

PAY POLICY

Contact

HR & Internal Communication

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Scope of application

ERV DK incl SE branch "ERV Nordic"; board members, the management, and employees, whose professional activities have a considerable influence on the company's risk profile

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Version

1.5

Authorized by

General Assembly

Authorized on

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Retention period

10 years

Classification

Policy

Level of obligation

Binding

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1. Purpose

The pay policy has been determined to comply with the executive order on pay policy and payment of the management in insurance companies (BEK nr. 1583 13/12/2016) and the Swedish Act (1995:1560) on Annual Report for Insurance Companies chapter 5 § 1 regarding the duty to disclose material facts about salaries in financial businesses and financial holding companies (hereinafter Executive Order).

The pay policy has been determined based on an overall assessment of the company's size, organization and the extent and complex nature of the company's activities. The objective is to have a pay policy which is in accordance with and promote sound and efficient risk management and at the same time comply with the company's strategy, values and goals and meet the customers' and investors' interests.

1.1 Interaction with other norms

This Norm interacts with the MR Group Compensation Policy, Salary Process SE Working Instruction and Pay Roll Working Instruction.

2. Scope of application

The pay policy comprises all agreements about salaries to the below mentioned group of persons in ERV Nordic, when these agreements have been entered:

The pay policy comprises the board of directors, Board of Management, and other employees, whose activities have a considerable influence on the company's risk profile, together with employees who are involved in supervisory duties and auditing.

The decision on the employees to be included in the present pay policy is decided by Board of Directors on the basis of a recommendation from Board of Management and is based on an assessment of the following criteria:

- The authorization and/or financial authorities of the employees in question, as it is considered that these persons would be able to add a financial risk to the company of such a nature that it is considered substantial.
- The duties of the employees in question within supervision and risk mitigation.

Based on this it has been decided that the following employees have a considerable influence on the company's risk profile:

The Board of Management:

- Chief Executive Officer (CEO)
 - Chief Financial Officer (CFO)
 - Chief Operating Officer (COO)

C-function, whose activities have a considerable influence on the company's risk profile:

- Chief Sales Officer/MD (CSO)
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Other employees, whose activities have a considerable influence on the company's risk profile

- Nordic Head of Product Management

Managers of control Functions (Key Functions):

- Chief of Internal Audit
- Risk Officer
- Nordic Head of Legal and Compliance
- Actuary function

3. Pay policy for Europæiske Rejseforsikring A/S for the respective board members, the management and employees, whose professional activities have a considerable influence on the company's risk profile

3.1 The Board of Directors' remuneration

The board of directors is only paid a fixed fee. However, board members appointed by, and representing, Europæiske Reiseversicherung AG shall not receive a fixed fee. There is no paid pension included.

There is no variable fee, and there are no paid incentive programs of any kind.

The board of directors seeks to adjust the amount of the fee in accordance with the extent and responsibility connected with the tasks of the board of directors.

3.2 The management remuneration

The Board of Management and C-function in ERV Nordic receives a set basic salary and has an agreement on variable pay, which is endeavored to be determined so it is competitive with the remuneration of a corresponding job in the financial sector. In addition to the salary the company pays pension contribution, company car of a suitable size, free telephone and other normal salary items (health insurance and health check-ups).

The remuneration of the management is evaluated each year.

3.3 The remuneration of other employees, whose activities have a considerable influence of the company's risk profile and/or are involved in supervisory duties and auditing

Employees whose activities have a considerable influence on the company's risk profile have a salary agreement and an agreement on variable pay. In addition to the salary the company pays pension contribution, free telephone and other normal salary items (health insurance and health check-ups).

The Actuary Officer and Nordic Head of Legal and Compliance has a salary agreement. In addition to the salary the company pays a variable pay, pension contribution, free telephone and other normal salary items (health insurance and health check-ups). The Chief of Internal Audit and the Risk officer have a salary agreement. In addition to the salary the company pays pension contribution, free telephone and other normal salary items (health insurance and health check-ups). The Chief of Internal Audit, the Risk officer are not paid a variable salary, except for any general company bonus.

3.4 Principles for variable pay

The variable pay cannot be more than 50 % of the set salary including pension for each person.

The total variable salary is determined on the basis of the persons own performance, the performance of the relevant department, the company's financial and actual results and the group financial result

The variable part of remuneration of employees whose activities have a considerable influence on the company's risk profile must be independent from the performance of the operational units and areas that are submitted to their control.

Where remuneration schemes include both fixed and variable components, such components shall be balanced so that the fixed or guaranteed component represents a sufficiently high proportion of the total remuneration to avoid employees being overly dependent on the variable components. This allows the undertaking to operate a fully flexible bonus policy, including the possibility of paying no variable component.

The bonus earned each year, if any, is paid with the maximum possible payment in year 1 (which means 60 % if the total bonus is below 750,000 DKK, and 40 % if the total bonus is above 750,000 DKK) and the remaining amount is paid out in equally large portions over a period of the following 4 years for the Board of Management and C-function and 3 years for other employees, whose activities have a considerable influence of the company's risk profile and/or are involved in supervisory duties and auditing, under the Guidelines on the interpretation of §77a, section 1, No. 5, in the Financial Business Act. Any bonus below DKK 100.000 is paid in full in year 1, if the total variable pay is below 100.000 DKK.

For C-function and other employees employed in SE Branch, whose actions can impact on the risk level of the Swedish branch, at least 60 % of the variable remuneration shall be deferred for at least 3 years. The earliest date on which the deferred component may be paid should be determined by the risks to the long-term, sustainable performance of the business in which the employee is active. The firm can decide that a deferred payment shall be cancelled in part or in full if at a later date it is demonstrated that the employee did not fulfil the performance criteria. The firm should also be able to refrain from paying deferred variable remuneration if its position is significantly weakened, in particular if the firm no longer is considered to be able to continue conducting business or if it needs to receive government funding in accordance with the Swedish Government Support to Credit Institutions Act (2008:814).

The postponed installments of a granted bonus can only be paid out if the criteria that formed the basis of the bonus are still met at the time of the payment of each installment and on the condition that the relevant person has fulfilled relevant demands to fit- and properness and has not been involved in or responsible for any behavior resulting in significant loss and finally that the financial situation of the company is not significantly impaired compared to the financial situation at the time the bonus was granted.

ERV Nordic can refrain from paying out variable pay partly or in whole, if the company doesn't fulfill the solvency requirements in §§ 126c & 175b in the Danish Act on Financial Business, or if the FSA assesses that there is a reasonable risk thereof. Furthermore ERV Nordic will not pay out variable pay to the Board of Management, C-function and other employees if the FSA demands that ERV Nordic drafts a plan for restoring the company's financial position, cf. § 248(1) in the Danish Act on Financial Business.

At least half of the variable payment must consist of a subordinated debt to the company. Such subordinated debt can at the earliest be collected 6 months after the debt is granted.

The bonus schemes are thus aiming at supporting long-term behavior.

3.5 Guidelines for severance pay

There are no agreements of severance pay with the board of directors.

Notice period for Board of Management and C-function are regulated in the individual contract.

For other employees, whose activities have a considerable influence on the company's risk profile and the Chief of Internal Audit, an extension of the notice period has been agreed. Such extended period is individual and can be up to 12 month plus an additional compensation according to the Danish Employers' and Salaried Employees' Act, the Swedish Employment Act (1982:80) or the in-house agreement/collective agreement .

Any severance payments shall be related to performance achieved over the whole period of activity and be designed in a way that does not reward failure. Reference may be made here to the current function.

All severance pay must be approved by the chairman of the board of directors.

3.6 Publication

ERV Nordic will annually release information, on its website erv.dk, about the pay policy for the board of directors and other employees, whose activities have considerable influence on the company's risk profile and/or are involved in supervisory duties and auditing, in accordance with Financial Business Act § 77 d, sections 2-4 and the recommendations from the Danish Commerce and Companies Agency's Committee for Corporate Governance, in the annual report and at the company's ordinary general meeting.

3.7 Control

The board of directors will at least once a year perform a control on whether the pay policy is complied with, this control will also secure that the Munich Re Group Compensation Policy are complied with. The board of directors will determine the detailed guidelines for the control

The pay policy is approved by the general assembly. It is reviewed annually by the board of directors and revised if necessary. The control of the pay policy is presented at the general meeting for approval.

4. Tasks, Responsibilities and Interfaces

4.1 Tasks

Whenever variable pay is determined to the group of people which this policy applies to, the above rules must be complied with.

4.2 Responsibilities

It is the responsibility of whom ever grant the variable pay, that the abovementioned rules are complied with, it being either the Board of Directors, or the Board of Management or the C-function.

The Board of Directors are responsible for the salary agreement and agreement of variable pay if any for the Board of Management and the Chief of Internal Audit.

The Board of Management is responsible for the salary agreements and agreements on variable pay of all other employees mentioned in the policy. All severance pay must, however, be approved by the chairman of the board of directors.

4.3 Interfaces

There will be an interface between the responsible body or person and the financial department which carries out the actual payment of variable pay.

5. Processes, Controls and Reporting Procedures

5.1 Processes

The salary process is described in Payroll Process ERV DK Working Instruction and Salary process SE Branch Working instruction and as regards bonus and target setting the involved parties are Board of Management, C-function, Finance and HR.

Board of Management and C-function set the targets for the individual bonus schemes. HR is responsible for collecting and for filing the signed schemes. Finance calculates the amount based on the annual result and Board of Management and C-function fills in the non-financial targets and the final bonus schemes approved by Board of Management or C-function are submitted to HR for payout with the salary.

5.2 Controls

The control activities in connection with the execution of salary and bonus administration are following the “4 eyes” principle and the frequency is monthly with regard to salary with each payroll process and annual with regard to bonus. The involved parties are HR, Finance and the managers. HR controls the salary figures and the CFO controls Finance’s balance Board of Management or C-function approves all bonus scheme pay-outs before pay-out.

The Board of Directors has the responsibility for the compliance with this policy. To fulfil this responsibility The Board of Directors, has requested Compliance to overview the process were the variable pay is being granted and paid out each year, and to report if the Policy is being respected or not.

The Pay Policy has to be approved by the General Assembly, together with the guideline with the basis for awarding variable pay.

5.3 Reporting Procedures

Board of Management or C-function signs off the final bonus scheme before submitting to HR for pay-out.

For the reporting procedures in connection with the execution of salary and bonus administration are described in the Payroll Process ERV DK Working instruction and Salary Process SE Branch Working Instruction.

The Chairman of the Board of Directors must in his report to the General Assembly explain the payment made to the Board of Directors and Board of Management. The explanation must contain information about the payment in the previous year, the expected payment in the present and coming year.

The annual report must contain the combined payment to each member of the Board of Directors and the Board of Management. The combined payment also includes payment for positions in the Board of Directors or the Board of Management of other companies in the group.

5.4 Review of the norm

The Board of Directors will review the norm every year, and any changes required will be submitted to the general assembly by following the Checklist for the creation or amendment of a norm. The outcome of the review, even in

the case of the outcome that no amendments are needed, will be documented in written form and will be made available to Compliance or Internal Audit on demand.

Before the annual review of the norm by the Board of Directors, HR & Internal Communication will review the norm to determine whether any changes are needed to the norm due to any changes in the legal requirements or requirements from the Group. The outcome of this review will be documented in written form and be made available to the Board of Directors.

6. Appendices

No appendices.

7. Document history

Version	Date	Amended by	Amendments/ Comments
1.0	13 April 2016	Anders Erlandsen	Updated the old version
1.1	18 April 2016	Anders Erlandsen	Amendments from Compliance Officer
1.2	15 September 2016	Anders Erlandsen	Changes due to answer from the FSA
1.3	05 January 2017	Anders Erlandsen	Changes due to new executive order
1.4	19 February 2018	Niklas Lewenhard Gren	Changes due to the merger of the Danish and the Swedish entity.
1.4	11.04.2018	N/A	Presented to the BoD
1.4	25.04.2018	N/A	Approved at General Assembly
1.5	26.11.2018	Annica Westerman	Updated with amendments
1.5	12.12.2018	N/A	Presented to the BoD