



EMPLOYEE CAPITAL PLANS (PPK)

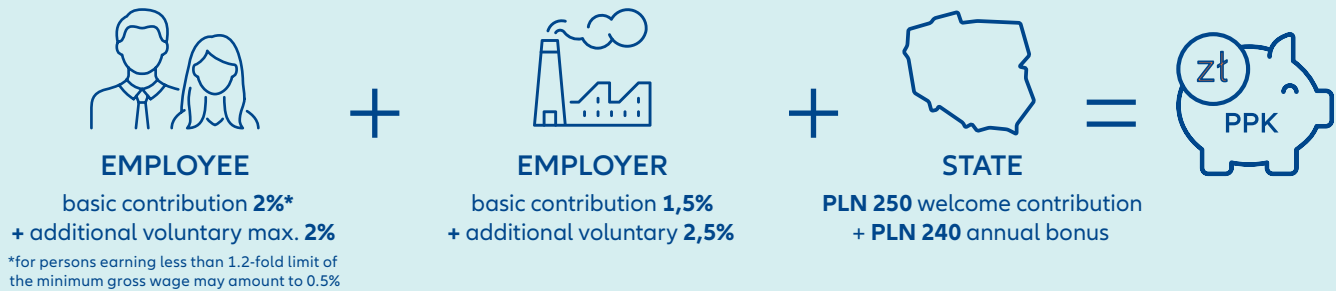
Take care of your retirement

Information for the employee

The Employee Capital Plans are the **scheme of long-term saving for your retirement**. Employees who have reached the age of 18 but have not reached the age of 55 are enrolled in the scheme automatically. Employees who have reached the age of 55 but have not reached the age of 70 may join PPK upon their request submitted to their employer. Employees above the age of 70 cannot join PPK. **The savings accumulated within PPK will be private and inheritable.**

Where do the PPK savings come from?

Your contributions and the contributions of your employer constitute a **specified percentage of your gross remuneration**. The State contributes the fixed amounts – irrespective of your income.



Gross salary		PLN 4 242 ¹	PLN 7 195 ²
Current net salary		PLN 3 222	PLN 5 235
Employer's cost	Employer contribution (1,50%)	PLN 64	PLN 108
	Employee's contribution (2,00%)	PLN 85	PLN 144
Employee's cost	Income tax from employer's contribution (17%)	PLN 8	PLN 13
	Total amount deducted from employee's salary	PLN 93	PLN 157
Net salary after deduction of PPK contribution and tax		PLN 3 129	PLN 5 078
Total amount transferred to employee's PPK account		PLN 149	PLN 252

¹ minimal wage in 2024 based on GUS

² Average salary in Q3 2023 based on GUS

The amount of contribution from all components of the salary to which the mandatory pension and disability pension contributions apply to: including the assumption of 12% income tax, basic costs of employment and income tax relief.

When can you **withdraw your savings?**

As you turn 60, you may withdraw all your accumulated money. However, in order to avoid the payment of the capital gains tax, the most profitable solution is to withdraw 25% on a one-off basis while the remaining 75% of your savings – in minimum 120 instalments (over 10 years).



Until you are 60 years old, you may use the money in the following manner: when you, your spouse or your child becomes seriously ill – maximum 25% of the money (with no necessity to repay),



for covering your own contribution when taking out a loan for a flat or house construction – maximum 100% of money along with the obligation to repay them within 15 years (for people below 45 years of age).

You may withdraw your money at any time but you must remember that in such a case your savings will be duly diminished by the part of the contributions made by your employer, the State and the relevant tax.

What **formalities** are necessary?

All formalities will be processed by your employer and the financial institution managing the assets as part of PPK. **The only thing that you must do as an employee is to take care to update your contact data.**

- the employer will enroll its employees to the scheme automatically

- the accumulated assets will be managed by a selected financial institution
- you will verify and manage the status of your assets through Mój Allianz
- you may resign from contributing to PPK at any time
- you may resume saving in PPK at any time

How and where can I check the status of my **savings?**

Your money will be invested into one of the target-date sub-funds. **As you are approaching 60 years of age, the sub-fund will automatically change the investment policy** – in such a way so as to ensure the **appropriate level of assets security.**



You can check the status of your money online via “Mój Allianz” platform 24h/7. You will also have the opportunity to submit instructions of changes online. On top of that, in the service you can take advantage of some **discounts for insurance and investment products.**

Why is it worth saving with us in PPK?



Many years of experience

For 20 years we have been managing and operating pension schemes for business undertakings



Good results in the long term

The funds managed by our highly experienced investment team earn good long-term investment results



Dedicated service

Your business entity will get the support of a dedicated Pension Plan Manager – expert in the field of pension products



Portal for employees

Every employee may have the access to Mój Allianz portal where they can check the status of their money accumulated within PPK

Towarzystwo Funduszy Inwestycyjnych Allianz Polska S.A.

ul. Inflancka 4B, 00-189 Warszawa

tel. 22 541 75 75 opłata za połączenie zgodna z taryfą danego operatora

www.allianz.pl/tfi

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The Company shall not guarantee that the investment objectives are achieved or that the specific investment result of Allianz Specjalistyczny Fundusz Inwestycyjny Otwarty PPK with separated Sub-funds ("the Fund") is achieved but it shall expend all reasonable efforts to achieve it. The Fund participants must accept the possibility of the loss of at least some of the contributed funds. The individual ROI rate of the Fund membership units shall depend on the value of the membership unit at the time of its alienation and buy-back by the Fund as well as on the level of the capital gain tax. Management fees and other costs charged to the funds are included in the unit price of the funds and reduce the return on investment. The value of the Sub-Funds net assets (and thus the value of the membership unit) may be characterized by high volatility as a result of the composition of the investment portfolios or the portfolio management techniques used.

The Sub-Funds may invest more than 35% of the asset value in securities and money market instruments that are securities issued or guaranteed by the State Treasury, the National Bank of Poland, a local government entity, governments of OECD member countries i.e. the governments of Australia, Austria, Belgium, the Czech Republic, Denmark, Estonia, Finland, France, Greece, Spain, the Netherlands, Ireland, Iceland, Japan, Canada, Luxembourg, Germany, Norway, New Zealand, Portugal, Slovakia, Slovenia, the United States, Switzerland, Sweden, Hungary, United Kingdom and Italy, and the following international financial institutions: International Monetary Fund, European Investment Bank, European Bank for Reconstruction and Development.

The detailed information about the Sub-Fund along with the details of the investment risk, fees and any other charges to the Fund as well as the information on the tax charging ROI can be found in the Informational Prospectus and the Key Information available at www.allianz.pl at the link https://www.allianz.pl/pl_PL/dla-ciebie/dokumenty/dokumenty-funduszy-inwestycyjnych.html#TabVerticalNegative01394504900 and in the office of the Company. A summary of investors' rights can be found in the Information Prospectus (Chapter III, Section 1.4) available in Polish at www.allianz.pl/tfi. Before making the investment, please read the abovementioned documents.

The Company operates under the permission of KPWiG (today the Polish Financial Supervision Authority). The Company and the Fund are supervised by the Polish Financial Supervision Authority.

The Company with its registered office in Warsaw, address: ul. Inflancka 4B, 00-189 Warszawa, entered in the Register of Entrepreneurs maintained by the District Court for the Capital City of Warsaw in Warsaw, 12th Commercial Division of the National Court Register (KRS) under the KRS number: 0000176359, with share capital paid up in full of PLN 69 888 000.

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