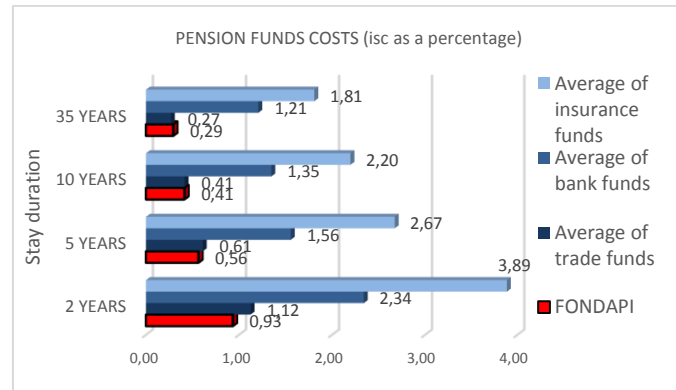


7) Members may constantly check their contribution situation: in the welcome letter that Fondapi sends to workers immediately after joining there are the credentials to access the personal position on the site www.fondapi.it. In this way, the worker can check how much he/she has accumulated, the regularity of contributions by the company and can perform operations related to his/her position (for example changing the beneficiaries).

8) Fondapi is for members, that is for you, for subscribers! It is a recognized Association that does not create profits: the costs are very low.

Another huge advantage is that, unlike banks and insurance companies, it does not have to pay a sales network. This translates into dramatically lower costs! Fondapi costs about 22 Euros per year. The entrance fee is deducted from the pension funds. Fondapi costs less than other contractual funds, while is much cheaper than pension products sold by banks and insurance companies. Below the table with the **cost Indicators (ISC)** published by Covip: Fondapi must not create profits to be distributed to shareholders or pay a sales network as it happens for banks and insurance companies:

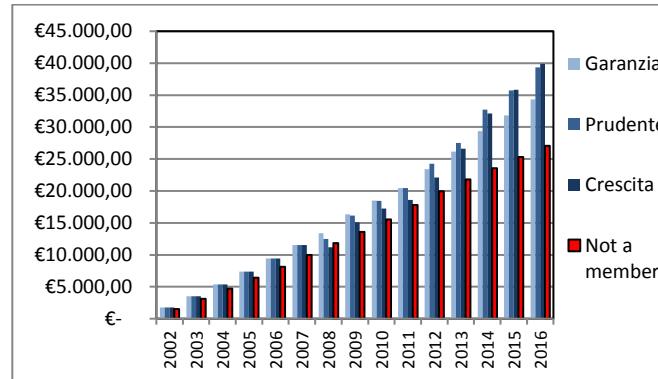


What is the value of these numbers? According to the supervisory authority (Covip) a ISC of 2% instead of 1% can reduce the capital accumulated after 35 years of participation in the pension plan by about 18% (for example, it reduces it from 100,000 euro to 82,000 Euros).

Not satisfied with your subscription to Fondapi? After two years you can transfer your position to another pension

The comparison of the twins

Assuming a worker deposits 100% of TFR to Fondapi plus own and company's tax expense equal to 1.20 percent, the chart shows the amounts that the employee has accrued year by year at Fondapi (3 compartments) compared to the sums accrued by a worker who decided to leave the TFR in the company:



(Assumptions for comparison: a worker who began working in 1998, with annual income 17,350.00 Euro, wage increase rate equal to 1.50% per annum).

Joining is easy:
you can do it via the new online subscription procedure on the homepage of www.fondapi.it or you can print and fill out the form in the "Forms" section

Fondapi
Fondo nazionale pensione complementare dei lavoratori delle piccole e medie imprese

www.fondapi.it

Piazza Cola di Rienzo 80/A-00192 Rome

E-mail: fondapi@fondapi.it - Pec: fondapi@pec.fondapi.it

Phone: 199.28.00.38 - Fax: 06.32.14.994

Before investing read "Informazioni chiave per l'aderente" and "La mia pensione complementare" Promotional material intended for subscriptions to complementary pension schemes

No one offers you more

FONDAPI



The benefits that are already in your contract.

Learn more and join.

Fondapi is the contractual pension fund category intended to workers and Companies which provide one of the following collective agreements for small and medium-sized enterprises: Engineering, chemical, textile, graphic, food, construction, information technology, masonry and concrete, stone, business services, lime and plaster.

Workers and companies that apply the contract of medium and small enterprises and associations signatories to the agreements establishing the Fund can also join Fondapi.

Fondapi does not make any risky financial operations, it invests in financial markets with balance and prudence in order to pursue its goal: building up supplementary pensions. Everything in strict compliance with the regulations for the protection of workers' savings and under the attentive monitoring by the supervisory authority (Covip) and all internal and external control bodies.

How does that work?

The joining worker chooses to assign to Fondapi the sums that the company periodically accrues as SEVERANCE PAY (TFR). In addition, the worker is free to pour other contributory voices that provide him/her unique advantages. The company of the subscribing employee will pay TFR to Fondapi plus other contributions that the worker will choose to pay.

In this way the worker gradually builds its position of supplementary pensions which can take back in the form of capital or income.

Why joining Fondapi is the best choice?

Subscribing to Fondapi delivers to the employee many benefits, visible both now and in the future. If you join you can:

- 1) **Benefit from the employer's contribution**
- 2) **Deduct contributions up to € 5,164 per year**
- 3) **Enjoy very advantageous tax rates during liquidation of the sums**
- 4) **Invest your money safely and with historically high yields**
- 5) **Apply for advances**
- 6) **Require the redemption of the funds accrued**
- 7) **Constantly check your status of contributions**
- 8) **Fondapi is an Association that does not create profits: the costs are very low.**

Let's analyse these advantages in detail

1) Subscribers to Fondapi benefit from the employer's contribution: the worker signs up for Fondapi by choosing to pay to the Fund the TFR maturing at the company. In addition, the employee has the right, not the obligation, to pay also his/her contribution (usually in the order of 1.20% of his/her salary) that determines the right to qualify for another contribution by the company at least of the same value. So the position will increase with the payment of TFR, the employee's contributions and the company's contributions (if the worker so wishes, at his/her sole discretion, he/she can choose at any time to suspend paying his/her part of contribution).

Only Fondapi gives you this advantage: this is not guaranteed if you have purchased a banking or insurance product!

2) Members may deduct contributions to Fondapi up to 5,164 Euro per year: all contributions to Fondapi, except for the sums accrued by way of TFR are deductible up to 5,164 per year. This results in an immediate tax savings. Younger workers (those who started working after 2007) even benefit from an extra deduction up to 7,746.86 Euros per year.

3) Subscribers will enjoy very favourable tax rates during the liquidation of the sums: all contributions are paid to Fondapi before tax. So when the amounts are paid to the worker, it is Fondapi that pays the taxes concerning the settlement requested. If you join, the maximum tax applied will be 23%, while some casualties (such as retirement) enjoy a tax rate that may even be less than 15 percent!

4) The Member invests his/her money safely and with very historically high yields: financial managers are distinct from the custodian bank which holds the resources physically. The custodian bank shall verify that the managers' operations are carried out in accordance with the criteria set out by the law and by the management mandate. Such a system gives maximum safety.

The subscriber chooses to invest his/her retirement savings in one of the three areas of investment characterised by different compositions of stocks and bonds:

- **Prudente:** 75% bonds- 25% stocks
- **Garanzia:** 92% bonds- 8% stocks
- **Crescita:** 50% bonds- 50% stocks

The worker is free to change investment fund.

The funds have performed better or worse than the TFR in the company? Let's see it in the values of returns of recent years.

year	Prudente	Garanzia	Crescita	TFR in the company
2016	4,19%	1,48%	5,28%	1,79%
2015	2,92%	1,40%	5,07%	1,50%
2014	10,92%	4,32%	12,43%	1,50%
2013	4,96%	3,31%	10,50%	1,92%
2012	8,46%	4,46%	7,67%	3,30%
2011	0,50%	0,21%	-2,80%	3,88%
2010	2,49%	1,55%	1,50%	2,93%
Average	4,92%	2,39%	5,66%	2,40%

Which investment instruments have recorded these results? The advantage increases even more because the returns of the FONDAPI funds are already after taxes, while the returns of TFR in the company are gross!!! (TFR taxation in the company exceeds 10%)

Also the products offered by banks and insurance companies had a lower performance than Fondapi. Based on Covip data for the period 2011-2015 the average of returns on insurance funds was 4.20%, of Bank funds 4.40%, while Fondapi funds yielded an average of: Prudente 5.49 percent, Garanzia 2.73% and Crescita 6.44%!

5) Members may ask for several advances:

Workers, even still employed, may require the pension fund advances.

In particular it is possible to request advances for:

Reason for anticipation	maximum amount	Minimum membership condition
Health care costs for employee, spouse and children	75%	None
Purchase/renovation of first house for worker and children	75%	8 years
Additional requirements not to be justified	30%	8 years

6) Members may ask for the redemption of the amounts accrued: when the employment relationship between the worker and the company ceases, it is a right of the worker to demand the redemption at 100% or 80% of the position gained (i.e. for dismissal, resignation, or bankruptcy of the company). Furthermore, a worker who has reached pension requirements may ask for the liquidation of the funds entirely in the form of capital if he/she accrued an amount lower than about 70.000 Euros.