

FEES SECOND PILLAR

| Institution | Type of Fee | Amount | Implementation Date |
|--|-------------------------------------|--------|--------------------------------------|
| Pension companies | | | |
| Joint stock company for managing mandatory and voluntary pension funds Sava penzisko drustvo JSC Skopje ¹ | Fee on assets (on monthly level) | 0.050% | Since beginning of the system (2006) |
| | | 0.045% | Since June 2013 |
| | | 0.040% | Since January 2015 |
| | | 0.035% | Since January 2017 |
| | | 0.030% | Since January 2019 |
| | Fee on contributions | 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 |
| | | 4.50% | Since January 2011 |
| | | 4.00% | Since January 2012 |
| | | 3.750% | 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 Fee | | |
| | Number of days ≤720 | 15 EUR | |
| | Number of days > 720 | No fee | |
| KB First company for managing mandatory and | Fee on assets (on monthly level) | 0.050% | Since beginning of the system (2006) |
| | | 0.045% | Since June 2013 |
| | | 0.040% | Since January 2015 |

¹ Until 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

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|---|-------------------------------------|--------|--------------------------------------|
| voluntary pension funds JSC Skopje | Fee on contributions | 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 |
| | | 6.80% | 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 Fee | | |
| | Number of days ≤720 | 15 EUR | |
| | Number of days > 720 | No fee | |
| Joint stock company for managing mandatory and voluntary pension funds TRIGLAV PENZISKO DRUSTVO JSC Skopje ² | Fee on assets (on monthly level) | 0.030% | Since April 2019 |
| | Fee on contributions | 2.25% | Since April 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 | |

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

| Custodians | | | | |
|---|--|--------|---------------------------------------|--------------------------|
| NLB Banka JSC Skopje as Custodian for KB First Open mandatory pension fund-Skopje | Fee paid by KB First Company for managing mandatory and voluntary pension funds 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 the fee is calculated and charged monthly) | 0.074% | Up to 100 mill EUR | October 10, 2009 |
| | | 0.069% | Above 100 mill EUR up to 200 mill EUR | |
| | | 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 | |
| | | 0.050% | Above 500 mill EUR up to 600 mill EUR | |
| | | 0.048% | Above 600 mill EUR | |
| | | 0.081% | Up to 100 mill EUR | January 10, 2014 |
| | | 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 | |
| | | 0.053% | Above 600 mill EUR | |
| | | 0.081% | Up to 100 mill EUR | July 2, 2015 |
| | | 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 | |
| | | 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 | | | |
| Sparcasse banka JSC Skopje as Custodian for KB First Open | Fee paid by KB First Company for managing mandatory and voluntary pension funds JSC Skopje, calculated as a percent of | 0.038% | | Since October 3, 2018 |
| | | 0.036% | | Since October 2019 |

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

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

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

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|--|--|--------|--|-------------------|
| | pension fund assets and the real number of days in the calculating period. (the percentage is annually and the fee is calculated and charged monthly) | 0.070% | Above 400 mill EUR up to 500 mill EUR | February 24, 2014 |
| | | 0.066% | Above 500 mill EUR up to 600 mill EUR | |
| | | 0.064% | Above 600 mill EUR | |
| | | 0.092% | Up to 100 mill EUR | July 21, 2015 |
| | | 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 | |
| | | 0.060% | Above 500 mill EUR up to 600 mill EUR | |
| | | 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 | January 25, 2018 |
| | | 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 | |
| | | 0.052% | Above 500 mill EUR up to 600 mill EUR | |
| | | 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 | |
| NLB banka JSC Skopje as Custodian of Open mandatory pension fund Sava penziski | 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. | 0.058% | Up to 100 mill EUR | Aplil 4, 2019 |
| | | 0.055% | Above 100 mill EUR up to 200 mill EUR | |
| | | 0.050% | Above 200 mill EUR up to 300 mill EUR | |
| | | 0.048% | Above 300 mill EUR up to 400 mill EUR | |
| | | 0.040% | Above 400 mill EUR up to 500 mill EUR | |
| | | 0.037% | Above 500 mill EUR up to 600 mill EUR | |
| | | 0.035% | Above 600 mill EUR up to 700 mill EUR | |

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|---|--|--------|---|---------------|
| fond ⁶ | (the percentage is annually, using proportional method actual/365 and the fee is calculated and charged monthly) | 0.032% | Above 700 mill EUR up to 800 mill EUR | |
| | | 0.029% | Above 800 mill EUR up to 900 mill EUR | |
| | | 0.025% | Above 900 mill EUR up to 1.000 mill EUR | |
| | | 0.024% | Above 1.000 mill EUR | |
| | | | | |
| Komercijalna banka JSC Skopje as Custodian of Triglav Open mandatory pension fund - Skopje | Fee paid by Joint Stock Company for managing mandatory and voluntary pension funds TRIGLAV PENZISKO DRUSTVO JSC Skopje, calculated as a percent of daily total amount of the mandatory pension fund assets. (the percentage is annually, using real number of days in the calculating period in relation to actual number of days - actual/actual and the fee is calculated and charged monthly) | 0.050% | Up to 50 mill EUR | April 4, 2019 |
| | | 0.041% | Above 50 mill EUR up to 100 mill EUR | |
| | | 0.038% | Above 100 mill EUR up to 200 mill EUR | |
| | | 0.035% | Above 200 mill EUR up to 300 mill EUR | |
| | | 0.033% | Above 300 mill EUR up to 400 mill EUR | |
| | | 0.028% | Above 400 mill EUR up to 500 mill EUR | |
| | | 0.026% | Above 500 mill EUR up to 600 mill EUR | |
| | | 0.025% | Above 600 mill EUR up to 700 mill EUR | |
| | | 0.023% | Above 700 mill EUR up to 800 mill EUR | |
| | | 0.020% | Above 800 mill EUR up to 900 mill EUR | |
| | | 0.018% | Above 900 mill EUR up to 1.000 mill EUR | |
| | | 0.017% | Above 1.000 mill EUR | |
| | | | | |
| Pension and Disability Insurance Fund (PDIF) | Fee charged from Pension Companies, calculated as percent of contributions paid in the mandatory pension funds | 0.6% | Since beginning of the system (2006) | |
| | | 0.5% | Since June 2007 | |
| | | 0.2% | Since January 2010 | |
| | | 0.1% | Since January 2011 | |
| | | 0.0% | Since June 2013 | |
| | | 0,1% | Since January 2019 | |
| | | | | |
| Agency for Supervision of Fully Funded Pension Insurance (MAPAS) | Fee charged from Pension Companies, calculated as percent of contributions paid in the mandatory pension funds | 1.5% | Since January 2006 | |
| | | 1.0% | Since January 2008 | |
| | | 0.8% | Since January 2010 | |
| | | 0.7% | Since January 2023 | |
| | | 0.6% | Since 2 December 2025 | |

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