

Presentation to Investors

January 2015



AvivaSA at a Glance: Unique Positioning and Attractive Business Model



Leading Life and Pension Player in Turkey



Turkey's attractive growth and demographics

- ✓ Fastest growing economy over the last 4y amongst European and Emerging Markets (6.0% Real GDP CAGR)
- √Unique demographic profile: second largest country in Europe (76 million) with almost 50% under 30 years old

#2 Pension

#**1**

Corporate Pension

- •19% market share
- •~ 704k participants; 6,3 billion TL AUM (q3 2014)
- •30% cagr in terms of AUM (2011-2013)
- •#1 Corporate Pension: Market leader in corporate pensions

#5
Life Protection

- •7% market share
- •TL178m GWP (2013) and and 1.4m customers as of 1H14
- •46% GWP cagr (2011-2013)
- •Leading player in credit-linked life protection

#2
Personal
Accident

- •21% market share
- TL32m GWP (2013) and and 0.4m customers as of 1H14
- •10% GWP cagr (2011-2013)
- •Diversified product mix (disability, death and medical expenses)

Source: HAYMER, EGM, TBB. Note: Data as of 30 Sptember 2014

Blue-chip "Sponsoring" Shareholders: A Unique Blend of Expertise and Reputation









- ➤ Global diversified insurer with presence in 17 countries and over 100 bancassurance partners
- ▶ Best practice policies based on UK international standards on governance / audit

- ➤One of the largest
 Turkish "multi-business
 company" with wide
 franchise of consumer
 brands and networks
- Unparalleled local trust and reputation

Solid Sales Culture through a Multidistribution AVIVA SA Platform to Expand Scale and Penetration in Pension and Life

Distribution Platform At a Glance

-Long-term exclusive partnership with Akbank

-Other bank partners: BurganBank, Abank, Odeabank

Bancassurance

Branches (# Akbank): 1,172 (994)
Akbank sales coaches: 360
Total PVNBP: 1,016m (60%)

Agencies

Agencies: 137
Total PVNBP: 217m (13%)

Direct sales force (DSF)

FAs: 600 (covering 17 cities) # Customers: c.135,000 Total PVNBP: 367m (22%)

AVIVA SA Emeklilik ve Hayat

Key Distribution Channels

Corporate

Corporate Sales Team: 26 # Contracts: c.87,000 (>1,000 clients) Total PVNBP: 103m (6%)

#1 in employersponsored group pension contracts by market share

Largest direct sales force in the sector:

- -751 DSF of which 600 FAs
- -17 cities covered
- -135,000 customers

Telemarketing

Total PVNBP: 3m (0.2%)

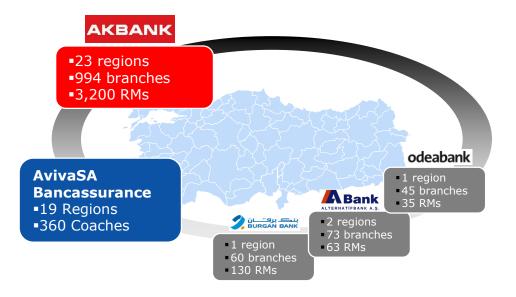
Renewed 15-year Exclusive Distribution Agreement with Akbank



Strong Relationship Under Same Sponsoring Shareholder



Access to Wide Distribution Network



#3 Largest Bank in Turkey by Branch Network



- ✓ Exclusive 15-year distribution agreement
- ✓ Common Sabancı sponsorship inspires effectiveness of the distribution agreement
- ✓ Access to one of the largest networks in Turkey
- √ 12.8% market share in consumer loans and credit cards
- ✓ Growing position in commercial and SME banking

Strategic Objectives Built on AvivaSA Strengths



Maintain Leadership and Profitability in Pension

Diversifying and Strengthening Non-bank Distribution Enhance Competitive Positioning & Market Share in Life

> Deliver Customer Value



Improve Penetration of Akbank

Optimise Operational Excellence

Solid financial and operational foundation: "Focus on Profitable Growth"

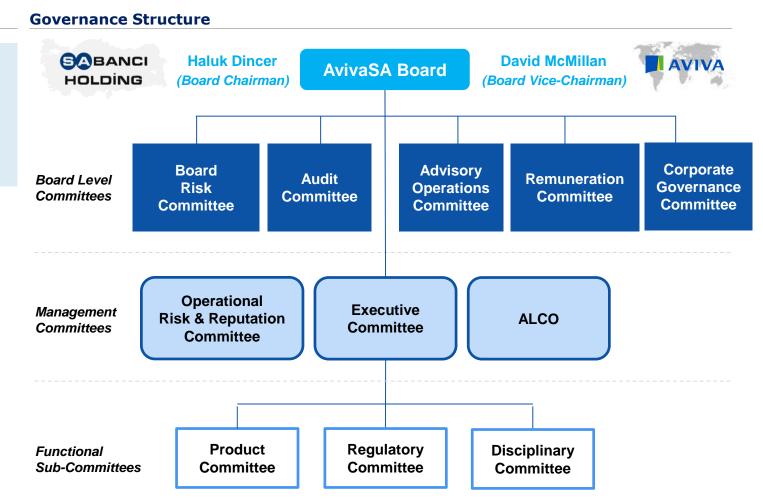
Excellent Corporate Governance Since 2007



Overview

✓ Excellent corporate governance framework established at the creation of the JV in 2007

- Top tier governance principles
- Well-balanced and experienced board with domestic and international expertise
- ✓ 2 INEDs to be appointed post-IPO



Focus on Execution Excellence to Deliver Efficiency



✓ New Flexible IT System

✓ Sales Productivity and Cost Efficiency

✓ Process Efficiency

✓ Best-in-class Financial Reporting Framework

Focus on Execution Excellence

· · · · Emeklilik ve Havat · · · ·

AVIVA

✓ Digital Capabilities

√ High Level of Compliance

✓ Employee Engagement ✓ Customer Relationship Management

Project Metamorphosis

> Commissioned to improve IT systems' capacity to adapt to regulatory changes

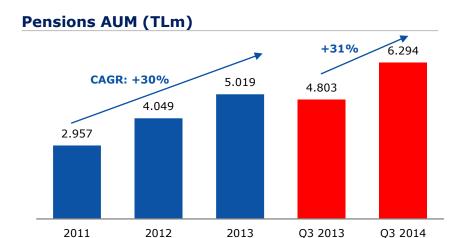
Project Next

Bancassurance transformation program to improve sales performance, technological integration, strategic coordination

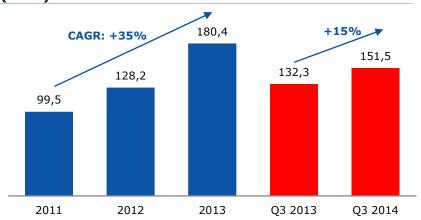


* A Story of Solid Profitable Growth

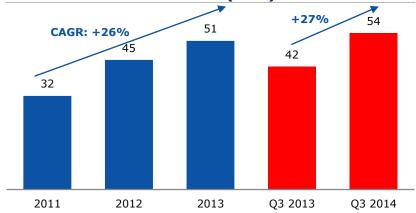




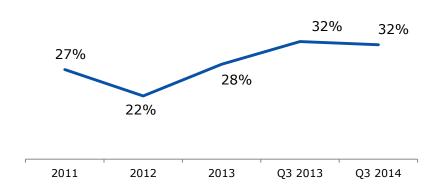
Total Net Earned Premiums - excl. Life Savings (TLm)







ROE



Solid Financial Foundations and Historical Track Record of Value Creation



✓ Growth in volumes and underlying technical profitability driving financial strength and value creation for Shareholders

	2013	CAGR/Δ (11-13)
Pension net Contributions	TL859m	36%
Total AUM	TL5,019m	30%
Total GWP	TL233m	25%
Total Technical Profit	TL195m	18%
Expense Ratio ⁽¹⁾	13%	(5pp)
Technical Profit after G&A	TL51m	26%
Profit for the Year	TL72m	18%
ROE	28%	Зрр
Solvency	237%	19%(2)
VNB	TL196m	n.m.

- Top line volumes of both pension and life growing at rapid pace in the past 3 years
- Pension contributions driving business to profitable scale
- Increasing penetration of life driven by Akbank partnership
- Steady increase thanks to pension scalability and life segments
- Steady fall in cost ratio from 18% in 2011 to 13% as efficiency improves
- Healthy growth in investment income with not much volatility
- Track-record of profitable growth
- One of the leaders in sector ROE at 28% with an average of 25.5% over 2011-H1 2014
- Strong capitalisation with capital-light product model
- Consistent dividend paid
- Double digit growth of VNB over the last years
- MCEV of 955 TLm in 2013

A Compelling Investment Case of Value Creation through Profitable Growth



Investing in the growth trajectory of the Turkish life & pension sector through one of the leading and highly profitable life & pension players in Turkey



Leading Fast Growing Pension and Life Franchise

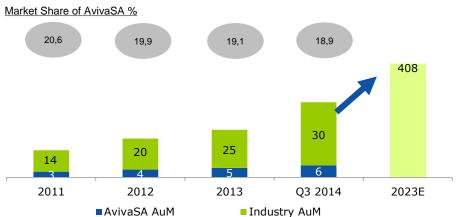




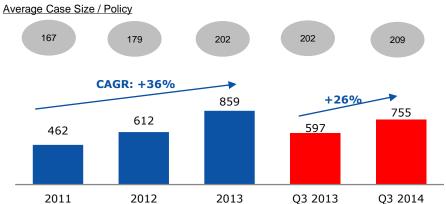
Pension – Sustainable Growth and Scale **Ambitions**



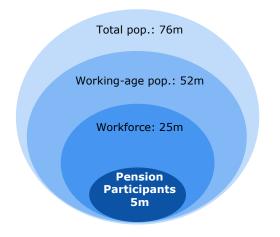




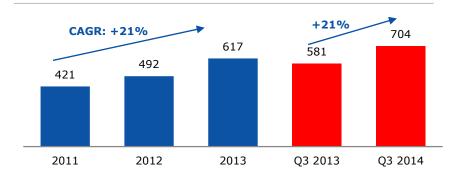
Net Contribution (TLm)



Underpenetrated Pension Market



Number of Participants (x1000)

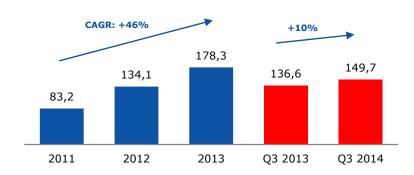


Source: EGM, TSB vision 2023 report, Turkstat.

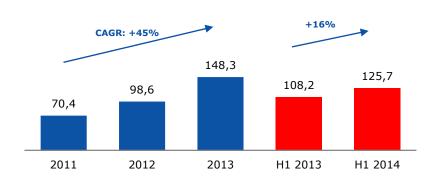
Life Protection – Sustainable and Resilient Growth Model Fuelled by Bancassurance



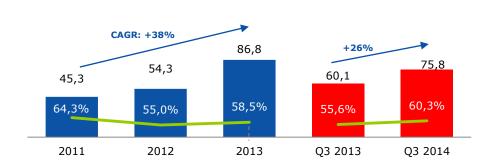
Life Protection GWP (TLm)



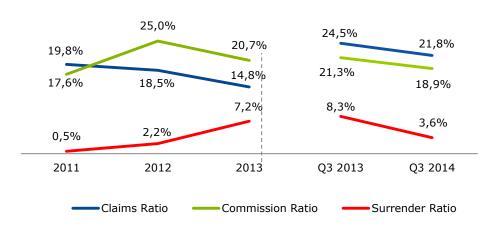
Life Protection NEP (TLm)



Technical Profit & Margin⁽¹⁾(TLm, %)



Claims, Surrender and Commission Ratios (%)

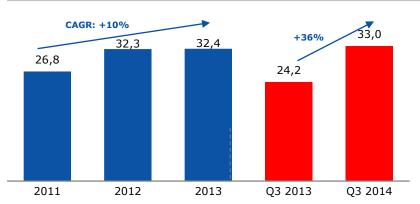




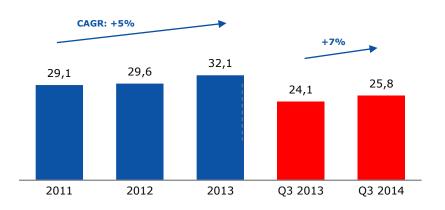
Personal Accident – A Complementary Profit Pool for the Group





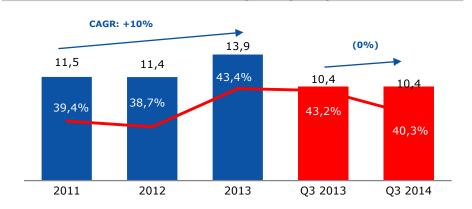


NEP (TLm)

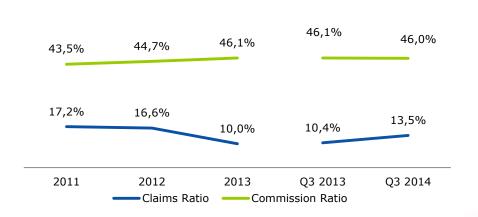


Source: Company information. Note: (1) Calculated as % of NEP.

Technical Profit & Technical Margin⁽¹⁾ (TLm)



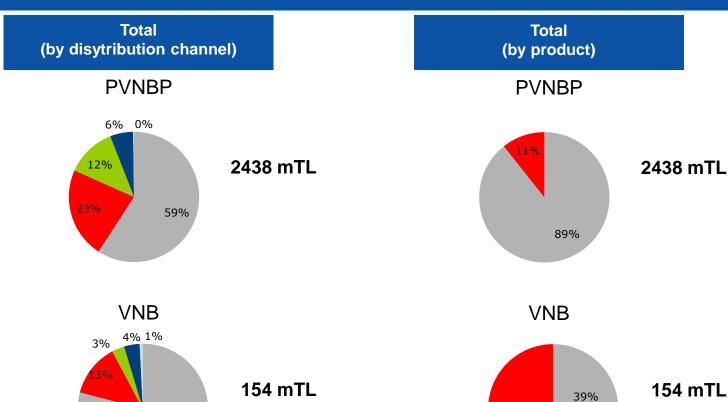
Commission & Claims Ratio (%)

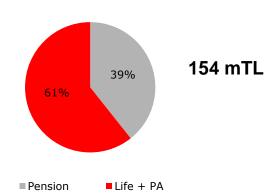




Production by Distribution Channel and by Products (Q3 2014)







79%

DSF

Corporate

■ Pure Bank

Telemarketing

Agencies



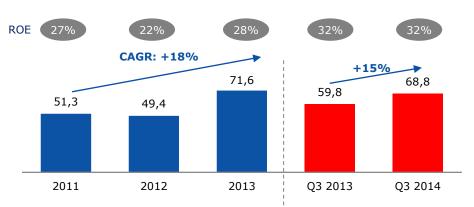
Robust Financial Performance



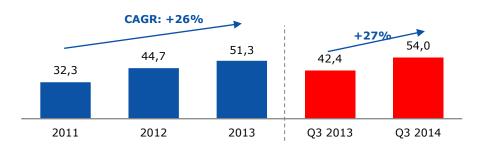
- A Story of Solid Profitable Growth



Profit for the Year and ROE (TLm, %)

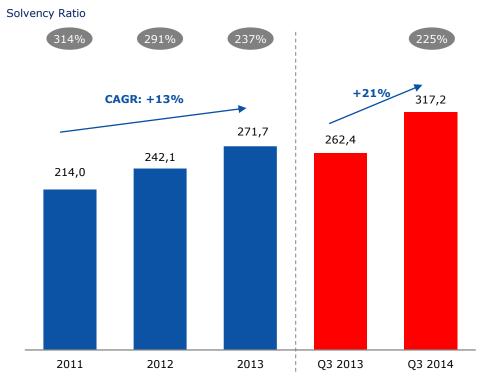


Technical Profit After G&A (TLm, %)



✓ During the period under review, AvivaSA's profitability has been robust and growing YoY. The plateau in 2012 was essentially driven by market conditions leading to reduce investment income; the underlying operating business remained solid in that year

Shareholders' Equity and Solvency Ratio (TLm, %)



- ✓ Steady increase in shareholders' equity (+21% YoY) reflects active management of capitalization to fund business growth
- ✓ Capital-light business, with strong solvency position, which benefits from AvivaSA's measured approach to risk and new product introduction

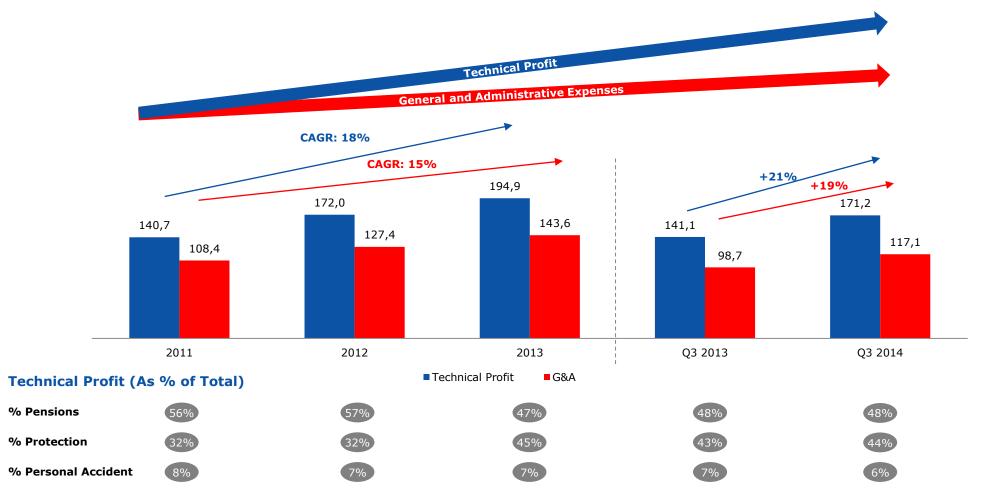
Source: Company information.

Note: Analysis on profitable growth derives from segmental information on this and following pages of the section, unless otherwise stated.

Solid and Resilient Technical Profitability with Operating Leverage Potential





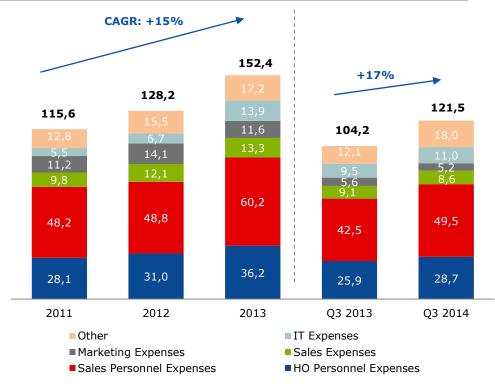


Source: Company information, IFRS and segmental reporting.

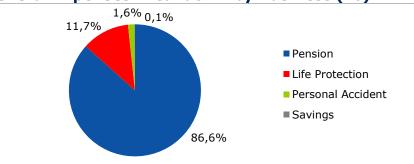
Proactive Management of Expense Base



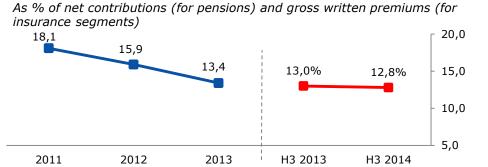
Split of General Expenses by Category, IFRS (TLm)



General Expenses Breakdown by Business (%)



Expense Ratio (%)



✓ AvivaSA's Notwithstanding the significant investment in IT infrastructure and the broader growth in general and administrative expenses, AvivaSA's expense ratio has been improving over the years; demonstrating the growing economies of scale that the business is achieving

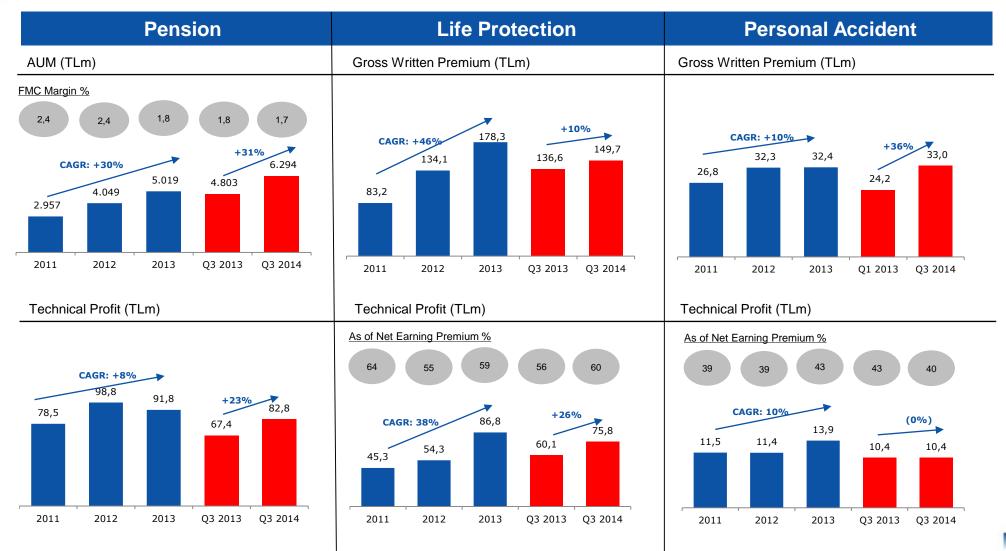
Segment Disclosure





Differentiated Management of Trends and Dynamics per Segment





Summary of P&L from Segmental Reporting



	2011	2012	2013	CAGR	Q3 2013	Q3 2014	YoY
Pension Technical Profit	78.5	98.8	91.8	+8.1%	67.4	82.8	+22.8%
Life Protection Technical Profit	45.3	54.3	86.8	+38.4%	60.1	75.8	+26.1%
Life Savings Technical Profit	5.5	7.5	2.4	(33.9%)	3.1	2.2	(30.2%)
Personal Accident Technical Profit	11.5	11.4	13.9	+9.9%	10.4	10.4	(0%)
Total Technical Profit	140.7	172.0	194.9	+17.7%	141.1	171.2	+21.4%
General and Administrative Expenses	(108.4)	(127.4)	(143.6)	+15.1%	(98.7)	(117.1)	+18.7%
Total Technical Profit after G&A Expenses	32.3	44.7	51.3	+26.0%	42.4	54.0	+27.5%
Total Investment Income & Other	29.8	20.6	39.8	+15.6%	28.5	33.9	+18.9%
Profit Before Taxes	62.1	65.2	91.1	+21.1%	70.9	87.9	+24.1%
Profit for the Period	51.3	49.4	71.6	+18.1%	59.8	68.8	+14.9%

Pension – Summary P&L



Pension Technical Profit (TLm)

	2011	2012	2013	CAGR	Q3 2013	Q3 2014	YoY
Fund Management Income ⁽¹⁾	57.5	74.6	69.0	+9.5%	50.1	61.5	+22.8%
Management Fee ⁽²⁾	28.3	32.0	17.9	(20.5%)	12.2	16.7	+36.4%
Entrance Fee Income ⁽³⁾	15.8	20.0	30.4	+38.7%	22.0	31.7	+43.8%
Other Income/(Expenses)	(4.4)	(5.4)	(5.8)	+14.8%	(4.4)	(5.2)	+19.6%
Net Commission Expenses (of which)	(18.7)	(22.4)	(19.6)	+2.4%	(12.6)	(21.8)	+73.5%
- Commission Ex.	(31.0)	(29.1)	(56.6)	+35.1%	(38.8)	(49.7)	+28.0%
- DAC	12.3	6.7	37.0	+73.4%	26.2	27.8	+6.1%
Technical Profit	78.5	98.8	91.8	+8.1%	67.4	82.8	+22.8%

✓ Technical profit development reflects the solid potential of the pension market as well as the effect of the new pension regulations effective 1 January 2013

Key Profit Drivers

- Pension volume (Contribution and AUM)
- Lapses and Retention
- Pension Fee Structure (entry fee, management fee, fund management charge)
- Commission Expenses / DAC

Note: (1) Net of AK asset charges. (2) Charge including premium holiday. (3) Including deferred entry fee.

Pension – Reaching Profitability through Scale

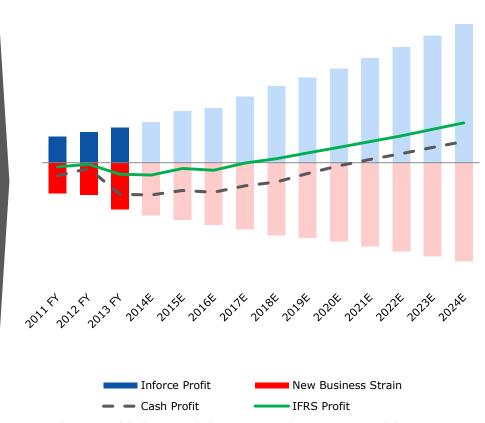


Pension Adjusted Technical Profit (IFRS, TLm)

	2013	H1 2014
Pensions		
Technical Profit	91.8	54.1
General and Administrative Expenses	(120.2)	(66.7)
Adjusted Technical Profit	(28.4)	(12.6)

- AvivaSA's technical profit under IFRS for pensions is calculated as technical profit less management's estimates of the G&A expenses related to this specific segment
- AvivaSA allocates on a quarterly basis this expense based on a methodology relying upon Management estimates for the purpose of its regular MCEV, VNB reporting processes as well as for a number of adhoc pricing, financial and expense analysis
- This methodology, which consists in (a) reviewing the nature, origin and usage of each direct expense items individually with a view to allocate them into this specific segment and (b) allocating the residual expenses between the segments according to management best estimates or judgments
 - Given the nature of the pension segment, most of the general and administrative expenses are allocated into it; in order to support the growth of the business

Illustrative IFRS / Cash Profit Breakeven



Source: Company information, IFRS and segmental reporting.

Note: Methodology consists in (1) Review the nature and usage of each direct expense item and allocate into a specific segment (2) Allocate residual expenses according to management's best estimate.

Life Protection – Summary P&L



Life Protection Technical Profit (TLm)

(Excluding Life Savings)

(Excluding Life Savings))						
	2011	2012	2013	CAGR	Q3 2013	Q3 2014	YoY
Gross Written Premiums	83.2	134.1	178.3	+46.4%	136.6	149.7	+9.6%
Earned Premiums	70.4	98.6	148.3	+45.1%	108.2	125.7	+16.2%
Total Claims	(14.4)	(20.5)	(32.7)	+50.9%	(26.6)	(27.5)	3.4%
Claims Ratio (excluding Surrender Ratio)	19.8%	18.5%	14.8%	n.m.	24.5%	21.8%	n.m.
Commission Expenses	(11.2)	(22.7)	(27.8)	+57.7%	(20.9)	(21.8)	+4.3%
Commission Ratio	17.6%	25.0%	20.7%	n.m.	21.3%	18.9%	n.m.
Other Income/(Expense), Net	0.4	(1.1)	1.0	+64.3%	(0.6)	(0.6)	+2.8%
Technical Profit	45.3	54.3	86.8	+38.4%	60.1	75.8	+26.1%
Technical Margin	64.3%	55.0%	58.5%	n.m.	55.6%	60.3%	n.m.

[✓] Overall life protection technical profit is positive due to the high technical profitability of the product coupled with cost efficient operating model, and this is valid throughout all periods under review

Key Profit Drivers

- NEP volumes
- Death and Benefits claims
- Surrender levels
- Commission Expenses

Source: Company information, IFRS and segmental reporting.

Personal Accident – Summary P&L



Personal Accident Technical Profit (TLm)

					02	02	
	2011	2012	2013	CAGR	Q3 2013	Q3 2014	YoY
Gross Written Premiums	26.8	32.3	32.4	+10.0%	24.2	33.0	+36.3%
Earned Premiums	29.1	29.6	32.1	+5.0%	24.1	25.8	+7.0%
Total Claims	(5.0)	(4.9)	(3.2)	(19.8%)	(2.5)	(3.5)	+39.8%
Claims Ratio	17.2%	16.6%	10.0%	n.m.	10.4%	13.5%	n.m.
Commission Expenses	(12.6)	(13.2)	(14.8)	+8.2%	(11.1)	(11.9)	+6.8%
Commission Ratio	43.5%	44.7%	46.1%	n.m.	46.1%	46.0%	n.m.
Other Income/(Expense), Net	(0.0)	(0.0)	(0.2)	n.m.	(0.0)	(0.0)	n.m.
Technical Profit	11.5	11.4	13.9	+10.3%	10.4	10.4	(0%)
Technical Margin	39.4%	38.7%	43.4%	n.m.	43.2%	40.3%	n.m.

✓ Personal accident segment gets allocated around 2% - 3% of general and administrative expenses due to relatively small and stable business volumes demonstrating positive adjusted technical profit / (loss) throughout the periods under review

Key Profit Drivers

- NEP volume
- Accident / Benefits claims
- Surrender levels
- Commission Expenses





MCEV Key Considerations



AvivaSA is pioneering the disclosure of EV in Turkey; nevertheless, it is a widely used valuation basis in Europe and Asia

MCEV is an agreed set of DCF calculations that value both the capital of the firm and the value of the business already written

VNB is a measure of the economic value of the profits expected to emerge from new business written in the period where these expected profits are capitalised back to the reporting date

AvivaSA has calculated and used MCEV metrics for years:

- Reported in Aviva accounts since 2008 (including 2007 restatements)
- It is a KPI on business by channel and product line
- Integral to business decisions

Towers Watson has been substantially involved in the application of market consistent valuation techniques and the MCEV Principles for insurance companies, and has reviewed the MCEV numbers included in the prospectus

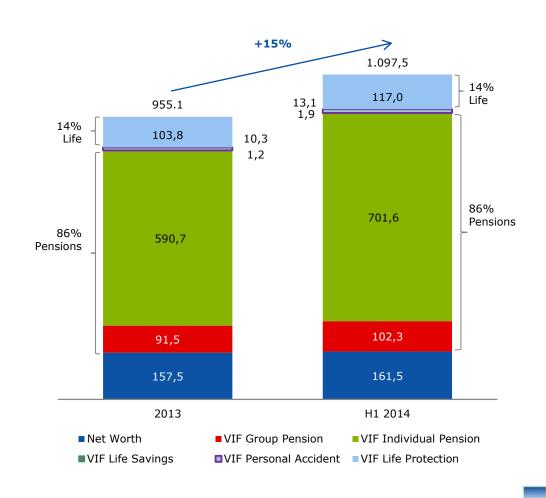
Market Consistent Embedded Value a Long-term Valuation Metric



Comments

- Growth of 15% in MCEV reflects the growth in expected future earnings from the in-force book which is driven by VIF
- ...whereas net worth fully absorbs the impact of the new business strain, without giving full credit to the fact that new business written is on profitable terms
- Pensions business remains by far the most significant portion of the in-force book, representing about 86% of the VIF, mainly as a result of the fund management fee applied to the accumulated funds under management
- Growth in life protection VIF will be more pronounced with the introduction of long-term life protection products such as Return of Premium

MCEV (TLm)

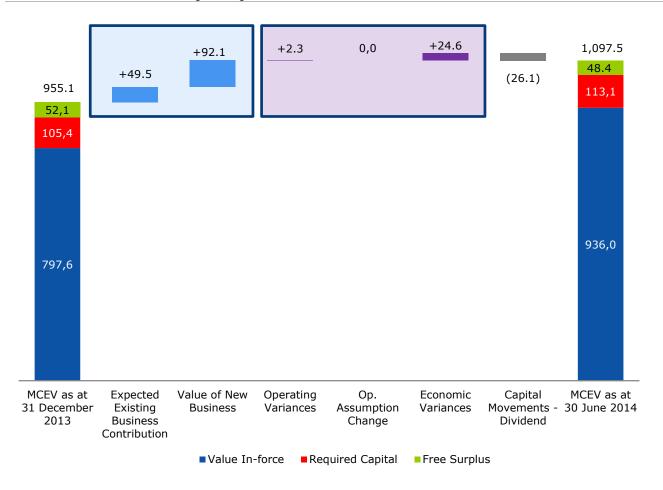


Source: Company information.

Drivers of Sustainable MCEV Growth – HY14 Analysis of Earnings



MCEV Reconciliation (TLm)



Comments

- ✓ MCEV growth is mainly driven by VNB, a typical characteristic of an emerging market company
- ✓ The expected existing business contribution represents the unwinding of the reference rate on the opening MCEV and reflects management's expectation of the earnings on this business which is contributing about a third of the growth of the MCEV
- ✓ Positive pensions persistency experience with slight positive expense and mortality variances are offset by negative lapse variances arising from higher than expected lapses of the long-term credit-linked life protection business
- ✓ AvivaSA's MCEV is relatively neutral to any change in interest rates due to fee nature of pensions business and underwriting margins released from life protection business
- ✓ Any capital movements, such as dividends are allowed to get to the closing MCEV balance sheet

Active Management of VNB to Steer Profitable Growth



✓ VNB is one of the key indicators that AvivaSA uses to measure profitability and steer the growth of new business written in the life and pensions segments

Overview by Segment

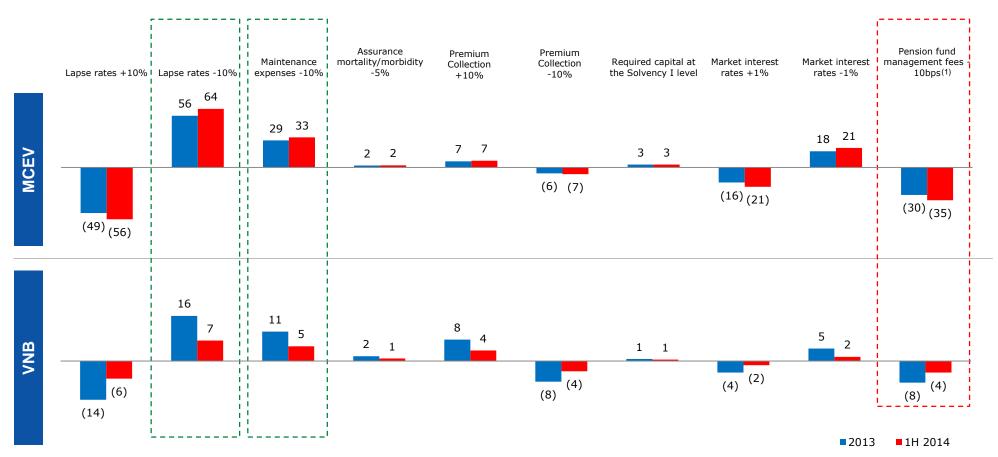
	Pen	sion	Life Pr	otection	F	PA	To	otal
	2013	H1 2014	2013	H1 2014	2013	H1 2014	2013	H1 2014
PVNBP (TLm)	3,006.0 91%	1,538.2 90%	257.6 8%	141.9 <i>8%</i>	40.6 1%	26.0 <i>2</i> %	3,304.2 <i>100%</i>	1,706.1 100%
VNB (TLm)	80.5 <i>41%</i>	36.3 <i>40%</i>	101.3 <i>52%</i>	46.4 50%	14.2 <i>7</i> %	9.4 10%	195.9 <i>100%</i>	92.1 <i>100%</i>
New Business Margin (%)	2.7%	2.4% H1 2014	2013	32.7% H1 2014	2013	36.1% H1 2014	5.9%	5.4% H1 2014
Key Profit Drivers	Product NFeesExpensesCommissPersisten	; ions	Product IMortalityMorbidityCommissPersisten	, / sions	 Product I Mortality Commiss	/Morbidity		

Source: Company information and segmental reporting. Note: Percentages represent the proportion as Product Mix.

Embedded Value Sensitivities



Sensitivities (TLm)



Source: Company data. (1) Expected to kick-in at 2016



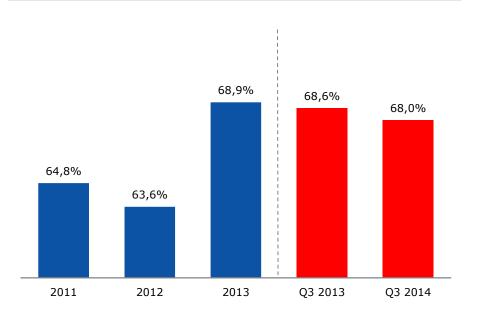


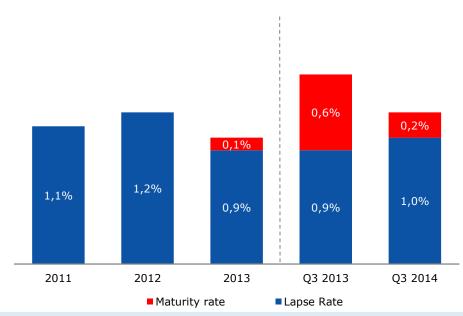
Pension Retention and Persistency at the Forefront of our Strategy





Total Monthly Exit Rate(1) (Lapse + Maturity) (%)





- Government incentives for pension were introduced in 2012 and 2013 and AvivaSA campaigns and actions to improve collection rates were successful
- AvivaSA seeks to further increase policy persistency through enhancements to its customer service offering, in particular by establishing a more refined customer segmentation and management model and leveraging further channel integration with CRM infrastructure support
- AvivaSA is trying to enhance its retention through:
 - Remuneration model and performance management system includes persistency metrics
 - VIP customer visit procedure and quality control calls for visits
 - Customer Loyalty Program
 - Differentiated Orphan Customer management program
 - Regular "Retention Committee" meetings
 - Regular customer communications and specialized services including fund returns
 - Advantageous pension product offer to top segment customers
 - Automatic renewal process for stand alone life products

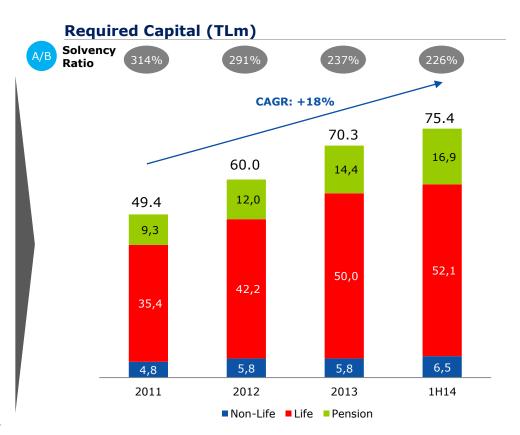
Capital-Light Business Model with Strong Solvency Position



✓ Top tier solvency ratios driven by a measured approach to risk and new product introductions, which affords the business scope and flexibility pursuing growth options and / or returning cash to shareholders

Regulatory Capital Requirement

Calculation of net	D	ecember 3	1	June 30
assets to cover solvency margin	2011	2012	2013	2014
Total regulatory capital (Statutory Reporting)	155.2	174.8	166.3	170.6
Intangible assets	-	-	-	-
Deferred tax asset	-	-	-	-
AvivaSA net assets	155.2	174.8	166.3	170.6
B AvivaSA Required Capital	49.5	60.0	70.3	75.4
AvivaSA guarantee fund	16.5	20.0	23.4	25.1
Surplus of net assets in excess of Required Capital	105.8	114.9	96.0	95.2
Surplus of net assets in excess of guarantee fund	138.7	154.8	142.9	145.5

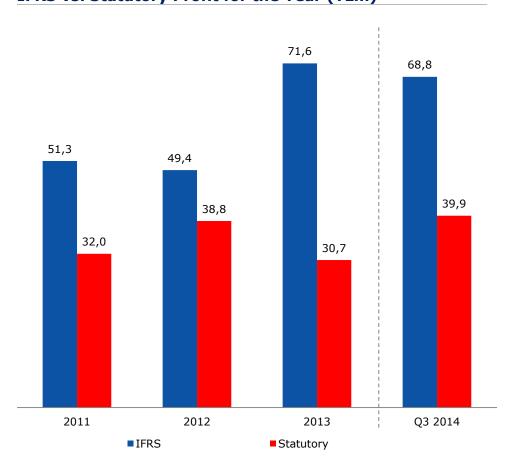


Source: Company information.

Reconciliation between IFRS vs. Statutory Profit for the Year



IFRS vs. Statutory Profit for the Year (TLm)



Profit for the Year Reconciliation (TLm)

	2011	2012	2013	CAGR	Q3 2014
IFRS Profit for the Year	51.3	49.4	71.6	+18.2%	68.8
Equalisation Reserve write- off	(1.6)	(2.1)	(2.7)	+29.9%	-0.3
Deferred Tax	4.4	2.1	11.8	+63.8%	7.2
Change in Deferred Asset Costs	(22.1)	(10.6)	(49.9)	+50.3%	(35.9)
Statutory Profit for the Year	32	38.8	30.7	(2.0%)	39.9
Total Difference	19.3	10.6	40.9	n.m.	29.1

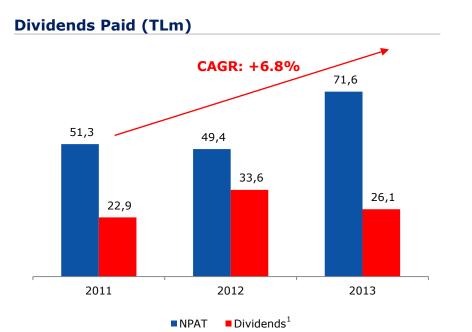
Source: Company information.

-> Flexible Dividend Policy Focused on Growth

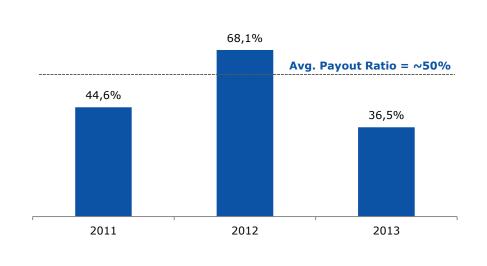


Dividend Policy

- Objective set amongst core shareholders to aim at distributing ~50% of AvivaSA's Turkish GAAP-based distributable profit
- Current focus however is on increasing the scale of operations and therefore near-term priority is to reinvest in the business and create long term shareholder value
- To this end, AvivaSA will maintain an active dividend policy and will take into account, before setting its dividend for the year, a range of factors incl. its financial condition, strategic plans, relevant sectorial, local / global conditions







Source: Company information. (1) Dividends shown are paid the following year.





Pensions Supported by Government Initiatives with a Long-term Vision



Government Initiatives

Implemented

Creation of Private Pension System in 2001 State matching contribution (since 1.1.13)

Lower fee caps (since 1.1.13)

New tax regime (foundations and trust funds)

More flexibility at retirement and wide fund offering

Under discussions Potential

Severance payments

State auto-enrolment

Mandatory private pension (Pillar 2)





✓ Turkish Insurance Association expects TL408bn total AUM by 2023 assuming mandatory Pillar 2 is introduced

A Supportive Pension Legislation in Evolution for the Benefit of Long-term Sustainable Growth



Overview of the Private Pension System

Legal framework

- Individual Pension System introduced in 2001, with the first licensed player operating in October 2003
- Established as supplementary Pillar 3 system with Pension Law and regulated by the Undersecretariat of Treasury (UoT) and the CMB

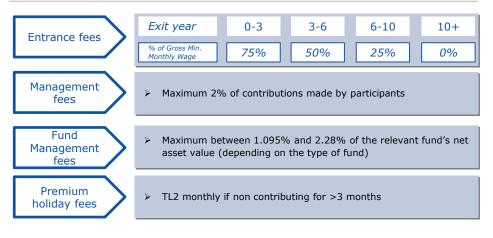
Eligibility

- ➤ Any employee >18 years old can join on a voluntary basis
- Can retire once > 56 years old and after 10 years of contribution
- Pension savings can be distributed as a lump sum payment, income drawdown or annuity plan

Taxation

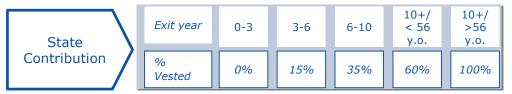
- Tax charged only on investment income at decreasing rates: 15% if up to 10 years in the system; 10% if 10+ years and <56y.o.; 5% at retirement or death/disability</p>
- Employer contributions deductible from corporate tax

Fees Structure since 1st January 2013



State-Matching Contribution since 1st January 2013

- ➤ Since 1st January 2013, Government matches 25% of the annual contribution paid by participants, subject to the gross annual minimum wage
- > State contribution is vested at increasing rates depending on exit window (100% if >10 years of contribution and retiring at >56 years old)



Potential Changes

Auto Enrolment

- Aimed at expanding the reach of the private pension system
- Employees will be able to opt out when they wish
- A pilot project started this year

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Severance Payments

- Changes to the employee indemnities are currently being considered
- Under the Draft Law on Severance Payments Funds, employers would be required to withhold and deposit 4% of monthly gross salary to an indemnity fund formed by pension companies
- If enacted it would direct mandatory payments to pension funds and significantly contribute to the growth of the pension market



Fee Levels (also see following page)

- The Treasury's proposal may result: (i) a reduction of maximum management fees and (ii) possibility to introduce additional performance-based fees by 2015
- By implementing such new cap, we understand that the UoT might be trying to target an average fund management fee of 0.82% for the sector

Regulatory Environment Evolves, Supporting Growth and Persistency



Framework

Up to 2012

- Private pension system launched as voluntary, fully funded and definedcontribution plans
- Retirement age at 56
- Funds are managed by separate asset management companies

From January 2013

- New regulations to spur participation and persistency: State contribution and lower fee caps
- New draft regulations proposed in April '14 and has been under industry consultation since

From 2015 onwards

New draft regulation currently discussed with the industry could introduce performance-based fees and new reduction of fund management fee caps



- Max limit is ½ gross monthly min. wage
- Max 8% contributions
- Max: 3.65% annual NAV

- Max limit is 0% to 75% of gross monthly min. wage depending on exit years
- ➤ Max 2%
- Max: 1.09% annual for money market / 1.91% for fixed income / 2.28% for equity

- Potential implementation of new proposal
 - New fees on fund performance
 - New cap reduction on fund management fees
- Not able to quantify nor measure likelihood of implementation

Incentives

Tax incentives

- 25% matching contribution from the Government (subject to vesting period)
- Tax charged based on vesting period
- > State contribution confirmed to continue

Note: For more information see Appendix.





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