

## Occupational retirement provision for employees

Time is running out!  
One in five pensioners is threatened by poverty in old age.\*

You want to be **financially independent** in retirement and not being forced to work beyond the age of 70? Don't rely on the government to solve the problem. **Become active now and use the possibilities occupational retirement provision offers!**



„ ... the pension is safe, but not its amount ... “

**Reiner Holznagel**  
President of the Taxpayers' Associations

\*Source: Statista 04/2018. According to a study of the Center of Economic and Social Research (DIW) and Leibniz Centre for European Economic Research (ZEW) carried out on behalf of the Bertelsmann foundation, every fifth new pensioner in 2036 will be threatened by poverty.

### The Government pays up to 50% of your occupational pension plan.



\* Assumptions regarding the model calculation: 30 % tax charge, without church tax and solidarity surcharge, 20 % in social security contributions. Your insurance coverage is subject to the terms and conditions of insurance. Please consult your insurance intermediary to find the best possible solution for your need.

\*\* Under a salary conversion scheme where premiums into either a direct insurance plan, a Pensionskasse or a pension fund are exempt from social security contributions, the employer is required to contribute 15 % of the salary converted up to 4 % of the contribution assessment ceiling stipulated for West German statutory pension insurance (CAC West).

## That's how an occupational pension plan implemented via direct insurance works.

### What is direct insurance?

Direct insurance is an annuity insurance the employer concludes for your benefit. It is called direct insurance because you will later receive your pension or the capital directly from Allianz.

### How do I conclude the insurance?

Your employer is required to conclude direct insurance at your request. Contact your employer to find out more. The capital accumulated through your direct insurance belongs to you – even if you change the employer later on.

### What benefits will I receive later?

As of commencement of pension payout you will receive a lifetime guaranteed retirement pension. Every month, regardless of how long you will live. You can also opt for a non-recurring lump sum payment or a combination of pension and lump sum payment.

### How secure and flexible is this model?

In case of insolvency of your employer your vested rights are protected. As of completion of age 62 you can determine the commencement date of pension payout yourself.

## In 2025 you can save up to EUR 644 monthly tax-free for your retirement.

You can monthly invest up to 8 % of the contribution assessment ceiling (EUR 644) tax-free in your occupational pension.

**Important to know:**  
EUR 322, that is half of EUR 644, is also exempt from social security contributions!



\* Up to 4 % of the contribution assessment ceiling (CAC 2025 – EUR 96,600 p. a.).

Note: Salary conversion can result in lower social security benefits and, if applicable, to mandatory membership of statutory health and long-term care insurance. Benefits are individually taxed and subject to health and long-term care insurance contributions.

## Direct insurance InvestFlex – Providing for the future – by building up your own retirement capital.

### The active organisation of return opportunities

Your wish: to make more of your own money with quality-tested funds and ETFs. The fund selection can be adjusted flexibly and free of charge until the start of your pension. You can choose a guarantee level as a percentage of the contributions paid in. This serves as a safety net, below which the policy value (contract value) cannot fall below this level at the start of the pension.

#### Fondsreport Digital: Always up to date

The Fondsreport Digital provides the full information package about the Allianz TopFonds universe: [www.allianz.de/service/fondsreport-digital](http://www.allianz.de/service/fondsreport-digital). Experts regularly explain facts and developments briefly and concisely. performance, key figures and costs of the funds can be called up quickly and up to date.

### Flexible

Adjust the guarantee level under certain conditions and the fund selection free of charge. By activating the dynamic guarantee increase, high returns can be secured in the meantime. The maturity management can be selected as an option.

### InvestFlex pension Concept

### Opportunity-orientated

Opportunities for returns through a balanced range of managed strategies, individual funds and and ETFs from renowned fund providers.

### Secure

Thanks to the guaranteed minimum annuity, you already know the minimum annuity you can plan on when you take out the policy. A dynamic guarantee increase ensures high returns achieved in the meantime.