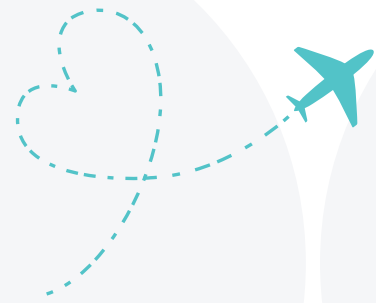


WELLBEING

Care for Employees Wherever Business Takes You.



Swedish Employee Benefits Market Overview

Local needs and typical products—A strong “CBA-standard”. It includes savings in relation to salary, long-term disability (compensation after 90 days on top of social security). Higher salaries are relatively more from insurance. Pension scheme also includes a waiver of premium, and all employees are normally included. Executives might have additional EB. Offering workmen’s compensation and a fixed group life lump sum is also very common.

Long-term disability is often CBA-standard, but it’s also common that an employer top-up with a stronger one protecting higher incomes/ stronger protection ratio. Other needs from clients and brokers are salary exchange programs, switching bonuses to pensions, and, of course, private medical insurance.

EB environment—We have a strong collective agreement standard in Sweden, and almost 90% of the workforce work under a CBA. However, large employers increase the

percentage. Among smaller entities, owner-driven companies and foreign subsidiaries are less common. Neither CBA nor Pension schemes are mandatory by law, but if a company has a CBA, it’s mandatory due to an agreement between the parties on the labor market.

State social security involvement (absent/ low/strong) per benefits type — We have a strong welfare system in Sweden. However, it’s limited in terms of thresholds for maximum benefits, so higher incomes need additional benefits. Decent protection for LTD from social security and slightly weaker for accident/death.

Services expected by brokers/clients— High expectations in terms of entrance conditions and premiums. It’s not that common with questions regarding claims, statistics, trends, etc. Common with employees from other countries without Swedish social security number.



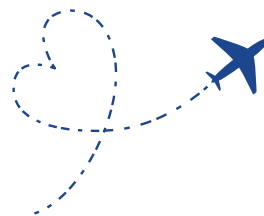
Risk covered

- | | | |
|------------|----------|--------------------|
| ✓ Death | ✓ Health | ✓ Critical illness |
| ✓ Accident | ✓ LTD | ✓ Retirement |

Approach

Generally we have a standardized approach. In larger procurements tailor-made solutions are requested. The employer is always our counterpart, but we insure employees of course.





Local Services

- We offer services both for daily life as well as difficult times. Helpline both for employer and employees including crises.
- For employees we also have digital modules for better eating habits, stop smoking etc.
- If you are on a parental leave without salary, you can still remain insured (LTD) for up to 18 months.
- We offer an App called "SPP Health". Better food habits, better sleep, stop smoking etc. In the SPP Health App, you can, among other things, meet doctors online, renew prescriptions and find digital aids for a healthier life. Everything related to your healthcare insurance is gathered here in one place.
- Our healthcare insurance is a collaboration between SPP and DKV Health. All care is booked and approved by DKV Health.

Local Trends

Tax beneficial health care allowance, prevention of mental illness and access to medical specialists. IVF treatments and eye surgeries. Additional services and "claim management" are sometimes demanded. Particularly from local brokers, but since its not final client, legislations such as GDPR etc. might limit our capabilities. Client suitable for pooling/captives are generally more interested.

More information

<https://spp.se/privat/handelser-i-livet/vad-hander-om-du-blir-sjuk/>
<https://spp.se/privat/produkter/vardforsakring/>



Customer-focused data and reporting

- This is part of our partner DKV: way of work as mentioned above.
- Medical reports are available to prevent disability for internal use only.