

UBS (UK) Pension and Life Assurance Scheme – DB Section

Manager Fee Details – March 2024

Manager	Manager Fees % p.a.	
UBS AM – Climate Aware and Climate Aware GBP Hedged	On the first £10m:	0.1804%
	On the next £90m	0.0646%
	On the balance:	0.0429%
	An additional fee in respect of currency hedged units will be levied as follows:	
	On the first £50m:	0.0425%
	On the balance:	0.0170%
BlackRock – Synthetic Equity	On the first £250m of exposure	0.04%
	On the balance:	0.03%
	Plus an additional fee of 0.07% per annum applicable to cash invested into the Institutional Sterling Liquidity Fund	
RLAM – Buy and Maintain	On the first £75m:	0.170%
	On the balance:	0.125%
BlackRock – Buy and Maintain	On the first £250m	0.10%
	On the balance:	0.08%
Insight – Buy and Maintain	On the first £100m	0.12%
	On the balance:	0.09%
Macquarie – Infrastructure Debt	Upfront one off fee (on invested capital) of:	0.50%
	Plus an additional fee of 0.4275% p.a. applicable to assets under management	
Ares – Secured Finance	Fixed Fee of:	0.55%
Insight – Secured Finance	Fixed Fee of:	0.50%
	Base Fee of:	0.52%
M&G – Secured Finance ⁽¹⁾	Average estimated fee 0.65%-0.75% p.a. on fully invested portfolio (ex-performance fees)	
BlackRock – Liability Driven Investments	Fixed Fee of:	0.03% ²
	Plus an additional fee of 0.07% per annum applicable to cash invested into the Institutional Sterling Liquidity Fund	
M&G – Property	Fixed Fee of	0.44% ⁽³⁾
Columbia Threadneedle – Property	Fixed Fee of:	0.70%
Patrizia – Recovery Property Value 2 ⁽⁴⁾	Base Fee of:	1.00%
	Plus a performance fee as detailed below.	
Northern Trust – Cash	Fixed Fee of	0.15%

(1) Effective fee is based on the underlying assets in the fund. Funds or asset classes could be added to the M&G Secured Finance and are calculated according. Fees are passed directly through the fund with no additional

charge for asset allocation. Fees charged by the M&G collective investment scheme and M&G debt issuance vehicles are not expected to exceed 2% p.a. overall.

- (2) For the LDI portfolio, this fee is charged on the present value of liabilities hedged.
- (3) The M&G fund is now in liquidation (as of September 2021) and as such the standard fee of 0.55% p.a. has been reduced by 20% for all investors. In addition, the Scheme is eligible to an annual fee rebate provided that no units are sold by the Trustee over each rolling 12 month period. In the event that no units are sold by the Trustee the rebate will be such that the effective annual fee reduces to 0.34%. The rebate will be paid in cash in arrears, where applicable. For the period from 1 July 2021 to 31 January 2022 a further 0.1% rebate was agreed, reducing the fee for this period to 0.24%, assuming no units are redeemed by the Trustee.
- (4) Total annual fees payable to Patrizia for Value 2 at fund level are paid quarterly based on the greater of £250,000 or 0.25% of adjusted net asset value of the Fund. In either case, the DB section's share of this fee is based on the value of the initial commitment to the fund (8.08% of the total).

Patrizia performance fee (Value 2):

The performance related fee component, known as carried interest, is calculated on the following basis:

- 20% above a LP (*Limited Partners*) Internal Rate of Return (IRR) of 9% p.a. and 30% above a LP IRR of 11% p.a., subject to LP IRR aggregate distributions of Carried Interest not exceeding 25% of the surplus returns.
- The payment of Carried Interest at 30% is subject to the LP IRR being equal to or exceeding the IPD Quarterly Universe by more than 100 basis points.
- If LP IRR exceeds the IPD Quarterly Universe but by less than 100 basis points, the Carried Interest shall be calculated at 20%. If the LP IRR is less than the IPD Quarterly Universe, then Carried Interest shall be calculated at 20% and shall be reduced on a pro rata basis such that for every 1% by which the LP IRR is less than the IPD Quarterly Universe the Carried Interest is reduced by 3 1/3 percent on a linear basis (of the 20% Carried Interest), so that if the LP IRR is more than 30% lower than the IPD Quarterly Universe, no Carried Interest is payable.