

Expense Regulations

1 Purpose

These regulations govern the compensation and expenses that result from the pension and contractual relationship with the Foundation.

2 Employer expenses and fees

2.1 The following expenses shall be invoiced to the employer and/or the employee, whereby the equal obligation to contribute according to Art. 331 para. 3 Swiss Code of Obligations (OR) must be observed:

Structural and consulting expenses of the Foundation

Foundation fees max. 0.35% p.a.

Affiliation agreement

Annual costs per pension fund member (not pro rata) CHF 100

Extraordinary administrative expenses

Retroactive changes Based on time spent

Reminders/collection measures Based on time spent

Other extraordinary administrative expenses Based on time spent

2.2 The amount of the contributions for risk benefits depends on the individually selectable insurance benefits for each pension scheme, which are defined correspondingly in the pension plan. The charges passed along for the reinsurance premiums may include a surcharge to help form provisions. Premium adjustments by the reinsurance company will be passed along to the affiliated company.

2.3 Costs based on time spent will be calculated on the basis of CHF 250 for every hour or fraction thereof.

2.4 In particular, the employer shall be charged for expenses that exceed the standard scope of the implementation of the occupational pension.

This includes expenses, which are used on the basis of or for an individual pension scheme, charged by third parties (e.g. supervisory authorities, occupational pension experts, auditors and administrator). The cost shall be passed on based on actual time spent.

2.5 The Foundation's structural and consulting expenses may be deducted directly from the insured persons' pension assets, subject to the obligation to make contributions that are at least equal pursuant to Art. 331 para. 3 of the OR. A corresponding provision must be included in the pension plan.

2.6 Provided there is no written agreement to the contrary, third-party compensation that the Foundation receives in addition to its compensation for expenses pursuant to the regulations must be disclosed and credited to the insured persons.

3 Insured persons' expenses and fees

3.1 The following expenses are deducted directly from the insured persons' pension assets:

Early withdrawal/pledge for home ownership

Early withdrawal per instance CHF 500

Pledge per instance CHF 200

3.2 finpension AG offers different investment models to the individual pension funds finpension 1e Collective Foundation and the managing company finpension AG is responsible for their implementation. The fees for the investment services may vary depending on the choice and composition of the investment strategies and custodian banks. They are shown in the appendix to the pension plan. The fees for investment services vary depending on the choice of investment strategy and custodian bank. The following costs are set out in detail in a separate schedule of fees for investment services:

4 Invoicing

4.1 The risk and savings premiums are invoiced to the employer and must be paid in advance within 30 days of invoicing. Invoices for risk premiums are issued annually in January at the beginning of each year. The savings premiums are invoiced monthly, quarterly or annually, depending on the agreement, in the first month of the quarter to be invoiced.

4.2 The calculation of the structural and advisory costs as well as the investment costs dependent on the amount of the pension assets under management is based on the average market value of the pension assets at the end of the month of the corresponding quarter.

4.3 The structural and advisory costs as well as the investment costs for the corresponding benefits, plus VAT, are charged by the Foundation on behalf of the managing company finpension AG to finpension 1e Collective Foundation, either directly to the employer together with the savings contributions or directly to the insured person's pension assets, depending on the agreement

4.4 In the event of a withdrawal from the Foundation, the fees are charged pro rata temporis as of the value date of the withdrawal from the Foundation.

4.5 Expenses incurred by third parties subject to VAT, such as platform, external asset management, investment strategy and implementation costs as well as custody account fees, are invoiced inclusive of VAT.

4.6 Interest of 5% may be charged for late contribution payments.

5 Gaps in the cost regulation

5.1 So far these cost regulations do not contain any provisions for special circumstances, the Foundation board shall adopt a regulation that corresponds to the purpose of the Foundation.

6 Amendments to the regulations and entry into force

6.1 The Foundation board may amend these regulations within the framework of the statutory provisions and the purpose of the Foundation at any time.

6.2 Affiliated companies will be informed of fee increases in writing at least three months before the increase comes into force.

6.3 These regulations come into force on 1 January 2024. If there are deviations between different language versions of these regulations, the German version shall take precedence.

Lucerne, 27.11.2023

Foundation board of finpension 1e Collective Foundation