

GUIDELINES FOR WORK ENVIRONMENT IN THE HANDELSBANKEN GROUP

established by the Chief Executive Officer on 2 June 2023

Information class: Open

1. Purpose

These guidelines describe the overall goal, responsibilities and process of Handelsbanken's work environment activities.

The guidelines are to be applied throughout the Handelsbanken Group; where applicable, they are also valid for subsidiaries, unless binding regulations outside Sweden, or relating to subsidiaries, give rise to deviations. Acceptance and backing for such deviations must be gained from the unit responsible at Group level.

2. Goal of work environment activities

The overall goal of work environment activities at Handelsbanken is for employees to feel good, to develop, and to function optimally. A good, inclusive work environment contributes to employees' health and well-being, which is essential to the Bank's long-term profitability. All Handelsbanken staff must feel respected and secure at their workplace. Therefore, no form of victimisation, discrimination or harassment, including sexual harassment, is acceptable.

3. Responsibilities and process for work environment activities

3.1 Responsibilities

By order of the Central Board, the Chief Executive Officer has the overall responsibility for the Bank's work environment and delegates work environment tasks to the managers responsible, who ensure that work environment activities are carried out in day-to-day work. The Head of Group HR (CP) is responsible for issuing the instructions that are to be followed by the managers who have been given work environment responsibilities.

All employees have a responsibility for participating in work environment activities, and are responsible for their own health. It is also important that there is an ongoing dialogue between managers and their employees, to make it possible to detect early signs of poor health and to ensure that the employees' work situation is sustainable in the long run.

3.2 Systematic work environment activities

Work environment activities are to be carried out systematically, based on a number of health factors inherent in Handelsbanken's culture and values (respect, security, pride, competency, balance, communication, safety and the physical work environment). They are to be ensured

through regular surveys, risk assessments, actions, verification of actions, follow-up and reporting.

Ahead of the annual business planning, the manager responsible must carry out a work environment survey based on these health factors, and the categories of commitment and inclusivity. The survey includes topics relating to the physical, organisational and social work environment, security, gender equality, diversity and inclusivity.

Identified measures for maintaining and developing a good, inclusive work environment and counteracting risks of illness must be regularly followed up in the work environment plan, which is a part of the business plan.

The Bank also contributes to initiatives that promote the health and well-being of our employees through health promotion subsidies and activities.

3.3.Follow-up and reporting

The Head of CP must follow up the work environment activities by analysing and reporting sickness figures, occupational injuries and work environment incidents, as well as annually following up the aggregated results of the work environment survey.

The Head of CP must also report the results of the above to the Chief Executive Officer and, to the requisite extent, keep the Chief Executive Officer informed of work environment-related matters.