



This is a marketing communication. Please refer to the prospectus and KID before making any final investment decisions.

Guide for employees

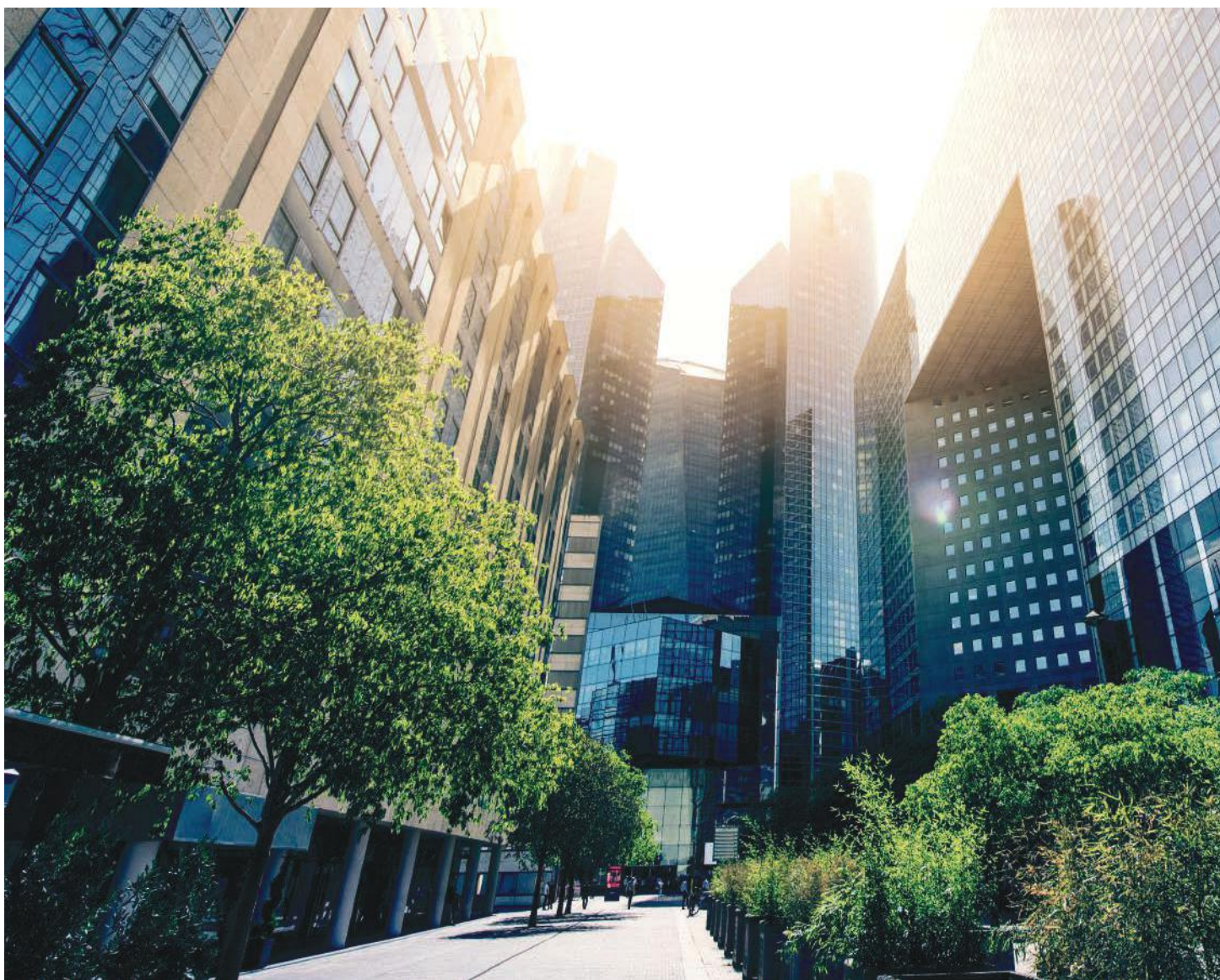
EMPLOYEE CAPITAL PLANS (PPK)

WHO ARE WE?

Allianz is a global company offering pension, investment and insurance products, with many years' experience on the market.

The Allianz Group - is one of the world's leading insurers, serving 126 million customers in more than 70 countries. It is also the largest insurer in Europe and the strongest brand in the industry in financial terms (S&P 500 ranking). 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 18 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**, granted by "Parkiet" the Stock Exchange and Investors' Journal (Gazeta Giełdy i Inwestorów).

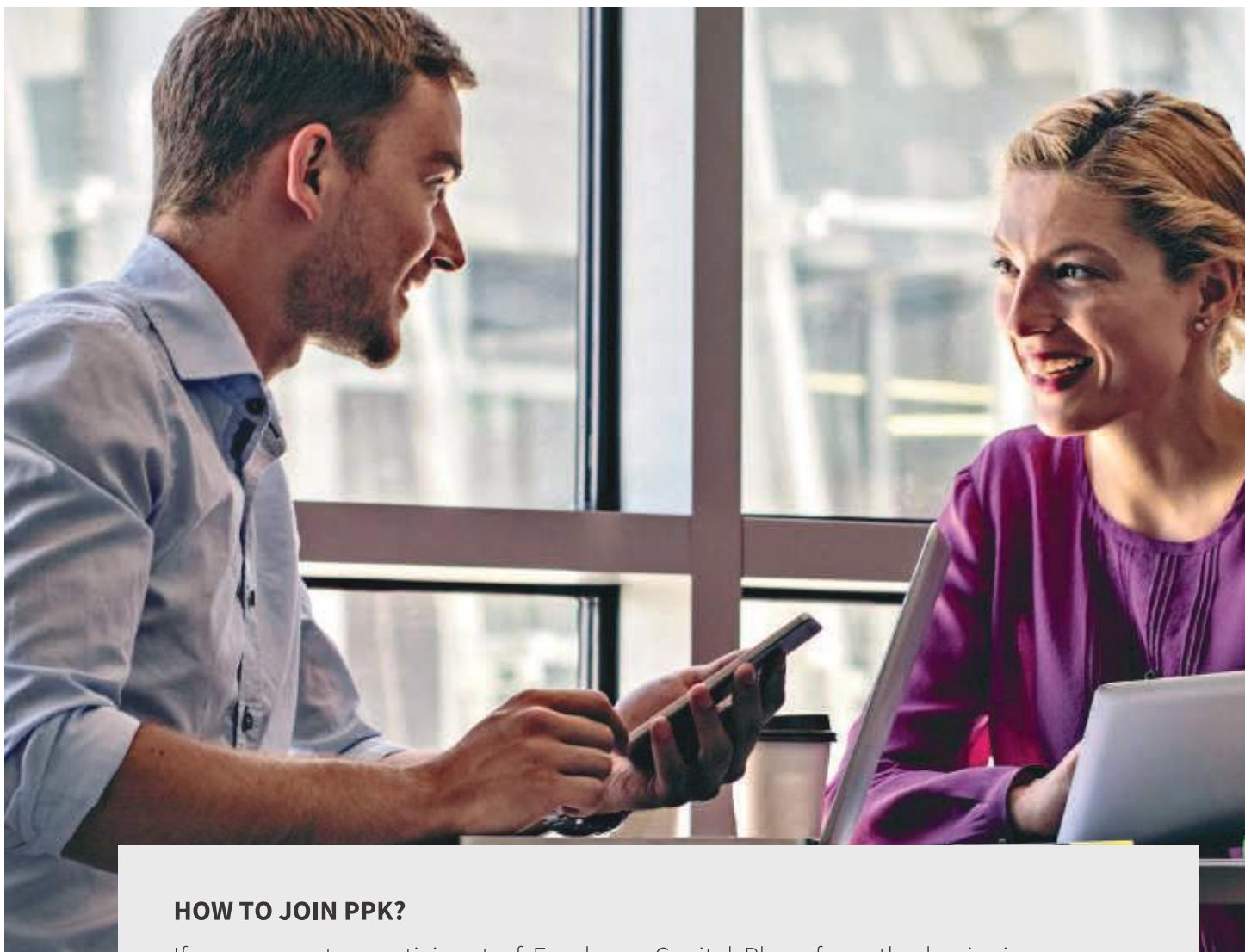


WHAT IS PPK?

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 a financial institution which will open and manager private PPK accounts for employees**. The accounts will be credited everymonth 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

Employee's age

- as you reach the age of 18, until the age of 55
- as you reach the age of 55, until the age of 70
- as you reach the age of 70

Enrolment in PPK

- automatic enrolment with an option to withdraw
- possible upon the request of the employed person
- 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 first automatic resumption of contributions is 1 April 2023).

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.



PPK



Employer

Basic contribution **1.5%** + additional voluntary contribution up to **2.5%**



Employee

Basic contribution **2%*** + additional voluntary contribution up to **2%**



State

PLN 250 welcome contribution + **PLN 240** annual bonus

* for persons earning less than 1.2 times the gross national minimum wage, this contribution 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 (where the regime of joint marital property applies) the money is divided, and **in the case of the participant's death the money will be inherited.**

BEFORE THE AGE OF 60:

The employee may withdraw his or her savings accumulated in PPK at any time.

When making a request for withdrawal, the participant will receive the accumulated savings less:

- capital gains tax,
- 30% of the value of the employer's contributions – the collected 30% will be recorded for the employee as a pension insurance contribution at the Social Insurance Institution (ZUS)
- funds contributed by the State.

In addition, in **the case of special life situations** you may withdraw your accumulated savings before the age of 60:

- 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, but only if you are below 45 years of age – maximum 100% of money (with the obligation to repay within a maximum of 15 years).

AFTER THE AGE OF 60:

If you decide not to withdraw your savings earlier from PPK, you may withdraw the money as you turn 60. In the most profitable variant in terms of tax, you will receive:

- **a lump sum withdrawal being 25% of the accumulated savings;**
- **the remaining 75% of savings paid out in a minimum of 120 monthly instalments.**

Fewer instalments in which the remaining savings will be withdrawn – including withdrawal of all the money on a one-off basis (in 1 instalment) – will result in the necessity to pay tax.



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. The participant will invest in this single fund throughout the saving period. However, **as the participant is approaching the age of 60, the fund will automatically change its investment policy** – so that it ensures the appropriate level of assets security.

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

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

	equity portion *	debt portion**
from establishment of the fund until 20 years before the age of 60	60-80%	20-40%
20 years before the age of 60	40-70%	30-60%
10 years before the age of 60	25-50%	50-75%
5 years before the age of 60	10-30%	70-90%
age of 60	max. 15%	min. 85%

* equity portion – e.g. shares, investment certificates and investment fund units

** debt portion – e.g. bonds, treasury bills, mortgage bonds, certificates of deposit or other transferrable securities

WHAT FEES ARE CHARGED BY THE FUND?

Fixed fee for the management of PPK assets will be no more than 0.40% of the fund's net assets annually.

Maximum management fee

Period	Allianz PPK 2025	Allianz PPK 2030	Allianz PPK 2035	Allianz PPK 2040	Allianz PPK 2045	Allianz PPK 2050	Allianz PPK 2055	Allianz PPK 2060	Allianz PPK 2065			
2021-2024	0.25%	0.40%	0.40%	0.40%	0.40%	0.40%	0.40%	0.40%	0.40%			
2025-2029		0.25%								0.25%	0.25%	0.25%
2030-2034												
2035-2039												
2040-2044												
2045-2049												
2050-2054												
2055-2059												
from 2060		0.25%	0.25%									

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.

The table presents the investment results

(accumulated return)¹ as valued at 31.12.2021.

Subfund	Start date	For the year (31.12.2020 – 31.12.2021)	From the start of activity until the end of 2021
ALLIANZ SFIO PPK			
Allianz PPK 2025	27.11.2019	1,68%	8,90%
Allianz PPK 2030	27.11.2019	6,65%	15,50%
Allianz PPK 2035	25.11.2019	12,79%	23,50%
Allianz PPK 2040	27.11.2019	12,47%	22,70%
Allianz PPK 2045	27.11.2019	16,97%	26,80%
Allianz PPK 2050	25.11.2019	17,66%	28,60%
Allianz PPK 2055	25.11.2019	17,12%	28,60%
Allianz PPK 2060	28.11.2019	18,32%	29,20%
Allianz PPK 2065	16.04.2021	-	9,20%

¹Accumulated return - profits achieved over the entire period (e.g. year) after deducting the management fee for the fund.

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

Source: <https://notowania.allianz.pl>

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:

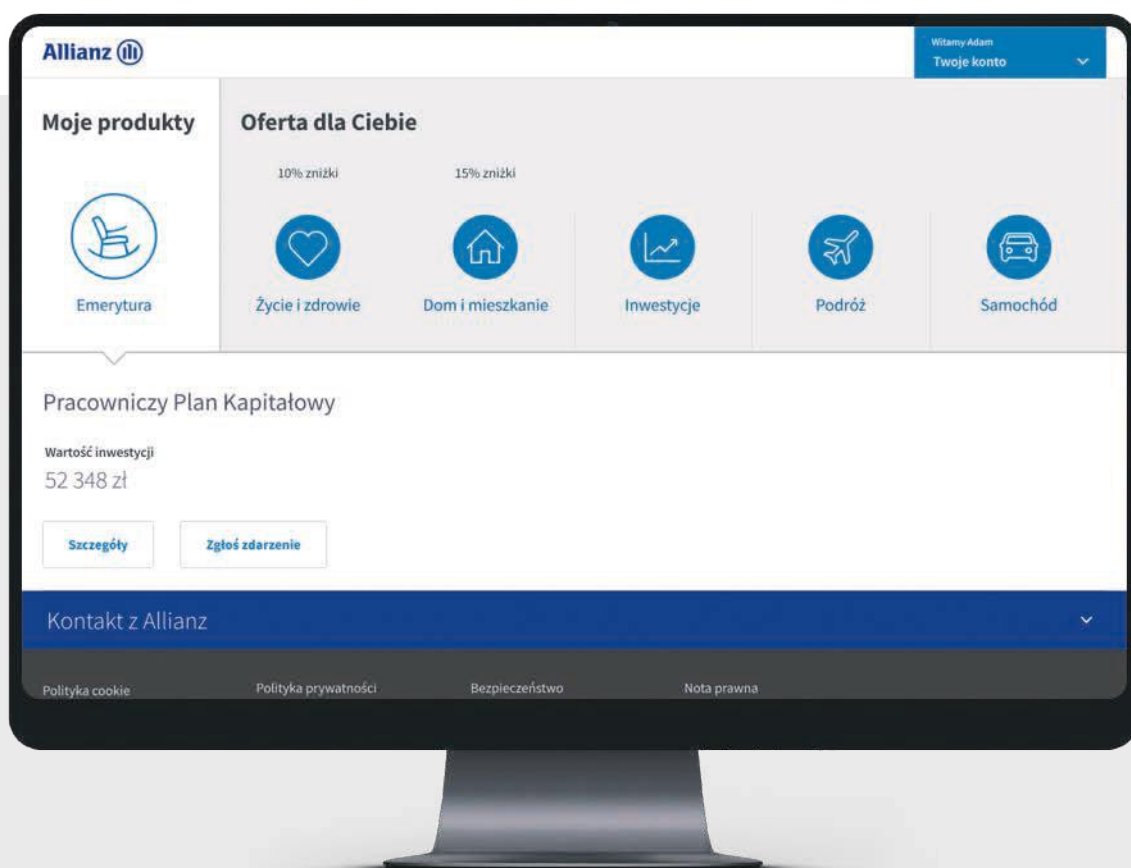
- market risks, e.g. change in the country's economic situation, inflation and interest rates, legal regulations, currency exchange rates,
- credit risks, e.g. deterioration of the issuers' financial standing, including downgrading of the credit rating by a recognised rating agency,
- investment risks, 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 Mój Allianz platform.** This is currently a unique solution in Poland which provides comprehensive access to all insurance, investment and pension products in one place.

On top of that, the online service **can offer a number of discounts for insurance and investment products.**



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 over a dozen 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 Mój Allianz portal where they can check the status of their money accumulated within PPK



This material has been prepared solely for informational and advertising purposes and may not constitute any sufficient grounds for taking the decision on using the service of the Employee Capital Plan (PPK) offered by Towarzystwo Funduszy Inwestycyjnych Allianz Polska S.A. ("Company"). The data provided herein shall not be the offer within the meaning of Article 66 of the Polish Civil Code, neither the services of investment advising nor rendering recommendations about financial instruments or their issuers within the meaning of the Act on Trading in Financial Instruments nor are they the form of rendering any legal advising or legal aid services.

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 for Investors available at www.allianz.pl and in the office of the Company. 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. Rodziny Hiszpańskich 1, 02-685 Warszawa, entered in the Register of Entrepreneurs maintained by the District Court for the Capital City of Warsaw in Warsaw, 13th 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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