

Bic UK Pension Scheme

Investment Manager Arrangement Summary

Fee agreements

The fee arrangements charged for each of the investments within the Mobius investment platform (including the platform fee) are summarised below.

Fund	Fees (annual management charge)
BNY Mellon	
Real Return Fund	0.70% p.a.
LGIM	
Core Plus Fund	0.40% p.a.
Over 5 Year Index-Linked Gilts Index Fund	0.0875% p.a.
Over 15 Year Gilts Index Fund	0.0875% p.a.
Diversified Fund	0.33% p.a.

In addition to the annual management charges outlined above the Trustees will also incur additional fund expenditure (custody, legal fees, audit fees etc.) in the course of investing in the above funds.

The Trustees have appointed Barnett Waddingham LLP to advise on investment matters. Barnett Waddingham is normally remunerated on a time cost basis.