



WHAT WILL PPK BRING...

WE'RE MOVING TO THE WORLD OF EMPLOYEE CAPITAL SCHEME (PPK) BENEFITS

THIS IS AN ADVERTISING INFORMATION

February 2026

AN INVESTMENT THAT PAYS OFF!

In PPK we will be able to accumulate funds for various purposes. Depending on your needs, you can save, for example, for the retirement, which will give you an exceptional comfort during this time. Some of us will decide to pursue such goals as buying a flat, a house or an investment in our own or our children's education. It depends on you when you use the funds, therefore the goals of saving on PPK can be so diverse!



THREE SOURCES OF FUNDING PPK PAYMENTS

The uniqueness of PPK lies primarily in three different sources of payments. The accumulated capital consists of:

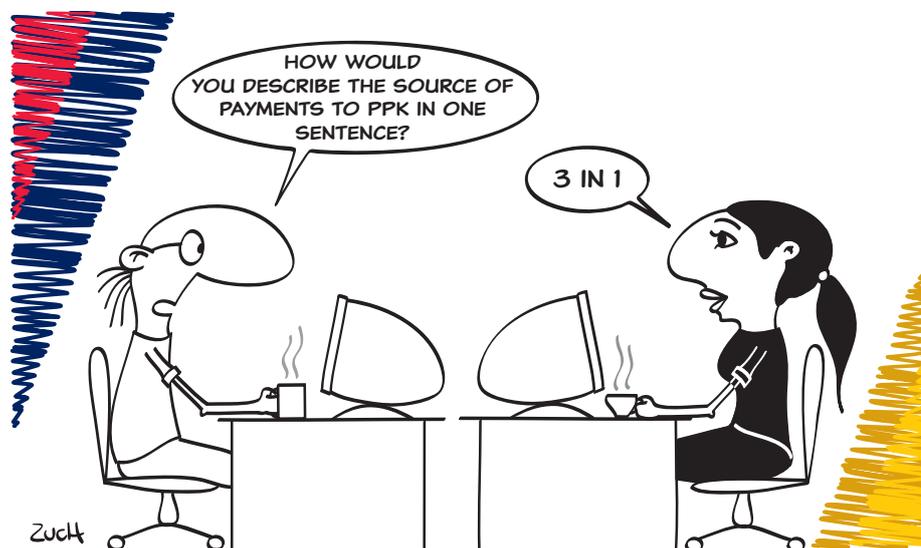


Percentages - payments counted on the employee's gross remuneration.



PROFITS FOR YOU:

- MONTHLY PAYMENT FINANCED BY THE EMPLOYER.
- FINANCING FROM THE LABOUR FUND WITH WELCOME PAYMENT OF PLN 250 AND PLN 240 EACH YEAR.



- Financing from the Employer will increase your income. Therefore, you will be required to pay tax on the amounts of payments from the Employer according to your tax rate**.
- Your own payments will be deducted from the net salary.
- Payments from the State will not be taxed.

* could be lowered but at least 0,5% of remuneration, if the employee's remuneration from various sources in a given month does not exceed 120% of the minimum remuneration (PLN 5 767,20 in 2026).

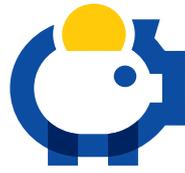
** apart from persons up to 26 years old, whose tax rate starting from 01.08.2019 is 0%

PRIVATE SAVINGS

The funds accumulated in the account of a PPK participant are his or her private property. This is due to from specific legal provisions:



The Act on PPKs (Article 3) and the Constitution of the Republic of Poland (Article 64), which **guarantees the protection of property rights.**



Payments are made **from the participant's own funds** (part of his or her remuneration).



Remuneration is protected by the Labour Code.

AS A RESULT, SAVINGS ARE INHERITED.

After the death of the PPK participant, the spouse's and other beneficiaries' share of the funds can be used in two ways:

- **transferred** by way of a transfer payment to their account maintained under a PPK, Employee Pension Scheme (PPE) or Individual Retirement Account (IKE);
- or **withdrawn** in cash by way of a return of funds.

When funds are withdrawn in cash, the beneficiary or spouse **does not pay:**

- inheritance and gift tax;
- capital gains tax (so called Belka tax);
- income tax.



PROFITS FOR YOU:

- **PRIVATE STATUS OF ACCUMULATED FUNDS.**
- **SAFEGUARD THE FINANCIAL WELLBEING OF YOUR BENEFICIARIES (ENTITLED TO SAVINGS).**

FORMALITIES

You join the PPK automatically. If you are aged 18-55, you do not have to do anything to start saving money!

AGE BRACKET

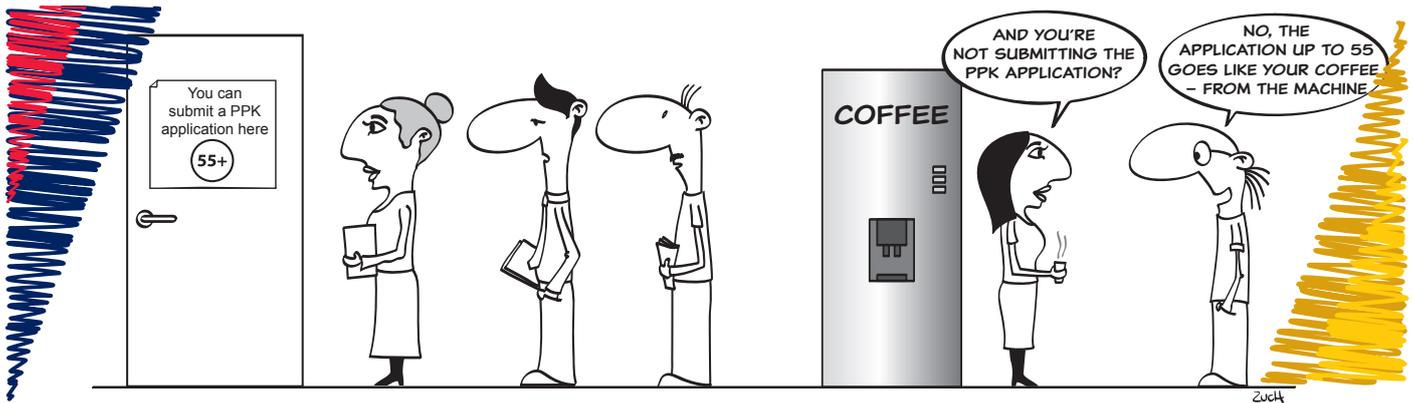
18-55 years old

- employees are enrolled to PPK by default action

55-70 years old

- employees have the right to participate
- apply to the Employer if you want to join the PPK

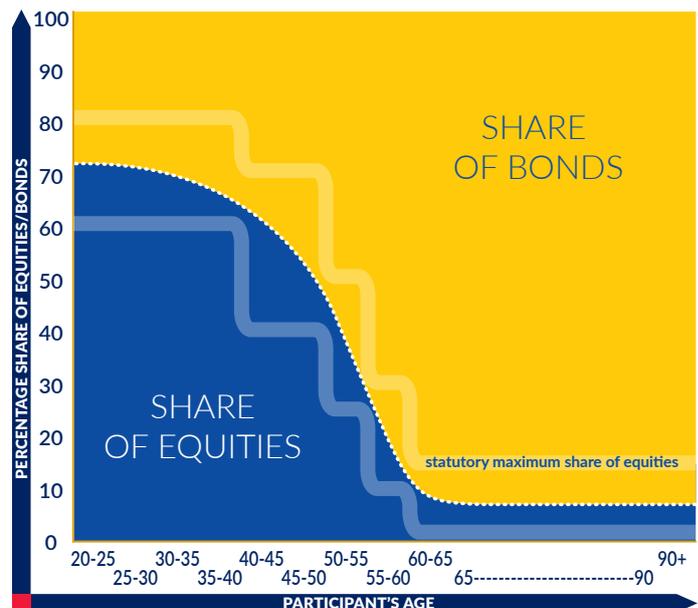
**PROFITS FOR YOU: THE PPK IS USER-FRIENDLY.
YOU DO NOT HAVE TO DO ANYTHING TO START SAVING.**



HOW WILL THE SAVINGS BE INVESTED?

The payments made to the PPK will be invested in so-called target date sub-funds within Esaliens PPK Open-end Specialized Investment Fund. Target date sub-funds within Esaliens PPK SFIO will pursue different investment policies for employees in different age groups, which will be adjusted to their age.

SUB-FUND	FOR PERSONS BORN	AUTOMATIC PARTICIPATION AGE	RISK LEVEL
ESALIENS 2025	up to 1967	55	1 2 3 4 5 6 7
ESALIENS 2030	1968-1972	50	1 2 3 4 5 6 7
ESALIENS 2035	1973-1977	45	1 2 3 4 5 6 7
ESALIENS 2040	1978-1982	40	1 2 3 4 5 6 7
ESALIENS 2045	1983-1987	35	1 2 3 4 5 6 7
ESALIENS 2050	1988-1992	30	1 2 3 4 5 6 7
ESALIENS 2055	1993-1997	25	1 2 3 4 5 6 7
ESALIENS 2060	1998-2002	20	1 2 3 4 5 6 7
ESALIENS 2065	2003-2007	18	1 2 3 4 5 6 7
ESALIENS 2070	2008-2012	16	1 2 3 4 5 6 7

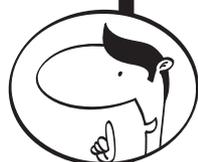


HIGHER RISK - potentially higher returns, LOWER RISK - potentially lower returns

Source of risk indicators are Key Information Documents for individual sub-funds within the Esaliens PPK Specialized Open-End Investment Fund as at the date of updating of this brochure. The indicators are calculated based on the historical volatility of the subfund's rates of return resulting from the implemented investment policy and may change in the future. Even the lowest risk category does not mean that the sub-fund is risk-free. Other risk factors related to investing in the sub-fund, which are not included in the indicator, are presented in the Key Information Document and the Fund Prospectus.

PROFITS FOR YOU:

- AS THE AGE OF PARTICIPANTS IN A GIVEN AGE GROUP INCREASES, THE SHARE OF THE EQUITY PORTION IN THE SUB-FUND'S ASSETS DECREASES. THUS, THE SAVINGS ARE INVESTED IN A MORE AND MORE SAFE WAY.
- AT ANY TIME AND FREE OF CHARGE - YOU HAVE THE OPTION TO CHANGE THE SUB-FUND AND CHOOSE A SAFER OR MORE AGGRESSIVE STRATEGY.
- VERY LOW FEES, LIMITED BY LAW.



PPK IN PRACTICE

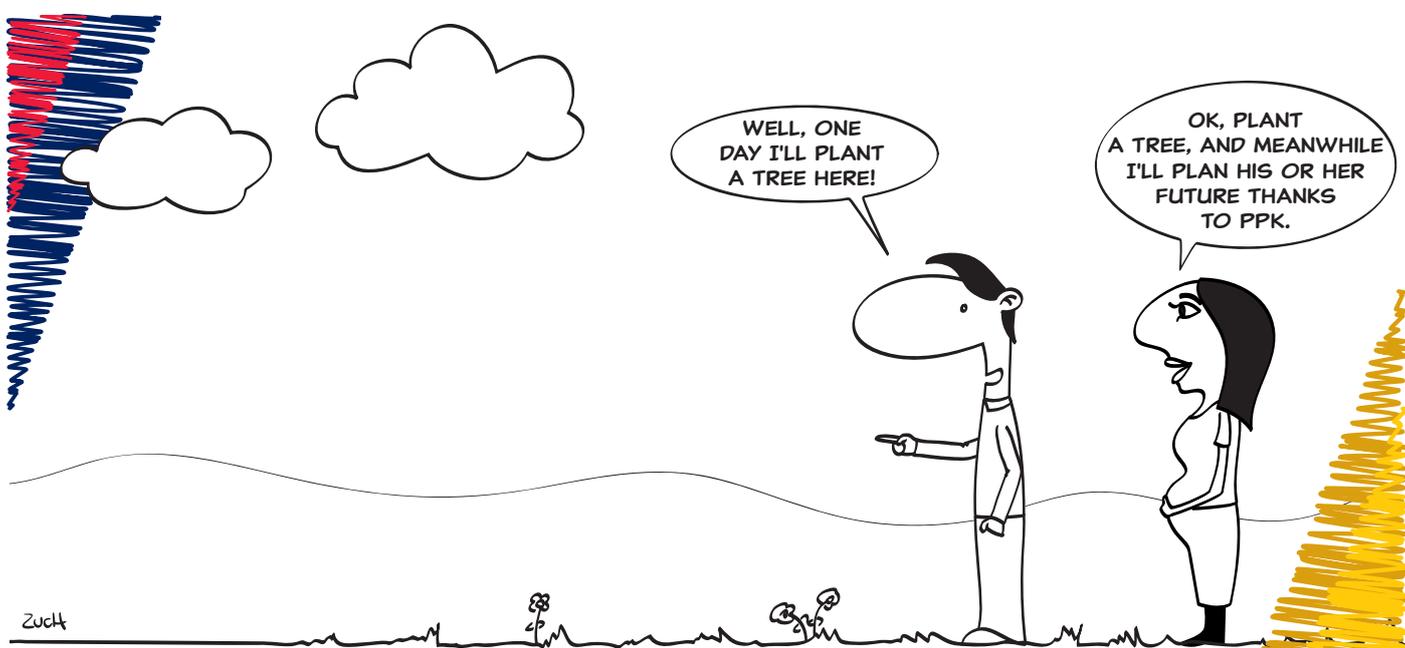
Check out the sample calculations and estimate what amounts can be accumulated over the years!

	SAVING PERIOD	EMPLOYEE PAYMENTS	THE PAYMENTS FROM THE EMPLOYER	THE PAYMENTS FROM THE LABOUR FUND	TOTAL SAVINGS INCLUDING POTENTIAL RETURN ON THE INVESTMENT
ANIA	25 years	PLN 38 358	PLN 28 769	PLN 6 250	PLN 108 226
MAREK	15 years	PLN 19 795	PLN 14 846	PLN 3 850	PLN 48 967
EWA	10 years	PLN 12 268	PLN 9 201	PLN 2 650	PLN 28 477
BARTEK	5 years	PLN 5 711	PLN 4 283	PLN 1 450	PLN 12 537

The reference calculations are simplified and are not a guarantee of future results.

SAMPLE CALCULATIONS IN CASE OF EACH EMPLOYEE BASED ON:

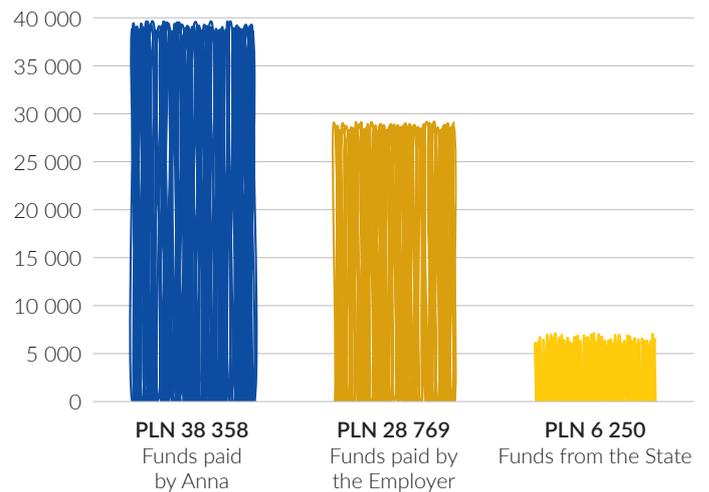
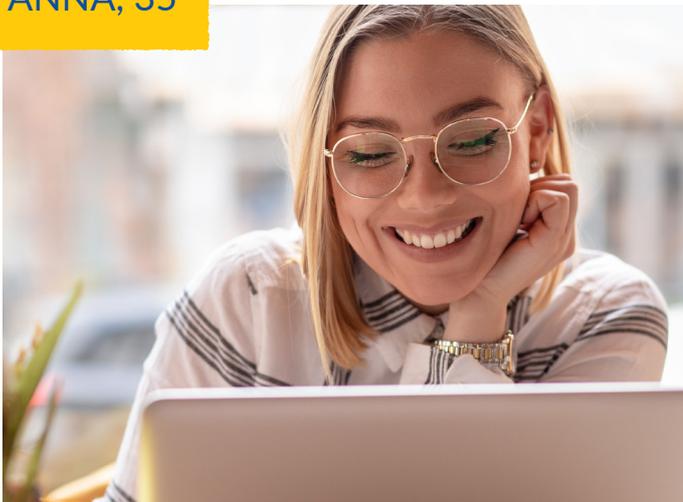
- a gross salary of PLN 4,500,
- minimum employee basic payment of 2% of gross salary
- minimum Employer basic payment of 1.5% of gross salary.
- the employee saves until the age of 60 and makes a withdrawal which entitles him or her to preferential terms (25% on a one-time basis, 75% in 120 installments).



Data source and other assumptions for calculations based on the calculator of the Polish Development Fund: <https://www.mojeppk.pl/kalkulator.html>; including those adopted there, based on long-term macroeconomic forecasts: a potential annual rate of return on the investment of 3.5% in the saving period and of 2.75% in the withdrawal period, with an annual increase in salary of 2.8% and 0.5% management fee. It is recommended to read the full list of reservations published on the site <https://www.mojeppk.pl/kalkulator.html>.

The individual rate of return depends on the date of purchase and redemption of participation units, as well as on the fees charged and the amount of tax due. The fund participant must take into account the possibility of losing at least part of the funds paid. The funds do not guarantee the achievement of the investment objective or the achievement of a specific investment result. Using the calculator on the above page, you can make your own calculations, indicating your individual, preferred parameters.

ANNA, 35



ANNA'S SAVINGS ACCUMULATED OVER 25 YEARS

Total accumulated funds in the PPK - **PLN 112 213**
(payments + potential return on the investment)

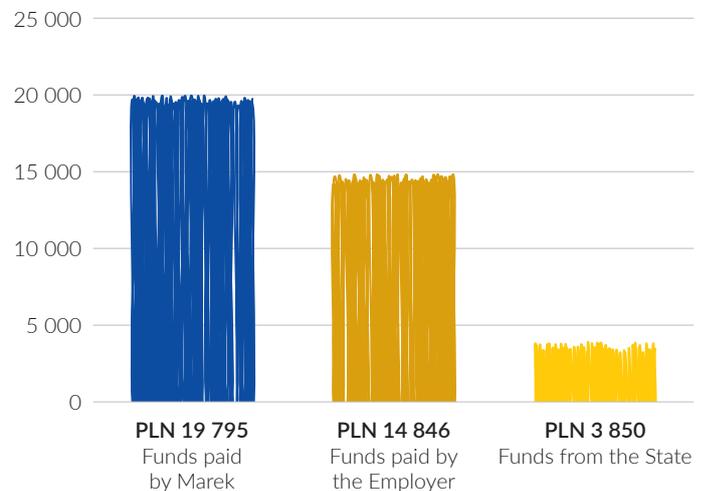
At the end of saving period Anna should receive a total of:

One-off payout - **PLN 28 053**

and

Monthly payouts during 10 years - **PLN 803**

MAREK, 45



MAREK'S SAVINGS ACCUMULATED OVER 15 YEARS

Total accumulated funds in the PPK - **PLN 49 881**
(payments + potential return on the investment)

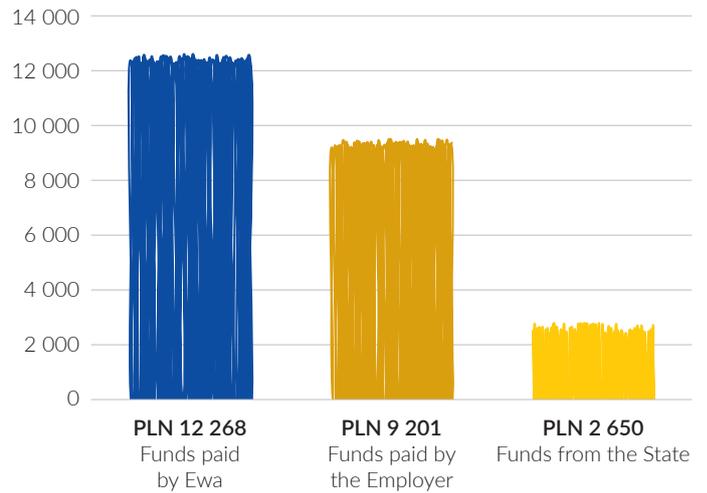
At the end of saving period Marek should receive a total of:

One-off payout - **PLN 12 470**

and

Monthly payouts during 10 years - **PLN 357**

EWA, 50



EWA'S SAVINGS ACCUMULATED OVER 10 YEARS

Total accumulated funds in the PPK - **PLN 28 718**
(payments + potential return on the investment)

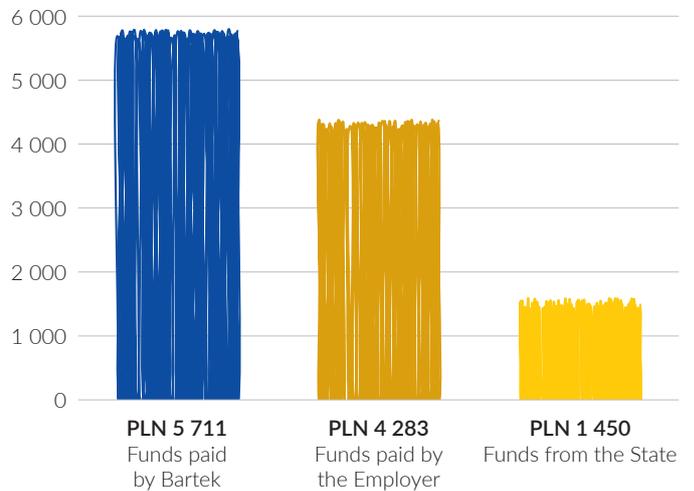
At the end of saving period Ewa should receive a total of:

One-off payout - **PLN 7 180**

and

Monthly payouts during 10 years - **PLN 206**

BARTEK, 55



BARTEK'S SAVINGS ACCUMULATED OVER 5 years

Total accumulated funds in the PPK - **12 506 zł**
(payments + potential return on the investment)

At the end of saving period Bartek should receive a total of:

One-off payout - **PLN 3 127**

and

Monthly payouts during 10 years - **PLN 89**

WITHDRAWALS

The Participant decides when he or she withdraws the funds accumulated. Depending on the moment of making a decision, we incur certain costs, or we are exempt from them. That is why it is worthwhile defining the purpose of saving and knowingly planning your future.

WHEN AND HOW WE USE SAVINGS

WITHDRAWAL BEFORE THE AGE OF 60



all tax exemptions and Labor Fund payments received are retained

WITHDRAWAL AFTER THE AGE OF 60



the employee retains the right to withdraw all funds (including those from the Labor Fund)

Without any deductions – in the following cases:	Withdrawal amount (examples)	Consequences
An employee's, his or her spouse's or his or her child's serious illness – up to 25% of the funds accumulated	25% of the funds as a one-time withdrawal	No capital gains tax
In order to finance your own payment towards your home (employees under 45). Within 5 - 15 years the employee will have to return these funds into the PPK account.	75% of the funds accumulated withdrawn in at least 120 monthly installments (i.e. within a period not shorter than 10 years)	
	One-time withdrawal	3/4 of the withdrawal amount will be reduced by capital gains tax

TRANSFER PAYMENT

If the PPK participant changes the Employer, after concluding the PPK agreement with the new employer, the participant will be able to request the transfer of the funds accumulated so far in the PPK to the PPK account with the new employer.

IF THE EMPLOYEE CONSIDERS THAT THE CONDITIONS ON WHICH CAPITAL IS ACCUMULATED IN THE PPK OFFERED BY THE FORMER EMPLOYER ARE MORE FAVORABLE TO HIM OR HER, HE OR SHE WILL BE ABLE TO LEAVE HIS OR HER FUNDS IN THAT SCHEME.

RETURN OF FUNDS

The employee will be able to use the funds accumulated **at any time**. If the conditions listed earlier are not met, the withdrawal will be treated as a return of funds. In the case of a return of funds, the status of funds from the three sources will differ:

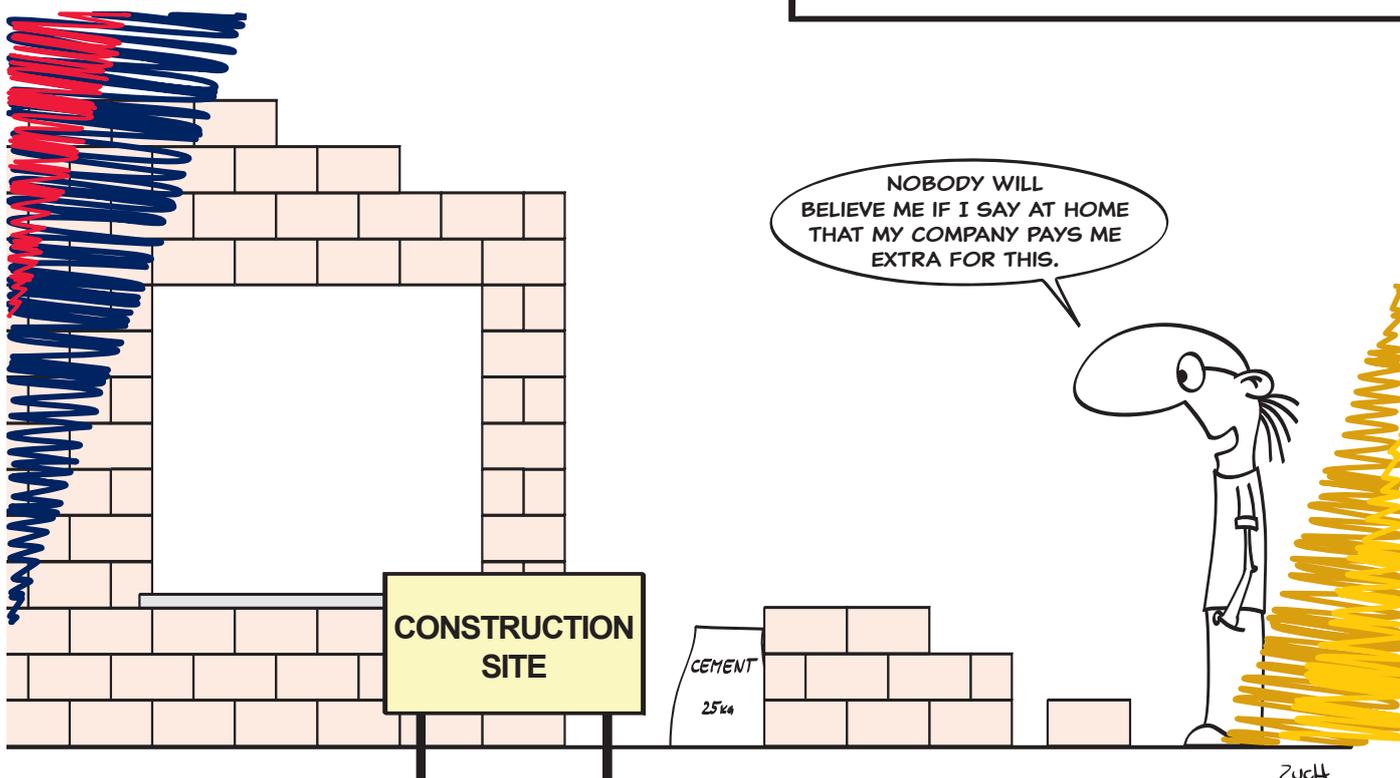
FUNDS FROM THE EMPLOYER'S PAYMENTS	FUNDS FROM THE EMPLOYEE'S SALAR	FUNDS FROM THE SUBSIDY
<ul style="list-style-type: none"> • Will be reduced by capital gains tax • Additionally, 30% of the funds will be transferred to a designated account with the Social Insurance Institution (ZUS) as the employee's pension insurance contribution 	<p>The funds will be reduced by capital gains tax</p>	<p>The funds will be returned to the Labor Fund</p>

AN EMPLOYEE WHO RETURNS FUNDS AND DOES NOT SUBMIT AN OPT-OUT DECLARATION WILL CONTINUE TO PARTICIPATE IN THE PPK ON THE SAME TERMS AND CONDITIONS AS BEFORE.

PROFITS FOR YOU:



- PPK IS A VOLUNTARY PROGRAM - YOU CAN OPT OUT OF IT AND MAKE A RETURN AT ANY TIME!
- EVEN IN THE CASE OF A RETURN, YOU WILL RECEIVE 70% OF SUBSIDIES FROM THE EMPLOYER IN ADDITION TO YOUR PAYMENTS (TAKING INTO ACCOUNT ANY GAINS / LOSSES ON THE INVESTMENT).



ENJOY THE SERVICE FROM ESALIENS TFI!

While implementing the PPK, the Employer, in cooperation with the employees' representatives, selects the financial institution with whom he signs the contract for the conduct of the PPK. It should be remembered that choosing the right partner who manages Employee Capital Schemes is key to feeling safe and comfortable!

since
1998 in Poland

over
2500 pensions and savings plans created for companies and their employees



We are a **reliable partner who cares** about the **financial security** of our clients and their families.



Thanks to providing valuable investment and pension solutions, we have built up a **solid capital of trust** over the years.

The basis for the security of the savings entrusted to us are the appropriate legal regulations. Esaliens TFI is subject to the supervision of the Polish Financial Supervision Authority. Thanks to this, you can be sure that our activity is properly controlled.

WE'RE GLAD THAT SOON YOU WILL BE ABLE TO GET TO KNOW US AND USE OUR SERVICES.





PROFITS FOR YOU:

- **PROFESSIONAL ASSET MANAGEMENT BY ESALIENS TFI SA - THE MARKET LEADER IN POLAND.**
- **A MODERN ESALIENS24 SERVICE IN WHICH YOU CAN MONITOR AND MANAGE YOUR SAVINGS.**
- **RICH INFORMATION MATERIAL PACKAGE ABOUT PPK AND MARKET COMMENTARIES.**
- **LEGAL ASSISTANCE ENSURED FREE OF CHARGE BY ESALIENS TFI SA FOR ALL ESALIENS PPK PARTICIPANTS.**

IMPORTANT INFORMATION - READ CAREFULLY

This is an advertising information. This material does not contain sufficient information to make an investment decision. The promoted investment means the purchase of participation units.

Detailed information concerning the sub-funds („sub-funds”) within ESALIENS PPK SOEIF managed by ESALIENS TFI S.A. (“fund”) is included in the Prospectus and Key Information Documents, available on the www.Esaliens.pl website and at the Esaliens TFI S.A. registered office (11a Warecka Street, Warszawa) in a written form. The Prospectus as well as Key Information Documents include the data required to evaluate an investment, outline the risks connected with participation in the fund, and inform on the related costs, charges and taxes and other possible charges.

Past performance is no guarantee of future returns. Individual rates of return depend on the unit purchase and redemption dates as well as on the amount of the administration fee charged and the amount of tax due. The fund does not guarantee that the investment objective or a specific investment result will be achieved. Fund’s participant must take into account the possibility of losing at least part of his or her investment. The Fund may invest more than 35% of the value of the Subfunds’ Assets in securities issued by the State Treasury, the National Bank of Poland, the European Bank for Reconstruction and Development, the European Investment Bank, the European Central Bank, the European Union, as well as in securities issued by a Member State, a local government unit, or a local government unit of a Member State, provided that the issuer has an appropriate investment-grade rating. This document is intended for promotional purposes only; the diagrams and tables included therein are for illustration purposes only and do not constitute forecasts. This document does not constitute an offer within the meaning of the Polish Civil Code or a public offering within the meaning of the Act on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies, investment advice, any other advice or recommendation with respect to the purchase or sale of any financial instruments as well as other information that suggests or recommends any investment strategies. ESALIENS TFI SA, which manages ESALIENS funds, operates on the basis of the decision of 18 June 1998 issued by the Polish Securities and Exchange Commission (currently Financial Supervision Authority). The company and the funds managed by the company are the subject of surveillance of the Polish Financial Supervision Authority.

The material was prepared taking into account the provisions of the Act on Employee Capital Schemes of 4 October 2018. In the case of an earlier return, 30% of funds from the employer will be reduced by the so-called „Belka tax” and transferred to a ZUS account. Welcome and annual payments will be returned to the Labor Fund. If the amount withdrawn to finance your own contribution when you buy a flat or house for a loan is not remitted to the PPK account, it will be treated as a return.

SEE YOU SOON!



CONTACT THE ESALIENS CUSTOMER SERVICE CENTER AT PHONE NUMBERS

- 801 12 22 12,
- (+48) 22 640 06 40,
- (+48) 22 310 96 40

On business days from Monday to Friday from 8:00 to 18:00.



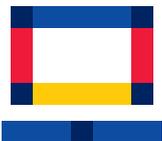
EsaliensCOK@pekao-fs.com.pl



MONITOR YOUR SAVINGS ONLINE

www.esaliens24.pl

The website service, provided by ESALIENS Towarzystwo Funduszy Inwestycyjnych SA, is available after accessing and logging in.



www.esaliens.pl/en/ppk

The cost of the calls is in line with the operator's rate.



WATCH THE VIDEO ABOUT PPK

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00-034 Warszawa
www.esaliens.pl

 [linkedin.com](https://www.linkedin.com)
 fb.com/Esaliens
 youtube.com

LEGAL ASSISTANCE FOR PPK PARTICIPANTS



Free of charge legal advice in the area of PPK, PPE, OFE, IKE and IKZE, assertion of claims, real estate, penal and criminal law, social insurance (ZUS), consumer contracts, administrative law.

- 22 749 62 24 (on business days from Monday to Friday from 9:00 to 21:00)
- esaliens@asystaprawna.com

COMFORTABLY AND EASY



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