

PRE-SALE INFORMATION:

Ledarna's Income Protection Insurance with Bliwa

This pre-sale information shows the information that Bliwa is to provide by law before insurance is taken out. The cooperation between Ledarna [Swedish Organisation for Managers] (referred to below as 'Ledarna') and Bliwa affords you, as a member of Ledarna, an opportunity to receive benefits in the event of involuntary unemployment that supplement benefits from the unemployment benefit fund and other benefits that may be payable as a consequence of unemployment. The Income Protection Insurance includes one compulsory and two supplementary insurance products that together afford you an opportunity to protect a monthly income of up to SEK 170,000 for up to 250 benefit days.

CONTENTS:

- 1. General information about the insurance**
- 2. Compulsory insurance**
- 3. Voluntary supplementary insurance - income**
- 4. Voluntary supplementary insurance - time**
- 5. Common provisions**
- 6. Other provisions**

1. General information about the insurance

The Income Protection Insurance reduces the gap between actual monthly pay and benefits from the unemployment benefit fund. The insurance comprises the following parts:

- ▶ **Compulsory insurance**, which protects monthly incomes of up to SEK 80,000 for at most 150 benefit days. Compulsory insurance is included as part of your membership of Ledarna and Ledarna pays the premium for the insurance. Consequently, you do not need to apply for the compulsory insurance yourself. Further information is available under 2.
- ▶ **Voluntary supplementary insurance – income**, which protects monthly incomes higher than SEK 80,000. This supplementary insurance comprises three income bands. The first band covers monthly incomes of up to SEK 120,000. The second band applies to monthly incomes of up to SEK 140,000 and the third and last band protects monthly incomes of up to SEK 170,000. You, as a member of Ledarna, can apply for supplementary insurance if you are not in the previous income band for the compulsory insurance which protects monthly incomes of up to SEK 30,000. Further information is available under 3.
- ▶ **Voluntary supplementary insurance – time**, which extends the benefit period for the Income Protection Insurance by up to 100 days. The supplementary insurance is split into four different income bands. The first band covers monthly incomes of up to SEK 80,000. The second band covers monthly incomes of up to SEK 120,000. The third band applies to monthly incomes of up to SEK 140,000, and the fourth and last band protects monthly incomes of up to SEK 170,000. With supplementary insurance, you can protect no more than the monthly income insured for the first 150 benefit days. You are entitled to apply for supplementary insurance if you are a member of Ledarna and affiliated to the compulsory insurance.

Bliwa Skadeförsäkring AB ('Bliwa') is the insurance provider; see full contact details below. The provisions of the insurance are regulated by:

- ▶ the group agreement concluded by Ledarna and Bliwa
- ▶ the application documents
- ▶ this pre-sale information
- ▶ the full insurance conditions

- ▶ the insurance statement issued when the insurance was taken out, and subsequently if and when the insurance is amended in a significant way.

2. Compulsory insurance

Compulsory insurance protects monthly incomes of up to SEK 80,000 and can provide you with benefits for at most 150 days. Ledarna will affiliate you to the compulsory insurance. Consequently you do not have to submit an application yourself. You are automatically affiliated to compulsory insurance if you are a member of Ledarna and have not attained the age of 66 (up to and including the month preceding the month in which you attain the age of 66). 'Member' in this document means a member of Ledarna who pays a membership charge and is not a passive member in the form of a student member or a retired member. The compulsory insurance applies for at most up to and including the month preceding the month in which you attain the age of 66.

The compulsory insurance was split into various income bands. It is only possible to be affiliated to the highest band for the compulsory insurance from and including 1 July 2014. This band protects monthly incomes between the benefit ceiling for the unemployment benefit fund and SEK 80,000.

▶ WHAT DOES THE COMPULSORY INSURANCE COST?

Ledarna pays the premium for the compulsory insurance to Bliwa. You can see how much your membership charge for Ledarna is at ledarna.se.

3. Voluntary supplementary insurance - income

You apply for voluntary supplementary insurance - income yourself and pay the premium for this. Supplementary insurance enables you to protect a monthly income that is higher than SEK 80,000. This supplementary insurance comprises three income bands. The first band covers monthly incomes of up to SEK 120,000. The second band applies to monthly incomes of up to SEK 140,000 and the third and last band protects monthly incomes of up to SEK 170,000. You must have a monthly income over SEK 80,000 and not have attained the age of 66 (up to and including the month preceding the month in which you attain the age of 66) when you apply for the insurance for it to be possible to grant supplementary insurance. You may not have been given

notice of termination or be claiming unemployment benefit or activity support at the time of the application for supplementary insurance. Nor may you be covered by the previous income band for compulsory insurance which protected salaries of up to SEK 30,000. Another precondition for being able to affiliate to voluntary supplementary insurance is that you are permanently resident in Sweden.

The insurance will enter into force on the date on which your insurance application is received by Bliwa subject to the precondition that the premium is subsequently paid on time and the other conditions are satisfied. If you become unemployed and are entitled to benefits from the compulsory insurance, you are also entitled to benefits from the supplementary insurance for the same period during which benefits are being paid from the compulsory insurance. This applies subject to the precondition that the conditions for entitlement to benefits have been satisfied. The supplementary insurance applies for at most up to and including the month preceding the month in which you attain the age of 66. To be entitled to benefits from the supplementary insurance you must, in addition to the other conditions, satisfy the requirement regarding the qualification period. The qualification period is 12 months, which means that you must have been covered by both the supplementary insurance and the compulsory insurance and also have been a member of Ledarna for the past 12 months preceding the start of your unemployment. Nor may you have made any claim for unemployment benefit or activity support during the 12 months immediately preceding the start of your unemployment.

The supplementary insurance applies without its own qualification period provided you were previously protected within the immediately lower income band and apply for the higher income band within three months from the latest of the following two points in time:

- ▶ you became aware of the change in income that qualified you to apply for the higher income band
- ▶ the new income that qualified you to apply for the higher income band became payable.

If you do not apply for supplementary insurance within this period a qualification period of 12 months applies for the supplementary insurance.

▶ WHAT DOES SUPPLEMENTARY INSURANCE - INCOME COST?

The premium for the supplementary insurance products is indicated in conjunction with the application at www.bliwa.se/ledarna or by the application form provided by Ledarna or Bliwa.

4. Voluntary supplementary insurance - time

You apply for voluntary supplementary insurance - time yourself and pay the premium for this. Supplementary insurance enables you to extend the benefit period for the Income Protection Insurance by 100 days. The maximum period that can be protected is thus 250 days in total (150 days from the compulsory insurance and 100 days from the supplementary insurance). Supplementary insurance – time is split into four income bands. The first band covers monthly incomes of up to SEK 80,000. The second band covers monthly incomes of up to SEK 120,000. The third band applies to monthly incomes of up to SEK 140,000 and the fourth and last band protects monthly incomes of up to SEK 170,000. Supplementary insurance – time exceeding SEK 80,000 may only be taken out by those who are covered , or simultaneously take out, supplementary insurance – income. The maximum benefit from supplementary insurance - time is at most as much as for the first 150 benefit days.

It is only possible to grant supplementary insurance if you are covered by the compulsory insurance, have not attained the age of 66 (up to and including the month preceding the month in which you attain the age of 66) and have not been given notice of termination or are claiming unemployment benefit or activity support at the time of the application for the supplementary insurance. Another precondition for being able to affiliate to the voluntary supplementary insurance is that you are permanently resident in Sweden.

If the above-mentioned conditions are satisfied, the insurance will enter into force on the date on which your application is received by Bliwa, subject to the precondition that the premium is subsequently paid on time.

If you become unemployed and are entitled to benefits from the compulsory insurance, payments from the supplementary insurance start immediately after the 150 benefit days have been paid from the compulsory insurance. This applies subject to the precondition that the conditions for entitlement to benefits have been satisfied. The supplementary insurance applies for at most up to and including the month preceding the month in which you attain the age of 66.

To be entitled to benefits from the supplementary insurance you must satisfy the requirement regarding the qualification

period. The qualification period is 12 months, which means that you must have been covered by both the relevant income band in the supplementary insurance - time and the compulsory insurance and also have been a member of Ledarna for the 12 months preceding the start of your unemployment in order to be entitled to benefits. Nor may you have made any claim for unemployment benefit or activity support during the 12 months immediately preceding the start of your unemployment.

The supplementary insurance's income band from SEK 80,001 up to SEK 170,000 applies without its own qualification period provided you were previously protected within the immediately lower income band and apply for the higher band within three months from the latest of the following two points in time:

- ▶ you became aware of the change in income that qualified you to apply for the higher income band
- ▶ the new income that qualified you to apply for the higher income band became payable.

If you do not apply for the income band of up to SEK 120,000 within this period a qualification period of 12 months applies for that band.

▶ WHAT DOES SUPPLEMENTARY INSURANCE - TIME COST?

The premium for the supplementary insurance products is indicated in conjunction with the application at www.bliwa.se/ledarna or by the application form provided by Ledarna or Bliwa.

5. Common provisions

▶ AMOUNT OF BENEFIT

If you are only covered by the compulsory insurance, you can receive insurance benefits for no more than 150 days with, on average, 22 benefit days per month. The unemployment benefit fund has a qualifying period before unemployment benefit is paid out. You do not have any right to benefits from the Income Protection Insurance during this qualifying period. If you have taken out supplementary insurance - time, benefits can be paid for a further 100 days.

Benefit from supplementary insurance - time is at most as much as for the first 150 benefit days. With the Income Protection Insurance, your total benefits for the first 200 days of the unemployment benefit fund's benefit period are up to around 80 per cent of your normal income after tax, including income-related benefits from the unemployment benefit fund and other benefits (such as from Trygghetsrådet

(TRR)). If you have benefit days left in the Income Protection Insurance after day 200 of the unemployment benefit fund's benefit period, the total benefits are up to around 70 per cent of your normal income after tax. If you have used up all of the benefit days for the unemployment benefit fund's benefit period and are granted a new benefit period by the unemployment benefit fund, the unemployment benefit fund may decide that the benefits shall be based on 65 per cent of your previous normal income if this is more advantageous for you than 80 per cent of the normal income that the unemployment benefit fund determines for you at the time the new benefit period is granted. Bliwa follows new decisions made by the unemployment benefit fund as regards the amount of the normal income and calculates the benefit on the basis of the same percentage rate as the unemployment benefit fund.

If you, in accordance with the Unemployment Insurance Act, only satisfy the conditions for entitlement to a basic amount from the unemployment benefit fund, you can only receive benefits of up to 80, 70 and 65 per cent of your normal income respectively. Despite this, you may receive benefits from the Income Protection Insurance, although the total benefits may then not be as high as if you received income-related benefits from the unemployment benefit fund.

If you have a monthly income of between SEK 80,001 and 170,000 and receive income-related benefits from an unemployment benefit fund, it is required that you are covered by both the compulsory insurance and supplementary insurance - income for the benefit level to achieve up to around 80 (days 1 to 200) or 70 (from day 201) per cent of your monthly income after tax.

The amount of the benefits is calculated on the basis of the normal income that the unemployment benefit fund decides when the unemployment starts, in conjunction with the right to income-related unemployment benefit first arising or upon any recalculation of the normal income by the unemployment benefit fund as a result of an interruption in the payment of benefits by the unemployment benefit fund for 25 weeks or more. You can never receive benefits based on a higher income than your normal income. Nor may the amount of the benefits from Bliwa as a consequence of the Income Protection Insurance ever be based on a higher monthly income than the income you have insured. Further information is available in the full insurance conditions. When the unemployment benefit fund determines the amount of your normal income, this is normally done based on the past 12 months. When your salary changes, it may then take up to 12 months before the amount of the normal income is the same as your actual salary.

If you are not entitled to income-related benefits from the unemployment benefit fund, the unemployment benefit fund will not determine a normal income for you. It is then Bliwa instead that determines an average monthly income on which

the benefits from the Income Protection Insurance will be based; how this is done is indicated by the insurance conditions. Bliwa also normally calculates the average monthly income based on the past 12 months. When your salary changes, it may then take up to 12 months before the average monthly income is the same as your actual salary.

A calculator is provided on bliwa.se/ledarna. You can use this to make a preliminary calculation of the total benefits you may get from the unemployment benefit fund and your Income Protection Insurance from Ledarna. When calculating the benefits, which will be done at the start of your unemployment, Bliwa will make a standard deduction corresponding to regular state and municipal tax in accordance with tax table 30, column 5 as benefits from the insurance, are tax-exempt and the normal income determined, alternatively the average income determined by Bliwa, is a gross amount. The full insurance conditions indicate in more detail how Bliwa calculates benefits from the Income Protection Insurance.

See the insurance conditions for what applies when your income changes.

► PRECONDITIONS FOR BENEFITS IN THE CASE OF UNEMPLOYMENT

If all of the following conditions have been satisfied, you will be entitled to benefits from the Income Protection Insurance in the event of unemployment:

- Either the unemployment benefit fund pays you unemployment benefit or the Swedish Social Insurance Agency (Försäkringskassan) pays activity support at least the same level to which you would have been entitled from the unemployment benefit fund. Activity support will be paid as a consequence of your participation in a labour market policy programme owing to unemployment.
- Your unemployment is involuntary; i.e. you have not caused your unemployment without a valid reason, in the assessment of the unemployment benefit fund. If the unemployment benefit fund decides on 'suspended days', no insurance benefits will be paid by Bliwa for the subsequent benefit period from the unemployment benefit fund. Bliwa does not make its own assessment of whether you have caused your unemployment. Instead Bliwa completely follows the assessment of the unemployment benefit fund regarding this.
- You have a normal income determined by the unemployment benefit fund or an average monthly income determined by Bliwa that exceeds the benefit ceiling in accordance with the Unemployment Insurance Act (1997:238). If the unemployment benefit fund determines

a normal income for you, Bliwa always follows the decision of the unemployment benefit fund regarding this.

- ▶ You satisfy the requirement in respect of the qualification period. This means, among other things, that you were a member of Ledarna and covered by the respective insurance and relevant income band for a consecutive period of 12 months immediately preceding the start of your unemployment. 'The start of your unemployment' means the date on which you, for the first time during the term of the insurance with Bliwa and for each new benefit period from Bliwa's Income Protection Insurance, put yourself at the disposal of the labour market by applying to the Swedish Public Employment Service (Arbetsförmedlingen) as a job seeker or the date on which you start a labour market policy programme owing to unemployment that affords entitlement to activity support from the Swedish Social Insurance Agency. You should also have no earned income and employment in respect of that part for which you are applying for benefits. You cannot receive benefits from the Income Protection Insurance for periods during which a severance payment is made.
- ▶ You have not claimed unemployment benefit or activity support for the past 12 months immediately preceding the start of your unemployment.
- ▶ You must have no employment and earned income for that part for which benefits are being applied for. 'Earned income' means such income regarded as earned income by the unemployment benefit fund. You cannot receive benefits from the Income Protection Insurance for periods when you are entitled to severance pay.
- ▶ If it is likely that you satisfy the conditions for receiving benefits under a collectively agreed income security solution (corresponding to a severance payment), you must, at the request of Bliwa, be able to show that you applied for such benefits in order to be entitled to benefits under the Income Protection Insurance with Bliwa
- ▶ You have made a written application for benefits from the insurance. You can apply directly or print out or alternatively order a standard form at bliwa.se/ledarna.

Please note that your entitlement to benefits from the compulsory insurance and supplementary insurance products is assessed separately.

In the event of unemployment, you have a requalification period of 12 months if you have received benefits for the entire benefit period and subsequently became unemployed again.

▶ HAVE YOU PREVIOUSLY BEEN COVERED BY INCOME PROTECTION INSURANCE?

Previous income protection insurance via another union

If you have recently become a member of Ledarna but were previously covered by equivalent income protection insurance via a trade union other than Ledarna, you can be credited for the qualification period from the previous insurance if you become unemployed. In order to be credited for the qualification period for the Income Protection Insurance's compulsory insurance from another union, there is a requirement that the previous income protection insurance and membership of the other union applied without interruption up until membership of Ledarna and the compulsory insurance with Bliwa started to apply. In order to be credited for a qualification period from another union's voluntary supplementary insurance, you must apply for supplementary insurance from Ledarna within one month from when you became a member of Ledarna and were affiliated to the compulsory insurance. A qualification period may be credited from insurance that Bliwa considers to be equivalent.

If you have previously been covered by compulsory insurance via another union for more benefit days than the compulsory insurance from Ledarna, you can still receive benefits for the same number of days if you take out the voluntary supplementary insurance - time within one month from becoming a member of Ledarna. You will then be credited for the qualification period from the previous union's compulsory insurance for your voluntary supplementary insurance - time with Ledarna. You may then receive benefits of up to the same number of benefit days as the previous union's compulsory insurance, though for no more than 250 days. In order for this to be possible, you must take out the voluntary supplementary insurance within one month from becoming a member of Ledarna and starting to be covered by compulsory insurance from Ledarna. If you do not do this, you cannot be credited for the qualification period in this way.

You may be entitled to benefits from Ledarna's Income Protection Insurance if you previously received benefits from income protection insurance by which you were covered before being covered by Ledarna's Income Protection Insurance and become unemployed again within 12 months from when your previous unemployment ceased. However, this requires that the preconditions specified in the above paragraph have been satisfied and that you have not received benefits for all of the benefit days under the previous insurance.

▶ WHEN THE INSURANCE CEASES

The insurance applies for at most up to and including the month preceding the month in which you attain the age of 66. The insurance also ceases to apply if the group agreement between Bliwa and Ledarna ceases, if you are no longer a member of Ledarna or if Bliwa has given notice

terminating the insurance because the premium has not been paid on time. You can opt to waive the insurance protection from the compulsory insurance. However, this does not mean that the obligation to pay the premium ceases. You can give notice terminating the supplementary insurance at any time. If the compulsory insurance ceases, notice is given terminating the supplementary insurance products at the same time. The insurance does not include extended cover protection.

► COORDINATION AND RECOVERY

Benefits from Ledarna's Income Protection Insurance are coordinated with other benefits that you receive as a consequence of your unemployment (from the unemployment benefit fund or other insurance such as Trygghetsrådet) or national pension granted, so that the total benefits do not exceed the following levels for the normal income determined by the unemployment benefit fund or the average monthly income determined by Bliwa:

- 80 per cent (days 1 to 200 of the unemployment benefit fund's benefit period)
- 70 per cent (from day 201 of the unemployment benefit fund's benefit period)
- 65 per cent (for example, if the unemployment benefit fund granted you an additional benefit period, and this is more advantageous for you. See above under 'Amount of benefit').

Bliwa always follows the unemployment benefit fund's decisions about the various levels when making decisions about income-related benefits from the unemployment benefit fund. In all cases, Bliwa will make a standard deduction from the normal income determined by the unemployment benefit fund or the average monthly income determined by Bliwa corresponding to regular state and municipal tax in accordance with tax table 30, column 5. This coordination rule may mean that you do not receive full benefits from the Income Protection Insurance. Bliwa is also entitled to recover benefits paid in excess of 80, 70 and 65 per cent respectively of your normal income or the average monthly income determined by Bliwa according to the standard deduction described above.

6. Other provisions

Tax on income insurance

Benefits from the insurance are tax-exempt.

Legal representative

The insurance does not compensate the cost of a legal representative.

Time limit

A party who wishes to receive insurance compensation or other insurance cover must institute proceedings against Bliwa within ten years from the date when the circumstance in respect of which the insurance agreement affords a right to such cover occurred.

If a party who wishes to have insurance cover has presented a claim to Bliwa within the period prescribed by the first paragraph, the time limit to institute proceedings is always at least six months from when Bliwa has given notice of the final position it has adopted on the claim. The right to insurance cover will be lost if proceedings are not instituted in accordance with this clause.

Insurance conditions

This is a brief description of Ledarna's Income Protection Insurance. You can print out the full insurance conditions at bliwa.se/ledarna or order them from Bliwa.

Term of insurance

The term of insurance is the period during which you are covered by the insurance. The insurance applies for no more than 4 months at a time. However, the first term of insurance for new policies runs until the end of the term of your current insurance, i.e. up to and including either 30 April, 31 August or 31 December of the year in which the insurance was taken out. Bliwa may give notice terminating the insurance or amend the insurance conditions and the premium in connection with renewal of the insurance

Applicable law, etc.

The insurance is subject to the Insurance Business Act (2010:2043), the Insurance Contracts Act (2005:104) and Swedish law generally. Bliwa provides insurance conditions and all other information in Swedish. Any legal proceedings concerning these conditions or the insurance in some other respect shall take place in Sweden, applying Swedish law.

Processing of personal data

Bliwa protects your personal privacy. All processing of personal data is performed on the basis of applicable legislation, recommendations issued for the industry and Bliwa's internal rules. You can find out more about how Bliwa processes your personal data at www.bliwa.se/personuppgifter. Here you can also find out what rights you have in relation to us. Please contact Bliwa if you would prefer to have this information sent to your home.

Cooling off period

If you have taken out voluntary insurance, you are entitled to withdraw from the insurance agreement ('cooling-off period') within 30 days from the date on which you received the insurance documents and information that the insurance agreement started to apply. You must notify Bliwa if you wish to exercise your cooling-off right. You are also entitled to give notice terminating voluntary insurance at any time. You are

always obliged to pay the premium for the period during which the insurance was in force.

Bliwa's insurance distribution

Bliwa's insurance may be distributed by Bliwa or another distributor engaged by Bliwa to deal with the distribution. The party distributing the insurance must provide the customer with information about the distribution. For this reason, the following information applies in the event that Bliwa is the insurance distributor.

Name of employee who participated in the distribution

Insurance is normally distributed to natural persons digitally or via a standard form, i.e. without the direct assistance of an employee. Insurance may be distributed to legal persons digitally, via a standard form or by communication with an employee at Bliwa. The name of such employee will be indicated, when applicable, by the insurance agreement or notified separately in conjunction with the conclusion of the agreement.

Advice

Bliwa does not provide insurance advice to private individuals.

Information about remuneration

Remuneration is not payable to Bliwa's employees as a consequence of the distribution of individual insurance agreements.

If we do not agree

You should in the first instance contact Bliwa if you are dissatisfied with Bliwa's decision.

If you have a concrete complaint regarding a matter you can present it to Bliwa in writing, by telephone, fax or via email. In the first instance we would like you to contact the person who dealt with your matter to have it reconsidered. If you are still dissatisfied with the case officer's decision, you can contact the Complaints Officer who will reconsider your matter free of charge. You can also contact the Complaints Officer or some other instance for dispute resolution (see below) if you are not satisfied with Bliwa's distribution.

Bliwa, Klagomålsansvarig (Complaints Officer), Box 5125, SE-102 43 Stockholm, Sweden or klagomalsansvarig@bliwa.se. Bliwa will deal with your complaint rapidly and notify you within 2 weeks about how your complaint will be dealt with.

General information and guidance on insurance issues can be provided by the Swedish Consumers' Insurance Bureau (Konsumenternas försäkringsbyrå), telephone +46 (0)200-22 58 00, together with the municipal consumer advice officer in your municipality

Disputes between private individuals and business operators may be considered by the National Board for Consumer

Disputes (Allmänna Reklamationsnämnden – ARN), telephone: +46 (0)8-508 860 00.

An insurance dispute may be considered by a general court. A Swedish district court (tingsrätt) is the first instance.

► DO YOU NEED FURTHER INFORMATION?

Please contact the Customer Services Department at Bliwa if you have any further questions.

TELEPHONE

08-696 22 70

Opening hours: Ordinary weekdays 08.00-17.00

EMAIL

ledarna@bliwa.se

WEBSITE

bliwa.se/ledarna

MY ACCOUNT

bliwa.se/minasidor