

# **IKE and IKZE - individual retirement accounts with tax relief (as of November 2025)**

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Individual Retirement Account (IKE) and Individual Retirement Security Account (IKZE) are two of the most popular and profitable instruments of the third pillar of retirement in Poland. They allow for long-term saving and investing, while benefiting from very attractive tax reductions. These accounts are most commonly managed by brokerage houses, banks, investment fund companies, or insurance companies – usually in the form of an investment account with access to ETFs, stocks, bonds, and funds.

IKE and IKZE are entirely voluntary, private, and fully inheritable. Unlike PPK or PPE, you decide how much and when to deposit, and the funds remain under your control. Most importantly – you can have one IKE and one IKZE simultaneously.

## **Contribution limits in 2025**

In 2025, the contribution limit for IKE is 26,019 PLN for both employees and entrepreneurs.

Meanwhile, the limit for IKZE is 10,407.60 PLN for employees and up to 15,611.40 PLN for self-employed individuals (JDG, partnerships, and partners in partnerships).

Contributions can be made throughout the year – no later than December 31 (in some institutions, a contribution made at the end of December may be recorded only in January – worth checking).

## **How do tax reductions work?**

IKE – complete exemption from Belka tax in the future

The main advantage of IKE is the absence of the 19% capital gains tax (the so-called Belka tax) if you meet the retirement conditions: reach the age of 60 (men) or 55 (women with retirement rights) and have made contributions for at least 5 different calendar years. The payout is then completely tax-exempt – you receive 100% of the

accumulated capital with all gains.

Early withdrawal of funds is possible, but then you must pay the Belka tax on the earned gains. From 2024, there is also the possibility of withdrawal without tax for housing purposes or serious medical treatment.

IKZE – tax relief today + low tax during retirement

In IKZE, the relief operates immediately: the entire contribution reduces the taxable base (in the tax scale and flat-rate) or income (in the registered flat-rate). Thanks to this, in the tax return for 2025, you pay a lower income tax.

Upon retirement (after turning 65 and at least 5 years of contributions), the withdrawal is taxed only at a flat 10% tax on the entire amount – without the Belka tax on gains. Early withdrawal means losing the relief and having to pay income tax on the amounts deposited.

### **Examples of savings in IKZE in 2025 (with maximum contribution)**

- Person in the 32% tax bracket (regular limit 10,407.60 PLN) – saving around 3,330 PLN already in the PIT for 2025.
- Entrepreneur in the 32% bracket (increased limit 15,611.40 PLN) – savings of up to around 5,000 PLN.
- Entrepreneur on a 19% flat tax – around 1,977–2,966 PLN depending on the limit.
- Flat-rate taxpayer with a rate of 8.5–17% (limit 15,611.40 PLN) – savings from 1,327 PLN to 2,654 PLN per year.

For flat-rate taxpayers, IKZE is one of the most effective legal methods of tax optimization – the contribution reduces the income on which the flat-rate is based.

### **Inheritance of funds**

Funds in IKE are inherited 100% without any tax (the heir can transfer them to their own IKE).

In IKZE, the heir pays only a 10% tax (or transfers it to their own IKZE – then without tax).

### **When to choose IKE and when to choose IKZE?**

- Only IKE – if you care about maximizing the limit and complete exemption from Belka tax in the future (ideal for large investment gains).
- Only IKZE – if you are in a high tax bracket, operate on a flat rate, or want immediate savings on income tax.
- Best solution – both accounts simultaneously (most commonly chosen by entrepreneurs and those optimizing taxes). IKE provides clean, tax-free capital growth, while IKZE offers current relief and an additional contribution limit.

### **Where to open IKE and IKZE in 2025?**

You will currently find the most attractive offers (low or zero fees, wide selection of ETFs and foreign stocks) at:

- XTB – no commission for up to 100,000 EUR in monthly trading, no management fees.
- DM BOŚ – 0% commission on ETFs from the Warsaw Stock Exchange (promotion until the end of 2025), very low fixed fees.
- mBank eMakler – 0% commission on ETFs (promotion extended until February 2026).
- BM Santander – new promotion 0% commission on ETFs from November 2025.

Always check the current regulations before opening – offers change dynamically.

### **Summary**

IKE and IKZE are among the most beneficial legal forms of long-term saving and tax optimization in Poland. Combining both accounts provides a double benefit: immediate tax relief (IKZE) and complete exemption from capital gains tax in the future (IKE). In practice, most entrepreneurs and individuals in a higher tax bracket open both accounts at the same time and take full advantage of the limits every year.

If you need help with tax return calculations, transferring funds between institutions, or choosing the best investment offer – feel free to contact our accounting office.

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TimeGroup · 21.11.2025 · <https://tmgp.pl/en/knowledge-base/ike-i-ikze-indywidualne-konta-emerytalne-z-ulgami-podatkowymi-stan-na-listopad-2025>