

February, 2026

FISHER INVESTMENTS[®]

Collective

Pension Plan

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Pensiones  **BAC**

Which Mark do you want to be?

When investing for future financial wellbeing most people start by looking at the most profitable investments, the best asset managers, etc....
But... the most important factor when investing is TIME.

Mark #1

Start Year: 20 years old
Stop Year: 30 years old
Contribution: ₡50.000

₡157 Million

Mark #2

Start Year: 35 years old
Stop Year: 65 years old
Contribution: ₡100.000

₡154 Million

Mark #1



Mark #2



CR Pension System



First Pillar CCSS

- Administered by CCSS (government).
- Collective Capitalization
- Currently replaces about 42-52% of the income you had before retiring.

Second Pillar ROPC

- Administered by the pension fund operators (BAC Pensiones)
- Individual capitalization
- Currently replaces about 18-20% of the income you had before retiring.

Third Pillar Voluntary Pension

- Administered by the pension fund operators (BAC Pensiones)
- Individual Capitalization
- Deposited 100%
- Subsidies and Exonerations

How does it work?

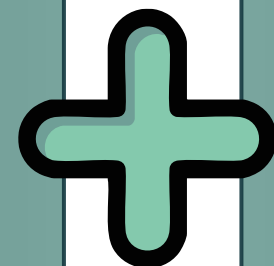
Fisher Investments supports your financial wellness!
Individual savings account in your name, owned 100% by you.

Up to **6% employer contribution** of your base annual salary!

Automatic 3%

Just by opting in to receive this benefit, Fisher Investments will contribute 3% of your base salary to an account in your name in BAC's pension fund.

Opting in is voluntary and completely free!



Match 1:1 to 3%

Personal contributions for the pension plan are not required, however, they are encouraged by a matching program!

Fisher Investments will additionally match your contribution 1:1 up to 3% more with a matching program!



3%

of your annual base salary that goes into your pension fund!

Just by opting in you get...

For every ¢100,000 you contribute, by the age of retirement you will have saved...

If you are 50 years old	➔	¢1.300.000
If you are 40 years old	➔	¢3.700.000
If you are 30 years old	➔	¢9.300.000
If you are 20 years old	➔	¢22.150.000

To estimate what this means for you, multiply the final amount by your salary divided by 100,000.

Why make personal contributions?

- Fisher Investments will match your personal contributions 1:1 up to an additional 3%
- Your contribution will work as a fiscal shield, meaning you will pay less taxes and social security
- The returns from the investments made in your account are not taxable



3%

If you contribute 0%

Fisher contributes 3%



5%

If you contribute 1%

Fisher contributes 4%



7%

If you contribute 2%

Fisher contributes 5%



9%

If you contribute 3%

Fisher contributes 6%

You can contribute more than 3% and keep enjoying the fiscal benefits up to 10%, but Fisher's match will max out at 6%.

Personal Contributions

For every **2.25%** that you contribute through your pension fund you will get **3.75% more for a total of 6%**!

This is an immediate **~2.7x** return on the money saved!

	Salary: 1.500.000	Contribution: 3%	Net Cont.: 2.25%
	No Contribution	With Contribution	Difference
Social Security	∅147.450	∅140.215	-0.30%
Income Taxes	∅65.850	∅58.350	-0.45%
			-0.75%



-0.75%

*Assumes investments in the BAC Pensiones C Colones Fund. Slide for illustrative purposes only; actual results may vary depending on market conditions and do not constitute a promise of returns by the BAC financial group or its subsidiaries. The example in the slide assumes a salary of 1.5 million colones.

What are the plan's rules?



WITHDRAWAL OF FUNDS

The voluntary pension plan's retirement age is 57 years of age.

At this age you will be able to withdraw tax-free 100% of the funds.

You can choose to leave the funds invested, and even continue to contribute and enjoy the benefits of this plan!



EARLY WITHDRAWAL

While employed at Fisher Investments, early withdrawal is not an option.

If you are no longer employed by Fisher, your plan will be moved from the collective pension plan to an individual one.

You can withdraw the funds if you have made 66 contributions and the plan has been open for at least 5.5 years.



SPECIAL CONDITIONS

Unlike the other pension pillars, these savings get paid 100% upfront, not in monthly installments.

If you meet the conditions for early withdrawal of the funds, you must return all the fiscal benefits from your personal contributions.

You can modify or pause your personal contributions free of charge.



SIGNING UP AND MODIFYING

Only a six-month tenure requirement for employer contributions, waived for existing employees who meet that tenure.

BAC representatives will be at Fisher from Feb 17-19th. You can also meet virtually by contacting BAC directly.

Modifications will be made by following the procedure at www.myfirewards.com.



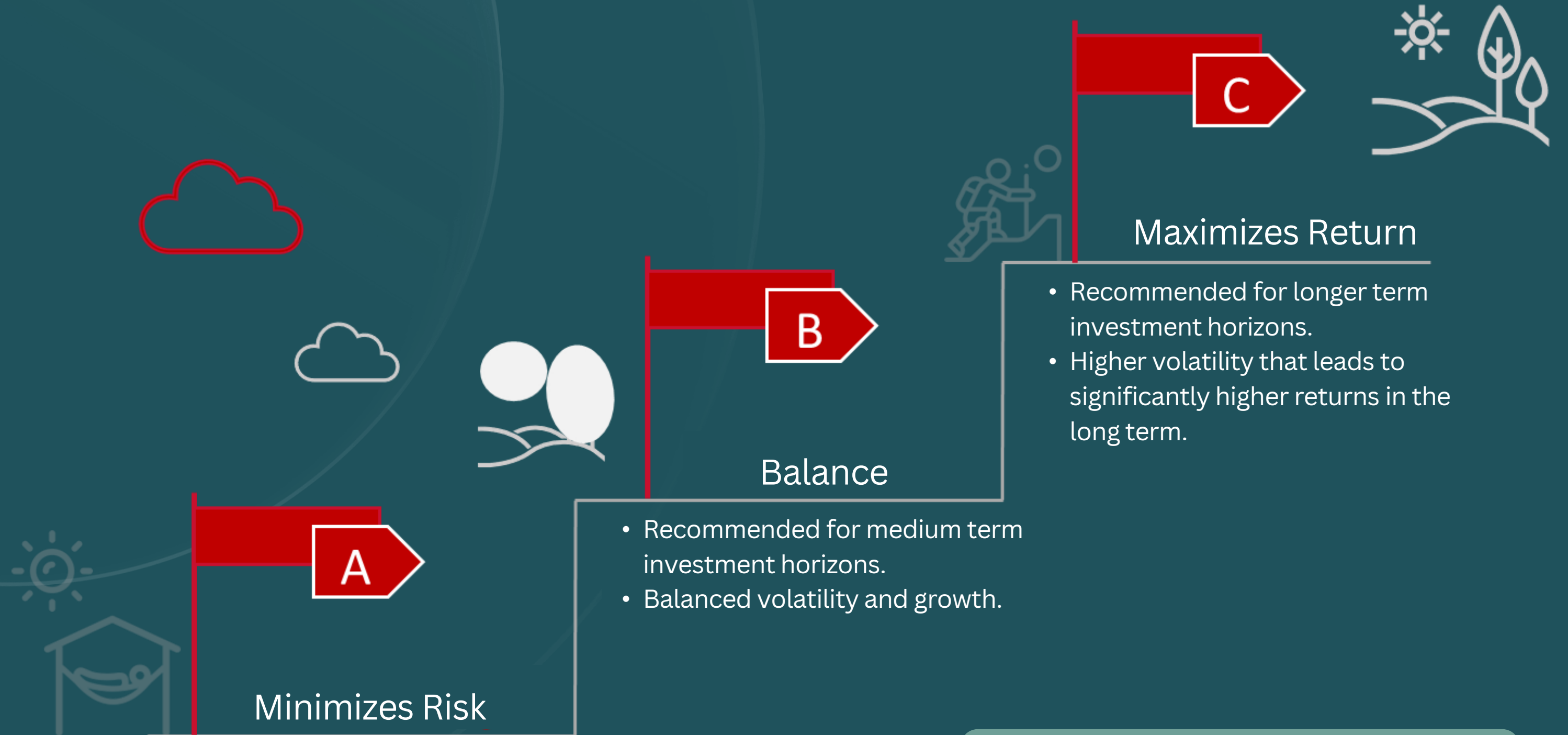
MORE INFORMATION

More information is available in our process operating guide – including a FAQ.

Employees can enroll as soon as day 1!

BAC & Multifunds

Our members can choose which fund they identify with more.



Make sure to talk to one of our pension experts for more details into the investment strategies of each fund!

- Contributions elected by the 5th will take effect on the 30th paycheck of the current month.
- Contributions elected by the 15th will take effect on the 15th paycheck of the following month.

Important Dates