

## Scale of fees Swiss Life 3a Start

Based on Art. 17 of the Swiss Life 3a Employee Benefits Foundation regulations, the following fees are currently charged:

1. Account maintenance	Free of charge
2. Custody account management	Free of charge
3. Flat-rate fee Swiss Life 3a Start	0.25% on the fund volume per quarter
4. Issuing fee: Investment groups Swiss Life BVG-Mix 15 Investment groups Swiss Life BVG-Mix 25 Investment groups Swiss Life BVG-Mix 35 Investment groups Swiss Life BVG-Mix 45 Investment groups Swiss Life BVG-Mix 75	1.2% of the investment sum 2.0% of the investment sum 2.0% of the investment sum 2.0% of the investment sum 2.0% of the investment sum
5. Redemption commission	None
6. Annual account/custody account statement	Free of charge
7. Additional account/custody account statement during the year	CHF 20
8. Securities portfolio switch (two switches p.a. free of charge)	CHF 100
9. Early withdrawal or partial withdrawal for home ownership purposes	CHF 100
10. Pledge for home ownership purposes	CHF 50
11. Closing an account	CHF 50
12. Third-party fees	Passed on
13. Extraordinary expenses	According to actual hours worked

This scale of fees is subject to change at any time in accordance with Art. 17 of the Swiss Life 3a Employee Benefits Foundation regulations.

Zurich, 1° April 2020.

