IARC Offshore Retirement Plan

Participant Information Session

22 September 2020



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THE IARC OFFSHORE RETIREMENT PLAN

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The IARC Retirement Plan

Changes to the plan



The purpose of the IARC Retirement Plan is to provide a vehicle that allows participants to accumulate financial resources so they can retire from their jobs and live comfortably while not working.

- From outset, access to large range of support and education materials and tools to help you manage your investments and make informed decisions
- Access to a secure savings platform with online access through Zurich International Online (ZIO) for you to manage your savings
- Range of investment options available. Existing employees will have their current investments mapped to similar funds. The TRFs will replace the LifeCycle funds. The TRFs are based on passive index funds rather than actively managed funds, which reduce fees for participants. All investment choices can be switched & re-directed quickly and easily online.
- Future communications to engage participants with relevant information
- Ongoing support for you from AIARC and Zurich International
- In retirement, flexibility to remain in the Plan and make withdrawals either ad-hoc or on automatic recurring basis

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Introduction to Zurich Group & Zurich International





Founded in Switzerland in 1872, leading multi-line insurer serving customers in global and local markets



Business operating profit USD5.3bn in 2019*



Strong capital base and solvency position



Third party credit ratings are strong

Standard & Poor's		
Ratings outlook		
Moody's		
Ratings outlook		
A.M.Best		
Ratings outlook		

AA-
Positive
Aa3
Stable
A+
Stable

Located in the Isle of Man, over 1,000 years of political and economic stability

Regulated by the (IOMFSA) Isle of Man Financial Services Authority



of group savings assets under administration

NVESTMENT AWARDS 2019 9 WINNER BEST INTERNATIONAL PENSION PLAN

781 plans and over
93,000 members, with over
156,000 policies in
192 countries

Committed to investing for the future:

USD20.14m

invested over seven years, in our International Pension Plan (IPP)

Blackout Period / Transition Process



24th August

- Your monthly contributions were made according to schedule during this period.
- Your assets stayed invested (not out-of-market) during this period.
- Your ending and beginning account balance between Allianz and Zurich will be the same.*

Start Date

End Date

5th October

*There maybe a small increase due to rounding.

If previously invested in the Allianz Enhanced Short Term Euro Bond fund, there maybe a difference due to FX rate.

Fund mapping

- Non-Allianz funds (e.g., Vanguard, PIMCO, SSgA, etc.) are mapped to the same investment funds on the Zurich platform, except for the Goldman Sachs Euro Liquid Reserves Fund which is mapped to a similar fund.
- Allianz funds outside of the LifeCycle concept are mapped to similar investment funds offered by Vanguard, Fidelity, etc.

Allianz LifeCycle Funds are mapped to the Zurich Target Retirement Funds (TRFs), which are comprised of a range of passive index funds. The LifeCycle is transferred to the TRF which is nearest to the date when the Participant turns age 65.

IARC Retirement Plan Fund Mapping Chart

Allianz Platform	Zurich Platform			
Current Fund - Self-Select Fund Range	New fund - Self-Select Fund Range	Zurich Fund Code	ISIN	Currency
Money Market	Money Market			
SSgA USD Liquidity Fund	SSgA USD Liquidity Fund	USD6N	IE00B1XG4657	USD
Goldman Sachs Euro Liquid Reserves Fund	Insight Liquidity Fund EUR Cash	JWEUR	IE00B8FXXP57	EUR
Goldman Sachs Yen Liquid Reserves Fund	Goldman Sachs Yen Liquid Reserves Fund	AIJPY	IE00B1VR4Y86	JPY
Bonds	Bonds			
PIMCO GIS Total Return Bond Fund	PIMCO GIS Total Return Bond Fund	USD6Q	IE0002460867	USD
PIMCO GIS Global Bond Fund	PIMCO GIS Global Bond Fund	S9USD	IE0002461055	USD
Vanguard Global Bond Index Fund	Vanguard Global Bond Index Fund	4VUSD	IE00B18GCB14	USD
BlackRock (iShares) US Corporate Bond Index Fund	iShares US Corporate Bond Index	WPUSD	IE00B1W4R501	USD
Threadneedle European Bond Fund	Threadneedle European Bond Fund	JBEUR	GB00B465TP48	EUR
Vanguard Euro Govt Bond Index Fund	Vanguard Euro Government Bond Index Fund	9RUSD	IE0032125126	USD
Allianz Enhanced Short Term Euro Bond Fund	Vanguard Global Short-Term Bond Index USD	LYEUR	IE00BH65QP47	EUR
Allianz Advanced Fixed Income Global Aggregate Fund	PIMCO GIS Global Bond Fund	S9USD	IE0002461055	USD
Stocks	Stocks			
Vanguard Pacific ex-Japan Stock Index Fund	Vanguard Pacific ex-Japan Stock Index Fund	USD6P	IE0007218849	USD
Vanguard US 500 Stock Index Fund	Vanguard US 500 Stock Index Fund	9NUSD	IE0002639775	USD
Vanguard European Stock Index Fund	Vanguard European Stock Index Fund	9TUSD	IE0002639551	USD
Vanguard Japan Stock Index Fund	Vanguard Japan Stock Index Fund	9LUSD	IE0007292422	USD
Vanguard Emerging Markets Stock Index Fund	Vanguard Emerging Markets Stock Index Fund	USDHW	IE0031787223	USD
Vanguard Global Stock Index Fund	Vanguard Global Stock Index Fund	9QUSD	IE00B03HD209	USD
Allianz Best Styles Global Equity	Fidelity World	36USD	LU1084165304	USD
Allianz Best Styles US Equity	Vanguard US 500 Stock Index Fund	9NUSD	IE0002639775	USD
Allianz Europe Equity Growth Fund	Fidelity European Growth Fund	IMEUR	LU0296857971	EUR
Allianz Japan Equity Fund	Vanguard Japan Stock Index Fund	9LUSD	IE0007292422	USD
Allianz Emerging Asia Equity Fund	First State Asian Equity Plus Fund	2TUSD	IE00B067MR52	USD
SRI/ESG	SRI/ESG			
Allianz Euroland Equity SRI Fund	Vanguard SRI Global Stock Fund EUR	LREUR	IE00B5456744	EUR
Lifestyle Concept	New fund - Target Date Funds	Zurich Fund Code	ISIN	Currency
Allianz Best Styles Global Equity	Zurich Target Retirement Fund 2020	B0219	N/A	USD
Allianz Best Styles US Equity	Zurich Target Retirement Fund 2025	B0220	N/A	USD
Allianz Europe Equity Growth Fund	Zurich Target Retirement Fund 2030	B0221	N/A	USD
Allianz Japan Equity Fund	Zurich Target Retirement Fund 2035	B0222	N/A	USD
Allianz Emerging Asia Equity Fund	Zurich Target Retirement Fund 2040	B0223	N/A	USD
Allianz Advanced Fixed Income Global Aggregate Fund	Zurich Target Retirement Fund 2045	B0224	N/A	USD
PIMCO GIS Total Return Bond Fund	Zurich Target Retirement Fund 2050	B0225	N/A	USD
PIMCO GIS Global Bond Fund	Zurich Target Retirement Fund 2055	B0226	N/A	USD
	Zurich Target Retirement Fund 2060	B0227	N/A	USD
	Zurich Target Retirement Fund 2065	B0228	N/A	USD

Zurich International Online (ZIO) Account setup



Website - https://online.zurichinternationalsolutions.com/

On Thursday 1st October 2020, AIARC will send an email with information on how to set up your Zurich account. The email will be sent to the email address that was listed in your Allianz account.

Dear Insert, first name

RE: Zurich International Online – Account Setup

This email is to notify you that the transition of the IARC Offshore Retirement Plan platform to Zurich International Life (Zurich) has been completed and to provide you with important information to set up your new retirement account with Zurich.

On 02 October, Zurich will send you an account setup email to register your <u>Zurich International Online (ZIO) account</u>. Zurich will send account setup email to the email address that was on record in the Allianz platform. The account set up email will be from the following Zurich email address: <u>corporate.pensions@zurich.com</u> and the subject line of the email will be: **Confidential: Zurich International online** (ZIO). *If you do not receive the account setup email from Zurich, please check your spam or junk inbox. If the email is not in your spam or junk inbox, please contact your <u>AIARC Coordinator</u> by email or phone at +01-703-548-4540.*

Zurich's account setup email will provide you with an initial username. Please follow the registration link within the account setup email where you will be prompted to answer the following questions:

- Payroll reference /Unique identifier which is your six-digit AIARC ID (the Login ID that was used for Allianz platform)
- Email address by which you received the email
- Nationality that is on AIARC's file

Once you have answered the above questions, you will be prompted to create a PIN and password, and to enter the initial username assigned by Zurich.

Note: Prior to setting up your ZIO account, it is recommended that you first view the instructional videos at

https://www.zioinfosite.com/en/infosite/ziodemovideo or refer to the ZIO Plan Member User Guide to learn how to set up and access your retirement account.

Once logged in to your ZIO retirement account, you can do the following:

- Change your username to something more memorable for you, which can be completed through selecting 'My ZIO' in the top right toolbar.
- Review, and if necessary, update the contact details and the personal email address linked to your account. To ensure any emails in relation to ZIO are sent to your preferred email account, you will need to update your email addresses in two places:
 - within <u>'MyZIO'</u> in the top right toolbar, and select 'change email address', and
 - in 'personal details' from the top tool bar, ensure that only one email address (e.g. work or home) field is completed for you, and this should be your preferred method of communication.
 - Note: if you do not want email correspondence to go to your place of work, leave the work email address field blank.
- Enter your beneficiaries (Note: Your beneficiary information will NOT be transferred from your Allianz account.). To learn about
 designating beneficiaries, please refer to the <u>ZIO Guide to Online Beneficiaries</u>.
- Review your investments to make sure they are mapped correctly from the Allianz platform to the Zurich platform.
 - If you wish, you can switch out of your existing holdings into any of the funds available or redirect any future contributions into different funds. For a complete fund list, please refer to the fund centre link within the tools section on <u>ZIO</u>. To learn about switching your funds, please refer to the <u>ZIO Guide to Switching Investments</u>.
 - Please note that your Allianz statement will be available within your <u>ZIO</u> inbox on 10 October.

If you experience any ZIO account setup difficulties, please contact Zurich's HelpPoint team by email at corporate.pensions@zurich.com or alternatively call on +44(0) 1624 691013 (Monday to Friday 09:00 - 17:00 GMT).

- On Friday 2nd October 2020, you will receive an email from Zurich. This automated email will be from <u>corporate.pensions@zurich.com</u> and will include your login credentials (e.g. username and registration link).
- To set up your <u>ZIO account</u>, you will need to know your Employee Number/Payroll Reference which is your 6 digit AIARC ID (same as your Allianz Login ID), email address and nationality that is on AIARC's file.
- Demonstration videos to get you set up (here)

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Dear XXXXXXX

We are pleased to let you know that you can now access your account on Zurich International online (ZIO). We recommend that you do this as soon as possible and no later than 30 days from receipt of this email.

Your username You will access your account through ZIO using your individual username:

XXXXXXXXXXXX

Activating your account

You can activate your ZIO account using the link below: https://online.zurichinternationalsolutions.com/activation/activateaccount.aspx

You will then be asked to:

- enter your username
- set a password (this will be provided under separate cover)
- create a Memorable number

Note: One of the identification questions asks you to confirm your Employee Number/Payroll reference. If you don't have this information available, please check with your Company contact or Zurich Corporate **JointSolut** team.

Logging in for the first time

Once you have activated your ZIO account, you will then be able to log in by using the link below:

https://online.zurichinternationalsolutions.com/login.aspx

When you first log in you will be asked to enter the username, password and Memorable number you used to activate your account.

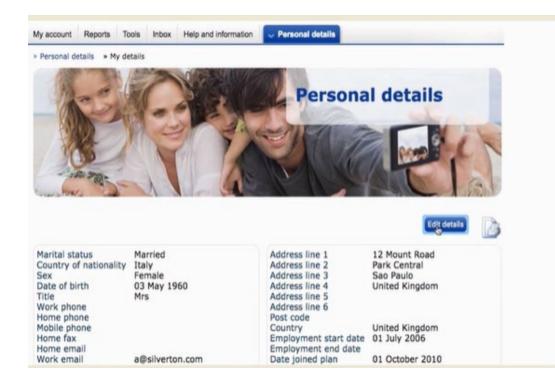
Once you have successfully logged into ZIO you will be asked to set some security questions, which will be used by the Zurich Corporate HelePoint

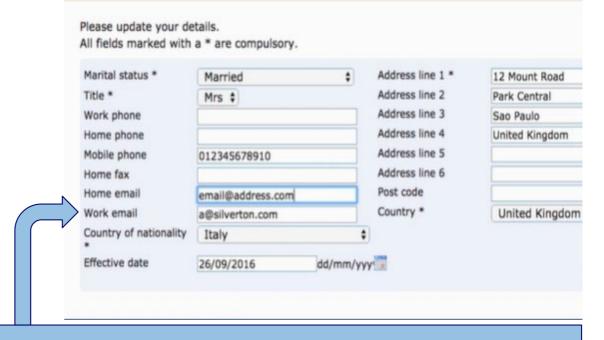
After activating your ZIO account -

What you need to do

Review your personal details.

If there are any changes to your contact details, update your personal details.





Your Zurich account email correspondence will be defaulted to your work email address. Therefore, if you want your correspondence to only go to your personal email address, leave the work email address blank in your account.



ZURICH

After activating your ZIO account -

What you need to do



Designate your beneficiaries.

You will need to enter beneficiaries, as beneficiaries will not be transferred over from the Allianz platform.

Beneficiary details

Beneficiary update

If the Plan is written under Trust, I understand that any payment to my beneficiary(ies) is made at the discretion of the Trustee. The beneficiary(ies) nominated by me will be considered by the Trustee and does not provide an automatic entitlement to any benefits payable upon my death.

Primary beneficiaries

Title	Select V
First name	
Surname	
Date of birth	dd/mm/yyyy
Relationship	Member's spouse \checkmark
Percentage	
Email address	
Address line 1	
Address line 2	
Address line 3	
Address line 4	
Address line 5	
Address line 6	
Post code	
Country	Select Remove this beneficiary

After activating your ZIO account -

What you need to do



Review your mapped funds and check your fund balance. You can click on each policy to show or hide the full information. My account overview 1004507 (Employee) Silverton Holdings International Pension Plan EUR Total contributions: EUR 10,400.00 Euros Fund value currency 26 September 2016 Value date Fund value * Fund code Name Total units Price Exchange rate BWEUR Euro Blue Chip Managed Fund 2.4728 1.000000 2,454.18 992.469 he current values of your policies are shown below. BXEUR 2.5258 1.000000 4,933.11 Euro Performance Managed Fund 1,953.087 Value * Policy number Status escription Currency BYEUR Euro Adventurous Managed Fund 1,991.119 2.5558 1.000000 5,088.90 1004507 In force Employee Contribution Euros 12,476.19 EUR 12,476.19 1004515 In force **Employer** Contribution Euros 15,595.24 1004515 (Employer) Silverton Holdings International Pension Plan EUR Ð EUR 28,071.43

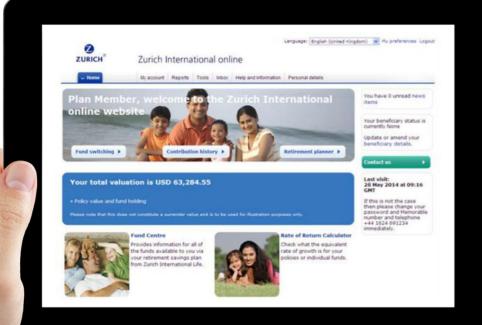
You will have two policies (accounts), employer and employee (voluntary).

If you had services in more than one Center, your account may contain one or more sub-accounts (policies), such as a sub-account (policy) for employer contributions related to service at one Center and another sub-account (policy) for voluntary contributions related to service at a different Center.

Zurich

Assisting your journey / Improving your experience A snapshot of the key features of Zurich International Online (ZIO)





Easy to navigate Zurich International Online (ZIO) available 24hrs a day, 365 days a year
All information about your plan in one place (valuations, contribution information, beneficiary information etc.)
On demand user generated statements available at any time.
Language options for participant pages in ZIO – Spanish, Brazilian Portuguese, French and Hong Kong Chinese
Switch instructions (buy and sell) allocated on the same day (reducing out-of-market exposure)
Access to literature library to access your plan documents and information
Access to institutionally priced funds and i Fund Centre <u>(click here)</u> for fund performance information
Demonstration videos to get you set up (here)
Financial planning tools online:
Rate of Return calculator
Savings Calculator (click here) - also on Member Education Hub

Attitude to Risk - also on Member Education Hub

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Assisting your journey

Key information to support and educate you

ZURICH

The Zurich Member Education Hub

_zurichinternational.com/educationhub

Difference Contact



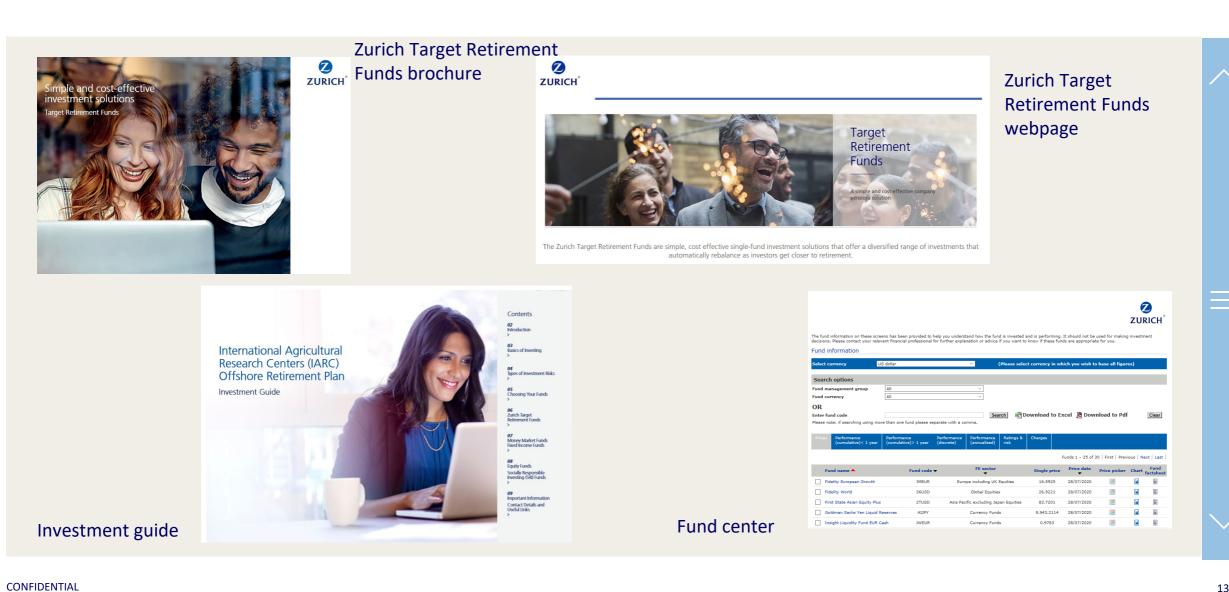
Welcome to Zurich

Congratulations on becoming a plan member

Investments

Information to assist you

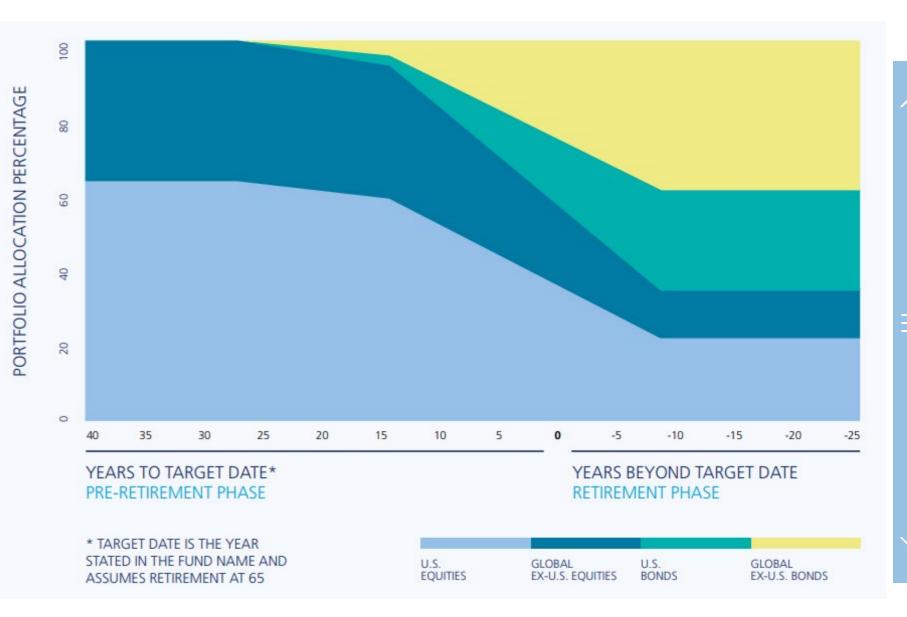




Target Retirement Funds - Benefits

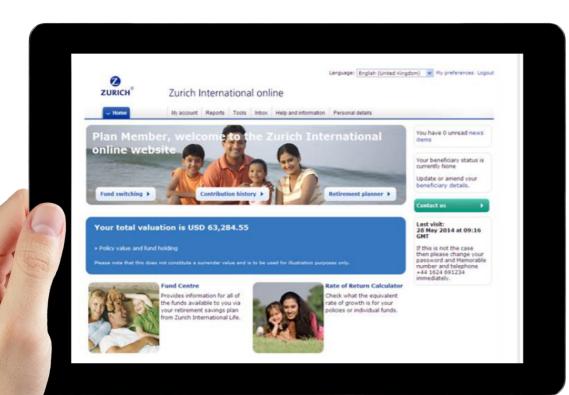


- Designed to make investing for retirement more convenient
- ✓ Holds a mix of cash, bonds, and stocks
- ✓ Assets invested across asset classes and regions
- ✓ Diversified
- The fund manager will make all decisions about the allocation of cash, bonds, and stocks for you based on your investment time horizon.
- Automatically moves investments from riskier to safer assets as retirement age approaches



Fund centre





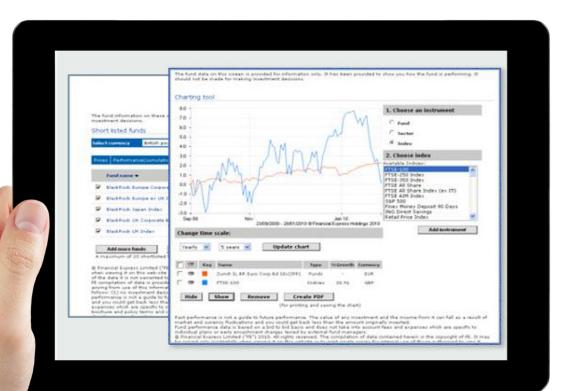
To learn how to search for funds, download fund fact sheets, check fund prices, etc., refer to the **Fund Center FAQs** and **Fund Center User Guide** in your ZIO account library. The Fund Centre offers:

- Detailed information on the fund range including performance, prices, charges and risk analysis
- Fund search and filter tools
- Performance data updated daily and calculated in a range of plan currencies
- Up to date monthly fund factsheets
- Charting tool
- Functionality to build and analyse fund portfolios



Rate of return calculator





- Provides growth rates on all of the contributions invested in the plan.
- Calculations at fund level, policy level and across multiple policies.



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- No withdrawals permitted until separated/retired from Center
- Separated employees allowed to keep their accounts in the Plan
- Age 55 & over allowed to make withdrawals without penalty, in accordance with CRS/FATCA regulations for a qualified retirement account.
- Under Age 55 allowed to make withdrawals but will be assessed a penalty of 33.33% if certain conditions are not met:
 - transfer directly to another retirement plan with similar restrictions
 - become disabled



You have the following withdrawal options:

- Full Withdrawal, which closes your account.
- Partial Withdrawal, which can be taken by % of fund or a chosen value.
- Recurring Withdrawal, which can be paid monthly, quarterly, or half-yearly.
 - only available for participants age 55 and over.
 - Recurring (regular) withdrawals must be taken as a fixed amount from one or more of your accounts (policies). The fixed amount will be withdrawn proportionally from your policies (account). To make withdrawal taken by % of fund or a from your policy (employer or voluntary account), you will need to request for a separate partial (one-time) withdrawal.
 - Recurring payments are processed on the 15th of the month based on the frequency requested. If the 15th falls on
 a UK weekend or public holiday, the payment will be made on the next available UK working day

AML Requirements

You must provide the below documentation to your Center's AIARC Coordinator:

- A completed withdrawal form
- A certified copy of your current valid passport, government issued ID or current driver's license bearing your photograph
- A certified copy of proof of your current residential address.

Examples of proof of address:

- Letter from employer
- Utility or council tax bill dated within last 6 months
- A valid driving license (if not using as proof of ID)
- A government issued ID card (if not using as proof of ID)
- Account statement from a regulated bank account, bank credit card or mortgage company statement dated within last 3 months
- Correspondence from an Official Central or local government department or agency in an Equivalent Jurisdiction dated within last 6 months

You can find further information on the AML requirements on the "Anti-Money Laundering Guide" on the AIARC website.

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To ensure our requirements are fulfilled and your documents are certified correctly, we recommend that you ask your certifier to complete our 'Document certification form'

If they are unable to use this then the following information should be included on the certification:

- A statement confirming 'I hereby certify that this document is a true copy of the original (and if necessary, that the photograph is a true likeness of the holder)'
- Type of document and reference number
- Signature of certifier
- Full name of certifier (in block capitals)
- Date
- Position/Job title
- A note saying 'I am signing in the capacity of' ...'. Details of suitable certifier categories can be found on the next page
- Details of the certifier's regulatory/professional body and reference number
- Organisation name, address, telephone number and website
- Organisation stamp

Ongoing support for participants Providing support to you



AIARC

- Plan Rules
- eligibility
- Withdrawals

IARCPlan@aiarc.org

or by telephone at: +1-703-548-4540.

AIARC 901 N. Washington St. Suite 706 Alexandria, VA 22314 USA

Zurich

- ZIO Platform
- account set-up
- password re-sets
- Switches

Zurich Help point:

corporate.pensions@zurich.com

or by telephone at: +44 (0) 1624 691013 / 00 971 436 34400 if dialling from the Middle East

www.zurichinternational.com/educationhub Zurich International Online (ZIO)



Thank you for joining this

Any questions?



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The protection only applies to the solvency of Zurich International Life Limited and does not extend to protecting the value of the assets held within any unit-linked funds linked to your plan.

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Branch offices: 27th Floor, Almoayyed Tower, Seef District, Kingdom of Bahrain.
Telephone +973 1756 3322.
Zurich International Life Limited, Dubai Branch, which is registered (Registration No. 63) under UAE Federal Law Number 6 of 2007, and its activities in the UAE governed by such law.
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Telephone: +971 4 425 2300.
Zurich International Life Limited, Qatar Branch, which is authorised by the Qatar Financial Centre Regulatory Authority.
Branch offices: Office No. 404, 4th Floor, Qatar Financial Centre Tower, West Bay, Doha, Qatar.

Telephone: + 974 4496 7555.

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