

Cost regulations

Swisscanto Flex Collective Foundation of Cantonal Banks

Art. 1 Principles

¹ The Board of Trustees adopts these cost regulations governing the administrative costs and extraordinary expenses.

Art. 2 Administrative costs

¹ To cover the administrative costs, the Foundation levies the following contributions to the administrative costs depending on the size of the affiliation. These comprise the following two components:

- CHF 70 fixed cost per insured person;
- Cost contribution as a percentage of the annual savings contributions according to the following scale:

Insured persons	Cost contribution (in %)
1 – 10	5.0
11 – 50	4.0
51 – 100	3.5
101 – 150	3.0
151 – 200	2.5
201 – 250	2.0
251 – 500	1.5
501 –	1.0

² The annual administrative cost amounts to a maximum of CHF 440 per insured person. Persons insured with different plans or pension funds are counted more than once (reduction of administrative costs).

³ The annual administrative cost per affiliation is at least:

- CHF 1,000 for Flex Group affiliations, and
- CHF 3,000 for Flex Individual affiliations.

If an affiliation does not reach this amount during a calendar year, the difference between the invoiced administrative cost and the minimum cost is billed with the December invoice.

⁴ The contribution to the administrative costs is charged monthly together with the ordinary contributions.

⁵ The administrative costs cover all the basic benefits required by the BVG. Special calculations, advisory input and partial liquidations are carried out at the request of the customer.

Art. 3 Extraordinary expenses

¹ IAS or similar calculations for international financial accounting purposes are prepared on request by a pension actuary. The mandated pension actuary charges an hourly rate in accordance with the schedule of the Chamber of Pension Actuaries. The invoice is sent directly to the customer.

² The Swisscanto Flex Collective Foundation of the Cantonal Banks will charge the affiliated employer the following flat-rate fees for the services listed below:

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|---|---|
| ▪ First reminder | free of charge |
| ▪ Second reminder | CHF 50 |
| ▪ Debt collection order | CHF 400 |
| ▪ Petition to set aside objection | CHF 500 |
| ▪ Complaint | CHF 500 |
| ▪ Bankruptcy petition | CHF 750 |
| ▪ Partial liquidation of the pension fund | CHF 40 per insured person, but at least CHF 300 |

Art. 4 Scope of validity

¹ These regulations were adopted by the Board of Trustees on 15 October 2018 and enter into force on 01 January 2019.

² The Board of Trustees may decide to amend these cost regulations at any time.

Zurich, 15 October 2018

Swisscanto Flex Collective Foundation
of Cantonal Banks

The Board of Trustees