

*Unit Linked Insurance – Example with a yearly base pay of €85,000*

*Please note your total possible contribution will exceed the 8.500 € limit if your salary is or exceeds 85.000 €.*

*Workday will contribute 5% of your salary to the pension plan, and you will be able to contribute an additional 5% for your retirement savings.*

*If you decide to contribute the additional 5% for your retirement, the total amount will exceed 8.500 €.*

*An amount equal to the difference between 8.500 € and the amount paid by Workday will go to the pension plan with VidaCaixa. This amount will be deducted from your taxable salary in your tax declaration.*

*The excess will be paid to a Unit Linked insurance with a similar investment strategy. However, this amount will be paid to the insurance contract by Workday through salary sacrifice. This means you will not pay taxes until the moment you receive the benefit from the insurance.*

*Additionally, you can pay a contribution up to 1.500 € to an individual pension plan, or to the Workday pension plan, as the legal maximum limit for contributions to pension plans and assimilated contracts is equal to the minimum of:*

*- 30% of the sum of the net income from work and economic activities received individually during the year, and*

*- 1.500 € per year,*

*increased by 8.500 €, if the increase is the result of employer's contributions, or of the employee up to the same amount as the contribution of the employer.*

*If you want to pay the additional contribution of 1.500 € to the Workplan pension plan, this will have to be managed by yourself through the CaixaBank app, or in any CaixaBank office. In the future it will also be possible in the Aporta+ platform.*