



International Pension Plan

Flexible retirement
benefits for globally
mobile employees





The International Pension Plan (IPP) gives your employees a flexible, transparent and cost-effective way to save for their future. Zurich Integrated Benefits Limited (Zurich) has had a presence in the International Corporate Savings market for over 40 years. Since its launch in 2009, the IPP has continually addressed the retirement savings issues faced by globally mobile employees.

The IPP avoids the problem of having multiple pension pots in several countries, which have different social and labour laws, restrictions on contributions and limited investment options, plus the risk of local currency movements.

The IPP is competitively priced, has transparent fees and provides access to institutionally priced funds. Flexible plan design allows for tailored contributions, currency options and fund choices, and enables member communications all to suit the plan holder's business.

These features make the IPP an ideal solution for employers who wish to top up employee benefits where domestic plans are insufficient, or for use as part of a total rewards package for expatriate employees.



Your plan your way

The IPP's built-in flexibility means it can be adapted to fit most needs. A wide variety of options is available as standard, which can be tailored to meet your specific requirements.



Flexible plan design

- The IPP is a unit-linked, defined contribution insurance contract provided by Zurich for use by a sponsoring employer who can choose to own the IPP, or to set it up under trust using an independent third party trustee.
- Accounts can be segregated to allow for different types of contributions: employer, employee, voluntary contributions, bonus payments, or others as required.
- Accounts can have a different investment fund range and investment strategy.
- Contributions may be paid at a frequency to fit with the sponsoring employer's payroll, and there is no requirement for contributions to be paid on a regular basis. Ad hoc contributions may be paid at any time.
- Flexible end-of-service and retirement options are available, including regular withdrawals.
- Fees may be paid by employees (by unit deduction from their account), by invoice to the employer, or as a combination of both.

Multi-currency options

The IPP is a multi-currency product which enables companies to design a plan that mirrors the geographical location of the head office, subsidiary offices and individual member locations.

The IPP can be set up in any of eleven currencies (Australian dollar, euro, Hong Kong dollar, Japanese yen, Norwegian krone, Singapore dollar, Swedish krona, Swiss franc, UK pound sterling, United Arab Emirates dirham and US dollar) and benefits can be paid in any freely convertible currency anywhere in the world.

A single IPP can be constructed so that each member's account is configured in the same currency in which their contributions will be paid, and in which they will invest, in order to eliminate any currency conversion costs. For example, a company's IPP may have members with accounts denominated in euro, sterling, US dollar and UAE dirham, according to the employees' locations and payroll currency.



The IPP fund range offers a fully independent range of innovative, market-leading investment choices, covering both passive and actively managed funds. The funds are available in a range of currencies, and are domiciled in a variety of regulated jurisdictions. All of the funds are managed by leading fund houses.

A choice of international investments

Due to its global relationships, Zurich is able to negotiate excellent commercial terms that will help investors benefit from reduced fund management charges. More cost-effective than retail funds, institutionally priced funds are a key requirement for companies with large amounts of funds under management.

It is also possible to add funds upon request subject to Zurich's governance criteria, and where existing funds are being transferred from another provider, our investment team may be able to facilitate an in-specie transfer to ensure minimum disruption to members.

You can also select any of the funds available as your plan's default investment solution.

Zurich Risk Profile Funds

are a range of five low-cost investment portfolios. Created in conjunction with Vanguard Asset Management, one of the world's largest and most respected investment managers, these five funds offer one-stop exposure to global equity and fixed-income markets. Plan members can use the Zurich Risk Profile Funds individually, or in a combination to suit their personal investment requirements.

Zurich Managed Funds

are global funds managed for more than 30 years by Columbia Threadneedle Asset Management, with a higher bias towards your chosen fund currency. Whilst the main asset classes are equities and fixed income, an active approach to asset allocation allows the Fund Manager to dynamically adjust these allocations within a controlled framework set by Zurich.

Zurich Target Retirement Funds

are simple, cost-effective single-fund investment solutions that offer a diversified range of investments that automatically rebalance as investors get closer to retirement. Combining the experience of Zurich International with that of its trusted investment partner, Vanguard Asset Management, Zurich Target Retirement Funds provide a one-stop investment solution for employees based on their planned retirement age. The portfolio can then be left to automatically adjust its asset allocation over time, to reflect the member's stage in life.

Zurich Global Screened Funds

are an investment solution that invests in funds that promote Environmental, Social and Governance characteristics by avoiding or increasing exposure to certain companies, sectors or business practices. Independently managed by HSBC Global Asset Managers.

[Click to view](#) ➤

Zurich Carbon Neutral Funds

invest responsibly towards supporting the move to a climate neutral economy. They not only follow a low carbon investment strategy, but also use carbon offsetting to further reduce the carbon footprint of your money.

[Click to view](#) ➤

Some employers choose to place their plan under trust, and Zurich is ready to work with any third-party trustee appointed.

Support at every step

You can be confident that with over 40 years' experience setting up retirement savings plans, we'll give you the support you need to make your plan a success.

Our experienced implementation and relationship managers support the introduction of new plans by working with the employer to confirm expectations and requirements. Each implementation has its own dedicated manager, who will arrange weekly conference calls to track progress and ensure that all the administration and employee data, due diligence documentation and other paperwork requirements are clearly provided and understood. A dedicated administrator support website is also available.



SINCE THE LAUNCH OF OUR FIRST CORPORATE SAVINGS PLAN, WE HAVE CONTINUED TO PROVIDE FLEXIBLE, TAILORED RETIREMENT SAVINGS SOLUTIONS TO SOME OF THE WORLD'S BEST-KNOWN COMPANIES.

Comprehensive fund information and analysis available online

Plan administrators and members can track investments through the IPP Fund Centre, which provides:

- Details of fund prices, charges and various risk-rating analysis tools.
- Fact sheets including performance and holdings data, which can be viewed online or printed.
- A charting tool that enables members to chart the performance of individual funds against selected indices, sectors and funds.

Accessible anywhere and anytime

Our plans are designed to bring companies and plan members choice. And the same goes for how members access plans too. Administrators can keep in touch with the plan(s) they manage and carry out the day-to-day transactions via Zurich International online (ZIO). ZIO provides round-the-clock, password-protected access for plan administrators, tiered access levels, so that local administrators can only view and manage those member accounts for which they are responsible.

ZIO enables administrators to do all this:

- Add new members and manage existing ones
- Amend plan contributions
- See plan summaries
- Review beneficiaries
- Manage the leavers' process
- Pre-approve withdrawals
- Authorise online transactions.

Plan members can view and manage their plan via ZIO and also use the ZIO Members App. The ZIO Members App is available anyway they choose, via Smartphone or tablet. Whenever and wherever they need.



Delivering effective communications

Zurich will support the sponsoring employers' benefits communication plan by offering a range of engaging and effective communications that make it easy for employees to understand and join the plan, including a member education hub.

While people's knowledge of their potential lifespan is growing, many don't often fully understand the impact on their retirement benefits, and how it could affect the amount they need to save. Financially literate individuals are more likely to plan responsibly for their old age, so it's important to raise awareness to help employees make informed choices and take effective action.

Organisations can choose from the range of standard material, or tailor it to suit their own business.

Click to view the member hub ➤

With Zurich's expertise and the right communications, your employees will feel comfortable making the transition to their new retirement savings plan.



Examples of communications available

Launch Communication examples



Announcement letter
(client branded)



Poster
(client branded)

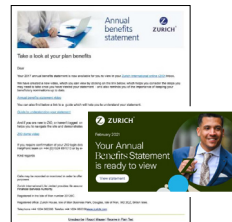


Worksite presentation
(Zurich branded)

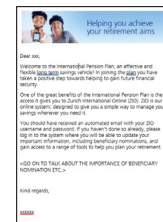


Webex Member
engagement sessions

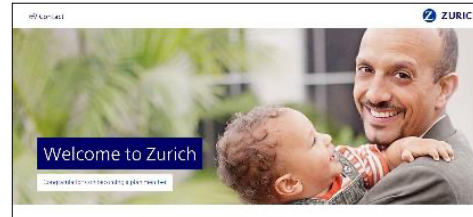
Sample ongoing email Communications (Communications plan)



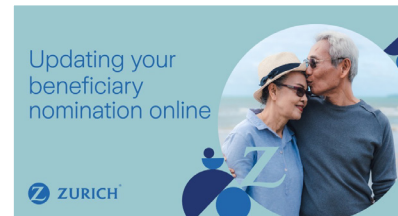
Annual benefit statement
available/next steps



Sample of the member
welcome letter



Member education hub

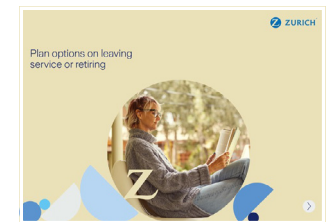


Update personal details and are you up to
date with your plan

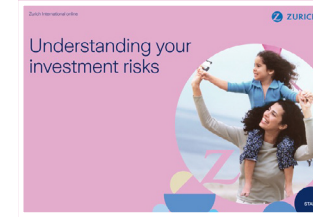
Brochure examples



Generic overview of investments



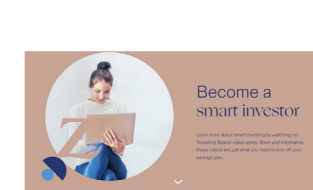
Options available when
leaving service



Explains the risks involved in
different investments



Explains how to read your
annual benefit statement



Guide to investments



Financial wellbeing

Fees & charges

Zurich provides a comprehensive service in return for the charges outlined in the following table.



Zurich charges	Amount	Payment method
Establishment	Nil	Nil
Plan administration	Percentage of the total funds under administration each year, agreed at plan outset	Invoiced annually or taken monthly by unit deduction
Member administration	USD60 per member each year***	Invoiced annually or taken monthly by unit deduction
Foreign exchange transactions	Bloomberg mid-rate adjusted by 0.175%	Completed within FX transactions. We obtain mid-rate FX rates from Bloomberg at 12.00pm (UK time) each working day. These rates are adjusted by 0.175% and then used as the basis for all FX transactions for the next working day
Bank transfers – in order to cover fees charged by our bankers, we apply a charge for telegraphic payments	These fees depend on the currency, amount and destination of the transfer proceeds and are subject to minimum and maximum fee levels	Deducted from withdrawal
Switching and redirection of contributions	Nil	Nil
Withdrawal	Nil	Nil
Charges from external providers	Amount	Payment method
Plan adviser fee*	x% of the total assets under administration each year	Taken by unit deduction from the planholder account either monthly, quarterly, semi-annually or each year and payable to the adviser at the same frequency
Introducer fee*	x% of the value of each contribution	Deducted from each contribution reducing the allocation percentage of each on a 1:1 basis and payable to the Introducer monthly
Trust fee**	The trust fee amount will vary depending upon the trustee appointed	Zurich can facilitate the collection of trust fees by unit deduction only
Annual fund management charge	0.04% – 1.00%	Calculated in the daily fund unit price

*These fees may apply where there is a Plan adviser. **These fees may apply when the Plan is held in Trust. ***This fee can be taken in multiple currencies.

The strength, security and experience of Zurich

WE UNDERSTAND HOW IMPORTANT IT IS FOR YOU TO PARTNER WITH A PROVIDER THAT YOU CAN RELY ON TO DELIVER, AND WE'RE PROUD OF OUR HERITAGE IN, AND COMMITMENT TO, THE EMPLOYEE BENEFITS MARKET.



We have been helping businesses to provide retirement benefits for their employees for over **40 years**.



750+ corporate savings plans and **131,000+** plan members around the world.¹



We have seen growth in challenging economic conditions, and now hold **USD9.9 billion** in funds under administration in group savings assets.¹



Zurich Integrated Benefits is a business name of **Zurich International Life Limited**, a subsidiary of the **Zurich Insurance Group**. Founded in **1872**, the group is one of the few to operate on a truly global basis.



Zurich operates **globally and locally**, according to customer needs. We deliver insurance products in more than **200** countries and territories.

¹Source: Zurich Integrated Benefits internal reporting as at December 2024.

Award winning

Best Employee Benefits Solution
Best International Pension Product
Best Protection Provider
Excellence in Sustainability (Industry)



The strength and stability of the Zurich Insurance Group continues to be reflected in our financial strength ratings from independent ratings agencies. Latest ratings can be found at www.zurich.com.

The benefits of our legal jurisdiction

Zurich Integrated Benefits is a business name of Zurich International Life Limited. Zurich International Life Limited is located in the Isle of Man, recognised for its political stability, transparency and financial supervision, including strong regulatory controls and policyholder protection measures. All life assurance companies based on the island have to be authorised and are closely regulated by the Isle of Man Financial Services Authority, which imposes detailed reporting requirements.

Zurich International Life Limited is registered under UAE Federal Law Number 6 of 2007 as a branch of foreign company, and its products and activities in the UAE are governed by such law. All insurance companies licensed in the UAE have to be authorised and are regulated by the UAE Central Bank.

The Isle of Man is included within the Organisation for Economic Co-operation and Development's (OECD) 'white list' of jurisdictions that are deemed to be co-operative, transparent and internationally responsible.

Planholder protection

Investors receive worldwide protection through the Isle of Man's Life Assurance (Compensation of Policyholders) Regulations 1991, regardless of residency. In the event of insolvency, planholders of the company are entitled to claim compensation of up to 90% of the liability of their plan under the Isle of Man regulations. The protection only applies to the solvency of Zurich, and does not extend to protecting the value of assets held within any investment choices linked to the IPP.

Taxation

Zurich International Life Limited is incorporated in the Isle of Man and does not pay tax in the Isle of Man on capital gains and income attributable to planholder investments. This means that employee investments can grow from year to year virtually tax free, taking advantage of an effect known as 'gross roll-up'. The tax treatment of any contributions into and any benefits taken from such a plan will depend on the employee's own personal circumstances at the time benefits are taken. The Isle of Man Government has been at the forefront of implementing rigorous regulation to distance itself from labels such as 'tax haven'. The Island imposed some of the strictest anti-money laundering requirements and penalties as early as 1985, and these regulations have been continuously improved and updated since then, with the Proceeds of Crime Act 2008 and, more recently, The Anti-Money Laundering and Countering the Finance of Terrorism Code 2019.

**WE ARE ONE OF THE
FEW GLOBAL EMPLOYEE
BENEFITS PROVIDERS
THAT CAN CONSISTENTLY
DELIVER HIGH-QUALITY
SOLUTIONS ACROSS
GROUP LIFE, DISABILITY
AND GROUP PENSIONS.**





For further information, please



Contact us

Important information

Zurich Integrated Benefits is a business name of Zurich International Life Limited.

Zurich International Life Limited is authorised under the Isle of Man Insurance Act 2008 and is regulated by the Isle of Man Financial Services Authority which ensures that the company has sound and professional management and provision has been made to protect planholders.

For life assurance companies authorised in the Isle of Man, the Isle of Man's Life Assurance (Compensation of Policyholders) Regulations 1991 (as amended), ensure that in the event of a life assurance company being unable to meet its liabilities to its planholders, up to 90% of the liability to the protected planholders will be met.

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.

Zurich International Life Limited is not authorised to offer insurance products for sale in the United States.

Materials are not intended as an offer to invest and do not constitute an offer or a solicitation of an offer to buy securities in any other country or other jurisdiction in which it is unlawful to make such an offer or solicitation.

Zurich International Life Limited (a company incorporated in the Isle of Man with limited liability) provides life assurance, investment and protection products and is authorised by the Isle of Man Financial Services Authority.

Registered in the Isle of Man number 020126C.

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