with extraordinary stories from guests with a diverse range of backgrounds.**



## Entertainment and Music

Entertainment and Music output, featuring new entertainment, musical talent and the welcome return of favourites, meant that RTÉ continued to be a major commissioner of prime-time entertainment programming from independent producers.

On RTÉ One, 2022 saw the return of two hugely popular shows in Ireland's Fittest Family, produced by Animo TV, and *Dancing with The Stars*, produced by Shinawil. In January the nation slipped on its dancing shoes for the fifth series of the hugely successful entertainment series, as large numbers tuned in to sway away the winter blues. Jennifer Zamparelli and Nicky Byrne were joined by new judge Arthur Gourounlian to put a cast including Billy McGuinness, Erica Cody and Gráinne Seoige through their paces, before Nina Carberry waltzed away with the glitterball.

Later in the year Nina swapped the quickstep for hard yards, becoming a coach on the returning *Ireland's Fittest Family*. The series featured a brilliant range of exciting events, inspirational families from across the country and our committed coaches, who support and encourage our competitors. Proving that original Irish content is world beating, the tenth series of the format, which RTÉ first supported in 2014, brought audiences together, with all the signs indicating that this homegrown entertainment format has become a firm family favourite.

### **New content from the independent production sector**

Building on this model, 2022 also saw the launch of a new development drive with the wider independent production sector to secure a new generation of original Irish content to sit alongside existing formats. Extensive work across a number of months led to new commissions and pilots, which will be announced in due course and will come to screen later in 2023 and into 2024. One of the first to emerge debuted at Christmas as Adare Productions delivered a new entertainment show that united our broadcast platforms, bringing the stars of 2FM Breakfast to screen. *The Full Irish Hidden Camera Show*, hosted by Doireann Garrihy, Donncha O'Callaghan and Carl Mullan, was a brand-new 30-minute programme combining elements of comedy and traditional prank shows to produce something altogether new and contemporary. The show was well received by audiences and a full series will follow in 2023. We also took a new approach to the traditional New

Year show in *New Year's Eve Party with Jennifer Zamparelli*. Produced by the in-house production team, the show was 75 minutes of music, comedy, celebration and chat which showcased the talents of a broad array of artists. Performances from acts such as Tom Grennan, MuRli featuring Jafaris, Donovan, and Ash performing with the RTÉ Concert Orchestra made for a show that was warmly received by audiences.

The in-house production team also delivered a hugely successful Wizard of Oz-themed *Late Late Toy Show*, which demonstrated once again that for our biggest audience of the year there really is no place like 'The Toy Show'. The award-winning *Tommy Tiernan Show*, produced by Power Pictures, returned to screens, turning Covid restrictions to an advantage by increasing the intimacy and intensity of the always revealing conversations that make this unique show an unmissable treat for audiences. Guests including Joanne McNally, Steve Coogan, Gabriel Byrne and Roger Daltrey made this the most successful series to date. Elsewhere, Home Advantage, the quirky family quiz, returned for a second series and was hosted by Jennifer Zamparelli.

In music, *Other Voices*, produced by South Wind Blows, returned for a landmark 20th series and saw Annie Mac bring a rich array of music to the screen, including several of Ireland's top artists, such as Dermot Kennedy and Orla Gatland and international acts including Sigrid and Sam Fender. In an RTÉ 2FM/RTÉ One radio and television partnership, *The Ultimate Irish Playlist*, produced by Shinawil, brought RTÉ's broadcast platforms together as 2FM asked the nation to choose its top 20 Irish songs of all time, and RTÉ One revealed the results in a fantastic two-hour special which also streamed on RTÉ Player. The show not only showcased many original artists but also brought innovative interpretations from trailblazing Irish artists, including Shobsy and Ruth Ann Cunningham.

Alongside *Fleadh Cheoil*, *RTÉ Choice Music Prize*, *St Patrick's Festival 2022*, *Callan Kicks the Year*, and much more, RTÉ kept Irish music, talent, creativity, performance and culture firmly centre stage for audiences across our platforms.



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## Entertainment and Music (continued)

### Toy Show the Musical

RTÉ was delighted to bring *Toy Show the Musical* to the stage at the Convention Centre Dublin for the Christmas period. Created and developed by RTÉ with an exceptional team of creative talents from the world of theatre, *Toy Show the Musical* was a truly special and original new Irish musical. Led by Nell Mooney, our fictional hero, and all the kids and characters on Tricycle Street, the musical was the heart-warming story, told through songs, jokes and antics, of how Nell manages to bring her little family back together on Toy Show night and the adventure that it brings them on.

The story, music, songs, choreography, set and costume design were all brought to life through a wonderful cast of children and adult leads, including Jamie Beamish, Clare Barrett and Anna Healy, all of whom delivered a unique Irish show full of heart, music and mischief.

While a number of shows had to be cancelled at short notice due to illness among the cast and crew, RTÉ was heartened that families and children who saw the show really loved it. Children in particular were very taken with the story and songs and the fact that the show was led by a diverse cast of children like them.

This project was a new departure for RTÉ and, after such a difficult period for the live events industry, RTÉ remains proud to have supported and invested in Irish creative and theatrical talent: writers, composers, actors, producers, directors, designers and all the production and technical specialists. Over 100 people were employed by *Toy Show the Musical* during its run, in addition to a front-of-house team and set-up crew.

At the time of writing, like all creative projects, a full review of *Toy Show the Musical* is under way.

### Supporting Irish Music & Live Performance

After a two-year hiatus, events such as Fleadh Cheoil na hÉireann and the RTÉ Choice Music Prize were back with live audiences, along with the RTÉ Radio 1 Folk Awards, which had made a return to Vicar Street in 2021.

'The Fleadh' returned to the town where it all started – Mullingar in Co. Westmeath – and to mark this special homecoming, RTÉ was official media helping to celebrate the world's largest festival of Irish music, song, dance agus comhrá Gaeilge. RTÉ's support of the 2022 Fleadh Cheoil na hÉireann is in line with our vision to champion Irish culture by captivating audiences and celebrating Ireland's rich diversity, and included an extensive marketing campaign across broadcast, social and digital platforms as well as a range of radio programmes across RTÉ Radio 1 and RnaG live from Mullingar during the Festival week.

The RTÉ Choice Music Prize returned with a live event in Vicar Street which celebrated the nominees and announced the winners of Irish Album of the Year (For Those I Love) and Song of the Year (Dermot Kennedy). The event was hosted by Tracy Clifford and was also broadcast live on RTÉ 2FM with exclusive performances from eight of the nominated artists. On Sunday 13 March, RTÉ2 broadcast a one-hour TV highlights programme, produced by Southpaw Pictures, featuring live performances along with artist interviews by Bláthnaid Treacy.

The RTÉ Radio 1 Folk Awards, a wonderful celebration of the very best in folk music in Ireland from the past year, were hosted by John Creedon in Vicar Street, Dublin on Thursday 17 November and were live on RTÉ Radio 1. Mary Black received the Lifetime Achievement Award, while founder and frontman of the Chieftains, Paddy Moloney, who passed away in 2021, was inducted into the Hall of Fame. Winners included Cormac Begley, Ye Vagabonds and Muireann Nic Amhlaoibh. Live performances came from members of the Chieftains, Sharon Shannon, Scullion, Pauline Scanlon, Inni-K, Mary Black and more.



**The RTÉ Choice Music Prize returned with a live event in Vicar Street which celebrated the nominees and announce the winners of Irish Album of the Year (For Those I love) and Song of the Year (Dermot Kennedy).**



## Arts and Culture

### RTÉ Concert Orchestra

The RTÉ Concert Orchestra embraced the resumption of performing before live audiences, beginning in January by bringing the music of John Williams to sell-out audiences in Galway, Limerick and Dublin, continuing with classical lunchtime concerts live on RTÉ lyric fm during August, and culminating in a Christmas-themed jazz extravaganza with Guy Barker at the Helix in December. Interspersed with its broadcast concert schedule, the RTÉ Concert Orchestra's television schedule included a highlights programme on RTÉ One performing the music of Thin Lizzy live from Collins Barracks, Dublin, and guest appearances on major shows including *The Tommy Tiernan Show* and *Dancing with the Stars*. New initiatives on RTÉ Radio featured a special live concert with *Arena* on RTÉ Radio 1 and, with RTÉ lyric fm, broadcast concert productions of *Marty in the Evening* and *Movies and Musicals*.

As the impact of the global pandemic receded in 2022 and artistic and cultural activities resumed at something close to previous levels, RTÉ was able to broadcast a greater range and quantity of arts and culture content, from events with live audiences to commissioned productions. In so doing, RTÉ continued to prioritise creating distinctive Irish arts and culture content to engage broad audiences and support and foster the full range and diversity of Irish creative and performing artists.

### Television

A series of TV documentaries with broad audience appeal included *100 years of Ulysses, Songs of the Open Road* (featuring Thomas McCarthy), *Tommy Tiernan's Epic West* and *A Note for Nature*, a production that sought to combine music and performance with imagery and reflection on the pressures placed upon our natural environment. In parallel, RTÉ continued to commission major television documentaries on leading Irish artists with *Brian Friel – Shy Man, Showman*, *Micheál Ó Súilleabháin: Between Worlds*, *Francis Bacon: The Outsider* and the iconic fashion designer, *Clodagh*. These were complemented by *The Works Presents*, which added another striking series of profiles of the artists, Eimear Noone, John Boyne, Eilís O'Connell, Robert Ballagh and Conor McPherson.

Other television highlights included *Culture Night – Live at Lough Boora*, in a welcome return to a live RTÉ broadcast for Culture Night. This featured a diverse range of artists performing with and alongside the RTÉ Concert Orchestra in an iconic setting that facilitated the combination of music and performance reflecting on the challenges facing our natural environment.

### Radio

Arts and Culture programming on RTÉ Radio 1 included the continuation of a series of Bank Holiday Monday specials, entitled *The RTÉ Concert Orchestra Presents ...*, including the music of Paul McCartney introduced by Paul Muldoon and the music of David Byrne. *The RTÉ Radio 1 Folk Awards* were once again broadcast live from Vicar Street, with a subsequent television highlights programme. In *The County Measure*, a major new RTÉ Radio 1 project marking the *Decade of Centenaries*, presenter Vincent Woods set out on a multi-annual journey to create a radio atlas of Ireland, conveying something of the cultural identity of each of the 32 counties, and traversed eight in this, its first year.

Regular arts and culture programming continued to be central to RTÉ Radio 1 output. Programmes created for specific audiences included *The Rolling Wave* and *Céili House*, both of which embraced the opportunity to record live from communities right across the

country; the touchstone weekday magazine show *Arena*; *South Wind Blows*; *Folk on One*; *The Poetry Show*; and a second series of commissioned writing in *Spoken Stories – Creatures of the Earth*.

*The RTÉ Short Story Competition* continued to discover and reward new Irish writing talent on [Rte.ie/culture](http://Rte.ie/culture) and RTÉ Radio 1, with an Irish language story, 'Onámharlach Uaigneach' by Nicola Crean, read by Denis Conway, among this year's prize winners. Likewise, linchpin series with a proven appeal to a large and broad audience continued with *Sunday Miscellany* and *Book on One*, which included prize-winning author Claire Keegan reading her own *Small Things Like These*.

RTÉ lyric fm output continued to serve its growing listenership through its distinctive blend of Irish and international music, from early mornings with *Marty in the Morning* to *Classic Drive* and into the evening with *The Mystery Train*, *Vespertine* and *The Blue of the Night*. RTÉ lyric live featured regular broadcast performances by the National Symphony Orchestra, strikingly diverse performances by the RTÉ Concert Orchestra including new interpretations of *Peadar agus an Mac Tíre* (Peter and the Wolf) narrated by Aedin Gormley and *The Carnival of the Animals* narrated by Marty Whelan, and live broadcasts to international territories via the European Broadcasting Union (EBU) from the West Cork Chamber Music Festival. Regular opera output included in-depth coverage of Wexford Festival Opera, including two operas broadcast live throughout the EBU, together with productions from Music for Galway, Cork Opera House and Irish National Opera.

Distinctive new projects included participation in *Black History Month*, highlighting the remarkable legacy of Black composers, conductors and performers, and a new six-part series, *Root and Branch*, from ecologist Anja Murray and traditional musician Brian MacGloinn, offering audiences a timely celebration in word and song of Ireland's native trees and their place in our heritage and ecosystem.

### Online

[Rte.ie/Culture](http://Rte.ie/Culture) once again offered audiences on-demand access to the best arts and culture content drawn from RTÉ television and radio shows. A featured highlight was the hosting of a range of content celebrating the centenary of the publication of James Joyce's masterpiece, *Ulysses*. Featured live events included streamed performances from Wexford Festival Opera, *Other Voices*, the National Symphony Orchestra and the Dublin International Piano Competition. [Rte.ie/Culture](http://Rte.ie/Culture) also hosted a range of significant content from other cultural organisations including The Arts Council, Culture Night and the First Fortnight Festival.



**A series of TV documentaries with broad audience appeal included *100 years of Ulysses*, *Songs of the Open Road* (featuring Thomas McCarthy), *Tommy Tiernan's Epic West* and *A Notre for Nature*, a production that sought to combine music and performance with imagery and reflection on the pressures placed upon our own natural environment.**



## RTÉ: What We Made in 2022

# RTÉ News & Current Affairs

As the Ukraine crisis escalated in early February 2022, our Europe Editor Tony Connelly and his Brussels-based cameraman Bram Verbeke flew to Ukraine to report from the capital, Kyiv. RTÉ News was on the ground as Russian troops crossed into Ukraine, reporting on the humanitarian crisis. In the days following, online and on radio and television, we documented the fear of those unable to flee and the courage of those determined to fight and shared the heartbreak of families torn apart by war. In the weeks and months after, in Ukraine and on the ground in neighbouring countries in Europe, along with the efforts at home, journalists across RTÉ News & Current Affairs continued to tell the story: ní hamháin i mBéarla ach i nGaeilge freisin, rud a léiriann an ról tábhachtach a bhíonn ag foireann Baile na hAbhann gach lá, ag bailiú nuachta i mBéarla agus i nGaeilge. RTÉ News continued to lead the coverage of major national events throughout the year, including the tragic loss of life in the community of Creeslough, Co. Donegal, the Northern Ireland Assembly elections, and in-depth analysis of the multibillion-euro cost-of-living crisis Budget.

RTÉ News & Current Affairs targeted and grew its younger audiences by focusing on its newly launched TikTok account, which has reached 150,000 followers in just over one year.

As RTÉ's flagship current affairs series, *Prime Time* featured the most important issues in Irish society and revealed powerful personal stories. The year began with a week-long focus on unaffordable housing – the problem of a generation – with in-depth analysis, debate, data and video content as well as two dedicated live television programmes. Special *Prime Time* reports also revealed the issue of codeine addiction, as Irish pharmacies were shown not following guidelines on codeine sales; the state of our nation's capital thoroughfare, O'Connell Street; the home-care crisis; and the impact of online abuse on players and officials in the GAA.

Throughout the year we continued our commitment to coverage of climate issues with dedicated *Prime Time Climate Specials*, which examined 'green' claims by companies, asked if marketing promises stand up, examined the connection between Ireland's loss of nature and climate change, looked at the environmental damage that's already been done and explored potential solutions. Amsterdam's circular economy was spotlighted ahead of Ireland's own proposed strategy as we considered the twin crises of Ireland's biodiversity loss and climate change.

Our *Climate Heroes* series shone a light on the people who are stepping up to protect the environment and tackle climate change. While these people come from all walks of life, they share a common purpose: to improve the world around us. The major digital series spanned the whole of 2022, with all 50 reports shot and edited on mobile, reaching audiences on digital and social media platforms.

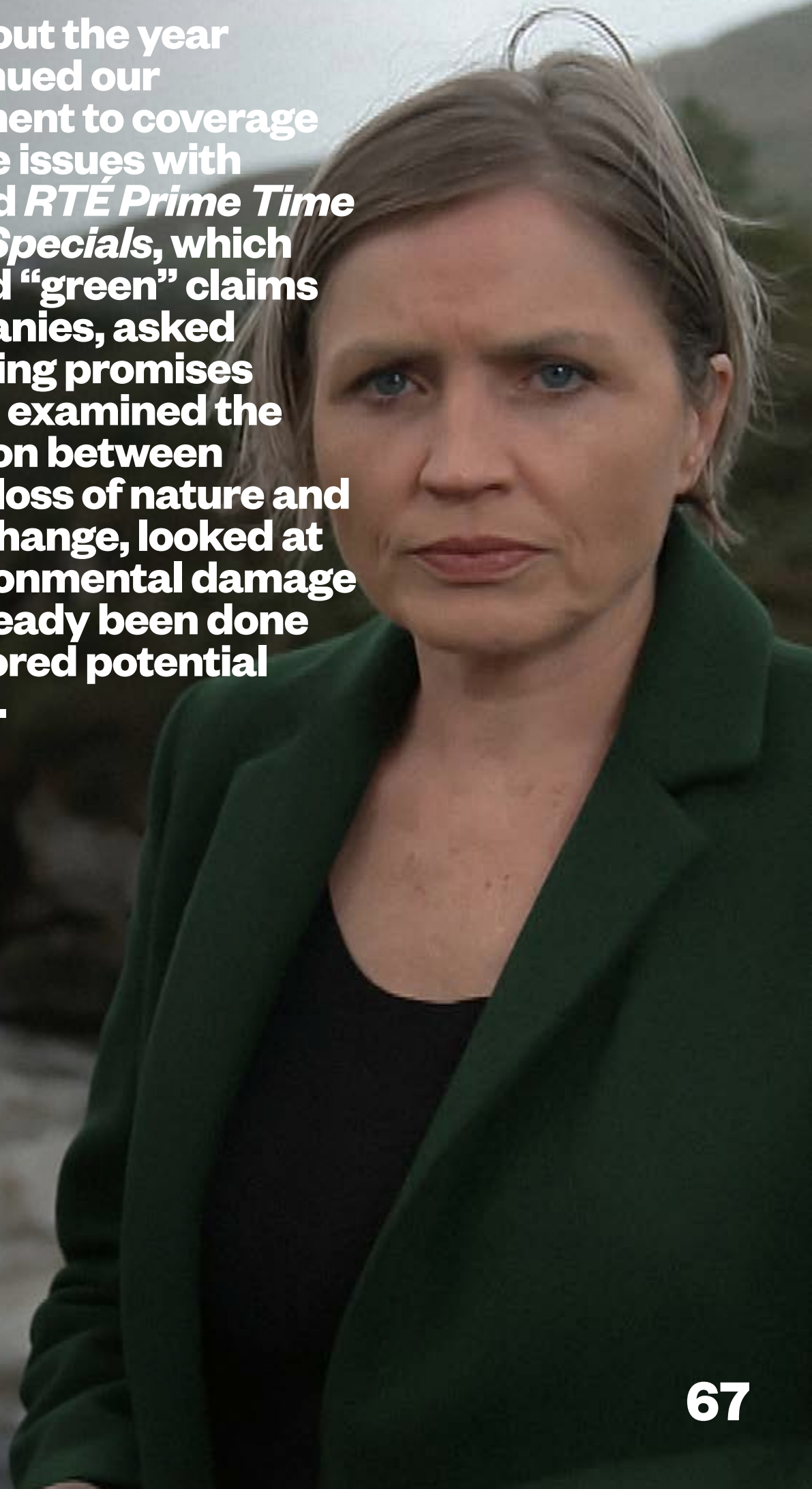
RTÉ News is expanding its international coverage online as well as on air. This year saw RTÉ News announce the appointments of new roles, with journalists Yvonne Murray as Global Security Reporter based in New York; Liam Nolan as Eastern Europe Reporter based in Warsaw, Poland; and Kagweni Micheni as Africa Reporter based in Nairobi, Kenya. They are reporting on a wide range of issues including the work of the United Nations Security Council, Ireland's role within the UN system and peacekeeping, the impact of climate change on the African continent and global geopolitical issues. This expansion of foreign news coverage is supported by funding from the Global Ireland Media Challenge Fund.

In 2022, RTÉ News was one of the first dozen media outlets leading the way globally as Journalism Trust Initiative certified media organisations, alongside the French national public service television broadcaster France TV, the Swiss Broadcasting Corporation and the Canadian Broadcasting Corporation. The Journalism Trust Initiative aims to promote trustworthy journalism and news sources, helping in the battle against disinformation. It is supported by the European Broadcasting Union and has been formally adopted by the National Standards Authority of Ireland.

The year saw Deirdre McCarthy appointed as Managing Director, RTÉ News & Current Affairs, following a public competition. Deirdre is the first woman appointed to this key position.



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### *RTÉ Investigates*

In 2022 groundbreaking reports from *RTÉ Investigates* led to several national conversations resulting in both political and social change in Ireland.

In February *RTÉ Investigates – Domestic Abuse, a Year in Crisis* examined the impact the Covid-19 lockdown had on domestic abuse survivors in Ireland. The documentary was filmed over 12 months in several refuges and support services across the country, where emergency calls from domestic abuse survivors increased fourfold during that period.

Having given *RTÉ Investigates* unprecedented access, staff described their daily struggle to keep survivors safe, because a shortage in refuge places meant they were forced to remain living with their abusers. From coercive control and repeated patterns of domestic violence to femicide and the traumatic journey through the justice system, the documentary revealed the human stories behind the statistics.

In the aftermath of the programme, Minister for Justice Helen McEntee promised additional funding to increase the number of refuge places. Those places are currently being rolled out.

A year on from its initial exposé, *RTÉ Investigates* again turned the spotlight on Ireland's historic illegal adoptions, revealing how, despite Government promises of support, 12 months on many adoptees were still searching for answers and struggling to discover their true identities. In March the Government published a report on the historic practice of illegal adoptions in Ireland compiled by Professor Conor O'Mahony, the Special Rapporteur on Child Protection.

*RTÉ Investigates* spent six months examining how local authorities go about managing and overseeing their business. The programme revealed systemic failures, which enabled false accounting and employee fraud. *RTÉ Investigates: Council Chamber Secrets* looked at how reforms promised after the tribunals of inquiry never materialised.

In May *RTÉ Investigates* revealed that a second doctor was accused of sexually assaulting patients at Naas General Hospital. Previously, in November 2021, the programme had revealed that three separate investigations were underway at the hospital concerning a series of complaints of suspected sexual assault of unconscious patients by a doctor in 2016. *RTÉ Investigates* revealed that just a year previous, in 2015, another doctor working at the hospital had his medical registration cancelled following complaints by two young male patients.

In October *RTÉ Investigates* revealed new evidence related to the death of Fr Niall Molloy in 1985. Documents obtained by the programme described for the first time, in Richard Flynn's own words, the extent of his assault on Fr Molloy and a possible motive for that attack.

In a follow-up to its 2015 investigation into the bribery of hospital managers by a hospital equipment supply company, *RTÉ Investigates* reported on how within weeks of the revelations, the HSE awarded new contracts to the company.

Last December, *RTÉ Investigates* revealed how a major IDA business park was under investigation for recurring pollution of the local water system in Limerick as the demands of agriculture, the environment and industry collided.



**In 2022 more ground-breaking reports from *RTE Investigates* led to several national conversations resulting in both political and social change in Ireland.**



## Factual

### Diverse Voices

Elsewhere in our documentary offering, the experiences of diverse groups were to the fore. In February, *Vincent Hanley: Sex, Lies and Videotapes* documented the experiences of and attitudes faced by Ireland's gay community during the AIDS crisis of the 1980s. In May the Monday 9:30pm slot was given over to the experiences of the most vulnerable among those who have recently arrived in the country seeking sanctuary: *Growing Up in Direct Provision* gave a voice to the children who sometimes find themselves caught in the state's system.

The experiences of Ireland's new Ukrainian diaspora were captured in *September's The War at Home*, a beautifully crafted documentary that captured the efforts both of Ukrainians living in Ireland and of Irish people abroad in providing humanitarian aid to those fleeing the war. Another group that saw their experiences represented for the first time in full on our screens in May were older women. *The Change: Ireland's Menopause Story* sought to break the taboo surrounding public discussion of the menopause and was incredibly well received by viewers of all ages.

RTÉ Factual is the home of uniquely Irish stories, a place where RTÉ's audiences come to be entertained and informed, and to see themselves.

### Documentary

At its best, factual storytelling can help shape the national conversation. Throughout 2022, RTÉ Factual offered no shortage of talking points.

The year was bookended by two major documentary series. In January, *Crimes and Confessions* examined the existence of a Garda 'Heavy Gang' in the 1970s and, for the first time, drew the links between the criminal investigations that resulted in some of Ireland's most notorious historic miscarriages of justice. In November, *Quinn Country* looked at the rise and fall of businessman Seán Quinn and the at times violent fallout that followed the collapse of his business empire. Both series attracted large audiences and had considerable impact. Before the first episode of *Crimes and Confessions* was broadcast, Martin Comney, a man wrongfully convicted of the murder of Una Lynskey, received an unreserved apology from the Commissioner of An Garda Síochána.

In November, *RTÉ's Documentary on One* ended its season of one-off documentaries with the story of two brothers, Mark and David Ryan, who had been abused by Spiritan priests on the grounds of Blackrock College in the late 1970s and early 1980s. *Blackrock Boys* revealed for the first time the scale and nature of the abuse that had been perpetrated and for decades gone unreported in one of Ireland's foremost educational institutions. Within days of the broadcast, and on foot of follow-up reporting from colleagues in RTÉ Radio 1, most notably by the *Liveline* team, the government announced that it would establish an inquiry to further investigate the extent of this abuse, while the Spiritan Order announced an independent restorative justice programme to aid the many victims who came forward.

### History

Our history continued to feature prominently across the year. *The Irish Civil War*, a landmark three-part series, sensitively and authoritatively marked the centenary of one of the most divisive times in this country's history. An accompanying series, *Two Tribes*, presented by Sean O'Rourke, looked at the political legacy of this time and picked over the past 100 years of civil war politics. Aspects of our recent history got a more light-hearted treatment as *The Way We Were* returned for a second series, and *Saipan: Rebel Without a Ball* looked at what might have happened if Roy Keane had stayed at the 2002 World Cup.

### Religious programming


For a third year, RTÉ continued to supplement its regular religious output with extra weekday and Sunday masses and services, which were streamed in association with ChurchServices.tv. There continues to be a strong demand for the service, notwithstanding the return to in-person worship post-Covid-19. Diversity remains a central plank of RTÉ Religion's output, with short films commissioned to mark major festivals across a wide range of faiths throughout 2022. For the third year in succession, RTÉ also broadcast live multicamera coverage of *Eid Prayers from Croke Park*, attracting international headlines and coverage.

RTÉ's Christian worship output is similarly diverse, and broadcasts in 2022 included *a Mass with the Parish of the Traveller Community*; *a Service in Solidarity with Ukraine*, entirely in the Ukrainian language; *a Mass with the Deaf Community School* in Cabra; and a range of other broadcasts featuring a broad mix of cultures, ethnicities, socio-economic groups, young and old, from all parts of the island of Ireland.

### Sustainability and the Climate Crisis

2022 saw a renewed focus on sustainability and the climate crisis both in front of and behind the camera. A major push for sustainable production techniques resulted in *The Today Show*, an anchor tenant of the RTÉ schedule, achieving Albert Sustainable Production Certification. RTÉ Cork led the way on the programming front, once again spearheading a pan-European initiative, *Back from the Brink*, with colleagues from the EBU. Through the course of 2022, a number of climate-related projects were supported by RTÉ Factual and successful in receiving BAI funding. A call for ideas from the independent sector was completed in late 2022, which will result in a new returnable series being commissioned into the RTÉ One peak-time schedule. It is hoped that this series will lead the way on climate-related information and discussion for years to come.





**Another group that saw their experiences represented for the first time in full on our screens in May were older women. *The Change: Ireland's Menopause Story* sought to break the taboo surrounding public discussion of the menopause and was incredibly well received by viewers of all ages.**

# RTÉ: What We Made in 2022

## RTÉ Sport

2022 was the year that Irish sporting stars dominated the world across multiple disciplines and were brought to an Irish audience by RTÉ Sport. In rowing, gymnastics, boxing and rugby, Ireland produced world champions and world players of the year in unprecedented numbers, ensuring that the success of Irish sport resonated way beyond our shores. Of the top 10 most watched programmes on RTÉ, nine came from live sport, as sport continues to unite, inspire and enthral our audiences.

In a year when two major tournaments – the women's Euros and the men's soccer World Cup – dominated the summer and winter landscapes, RTÉ Sport's unmatched audiences were captivated and thrilled by the brilliance of Messi, Mbappé and Mead. RTÉ brought two huge tournaments in full to audiences on free-to-air television so that every boy and girl could witness their sporting idols. In addition, the issues of inclusivity, equality and diversity were given prominence like never before, given that Qatar was hosting the men's World Cup.

European rugby returned to RTÉ for the first time in 16 years, to join the Six Nations and URC tournaments, as the scope of the RTÉ Sport rights portfolio expanded.

At championship, league and club levels, the GAA continued to grab our attention and thrill our senses as a generational talent, David Clifford, scaled new heights and the Limerick hurlers continued their quest for sporting immortality. Irish rowers, boxers and gymnasts not only took on but beat the world in their respective disciplines, and all their effort and glory was captured for our audiences across RTÉ platforms.

Who will forget the night our women's international soccer team qualified for the World Cup? In their moment of triumph, they remembered the community of Creeslough while they propelled themselves onto the global stage that is next summer's headline sporting event.

We can confidently look forward to 2023 across all platforms knowing that when Ireland takes on the world in men's rugby and women's soccer, from Paris to Perth, RTÉ will be there bring our audiences closer to all the live sporting action.

### Championing Women's Sport

RTÉ was the home of women's soccer in July, with the live broadcast of all 31 games of the UEFA Women's Euro 2022 – a first for Irish prime-time television – continuing RTÉ's commitment to women's sport. RTÉ2 and RTÉ Player were also there as the Republic of Ireland beat Scotland in Glasgow in what was the biggest game in the history of Irish women's football.

The win for Vera Pauw's side saw them make history by qualifying directly for the FIFA Women's World Cup in Australia and New Zealand next summer, and RTÉ will be there for the entire tournament, having secured broadcast rights through an EBU agreement with FIFA covering 28 territories on behalf of 32 EBU member public service broadcasters.



**RTÉ was the home of women's soccer in July, with the live broadcast of all 31 games of the UEFA Women's Euro 2022 – a first for Irish primetime television**



2022 was a fantastic year for kids' content across all our services. Our 'digital first' strategy is really taking root and we are now connecting with our audiences across a myriad of platforms and services in a very meaningful way. Crucial to this is discoverability, and we continue to work hard to ensure that there are multiple touch points for both kids and parents to engage with and enjoy our content cross-platform. We have experienced continued growth on our RTÉ-branded YouTube channels and have made accessing content on mobile much easier with the introduction of an RTÉ Player 'kids' button on both iOS and Android.

The Young People's Department continues to actively pursue the representation of kids' voices across all our audio and video content.

The importance of this mission cannot be overestimated, as access to public service media can profoundly influence how kids see, understand and treat their peers and interact with the world around them.

Outreach remains a key pillar of our Young People's strategy in 2022 and into the future. In collaboration with our EBU colleagues, the RTÉ Kids department participated in a number of pan-European initiatives. First up, the EBU Kids International Friendship #SayHi Campaign, a Europe-wide anti-bullying programme, saw huge engagement across social media and RTÉ Kids YouTube channels and websites. We also dipped our toe into the e-sports world, working closely with Dream Space, and continued to enhance our offering to teenagers across Ireland through our partnerships with Creative Ireland, Junk Kouture and Fresh Film.

### RTÉ Kids (7-12's)

2022 was our catch-up year post pandemic. Production in the sector ramped up massively and saw our kids' content slate diversify more and more. For our RTÉ Kids audience, Dyehouse Films supersized our national digital art competition, This Is Art!, by producing a brand-new companion art series, This Is Art Club!. Presented by Holly Pereira and Shane Keeling, *This Is Art Club!* is fast becoming the new place and new space to celebrate and participate in all things creative.

Continuing the theme of celebrating creativity, it was also hugely exciting and a privilege for RTÉ Kids to collaborate with both *Junk Kouture* and *Fresh Film*, Ireland's Young Film Maker of The Year, to showcase and celebrate the enormous amount of creative talent emerging from Ireland in 2022.

*Keep It Up* from Macalla Teoranta exploded onto our screens. This six-part series explored and analysed the circumstances that can lead teenage girls to disengage from team sports. Fronted by Emer O'Neill from Home School Hub, *Keep It Up* was much more than a TV show – it was a movement.

Next up was *Ireland's Future Is MINE* (Reverist and Tamber Media), the ultimate e-sports competition and a first for RTÉ. After months of hard work and nail-biting showdowns, two schools – Moyvore National School, Westmeath and St Hugh's National School, Leitrim - went head to head in the final, with St Hugh's emerging victorious.

*Wild Atlantic Kids* (Fubar Films) is a series for all those who have itchy feet. We followed the Fortune family as they weaved their way along the Wild Atlantic Way. 2022 also saw us launch another very successful new series, *Storybud* (Kite Entertainment) – classic fairytales with a twist. Written by Jason Byrne, Karl Harpur, Alison Spittle, Bernard O'Shea and Sinéad Quinlan and narrated by Doireann Garrihy, Deirdre O'Kane, Baz Ashwamy, Bernard O'Shea and Jason Byrne, *Storybud* is bite-sized perfection and LOL. There were also five Christmas episodes to unwrap.

The tail end of 2022 saw a number of series return by popular demand. Tom Bán was back with another series of *Bush Kids 2* (GMarsh TV). Four new families were back taking a walk on the wild side and learning all there is to know about how to survive in the wild.

Animation was, as always, a cornerstone to output for this age group. Brand-new episodes of *Royals Next Door* and *Ink & Light* (Finnish-Spanish studio Pikukala and Belgium's *Walking the Dog* respectively) dropped in 2022 alongside *Stella's Royal Vlog* on our Kids' YouTube channel. Last but by no means least, we commissioned five beautiful and poignant World Mental Health Day short films from the animation sector which explored issues that affect children trying to navigate the world today.



**2022** also saw us launch another very successful new series, ***Storybud*** (Kite Entertainment) – classic fairytales with a twist.



### RTÉjr (0-6's)

2022 was jam-packed with animated and live action series for this age group.

#### Animation

Brand new animated series for our youngest viewers included *Happy the Hoglet* (Paper Owl), in which Happy is a small character with very big feelings. *Wee Littles* (Magpie 6 Media) Bitsy, Itsy, Mini, Teensy and Jeremy Throckmorton III showed us that no matter how small you are, you can do amazing things! *Atom Town* (Treehouse Republic) is a colourful community of characters based on the elements of the periodic table. *Fia's Fairies* (Little Moon Animation) is a wonderful language series that teaches you Gaeilge while exploring fairyland with Fia, Ameer, Blaithín and Cuán.

*Ray of Sunshine* (Daily Madness) was where kids got to hang out with the most sunshiney seven-year-old ever, for fun tea parties and gardening adventures plus brand-new episodes of firm favourites *Alva's World* and *Kiva Can Do* from Kavaleer Live Action. *Bright Sparks* (Macalla Teoranta) was back in the ever-colourful Bright's Park to join Séamus, Dr Tunes, Wild Guy, Clara, Mrs Owlington, Billy, Aoife and Alpha on a journey through their animated everyday lives, where they use their unique skillsets to clear up complications, create magic, help others, have fun and save the day. Brand new to RTÉjr in 2022.

*The Imagination Machine* (Firebrand Productions) follows Ella, Lucy and Blaze as they go on amazing adventures through time and space thanks to the magical powers of a special book and an old cardboard box, but around every corner lurk Dr Dotty and Mr Fluffy Pants, looking to cause mischief.

*Dizzy Deliveries* (Macalla Teoranta) was another first for RTÉjr, being the first kids' TV show in Ireland to teach and use Lámh signs. It is intended for all pre-schoolers and targets children with special intellectual needs. In every episode we meet Joe, the delivery man with magical powers, Ozzy, the flying robot who works with Joe and helps him make his deliveries, and Aisling. She is the boss of the Dizzy Deliveries and she helps the gang with their Lámh signs every day. Aisling will also teach three key Lámh signs in a fun way, and she wants everyone to join in at home too!

*Simon Says*, a gorgeous music-filled series (Meangadh Fíbin) closed out the year. Simon is a lighthouse keeper and a musician, and this series delivers the most fantastic earworms for all our viewers to sing along with, wherever they are watching.

### RTÉjr Radio & Podcast

2022 offered RTÉjr Radio the chance to re-engage with our young audience in person, to amplify and include voices that Covid had kept out of studio for too long. DJ for a Day welcomed kids onto the airwaves to take control every weekend, selecting and presenting their own shows.

*Cereal*, our 'not really' true crime podcast, brought young actors and adults from across the country into a mystery mentored by RTÉ's Ryan Tubridy. *Mothertongues* went into schools where more than 30 languages were spoken to gather and share children's stories and advice for one another as they relearned how to play and share space.

*The Kids Are All Right* addressed mental and physical health for children. *Nero's Class* invented new mythologies and surreally brilliant characters on an island where only three children live. And Oscar-nominated Ciarán Hinds joined our roster in voicing *The Neighbourhood*.

Time invested in our podcast roster seems to have served us well on the awards front. Four shows were nominated in the inaugural Irish Podcast Awards Family Category, and we took home the top three spots with *Someone Like Me* taking gold. *Maddie and Triggs* won gold for Special Creativity, and *Ecolution* was recognised in the Environmental Category in a year when Mary Robinson came on the show to answer children's questions on climate justice and express her desire to see more intergenerational discussion on the airwaves.

More nominations in the IMROs and two wins at the Prix Ex Aequo, the international children's and youth radio drama festival, for *Cereal* and *The Emperor's New Duds* proved that, once again, our small station punched above its weight both at home and abroad.



***Bright Sparks* (Macalla Teoranta)** was back in the ever-colourful Bright's Park to join Séamus, Dr Tunes, Wild Guy, Clara, Mrs Owlington, Billy, Aoife and Alpha on a journey through their animated everyday lives where they use their unique skills sets to clear up complications, create magic, help others, have fun and save the day.



## Irish Language

Irish language television output broadcast by RTÉ in 2022 encompassed a wide range of original series and formats commissioned from the independent sector and in-house teams, plus an enhanced slate of independently produced acquisitions, giving viewers a choice of output across genres, from children's content to peak-time factual series.

In April, RTÉ Raidió na Gaeltachta celebrated its 50th year on air and RTÉ commissioned two landmark events to bookmark the year of celebrations: a concert from Baile na hAbhann that brought together the cream of musical talent from Ireland's Gaeltachtaí and which was broadcast live on RTÉ Raidió na Gaeltachta and RTÉ.ie, and later broadcast on RTÉ One television and *Ceol na nGael* in which Mairéad Ní Mhaonaigh looked back at the influence of the station on her own musical formation.

### In-house production

RTÉ's in-house Cláracha Gaeilge team delivered a strong and varied slate of new programming that was universally well received and increased audience share during 2022.

The 2022 season opened with a series of *Cloch le Carn* documentaries celebrating the lives and legacies of four leading lights of Irish public life who had passed away in the previous year: Paddy Moloney, Pat Hume, Donncha Ó Dúlaing and Des O'Malley.

RTÉ's landmark social history series *Scannal* continued to attract large audiences and give fresh insight into the scandals that rocked the nation. The 2022 series looked back at the impact of and fallout from major Irish scandals, including the kidnapping of John O'Grady, the unsolved mystery of Annie McCarrick, the Thalidomide scandal, the Air India crash, and the murder of Brian Stack, the only prison officer to be murdered in Ireland during the Troubles. Both series were well-received by audiences and critics alike for their journalism and insight and performed excellently.

*Athbhaile: The Cobblestone* was a two-part documentary about a musical mecca in Dublin's inner city – but also a story about family and community. This much-loved music pub and family business became the centre of media attention when thousands took to the streets of the capital to fight a planning application for a nine-storey hotel, which, if successful, would have threatened the cultural hub that proprietor Tom Mulligan had built in the pub since 1988. The series featured

testimonies from both the Mulligan family and the community of musicians and Gaeilgeoirí who fought hard to protect this cultural landmark. Despite heavy competition from the World Cup on RTÉ2, the series proved a big hit with viewers and received much critical and acclaim.

In an authored documentary specially commissioned to mark 50 years of Raidió na Gaeltachta, Donegal musician and national treasure Mairéad Ní Mhaonaigh explored the central role RTÉ Raidió na Gaeltachta has played in the revival of traditional music and song on the island of Ireland. *Ceol na nGael* followed Mairéad on a journey down Ireland's western seaboard, meeting fellow musicians and broadcasters along the way, to tell the story of how the station breathed new life into the music and song tradition in Ireland.

The season came to a close with a special two-part series of *Cloch le Carn* that celebrated the lives and legacies of two giants of Irish life: journalist and humanitarian, Jim Fahy and poet and wordsmith, Brendan Kennelly.

### Independent production

RTÉ worked in close collaboration with the Irish Language Broadcast Fund, the BAI and BBCNI to co-commission additional Irish-language content which proved a big hit with audiences across 2022.

*Droichid na hÉireann* (New Departures Media), presented by actor Lochlann Ó Mearáin, explored the history, stories, engineering and people behind some of Ireland's best-loved bridges.

*Faoi Bhláth* (Abú Media), a series celebrating Ireland's biodiversity, was broadcast on RTÉ One in February. Across 13 episodes, presenter Aedin Ní Thiarnaigh travelled through the parks, lakes, bogs and mountains of Ireland to uncover its rich array of wildflowers and explore the science and folklore associated with each one, as well as their uses in cookery, medicine and craft.

*Bog Amach* (Strident Media) was a six-part ILBF-supported lifestyle series, presented by Tessa Fleming and broadcast by RTÉ in June. The series followed six families as they turned their backs on the hustle and bustle of city life for a new adventure in rural Ireland, checking out homes for sale in spectacular locations from Donegal to South Kerry, via Galway.



**In April, RTÉ Raidió na  
Gaeilte celebrated  
its 50th year on air and  
RTÉ commissioned  
two landmark events to  
bookmark the year of  
celebrations**



## Irish Language (continued)

*The Man with the Moving House*, (Bang Bang Teoranta) was a one-off documentary broadcast on RTÉ One in August that told the David-and-Goliath story of Breannán Ó Beaglaíoch's 14-year struggle with the planning authorities for permission to build a house on his own land. The story, which was the highest-rating documentary of the summer in that time slot, also reflected the broader theme of the impact of planning laws on rural Gaeltacht communities. This project was supported by the BAI.

The popular vet series *Saol an Tréidlia* (Strident Media) returned to RTÉ One for a second four-part series in the autumn. This time, city vet Emma and horse vet Liam were joined by Connemara-based mixed-practice vet, John and viewers got a first-hand look at every aspect of modern veterinary practice, from small-animal operations to dealing with large-animal issues on the Aran Islands and preparing thoroughbreds for international sale at Goffs.

*The Life of Seán/ Saol Sheáin* (Tyrone Productions) was an hour-long documentary which aired on RTÉ One in December and explored the lives of six men over the age of 60, all of whom share the name Seán. The idea was to reflect the experience of a generation of Irish men by letting each Seán tell his own story and reflect on life, love and loss and the changes, good and bad, that he has witnessed over his lifetime.

### RTÉ do TG4

In addition to commissioning content for RTÉ, RTÉ Gaeilge commissions content for TG4 as part of the content-provision agreement between the broadcasters. RTÉ commissioned URC Championship sports coverage for TG4 in 2022.

### RTÉ Raidió na Gaeltachta

On Easter Sunday 1972, RTÉ Raidió na Gaeltachta began broadcasting, a milestone in Irish broadcasting history. A radio station for the Gaeltacht and Irish language community came into being, the fruit of a civil rights movement that demanded Irish language services for that community. For the very first time, it connected those communities, recognising them officially, and in their own language. In 2022, we celebrated the contribution that the station has made over the past 50 years, enriching and strengthening the Gaeltacht and Irish language communities around the country, with their stories, songs and music being shared daily.

To mark the beginning of this year of celebration, a special concert - *RTÉ Raidió na Gaeltachta 50* - was broadcast live on radio and visually online in April 2022 from the heart of the Gaeltacht in Connemara. Local, national and international musicians, young musicians, dancers and singers had the opportunity to share the stage with the RTÉ Concert Orchestra. Over 100 performers participated in a magical event with a live audience which was also later broadcast on RTÉ One television.

2022 was also the year when RTÉ Raidió na Gaeltachta hit the road and broadcast from the large events that had been postponed during the pandemic. An emphasis was placed on outside broadcasting and bringing 'the radio' to the public. The large events included Comórtas Peile na Gaeltachta, Fleadh Cheoil na hÉireann, Scoil Samhraidh Willie Clancy and Oireachtas na Gaeilge. Smaller outside broadcasts featured programmes broadcast from community centres, schools, churches and small festivals, bringing the community together to enable them to share their stories. News, current affairs, entertainment, sport and music make up the station's schedule and featured throughout the year, having always been an important part of the identity of the station.

2023 will feature a number of events to bring down the curtain on its 50th anniversary celebrations and several exciting new drama and music series are scheduled to broadcast during the year.

### RTÉ Gaeilge Online

RTÉ Gaeilge on rte.ie continued to knit together the best of RTÉ radio, news and television content with interesting features and podcasts as Gaeilge, increasing its audience by 75% since 2019. A key highlight of the year was Creidim Ionat, a mentor-led campaign from Foras na Gaeilge and RTÉ, fronted by *Beo ar Éigean's* presenting team. The campaign inspired the audience to use the Irish they had and become a mentor/mentee to help others with the language.



***The Man with the Moving House, (Bang Bang Teoranta) was a one-off documentary broadcast on RTÉ One in August which told the David-and-Goliath story of Breannán Ó Beaglaíoch's 14-year struggle with the planning authorities for permission to build a house on his own land.***



## Distribution

### Saorview

Ireland's free digital TV service continued to perform well in 2022, as Saorview audiences grew to 38% of all TV homes (*Nielsen establishment survey, January 2023*). An upgraded website supported our 2022 advertising campaign on TV, radio and social media, which featured the message 'Make your Smart TV Smarter (just plug in an aerial)'. Launched in Q4, our customer messaging was enhanced by retailer point-of-sale (POS) merchandising nationwide, delivered by Saorview brand ambassadors who spoke directly to retail staff about the benefits of Saorview.

Notably, the campaign was bilingual, with Irish language versions of TV and radio ads, as well as bilingual POS. It is intended that Irish will be a prominent part of our communications going forward in line with the Official Languages (Amendment) Act 2021.

Saorview continued to add value and choice for Irish TV audiences in 2022, with the upgrade of TG4 to High Definition and the addition of Virgin Media Four which followed the addition of Sky News to the platform in 2021.

### 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 the custodian of Ireland's national broadcast transmission network, 2rn makes sure the nation is always switched on and again achieved 99.99% reliability across television and radio transmission services.

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 1.72 million television viewing homes in Ireland, approximately 648,000 had Saorview in 2022 and in approximately 201,000 homes, (*Nielsen establishment survey, January 2023*) Saorview was the only means of watching broadcast television.

In 2022 Covid-19 continued to necessitate changes to many work practices and processes as well as enhanced staff training to safely undertake the works necessary to maintain the reliability of the services provided, and to interact with suppliers and customers. The changes made did mitigate the impact of Covid-19 and there was no material impact on 2rn's overall performance in the year.

Overall, 2rn generated revenue of €25.75 million in 2022, a small decrease on 2021 attributable to a decrease in the regulated revenue from national broadcast services. Overall, the €25.75million and year-on-year performance reflects the stability of the broadcast market and the solid performance of the mast and tower rental market.

There were no significant changes in the local, regional, or national radio market, as available spectrum capacity in the FM band is almost fully utilised. Cost pressures and competition in the telecommunications business continue to grow as does the requirement for fibre-optic connectivity. Achieving year-on-year revenue stability in the telecommunication business remained challenging.

### RTÉ Guide

The RTÉ Guide remains Ireland's top-selling magazine, with a weekly on-shelf issue, plus the iconic Christmas bumper double issue. The RTÉ Guide also publishes *Taste*, a food-focused yearly annual celebrating food, chefs, trends and seasonal produce. The magazine continues to be a revenue generator for RTÉ, helping to engage younger audiences, as well as continuing to maintain its core base. 2022 was the year that most of us got back to a somewhat normal life - for the print industry it was another challenging time as people started to move again and the 'at home' experience started to fragment - the newspaper and press industry saw overall volumes fall by 10%.

The RTÉ Guide saw a more modest decline and once again demonstrated resilience with a solid Christmas sale, with revenue aided by a cover price increase. Paper prices fluctuated wildly upwards over 2022, with costs driven by energy inflation and strikes in Finland, which were acerbated by the war in Ukraine. We've now seen the prices settle and expect a small reduction in paper costs over 2023. Overall, 2022 was a challenging year for the entire press industry but with a tight control of costs and the RTÉ Guide's resilience at retail holding, it maintains its place as Ireland's biggest-selling magazine.





### RTÉ Player

Sport, drama, soaps and uniquely Irish content drove RTÉ Player growth across the board in 2022 delivering a record-breaking 83,300,000 streams (+14% year-on-year) and 25,800,000 hours spent streaming (+33% versus 2021).

With unparalleled live coverage of major national and international events, RTÉ Sport streaming saw significant growth on RTÉ Player with 11,900,000 streams recorded from January to December. Highlights included FIFA World Cup 2022 (8,500,000 streams) and Six Nations 2022 (500,000 streams Mens, Womens and U20s) The *Saturday/Sunday Game Live* (1,642,000 streams) as well as coverage of Republic of Ireland Women's National Team's World Cup Qualifiers (120,000 streams 2021/2022) and the UEFA European U-21 Championship play-off between Republic of Ireland and Israel (102,600 streams).

Landmark documentary series, *Quinn Country*, holds 3 places in RTÉ Player Top 5 individual programmes (excluding the World Cup), beaten only by *The Late Late Toy Show* in popularity (341,000 streams).

Soaps remain a staple for RTÉ Player audiences, delivering 18,600,000 streams across the year with fan favourites *Fair City*, *EastEnders* and *Home and Away* delivering 4,800,000 streams, 5,600,000 streams and 5,700,000 streams respectively. Scripted drama and comedy box sets accounted for 15,000,000 streams in 2022 with audiences continuing to binge watch their favourite Irish and international shows including spy thriller *Killing Eve* (700,000 streams), *Conversations with Friends* (800,000 streams) along with the ever-popular *Normal People* (1,000,000 streams). Six episodes of *Normal People* featured in the Top 25 programmes of the year.

RTÉ Player Original online content published last year showcased new faces, new voices and new talent delivering 511,000 streams. Audiences engaged with a variety of themes from comedy to documentary and new faces showcased online included Shane Daniel Byrne (*Love Bites*), David Meyler and Ruesha Littlejohn (*Glitch*) Meg Reilly, Frankie McNamara, Ericka Roe, Simon Hennessy and Anna Clifford (*Darren & Joe's Free Gaff*).

Darren Conway and Joseph McGucken returned for a second series of their hit RTÉ Player Original series *Darren & Joe's Free Gaff*, with double the number of episodes and a host of up-and-coming Irish comedic talent including Michael Fry, James Kavanagh, Meg Reilly, Frankie McNamara, Peter McGann, Ericka Roe, Simon Hennessy, Anna Clifford, Enya Martin, Terence Power, Calvin O'Brien and season 1 regulars, Jen Hatton, Tony Cantwell and Justine Stafford. The series surpassed a quarter of a million lifetime streams since the pilot launched on RTÉ Player in 2021.

*The Disconnect*, a coming-of-age documentary about our relationships with our screens featured contributions from a diverse range of Irish young people who have grown up in a world where a phone is as important as food or water.

### RTÉ.ie

2022 saw RTÉ.ie maintain its position as the number 1 news and entertainment website in Ireland.

Compared to 2019, visits to RTÉ.ie were up 23% per month, or 31 million monthly visits, while monthly page views grew by 19%, or 79 million page views. Average time spent per visit also continued to grow at 8 minutes 24 seconds, up 13% compared to 2019.

Top stories concerned the Ashling Murphy murder investigation and the Creeslough tragedy, but lighter stories also drew huge traffic, such as the *Strictly Come Dancing* stars romance and the €19 million Lotto jackpot winner. *The Late Late Toy Show* audience application also drew huge interest.

GAA and Katie Taylor dominated sports news with the Dublin v Kerry All Ireland GAA Championship semi-final updates taking top position followed closely by URC and Six Nations rugby. In Lifestyle, alongside wellness and beauty advice, Johnny B's catfish story stood out. In entertainment, the Will Smith incident at the Oscars and the sad passing of a number of stars such as Olivia Newton John, Meat Loaf and Aaron Carter drew interest from our audiences.

Culture saw significant traffic to rte.ie/Ulysses, a section dedicated to James Joyce's literary masterpiece. Brainstorm, a partnership with Irish academia, experienced a 155% increase in traffic on 2019 with insightful articles on Ukraine, the cost-of-living crisis and public health threats. Our Gaeilge section saw an 88% increase on 2019, with advice for learning Irish among the top articles.



**With unparalleled live coverage of major national and international events, RTÉ Sport streaming saw significant growth on RTÉ Player with 11,900,000 streams recorded from January to December.**



### RTÉ Sport on RTÉ Player

11,900,000 streams across major national and international tournaments

- 2022 FIFA World Cup scores: 8,500,000 streams
- Over 200 hours of live coverage of all 64 games on RTÉ Player delivered record audiences with 8,500,000 total streams (including highlights and on-demand and preview streaming)
- 478,000 total RTÉ Player live streams for the most exciting World Cup final in history
- Group Stage Week 1 (20 games): 2,500,000 streams
- Group Stage Week 2 (28 games): 2,200,000 streams
- R16 (eight games): 1,200,000 streams
- QF (four games): 1,010,000 streams
- SF (two games): 402,000 streams
- Final: 478,000 streams

### RTÉ Player launches on Sky Glass

The RTÉ Player app launched on Sky Glass in August 2022. For the first time, Sky users have access to over 3,500 hours of on-demand content as well as RTÉ One, RTÉ2, RTÉjr, RTÉ News and RTÉ Player live streaming channels. The launch represents new opportunities for RTÉ Player to reach audiences through improvements in metadata, key art and curation, ensuring RTÉ content can sit among international content from global distributors.

### RTÉ Archives

RTÉ Archives maintains a collection of audiovisual recordings, photographs and documents relating to RTÉ output from 1926 to the present day.

In 2022, over 3.3 million visitors to the RTÉ Archives website were able to explore a wide range of content and subject matter from a record of Irish life captured by RTÉ radio and television. A thousand new stories were added to the Archives Daily section, enabling 1.7 million video plays and 53,870 audio plays through the website, [www.rte.ie/Archives](http://www.rte.ie/Archives).

The preservation work of transferring content from analog and early digital formats to digital files continued, focusing on audio collections in 2022. Almost 5000 recordings for radio on the Acetate Disc Collection, 1930s–1970s, were made available to the public on the RTÉ Archives website. This project was supported by the BAI Archive Funding Scheme.

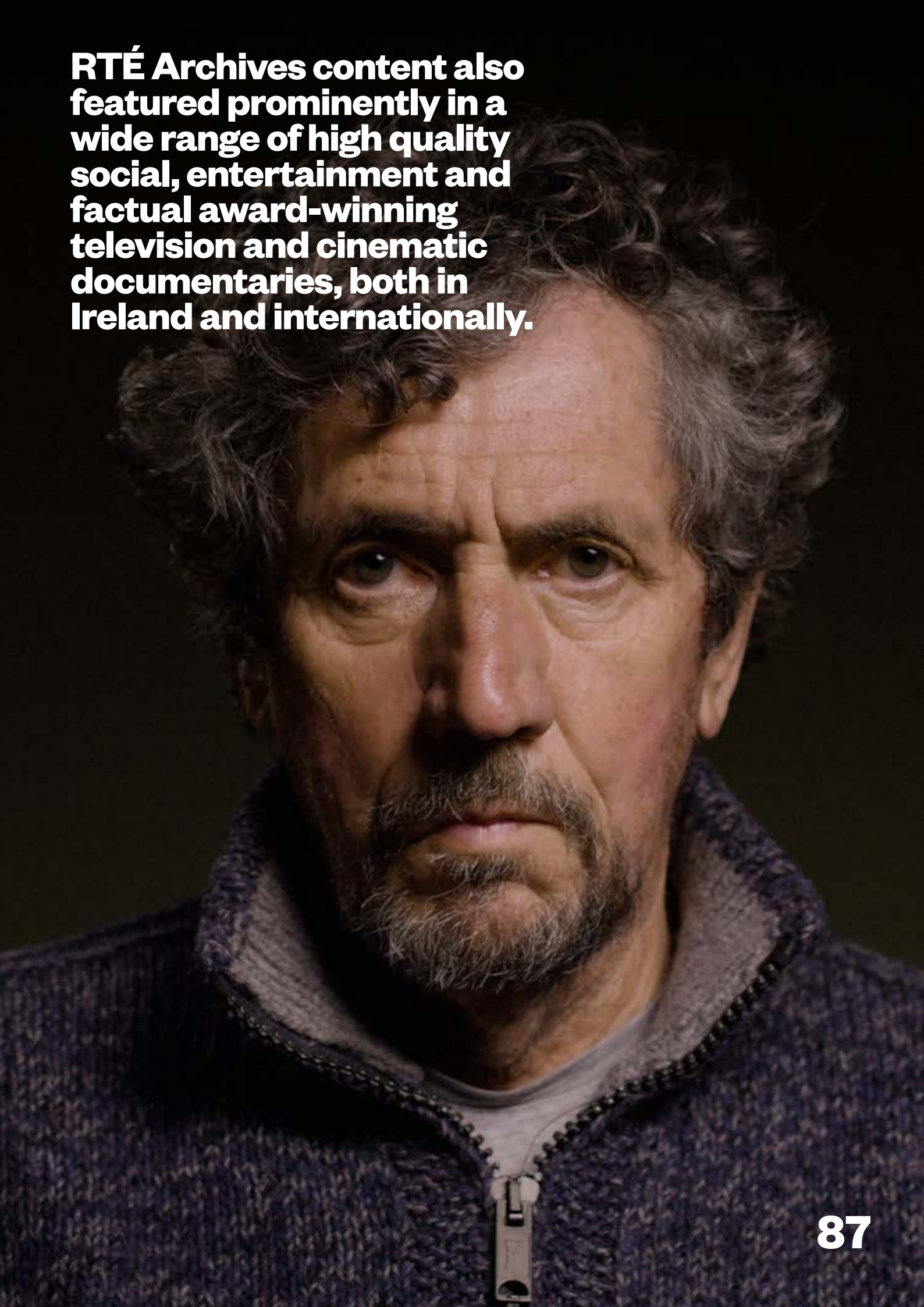
The Ireland on the Box photographic exhibition, curated by RTÉ Archives with the National Library and launched in December 2021 to mark 60 years of RTÉ television, welcomed 20,364 visitors through its doors at the National Photographic Archive in Dublin's Temple Bar.

RTÉ Archives content also featured prominently in a wide range of high-quality social, entertainment and factual award-winning television and cinematic documentaries, in Ireland and internationally. These included *Vicky: The Story of Vicky Phelan*, *Charlie Bird: Loud and Clear*, *Nothing Compares (Sinead O'Connor)* and Irish language programmes such as *Cloch le Carn* and *Marú Inár Measc*.

Listeners to RTÉ radio services enjoyed a range of programmes featuring archive stories including the long running *Bowman Sunday* series and *The Rolling Wave*. As part of its 50th anniversary celebrations, Radio na Gaeltachta featured the 13-part 1986 series *Seasca Bliain Ag Fás*, with prominent interviewees in Irish language broadcasting over previous decades.

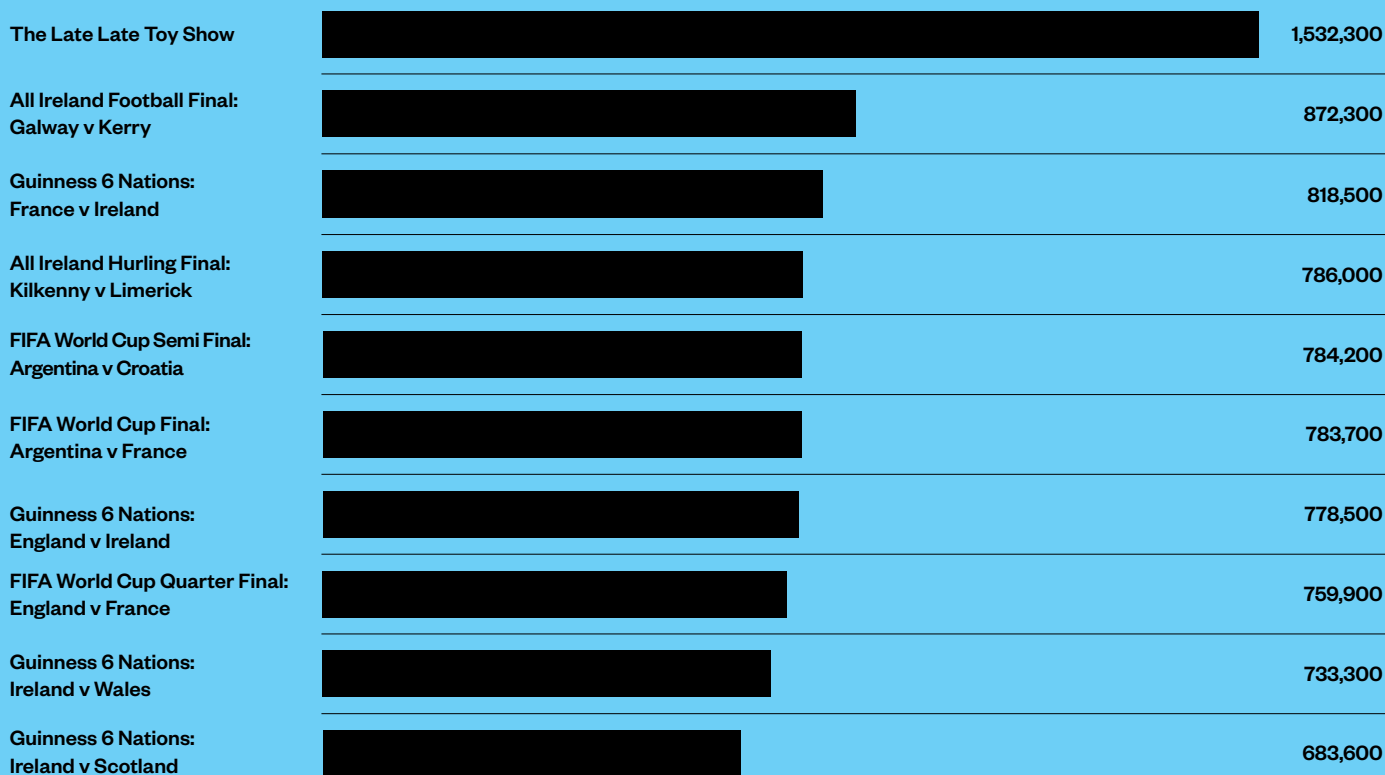


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## TOP 10 PROGRAMMES 1 JANUARY - 31 DECEMBER 2022 ALL CHANNELS CONSOLIDATED NATIONAL INDIVIDUALS AGED 4+

Rank	Description	Channel	Day of week	Date	Time	TVR	000s	Share%
1	The Late Late Toy Show	RTÉ One	Fri	25-11-2022	21:35 - 00:03	34.40	1532.3	76.16
2	All Ireland Football Final: Galway v Kerry	RTÉ2	Sun	24-07-2022	15:32 - 17:09	19.58	872.3	74.62
3	Guinness 6 Nations: France v Ireland	Virgin Media One	Sat	12-02-2022	16:44 - 18:33	18.39	818.5	63.05
4	All Ireland Hurling Final: Kilkenny v Limerick	RTÉ One	Sun	17-07-2022	15:32 - 17:05	17.64	786	72.19
5	FIFA World Cup Semi Final: Argentina v Croatia	RTÉ2	Tue	13-12-2022	19:00 - 20:54	17.60	784.2	51.82
6	FIFA World Cup Final: Argentina v France	RTÉ2	Sun	18-12-2022	15:00 - 17:54	17.59	783.7	58.21
7	Guinness 6 Nations: England v Ireland	RTÉ2	Sat	12-03-2022	16:45 - 18:34	17.49	778.5	60.55
8	FIFA World Cup Quarter Final: England v France	RTÉ2	Sat	10-12-2022	19:00 - 21:00	17.06	759.9	54.88
9	Guinness 6 Nations: Ireland v Wales	RTÉ2	Sat	05-02-2022	14:17 - 16:09	16.48	733.3	65.56
10	Guinness 6 Nations: Ireland v Scotland	Virgin Media One	Sat	19-03-2022	16:46 - 18:39	15.36	683.6	59.44



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 10 minutes



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

■ 2022 □ 2021



Source: TAM Ireland Limited/Nielsen TAM

# Statistical Information

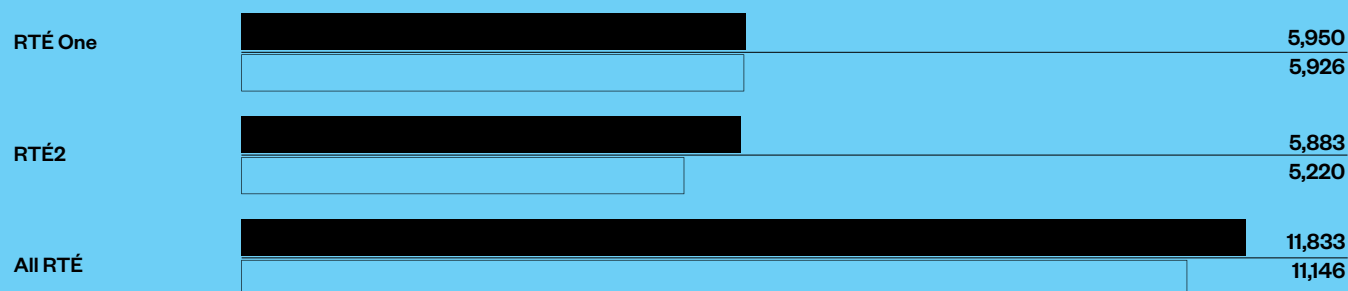
## INDIGENOUS HOURS BROADCAST ON RTÉ TELEVISION IN PEAK TIME BY GENRE

■ 2022 □ 2021



Source: RTÉ

## SUBTITLING HOURS TELEVISION

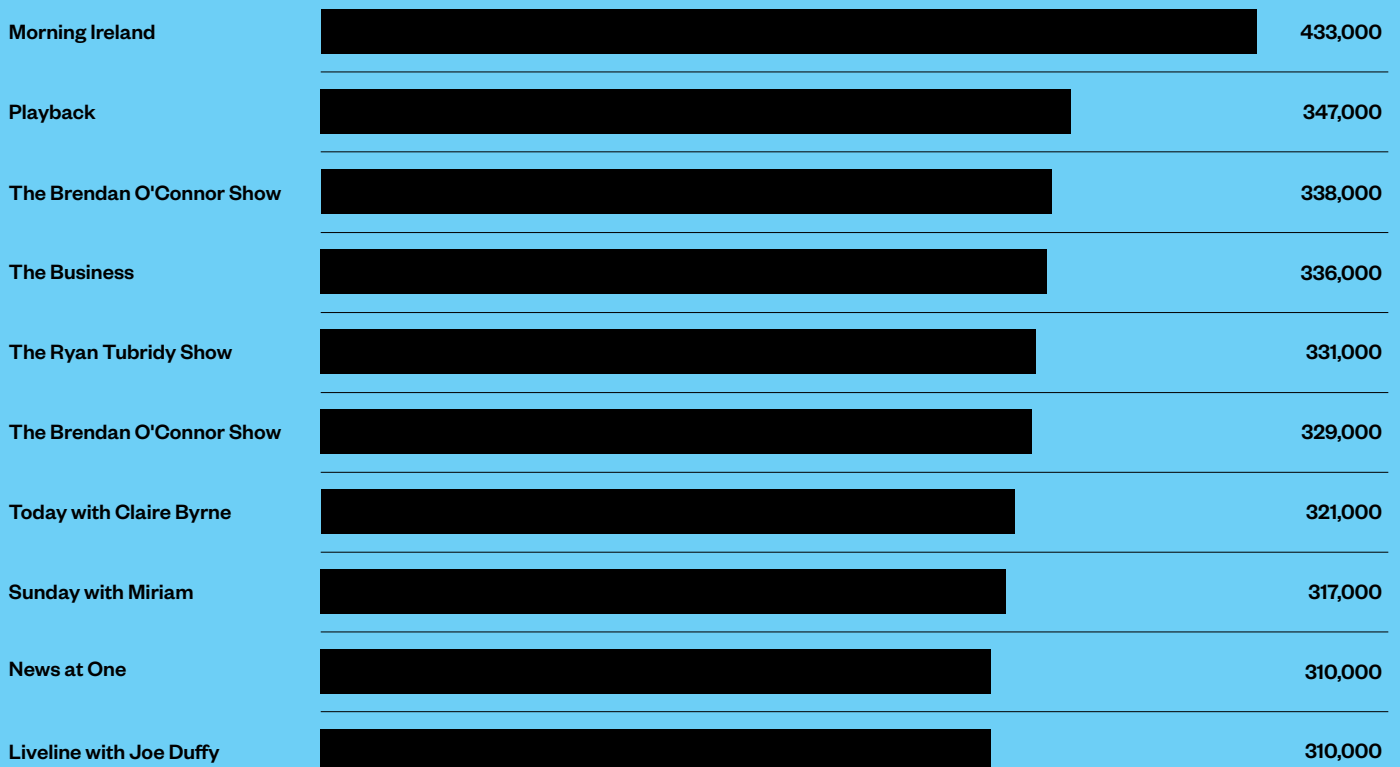


Source: RTÉ



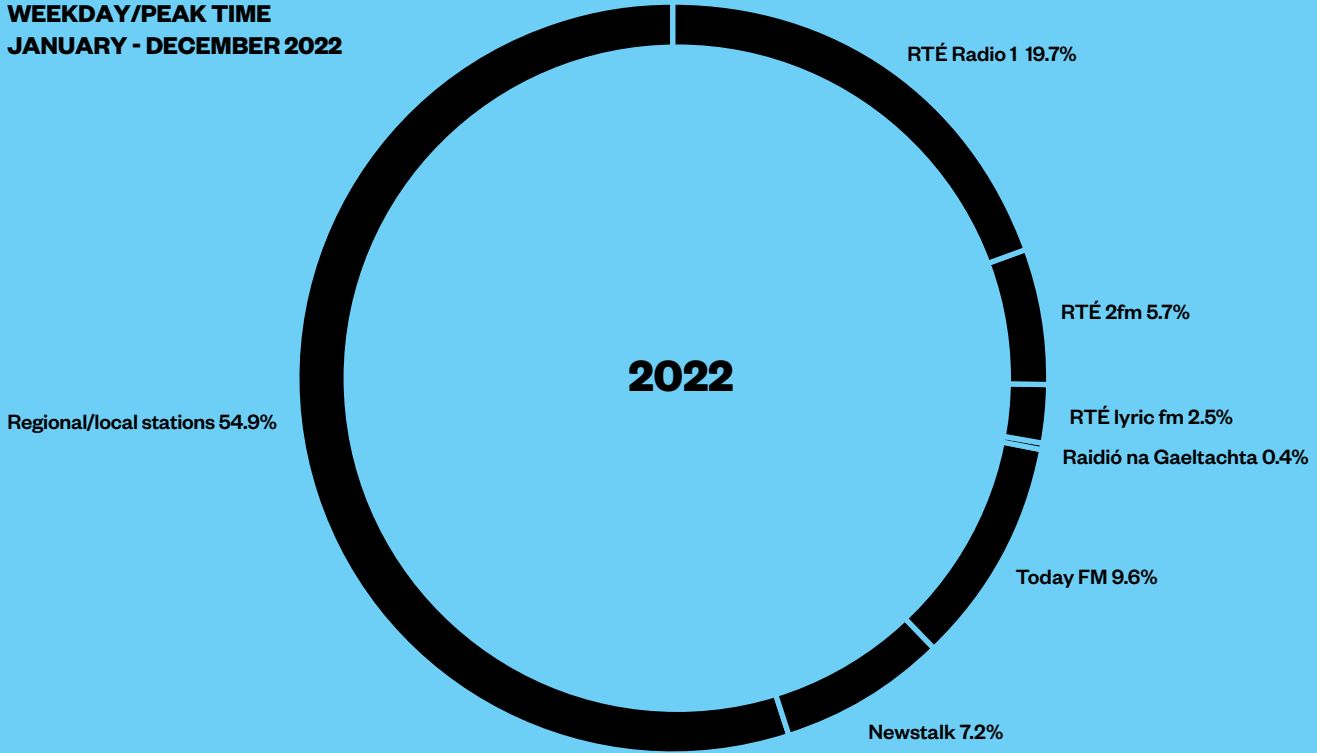
**TOP 10 ALL-WEEK NATIONAL RADIO PROGRAMMES – ADULTS 15+  
TIMEBLOCK REACH FOR NATIONAL COMMERCIAL STATIONS  
JANUARY - DECEMBER 2022**

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	11%	433
2	Playback	RTÉ Radio 1	09:00-10:00	Sat	8%	347
3	The Brendan O'Connor Show	RTÉ Radio 1	11:00-13:00	Sat	8%	338
4	The Business	RTÉ Radio 1	10:00-11:00	Sat	8%	336
5	The Ryan Tubridy Show	RTÉ Radio 1	09:00-10:00	Mon-Fri	8%	331
6	The Brendan O'Connor Show	RTÉ Radio 1	11:00-13:00	Sun	8%	329
7	Today with Claire Byrne	RTÉ Radio 1	10:00-12:00	Mon-Fri	8%	321
8	Sunday with Miriam	RTÉ Radio 1	10:00-11:00	Sun	8%	317
9=	News at One	RTÉ Radio 1	13:00-13:45	Mon-Fri	8%	310
9=	Liveline with Joe Duffy	RTÉ Radio 1	13:45-15:00	Mon-Fri	8%	310



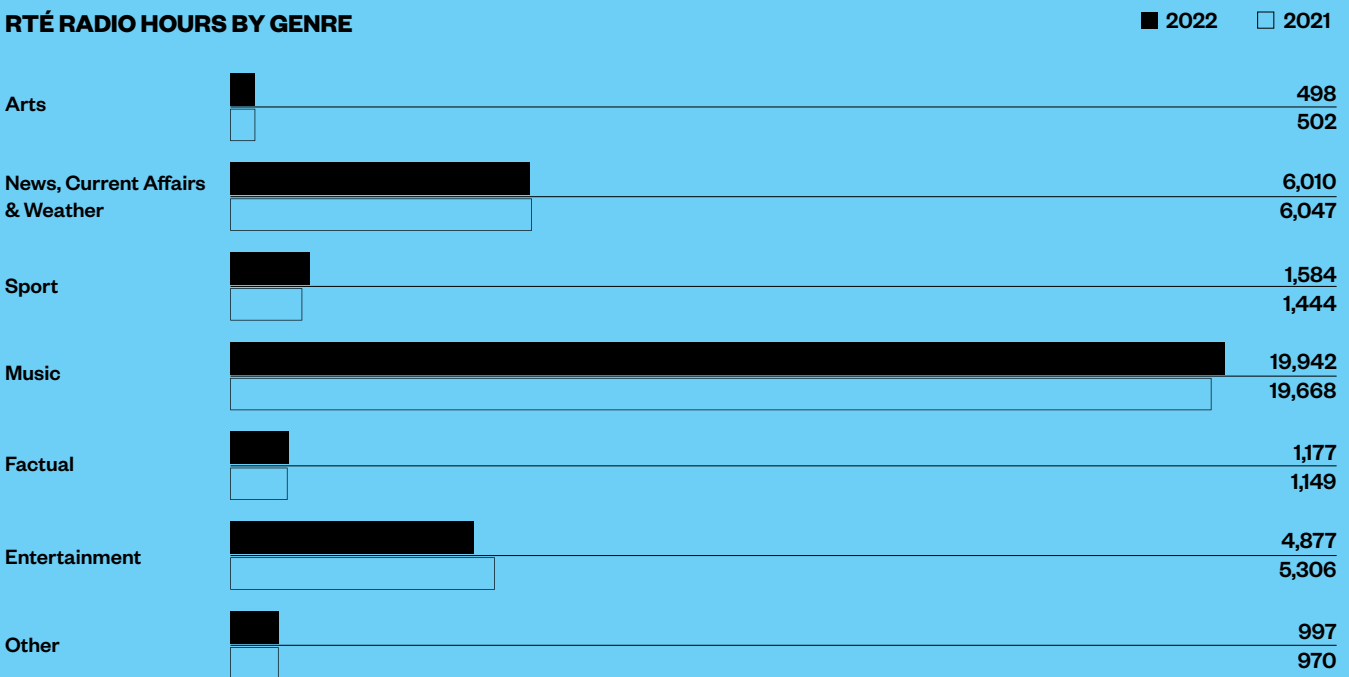
Source: JNLR/Ipsos MRBI 2022/4

## NATIONAL SHARE OF RADIO LISTENING - WEEKDAY/PEAK TIME JANUARY - DECEMBER 2022



Source: JNLR / Ipsos MRBI 2022/4

## RTÉ RADIO HOURS BY GENRE



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

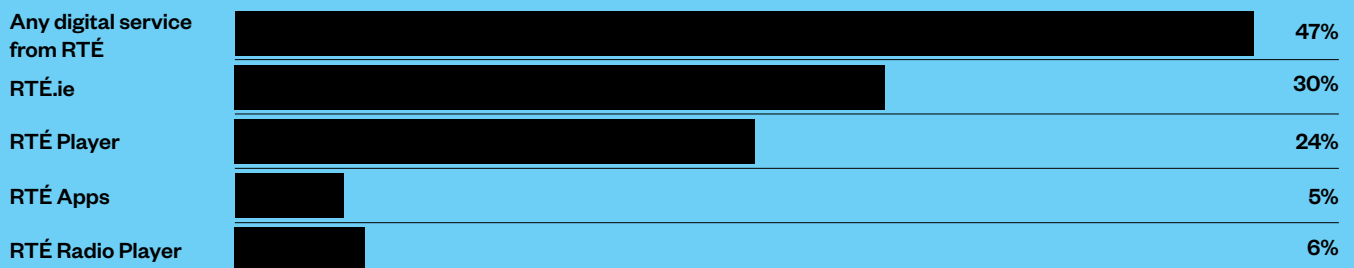


**AVERAGE PAGE IMPRESSIONS PER MONTH ACROSS DIGITAL SERVICES (MILLIONS)**



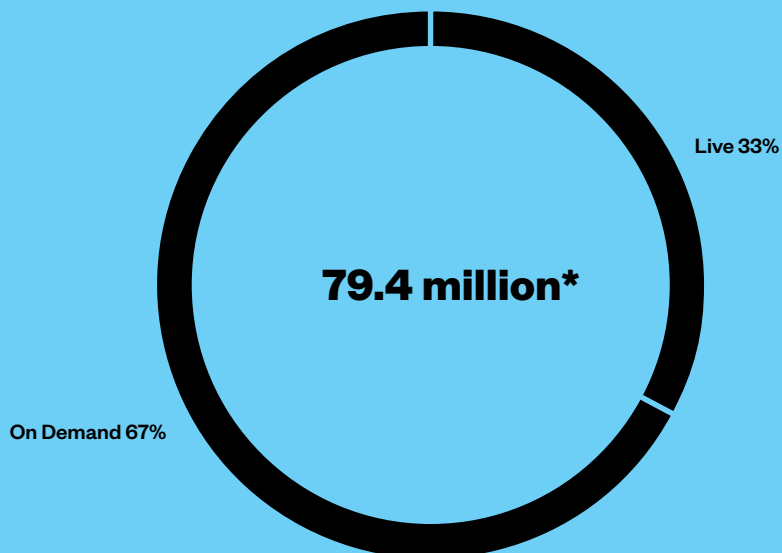
Source: RTÉ

**WEEKLY REACH OF RTÉ'S DIGITAL SERVICES 2022**



Source: RTÉ

**RTÉ PLAYER STREAMS IN 2022**



Source: RTÉ

\* Excludes streams via TV platform operators. (Gross =83.3 million streams)

# Statistical Information

## RTÉ ORCHESTRAS PERFORMANCES

■ 2022 □ 2021



Source: RTÉ

## RTÉ ORCHESTRAS ATTENDANCES

■ 2022 □ 2021



Source: RTÉ

\* Note: The Government agreed to the transfer of the RTÉ National Symphony Orchestra from RTÉ to the National Concert Hall with effect from 24 January 2022. The three RTÉ choirs - the RTÉ Philharmonic Choir, RTÉ Cór Linn and RTÉ Cór na nÓg - also transferred from RTÉ to the National Concert Hall on the same day.





# Board of RTÉ



## 1. Siún Ní Raghallaigh, Chair

**Term of office: 29 November 2022–28 November 2027**

Siún Ní Raghallaigh is a former TG4 Chairperson and Board member.

Siún has gained recognition as a leader in the creative sector, having been CEO of Ardmore Studios and Troy Studios until 2021. She was Managing Director with Tyrone Productions and a founding member of the team who established TG4, working there from 1996 to 2001 in finance, strategy and marketing roles.

She was Head of Finance with Tribune Newspaper Group. She founded her own independent television company, Ikandi Productions, and produced several documentaries. Siún is also involved in the animation sector and has executive produced animated feature films



## 2. Dee Forbes, Director-General

**Ex-officio member following appointment as Director-General on 11 July 2016. Term end: 10 July 2023.**

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.

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, she is a graduate of UCD, where she studied history and politics.



## 3. Aideen Howard

**Term of office: 29 November 2022–28 November 2027**

Aideen Howard is Director of The Ark Cultural Centre for Children in Temple Bar, Dublin.

She has worked in theatre and the arts for over two decades as an artistic director, producer and commissioner of new work. Her leadership of The Ark combines advocacy and art-making for children in the belief that they have a right to art and culture as set out in the UN Convention on the Rights of the Child. Prior to The Ark, Aideen was Literary Director of the Abbey Theatre and is editor of Irish Shorts: New Plays from The Abbey Theatre. She was founding Artistic Director of the multidisciplinary Mermaid Arts Centre and has worked as literary consultant to Arts Council projects. In 2014 she curated the poetry programme of the Mountains to Sea Festival.

Aideen has been a member of the Advisory Council for Children, the Creative Youth Expert Advisory Group and the National Campaign for the Arts. She holds a BA in English and German from Trinity College, Dublin and an MA in Drama from UCD. In 2019 she returned to education and completed a Certificate in Governance at the Institute of Public Administration. Aideen is currently a PhD candidate at Queen's University, Belfast.



## 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 won a Miriam Hederman O'Brien Award for his contribution to Irish fiscal policy. He is a co-author of *Citizen Quinn*, a bestselling book about the rise and fall of industrialist Seán Quinn.

A native of Enniscorthy, Co Wexford, Ian 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.



### 6. Dr P.J. Mathews

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

**At year end, five RTÉ Board members were female and seven male.**



# Board of RTÉ



## 9. Susan Ahern

**Term of office: 13 July 2021-12 July 2026**

Susan is a practising barrister, accredited mediator and international arbitrator. She is a Fellow of the Chartered Institute of Arbitrators, an arbitrator of the Court of Arbitration for Sport and was appointed to the CAS Anti-Doping Division for the Tokyo Olympic Games 2020.

Susan has over 25 years' experience in commercial and sports law practice, sports administration and corporate governance as both an executive and as a non-executive director on numerous boards including Sport Ireland, Cricket Ireland and 2023 Cycling World Championships. Until 2016, Susan was the Head of Legal & Legislative Affairs at World Rugby, where she was central to the delivery of four Rugby World Cups and established the World Rugby Integrity Unit.

Today, Susan represents clients before the courts and tribunals, conducts inquiries, sits as an arbitrator and mediator, and has a number of regulatory roles sitting as an independent decision maker in professional disciplinary, conduct and commercial matters. Susan is an advisor to international bodies in particular in the areas of corporate governance and dispute resolution.



## 10. Daire Hickey

**Term of office: 13 July 2021-12 July 2026**

Daire Hickey is a founder and Managing Partner at 150Bond. He provides strategic advice to c-level executives helping them to amplify their message and grow their network. The firm has 30 executives based between New York and Dublin, it works with high growth companies, venture capitalists and Fortune 500 companies

Daire co-founded Web Summit. He is also an investor in a number of startups and venture firms and was previously a journalist.



## 11. David Harvey

**Term of office: 13 July 2021-12 July 2026**

David Harvey is a former television and radio presenter and award-winning television producer who has interests in a number of media-related and internationally focused companies. He has held a number of key managerial, production and board positions and has been chosen to bring these skills as a non-executive chairman and director to a range of other broadcast and non-broadcast related institutions and companies.

He was formerly chairman of the National Library of Ireland, IADT Dun Laoghaire and the St Patrick's Festival. He served for many years as chairman of the People in Need Trust (which engaged with RTÉ in the promotion of the RTÉ/People in Need Telethon). He is also a former director of An Bord Bia and is currently chairman of the National Museum of Irish Art.

He holds a BBS and MA from Trinity College, Dublin.



## 12. Jonathan Ruane

**Term of office: 08 March 2022-12 July 2026**

Jonathan Ruane is a Lecturer and Research Scientist at the Massachusetts Institute of Technology (MIT).

He is a faculty member within the Global Economics and Management group at MIT's Sloan School of Management and a research lead at MIT's Initiative on the Digital Economy (IDE). He is a former Fulbright recipient and an Adjunct Professor at Trinity College Dublin. His research interests are at the intersection of digital economics, advanced computing, strategy, and international markets.

Jonathan teaches courses across MIT's School of Management and MIT's Department of Electrical Engineering and Computer Science (EECS). He co-led the development of a number of pioneering graduate courses at MIT in the areas of Artificial Intelligence and Quantum Computing. Prior to MIT, Jonathan was CEO of a VC backed software company that he co-founded and subsequently sold. He started his career in brand management with Procter & Gamble.

Jonathan is an experienced mountaineer including summits of Mount Everest and the Eiger. He competed in the US and internationally with MIT Rowing Club and was formerly an ultra-distance marathon runner.

## Board Attendance

There were eight meetings of the Board of RTÉ in 2022. The attendance of board members is outlined below:

	Meetings Eligible to Attend	Meetings Attended
<b>The Board at 31 December 2022</b>		
Siún Ní Raghallaigh (Chair)	1	1
Susan Ahern	8	8
Dee Forbes	8	8
David Harvey	8	8
Daire Hickey	8	8
Aideen Howard	1	1
Ian Kehoe	8	8
Dr P.J. Mathews	8	8
Connor Murphy	8	8
Anne O'Leary	8	8
Jonathan Ruane	7	6
Robert Shortt	8	8
<b>Ceased to be a Board member during 2022</b>		
Moya Doherty	7	7
Deborah Kelleher	7	6

Refer to the Corporate Governance report on page 102 for further explanation of the change in the composition of the Board during 2022.

## Board Committees

### Audit and Risk Committee

There were nine meetings during 2022, attended as follows:

Committee Members	Meetings Eligible to Attend	Meetings Attended	Appointed to the Committee
Anne O'Leary (Chair)	9	8	27 November 2014
Susan Ahern	9	9	16 September 2021
Ian Kehoe	9	8	13 February 2020
Robert Shortt	9	8	13 September 2018

### Programme Committee

There were five meetings of the Programme Committee during 2022. The attendance is set out below:

Committee Members	Meetings Eligible to Attend	Meetings Attended	Appointed to the Committee
Dr P.J. Mathews (Acting Chair)	5	5	27 November 2014
Daire Hickey	5	5	16 September 2021
<b>Board term of office ended during 2022</b>			
Deborah Kelleher	4	4	27 November 2014

## Fair Trading Committee

There were three meetings during 2022, with full attendance as follows:

Committee Members	Meetings Eligible to Attend	Meetings Attended	Appointed to the Committee
Ian Kehoe	1	1	1 December 2022
Susan Ahern	2	2	16 September 2021
<b>Board term of office ended during 2022</b>			
Deborah Kelleher	1	1	24 September 2015

## Remuneration and Management Development Committee

No meetings of the Committee took place during 2022. The members of the Committee are Anne O'Leary (appointed 22 January 2015) and Connor Murphy (appointed 2 December 2021). Moya Doherty ceased to be a member of the Committee following the end of her term of office.

## Digital Committee

Three meetings of the newly established Digital Committee took place during 2022, with full attendance as follows:

Committee Members	Meetings Eligible to Attend	Meetings Attended	Appointed to the Committee
Jonathan Ruane (Chair)	3	3	7 July 2022
Connor Murphy	3	3	7 July 2022
Robert Shortt	3	3	7 July 2022

## Attendance at Subsidiary Board Meetings

The attendance disclosures above refer to attendance by Board members at meetings of the RTÉ Board and its sub-committees. In addition, David Harvey, Daire Hickey, Ian Kehoe and Connor Murphy served on the Boards of subsidiary companies, with additional scheduled attendance at subsidiary Board meetings.



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

See biographical note on page 96.



## **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 of the divisional and cross-divisional 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.



### **Jim Jennings**

#### **Director, Content**

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



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 restructure of the organisation in 2017.

### **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.

### **Deirdre McCarthy**

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

Deirdre McCarthy was appointed Managing Director, RTÉ News & Current Affairs in December 2022 following a public competition. Deirdre is the first woman appointed to this position. Deirdre was appointed as interim Managing Director following the departure of Jon Williams earlier in the year and led the coverage of national and international events including the tragedy at Creeslough in County Donegal as well *Budget Day* and the death of the British monarch.

Deirdre has been Managing Editor of Regions and Radio News programmes as well as politics and business coverage, where she shaped and expanded the organisation's political and regional news coverage and strategy, particularly enhancing digital output. She steered the growth of the flagship radio news programmes (*Morning Ireland*, *News at One* and *This Week*) and strengthened and delivered excellence in broadcasting in all three award winning programmes.

Before this, Deirdre was RTÉ's Political Coverage Editor at Leinster House, leading the reporting of political news stories as well as overseeing the live broadcasting of national events such as General Elections, election debates, Referenda including Marriage Equality and Abortion and Commemoration events such as Battle of the Somme Centenary.

From 2008-2012 Deirdre was the editor of RTÉ's dedicated political programme *The Week in Politics* and *Leaders' Questions* programmes during a time of huge political and economic upheaval.



# Corporate Governance

## For the year ended 31 December 2022

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

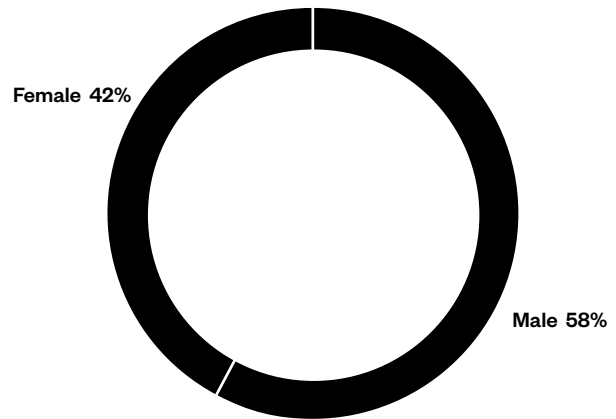
#### Composition

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 2022, there are five women and seven men on the Board of RTÉ.

#### Board Diversity by Gender



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

Jonathan Ruane was appointed to the Board on 8 March 2022 to fill a vacancy which arose in September 2021. His appointment followed a proposal to the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media by the Joint Committee on Media, Tourism, Arts, Culture, Sport and the Gaeltacht.

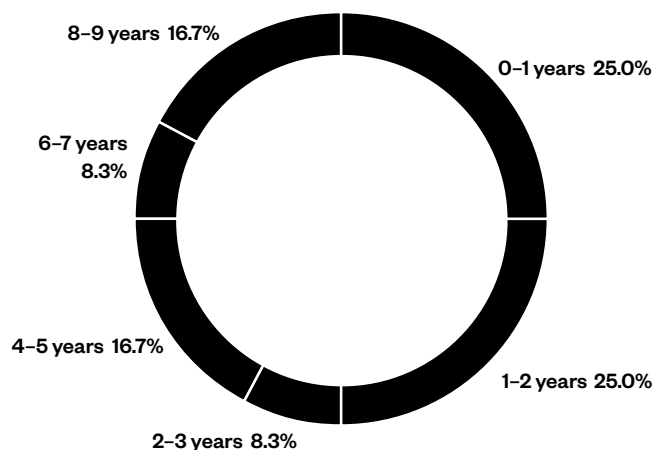
The term of office of two Board members ended on 6 November 2022: Moya Doherty, formerly Chair of the Board, and Deborah Kelleher. The Government appointed the following members to the Board, effective 29 November 2022, to fill those vacancies:

- Siún Ní Raghallaigh (Chair)
- Aideen Howard

These appointments follow a public call for applications and an assessment process managed by the Public Appointments Service.

Biographical details of the twelve members of the Board in office at 31 December 2022, including details of their terms of office, are set out on pages 96 to 98.

#### 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. During 2022, the Board carried out an evaluation of its own performance and the operation of the Board.

## 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 2022, 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 Fair Trading Committee and the newly established Digital Committee.

The membership of each committee, together with details of attendance at meetings held in 2022, is set out on page 99. The RTÉ Group Secretary acts as Secretary of each Committee.

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 2022. RTÉ has also established an Audience Council on a statutory basis.

## Audit and Risk Committee

The Audit and Risk Committee comprises four Board members, three of whom are considered independent. The committee's terms of reference, updated in September 2022, are available on the RTÉ website.

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.



# Corporate Governance

## For the year ended 31 December 2022 (continued)

During 2022, 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
- Regular updates on the financial performance of the Group, including pensions and the risk management of movements in foreign exchange rates
- RTÉ's cash flows, banking arrangements and treasury facilities
- Updates on large capital projects
- Approval of policy updates

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

- The effectiveness of the system of internal control and reporting the results to the Board
- 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
- Cybersecurity risk management

### **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), including a review and update of the Protected Disclosures Policy in 2022 to ensure full compliance with the Protected Disclosures (Amendment) Act 2022

### **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 2022, 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 comprised two Board members at 31 December 2022, both 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.

### **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
- 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 both 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
- 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 181.

### Digital Committee

The newly established Digital Committee met for the first time in August 2022 and comprises three Board members, two of whom are considered independent.

The committee’s role is to:

- Review the internet enabled products and services that RTÉ uses to deliver against its television and sound broadcasting mandate
- Review consider RTÉ’s digital business models, both current and planned
- Monitor the implementation of core digital projects and services and review Key Performance Indicators
- Review RTÉ’s technical talent resources and plans for attracting future talent.

### 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 as an ex officio member of the council, currently Susan Ahern who replaced Dr P.J. Mathews in August 2022.

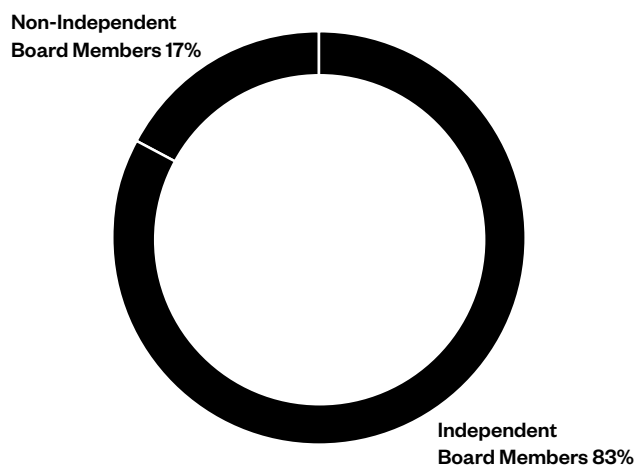
The membership of the council on 31 December 2022 is as follows:

Artur Banaszkiwicz	Mark McNulty
Eamonn Grennan	Kieran O’Donovan
Míchéal Kilcrann	Robbie Sinnott
Genevieve Lynch	Abidemi Taiwo
Carmel McCrea	Ciara Wilson
Jacintha McGowan Nielsen	

Susan Ahern is Chair of the RTÉ Audience Council at 31 December 2022.

Further information on the Audience Council and its members is available at <https://about.rte.ie/inside-rte/rte-audience-council/>

### 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 2022 as per the criteria of the UK Corporate Governance Code.

As disclosed in further detail in note 24 (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 2022. 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:

# Corporate Governance

## For the year ended 31 December 2022 (continued)

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 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 2022.

### 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 affect the Group's business, financial condition or results have been identified. A summary of these strategic and operational risks 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

### Strategic Risks & Opportunities

#### Commercial Income

The commercial market shift towards digital platforms, with the continued emergence of new business models and technologies, impacts on RTÉ's ability to sustain revenues – see also *Distribution and Audience Migration to IP*. There is a risk that RTÉ does not diversify to exploit new commercial opportunities in response to market challenges.

#### Media Regulation and Public Funding

RTÉ's extensive public service remit is agreed by government and set out in legislation.

Inadequate public funding and a lack of public funding reform; and a regulatory framework which does not yet adapt to the trend in digital media consumption (including prominence rules) limiting RTÉ's capacity to deliver on its public service obligations, and its ability to generate revenue.

The outcome of the FOMC and any changes to media regulation could have a significant impact on RTÉ's business model, operations, and public service remit.

#### Content

The risk that RTÉ does not deliver audiences (particularly younger and underserved groups) with relevant, engaging, and diverse content.

This is in the context of heavy investment in video and audio content by global players, and a risk that this content price inflation impacts on RTÉ's ability to secure the best content for Irish audiences. There is also a risk that RTÉ does not retain control of its IP, in order to maximise audience, attribution and commercial value.

#### Distribution and Audience Migration to IP

As audiences migrate more towards consuming TV and radio content over broadband, there is a risk that RTÉ does not adapt quickly enough to keep pace with this structural shift in viewing and listening habits.

This is in the context of a regulatory framework which does not yet support the prominence and discoverability of RTÉ content on digital platforms. This impacts on RTÉ's connection with the audience and the achievement of audience, commercial and fair value targets.

## Current and Planned Mitigation Actions

- 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 market uncertainty, 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.
  - RTÉ's revenue diversification strategy, including sign-in, to develop new sources of revenue.
- 
- Regular, proactive engagement with the Coimisiún na Meán and the DTCAGSM and other key stakeholders, and submissions to consulting processes e.g., proposed Content Fund and PSM Prominence, as above.
  - Engagement with the DTCAGSM Stakeholder Consultation Group and Coimisiún na Meán on implementation of Future of Media Commission (FOMC) Recommendations.
  - Continued engagement with key decision makers, including the DTCAGSM Technical Working Group and stakeholders on TV Licence system 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.
- 
- Audience measurement and tracking.
  - Responsive cross platform content initiatives across all genres and services: serving and protecting broadcast audiences, whilst improving and enhancing RTÉ's digital products and content.
  - A strong independent production sector.
  - Co-funding opportunities, e.g., Drama, sports right sharing, leveraging RTÉ's investment, to achieve a greater impact.
  - RTÉ's Data strategy (sign-in and meta data).
- 
- Ongoing monitoring and analysis of technological developments and audience behaviour in the marketplace.
  - Ongoing negotiation with existing/emerging platforms and industry gatekeepers to optimise RTÉ's content proposition for audiences on multi-media platforms.
  - Collaboration with industry bodies/network providers/competitors to develop distribution partnerships, where appropriate.
  - Distribution and content rights strategy in place.
  - Engagement with key decision makers, regulators, and stakeholders, on PSM prominence and carriage and associated audio-visual codes, including DTCAGSM and the newly formed Coimisiún na Meán.

# Corporate Governance

## For the year ended 31 December 2022 (continued)

### Description of Risk

#### Brand & Reputation

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.

A materialisation of any of RTÉ's key risks could also damage RTÉ's reputation and undermine support for RTÉ's strategy.

#### Business Planning and Financial Resources

Risks associated with the strategic allocation and management of financial resources, 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.

### Operational Risks

#### People and Skills

The risk that RTÉ does not adapt the skills profile of the workforce, to deliver on the priorities set out in RTÉ's strategy (particularly digital capabilities) and that it does not keep pace over time.

The risk includes issues with low turnover, the ability to attract, retain and develop staff, especially for specialist roles, in the context of an increasingly competitive marketplace that includes global digital players.

This also includes the risk that RTÉ will not successfully deliver on diversity & inclusion commitments to attract and retain a diverse workforce both on and off-air.

Deployments of RTÉ staff to hostile environments bring with them an elevated risk of injury, kidnap, or death.

#### 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.

#### Business Continuity Planning & Disaster Recovery

The risk posed by either a force majeure event (such as Covid-19) or a failure in critical technology, infrastructure/property or security, or the actions of third parties (e.g., cyber-attack, supplier action), which impacts on business continuity and output.

### Current and Planned Mitigation Actions

- Implementation of RTÉ's Brand Strategy - new brand positioning and creative expression for RTÉ.
- Annual marketing plan – brand and content campaigns.
- Reputation and brand tracking.
- Delivery of quality key art imagery to support discoverability.
- Investment in marketing initiatives to promote offering and demonstrate value.
- Corporate Social Responsibility (CSR) initiatives.
- Clearly expressed guidelines and adherence to policies.
- Escalation process and Crisis Management planning.

- 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.

- Integrated HR strategy incorporating business imperatives, the full employee life cycle and employee engagement.
- Role and grade review - Willis Towers Watson evaluating the role and grading structure in RTÉ, including an assessment of the skills RTÉ needs now, and into the future. Salary benchmarking forms an integral part of this review.
- Organisational learning and professional development strategy through RTÉ Learn in conjunction with the business areas.
- Diversity and Inclusion action plan to encourage staff diversity and retention, including diversity in recruitment, internship programme, training, and community outreach initiatives.
- Hostile environment training is given to all staff deploying and other mitigation measures employed (e.g., armoured vehicles) where necessary. Introduction of Critical Incident Management support.

- RTÉ Journalism & Content Guidelines.
- Defined editorial management chain and editorial structures, including Editorial Standards Board.
- Training for staff.
- Access to legal advice and training, ongoing.
- A Statutory Complaints Process.

- Refreshed Business continuity and crisis management plans, aligned with ISO standards.
- Resilience and redundancy built into business processes: IT back-up procedures; mirrored servers; redundancy in national broadcast transmission system; etc.
- Technology strategy.
- Multi-year Property strategy.

## Description of Risk

### Cyber-attack or data breach

The risk of a cyber-attack which could lead to exposure of and/or exploitation of sensitive/confidential data, a system outage, a data breach, or data loss; which impacts on business continuity and output – *linked to Business Continuity and Disaster Recovery*

### ESG – Environmental, Social, Governance

There is a risk that our approach to climate action and sustainability, both on and off air, and our preparedness for changes in non-financial reporting obligations does not meet the increasing compliance requirements and expectations of stakeholders, including government, regulators, audiences, and suppliers.

### Legal and regulatory compliance

Failure to comply with legal and regulatory standards and obligations, including internal policies, could result in reputational damage and/or financial penalties.

## Current and Planned Mitigation Actions

- Governance and cyber security policies and standards.
  - Asset management, vulnerabilities management, threat intelligence and monitoring, ongoing.
  - Staff training, security awareness and testing.
  - Data Governance and GDPR Data Steering Group in place.
  - Security Operating Centre (SOC) and Security Incident and Event Management (SIEM).
  - Cyber incident response plan.
  - Critical systems assessment, back up and disaster recovery systems.
- 
- RTÉ Climate Action plan defines climate action corporate governance structure, policies, and actions to achieve targets (subject to necessary supports).
  - RTÉ climate and sustainability content.
  - RTÉ Green Broadcaster Group.
  - Staff awareness and training.
  - Albert Sustainable Production certification.
  - Effective and compliant systems re emission measurement and reduction targets.
  - Disclosures in financial and performance reporting.
  - Re-certification for Business Mark as a useful foundation.
- 
- Updated guidelines and implementation of policies.
  - Regular staff communication and training.
  - Legal monitoring and review.
  - Defined corporate governance structures and operational controls.
  - Corporate clearance committees for commercial activity.
  - Defined legal management chain.
  - Engagement ongoing with Departmental/Regulatory reviews.

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 Protected Disclosures 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 are undertaken in accordance with the Public Spending Code and 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.



# Corporate Governance

## For the year ended 31 December 2022 (continued)

### 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 a) (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 for Tourism, Culture, Arts, Gaeltacht, Sport and Media. In addition, in accordance with the "one person one salary" principle, public servants who sit on state boards are not entitled to additional board fees.

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. This continued until September 2022 when the payment of fees to Board members was restored, where a fee is applicable.

As a result of this decision, no fees accrued to current or former RTÉ Board members in 2021; fees apply from September 2022, where applicable.

	2022	2021
	€'000	€'000
<b>Board members at 31 December 2022</b>		
Siún Ní Raghallaigh	1	-
Susan Ahern	16	-
Dee Forbes	-	-
David Harvey	5	-
Daire Hickey	5	-
Aideen Howard	3	-
Ian Kehoe	5	-
Dr P.J. Mathews	-	-
Connor Murphy	5	-
Anne O'Leary	5	-
Jonathan Ruane	5	-
Robert Shortt <sup>2</sup>	5	-

### Payments to former Board members

Moya Doherty	6	-
Deborah Kelleher	-	-

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

### 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:

	2022	2021
	€'000	€'000
Travel – mileage	-	-
Subsistence allowances	-	-
	-	-

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 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:

	2022	2021
	€'000	€'000
<b>Emoluments:</b>		
– Basic salary	233	225
– Car allowance	25	25
Total Emoluments	258	250
Retirement Benefit Contributions <sup>1</sup>	58	56
	316	306

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

Expenses amounting to €6,056 (2021: €2,119) were incurred by Dee Forbes in the conduct of the duties of the post of Director-General.

No performance-related pay was awarded or paid in respect of 2022 or 2021. As part of cost reduction initiatives prior to the onset of the global pandemic, the members of the Executive had agreed to a salary reduction of 10%, this reduction was reinstated from September 2022.

# Board Members' Report

## For the year ended 31 December 2022

The members of the Board of RTÉ present their annual report together with the audited Group financial statements for the year ended 31 December 2022.

### 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 2022 and future developments are set out in the Operational Review on pages 38 to 94 and in the Financial Review on pages 28 to 36. 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 2022, are reviewed on pages 176 to 180.

### Results for the Year

The results of the Group for the year are set out in the Income Statement on page 115 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 2022 are set out on pages 96 to 98.

### Corporate Governance

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

- Corporate governance pages 102 to 110
- Board members' profiles pages 98 to 98
- Statement of Board members' responsibilities page 112

### 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 18 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 21 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

**Siún Ní Raghallaigh**  
Chair

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

20 June 2023

# Statement of Board Members' Responsibilities

## For the year ended 31 December 2022

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 102 to 110 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

**Siún Ní Raghallaigh**  
Chair

20 June 2023

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



# 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 2022 and of the loss 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 26, 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 26, 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.

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

## 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.

A further description of our responsibilities for the audit of the financial statements is located on IAASA's website at: <https://iaasa.ie/publications/description-of-the-auditors-responsibilities-for-the-audit-of-the-financial-statements/>. This description forms part of our auditor's report.

## 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

21 June 2023

# Group Income Statement

## for the year ended 31 December 2022

	Notes	2022 €'000	2021 €'000
<b>Continuing Operations</b>			
Revenue	2	<b>347,695</b>	344,473
Operating costs (before depreciation, amortisation, gain on disposal of assets)	3	<b>(339,288)</b>	(331,345)
<hr/>			
<b>EBITDA<sup>1</sup> before gain on disposal of assets</b>		<b>8,407</b>	13,128
Net depreciation and amortisation	5	<b>(11,765)</b>	(11,654)
Gain on disposal of assets	5	<b>12</b>	73
Gain on disposal of investments		<b>36</b>	-
<hr/>			
<b>(Loss)/ Gain from Operating Activities</b>		<b>(3,310)</b>	1,547
Finance income	4	<b>2,136</b>	2,620
Finance expense	4	<b>(1,816)</b>	(1,401)
<hr/>			
<b>(Deficit)/ Surplus before Income Tax</b>	5	<b>(2,990)</b>	2,766
Income tax credit/(expense)	7	<b>197</b>	(407)
<hr/>			
<b>(Deficit) /Surplus for the Year</b>		<b>(2,793)</b>	2,359

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



# Group Statement of Comprehensive Income

## for the year ended 31 December 2022

	Notes	2022 €'000	2021 €'000
(Deficit)/ Surplus for the Year		<b>(2,793)</b>	2,359
<b>Other Comprehensive Income</b>			
<b>Items that will never be reclassified to profit or loss</b>			
Re-measurement gain/(loss) of the defined benefit pension scheme	19	<b>23,729</b>	(900)
Re-measurement gain/(loss) of the "50/50" risk-sharing pension scheme	19	<b>9,271</b>	(2,527)
Related deferred tax on pension assets	20	-	388
		<b>33,000</b>	(3,039)
<b>Items that are or may be reclassified to profit or loss</b>			
Deferred tax on losses	20	-	4,663
		-	4,663
<b>Total other comprehensive surplus for the year</b>		<b>33,000</b>	1,624
<b>Total comprehensive surplus for the year</b>		<b>30,207</b>	3,983

# Group Statement of Financial Position at 31 December 2022

	Notes	2022 €'000	2021 €'000
<b>ASSETS</b>			
<b>Non-Current Assets</b>			
Property, plant and equipment	8	58,145	62,810
Intangible assets	9	4,252	7,968
Financial assets	18	892	1,118
Pension asset	19	180,590	147,714
Derivative financial instruments	21	-	13
<b>Total Non-Current Assets</b>		<b>243,879</b>	219,623
<b>Current Assets</b>			
Inventories	10	25,951	27,105
Receivables and prepayments	11	61,907	60,096
Liquid investments	12	60,772	38,892
Cash and cash equivalents	13	53,290	62,500
Derivative financial instruments	21	32	257
<b>Total Current Assets</b>		<b>201,952</b>	188,850
<b>Total Assets</b>		<b>445,831</b>	408,473
<b>EQUITY</b>			
Retained earnings		232,334	202,127
<b>LIABILITIES</b>			
<b>Non-Current Liabilities</b>			
Interest-bearing loans and borrowings	14	59,500	63,500
Employee benefits	17	7,859	9,436
Trade and other payables	15	15,170	7,575
Deferred tax liabilities	20	1,125	1,598
Capital grants	23	3,632	4,014
Lease liability	25	2,801	3,265
Derivative financial instruments	21	6	-
<b>Total Non-Current Liabilities</b>		<b>90,093</b>	89,388
<b>Current Liabilities</b>			
Trade and other payables	15	91,734	88,291
Borrowings and other Debt	14	3,625	1,500
Taxation and social welfare	16	12,080	11,660
Capital grants	23	382	394
Lease liability	25	548	576
Employee benefits	17	14,935	14,536
Derivative financial instruments	21	100	1
<b>Total Current Liabilities</b>		<b>123,404</b>	116,958
<b>Total Liabilities</b>		<b>213,497</b>	206,346
<b>Total Equity and Liabilities</b>		<b>445,831</b>	408,473

On behalf of the Board

**Siún Ní Raghallaigh**  
Chair

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

20 June 2023

## Group Statement of Changes in Equity at 31 December 2022

	2022 €'000	2021 €'000
<b>Retained earnings</b>		
Balance at 1 January	<b>202,127</b>	198,144
(Deficit)/Surplus for the year	<b>(2,793)</b>	2,359
Other comprehensive surplus	<b>33,000</b>	1,624
Total comprehensive surplus	<b>30,207</b>	3,983
Balance at 31 December	<b>232,334</b>	202,127

## RTÉ Statement of Changes in Equity at 31 December 2022

	2022 €'000	2021 €'000
<b>Retained earnings</b>		
Balance at 1 January	<b>81,999</b>	83,791
Deficit for the year	<b>(7,864)</b>	(3,416)
Other comprehensive surplus	<b>33,000</b>	1,624
Total comprehensive surplus/(deficit)	<b>25,136</b>	(1,792)
Balance at 31 December	<b>107,135</b>	81,999



# Group Cash Flow Statement

## for the year ended 31 December 2022

	Notes	2022 €'000	2021 €'000
<b>Cash Flows from Operating Activities</b>			
(Deficit)/Surplus for the year		<b>(2,793)</b>	2,359
Adjustments for:			
Depreciation of property, plant and equipment	5	<b>10,351</b>	10,611
Amortisation of intangible assets	5	<b>1,414</b>	1,043
Impairment of intangible assets	9	<b>281</b>	1,189
Loss on disposal of property, plant and equipment		<b>(12)</b>	(73)
Difference between pension charge and cash contributions		<b>1,777</b>	1,072
Net finance expense/(income)		<b>3</b>	(682)
Income tax (credit)/expense	7	<b>(197)</b>	407
		<b>10,824</b>	15,926
Change in inventories and related inventory payables		<b>(3,764)</b>	2,605
Change in receivables and prepayments		<b>(1,539)</b>	10,346
Change in trade and other payables		<b>21,640</b>	6,565
Change in taxation and social welfare		<b>144</b>	(2,274)
Change in employee benefits and restructuring and other costs		<b>(1,220)</b>	(5,486)
<b>Net Cash generated from Operating Activities</b>		<b>26,085</b>	27,682
<b>Cash Flows from Investing Activities</b>			
Interest received		<b>12</b>	-
Proceeds from sale of property, plant and equipment		<b>15</b>	77
Acquisition of property, plant and equipment		<b>(7,965)</b>	(9,981)
Acquisition of intangible assets		<b>(1,717)</b>	(1,648)
<b>Net Cash absorbed by Investing Activities</b>		<b>(9,655)</b>	(11,552)
<b>Cash Flows from Financing Activities</b>			
Debt repayment		<b>(1,875)</b>	-
Interest paid		<b>(1,200)</b>	(1,218)
Cash payments for the principal portion of the lease liability		<b>(615)</b>	(606)
Cash payments for the interest portion of the lease liability		<b>(70)</b>	(79)
Increase in liquid investments	12	<b>(21,880)</b>	(28,892)
<b>Net Cash absorbed by Financial Activities</b>		<b>(25,640)</b>	(30,795)
Net decrease in cash and cash equivalents		<b>(9,210)</b>	(14,665)
Cash and cash equivalents at 1 January		<b>62,500</b>	77,165
<b>Cash and Cash Equivalents at 31 December</b>	13	<b>53,290</b>	62,500

On behalf of the Board

**Siún Ní Raghallaigh**  
Chair

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

20 June 2023

# RTÉ Statement of Financial Position

## at 31 December 2022

	Notes	2022 €'000	2021 €'000
<b>ASSETS</b>			
<b>Non-Current Assets</b>			
Property, plant and equipment	8	<b>20,515</b>	21,960
Intangible assets	9	<b>4,163</b>	7,856
Investments in subsidiaries	18	<b>65,827</b>	65,827
Pension asset	19	<b>180,590</b>	147,714
Derivative financial instruments	21	-	13
Deferred tax asset	20	<b>1,342</b>	1,175
<b>Total Non-Current Assets</b>		<b>272,437</b>	244,545
<b>Current Assets</b>			
Inventories	10	<b>25,745</b>	27,021
Receivables and prepayments	11	<b>52,767</b>	52,777
Liquid investments	12	<b>60,772</b>	38,892
Cash and cash equivalents	13	<b>39,816</b>	45,537
Derivative financial instruments	21	<b>32</b>	257
<b>Total Current Assets</b>		<b>179,132</b>	164,484
<b>Total Assets</b>		<b>451,569</b>	409,029
<b>EQUITY</b>			
Retained earnings		<b>107,135</b>	81,999
<b>LIABILITIES</b>			
<b>Non-Current Liabilities</b>			
Employee benefits	17	<b>7,700</b>	9,259
Interest-bearing loans and borrowings	14	<b>7,000</b>	8,500
Trade and other payables	15	<b>15,170</b>	7,575
Lease liability	25	<b>1,870</b>	2,180
Derivative financial instruments	21	<b>6</b>	-
<b>Total Non-Current Liabilities</b>		<b>31,746</b>	27,514
<b>Current Liabilities</b>			
Trade and other payables	15	<b>285,072</b>	272,297
Borrowings and other Debt	14	<b>1,125</b>	1,500
Lease liability	25	<b>393</b>	346
Taxation and social welfare	16	<b>11,239</b>	10,878
Employee benefits	17	<b>14,759</b>	14,494
Derivative financial instruments	21	<b>100</b>	1
<b>Total Current Liabilities</b>		<b>312,688</b>	299,516
<b>Total Liabilities</b>		<b>344,434</b>	327,030
<b>Total Equity and Liabilities</b>		<b>451,569</b>	409,029

On behalf of the Board

**Siún Ní Raghallaigh**  
Chair

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

20 June 2023

# RTÉ Cash Flow Statement

## for the year ended 31 December 2022

	Notes	2022 €'000	2021 €'000
<b>Cash Flows from Operating Activities</b>			
Deficit for the year after tax		<b>(7,864)</b>	(3,416)
Adjustments for:			
Depreciation of property, plant and equipment	8	<b>5,536</b>	4,961
Amortisation of intangible assets	9	<b>1,389</b>	1,029
Impairment of intangible assets	9	<b>281</b>	1,189
Loss on disposal of property, plant and equipment		<b>(13)</b>	(22)
Difference between pension charge and cash contributions		<b>1,777</b>	1,072
Net finance income		<b>(923)</b>	(1,440)
Income tax expense		<b>(167)</b>	(130)
		<b>16</b>	3,243
Change in inventories and related inventory payables		<b>(3,642)</b>	2,609
Change in receivables and prepayments		<b>124</b>	9,661
Change in provisions and trade and other payables		<b>31,069</b>	9,662
Change in taxation and social welfare		<b>361</b>	416
Change in employee benefits and restructuring and other costs		<b>(1,334)</b>	(5,464)
<b>Net Cash generated from Operating Activities</b>		<b>26,594</b>	20,127
<b>Cash Flows from Investing Activities</b>			
Interest received		<b>12</b>	-
Proceeds from sale of property, plant and equipment		<b>13</b>	22
Acquisition of property, plant and equipment		<b>(5,990)</b>	(7,755)
Acquisition of intangible assets		<b>(1,714)</b>	(1,523)
<b>Net Cash absorbed by Investing Activities</b>		<b>(7,679)</b>	(9,256)
<b>Cash Flows from Financing Activities</b>			
Debt repayment		<b>(1,875)</b>	-
Interest paid		<b>(448)</b>	(495)
Cash payments for the principal portion of the lease liability		<b>(387)</b>	(382)
Cash payments for the interest portion of the lease liability		<b>(47)</b>	(51)
Increase in liquid investments	12	<b>(21,880)</b>	(28,892)
<b>Net Cash generated/(absorbed) by Financial Activities</b>		<b>(24,637)</b>	(29,820)
Net decrease in cash and cash equivalents		<b>(5,722)</b>	(18,949)
Cash and cash equivalents at 1 January		<b>45,538</b>	64,487
<b>Cash and Cash Equivalents at 31 December</b>	13	<b>39,816</b>	45,538

On behalf of the Board

**Siún Ní Raghallaigh**  
Chair

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

20 June 2023



# 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 169 to 175. 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 2022 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 2022 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 2022, the Board members have considered the Group's cash flows, liquidity and business activities. At 31 December 2022, the Group had cash and liquid investments balances of €114 million and undrawn financing facilities of €15 million available.

Based on the Group's forecasts for the foreseeable future, 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 2023 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.

## 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 Social Protection (DSP) on behalf of individuals eligible for a "free" television licence. This revenue is paid monthly by the DSP 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 DSP, 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 DSP 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 Orchestra. It is recognised as the events are held and amounts fall due.

# Notes forming part of the Group Financial Statements (continued)

## 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.



## 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 Orchestra.

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 18 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).

# Notes forming part of the Group Financial Statements (continued)

## 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 Orchestra, 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.

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

(d) Revenues, costs and surplus/(deficit) by Division (continuing operations), in line with RTE's organisation structure, year ended 31 December 2022

	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	109,571	-	-	-	-	-	(610)	109,061
Sponsorship income	11,370	-	-	-	-	-	-	11,370
Facilities income	2,588	-	-	-	-	23	(175)	2,436
Circulation and event income	4,067	-	-	-	-	-	-	4,067
Transmission, mast and towers income	-	-	-	-	25,747	-	(15,225)	10,522
Content, merchandising and related sales	9,811	508	-	-	-	-	-	10,319
Other commercial revenue	511	-	-	-	-	3,807	(40)	4,278
Commercial revenue	137,918	508	-	-	25,747	3,830	(15,950)	152,053
Licence fee revenue attribution	-	118,814	36,204	36,799	-	3,825	-	195,642
	<b>137,918</b>	<b>119,322</b>	<b>36,204</b>	<b>36,799</b>	<b>25,747</b>	<b>7,655</b>	<b>(15,950)</b>	<b>347,695</b>
<b>Costs by output category**</b>								
Programme and output costs - by source								
In-house productions	-	(132,186)	(55,455)	(366)	-	-	-	(188,007)
Commissioned programming	-	(44,680)	(55)	(1,500)	-	-	-	(46,235)
Indigenous programming	-	(176,866)	(55,510)	(1,866)	-	-	-	(234,242)
Acquired programmes - Ireland	-	(4,063)	-	(340)	-	-	-	(4,403)
Acquired programmes - Overseas	-	(19,183)	-	(1,949)	-	-	-	(21,132)
General broadcast, transmission & other output costs	(10,159)	(200,112)	(55,510)	(4,155)	-	-	-	(259,777)
2m transmission and power charges	-	(3,501)	-	(45,582)	(18,387)	(205)	634	(77,200)
Sales costs	(9,591)	-	-	(11,490)	-	(3,735)	15,225	-
	<b>(19,750)</b>	<b>(203,613)</b>	<b>(55,510)</b>	<b>(61,227)</b>	<b>(18,387)</b>	<b>(3,940)</b>	<b>16,111</b>	<b>(346,316)</b>
<b>Unallocated revenues and costs</b>								
Corporate HQ	-	-	-	-	-	(4,434)	-	(4,434)
DTT related	-	-	-	-	-	(680)	392	(288)
Interest payable	-	-	-	-	(915)	(404)	7	(1,312)
Disposal of assets	-	-	12	-	(1)	1	-	12
<b>Divisional Surplus/(Deficit)</b>	<b>118,168</b>	<b>(84,291)</b>	<b>(19,294)</b>	<b>(24,428)</b>	<b>6,444</b>	<b>(1,802)</b>	<b>560</b>	<b>(4,643)</b>
Net defined benefit pension related finance income	-	-	-	-	-	1,653	-	1,653
<b>Surplus/(Deficit) before income tax</b>	<b>118,168</b>	<b>(84,291)</b>	<b>(19,294)</b>	<b>(24,428)</b>	<b>6,444</b>	<b>(149)</b>	<b>560</b>	<b>(2,990)</b>
Income tax								197
<b>Deficit for the year</b>								<b>(2,793)</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	137,233	508	-	-	10,522	3,790	-	152,053
Revenue from other operating segments	685	-	-	-	15,225	40	(15,950)	-
	137,918	508	-	-	25,747	3,830	(15,950)	152,053

One customer of all the reporting segments represents €198.2 million of the Group's total revenue.

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

Depreciation and amortisation	315	2,890	1,791	1,865	5,430	66	(592)	11,765
Difference between pension charge and cash contributions	94	924	458	247	33	21	-	1,777



# 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 2021

	REPORTABLE SEGMENTS					OTHER		Group Total €'000
	Commercial Division €'000	Content Division €'000	News & Current Affairs Division €'000	ACM Division €'000	Network Division €'000	All Other Segments €'000	Consolidation Adjustments* €'000	
<b>Revenue</b>								
Advertising income	109,827	-	-	-	-	-	(293)	109,534
Sponsorship income	10,966	-	-	5	-	-	-	10,971
Facilities income	2,351	-	-	-	-	25	(102)	2,274
Circulation and event income	3,369	-	-	-	-	-	-	3,369
Transmission, mast and towers income	-	-	-	-	25,865	-	(16,095)	9,770
Content, merchandising and related sales	8,170	489	-	-	-	-	-	8,659
Other commercial revenue	87	-	-	-	-	3,718	(40)	3,765
Commercial revenue	134,770	489	-	5	25,865	3,743	(16,530)	148,342
Licence fee revenue attribution	-	120,727	34,869	36,956	-	3,579	-	196,131
	<b>134,770</b>	<b>121,216</b>	<b>34,869</b>	<b>36,961</b>	<b>25,865</b>	<b>7,322</b>	<b>(16,530)</b>	<b>344,473</b>
<b>Costs by output category**</b>								
Programme and output costs - by source								
In-house productions	-	(133,125)	(53,716)	(963)	-	-	-	(187,804)
Commissioned programming	-	(43,533)	(56)	(757)	-	-	-	(44,346)
Indigenous programming	-	(176,658)	(53,772)	(1,720)	-	-	-	(232,150)
Acquired programmes - Ireland	-	(3,666)	-	(73)	-	-	-	(3,739)
Acquired programmes - Overseas	-	(18,230)	-	(2,172)	-	-	-	(20,402)
	-	(198,554)	(53,772)	(3,965)	-	-	-	(256,291)
General broadcast, transmission & other output costs	(7,388)	(3,546)	-	(44,008)	(18,487)	(341)	557	(73,213)
2m transmission and power charges	-	-	-	(13,558)	-	(2,538)	16,096	-
Sales costs	(8,290)	-	-	-	-	-	183	(8,107)
	<b>(15,678)</b>	<b>(202,100)</b>	<b>(53,772)</b>	<b>(61,531)</b>	<b>(18,487)</b>	<b>(2,879)</b>	<b>16,836</b>	<b>(337,611)</b>
<b>Other revenues and costs</b>								
Corporate HQ	-	-	-	-	-	(3,888)	-	(3,888)
DTT Related	-	-	-	-	-	(478)	200	(278)
Interest payable	-	-	-	-	(759)	(650)	8	(1,401)
Disposal of assets	-	-	10	9	51	4	-	74
<b>Divisional Surplus/(Deficit)</b>	<b>119,092</b>	<b>(80,884)</b>	<b>(18,893)</b>	<b>(24,561)</b>	<b>6,670</b>	<b>(569)</b>	<b>514</b>	<b>1,369</b>
Net defined benefit pension related finance income	-	-	-	-	-	1,397	-	1,397
<b>Surplus/(Deficit) before income tax</b>	<b>119,092</b>	<b>(80,884)</b>	<b>(18,893)</b>	<b>(24,561)</b>	<b>6,670</b>	<b>828</b>	<b>514</b>	<b>2,766</b>
Income tax								(407)
<b>Surplus for the year</b>								<b>2,359</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	134,375	489	-	5	9,770	3,703	-	148,342
Revenue from other operating segments	395	-	-	-	16,095	40	(16,530)	-
	<b>134,770</b>	<b>489</b>	<b>-</b>	<b>5</b>	<b>25,865</b>	<b>3,743</b>	<b>(16,530)</b>	<b>148,342</b>

One customer of all the reporting segments represents €198 million of the Group's total revenue.

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

Depreciation and amortisation	261	2,680	1,702	1,312	6,208	38	(547)	11,654
Difference between pension charge and cash contributions	58	564	261	145	33	11	-	1,072

## 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 2022

	RTÉ One €'000	RTÉ2 €'000	RTÉ Radio 1 €'000	RTÉ 2fm €'000	RTÉ lyric fm €'000	RTÉ RnaG €'000	RTÉ Support €'000	TG4 Orchestras €'000	RTÉ Corporate HQ €'000	DTT Related €'000	Online Services €'000	Other Channels €'000	Other €'000	Consolidation Adjustments €'000	Group Total €'000
<b>PUBLIC-SERVICE ACTIVITIES</b>															
Indigenous programme costs															
In-house productions	(75,081)	(42,399)	(26,526)	(5,441)	(3,636)	(9,889)	(5,779)	(6,745)	-	-	(11,774)	(737)	-	-	(188,007)
Commissioned programming	(29,756)	(10,490)	(1,058)	(78)	(148)	(117)	(1,591)	-	-	-	(1,566)	(1,431)	-	-	(46,236)
	<b>(104,837)</b>	<b>(52,889)</b>	<b>(27,584)</b>	<b>(5,519)</b>	<b>(3,784)</b>	<b>(10,006)</b>	<b>(7,370)</b>	<b>(6,745)</b>	-	-	<b>(13,340)</b>	<b>(2,168)</b>	-	-	<b>(234,242)</b>
<b>Programme costs - by genre</b>															
Arts	(1,409)	-	(1,809)	-	(175)	(86)	-	-	-	-	-	-	-	-	(3,479)
Religious	(2,464)	-	(239)	-	-	(140)	-	-	-	-	-	-	-	-	(2,843)
Other factual	(28,582)	(4,047)	(2,943)	-	(137)	(1,338)	(184)	-	-	-	(1,519)	-	-	-	(38,750)
Factual	(32,455)	(4,047)	(4,991)	-	(312)	(1,564)	(184)	-	-	-	(1,519)	-	-	-	(45,072)
Drama	(16,301)	(727)	(570)	-	-	(2)	(360)	-	-	-	(62)	-	-	-	(18,022)
Entertainment	(20,741)	(949)	(3,025)	(2,974)	(402)	(515)	(13)	-	-	-	(1,284)	-	-	-	(29,903)
Music	(762)	(380)	(1,604)	(1,547)	(2,674)	(1,733)	(13)	(6,745)	-	-	-	(737)	-	-	(16,182)
News, Current Affairs and Weather	(33,651)	(14)	(14,968)	(587)	(367)	(4,842)	(5,241)	-	-	-	(8,681)	-	-	-	(68,351)
Sport	(927)	(43,437)	(2,426)	(411)	-	(1,146)	(1,537)	-	-	-	(1,686)	-	-	-	(51,570)
Young People's	-	(3,335)	-	-	(29)	(204)	(35)	-	-	-	(108)	(1,431)	-	-	(5,142)
Indigenous programming	<b>(104,837)</b>	<b>(52,889)</b>	<b>(27,584)</b>	<b>(5,519)</b>	<b>(3,784)</b>	<b>(10,006)</b>	<b>(7,370)</b>	<b>(6,745)</b>	-	-	<b>(13,340)</b>	<b>(2,168)</b>	-	-	<b>(234,242)</b>
Acquired programmes															
- Ireland	(3,716)	(309)	-	-	-	-	-	-	-	-	(340)	(38)	-	-	(4,403)
- Overseas	(12,274)	(6,570)	-	-	-	-	-	-	-	-	(1,949)	(939)	-	-	(21,132)
General broadcast, transmission and other output costs	(13,025)	(9,210)	(5,987)	(4,638)	(660)	(554)	(14)	(96)	(4,434)	(680)	(10,380)	(785)	(3,146)	434	(53,175)
2m transmission and power charges	(1,600)	(1,615)	(1,888)	(1,057)	(1,066)	(1,057)	-	-	(404)	-	-	(3,207)	-	-	(11,490)
Net interest payable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(404)
Net defined benefit/pension related finance income	-	-	-	-	-	-	-	-	1,653	-	-	-	-	-	1,653
<b>Gross Cost of Public Service Activities</b>	<b>(135,452)</b>	<b>(70,593)</b>	<b>(35,459)</b>	<b>(11,214)</b>	<b>(5,510)</b>	<b>(11,617)</b>	<b>(7,384)</b>	<b>(6,841)</b>	<b>(3,185)</b>	<b>(680)</b>	<b>(26,009)</b>	<b>(6,537)</b>	<b>(3,146)</b>	<b>434</b>	<b>(323,193)</b>
<b>Surplus on Commercial Activities</b>	<b>58,554</b>	<b>23,308</b>	<b>14,779</b>	<b>7,036</b>	<b>585</b>	-	-	<b>1,415</b>	<b>40</b>	-	<b>7,606</b>	-	<b>11,112</b>	<b>126</b>	<b>124,561</b>
<b>Distribution of Non-Channel Specific Contribution from Non-Public-Service Activities</b>	<b>5,400</b>	<b>2,814</b>	<b>1,414</b>	<b>447</b>	-	-	-	-	-	-	<b>1,037</b>	-	<b>(11,112)</b>	-	-
<b>Net Cost of Public-Service Activities Before Attribution of Public Funding</b>	<b>(71,498)</b>	<b>(44,471)</b>	<b>(19,266)</b>	<b>(3,731)</b>	<b>(4,925)</b>	<b>(11,617)</b>	<b>(7,384)</b>	<b>(5,426)</b>	<b>(3,145)</b>	<b>(680)</b>	<b>(17,366)</b>	<b>(6,537)</b>	<b>(3,146)</b>	<b>560</b>	<b>(198,632)</b>
<b>Public Funding</b>															
Licence fee revenue attribution	69,874	43,461	18,829	3,646	4,925	11,617	7,384	5,426	3,145	680	16,972	6,537	3,146	-	195,642
<b>Deficit before income tax</b>	<b>(1,624)</b>	<b>(1,010)</b>	<b>(437)</b>	<b>(85)</b>	-	-	-	-	-	-	<b>(394)</b>	-	-	<b>560</b>	<b>(2,990)</b>
Income tax	-	-	-	-	-	-	-	-	-	-	-	-	-	-	197
<b>(Deficit)/Surplus for the year</b>	<b>(1,624)</b>	<b>(1,010)</b>	<b>(437)</b>	<b>(85)</b>	-	-	-	-	-	-	<b>(394)</b>	-	<b>197</b>	<b>560</b>	<b>(2,793)</b>

External commercial revenue includes €15 million from sales outside of the Republic of Ireland, primarily generated in the UK. Total non-current assets contain €0.4 million situated outside of the Republic of Ireland in 2022 (2021: €0.4 million).

# 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 2021

	RTÉ One €'000	RTÉ2 €'000	RTÉ Radio1 €'000	RTÉ 2fm €'000	RTÉ lyric fm €'000	RTÉ RnaG €'000	RTÉ Support €'000	TG4 Orchestra €'000	RTÉ Corporate €'000	HO €'000	Other Channels €'000	Online Services €'000	DTT Related €'000	Other €'000	Consolidation Adjustments €'000	Group Total €'000
<b>PUBLIC-SERVICE ACTIVITIES</b>																
Indigenous programme costs																
In-house productions	(71,257)	(40,652)	(26,315)	(5,142)	(3,460)	(9,609)	(5,733)	(12,760)	-	-	(11,988)	(888)	-	-	-	(187,804)
Commissioned programming	(27,684)	(11,487)	(9,781)	(37)	(148)	(150)	(1,732)	-	-	-	(732)	(1,398)	-	-	-	(44,346)
	(98,941)	(52,139)	(27,296)	(5,179)	(3,608)	(9,759)	(7,465)	(12,760)	-	-	(12,720)	(2,286)	-	-	-	(232,150)
<b>Programme costs - by genre</b>																
Arts	(1,521)	-	(1,676)	-	(201)	(38)	-	-	-	-	-	-	-	-	-	(3,436)
Religious	(2,344)	-	(190)	-	-	(134)	-	-	-	-	-	-	-	-	-	(2,668)
Other factual	(24,586)	(6,512)	(3,078)	-	(129)	(1,352)	(182)	-	-	-	(627)	-	-	-	-	(36,466)
Factual	(28,451)	(6,512)	(4,944)	-	(330)	(1,524)	(182)	-	-	-	(627)	-	-	-	-	(42,570)
Drama	(19,598)	(337)	(665)	-	-	(10)	(860)	-	-	-	-	-	-	-	-	(20,970)
Entertainment	(16,008)	(607)	(2,704)	(2,684)	(375)	(502)	(949)	-	-	-	(2,177)	-	-	-	-	(26,006)
Music	(755)	(374)	(1,498)	(1,444)	(2,506)	(1,705)	(140)	(12,760)	-	-	(888)	-	-	-	-	(22,070)
News, Current Affairs and Weather	(32,330)	(35)	(14,451)	(598)	(373)	(4,709)	(5,209)	-	-	-	(8,295)	-	-	-	-	(66,000)
Sport	(1,799)	(40,819)	(3,031)	(453)	-	(1,107)	(598)	-	-	-	(1,494)	-	-	-	-	(49,301)
Young People's	-	(3,455)	(27)	-	(24)	(202)	(27)	-	-	-	(127)	(1,398)	-	-	-	(5,233)
Indigenous programming	(98,941)	(52,139)	(27,296)	(5,179)	(3,608)	(9,759)	(7,465)	(12,760)	-	-	(12,720)	(2,286)	-	-	-	(232,150)
Acquired programmes																
- Ireland	(3,299)	(305)	-	-	-	-	-	-	-	-	(73)	-	-	-	-	(3,739)
- Overseas	(11,266)	(6,572)	-	-	-	-	-	-	-	-	(2,172)	-	-	-	-	(20,402)
General broadcast, transmission and other output costs																
2m transmission and power charges	(13,963)	(8,911)	(5,879)	(3,962)	(586)	(535)	(14)	(135)	(3,888)	(478)	(8,995)	(931)	(3,129)	211	-	(51,195)
Net interest payable	(2,031)	(2,026)	(2,368)	(1,042)	(1,052)	(1,042)	-	-	(650)	-	(3,997)	-	-	-	-	(13,568)
Net defined benefit/pension related finance income	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(650)
	-	-	-	-	-	-	-	-	1,397	-	-	-	-	-	-	1,397
<b>Gross Cost of Public-Service</b>	<b>(129,520)</b>	<b>(69,953)</b>	<b>(35,540)</b>	<b>(10,183)</b>	<b>(5,246)</b>	<b>(11,336)</b>	<b>(7,479)</b>	<b>(12,895)</b>	<b>(3,141)</b>	<b>(478)</b>	<b>(23,960)</b>	<b>(7,648)</b>	<b>(3,129)</b>	<b>211</b>	<b>(320,297)</b>	
<b>Surplus on Commercial Activities</b>	<b>60,627</b>	<b>22,313</b>	<b>15,690</b>	<b>6,206</b>	<b>553</b>	<b>-</b>	<b>-</b>	<b>143</b>	<b>40</b>	<b>-</b>	<b>7,346</b>	<b>-</b>	<b>-</b>	<b>13,711</b>	<b>303</b>	<b>126,932</b>
<b>Distribution of Non-Channel Specific Contribution from Non-Public-Service Activities</b>																
	<b>6,598</b>	<b>3,563</b>	<b>1,810</b>	<b>519</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1,221</b>	<b>-</b>	<b>-</b>	<b>(13,711)</b>	<b>-</b>	<b>-</b>
<b>Net Cost of Public-Service Activities</b>	<b>(62,295)</b>	<b>(44,077)</b>	<b>(18,040)</b>	<b>(3,458)</b>	<b>(4,693)</b>	<b>(11,336)</b>	<b>(7,479)</b>	<b>(12,752)</b>	<b>(3,101)</b>	<b>(478)</b>	<b>(15,393)</b>	<b>(7,648)</b>	<b>(3,129)</b>	<b>514</b>	<b>(193,365)</b>	
<b>Public Funding</b>																
Licence fee revenue attribution	63,274	44,771	18,323	3,512	4,693	11,336	7,479	12,752	3,101	478	15,635	7,648	3,129	-	-	196,131
<b>Surplus before income tax</b>	<b>979</b>	<b>694</b>	<b>283</b>	<b>54</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>242</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>514</b>	<b>2,766</b>
Income tax	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(407)	(407)
<b>(Deficit)/Surplus for the year</b>	<b>979</b>	<b>694</b>	<b>283</b>	<b>54</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>242</b>	<b>-</b>	<b>-</b>	<b>(407)</b>	<b>514</b>	<b>2,359</b>

External commercial revenue includes €15 million from sales outside of the Republic of Ireland, primarily generated in the UK. Total non-current assets contain €0.4 million situated outside of the Republic of Ireland in 2021 (2020: €0.5 million).



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

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

	2022	2021
	€'000	€'000
RTÉ One	1,600	2,031
RTÉ2	1,615	2,026
RTÉ Radio 1	1,888	2,368
RTÉ 2fm	1,057	1,042
RTÉ lyric fm	1,066	1,052
RTÉ Raidió na Gaeltachta	1,057	1,042
Other	3,207	3,997
	<b>11,490</b>	<b>13,558</b>

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

	2022	2021
	€'000	€'000
Employee costs (note 6)	150,843	149,761
Other personnel-related costs (including contractors)	23,102	27,295
Personnel-Related Operating Costs	<b>173,945</b>	<b>177,056</b>
Direct commissioned programme costs	43,617	40,851
Direct acquired programme costs	24,497	24,624
Sports and other copyrights	25,792	25,163
Outside broadcast contracts	5,841	4,412
Communication circuits	2,842	2,447
RTÉ Guide printing and related costs	1,121	981
General Energy including Network electricity	5,964	4,185
Music licences	8,350	7,952
Insurance policies	1,973	1,840
Staff travel and subsistence	2,889	1,868
Other third-party costs	42,457	39,966
Non-Personnel-Related Operating Costs before depreciation and amortisation	<b>165,343</b>	<b>154,289</b>
<b>Total Operating Costs (before depreciation, amortisation)</b>	<b>339,288</b>	<b>331,345</b>

# Notes forming part of the Group Financial Statements (continued)

## 4. Finance (Income)/Expense

	2022 €'000	2021 €'000
Interest income on bank deposits	(160)	-
Fair value gains on derivative financial instruments not designated as cash flow hedges	-	(686)
Investment in Joint Venture	(323)	(537)
<b>Finance Income</b>	<b>(483)</b>	<b>(1,223)</b>
Interest income on scheme assets (note 19)	(13,448)	(10,054)
Interest cost on scheme liabilities (note 19)	11,795	8,657
Net defined benefit pension related finance income	(1,653)	(1,397)
<b>Finance income recognised in Income Statement</b>	<b>(2,136)</b>	<b>(2,620)</b>
Interest and finance costs on borrowings	1,108	867
Interest cost on bank deposits	253	400
Finance charge – leasing	71	79
Unwind of discount on restructuring costs	40	55
Fair value losses on derivative financial instruments not designated as cash flow hedges	344	-
<b>Finance expense recognised in Income Statement</b>	<b>1,816</b>	<b>1,401</b>

## 5. Deficit before Income Tax

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

	2022 €'000	2021 €'000
Licence Fee Income		
- Grant in aid from the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media	195,642	196,131
Net depreciation and amortisation		
- Depreciation of property, plant and equipment	10,038	10,307
- Depreciation of right of use assets	707	707
- Amortisation of grant-aided assets and property provision	(394)	(403)
- Amortisation of intangible assets	1,414	1,043
	<b>11,765</b>	<b>11,654</b>
Operating costs		
- Loss/(gain) on foreign exchange	218	(100)
- Other grant income received (note 23)	(2,616)	(1,127)
- Gain on disposal of property, plant and equipment and intangible assets	(12)	(73)

## 5. Deficit Before Income Tax (continued)

### (b) Auditors' remuneration:

	2022	2021
	€'000	€'000
<b>Group</b>		
Audit of the financial statements (including expenses)	145	120
Other assurance services	70	70
	<b>215</b>	190

	2022	2021
	€'000	€'000
<b>RTÉ</b>		
Audit of the financial statements (including expenses)	120	95
Other assurance services	40	40
	<b>160</b>	135

### (c) Directors' remuneration:

	2022	2021
	€'000	€'000
Fees	62	-
Other remuneration including retirement benefit contributions	316	306
	<b>378</b>	306

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. The Board fees were reinstated with effect from 1 September 2022. Further details on Board fees can be found in the Corporate Governance section.

## 6. Employee Information

Group staff costs during the year amounted to:

	2022	2021
	€'000	€'000
Wages and salaries	123,046	121,847
Social welfare costs	11,729	12,029
Pension costs and life assurance	16,068	15,885
	<b>150,843</b>	149,761



# Notes forming part of the Group Financial Statements (continued)

## 6. 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	
	2022	2021	2022	2021
RTÉ Group	<b>1,868</b>	1,871	<b>1,735</b>	1,755

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

	2022	2021
Average full-time employees	<b>1,591</b>	1,651
Average part-time employees	<b>137</b>	152
Average casual employees	<b>89</b>	76
RTÉ Group	<b>1,817</b>	1,879

## 7. Income Tax

	2022	2021
	€'000	€'000
<b>Current Tax Expense</b>		
Current year	<b>292</b>	913
(Over)/under provision from prior year	<b>(16)</b>	(41)
	<b>276</b>	872
<b>Deferred Tax Credit</b>		
Origination and reversal of temporary differences (note 20)	<b>(473)</b>	(465)
<b>Total Income Tax (Credit)/Expense</b>	<b>(197)</b>	407

## 7. Income Tax (continued)

### Reconciliation of Effective Tax Rate

	2022	2021
	€'000	€'000
(Deficit)/Surplus before income tax	<b>(2,990)</b>	2,766
(Deficit)/Surplus before income tax multiplied by the standard rate of corporation tax in Ireland of 12.5% (2021: 12.5%)	<b>(374)</b>	346
Effects of:		
Withholding tax	<b>13</b>	8
Pension timing differences	<b>10</b>	(32)
Other differences	<b>95</b>	91
Prior year adjustment	<b>(16)</b>	(41)
Disallowed expenses	<b>75</b>	35
<b>Total Income Tax (Credit)/Expense</b>	<b>(197)</b>	407
<b>Deferred Tax Recognised directly in Other Comprehensive Income</b>		
Relating to pension asset (note 20)	<b>4,110</b>	(388)
Relating to losses (note 20)	<b>(4,110)</b>	(4,663)
	<b>-</b>	(5,051)

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 2022. Due to the uncertainty surrounding when these losses may ultimately be utilised, a deferred tax asset of €22.6 million has only been recognised.

# Notes forming part of the Group Financial Statements (continued)

## 8. 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 2021	67,584	4,073	164,851	2,104	7,845	246,457
Additions	-	-	-	-	13,196	13,196
Reclassifications	480	1,585	4,922	76	(7,063)	-
Disposals and retirements	(11)	-	(5,148)	(96)	(353)	(5,608)
Balance at 31 December 2021	68,053	5,658	164,625	2,084	13,625	254,045
Balance at 1 January 2022	68,053	5,658	164,625	2,084	13,625	254,045
Additions	-	-	-	-	6,166	6,166
Reclassifications	284	124	1,725	-	(2,133)	-
Disposals and retirements	-	(124)	(1,240)	(26)	(85)	(1,475)
<b>Balance at 31 December 2022</b>	<b>68,337</b>	<b>5,658</b>	<b>165,110</b>	<b>2,058</b>	<b>17,573</b>	<b>258,736</b>
<b>Depreciation</b>						
Balance at 1 January 2021	59,251	1,098	123,219	1,907	-	185,475
Depreciation for the year	804	601	9,511	98	-	11,014
Disposals and retirements	(11)	-	(5,147)	(96)	-	(5,254)
Balance at 31 December 2021	60,044	1,699	127,583	1,909	-	191,235
Balance at 1 January 2022	60,044	1,699	127,583	1,909	-	191,235
Depreciation for the year	1,052	672	8,902	119	-	10,745
Disposals and retirements	-	(124)	(1,239)	(26)	-	(1,389)
<b>Balance at 31 December 2022</b>	<b>61,096</b>	<b>2,247</b>	<b>135,246</b>	<b>2,002</b>	<b>-</b>	<b>200,591</b>
<b>Net Book Value</b>						
At 31 December 2021	8,009	3,959	37,042	175	13,625	62,810
<b>At 31 December 2022</b>	<b>7,241</b>	<b>3,411</b>	<b>29,864</b>	<b>56</b>	<b>17,573</b>	<b>58,145</b>

The Group leases several assets including land & buildings. The average lease term is 8 years (2021: 8 years).



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

RTÉ	Land and buildings (Owned)	Land and buildings (Leased)	Plant and equipment	Fixtures and fittings	Capital projects in progress	Total
	€'000	€'000	€'000	€'000	€'000	€'000
<b>Cost</b>						
Balance at 1 January 2021	55,820	1,389	67,138	1,905	5,194	131,446
Additions	-	-	-	-	10,872	10,872
Reclassifications	55	2,010	2,178	76	(4,319)	-
Disposals and retirements	(7)	-	(3,236)	(96)	-	(3,339)
<b>Balance at 31 December 2021</b>	<b>55,868</b>	<b>3,399</b>	<b>66,080</b>	<b>1,885</b>	<b>11,747</b>	<b>138,979</b>
Balance at 1 January 2022	55,868	3,399	66,080	1,885	11,747	138,979
Additions	-	-	-	-	4,204	4,204
Reclassifications	284	124	1,167	-	(1,575)	-
Disposals and retirements	-	(124)	(499)	(26)	(113)	(762)
<b>Balance at 31 December 2022</b>	<b>56,152</b>	<b>3,399</b>	<b>66,748</b>	<b>1,859</b>	<b>14,263</b>	<b>142,421</b>
<b>Depreciation</b>						
Balance at 1 January 2021	52,540	503	60,593	1,761	-	115,397
Depreciation for the year	266	410	4,207	78	-	4,961
Disposals and retirements	(7)	-	(3,236)	(96)	-	(3,339)
<b>Balance at 31 December 2021</b>	<b>52,799</b>	<b>913</b>	<b>61,564</b>	<b>1,743</b>	<b>-</b>	<b>117,019</b>
Balance at 1 January 2022	52,799	913	61,564	1,743	-	117,019
Depreciation for the year	624	410	4,403	99	-	5,536
Disposals and retirements	-	(124)	(499)	(26)	-	(649)
<b>Balance at 31 December 2022</b>	<b>53,423</b>	<b>1,199</b>	<b>65,468</b>	<b>1,816</b>	<b>-</b>	<b>121,906</b>
<b>Net Book Value</b>						
At 31 December 2021	3,069	2,486	4,516	142	11,747	21,960
<b>At 31 December 2022</b>	<b>2,729</b>	<b>2,200</b>	<b>1,280</b>	<b>43</b>	<b>14,263</b>	<b>20,515</b>

RTÉ leases several assets including various buildings. The average lease term is 5 years (2021: 5 years).

# Notes forming part of the Group Financial Statements (continued)

## 9. Intangible Assets

Group	Software €'000	Software projects in progress €'000	Total €'000
<b>Cost</b>			
Balance at 1 January 2021	15,117	2,230	17,347
Additions	-	5,428	5,428
Reclassifications	593	(593)	-
Impairments	-	(1,189)	(1,189)
Disposals and retirements	(39)	-	(39)
<b>Balance at 31 December 2021</b>	<b>15,671</b>	<b>5,876</b>	<b>21,547</b>
Balance at 1 January 2022	15,671	5,876	21,547
Additions	-	5	5
Reclassifications	1,098	(1,098)	-
Impairments	-	(281)	(281)
Disposals and retirements	(1)	(2,025)	(2,026)
<b>Balance at 31 December 2022</b>	<b>16,768</b>	<b>2,477</b>	<b>19,245</b>
<b>Amortisation and impairment losses</b>			
Balance at 1 January 2021	12,575	-	12,575
Amortisation for the year	1,043	-	1,043
Disposals and retirements	(39)	-	(39)
<b>Balance at 31 December 2021</b>	<b>13,579</b>	<b>-</b>	<b>13,579</b>
Balance at 1 January 2022	13,579	-	13,579
Amortisation for the year	1,414	-	1,414
Disposals and retirements	-	-	-
<b>Balance at 31 December 2022</b>	<b>14,993</b>	<b>-</b>	<b>14,993</b>
<b>Net Book Value</b>			
At 31 December 2021	2,092	5,876	7,968
<b>At 31 December 2022</b>	<b>1,775</b>	<b>2,477</b>	<b>4,252</b>

## 9. Intangible Assets (continued)

RTÉ	Software €'000	Software projects in progress €'000	Total €'000
<b>Cost</b>			
Balance at 1 January 2021	14,525	2,230	16,755
Additions	-	5,302	5,302
Reclassifications	468	(468)	-
Impairments	-	(1,189)	(1,189)
Disposals and retirements	(39)	-	(39)
<b>Balance at 31 December 2021</b>	<b>14,954</b>	<b>5,875</b>	<b>20,829</b>
Balance at 1 January 2022	14,954	5,875	20,829
Additions	-	2	2
Reclassifications	1,095	(1,095)	-
Impairments	-	(281)	(281)
Disposals and retirements	(1)	(2,025)	(2,026)
<b>Balance at 31 December 2022</b>	<b>16,048</b>	<b>2,476</b>	<b>18,524</b>
<b>Amortisation and impairment losses</b>			
Balance at 1 January 2021	11,983	-	11,983
Amortisation for the year	1,029	-	1,029
Disposals and retirements	(39)	-	(39)
<b>Balance at 31 December 2021</b>	<b>12,973</b>	<b>-</b>	<b>12,973</b>
<b>Balance at 1 January 2022</b>	<b>12,973</b>	<b>-</b>	<b>12,973</b>
Amortisation for the year	1,389	-	1,389
Disposals and retirements	(1)	-	(1)
<b>Balance at 31 December 2022</b>	<b>14,361</b>	<b>-</b>	<b>14,361</b>
<b>Net Book Value</b>			
At 31 December 2021	1,981	5,875	7,856
<b>At 31 December 2022</b>	<b>1,687</b>	<b>2,476</b>	<b>4,163</b>



# Notes forming part of the Group Financial Statements (continued)

## 10. Inventories

	Group		RTÉ	
	2022 €'000	2021 €'000	2022 €'000	2021 €'000
<b>Work in progress</b>				
In-house programmes	453	385	420	356
Commissioned programmes	16,262	17,386	16,262	17,386
<b>Finished programmes</b>				
Acquired programmes and films	8,784	8,896	8,784	8,896
In-house programmes	141	245	141	245
Other inventories	173	55	-	-
Assets held for Resale	138	138	138	138
	<b>25,951</b>	27,105	<b>25,745</b>	27,021

Inventories consumed during the year ended 31 December 2022 total €82.69 million (2021: €81.38 million).

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

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

	Group		RTÉ	
	2022 €'000	2021 €'000	2022 €'000	2021 €'000
<b>Current Assets</b>				
Trade receivables	46,652	41,832	41,878	37,677
Income tax	1,087	677	-	-
Other receivables	54	15	54	15
Prepayments	10,116	15,242	9,887	15,001
Accrued income	3,998	2,330	948	84
	<b>61,907</b>	60,096	<b>52,767</b>	52,777

The Group's exposure to credit and currency risks and impairment losses related to trade and other receivables are disclosed in note 21.

## 12. Liquid Investments

	Group		RTÉ	
	2022 €'000	2021 €'000	2022 €'000	2021 €'000
Liquid investments - term deposits	60,772	38,892	60,772	38,892
Weighted average interest rate on term deposits	1.38%	(0.58)%	1.38%	(0.58)%

The Group's exposure to interest rate risk, credit risk and a sensitivity analysis for financial assets and liabilities are disclosed in note 21.

### 13. Cash and Cash Equivalents

	Group		RTÉ	
	2022 €'000	2021 €'000	2022 €'000	2021 €'000
<b>Current Assets</b>				
Bank balances	<b>43,290</b>	55,500	<b>29,816</b>	38,537
Call deposits	<b>10,000</b>	7,000	<b>10,000</b>	7,000
Total cash and cash equivalents	<b>53,290</b>	62,500	<b>39,816</b>	45,537
Weighted average interest rate	<b>0.09%</b>	(0.24)%	<b>0.13%</b>	(0.19)%

Bank balances include €nil million (2021: €1.6 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 21.

### 14. Interest-Bearing Loans and Borrowings

	Interest rate %	Maturity	Group		RTÉ	
			2022 €'000	2021 €'000	2022 €'000	2021 €'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>8,125</b>	10,000	<b>8,125</b>	10,000
Project loan and term loan facility	EURIBOR plus margin	31 January 2026	<b>55,000</b>	55,000	-	-
			<b>63,125</b>	65,000	<b>8,125</b>	10,000
Analysed as follows:						
Non-Current			<b>59,500</b>	63,500	<b>7,000</b>	8,500
Current			<b>3,625</b>	1,500	<b>1,125</b>	1,500
			<b>63,125</b>	65,000	<b>8,125</b>	10,000

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 2022 and a term loan facility of €8.13 million, which was fully drawn as at 31 December 2022.

On 1 February 2019, the Group entered into 2 project loan facilities. The first facility for €15m is repayable in 6 equal tranches of €2.5m every 6 months commencing in September 2023. The second facility of €40m is fully repayable on its maturity date in 2026.

# Notes forming part of the Group Financial Statements (continued)

## 14. 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.

## 15. Trade and Other Payables

	Group		RTÉ	
	2022 €'000	2021 €'000	2022 €'000	2021 €'000
Trade payables	<b>5,033</b>	3,682	<b>4,403</b>	2,901
Amounts owed to subsidiary entities	-	-	<b>206,040</b>	193,254
Accruals	<b>78,758</b>	85,211	<b>71,565</b>	80,383
Deferred income	<b>23,113</b>	6,973	<b>18,234</b>	3,334
	<b>106,904</b>	95,866	<b>300,242</b>	279,872
<b>Analysed as follows:</b>				
Non-current liabilities	<b>15,170</b>	7,575	<b>15,170</b>	7,575
Current liabilities	<b>91,734</b>	88,291	<b>285,072</b>	272,297
	<b>106,904</b>	95,866	<b>300,242</b>	279,872

The Group's exposure to currency risk related to trade and other payables is disclosed in note 21.

## 16. Taxation and Social Welfare

	Group		RTÉ	
	2022 €'000	2021 €'000	2022 €'000	2021 €'000
VAT	<b>6,451</b>	6,049	<b>5,743</b>	5,387
Payroll	<b>5,563</b>	5,608	<b>5,438</b>	5,489
Income tax	<b>66</b>	3	<b>58</b>	2
	<b>12,080</b>	11,660	<b>11,239</b>	10,878



## 17. Employee Benefits

### (a) Total employee benefits

	Group		RTÉ	
	2022 €'000	2021 €'000	2022 €'000	2021 €'000
Restructuring costs (b)	<b>7,392</b>	8,792	<b>7,374</b>	8,765
Other payroll-related accruals (c)	<b>15,402</b>	15,180	<b>15,085</b>	14,988
<b>Total employee benefits</b>	<b>22,794</b>	23,972	<b>22,459</b>	23,753

#### Analysed as follows:

Non-current liabilities	<b>7,859</b>	9,436	<b>7,700</b>	9,259
Current liabilities	<b>14,935</b>	14,536	<b>14,759</b>	14,494
	<b>22,794</b>	23,972	<b>22,459</b>	23,753

### (b) Restructuring costs

	Group		RTÉ	
	2022 €'000	2021 €'000	2022 €'000	2021 €'000
Balance at beginning of year	<b>8,792</b>	13,411	<b>8,765</b>	13,375
Released during the year	-	(2,400)	-	(2,400)
Utilised during the year	<b>(1,440)</b>	(2,274)	<b>(1,431)</b>	(2,265)
Interest charge (note 4)	<b>40</b>	55	<b>40</b>	55
<b>Balance at end of year</b>	<b>7,392</b>	8,792	<b>7,374</b>	8,765

#### Analysed as follows:

Non-current	<b>4,385</b>	5,704	<b>4,376</b>	5,685
Current	<b>3,007</b>	3,088	<b>2,998</b>	3,080
<b>Balance at end of year</b>	<b>7,392</b>	8,792	<b>7,374</b>	8,765

The restructuring costs at 31 December 2022 represent the discounted value of future payments required in respect of the Group's remaining obligations, which will be paid until 2028, 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.

## 18. Investments in Subsidiaries

RTÉ	Total €'000
Balance at 1 January 2022	65,827
Additions	-
<b>Balance at 31 December 2022</b>	<b>65,827</b>

# Notes forming part of the Group Financial Statements (continued)

## 18. Investments in Subsidiaries (continued)

RTÉ had the following subsidiaries at 31 December 2022:

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
Seirbhísi 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 2022, 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 2022:

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 2022:

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 2022. Summarised financial information is set out below.

	2022 €'000	2021 €'000
Assets	<b>3,000</b>	3,810
Liabilities	<b>(1,216)</b>	(1,573)
Equity attributable to the owners of the company	<b>1,784</b>	2,237
Non controlling interest	<b>892</b>	1,118
Revenue	<b>2,419</b>	2,860
Profit for the year	<b>518</b>	1,047
Dividend received from Joint Venture in the year	<b>550</b>	-
Carrying amount of the Group's interest in the joint venture	<b>892</b>	1,118

## 18. Investments in Subsidiaries (continued)

Classification of RTÉ Group activities by division and by legal entity as at 31 December 2022

	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 <i>RTÉ Guide</i> magazine		•		
<i>RTÉ Guide</i> advertising sales		•		
Administration of Commercial Division	•			
Live Performances		•		
<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)

## 18. 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 performances	•			
Commission, production, performance and recording of orchestral 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 2rn				•
<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	•			

## 19. 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:

	2022	2021
	€’000	€’000
RTÉ Superannuation Scheme		
- current service cost	(942)	(997)
RTÉ “50/50” Risk-Sharing Pension Scheme (DB section)		
- current service cost	(2,899)	(2,293)
	<b>(3,841)</b>	<b>(3,290)</b>
RTÉ “50/50” Risk-Sharing Pension Scheme (DC section)	(596)	(433)
RTÉ Defined Contribution Pension Scheme	(10,209)	(10,213)
Other schemes	(28)	(24)

### (ii) Defined benefit arrangements

RTÉ Superannuation Scheme:

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 2022. This actuarial funding valuation uses the “attained age” method of valuation to derive the future service cost and has reported 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 actuarial funding valuation report is not available for public inspection; however the results of valuations are advised to members.

The actuaries also carried out a valuation in accordance with the minimum funding standard (MFS) as at 1 January 2022 and have reported a surplus. An Actuarial Funding Certificate has been submitted on this basis. The scheme also met the funding standard reserve at 1 January 2022 and a certificate confirming this outcome has been submitted to the Pension Authority.

# Notes forming part of the Group Financial Statements (continued)

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

As required by the accounting standard IAS 19, 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. The IAS 19 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 2022 amounts to an asset of €171.6 million.

The Group expects to pay €0.2 million in contributions to the RTÉ Superannuation Scheme in 2023.

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 2022. This actuarial funding valuation, which uses the “attained age” method of valuation to derive the future service cost, reported the scheme to have a surplus. 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 2022 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.

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. For this scheme, the difference between the asset and liability valuation at 31 December 2022 amounts to an asset of €9.0 million.

The Group expects to pay €1.6 million in contributions to the RTÉ “50/50” Risk-Sharing Pension Scheme (DB section) in 2023.

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 2022, the net defined benefit asset in relation to the two defined benefit arrangements is as follows:

<b>Group and RTÉ</b>	<b>2022</b>	<b>2021</b>
	<b>€'000</b>	<b>€'000</b>
Net pension asset in RTÉ Superannuation Scheme	<b>171,637</b>	146,755
Net pension asset in RTÉ “50/50” Risk-Sharing Pension Scheme	<b>8,953</b>	959
	<b>180,590</b>	147,714



## 19. 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)	
	2022	2021	2022	2021	2022	2021
	€'000	€'000	€'000	€'000	€'000	€'000
Balance at 1 January	<b>(1,047,186)</b>	(949,235)	<b>1,193,941</b>	1,096,061	<b>146,755</b>	146,826
<b>Included in Income Statement</b>						
Current service cost	<b>(942)</b>	(997)	-	-	<b>(942)</b>	(997)
Interest (cost)/income	<b>(11,254)</b>	(8,317)	<b>12,871</b>	9,641	<b>1,617</b>	1,324
	<b>(12,196)</b>	(9,314)	<b>12,871</b>	9,641	<b>675</b>	327
<b>Included in OCI</b>						
Remeasurements gain/(loss)						
Actuarial gain/(loss) arising from:						
Financial assumptions	<b>157,018</b>	(136,236)	-	-	<b>157,018</b>	(136,236)
Demographic assumptions	-	-	-	-	-	-
Experience	<b>(3,754)</b>	854	-	-	<b>(3,754)</b>	854
Return on plan assets excluding interest income	-	-	<b>(129,535)</b>	134,482	<b>(129,535)</b>	134,482
	<b>153,264</b>	(135,382)	<b>(129,535)</b>	134,482	<b>23,729</b>	(900)
<b>Other</b>						
Employer contributions	-	-	<b>478</b>	502	<b>478</b>	502
Employee contributions	<b>(317)</b>	(426)	<b>317</b>	426	-	-
Benefits paid	<b>47,433</b>	47,171	<b>(47,433)</b>	(47,171)	-	-
	<b>47,116</b>	46,745	<b>(46,638)</b>	(46,243)	<b>478</b>	502
<b>Balance at 31 December</b>	<b>(859,002)</b>	(1,047,186)	<b>1,030,639</b>	1,193,941	<b>171,637</b>	146,755

# Notes forming part of the Group Financial Statements (continued)

## 19. 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	
	2022	2021	2022	2021	2022	2021
	€'000	€'000	€'000	€'000	€'000	€'000
<b>Balance at 1 January</b>	<b>(31,860)</b>	(24,314)	<b>32,819</b>	28,304	<b>959</b>	3,990
Included in Income Statement						
Current service cost	<b>(2,899)</b>	(2,293)	-	-	<b>(2,899)</b>	(2,293)
Interest (cost)/income	<b>(541)</b>	(340)	<b>577</b>	413	<b>36</b>	73
	<b>(3,440)</b>	(2,633)	<b>577</b>	413	<b>(2,863)</b>	(2,220)
Included in OCI						
Remeasurements gain/(loss)						
Actuarial gain/(loss) arising from:						
Financial assumptions	<b>14,601</b>	(4,316)	-	-	<b>14,601</b>	(4,316)
Demographic assumptions	-	-	-	-	-	-
Experience	<b>1,622</b>	(5)	-	-	<b>1,622</b>	(5)
Return on plan assets excluding interest income	-	-	<b>(6,952)</b>	1,794	<b>(6,952)</b>	1,794
	<b>16,223</b>	(4,321)	<b>(6,952)</b>	1,794	<b>9,271</b>	(2,527)
Other						
Employer contributions	-	-	<b>1,586</b>	1,716	<b>1,586</b>	1,716
Employee contributions	<b>(869)</b>	(874)	<b>869</b>	874	-	-
Benefits paid	<b>143</b>	147	<b>(143)</b>	(147)	-	-
Insurance premium	<b>136</b>	135	<b>(136)</b>	(135)	-	-
	<b>(590)</b>	(592)	<b>2,176</b>	2,308	<b>1,586</b>	1,716
<b>Balance at 31 December</b>	<b>(19,667)</b>	(31,860)	<b>28,620</b>	32,819	<b>8,953</b>	959

## 19. 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	
	2022 Fair value €'000	2021 Fair value €'000	2022 Fair value €'000	2021 Fair value €'000
Debt instruments:				
Government bonds	422,419	482,998	-	-
Corporate bonds	55,418	59,875	-	-
<b>Total debt instruments</b>	<b>477,837</b>	<b>542,873</b>	<b>-</b>	<b>-</b>
<b>Derivatives</b>	<b>62</b>	<b>39</b>	<b>-</b>	<b>-</b>
Investment funds:				
Equity	307,657	368,445	12,556	15,927
Bonds	-	-	14,123	14,208
Cash	12,662	49,569	-	-
Property	47,256	51,632	795	837
Hedge funds	71,460	65,020	-	-
Private equity	106,411	100,867	-	-
<b>Total investment funds</b>	<b>545,446</b>	<b>635,533</b>	<b>27,474</b>	<b>30,972</b>
Cash and cash equivalents:				
Cash	5,655	13,928	188	548
Other investment balances	1,639	1,568	958	1,299
<b>Total cash and cash equivalents</b>	<b>7,294</b>	<b>15,495</b>	<b>1,146</b>	<b>1,847</b>
<b>Total fair value of assets</b>	<b>1,030,639</b>	<b>1,193,941</b>	<b>28,620</b>	<b>32,819</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)

## 19. 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 based accounting valuation of the pension schemes.

	RTÉ Superannuation Scheme		RTÉ "50/50" Risk-Sharing Pension Scheme	
	2022	2021	2022	2021
Average projected rate of increase in salaries:				
Over the next two years	<b>2.5%</b>	2.0%	<b>2.5%</b>	2.0%
Over the following two years	<b>2.5%</b>	2.0%	<b>2.5%</b>	2.0%
Thereafter	<b>2.5%</b>	2.0%	<b>2.5%</b>	2.0%
Average projected rate of increase in pensions:				
Over the next two years	<b>4.0%</b>	2.5%	<b>2.5%</b>	2.0%
Thereafter	<b>4.0%</b>	2.5%	<b>2.5%</b>	2.0%
Discount rate	<b>4.1%</b>	1.1%	<b>4.2%</b>	1.7%
Inflation assumption	<b>2.5%</b>	2.0%	<b>2.5%</b>	2.0%
Mortality	Years	Years	Years	Years
Life expectancy future retirees				
Male of age 65 (born 1967)	<b>24.5</b>	24.4	<b>24.5</b>	24.4
Female of age 65 (born 1967)	<b>26.5</b>	26.4	<b>26.5</b>	26.4
Life expectancy existing pensioners				
Male of age 65 (Born 1957)	<b>23.7</b>	23.6	<b>23.7</b>	23.6
Female of age 65 (Born 1957)	<b>25.6</b>	25.5	<b>25.6</b>	25.5

At 31 December 2022, the weighted average duration of the defined benefit obligations were:

RTÉ Superannuation Scheme: 11.2 years

RTÉ "50/50" Risk-Sharing Pension Scheme: 26.1 years

## 19. 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>4.1%</b>	<b>859,002</b>	<b>4.2%</b>	<b>19,667</b>
-0.25%	3.85%	883,524	3.95%	21,003
+0.25%	4.35%	835,570	4.45%	18,436
Salary & pension increases				
<b>Current assumption (long term)</b>	<b>2.5%</b>	<b>859,002</b>	<b>2.5%</b>	<b>19,667</b>
0.25% lower increases	2.25%	834,647	2.25%	18,441
0.25% higher increases	2.75%	884,379	2.75%	20,991
Mortality				
<b>Current assumption (offset from standard table)</b>	<b>-1 year</b>	<b>859,002</b>	<b>-1 year</b>	<b>19,667</b>
No offset	0 years	822,544	0 years	19,239
Two years offset	-2 years	895,978	-2 years	20,090

## 20. Deferred Tax

### Group

#### Recognised deferred tax assets and liabilities

	Assets Gross		(Liabilities) Gross	
	2022 €'000	2021 €'000	2022 €'000	2021 €'000
Property, plant and equipment	-	-	(1,125)	(1,598)
Pension asset	-	-	(22,574)	(18,464)
Tax losses	22,574	18,464	-	-
Gross Tax Assets/(Liabilities)	22,574	18,464	(23,699)	(20,062)

#### Net deferred tax liability 2022

	Opening balance net €'000	Recognised in income €'000	Recognised in other comprehensive income €'000	Closing balance net €'000
Property, plant and equipment	(1,598)	473	-	(1,125)
Pension asset	(18,464)	-	(4,110)	(22,574)
Tax losses	18,464	-	4,110	22,574
Net Tax (Liabilities)/Assets	(1,598)	473	-	(1,125)

# Notes forming part of the Group Financial Statements (continued)

## 20. Deferred Tax (continued)

### Group

#### Net deferred tax liability 2021

	Opening balance net €'000	Recognised in income €'000	Recognised in other comprehensive income €'000	Closing balance net €'000
Property, plant and equipment	(2,063)	465	-	(1,598)
Pension asset	(18,852)	-	388	(18,464)
Tax losses	13,801	-	4,663	18,464
Net Tax (Liabilities)/Assets	(7,114)	465	5,051	(1,598)

### RTÉ

#### Recognised deferred tax assets and liabilities

	Assets Gross		(Liabilities) Gross	
	2022 €'000	2021 €'000	2022 €'000	2021 €'000
Property, plant and equipment	<b>1,342</b>	1,175	-	-
Pension asset	-	-	<b>(22,574)</b>	(18,464)
Tax losses	<b>22,574</b>	18,464	-	-
Gross Tax Assets/(Liabilities)	<b>23,916</b>	19,640	<b>(22,574)</b>	(18,464)

#### Net deferred tax asset 2022

	Opening balance net €'000	Recognised in income €'000	Recognised in other comprehensive income €'000	Closing balance net €'000
Property, plant and equipment	1,175	167	-	<b>1,342</b>
Pension asset	(18,464)	-	(4,110)	<b>(22,574)</b>
Tax losses	18,464	-	4,110	<b>22,574</b>
Net Tax Assets	1,175	167	-	<b>1,342</b>



## 20. Deferred Tax (continued)

RTÉ

Net deferred tax asset 2021

	Opening balance Net €'000	Recognised in income €'000	Recognised in other comprehensive income €'000	Closing balance Net €'000
Property, plant and equipment	1,045	130	-	1,175
Pension asset	(18,852)	-	388	(18,464)
Tax losses	13,801	-	4,663	18,464
Net Tax Assets	(4,006)	130	5,051	1,175

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

### 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 2022. Due to the uncertainty surrounding when the losses may ultimately be utilised, a deferred tax asset of €22.6 million only has been recognised.

### (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 15 months from the 31 December 2022. 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)

## 21. 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		Assets/(liabilities) held at amortised cost		Total	
	2022	2021	2022	2021	2022	2021
	€'000	€'000	€'000	€'000	€'000	€'000
<b>Non-Current Financial Assets</b>						
Financial assets	-	-	892	1,118	892	1,118
Derivative financial instruments	-	13	-	-	-	13
<b>Total Non-Current Financial Assets</b>	-	13	892	1,118	892	1,131
<b>Current Financial Assets</b>						
Trade and other receivables	-	-	46,706	41,846	46,706	41,846
Liquid investments	-	-	60,772	38,892	60,772	38,892
Cash and cash equivalents	-	-	53,290	62,500	53,290	62,500
Derivative financial instruments	32	257	-	-	32	257
<b>Total Current Financial Assets</b>	32	257	160,768	143,238	160,800	143,495
<b>Total Financial Assets</b>	32	257	161,660	144,356	161,692	144,613
<b>Non-Current Financial Liabilities</b>						
Interest-bearing loans and borrowings	-	-	(59,500)	(63,500)	(59,500)	(63,500)
Employee benefits	-	-	(7,859)	(9,436)	(7,859)	(9,436)
Capital grants	-	-	(3,632)	(4,014)	(3,632)	(4,014)
Lease Liability	-	-	(2,801)	(3,265)	(2,801)	(3,265)
Trade and other payables	-	-	(15,170)	(7,575)	(15,170)	(7,575)
Derivative financial instruments	(6)	-	-	-	(6)	-
<b>Total Non-Current Financial Liabilities</b>	(6)	-	(88,962)	(87,790)	(88,968)	(87,790)
<b>Current Financial Liabilities</b>						
Trade and other payables	-	-	(91,734)	(88,291)	(91,734)	(88,291)
Interest-bearing loans and borrowings	-	-	(3,625)	(1,500)	(3,625)	(1,500)
Employee benefits	-	-	(14,935)	(14,536)	(14,935)	(14,536)
Capital grants	-	-	(382)	(394)	(382)	(394)
Lease Liability	-	-	(548)	(576)	(548)	(576)
Derivative financial instruments	(100)	(1)	-	-	(100)	(1)
<b>Total Current Financial Liabilities</b>	(100)	(1)	(111,224)	(105,297)	(111,324)	(105,298)
<b>Total Financial Liabilities</b>	(106)	(1)	(200,186)	(193,087)	(200,292)	(193,088)

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

RTÉ	Derivative financial instruments at fair value through Income Statement		Assets/(liabilities) held at amortised cost		Total	
	2022	2021	2022	2021	2022	2021
	€'000	€'000	€'000	€'000	€'000	€'000
<b>Non-Current Financial Assets</b>						
Derivative financial instruments	-	13	-	-	-	13
<b>Total Non-Current Financial Assets</b>	-	13	-	-	-	13
<b>Current Financial Assets</b>						
Trade and other receivables	-	-	41,932	37,693	41,932	37,693
Liquid investments	-	-	60,772	38,892	60,772	38,892
Cash and cash equivalents	-	-	39,816	45,537	39,816	45,537
Derivative financial instruments	32	257	-	-	32	257
<b>Total Current Financial Assets</b>	32	257	142,520	122,122	142,552	122,379
<b>Total Financial Assets</b>	32	270	142,520	122,122	142,552	122,392
<b>Non-Current Financial Liabilities</b>						
Interest-bearing loans and borrowings	-	-	(7,000)	(8,500)	(7,000)	(8,500)
Employee benefits	-	-	(7,700)	(9,259)	(7,700)	(9,259)
Lease Liability	-	-	(1,870)	(2,180)	(1,870)	(2,180)
Trade and other payables	-	-	(15,170)	(7,575)	(15,170)	(7,575)
Derivative financial instruments	(6)	-	-	-	(6)	-
<b>Total Non-Current Financial Liabilities</b>	(6)	-	(31,740)	(27,514)	(31,746)	(27,514)
<b>Current Financial Liabilities</b>						
Trade and other payables	-	-	(285,072)	(272,297)	(285,072)	(272,297)
Interest-bearing loans and borrowings	-	-	(1,125)	(1,500)	(1,125)	(1,500)
Employee benefits	-	-	(14,759)	(14,494)	(14,759)	(14,494)
Lease Liability	-	-	(393)	(346)	(393)	(346)
Derivative financial instruments	(100)	(1)	-	-	(100)	(1)
<b>Total Current Financial Liabilities</b>	(100)	(1)	(301,349)	(288,637)	(301,449)	(288,638)
<b>Total Financial Liabilities</b>	(106)	(1)	(333,089)	(316,151)	(333,195)	(316,152)

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)

## 21. 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	
		2022	2021	2022	2021
		€'000	€'000	€'000	€'000
Trade receivables	11	<b>46,652</b>	41,832	<b>41,878</b>	37,677
Liquid investments	12	<b>60,772</b>	38,892	<b>60,772</b>	38,892
Cash and cash equivalents	13	<b>53,290</b>	62,500	<b>39,816</b>	45,537
Derivative financial instruments		<b>32</b>	257	<b>32</b>	257
		<b>160,746</b>	143,481	<b>142,498</b>	122,363

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	
	2022	2021	2022	2021
	€'000	€'000	€'000	€'000
Ireland	<b>44,556</b>	39,115	<b>40,175</b>	35,015
United Kingdom	<b>2,043</b>	2,830	<b>1,721</b>	2,708
Other regions	<b>53</b>	(113)	<b>(18)</b>	(44)
Trade Receivables	<b>46,652</b>	41,832	<b>41,878</b>	37,678



## 21. 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	
	2022	2021	2022	2021
	€'000	€'000	€'000	€'000
Non-agency debtors	<b>10,432</b>	10,172	<b>6,340</b>	7,280
Other debtors – agency	<b>36,220</b>	31,659	<b>35,538</b>	30,398
Trade Receivables	<b>46,652</b>	41,832	<b>41,878</b>	37,678

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 €4.3 million (9%) of the trade receivables carrying amount at 31 December 2022 (2021: €3.6 million).

The ageing of trade receivables at the reporting date was:

	Group			RTÉ		
	Gross	Impairment	Net	Gross	Impairment	Net
	2022	2022	2022	2022	2022	2022
	€'000	€'000	€'000	€'000	€'000	€'000
Not past due	<b>20,656</b>	-	<b>20,656</b>	<b>19,290</b>	-	<b>19,290</b>
Past due 0–30 days	<b>23,150</b>	<b>(503)</b>	<b>22,647</b>	<b>19,848</b>	<b>(249)</b>	<b>19,599</b>
Past due 31–120 days	<b>3,372</b>	<b>(535)</b>	<b>2,837</b>	<b>2,798</b>	<b>(329)</b>	<b>2,469</b>
Greater than 120 days	<b>936</b>	<b>(424)</b>	<b>512</b>	<b>749</b>	<b>(229)</b>	<b>520</b>
	<b>48,114</b>	<b>(1,462)</b>	<b>46,652</b>	<b>42,685</b>	<b>(807)</b>	<b>41,878</b>

	Group			RTÉ		
	Gross	Impairment	Net	Gross	Impairment	Net
	2021	2021	2021	2021	2021	2021
	€'000	€'000	€'000	€'000	€'000	€'000
Not past due	19,278	-	19,278	17,978	-	17,978
Past due 0–30 days	20,018	(405)	19,613	17,710	(239)	17,471
Past due 31–120 days	3,468	(543)	2,924	2,646	(443)	2,203
Greater than 120 days	327	(310)	17	147	(121)	26
	43,091	(1,258)	41,832	38,481	(803)	37,678

# Notes forming part of the Group Financial Statements (continued)

## 21. 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	
	2022 €'000	2021 €'000	2022 €'000	2021 €'000
Balance at 1 January	<b>1,258</b>	1,251	<b>803</b>	798
(Released)/provided during the year	<b>204</b>	7	<b>4</b>	5
Bad debts written off in the year	-	-	-	-
Balance at 31 December	<b>1,462</b>	1,258	<b>807</b>	803

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-22 Group	Carrying amount €'000	Contractual cash flows €'000	Within 1 year	1-2 years	2-5 years	More than 5 years
			€'000	€'000	€'000	€'000
Interest-bearing loans and borrowings	<b>63,125</b>	<b>68,030</b>	<b>5,474</b>	<b>13,660</b>	<b>48,896</b>	-
Derivative financial instruments	<b>106</b>	<b>106</b>	<b>100</b>	<b>6</b>	-	-
Trade and other payables	<b>106,904</b>	<b>106,904</b>	<b>91,734</b>	<b>15,170</b>	-	-
Employee benefits	<b>22,794</b>	<b>22,847</b>	<b>14,935</b>	<b>2,662</b>	<b>1,540</b>	<b>3,710</b>
	<b>192,929</b>	<b>197,887</b>	<b>112,243</b>	<b>31,498</b>	<b>50,436</b>	<b>3,710</b>

31-Dec-21 Group	Carrying amount €'000	Contractual cash flows €'000	Within 1 year	1-2 years	2-5 years	More than 5 years
			€'000	€'000	€'000	€'000
Interest-bearing loans and borrowings	65,000	67,768	2,276	4,752	60,739	-
Derivative financial instruments	1	1	1	-	-	-
Trade and other payables	95,866	95,866	88,291	7,575	-	-
Employee benefits	23,972	24,024	14,536	2,766	2,902	3,820
	184,839	187,659	105,104	15,093	63,461	3,820

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

The following are the contractual maturities of financial liabilities:

<b>31-Dec-22</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	8,125	8,621	1,399	7,222	-	-
Derivative financial instruments	106	106	100	6	-	-
Trade and other payables	300,242	300,242	285,072	15,170	-	-
Employee benefits	22,459	22,509	14,759	2,653	1,536	3,561
	<b>330,932</b>	<b>331,478</b>	<b>301,330</b>	<b>25,051</b>	<b>1,536</b>	<b>3,561</b>

<b>31-Dec-21</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	10,438	1,652	1,646	7,140	-
Derivative financial instruments	1	1	1	-	-	-
Trade and other payables	279,872	279,872	272,297	7,575	-	-
Employee benefits	23,753	23,800	14,494	2,756	2,888	3,661
	<b>313,626</b>	<b>314,111</b>	<b>288,444</b>	<b>11,977</b>	<b>10,028</b>	<b>3,661</b>

As disclosed in note 14, 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 2022, 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 2022, the fair value of the associated derivative asset was €32,000 (2021: €257,000) and derivative liability was €106,000 (2021: €1,000).

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 2022 or 2021.

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)

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

### Breakdown of trade payables by currency

	2022 €'000	2021 €'000
<b>Group</b>		
Euro	<b>4,614</b>	3,405
GBP	<b>251</b>	229
USD	<b>19</b>	48
Other	<b>149</b>	-
	<b>5,033</b>	3,682

### Breakdown of trade payables by currency

	2022 €'000	2021 €'000
<b>RTÉ</b>		
Euro	<b>3,999</b>	2,841
GBP	<b>236</b>	12
USD	<b>19</b>	48
Other	<b>149</b>	-
	<b>4,403</b>	2,901

The following significant exchange rates applied during the year:

	Average rate		Reporting date spot rate	
	2022	2021	2022	2021
EUR €1 = USD \$	<b>1.0530</b>	1.1827	<b>1.0666</b>	1.1326
EUR €1 = GBP £	<b>0.8528</b>	0.8596	<b>0.8869</b>	0.8403

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 2022, would impact the Group's Income Statement positively or negatively by up to €40,117 (31 December 2021: €30,811).

#### 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 2022, would impact RTÉ's Income Statement positively or negatively by up to €38,332 (31 December 2021: €6,672).

#### (e) Interest rate risk

At 31 December 2022, the Group had total borrowings of €63 million (2021: €65 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 2022 and a term loan facility of €8.13 million which was fully drawn as at 31 December 2022.



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

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 2022.

A 1% movement in the interest rate would have a positive or negative effect of €1.1 million on the Income Statement.

At the reporting date, the interest rate profile of RTÉ's interest-bearing financial assets was:

Group	Carrying amount	
	2022	2021
	€'000	€'000
<b>Fixed Rate Instruments</b>		
Financial assets	70,772	45,892
<b>Variable Rate Instruments</b>		
Financial assets	43,290	55,500
<b>RTÉ</b>		
<b>Fixed Rate Instruments</b>		
Financial assets	70,772	45,892
<b>Variable Rate Instruments</b>		
Financial assets	29,816	38,537

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 €1.0 million (net of tax).

### (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	Fair value level 2	Carrying amount	Fair value level 2
	2022	2022	2021	2021
	€'million	€'million	€'million	€'million
<b>Financial assets measured at fair value</b>				
Forward exchange contracts	0.0	0.0	0.3	0.3
<b>Financial liabilities measured at fair value</b>				
Forward exchange contracts	0.1	0.1	-	-
<b>Financial liabilities not measured at fair value</b>				
Interest-bearing loans and borrowings	63.1	63.1	65.0	65.0

# Notes forming part of the Group Financial Statements (continued)

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

RTÉ <sup>1</sup>	Carrying amount 2022 €'million	Fair value level 2 2022 €'million	Carrying amount 2021 €'million	Fair value level 2 2021 €'million
<b>Financial assets measured at fair value</b>				
Forward exchange contracts	0.0	0.0	0.3	0.3
<b>Financial liabilities measured at fair value</b>				
Forward exchange contracts	0.1	0.1	-	-
<b>Financial liabilities not measured at fair value</b>				
Interest-bearing loans and borrowings	8.1	8.1	10.0	10.0

<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 156 and 157 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.

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

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

### (g) Derivative financial instruments

The contractual cash flows associated with the derivative financial instruments are outlined below:

31-Dec-22	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)	(74)	(74)	(68)	(6)	-

31-Dec-22	Carrying amount €'000	Contractual cash flows €'000	Within 1 year €'000	1-2 years €'000	2-5 years €'000
<b>RTÉ</b>					
<b>Net derivative liabilities</b>					
Foreign exchange forward contracts (outflows)	(74)	(74)	(68)	(6)	-

31-Dec-21	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 assets</b>					
Foreign exchange forward contracts (outflows)	270	270	257	13	-

31-Dec-21	Carrying amount €'000	Contractual cash flows €'000	Within 1 year €'000	1-2 years €'000	2-5 years €'000
<b>RTÉ</b>					
<b>Net derivative assets</b>					
Foreign exchange forward contracts (outflows)	270	270	257	13	-

Any gains or losses arising from changes in the fair value of foreign exchange forward contracts are taken directly to the Income Statement.

## 22. Financial Commitments, Contingencies and Guarantees

### (a) Capital commitments

	Group		RTÉ	
	2022 €'000	2021 €'000	2022 €'000	2021 €'000
Contracted but not provided for	5,398	2,591	4,176	2,125
Authorised but not contracted for	4,056	360	3,843	-
	9,454	2,951	8,019	2,125

# Notes forming part of the Group Financial Statements (continued)

## 22. Financial Commitments, Contingencies and Guarantees (continued)

### (b) Programme/rights purchase commitments

	Group		RTÉ	
	2022	2021	2022	2021
	€'000	€'000	€'000	€'000
Contracted but not provided for	<b>131,767</b>	68,942	<b>131,767</b>	68,942

### (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 2022, RTÉ had entered into guarantee facilities amounting to €2.3 million which expire on 10 February 2024.

### (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 2022 is €1.0 million.

## 23. Grants

### (a) Capital Grants

	Group		RTÉ	
	2022	2021	2022	2021
	€'000	€'000	€'000	€'000
Opening Balance	<b>4,408</b>	4,811	-	-
Released to Income Statement	<b>(394)</b>	(403)	-	-
	<b>4,014</b>	4,408	-	-
<b>Analysed as follows:</b>				
Non-current liabilities	<b>3,632</b>	4,014	-	-
Current liabilities	<b>382</b>	394	-	-
	<b>4,014</b>	4,408	-	-

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 (2021: €825,000) for the purpose of making science-related programming. In total €793,000 was received during the year (2021: €240,000).

In 2022 the BAI Archive awarded RTÉ a grant of €867,456 (2021: €nil) in respect of digitising the archive library and Archiving Schemes. €500,372 was received in the year (2021: €nil). In 2021 the BAI Sound & Vision awarded RTÉ a grant of €66,911 in respect of programme funding. RTÉ received €46,707 in the year (2021: €36,338).



### 23. Grants (continued)

RTÉ was awarded a grant of €150,000 (2021: €80,000) in 2022 from the Arts Council in relation to Culture Night. €150,000 was received in the year (2021: €80,000).

In 2021 RTÉ was awarded a grant of €2,430,000 from the Department of Tourism, Culture, Arts, Gaeltacht, Sport, and Media (DTCAGSM) in relation to production, delivery, and curation of content as part of the Decade of Centenaries programme of commemorations. €750,000 was received in the year (2021: €500,000).

RTÉ was awarded a grant of €100,000 from the DTCAGSM to promote Irish language (2021: €100,000). €100,000 was received in the year (2021: €100,000).

In 2021 RTÉ was awarded a grant totalling €129,505 from the DTCAGSM in relation to The Atlas of the Irish Revolution. €50,000 was received in the year (2021: €nil).

RTÉ was awarded grants totalling €110,000 (2021: €50,000) from the DTCAGSM in relation to the Digital Art Initiative for 2022 and 2023 to upgrade the This Is Art website. €110,000 was received in the year (2021: €50,000).

RTÉ was awarded a grant of €50,000 from the DTCAGSM in relation to Crinniu Na Nóg. €50,000 was received in the year.

RTÉ was awarded two grants totalling €218,476 in 2020 in relation to projects commemorating the War of Independence and the Famine. €120,477 was received in 2021.

RTÉ was awarded a grant of €330,661 from the Department of Housing, Local Government and Heritage (DHLGH) in relation to the LIFE project. €66,132 was received in the year.

### 24. 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 2022, the total payable to RTÉ subsidiary undertakings was €206.0 million (2021: €193.3 million).

#### (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 2022 was €3.3 million (2021: €2.9 million), comprising salaries and other short-term employee benefits of €2.6 million (2021: €2.5 million), post-employment pension benefits of €0.4 million (2021: €0.4 million) and termination benefits €0.3 million (2021: €nil million).

Purchases by RTÉ from a company owned/controlled by Board members, other key management personnel and/or their close family members in 2022 amounted to €1.4 million (2021: €1.9 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 2022 amounted to €0.1 million (2021: €nil million). Outstanding contractual commitments from a company owned/controlled by Board members, other key management personnel and/or their close family members in 2022 amounted to €nil (2021: €0.8 million). There were material amounts outstanding at year end amounting to €nil (2021 €0.1).

# Notes forming part of the Group Financial Statements (continued)

## 24. Related Party Transactions (continued)

Programme contributions paid by RTÉ to Board members, other key management personnel and their close family members in 2022 amounted to €180 (2021: €280).

### 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.

## 25. Lease Liability

	Group		RTÉ	
	2022	2021	2022	2021
	€'000	€'000	€'000	€'000
<b>Lease Liabilities</b>				
<b>Analysed as:</b>				
Non-current	<b>2,801</b>	3,265	<b>1,870</b>	2,180
Current	<b>548</b>	576	<b>393</b>	346
	<b>3,349</b>	3,841	<b>2,263</b>	2,526
<b>Maturity analysis:</b>				
Year 1	<b>548</b>	576	<b>393</b>	346
Year 2	<b>404</b>	506	<b>268</b>	351
Year 3	<b>355</b>	362	<b>217</b>	226
Year 4	<b>371</b>	355	<b>230</b>	217
Year 5	<b>378</b>	371	<b>235</b>	230
Onwards	<b>1,293</b>	1,671	<b>920</b>	1,156
	<b>3,349</b>	3,841	<b>2,263</b>	2,526

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.

## 26. Board Approval

The Board of RTÉ approved the financial statements on pages 115 to 168 in respect of the year ended 31 December 2022 on 20 June 2023.

# 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 2022 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 2022 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 2022. Their adoption has not had any material impact on the disclosures or on the amounts reported in these financial statements.

### (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 <i>Insurance Contracts</i>	Effective date 1 Jan 2023
• Amendments to IFRS 17	Effective date 1 Jan 2023
• Amendments to IFRS 17 Initial Application of IFRS 17 and IFRS 9 – Comparative Information	Effective date 1 Jan 2023
• Amendments to IAS 1 and IFRS Practice Statement 2 Disclosure of Accounting Policies	Effective date 1 Jan 2023
• Amendments to IAS 1 Classification of Liabilities as Current or Non-current	Effective date 1 Jan 2023
• Amendments to IAS 1 Non-current Liabilities with Covenants	Effective date 1 Jan 2024
• Amendment to IFRS 16 Lease Liability in a Sale and Leaseback	Effective date to be confirmed by IASB
• Sale or Contribution of Assets between an Investor and its Associate or Joint Venture	Postponed
• Amendments to IFRS 4 Extension of the temporary Exemption from applying IFRS 9.	Effective date 1 Jan 2023
• Amendments to IAS 1 Classification of Liabilities as Current or Non-current – Deferral of Effective Date	Effective 1 Jan 2023
• Amendments to IAS 12 Deferred Tax related to Assets and Liabilities arising from a Single Transaction	Effective 1 Jan 2023
• IAS 8 Definition of accounting estimates	Effective 1 Jan 2023
• Amendments to IFRS 16 Lease Liability in a Sale and Leaseback	Effective 1 Jan 2024

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.

# Appendix to the Group Financial Statements – Accounting Policies (continued)

## 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 Social Protection (DSP) on behalf of individuals eligible for a "free" television licence. This revenue is paid monthly by the DSP 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 DSP, together with the amounts collected by An Post, net of collection costs and a 7% levy to the Broadcasting Fund.

Licence fee revenue payable by the DSP 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

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 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.

### 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.

# Appendix to the Group Financial Statements – Accounting Policies (continued)

## 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 commission 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).

#### **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.

# Appendix to the Group Financial Statements – Accounting Policies (continued)

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.

# 2022 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. RTÉ’s direction for the years ahead remains encompassed in its 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.*

2022’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

Pursuant to section 102(3) of the Act RTÉ’s APSC 2022 was submitted to the BAI and the Minister in April 2022, and a summary was subsequently published on RTÉ.ie. A summary of fulfilment of 2022’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 2023.

### The context to 2022’s results

RTÉ performs positively among the Irish public. RTÉ is highly trusted and valued, satisfaction levels are strong, and RTÉ’s brands continue to be most positively perceived across TV, radio and online services. That said, RTÉ has missed a number of its audience perception targets.

The last couple of years have seen consumer sentiment at its lowest in a decade, driven in 2022 by the impact of the war in Ukraine and resulting cost inflation, all of which was unfolding when society was recalibrating itself after the extensive effects of the global pandemic. In parallel there was continued growth in subscriptions and viewing to well-financed global streaming platforms that strongly influence and raise audiences’ user-experience expectations. The absence of licence fee reform, and the resulting structural under-funding and curtailed investments in some areas, has undoubtedly also weakened the strength of connection RTÉ has with its audiences. All of these factors directly influence the level of positivity or otherwise towards RTÉ.

RTÉ has been developing and implementing a range of plans (many of which are detailed in this report) intended to reverse or correct these trends over 2023 and beyond. It is encouraging to note that a number of attributes that contribute to growth for RTÉ have shown quarterly gains over 2022, which may be early an indication that we are starting to turn some of these numbers around.

## 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. 67% of Irish adults agreed. See contextual commentary in Introduction.
	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 not achieved. 63% of Irish adults agreed. See contextual commentary in Introduction.
<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 largely 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 not achieved. Average weekly reach was 81%. In a highly competitive media environment, it is increasing challenging to maintain near-universal reach for this age group, without the required investment-injection a public funding settlement could provide.
	Innovation in media production will engage digital natives with Irish content.		
	People will have easy and immediate access to Irish content on their device of choice.		
		<ul style="list-style-type: none"> <li>Grow RTÉ's average weekly reach via mobile and online to &gt;56%</li> </ul>	Commitment not achieved. Average weekly reach was 47%, albeit satisfaction among regular users is up, and other usage data illustrates increased engagement. 2022 was a record-breaking year for RTÉ Player with 83.3m streams, while RTÉ.ie and the RTÉ News app continue to see long-term growth vs. pre-pandemic levels. RTÉ is committed to its digital strategy, investing in its products to enhance the user-experience and content offering.
		<ul style="list-style-type: none"> <li>Maintain RTÉ television share (adults 15+, all day) at 27.5%</li> </ul>	Commitment largely achieved. Share was 26.8%.
		<ul style="list-style-type: none"> <li>Maintain RTÉ radio share (adults 15+, all day) at ≥30%</li> </ul>	Commitment not achieved. RTÉ radio's share was 28.3%. RTÉ radio had a weekly reach of 1,913,000 million or 47% of the Irish adults in 2022 and showed positive trends in increasing its appeal for younger adults.
	<ul style="list-style-type: none"> <li>Monitor and report on Time Spent with RTÉ (adults aged 15+ &amp; 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	

# 2022 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 not achieved. 72% of Irish adults agreed. While trust in media overall has seen some decline over recent years, RTÉ remains the most trusted source of news in Ireland: demonstrated by our own research and the Digital News Report Ireland 2022 (74%). In 2022, RTÉ was the first Irish news organisation to be certified with the <i>Journalism Trust Initiative</i> mark, the global standard for trusted journalism, which has been adopted by the Irish Standards Office. See contextual commentary in Introduction.
	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 and gets people talking at <math>\geq 80\%</math></li> </ul>	Commitment not achieved. 74% of Irish adults agreed. See contextual commentary in Introduction.
	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 not achieved. 74% of Irish adults agreed. See contextual commentary in Introduction.
<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 not achieved. 75% of Irish adults agreed. See contextual commentary in Introduction.
	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 not achieved. 73% of Irish adults agreed. See contextual commentary in Introduction.
	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 largely achieved. 48% of Irish adults agreed.
	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 not achieved. Weekly reach was 2%. In 2022, however RnaG celebrated 50 years of enriching the Gaeltacht and Irish language communities around the country sharing their stories, songs and music, and throughout the year brought RnaG into the community with a series of small and large events.
		<ul style="list-style-type: none"> <li>Meet the '365 provision' to TG4 as per S120 of the Act</li> </ul>	Commitment achieved.



## Content (continued)

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. 63% of Irish adults agreed. See contextual commentary in Introduction.
	There is a heightened awareness of the diversity of Irish society and enhanced social cohesion.	<ul style="list-style-type: none"> <li>Report on female faces and voices on air</li> </ul>	Commitment achieved.
	Ireland has a consistently creative and innovative PSM.	<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
	The creative economy in Ireland experiences growth and is strengthened and developed.	<ul style="list-style-type: none"> <li>Maintain high proportion of indigenous hours as a % of total peaktime hours on RTÉ One at <math>&gt;75\%</math></li> </ul>	Commitment not achieved. 70% of total peaktime hours on RTÉ One were indigenous. While original hours were up on 2021, there were fewer repeats and more acquired hours broadcast. Q4 2022 also had FIFA World Cup on RTÉ2.
	Ireland's existing and emerging creative talents are showcased and celebrated.	<ul style="list-style-type: none"> <li>Statutory spend requirement met</li> <li>Grow public perception that RTÉ One is good for Irish drama to <math>\geq 70\%</math></li> </ul>	Commitment achieved
	Compelling Irish stories are told in a universal and powerful way.		RTÉ drama remains a key fixture in the RTÉ One schedule, attracting high audience numbers, however Irish drama is increasingly watched via RTÉ Player, both live and on-demand, where the 'long tail' is also evident. Smother season 2 attracted 599k streams in 2022, while series from 2021's schedule continue to attract high on-demand audiences, with significant total stream numbers to date: Smother season 1 (974k) Hidden Assets (840k), Kin (2.9m). See also the contextual commentary in Introduction.
	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>Maintain public satisfaction with the quality of culture and arts on RTÉ at <math>\geq 67\%</math></li> </ul>	Commitment not achieved. 59% of Irish adults agreed (64% excluding 'don't know'), with upward trends evident across the year. As artistic and cultural activities resumed to close to previous levels, certain types of live events did not always achieve pre-pandemic audiences. Despite this, RTÉ broadcast a diverse range of arts and culture content, including live audience events and commissioned productions. See also the contextual commentary in Introduction.
		<ul style="list-style-type: none"> <li>Maintain public perception that RTÉ provides a broad range of orchestral music at (% agree) 50%</li> </ul>	Commitment achieved

# 2022 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.	• Meet annual budget	Commitment largely achieved
		• Deliver RTÉ's portfolio of services within budgeted operating costs	Commitment achieved
	It is run effectively and efficiently. It is supported by RTÉ commercial activities.	• Operate RTÉ's commercial activities efficiently to maximise the net return for RTÉ's public service activities and achieve Group commercial revenue targets	Commitment largely achieved
		• Total content and distribution spend as a % of Operating Costs is $\geq 80\%$	Commitment largely achieved
	It is open, accountable and transparent.	• PROC* target achieved	Commitment achieved
	PSM legitimacy is strengthened and protected in Ireland.	*Personnel Related Operating Costs	
		• Maintain public perception that RTÉ is valuable to Irish society at $\geq 85\%$	Commitment not achieved. 77% of Irish adults agreed, and this metric saw upward trends over the course of the year. See contextual commentary in Introduction.
	• Maintain public perception that RTÉ is trustworthy at $\geq 75\%$	Commitment not achieved. 69% of Irish adults agreed, unchanged from 2021's result. A number of other organisational indicators that contribute to trust have seen a slight uplift 2022, which is an encouraging sign.	
		See also commentary under Commitment 3: trust in RTÉ N&CA, and in Introduction on public perception scores.	

# Other Reporting & Statistical Information

## RTÉ Fair Trading Report 2022

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 document was reviewed and updated in 2022.

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 at the year-end date were Ian Kehoe and Susan Ahern. Deborah Kelleher ceased to be a member of the Committee with effect from 6 November

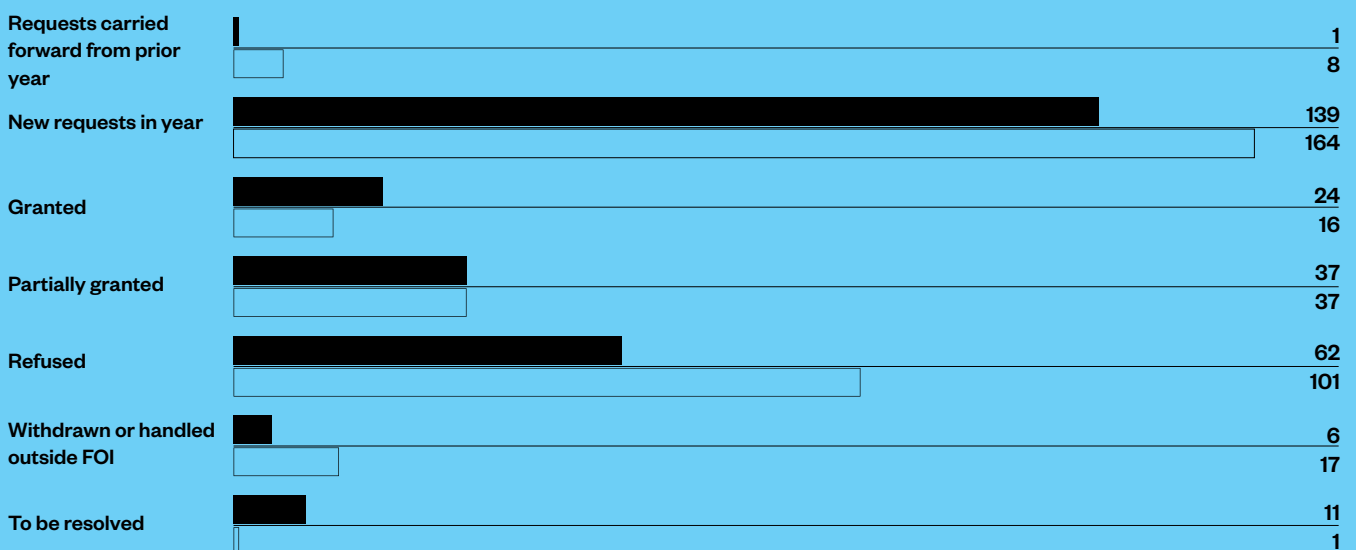
2022, following the end of her term of office. This sub-committee is responsible for the independent oversight of the Fair Trading Policy with regard to its implementation; with the ability to conduct periodic reviews of the policy as well as a review of the complaints procedure. The Fair Trading Officer, Eleanor Bleahene, reported directly to the sub-committee during 2022. The Fair Trading Officer continued to provide advice and guidance to relevant areas in RTÉ on fair trading matters during 2022.

## 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 reports that no protected disclosure was received during the year ending 31 December 2022.

## FREEDOM OF INFORMATION REQUESTS TO RTÉ

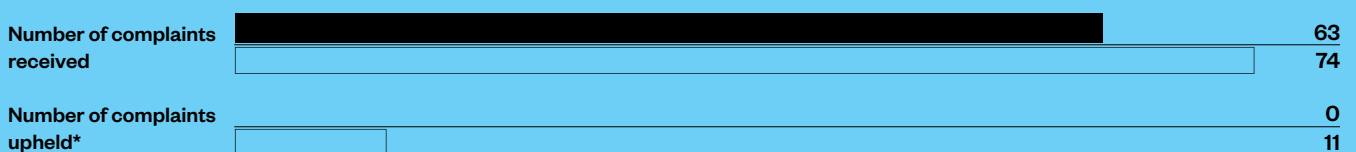
■ 2022 □ 2021



Source: RTÉ

## COMPLAINTS TO BROADCASTING AUTHORITY OF IRELAND ABOUT RTÉ OUTPUT

■ 2022 □ 2021



Source: RTÉ

# Financial History

	2022	2021	2020	2019	2018
	€'000	€'000	€'000	€'000	€'000
<b>INCOME STATEMENT</b>					
Television licence revenue	195,642	196,131	196,623	196,248	189,055
Commercial revenue	152,053	148,342	134,519	145,837	150,050
<b>Total revenue</b>	<b>347,695</b>	<b>344,473</b>	<b>331,142</b>	<b>342,085</b>	<b>339,105</b>
Operating costs (before depreciation, amortisation and exceptional items)	(339,288)	(331,345)	(307,691)	(337,773)	(339,803)
<b>EBITDA before exceptional items</b>	<b>8,407</b>	<b>13,128</b>	<b>23,451</b>	<b>4,312</b>	<b>(698)</b>
Depreciation and amortisation	(11,765)	(11,654)	(13,543)	(13,803)	(12,417)
Gain/(loss) on disposal of assets	12	73	(8)	288	5
Disposal of investments	36	-	-	-	-
Exceptional items <sup>1</sup>	-	-	-	256	(548)
<b>Profit/(loss) from operating activities after exceptional items</b>	<b>(3,310)</b>	<b>1,547</b>	<b>9,900</b>	<b>(8,947)</b>	<b>(13,658)</b>
Net finance income/(expense)	320	1,219	(99)	57	520
Tax	197	(407)	(1,863)	1,689	135
<b>Surplus/(deficit) for the year</b>	<b>(2,793)</b>	<b>2,359</b>	<b>7,938</b>	<b>(7,201)</b>	<b>(13,003)</b>
<b>BALANCE SHEET</b>					
<b>Non-current and current assets</b>					
Property, plant and equipment	58,145	62,810	60,982	71,028	67,846
Intangible assets	4,252	7,968	4,772	6,311	5,695
Pension asset	180,590	147,714	150,816	110,404	49,556
Inventories	25,951	27,105	26,669	27,689	31,245
Cash and liquid investments	114,062	101,392	87,165	69,149	66,961
Other assets	62,831	61,484	71,509	63,511	60,246
<b>Total assets</b>	<b>445,831</b>	<b>408,473</b>	<b>401,913</b>	<b>348,092</b>	<b>281,549</b>
<b>Non-current and current liabilities</b>					
Employee benefits – restructuring	7,392	8,792	13,411	14,332	16,675
Other liabilities	206,105	197,554	190,358	178,452	169,344
Total liabilities	213,497	206,346	203,769	192,784	186,019
Equity	232,334	202,127	198,144	155,308	95,530
<b>Total equity and liabilities</b>	<b>445,831</b>	<b>408,473</b>	<b>401,913</b>	<b>348,092</b>	<b>281,549</b>
<b>CASH FLOW</b>					
Net cash generated/(absorbed) from operating activities	26,085	27,682	22,560	8,025	(21,156)
Net cash outflow from acquisition of property, plant, equipment and intangible assets	(9,682)	(11,629)	(8,178)	(14,287)	(18,205)
Net proceeds from sale of property, plant and equipment	15	77	20	305	17
<b>EMPLOYEES</b>					
<b>Total headcount at 31 December</b>	<b>1,868</b>	1,871	1,866	1,831	1,822
<b>Total FTE at 31 December</b>	<b>1,735</b>	1,755	1,758	1,714	1,691

<sup>1</sup> Exceptional items includes gain on disposal of land, sales-enabling project costs, restructuring and other charges











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