

Cost Regulations

1 January 2026



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The present Regulations are a translation of the original German version. In the event of any discrepancies between the German text and this translation, only the German original shall be deemed authoritative.

1 Principles

These regulations govern the costs that the Sulzer Pension Fund, hereafter referred to as SVE, charges affiliated companies and insured persons, and form an integral part of the affiliation agreement. They are issued by the Board of Trustees.

2 Costs and services for affiliated companies

2.1 Administrative costs

Affiliated companies shall be charged a basic fee of CHF 150 per insured person for standard administration and advisory services once a year. The number of insured persons at the beginning of the year or, in the case of new affiliations, on the date the contract begins for the first calendar year, is authoritative. Admissions and departures during the year shall not be taken into account for the calculation.

2.2 Services

Administrative costs cover the following specific services:

- Administering insured persons and pensioners
- Processing entries, departures, salary changes and other amendments
- Integrating vested benefits and other contributions
- Distributing and transferring retirement assets in the event of divorce or the dissolution of registered partnerships
- Calculating possible voluntary contributions to cover contribution years or in the event of early retirement
- Managing retirement accounts and BVG shadow accounts
- Providing information by telephone and in writing
- Issuing personal certificates
- Issuing tax certificates
- Invoicing and collecting contributions
- Assessing and processing benefit claims (retirement, disability, death)
- Implementing legal adjustments (such as adjustments to current pensions in line with inflation)
- Processing payment transactions (receiving contribution and other payments, vested benefits, releasing payments of retirement and vested benefits, as well as other payments in connection with the administration of the affiliation contract)
- Drafting legal documents such as regulations, pension fund plans and contracts
- Drafting the necessary information leaflets and forms
- Managing the foundation's accounts and producing the annual financial statement
- Communicating with and advising insured person and affiliated companies
- Communicating with other pension funds, supervisory authorities, auditors, pension insurance experts and the BVG Guarantee Fund
- Levying, reporting and deducting taxes
- Collecting data for Swiss pension fund statistics

2.3 Special expenses

2.3.1 Consultations or expenses

Consultations or costs for affiliated companies that exceed the statutory extent of administration (e.g. training managers, staff orientation, supplying documents in accordance with accounting standards such as IAS19/US GAAP, etc.) shall be charged at the following rates:

	rates
Senior Management	CHF 180 per hour
Specialists	CHF 140 per hour
Employees	CHF 100 per hour

2.3.2 Partial liquidation

The costs incurred in connection with the implementation of a partial liquidation shall be charged to the affiliated company that initiated the partial liquidation. However, costs shall only be charged if disposable assets and/or actuarial provisions and fluctuation reserves are to be transferred or distributed as part of the partial liquidation.

The costs are calculated as follows:

Partial liquidation due to significant reduction in workforce or restructuring	Costs
Basic flat rate	CHF 1,500.00
Plus	CHF 20.00
Per insured person and pensioner leaving the scheme a maximum, however, of	CHF 5,000.00
Partial liquidation due to termination of affiliation agreement	Costs
Basic flat rate	CHF 1,500.00

The costs include, specifically, internal processing, communication and shipping, preparation of a partial liquidation balance sheet and partial liquidation report by the occupational pension expert, legal and audit costs, as well as expenses in connection with objections and complaints, IT lists, bank/transaction and custody fees for fund transfers.

External expert reports and expenses incurred as a result of unfounded legal appeals may also be charged.

If several affiliated companies are involved in a single partial liquidation event, the costs shall be distributed appropriately according to their proportion of responsibility.

2.4 Collecting contributions

From the date that the contribution invoice becomes due, interest shall be charged at the statutory minimum BVG interest rate. If an affiliated company falls into arrears, the maximum interest rate of 5% pursuant to the Swiss Code of Obligations may be charged. This interest shall be charged to the affiliated company as part of the annual final invoice or in the form of an additional invoice.

All costs and expenses arising in connection with debt collection and renewal requests may be invoiced at the rates applicable to special expenses (point 2.3.1).

3 Costs for insured persons

3.1 Promotion of home ownership

Insured persons who make advance withdrawals for the purchase of residential property shall be charged the following fees.

Advance withdrawal	Costs
Advance withdrawal or transfer of an advance withdrawal	CHF 400 per case
If the mortgage is taken out with the SVE	free of charge
Pledge	Costs
Implementing a pledge	free of charge

3.2 Banking fees for payments

The SVE optimises processes in such a way that banking fees for payments remain as low as possible. Banking fees are generally borne jointly in accordance with the fee-sharing model of the SVE's financial institutions and the beneficiary.

4 Termination of the affiliation contract

Should an affiliated company terminate the affiliation contract or the SVE terminate the contract due to a breach of contract on the part of the affiliated company, the affiliated company shall be charged the following contribution fees.

Processing and transaction fees	
CHF 0–20 million	2,0 ‰
from CHF 20 million	1,0 ‰
Additional fee for administrative work	
per insured person	CHF 50

5 Entry into force and amendments

These Cost Regulations were approved at the meeting of the Board of Trustees held on 2 December 2025 and will enter into force on 1 January 2026. They replace the existing Cost Regulations.

These Cost Regulations may be amended by the Board of Trustees at any time.