

Fees and Charges Policy

Founders Bank Vested Benefits Foundation

Valid as of 07.10.2026

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Based on Art. 8 of the Articles of Association of the Founders Bank Vested Benefits Foundation (hereinafter 'the Foundation'), the Board of Trustees issues the following Fees and Charges Policy:

1 Purpose

This Fees and Charges Policy sets out provisions governing any fees and charges resulting from the contractual relationship.

2 Services subject to a charge

The following fees will be applied to the services listed below. They will be charged to the vested benefits account concerned:

2.1 Savings account

Account opening:	no charge
Account management:	no charge
Account closing:	no charge

2.2 Securities account

Founders Bank: Selection of a Founders Bank strategy fund

Flat-rate fee	0.0%
Product costs (TER)	TER according to fund universe foundersbank.ch/ private-vorsorge/ anlagefonds

Select: Choose your own strategy with selected, low-cost funds

Flat-rate fee	max. 0.45% p.a.
Product costs (TER)	TER according to fund universe foundersbank.ch/ private-vorsorge/ anlagefonds

Premium: Choose your own strategy with funds of your choice that comply with our investment regulations

Flat-rate fee, custodian: Founders Bank Ltd.	0.55% p.a.
Flat-rate fee, other custodian	max. 0.70% p.a.
Product costs (TER)	TER based on the selected funds

The flat-rate fee includes custody fees, transaction costs and any currency conversion fees. It does not include stock exchange fees and stamp duty.

2.3 Other services (per account and per case)

Promotion of home ownership	Early withdrawal within Switzerland	CHF	400.00
	Early withdrawal outside Switzerland	CHF	600.00
Pledges		CHF	200.00
Withdrawal for self-employment		CHF	200.00
Withholding tax certification (following moving away from Switzerland)		CHF	600.00
If the pension capital has been with Founders Bank			
Vested Benefits Foundation for less than 6 months		CHF	1200.00
Address searches		CHF	50.00
Securities delivery expenses*		CHF	150.00

*Fees charged by third parties incl. VAT will be passed on.

3 Billing

Fees are charged to the pension assets of the pension scheme members on a quarterly basis, pro rata temporis. The calculation is based on the average market value of the pension portfolios.

4 Initial fee and advisory fee

Partners of the Founders Bank Vested Benefits Foundation may charge the following fees with the consent of the insured:

- (a) One-off initial fee as compensation for advisory and brokerage services: max. 1%;
- (b) Fee for ongoing investment advisory services: max. 0.5%;
- (c) Fee for ongoing asset management: max. 0.8%;

The following conditions must be met for this:

- (a) Transfer of funds from the 2nd pillar;
- (b) Selection of a securities solution, implemented within 6 months of opening.

All types of remuneration are debited from the pension account of the insured and paid out to the partners.

5 Value added tax (VAT)

The Foundation is not subject to VAT. Invoices for expenses incurred by third parties subject to VAT are issued inclusive of VAT.

6 Withholding tax

An application is filed annually by the Foundation to the Swiss Federal Tax Administration for reimbursement of withholding tax, which is credited accordingly to the insured.

7 Additional services and costs

Any extraordinary services caused or required by the insured party and the associated costs for the Foundation (or contractual service provider), such as express deliveries, advice, foreign income tax claims, etc. will be charged directly to the insured party's vested benefits account. The insured must always be informed of any such additional costs in advance.

8 Amendments to the regulations

The Board of Trustees is permitted to pass resolutions on amendments to this Fees and Charges Policy at any time.

9 Entry into force

This Fees and Charges Policy was approved by the Board of Trustees on 22.04.2026 and will enter into force on 25.05.2026. It supersedes all previous versions of the Fees and Charges Policy.

Schwyz, 7 October 2026

Founders Bank Vested Benefits Foundation

Board of Trustees