



# Fee Regulations

VZ Collective Foundation

Effective 1 December 2021



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# Regulations

**Article 1 Purpose** These regulations govern the fees charged by VZ Collective Foundation (hereinafter «foundation») to the affiliated companies and the insured persons for the foundation's ordinary and extraordinary expenses.

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**Article 2 Asset management**

1. The fees for asset management, investment advice and support for the insured person depend on the chosen investment strategy:

• Interest account	free of charge
• 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 25	0.50%
• VZ OPA Index Investments 35	0.50%
• VZ OPA Index Investments 45	0.50%
• VZ OPA Index Investments 65	0.50%
• VZ OPA Index Investments 90 (1e)	0.50%

The fees for the investment strategy «VZ OPA Sustainability 65», «VZ OPA Sustainability 90 (1e)», «VZ Pension Fund Equities 100 and interest account» and «investment strategy pension scheme» are set out in the annex to the pension plan.

There is no charge for changing the investment strategy. The foregoing shall be without prejudice to the fees pursuant to article 2 (2).

2. Custody account management and the transaction costs are billed separately.

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**Article 3 Foundation management**

The foundation charges a flat fee of CHF 150 per person and year and a variable fee of 0.35% for management, organisation, administration, supervision and auditing. This includes: The collection and management of data from the insured persons, annual reporting, the provision of account statements, accounting in accordance with Swiss GAAP FER 26, relations with the Occupational Benefits Office, the drafting of regulations and their adaptations to statutory and regulatory changes, the occupational pension actuary's fees, licence fees for the administration software, IT updates and personnel and other administrative costs.

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**Article 4 Extraordinary fees to be borne by the employer**

For extraordinary expenses, the foundation charges the employer the following processing fees:

a. for each salary change of less than +/- 5% during the year: CHF 100

b. for each retroactive change which occurred more than 3 months ago: CHF 100

c. cancellation of the contract within 365 days of initial affiliation: CHF 800 per insured person in the pension scheme at the time of termination.

d. extraordinary termination by agreement with the foundation: CHF 800 per insured person in the pension scheme at the time of termination

e. dunning procedure

- per reminder: CHF 50
- drawing up a repayment plan: CHF 120 per hour

f. collection measures: CHF 120 per hour plus expenses incurred for summons to pay, petitions for bankruptcy, etc.

g. Default interest

- late payment of risk contributions, direct foundation management 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 the savings 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 CHF 300
2. Remortgaging for residential property: CHF 100
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.

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**Article 6**  
**Settlement**

1. The fees for the management of the assets and the foundation shall be debited directly from the corresponding assets at least once a week.
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.

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**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.

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**Article 8**  
**Amendments**

1. The foregoing shall be without prejudice to any amendments to supervisory or statutory provisions underlying these regulations. They shall also apply to these regulations from the date of their entry into force.

2. The board of trustees has the right to amend the regulations at any time. Such amendment to the regulations shall apply and supersede the previous provisions.
3. The regulations and any amendments must be brought to the attention of the competent supervisory authority.

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**Article 9**  
**Entry into force**

These regulations come into force on 1 December 2021 and supersede all previous editions.

