



Qatar Airways International Savings Plan (ISP) Member Disclosure Statement

Subject: Election to ISP Deferral Option

This Member Disclosure Statement ("Statement") is made by [Member's Full Name] ("the Member") in connection with the election to transition to the ISP Deferral Option ("the Option") under the Qatar Airways International Savings Plan ("the ISP").

1. Legal Obligations

The Member acknowledges that they have been informed of and understand the legal obligations and implications of electing the ISP Deferral Option. By electing the Option, the Member's ISP employer policy will be fully transferred to their ISP employee policy. This transfer is considered the final payment from Qatar Airways against any End of Service or other retirement benefits for which the Member may be eligible.

2. Release of Future Responsibilities

The Member acknowledges that, upon electing the Option, Qatar Airways will have no future responsibilities or liabilities concerning the ISP or any benefits payable thereunder. The Member further acknowledges that although remaining a member of the ISP future benefit payout liabilities will be assumed by the trustee of the ISP, Equiom (Isle of Man) Limited ("the Trustee"). All administrative responsibilities will be undertaken solely by the Trustee and Zurich International Life (ZIL) as the ISP administrator.

3. Acceptance of Terms and Conditions

The Member confirms that they have read, understood, and accepted the conditions of the ISP Deferral Option as outlined in the plan documentation (further key details can also be found on page 2 of this statement for your information and consideration). The Member agrees to be bound by these terms and conditions and will comply with all applicable rules and regulations.

4. Declaration

I, [Member's Full Name], hereby declare that I have read and understood the contents of this Statement. I confirm that I wish to elect the ISP Deferral Option under the ISP. I understand that this election is irrevocable and that I will be bound by the terms and conditions of the Option.

Signature: _____

Date: _____





ISP Deferral Option Details and Terms

Plan Charges

As a member of the ISP, you will be responsible for the following fees:

- A member fee of USD 10 per month. This will be deducted from your ISP Account by unit deduction monthly.
- Fund charges the Total Expense Ratio or TER, that includes the Annual Management Charge (AMC) of each fund is incorporated into the daily fund price, so is deducted automatically.
- Telegraphic transfer for any payments from the ISP to cover fees charged by Zurich's bankers, a charge for telegraphic transfer payments is applied. These fees depend on the currency, amount and destination of the transfer proceeds and are subject to minimum and maximum fee levels.
- Foreign exchange transactions (if applicable) charge Based on a Bloomberg mid-rate, adjusted by 0.175%. As an example, on a USD10,000 FX transaction a cost of USD17.50 would be applied.

Withdrawal Considerations

As a deferred member of the ISP, you will always have the following withdrawal options available to you:

- You can remain invested until you decide to withdraw the value.
- You can take the value of your Member Accounts a cash lump sum. *
- You may be able to transfer the value of your Member Account to another savings plan. This would be subject to the new plan accepting the transfer, Trustee consent and local laws also permitting this option.
- You can stay invested and take a series of regular or ad hoc partial withdrawals (subject to any minimum provisions that may apply at the time of withdrawal). This will enable you to take an income or smaller lump sums to meet your needs, while continuing to remain invested until you decide to withdraw the remaining full value, or your account value is drawn down through regular withdrawals.

Subject to any provisions under the ISP that require payment by a specified age, you can remain invested until you decide to withdraw the value of your Member Account.





Benefits on death

In the unfortunate event of your death whilst you are still a member of the program, 101% of the value of your account will become payable. The Trustee has discretion over who receives the current value of your account. However, when exercising its discretion, the Trustee it will consider the person/people you have nominated as your beneficiary(ies). Please continue to regularly review your online beneficiary nominations and, if your personal circumstances change, update them accordingly.

Contact Details

From time to time, the Trustee and ZIL may contact you to provide you with important information about the ISP. To ensure you receive any communications please ensure your contact information on ZIO is up to date.

Understanding market volatility

By electing to accept the deferral option you acknowledge that the value of your savings is subject to market fluctuations and your former employer has completed all final settlement obligations. You are remaining invested with the knowledge that your savings are subject to investment risk. Your account value can increase or decrease based on the performance of your chosen investments. Qatar Airways will have no future liabilities concerning the ISP or any benefits payable thereunder and you are remaining invested as a deferred ISP member at your own risk.

Taxation

The tax treatment of any contributions into and any benefits taken from the ISP will depend on your own tax residence and personal circumstances. It is always advisable to consult your relevant financial professional as to the extent to which you may be liable for any tax under the ISP. By electing to accept the deferral option you agree that all tax reporting and payment obligations of any benefits within or taken from the ISP are your own responsibilities and not that of your former employer, Zurich or the Trustee.

Zurich is incorporated in the Isle of Man and does not pay tax in the Isle of Man on capital gains and income attributable to your ISP investments. This means that your investment can grow from year to year virtually tax free, taking advantage of an effect known as 'gross roll-up'.

The tax and legislative information contained in this document is based on Qatar Airways', Zurich's, and the Trustee's understanding the interpretations of Isle of Man legislation as at the published date, which may be subject to change in the future without notice.





Qatar Airways, Zurich and the Trustee are unable to provide individual tax guidance, and nothing in these terms should be construed as tax advice. It is recommended that you always seek professional tax advice.

Governing law

The ISP is a defined contribution savings arrangement established under a trust deed and rules in the Isle of Man. For more information, please read the ['Important information' document](#).

Filing a claim or dispute

If you have a complaint as a deferred member of the ISP, you should refer the matter to Zurich International Life in the first instance. If you are not satisfied with the handling of your complaint or wish to refer the complaint for further consideration, please contact the Trustee. If you believe you are being denied any rights or benefits under the ISP, you may also file a claim in writing with the Trustee. If the claim is denied, in whole or in part, the Trustee will notify you in writing, giving the specific reasons for the decision, including specific reference to the pertinent ISP provisions and a description of any additional material or information necessary to affect the claim and an explanation of why that material or information is necessary. The written notice will also advise you of your right to request a review of the claim and the steps that need to be taken if you wish to submit the claim for review. To file a claim or dispute please contact the Trustee – you can find their contact details in your employee guide.

