



EMPLOYEE CAPITAL PLANS WITH PKO TFI








What are Employee Capital Plans (PPK)?

PPK is a voluntary program, which lets you accumulate additional funds for your future pension.

How does it work?

The following contributions will be made to your private PPK register:

 Employer	Basic contribution	→	1.5% of your gross remuneration
	Additional contribution (optional)	→	up to 2.5% of your remuneration
 You	Basic contribution	→	2% of your gross remuneration
	Additional contribution (optional)	→	up to 2% of your remuneration
 State	Welcome contribution	→	PLN 250 (once)
	Annual bonus contribution	→	PLN 240 (once a year)

How much can you save with the PPK?

	Employee remuneration	
	PLN 3 600*	PLN 5 000
	Contributions to PPK on a monthly basis	
Employee – basic contribution 2%	PLN 72.00**	PLN 100.00
Employer – basic contribution 1.5%	PLN 54.00	PLN 75.00
Advance income tax on the employer's contribution (12%)	PLN 6.48	PLN 9.00
Amount, by which the net remuneration will decrease	PLN 78.48	PLN 109.00
State – annual bonus contribution***	PLN 20.00	PLN 20.00
Amount saved in the PPK register	PLN 146.00	PLN 195.00
Amount saved in the PPK register in the period of one year	PLN 1 752.00	PLN 2 340.00

*The minimum remuneration for work, in accordance with the Regulation of the Council of Ministers of 13 September 2022 on the minimum wage for work and the minimum hourly rate in 2023.

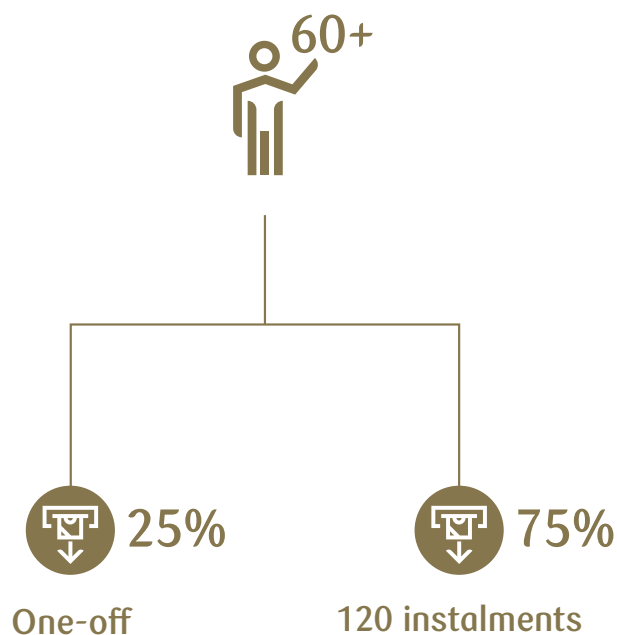
**An employee may reduce the basic contribution to 0.5% provided his/her income from all sources does not exceed 120% of the minimum remuneration.

***The annual bonus contribution of PLN 240 from the Labour Fund is made once a year if the conditions specified in Article 32 of the PPK Act are met. In the calculation it has been divided into 12 months. The bonus is not subject to taxation. The welcome contribution from the State was not included in the calculation.

Use the calculator at www.pkotfi.pl and estimate your additional pension under PPK.

When can I withdraw funds from the PPK?

It will be the most advantageous to withdraw funds after reaching the age of 60 (regardless of your professional activity). You will be able to withdraw 25% of the accumulated funds on a one-off basis without paying any tax, and you will receive the remainder as a monthly payment spread over at least 10 years (120 instalments).



You can also withdraw the entirety of accumulated funds on a one-off basis, but the amount in excess of 25% of accumulated funds will be subject to capital gains tax.

How will you benefit from saving in the PPK?



You will save even more if you decide to make additional contributions
- up to 2% of your salary.



If you are under 45 years of **age**, **you can use the savings in PPK to finance your own contribution when purchasing a flat or building a house.**
You have 15 years to pay back.



In the event of your or your next of kin's **serious illness** you can withdraw up to 25% of your accumulated funds.



Your savings are inherited
and are exempt from inheritance and donation tax.



Your funds at PPK from PKO TFI are managed **by an experienced team of experts.**



Online access to your register in PPK via the website **i-fundusze.pl** as well as electronic banking services of PKO Bank Polski **iPKO** and the **IKO** mobile application.



Service at all branches of PKO Bank Polski.



Special helpline, where our employees will provide you with all information about the PPK: +48 801 32 32 80, +48 22 358 56 56, Monday - Friday 8.00 a.m. to 7:00 p.m. (fee according to the operator's tariff).

Remember!

As a PPK participant in PKO TFI you also get access to promotional offers of entities from the PKO Bank Polski Group of Companies! Ask your employer for details.



How will your funds be invested under PPK?

- PPK in PKO TFI consists of **9 actively managed investment sub-funds defined by date**, whose investment strategy is tailored to the participant's age.
- **The composition of the investment portfolio** will change so as to reduce the percentage of shares in the portfolio with the passage of time to reach 60 years of age.
- You can independently choose another PKO Pension – soif (PKO Emerytura – sfio) sub-fund, and you can change your decision multiple times.

Sub-funds	For whom is it intended?
PKO Pension 2025 (PKO Emerytura 2025)	intended for persons born before 1968
PKO Pension 2030 (PKO Emerytura 2030)	intended for persons born between 1968 and 1972
PKO Pension 2035 (PKO Emerytura 2035)	intended for persons born between 1973 and 1977
PKO Pension 2040 (PKO Emerytura 2040)	intended for persons born between 1978 and 1982
PKO Pension 2045 (PKO Emerytura 2045)	intended for persons born between 1983 and 1987
PKO Pension 2050 (PKO Emerytura 2050)	intended for persons born between 1988 and 1992
PKO Pension 2055 (PKO Emerytura 2055)	intended for persons born between 1993 and 1997
PKO Pension 2060 (PKO Emerytura 2060)	intended for persons born between 1998 and 2002
PKO Pension 2065 (PKO Emerytura 2065)	intended for persons born between 2003 and 2007

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

PKO TFI makes every effort to reduce the risks associated with investing in investment funds. Nevertheless, when investing in PKO Pension – soif (PKO Emerytura – sfio) sub-funds, it should be borne in mind that the benefits of investing funds in PKO Pension – soif (PKO Emerytura – sfio) participation units are accompanied by risks, such as the risk of failure to achieve the expected return on investment, the occurrence of circumstances beyond the fund participant's control, e.g., operating circumstances, as well as the risk of inflation, liquidity and regulatory changes and liquidation of the fund (sub-fund). Among the risks associated with investing, particular attention should be paid to the risks relating to the investment policy, including, but not limited to: market risk, interest rate risk, currency risk, credit risk, risk related to derivatives, concentration risk, risk related to the safekeeping of assets, as well as settlement risk and deposit liquidity risk.

In addition, increased volatility of asset class prices and rates of return of managed sub-funds may be also affected by military operations conducted in Ukraine, possible terrorist acts related to this conflict and pandemic events.

Moreover, for specific PKO Pension – soif (PKO Emerytura – sfio) sub-funds, there may be specific risks specific only for these sub-funds. For this reason, in order to properly assess the risks of investing funds in the PKO Pension – soif (PKO Emerytura – sfio) fund's participation units, you should carefully read the investment policy, description of risks, and the investor profile contained in the prospectus or the Key Information Documents (KID).

In particular, it is recommended to get acquainted with the overall risk index (on 1 to 7 scale, where 1 corresponds to the lowest risk and 7 to the highest risk). This index shall be an indication of the risk level of this product compared to other products and shows the probability of losing the money invested due to market changes or as a result of inability to pay out the invested funds.

It considers several risks. Its calculation is based on the volatility of return rates in the recommended investment maintenance period. It is recommended that the expected investment period should not be shorter than the recommended maintenance period. Together with the overall risk index, it is recommended to become acquainted with the scenarios of the sub-fund's results. The overall risk index, performance scenarios and recommended maintenance period are included in the KID document.

Who are we?

- We are one of the largest investment fund companies in Poland.
- We have over 26 years of experience in the investment funds market.
- We belong to PKO Bank Polski Group of Companies, the largest Polish bank and one of the largest financial institutions in the region.
- We are the leader of the PPK market with over 31% share in the market, and we manage savings by 1.3 million employees (as of 30.06.2023).
- We manage assets owned nearly 2 million clients (as at 30.06.2023).
- We received numerous awards and distinctions for the results of our investment funds and sub-Funds.

Would you like to learn more?

Read the information available on the www.pkotfi.pl website in the „Employee Capital Plans (PPK)” section.



WE WIN THE FUTURE TOGETHER
PENSION SCHEMES WITH PKO TFI

Glossary

PARTICIPATION UNIT (P.U.)

The basic unit that determines the value of a share in the fund's net assets. The funds paid by a participant to the fund are converted into such units. A participation unit is neither a security nor any other physically existing document. However, it is a legal title which enables the participant to participate in both the assets of the fund and its income.

MANAGEMENT FEE

Sub-fund management fee, which we include in the daily valuation of the sub-fund participation units. The maximum amount of the management fee can be found in the information prospectus of the PKO Pension – soif (PKO Emerytura – sfio).

PERFORMANCE FEE

Fee we collect if the sub-fund, as indicated, outperforms the reference rate set in the implementing regulation to the PPK Act. The fee shall not exceed 0.1% of the net value of the sub-fund assets per year. Details are available in the prospectus of PKO Pension – soif (PKO Emerytura – sfio).

KEY INFORMATION DOCUMENT (KID)

A legal document that is a set of basic information which is necessary to make an informed investment decision, enabling you to know the nature of the sub-fund, understand the risks involved and facilitate a comparison with other products. Basic data about the sub-fund, such as its investment policy, profile, risks, costs, performance information and certain other specific information that may be necessary to understand the characteristics of the different types of sub-funds, have been presented in a way that is understandable to customers.

CONVERSION

Redemption of participation units in one sub-fund and acquisition of participation units in another sub-fund for the funds thus obtained.

Legal note

This is an advertising message. Before making final investment decisions, please read the information prospectus of the fund and the Key Information Document (KID). The data provided herein does not constitute an offer in the meaning of Article 66 of the Polish 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 specialised open-ended investment funds involves the purchase 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 sub-funds separated within the framework of PKO Pension – soif (PKO Emerytura – sfio) is contained in the information prospectus available on the website www.pkotfi.pl/dokumenty-do-pobrania/prospekty-informacyjne and in the KID, available on the website www.pkotfi.pl/dokumenty-do-pobrania/kid/. Both the information prospectus and the KID are only available in Polish.

A summary of the rights of investors in the PKO Pension – soif (PKO Emerytura – sfio) fund is included in the relevant provisions of the information prospectus in chapter III Rights of Fund Participants. The summary of the investors' rights is available in Polish.

Prior to making an investment, please refer to the contents of the information prospectus and the KID of individual sub-funds designated as part of PKO Pension – SOIF (PKO Emerytura – sfio).

The product is addressed to those accepting a medium investment risk. Due to the composition of the portfolio and the management strategy pursued, the participation unit value may be subject to volatility. The results that may be obtained are set out in the KID documents in the section: What are the risks and possible benefits.

The sub-funds may invest more than 35% of their assets in monetary market instruments issued, guaranteed, or underwritten by the National Bank of Poland or the State Treasury.

PKO TFI does not in any way offer the discounted products referred to in this material or act as an intermediary in offering them. Each of the entities in the PKO Bank Polski Group of Companies offers its products and services independently.

Taxation related to investment in participation units of funds depends on the individual situation of the customer and may change in the future. In order to determine tax obligations, it is advisable to seek advice from a tax advisor or legal advice.

You should not treat this message as the sole basis for your decision to join the PPK in cooperation with PKO TFI. Information on the PPK offered by PKO TFI is contained in the „Regulations of conducting and managing Employee Capital Plans by PKO Pension – soif (PKO Emerytura – sfio)“.

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 Towarzystwo Funduszy Inwestycyjnych SA“.

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The use of this document by unauthorised persons or persons acting in breach of the above principles without the consent of PKO TFI, expressed in writing, may give rise to relevant claims.

PKO Towarzystwo Funduszy Inwestycyjnych S.A. with its registered office in Warsaw, address: ul. Świętokrzyska 36, 00-116 Warsaw, entered in the Register of Entrepreneurs kept by the District Court for the capital city of Warsaw in Warsaw, 12th Commercial Division of the National Court Register under KRS number 000001938. Share capital (paid-up capital) of PLN 18,460,400. Tax ID No (NIP) 526-17-88-449. PKO TFI S.A. operates on the basis of a permit issued by the Polish Financial Supervision Authority..

Any additional information will be provided upon individual request.

CONTACT

PKO TFI Helpline can be contacted at: **+48 801 32 32 80**
and **+48 22 358 56 56** (Monday – Friday 8:00 a.m. – 7:00 p.m.).
Calls are charged at your operator's rates.