

Product Terms & Conditions, Pension Plan

! Effective from the 01/02/2021 until further notice

This is an English translation. The Swedish version shall always prevail in case of any discrepancy or inconsistency between Swedish version and its English translation

1 INTRODUCTION

These Terms & Conditions apply to the product Movestic Pension Plan.

1.1 Form of contract

The policy takes the form of a Plan Agreement. The Plan is company-owned for employees and owners of limited companies. It is privately owned for sole traders and owners of general or limited partnerships.

1.2 Type of investment

The assets can be invested in funds using Movestic's fund trading service.

1.3 Tax category

The tax category of the Policy is P.

1.4 Included insurance benefits

The Plan can include the following benefits:

- Movestic Retirement Pension, with the following optional benefits:
 - Premium waiver
 - Repayment cover
 - Survivor's benefit, and
- Sickness Benefit Må väl, at one of the following levels:
 - Movestic ITP-sjuk
 - Movestic kompletteringssjuk
 - Movestic max-sjuk
 - Movestic konsolideringssjuk
 - Movestic individsjuk

The sickness benefit Må väl also includes the benefits Movestic Omtanke and Movestic Kom tillbaka

The Policyholder decides which benefits to include in the Plan, however Insured Persons can always choose whether to include survivor's benefit or repayment cover, if permitted by the Policyholder.

1.5 Contributions

Where retirement pension with regular, ongoing premiums is taken out, the minimum contribution is 6,000 SEK per year, excluding sickness insurance premiums.

However, if a company enrolls via company-enrolment the minimum contribution for company-owners is 36,000 SEK per year, excluding sickness insurance premiums.

The minimum contribution for employees is 12,000 SEK per year, excluding sickness insurance premiums, if the company has enrolled via company-enrolment.

Where single payment retirement pension is taken out, the minimum one-off contribution is 6,000 SEK. The maximum permitted one-off contribution is 25,000 000 SEK.

Additional contributions, or contributions different from the contracted contribution, can be made at any time during the lifetime of the agreement. This will not affect the advertised premium. Movestic is entitled to set a minimum amount for additional contributions.

If contributions follow a stepped method, the steps must be designed in such a way that the differences in contributions for different age groups do not deviate significantly from the pension agreement currently in force on the labour market. Retirement pension contributions are invested according to the investment guidelines in the Special Terms & Conditions for risks and savings, as well as the current investment regulations.

1.6 Grace period after termination of employment

A 90-day period of grace applies to all insurance benefits after the employment has ended, in accordance with the General Terms & Conditions.

1.7 Other applicable terms

These Product Terms & Conditions apply in addition to Movestic's General and Special Terms & Conditions, and any other components of the insurance contract specified therein.

2 BENEFITS

2.1 Movestic Retirement Pension

Movestic Retirement Pension is a way of saving for retirement.

Age of the Insured Person?

The minimum and maximum entry age for the retirement benefit is 16 and 90 years, respectively.

Who decides where the assets should be invested?

As part of the Pension Plan Agreement, the Policyholder transfers the investment rights to the Insured Person.

How much pension will I receive?

The value of your Retirement Pension depends on the values of the financial instruments associated with the plan when the payments commence.

The balance will either be distributed over a pre-selected payment period of between 5 and 40 years, or as a pre-selected nominal fixed amount until the money runs out.

Movestic is entitled to set maximum and minimum limits for the nominal fixed amount, according to currently applicable payment rules and legislation.

If neither repayment cover nor survivor's benefit has been taken out, no payments will be made in the event of the death of the Insured Person occurring before retirement age.

When can I start collecting my pension?

The pension is paid in monthly annuities, in arrears, and payments can usually commence no earlier than when Insured Person is aged 55, and no later than when the Insured Person is aged 90.

Once payments have commenced, any chosen time-limited payment in the first five years cannot be changed to payment of a fixed nominal amount.

For how long will the pension be paid?

Payments end no later than on the 105th birthday of the Insured Person. In the event that the balance is expected to last longer than to the 105th birthday of the Insured Person, Movestic is entitled to change from paying fixed nominal amounts to a time-limited payment of a fixed amount that will end when the Insured Person reaches the age of 105.

If Movestic determines that payments of a chosen fixed nominal amount cannot be made for at least 5 years, Movestic is entitled to amend the payments to fit a time-limited payment period of at least 5 years.

The payment regulations in the Swedish Income Tax Act may allow the payment period to be reduced.

The contracted payment period cannot be extended within the first five years. Where payments are instead made at a fixed nominal amount, this amount cannot be reduced in the first five years.

The payment period is determined at the point in time when the contract is concluded, but can be changed by the Insured Person or a beneficiary with power of disposal before the payments commence, within the applicable framework set out in Movestic's Amendment Rules, and the Swedish Income Tax Act.

2.2 Repayment Cover

The Repayment Cover may pay compensation to survivors in the event of the death of the Insured Person.

1.1.1 How can I enrol in this benefit?

This benefit is available as a supplement to the Retirement Pension.

How is the benefit premium paid?

The fee is deducted from your account on a monthly basis.

When will compensation be paid?

Compensation can be paid after the death of the Insured Person.

How much will the compensation amount to?

The compensation amounts to 101% of the value of the retirement benefit on the day when Movestic was notified about the death of the Insured Person. The extra 1 % cannot under any circumstances exceed 250,000 SEK

How is compensation paid?

Payment is made to the specified beneficiary/beneficiaries for the same payment period that applies to the Retirement Pension. If the Insured Person dies after reaching retirement age, but before the end of the payment period for the Retirement Pension, payments are made to the beneficiary/beneficiaries for the remainder of the payment period. If the Insured Person dies after reaching retirement age, while receiving payments of a fixed nominal amount,

payments are made to the beneficiary/beneficiaries for the contracted period of time, which is 5 to 40 years.

2.3 Survivor's Benefit

Survivor's Benefit can pay compensation to surviving family members, at an agreed minimum amount, on the death of the Insured Person.

How can I enrol in this benefit?

This benefit can be taken out as an optional supplement to Movestic Retirement Pension.

When does the benefit become effective?

Movestic Retirement Pension with Survivor's Benefit is always initially effective with Repayment Cover until a health assessment has been completed and approved. If Survivor's Benefit is not approved, the policy remains in force with Repayment Cover.

What is the cost of this benefit?

The fee for the Survivor's Benefit is individually set, taking into account the Insured Person's age, gender and invested amount. The fee is deducted from the assets of the Pension Plan, monthly in arrears.

How is compensation paid?

If the Insured Person dies *before* reaching retirement age, the Survivor's Benefit pays the beneficiary/beneficiaries an agreed amount for a period corresponding to the payment period for the Retirement Pension.

If the Insured Person dies *after* reaching retirement age, but before the end of the payment period for the Retirement Pension, the payments are made to the beneficiary/beneficiaries for the remainder of the payment period.

If the value of the policy is lower than the agreed Survivor's Benefit on the date of the Insured Person's death, Movestic assumes ownership of the number of fund units corresponding to the difference, according to the allocation applicable to new premiums. The value of the Plan is set to the value of the fund units after deductions for tax and applicable fees. The balance is then paid in instalments over the payment period.

How much is the compensation?

The payable amount is the highest of the agreed Survivor's Benefit and 101% of the value of the fund units. The maximum payable amount is 100 Price Base Amounts.

The desired size of the Survivor's Benefit must be specified at the time of application and can be defined as:

- A percentage of the salary,
- A fixed amount, or
- A number of Price or Income Base Amounts.

The combined value of the Survivor's Benefit policies held by an Insured Person with Movestic must not exceed the maximum compensation amount.

How long does this benefit remain in force?

The Survivor's Benefit becomes invalid and changes to Repayment Cover when payment of the Retirement Pension commences, or when the policy is surrendered.

2.4 Premium Waiver for Movestic Retirement Pension

Premium Waiver means that Movestic fully or partially pays the contributions to the Retirement Pension in the event that the Insured Person becomes unable to work, with an impairment rate of at least 25%.

Who can enrol in this benefit?

Premium Waiver is available as a complement to the Retirement Pension. This benefit is available for persons aged over 16, but under 65 years.

When does the benefit come into force?

After application for Movestic Pension Plan with Premium Waiver, the policy initially becomes effective without the Premium Waiver, until a health assessment has been carried out. Once a health assessment has been completed, Movestic will notify the Policyholder of the policy conditions and from what point in time the Premium Waiver cover has been granted.

In the event that Premium Waiver cover is not granted after a health assessment, the policy remains effective without this benefit.

How long does this benefit remain in force?

The benefit remains in effect until the Insured Person reaches retirement age, passes away, when the contributions to the Retirement Pension or the premiums for the Premium Waiver are no longer paid, or not later than on the 65th birthday of the Insured Person.

What is the cost of this benefit?

Premiums are set individually without consideration to age or gender. The size of the premium is a percentage of the contributions to the Retirement Pension.

How long is the waiting period?

The waiting period is 90 days.

In what circumstances can I make a claim?

This benefit can be triggered if the Insured Person becomes unable to work, with an impairment rate of at least 25%, due to illness or accidental injury.

The incapacity for work must be continuous and longer than the waiting period for this benefit to pay out. Movestic assumes responsibility for paying the portion of the premiums corresponding to the degree of incapacity for work.

Premiums are waived for the portion of the benefit for which Movestic has assumed responsibility. The remaining portion of the premiums must be paid as usual.

Isolation due to infectiousness according to government regulation shall be treated as sickness.

What is the value of the compensation?

The Premium Waiver benefit can be designed to cover the premiums for the Retirement Pension in their entirety, or to cover a portion of the premiums. The Premium Waiver cover must not exceed 35% of the salary of the Insured Person, and the maximum compensation amount is 30 Price Base Amounts/year.

If a stepped premium is used for the Retirement Pension, the salary ranges can be expressed in either Price Base Amounts or Income Base Amounts.

For Insured Persons covered by an ITP agreement, who have agreed to reduce their salary to boost their pension (salary sacrifice), Movestic's General Rules for Health Assessments include special conditions for the Premium Waiver benefit. The compensation will be indexed according to Movestic's General and Special Terms & Conditions

For how long will the compensation be paid?

The Premium Waiver applies for as long as the Insured Person remains incapacitated for work. Payments always stop on the death of the Insured Person, when the Insured Person reaches the agreed retirement age, or on the 65th birthday of the Insured Person.

2.5 Sickness Insurance Må väl

The Sickness Insurance "Må väl" includes one of the sickness benefits 2.6 – 2.10 as well as the benefits 2.11 Movestic Omtanke and 2.12 Movestic Kom tillbaka

Age of the Insured Person?

The minimum age for enrolment in the Sickness Benefit is 16 years, and the maximum age is 64.

When does the benefit come into force?

Once a health assessment has been completed, Movestic notifies the applicant about whether, with what conditions, and from what point in time the benefit will become effective.

How much does this benefit cost?

The premium for the Sickness Benefit is a so called 'pure premium', which depends on the age and gender of the Insured Person. Premiums are also differentiated, which means that certain other factors that may influence the levels of sick leave may be taken into account, such as occupation and salary, as well as time of coverage.

How long is the waiting period?

The waiting period is 90 days.

When will the policy pay out?

This benefit may pay compensation in the event that the Insured Person becomes incapacitated for work, with an impairment rate of at least 25%, due to illness or accidental injury.

The incapacity for work must be continuous and last longer than the waiting period for this benefit to pay out.

The compensation amount is proportional to the degree of incapacity and paid for as long as the Insured Person remains unable to work. For the period when compensation is being paid, the premiums for the Sickness Benefit are waived, to a degree corresponding to the impairment rate. The remaining portion of the premiums must be paid as usual.

Isolation due to infectiousness according to government regulation shall be treated as sickness.

Special rules apply to new company owners, as specified in the Special Terms & Conditions for Risk and Savings Policies.

How much compensation am I entitled to?

The size of the compensation depends on which product you have selected. The compensation will be indexed according to the Movestic's General and Special Terms & Conditions.

How long does this benefit remain in force?

Compensation is paid for as long as the incapacity for work that qualified for compensation remains. Payments always cease on the death of the Insured Person, when the agreed retirement age is reached, or on the 65th birthday of the Insured Person.

2.6 Movestic ITP-sjuk

The ITP-sjuk benefit tracks the compensation levels of the sickness insurance included in the collective labour agreement as shown below.

With sickness benefit:

Salary range \ Day	91360	361 - R*
0-10 PBB	10 %	0 %
10 PBB-20 IBB	65 %	65 %
20-30 IBB	32.5 %	32.5 %

With sickness/activity compensation

Salary range \ Day	R* - ..
0-7.5 PBB	15%
7.5 PBB-20 IBB	65 %
20-30 IBB	32,5 %

* Point in time when Försäkringskassan grants activity/sickness compensation

2.7 Movestic Kompletteringsjuk

This benefit complements the compensation from a collective ITP agreement, up to Movestic Maxsjuk, as set out below.

With sickness benefit:

Salary range \ Day	91 -360	361 - R*
0-10 PBB	0 %	0 %
10 PBB-20 IBB	25 %	25 %
20-30 IBB	37.5 %	37.5 %

With sickness/activity compensation:

Salary range \ Day	R* - ..
0-7,5 PBB	10 %
7,5 PBB-20 IBB	25 %
20-30 IBB	37,5 %

* Time when Försäkringskassan grants sickness/activity compensation

2.8 Movestic Maxsjuk

This benefit complements the compensation from the Swedish Social Insurance Agency (Försäkringskassan), up to Movestic's maximum compensation levels, as set out below.

With sickness benefit:

Salary range \ Day	91 -360	361 - R*
0-10 PBB	10 %	10 %
10 PBB-20 IBB	90 %	90 %
20-30 IBB	70 %	70 %

With sickness/activity compensation:

Salary range \ Day	R* - ..
0-7.5 PBB	25%
7.5 PBB-20 IBB	90 %
20-30 IBB	70 %

* Date when Försäkringskassan grants sickness/activity compensation

2.9 Movestic Individsjuk

Movestic Individsjuk enables the Policyholder to tailor the compensation level to the company's pension policy. The highest compensation levels are the same as for Movestic Maxsjuk.

The compensation level can be defined as a percentage of the salary, for different salary and time ranges, and as fixed amount according to the currently applicable rules.

2.10 Movestic Konsolideringsjuk

The aim of this benefit is to offer company owners who do not take out a market-average wage the opportunity to receive a higher sickness compensation than their actual salary entitles them to.

Special Policy Condition

This benefit is only available to company owners.

Compensation levels

With sickness benefit:

Salary portion \ Day	91 - 360	361 - R*
0-10 PBB	28 %	28 %
10 PBB-20 IBB	90 %	90 %
20-30 IBB	70 %	70 %

With sickness/activity compensation:

Salary portion \ Day	R* - ..
0-7.5 PBB	43 %
7.5 PBB-20 IBB	70 %
20-30 IBB	70 %

* Date when Försäkringskassan grants sickness/activity compensation

2.11 Movestic Omtanke – Preventative measures for a healthy lifestyle

This benefit entitles the Insured Person to, once a calendar year, complete an online survey aimed at highlighting any lifestyle factors that may lead to incapacity for work.

This benefit is managed separately from the Sickness Benefit. Measures carried out within the framework of this benefit do not imply that Movestic has approved any claim made under the Sickness Benefit.

The limitations that apply to the Sickness Benefit, as set out in section 3.4 in these conditions and item 1.6.3 in the General and Special Terms & Conditions, do not apply to Movestic Omtanke.

What is included in Movestic Omtanke?

Movestic Omtanke includes

- An online survey
- Feedback on the online survey
- If required, further lifestyle-improving measures, aimed at reducing the risk of becoming unfit for work.

Movestic determines which type of needs-based measure the Insured Person will be offered.

This benefit pays compensation for costs of up to a maximum of 15,000 SEK per year.

After completion of a measure, a period of at least 12 months must pass before a new claim can be made under Movestic Omtanke.

2.12 Movestic Kom tillbaka – Rehabilitation support after sickness or accidental injury

This benefit means that the Insured Person may be entitled to medical advice, rehabilitation support and reimbursement of costs.

This benefit is managed separately from the Sickness Benefit. Measures carried out within the framework of this benefit do not imply that Movestic has approved any claim made under the Sickness Benefit.

When am I entitled to intervention and compensation?

Medical advice is provided during the policy period.

Rehabilitation support and reimbursement of costs may be provided in the event that the Insured Person due to sickness or accidental injury has been absent from work, there is medical evidence that there is a clear risk of such absence, or the Insured Person requests this.

Absence from work or the risk of such absence must in these cases have a duration of more than 28 consecutive days, or occur as a result of the Insured Person taking breaks in their work due to shorter periods of sickness on at least six occasions per calendar year.

What does Healthcare Advice involve?

Once an Insured Person has reported sickness to Movestic, they will receive a telephone call from a nurse. The nurse will offer advice and guidance on how to accelerate the recovery. The Insured Person can also access to healthcare advice from a telephone helpline manned by nurses. The helpline is available 24/7, including when sickness has not been reported to Movestic, however at weekends and between the hours of 17:00 and 08:00 on weekdays, calls will be redirected to the public healthcare helpline.

What is Rehabilitation Support?

Rehabilitation Support, i.e. advice and guidance relating to the rehabilitation of an individual Insured Person, involves the Insured Person having a rehabilitation assessment, after which a rehabilitation plan is drawn up.

The rehabilitation support is provided in collaboration with the Swedish Social Insurance Agency (Försäkringskassan), medical facilities, and the HR department of the employer. Contacts with the Social Insurance Agency and rehabilitation providers are coordinated. With regard to applicable integrity regulations, feedback on the rehabilitation is provided to the employer on an ongoing basis.

What will this benefit pay compensation for?

This benefit can pay compensation for costs related to *assessments by specialist physicians, talk therapy, workplace reviews, and assessment by physiotherapist or occupational therapist* at a total amount not exceeding 1.5 Price Base Amounts per condition or accidental injury.

What type of expenses will be reimbursed?

Assessments by specialist physicians give the Insured Person access to a medical assessment aimed at establishing the potential for the Insured Person to return to work, identifying any adaptation and rehabilitation needs, as well as any needs for medical intervention. An Insured Person is entitled to a maximum of 2 assessments per claim. The right to these assessments does not include healthcare, referrals or certificates. *Talk therapy* must, to be eligible for compensation, be aimed at ensuring that the Insured Person can continue to work, or return to work. Talk therapy begins with not more than 3 assessment sessions with the Insured Person. Any subsequent treatment requires a treatment plan drawn up by a certified psychologist/psychotherapist and approved by Movestic.

A maximum of 10 sessions will be reimbursed per claim.

Talk therapy must be provided by a certified psychologist/psychotherapist practising in Sweden. This benefit will also pay compensation for a *workplace review* carried out from an ergonomic and/or psychosocial perspective. The aim of the review must be to enable the Insured Person to continue in their role. The review must be carried out by a physiotherapist, occupational therapist, ergonomics expert, or behavioural scientist. Compensation for a workplace review cannot exceed one Price Base Amount for each illness or accidental injury.

In case of assessment by a physiotherapist or occupational therapist

Compensation will be paid for a functional assessment of the Insured Person's work-related ailments. The maximum compensation paid is an amount corresponding to three hours of functional assessment for the same illness or accidental injury. The assessment must report on the conditions that have to be met for the Insured Person to remain in work. The cover does not include any type of treatment.

What cover does this benefit offer?

The right to support and compensation applies provided that any interventions are carried out by vendors and healthcare professionals assigned by Movestic. Emergency care is not included. In so far as compensation is available from other entities, as a result of legislation, regulation, convention, collective agreement, or other insurance policy, compensation will also not be paid. All expenses and actions must be approved by Movestic in advance. Compensation is paid as reasonably and necessary.

What limitations apply to this benefit?

In addition to the limitations specified in Movestic's General and Special Terms & Conditions, the following limitations also apply.

- Expenses incurred without the aim being to aid the Insured Person to return to, or remain in, employment will not be reimbursed,
- Where the Sickness Benefit was granted with some form of restriction, the same restriction applies to this benefit as well,
- The limitations set out in Movestic's General and Special Terms & Conditions in relation to certain medical conditions and ailments also apply to Movestic Kom tillbaka,
- Costs for travel and accommodation will not be reimbursed,
- Costs arising due to termination of employment, dismissal, lay-off, or notice of any of these actions by the employer, will not be reimbursed, and
- Costs arising due to the employer entering into liquidation, going bankrupt, or similar, will not be reimbursed.

3 SPECIAL INFORMATION ON COMPANY-ENROLMENT

Company-enrolment means that a limited company enrolls all company owners and employees, except those covered by a collective agreement, to the Plan Agreement. When this enrolment method is used, the Premium Waiver and Sickness Benefit are provided as group insurance policies. In this situation, the following conditions also apply to these benefits.

3.1 Enrolment

Company-enrolment requires a declaration of full fitness for work. The definition of full fitness for work, additional enrolment requirements and requirements regarding the health status of the Insured Person can be found in the Health Assessment Regulations applicable to the product at any given time.

3.2 Period of grace

A 3-month long grace period is included, in accordance with item 10 of Movestic's General Terms & Conditions.

3.3 Continuation of cover

Continued cover can be provided in accordance with item 10 of Movestic's General Terms & Conditions. Unless otherwise specified in these Conditions, the same Terms & Conditions apply to the continued cover as to this policy, however with different premium pricing and no option for continuation of cover.

3.4 Pre-existing conditions

The following limitations apply to company owners enrolled via company-enrolment: incapacity for work caused by sickness or accidental injury for which the Insured Person has received care in the 18-month period immediately prior to the date when this benefit becomes effective will not be covered in the event that incapacity for work occurs again, for the same reason, within 18 months from the date on which the cover becomes effective. Care is defined as any medical interventions, including recorded assessments, treatment, advice, or nursing.

The above limitation does not apply if the Insured Person held an insurance policy with the same scope and insured amount with another insurance provider immediately prior to taking out the policy with Movestic. However, if the previous policy with another provider was not provided under the standard conditions, the limitation applies. Where the insured amount taken out with Movestic is higher than that held with the previous insurance provider, the limitation applies to the excess portion of the amount.