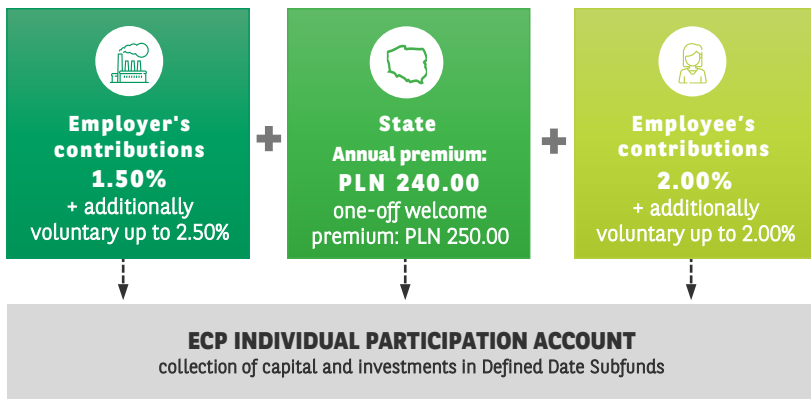


Welcome to the Employee Capital Plan with BNP Paribas TFI S.A.!

Employee Capital Plans (ECP) are a voluntary pension saving system funded by Employees, Employers and the State. All funds accumulated by the Participants are owned by them and are inherited.



How much can you save in ECP?

If you joint ECP at 30:

Gross salary	Amount of funds accumulated at the age of 60*	Funds contributed by the Employee after 30 years of saving
4 300	87 243	10 467
4 500	148 098	43 814
5 000	162 992	48 682
5 500	177 887	53 550
6 000	192 782	58 418
7 000	222 571	68 154
8 000	252 360	77 891

If you joint ECP at 40:

Gross salary	Amount of funds accumulated at the age of 60*	Funds contributed by the Employee after 20 years of saving
4 300	44 143	6 269
4 500	74 468	26 241
5 000	81 891	29 157
5 500	89 313	32 073
6 000	96 735	34 988
7 000	111 580	40 820
8 000	126 425	46 651

* The amount of accumulated funds at the age of 60 (contributions by the Employee, the Employer and the State + assumed annual profit on investments of 4.00%). The simulation assumes a growth of salaries of 2.00% annually. In recent years salaries in Poland grew by 2.00-7.00%. For salaries under PLN 4300 gross, an assumption was made of a reduced contribution by Employees to 0.50%. Additionally, no additional contributions were assumed.

The assumed profit on investments is 4.00%. The calculations were made with the ECP calculator: www.mojepk.pl/kalkulator.

When can you disburse the funds?

Before your turn 60

AT ANY TIME

- **You will keep over one half of your contributions** (after payment of tax on capital gains, ZUS premiums on the funds contributed by your Employer and refund of premiums from the State).

SERIOUS ILLNESS

- You will be able to disburse up to 25% of the funds without being obliged to make a refund if you or your close family member falls seriously ill.

TO COVER YOUR OWN CONTRIBUTION

- If you are under 45 and you are contracting a mortgage loan to buy an apartment or construct a house, you may withdraw up to 100% of your accumulated savings.
- You have to refund the monies to your ECP account within 15 years.

When you turn 60

IF

min. 75%
of the accumulated funds
are distributed in min. 120
monthly instalments

**YOU WILL NOT pay tax on
capital gains (19%)**

You may disburse the funds in one full amount or in a lower number of instalments and you will have to pay tax on capital gains (19%).

What can you gain as an ECP Participant?

1

The accumulated savings are your private property and are inherited.

2

You get attractive contributions from the Employer and the State.

3

Very low management costs.

4

Tax benefits at disbursement of funds after you turn 60.

5

At any time you may resign from ECP and get a refund. You may also at any time resume saving (subject to filing appropriate written declarations).

How can you get information on your ECP account?



online
in STI24

sti24.tfi.bnpparibas.pl



by telephone from the helpline
for ECP Participants

22 355 46 70



by correspondence to the
address provided by the
Participant

Detailed information on ECP is available on the web site ppk.tfi.bnpparibas.pl or from the helpline **22 355 46 70**

DISCLAIMER

This material is advertising information. Before making final investment decisions, you should read the Information Prospectus and the Articles of Association and KIID. These documents are available respectively on the website www.tfi.bnpparibas.pl, in the registered office of BNP Paribas TFI S.A. The advertising information has been prepared by BNP Paribas TFI S.A. The advertising information does not constitute an offer in the meaning of Article 66 of the Civil Code of 23 April 1964, nor does it constitute an investment advisory service or a proposal to buy or sell financial instruments and cannot be regarded as a recommendation or an encouragement to make an investment decision, nor is it a form of providing tax advice or legal assistance. The Funds do not guarantee the achievement of the assumed investment objective or a specified investment result. One should take into account the possibility of losing all or part of the resources paid in. For a detailed description of risk factors associated with investing in the Sub-Funds, please refer to the Prospectus. In addition, due to the composition of the fund's investment portfolio or due to the management techniques used in that portfolio, the net asset value of investment funds may be subject to high volatility. The annual and semi-annual financial statements of the Funds are also published on the website www.tfi.bnpparibas.pl. The amount and manner of charging acquisition fees, management fees and other fees payable by the Fund Participant are specified in the fee schedules available on the website www.tfi.bnpparibas.pl, at the registered office of BNP Paribas TFI S.A.

BNP Paribas TFI S.A. operates under a licence issued by the Polish Financial Supervision Authority (KNF).

The Society was entered on the Register of Employee Equity Plans on 02.07.2019.