



EMPLOYEE CAPITAL PLAN (PPK)

Allianz Plan Emerytalny **SFIO**

Guide for employees

Welcome at TFI Allianz Polska S.A.

70

COUNTRIES

The Allianz Group is one of the world's leading insurers, serving 125 million customers in more than 70 countries. It is also the largest insurer in Europe and, for the sixth consecutive year, won in 2024 (Best Global Brands Ranking) in the insurance industry. Allianz has been operating in Poland since 1997, offering customers a wide range of personal, property, and life insurance products.

Towarzystwo Funduszy Inwestycyjnych Allianz Polska S.A. has been active on the Polish market for 20 years and has a wide range of investment strategies based on various asset classes on the Polish and foreign markets, developed based on the experience of investment companies from the Allianz Group - Allianz Global Investors and PIMCO. The Company also offers retirement savings products - IKE, IKZE, PPE and PPK - as well as programs of systematic investment in investment funds.

The Company received the **"Investment Fund Company of the Year"** award in 2021 and 2023, granted by "Parkiet" the Stock Exchange and Investors' Journal (Gazeta Giełdy i Inwestorów).

125 million

data per day 7.03.2024 r.

CLIENTS

What is PPK?



The Employee Capital Plans are a general scheme of long-term retirement saving. The scheme may cover every employed person who is subject to compulsory pension and disability pension insurance. Employees, employers and the state contribute jointly to the schemes.

HOW DOES IT WORK?

The employer, in consultation with a trade union or employee representatives, **chooses financial institution which will open and manager private PPK accounts for employees**. The accounts will be credited every month with contributions from the employee and the employer and a welcome contribution and annual bonus from the State. The money accumulated in the accounts will be invested in investment funds taking into account the age of a PPK participant – so-called target-date funds.

HOW TO JOIN PPK?

If you are not a participant of Employee Capital Plans from the beginning, you can request your employer to start making payments. The payments will be made starting from the next month. Moreover, every 4 years, starting it will inform you on the upcoming date of payment transfer recommencement. If you do not decide to save within PPK, you can submit a resignation from making payments.

Who may join PPK?

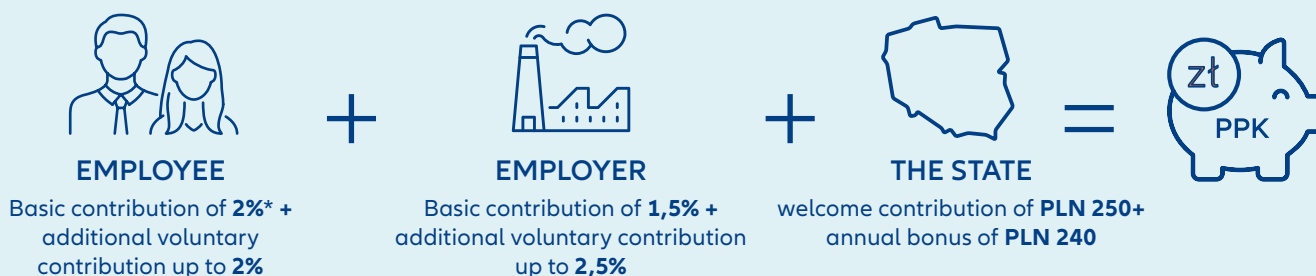
ENROLMENT OF EMPLOYEES IN PPK DEPENDING ON AGE

as you reach the age of 18, until the age of 55	✓	automatic enrolment with an option to withdraw
as you reach the age of 55, until the age of 70	✓	possible upon the request of the employed person
as you reach the age of 70	✗	impossible

Every four years, the employer must start making contributions to PPK again for those employees who earlier declared that they opt out (the time of the next automatic resumption of contributions is 1 April 2027).

WHO CONTRIBUTES TO PPK AND HOW MUCH?

Contributions of the employee and the employer will be calculated as a percentage of the gross salary. The State, on the other hand, will contribute fixed amounts – irrespective of the employee's income.



*for persons earning less than 1.2 times the gross national minimum wage, this may be 0.5%

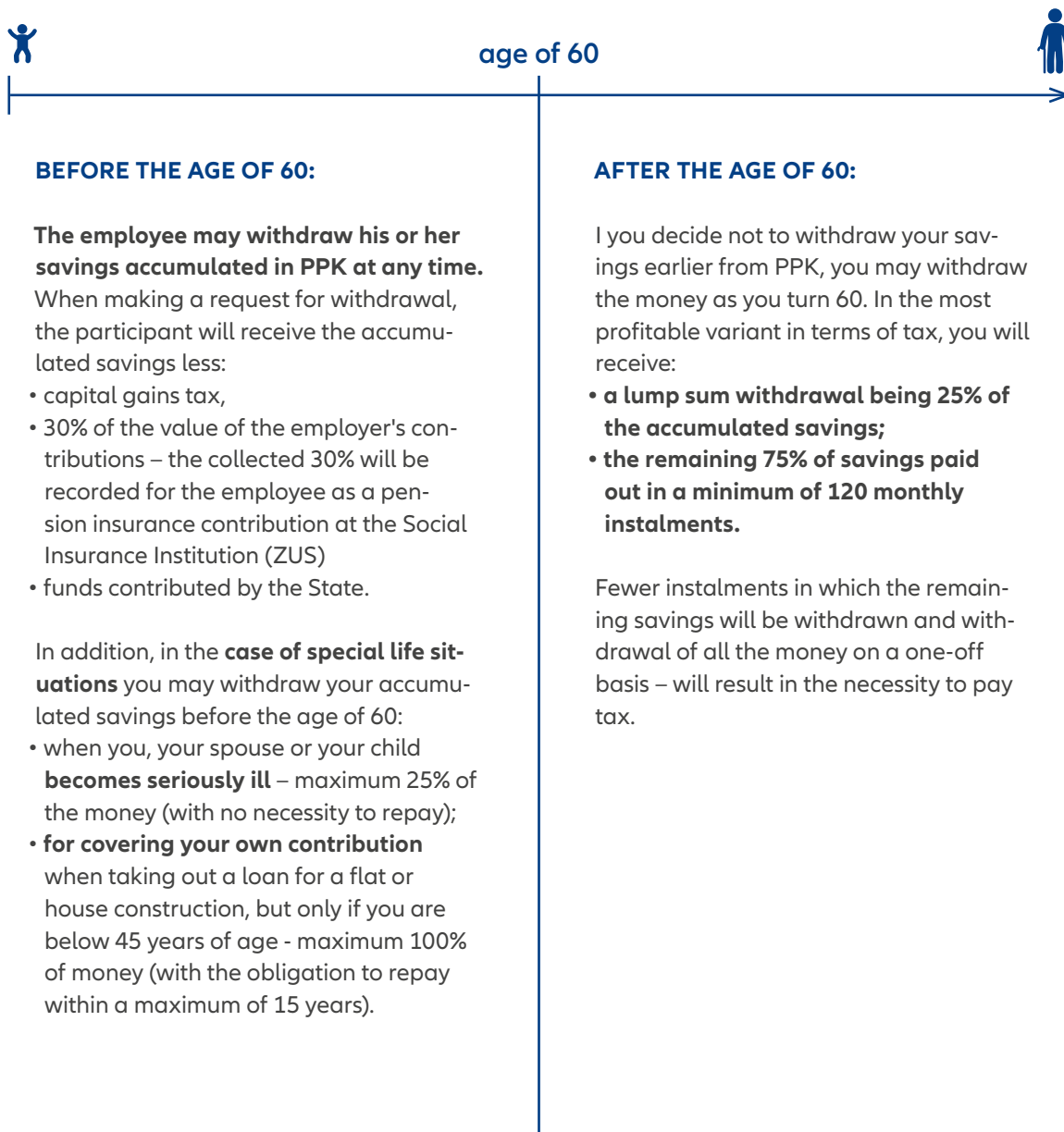
FORMALITIES ARE MANAGED BY MY EMPLOYER

If you decide to be a part of the programme, your employer will manage all your formalities. He is liable for:

- The choice of the financial institution by means of which the Employee Capital Plans accounts will be established for you and other employees. The decision will be made in agreement with the companies trade union organizations, and if there is no such in your company, with the representatives of the employed persons that were selected in the manner relevant for your employer.
- Signing of the Employee Capital Plans management agreement with the chosen financial institution as well as the agreements for operating Employee Capital Plans for your benefit.
- Transfer of payments to Employee Capital Plans.
- Gathering and archiving of Employee Capital Plans documentation.
- Provision of information associated with the established Employee Capital Plans to you, other employees and the chosen financial institutions.

When can you withdraw your savings?

The savings accumulated in a PPK account will be each participant's private funds. In the case of divorce (joint marital property) the money is divided, and in the case of the participant's death the money will be inherited..



How is the money invested?

Selected financial institutions will invest the money accumulated in PPK accounts in investment funds that apply varied risk levels depending on the participant's age – these are so-called target-date funds.

Each participant will be automatically assigned to the relevant target-date fund based on his or her date of birth. As the participant is approaching the age of 60, the fund will automatically change its investment policy – to reduce investment risk.

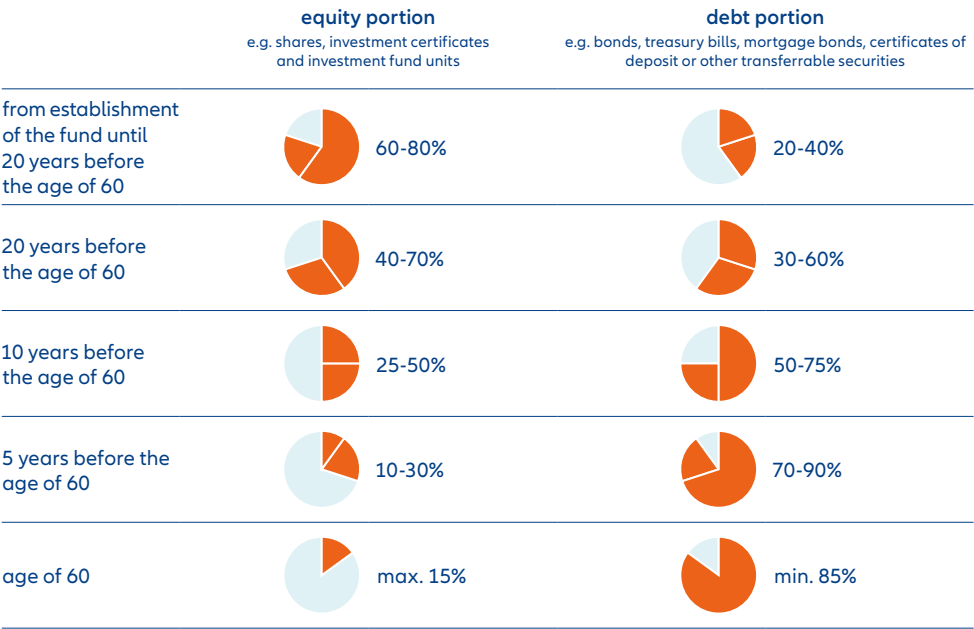
TFI Allianz Polska S.A. set up 9 target-date sub-funds as part of an open-end specialised investment fund (Allianz Plan Emerytalny SFIO):

Allianz Plan Emerytalny 2025	for individuals born in years 1963-1967 (or older, at the individual's request),
Allianz Plan Emerytalny 2030	for individuals born in years 1968-1972,
Allianz Plan Emerytalny 2035	for individuals born in years 1973-1977,
Allianz Plan Emerytalny 2040	for individuals born in years 1978-1982,
Allianz Plan Emerytalny 2045	for individuals born in years 1983-1987,
Allianz Plan Emerytalny 2050	for individuals born in years 1988-1992,
Allianz Plan Emerytalny 2055	for individuals born in years 1993-1997,
Allianz Plan Emerytalny 2060	for individuals born in years 1998-2002,
Allianz Plan Emerytalny 2065	for individuals born in years 2003-2007.

The sub-funds will invest their assets primarily in debt instruments (debt portion) and in equity instruments (equity portion).

Allianz Plan Emerytalny SFIO fund is actively managed and it is not managed in reference to any benchmark index.

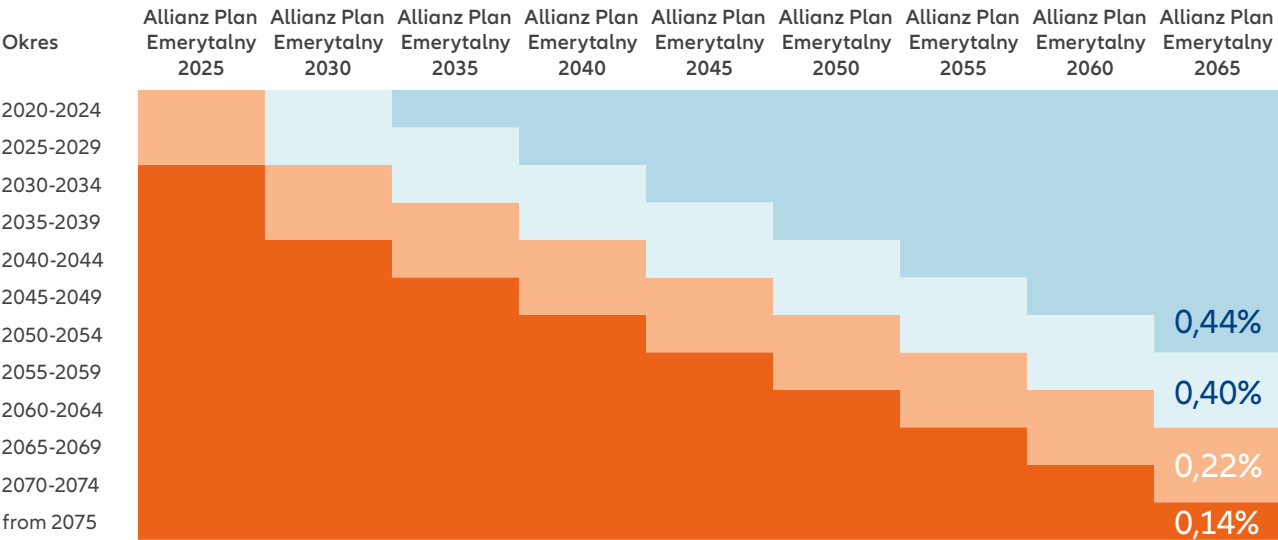
Investment rules with reference to the age of the PPK participant→



WHAT FEES ARE CHARGED BY THE FUND?

Fixed fee for the management of PPK assets will be **maximum 0,49% of the fund's net assets annually.**

Maximum management fee



Performance fee will not be higher than 0.10% of the target-date sub-fund's net asset value annually.

The fund **processes conversion requests free of charge.**

How much will the fund earn?

The return on investment in funds is not guaranteed. How much the fund will earn, depends not only on the financial instruments in which it invests but above all on the situation on the market.

TFI Allianz Polska S.A. has over 10 years of experience in asset management. The invested assets are managed by **high-level professionals** – investment advisers who hold a licence from the Polish Financial Supervision Authority (KNF) and persons who hold the title of Chartered Financial Analyst (CFA).

The table below shows the investment performance of the PPK sub-funds.

Subfund	3 month	6 month	1 year	3 years
	(30.06.2024-30.09.2024)	(31.03.2023-30.09.2024)	(30.09.2023-30.09.2024)	(30.09.2021-30.09.2024)
Allianz Plan Emerytalny 2025	1,3%	3,3%	12,4%	15,2%
Allianz Plan Emerytalny 2030	0,5%	3,4%	15,9%	16,3%
Allianz Plan Emerytalny 2035	-1,7%	2,8%	21,9%	20,2%
Allianz Plan Emerytalny 2040	-1,6%	2,9%	22,0%	20,2%
Allianz Plan Emerytalny 2045	-2,2%	3,0%	24,1%	20,8%
Allianz Plan Emerytalny 2050	-2,2%	3,1%	24,3%	21,0%
Allianz Plan Emerytalny 2055	-2,2%	3,1%	24,3%	20,5%
Allianz Plan Emerytalny 2060	-2,4%	2,9%	24,6%	21,0%
Allianz Plan Emerytalny 2065	-1,9%	3,5%	24,9%	22,6%

Fund performance for the day 30.09.2024 r.

The information provided relates to the investment (net) results achieved in the past and does not guarantee achieving similar results in the future.

Investing in PPK funds has many advantages, but it is important to remember that the benefits are accompanied by risks that may result in failure to achieve the expected return on investment, such as among others:

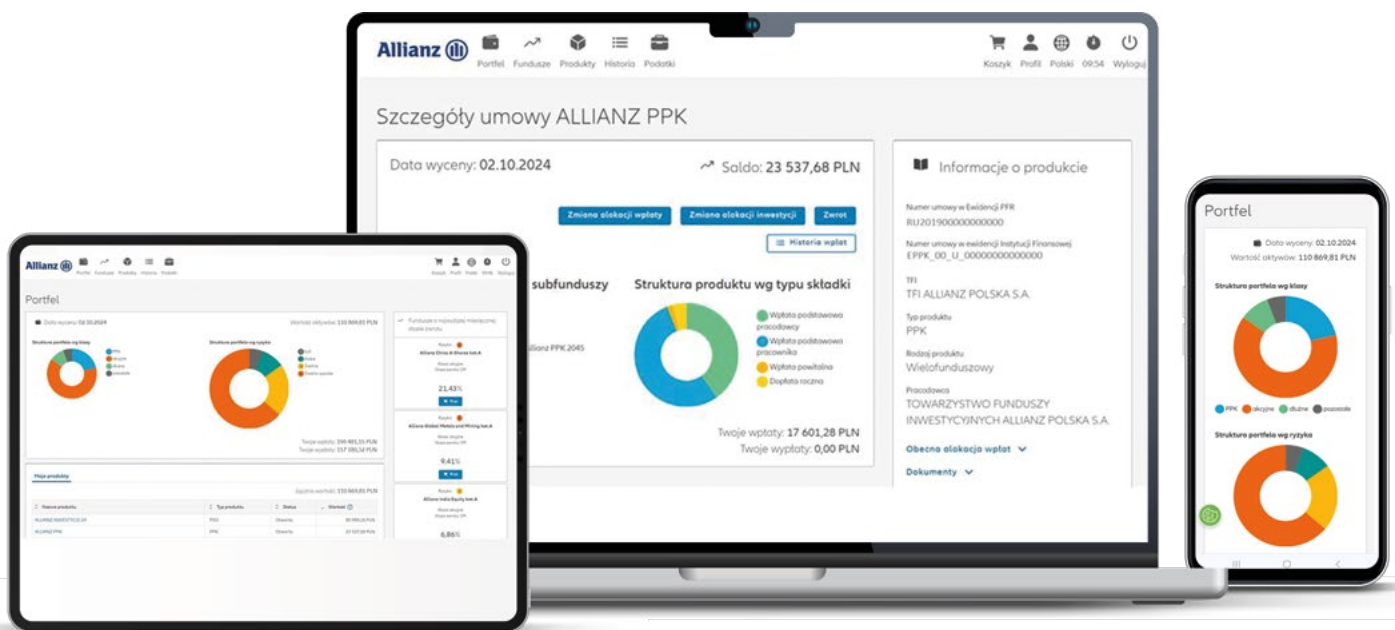
- market risks, e.g. change in the country's economic situation, inflation and interest rates, legal regulations,
- currency exchange rates;
- credit risks, e.g. deterioration of the issuers' financial standing, including downgrading of the credit rating by a recognised rating agency;
- investment risks, such as a change in the liquidity of issuers, a fall in the value or an increase in the price of financial instruments (such as shares or bonds);
- operational risks, e.g. irregularities in respect of the fund management company's (TFI) IT systems or procedures of concluding transactions;
- risk of failure to settle the transactions concluded by the fund within the period specified in the transaction agreement.



A detailed description of the risks connected with investing in a given fund may be found in the prospectus. TFI Allianz Polska S.A. makes every effort to limit the risks connected with an investment in PPK funds.

Where can I check the status of my savings in PPK?

The employees who are PPK participants **can check the status of their money online 24h/7 and can submit a wide range of permitted instructions of changes via STI Allianz platform.**



Those who prefer not to access their online account may **use a dedicated helpline and contact a dedicated Pension Plan Manager.** Our expert in the field of pension and investment products will provide support by meeting with employees in their workplace and distributing information materials.

Why is it worth saving in Allianz PPK for your pension?

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 access to STI 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 Plan Emerytalny SFIO 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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