

Remuneration principles for the sales personnel of the Estonian branch of SEB Life & Pension Baltic SE

Remuneration policy

The remuneration policy of the Estonian branch of SEB Life & Pension Baltic SE is based on legal requirements.

The Estonian branch of SEB Life & Pension Baltic SE wishes to provide a world-class service to its customers. For this reason, it is important to attract, keep, train, and reward the right people. The remuneration policy of the Estonian branch of SEB Life & Pension Baltic SE is defined by principles that promote a performance-based work culture and an effective risk management that supports capital and liquidity requirements.

The salary structure of the sales personnel of the Estonian branch of SEB Life & Pension Baltic SE is based on a basic fee (a fixed monthly fee). The salary may also include:

a) performance pay:

- performance pay based on profit sharing or the All Employee Programme;

b) the pension of the employer and other benefits.

Performance pay is a tool for managing and motivating employee performance and behavioural patterns and for recognising their performance, thereby creating value for shareholders. The amount of the performance pay depends on both work results and the associated risks. In order to achieve effective risk management and to avoid taking excessive risks, the Estonian branch of SEB Life & Pension Baltic SE limits the performance fee and does not pay employees a commission for sales.

AEP, or the All Employee Programme, is a profit-sharing programme used in the SEB group that unites the organisation of SEB into one whole and has a strong connection with long-term performance and the interests of shareholders. If the payment of AEP profit-sharing has been decided, all sales personnel of the Estonian branch of SEB Life & Pension Baltic SE can participate in the programme in accordance with the current AEP terms and conditions. The management of the Estonian branch of SEB Life & Pension Baltic SE decides on the size of the AEP profit-sharing payments, considering the decision of the remuneration committee of the SEB group and the decisions of the general meeting of shareholders of Skandinaviska Enskilda Banken AB and the remuneration committee of Skandinaviska Enskilda Banken AB. Every year, Skandinaviska Enskilda Banken AB establishes the AEP terms and conditions for a specific financial year by country.

In the cases stipulated by law and contracts concluded with employees, the Estonian branch of SEB Life & Pension Baltic SE may reduce the size of performance pay, suspend the payment of performance pay, or demand a partial or full return of the paid performance pay. This can happen, for example, if the economic results of the Estonian branch of SEB Life & Pension Baltic SE are significantly worse compared to the previous period.