FEES SECOND PILLAR

Institution	Type of Fee	Amount	Implementation Date
Pension companies	2) pe 01200		impromonous Duce
·		0.050%	Since beginning of the system (2006)
	Fee on assets	0.045%	Since June 2013
	(on monthly level)	0.040%	Since January 2015
		0.035%	Since January 2017
		0.030%	Since January 2019
		9.90%	On tender
		8.50%	Since beginning of the system (2006)
		7.90%	Since July 2007
		6.90%	Since February 2008
		6.50%	Since May 2009
Joint stock company for		5.50%	Since January 2010
managing mandatory and		4.50%	Since January 2011
voluntary pension funds Sava		4.00%	Since January 2012
penzisko drustvo JSC Skopje ¹	F	3.750%	Since June 2013
, , ,	Fee on contributions	3.50%	Since January 2014
		3.25%	Since January 2015
		3.00%	Since January 2016
		2.75%	Since January 2017
		2.50%	Since January 2018
		2.25%	Since January 2019
		2.00%	Since January 2020
		1.90%	Since January 2023
		1.80%	Since January 2024
	Transfer Fee		
	Number of days ≤720	15 EUR	
	Number of days > 720	No fee	
KB First company for	Fee on assets	0.050%	Since beginning of the system (2006)
managing mandatory and	(on monthly level)	0.045%	Since June 2013
voluntary pension funds JSC		0.040%	Since January 2015

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¹ Untill 08.06.2018 the name of the pension company was Joint stock company for managing mandatory and voluntary pension funds "NLB NOV PENZISKI FOND" Skopje

Skopje		0.035%	Since January 2017	
.,		0.030%	Since January 2019	
		9.90%	On tender	
	Fee on contributions	8.50%	Since beginning of the system (2006)	
		7.90%	Since July 2007	
		6.80%	Since February 2008	
		5.50%	Since January 2010	
		4.50%	Since January 2011	
		4.00%	Since January 2012	
		3.75%	Since June 2013	
		3.50%	Since January 2014	
		3.25%	Since January 2015	
		3.00%	Since January 2016	
		2.75%	Since January 2017	
		2.50%	Since January 2018	
		2.25%	Since January 2019	
		2.00%	Since January 2020	
		1.90%	Since January 2023	
		1.80%	Since January 2024	
	Transfer Fee			
	Number of days ≤720	15 EUR		
	Number of days > 720	No fee		
Joint stock company for	Fee on assets (on monthly level)	0.030%	Since April 2019	
managing mandatory and	Fee on contributions	2.25%	Since April 2019	
voluntary pension funds		2.00%	Since January 2020	
TRIGLAV PENZISKO		1.90%	Since January 2023	
DRUSTVO JSC Skopje ²		1.80%	Since January 2024	
	Transi	Transfer Fee		
	Number of days ≤720	15 EUR		
	Number of days > 720	No fee		
Custodians				
		0.074% Up to	o 100 mill EUR October 10, 2009	

 2 In accordance with MAPAS decision, TRIGLAV PENZISKO DRUSTVO JSC Skopje can start with pension funds management activities, marketing activities and public opinion polls starting from 01.04.2019

		0.069%	Above 100 mill EUR up to 200 mill EUR	
	Fee paid by KB First Company for managing mandatory and voluntary pension funds JSC	0.064%	Above 200 mill EUR up to 300 mill EUR	
		0.060%	Above 300 mill EUR up to 400 mill EUR	
		0.054%	Above 400 mill EUR up to 500 mill EUR	
NLB Banka JSC Skopje as	Skopje, calculated as a percent of daily total amount of the	0.050%	Above 500 mill EUR up to 600 mill EUR	
Custodian for KB First Open	mandatory pension fund assets	0.048%	Above 600 mill EUR	
mandatory pension fund-Skopje	and the real number of days in	0.081%	Up to 100 mill EUR	
• • • • • • • • • • • • • • • • • • • •	the calculating period.	0.076%	Above 100 mill EUR up to 200 mill EUR	
	(the percentage is annually and	0.070%	Above 200 mill EUR up to 300 mill EUR	
	the fee is calculated and charged	0.066%	Above 300 mill EUR up to 400 mill EUR	10. 2014
	monthly)	0.059%	Above 400 mill EUR up to 500 mill EUR	January 10, 2014
		0.055%	Above 500 mill EUR up to 600 mill EUR	
		0.053%	Above 600 mill EUR	
		0.081%	Up to 100 mill EUR	
		0.076%	Above 100 mill EUR up to 200 mill EUR	
		0.070%	Above 200 mill EUR up to 300 mill EUR	
		0.066%	Above 300 mill EUR up to 400 mill EUR	
		0.059%	Above 400 mill EUR up to 500 mill EUR	
		0.055%	Above 500 mill EUR up to 600 mill EUR	July 2, 2015
		0.053%	Above 600 mill EUR up to 700 mill EUR	
		0.046%	Above 700 mill EUR up to 800 mill EUR	
		0.040%	Above 800 mill EUR up to 900 mill EUR	
		0.035%	Above 900 mill EUR up to 1000 mill EUR	
		0.033%	Above 1000 mill EUR	
	Fee paid by KB First Company for		0.038%	Since October 3,
	managing mandatory and			2018
Sparcasse banka JSC Skopje as	voluntary pension funds JSC		0.036%	Since October
Custodian for KB First Open	Skopje, calculated as a percent of daily total amount of the		2019	
mandatory pension fund- Skopje ³	mandatory pension fund net-		Since October 2020	
экорје	mandatory pension fund net-			2020

³ Since 03.10.2018 Sparcasse Makedonija JSC Skopje is Custodian for KB First Open mandatory pension fund-Skopje. The fee after the 5-th year was subject of agreement between the two contracting parties

	assets. (the percentage is annually, using proportional method actual/365 and the fee is calculated and charged monthly) Fee paid by KB First Company for managing mandatory and voluntary pension funds JSC		0.032% 0.030% 0.024%	Since October 2021 Since October 2022 Since 3 October 2023
Sparcasse banka JSC Skopje as Custodian for KB First Open mandatory pension fund- Skopje ⁴	Skopje, calculated as a percent of daily total amount of the mandatory pension fund netassets.		0.022%	Since 3 October 2024 Since 3 October 2025
	(the percentage is annually, using proportional method actual/365 and the fee is calculated and charged monthly)	0.018%		Since 3 October 2026 Since 3 October 2027
	Fee paid by Joint Stock Company for managing mandatory and	0.084% 0.079% 0.074% 0.070% 0.064% 0.060% 0.058%	Up to 100 mill EUR Above 100 mill EUR up to 200 mill EUR Above 200 mill EUR up to 300 mill EUR Above 300 mill EUR up to 400 mill EUR Above 400 mill EUR up to 500 mill EUR Above 500 mill EUR up to 600 mill EUR Above 600 mill EUR	November 20, 2009
Komercijalna banka JSC Skopje as Custodian of Open mandatory pension fund Sava penziski fond ⁵	voluntary pension funds Sava penzisko drustvo JSC Skopje, calculated as a percent of daily total amount of the mandatory pension fund assets and the real number of days in the calculating period. (the percentage is annually and	0.092% 0.087% 0.081% 0.077% 0.070% 0.066% 0.064%	Up to 100 mill EUR Above 100 mill EUR up to 200 mill EUR Above 200 mill EUR up to 300 mill EUR Above 300 mill EUR up to 400 mill EUR Above 400 mill EUR up to 500 mill EUR Above 500 mill EUR up to 600 mill EUR Above 600 mill EUR	February 24, 2014

⁴ Since 03.10.2023 Sparcasse banka JSC Skopje is Custodian for KB First Open mandatory pension fund-Skopje. The fee after the 5-th year will be subject of agreement between the two contracting parties
⁵ Until 08.06.2018 the name of the pension fund was Open mandatory pension fund NLB penziski fond Skopje

monthly 0.087% Above 100 mill EUR up to 200 mill EUR		the fee is coloulated and shared	0.092%	Un to 100 m:11 EUD	
0.077%		the fee is calculated and charged		Up to 100 mill EUR	
0.070%		litoricity)			
Continue of the mandatory pension fund Sava penziski fond6 Continue of the mandatory pension fund Sava penziski fond6 Continue of the mandatory pension fund Sava penziski fond6 Continue of the mandatory pension fund Sava penziski fond6 Continue of the mandatory pension fund Sava penziski fond6 Continue of the mandatory pension fund Sava penziski fond6 Continue of the mandatory pension fund Sava penziski fond6 Continue of the mandatory pension fund Sava penziski fond6 Continue of the mandatory pension fund Sava penziski fond6 Continue of the mandatory pension fund Sava penziski fond6 Continue of the mandatory pension fund Sava penziski fond6 Continue of the mandatory pension fund Sava penziski fond6 Continue of the mandatory pension fund saves to the mandatory pension fund Sava penziski fond6 Continue of the mandatory pension fund Sava penziski fond6 Continue of the mandatory pension fund saves to the mandatory pension fund		I		~	
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Company Comp		I			
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Above 300 mill EUR up to 400 mill EUR		I	0.076%	Above 100 mill EUR up to 200 mill EUR	
Above 400 mill EUR up to 500 mill EUR January 25, 2018		I	0.070%	Above 200 mill EUR up to 300 mill EUR	
O.052% Above 500 mill EUR up to 600 mill EUR		I	0.066%	Above 300 mill EUR up to 400 mill EUR	
NLB banka JSC Skopje as Custodian of Open mandatory pension fund Sava penziski fond ⁶ NLB banka JSC Skopje as Custodian of Open mandatory pension fund Sava penziski fond ⁶ NLB banka JSC Skopje as Custodian of Open mandatory pension fund Sava penziski and the fee is calculated and at the fee is calculated and O.052% Above 500 mill EUR up to 800 mill EUR O.040% Above 800 mill EUR up to 1000 mill EUR O.055% Above 100 mill EUR up to 200 mill EUR O.055% Above 200 mill EUR up to 300 mill EUR O.040% Above 200 mill EUR up to 400 mill EUR O.040% Above 400 mill EUR up to 500 mill EUR O.037% Above 400 mill EUR up to 600 mill EUR O.037% Above 500 mill EUR up to 600 mill EUR O.037% Above 600 mill EUR up to 900 mill EUR O.037% Above 900 mill EUR O.055% Above 100 mill EUR O.055% Above 100 mill EUR up to 300 mill EUR O.055% Above 200 mill EUR up to 400 mill EUR O.040% Above 400 mill EUR up to 500 mill EUR O.037% Above 600 mill EUR up to 900 mill EUR O.037% Above 900 mill EUR O.055% Above 100 mill EUR O.055% Above 900 mill EUR O.055% Above 100 mill EUR O.055% Above 900 mill EUR O.055% Above 100 mill EUR O.055% Above 900 mill EUR O.055% Above 100 mill EUR O.055% Above 900 mill EUR O.055%		I	0.055%	Above 400 mill EUR up to 500 mill EUR	January 25, 2018
O.045% Above 700 mill EUR up to 800 mill EUR		I	0.052%	Above 500 mill EUR up to 600 mill EUR) and any 23, 2010
O.040% Above 800 mill EUR up to 900 mill EUR		I	0.049%	Above 600 mill EUR up to 700 mill EUR	
O.035% Above 900 mill EUR up to 1000 mill EUR		I	0.045%	Above 700 mill EUR up to 800 mill EUR	
Fee paid by Joint Stock Company for managing mandatory and voluntary pension funds Sava penziski fond6 Fee paid by Joint Stock Company for managing mandatory and voluntary pension funds Sava penzisko drustvo JSC Skopje, calculated as a percent of daily total amount of the mandatory pension fund assets. (the percentage is annually, using proportional method actual/365 and the fee is calculated and solution of the mandatory and voluntary pension fund sava penziski fond6 NLB banka JSC Skopje as Custodian of Open mandatory pension fund saves penziski fond6 Ree paid by Joint Stock Company for managing mandatory and voluntary pension funds Sava penzisko drustvo JSC Skopje, calculated as a percent of daily total amount of the mandatory pension fund assets. (the percentage is annually, using proportional method actual/365 and the fee is calculated and solution in the pencentage is annually and voluntary pension funds Sava penziski fond6 O.055% Above 300 mill EUR up to 400 mill EUR up to 500 mill EUR up to 500 mill EUR up to 600 mill EUR up to 600 mill EUR up to 600 mill EUR up to 800 mill EUR up to 900		I	0.040%	Above 800 mill EUR up to 900 mill EUR	
Fee paid by Joint Stock Company for managing mandatory and voluntary pension funds Sava pension fund seets. (the percentage is annually, using proportional method actual/365 and the fee is calculated and seed of the percentage is allowed as a percent of daily total amount of the mandatory pension fund assets. (the percentage is annually, using proportional method actual/365 and the fee is calculated and seed of the percentage is annually pension fund seed of the pension fund se		I	0.035%	Above 900 mill EUR up to 1000 mill EUR	
for managing mandatory and voluntary pension funds Sava penzisko drustvo JSC Skopje, calculated as a percent of daily total amount of the mandatory pension fund Sava pension fund Sava pension fund Sava penziski fond ⁶ NLB banka JSC Skopje as Custodian of Open mandatory pension fund Sava penziski fond ⁶ NLB banka JSC Skopje as Custodian of Open mandatory pension fund assets. (the percentage is annually, using proportional method actual/365 and the fee is calculated and on		I	0.033%	Above 1.000 mill EUR	
for managing mandatory and voluntary pension funds Sava penzisko drustvo JSC Skopje, calculated as a percent of daily total amount of the mandatory pension fund Sava pension fund Sava penziski fond ⁶ for managing mandatory and voluntary pension funds Sava penzisko drustvo JSC Skopje, calculated as a percent of daily total amount of the mandatory pension fund assets. (the percentage is annually, using proportional method actual/365 and the fee is calculated and on the fee i		Fee paid by Joint Stock Company	0.058%	Up to 100 mill EUR	
voluntary pension funds Sava penzisko drustvo JSC Skopje, calculated as a percent of daily total amount of the mandatory pension fund Sava penziski fond ⁶ voluntary pension funds Sava penzisko drustvo JSC Skopje, calculated as a percent of daily total amount of the mandatory pension fund assets. (the percentage is annually, using proportional method actual/365 and the fee is calculated and voluntary pension funds Sava penzisko drustvo JSC Skopje, calculated as a percent of daily total amount of the mandatory pension fund assets. (the percentage is annually, using proportional method actual/365 and the fee is calculated and voluntary pension funds Sava penzisko drustvo JSC Skopje, calculated as a percent of daily total amount of the mandatory pension fund assets. (the percentage is annually, using proportional method actual/365 and the fee is calculated and voluntary pension funds Sava penzisko drustvo JSC Skopje, calculated as a percent of daily total amount of the mandatory pension fund assets. (the percentage is annually, using proportional method actual/365 and the fee is calculated and voluntary pension funds Sava penzisko drustvo JSC Skopje, calculated as a percent of daily total amount of the mandatory pension fund assets. (the percentage is annually, using proportional method actual/365 and the fee is calculated and voluntary pension funds Sava penzisko drustvo JSC Skopje, Above 400 mill EUR up to 500 mill EUR up to 600 mill EUR up to 700 mill EUR up to 700 mill EUR up to 800 mill EUR up to 900 mill		- · ·	0.055%	Above 100 mill EUR up to 200 mill EUR	
NLB banka JSC Skopje as Custodian of Open mandatory pension fund Sava penziski fond ⁶ Calculated as a percent of daily total amount of the mandatory pension fund assets. (the percentage is annually, using proportional method actual/365 and the fee is calculated and Calculated as a percent of daily total amount of the mandatory pension fund assets. (the percentage is annually, using proportional method actual/365 and the fee is calculated and Calculated as a percent of daily total amount of the mandatory pension fund assets. (the percentage is annually, using proportional method actual/365 and the fee is calculated and Calculated as a percent of daily total amount of the mandatory pension fund assets. (the percentage is annually, using proportional method actual/365 and the fee is calculated and Calculated as a percent of daily total amount of the mandatory pension fund assets. (10.040% Above 400 mill EUR up to 500 mill EUR 0.037% Above 600 mill EUR up to 700 mill EUR 0.032% Above 700 mill EUR up to 900 mill EUR 0.029% Above 800 mill EUR up to 900 mill EUR		7 2	0.050%	Above 200 mill EUR up to 300 mill EUR	
NLB banka JSC Skopje as Custodian of Open mandatory pension fund Sava penziski fond ⁶ NLB banka JSC Skopje as Custodian of Open mandatory pension fund Sava penziski fond ⁶ total amount of the mandatory pension fund assets. (the percentage is annually, using proportional method actual/365 and the fee is calculated and 0.040% Above 400 mill EUR up to 500 mill EUR 0.037% Above 600 mill EUR up to 700 mill EUR 0.032% Above 700 mill EUR up to 800 mill EUR 0.032% Above 800 mill EUR up to 900 mill EUR 0.032% Above 800 mill EUR up to 900 mill EUR			0.048%	Above 300 mill EUR up to 400 mill EUR	A1:1 / 2010
Custodian of Open mandatory pension fund Sava penziski fond ⁶ pension fund assets. (the percentage is annually, using proportional method actual/365 and the fee is calculated and pension fund assets. (the percentage is annually, using proportional method actual/365 and the fee is calculated and pension fund assets. (the percentage is annually, using proportional method actual/365 and the fee is calculated and pension fund assets. (the percentage is annually, using proportional method actual/365 and the fee is calculated and pension fund assets.		-	0.040%	Above 400 mill EUR up to 500 mill EUR	Apiii 4, 2019
the percentage is annually, using proportional method actual/365 and the fee is calculated and (the percentage is annually, using proportional method actual/365 and the fee is calculated and (the percentage is annually, using proportional method actual/365 and the fee is calculated and (the percentage is annually, using proportional method actual/365 and the fee is calculated and (the percentage is annually, using proportional method actual/365 and the fee is calculated and (the percentage is annually, using proportional method actual/365 and the fee is calculated and (the percentage is annually, using proportional method actual/365 and the fee is calculated and (the percentage is annually, using proportional method actual/365 and the fee is calculated and (the percentage is annually, using proportional method actual/365 and the fee is calculated and (the percentage is annually, using proportional method actual/365 and the fee is calculated and (the percentage is annually, using proportional method actual/365 and the fee is calculated and (the percentage is annually, using proportional method actual/365 and the fee is calculated and (the percentage is annually, using proportional method actual/365 and the fee is calculated and (the percentage is annually, using proportional method actual/365 and the fee is calculated and (the percentage is annually, using proportional method actual/365 and the fee is calculated and (the percentage is annually, using proportional method actual/365 and the fee is calculated and (the percentage is annually, using proportional method actual/365 and the fee is calculated and (the percentage is annually, using proportional method actual/365 and the fee is calculated and (the percentage is annually, using proportional method actual/365 and the fee is calculated and (the percentage is annually, using proportional method actual/365 and the fee is calculated and (the percentage is annually actual method actual/365 and the percentage is annually actual method actual/365 and the percentage	NLB banka JSC Skopje as	•	0.037%	Above 500 mill EUR up to 600 mill EUR	
fond ⁶ proportional method actual/365 and the fee is calculated and proportional method actual/365 and the fee is calculated and one of the fee is calculated and on	Custodian of Open mandatory	÷	0.035%	Above 600 mill EUR up to 700 mill EUR	
fond ⁶ and the fee is calculated and 0.029% Above 800 mill EUR up to 900 mill EUR			0.032%	-	
· · · · · · · · · · · · · · · · · · ·	fond ⁶	,		*	
Chargea monenty/ U.U.2.3% ADOVE 300 HIII EUN UP to 1.000 HIII EUN		charged monthly)	0.025%	Above 900 mill EUR up to 1.000 mill EUR	

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⁶ Since 04.04.2019 NLB banka Skopje is Custodian for Open mandatory pension fund Sava penziski fond

		0.024%	Above 1.00	00 mill EUR		
	Fee paid by Joint Stock Company	0.050%		mill EUR		
	for managing mandatory and	0.041%	Above 50 mill EUF	R up to 100 mill EUR		
V 1 1 1 100	voluntary pension funds	0.038%	Above 100 mill EUR up to 200 mill EUR			
Komercijalna banka JSC Skopje as Custodian of Triglav	TRIGLAV PENZISKO DRUSTVO JSC Skopje, calculated as a	0.035%	Above 200 mill EU	R up to 300 mill EUR		
Open mandatory pension fund	percent of daily total amount of	0.033%	Above 300 mill EUI	R up to 400 mill EUR		
- Skopje	the mandatory pension fund	0.028%	Above 400 mill EUR up to 500 mill EUR		April 4, 2019	
	assets.	0.026%	Above 500 mill EUI	R up to 600 mill EUR	F ,	
	(the percentage is annually, using	0.025%	Above 600 mill EU	R up to 700 mill EUR		
	real number of days in the	0.023%	Above 700 mill EUI	R up to 800 mill EUR		
	calculating period in relation to	0.020%	Above 800 mill EUR up to 900 mill EUR			
	actual number of days - actual/actual and the fee is	0.018%	Above 900 mill EUR up to 1.000 mill EUR			
	calculated and charged monthly)	0.017% Above 1.00		00 mill EUR		
			0.6%	Since beginning of t	he system (2006)	
	Fee charged from Pension Companies, calculated as percent of contributions paid in the mandatory pension funds)		Since Jun	• ' '	
Pension and Disability		0.2%		Since January 2010		
Insurance Fund (PDIF)		0.1%		Since Janua	Since January 2011	
			0.0% Since June		e 2013	
		0,1%		Since January 2019		
	Fee charged from Pension	1.5% From Janua		ry 2006		
Agency for Supervision of	Companies, calculated as percent		1.0%	From Janua	·	
Fully Funded Pension	of contributions paid in the mandatory pension funds	0.8% From Janua		nry 2010		
Insurance (MAPAS)			0.7% From January		· ·	