



# Society of Actuaries in Ireland

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## Finance and Investment Forum

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**October 11<sup>th</sup> 2022**

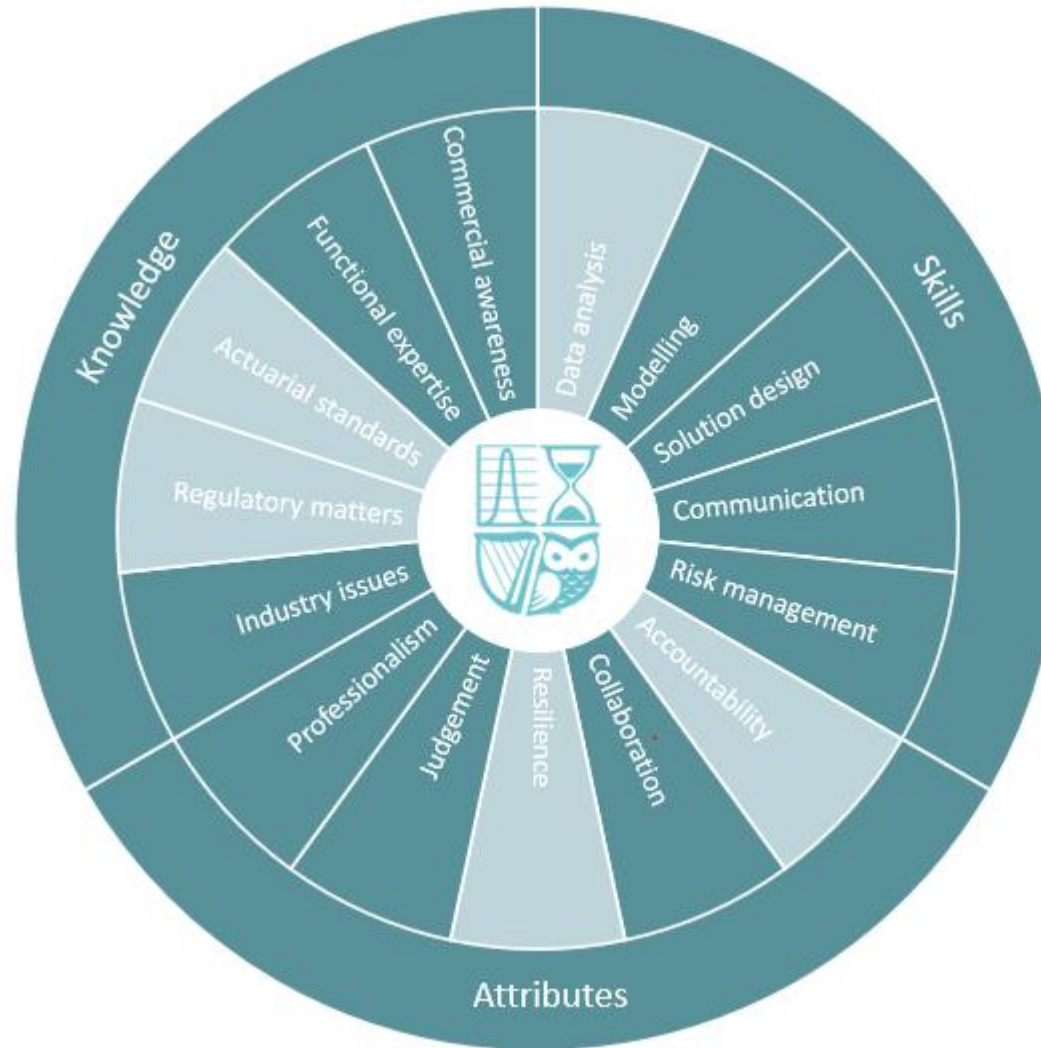
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## Disclaimer

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**The views expressed in this presentation are those of the presenter(s) and not necessarily those of the Society of Actuaries in Ireland or their employers.**

# Competency Framework Wheel





Society of Actuaries in Ireland

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**The Irish Macro-economic Outlook**  
**Kieran McQuinn (he/him) and Wendy Disch (she/her)**

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October 11<sup>th</sup> 2022

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# Introduction

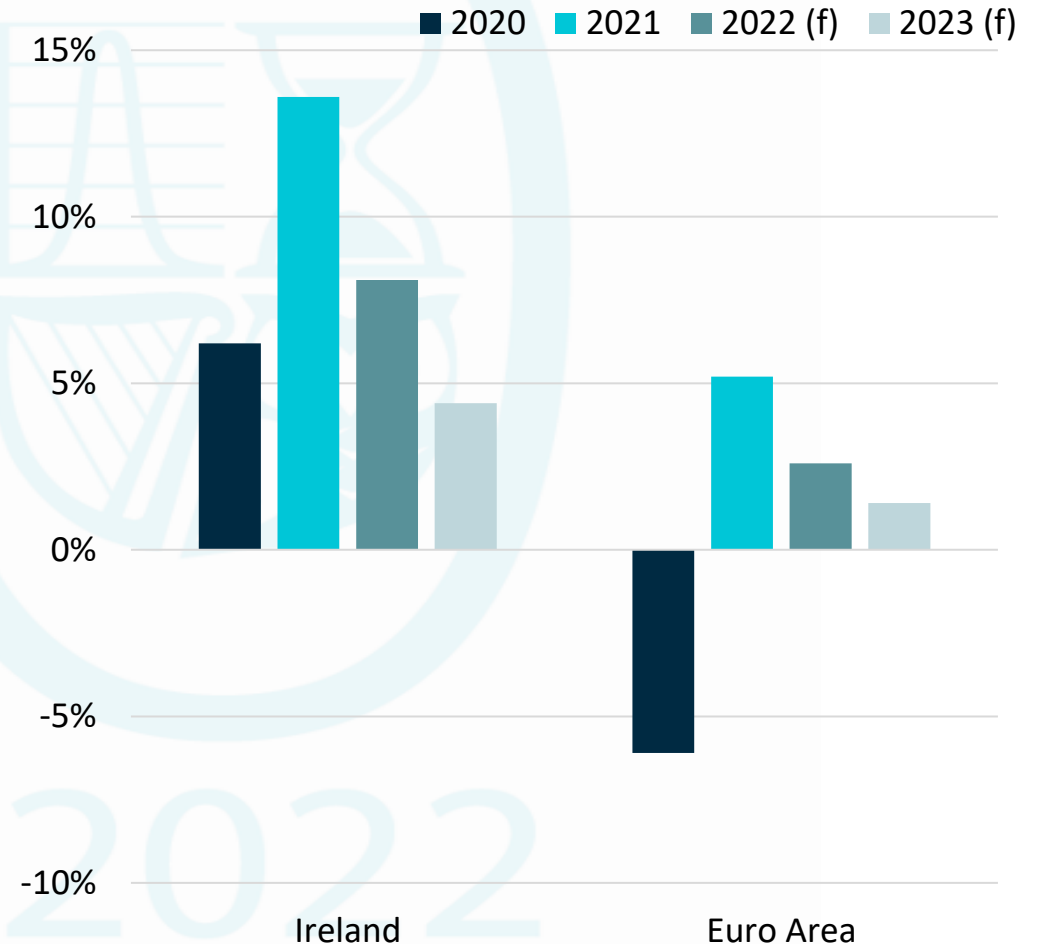
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- Irish economy set to perform in robust manner for remainder of 2022 with some moderation expected in 2023. Factors contributing to growth:
  - Rapid recovery in the labour market;
  - Export activity amongst ICT and pharmaceuticals largely unaffected by global conditions;
  - Strong investment activity on non-construction activity;
  - Continued increase in taxation receipts
  - Elevated savings likely to smooth consumption although growth expected to be subdued;
- Global conditions, challenges in the energy market and the path of inflation pose significant threats to our outlook.

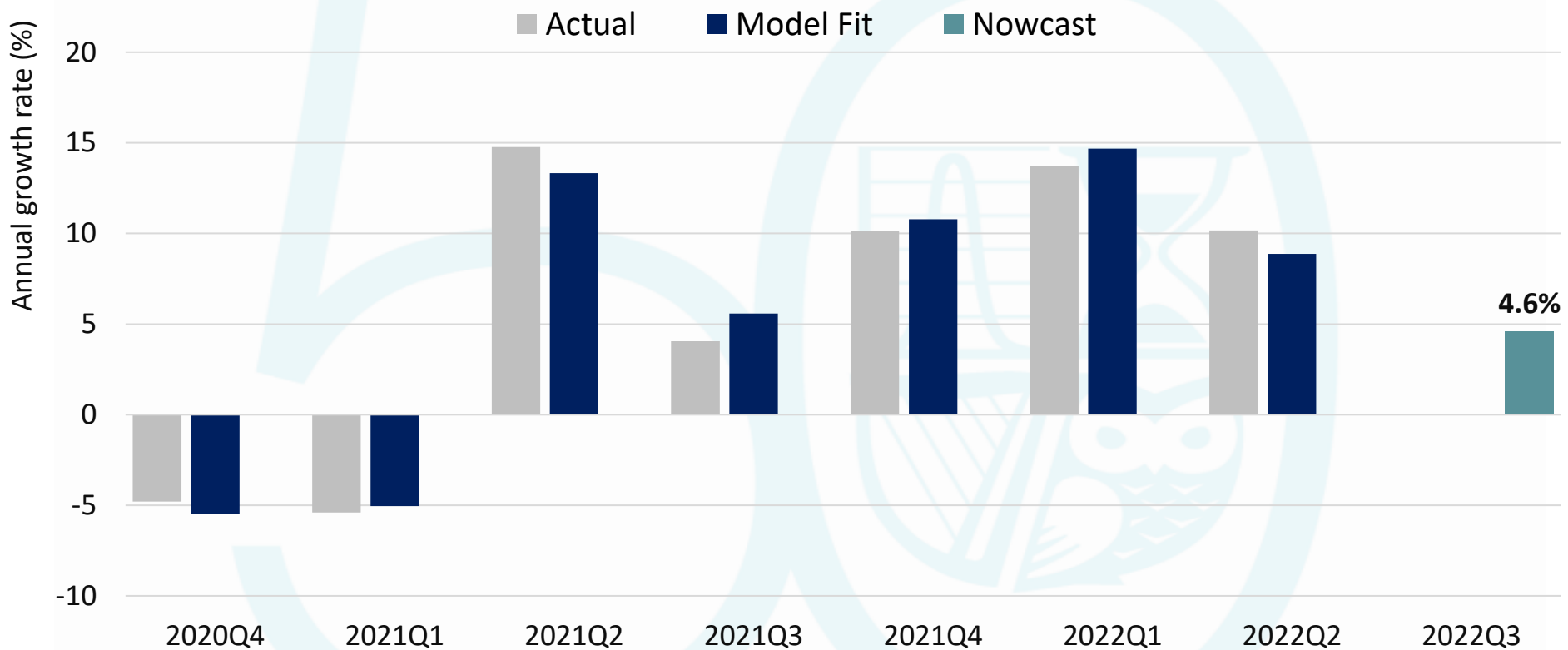
# Robust economic performance continues

- Despite significant global challenges, Irish economy continues to exhibit strong growth.
- GDP forecast of 8.1 and 4.4 per cent expected in 2022 and 2023; modified domestic demand (MDD) forecast of 7.5 and 2.5 per cent

GDP growth: Ireland and the Euro Area



# Nowcast of Modified Domestic Demand



- Modified domestic demand rebounded significantly in Q1 2022 and is expected to continue growing at a moderate pace.
- The significant growth in modified investment is driving much of the growth in MDD.

# Drivers of Growth

- Key factors are contributing to growth:
  - Dramatic increase in the **savings ratio** during the pandemic led to strong consumption this year & a rebound in imports.
  - Swift recovery in the labour market; full employment
  - **Exports** continue to grow, particularly in ICT and pharma.
  - Modified **investment** grew considerably in 2022, contributing to growth in MDD

	2021	2022	2023
Private Consumer Expenditure	4.6	3.2	2.5
Public Net Current Expenditure	6.5	2.6	-0.1
Modified Investment	8.2	23.4	4.7
Exports	14.1	10.5	6.2
Imports	-8.3	9.0	6.4
Unemployment Rate	16.1	4.8	4.1



# Trade: exports remain strong

- Strong export activity and the continued trade surplus with the UK are contributing to an upward revision in our trade outlook
  - Trade surplus with UK increased to **€3.8 billion** in Q2 2022
- ICT & pharmaceutical-related sectors account for an increasingly large share of growth:
  - medicinal/pharmaceutical products **↑ 40.9% y-on-y**
  - organic chemicals **↑ 31.4% y-on-y**
  - computer services **↑ 16.1% y-on-y**
- Moderation in trade expected in 2023.

# Labour Market: a rapid recovery

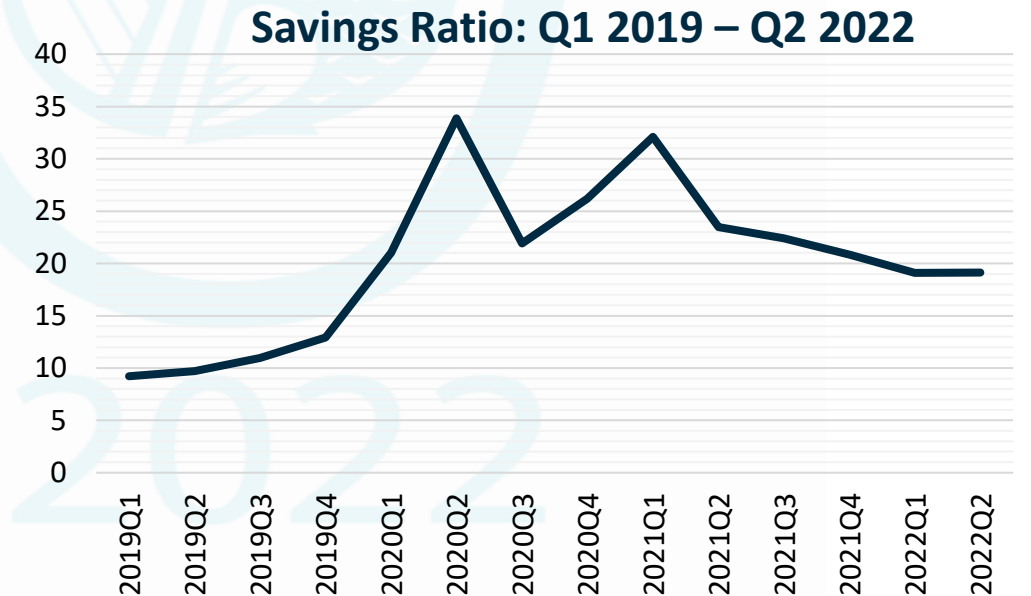
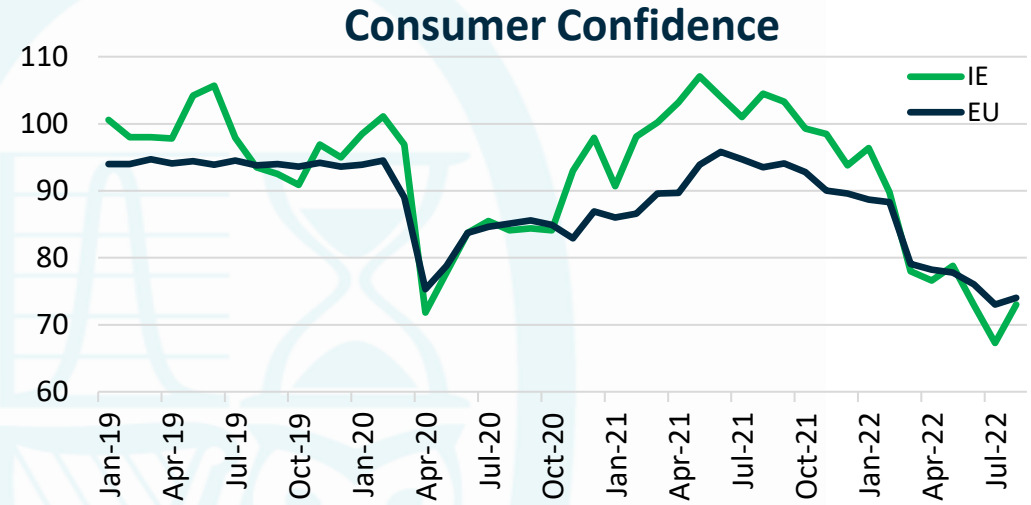
- Unemployment rate in August 2022 was 4.3 per cent, below its pre-pandemic rate in Feb 2020.
- Number of people on the Live Register is below pre-pandemic levels
- Upward pressure on wages likely.
- By 2023, we expect the Irish economy to be operating at full employment with the unemployment rate set to be 4.8 and 4.1 per cent in 2022 and 2023, respectively.

Unemployment Rate	
2021	16.1
2022	4.8
2023	4.1

*Note:* The unemployment rate through February 2022 is based on the COVID-adjusted monthly unemployment series published by the CSO.

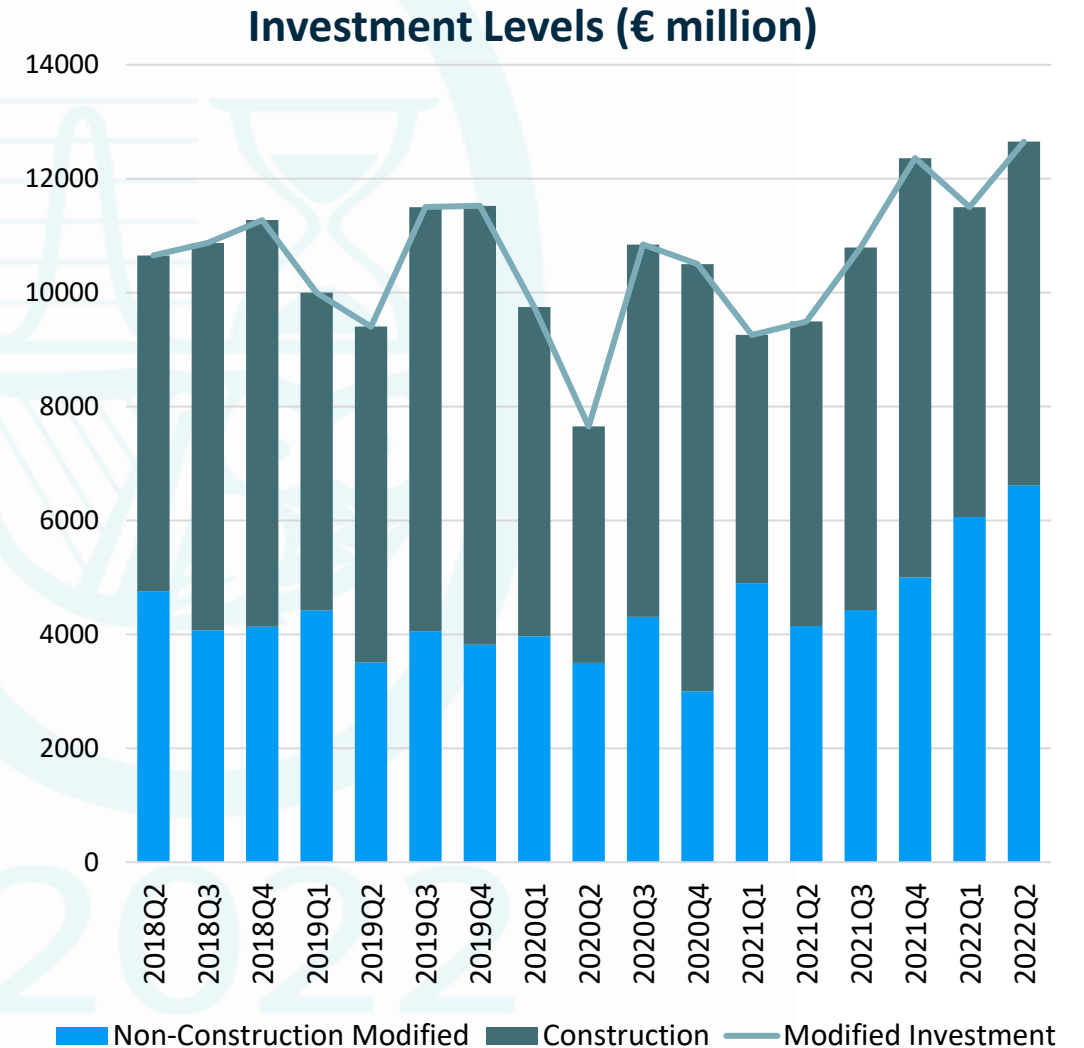
# Global uncertainty & rising costs impact sentiment

- Consumer confidence and retail sales have declined in recent months
- Developments in the savings ratio, which remain elevated on a historical basis, will be a key determinant of consumption in 2022 and 2023.
- We forecast growth in consumption of 3.2 and 2.5 per cent in 2022 and 2023.



# Investment

- Increased capital investment in the first half of 2022 has been the main driver of domestic demand.
- Rising inflationary pressures and a deterioration in economic conditions globally are set to exert downward pressure on investment rates in 2023 and have contributed to deteriorating business sentiment across sectors.
- We forecast growth in modified investment of 23.4 and 4.7 per cent in 2022 and 2023.

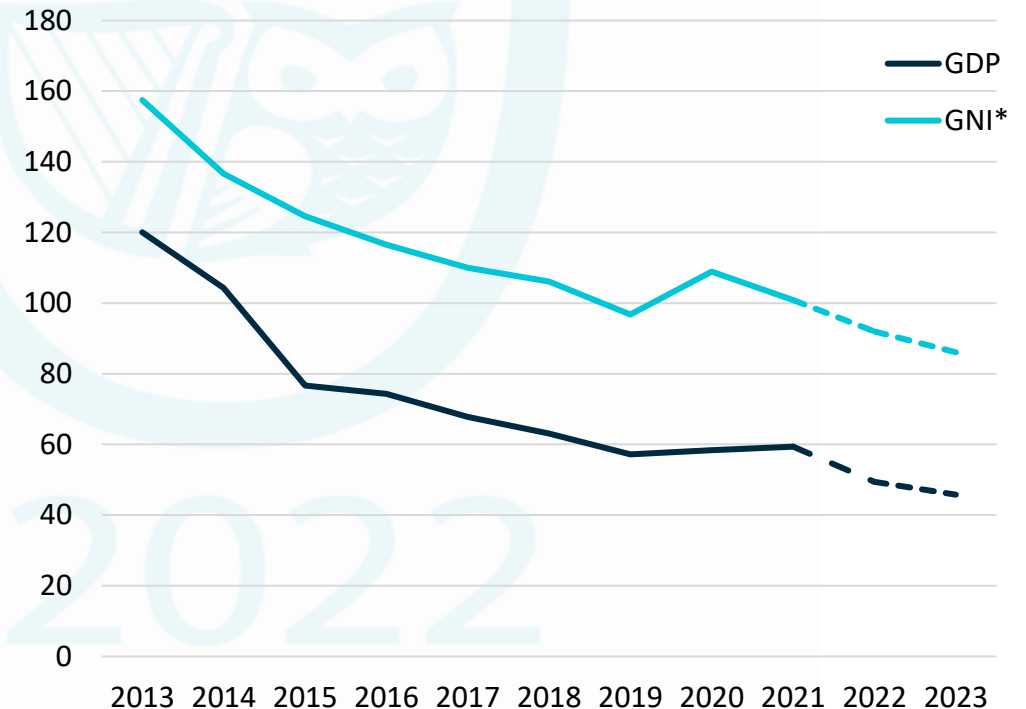


# Strong tax receipts drive improvements in GGB

- For the period January-August, tax receipts have continued to grow strongly.
  - Income tax (+16% Y-on-Y)
  - Corporation tax (+**68%** Y-on-Y)
  - VAT (+24% Y-on-Y)
  - Excise Duties (-1% Y-on-Y)
- Tax revenue overall is expected to continue to grow for the rest of 2022 and 2023, and hence public debt ratios are expected to continue to decline.

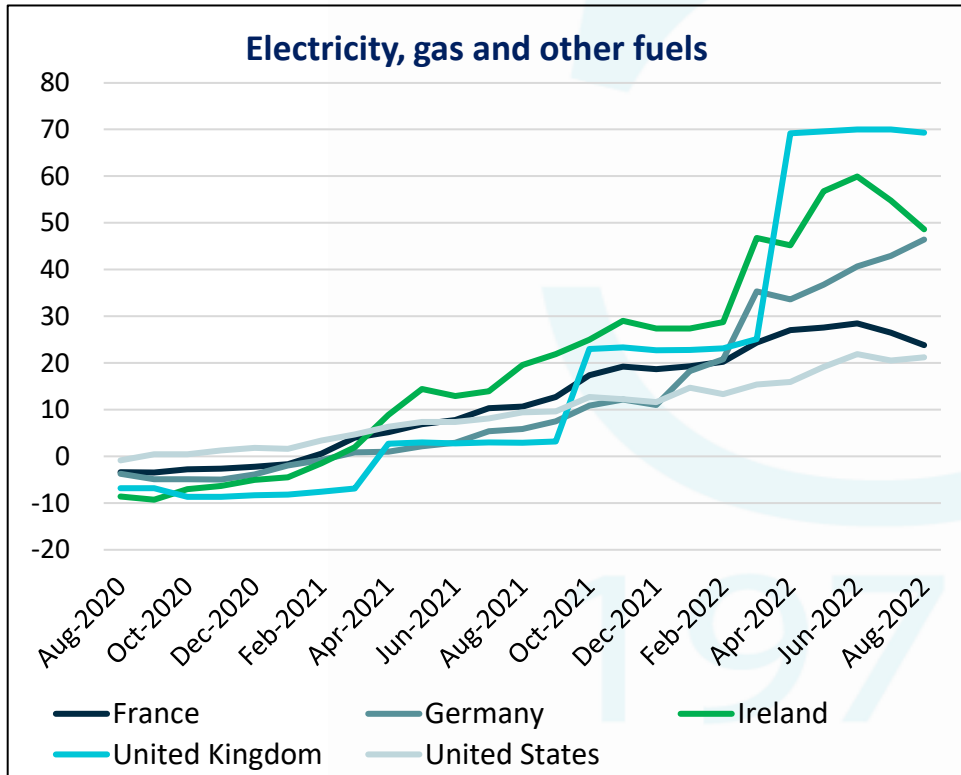
	2021	2022	2023
GGB	-€8.1bn	€1.4bn	€5.8bn
(% of GDP)	-1.9%	0.3%	1.2%

Debt to GDP and GNI\* Ratios



# Inflation Outlook

Forecast			
	2021	2022	2023
Inflation	2.4	8.1	6.8

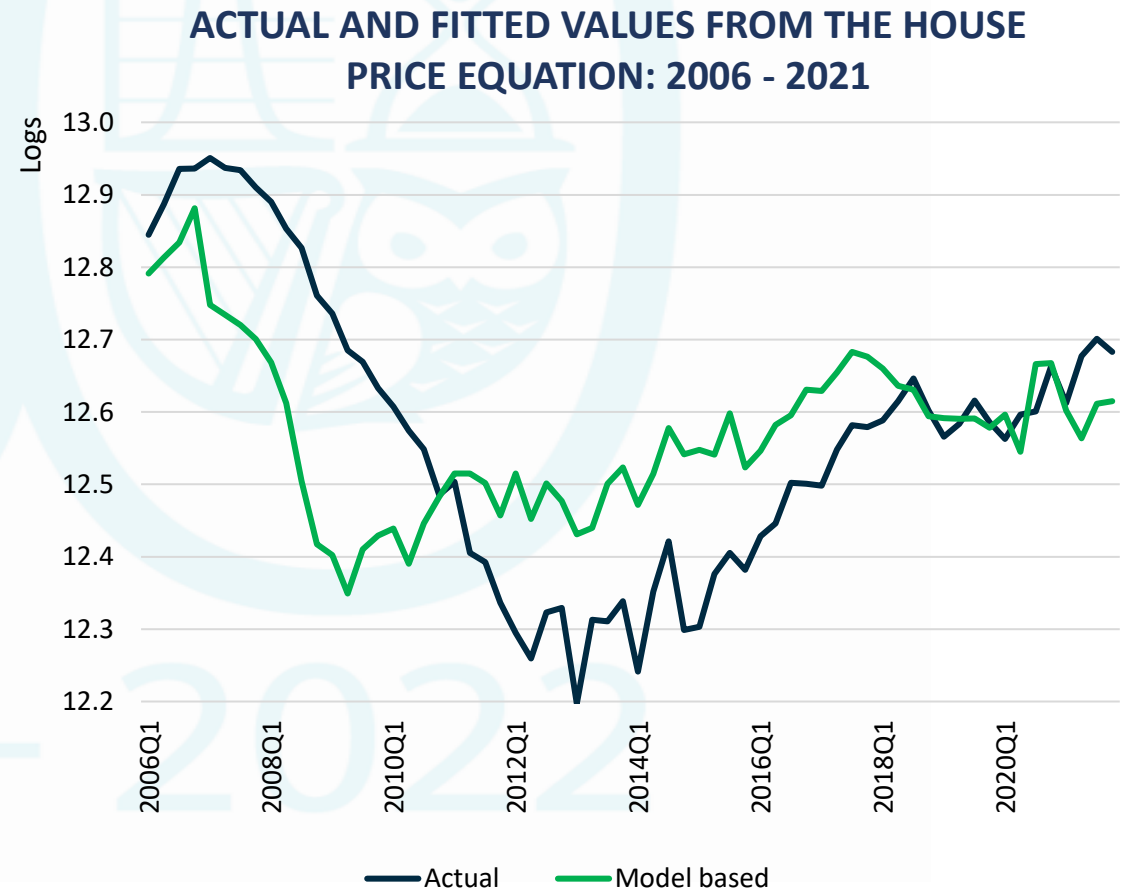


Source: OECD

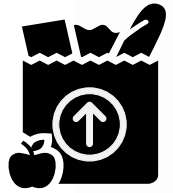
- Price increases in electricity, gas and other fuels continues to be the largest contributor to inflationary pressures.
- Households are experiencing different rates of inflation, with low-income and older HHs experiencing higher rates.
- CPI increased 8.7% and 9.1% on an annual basis in Ireland and the euro area, respectively.

# Dis-Equilibrium in the Irish housing market

- Swift pick up in the nominal growth in house prices as a result of growing demand and disruptions to supply during the pandemic
- Using a long-run economic model of house prices, significant under-valuation of the Irish housing market seen from 2011 to 2018; **over-valuation** close to 7 per cent is present since the pandemic.
- Increases in **house prices are likely to moderate** substantially over the short to medium term as incomes and savings moderate.



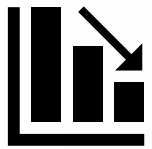
# Risks to Growth



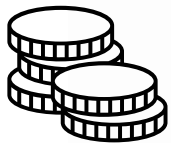
- Inflationary pressures and supply chain bottlenecks continue



- Energy markets severely strained



- Slowdowns in global economic activity, particularly deteriorating conditions in the UK



- Tighter monetary policy and era of higher interest rates in response to inflation



- Humanitarian cost of the war may contribute strain to public finances



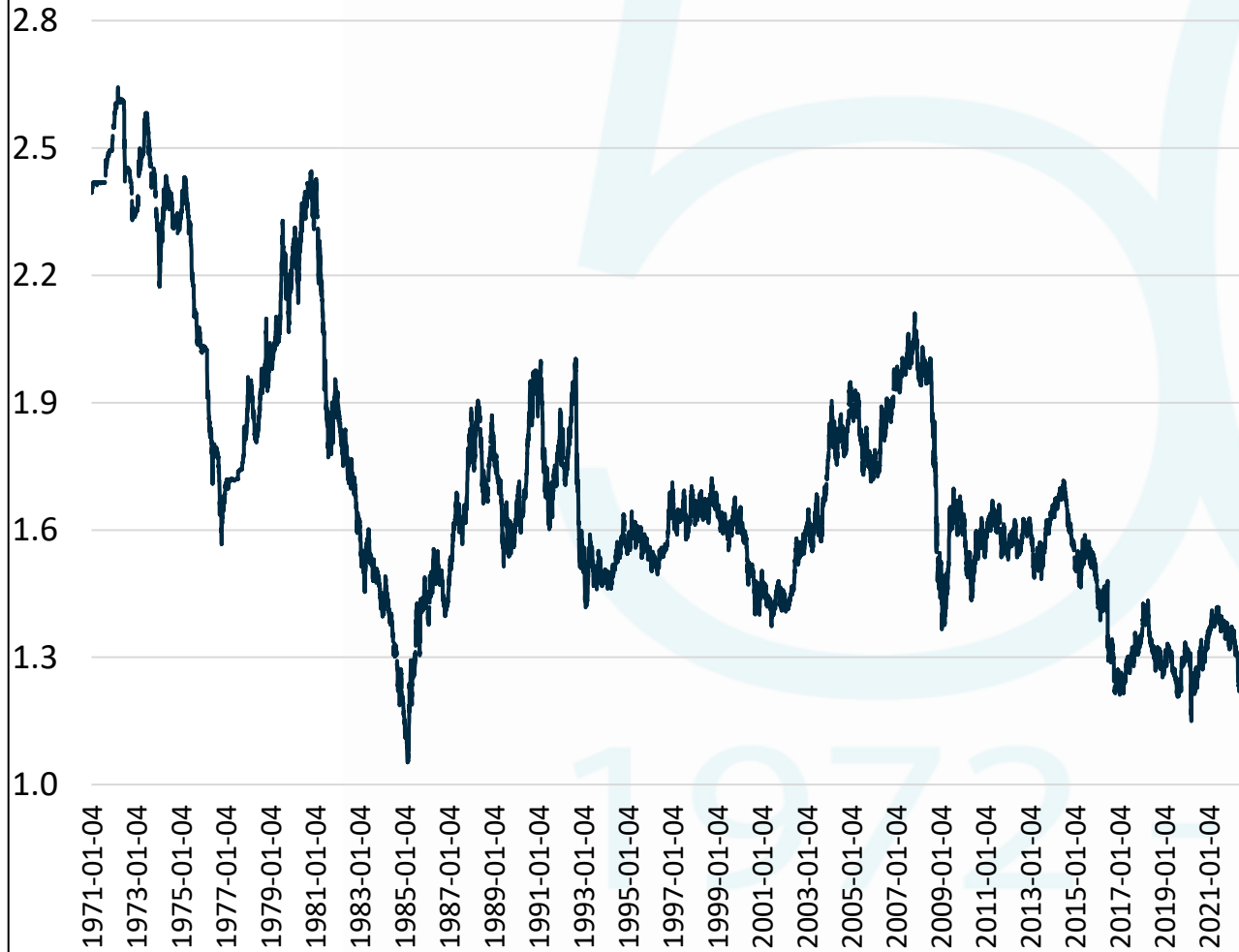
# Risks: Deteriorating outlook in the UK

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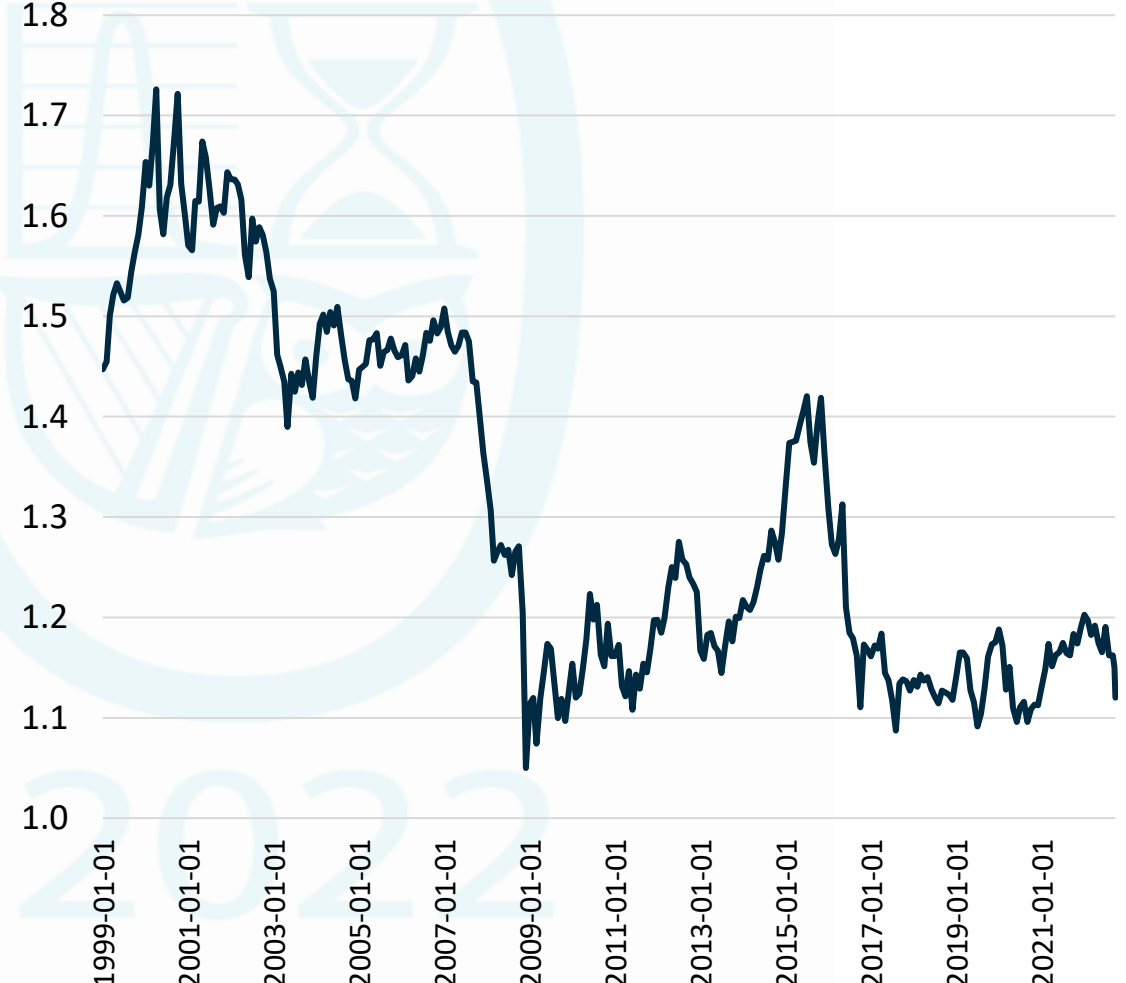
- Market reaction to the “fiscal event” on 23<sup>rd</sup> September very adverse:
  - Significant increase in borrowing
  - Impact of tax cuts on inflation (8.6 per cent)
  - Debt sustainability over the medium-term?
  - Capacity of UK economy to grow
- Markets bidding in emergency increases in UK interest rate
- Sterling falling to lowest rate vis-à-vis the dollar since 1985 (€1.05)
- BoE intervention Wednesday the 28<sup>th</sup> of September
  - Significant difficulties in pension fund industry

# Rapid decline in sterling

**Sterling Dollar Exchange Rate: 1970 - 2022**

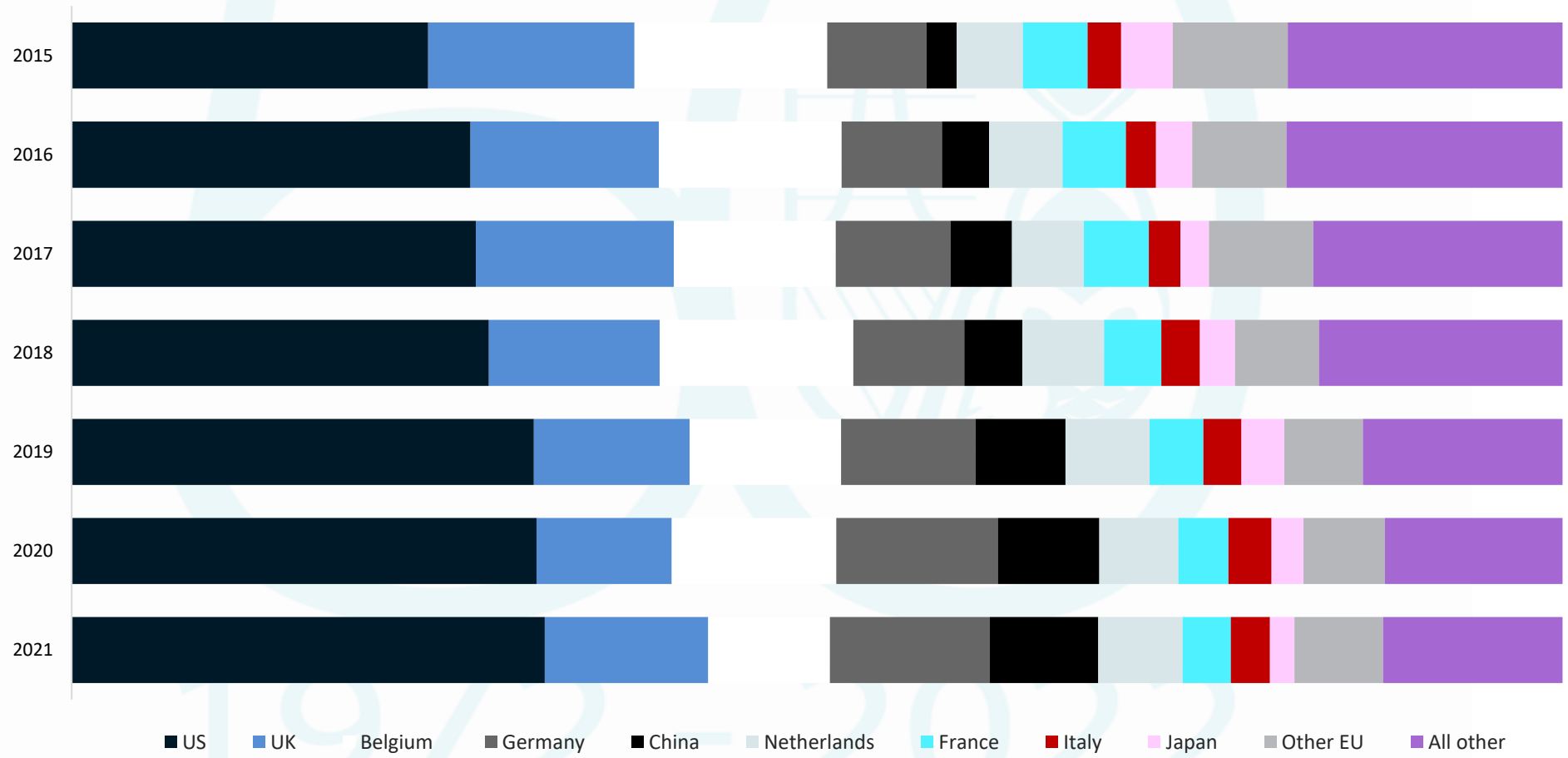


**Sterling Euro Exchange Rate: 1999 - 2022**



# Share of exports from Ireland by trading partners

(merchandise trade % share of total value)



# Implications for domestic outlook

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- Irish financial sector less integrated with the UK since GFC
- Most deleveraged significant shares of their UK books
- Irish financial sector much healthier now than 2007/08
  
- However,
- Many Irish SMEs still trade with the UK
- Already been some financial market implications
  - For Irish institutions with UK exposures
- A comprehensive overview of contagion effects difficult

# Assessment

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- Deteriorating geo-political situation is exacerbating pre-existing **inflationary pressures** and contributing to concerns about **energy security**
- We now expect inflation to be higher than previously forecast
- While **taxation receipts remain strong** and the **unemployment rate has fallen** considerably, there is still some scope for the **Government to assist those most affected by increases in the cost of living.**
- Domestic economy is still expected to increase, particularly as the **ICT and pharmaceutical** sectors remain largely unaffected by global slowdowns.
- GDP and MDD now expected to increase above previous forecast; growth rates of **8.1 and 7.5 per cent** in the present year. For 2023, global slowdowns will moderate growth in Ireland; GDP and MDD forecast to increase **4.4 per cent and 2.5 per cent**, respectively.

**Thank You**

1972 - 2022



Schroders



# Schroders Commodities

## A new era begins

October 2022

Marketing material for professional clients only

# Investment outlook

## Summary

### Energy

- Oil inventories remain low despite the release from the US SPR
- OPEC+ have signalled \$85/90/bbl. is a floor in the oil market
- Demand destruction fears are valid but supply constraints outweigh these in the long term
- US natural gas is at risk of a technically driven correction
- **Oil prices are likely to make new highs later this year**

### Metals

- Goods to services substitution and ongoing China demand weakness suggest industrial metals may underperform in 2H
- Longer term energy transition demand drivers and supply constraints remain highly supportive base metals
- The outlook for gold is turning positive as Central Bank tightening is priced in and systemic macro risks remain elevated
- **The precious metals complex looks poised to begin to reverse several quarters of deep underperformance**

### Agriculture

- Ukraine has resumed grain shipments via the Black Sea under a deal with Russia, but it will take time for the pace of exports to come back to pre-war levels
- Volatile natural gas prices have led to the closure of many fertilizer plants in Europe, impacting next season's grains crops
- High feed prices in the first 6 months of the year have lowered the amount of livestock placed in feedlots
- **After a price correction, many agricultural commodities will benefit from additional demand, while production will be constrained by high fertilizer prices**

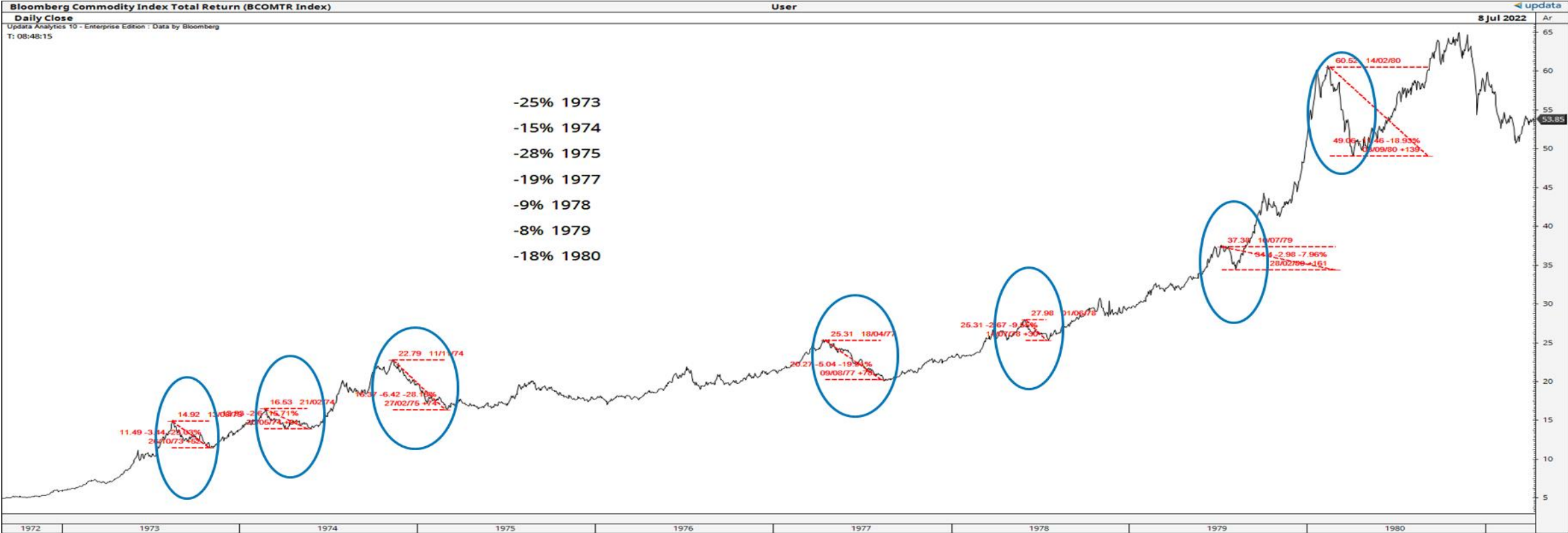
Source: Schroders. For illustrative purposes only and not a recommendation to buy/sell.



# Corrections are normal in a commodity cycle

During 1970's commodity bull market a correction occurred most years

## Bloomberg Commodity TR Index 1972 - 1980



While no cycle is the same it is not abnormal to have corrections of 15% to 25% that last months within a long term cycle

Source: Schroders, Updata, Bloomberg - July 2022.

# Why now for commodities?

## 1) Commodities are cheap on a relative basis

### Relative performance of Commodities<sup>1</sup> vs S&P 500 shown as a ratio



#### Similarities to early 2000s / 1970s:

- Underinvestment in production capacity.
- A coming capex boom (China then, climate change mitigation now).
- Exuberant equity valuations with a tech focus.
- Geo-politically driven supply shocks.
- Inflation.

#### Differences:

- Climate focus / ESG is suppressing supply responses, muffling the price signal (energy, aluminium).
- Early 2000s was peak Washington Consensus. Today we are headed in a more fraught direction (= supply chain resilience / strategic stockpiling, food nationalism).
- Explicit monetary / fiscal co-ordination (fiscal dominance).

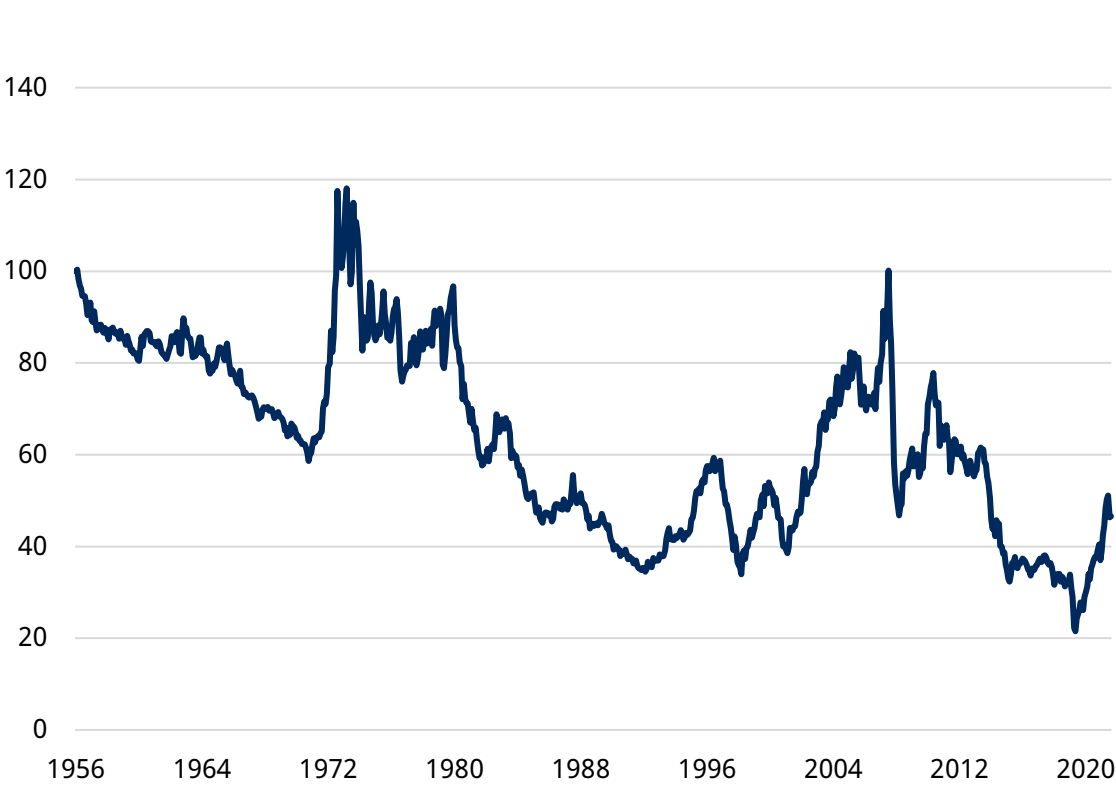
Past Performance is not a guide to future performance and may not be repeated. The value of investments and the income from them may go down as well as up and investors may not get back the amounts originally invested. Exchange rate changes may cause the value of investments to fall as well as rise.

Source: Schroders, Eikon Refinitiv Datastream – 31 August 2022. <sup>1</sup>Represented by S&P GSCI Index.

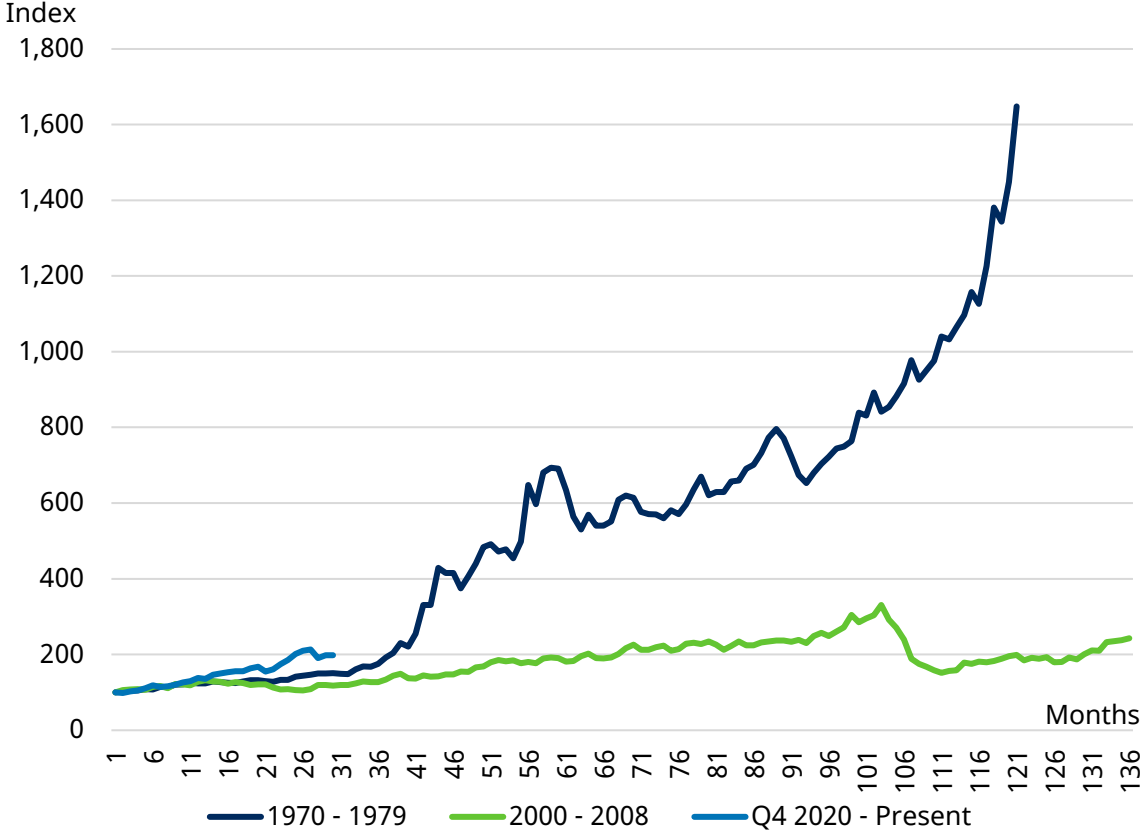
# Why now for inflation protection?

1) Commodities are rising but remain cheap, especially when adjusted for inflation

## CRB adjusted for inflation



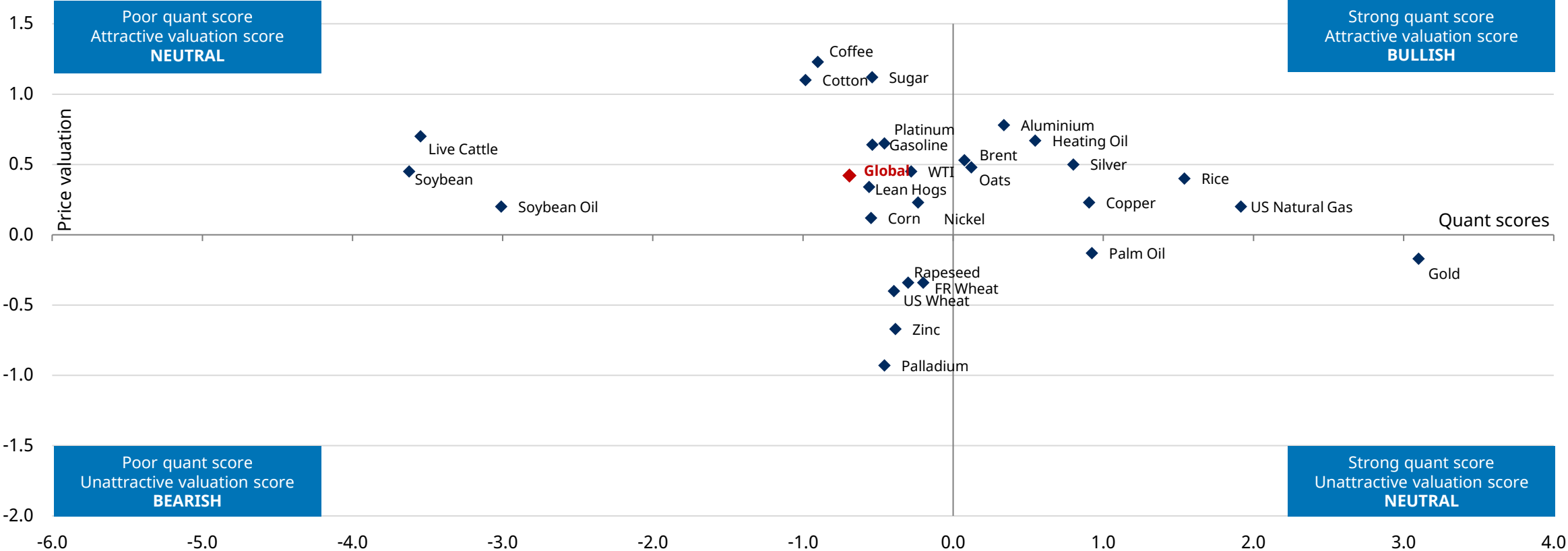
## Past and present rises in commodities<sup>1</sup>



Source: Schroders, Bloomberg – 31 August 2022. For illustrative purposes only and not a recommendation to buy/sell. <sup>1</sup> BCOMTR, monthly returns

# Why now for commodities?

## 1) Commodities are cheap on an absolute basis



X-axis: quant scores - scoring of 4 indicators derived from the supply-demand balance  
 Y-axis: price valuation – scoring of long-term inflation-corrected prices

Source: Schroders – 30 June 2022. For illustrative purposes only and not a recommendation to buy/sell.

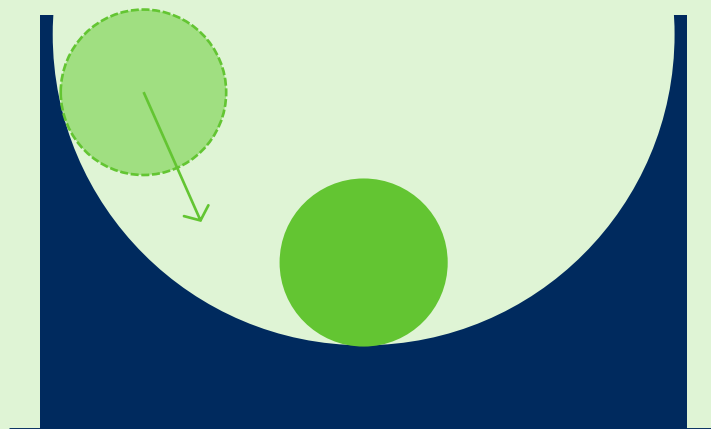
# Why now for commodities?

2) An unstable economic equilibrium makes inflationary outcomes more likely

## Stable Equilibrium

1980s/90s

- Low debt/GDP
- Low stock market/GDP ratio
- Manageable deficits
- Geopolitical uni-polarity and dull domestic politics
- Dis-inflationary trends
- High property affordability
- Light touch monetary policy dominance

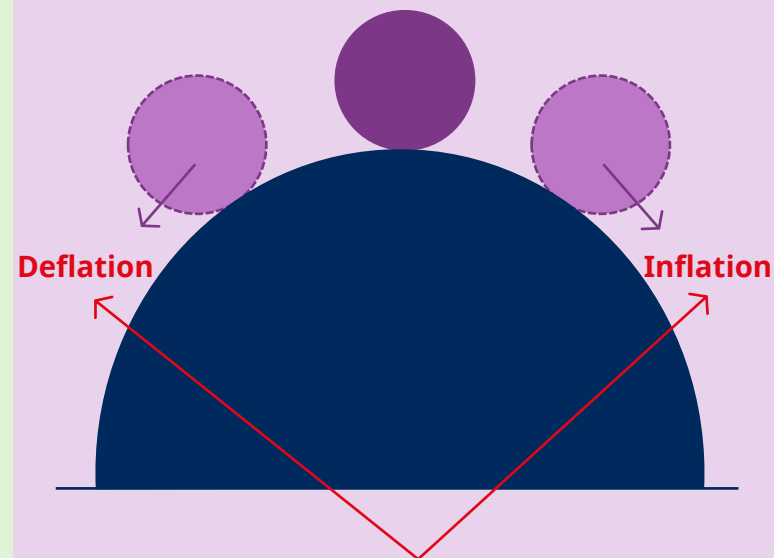


2008

## Unstable Equilibrium

Now

- Very high debt/GDP
- Very high stock market/GDP ratio
- Very high deficits
- Geopolitical and domestic political polarisation
- Very unaffordable property
- A swing from capital to labour
- Heavy and permanent Central Bank / Fiscal policy interventions in the name of Climate Change / solving inequality



Source: Macro Strategy; Schroders. For illustrative purposes only and not a recommendation to buy/sell.

# Why now for commodities?

2) A new era of macro policymaking and the broader structural backdrop is also inflationary

40 Years of Disinflation 1980 – 2020	A New Inflationary Era (2021 - ?)
Free markets and e-regulation	<b>Solve climate change and inequality</b>
Volker at the Fed (monetary dominance)	<b>QE infinity and loose fiscal (fiscal dominance)</b>
Independent Central banks	<b>Subservient, re-politicised Central banks</b>
Globalised labour supply (WTO, EU, NAFTA) & demographic dividends	<b>Re-shoring, US-China conflict, Ageing global population</b>
Supply chains (just-in-time)	<b>Supply chain resilience (replication and precautionary stocks)</b>
Mass movement of peoples	<b>Fear of immigration</b>
Asset inflation (Wall Street)	<b>Labour / commodity inflation (Main Street)</b>

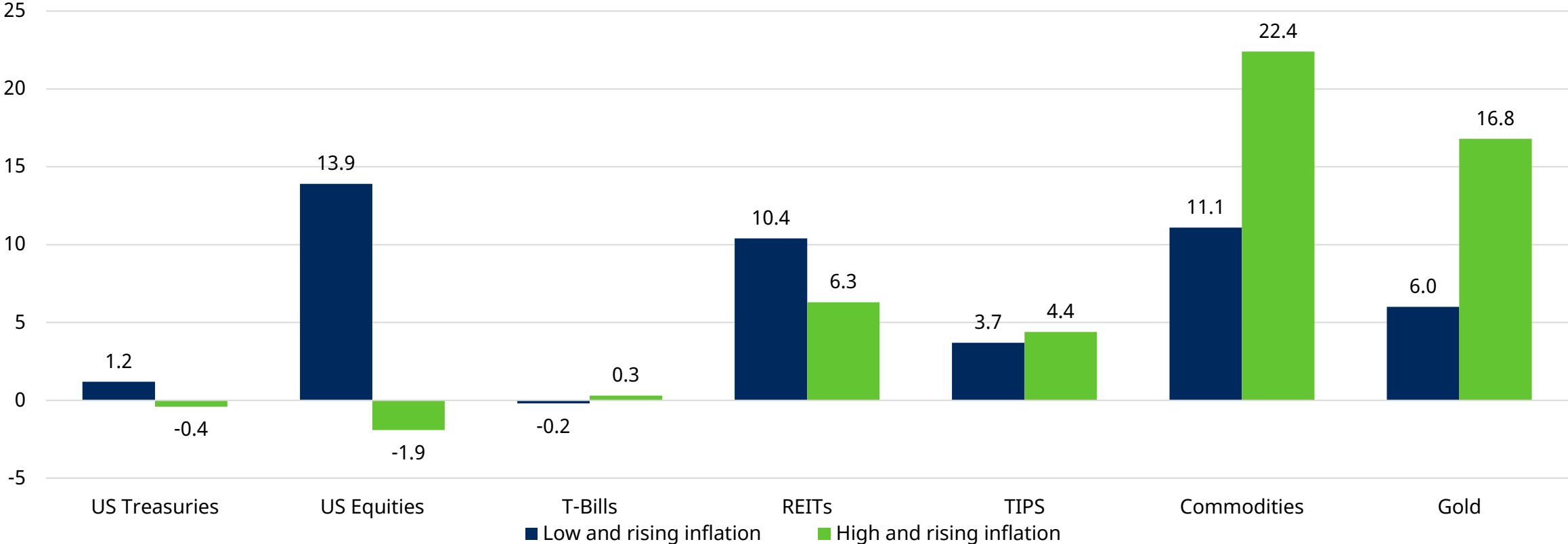
Source: Schroders; Bloomberg – 29 April 2022.

# Why now for commodities?

2) Inflation is higher than many thought possible and will likely prove sticky

## Commodities investments are a hedge against rising inflation

Average 12-month inflation-adjusted return, %



Source: Datastream Refinitiv and Schroders. Data from March 1973 to December 2021, except TIPS from March 1997. Low/high inflation is defined as annual inflation below or above 3% on average over a 12-month period. Rising/falling is defined as the change in the inflation rate over 12 months (inflt+0 - inflt-12). For illustrative purposes only and not a recommendation to buy/sell.

# Why now for commodities?

## 3) Climate change mitigation is a key supply and demand driver

The impact of climate change mitigation policies is the underappreciated driver of 'greenflation' dynamics



### Demand is set to accelerate

- ✓ The energy transition is set to see demand for metals accelerate in the coming years as the world starts the switch to EVs and more renewable energy sources.



### Underinvestment in supply

- ✓ Global focus on climate change mitigation strategies is distorting the relationship between increased prices and supply responses.
- ✓ Higher prices remain the most likely path to stimulate investment in commodity sectors.



### Broad inflation risks increased

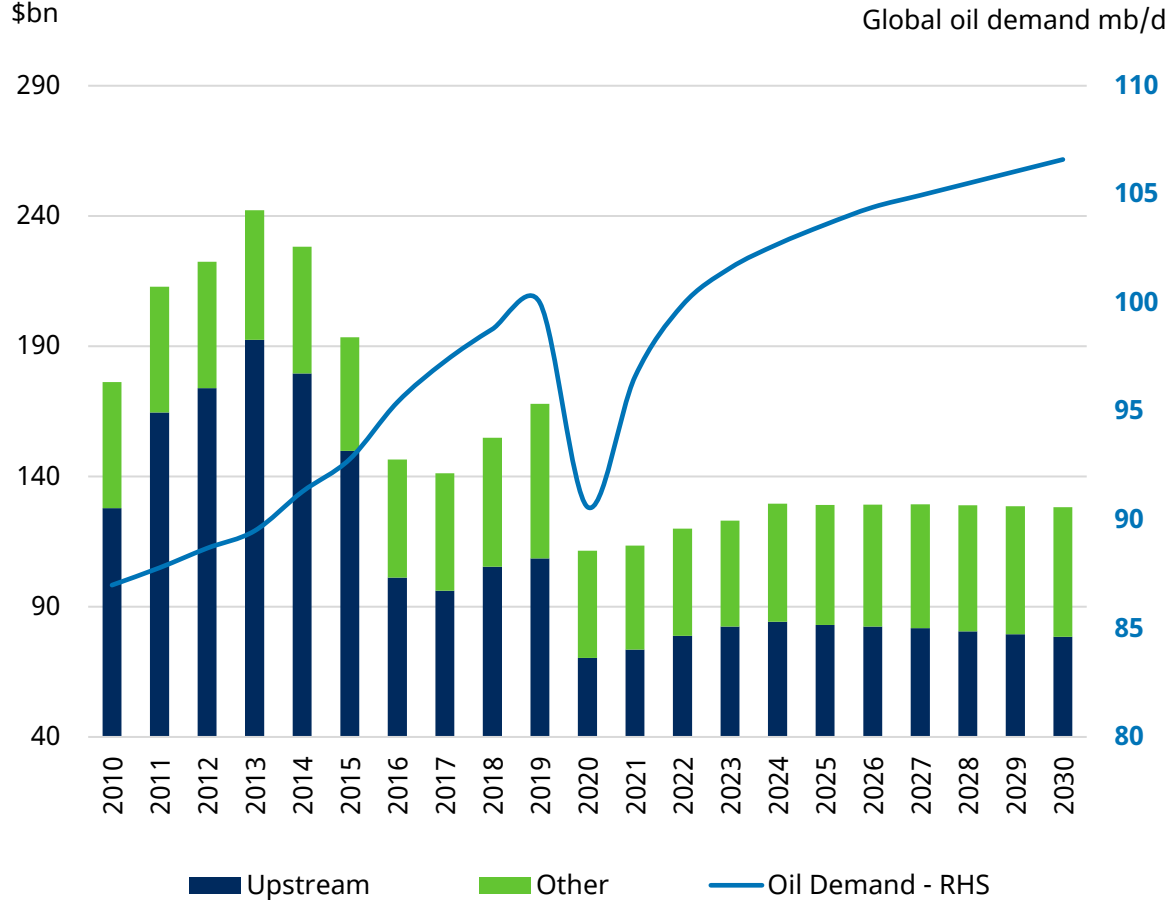
- ✓ Co-ordinated combination of aggressive fiscal and monetary policy may be required to facilitate climate mitigation and is one reason high inflation will persist.
- ✓ Commodities provide a hedge against rising inflation that few other asset classes have been able to demonstrate historically.



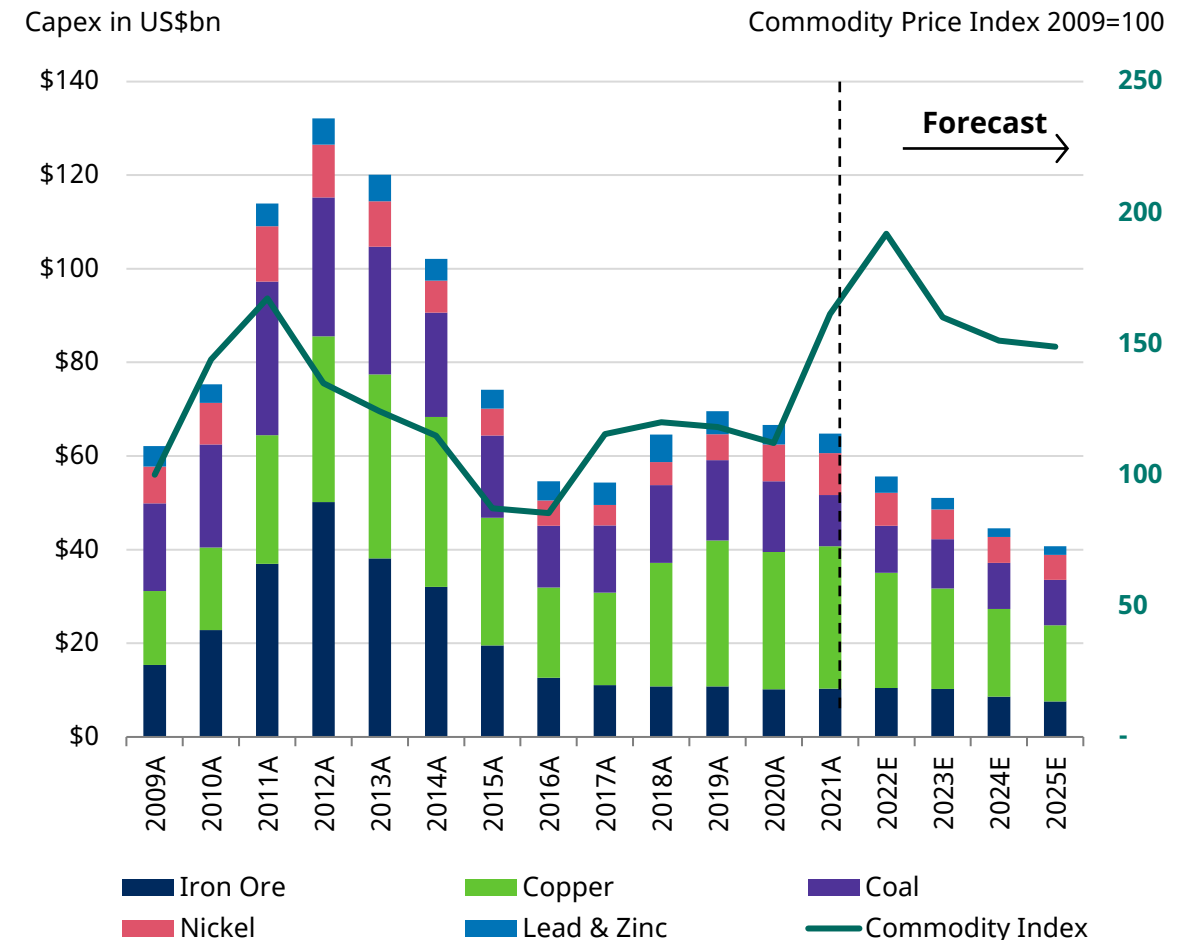
# Why now for commodities?

## 3) A climate change driven commodity super-cycle?

Major integrated oil and gas company capital expenditure<sup>1</sup>



Aggregate base metal Capex forecast<sup>2</sup> (US\$bn pa)

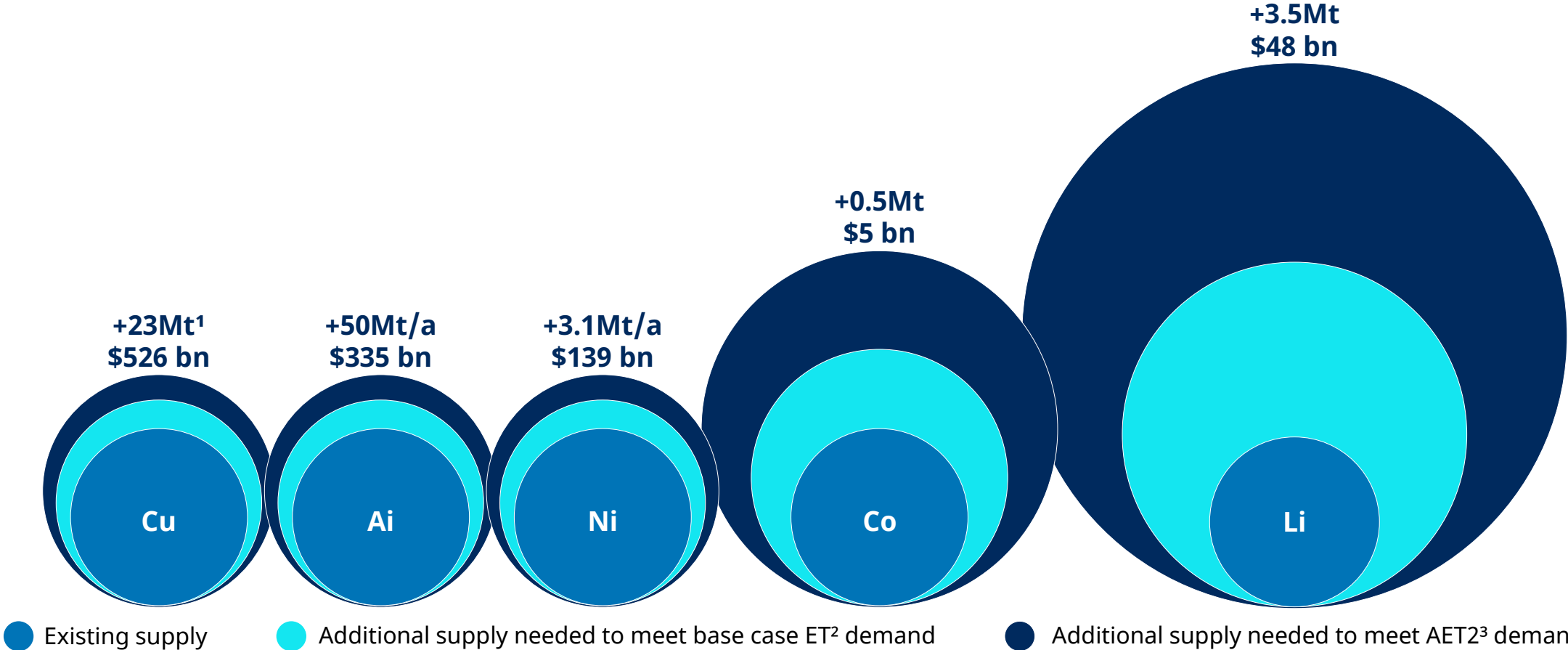


Source: <sup>1</sup>Company data, Bloomberg; BNEF; Macquarie; WoodMac; OPEC; Schrodgers – September 2021. <sup>2</sup>Scotia – 29 April 2022. For illustrative purposes only and not a recommendation to buy/sell.

# Why now for commodities?

## 3) Accelerating demand for metals - energy transition

Metals needed to support a 2 degree trajectory would require over 1 trillion of investment over next 15 years

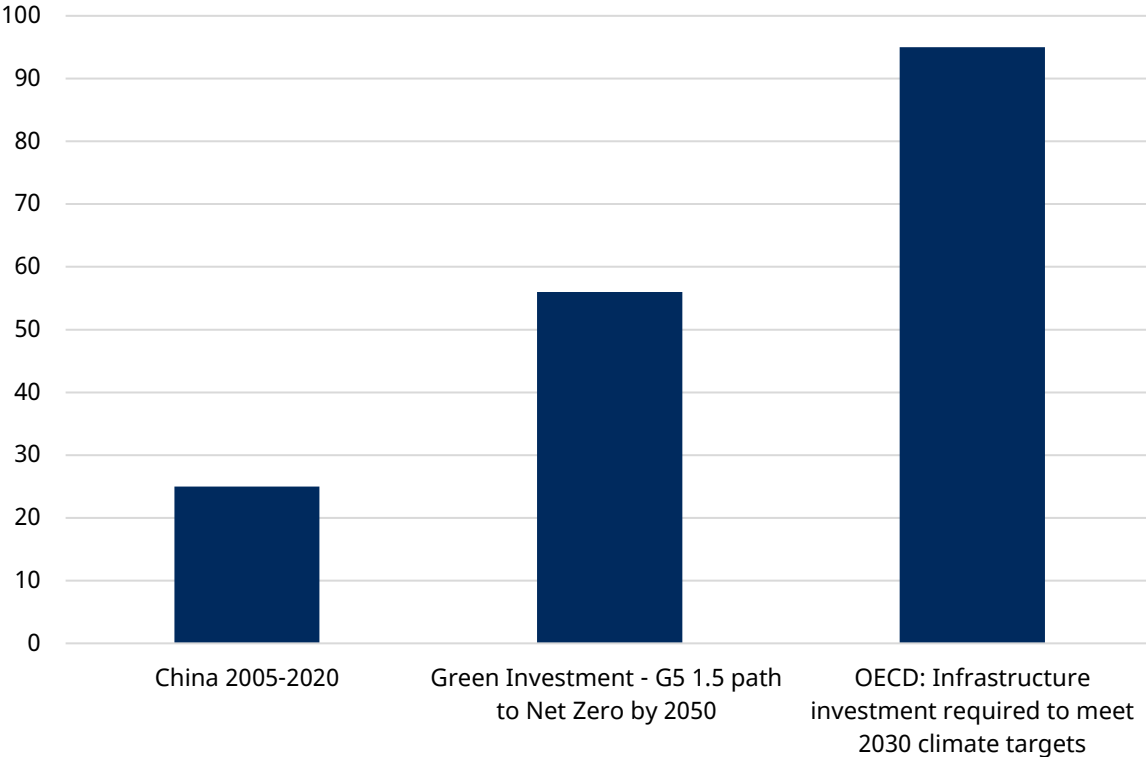


Source: Bloomberg Intelligence, BNEF, Schroders. For illustrative purposes only and not a recommendation to buy/sell. <sup>1</sup>Metric tons. <sup>2</sup>Energy Transition. <sup>3</sup>Accelerated Energy Transition 2 - which considers how the world can limit global warming under 2C.

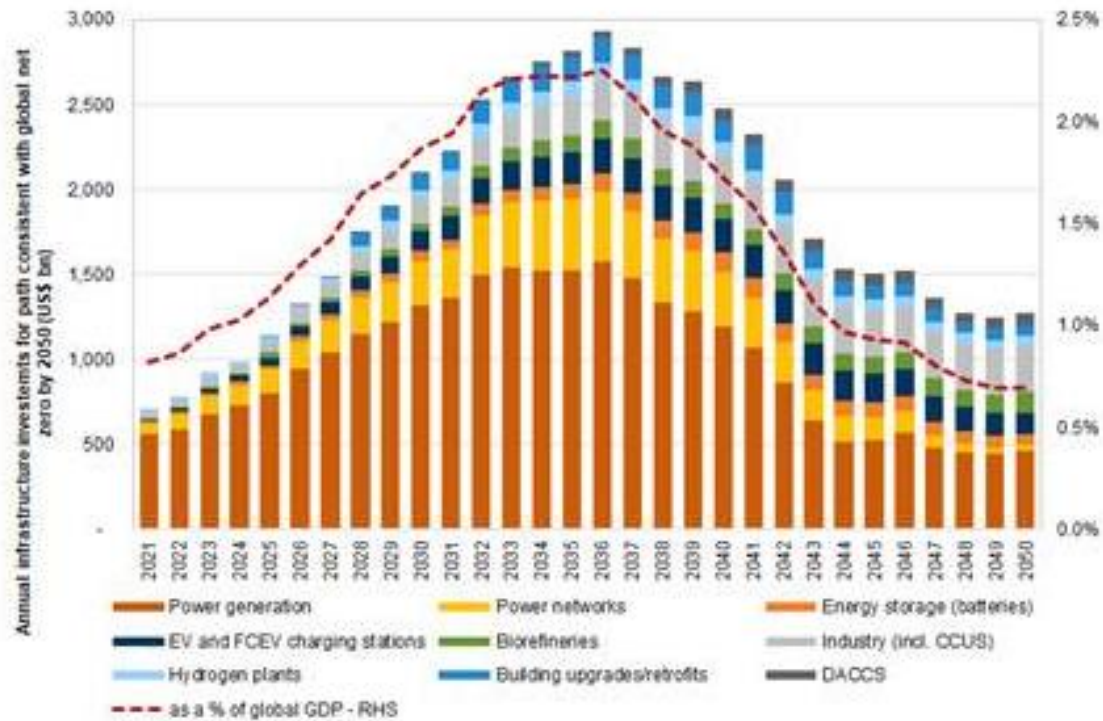
# Why now for commodities?

## 3) The scale of climate mitigation capex estimates are huge

Climate mitigation spending in context (US\$tn)



Green Capex spending for 1.5 path to Net Zero by 2050<sup>1</sup>

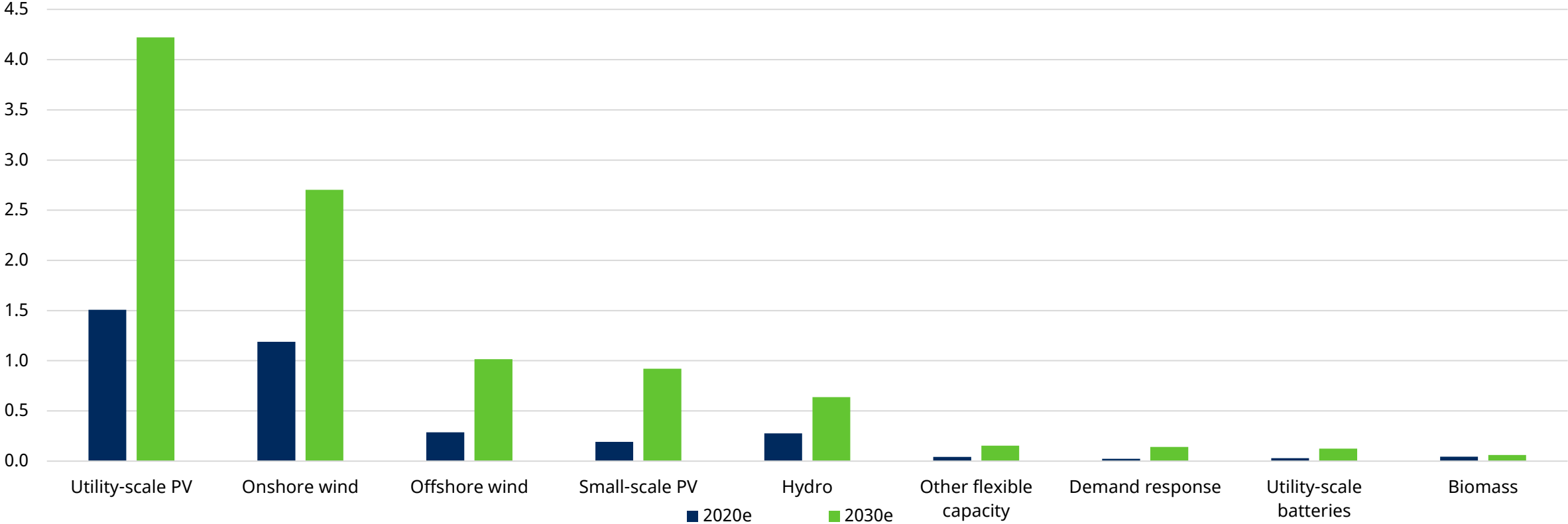


Source: OECD, Goldman Sachs, Wood Mackenzie, Schroders – December 2021. <sup>1</sup>G5 countries. For illustrative purposes only and not a recommendation to buy/sell.

# Why now for commodities?

## 3) A climate change driven commodity super-cycle?

Copper demand in 'New Energy' segments of the Energy Transition (2020e and 2030e, Mt)

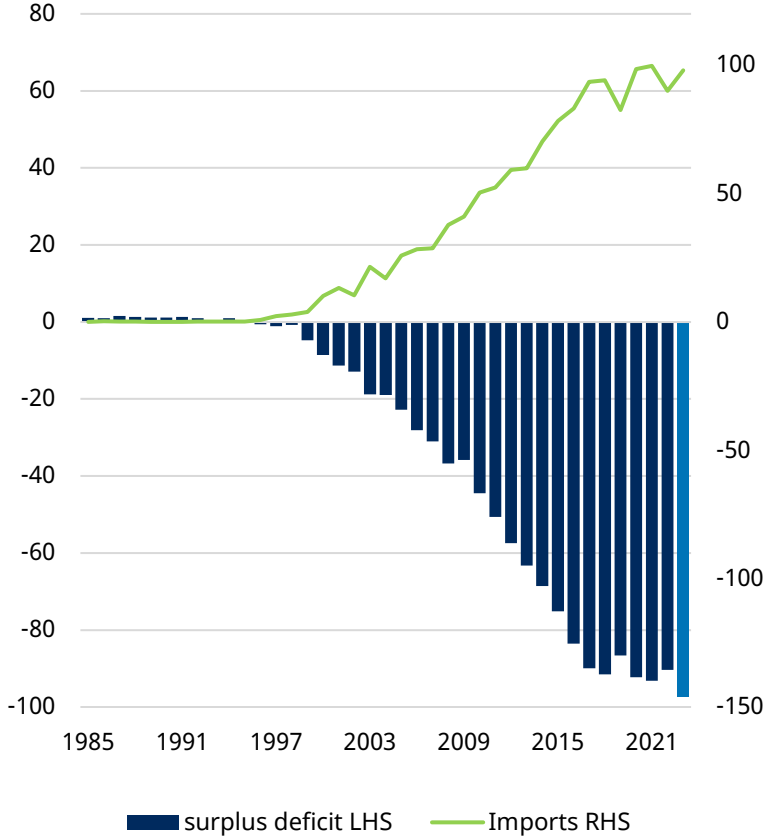


Source: Bloomberg Intelligence; BNEF; Macquarie; WoodMac; OPEC; Schroders – September 2021. For illustrative purposes only and not a recommendation to buy/sell.

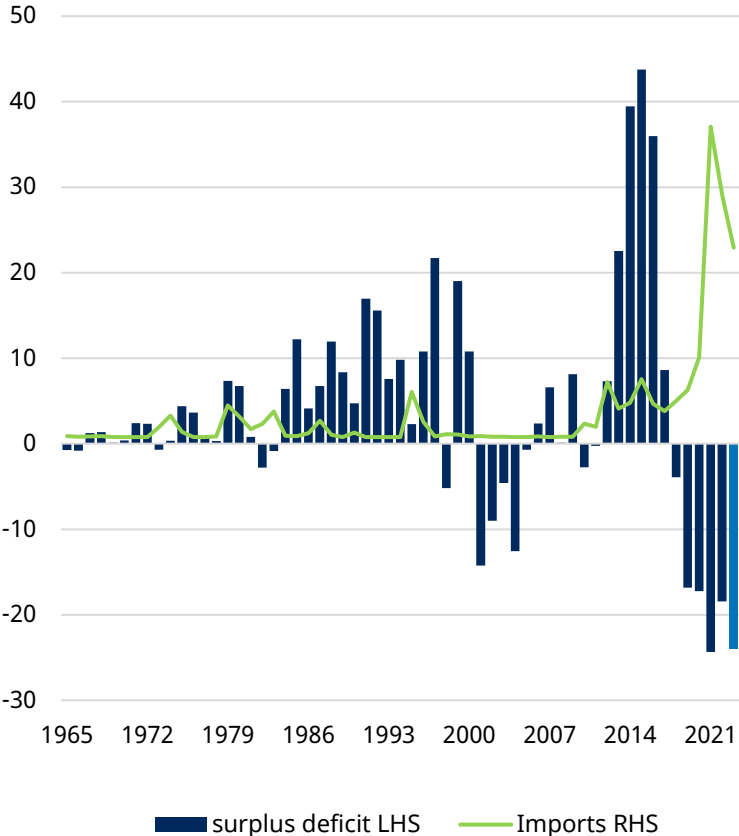
# Why now for commodities?

## 4) Accelerating demand for agriculture - China has shifted into a structural deficit

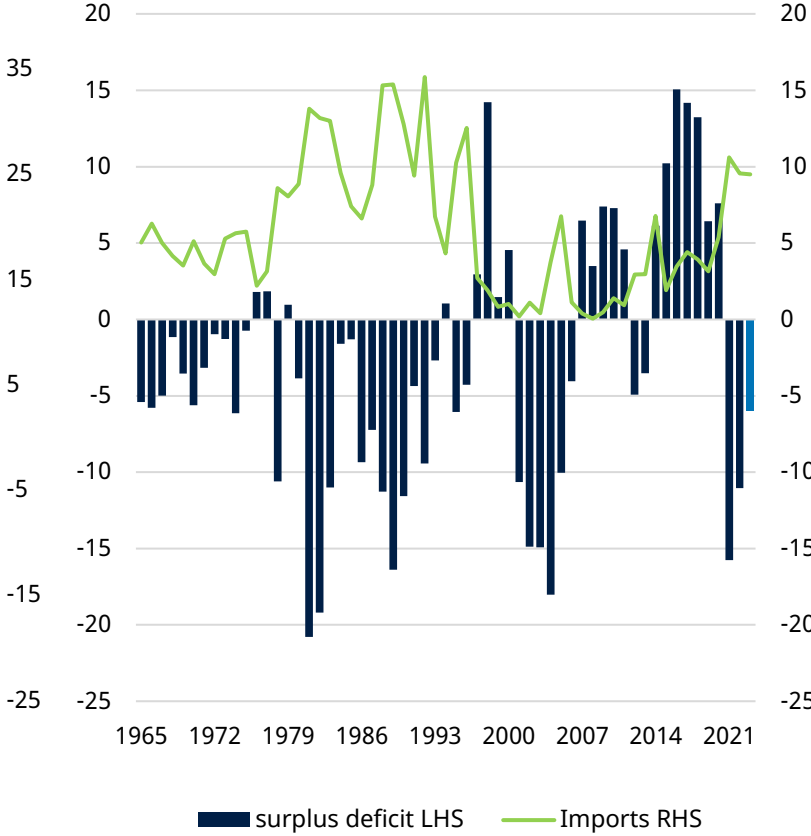
China soybean deficit is now close to 100MT (Million MT)



Corn buy commitments still high (Million MT)



Wheat import demand to increase (Million MT)

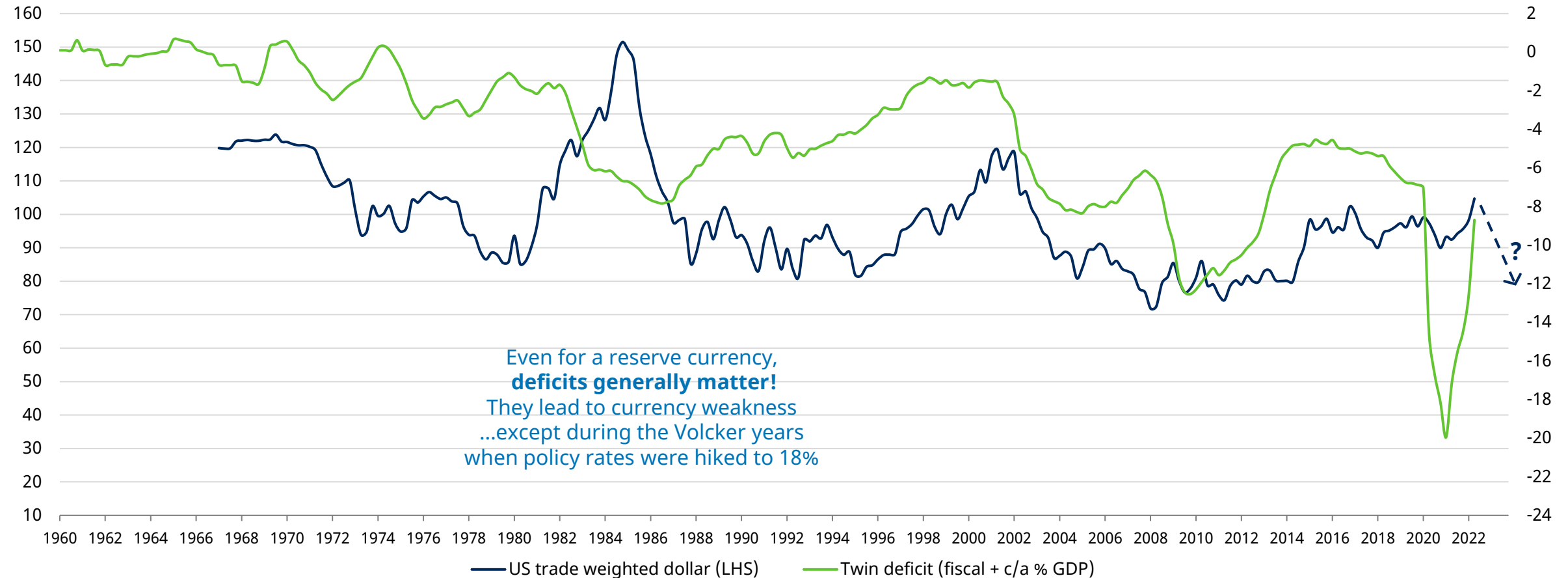


Source: USDA, Schroders - September 2022. For illustrative purposes only and not a recommendation to buy/sell.

# Why now for commodities?

5) The US dollar headwind will abate at some stage

## US economy accumulating imbalances – US trade weighted dollar vs US twin deficit



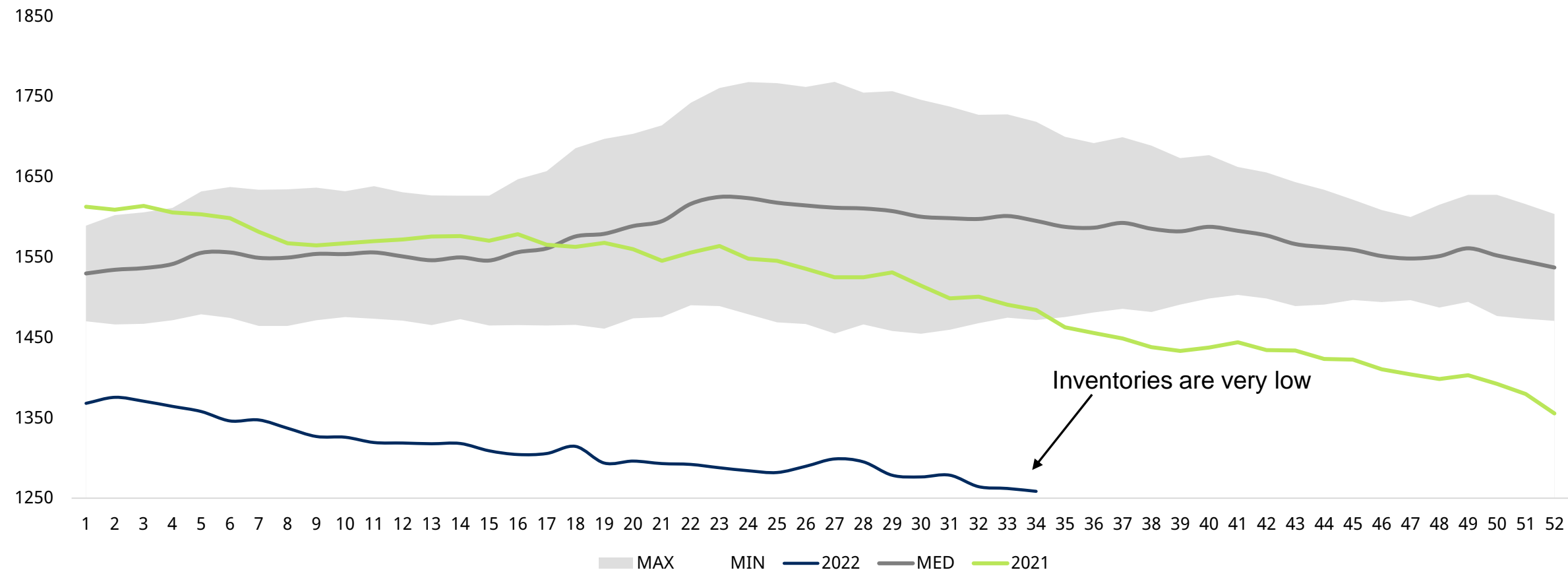
Source: Bloomberg; Schroders – 30 June 2022.

# Oil – Short term demand headwinds hide supply constraints

Oil inventories remain low and have yet to show any signs of rising.

## Global inventories – Total Oil (mln bbl) v's average, max, min 2016 to 2020

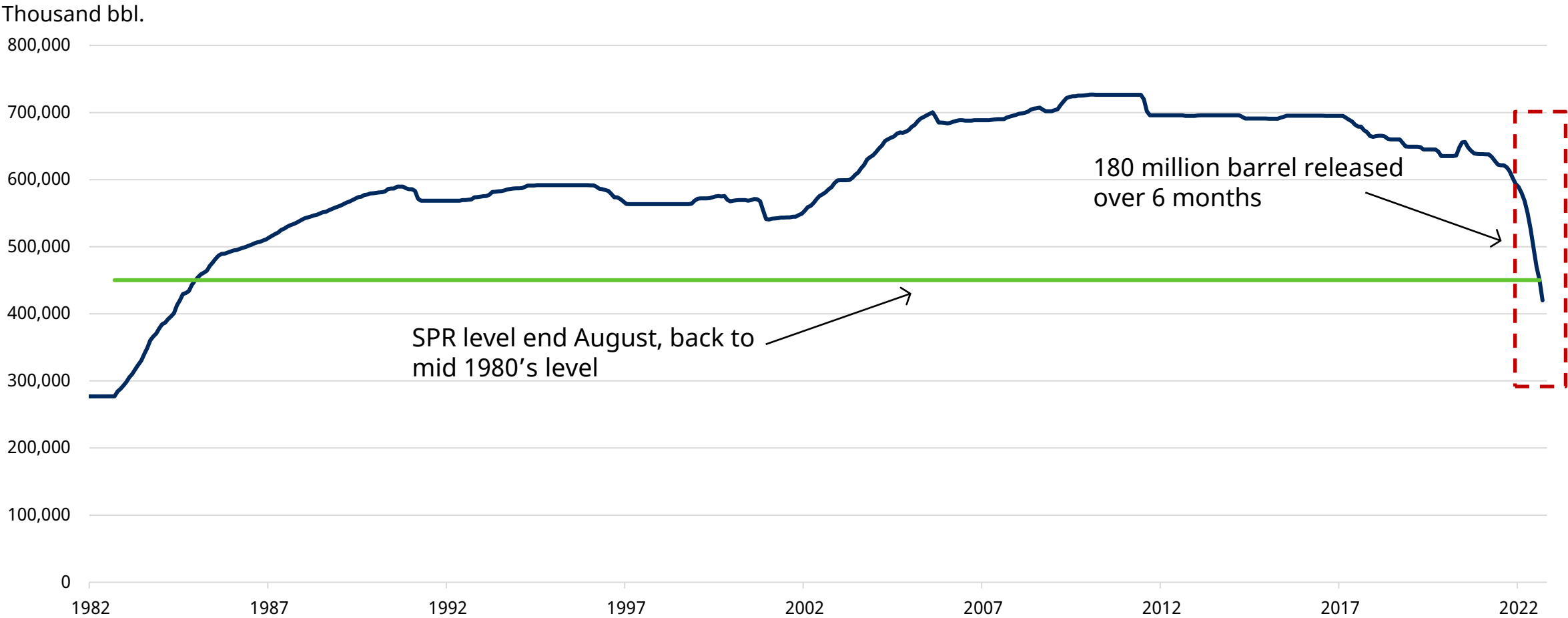
Million barrels per day



Source: Morgan Stanley – September 2022. Sectors shown for illustrative purposes only and should not be viewed as a recommendation to buy/sell. Past performance is not a guide to future performance and may not be repeated

# US Strategic Petroleum Reserve

The release of reserves is aggressive but is a “loan” to the market, not a long term solution to an under supplied oil market



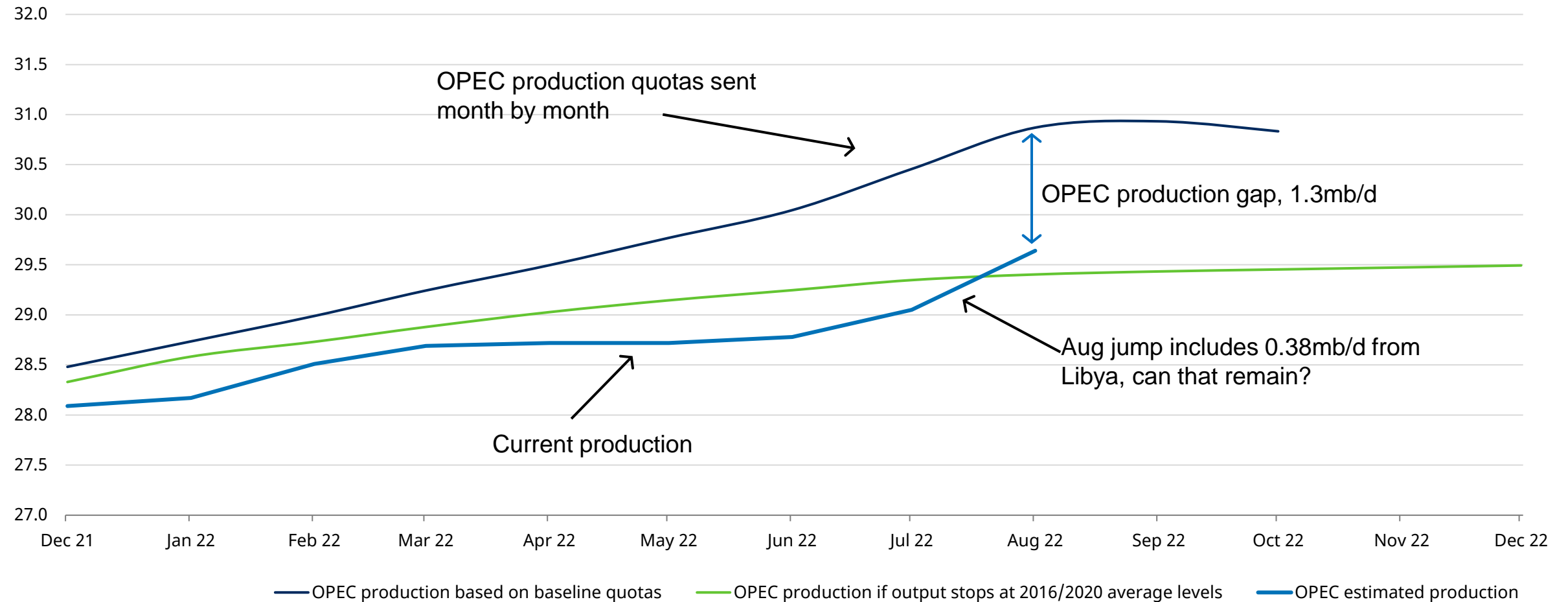
Source: Bloomberg, Schroders - September 2022.



# OPEC production scenario analysis

OPEC is operating at close to maximum and has failed to get near their quotas

Million barrels per day

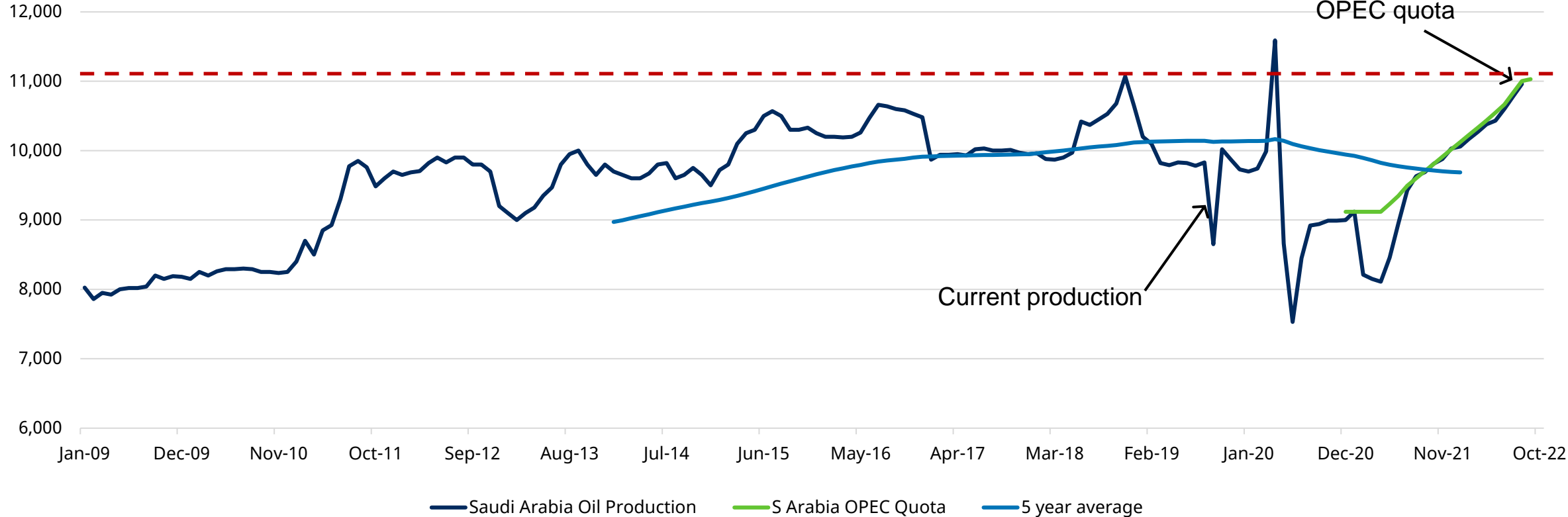


Source: Bloomberg, Schroders – 5 September 2022. For illustrative purposes only and not a recommendation to buy/sell.

# OPEC production analysis

Saudi Arabia will have to produce on a sustained basis at levels rarely seen before

Thousand barrels per day



Source: Bloomberg, Schroders; Bloomberg - 21 June 2022.

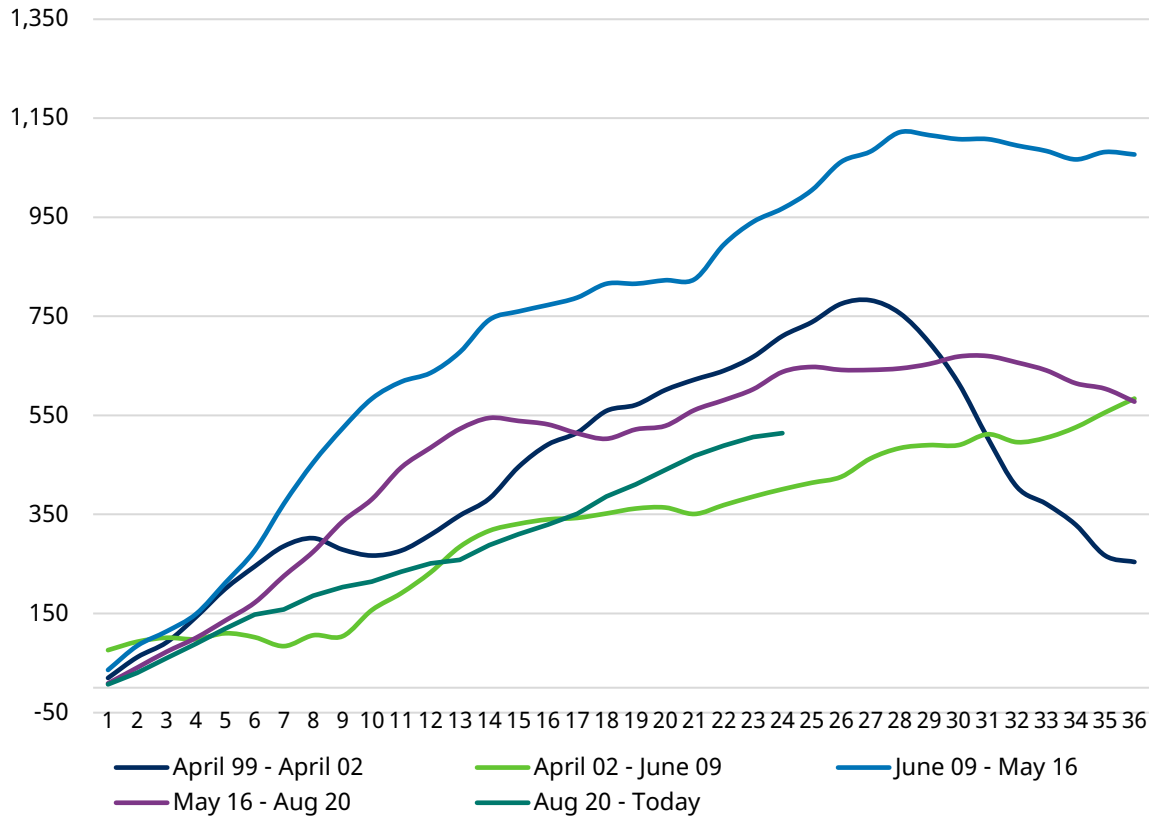
# Energy capex is significantly lagging price

Supply: the increase in rigs, as oil prices have recovered, has been slow as companies are reluctant to invest

### Baker Hughes Oil & Gas rig count v's oil price



### The rise in rigs has lagged other cycles



Source: Bloomberg – September 2022. For illustrative purposes only and not a recommendation to buy/sell.

# Ireland's carbon budget programme & a pathway net-zero energy

**Prof. Hannah Daly**

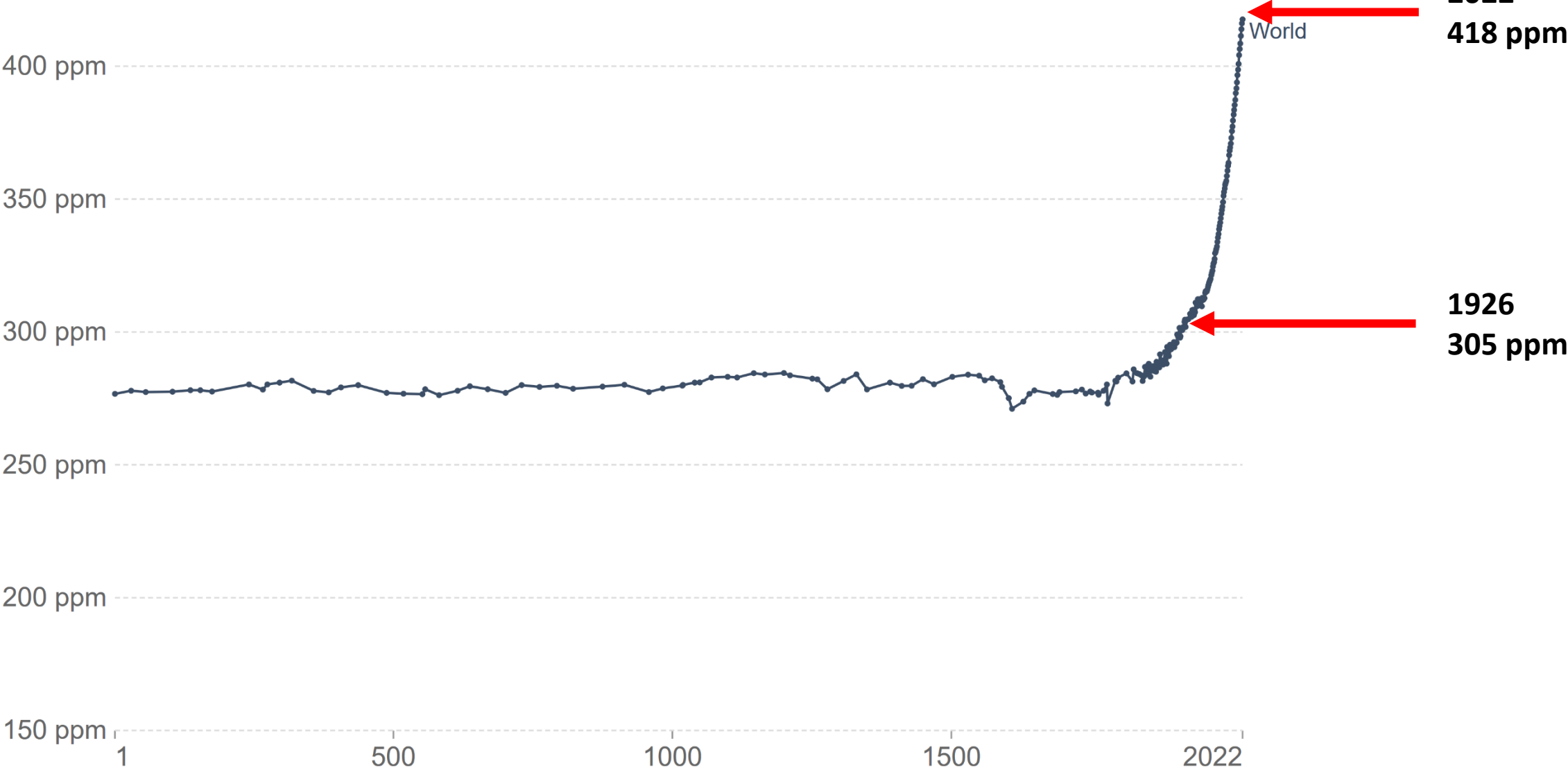
**Society of Actuaries in Ireland - Finance and Investment Forum**

October 11<sup>th</sup> 2022

# Global atmospheric CO<sub>2</sub> concentration

Atmospheric carbon dioxide (CO<sub>2</sub>) concentration is measured in parts per million (ppm). Long-term trends in CO<sub>2</sub> concentrations can be measured at high-resolution using preserved air samples from ice cores.

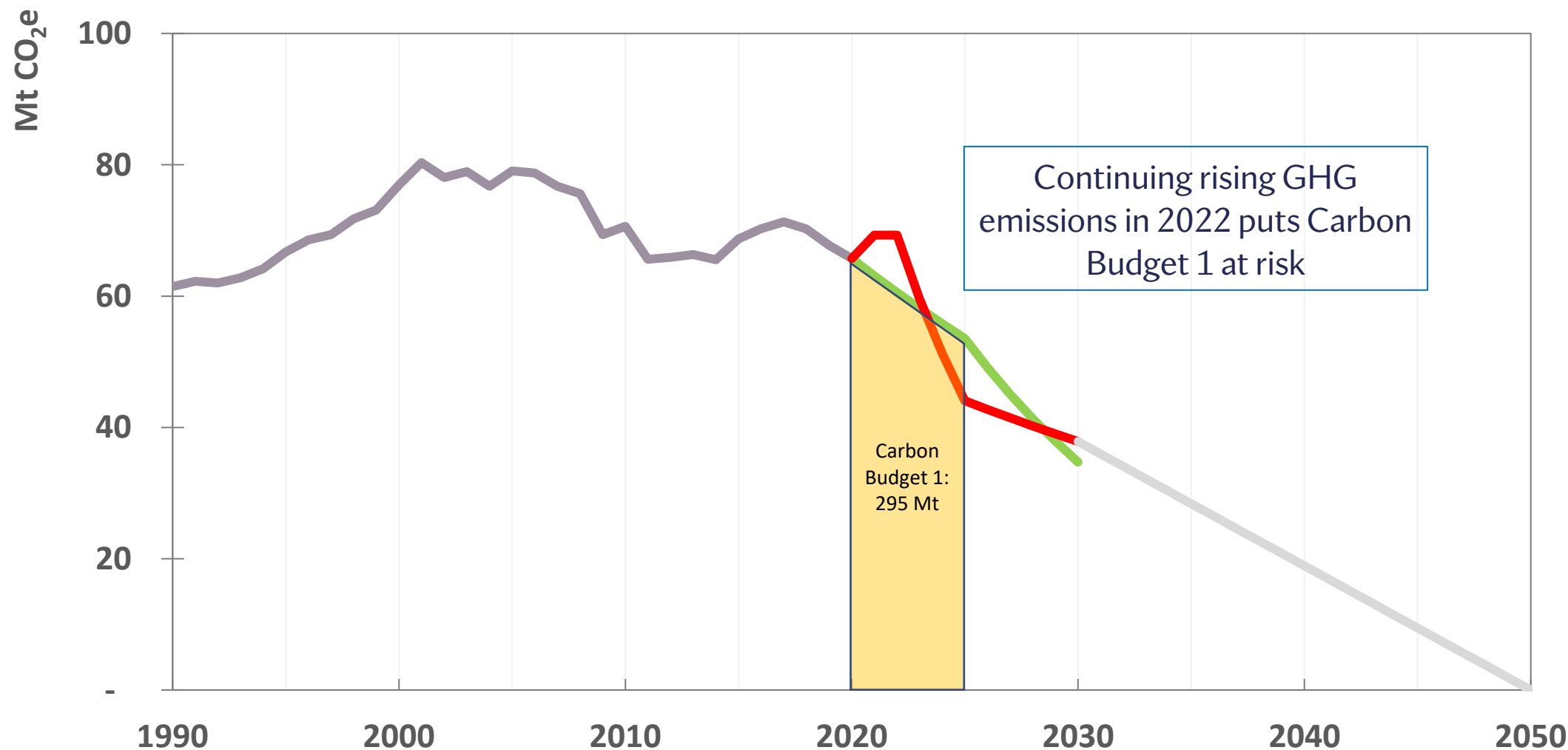
Our World  
in Data



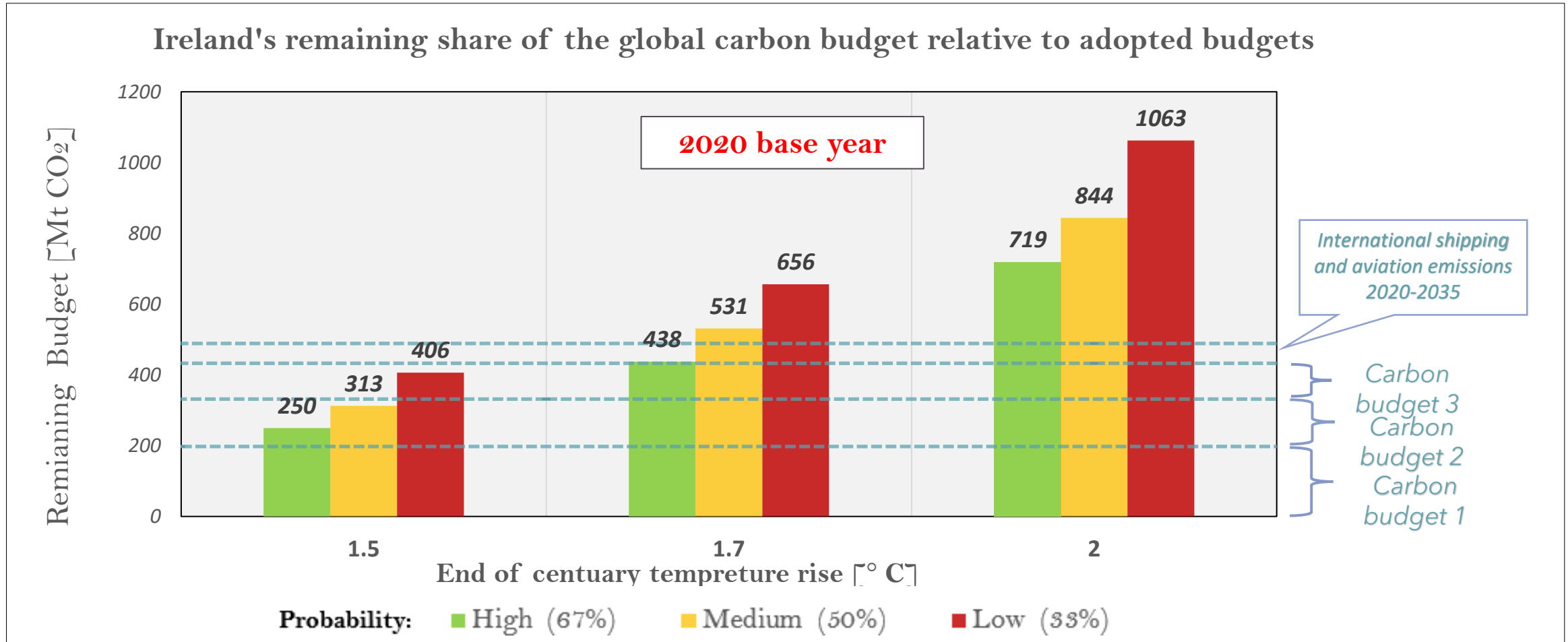
Source: National Oceanic and Atmospheric Administration (NOAA)

CC BY

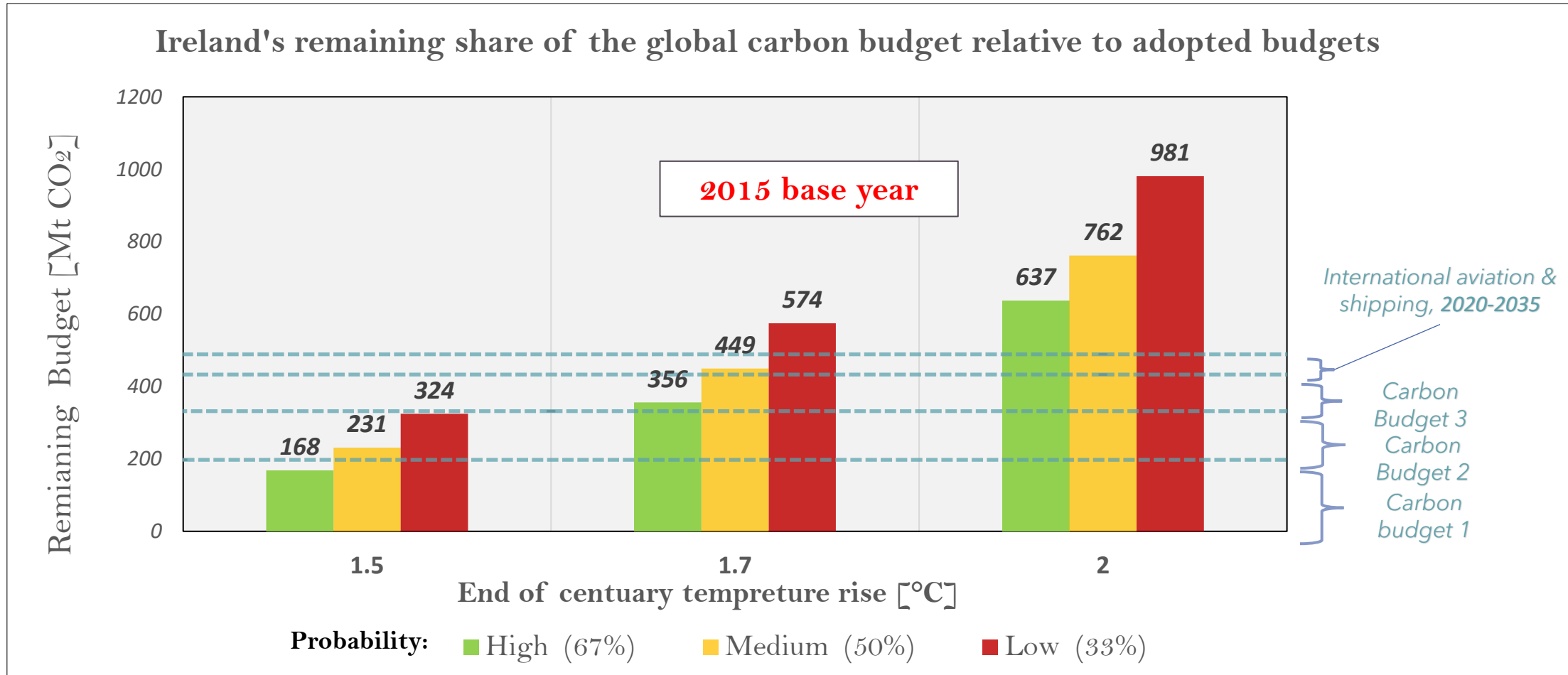
# Ireland's carbon budget programme



# Are Ireland's carbon budgets compatible with required global effort?



# Are Ireland's carbon budgets compatible with required global effort?





# The Energy Trilemma



ENERGY SECURITY

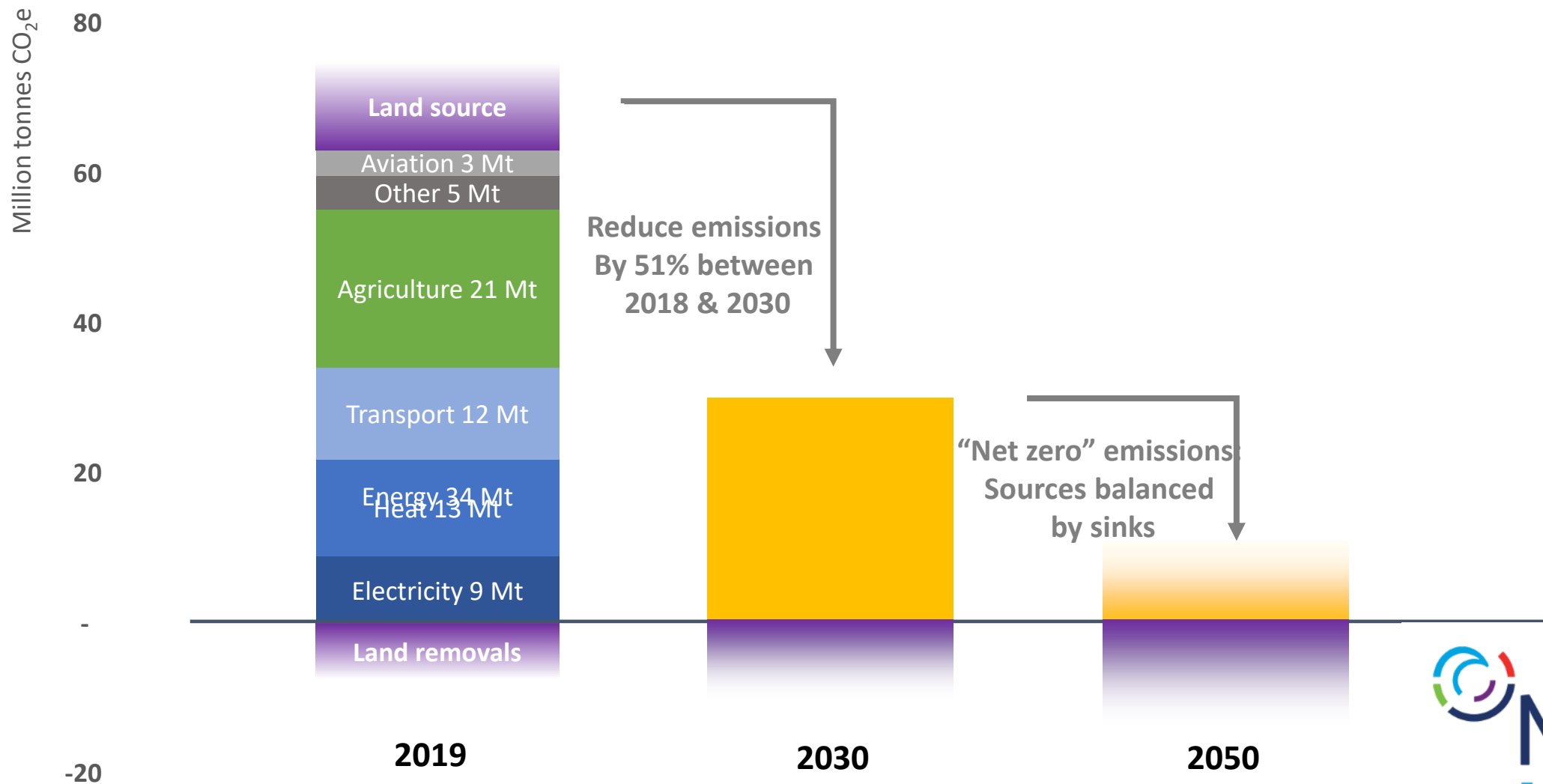


ENERGY SUSTAINABILITY

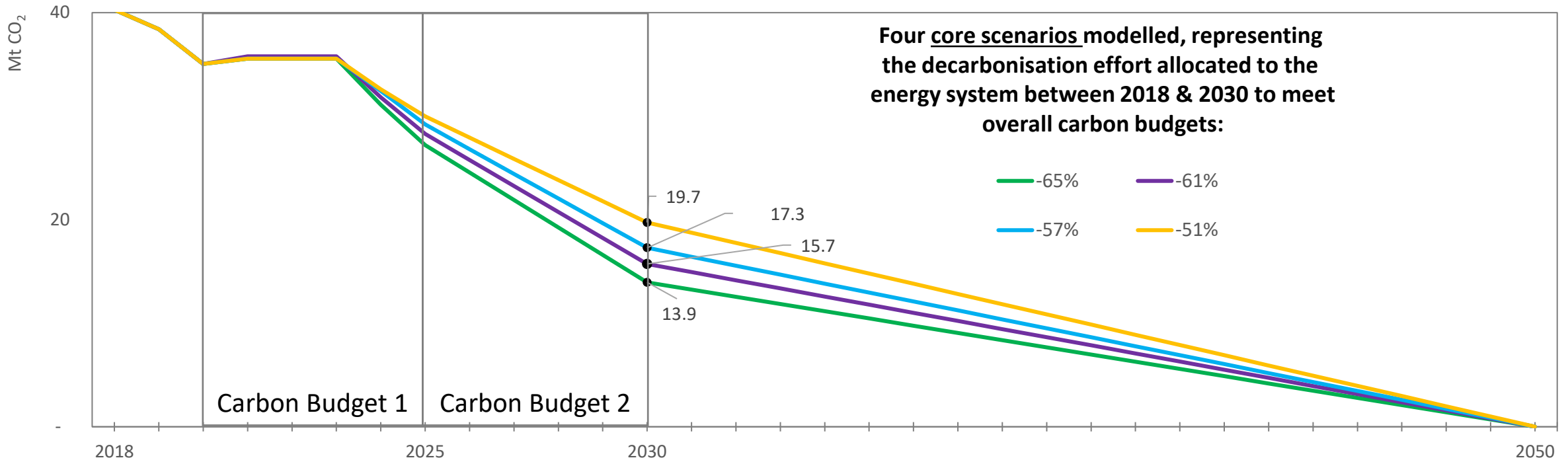


ENERGY AFFORDABILITY

# Ireland has committed to **halve** greenhouse-gas emissions by 2030 and reach **“net zero”** by 2050



# Key energy system decarbonisation scenarios modelled for Ireland



## Additional scenarios:

### *Alternative GHG constraints*

Early action (from 2020);  
 Late action;  
 Constrained carbon budget;  
 No mitigation;  
 Climate Action Plan 2019 ambition

### *Alternative technology deployment constraints & demand*

Low Energy Demand (LED) scenario  
 Higher wind & solar  
 Limited Bioenergy/High bioenergy  
 No CCS/Early CCS  
 "Technology optimism"

# TIMES-Ireland Model (TIM)

## Informing CCAC Carbon Budgets

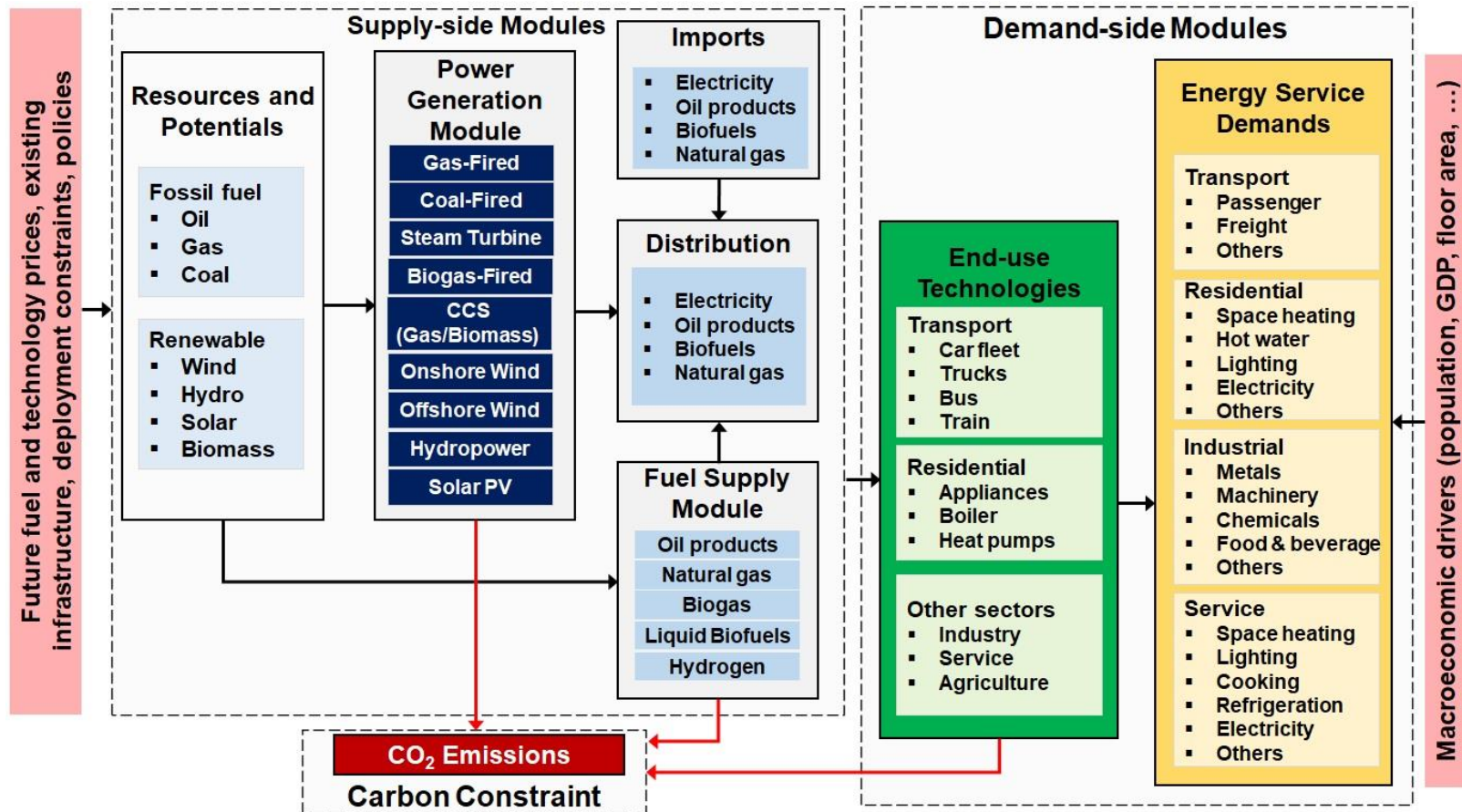
*TIM is an Energy Systems Optimisation Model (ESOM) which calculates the “least-cost” configuration of the energy system which meets future energy demands, respecting technical, environmental, social & policy constraints defined by the user.*

### Given

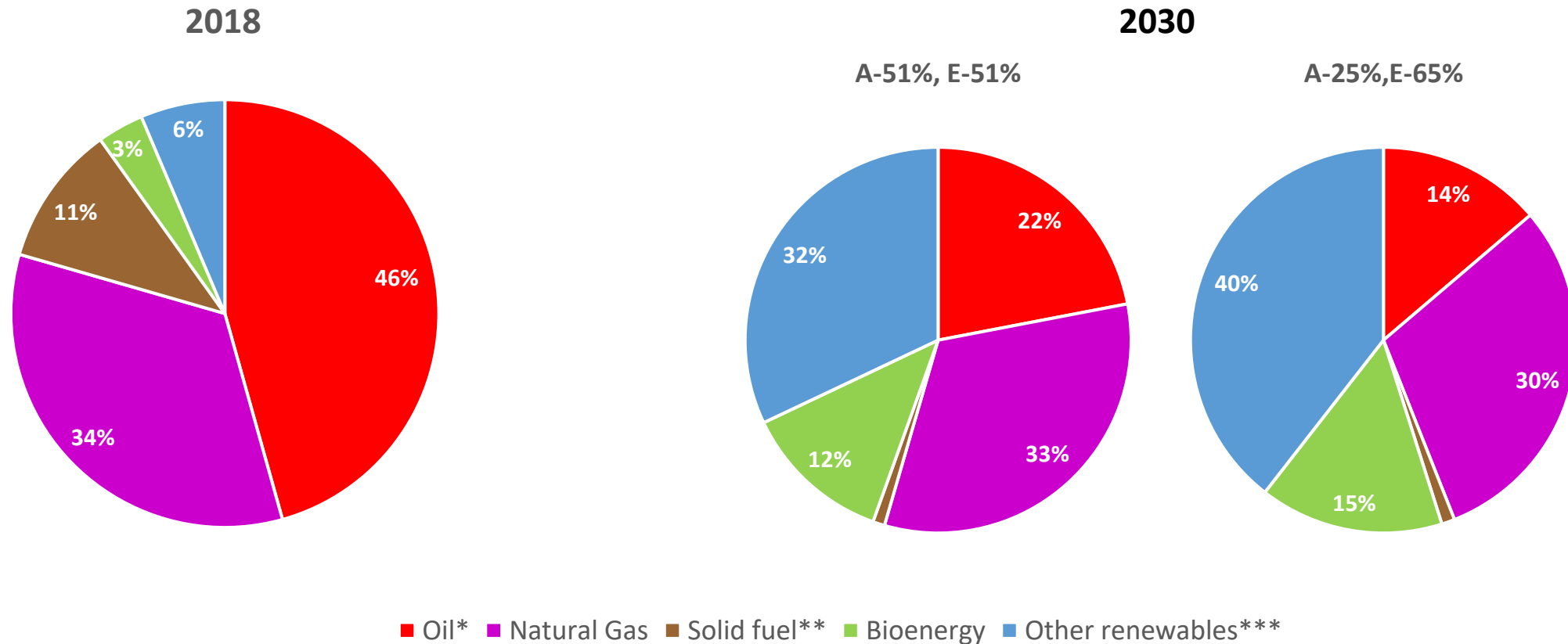
- Final energy demands
  - e.g., passenger kms, home heating
- CO<sub>2</sub> constraints on energy
  - e.g., carbon budget, annual target
- Technology, fuel costs & efficiency
  - Existing & future cost and performance
- Resource availability
  - e.g., on/offshore wind, bioenergy
- User-defined constraints
  - e.g., speed of technology uptake, policies

### TIM calculates

- “Least-cost” energy system meeting all constraints
- Investment and operation of energy technologies
- Emissions trajectories
- Total system cost
- Imports/exports
- Marginal energy prices



# Fossil fuels fall from 90% of primary energy demand in 2018 to 45-56% in 2030



■ Oil\* ■ Natural Gas ■ Solid fuel\*\* ■ Bioenergy ■ Other renewables\*\*\*

\* Oil excludes kerosene for international aviation  
 \*\* Coal, peat and MSW  
 \*\*\* Primary wind, solar, ambient heat, hydro & ocean

# Marginal Abatement Cost (2025-30 average) in core mitigation scenarios and scenario variants

		A-51%,E-51%	A-40%,E-57%	A-33%,E-61%	A-25%,E-65%
<b>Core</b>	“BAU” demands, no bioenergy imports, 4-times 2018 indigenous bioenergy, no power-CCS available, no H2 import, ~74% RES-E	€674	€1,100	€1,292	€1,485

The Marginal Abatement Cost represents the cost of mitigating the most expensive tonne of CO<sub>2</sub> in each scenario for the energy sector

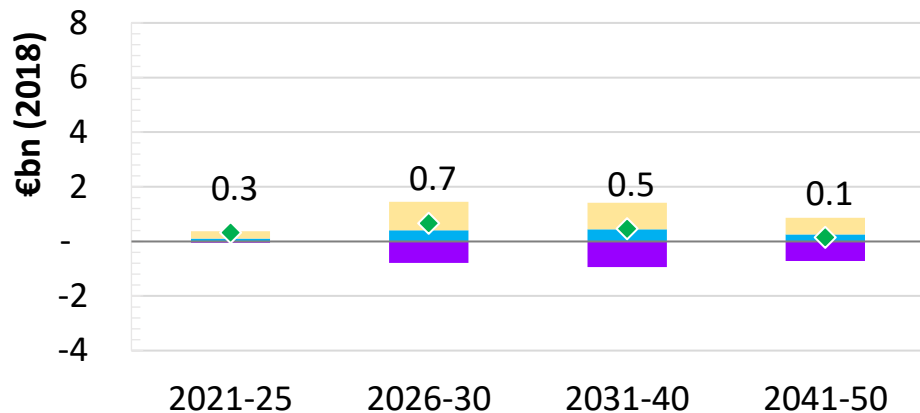
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<b>Low Energy Demand (LED)</b>	Decoupling energy service demands: mobility shifting; dematerialisation; lower heating	€128	€403	€545	€757
<b>Tech-Optimism</b>	Up to 25GW VAR-RE by 2030; additional H2 & Bioenergy, 400 MW CCS available from 2027. >90% zero-carbon power generation	€436	€639	€812	€1,284
<b>LED + Tech-optimism</b>		€76	€125	€202	€317

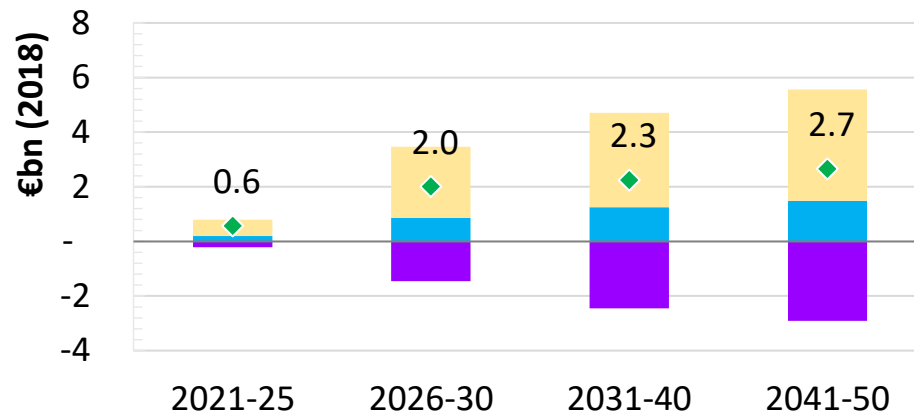
The Marginal Abatement Cost represents the cost of mitigating the most expensive tonne of CO<sub>2</sub> in each scenario for the energy sector

# Average additional annualised energy system cost

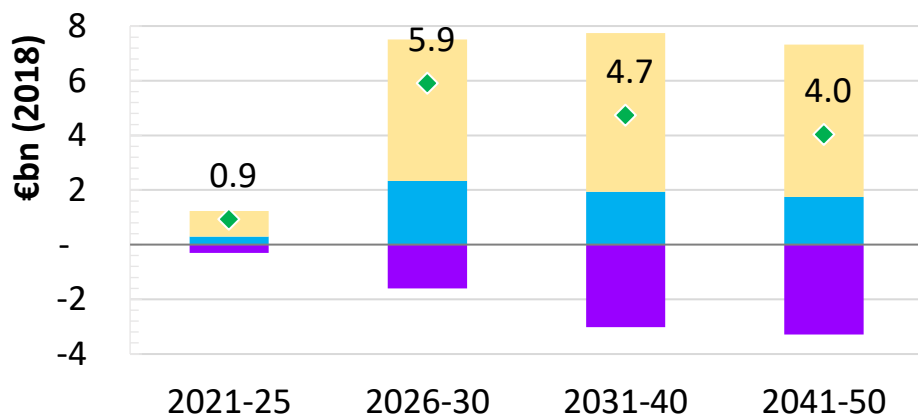
Climate Action Plan 2019



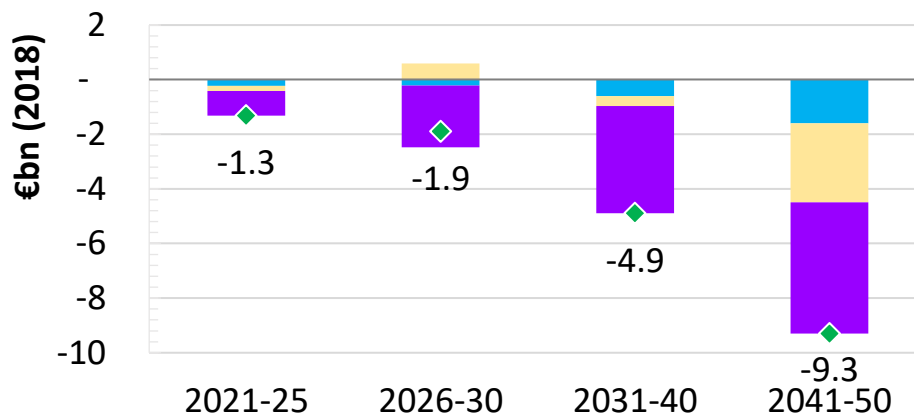
CAP21: -51% target



CAP21: -65% target



CAP21: -65% + "Low Energy Demand"

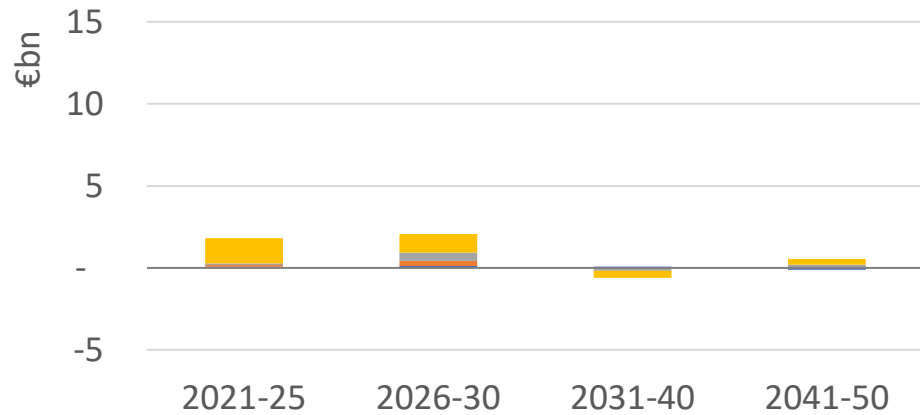


- Fixed
- Investment
- Variable
- ◆ Net

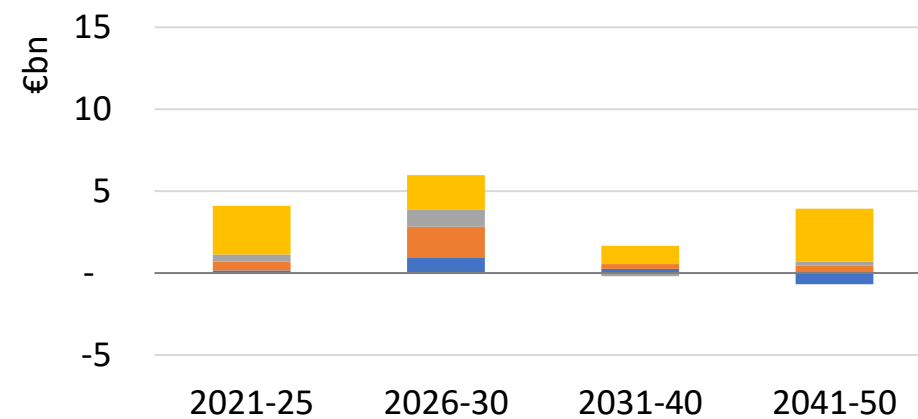


# Annual additional upfront investment cost by sector

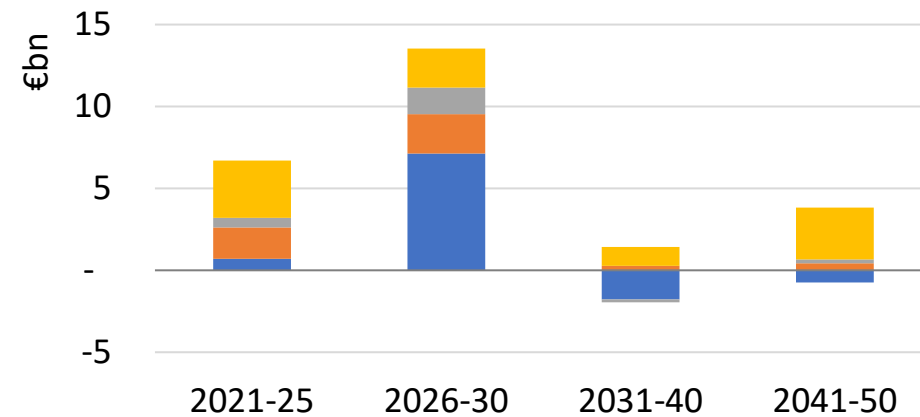
**Climate Action Plan 2019**



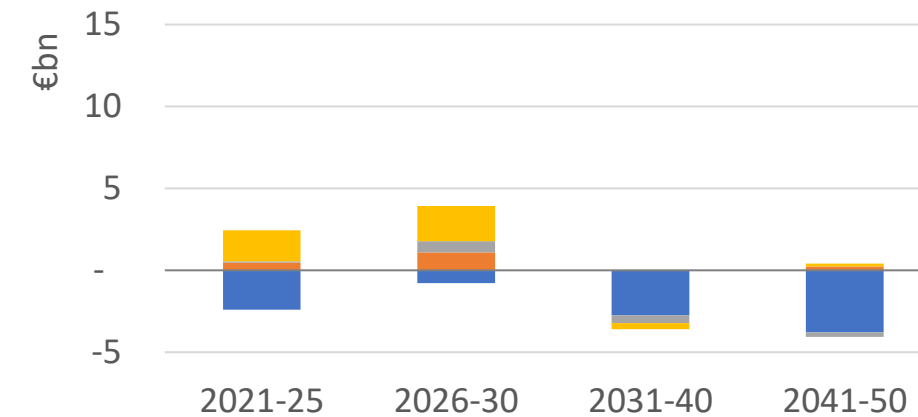
**CAP21: -51% target**



**CAP21: -65% target**

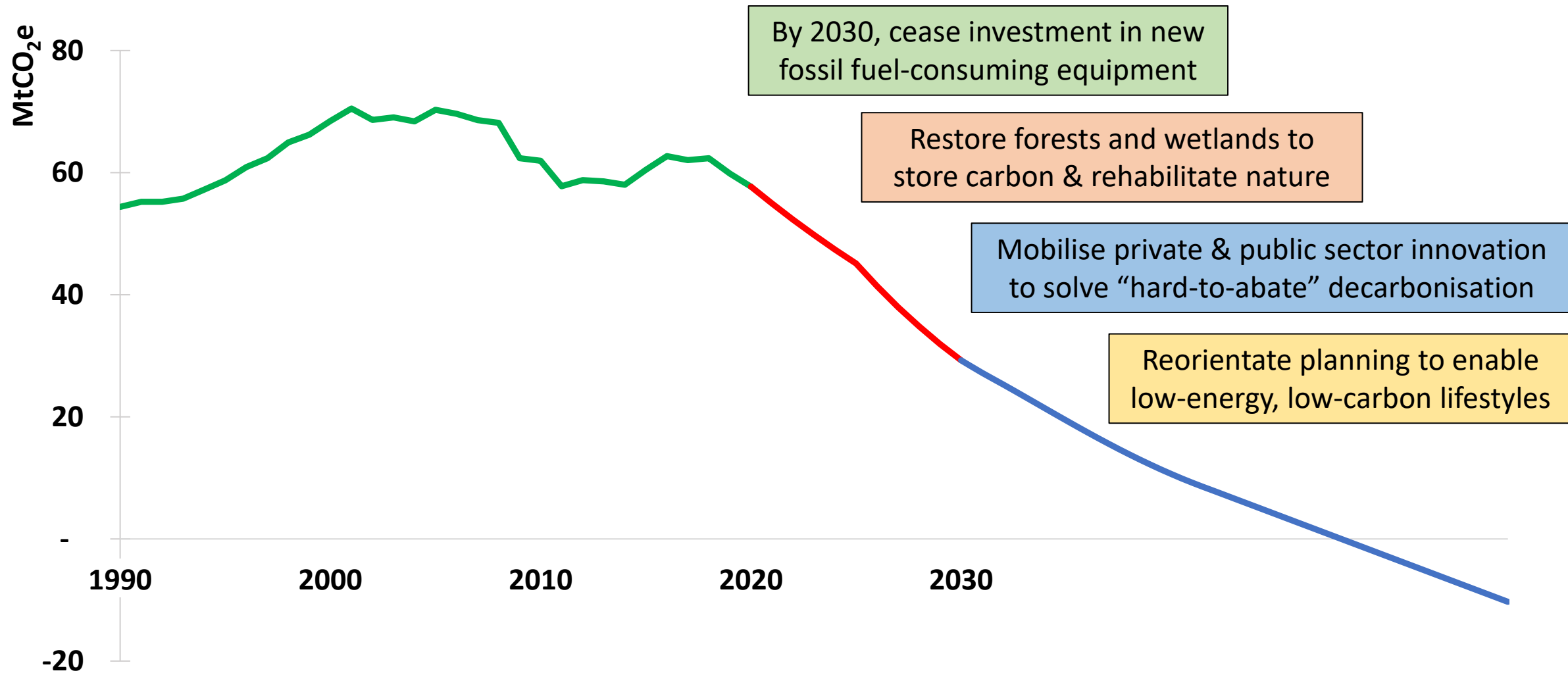


**CAP21: -65% + "Low Energy Demand"**



- Electricity & Supply
- Enterprise
- Residential
- Transport

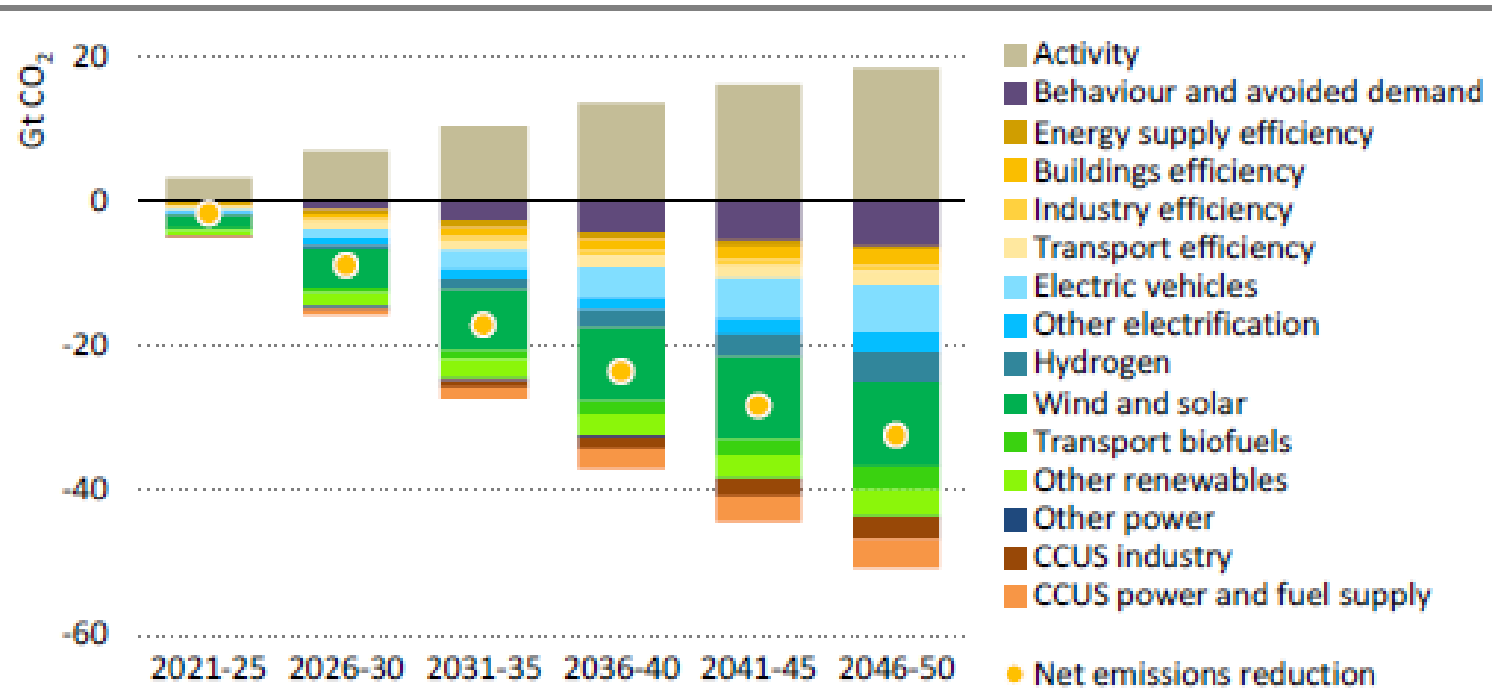
# Carbon drawdown before 2050 requires mobilisation of resources this decade



# Global pathway to a net-zero energy system

## No silver bullet solution

**Figure 2.4** ▶ Average annual CO<sub>2</sub> reductions from 2020 in the NZE

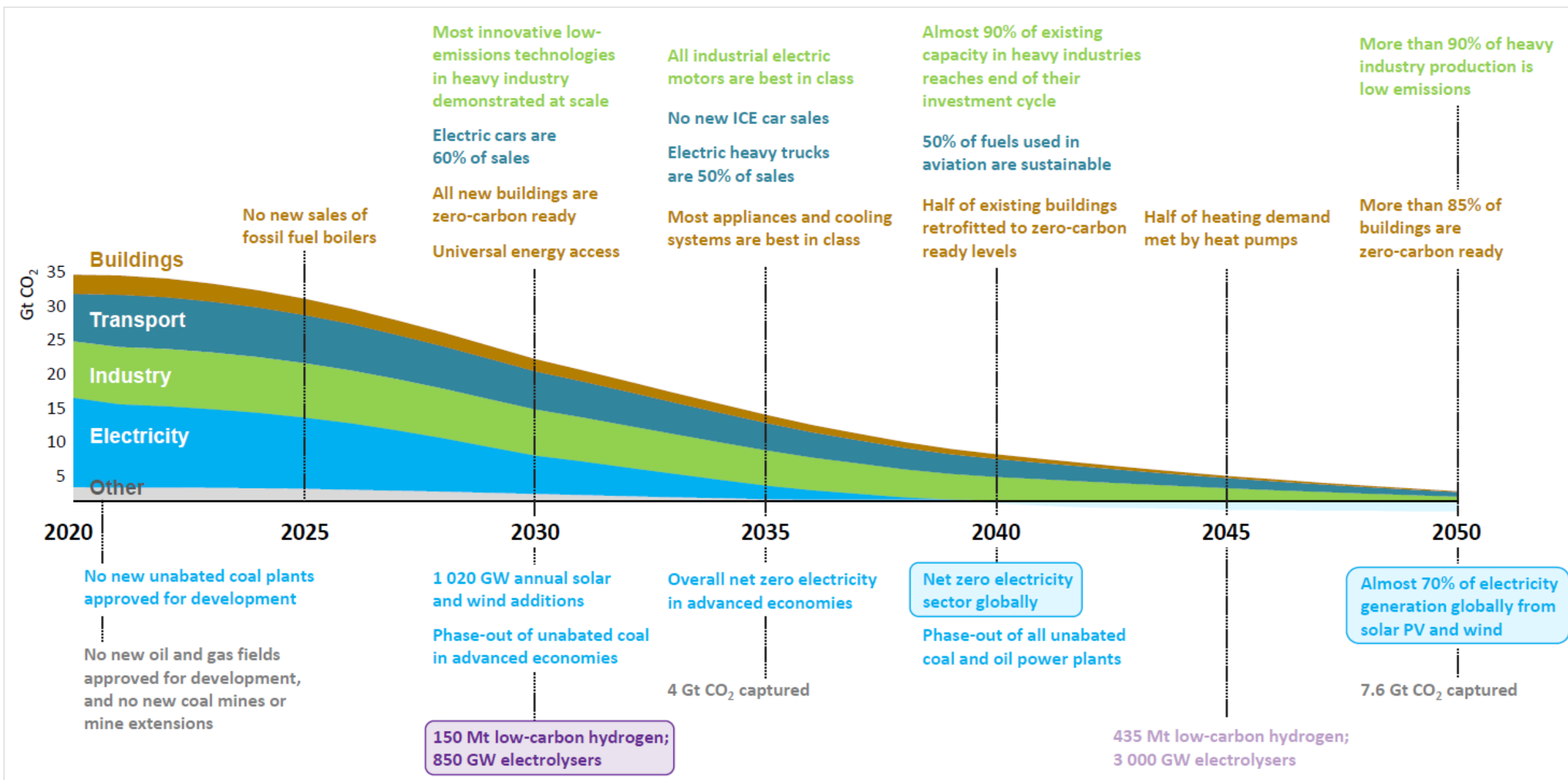


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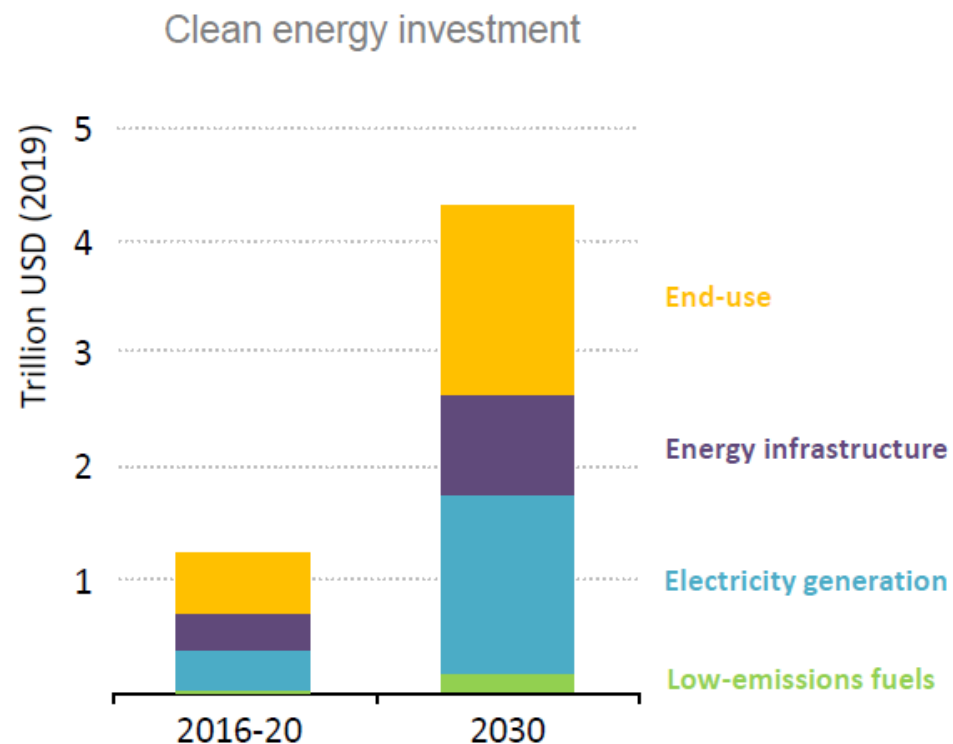
*Renewables and electrification make the largest contribution to emissions reductions, but a wide range of measures and technologies are needed to achieve net-zero emissions*

Renewables  
Efficiency  
Electrification  
Bioenergy  
Hydrogen  
Demand shift  
CCUS

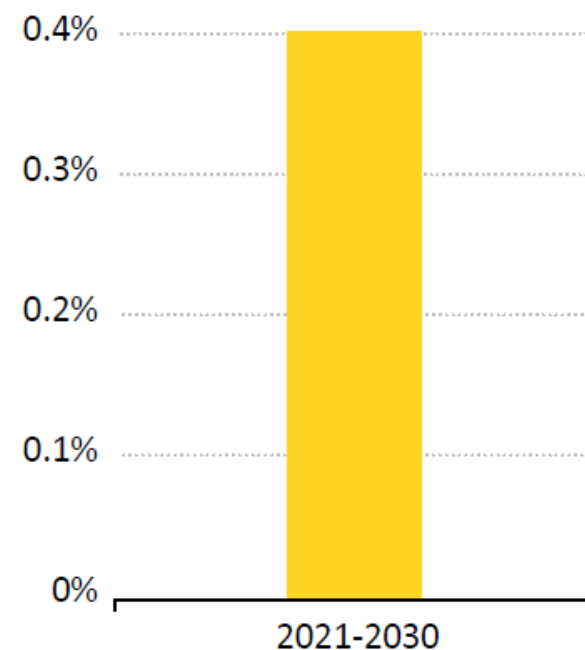
# Set near-term milestones to get on track for long-term targets



# Drive a historic surge in clean energy investment

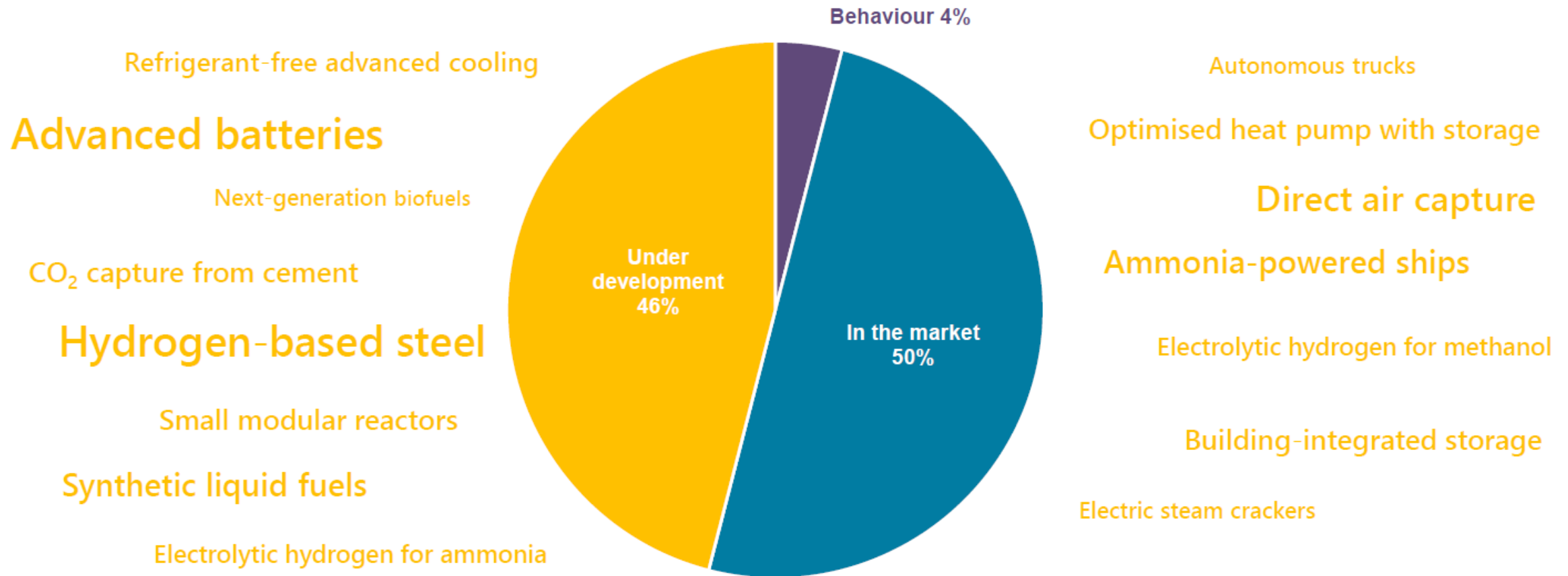


Additional annual global GDP growth in NZE



**Annual clean energy investment more than triples by 2030 in the NZE scenario, driving an average 0.4% per year increase in global GDP to 2030 & speeding the recovery from the COVID-19 shock**

CO<sub>2</sub> savings by technology maturity in 2050, NZE scenario



**Unlocking the next generation of low-carbon technologies requires more clean energy R&D and \$90 billion in demonstrations by 2030; without greater international co-operation, global CO<sub>2</sub> will not fall to net-zero by 2050.**

Contact  
h.daly@ucc.ie



# Technology switches alone will not be enough: A change in *approach* is required to achieve transformation

## *Lessons from COVID19*

- 1. Follow the science:** Immediate, bold action is necessary
- 2. Every choice matters:** Some effort & sacrifice is needed from everyone
- 3. Leadership:** Trust, fairness, leading by example
- 4. Communications:** of the threat, causes of, and solutions
- 5. Solidarity:** Protect each other