



Fee Regulations

VZ OPA Collective Foundation

Effective 1 October 2024



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B. Regulations

Article 1 Purpose	These regulations govern the fees charged by VZ OPA Collective Foundation (hereinafter «foundation») to the affiliated companies and the insured persons for the foundation's ordinary and extraordinary expenses.
Article 2 Asset management	<p>1. The fees for asset management shall be charged as a percentage of the average invested assets. The amount depends on the chosen investment strategy:</p> <ul style="list-style-type: none">• VZ OPA Sustainability 0 0.40%• VZ OPA Sustainability 15 0.50%• VZ OPA Sustainability 25 0.55%• VZ OPA Sustainability 35 0.65%• VZ OPA Sustainability 45 0.70%• VZ OPA Index Investments Focus ESG 25 0.50%• VZ OPA Index Investments Focus ESG 35 0.50%• VZ OPA Index Investments Focus ESG 45 0.50%• VZ OPA Index Investments 25 0.50%• VZ OPA Index Investments 35 0.50%• VZ OPA Index Investments 45 0.50%• Individual investment strategy pursuant to the individual asset management agreement <p>A change of investment strategy is free of charge. The foregoing shall be without prejudice to the fees pursuant to article 2 (2).</p> <p>2. The fees for management of a custody account and the transaction costs are charged separately.</p> <p>3. A fee of 0.10% of the average invested assets is charged for investment advice and management. The foregoing includes: Advice and support to the pension scheme in connection with investments, development and periodic review of the investment strategy, review of risk capacity, explanation of risk, preparation of account and custody account statements as well as presentation of the investment results and the like.</p>
Article 3 Foundation administration	The foundation charges a flat fee of 150 CHF per insured person and year for management, organisation, administration, supervision and auditing. The foregoing includes: Collection and management of data on the insured, accounting, dealings with supervisory authorities, drafting and maintenance of regulations, fees of the accredited pension actuary, licence fees for the administration software and other administrative costs.
Article 4 Extraordinary fees to be borne by the employer	<p>For extraordinary expenses, the foundation shall charge the employer the following processing fees:</p> <ul style="list-style-type: none">a. for each salary change of less than +/-5% during the year: 100 CHFb. for each retroactive change which was made more than 3 months ago: 100 CHFc. cancellation of the contract within 365 days of initial affiliation: 500 CHF per insured person in the pension scheme at the time of cancellationd. extraordinary termination by agreement with the foundation: 500 CHF per insured person in the pension scheme at the time of terminatione. Dunning procedure<ul style="list-style-type: none">• per reminder: 50 CHF• drawing up a payment plan: 120 CHF per hourf. Collection measures: 120 CHF per hour plus expenses incurred for summons to pay, petitions for bankruptcy, etc.g. Default interest<ul style="list-style-type: none">• late payment of risk and savings contributions, direct foundation administrative fees, extraordinary processing fees and contributions to the guarantee fund shall be subject to default interest after the expiry of 30 days from the invoice date.• default interest shall be charged on savings capital credits from 1 January of the following year after their due date.• default interest is variable and corresponds to the rate of the foundation's reinsurer.



Article 5
Extraordinary fees to be borne by the insured person

For extraordinary expenses, the foundation charges the insured person the following processing fees:

1. Advance withdrawal for home ownership: 300 CHF
2. Remortgaging for residential property: 100 CHF
3. Mortgage pledges by other pension funds for residential property ownership shall be assumed free of charge.

4. Fees charged to the foundation by external bodies in connection with an order placed by an insured person (e.g. entry in the land registry as a result of home-ownership promotion) shall be passed on in full to the insured person.

Article 6
Settlement

1. The asset management and variable foundation management fees are debited directly from the corresponding assets at the end of each month.
2. The flat-rate foundation management fee is invoiced annually on 1 January.

3. Extraordinary fees to be borne by the employer are invoiced separately.
4. Extraordinary fees to be borne by the insured person are invoiced separately.

Article 7
Language of the regulations

The foundation shall draw up these regulations in German, French, Italian and English. Only the German version of the regulations is authoritative.

Article 8
Entry into force and amendments

1. The board of trustees has the right to amend these regulations at any time. The amendments must be brought to the attention of the pension schemes.

2. These regulations come into force on 1 October 2024 and supersede all previous editions.

