



Profitable and easy saving for the future

Find out more about Employee Capital Plans (PPK)



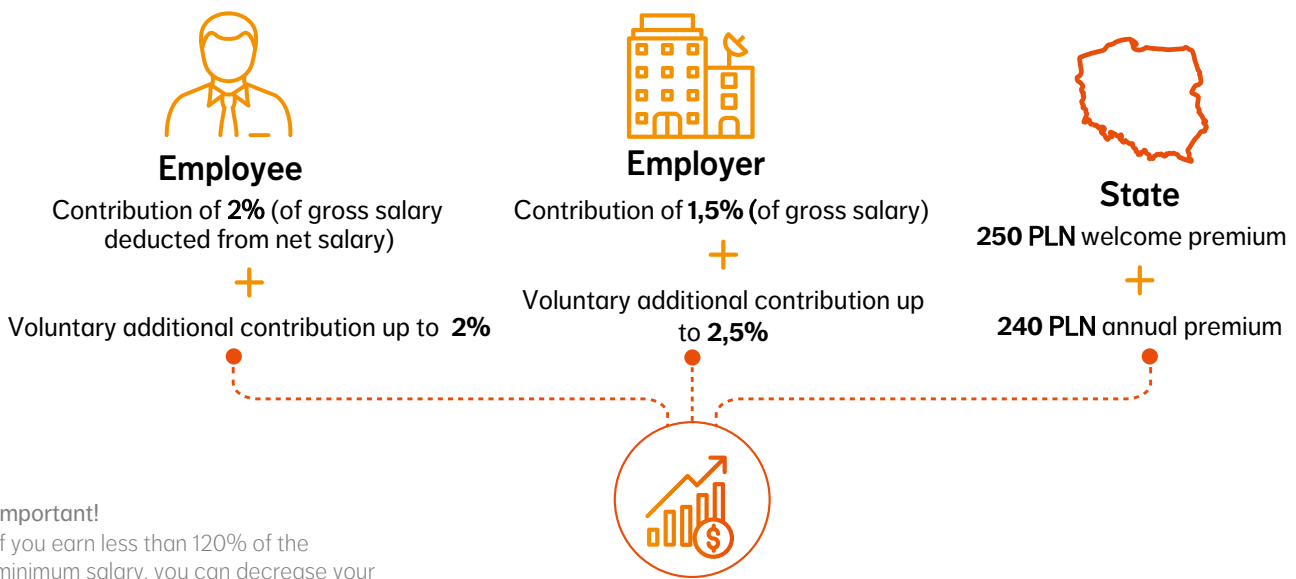
**NN investment
partners**

 www.nntfi.pl/ppk

What is the PPK?

- ▶ Employee Capital Plan is a voluntary programme focusing on long-term saving, in order for you to accumulate additional savings for your retirement.
- ▶ PPK is co-financed by your Employer, the State and you.
- ▶ Savings accumulated within PPK are fully private and can be inherited.
- ▶ You can terminate and restart your participation in the Plan at any time.
- ▶ All of the employees at the age between 18 and 55 are automatically enrolled in the PPK. Employees above 55 years of age are enrolled upon their request.

Who contributes to your savings in the PPK?



Important!
If you earn less than 120% of the minimum salary, you can decrease your contribution to 0,5%.

Employee Capital Plans

When can you make use of the savings accumulated within the PPK?

You will withdraw savings accumulated within PPK after reaching the age of 60. You can withdraw all of them at once, but the most beneficial way regarding taxes is to make a single withdrawal of 25% of the accumulated means, and then withdraw the remaining 75%

in at least 120 monthly installments (for 10 years). That way you won't pay the Capital Gains Tax. The order for withdrawal of means after reaching 60 years of age, can be submitted via the Transaction Service www.nntfi24.pl.



More information about orders can be found in the agreement for operating the PPK available in www.nntfi24.pl service, after logging in with your participant's number and password.

You can also withdraw money as a Return at any time, even before reaching 60 years of age, but in that case:



You will pay Capital Gains Tax;



You will return 30% of the value of Employer's Contributions, due to the fact that they have been exempted from social security contributions, hence the collected 30% will be recorded as your contribution to pension insurance kept within Social Insurance Institution;



You will return all premiums granted from the state.

Emergencies – in what circumstances can you make use of the accumulated means earlier?

- In the case of your, your spouse's or your child's serious illness, you can use up to 25% of the means without any obligation to return it.



UP TO **25%**

NO OBLIGATION TO RETURN

- If you haven't reached 45 years of age and would like to cover your own contribution when getting a loan for an apartment or for building a house, you can withdraw even 100% of means, providing that you will return all of them within 15 years.



UP TO **100%**

RETURN 100% WITHIN 15 YEARS

In which funds will your savings be invested?

Means accumulated on your PPK account will be invested in target-date sub-funds, which differentiate the level of risk in regard to the participant's age.

NN Investment Partners TFI has prepared an offer consisting of 8 tailored target-date sub-funds in regard to different ages of PPK participants, and therefore implementing differentiated investment policies. These sub-funds are included in the fund NN Emerytura SFIO.

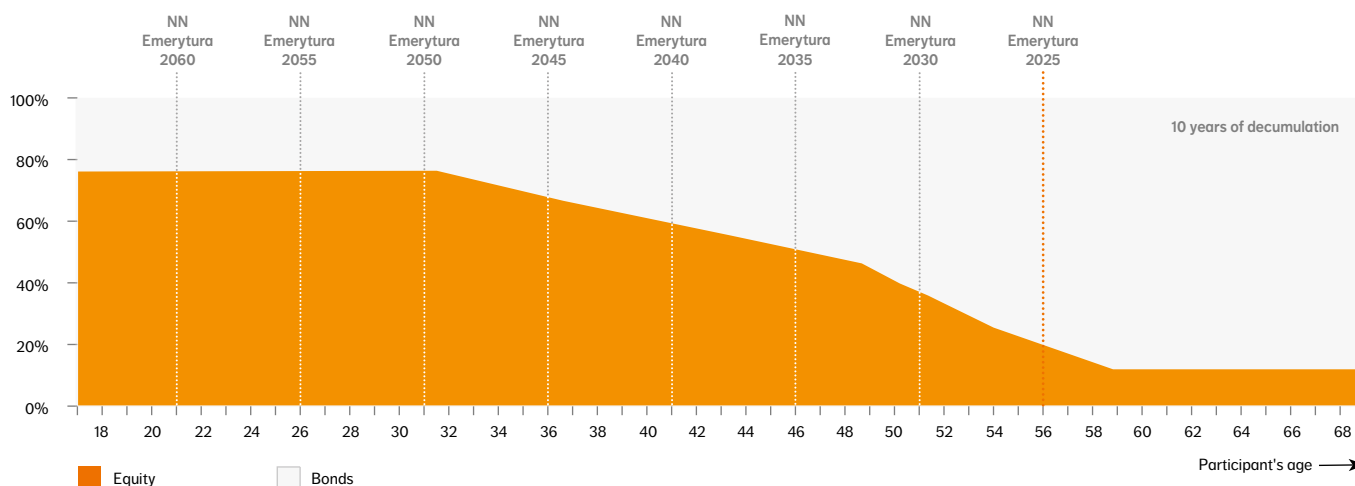
Investing within the sub-funds involves risk, resulting from the character of investment activities. However, it is a type of risk, which can be controlled by an analysis of description and level of risk of a specific sub-fund. They are thoroughly described in the Fund's Prospectus and Fund's Key Investor Information Documents available on www.nntfi.pl.

At every stage of functioning of the fund, the risk is matched with the age of PPK Participant. Hence, as the participant is approaching 60 years of age, simultaneously, the share

of the assets with a higher level of risk (e.g. equities) decreases, and the share of debt securities (e.g. bonds, bank deposits) constantly increases. Allocation to a specific sub-fund is automatic and it depends on the date of birth of a PPK participant. By investing in the fund, you become an owner of participation units of the sub-funds.

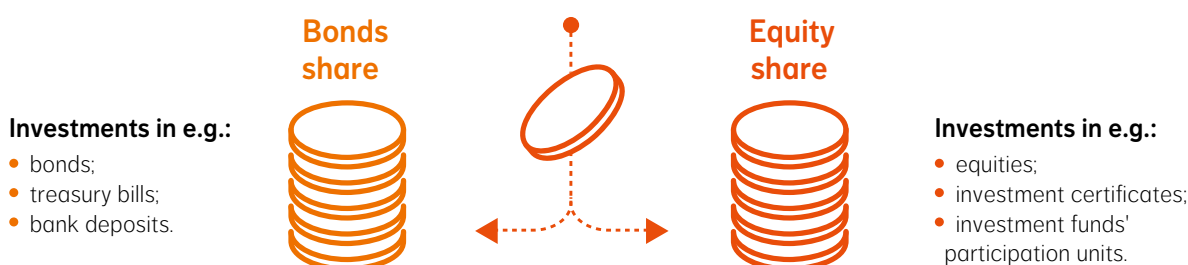
Sub-Fund	Participant's birth year	
	from	to
NN Emerytura 2025	1963	1967
NN Emerytura 2030	1968	1972
NN Emerytura 2035	1973	1977
NN Emerytura 2040	1978	1982
NN Emerytura 2045	1983	1987
NN Emerytura 2050	1988	1992
NN Emerytura 2055	1993	1997
NN Emerytura 2060	1998	2002

We allocate the funds of NN Emerytura SFIO so that the investment risk is constantly being reduced on the way of reaching the target-date.



How will your money be invested?

What are NN Emerytura SFIO Sub-Funds invested in?



NN Investment Partners TFI is your partner in PPK

- We are a **private financial institution** with Dutch roots, operating in Poland for **over 20 years**.
- We manage **PLN 20,5 billion** entrusted by **over 400 thousand individual clients**, firms, foundations and universities.
- Our clients' funds are managed by a **team of 15 persons**: managers, analysts and traders located in Warsaw **with the assistance of almost 300 experts** responsible for NN Investment Partners investments in the Hague.
- **We were the first in Poland to introduce target-date funds.** PPK is based on this type of solutions.
- **We provide tools, which will help You use the PPK service:** an on-line Transaction Service and a mobile application nntfi24.

Where can you find more info?

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www.nntfi.pl/ppk
Your HR Department

9:00–17:00 on workdays
(cost of the call according to the rates of Your service provider)

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