



## Salary exchange for your employees Give your employees a higher pension – without it costing more

Salary exchange means that employees may swap part of their salaries for pension premiums. The advantage for you the employer is a tax reduction, since the tax on premiums is lower than on salaries. This is something you can benefit from.

### Lower tax can become a higher pension

The tax reduction is equivalent to a net cut of 6 percent. You the employer can add this amount to the premium that the employee selects. A pension premium of SEK 1,000 becomes SEK 1,060. Salary exchange simply means a better leverage on your savings. The table below shows how much this can add up to.

### An attractive package

Employee benefits are becoming more and more important for attracting and keeping skilled staff. A well thought-out package of benefits can give you the edge when recruiting personnel. Nowadays the focus is on pension benefits, now that we as individuals must take more responsibility

for our pensions. Salary exchange includes repayment cover. This means that the value of the pension is paid to the employee's named beneficiaries if he or she should die before retirement.

### Doesn't necessarily involve more administration

Administration cannot be eliminated completely. But in most cases, this solution means only minimal extra paperwork. Salary exchange administration works like this:

- the employee receives an application to fill in from SPP, and the agreement is sent to a human resources manager
- the human resources manager reports the premium to SPP
- SPP sends a statement to the employee every year.

Naturally, we will help you with the material necessary for presenting this offer to your employees.

### Does this appeal to you?

Talk to your contact person at SPP and find out more about deductibility and different salary concepts.

### These can be the benefits of salary exchange

A monthly salary exchange of... ... gives a savings premium of	SEK 500 SEK 530	SEK 1,000 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	SEK 15,700
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	SEK 13,800	SEK 28,100
40	SEK 6,500	SEK 13,300
50	SEK 2,700	SEK 5,400

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 savers will get back all the capital that they have invested.

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 the employee's savings may also affect his or her 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.