

# Handelsbanken Luxembourg Branch – Remuneration Policy

Handelsbanken's remuneration system is designed to support the Bank's business goals and culture, which are built on responsible, long-term operations. All employees are expected to act according to high ethical standards, good administrative practices, and full compliance with regulations.

The Bank ensures that remuneration is structured in a way that encourages sound and efficient management of sustainability risks. Handelsbanken believes that fixed remuneration is key to stable and responsible operations. For this reason, fixed salary is the main principle. Additionally, all employees take part in the Oktogonen profit-sharing scheme.

Employee remuneration is set at market-competitive levels, ensuring gender equality and neutrality. This approach allows Handelsbanken to attract, retain, and develop qualified staff and maintain strong succession planning. Salaries are determined individually, based on predefined factors, and follow the Bank's decentralized decision-making approach. Salary setting is handled locally.

This policy respects the rights and obligations laid out in collective agreements between employers and employee organizations. Pensions are considered part of total employee remuneration, and overall remuneration packages are designed to meet market standards. Pension arrangements in each country where Handelsbanken operates must remain competitive and comply with national laws and regulations.

The Group Head of HR holds responsibility for applying the Group's remuneration system. Control functions must identify, monitor, analyze, and report any significant risks or shortcomings in the system.

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