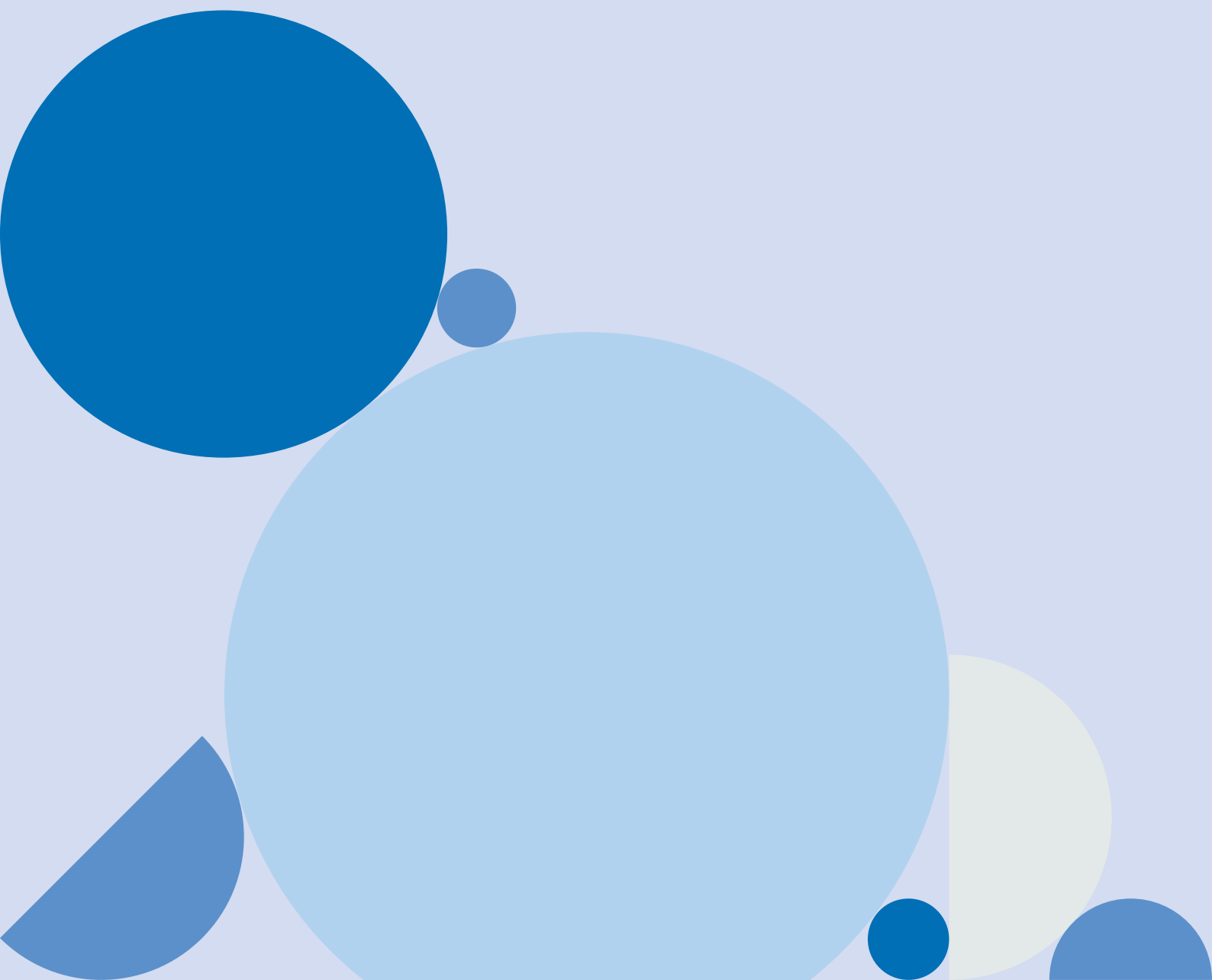


Zurich Master Trust

Executive Pension Charging Structures (Non-AVC and AVC)



Charging structures for individual business available under the Zurich Master Trust

Option 1:	Allocation Rate of 100.0% and Base AMC 1.00%
Option 2:	Allocation Rate of 100.0% and Base AMC 0.85%
Option 3:	Allocation Rate of 100.0% and Base AMC 0.75%
Option 4:	Allocation Rate of 100% and Base AMC 0.60%
Other:	Allocation Rate of 99.0% and Base AMC of 1.00%

Please note:

- Key features are included in the appendix.
- Please contact your Zurich Life Broker Consultant for commission terms on cases where the customers have previously held a Zurich Life policy of the same product type.
- The charging structure applying for regular and single contributions to the trust must be consistent for each member. E.G if 100% allocation and 1.0% AMC applies on regular contributions, then 100% allocation and 1.0% AMC must apply on all single contributions also. Transfers receive 100% allocation in all instances. In this example the transfer would then receive an AMC of 1.0%.
- Indemnity commission options are only available where indemnity has been granted.

Option 1 - 100% allocation, 1.0% base AMC

Single Contributions

Min Term	Min Contribution	Commission	0% trail	0.25% trail	0.50% trail
10+ years	€15k	4.0% (4 yr earnings)	RA201 ZSBX	RA202 ZSBY	RA207 ZSB3
5+ years	€15k	3.0% (3 yr earnings)	RA203 ZSBZ	RA204 ZSB0	RA208 ZSB4
2+ years	€5k	1.0% (1 yr earnings)	RA205 ZSB1	RA206 ZSB2	RA209 ZSB5

Single Contributions – transfer structures

Min Term	Min Contribution	Commission	0% trail	0.25% trail	0.50% trail
10+ years	€15k	4.0% (4 yr earnings)	RA210 ZSB6	RA211 ZSB7	RA216 ZSCC
5+ years	€15k	3.0% (3 yr earnings)	RA212 ZSB8	RA213 ZSB9	RA217 ZSCD
2+ years	€5k	1.0% (1 yr earnings)	RA214 ZSCA	RA215 ZSCB	RA218 ZSCE

Regular Contributions – Initial Commission

Min Term	Max Initial Commission	Renewal	Policy Fee	Trail	Standard Code	Indemnity Code
5+ years	17.50%	0.00%	€3	0.00%	RA185 WRG5	RA186 WRG6
5+ years	17.50%	0.00%	€3	0.25%	RA187 WRG7	RA188 WRG8
5+ years	17.50%	0.00%	€3	0.50%	RA193 WRHD	RA194 WRHE

- AMC = 1.00% + trail.
- Initial Commission multiplier is 1.50%. Commission term to lower of age 68 next and NRA
- For terms under 2 years please contact your Broker Consultant

Regular Contributions – Bullet Commissions – 1.25% Base AMC

Min Term	Max Initial Commission	10% Bullets	Policy Fee	Trail	Standard Code	Indemnity Code
10+ years Max age 50 next	10.0%	Years 3/5/7	€3	0.00%	RC522 XRE6	RC523 XRE7
10+ years Max age 50 next	10.0%	Years 3/5/7	€3	0.25%	RC526 XRFA	RC527 XRFB

Bullet Commission Structures

- Max premium is €2,500 per month. Monthly Direct Debit only.
- Max age at entry of age 50 next applies for Bullet Commission Options. Minimum Term to NRA of 10 years.
- Bullet Commission Options. AMC = 1.25% + trail.
- Bullet Commission multiplier 1.00%. Commission term to lower of age 68 and NRA.
- Where bullet commission is chosen any corresponding SP structure must have a consistent AMC

Option 2 – 100% allocation, 0.85% base AMC

Single Contributions

Min Term	Min Contribution	Commission	0% trail	0.15% trail	0.40% trail
10+ years	€15k	3.0% (4 yr earnings)	RA269 ZSCF	RA270 ZSCG	RA271 ZSCH
5+ years	€15k	2.0% (3 yr earnings)	RA273 ZSCJ	RA274 ZSCK	RA275 ZSCL
2+ years	€5k	0.0%	RA277 ZSCN	RA278 ZSCP	RA279 ZSCQ

Single Contributions – transfer structures

Min Term	Min Contribution	Commission	0% trail	0.15% trail	0.40% trail
10+ years	€15k	3.0% (4 yr earnings)	RA287 ZSCY	RA288 ZSCZ	RA289 ZSC0
5+ years	€15k	2.0% (3 yr earnings)	RA291 ZSC2	RA292 ZSC3	RA293 ZSC4
2+ years	€5k	0.0%	RA295 ZSC6	RA296 ZSC7	RA297 ZSC8

Regular Contributions – Initial Commission

Min Term	Max Initial Commission	Renewal	Policy Fee	Trail	Standard Code	Indemnity Code
5+ years	10.0%	0.00%	€3	0.00%	RA225 WRHL	RA226 WRHM
5+ years	10.0%	0.00%	€3	0.15%	RA227 WRHN	RA228 WRHP
5+ years	10.0%	0.00%	€3	0.40%	RA229 WRHQ	RA230 WRHR

- AMC = 0.85% + trail.
- Initial Commission multiplier is 1.00%. Commission term to lower of age 68 next and NRA.
- For terms under 2 years please contact your Broker Consultant.

Option 3 – 100% allocation, 0.75% base AMC

Single Contributions

Min Term	Min Contribution	Commission	0% trail	0.25% trail	0.50% trail
3+ years	€15k	2.0% (3 yr earnings)	RA032 YSZQ	RA033 YSZR	RA034 YSZS
1+ month	€5k	0.0%	RA035 YSZT	RA036 YSZU	RA037 YSZV

Single Contributions – transfer structures

Min Term	Min Contribution	Commission	0% trail	0.25% trail	0.50% trail
3+ years	€15k	2.0% (3 yr earnings)	RA038 YSZW	RA039 YSZX	RA040 YSZY
1+ month	€5k	0.0%	RA041 YSZZ	RA042 YSZO	RA043 YSZ1

Regular Contributions – Initial Commission

Min Term	Max Initial Commission	Renewal	Policy Fee	Trail	Standard Code
1 month	0.0%	0.00%	€3	0.00%	RA050 WRE4
1 month	0.0%	0.00%	€3	0.25%	RA051 WRE5
1 month	0.0%	0.00%	€3	0.50%	RA052 WRE6

- AMC = 0.75% + trail.

Option 4 – 100% allocation, 0.60% base AMC

Single Contributions

Trail Option	Commission	Min Term	Min Contribution	New Business Code	Transfer Code
0.0% Trail	2.0% (4 yr earnings)	10+ years	€100k	RC417 A382	RC444 A445
0.15% Trail	2.0% (4 yr earnings)	10+ years	€100k	RC418 A383	RC445 A446
0.25% Trail	2.0% (4 yr earnings)	10+ years	€100k	RC419 A384	RC446 A447
0.40% Trail	2.0% (4 yr earnings)	10+ years	€100k	RC422 A387	RC449 A450
0.65% Trail	2.0% (4 yr earnings)	10+ years	€100k	RC424 A389	RC451 A452
0.90% Trail	2.0% (4 yr earnings)	10+ years	€100k	RC425 A390	RC452 A453

Regular Contributions – Initial Commission

Trail Option	Max Initial Commission	Renewal	Min Term	Min Contribution	Policy Fee	New Business Code
0.0% Trail	0.0%	0.0%	10+ years	€1k / month	€3.00	RC506 XREQ
0.15% Trail	0.0%	0.0%	10+ years	€1k / month	€3.00	RC507 XRER
0.25% Trail	0.0%	0.0%	10+ years	€1k / month	€3.00	RC508 XRES
0.40% Trail	0.0%	0.0%	10+ years	€1k / month	€3.00	RC509 XRET
0.65% Trail	0.0%	0.0%	10+ years	€1k / month	€3.00	RC510 XREU
0.90% Trail	0.0%	0.0%	10+ years	€1k / month	€3.00	RC511 XREV

- AMC = 0.60% + trail
- For terms under 10 years please contact your Broker Consultant

Other structures – 99.0% allocation, 1.0% base AMC

Single Contributions

Min Term	Min Contribution	Commission	0% trail	0.25% trail
10+ years	€15k	5.0% (4 yr earnings)	RA195 ZSBR	RA196 ZSBS
5+ years	€15k	4.0% (3 yr earnings)	RA197 ZSBT	RA198 ZSBU
2+ years	€5k	2.0% (2 yr earnings)	RA199 ZSBV	RA200 ZSBW

Single Contributions – transfer structures

Min Term	Min Contribution	Commission	0% trail	0.25% trail
10+ years	€15k	4.0% (4 yr earnings)	RA210 ZSB6	RA211 ZSB7
5+ years	€15k	3.0% (3 yr earnings)	RA212 ZSB8	RA213 ZSB9
2+ years	€5k	1.0% (1 yr earnings)	RA214 ZSCA	RA215 ZSCB

Regular Contributions – Initial Commission

Min Term	Max Initial Commission	Renewal	Policy Fee	Trail	Standard Code	Indemnity Code
5+ years	22.50%	0.00%	€3	0.00%	RA189 WRG9	RA190 WRHA
5+ years	22.50%	0.00%	€3	0.25%	RA191 WRHB	RA192 WRHC

- AMC = 1.0% + trailer.
- Initial Commission multiplier is 1.50%. Commission term to lower of age 68 next and NRA.
- For terms under 2 years please contact your Broker Consultant.
- Transfer structures have 100.0% allocation. Other structures remain at 99.0%.

Warning: The value of your investment may go down as well as up.
Warning: Past performance is not a reliable guide to future performance.
Warning: This product/service may be affected by changes in currency exchange rates.
Warning: If you invest in this product you may lose some or all of the money you invest.

Appendix: Technical Key Features

Payment frequency	Regular and single contributions Regular contributions must be monthly; annual payments are accepted for 20% Directors only
Regular contribution	€250 - €5,000 per month €3,000 - €50,000 per annum
Bullet commission	Monthly contributions only €250 - €2,500 per month
Single contributions	€5,000 for individual single contribution €500 for any additional contributions to a regular or single contribution contract
Minimum age at entry	19 next birthday
Maximum age at entry	70 next birthday
Minimum NRA	60
Maximum NRA	70
Death benefit	Bid value of the units held at the date of notification of death
Automatic increases	At each policy anniversary date, the contribution is increased by the annual percentage increase in the Consumer Price Index or any such higher rate as Zurich Life may offer.
Fund choice	See the Master Trust fund guide. Additional fund charges can apply.

Charging Structure: Key Features

Bid offer spread	None
Allocation (regular & single contributions)	See previous pages. The charging structure applying for regular and single contributions to the trust must be consistent for each member. Transfers always receive a 100.0% allocation rate
Regular contribution initial commission	Initial commission is calculated using the outstanding term to age 68 next birthday (or to normal retirement age (NRA) + 1 year, if this is lower). Initial commission is paid on contribution increases. 5 years earnings period applies to all payments on the bullet commission option. 4 years clawback applies to all other initial commission options. Clawback applies on surrender or contribution reduction/cessation during the earnings period.
Renewal commission	Only available on option 1 – Bullet commission
Single contribution commission	See previous pages for commission rates and earnings period. Terms for single contribution commissions are to age 68 next birthday (or NRA + 1 year, if this is lower). Clawback applies on surrender during the earnings period.
Trail commission	See previous pages.
Policy fee	€3.00 p.m. on regular contribution business. Does not apply to AVCs
Pensions Authority fee	€6 per annum – Correct as of August 2025
Early surrender penalties	Do not apply
Annual management charge (AMC)	See previous pages. AMC is Base AMC + trail, where applicable. Additional fund charges may apply.
Switch fees	Four free switches per policy year, €20 per switch thereafter

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