

PPK - Employee Capital Plans

Long-term retirement saving programme for employees designed by employers and the state.

SAVING IS PROFITABLE

The ECP programme was established on the basis of the best practices of such countries as Great Britain, Scandinavia, the United States of America, Canada and New Zealand where similar solutions have been successfully functioning for many years.

**SAVING
SYSTEM**

common
voluntary
profitable

**YOUR
MONEY**

for the future
private
inheritable

Employee Capital Plans – where do the savings come from?

The structure of funds in your account is as follows:



YOU – THE EMPLOYEE | from **2%** up to **4%** of your gross remuneration (if your remuneration does not exceed 120% of the minimum remuneration, the payment will be decreased even to **0,5%**)



YOUR EMPLOYER | from **1,5%** up to **4%** of your gross remuneration



STATE | **PLN 250** one-off welcome payment
+ **PLN 240** annual surcharge

You will withdraw your savings when you are 60



The funds can be withdrawn in full, but the most profitable solution is to withdraw **75%** of the gathered savings in at least 120 monthly instalments (10 years). You will not pay the tax on capital gains.



You can use your savings earlier if:



you, your spouse or your child are seriously ill - up to 25% of your funds with no return obligation;



you want to cover the cost of your contribution when taking a loan for a flat or house construction - up to 100% of funds with return obligation within 15 years (for persons below 45 years of age).



Your Employer will manage all your formalities

Every Employer automatically subscribes to the programme all Employees between 18 and 55 years old who are obligatorily covered by the retirement and disability insurance, provided that those persons did not resign from contributions to the Employee Capital Plans. Persons who are between 56 and 69 years of age can join the programme based on their own application.

Moreover:

- the gathered funds are only yours and they are inheritable,
- the gathered capital is managed by financial institutions that fulfil stringent criteria,
- you can resign from making contributions to the ECP at any time,
- you can return to saving in the Employee Capital Plans at any time.



Benefits for You

- you gather the savings on your private Employee Capital Plans Account on favourable terms
- the savings are inheritable
- to start saving, you do not have to do anything
- every month you receive a payment from the Employer
- welcome payment and the annual surcharges will be transferred to your ECP Account
- you choose the model of receiving payments from the Employee Capital Plan
- preferential options for persons with lowest wages
- low costs of managing the funds on your ECP Account - they cannot exceed 0.6% of net asset value of the fund per year
- you save your money all the time in a single defined date fund, adjusting the risk level to your age