

Insurance for employees abroad

BenEx – Benefits for Expatriates



Security for staff employed abroad

Benefits for Expatriates – BenEx, is an insurance policy for employees working abroad who are no longer covered by the Swedish social security system or Swedish occupational pensions. BenEx consists of disability insurance and a retirement pension. It can also include a survivors' pension.

When you work abroad, you naturally don't want your pension contributions to cease, or your insurance cover to be any less than if you had worked in Sweden.

BenEx is an occupational pension policy which is owned and paid by your employer. It is a defined contribution policy, which means that a set amount, related to your salary level, is paid as a pension savings contribution. The size of your future pension will depend on the size of the premiums and the performance of your pension assets.

One of two schemes

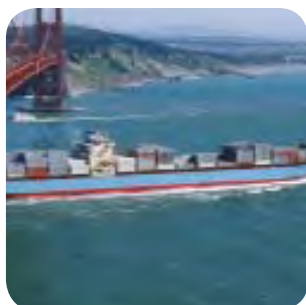
Like many other occupational pension agreements on the market, BenEx offers two schemes. Your employer will decide which of the schemes will apply to you.

BenEx is simple and flexible

BenEx always includes disability compensation and retirement pension. You decide whether you would like the survivors' pension to also be included. The following will apply, regardless of which scheme applies to you:

Thus, BenEx consists of the following three elements:

- :: survivors' pension
- :: retirement pension
- :: disability compensation.



Greater financial freedom with a retirement pension

Most of the premium goes to your retirement pension, and you can influence how your savings are managed. In addition, if you have a family, you may take out extra protection for them in the form of repayment cover.

The premiums paid to BenEx depend upon the country in which you work. The countries are divided into five categories. The same categories apply to each of the two schemes.

Category 1: France, Italy, Luxembourg, Portugal, Finland, Norway, Greece, Spain and Austria.

Category 2: Switzerland, Belgium and Hungary.

Category 3: Germany, USA, Malta and Slovenia.

Category 4: Denmark, Ireland, United Kingdom, Canada, Lithuania, Poland, Netherlands and Slovakia.

Category 5: Other countries.

Cover for your next of kin

You can also choose repayment cover with your retirement pension. This means that, if you die before retirement, your insurance capital will be paid out to the beneficiary/ies you have named. If you opt for repayment cover, the growth of your pension assets will be somewhat lower.

The minimum disbursement period is five years. If you have not named a specific beneficiary for your retirement pension, the general regulation for beneficiaries applies, i.e. in the first place your spouse/cohabitee, and in the second place your children. At any time you may make changes,



so that the general regulation no longer applies – simply contact SPP. The people from whom beneficiaries may be chosen are limited to those named for the survivors' pension. The repayment cover ceases when the disbursement of the pension begins.

If you would like your family survivor's pension to continue applying after the disbursement of your pension has begun, you will be able to opt for this when you retire.

BenEx Plan 1 – Premium as a percentage of salary

Salary up to 7,5 income base amounts		Salary between 7,5 and 50 income base amounts	
Category			
1	4.5		30
2	8		30
3	12		30
4	16		30
5	20		30

BenEx Plan 2 – Premium as a percentage of salary

Salary up to 7,5 income base amounts		Salary between 7,5 and 30 income base amounts			
Category		-40 years	41-50 years	51-60 years	60-65 years
1	4,5	15	20	30	35
2	8	15	20	30	35
3	12	15	20	30	35
4	16	15	20	30	35
5	20	15	20	30	35

How the money is invested

You can choose between investing the premium in a policy with guaranteed interest or in a unit-linked policy. Another option is to mix these two forms of asset management.

Traditional insurance

Traditional insurance with a guaranteed rate of interest receives a guaranteed bonus each year on the guaranteed capital. If the return is better than the guaranteed rate of interest, the insurance capital grows further – a so-called conditional return, which can both increase and decrease. If this bonus increases so much that it exceeds 15 percent of the total insurance capital, the excess portion is added to the guaranteed capital in the form of a guaranteed bonus.

SPP therefore guarantees at least 85 percent of the insurance capital, when it has grown really large. If, at retirement, the insurance capital is less than the guaranteed capital, SPP will contribute the difference.



Fund insurance (unit-linked)

When you save in a fund insurance, you decide for yourself how your assets are to be managed. You choose the risk level and can change funds whenever you want. Your own influence over your savings and the opportunity for good growth are two reasons for saving in funds.

You can invest everything in one fund, or put together a portfolio of up to ten funds. If you do not make a selection, your premiums are automatically invested in the SPP Generation Fund to which you belong due to your age.

The funds provide a good spread of risk and are simple, as the manager looks after the reinvestment from shares to interest. This means that you can keep your savings in the fund during the entire insurance period, or until you make another selection. Your saving is convenient and simple, and attracts low fees.

You are not tied to the funds you choose to begin with, but can change at any time, free of charge. When you switch funds within an insurance policy, you do not pay any capital gains tax, contrary to when you change funds without an insurance policy.

Through your fund choices, you manage the risk level of your investment, and by dividing your savings between several funds, you can spread the risk of your saving. You are not guaranteed any return, instead your capital can both increase and decrease in value. Your insurance capital is equal to the value of your fund units.

Easy to switch funds

You can move money between funds, or change your current fund distribution for future premiums without any fee or capital taxation.

The easiest way to switch funds is to go to our website www.spp.se and log in using the name and password you get from us. The funds you can choose from are described on our website, and this also has more information about our funds and fees. You can also order or download brochures.

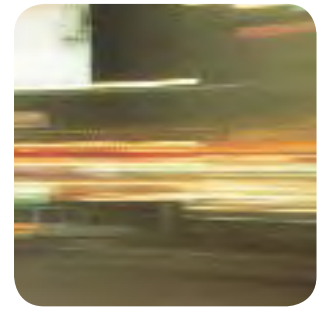
Working abroad – but with Swedish security

Survivors' pension – options

A survivors' pension provides security for a family. But our family situations are all different. So with BenEx you are able to choose whether you wish to have this component.

With BenEx you can choose whether you wish to have the survivors' pension, and also the size of it. The premium for the survivors' pension is taken from the set premium for your pension assets. This means that your retirement pension will be lower if you opt for the survivors' pension (see table in Retirement Pension section).

The survivors' pension only applies during the period that premiums are paid – although not longer than until the normal retirement age. In the event of your death during the period that premiums are being paid, your pension will be disbursed to your beneficiary/ies at the



level that you have set. The minimum disbursement period is five years.

The beneficiary/ies is/are the person(s) who receive compensation in the event of your death. If you have not named a specific beneficiary, the general regulation for beneficiaries applies, i.e. in the first place your spouse/cohabitee, and in the second place your children. At any time you may make changes, so that the general regulation no longer applies – simply contact SPP.

Examples of cost levels for the survivors' pension, depending on your age.

Age	Selected level, SEK	Monthly cost, SEK
25	500,000	50
25	1,000,000	100
25	2,000,000	200
35	500,000	65
35	1,000,000	125
35	2,000,000	245
45	500,000	100
45	1,000,000	200
45	2,000,000	390
55	500,000	200
55	1,000,000	380
55	2,000,000	750

Disability compensation is always included

Disability compensation is always included in BenEx, so that you retain approximately the same security in the event of illness as you would have in Sweden.

BenEx will pay compensation if your capacity to work is reduced by at least 25%. Disability compensation may be paid until the month before you turn 65 or reach normal retirement age. The compensation from BenEx is paid as a supplement to any disability payments from another source, in accordance with the table below. There is no guarantee that you will receive exactly the same amount as if you had been working in Sweden.

Examples of disability compensation

If you have been on sick leave (100%) for longer than 90 days, you will receive compensation according to the figures below.

This is paid until you receive any sickness or activity compensation. If you have been on partial sick leave, you will receive compensation in proportion to this.

Salary	Compensation
on salary up to 7.5 price base amounts	10%
on the part of the salary between 7.5 price base amounts and 20 income base amounts	90%
on the part of the salary between 20 and 30 income base amounts	65%

If you receive sickness or activity compensation from the Swedish national insurance system, or an equivalent authority in your country of residence, you will receive the following compensation:

Salary	Compensation
on salary up to 7.5 price base amounts	25%
on the part of the salary between 7.5 price base amounts and 20 income base amounts	90%
on the part of the salary between 20 and 30 income base amounts	65%

Premium waiver

BenEx always includes premium waiver insurance. This means that the premiums for your insurance continue to be paid even if you are off sick for a long time. The cost of disability and premium waiver insurance is dependent on age and reported salary; it is paid in addition to the premium relating to your future pension.

Advantages for employers

Always the right knowledge

At least once a year, we train members of your staff who work with issues of working abroad. We deal with:

- :: social insurance in Sweden compared to other EU countries
- :: what is regulated in legislation, agreement and the EU directive for employees working abroad?
- :: how are pensions affected by working abroad?
- :: what is important to ensure employees get good cover?

We send out invitations in good time before each training course.

Try free of charge for a year

SPP publishes the handbook "Pensions and benefits abroad". This is a useful handbook, with sections describing how social insurance and occupational pensions work in 32 countries currently. You can try a section of your choice for a year. The book also contains sections about various specialist areas, such as Swedish pension for emigrants and the rules that apply within EU.

Good to know

Information we provide:

What we send to employers:

- :: customer agreement – administration

What we send to employees:

- :: description of benefits
- :: summary of benefits
- :: value statement
- :: for fund insurance, we also send a transaction note

Who can sign an agreement for BenEx?

Agreement for BenEx Expatriate Pension Plan can only be signed with a Swedish entity with permanent establishment in Sweden.

When the insurance starts to apply

An agreement about a new insurance element starts to apply when the first premium has been paid and SPP has confirmed that the agreement has been made. If the insurance agreement starts to apply, retroactive insurance cover applies as from the time SPP received the application, or any later time stated in the application form.

A basic prerequisite is that there is a valid customer agreement between SPP and the policyholder.



Changes to terms and conditions

The conditions stated in this brochure, in our pricelists and in the terms and conditions may be changed during the course of the insurance period. SPP's right to change the terms and conditions is limited to changes due to the nature of the insurance policy or other special circumstances. SPP will inform you as the insured and the policyholder in good time before all significant changes.

Special limitations

The validity of the insurance elements is limited in the event of:

- :: incorrect information
- :: causing the occurrence of the insured event
- :: war or state of war in Sweden.
- :: participation in war or political unrest outside Sweden.
- :: staying outside Sweden during war or war-like political unrest.
- :: staying outside the Nordic countries for more than twelve months unless you or your spouse/partner are
 - employed abroad by the Swedish government, a Swedish company or a Swedish charity.
 - employed abroad by a foreign company with permanent links to Sweden.
 - employed abroad by an international organisation with permanent links to Sweden.
- :: particularly risky activities.
- :: insured event occurring due to a nuclear accident.
- :: substance abuse, self-inflicted actions or criminal actions.

Processing of personal data

Personal data submitted to SPP in conjunction with entering into an insurance agreement, or which SPP otherwise registers in connection with the insurance agreement, will be processed in SPP's computer systems or those of other companies with which SPP collaborates. This is carried out in accordance with the regulations set out in the Swedish Personal Data Act, the purpose being that SPP can fulfil its responsibilities under the insurance agreement and pursuant to legislation and the directives of public authorities.

The personal data may also be processed for the purposes of statistics or analysis. Similarly, the personal data may be processed for marketing purposes in SPP or Storebrand, unless the person referred to in the information kept by SPP or Storebrand has requested that this should not take place.

A customer who requires information about the personal data about himself or herself which is being processed by SPP or Storebrand may request this in writing from SPP. The same applies to customers who wish to correct erroneous or misleading personal data.

Further information

If you want more information about BenEx, you can download the full insurance terms and condition for SPP's Benefits for Expatriates BenEx from our website, www.spp.se. This also has information about the company's financial position and long-term investment policy.

Insurer

For traditional insurance – SPP Livförsäkring AB
For fund insurance – SPP Liv Fondförsäkring AB
SE-105 39 Stockholm. Website: www.spp.se

You can also contact SPP's unit for International Insurance by telephone: +46 8 451 73 30, by fax: +46 8 24 46 53 or by email: international@spp.se.

SPP Livförsäkring AB

SE-105 39 Stockholm, telephone +46 (0)771 533 533, www.spp.se



More information

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