## FEES SECOND PILLAR

Institution	Type of Fee	Amount	Implementation Date	
Pension companies	Type of Tee		TAN PROTECTION OF DATE	
•		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	
		5.50%	Since January 2010	
Joint stock company for		4.50%	Since January 2011	
managing mandatory and	Fee on contributions	4.00%	Since January 2012	
voluntary pension funds Sava		3.750%	Since June 2013	
penzisko drustvo JSC Skopje <sup>1</sup>		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	
		1.70%	Since January 2025	
	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	

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<sup>&</sup>lt;sup>1</sup> 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

voluntary pension funds JSC		0.040%	Since January 2015
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
		1.70%	Since January 2025
	Transfer Fo		
	Number of days ≤720	15 EUR	
	Number of days > 720	No fee	
	Fee on assets	0.030%	Since April 2019
Joint stock company for	(on monthly level)		
managing mandatory and		2.25%	Since April 2019
voluntary pension funds	Fee on contributions	2.00%	Since January 2020
TRIGLAV PENZISKO		1.90%	Since January 2023
DRUSTVO JSC Skopje <sup>2</sup>		1.80%	Since January 2024
		1.70%	Since January 2025
	Transfer F	ee	
	Number of days ≤720	15 EUR	

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 $<sup>^2</sup>$  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

	Number of days > 720		No fee			
Custodians						
	Fee paid by KB First Company for managing mandatory and voluntary pension funds JSC	0.074%	Up to 100	mill EUR		
		0.069%	Above 100 mill EUR	up to 200 mill EUR		
		0.064%	Above 200 mill EUR	up to 300 mill EUR	October 10, 2009	
		0.060%	Above 300 mill EUR	up to 400 mill EUR		
		0.054%	Above 400 mill EUR	up to 500 mill EUR		
		0.050%	Above 500 mill EUR	up to 600 mill EUR	]	
	Skopje, calculated as a percent of daily total amount of the	0.048%	Above 600 mill EUR			
	mandatory pension fund assets	0.081%	Up to 100 mill EUR			
NLB Banka JSC Skopje as	and the real number of days in	0.076%	Above 100 mill EUR	up to 200 mill EUR		
Custodian for KB First Open	the calculating period.	0.070%	Above 200 mill EUR	up to 300 mill EUR		
mandatory pension fund-Skopje	(the percentage is annually and	0.066%	Above 300 mill EUR	t up to 400 mill EUR	January 10, 2014	
	the fee is calculated and charged monthly)	0.059%	Above 400 mill EUR	up to 500 mill EUR		
		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	July 2, 2015	
		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	t up to 600 mill EUR		
		0.053%	Above 600 mill EUR	Rup to 700 mill EUR		
		0.046%	Above 700 mill EUR	up to 800 mill EUR		
		0.040%	Above 800 mill EUR	t up to 900 mill EUR		
		0.035%	Above 900 mill EUR	up to 1000 mill EUR		
		0.033%	Above 100	0 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	f   20				

mandatory pension fund-	daily total amount of the		0.034%	Since October	
Skopje <sup>3</sup>	mandatory pension fund net-			2020	
	assets.	0.032%		Since October	
	(the percentage is annually, using			2021	
	proportional method actual/365		0.030%	Since October	
	and the fee is calculated and			2022	
	charged monthly)				
	Fee paid by KB First Company for		0.024%	Since 3 October	
	managing mandatory and			2023	
	voluntary pension funds JSC		0.022%	Since 3 October	
Sparcasse banka JSC Skopje as	Skopje, calculated as a percent of daily total amount of the			2024	
Custodian for KB First Open mandatory pension fund-	mandatory pension fund net-		0.020%	Since 3 October	
Skopje <sup>4</sup>	assets.			2025	
<b>Вкорјс</b>	(the percentage is annually, using		0.018%	Since 3 October	
	proportional method actual/365			2026	
	and the fee is calculated and		0.016%	Since 3 October	
	charged monthly)			2027	
		0.084%	Up to 100 mill EUR		
		0.079%	Above 100 mill EUR up to 200 mill EUR		
		0.074%	Above 200 mill EUR up to 300 mill EUR	] ,, , ,	
		0.070%	Above 300 mill EUR up to 400 mill EUR	November 20, 2009	
		0.064%	Above 400 mill EUR up to 500 mill EUR	2009	
	Fee paid by Joint Stock Company	0.060%	Above 500 mill EUR up to 600 mill EUR		
	for managing mandatory and	0.058%	Above 600 mill EUR		
Komercijalna banka JSC	voluntary pension funds Sava	0.092%	Up to 100 mill EUR		
Skopje as Custodian of Open	penzisko drustvo JSC Skopje,	0.087%	Above 100 mill EUR up to 200 mill EUR		
mandatory pension fund Sava	calculated as a percent of daily	0.081%	Above 200 mill EUR up to 300 mill EUR	]	
penziski fond <sup>5</sup>	total amount of the mandatory	0.077%	Above 300 mill EUR up to 400 mill EUR	]	

<sup>&</sup>lt;sup>3</sup> 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

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

	1.1 1	0.0700	A1	E 1 2/	
	pension fund assets and the real	0.070%	Above 400 mill EUR up to 500 mill EUR	February 24, 2014	
	number of days in the calculating period.	0.066%	Above 500 mill EUR up to 600 mill EUR	2014	
	(the percentage is annually and	0.064%	Above 600 mill EUR		
	the fee is calculated and charged	0.092%	Up to 100 mill EUR		
	monthly)	0.087%	Above 100 mill EUR up to 200 mill EUR		
	•	0.077%	Above 200 mill EUR up to 300 mill EUR		
		0.070%	Above 300 mill EUR up to 400 mill EUR		
		0.064%	Above 400 mill EUR up to 500 mill EUR	July 21, 2015	
		0.060%	Above 500 mill EUR up to 600 mill EUR	July 21, 2013	
		0.053%	Above 600 mill EUR up to 700 mill EUR		
		0.046%	Above 700 mill EUR up to 800 mill EUR		
		0.042%	Above 800 mill EUR up to 900 mill EUR		
		0.034%	Above 900 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		
		0.055%	Above 400 mill EUR up to 500 mill EUR	January 25, 2018	
		0.052%	Above 500 mill EUR up to 600 mill EUR	January 25, 2010	
		0.049%	Above 600 mill EUR up to 700 mill EUR		
		0.045%	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 1.000 mill EUR		
	Foo paid by Joint Stook Commons	0.058%	Up to 100 mill EUR		
	Fee paid by Joint Stock Company for managing mandatory and	0.055%	Above 100 mill EUR up to 200 mill EUR		
	voluntary pension funds Sava	0.050%	Above 200 mill EUR up to 300 mill EUR		
	penzisko drustvo JSC Skopje,	0.048%	Above 300 mill EUR up to 400 mill EUR	4 111 ( 2010	
NLB banka JSC Skopje as	calculated as a percent of daily	0.040%	Above 400 mill EUR up to 500 mill EUR	Aplil 4, 2019	
Custodian of Open mandatory	total amount of the mandatory	0.037%	Above 500 mill EUR up to 600 mill EUR		
pension fund Sava penziski	pension fund assets.	0.035%	Above 600 mill EUR up to 700 mill EUR		
			r		

fond <sup>6</sup>	(the percentage is annually using	0.032%	Above 700:11 FIII	Dup to 900 m:11 FIID	
Iona	(the percentage is annually, using proportional method actual/365			R up to 800 mill EUR	
	and the fee is calculated and	0.029%	Above 800 mill EUR up to 900 mill EUR		
	charged monthly)		Above 900 mill EUR up to 1.000 mill EUR		
	charged monthly)	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	
	voluntary pension funds	0.038%	Above 100 mill EUR up to 200 mill EUR		
Komercijalna banka JSC	TRIGLAV PENZISKO DRUSTVO	0.035%	Above 200 mill EUR up to 300 mill EUR		
Skopje as Custodian of Triglav Open mandatory pension fund	JSC Skopje, calculated as a	0.033%	Above 300 mill EUR up to 400 mill EUR		
- Skopje	percent of daily total amount of the mandatory pension fund	0.028%	Above 400 mill EU	R up to 500 mill EUR	April 4, 2019
Экорје	assets.	0.026%		R up to 600 mill EUR	April 4, 2019
	(the percentage is annually, using	0.025%		R up to 700 mill EUR	
	real number of days in the calculating period in relation to actual number of days -	0.023%	Above 700 mill EUR up to 800 mill EUR Above 800 mill EUR up to 900 mill EUR		
		0.020%			
		0.020%	Above 900 mill EUR up to 1.000 mill EUR		
	actual/actual and the fee is	0.017%		00 mill EUR	
	calculated and charged monthly)	0.017%   Above 1.00		JU IIIIII EUK	
		<u> </u>			
			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	0.5%		Since June 2007	
Pension and Disability			0.2%	Since January 2010	
Insurance Fund (PDIF)		0.1%		Since January 2011	
		0.0%		Since June 2013	
			0,1%		Since January 2019
				January and	
			1.50	T. T	2007
Agangy for Sunamisian -f	Fee charged from Pension	1.5%		From January 2006	
Agency for Supervision of Fully Funded Pension	Companies, calculated as percent of contributions paid in the		1.0%	From Janua	*
Insurance (MAPAS)	mandatory pension funds		0.8% From Janua		•
mourance (MAFA3)	manuatory pension funds		0.7% From Janua		ry 2023

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