

Information Sheet of an Independent Broker

Supplementary Pension Savings

Information for customers pursuant to Act No. 427/2011 Coll., on supplementary pension savings (hereinafter the "Act").

1. Information about the broker

The company SAB servis s.r.o., ID No.: 24704008, with its registered office at Prague 1 – Nové Město, Jungmannova 748/30, Postal Code 11000, file No. C 167427 at the Municipal Court in Prague (hereinafter the "Company"), is registered in the register of the Czech National Bank, with its registered office at Na Příkopě 28, Prague 1, 115 03, as an independent supplementary pension savings broker pursuant to Section 77 of the Act and is thus authorised to intermediate supplementary pension savings products (hereinafter the "SPS").

2. Verification of the authorization

Information about the Company as an independent broker, the list of pension companies whose SPS the company brokers, including other information about these providers, and the Company's tied agents can be verified in the register maintained by the CNB at the following address (enter "direct search"):

www.cnb.cz/cnb/jerr

This address provides a procedure for finding and verifying the registration of a given entity. A certificate of registration must be produced on request.

3. Brokered services

The Company concludes supplementary pension savings contracts with customers on behalf of and for the account of the pension companies listed below.

The contracts are concluded through the Company's advisors (tied agents) with whom the Company has a written contract and who are registered in the list of tied agents of the Company maintained by the Czech National Bank and are authorised to conclude supplementary pension savings contracts.

The Company acts in the name and on behalf of the following pension companies:

Pension company	Registered office	ID No.
Allianz penzijní společnost, a.s.	Ke Štvanici 656/3, Prague 8, 186 00	25612603
Conseq penzijní společnost, a.s.	Rybná 682/14, Prague 1, 110 00	27916430
Česká spořitelna – penzijní společnost, a.s.	Poláčkova 1976/2, Prague 4, 140 21	61672033
ČSOB Penzijní společnost, a. s., člen skupiny ČSOB	Radlická 333/150, Prague 5, 150 00	61859265
Generali penzijní společnost, a.s.	Na Pankráci 1720/123, Prague 4, 140 21	61858692
NN Penzijní společnost, a.s.	Nádražní 344/25, Prague 5, 150 00	63078074
KB Penzijní společnost, a.s.	Nám. Junkových 2772/1, Prague 5, 155 00	61860018
UNIQA penzijní společnost, a.s.	Evropská 810/136, Prague 6, 160 00	61859818

4. Contact details and method of communication

Customers can contact the Company through their advisor (tied agent) or:

- in person at the contact address of the Company: Suttnerové 814/17, 160 00, Prague – Vokovice
- by phone at: +420 733 538 063
- by e-mail at: info@sabservis.cz

Communication is in Czech.

5. Information on rules against conflicts of interest

The Company provides its services to a wide range of customers and also works with a number of other persons and therefore the threat of a conflict of interest cannot always be safely excluded. The Company therefore takes the following measures to minimise the risks arising from potential conflicts of interest. The Company will provide more detailed information regarding this issue at any time upon request from its customers.

The Company endeavours to identify all areas where a conflict of interest may arise. These include:

- relations between the Company, its employees and consultants (tied agents) on the one hand and its customers on the other hand
- relations between customers and the Company with each other

In general terms, this is a situation where the Company itself, an employee or consultant of the Company has an interest in the outcome of the service provided to the customer that is different from the customer's interest in the outcome of that service, can gain financial benefit or avoid financial loss to the detriment of the customer, has an incentive to put the customer's interest ahead of the interests of another customer, operates the same business as the customer (i.e., they are in competition with each other), etc.

Measures taken to minimise the risks of potential conflicts of interest so as not to jeopardise the interests of the Company's customers include, in particular:

- organisational and administrative procedures to ensure that business between which there may be a conflict of interest is kept separate and that potentially sensitive activities are kept confidential
- rules of conduct for employees and advisers of the Company which, inter alia, require employees and advisers to act in the interests of customers
- a prohibition on recommending specific pension products to the detriment of other products that would better meet the needs of the customer
- controls on advisers and their business
- staff training on the above requirements

6. Information on incentives, costs and fees

In the context of brokering the conclusion of a supplementary pension savings contract, the Company may, within the limits of Section 128 of the Act, accept fees, remuneration or non-monetary benefits (incentives) from third parties, which have been informed to the participant in advance and which do not contradict the Company's obligation to deal with the participant in a qualified, honest and fair manner and in the participant's best interest, and which contribute to improving the quality of the Company's business. These include, in particular, remuneration for the intermediation of supplementary pension savings by the pension company, contribution increases and the administration of supplementary pension savings.

Brokerage fee and increase

The amount of the Company's remuneration paid by pension companies is determined individually, usually depending on the quality of the intermediated supplementary pension savings contracts, and may not exceed 7% of the average wage in the national economy announced by the Ministry of Labour and Social Affairs for the first to third quarter of the preceding calendar year pursuant to the Employment Act for the conclusion of one supplementary pension savings contract (for 2024, a maximum of CZK 2,970). The decisive moment for calculating the remuneration is the date of conclusion of the supplementary pension savings contract.

The amount of the remuneration depends on the input factors, which vary from one pension company to another. These factors are:

- the amount of the contribution, the higher the contribution, the higher the remuneration,
- the age of the participant, whereby the lower the age, the higher the remuneration,
- the distribution of contributions to participant funds, whereby the riskier the fund, the higher the remuneration.

To give a better idea of the amount of the remuneration, in most cases, in the case of a monthly contribution of at least CZK 300 and a participant's age below 45, the remuneration is between 5.56% and 7% of the average wage in the national economy as announced by the Ministry of Labour and Social Affairs for the first to third quarter of the preceding calendar year under the Employment Act for the conclusion of one supplementary pension savings contract. A similar remuneration is payable to the company not only for newly concluded contracts but also for an increase in the monthly contribution or an extraordinary contribution made by the participant.

Remuneration for administration

The amount of remuneration paid by pension companies for the management of supplementary pension savings contracts is determined individually, generally depending on the quality of the supplementary pension savings contracts brokered, the volume of client funds under management, the client's age and the volume of total funds under management.

The amount of remuneration is specifically dependent on input factors, which vary from one pension company to another. These factors are:

- the amount of client funds under management, whereby the higher the contribution, the higher the remuneration,
- the age of the participant, whereby the lower the age, the higher the remuneration,
- the amount of total funds under management of the firm, whereby the higher the contribution, the higher the remuneration,
- the distribution of contributions to the participating funds, whereby the riskier the fund, the higher the remuneration.

To give you a better idea of the amount of the remuneration, in most cases the fee ranges from 0.1% to 0.26% per annum of the total client funds under management.

Specific remunerations

The Company also accepts the following incentives not described above:

- an incentive of CZK 1,000 paid by Generali Česká pojišťovna a.s. for brokering the contract for Generali pension company, a.s.

The Company also maintains a list of specific incentives and will provide details of individual incentives of specific pension companies upon customer request.

The Company does not charge the customer any fees for arranging the supplementary pension savings. The adviser is remunerated by the Company on the basis of a contractual relationship between the adviser and the Company. The final amount of remuneration may depend on the type of investment strategy chosen (which may be that the riskier the strategy, the higher the remuneration), the amount invested and other factors. The Company will provide the customer with details of the incentive upon request.

The customer may be charged fees by the pension company in connection with the supplementary pension savings, which are mainly:

- remuneration for asset management in participating funds;
- remuneration for the appreciation of assets in participating funds;
- one-off fees for changing the savings strategy, transferring funds to another pension company, suspending the payment of benefits, sending a statement of supplementary pension savings more often than once a year, paying benefits other than by national bank transfer, providing information and carrying out administrative acts in connection with the enforcement of a decision taken against a participant and providing information in a manner other than that provided for in this Act.

The specific details of costs and charges will be provided to the customer in connection with the specific supplementary pension savings contract and will be set out in the relevant statute of the specific participating fund.

7. Information on risks

Investing in general involves a certain degree of risk and this is also true for investments made through unit trusts. All investments in the capital markets carry the risk of capital loss, where the investor may not achieve the desired return or recover the full amount of capital invested.

Investments in participating funds (hereinafter the “Funds”) involve, in particular, market risk (fluctuations in the current value of the amount invested and the returns thereon over time), credit risk (the issuer of a security fails to meet its obligations properly and on time), liquidity risk (the investment instrument may be difficult to sell within a given time horizon) and currency risk (the assets in the Funds may be invested in securities that may be denominated in different currencies). Any additional risks specific to individual Funds are set out in the relevant statute, which the customer will receive on request if they wish to invest in such a Fund.

The following risks are generally associated with investing:

market risk – this is one of the most significant risks for investors, which consists in the change of market prices of investment instruments; general market risk can be caused by a change in the market as a whole, specific market risk can be caused by an adverse development of a specific investment instrument;

- credit risk – this is the risk of the issuer consisting in the fact that the issuer will go bankrupt as a result of which the investment instruments issued by the issuer will be significantly devalued or completely worthless; in such a case, the investor must take into account the fact that he may lose all the capital invested in these investment instruments; the value of investment instruments may also be negatively affected by a downgrade of the issuer's rating;
- liquidity risk – this risk may result in the investor not being able to sell a particular investment instrument at market price (or at a price close to market price) due to the small market volume of the investment instrument;
- currency risk – investment instruments denominated in foreign currencies are also exposed to fluctuations resulting from changes in foreign exchange rates, which may have both positive and negative effects on their rates, prices, appreciation or yields in other currencies or their other parameters;
- interest rate risk – interest rate risk is present in interest rate-sensitive investment instruments (e.g., bonds) and consists of the potential for adverse movements in market interest rates;
- operational risk – risk arising from inadequate or faulty internal processes, from failures in operational systems or human factors, or from external events;
- risk of loss of assets entrusted to custody or other custody – this risk may be caused in particular by the insolvency, negligence or intentional conduct of the person holding the investor's investment instruments in custody or other custody;

8. Guarantee systems

There is no guarantee fund or other similar system for investments in participating funds managed by a pension company in the sense of insuring the value of the customer's invested assets.

9. Sustainability risks and mainstreaming

The Company declares that the advice provided and the pension products brokered take into account their sustainability impact (environmental, social or governance) as defined in EU Regulation 2019/2088 on sustainability-related disclosures in the financial services sector, in part. The Company has a limited scope of activities and a limited product offering, and it is up to the pension companies to provide information on the products offered and the consideration of sustainability in product design. The Company therefore currently incorporates sustainability risks and considers sustainability impacts partially in its advice. If the Company is aware that the products it brokers promote sustainability principles and objectives, and at the same time the customer has expressed an interest in products that take sustainability impacts into account in the mandatory pre-contractual documentation, then only such products are recommended to the customer as a matter of priority and to the extent required, provided that the Company has them within its offering and they meet other customer requirements (e.g., they are also suitable in terms of risk tolerance, investment horizon and/or the customer's financial situation). The customer has the right to enquire about the sustainability impacts and risks of a particular product and the Company will communicate these to the customer based on information from the manufacturer. The Company's remuneration policy does not take into account the sustainability implications of the advice provided. The likely impact of sustainability risks on the value of an investment or on the terms of its return depends on many circumstances and cannot be reliably determined.

10. Information on handling complaints and claims and out-of-court dispute resolution

Complaints or claims regarding the services provided or the person of the advisor can be made in person at the Company's headquarters or by e-mail or mail to the Company's contact e-mail address. Upon request, the Company will provide the customer with the binding rules for handling complaints and claims in the form of the Complaints Procedure, which is also available on the Company's website.

If the customer filing the complaint or claim is a consumer, they may contact the competent administrative authority for out-of-court dispute resolution in case of dissatisfaction with the resolution of their case. This administrative body is the Financial Arbitrator for disputes in the areas of financial services referred to in Act No 229/2002 Coll., on the Financial Arbitrator, as amended, including disputes relating to the offer, provision or mediation of supplementary pension savings, supplementary pension insurance

and a pan-European pension product. The Financial Arbitrator can be contacted free of charge via their online form at www.finarbitr.cz or at their address at Legerova 1581/69, 110 00 Prague 1.

11. Supervision

The CNB supervises the activities of the Company and pension companies, and it is also possible to lodge a complaint with the CNB against the Company, its adviser or the pension company. The CNB does not decide on the subject matter of the dispute, but deals with the submission solely from the point of view of whether the legal provisions which the CNB supervises have been complied with. The CNB can be contacted: by using the appropriate form at: www.cnb.cz, by data box: 8tgaiej, by e-mail: podatelna@cnb.cz, by telephone: 224 411 111, by writing to the head office: Na Příkopě 864/28, 115 03 Prague 1.

12. Other important information

Other important information for customers, especially regarding the savings strategy, the structure of the assets of the participating fund, is provided directly in the statutes of the specific fund or other information materials. The adviser will provide these materials on request.

June 2024