

Simple investment for the future

Learn more about the Employee Capital Plans (PPK)

Advertising information

ING

What are Employee Capital Plans (PPK)?

Employee Capital Plans (Pol. Pracownicze Plany Kapitałowe) are a voluntary long-term saving scheme that will allow you to accumulate **additional funds for your retirement.** PPK is financed by your employer, the state, and you. The funds accumulated in it are fully private and can be inherited. You can opt out or opt back in at any time. All employees between the age of 18 and 55 are automatically enrolled. People over 55 must submit a special application.

Why is it worth to participate in PPK?

PPK is a source of additional funds for the future

According to ZUS estimates, future pensions may constitute only 30% of the last salary. Saving in PPK is intended to provide you with additional funds after the end of your professional activity. The sooner you join PPK, the more capital you will accumulate for your retirement.

Access to funds at any time

Funds in PPK are private and you can withdraw them at any time. However, the withdrawal of funds before the age of 60 will entail the loss of tax credits and subsidies from the state.

Funds from PPK are private and can be inherited

Accumulated funds are inherited and exempt from inheritance tax. Name the beneficiaries who, in the event of your death, will inherit funds from PPK.



How will your funds be invested?

Your funds in PPK consist of payments from you, the Employer, and subsidies from the State. Your basic payment is 2% of your gross salary. You can voluntarily increase your payments by 2% by declaring an additional payment (then your payments will total 4%). The basic contribution from the Employer is 1.5% of your gross salary. This contribution is financed by the Employer and you will only pay income tax on it. As a PPK participant, you will also receive a welcome contribution of PLN 240 (on a one-off basis) and an annual payment of PLN 240 (once a year).

Employee
Your **2%**
+
Voluntary additional contribution of up to **2%**

Employer
1,5% contribution
+
Voluntary additional contribution of up to **2,5%**



State
Welcome contribution of **PLN 250**
+
PLN 240 per year

This is important!
If you earn less than 120% of the minimum wage, you can reduce your contribution to 0.5%.

When can you use the funds accumulated in PPK?

You will withdraw the funds accumulated in PPK after you turn 60. You can withdraw them in full, but it is most advantageous in tax terms to withdraw 25% of the accumulated savings at once, and the remaining 75% in a minimum of 120 monthly instalments (throughout 10 years). Then you will not pay capital gains tax. You can submit an instruction to withdraw funds after you turn 60 in the www.ingtfi24.pl transaction portal.

Withdrawal in full after you turn 60

25%
immediate withdrawal



75%
120 monthly instalments for 10 years

More information regarding instructions can be found in the Employee Capital Plan Agreement available at www.ingtfi24.pl upon logging in with your participant number and password.

What is a refund of contributions to PPK and what does it entail?

A refund is a withdrawal of funds from PPK at any time, even before the age of 60; however, in such case:



you will pay capital gains tax;



you will return 30% of the value of contributions made by the employer due to the fact that they were exempt from social security contributions, and therefore the collected 30% will be recorded as your retirement pension insurance contribution in ZUS (the Social Insurance Institution);



you will forfeit all subsidies received from the state.

Exceptional situations – when can you use the accumulated funds early?

If you, your spouse or your child become seriously ill, you can take advantage of up to 25% of the funds without the obligation to return them.

If you are under 45 and want to cover your own contribution when taking a loan to buy an apartment or build a house, you can withdraw up to 100% of the funds for that purpose.

However, you will have to pay them back in full within 15 years.

up to 25%

No obligation to return

up to 100%

100% to be returned within 15 years



How will your funds be invested?

Funds accumulated on your PPK account will be invested in target-date sub-funds, which differentiate the level of risk depending on the age of the investor. ING TFI has prepared an offer of 10 tailor-made target-date sub-funds that take into consideration the different age of PPK participants, and thus implement different investment policy rules. The sub-funds are part of the ING Emerytura SFIO fund (ING Retirement Pension Specialized Open-ended Investment Fund).

Investments in the sub-funds entail a risk resulting from the nature of the investment activity.

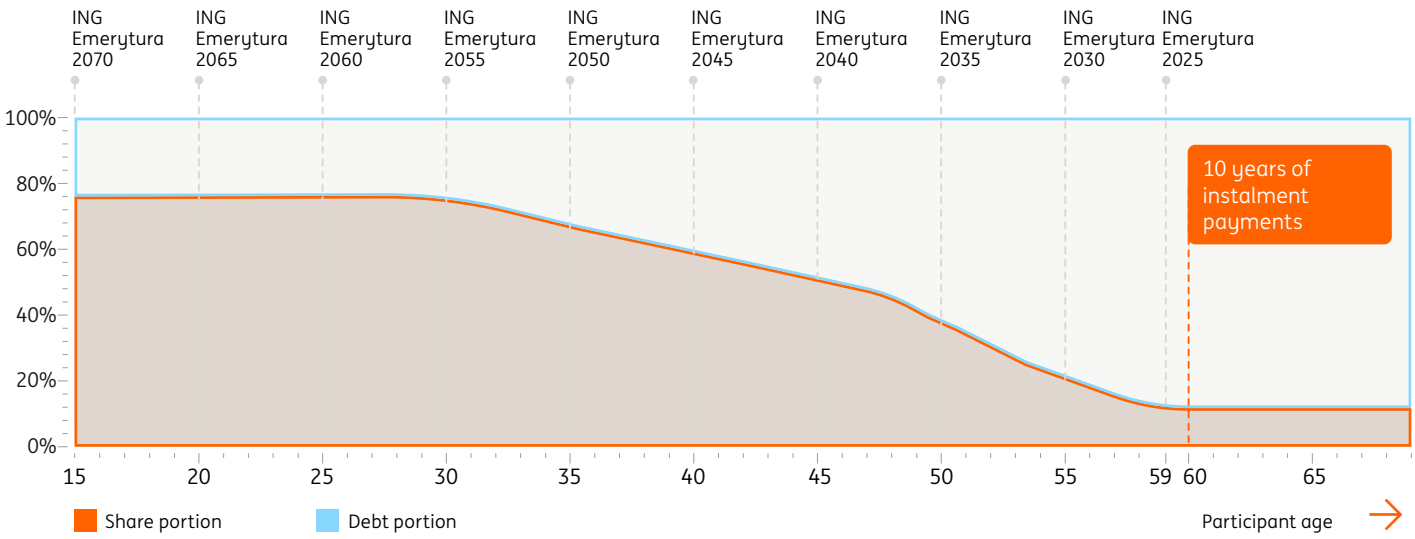
At each stage of the fund's operation, the risk is matched to the age of the PPK Participant. This means that as the participant approaches the age of 60, the share of assets with a higher level of risk (e.g. shares) systematically decreases, and the share of debt securities (e.g. bonds, bank deposits) increases.

Assignment to a specific fund is automatic and depends on the PPK participant's date of birth. By investing in the fund, you become the owner of the sub-fund's participation units.



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

We allocate ING Emerytura SFIO funds so that the investment risk decreases as you approach the target date

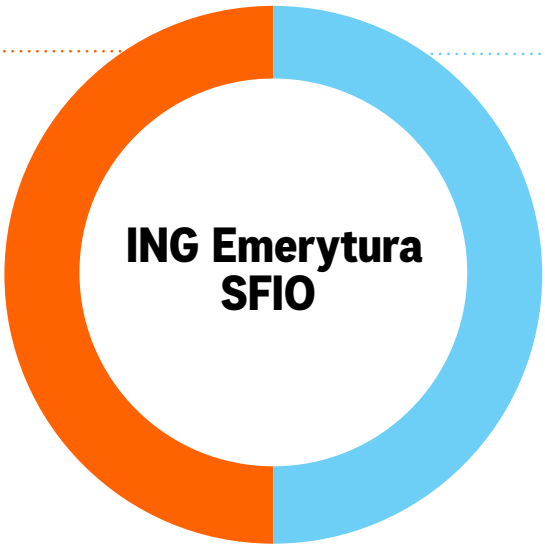


How will your money be invested?

What are the target investments of the ING Emerytura SFIO sub-funds?

Share portion
Investments in:

- stocks,
- investment certificates,
- participation, investment fund units.

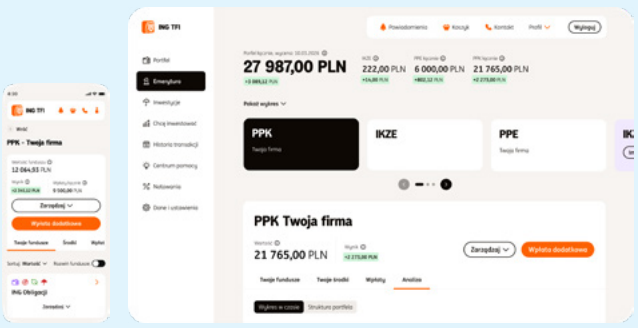


Debt portion
Investments in:

- bonds,
- treasury bills,
- bank deposits.

Your partner in PPK is ING TFI.

- We are a private financial institution that has been operating in Poland for nearly 30 years.
- We manage PLN 49.6 billion entrusted to us by more than 730,000 individual clients, companies, foundations, and universities (data as at 30 June 2025).
- We were the first in Poland to launch Target-Date Funds. PPKs are based on such solutions.
- We provide tools that will make it easier for you to use PPK: ING TFI24 online transaction portal and mobile app.



Do you have any questions? We will gladly answer them!

Contact us

helpline:

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from Monday through Friday, 9:00 - 17:00.
Connection cost depends on your operator.

Contact form
ingtfi.pl

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Due to the high volatility of prices of financial instruments in which the assets of individual ING Emerytura SFIO sub-funds are invested, the net asset value of those sub-funds, in particular during their initial period of operation, may be highly volatile. The allocation of assets of individual ING Emerytura SFIO sub-funds between asset classes characterized by different levels of risk varies over time and will be made in accordance with the principle of gradual change of this allocation from instruments with the highest level of risk to more conservative instruments with a lower level of risk as the Sub-fund approaches its Sub-fund Target Date, specified separately for each individual Sub-fund. For the administration and management of individual ING Emerytura SFIO sub-funds, ING TFI collects remuneration the rates of which change as sub-funds reach specific maturity periods.

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