



Sesam

group pension insurance

Product description. Valid as of 1 January 2023

Sesam is a group pension plan aimed at companies and organisations. Sesam can be used to complement the statutory pension cover of the group members and/or lower the retirement age. Sesam is a valuable asset to employees, which can enhance the commitment of personnel in the long run. Sesam can be used to supplement the pension cover of senior corporate management, key personnel or the entire personnel as part of the total reward scheme.

Sesam's benefits for the employer

- **Interesting benefit.** Employees are interested in competitive benefits provided by the employer. Group pension insurance is a significant benefit and a good competitive tool in the recruitment market.
- **Commitment.** Sesam helps companies to retain valuable employees. When regular payments are made into the insurance annually, pension savings increase in size as the employee continues in the service of the company. Sesam can also be carried out so that the employees are entitled to their pension savings only after their employment has lasted for a specified period of time (e.g. 3 years). Should the employment relationship end before the agreed period is over, the accrued savings revert to the company.
- **Retirement planning.** Sesam facilitates planning of the staff's age structure, because it enables flexible retirement at a convenient time for both the employee and employer.
- **Cost-effective.** Sesam premiums are fully deductible in corporate taxation, and they are not regarded as taxable income for the insured. The premium payments do not include indirect labour costs.
- **Flexible.** The company may invest funds in the premium-based Sesam insurance by paying a fixed annual premium or a variable premium. The company can take its financial situation into account and spread out the costs of the Sesam insurance as it sees fit. There are many options for investing the insurance savings.

Sesam's benefits for the employee

- **Better and more flexible pension period.**
Sesam enables a higher income level during the pension period. It also makes retiring more flexible. The supplementary pension arranged collectively by the employer is not taxed as earned income while the employee is still working. The pension savings are withdrawn as pension, which is taxed as earned income.
- **Security in case of death and disability.**
Sesam always includes life insurance: if the Insured dies, the beneficiaries receive an agreed portion of the pension savings. The beneficiary can be the family, a nominated person or the policyholder, i.e., the company. The life insurance cover is valid throughout the pension period, however, at most until the age of 85. The insurance also includes cover in case of disability of the insured, which means that pension savings can be drawn already before the agreed pension period if an earnings-related pension institution or the Social Insurance Institution has granted the insured a full disability pension. In this case, payment of the pension will continue until the end of the pension period specified in the contract.
- **Easy-to-use web and mobile services.**
On the Web Service, the insured can view the payments made to the insurance, the amount of savings and their distribution into investment objects, the investment plan and insurance coverage and beneficiaries, if the employer has authorised him or her to view the insurance data and make changes. On the Web Service, the user can make changes to the investment plan and savings distribution, change the life insurance beneficiary and fill in a pension application. The insured also has at their disposal the Mandatum Money mobile service which enables them to easily view their pension insurance data and the performance of their investment objects.
- **Wide selection of investments.** The employee is able to invest in the long term both before retirement and during the pension period. The investment objects can be chosen from a large selection, which provides options for pension investors' needs in particular.
- **Termination of employment.** If the insured's employment ends before the pension period and the insurance includes the right to a paid-up pension, the

management of the pension savings is transferred to the insured. Pension savings will be paid out as pension when the insured reaches the retirement age stipulated in the insurance policy.

Investing pension savings

Sesam is a unit-linked insurance, i.e. the return on pension savings and the final amount of pension are based on the value development of the chosen investment objects. There is a large selection of investment objects that can be linked to Sesam, offering options for different investment needs.

Investment decisions can be made individually or collectively. This means that each of the insured decides independently on their investment objects, or the policyholder can make one investment plan that applies collectively to the entire group.

Changes can be made freely to the investment plan

Changes to the investment plan can easily be made on the Web Service. No fees will be charged on changes made to the investment objects through the Web Service. Changes to the investment plan made through our customer service or transfers of pension savings can be carried out twice in a calendar year without charge. More frequent changes will entail an administration fee in accordance with the price list.

The Web Service is also at the employer's disposal

As a representative of your company, you can take care of insurance matters most conveniently on our Web Service at the address www.mandatum.fi. A person authorised by the policyholder can access up-to-date information on our Web Service. The use of the service requires an electronic transactions agreement that can easily be made online.

The authorised user signs in using his or her personal bank identifiers. The Web Service includes information on the savings of the contract as a whole and of individual insured parties, their quantities and distribution into investment objects, the investment plan and insurance coverage and beneficiaries.

If you have any questions, contact our service for corporate customers at the number +358 200 31190 (local network fee/mobile phone fee).

Please note

The insured is always a collectively defined group

- The insurance arrangement must meet the requirements for collectivity so that the insurance premiums are not considered the insureds' earned income. Collectivity means that the insured is an objectively defined group. The insured can be the entire personnel or only part of it. The insured persons can be selected based on, for example, their position or job title. The policy will provide the same level of cover for all members of the group. The insurance solution may not be targeted at nominated or otherwise individually specified persons.

Insurance premiums

- The distribution of insurance premiums among the insured must also have a collective basis, i.e. the insurance premiums must be divided up between the insured equally. The distribution principle of the premiums can be, for example, the same relative portion of the insureds' annual earned income or YEL earned income or the same premium in euros for each insured.

Pension

- The retirement age for each group is agreed on when the contract is made. The pension is paid for a defined period. The pension period is always agreed for a fixed term, and a lifetime pension period cannot be agreed. The size of the pension is based on the pension savings.

Expenses incurred from the insurance

- Fees based on the price list are charged for the insurance premiums and for the annual management of your savings, as well as possible administration fees.
- Fees levied on investment funds and unit-linked investment baskets used as investment objects will be charged. The fees charged by them which have been taken into account in the daily quotes for the mutual funds or investment baskets, unless otherwise stated.
- Please see the separate price list.

Taxation on Sesam

- Sesam's premiums are deductible in corporate taxation. Premium payments are not regarded as taxable income

for the insured employee. The condition is that the insured group and distribution of insurance premiums must meet the conditions for collectivity.

- The pension payments received will be treated as taxable income.
- Life insurance payments to next of kin and spouses are subject to inheritance tax. Life insurance benefits paid to beneficiaries other than next of kin are considered taxable capital income. Indemnities paid to companies are considered taxable income.

Read more about the insurance terms and conditions

- See also the terms and conditions of Sesam insurance, which contain a more detailed account of the insurance.
- The development in the value of unit-linked insurances is based on the development in the value of the investment objects chosen by the policyholder or insured. The value of investment objects may increase or decrease. The past performance of investment objects is not indicative of their future performance. If the investment objects include investments other than those denominated in euro, changes in exchange rates will affect the development in the value of the investment object.
- The policyholder or insured independently decide on the selection of investment objects in accordance with their own investment objectives, and bear the risk of a decrease in or loss of the value of the savings. Neither Mandatum Life Insurance Company Limited nor its agents are liable for the performance of the investments.
- The information on investment objects and other investing is provided for information purposes only. Prospective policyholders must carefully familiarise themselves with the terms and conditions and brochures relating to the insurance and investments before taking out or changing an insurance policy.

The customer is obligated to report if changes have occurred in the information that has been provided to Mandatum when the contract has been made. This applies to, among other things, the tax domicile of the customer and other contact details.

This product description is valid as of 1 January 2023. It is not a complete description of Sesam. See also the insurance

contract terms and conditions and price list and the various investment options. The terms and conditions include e.g. exact definitions of insurance cover and related limitations.

The information regarding taxation corresponds to the legislation and taxation practices in force on 1 January 2023. The regulations apply to persons subject to taxation in Finland. Mandatum is not responsible for any possible changes in taxation or for individual tax decisions. Mandatum shall not be liable for any effects this contract may have on the policyholder's or the insured's taxation or other contractual relations, rights or obligations.

In addition, if the insurance, the savings or the investment objects linked to the insurance are subject to direct or indirect taxes or other charges imposed by legislation or official regulations, or fees charged by the investment object or company managing the investment object according to their by-laws, e.g. subscription fees or redemption fees, or other trading costs to be paid by Mandatum, Mandatum is entitled to deduct a corresponding amount from the savings.

Taking sustainability risks and adverse sustainability impacts into account

Mandatum complies with the UN's Principles for Responsible Investment (UN PRI) in its investments and regularly monitors the sustainability risks of its investments. Mandatum takes sustainability risks and adverse sustainability impacts into account in its investment operations in accordance with the Responsible Investment Policy published on the company's website and the regulations valid at any given time. Both positive screening and negative screening of certain industries are applied to Mandatum's investment objects, taking into account the special characteristics of the different asset classes and strategies. These methods have been chosen in order to limit the sustainability risks of the company's investment operations and the resulting negative return impacts. Mandatum estimates that while the measures it takes to control the sustainability risk reduce the negative return impacts caused by such risks, they cannot be ruled out entirely.

Mandatum monitors that the investment objects meet the requirements that have been set in the Responsible Investment Policy. The investments are monitored regularly with respect to the sustainability risk and adverse sustainability impacts.

The investment object documentation describes in more detail the measures for taking into account the sustainability risk and adverse sustainability impacts in various investment objects.

Processing of personal data

Mandatum processes its customers' personal data such as that of policyholders, insured, beneficiaries and their representatives in accordance with Finnish legislation. Data is acquired from the customer, from parties authorised by the customer, from other reliable sources, from public records maintained by authorities and from the credit information registers of Suomen Asiakastieto Oy and Bisnode Finland Oy. The insured's personal data is primarily acquired from the policyholder. Due to the confidentiality provisions governing insurance companies, Mandatum does not disclose information about its customers to outsiders except with the customer's consent or when the disclosure of information is based on legal provisions or the contract. The information content and intended uses of the personal data registers used by Mandatum are outlined in the descriptions of files available from the company's website and the description of the use of personal data. In addition, our customer service personnel will provide additional information as necessary. Mandatum also uses customers' contact details for customer communications and customer feedback requests. Mandatum may use the customer registers also for marketing targeted at customers and record telephone calls to ensure the security of operations.

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Company granting the insurance

Company granting the insurance
Mandatum Life Insurance Company Limited
Postal address: P.O. Box 627, FI-00101 Helsinki, Finland
Registered office and address
Bulevardi 56, FI-00120 Helsinki, Finland
Business ID 0641130-2, www.mandatum.fi

Mandatum Life Insurance Company Limited is a wholly-owned subsidiary of Sampo Plc. An account of Mandatum Life Insurance Company Limited's solvency and financial situation and more information on Mandatum Life Insurance Company Limited's solvency can be found at the address www.mandatum.fi.

Mandatum Life Insurance Company Limited has received permission from the Financial Supervisory Authority to use transitional measures in its solvency calculations until 1 January 2032.

Remuneration for sales personnel

An employee or an agent of Mandatum may receive monetary remuneration on the basis of the sale of the insurance.

Further information from Mandatum's Contact Managers nationwide

Additional information is also available at www.mandatum.fi or by calling Mandatum's telephone service +358 0200 31190 (local network charge/ mobile phone charge).

Mandatum is represented by its corporate branches throughout Finland.

IF P&C Insurance Ltd (publ), branch in Finland Registered domicile Stockholm, Business ID 1602149-8

Supervisory authority

The contract is subject to the Insurance Contracts Act and other Finnish legislation. Mandatum Life's products are not covered by the deposit guarantee fund. Mandatum Life's operations are supervised by the Financial Supervisory Authority (FIN-FSA) (address Snellmaninkatu 6, P.O. Box 103, FI-00101 Helsinki, Finland, www.finanssivalvonta.fi, tel. +358 10 831 51).

Appealing a decision by the insurance company

If you are dissatisfied with a decision concerning your insurance matter or the conduct of the salesperson, first contact us by phone, online message or by mail. Always contact the person who has made the decision first. You may also send a letter to the address

Mandatum Life Insurance Company Limited
Asiakasposti/2011, Kalevantie 3
20520 Turku

The feedback will be handled efficiently, with high quality and according to current legislation. The processing of the matter will take place without delay, however, within a maximum of 30 days.

Matters may also be submitted for consideration to the Finnish Financial Ombudsman Bureau, the Finnish Insurance Complaints Board or a district court.

Financial Ombudsman Bureau FINE (address: The Financial Ombudsman Bureau, Porkkalankatu 1, 00180 Helsinki, tel. +358 09 685 0120, www.fine.fi) provides customers with free, independent advisory services and guidance in applying and interpreting insurance contracts and terms. FINE's Financial Ombudsman Bureau and the Insurance Complaints Board also offer recommendations for solutions in disputed cases. FINE will not handle a dispute that is pending or being heard in a court of law.

Matters can also be resolved in court. The case must be brought before the Helsinki District Court or the District Court of the municipality in which the complainant is domiciled in Finland. The appeal must be filed within three years after the complainant has received written notification of both the insurance company's decision and the period for filing a complaint.