

| together dynamically



Administrative Costs Regulations

Compacta collective Foundation LPP

With effect from 1 January 2022

Art. 1 Bases

According to the Pension Fund Regulations, the companies affiliated to Compacta collective Foundation LPP (hereinafter referred to as the "Foundation") pay contributions to administrative costs in compliance with these Regulations, which are an integral component of the Affiliation Agreement.

Art. 2 Overview

The administrative expenditure comprises the basic costs per company or part thereof (branch) and the associated personnel costs for the actuarial administration of the individual insured persons. The costs for extraordinary expenses are charged individually. Lastly, the Foundation collects a contribution for the work associated with terminating the affiliation of a departing company.

The following information sets out the details of the administrative costs.

Art. 3 Administrative expenditure

1. Basic costs

- a. Annual costs per affiliation and company amount to CHF 250. The Foundation Board is responsible for determining the amount.
- b. The costs are directly invoiced to the company.

2. Costs per person for actuarial administration

- a. Annual costs per insured person and plan (insurance cover): CHF 190. Billing is based on the number of insured persons reported in each case.
- b. Costs will be charged when people join or leave during the year.
- c. The costs are financed in accordance with the pension plan.

3. Extraordinary expenditure

- a. The following expenditure in particular is invoiced separately or debited to the pension scheme:

Collection costs

Payment plan	CHF 250
2 nd reminder	CHF 250
Debt collection	CHF 500
Request for continuation	CHF 1,000
Request to initiate bankruptcy proceedings	CHF 500

Late notifications

Late notification of staff/salary changes (> 12 months after the effective date)	According to cost At least CHF 250
Late notification about a benefit case (> 6 months in case of incapacity to work, > 3 months in case of death)	According to cost At least CHF 500

Termination costs

Basic costs:

Affiliation costs	CHF 500/affiliation (with the exception of contract termination owing to the loss of staff subject to OPA contributions where there is no [partial] business takeover)
Partial liquidation	CHF 500/affiliation

Costs per person:

Termination of an affiliation and partial liquidation	CHF 100/insured person up to a max. of CHF 1,000 (with the exception of contract termination owing to the loss of staff subject to OPA contributions where there is no [partial] business takeover)
Distribution plan for partial liquidation	CHF 50/insured person
Extraordinary expenditure	At cost

The costs shall be invoiced to the company.

- b. The cost of involving external agencies, negotiations with the authorities, extraordinary services and external costs, etc. will be charged at cost and invoiced to the party responsible.
- c. The insured person will be charged an appropriate, one-off fee for implementing measures relating to the home ownership promotion scheme. In this case, the fees for an advance withdrawal, purchase of shares, pledge or transfer of the restriction on alienation amount to CHF 200.

The insured person shall bear and directly pay for the costs of any fees, charges and other costs incurred by third parties associated with this.

Art. 4 Entry into force

These Regulations come into force on 1 January 2022 and replace the organisational regulations of 1 January 2021. The Foundation Board can change the Administrative Costs Regulations at any time. Regulations that have been amended must be submitted to the supervisory authority. The German version is the definitive text for interpretation.

Aarau, March 2022

The Foundation Board

Compacta collective Foundation LPP

October 2022