



Employee Capital Scheme (PPK)

Advertisement



Table of content

About us	3
Experience in the creation and management of pension solutions	4
Defined-date funds	5
Fees	7
Tools for employers and employees	8
Extra benefits for employees	9
Why choose a PPK with ING TFI?	10
Results of the ING Emerytura SFIO fund	11

About us



We have been present on the Polish market since 1997 and manage assets worth over **55 billion zlotys**.

(data as of 30 December 2025)



More than **736,000** private and institutional clients have placed their trust in us.

(data of IZFiA and ING TFI as of 30 September 2024)

25 years

We have been managing assets in Poland for over 25 years

2nd place

We are ranked 2nd in terms of managed assets in open-ended funds

(source: IZFiA as of 31.12.2024)

more than 40 sub-funds

We offer a wide range of sub-funds, which consists of over 40 investment solutions in Poland and on global markets.

2012 r.

In 2012, we launched the first life cycle fund in Poland, ING TFI Perspektywa SFIO, dedicated to regular investing and building savings in the long term

Experience in the creation and management of pension solutions.

- For more than 20 years, we have been working with Polish employers to set up and manage employee pension schemes.
- The first employee pension scheme (PPE) in cooperation with us was registered in 2001. Since then, our client portfolio has been growing steadily.
- The development and handling of pension schemes is carried out by:
 - **technology and business support department**, which supports employers in the preparation for implementation, implementation and ongoing operation of the scheme,
 - **sales and client experience department** that supports employers in the implementation of the scheme.
- Support in the use of the scheme is also provided by a dedicated **team on behalf of the Transfer Agent**.

We currently manage a total of nearly **2,000** employee pension schemes (PPE), employee capital schemes (PPK) and employee investment and savings schemes (PPI, PPO). More than **360,000** workers participate in these schemes.

Pension schemes in numbers.

	Assets (millions of PLN)	Number of schemes	Number of participants
PPE	7 626 337 083	394	164 759
PPK	3 130 559 351	1419	227 042
PPI, PPO	697 745 808	95	10 722
Total	11 454 642 243	1908	402 523

We have gained the trust of employers from various industries all over Poland, including:

- MICHELIN POLSKA Sp. z o.o.
- Intel Technology Poland Sp. z o.o.
- AstraZeneca Pharma Poland sp. z o.o.
- J.P. Morgan Poland Services sp. z o.o.
- L'Oreal P olska Sp. z o.o.
- Siemens Sp. z o.o.
- Mars Polska Sp. z o.o.
- Bank Gospodarstwa Krajowego
- Nestle Polska S.A.











Source: Register of employee pension schemes of the Polish Financial Supervision Authority (KNF) www.knf.gov.pl/podmioty/Podmioty_rynku_emerytalnego/PPE

Defined-date funds

We offer 10 defined-date sub-funds as part of PPK, available as part of the **ING Emerytura SFIO fund**.

- The sub-funds available as part of the ING Emerytura SFIO use different investment strategies that take into account the different ages of the PPK participants. They are ready-made solutions that invest in Poland and on foreign markets and limit investment risk as the PPK participant ages.
- This means that as the Participant approaches the age of 60, the share of higher-risk assets (such as shares) steadily decreases, while the share of debt instruments (such as bonds and bank deposits) increases.

Employees who decide to participate in the PPK are **automatically assigned to a specific sub-fund**, depending on their date of birth.

Sub-fund	Year of birth		Risk class
ING Emerytura 2025	1963	1967	Moderately low 
ING Emerytura 2030	1968	1972	Moderately low 
ING Emerytura 2035	1973	1977	Moderately low 
ING Emerytura 2040	1978	1982	Moderately low 
ING Emerytura 2045	1983	1987	Moderately low 
ING Emerytura 2050	1988	1992	Medium 
ING Emerytura 2055	1993	1997	Medium 
ING Emerytura 2060	1998	2002	Medium 
ING Emerytura 2065	2003	2007	Medium 
ING Emerytura 2070	2008	2012	Medium 

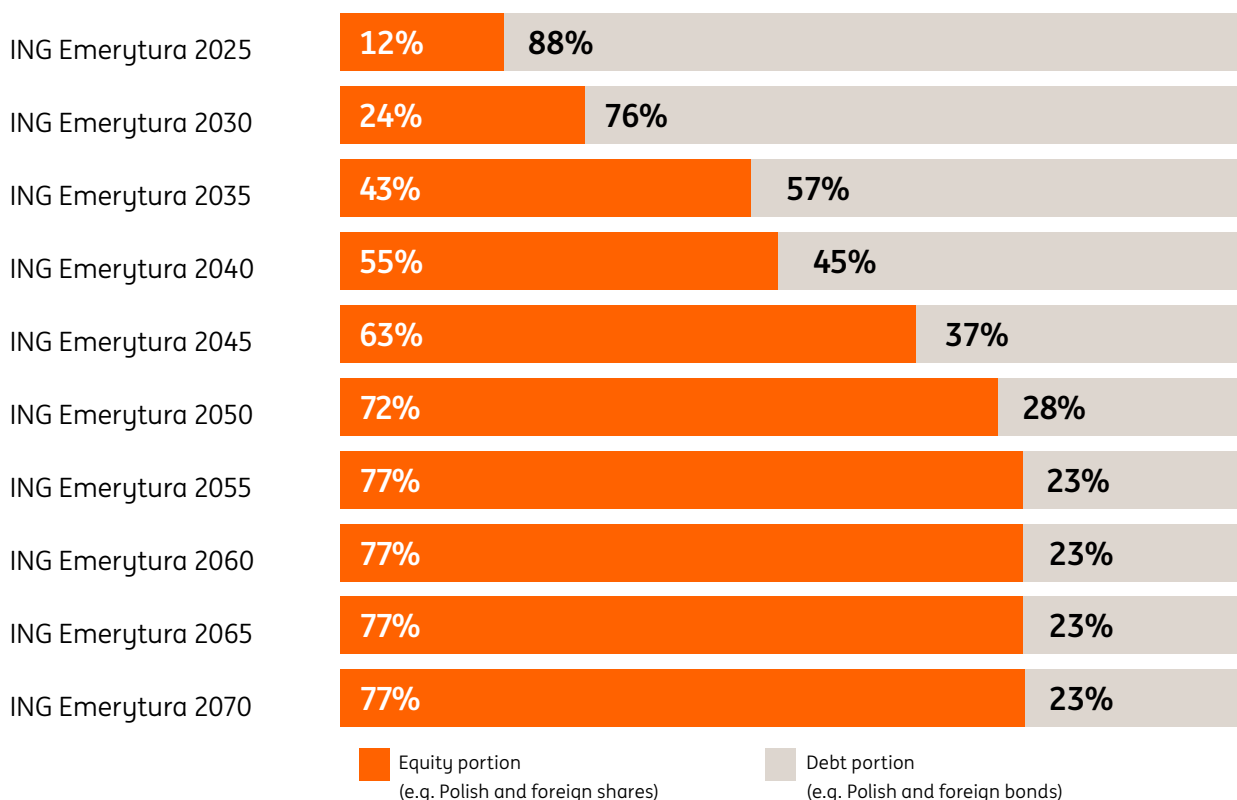
Investment risk

Investments in sub-funds involve risks. We use SRI (summary risk indicator) to determine the risk of investment funds. It can range from 1 to 7, where 1 means very low risk and 7 means very high risk.

How is the money contributed by PPK participants invested?

All contributions to the PPK are invested in a specific type of investment fund – known as target-date funds. The method of investing money is set out in the PPK Act. The Act specifies the proportions in which funds may be invested in the equity and bond markets. These proportions change over time so that the investment strategy remains aligned with the age of the participants in the PPK fund.

At ING TFI, the role of PPK funds is fulfilled by the Emerytura funds, which differ in terms of the proportion of equity (e.g. shares) and debt (e.g. bonds) they hold.



Source: ING TFI S.A., data as of 22 June 2026

How is the way PPK participants' money is invested changing?

- 1. The further away retirement is, the greater the proportion of investments with higher growth potential.** Initially, the majority of the portfolio consists of equity investments (e.g. shares), which helps to build the value of savings over the long term.
- 2. Over time, the level of risk is gradually reduced.** As one approaches the age of 60, the proportion of fixed-income assets (such as bonds) increases in order to limit fluctuations in the value of accumulated savings.
- 3. Everything is done automatically, without the participants having to do anything.** Participants are allocated to a sub-fund based on their age, and the investment strategy evolves over time – the sub-fund ‘ages’ alongside them.

Fees

Fee for the management and administration of the sub-fund – fixed

- This is the basic fee charged for the administration and management of the fund.
- It is determined as a percentage charged on an annual basis on the assets of the managed fund. The maximum fixed management fee for PPK funds may be 0.50% per annum.

from	to	ING Emerytura 2025	ING Emerytura 2030	ING Emerytura 2035	ING Emerytura 2040	ING Emerytura 2045	ING Emerytura 2050	ING Emerytura 2055	ING Emerytura 2060	ING Emerytura 2065	ING Emerytura 2070
	2029		0,35%				0,50%				
2030	2034			0,35%	0,40%	0,45%		0,50%			
2035	2039				0,35%	0,40%		0,45%		0,50%	
2040	2044					0,35%	0,40%		0,45%		
2045	2049						0,35%	0,40%			
2050	2054	0,30%	0,30%	0,30%				0,35%	0,40%		0,45%
2055	2059				0,30%				0,35%	0,40%	
2060	2064					0,30%				0,35%	0,40%
2065	2069							0,30%		0,30%	0,35%
2070											0,30%

Fee for the management and administration of the sub-fund – variable (i.e. performance-related fee)

- This is a performance-related fee.
- The performance-related fee is a maximum of 0.1% of the sub-fund's net asset value per annum, provided that a positive rate of return is achieved for the year in question, higher than the reference rate specified in the Regulation issued pursuant to Article 49(13) of the Act on PPK.



No distribution fee



No other fees charged on payments



No fees for withdrawing or transferring funds

Tools for employers and employees

For employer

Registration of PPK agreement online

Legal and operational support

- templates of agreements, declarations, orders

Information packages for participants in Polish and English

- information leaflet
- presentation

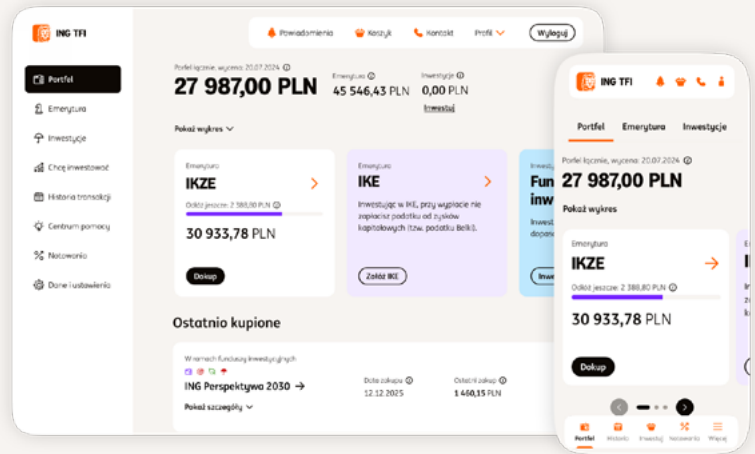
Service for employers PPK online

- registering employees
- transferring employees payment slips
- transferring employee instructions
- generating reports

For employee

ING TFI24 transaction service and mobile app

- Individual, free access to the website and mobile app
- access to the transaction history
- placing orders and instructions
- updating data
- fund performance
- The website and mobile app are available in Polish and English.



Pension calculators

- PPK calculator
- regular investment calculator
- IKE, IKZE calculator

Meetings with experts

- Meetings with experts

For employer and employees

Infolinia funduszy ING TFI

+48 22 541 75 11

+48 801 690 555

from Monday through Friday between 9:00 a.m. and 5:00 p.m.

The cost of the call depends on your mobile network provider

Extra benefits for employees

IKE and IKZE in Korpo version

IKE, Individual Retirement Account, and **IKZE**, Individual Pension Security Account, are private pension products that enable their holders to

- benefit from tax breaks, and save extra money for the future.

Advantages of IKE and IKZE with ING TFI

PLN 50

minimum deposit
in IKE or IKZE

PLN 0

for opening an account

PLN 0

for swapping and converting
funds, without limit

over

25

sub-funds
in the offer

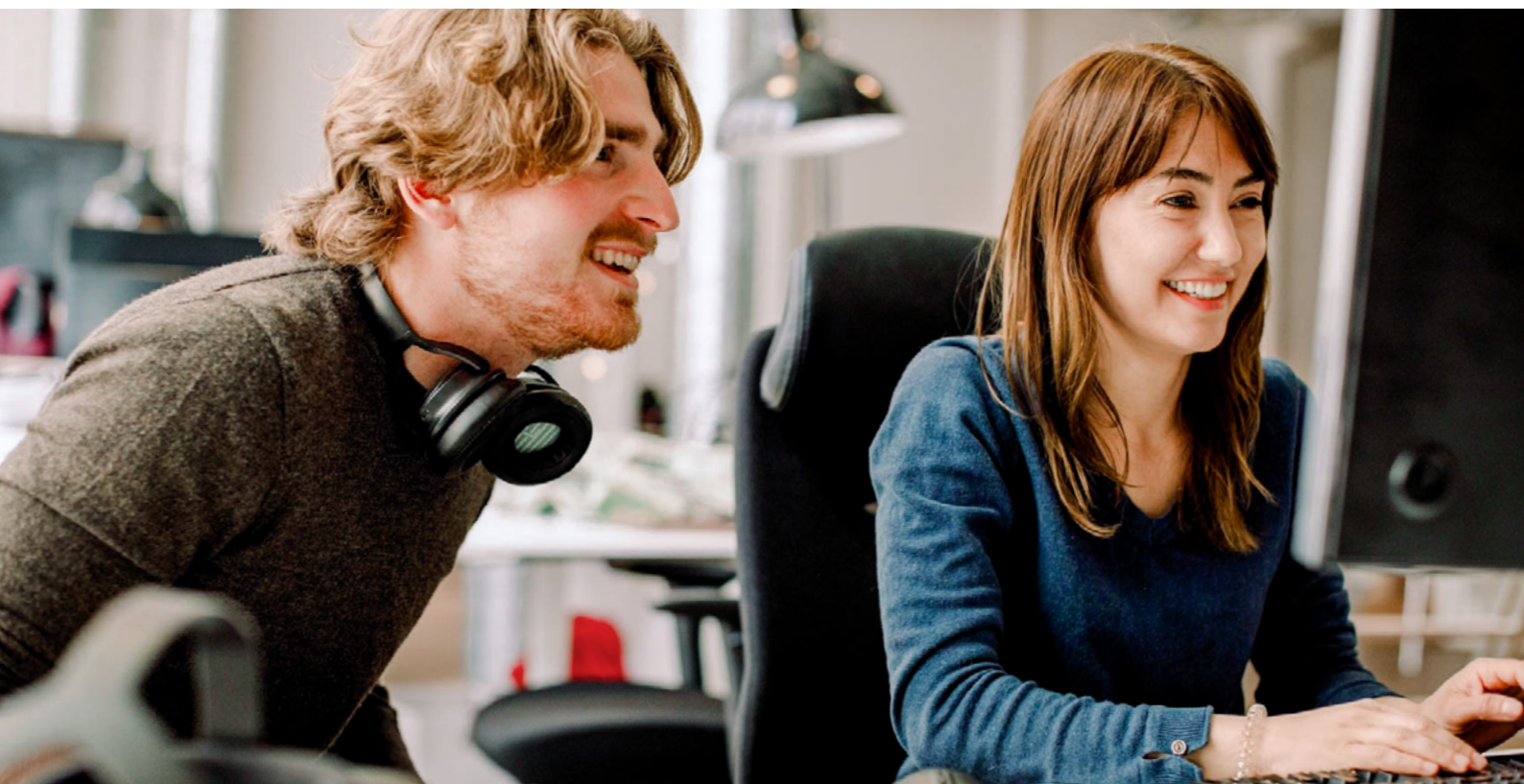
IKE Korpo and IKZE Korpo, is an offer for employees whose employers cooperate with us as part of PPK.



The **Korpo** package is characterised by lower management fees than the standard package for private clients.

This means a management fee* reduction of up to 65% for Korpo clients.

*The amount of the fee for the management and administration of sub-funds varies depending on the selected sub-fund.



Why choose a PPK with ING TFI?



Experienced investment partner

We have more than 20 years of experience in managing pension schemes for medium-sized and large companies. We have gained the trust of over 1,600 employers from all over Poland. More than 360,000 employees participate in the pension schemes we manage.

Source: ING TFI; 31.12.2024 r.



Award-winning TFI

In 2021 and 2022, we won the Alfa award for the best investment fund company in Poland.



Committed PPK provider

More than 80% of the employees of companies that have concluded an agreement with us participate in PPK. This is the highest average participation rate among all institutions operating PPK in Poland.

Source: Raport PFR „5 lat PPK”



Convenience for employees and employers

We provide free tools for the employer and employees. Employers and employees can benefit from modern tools:

- for employers – portal PPK Online,
- for employees – ING TFI24 transaction service and mobile app.

This makes it quick and easy to use PPK, both for employers and PPK participants.



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www.ingtfi.pl/ppk

Results of the ING Emerytura SFIO fund

Results as of 30.12.2025.

Sub-fund	1 year	3 years	5 years
ING Emerytura 2025	12%	+39,18%	+31,86%
ING Emerytura 2030	+15,53%	+49,38%	+45,06%
ING Emerytura 2035	+20,52%	+61,53%	+58,68%
ING Emerytura 2040	+23,74%	+69,12%	+68,35%
ING Emerytura 2045	+25,41%	+75,30%	+75,79%
ING Emerytura 2050	+27,44%	+80,52%	+81,70%
ING Emerytura 2055	+27,44%	+80,79%	+81,46%
ING Emerytura 2060	+27,28%	+78,83%	+79,77%
ING Emerytura 2065	+26,28%	+78,63%	n/a

Source: ING TFI S.A.

- The sub-fund was launched on 17.02.2021, therefore 5-year performance data are not available.

The results of the ING Emerytura SFIO fund over different periods are available at <https://www.ingtfi.pl/notowania-funduszy>



Legal note

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The results presented are historical (source: ING TFI). ING TFI and the Investment Funds managed by ING TFI do not guarantee that the investment objectives of the funds and sub-funds will be achieved, nor that similar results will be obtained.

Investments in Investment Funds managed by ING TFI are subject to investment risk, and the Participant must be aware of the possibility of losing part of the invested funds.

The individual rate of return on investment is not the same as the Fund's investment performance and depends on the value of the share unit at the time of its sale and repurchase by the Fund, as well as the amount of handling fees charged and taxes due. The Tables of Fees can be found at www.ingtfi.pl.

This material is not an information document required by law and does not contain information sufficient to make an investment decision.

Information about ING Emerytura Specjalistyczny Fundusz Inwestycyjny Otwarty (ING Emerytura Specialised Open-End Investment Fund) and its sub-funds, as well as their investment risk, is available in Polish in the Prospectus, which can be found at the headquarters of ING TFI and on the website www.ingtfi.pl and in the Key Information and Information for the client of an alternative investment fund available at the headquarters of ING TFI and on the website www.ingtfi.pl (<https://www.ingtfi.pl/informacje-i-dokumenty/dokumenty-funduszy/prospekty-informacyjne>). Information regarding investors' rights drawn up in the Polish language can be found in the Information Prospectus available at the headquarters of ING TFI and on the website www.ingtfi.pl (<https://www.ingtfi.pl/informacje-i-dokumenty/dokumenty-fundu-szy/prospekty-informacyjne>).

Units of participation in the ING Emerytura SFIO sub-funds can only be purchased as part of employee capital schemes run on the basis of an agreement with ING Emerytura SFIO to manage the employee capital scheme.

ING Emerytura SFIO sub-funds may invest in excess of 35% of the value of their assets in securities issued, endorsed, or guaranteed by the State Treasury.

Due to the high volatility of the prices of the financial instruments in which the assets of the individual sub-funds of ING Emerytura SFIO are invested, the net asset value of these sub-funds, especially in the initial period of their operation, may be characterised by high volatility. The allocation of assets of individual sub-funds of ING Emerytura SFIO between asset classes characterised by different levels of risk varies over time and will be made in accordance with the principle of a gradual change in this allocation from instruments characterised by the highest level of risk to a more conservative one associated with instruments with a lower level of risk as the period of operation of a given sub-fund approaches the target date, separately defined for individual sub-funds.

ING TFI receives a fee for the administration and management of individual ING Emerytura SFIO sub-funds, the rates of which change over the individual periods of operation of the given sub-funds.

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Material current as of: 22 June 2026