

Pension and Insurance Policy

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1. Introduction

This policy is a compilation of the company's pension and insurance benefits provided to its employed staff. The company aims to offer competitive insurance benefits during employment, facilitating the recruitment and retention of employees contributing to the company's development and operations. The goal is to ensure that employees are aware of the insurance benefits the company provides.

All employees, including executives, workers, and managerial positions, are covered by this policy on insurance and pension benefits.

As a general rule, this policy also applies to employees in Swedish subsidiary companies unless otherwise specified in an addendum to this policy. If subsidiary companies are obligated to sign collectively agreed insurance policies through membership in an employers' organization, the collective agreement and the discretionary decisions compiled in the company's pension policy apply.

The company's supplementary benefits are valid during employment and up to the age of 67. This policy is established by the company's management and is effective from January 1, 2024, until a decision is made on a new policy. The person responsible for the policy is the company/group HR manager.

To be covered by current insurance, the employee is required to sign all necessary documents and meet the insurance companies' conditions for coverage. In some cases, the company allows the employee the flexibility to design their insurance coverage and pension savings. In such instances, the employee bears full responsibility for the chosen solutions.

In the event of an insurance claim, the terms and rules of the insurance companies for payout apply.

2. Pension and Insurance Benefits in Employment

2.1 Overview

Summary of Benefits

The company's offering of pension and insurance benefits to its employees encompasses financial security in cases of:

- Occupational disability due to illness and/or accidents
- Protection for survivors
- Retirement pension post-professional life

All employees are covered by basic statutory protection, as well as Safety Insurance in the event of a work injury (TFA) and Group Life Insurance for service personnel (TGL).

The company's supplementary pension benefits apply to:

- Employees with agreed working hours exceeding 20 hours on average

Supplementary pension benefits do not apply to:

- Temporaries and interns

The supplementary pension and insurance benefits are compiled in this pension policy. Both statutory and supplementary coverage are part of employment under existing regulations and this policy. The benefits are financed by the company.

When an employee is on parental leave and receives parental benefits from the Swedish Social Insurance Agency (Försäkringskassan), the company shall continue to report 100% of the salary for as long as the tax deduction is applicable. The basis for the tax deduction calculation is the annual salary for the current or preceding calendar year.

The company bears no responsibility for the employee's choice of risk coverage, beneficiaries, premium placement, or the employee's management of capital. The company ensures clear internal information and provides opportunities for guidance.

2.2 Safety Insurance for Work Injuries (TFA)

TFA applies to all employees and complements the Work Injury Insurance Act. TFA can provide compensation both during the acute sick leave period and in cases of permanent disability due to a work injury.

- The insurer is AFA Försäkring.
- The premium is paid by the company.

2.3 Group Life Insurance (TGL)

Group Life Insurance applies to all employees aged 18 to 70 who work at least 8 hours on average per week.

TGL is a life insurance with a tax-free lump sum payment of up to 6 price base amounts, payable to beneficiaries upon the employee's death. Additional child allowance, up to 2 price base amounts per child, may also be paid to eligible children.

- The insurer is Bliwa.
- The premium is paid by the company.

2.4 Pensionable Salary

Benefits under the company's pension plan are calculated based on the reported pensionable annual salary, including statutory holiday pay. Pensionable annual salary is calculated as follows:

Fixed agreed monthly salary * 12.2

2.5 Sick Leave Compensation

2.5.1 Statutory Sick Pay

Position Green AB provides statutory sick pay during the initial 14 calendar days of sick leave due to illness or accident, with a waiting period deduction on the first day of absence. From day 15, the Swedish Social Insurance Agency (Försäkringskassan) provides sickness benefits.

In addition to statutory provisions, Position Green AB pays sick leave compensation from day 15-90 at 80% of income exceeding 10 price base amounts.

2.5.2 Disability Pension – Supplementary

The company's supplementary disability pension insurance applies from the age of 18 and complements the sickness benefits provided by the Swedish Social Insurance Agency (Försäkringskassan). The waiting period for the supplementary disability pension is 90 consecutive days of sick leave and is applicable when the work incapacity is at least 25 percent. The supplementary disability pension is paid proportionally based on the degree of work incapacity.

Sick day / sickness benefit at 100% sick leave	0 – 10 pbb*	10* – 20 ibb**	20 – 30 ibb	30 – XX ibb
91 – R	10 %	90 %	70 %	50 %
R*** -	25 %	90 %	70 %	50 %

*Pbb = prisbasbelopp (price base amount)

**Ibb = inkomstbasbelopp (income base amount)

***R = aktivitets- och sjukersättning. Vid beräkning för aktivitets- och sjukersättning används lönegränsen 7,5 pbb (Activity and sickness benefit. When calculating for activity and sickness benefit, the salary limit of 7.5 price base amounts is used)

- Insurer is Skandia
- The premium is paid by the company.

2.5.3 Voluntary Supplement to Disability Benefit

The company offers permanent employees the opportunity to voluntarily supplement the statutory and complementary disability pension insurance provided by the company. See section 5 on group insurance for more information.

2.6 Premium Waiver Insurance

Premium waiver insurance should be taken out in connection with the payment of ongoing old-age pension premiums for permanent employees from the age of 18. Compensation is provided from 25% work disability with a consecutive waiting period of 90 days.

Premium waiver insurance applies, with a 90-day waiting period, during the sick leave period and for a maximum period until the age of 67. Compensation from the premium waiver insurance is proportional to the degree of work disability.

- Insurance provider: Skandia

- The premium is paid by the company.

2.7 Protection for Survivors

2.7.1 Group Life Insurance (TGL)

All employees are covered by the company's group life insurance (TGL). See section 2.3.

2.7.2 Repayment Protection

The employee can choose to add or remove a repayment protection equivalent to the current capital value in the retirement pension insurance. The capital value can be paid out to designated beneficiaries in the event of death according to the applicable terms.

If needed, contact Max Matthiessen for individual advice for the employee.

2.7.3 Family Pension

The employee can opt for family protection, payable to designated beneficiaries in the event of death. The family pension is financed by the savings premium.

If needed, contact Max Matthiessen for individual advice for the employee.

2.8 Retirement Pension

Savings premium for the retirement pension is paid for employees from the age of 18. The premium is paid monthly until the employment ceases, but no later than the employee turns 67. The savings premium is calculated based on the employee's pensionable salary (see section 2.4) and a percentage according to the table below

2.8.1 Premium ladder

Age/salary range	0 – 7,5 ibb*	7,5 –	
18 – 67 year	4,5%	30%	

*) inkomstbasbelopp (income base amount)

2.8.2 Placement of the savings premium

The company has procured the pension plan through the insurance broker Max Matthiessen. In the company's pension plan, there is an option to invest the savings premiums in different insurance companies and the following investment alternatives:

- Traditional management
- Fund management

The employee is responsible for choosing how the savings premiums should be invested in the contracted insurance companies. Any choice of additional family pension (section 2.7.3) is financed through a deduction from the savings premium. The company is not responsible for the employee's individual choices.

Contact Max Matthiessen for individual advice for the employee.

3. Absence Rules

3. 1. Leave of Absence

During a leave of absence longer than one (1) month, the premium payment for the occupational pension ceases. TGL (Group Life Insurance) continues to apply as long as the employment persists.

3. 2. Parental Leave

During an absence due to statutory parental leave, the company ensures that all insurance premiums continue to be paid unchanged for 14 months. TGL continues to apply as long as the employment persists.

Parental Pay

During parental leave, the company provides an additional payment to parental benefits, amounting to 10% of the pensionable salary, for continuous leave up to 6 months. This benefit can be utilized once per child, and the employee must have been employed for 6 months to qualify for this benefit.

4. Rules Upon Termination of Employment

Upon termination of employment, insurance coverage and premium payments for the retirement pension cease.

Continuation Insurance:

In connection with the termination of employment, the employee is covered for three months by an extension that includes the same risk coverage as during the employment.

Employees can also, without a health examination, take out private insurance with equivalent coverage as during the employment period. This must be done within 90 days from the cessation of employment, and the employee must be fully fit for work to be eligible for such insurance.

5. Salary and Bonus Exchange

The company allows salary exchange for employees who, after the exchange, have a pensionable salary exceeding 8.07 income base amounts. The company supplements the premium for the difference between the social security contribution and the special payroll tax.

The company must report the pensionable salary before the salary sacrifice.

The option for salary and bonus exchange applies to employees until the year the employee turns 67. Salary and bonus exchange are allowed up to the company's deduction limit, where the agreed occupational pension premium should also be included in the calculation.

6. Rehabilitation Insurance

The company actively works to identify and reduce the risk of employees being on long-term sick leave. Employees with stress-related issues should receive assistance before, during, and after sick leave.

6.1.1 Rehabilitation Insurance

All employees are covered by rehabilitation insurance. The company and/or the employee can, if necessary, contact a health and rehab guide, for example, in case of employee depression, pain, or stress symptoms. The company can receive guidance and assistance with concrete measures to prevent occupational incapacity. It doesn't matter whether the employee's problems are related to employment or of a private nature. Employees can receive psychotherapy, physiotherapy, occupational therapy, or assistance with ergonomics, career planning, and, if needed, assessment by a specialist doctor.

The insurer is Skandia, and the premium is paid by the company.

7. Group Insurance

For employees and their dependents who need additional insurance coverage, the company should offer the employee the opportunity to supplement the basic insurance coverage in employment.



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