



Salary exchange for employees

Improve your pension by salary exchange

Through an agreement with SPP, your employer can offer you a favourable way of saving for your pension. We call it salary exchange, and it means that you invest part of your salary in an occupational pension before income tax is deducted.

Your employer can contribute up to 6 percent

If you choose salary exchange, your employer can add up to 6 percent of the amount on top. For example, if you forgo SEK 1,000 of your monthly salary, your pension premium will be SEK 1,060 per month. Your employer can add this amount on top because payroll tax on pension premiums is 6 percent less than when the salary is paid out in cash. So you can receive the entire difference.

Tax is deferred

Another advantage of salary exchange is that you do not pay income tax on the savings amount until you withdraw it as pension. This is also a simple way of saving for your pension; you don't need to take it off your net salary, or to fill in and submit a tax adjustment. In addition, your employer will ensure that there is active management of your money in a SPP Generationsfond. Therefore your pension premiums will be invested in the generation fund which corresponds with the decade in which you were

born. The types of investments are then shifted automatically, the closer you get to retirement.

Factors to consider before you choose salary exchange:

If your total gross (i.e. pre-tax) salary is less than SEK 412,377 per year, your statutory national retirement pension will be reduced if you exchange your salary for pension premiums.

If your gross salary is less than SEK 318,000 per year, sickness benefits are also reduced. The minimum amount from your salary that you may exchange is SEK 300 per month; the sum that you choose applies until further notice, and for a minimum of one year at a time.

Overleaf, you can find out more about how your pension can grow. If this sounds appealing, complete the reply form below and hand it in to a member of the human resources staff at your company.

Yours sincerely
SPP
Customer manager

Reply form

Complete this form and hand it in to a human resources manager at your company. Remember to sign it.

- Yes, I would like to exchange some of my salary for a higher pension.**
- Yes, I have read and understood the information on the reverse of this sheet.**

Fill in the amount you wish to save every month.

I'd like to save the following amount in the SPP Generationsfond:

- SEK 1,000 SEK 500
- Other amount (at least SEK 300)

I give consent to my employer to carry out automatic monthly transfers of premiums from my gross salary, as well as to invest my savings in the generation fund which is appropriate to my age.

Name and civic registration number (yymmdd)

Address

Post code

Town/city

Date and signature

Daytime telephone number including prefix

These can be the benefits of salary exchange

A monthly salary exchange of...	SEK 500	SEK 1,000
... gives a savings premium of	SEK 530	SEK 1,060
With 5% growth in value, this can add up to the following amounts of extra pension per month from the age of 65, depending on the employee's current age:		
30	SEK 7,700	SEK15,700
40	SEK 4,400	SEK 8,900
50	SEK 2,100	SEK 4,300
With 8% growth in value, it can add up to the following amounts of extra pension per month from the age of 65, depending on the employee's current age:		
30	SEK13,800	SEK28,100
40	SEK 6,500	SEK13,300
50	SEK 2,700	SEK 5,400

These calculations are based on monthly savings in unit-linked insurance, with 5% or 8% value growth over the entire savings period. Payments are calculated to last for five years. The value growth of your savings may also affect your pension amounts during the disbursement period. The figures take into account current yield tax, an asset fee of 0.6%, a premium fee of 0%, and a fixed fee of SEK 240 per year. Note that this is solely an example, and not a guarantee.

Salary exchange includes repayment cover. This means that, in the event of you dying before retirement, your pension savings amount will go in the first place to your spouse/registered cohabitee, and in the second place to your children. If you wish to amend your list of named beneficiaries, or elect not to have the repayment cover, please get in touch with the contact person at your company.

A fund's historical return is no guarantee of future return. Investments made in the fund can rise or fall in value, and it is not certain that you will get back all the capital you have invested.

SPP Livförsäkring AB

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The Swedish insurance business act

I have received, read and understood the information necessary for taking out insurance. I have also received the information that complete terms and conditions for insurance under the SPP Employer Plan and other information which is essential to read before making a decision to take out insurance, may be obtained from SPP's website, www.spp.se, or ordered from the SPP Customer Centre, Tel. +46 771 533 533. I am aware that information on SPP's financial status and its long-term investment policy may be obtained in the same manner.

The Swedish personal data act

I am aware that my personal data will be processed by SPP Livförsäkring AB and SPP Liv Fondförsäkring AB pursuant to the regulations in the Swedish Personal Data Act, and in the manner laid down in the terms and conditions for insurance under the SPP Employer Plan.