

MERCURY PENSION PLAN



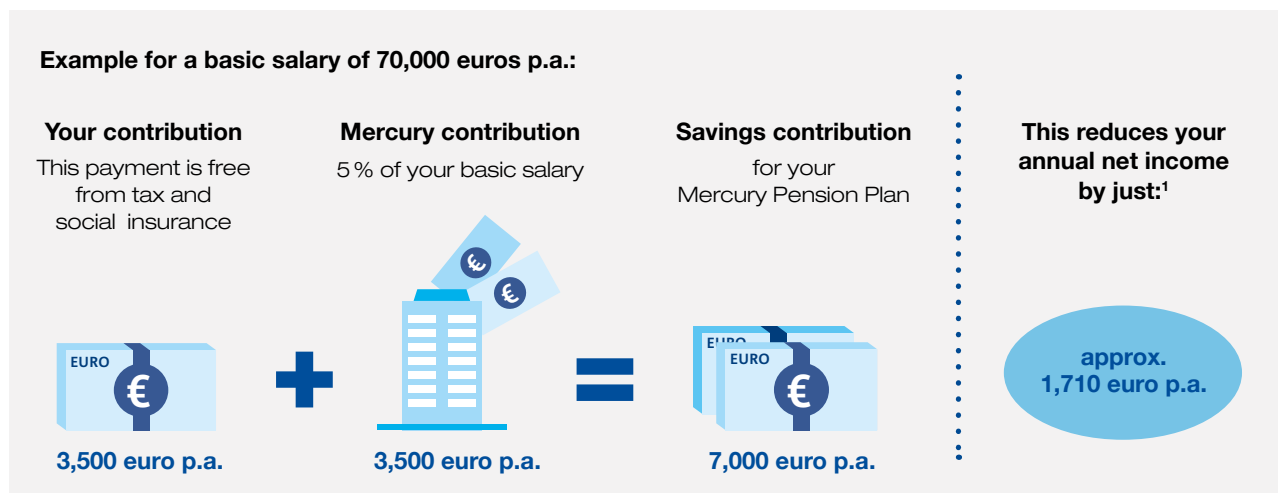
Mercury Pension Plan

With your work and your responsibilities as part of our business, you are making an essential contribution to our company's success. We want to say thank you for this contribution and give you an additional reward for your service. And we don't just want you to prosper today, but also during your retirement, too.

So, we have decided to introduce a company pension plan that we think you will find appealing. Wherever you choose to enjoy your future retirement, the statutory pension alone will be insufficient. With the Mercury Pension Plan, we are making a key contribution to ensuring you can have a financially care-free retirement.

How is the Mercury Pension Plan financed?

We will pay an employer's contribution of up to 5% of your basic salary, provided you make a personal contribution in the same amount.



You only have to pay tax and social insurance contributions on the future benefits. And you should note that your tax rate during retirement will usually be less than what you paid during your active working life.

What are the options open to you?

- You can select between an opportunistic and a conservative pension plan concept. (See Page 3)
- You can also protect your pension provision in the event of occupational disability.
- In the event of your death, the accumulated capital sum will be distributed among your surviving dependants. You can extend this death benefit to include one life-long survivor's annuity.

¹ Assumption: Gross income: 70,000 euro p.a. Tax class I/0, health insurance rate 15.9%, church tax 9% (valid as of 2022).

Choose the best pension plan concept for you

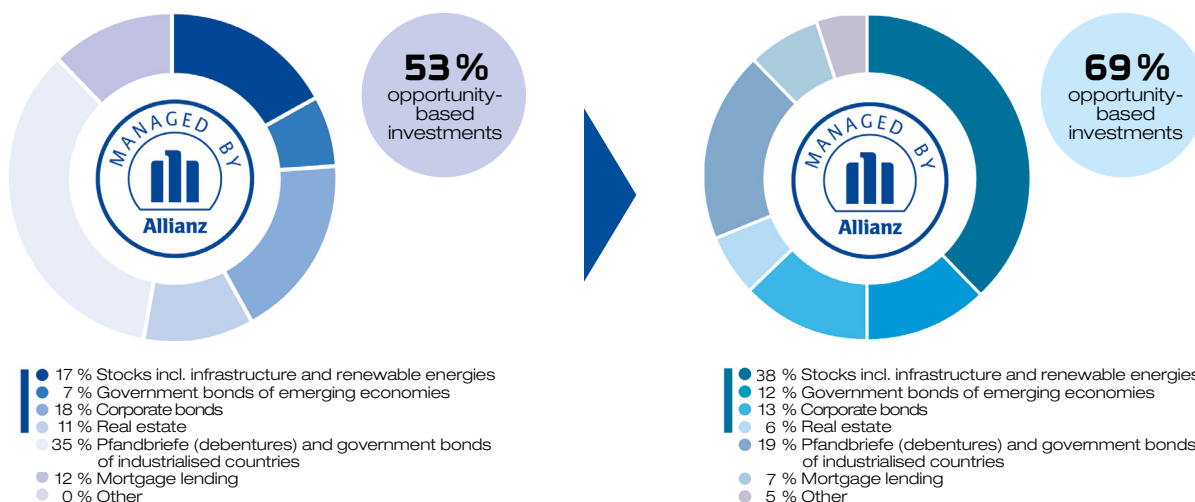
KomfortDynamik – opportunity-focussed and convenient

With the KomfortDynamik option, the capital is invested in opportunistic KomfortDynamik special funds together with high-performance, stabilising Allianz guarantee assets. The entire investment process is managed by Allianz's own experts. The main distinguishing feature of this pension concept is its stability combined with a worldwide selection of opportunistic investments – all without any personal effort on your part.

Example: initial capital investment – KomfortDynamik 80%, monthly contribution payment and 30-year term

The guarantee assets combine yield with a greater focus on security. This provides a stable basis for the capital investment.

Combining the guarantee assets with special assets significantly increases the proportion of opportunistic investments in relation to the overall investment.



Valid as of 31 March 2022. The actual composition of the investments may vary from that shown here – especially for alternative policy types and other tariffs. The split can also change during the term of the policy and for other deferral periods.

Perspektive – stable and secure

With the Perspektive option, Allianz experts invest the capital entirely in high-performance Allianz guarantee assets. This pension concept features an appealing yield (2022: approx. 3.35%) combined with consistent growth. The guaranteed capital amounts to at least 90% of the paid-in contributions.

The Perspektive pension plan concept must be selected for all plans with terms of less than 10 years.

How can you tell us about your decision?

Simply send us your decision with this registration form:

www.allianzpp.com/kunde/mercury/participation-mercury.html

FAQ

How will the Mercury Pension Plan be organised?

Your contributions will be paid into an Allianz direct insurance scheme. The Mercury contributions are transferred to an Allianz support fund. This combines the benefits of both methods of implementing the plan.

How does the government incentivisation work?

Your money is paid from your gross salary directly into your company pension. The state incentivises you by exempting these contributions from tax and social insurance charges. Each year, into the direct insurance scheme you can pay contributions of up to four percent of the contribution assessment ceiling defined by the German Pension Insurance Association for the “old federal states” (DRV (West)) – and these will be exempt from social insurance and tax. You also have the option of using a further four percent of the contribution assessment ceiling to make additional tax-free contributions to your company pension provision.

During 2022, a maximum contribution of 3,384 euro (282 euro per month) is exempt from tax and social insurance while a further 3,384 euro (282 euro per month) can be contributed tax-free. The Mercury contributions to the support fund are fully exempt from tax and social insurance irrespective of the amount involved.

Right to benefits in event of death

If your plan includes benefits in the event of your death, the benefits of the plan will be payable to the following persons in the sequence as listed – and you may change the listed sequence with your employer’s agreement:

1. The spouse or registered partner of a registered civil partnership.
2. Children eligible for child benefit, up to a certain maximum age.
3. The named partner (living in a consensual union).
4. If none of the aforementioned persons exist and a pay-out is to be made in the form of a death benefit the death benefit (max. 8,000 euro under the direct insurance scheme, and max. 7,669 euro under the support fund) will be paid out to the beneficiaries designated by the employer with the agreement of the employee; otherwise the benefit will be paid to the employee’s heirs.

Pension and/or lump sum payment?

Life annuity, or lump sum payment or part lump sum payment with the remainder paid out as a pension. The choice is yours and the decision only needs to be made a short time before you begin receiving your pension benefits.

What happens if you leave the company?

If you leave the company prior to your retirement, you will retain the pension entitlements accumulated up to that point in time. The continuation of your pension plan depends on the method of implementation and on your new employer.

- **New employer within Germany:**
Your Allianz direct insurance scheme may be continued subject to the agreement of your new employer. Alternatively, you are legally entitled to have the capital sum transferred to the pension fund provided by your new employer. You also have the option of transferring the pension policy to your own private scheme (non-contributory or with mandatory contributions).
You are not legally entitled to such a transfer in the case of the support fund. However, your existing provision may be continued with the agreement of your new employer provided it offers this Allianz support fund.
- **New employer abroad:**
No transfer is possible. You will, however, retain your entitlements and you can also continue benefiting from the growth in the capital investment.

Tax and social insurance

The benefits received from a company pension plan are taxable. Lump sum payments from a support fund are eligible for progression-mitigating taxation based on the “one-fifth method”.

In addition, benefits will be subject to obligatory contributions to statutory health and nursing care insurance, if the retiree is a compulsorily or voluntarily insured person within a statutory health insurance fund, but note that a tax-free allowance will be applied to a compulsorily insured person within a health insurance fund. Privately insured persons are exempt from the obligation to pay contributions.