



Fees Applicable to the Voluntary Retirement Savings Plan (VRSP)

as at March 9, 2021

Annual management fees¹ applicable to the **Simplicity Retirement Solution (conservative path): 1.25% taxes included**

Annual management fees applicable to the other investment options

Investment Funds	Manager	Fees before taxes	Fees after taxes
NBI Bond Fund	Fiera Capital	1.30%	1.50%
NBI Canadian Equity Fund	Jarislowky Fraser	1.30%	1.50%
NBI U.S. Equity Index Fund	National Bank Trust	1.30%	1.50%
NBI International Equity Index Fund	National Bank Trust	1.30%	1.50%

No management fee is applicable to the NBI Altamira CashPerformer® Account .

Other transaction fees payable by members

There is **no charge** to join or participate in our VRSP.

When certain transactions are carried out, the following fees are payable by members and deducted directly from their account, unless the employer has agreed to cover them:

Transaction	Fees ²
Transfer of benefits between spouses following the breakdown of a union or divorce	\$100 (including taxes) The costs and expenses claimed from the spouses are divided equally between them, unless the spouses have decided otherwise.
Any other withdrawal or transfer (except if there is a change of VRSP by the employer or for internal transfers)	\$50 (including taxes)
Unsuccessful search for a member's contact information	Between \$10 and \$80 depending on the research agency used

¹ The annual management fees presented are as at March 9, 2021 and can vary based on the current allocation of the portfolio.

² Unless specified otherwise, applicable taxes apply.