

EMPLOYEE CAPITAL PLANS (PPK)



EMPLOYEE CAPITAL PLANS WITH PKO TFI



Advertising information

What are Employee Capital Plans (PPK)?

PPK is a savings program which provides you with additional resources for your future retirement pension.

How does it work in your company?

The money will be paid into your private registry in the PPK by:



Welcome payment



PLN 250
(one-off)

Annual extra payment



PLN 240
(once a year)



Employer

Basic payment



1,5%
of your salary



You

Basic payment



2%
of your salary

Additional payment
(voluntary)



up to 2%
of your salary

You do not have to do anything to start saving, since you will be enrolled in the PPK automatically. You may withdraw from, or return to it at any time. Every 4 years, starting from 1 April 2023, contributions will be resumed. Your employer will inform you of the forthcoming date of the next commencement of contributions so that you may decide once again on your participation in the PPK.

How much can you save thanks to the PPK?

	Employee's salary	
	PLN 2,800	PLN 5,000
	Contributions to the PPK on a monthly basis	
Employee - basic payment 0.5* or 2%	PLN 56.00*	PLN 100.00
Employer - basic payment 1.5%	PLN 42.00	PLN 75.00
Income tax on employer's payment (17%)	PLN 7.14	PLN 12.75
The State**	PLN 20.00	PLN 20.00
Amount set aside in the PPK register	PLN 118.00	PLN 195.00
Amount set aside in the PPK register after one year	PLN 1416.00	PLN 2340.00

*An employee may reduce the basic payment up to 0.5%, provided that their income from all sources does not exceed 120% of the minimum salary.

**The extra payment of the State Treasury is made once a year, provided that the provisions set forth in Article 32 of the Act on Employee Capital Plans have been met. It has been divided in the calculation into 12 months. The extra payment is not taxable.

Use our calculator on the website www.pkotfi.pl and calculate your additional pension with the PPK.

Who will be enrolled in the PPK?

Automatically:

- employed persons over 18 and under 55 years of age.

At their request:

- employed persons over 55 and under 70 years of age.

What benefits will you have from saving in the PPK?



additional money after retiring - after the age of 60 (regardless of your professional activity) you will be able to make a one-off withdrawal of 25% of the money collected (without tax), then receive the remainder in the form of a monthly payment for at least 10 years.



access to funds - the money collected in the PPK is entirely yours and you may withdraw it at any time. However, if you withdraw the money before reaching 60 years of age, you will lose tax reliefs and extra payments from the State. Withdrawal of more than 25% of the collected money, after the age of 60, will result in the necessity to pay tax on capital gains.



you will save more if you decide to make additional payments - up to 2% of your salary



if you are under the age of 45 and you need money for **own contribution when buying a flat** or building a house, you will be able to withdraw up to 100% of the money collected with the obligation to return it within 15 years



in case of a serious illness of you, your spouse or your child, you will be able to withdraw up to 25% of the accumulated savings without being required to return them.



the savings you have collected will be **subject to inheritance** and exempted from inheritance tax



your money will be managed by **experienced experts**



Online access to your register in the PPK via the website <https://i-fundusze.pl/>



Dedicated Infoline, where our experts will provide you with all information on the PPK: tel.: 801 32 32 80, +48 22 358 56 56, Mon – Fri from 8:00 a.m. to 7:00 p.m. (charge as specified in the operator's tariff)

How will your money be invested?

- Employee Capital Plans (PPK) in PKO TFI comprise **9 actively managed defined date subfunds**. Depending on the year of your birth, you will be assigned to the respective fund.
- **The composition of your investment portfolio** will change with your age - the percentage share of stocks in the portfolio will decrease along with the time remaining until your 60th birthday.
- You may also choose another sub-fund from among PKO Emerytura – SFIO (PKO Pension - SFIO) subfunds, and you may change your mind many times.

PKO Emerytura 2025 (PKO Pension 2025)	designated for people born before 1968
PKO Emerytura 2030 (PKO Pension 2030)	designated for people born between 1968-1972
PKO Emerytura 2035 (PKO Pension 2035)	designated for people born between 1973-1977
PKO Emerytura 2040 (PKO Pension 2040)	designated for people born between 1978-1982
PKO Emerytura 2045 (PKO Pension 2045)	designated for people born between 1983-1987
PKO Emerytura 2050 (PKO Pension 2050)	designated for people born between 1988-1992
PKO Emerytura 2055 (PKO Pension 2055)	designated for people born between 1993-1997
PKO Emerytura 2060 (PKO Pension 2060)	designated for people born between 1998-2002
PKO Emerytura 2065 (PKO Pension 2065)	designated for people born between 2003-2007

Information on the risks associated with investing in the investment funds:

PKO TFI is making every effort to reduce the risks of investing in funds. Nevertheless, when investing in subfunds/funds, you should bear in mind that the benefits of investing funds in participation units are also accompanied by risks, such as: the risk of failure to achieve the expected return on investment, the occurrence of circumstances beyond the control of the fund participant, e.g. operational, as well as the risk of inflation, liquidity of investments, liquidity and risk related to changes in legal regulations, as well as liquidation of the fund (subfund). Among the risks related to investing a particular attention should be paid to investment policy risks, including but not limited to market, interest rates, credit, derivatives and concentration risk, as well as risks associated with settlement and liquidity of investments.

In addition, particular subfunds may present specific risks typical only for those subfunds, such as, for example, foreign exchange risks, the risk of a difference between the rate of return on the subfund and the index, the risk associated with concluding an agreement with a counterparty, etc.

For this reason, in order to properly assess the risks of investing funds in PKO Pension – soif fund participation units, you should carefully read the investment policy, description of risks and investor profile contained in the prospectus or the Key Investor Information Document (KIID). In particular you should read the recommendations concerning the minimum investment period as well as the risk and reward profile contained in the KIID (on a scale from 1 to 7, where 1 stands for the lowest risk and 7 for the highest risk) including the recommendations concerning the choice of the subfund appropriate to the participant's age and investment period.

Who are we?

- We are one of the largest Investment Fund Companies in Poland.
- We have over 24 years of experience in the investment fund market and lengthy practice in the management of Employee Pension Schemes based on life-cycle funds.
- We are part of the largest polish kapital group PKO Bank Polski.
- We operate in the local market, but we invest globally.
- We manage assets owned by more than a 1,5 million customers (status as at 30.06.2021 r.)
- We have received numerous awards and distinctions for the results achieved by the funds and subfunds managed by us.

Do you want to learn more?

Acquaint yourself with the information available on the website www.pkotfi.pl in the section “Employee Capital Plans (PPK)”.



WE WIN THE FUTURE TOGETHER
PENSION SCHEMES WITH PKO TFI

GLOSSARY

PARTICIPATION UNIT (P.U.) The basic unit representing the share in net assets of an investment fund. The funds paid by the investor to the investment fund are converted into such units. A participation unit is neither a security or any other physically existing document. It is a legal title enabling the investor to participate in both the fund's assets and its income.

REMUNERATION FOR MANAGEMENT

The remuneration of the investment fund company for managing the fund, already included in the net price of the participation unit or in the value of the investment certificate. The definition complies with the Company's resolution.

ACQUISITION FEE

A fee charged by the Company when selling participation units. The amount of fees presented results from the Table of Fees and Commissions and may be changed.

REDEMPTION FEE

A fee charged by the Company when redeeming participation units. The amount of fees presented results from the Table of Fees and Commissions and may be changed.

KEY INVESTOR INFORMATION DOCUMENT (KIID) is a legal document containing a set of basic information enabling to understand the nature of the fund and the associated risks. Basic details of the fund, such as: its investment policy, risk and profit profile, costs and fees and long-term performance are presented on just two pages and described in a manner accessible to its customers.

ANALYZY ONLINE RATING is a comprehensive rating of the fund from the perspective of an individual investor, drawn up by Analizy Online Sp. z o.o. company. The rating was prepared on the basis of evaluation of quantitative factors (such as, inter alia, efficiency or repeatability of rates of return) and qualitative factors (such as, e.g., transparency of the institution or human capital assessment), which determine the current behaviour of the fund and its possible future viability.

Legal notice

This is an advertising information. Before taking final investment decisions, please read the prospectus of the fund and the key investor information document (KIID). The data provided herein does not constitute an offer in the meaning of Article 66 of the Civil Code Act of 23 April 1964 nor an investment consulting service or recommendations relating to financial instruments or their issuers in the meaning of the Act on Trading in Financial Instruments of 29 July 2005, nor is it a form of tax consulting services, legal assistance or insurance distribution.

An investment in funds involves the acquisition of participation units. **The PKO Pension – soif (PKO Emerytura – sfio) fund does not guarantee the achievement of the intended investment objective or obtaining a specific investment result. The possibility of losing at least part of the funds deposited must be taken into account.** A detailed description of risk factors associated with investing in participation units of subfunds separated within the framework of PKO Pension - soif is contained in the information prospectus available at distributors and on the website www.pkotfi.pl

under the link: <https://www.pkotfi.pl/dokumenty-do-pobrania/prospekty-informacyjne/> and Key Investor Information Document (KIID), available at distributors and on the website www.pkotfi.pl under the link: www.pkotfi.pl/dokumenty-do-pobrania/kiid/. Both the information prospectus and the KIID are only available in Polish.

A summary of the rights of investors in the investment fund is included in the relevant provisions of the information prospectus in chapter III Rights of Fund Participants, available on the website www.pkotfi.pl, accessible under the link <https://www.pkotfi.pl/dokumenty-do-pobrania/prospekty-informacyjne/>. The summary of the investors' rights is available in Polish.

The list of distributors can be obtained by calling the helpline at 801 32 32 80. Prior to making an investment, please refer to the contents of the information prospectus, the KIID of individual subfunds separated within PKO Pension – soif. Information on the handling fees charged can be found in the table of fees available from distributors and at www.pkotfi.pl. Due to the composition of the portfolio and the management strategy pursued, the value of the participation units may be subject to moderate or high volatility. Subfunds may invest more than 35% of their assets in money market instruments issued, underwritten or guaranteed by the National Bank of Poland or the State Treasury.

This material should not be the sole basis for making a decision to join an Employee Capital Plan (ECP) in cooperation with PKO TFI SA. Information about the ECP offered by PKO TFI SA is contained in the „Regulations of conducting and managing Employee Capital Plans by PKO Pension - soif”. The principles of using the i-Funds service are contained in the „Principles for placing orders via the IAT FI system applicable to investment funds managed by PKO TFI SA”.

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PKO TFI SA is acting on the basis of an authorisation from the Polish Financial Supervision Authority. The Company is registered in the Register of Entrepreneurs kept by the District Court for the Capital City of Warsaw, 13th Commercial Division of the National Court Register under number 0000019384. Share capital of PLN 18,460,400. Tax ID No (NIP): 526-17-88-449. Any additional information will be provided upon individual request.

Infoline:

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from Monday to Friday

between 8:00 a.m. and 7:00 p.m.

fee as specified in the operator's tariff

Information:

www.pkotfi.pl

