PensFlex

Fee Regulations

Issue date 01.2022

Maximum individualization in occupational benefits

A. Fees and Remuneration

1. PensFlex – Foundation fee

The Foundation fee includes, amongst other things:
- Management of the Foundation's business
- Coordination with regulatory authorities, auditors, pension fund experts, administration, accounting, custodian banks, reinsurance etc.
- Preparation of the annual financial statements and annual report
- Information for insured persons, the Pension Fund Commission, the affiliated employers and the intermediaries

The ongoing Foundation fee is charged to the insured person by the custodian bank on behalf and for the account of the PensFlex Collective Foundation. The calculation of this charge is based on the average pension capital in the previous qualifying period respectively.

2. PensExpert AG – Service fee

The service fee includes, amongst other things:
- Formulation of pension concepts and preparation of offers
- Advice on occupational pension provision
- Advice on the investment of the pension capital (investment foundations and investment funds)
- Preparation of the pension plans for new business and plan amendments, staff guidance etc.

The ongoing service fee is charged by PensExpert AG in the 1st quarter respectively of the current calendar year and invoiced to the affiliated employer or charged to the insured per-son's account.

The calculation of the service fee is based on the pension capital as at the beginning of the calendar year. For new clients, the pension capital transferred from the previous benefits institution is definitive.

The service fee for external members is 0.20% p.a. of the pension capital as at the beginning of the calendar year. The service is levied by the custodian bank in the first quarter of the cur-rent year and charged to the individual insured person's account.

3. Custodian bank/Asset manager- Fees for custody account management and asset management

The ongoing fees for custody account management and asset management, any transaction costs as well as any controlling fees are charged in accordance with the currently applicable fee regulations of the custodian bank or asset manager.

The calculation of the fees for the custody account management and asset management is based on the average pension capital in the previous qualifying period respectively.

4. Intermediary fee

The intermediary fee can be invoiced to the affiliated employer or charged to the pension capital, insofar as this is explicitly specified in the pension plan.

5. Fees for mortgage contracts

Own mortgages / Collective loans
PensExpert AG processing fee:

Initial preparation of contract	CHF	1'000.–
Adjustments to contract, contract extensions etc.	CHF	500.–

The above-mentioned mortgage processing fees will be invoiced to the respective insured person or be charged to the insured person's account by the Foundation.

PensFlex administration fee for mortgage loans 0.20% p.a.

The ongoing fee on mortgage loans (incl. VAT) will be invoiced together with the mortgage interest.

IST2 residential mortgages Switzerland
PensExpert AG processing fee:

Processing fee on submission of the loan application	CHF	500.–

The above-mentioned fee will either be invoiced or charged to the insured person's account, regardless as to whether or not the loan is granted.

B. General Comments

The Foundation and service fee is set out in the pension plan.

The Foundation fee, as well as the fees for the custody account management and asset management, will be charged to the individual insured person's account on a quarterly, six-monthly or yearly basis, depending upon the individual custodian bank.

The Foundation and service fee will also be charged on savings account contracts and on insured persons with waiver of contribution, as well as recipients of disability benefits.

The Foundation fee, service fee as well as the fee for custody account management and as-set management also relate to appropriated capital sums (e.g. employer contribution re-serves).

Any refunds paid to the custodian bank by investment foundations or investment funds have been taken into account in the calculation of the fee model. The refunds can only be claimed by the PensFlex Collective Foundation and are allocated as far as possible to the corresponding insured persons' accounts.

The fees are understood as excluding value added tax.

C. Changes

The right to make any changes is reserved. These come into force automatically in accordance with the resolution of the Board of Trustees.

D. Deviations in various language versions

If there are versions of these regulations in different languages and should these give rise to deviations, the German version has precedence.

E. Effective date

These Fee Regulations form an integral part of the Cost Regulations and come into force with effect from 1 January 2022.

Lucerne, 19 January 2022

Board of Trustees of the PensFlex Collective Foundation

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