

Corporate Governance Report

Extract from Handelsbanken's Annual Report

2021

Corporate Governance Report

Handelsbanken is a Swedish public limited company whose shares are listed on Nasdaq Stockholm. Here the Board submits its Corporate Governance Report for 2021. Handelsbanken applies the Swedish Corporate Governance Code with no deviations.

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This report is also available in Swedish. Every care has been taken in this translation into English. In the event of discrepancies, the Swedish original will supersede the English version.

Corporate governance at Handelsbanken

Corporate governance at the Handelsbanken Group is aimed at creating a clear, fit-for-purpose organisational structure which ensures that operations can be pursued in a sound, effective manner and in accordance with external rules. A clear allocation of responsibilities meets the Bank's needs as regards internal control, risk control and compliance, and is also key to enabling the operations to be followed up in the best possible manner, in terms of both business and risk. Good governance must run through all operations, and it therefore affects all employees of the Handelsbanken Group.

Corporate governance at Handelsbanken is based on the Articles of Association and documents adopted by the Board, for example the Board's Rules of procedure, instructions to the CEO and the Chief Audit Officer, and the steering documents regarding the Bank's operations (see also pages 83–85), as well as the instructions and guidelines issued by the CEO. These documents are revised every year, and whenever deemed necessary.

However, the foundation of functioning corporate governance is not only formal documents but also the Bank's corporate culture, corporate goal, working methods and remuneration system.

A central part of governance of Handelsbanken comprises managing the risks that arise in operations. Risk management is described in detail in a separate risk section in the annual report, note G2 on pages 110–149, in the Bank's Pillar 3 report, and also briefly in this Corporate Governance Report.

THE BANK'S GOALS AND CORPORATE CULTURE

Handelsbanken's goal is to have higher profitability than the average of peer competitors in its home markets. The Bank's profitability goal is intended to offer shareholders long-term, high growth in value, with increasing earnings per share over a business cycle. With stable finances, the Bank can also provide support to its customers whatever the prevailing business environment. High profitability and sound, sustainable business operations are critical to shareholders that have invested in the Bank. In addition, these go hand in hand with low funding costs, positive growth and the Bank being seen as an attractive employer. This goal is mainly to be achieved by having more satisfied customers and lower costs than those of competitors.

Handelsbanken has a decentralised working model that involves profound trust in employees'

willingness and ability to take responsibility. This working model has been consistently applied for decades and has resulted in the Bank's strong corporate culture. Handelsbanken adopts a customer-centric approach by offering the Bank's products and services via both a branch network covering all of the markets in which the Bank operates, and through digital channels.

The Oktogonen profit-sharing scheme sharpens the employees' focus on profitability, and is thus a method of reinforcing a corporate culture that is characterised by cost-awareness and prudence. Provisions for the Oktogonen scheme are based on a profitability metric linked to Handelsbanken's corporate goals being met and the Board's overall assessment regarding the Bank's performance.

Handelsbanken takes a long-term view of its staff's employment. The Bank wishes to recruit young employees for long-term employment at the Bank by offering development opportunities that make the Bank self-sufficient in terms of skilled employees and managers.

This long-term approach also applies to the way in which the Bank relates to its customers. It is manifested in, for example, the ambition of always giving the customer the best possible advice – without looking at what is most profitable for the Bank in the short term. In this manner, the Bank builds long-term relationships with both customers and employees.

APPLICATION OF THE SWEDISH CORPORATE GOVERNANCE CODE

Handelsbanken applies the Swedish Corporate Governance Code with no deviations. The code is available on the Swedish Corporate Governance Board's website, bolagsstyrning.se.

REGULATIONS

The operations of Swedish banks are regulated by law, and banking operations may only be run with a licence from the Swedish Financial Supervisory Authority. The regulations for banking operations are extensive.

The most pertinent of these include:

- The Swedish Companies Act
- The Swedish Banking and Financing Business Act
- The Swedish Securities Market Act
- Regulation (EU) No 575/2013 of the European Parliament and of the Council
- The Swedish Credit Institutions and Securities Companies (Special Supervision) Act
- The Swedish Money Laundering and Terrorist Financing (Prevention) Act

- Extensive regulation of mutual fund and insurance operations.

The Swedish Financial Supervisory Authority's regulations include regulations and general guidelines on governance, risk management and control in credit institutions and directives regarding securities and insurance business.

A list of the central regulations is available on the Swedish Financial Supervisory Authority's website.

Handelsbanken's main principle is that operations outside Sweden are subject both to Swedish regulations and to the host country's regulations, if these are stricter or require deviations from Swedish rules.

The Swedish Financial Supervisory Authority supervises the Bank's operations in Sweden and in all countries where the Bank runs branches, in other words, when the foreign operation is part of the Swedish legal entity Svenska Handelsbanken AB. The supervisory work is co-ordinated in a supervisory college for Handelsbanken, led by the Swedish Financial Supervisory Authority. Equivalent authorities in other countries exercise limited supervision over the branches' operations, but have full supervision over the Bank's subsidiaries outside Sweden.

In addition to laws and ordinances, the Swedish supervision is also based on regulations and general guidelines from the Swedish Financial Supervisory Authority. The Swedish Financial Supervisory Authority requires reporting on various matters such as the Bank's organisation, decision-making structure and internal control.

The Swedish Financial Supervisory Authority's work also includes systematic on-site inspections of various parts of the Bank. The purpose of this is to follow up the Bank's actual compliance with the terms and conditions of granted licences and other detailed regulations.



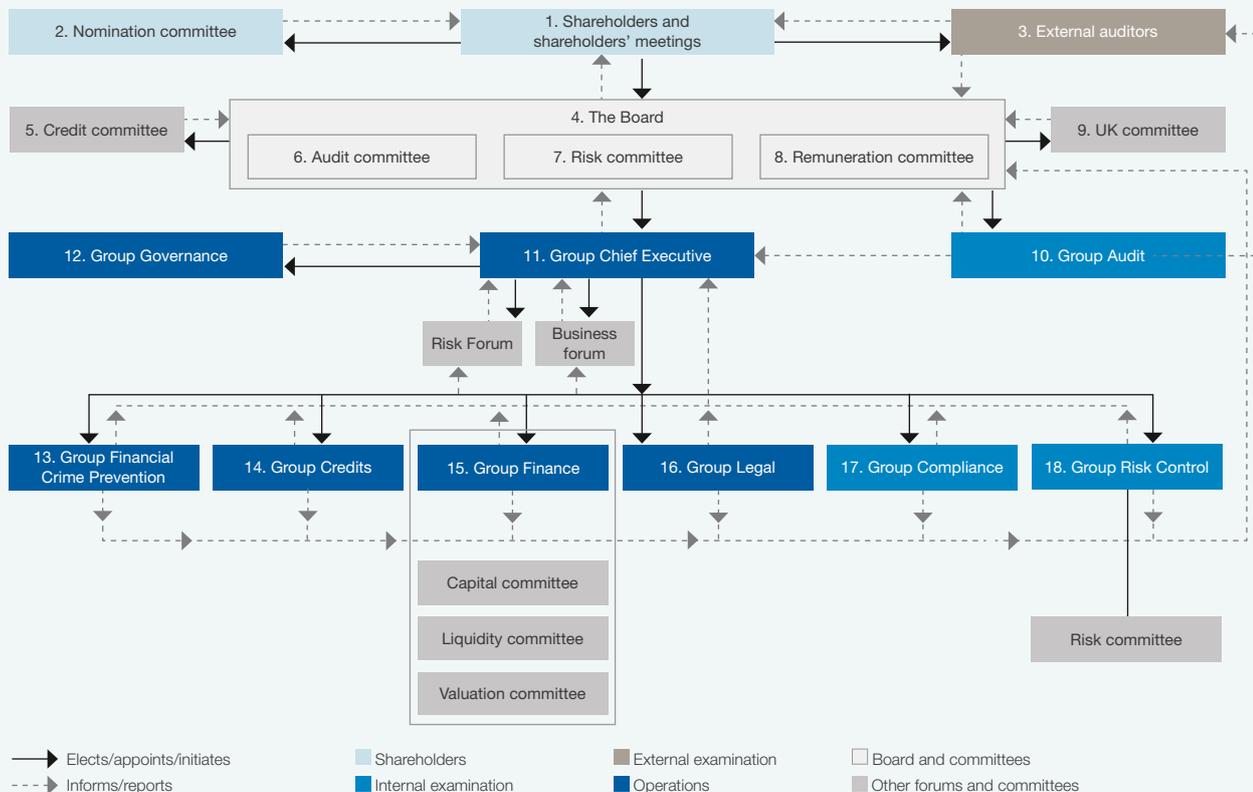
More information

More information about Handelsbanken's corporate governance is available at handelsbanken.com. The site includes the following information:

- previous corporate governance reports from 2006 onwards
- Articles of Association
- Information about the nomination committee
- Minutes from shareholders' meetings from 2010 onwards.

Corporate governance structure

Corporate governance at Handelsbanken – an overview



Corporate governance at Handelsbanken – an overview

The diagram provides a summary of corporate governance at Handelsbanken. The shareholders take decisions at the AGM. For certain questions, the shareholders' decisions are prepared by the nomination committee. The shareholders appoint a board, which in turn appoints a CEO to manage the day-to-day operations. The Board (referred to within Handelsbanken as the Central Board) organises within itself various committees. During 2021, in the work of governing the Bank, the CEO was supported by, among others, the Heads of Group Finance, Group Credits, Group IT, Group HR, Capital Markets, Group Communication, Group Legal, Group Compliance and Group Risk Control, referred to collectively as the executive management. The current composition of the executive management is described on page 91. Within the Bank, there are also additional support functions and business functions that report directly to the CEO, including a separate sustainability function. In addition, the shareholders exercise control through auditors appointed by the AGM.

1. SHAREHOLDERS AND SHAREHOLDERS' MEETINGS

Shareholders exercise their right to decide on matters concerning Handelsbanken at shareholders' meetings, which are the Bank's highest decision-making body. Every year, an annual general meeting is held, which among other things appoints the Board, the Chairman of the Board and auditors.

2. NOMINATION COMMITTEE

The nomination committee's task is to prepare and submit proposals to the AGM regarding the appointment of the Chairman and other members of the Board and fees to the Chairman and other members of the Board. As prescribed by the Swedish Corporate Governance Code, the nomination committee also submits proposals regarding the appointment of auditors and fees to the auditors. The AGM decides how the nomination committee will be appointed.

3. EXTERNAL AUDITORS

The auditors are appointed by the AGM for the period until the end of the following year's

AGM. The auditors are accountable to the shareholders. They carry out an audit and submit an audit report covering matters such as the annual report, including this Corporate Governance Report, and the administration of the Board and the CEO. In addition, the auditors report orally and in writing to the Board's audit committee concerning how their audit was conducted and their assessment of the Bank's administrative order and internal control. The auditors also submit a summary report of their audit to the Board as a whole.

4. THE BOARD

The Board (Central Board) is responsible for the Bank's organisation and manages the Bank's affairs on behalf of its shareholders. The Board must continuously assess the Bank's financial situation and ensure that the Bank is organised in such a way that the accounting records, management of funds and other aspects of the Bank's financial circumstances are satisfactorily controlled. The Board establishes policies and instructions on how this is to be executed, and establishes

rules of procedure for the Board and also an instruction for the CEO.

These central policy documents state how responsibility and authority are allocated among the Board as a whole and the committees, and also between the Chairman of the Board and the CEO. The appointments made by the Board include the CEO, deputy CEOs and the Heads of Group Risk Control, Group Compliance and Group Audit, and the Board also stipulates the employment terms for these persons. The Chairman is responsible for evaluating the Board's work and informs the nomination committee of the results of this evaluation.

5. CREDIT COMMITTEE

The Board has set up a credit committee which decides on credit cases where the amount exceeds the decision limit that the Central Board has delegated to another unit. However, cases of special importance and credits to Board members and certain persons in managerial positions are decided upon by the Board as a whole. A representative from the unit within the

Bank to which the credit case applies presents the case to the credit committee.

6. AUDIT COMMITTEE

The Board's audit committee monitors the Bank's financial reporting by examining important accounting matters and other factors that may affect the qualitative content of the financial reports. The committee also monitors the effectiveness of the Bank's and Group's internal control, internal audit and risk management with regard to financial reporting, as well as the external auditors' impartiality and independence. As prescribed by the Swedish Corporate Governance Code, the committee also evaluates the audit activities and submits a recommendation to the nomination committee in the matter of the appointment of auditors. The committee also receives reports from the Bank's internal and external auditors.

7. RISK COMMITTEE

The Board's risk committee monitors the effectiveness of the Handelsbanken Group's risk control and risk management. The committee prepares decisions regarding the Bank's risk strategy, risk tolerance, etc., and examines reports from Group Compliance and Group Risk Control. The committee also makes decisions independently, including decisions on the significant parts of the Bank's risk classification and estimation processes linked to the IRB approach.

8. REMUNERATION COMMITTEE

The Board's remuneration committee evaluates the employment conditions for the Bank's executive officers in the light of prevailing market terms. The committee's tasks also include preparing the Board's proposals to the AGM concerning guidelines for remuneration to executive officers, monitoring and evaluating the application of these guidelines, and preparing the Board's decisions on remuneration and other terms of employment for executive officers, as well as for the Chief Audit Officer. The committee also makes an assessment of Handelsbanken's remuneration policy and remuneration system.

9. UK COMMITTEE

The Board's UK committee facilitates the structured, continuous follow-up of the operations in Handelsbanken plc. Members of the Board and selected members of executive management may participate in this committee.

10. GROUP AUDIT

Group Audit (internal audit) performs an independent, impartial audit of the operations and financial reporting of the Group. A key task for Group Audit is to assess and verify processes for risk management, internal control and

corporate governance. The Chief Audit Officer is appointed by the Board and reports regularly to the audit committee, orally and in writing, and also submits an annual summary report to the whole Board.

11. PRESIDENT AND GROUP CHIEF EXECUTIVE (CEO)

The CEO is appointed by the Board to lead Handelsbanken's day-to-day operations. In addition to instructions from the Board, the CEO is obliged to comply with the provisions of the Swedish Companies Act and a number of other statutes concerning the Bank's accounting, management of funds and operational control.

12. GROUP GOVERNANCE

Group Governance, the corporate governance unit, ensures that decisions made at shareholders' meetings and by the Board, as well as changes in legislation and other external regulations, are implemented in policies from the Board and guidelines and instructions from the CEO, with the aim of stipulating overall responsibilities and mandates internally at the Bank.

13. GROUP FINANCIAL CRIME PREVENTION

Group Financial Crime Prevention is responsible for formulating and maintaining the Bank's working process for its efforts to prevent the Bank being exposed to financial crime, particularly money laundering, terrorist financing, fraud, tax offences and corruption, as well as for compliance with international sanctions regulations. The head of the department, Handelsbanken's Chief Financial Crime Prevention Officer, reports to the CEO. Group Financial Crime Prevention has the functional responsibility for all of the Bank's work to counteract financial crime.

14. GROUP CREDITS

Group Credits bears the overall responsibility for the Bank's credit process, and for preparing every major credit case that the Board's credit committee or the Board as a whole decides on. The head of the department, Handelsbanken's Chief Credit Officer, reports to the CEO and is a member of the credit committee established by the Board. The Chief Credit Officer also reports to the Board about losses and risks in the credit portfolio.

15. GROUP FINANCE

Group Finance is responsible for control systems, reporting, bookkeeping, accounting and taxes, as well as for purchases and procurement. It is also responsible for the Group's liquidity, funding, and capital and for the Group's overall risk management regarding financial risk, liquidity risk, and insurance risk. For a detailed description of this risk management, see note G2 on pages 110–149. The Head of Group Finance, Handelsbanken's CFO, reports to the

CEO and also regularly reports on behalf of the CEO to the Board's audit committee and risk committee and, regarding market risks, liquidity, funding and capital, to the Board as a whole.

16. GROUP LEGAL

Group Legal is responsible for ensuring sufficient legal support in the operations, and for legal assessments on behalf of other units, at all levels within the Group. This responsibility includes co-ordinating the work involving legal support and legal matters, both centrally and locally, and ensuring that the work is undertaken with a Group-wide perspective, with consideration given to internal and external regulations and other relevant external factors. Group Legal also provides the secretariat for the Bank's Board.

17. GROUP COMPLIANCE

The primary responsibilities of the Compliance function are to work actively to ensure a high level of compliance within the Group and to ensure that the Bank's low risk tolerance is maintained. The Compliance function also manages public authority contacts related to supervisory cases. The function is to identify and monitor risks, to provide advice and support about compliance to the Group's employees, CEO and Board, and to continuously inform the units concerned about the risks which may arise in the operations due to inadequate compliance.

The Group's Chief Compliance Officer reports directly to the CEO and leads the Compliance function. The Compliance function is independent and organisationally separated from the functions and areas to be monitored and controlled. The Head of Group Compliance reports regularly to the CEO, the risk committee and the Board on matters regarding compliance.

18. GROUP RISK CONTROL

Group Risk Control has the functional responsibility for all risk control in the Group and is responsible for monitoring and reporting all the Group's material risks at an aggregate level. This responsibility comprises credit and market risks (interest rate, exchange rate, equity price and commodity price risk), operational risk, liquidity risks and insurance risks, as well as risks associated with the Group's remuneration system. The Chief Risk Officer reports directly to the CEO, acts independently, and is separate from the operations under review. The CRO reports continually to the CEO and on a regular basis to the risk committee, the remuneration committee and the Board.

SHAREHOLDERS AND SHAREHOLDERS' MEETINGS

Shareholder rights

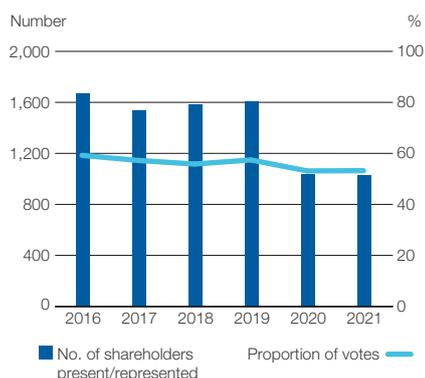
At the end of 2021, Handelsbanken had close to 147,000 shareholders. Shareholders' right to decide on matters concerning the company's affairs are exercised at regular shareholders' meetings, the annual general meeting and extraordinary general meetings. Handelsbanken has two classes of shares: class A and class B. Class A shares are by far the most common and represented more than 98 per cent of all outstanding shares at the end of 2021. Class A shares and class B shares entitle holders to the same proportion of the profit. Each class A share entitles the holder to one vote, while each class B share entitles the holder to one-tenth of a vote. Handelsbanken's Articles of Association state that at shareholders' meetings, no shareholder is allowed to exercise voting rights representing more than ten per cent of the total number of votes in the Bank.

A shareholder wishing to have a matter considered by the AGM must submit a written request to the Board, in time for the matter to be included in the notice of the meeting. The Bank's website, handelsbanken.com, contains information as to when this request must have reached the Board.

At the AGM, the Bank's shareholders make various decisions of major importance to the Bank's governance. Shareholders' decisions include:

- adopting the income statement and balance sheet
- appropriation of profits
- discharge from liability for the Board and the CEO for the past financial year
- how many members should be on the Board of the Bank, who these members should be, and who should be the Bank's auditors
- determining fees to Board members and auditors
- principles for remuneration to executive officers.

Attendance at AGMs 2016–2021



The shareholders at a shareholders' meeting can also make decisions on the Bank's Articles of Association. The Articles of Association constitute the fundamental governing document for the Bank. They specify which operations the Bank is to conduct, the limits on the amount of share capital, the right of shareholders to participate at shareholders' meetings and the items to be presented at the AGM. The Articles of Association state that the number of board members must be at least eight and at most 15. They are elected for one year at a time. Handelsbanken's Articles of Association contain no stipulation regarding the appointment and discharging of board members nor concerning amendments to the Articles of Association.

Information in preparation for meetings is published at handelsbanken.com. Minutes of previous meetings are also available in both Swedish and English.

Major shareholders

At the end of 2021, the holdings of two shareholders represented more than ten per cent of the votes: The Oktogonen Foundation, with 10.2 per cent, and AB Industrivärden, with 11.2 per cent. Detailed information on the Bank's largest Swedish shareholders can be found on page 35.

Annual General Meeting 2021

The Annual General Meeting took place on 24 March 2021.

Just over 1,030 shareholders were represented at the meeting via postal voting. They represented approximately 52.1 per cent of all votes in the Bank, on par with the figure for the 2020 AGM. Due to the prevailing circumstances related to Covid-19, just two members of the Board were present. The Chair of the nomination committee, Helena Stjernholm, was also present. The chairman of the meeting was lawyer Sven Unger.

The decisions made by the shareholders at the meeting included:

- A dividend of SEK 4.10 per share, with the remaining amount at the disposal of the meeting to be carried forward.
- Authorisation for the Board to decide on acquisition of not more than 120 million shares in the Bank, as well as divestment of shares.
- The Board is to consist of nine members, excluding deputy members.
- The re-election of eight Board members and the election of one new Board member, Stina Bergfors, for the period until the conclusion of the next AGM.
- The election of Pär Boman as Chairman of the Board.
- Fees to be paid to the Board members: SEK 3,500,000 to the Chairman of the

Board, SEK 1,000,000 to the Deputy Chair, and SEK 715,000 to the other Board members. Fees to be paid for committee work to each member of the respective committee: SEK 425,000 for the credit committee, SEK 425,000 for the UK committee, SEK 140,000 for the remuneration committee, SEK 425,000 for the risk committee and SEK 425,000 for the audit committee. It was decided that the fee to the chairperson of the risk committee would be SEK 525,000, the fee to the chairpersons of the credit committee and the UK committee would be SEK 475,000, and that the fee to the chairperson of the audit committee would be SEK 525,000. Board members who are employees of Handelsbanken shall not receive a fee.

- The AGM appointed Ernst & Young AB (re-election) and PricewaterhouseCoopers AB (re-election) to serve as auditors until the end of the AGM to be held in 2022.

The shareholders at the meeting also adopted the following guidelines for remuneration and other terms of employment for executive officers, as proposed by the Board, which are presented on pages 85–86 under 'Principles for remuneration at Handelsbanken'.

Extraordinary general meeting 2021

An extraordinary general meeting was held on 21 October 2021. A total of 1,320 shareholders were represented at the meeting. They represented 53.8 per cent of all votes in the Bank, on par with the figures for the 2020 and 2021 AGMs.

The main decisions made by the shareholders at the extraordinary general meeting were as follows:

- approval for Handelsbanken to enter into an agreement regarding the purchase of a total 30,461,977 class A shares in AB Industrivärden ("Industrivärden") from Handelsbanken's Pension foundation.
- the distribution of the thus acquired class A shares in Industrivärden to Handelsbanken's shareholders.

Auditors

Jesper Nilsson has been an authorised public accountant since 2007. He is auditor-in-charge for Ernst & Young AB at Handelsbanken and chairs Handelsbanken's auditing team. Mr Nilsson is also an auditor for Folksam, Klarna and Resurs Bank, among others. Jesper Nilsson was born in 1964.

Johan Rippe has been an authorised public accountant since 1999 and is auditor-in-charge for PricewaterhouseCoopers AB at Handelsbanken. Mr Rippe is also an auditor for Stena and Axel Johnson, among others. He is also

a member of the Board for PwC's Swedish operations. Mr Rippe was born in 1968.

NOMINATION COMMITTEE

The shareholders at the 2010 AGM resolved to establish an instruction for how the nomination committee is to be appointed. According to the decision, the instruction will apply until it is amended by a future AGM. The instruction states that the nomination committee shall comprise five members: the Chairman of the Board and one representative from each of the Bank's four largest shareholders on 31 August the year before the AGM is held.

However, the nomination committee must not include representatives of companies which are significant competitors of the Bank in any of its main areas of operations. It is the Chairman of the Board's task to contact the largest owners, so that they will appoint one representative each to sit on the nomination committee, together with the Chairman. The 2022 nomination committee comprises:

Representative	Shareholders	Voting power as a %, 31 August 2021
Helena Stjernholm, Chair	Industrivärden	11.1
Maria Sjöstedt	Oktagonen Foundation	10.3
Mats Guldbbrand	Lundberg ownership group	4.2
Carina Silberg	Alecta	1.2
Pär Boman, Board Chairman		

Information on the composition of the nomination committee has been available at handelsbanken.com since 15 September 2021.

The nomination committee's task in preparation for the AGM on 23 March 2022 is to submit proposals for the election of a chairman of the AGM, the Chairman of the Board and other members of the Board, the fees to the Chairman and other members of the Board, and remuneration for committee work. In addition, the Handelsbanken Board has decided that proposals regarding the election of and fees to auditors be made by the nomination committee.

In its work, the nomination committee takes into account the Board's diversity policy. The policy stipulates that to promote independent opinions and critical questioning, it is desirable that the Board should be characterised by sufficient diversity in terms of age, gender,

geographical origin, and educational and professional background. In compiling its proposal for the AGM, the nomination committee also considers the evaluation of the Board carried out by the Chairman of the Board.

THE BOARD

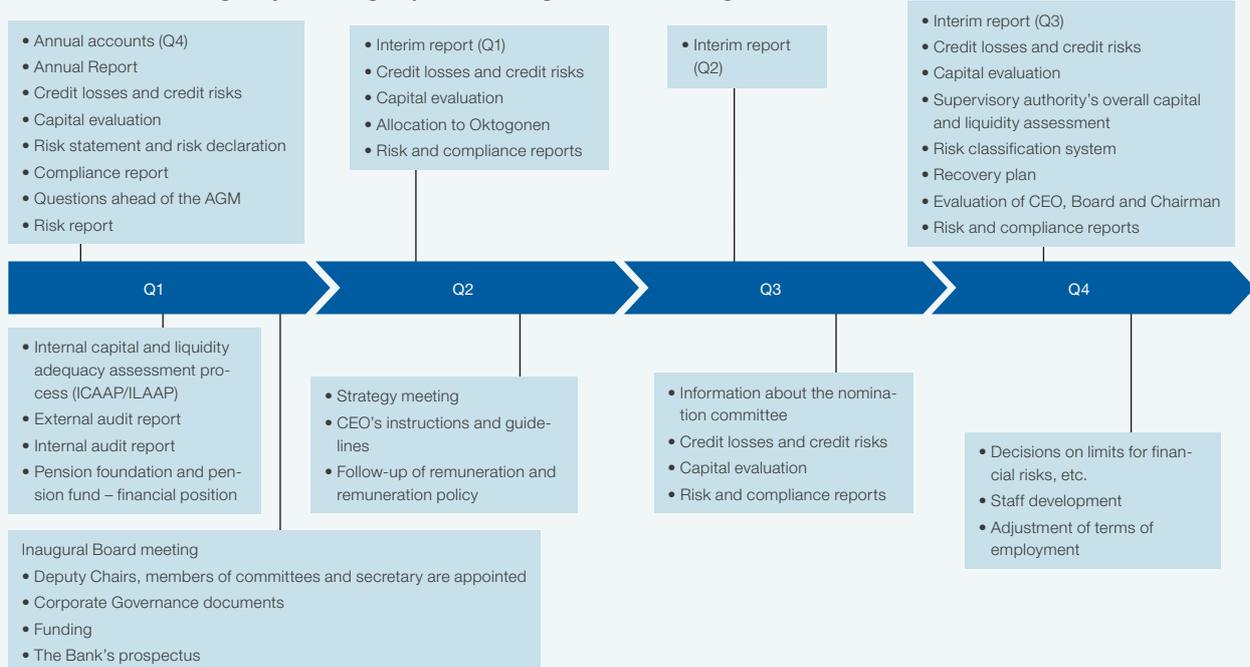
After the shareholders at the 2021 AGM had appointed Pär Boman to be Chairman of the Board, Fredrik Lundberg was appointed as Deputy Chair at the first Board meeting immediately after the AGM. At the same time, the Board appointed members of the credit committee, audit committee, risk committee, remuneration committee and UK committee. Information about the Board is shown on pages 88–90.

Composition of the Board

Since the 2021 AGM, the Board has been composed of nine elected members. When the Board is to be elected, the nomination committee proposes members. Starting from the date of the 2020 AGM, the Board has also included two members and two deputy members who are employee representatives, in accordance with applicable legislation.

The Board members have broad and extensive experience from the business community. Several are, or have been, chief executives of

Board work 2021¹ – Regularly occurring major items at regular Board meetings²



¹ The committees' meetings are not presented in the chart.

² At Board meetings, the business situation is regularly addressed, while the utilisation of market risk limits, liquidity and funding are discussed on a quarterly basis.

major companies, and most of them are also board members of major companies. See also pages 88–90. Several members have worked on the Bank's Board for a long time and are very familiar with the Bank's operations. The nomination committee's proposals at previous AGMs, including their reasons, are available at handelsbanken.com.

The proportion of women on the Board of the Bank since the 2021 AGM is 44.4 per cent of the elected members, and the proportion with a different geographical origin than the country in which Handelsbanken is domiciled is 22.2 per cent.

Independence of Board members

The Swedish Corporate Governance Code stipulates that the majority of Board members elected by the AGM must be independent of the Bank and the Bank's management, and that at least two of the independent Board members must also be independent of those of the company's shareholders that control ten per cent or more of the shares and votes in the Bank. The composition of the Board fulfils the Code's requirements for independence.

Regulations governing the Board's work

The fundamental rules regarding the distribution of tasks among the Board, the Board committees, the Chairman, the CEO and Group Audit are in accordance with the Swedish Companies Act and the Swedish Corporate Governance Code, and are expressed in the Board's rules of procedure, as well as in its instructions to the CEO and to the Chief Audit Officer.

Chairman of the Board

The Board's rules of procedure state that the Chairman shall ensure that the Board carries out its work efficiently and that it fulfils its duties. This involves organising and managing the Board's work and creating the best possible conditions for this work. The Chairman must also ensure that the Board members continually update and expand their knowledge of the Bank's operations, and that new members receive appropriate introduction and training. The Chairman must be available to the CEO as an advisor and discussion partner, but must also prepare the Board's evaluation of the CEO's work.

The Chairman's duties include being chairman of the credit committee, remuneration committee and UK committee, as well as being a member of the audit and risk committees. The Chairman is responsible for ensuring that the Board's work is evaluated annually. The 2021 Board evaluation was performed by means of a survey and through discussions between the Chairman and each member. The Chairman informed the Board of the outcome of the evalu-

ation and led a Board discussion on this. He also informed the nomination committee about the Board evaluation. The Chairman is responsible for maintaining contact with the major shareholders concerning ownership matters.

There is no other regular division of work for the Board except as concerns the committees.

The Board's work in 2021

During the year, the Board had 13 meetings, including two extended strategy meetings.

The figure on page 79 gives an overview of the Board's work in 2021, including regularly occurring major items at ordinary Board meetings. Moreover, during the year the Board has received reports on the Bank's work relating to money laundering and information security, as well as on the Bank's overall sustainability work, including climate risks and performance in terms of the adopted sustainability goals. In addition, matters discussed at remuneration, risk and audit committee meetings are reported at the next Board meeting.

Committee work

Credit committee

The credit committee consisted of the Chairman of the Board (Pär Boman, who also chairs the credit committee), the Deputy Chair (Fredrik Lundberg), the CEO (Carina Åkerström), the Chief Credit Officer (Per Beckman, until 27 October), and four Board members appointed by the Board (Jon Fredrik Baksaas, Hans Biörck, Arja Taaiveniku and Ulf Riese).

The credit committee normally holds one meeting every month to take decisions on credit cases that exceed a set limit and that are not decided on by the whole Board due to the importance of these cases or legal requirements. The Country General Managers and County Managers, and the Head of Handelsbanken Global Banking presented cases to the credit committee from their own units in 2021 and participated when other cases were presented, with the objective of providing them with a good picture of the Board's approach to risk. Credit cases that are decided upon by the whole Board are presented by the Chief Credit Officer. If a delay in the credit decision would inconvenience the Bank or the borrower, the credit instructions allow the CEO and the Chief Credit Officer to decide on credit cases during the interval between credit committee meetings.

In 2021, the credit committee had 12 meetings.

Audit committee

The audit committee comprised the Chairman of the Board (Pär Boman) and three Board members appointed by the Board (Jon Fredrik Baksaas, Hans Biörck and Ulf Riese). The latter members are independent of major sharehold-

ers, and of the Bank and its management.

Jon Fredrik Baksaas was appointed to chair the committee.

In 2021, the audit committee had eight meetings.

Risk committee

The risk committee comprised the Chairman of the Board (Pär Boman) and three Board members appointed by the Board (Ulf Riese, Kerstin Hessius and Hans Biörck). The latter members are independent of major shareholders, and of the Bank and its management. Kerstin Hessius was appointed to chair the committee.

In 2021, the risk committee had eight meetings.

Remuneration committee

The remuneration committee comprised the Chairman of the Board (Pär Boman, who also chairs the committee) and two Board members appointed by the Board (Jon Fredrik Baksaas and Hans Biörck), who are independent of the Bank, its management, and major shareholders.

In 2021, the remuneration committee had nine meetings.

UK committee

The UK committee comprised the Chairman of the Board, (Pär Boman, also chair of the committee), the CEO (Carina Åkerström), the Head of Group Finance (Carl Cederschiöld) and a member appointed by the Board (Ulf Riese).

In 2021, the UK committee had ten meetings.

Summary of focus areas in the Board's committees (excluding the credit committee)

Committee	Members	Duties	Other focus areas in 2021
Audit committee	Jon Fredrik Baksas (Chair) Pär Boman Ulf Riese Hans Biörck	<p>The work of the audit committee includes the following:</p> <ul style="list-style-type: none"> • monitoring the financial reporting, as well as the effectiveness of the Bank's internal control, internal audit and risk management systems in relation to financial reporting • providing recommendations and proposals concerning the financial reporting • preparing the Board's decision regarding an audit plan for the work of Group Audit and taking into account reports from Group Audit • having regular contact with the external auditors. These auditors report to the committee on significant matters that have emerged from the statutory audit • keeping up to date with the audit of the annual report and consolidated accounts and the Swedish Supervisory Board of Public Accountants' quality control • assisting the nomination committee in the matter of proposing auditors and thereafter submitting a recommendation regarding the election of auditors • informing the Board of the results of the audit and of the manner in which the audit has contributed to the reliability of the financial reports • monitoring and verifying the external auditors' impartiality and independence, with a particular focus on whether the auditors provide any services other than auditing to the company. <p>All interim reports and year-end reports are reviewed by the audit committee. Items are presented by the CEO, the CFO, the Chief Audit Officer and the persons with main responsibility from the audit companies appointed by the AGM. The members of the committee can also ask questions to the Chief Audit Officer and external auditors when members of Bank management are not present.</p> <p>The Board's report on internal control regarding financial reporting can be found on page 87.</p>	During the year, the audit committee has engaged in its usual work relating to financial reporting, auditing, etc. In this context, the committee has also had reason to discuss the Covid-19 pandemic and its effects on the Bank's operations, its organisational changes and operational changes.
Risk committee	Kerstin Hessius (Chair) Pär Boman Ulf Riese Hans Biörck	<p>The work of the risk committee includes the following:</p> <ul style="list-style-type: none"> • processing reports from the Heads of Group Risk Control and Group Compliance • preparing the Board's decisions regarding the establishment of the internal capital adequacy and liquidity assessment • processing the validation and evaluation of the internal risk classification system • preparing the Board's decisions regarding risk tolerance and risk strategy • processing the evaluation of the risk calculation methods used for limiting financial risks, calculating capital requirements and calculating economic capital • preparing the Board's decisions regarding the establishment of Handelsbanken's recovery plan. <p>The Head of Group Risk Control, who is also the Bank's CRO, and the Chief Compliance Officer present their reports to the risk committee in person. The members of the committee can also ask questions to the CRO and Head of Group Compliance when members of Bank management are not present. The Bank's CEO, CFO, Chief Credit Officer and Chief Legal Officer also attend meetings of the risk committee.</p> <p>The framework for control is described on pages 82–83.</p>	During the year, the risk committee has regularly addressed matters relating to risk tolerance, including credit risk, counterparty risk and liquidity risk, as well as the development of the Bank's IRB models. In addition, the committee has discussed risk and compliance issues tied to, among other things, IT security, outsourcing (including cloud-based services) and anti-money laundering work. The committee has also discussed the effects of the Covid-19 pandemic.
Remuneration committee	Pär Boman (Chair) Jon Fredrik Baksas Hans Biörck	<p>The tasks of the remuneration committee include making an independent assessment of Handelsbanken's remuneration policy and remuneration system. In addition, the remuneration committee prepares matters regarding remuneration to be decided on by the Board and the AGM. After the shareholders at the AGM have decided on guidelines for the terms and conditions of remuneration to executive officers, the Board decides on remuneration to these officers and the heads of the control functions: Group Audit, Group Risk Control and Group Compliance. Each year, the remuneration committee evaluates Handelsbanken's guidelines as well as its remuneration structures and levels in accordance with the Swedish Corporate Governance Code. A statement from the committee in this regard is published on handelsbanken.com prior to the AGM.</p> <p>The Board's remuneration report is available at handelsbanken.com.</p>	The remuneration committee has engaged in its usual work concerning matters relating to remuneration. In addition, the committee has addressed several cases involving the appointment of senior managers.
UK committee	Pär Boman (Chair) Carina Åkerström Carl Cederschiöld Ulf Riese	Every quarter, the committee for UK operations receives information about the performance and position of the UK operations, and every year, information about the business plan for the UK operations etc.	The UK committee has followed the operations of Handelsbanken in the UK, in terms of its financial reporting, its business situation, and risk and compliance matters.

THE BANK'S MANAGEMENT

Group Chief Executive

Carina Åkerström has been President and Group Chief Executive since March 2019. She was born in 1962, is a Bachelor of Laws, and has worked at Handelsbanken since 1986. In 2008, Carina Åkerström became a member of the executive management as Deputy CEO and Head of Regional Bank Eastern Sweden. In 2010, she was appointed Head of Regional Bank Stockholm. Carina Åkerström was appointed Deputy Group Chief Executive in 2016, while retaining her position as Head of Regional Bank Stockholm. With the exception of her positions as Chairman of the Swedish Bankers' Association (entailing an assignment as board member in the European Banking Federation), and board member in World Childhood Foundation, Carina Åkerström has no significant assignments outside Handelsbanken. Her shareholdings in the Bank and those of close relatives are 28,000 shares, as well as 34,510 shares held indirectly via the Oktogonen profit-sharing scheme. Neither the CEO nor her close relatives has any material shareholdings or other ownership interests in companies with which the Bank has significant business relations.

Executive management

In addition to the Group Chief Executive, in 2021 Handelsbanken's executive management included the CFO and the Heads of Group IT, Group Credits, Group Legal, Group HR, Group Communication, Capital Markets, Group Compliance and Group Risk Control. The Head of Swedish branch operations and Head of Handelsbanken Digital were co-opted to executive management. The current executive management is described on page 91. Executive management is a forum for addressing Group-wide issues and other matters of significance from a Group perspective. Before decisions are made on such matters by the CEO or other executive officers, these are, as a general rule, discussed by executive management.

Decision-making process

As a general rule, responsibilities and powers of authority at Handelsbanken have been assigned to individual members of staff, rather than groups or committees. However, collective decisions are made, in the form of credit decisions made in credit committees and the national boards. It is required that the members are unanimous regarding these decisions.

Risk Forum and Business Forum

The Risk Forum has been set up by the CEO for follow-up of risk management within several areas and for in-depth discussions regarding the Bank's overall risk situation prior to such

matters being addressed by the risk committee and the Board. In addition to the CEO, the Risk Forum includes the CFO and the Heads of Group Risk Control, Group Compliance, Group Governance and Group Legal, as well as heads of other central units, where relevant.

The Business Forum has also been established by the CEO and aims to provide a general picture of the situation in the markets in which the Group operates, as well as offering the opportunity for information exchange concerning business development and product development. In addition to the CEO, the Business Forum includes the heads of the central business areas and others.

Operational structure

Handelsbanken has long had a decentralised working method, where almost all major business decisions are taken at the local branches, close to customers. Operations are pursued to a large extent within the parent company, but also in subsidiaries.

Branch operations

In 2020, the decision was made to organise the branch operations in Sweden by county, co-ordinated in a national organisation. In 2021, the equivalent reorganisation was implemented in the UK branch operations, which are now organised into a number of districts under a national organisation.

Since December 2018, the operations in the UK are conducted in a subsidiary, Handelsbanken plc. In Denmark, Finland, the Netherlands and Norway, the operations are conducted in the form of international branches. The operations in these countries, and for the countries within Handelsbanken Global Banking – Luxembourg and the USA – are led by a Country General Manager. The Country General Managers are responsible to the public authorities in their respective countries for all operations that the Bank and its subsidiaries pursue in those countries.

In 2021, the decision was made to initiate a process to divest the operations in Denmark and Finland, and concentrate the business to Sweden, Norway and the UK. As part of this process, the operations in the Netherlands will be organised within Capital Markets.

FRAMEWORK FOR CONTROL

Organisational requirements on the operations

Responsibility for fulfilling organisational requirements in order to ensure internal control, risk control and regulatory compliance within each respective unit has been delegated from the CEO to managers who report directly to the CEO. In turn, these managers have delegated operational responsibility for meeting these requirements to managers who report to them.

Among other things, this responsibility means that fit-for-purpose instructions and procedures for the operation must be in place, and compliance with these procedures must be monitored regularly. Thus, internal control, risk control and compliance are integral parts of managers' responsibility at all levels in the Bank.

Group Compliance

The compliance function (Group Compliance) identifies, analyses and reports on compliance within the Group. This also includes checking and assessing the suitability and effectiveness of the procedures in place and actions taken to minimise the risk of non-compliance with applicable rules. Another important duty is to provide support and advice, especially in conjunction with the introduction of new or changed regulations, or changes to the Group's products, services, markets, processes, IT systems and organisation. Group Compliance also monitors the risk level relative to the risk tolerance defined by the Central Board, and is responsible for the Group's public authority contacts related to supervisory cases.

Group Compliance is an independent unit with the functional responsibility for compliance matters in the Group.

The Chief Compliance Officer is appointed by the Central Board and reports on compliance in the Group directly to the CEO, the risk committee and the Central Board each quarter.

Group Risk Control

Group Risk Control identifies, measures, analyses and reports all the Group's material risks. This includes monitoring and checking the Group's risk management and assessing that Handelsbanken's risk management framework is fit-for-purpose and efficient. Group Risk Control also checks that the risks and risk management comply with the Bank's risk strategy, and fall within the risk tolerance thresholds established by the Board. Group Risk Control is an independent unit with function responsibility for risk control in the Group, including subsidiaries.

The Head of Group Risk Control is appointed by the Central Board and reports directly to the CEO. The Head of Group Risk Control reports regularly to the Board's risk committee and remuneration committee, and quarterly to the Board as a whole.

A more detailed description of the Bank's risk management and control is contained in note G2 on pages 110–149, and also in the Bank's Pillar 3 Report.

Group Audit

Group Audit, which is the Board's controlling body, comprises some 100 employees. The Chief Audit Officer is appointed by and reports to the Board.

Group Audit is tasked with performing an independent, impartial audit of the operations and financial reporting of the Group. This includes assessing and verifying processes for risk management, internal control and corporate governance. Their assignment is based on a policy established by the Board and is performed on the basis of a risk-based methodology in accordance with internationally accepted standards issued by the Institute of Internal Auditors (IIA). The planned auditing activities are documented every year in an audit plan which is established by the Board. Group Audit's conclusions, the actions to be taken and their status, are reported regularly to the audit committee and every year to the Board as a whole. The Chief Audit Officer is also a recipient of reports made via Handelsbanken's separate system for whistleblowing.

Group Audit is regularly subject to independent external quality reviews. In addition, the Bank's external auditors perform an annual quality review of the work of Group Audit.

POLICY DOCUMENTS

The following is a brief summary of a selection of the policy documents which the Board of Handelsbanken has established and which apply at the time this annual report is published.

Credit policy

The credit policy describes the Bank's risk tolerance and risk strategy for credit risk, as well as how such risks are to be followed up and reported. Handelsbanken has a low tolerance of credit risks and strives to maintain its historically low level of credit losses compared to other banks.

Policy for risk control

The policy for risk control presents basic principles for the Bank's risk control. The risk control function must verify that all material risks to which the Group is exposed, or may be exposed in the future, are identified and managed by the relevant functions, and must also supervise and monitor the Group's risk management. In addition, the function must identify risks arising as a result of deficiencies in the Group's risk management. The risk control function must also verify that every business unit monitors all its material risks in an efficient manner.

Policy for operational risk

The policy for operational risk describes the Bank's tolerance of operational risks and provides comprehensive guidance on the management of such risks. Operational risk refers to the risk of loss due to inadequate or failed internal processes, human error, erroneous systems or external events. It also includes legal risks.

Handelsbanken has a low tolerance of operational risks and, as far as possible, must endeavour to prevent these risks and to reduce the losses in this area. The responsibility for operational risk is an integral part of managerial responsibility throughout the Group.

Capital policy

The purpose of the capital policy is to ensure that the Group's supply of capital is satisfactory. The Group must at all times be well capitalised in relation to risk, and fulfil the goals established by the Board and the capital adequacy requirements established by supervisory authorities, even in situations of financial stress (see the section on risk in note G2 on pages 110–149). Handelsbanken's capital situation must also justify a continued high rating from the most important rating agencies.

Financial policy

Through this policy, the Board establishes the framework for financial operations in Handelsbanken. This includes the general establishment of measurement methods for financial risks. 'Financial risks' here refers to market risks and liquidity risks. Market risks are in turn divided into interest rate risks, equity price risks, foreign exchange risks and commodity price risks.

Financial risks shall only occur as a natural part of customer business, in connection with Handelsbanken's funding and liquidity management, and in its role as a market maker. The purpose of the Group's funding and liquidity management is to ensure that Handelsbanken is able to meet its payment obligations in the short and long term. The Group's funding must be well diversified in terms of markets, currencies and maturities. Handelsbanken must have an adequate liquidity reserve to be able to continue its operations for predetermined periods of time, without new funding in the financial markets. This requirement must also be fulfilled in times of financial strain.

Communication policy

The policy states that Handelsbanken's communication must be correct, factual, clear and comprehensible, and be characterised by transparency, accessibility and speed. It must also contribute to strengthening Handelsbanken's brand and the trust of its customers, other market actors and society in general. External communication to the financial markets and other external recipients must be relevant, reliable, correct, clear, up to date and otherwise in line with the rules of the stock exchange and other applicable regulations. Information is to be made public as soon as possible and simultaneously to the stock market, investors, analysts, news services and other media. At press conferences and the like, the media and analysts

should normally be given the opportunity to obtain information at the same time.

Policy for sustainability

The policy establishes the strategy for Handelsbanken's sustainability work with regard to the Bank's relationships with customers, actions as an employer and social actor, and relationships with owners and investors. The Bank must integrate financial, social and environmental sustainability into all its operations. This entails safeguarding human rights and employees' rights, and not being complicit in breaches of these. Gender equality, diversity and an inclusive corporate culture should be a fundamental part of Handelsbanken's values. Handelsbanken must, through financial and environmental sustainable operations, endeavour to minimise the negative effect on the environment and climate. Nor shall Handelsbanken accept corruption, money laundering or terrorist financing, and conflicts of interest must be managed.

The policy is available at handelsbanken.com.

Policy for ethical standards

The policy stipulates that employees of Handelsbanken must conduct themselves in a manner that upholds confidence in Handelsbanken. All operations in the Group must be characterised by high ethical standards. Financial advice must be based on the customer's requirements. In case of doubt as to what is ethically acceptable, the matter must be discussed with the employee's immediate superior. There must be no discrimination on grounds such as gender or religion. The policy on ethical standards also describes how employees who suspect internal fraud or other irregularities should act. As a supplement to the paths for reporting provided by the Compliance and Group Audit functions, Handelsbanken also has an established whistleblower system, through which reports may be submitted anonymously.

The policy is available at handelsbanken.com.

Policy for management of conflicts of interest

The policy aims to ensure that conflicts of interest are managed correctly at the Bank. Conflicts of interest are a natural part of a business operation, which means that these types of conflicts may arise within the Group's operations. It is the responsibility of all heads of units to continuously identify potential conflicts of interest in their operations. If a conflict of interest relative to a customer is identified, the first priority is for the manager responsible to ensure that the customer's interests are not adversely affected. If this is not possible, the customer must be informed of the conflict of interest.

The policy is available at handelsbanken.com.

Policy against corruption

The policy against corruption establishes the importance of preventing and never accepting corruption, and of always taking action where there is suspicion of corruption.

Employees of the Group must carry out their responsibilities in all their activities at the Group and their external assignments in a manner that upholds confidence in Handelsbanken.

They must not, therefore, participate in actions that may involve bribery or any other improper influence.

The policy is available at handelsbanken.com.

Policy for remuneration

The policy stipulates that Handelsbanken takes a long-term view of its staff's employment.

Remuneration must be on market terms, enabling Handelsbanken to attract, retain and develop skilled staff, and ensuring good management succession, thus contributing to the achievement of the Handelsbanken Group's corporate goal.

Handelsbanken has a low risk tolerance in general. This is reflected in the company's view of remuneration. Handelsbanken considers that fixed remuneration contributes to healthy operations. This is therefore the main principle. Fixed remuneration is comprised primarily of a basic salary, customary employee benefits and pension.

Provisions for the Oktogonen collective profit-sharing scheme are classified as variable remuneration. Provisions are based on profitability metrics linked to Handelsbanken's corporate goals being met and the Board's overall assessment regarding the Bank's performance.

Performance-based variable remuneration must be applied with great caution and is not offered to employees who, in their professional roles, can have a material impact on the Bank's risk profile.

Remuneration at Handelsbanken is generally established locally in accordance with the Bank's decentralised method of operating and is based on salary-setting factors that are established in advance.

In certain countries, Handelsbanken is party to collective bargaining agreements on general terms and conditions of employment and conditions for pensions. This policy does not affect rights and obligations under collective bargaining agreements; nor does it affect obligations under applicable contract law or labour law.

Group HR is responsible for verifying that remuneration in Handelsbanken is compliant with internal and external rules. The independent control functions monitor and analyse the remuneration system, and report material risks and flaws to the Board's remuneration and risk committees.

A more detailed description of Handelsbanken's remuneration principles is shown on pages 85–86 and details about remuneration are shown in note G8 on pages 152–157.

Policies for suitability assessment

These two policies (one for Board members and the CEO, one for other employees) include general criteria for the suitability assessments required in advance of the appointment of members to the Board, the CEO, other executive management, Country General Managers, heads of control functions and other executive officers at the Bank and the Bank's subsidiaries.

Policy for Group Audit

The policy stipulates that Group Audit must evaluate the efficiency and appropriateness of the Group's processes for risk management, internal governance and control. The Audit function must impartially and independently examine the Group's operations, accounts and governance process, ensure that material risks are identified and managed in a satisfactory manner, and ensure that material financial information is reliable, correct and delivered on time.

Policy for managing and reporting events of material importance

According to the policy, events of material importance must be reported to the Swedish Financial Supervisory Authority. This refers to events that may jeopardise the stability of the Bank or a subsidiary, or the protection of customers' assets.

Policy for the Bank's use of the external auditors' services

The policy establishes that engaging the Bank's elected auditors for services other than auditing should be avoided when this can be done without inconvenience. A decision on this must be made by the Chief Audit Officer or, in the case of more extensive assignments, by the Board's audit committee. The policy is adopted by the Board's audit committee on behalf of the Board.

Policy for compliance

According to the policy, compliance refers to the observance of regulatory frameworks relating to all operations subject to a licence undertaken within the Handelsbanken Group. Handelsbanken has a low tolerance of compliance risks and, as far as possible, must prevent these risks. The responsibilities of the compliance function (Group Compliance) are to work actively to ensure a high level of compliance and to ensure that Handelsbanken's low tolerance of compliance risks is adhered to. This involves providing advice and support, as well as exercising monitoring and control of compliance within the Group.

Policy for complaints management

The policy states that the branch with customer responsibility is required to accept and manage customer complaints. Complaints must be dealt with promptly, while considering all rules relevant to the subject of the complaint. Complaints must be taken very seriously and regarded as an opportunity to correct a mistake or misunderstanding. The aim of the Bank's complaints management is that the person making the complaint must be very satisfied with the Bank's handling of it.

Policy for employees' transactions in financial instruments in the Handelsbanken Group

This policy serves as guidance for transactions in financial instruments executed by employees and contractors (other than Board members) in the Handelsbanken Group. The policy applies regardless of whether the transactions are undertaken for the individual's own account or that of a closely related person, a customer or the Bank. The basic rules are that employees and contractors in the Handelsbanken Group may not execute transactions in financial instruments, nor cause any other person, through advice or request, to execute such transactions, that involve insider trading or market manipulation. Employees and contractors with access to insider information may not disclose such information.

Accounting policy

The accounting policy applies to Handelsbanken's accounting function. The consolidated accounts are prepared in accordance with IFRS, as adopted by the EU, plus additional standards in accordance with the Swedish Annual Accounts Act for Credit Institutions and Securities Companies, and the regulations and general guidelines issued by the Swedish Financial Supervisory Authority. The parent company's annual report is prepared in accordance with the Swedish Annual Accounts Act for Credit Institutions and Securities Companies, and the regulations and general guidelines issued by the Swedish Financial Supervisory Authority. International units must prepare accounts in accordance not only with the Group's rules, but also with the regulations that apply in the country where they are required to maintain accounting records.

Policy for products and services

According to the policy, the Handelsbanken Group's range of products must maintain a high level of quality. This means that the products' function, and their associated costs and risks, must meet customers' needs, characteristics and goals, as well as being presented in such a way that customers are able to make

well-founded decisions. A decision-making procedure must be in place for the approval of new and materially changed products. Before a product is rolled out, it must be subject to product testing, and no new or materially changed product may be rolled out until the resources are in place to manage the risks associated with the product. The products must have established target markets and the strategy for distribution of products must be appropriate in relation to the target market. Procedures must exist for monitoring the product, to ensure that it remains suitable for the established target market.

Policy on measures against financial crime

The policy on measures against financial crime is based on applicable regulatory frameworks concerning money laundering, terrorist financing, effective international sanctions and rules regarding violations of such sanctions, as well as obligations relating to the prevention of fraud. Handelsbanken must not participate in transactions of which the employees do not understand the implications, or which may be suspected of being linked to criminal activities. The Group's work method is based on having a good knowledge of its customers, and an understanding of its customers' business operations, as well as the purpose and nature of the business relationship. Customer due diligence must be performed and maintained for as long as the customer relationship exists. Handelsbanken must also monitor and follow decisions on sanctions.

The policy is available at handelsbanken.com.

PRINCIPLES FOR REMUNERATION AT HANDELSBANKEN

The remuneration policy establishes the Bank's principles for remuneration to employees. In general, Handelsbanken has low tolerance of risk and holds the opinion that fixed remuneration contributes to healthy operations. This is, therefore, the main principle. The Bank's executive officers and employees who make decisions on credits or limits, or who work at the Bank's control functions, are paid fixed remuneration together with the possibility of further remuneration from the Oktogonen collective profit-sharing scheme. This also applies to employees who are assessed as having a material impact on the Bank's risk profile, called 'risk-takers' in the Bank.

The main principle of the remuneration policy is that remuneration is paid in the form of fixed remuneration. However, the policy allows for variable remuneration to be paid. The Board decides on the total amount.

A detailed description of fixed and variable remuneration at Handelsbanken is given here. Other information concerning remuneration paid by the Bank in accordance with the current

regulations is presented in note G8 on pages 152–157, in the Bank's remuneration report and is also presented on the Bank's website. This note also provides information about amounts for salaries, pensions and other benefits, and loans to executive officers.

Fixed remuneration

The Bank takes a long-term view of its staff's employment. Remuneration for work performed is set individually for each employee, and is paid in the form of a fixed salary, customary salary benefits and pension. At Handelsbanken, salary-setting takes place at local level.

The main principle is that salaries are set locally in salary reviews between the employee and his/her line manager. These principles have been applied for many years with great success. They mean that managers at all levels participate regularly in the salary process, and take responsibility for the Bank's salary policy and the growth in their own unit's staff costs.

Salaries are based on factors known in advance: the nature and level of difficulty of the work, competency and skills, work performance and results achieved, leadership, and being a cultural ambassador for the Bank.

In Sweden and certain other countries, the Bank is party to collective bargaining agreements on general terms and conditions of employment during the employment period and on terms and conditions of pensions after employees have reached retirement age. The aim of the Bank's policy on salaries is to increase the Bank's competitiveness and profitability, to enable the Bank to attract, retain and develop skilled staff, and to ensure good management succession planning. Good profitability and productivity performance at the Bank create the necessary conditions for salary growth for the Bank's employees.

Variable remuneration

The Oktogonen profit-sharing system covers all employees in the Handelsbanken Group. The provision is classified as variable remuneration and is based on profitability metrics linked to Handelsbanken's corporate goals being met and the Board's overall assessment regarding the Bank's performance. Disbursements are mainly made in cash to the employees, or alternatively to a pension plan, a savings plan or a combination of the two.

Performance-based variable remuneration is applied with great caution and to a very limited extent. It is only offered to employees in the Capital Markets business area and in mutual fund and asset management operations. In these operations, performance-based variable remuneration may only be paid to employees at units whose profits derive from commissions or intermediary transactions that take place with-

out the Bank being subject to credit risk, market risk or liquidity risk. Just over one per cent of the Group's employees are eligible to receive performance-based variable remuneration. The total amount reserved for performance-based variable remuneration to employees in the Handelsbanken Group must not exceed 0.4 per cent of the Bank's common equity tier 1 capital during any given year. For 2021, a total of SEK 57m was allocated for performance-based variable remuneration, corresponding to approximately 0.6 per cent of total salaries and approximately 0.04 per cent of the Bank's common equity tier 1 capital.

Performance-based variable remuneration is based on Handelsbanken's factors for setting salaries and it must be designed so that it does not encourage unhealthy risk-taking. The financial result on which the performance-based variable remuneration is based is adjusted for risk and charged with the actual cost of the capital and liquidity required by the operations. Normally, performance-based variable remuneration is only paid in cash. In subsidiaries which run mutual fund operations and in Handelsbanken Wealth & Asset Management Ltd, the performance-based variable remuneration is entirely or partially paid out as mutual fund units.

The main rule for performance-based variable remuneration is that at least 40 per cent is to be deferred for at least four years. For particularly large amounts of performance-based variable remuneration, 60 per cent is deferred. Payment and the right of ownership to the variable remuneration do not accrue to the person with the entitlement until after the end of the deferral period. Deferred variable remuneration can be removed or reduced if losses, increased risks or increased expenses arise during the deferral period, or if payment is deemed to be unjustifiable in view of the Bank's financial situation. No employee may receive performance-based variable remuneration of more than 100 per cent of his/her fixed remuneration.

Handelsbanken complies with the Swedish Financial Supervisory Authority's regulations governing remuneration policies in credit institutions, investment firms and fund management companies, which include provisions for formulating and adopting remuneration policies. The heads of the areas concerned, as well as the CRO and Chief Compliance Officer, take part in the remuneration committee's preparation and assessment of the Board's remuneration policy and the Bank's remuneration system.

Remuneration to executive officers

The shareholders at the AGM decide on guidelines for remuneration to the Group Chief Executive, Deputy CEOs and other executive officers.

The Board decides on remuneration to the officers who are subject to the AGM's remuneration guidelines, a total of 10 individuals (as of 31 December 2021). The Board also decides on remuneration to the Chief Audit Officer, among others.

Executive officers in Handelsbanken are Board members, the CEO, Deputy CEOs and other members of executive management. These individuals constitute 'Senior Management' according to the definitions in the Swedish Companies Act, the Swedish Corporate Governance Code and the Swedish Financial Supervisory Authority's regulations FFFS 2011:1. Further information about executive officers is shown on page 155.

The guidelines adopted by the annual general meeting on 24 March 2021 are presented below.

Guidelines for remuneration to executive officers within Svenska Handelsbanken AB (publ)

These guidelines apply to remuneration to the Group Chief Executive, members of executive management, Deputy CEO and the Heads of Group Risk Control and Group Compliance (below "executive officers"). The guidelines also cover any remuneration to Board members not included in the Board fees.

The guidelines are applied to new agreements and do not affect remuneration previously decided for executive officers. The guidelines do not apply to remuneration decided by the annual general meeting.

Handelsbanken's goal is to have higher profitability than the average of peer banks in its home markets. This goal is mainly to be achieved by the Bank having more satisfied customers and lower costs than those of competitors.

Handelsbanken's business strategy is presented in the annual report. In order to ensure that it contributes to the Bank's goals, remuneration must reflect a long-term approach to employment at the Bank, and must be in line with the Bank's low risk tolerance in general.

Principles for remuneration to employees at Handelsbanken

Handelsbanken's principles for remuneration to employees are long established. In the remuneration policy for the Handelsbanken Group, the Board has stipulated that the Bank's remuneration system is to be aligned with the Bank's corporate goal and corporate culture, which are founded on sound, sustainable operations.

The remuneration policy also establishes that fixed remuneration is appropriate for sound, sustainable operations, and is therefore applied as a general rule. Variable remuneration is applied only with substantial caution. Remuneration for work performed is set individually, and

is paid in the form of a fixed salary, pension allocations and customary salary benefits (which may consist of, for example, company car, housing, health insurance and household services). Salaries are based on pre-determined salary-setting factors presented in the remuneration policy.

Considering the above approach, the total remuneration to an employee must be on market terms, enabling Handelsbanken to attract, retain and develop skilled staff, and ensuring good management succession.

Remuneration to executive officers

In preparing the Board's proposal for these guidelines, Handelsbanken's remuneration policy and the aforementioned principles for remuneration to employees have been taken into account, in order to ensure the consideration of the Bank's business strategy, long-term interests and sustainability.

- The total remuneration is to be on market terms.
- Remuneration is paid in the form of a fixed salary, pension provision and customary benefits.
- The executive officers are covered, on the same terms as all other employees of the Bank, by the Oktogonen profit-sharing system.
- The retirement age is normally 65. Pension benefits are defined contribution and may amount to a maximum of 35 per cent of the annual fixed cash salary per year, and may be payable in addition to pension plans under collective bargaining agreements. Other salary benefits may amount to a maximum of 35 per cent of the employee's annual fixed cash salary per year.
- The period of notice on the part of an executive officer is six months, and on the part of Handelsbanken a maximum of 12 months. If the Bank terminates the employment contract later than five years after the person becomes one of the Bank's executive officers, the period of notice is a maximum of 24 months.

No severance pay is payable. Other time periods may apply due to collective bargaining agreements or labour legislation.

With regard to employment practices to which non-Swedish rules apply, the appropriate changes are made to pension benefits and other benefits to ensure compliance with mandatory rules or established local practice, whereby the overarching purposes of these guidelines are met wherever possible.

Fees to Board members

It must be possible, in specific circumstances, to remunerate the Bank's elected Board

members for services within their respective areas of expertise (including Board assignments in other Group companies), which do not constitute Board work at the Bank. Such assignments are to be managed in accordance with the applicable internal rules, with due consideration given to potential conflicts of interest. A market-based fee is payable for such services. Information on any remuneration provided for such services is to be included in the annual report and remuneration report.

Decision-making process

The Board has established a remuneration committee. The committee is tasked with preparing the Board's decisions on proposed guidelines for remuneration to executive officers. The Board shall formulate a proposal for new guidelines whenever significant changes are necessitated, although at least every four years, and shall present the proposal to be resolved on by the annual general meeting. The guidelines remain applicable until such time as new guidelines are adopted by the annual general meeting. The remuneration committee shall also monitor and evaluate the application of the guidelines for remuneration to executive officers, as well as the current remuneration structures and remuneration levels at the Bank. The members of the remuneration committee are independent of the Bank and its management. The Group Chief Executive also attends the committee's meetings, although not when discussions and decisions on remuneration-related matters affecting the Group Chief Executive herself take place.

Deviation from the guidelines

The Board may resolve to temporarily deviate from the guidelines, in part or in full, if there are special reasons to do so in an individual case, and if a deviation is necessary to safeguard the Bank's long-term interests and sustainability, or to ensure the Bank's financial viability. As stated above, the remuneration committee's duties include preparing the Board's decisions relating to remuneration, meaning that decisions on deviations from the guidelines are also prepared.

The Board's report on internal control regarding financial reporting

The presentation of Handelsbanken's internal control process for financial reporting is based on the framework developed by the Committee of Sponsoring Organizations of the Treadway Commission (COSO), and covers the following components: control environment, risk assessment, control activities, information and communication, and follow-up. The process was designed to ensure compliance with the Bank's principles for financial reporting and internal control, and to ensure that the financial reporting has been prepared pursuant to the law, applicable accounting standards, and other requirements related to listed companies.

Control environment

To ensure reliable financial reporting, Handelsbanken's internal control process for financial reporting is based on the control environment. The control environment is fundamental to other components of the process and has been described earlier in the corporate governance report: i.e. organisational structure, division of responsibilities, guidelines and policy documents. An important aspect of the control environment is that decision-making channels, powers of authority and responsibilities are clearly defined and communicated, and that policy documents and guidelines established by the Board and Group Chief Executive provide clear guidance and are complied with.

Risk assessment

Risk assessment aims to identify, manage and follow up risks with the potential to affect the financial reporting. Group Finance is responsible for performing a risk assessment at Group level, in order to identify units for which the need for internal control is assessed as of material significance to minimise the risk of material error in the financial reporting. Units that Group Finance deems must be covered by the process are required to draw up general documentation of their processes for internal control regarding financial reporting. This general documentation must describe the processes that generate the unit's most significant balance sheet and profit and loss items, risks, procedures for preparing the accounts, and identified control activities. The identified control activities are carried out each quarter to ensure that the financial reporting is correct, in all material respects.

The self-evaluations carried out annually within the parent company and subsidiaries are an essential part of the Bank's total risk assessment. Risks in the financial reporting are part of this total analysis. Other aspects of Handelsbanken's risk management are detailed in note G2 on pages 110–149 and in the Bank's Pillar 3 report.

Control activities

Various control activities are incorporated in the entire financial reporting process.

Group Finance bears the overall responsibility for the financial reporting, the consolidated accounts and consolidated financial reports, and for financial and administrative control systems. The unit's responsibilities also include the Group's liquidity, the internal bank, own funds, tax analysis and Group-wide reporting to public authorities.

Group Finance has the overall responsibility for ensuring that a fit-for-purpose process is in place for reporting on internal control regarding the financial reporting. For the units that Group Finance has deemed must be covered by the process for internal control regarding financial reporting, control activities are identified which are aimed at preventing, detecting and correcting errors and deviations in the financial reporting. Group Finance has established a number of financial control activities linked to the general ledger and the process of preparing the accounts, which all finance departments within the parent company and subsidiaries are required to carry out in conjunction with every quarterly closing of accounts. These include, for example, the reconciliation and verification of reported amounts, and analyses of income statements and balance sheets. In addition to financial control activities, units selected by Group Finance are responsible for identifying and evaluating control activities within business process and systems that have a substantial impact on the income statement and balance sheet, with the aim of minimising the risk of material error in the financial reporting. Heads of accounting and control at the respective units are responsible for ensuring that the control activities in the financial reporting for their unit are fit-for-purpose – i.e. that they are designed to prevent, detect and correct errors and deviations – and are in compliance with internal guidelines and instructions. At each quarterly closing of accounts, the units certify to Group Finance that the control activities have been carried out, and that their balance sheets and income statements are correct. Based on Group Finance's follow-up of the units' reports, the Head of Group Finance (i.e. the CFO) reports the status of the internal control of financial reporting to the audit committee at each quarterly closing of accounts.

The CFO is responsible for setting up and maintaining a valuation committee. The committee's role is to support the decision-making processes for valuation and reporting matters. The committee deals with the valuation of financial assets and liabilities, including derivatives at fair value and also financial guarantees. The valuations refer to both own holdings and holdings on behalf of others. The committee must ensure that the valuation complies with external regulations, internal guidelines and current market practices.

High information security is a precondition for good internal control of financial reporting. Thus there are regulations and guidelines to ensure availability, accuracy, confidentiality and traceability of information in the business systems.

Information and communication

The Bank has information and communication paths with the aim of achieving completeness and correctness in its financial reports. Group Finance must ensure that the staff concerned are aware of and have access to instructions of significance to the financial reporting. The Group's general accounting instructions and special procedures for producing financial reports, and the process for internal control regarding financial reporting, are communicated to the staff concerned via the Group's intranet. The system used for financial reporting encompasses the entire Group.

Follow-up

The respective accounting and financial departments at the Bank monitor and verify compliance with applicable rules in the form of internal steering documents which affect the financial reporting, as the responsibility for internal control is an integral part of the managerial responsibility.

If the Group does not meet its obligations under regulations, laws and other rules for operations that are subject to a licence, this could affect the Bank's financial reporting. Group Compliance is responsible for monitoring and controlling regulatory compliance with regard to the operations within the Bank that are subject to a licence. Group Compliance is described in more detail on pages 77 and 82.

Group Risk Control is responsible for identifying, checking and reporting risks of errors in the Bank's assumptions and assessments that form the basis of the Bank's financial reporting. Group Risk Control is described in more detail on pages 77 and 82.

Group Audit is assigned to examine internal governance and control, and to evaluate the reliability of the Group's financial reporting. Group Audit is described in more detail on pages 77 and 82–83.

As part of the quality control work for financial reporting, the Board has set up an audit committee. Among other responsibilities, the committee processes crucial accounting matters and the financial reports produced by the Bank. The committee also supervises the effectiveness of the internal control, internal audit and risk management systems for internal control regarding financial reporting. The audit committee is described in more detail on page 77.

The Group's information and communication paths are monitored continually to ensure that they are fit-for-purpose for the financial reporting.

Board

Elected by the annual general meeting



Name	Pär Boman Chairman	Fredrik Lundberg Deputy Chairman	Jon Fredrik Baksaas Board Member	Stina Bergfors Board Member
Year elected	2006	2002	2003	2021
Year of birth	1961	1951	1954	1972
Nationality	Swedish	Swedish	Norwegian	Swedish
Position and significant board assignments	Chairman of Svenska Cellulosa AB SCA and Essity AB • Deputy Chairman of AB Industrivärden • Board member Skanska AB.	President and CEO of L E Lundbergföretagen AB • Chairman of Holmen AB, Hufvudstaden AB, AB Industrivärden • Board member L E Lundbergföretagen AB, Skanska AB.	Chairman of DNV and Statnett SF • Board member Telefonaktiebolaget LM Ericsson.	Board member H&M Hennes & Mauritz, Budbee and Tele2
Background	2006–2015 President and CEO of Handelsbanken.	CEO of L E Lundbergföretagen AB since 1981 • Active at Lundbergs since 1977.	2008–2016 GSM Association member, Chairman 2013–2016 • 2002–2015 Telenor Group, President and CEO • 1989–2002 Telenor Group, various positions within finance, financial control and management • 1988–1989 Aker AS • 1985–1988 Stolt Nielsen Seaway AS • 1979–1985 Det Norske Veritas, Norway and Japan.	2013–2018 Co-founder and CEO, other roles, United Screens • 2008–2013 Country Director, Google and Youtube • 2004–2007 CEO, other roles, Carat • 2000–2004 Director, other roles, OMD Worldwide • 1999–1999 Account Manager, TV3 Sweden, Modern Times Group.
Education	Engineer and Business/Economics degree, PhD (Econ) h.c.	Graduate in Business Administration and Master of Engineering, PhD (Econ) h.c. and PhD (Tech) h.c.	Graduate in Economics/Business Administration and PED from IMD.	Graduate in Economics/Business Administration, PhD (Econ) h.c.
Remuneration 2021 ¹	SEK 5,440,000	SEK 1,425,000	SEK 1,805,000	SEK 715,000
Credit committee Participation	Chairman 12/12	12/12	12/12	-
Audit committee Participation	8/8	-	Chairman 8/8	-
Remuneration committee Participation	Chairman 9/9	-	9/9	-
Risk committee Participation	8/8	-	2/8 ⁷	-
UK committee	Chairman 10/10	-	-	-
Board meetings Participation	Chairman 13/13	13/13	13/13	9/13 ²
Own shareholdings and those of immediate family	145,028, of which 30,028 in indirect holdings ³ .	77,275,000	3,800	0
Dependent/independent	Independent of the Bank and its management. Not independent of major shareholders (Deputy Chairman of AB Industrivärden).	Independent of the Bank and its management. Not independent of major shareholders (Chairman of AB Industrivärden).	Independent of the Bank, its management and major shareholders.	Independent of the Bank, its management and major shareholders.
Number of assignments ⁴ Actual number of assignments ⁵	5 ⁶ 14	4 ⁶ 9	4 5	4 7

¹ Remuneration decided by the AGM. Total remuneration to the Board in 2021 was SEK 16,310,000. Arja Taaveniku has also received SEK 344 298 in remuneration as Board member of Handelsbanken plc.

² Member of the Board/committee from 24 March 2021.

³ Indirect holding of shares in Handelsbanken via the Oktogonen profit-sharing scheme.

⁴ Number of assignments based on Chap. 10, Section 8b of the Swedish Banking and Financing Business Act (2004:297), by which assignments in the same group or in companies in which the Bank has a qualifying holding may be counted as a single assignment. Assignments in organisations that are primarily non-commercial, including certain foundations and not-for-profit associations, are not included.

⁵ Number of assignments disregarding the basis of calculation stated in footnote 4.

⁶ Has permission from the Swedish Financial Supervisory Authority to hold an additional assignment as board member under Chap. 10, Section 8b, third paragraph of the Swedish Banking and Financing Business Act (2004:297).

⁷ Member of the committee until 24 March 2021.



Hans Biörck Board Member	Kerstin Hessius Board Member	Ulf Riese Board Member	Arja Taaveniku Board Member	Carina Åkerström Board Member
2018	2016	2020	2020	2019
1951	1958	1959	1968	1962
Swedish	Swedish	Swedish	Swedish	Swedish
Chairman of Skanska AB and Trelleborg AB.	CEO of AP3 Third National Swedish Pension Fund • Board member Vasakronan AB, Hemsö Fastighets AB and Trenum AB.	-	Chairman of Svenska Handelsfastigheter AB and Polarn O. Pyret AB • Board member Dunelm plc, Handelsbanken plc and Nobia AB.	President and Group Chief Executive of Handelsbanken • Chairman of the Swedish Bankers' Association • Board member World Childhood Foundation.
2001–2011 Skanska, Deputy CEO and CFO • 1998–2001 Autoliv, CFO • 1997–1998 Self-employed • 1977–1997 Various positions in Esselte.	2001–2004 Stockholm Stock Exchange, CEO • 1999–2000 Sveriges Riksbank, Deputy Governor of the central bank • 1998 Danske Bank, Chief Executive, Asset Management • 1990–1997 ABN Amro Bank/ Alfred Berg • 1989–1990 Finanstidningen • 1986–1989 Swedish National Debt Office • 1985–1986 Sveriges Riksbank (central bank) • 1984–1985 Swedish Agency for Public Management.	Various positions at Handelsbanken • 2016–2018 Senior Advisor • 2007–2016 CFO • 2004–2007 Head of Handelsbanken Asset Management • 2004 Deputy CEO of Handelsbanken • Employed by Handelsbanken since 1983.	2015–2019 Chief Offer and Supply Chain Officer, Kingfisher plc, CEO of subsidiary of Kingfisher plc • 2012–2015 President and Group Chief Executive, Ikano Group • 2005–2012 Global Business Area Director, IKEA Group • 1989–2005 Various positions within the IKEA Group.	2016–2019 Deputy CEO, Deputy Group Chief Executive of Handelsbanken • 2010–2019 Deputy CEO, Head of Regional Bank Stockholm • 2008–2010 Deputy CEO, Head of Regional Bank Eastern Sweden • Employed by Handelsbanken since 1986.
Graduate in Economics/Business Administration.	Graduate in Economics/Business Administration.	Graduate in Economics/Business Administration.	Graduate in Economics/Business Administration.	Bachelor of Laws.
SEK 2,130,000	SEK 1,240,000	SEK 2,415,000	SEK 1,140,000	SEK 0
12/12	-	12/12	9/12 ²	12/12
6/8 ²	-	8/8	-	-
9/9	-	-	-	-
6/8 ²	Chairman 8/8	8/8	-	-
-	-	10/10	-	10/10
13/13	13/13	13/13	13/13	13/13
5,000	8,700	180,000	0	62,510, of which 34,510 in indirect holdings ³ .
Independent of the Bank, its management and major shareholders.	Independent of the Bank, its management and major shareholders.	Independent of the Bank, its management and major shareholders.	Independent of the Bank, its management and major shareholders.	Not independent of the Bank and its management (CEO). Independent of major shareholders.
3 5	4 8	1 1	5 ⁶ 5	1 3

Board, cont.

Employee representatives



Name	Anna Hjelmberg Employee representative	Lena Renström Employee representative	Stefan Henricson Employee representative, Deputy member	Charlotte Uriz Employee representative, Deputy member
Year elected	2020	2020	2020	2020
Year of birth	1969	1965	1970	1972
Nationality	Swedish	Swedish	Swedish	Swedish
Position and significant board assignments	Chair of Financial Sector Union of Sweden's Handelsbanken union club.	Chair of Financial Sector Union of Sweden's Swedish branch operations union club.	Member of Financial Sector Union of Sweden's Swedish branch operations union club.	Chair of Akademikerföreningen (Association for graduate professionals) at Handelsbanken.
Background	Officer and various union roles, Handelsbanken Liv.	Advisory services in Handelsbanken's branch operations.	Managerial and advisory services at branches and regional head offices at Handelsbanken.	Specialist, business and operations developer at Cash Management, Digital meeting places and Trading
Education	Economics Programme at upper secondary school.	Graduate in Economics/Business Administration.	Economics Programme at upper secondary school.	BA
Remuneration 2021 ¹	SEK 0	SEK 0	SEK 0	SEK 0
Credit committee Participation	-	-	-	-
Audit committee Participation	-	-	-	-
Remuneration committee Participation	-	-	-	-
Risk committee Participation	-	-	-	-
UK committee	-	-	-	-
Board meetings Participation	13/13	13/13	11/13	13/13
Own shareholdings and those of immediate family	25,657, of which 25,657 in indirect holdings ³ .	31,585, of which 31,585 in indirect holdings ³ .	32,639, of which 32,639 in indirect holdings ³ .	14,380, of which 14,380 in indirect holdings ³ .
Dependent/independent	Not independent of the Bank and its management (employee). Independent of major shareholders.	Not independent of the Bank and its management (employee). Independent of major shareholders.	Not independent of the Bank and its management (employee). Independent of major shareholders.	Not independent of the Bank and its management (employee). Independent of major shareholders.
Number of assignments ⁴ Actual number of assignments ⁵	1 5	1 2	1 5	1 2

¹ Remuneration decided by the AGM. Total remuneration to the Board in 2021 was SEK 16,310,000. Arja Taaveniku has also received SEK 344 298 in remuneration as Board member of Handelsbanken plc.

² Member of the Board/committee from 24 March 2021.

³ Indirect holding of shares in Handelsbanken via the Oktogonen profit-sharing scheme.

⁴ Number of assignments based on Chap. 10, Section 8b of the Swedish Banking and Financing Business Act (2004:297), by which assignments in the same group or in companies in which the Bank has a qualifying holding may be counted as a single assignment. Assignments in organisations that are primarily non-commercial, including certain foundations and not-for-profit associations, are not included.

⁵ Number of assignments disregarding the basis of calculation stated in footnote 4.

Executive management

Executive management¹

Name	Position	Year of birth	Employed	Shareholdings
Arild Andersen²	Country General Manager, Norway	1966	2002	Shareholdings ³ 12,416 of which 12,416 in indirect holdings ⁴
Per Beckman	Deputy CEO ⁵	1962	1993	Shareholdings ³ 16,974 of which 16,974 in indirect holdings ⁴
Catharina Belfrage Sahlstrand²	Chief Sustainability and Climate Officer, Group Sustainability	1981	2013	Shareholdings ³ 5,152 of which 2,925 in indirect holdings ⁴
Monika Bergström²	Acting Head, Group Compliance ⁶	1962	2007	Shareholdings ³ 8,215 of which 8,215 in indirect holdings ⁴
Carl Cederschiöld⁷	CFO, Group Finance	1973	1998	Shareholdings ³ 21,486 of which 15,086 in indirect holdings ⁴
Magnus Ericson	Chief Human Resources Officer, Group HR	1968	1988	Shareholdings ³ 31,127 of which 29,127 in indirect holdings ⁴
Mattias Forsberg	CIO, Group IT	1972	2020	Shareholdings ³ 0
Michael Green^{2, 8}	Country General Manager, Sweden ⁹	1966	1994	Shareholdings ³ 92,221 of which 22,221 in indirect holdings ⁴
Maria Hedin¹⁰	Chief Risk Officer, Group Risk Control	1964	2010	Shareholdings ³ 5,586 of which 5,340 in indirect holdings ⁴
Dan Lindwall	Head, Capital Markets	1965	2000	Shareholdings ³ 15,452 of which 15,452 in indirect holdings ⁴
Martin Noréus²	Chief Strategy Officer ¹¹	1974	2020	Shareholdings ³ 0
Anna Possne²	Head, Product and Offerings	1984	2008	Shareholdings ³ 8,147 of which 8,147 in indirect holdings ⁴
Robert Radway²	Chief Credit Officer, Group Credits	1986	2010	Shareholdings ³ 6,760 of which 6,760 in indirect holdings ⁴
Louise Sander¹²	Head, Group Communication ¹³	1969	2013	Shareholdings ³ 2,836 of which 2,066 in indirect holdings ⁴
Mikael Sörensen²	Country General Manager, UK	1966	1994	Shareholdings ³ 289 of which 289 in indirect holdings ⁴
Martin Wasteson⁶	Chief Legal Officer, Group Legal	1971	2012	Shareholdings ³ 2,772 of which 2,772 in indirect holdings ⁴
Carina Åkerström	President and Group Chief Executive	1962	1986	Shareholdings ³ 62,510 of which 34,510 in indirect holdings ⁴

¹ The table describes the executive management as from 1 March 2022. During 2021, executive management included the following members: Per Beckman, Carl Cederschiöld, Magnus Ericson, Mattias Forsberg, Michael Green, Maria Hedin, Dan Lindwall, Martin Noreus, Louise Sander, Martin Wasteson and Carina Åkerström. The following members left executive management during 2021: Jan Larsson, from 30 April; the formerly co-opted member Katarina Ljungqvist, from 31 December. Jan Larsson was born in 1967 and employed in 2020. His direct shareholdings was 1 750. Katarina Ljungqvist was born in 1965 and employed in 1989. Her shareholdings was 46 004, of which 34 144 in indirect holdings.

² As from 1 March 2022.

³ Direct shareholdings refer to own holdings or those of closely related persons.

⁴ Refers to indirect shareholdings in Handelsbanken via the Oktogonen profit-sharing scheme.

⁵ Per Beckman stepped down as Chief Credit Officer on 27 October 2021 and was appointed as responsible for the divestment of the bank's operations in Denmark and Finland. Han remains in executive management, as from 1 March 2022 as a co-opted member.

⁶ During 2021 member of executive management, as from 1 March 2022 co-opted member.

⁷ And deputy CEO.

⁸ Was co-opted to executive management during 2021.

⁹ Held the position as Head, Swedish Branch Operations, during 2021.

¹⁰ Member of executive management as from 3 February 2021.

¹¹ Held the position as Head, Group Compliance, during 2021 and was as such member of executive management as from 3 February 2021.

¹² As from 1 July 2021.

¹³ As from 3 February 2021, sustainability was established as a separate Group function, with a Head of Sustainability who reports directly to the CEO. The change led to an adjustment of the denomination for the communications unit.

Auditor's report

To the general meeting of the shareholders of Svenska Handelsbanken AB (publ), corporate identity number 502007-7862

Report on the annual accounts and consolidated accounts

Opinions

We have audited the annual accounts and consolidated accounts of Svenska Handelsbanken AB (publ) for the year 2021 with the exception of the sustainability report on pages 37–73. The annual accounts and consolidated accounts of the company are included on pages 6- 270 in this document.

In our opinion, the annual accounts have been prepared in accordance with the Annual Accounts Act for Credit Institutions and Securities Companies and present fairly, in all material respects, the financial position of the parent company as of December 31, 2021 and its financial performance and cash flow for the year then ended in accordance with the Annual Accounts Act for Credit Institutions and Securities Companies. The consolidated accounts have been prepared in accordance with the Annual Accounts Act for Credit Institutions and Securities Companies and present fairly, in all material respects, the financial position of the group as of December 31, 2021 and their financial performance and cash flow for the year then ended in accordance with International Financial Reporting Standards (IFRS), as adopted by the EU, and the Annual Accounts Act for Credit Institutions and Securities Companies.

A corporate governance statement has been prepared. The statutory administration report and the corporate governance statement are consistent with the other parts of the annual accounts and consolidated accounts, and the corporate governance statement is in accordance with the Annual Accounts Act for Credit Institutions and Securities Companies.

We therefore recommend that the general meeting of shareholders adopts the income statement and balance sheet for the parent company and the group.

Our opinions in this report on the annual accounts and consolidated accounts are consistent with the content of the additional report that has been submitted to the parent company's audit committee in accordance with the Audit Regulation (537/2014) Article 11.

Basis for opinions

We conducted our audit in accordance with International Standards on Auditing (ISA) and generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements. This includes that, based on the best of our knowledge and belief, no prohibited services referred to in the Audit Regulation (537/2014) Article 5.1 have been provided to the audited company or, where applicable, its parent company or its controlled companies within the EU.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

KEY AUDIT MATTERS

Key audit matters of the audit are those matters that, in our professional judgment, were of most significance in our audit of the annual accounts and consolidated accounts of the current period. These matters were addressed in the context of our audit of, and in forming our opinion thereon, the annual accounts and consolidated accounts as a whole, but we do not provide a separate opinion on these matters. For each matter below, our description of how our audit addressed the matter is provided in that context.

We have fulfilled the responsibilities described in the Auditor's responsibilities for the audit of the financial statements section of our report, including in relation to these matters. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the financial statements. The results of our audit procedures, including the procedures performed to address the matters below, provide the basis for our audit opinion on the accompanying financial statements.

Provision for expected credit losses

Detailed information and description of the area is presented in the annual accounts and consolidated accounts. Credit risk exposure and how it is handled is described in note G2 on page 113. The Group's reported expected credit losses are specified in note G10. Information concerning the parent company is presented in note P2 and P10. Regarding the area relevant accounting policies for the group, these can be found in note G1, section 10 on page 102. Note P1 shows that the accounting principles of the parent company concerning credit granting and provision for expected credit loss corresponds with the accounting principles of the group.

Description of audit matter

As of 31 December, 2021 lending to the public amounts to 2 163 135 (611 852) SEK m for the group (parent) which amount to 65 (27) % of total assets. The total credit risk exposure, including off-balance commitments, amounts to 3 597 780 (2 827 069) SEK m.

Provision for expected credit losses on lending to the public amounts to 3 178 (2 265) SEK m for which 1 085 (600) SEK m is based on model based calculations (Stages 1 and 2) and 2 093 (1 665) SEK m is based on manual calculations (Stage 3). The Bank performs adjustments on the model-based calculations in Stages 1 and 2 to take into consideration factors which is not accounted for in the model.

Expected credit losses shall be measured in a way that reflects an unbiased and probably weighted amount that is determined by evaluating a range of possible outcomes and is based on past events, current conditions and forecasts of economic conditions. To make the provision the Bank is required to make estimates and assumptions regarding for example criteria to identify a significant increase in credit risk and methods to calculate expected credit losses. Due to the complexity of the calculation and that it requires the Bank to make estimates and assumptions provisioning for expected credit losses is considered a key audit matter.

How this matter has been considered in the audit

We have assessed whether the Bank's assessment of probability of default, loss given default, exposure at default and expected credit loss as well as significant increase in credit risk is in accordance with IFRS 9.

We have tested the design and efficiency of key controls in both the credit process and credit decisions, credit review, rating classification as well as identifying and determining credits to be in default. We have also tested controls relating to input to model data and the general IT-controls including the handling of authorization regarding these systems. Our assessment is that we can rely on controls when performing in our audit.

Furthermore, we have on a sample basis challenged the Bank's initial and current credit rating. We have tested that data used from supporting systems used in the model is complete and accurate. We have reviewed and assessed the model including the assumptions and parameters as well as assessed the outcome of the model validations which has been performed and reviewed the reasonableness of the macroeconomic data used. We have reviewed the reasonableness in the manual adjustments, including the expert-based provision for Covid-19, performed by the Bank. In our audit we have used our internal model specialists to support us when performing the audit procedures.

We have also assessed the disclosures in the financial statements regarding credit risk are appropriate.

Fair value measurement of financial instrument with no market prices available

Detailed information and description of the key audit matter is provided in the annual accounts and consolidated accounts. Financial instruments measured at fair value are described in note G41 for the group and P36 for the parent company. Relevant accounting principles for the group are described in note G1, section 9 on page 101. Note P1 shows that the parent company's accounting principles for financial instruments measured at fair value is consistent with the group's accounting principles.

Description of audit matter

The Bank has financial instruments where market price is missing, thus fair value is determined using valuation models based on market data. These financial instruments are categorized as level 2 under IFRS fair value valuation hierarchy. Also, Svenska Handelsbanken has, to some extent, financial instruments whose valuation to fair value is determined using valuation models for which the value is affected by the input data that cannot be verified by external market data. These financial instruments are categorized as level 3 under IFRS fair value valuation hierarchy.

The group (parent company) has financial assets and financial liabilities in level 2 of 37 923 (57 917) SEK m and 16 066 (22 822) SEK m respectively. Financial assets and liabilities in level 3 amounts to 1 166 (1 135) SEK m and 527 (527) SEK m respectively.

The main part of the financial instruments in level 2 is made out of derivative contracts, among them interest rate swaps and various types of linear currency derivatives, and business bonds. Corporate bonds and derivative contracts in level 2 are valued by valuation models based on market rates and other market prices. Financial instruments in level 3 primarily consist of unlisted shares in joint ventures, investments in the insurance business as well as certain derivative contracts valued by non-observable data. Due to the complexity when calculating and as it requires the Bank to make assessments valuation of financial instruments with no market prices are deemed to be a key audit matter.

How this matter has been considered in the audit

We have assessed whether the Banks method for valuating financial instruments with no market prices available including the classification in the valuation hierarchy is in accordance with IFRS 13.

We have tested the key controls in the valuation process, including the bank's assessment and approving of assumptions and methods used in model-based calculation, control of data quality as well as handling of change regarding internal valuation models. We have also tested the general IT-controls including the handling of authorization regarding these systems. Our assessment is that these key controls are designed, implemented and operative effective and hence we have determined that we can rely on these key controls in our audit.

Further, we have evaluated the methods and assumptions made when valuating financial instruments with no market prices available. We have compared the valuation models with valuation guidelines and appropriate industry practice. We have compared assumptions and price sources and examined any significant deviations. We have also checked the accuracy of the estimations by conducted sample tests and performed our own independent valuations. We have engaged our internal valuation specialists to support us when performing our audit procedures.

We have also assessed the disclosures in the financial statements regarding valuation of financial instruments to fair value are appropriate.

Other information than annual accounts and consolidated accounts

This document also contains other information than the annual accounts and consolidated accounts and is found on pages 1–5, 37–73 and 277–279. The remuneration report for 2021 is also other information. The Board of Directors and the Managing Director are responsible for this other information.

Our opinion on the annual accounts and consolidated accounts does not cover this other information and we do not express any form of assurance conclusion regarding this other information.

In connection with our audit of the annual accounts and consolidated accounts, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the annual accounts and consolidated accounts. In this procedure we also take into account our knowledge otherwise obtained in the audit and assess whether the information otherwise appears to be materially misstated.

If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of the annual accounts and consolidated accounts and that they give a fair presentation in accordance with the Annual Accounts Act for Credit Institutions and Securities Companies and, concerning the consolidated accounts, in accordance with IFRS as adopted by the EU. The Board of Directors and the Managing Director are also responsible for such internal control as they determine is necessary to enable the preparation of annual accounts and consolidated accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts and consolidated accounts, The Board of Directors and the Managing Director are responsible for the assessment of the company's and the group's ability to continue as a going concern. They disclose, as applicable, matters related to going concern and using the going concern basis of accounting. The going concern basis of accounting is however not applied if the Board of Directors and the Managing Director intends to liquidate the company, to cease operations, or has no realistic alternative but to do so.

The Audit Committee shall, without prejudice to the Board of Director's responsibilities and tasks in general, among other things oversee the company's financial reporting process.

Auditor's responsibility

Our objectives are to obtain reasonable assurance about whether the annual accounts and consolidated accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual accounts and consolidated accounts.

Report on the annual accounts and consolidated accounts, cont.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- identify and assess the risks of material misstatement of the annual accounts and consolidated accounts, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinions. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- obtain an understanding of the company's internal control relevant to our audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board of Directors and the Managing Director.
- conclude on the appropriateness of the Board of Directors' and the Managing Director's use of the going concern basis of accounting in preparing the annual accounts and consolidated accounts. We also draw a conclusion, based on the audit evidence obtained, as to whether any material uncertainty exists related to events or conditions that may cast significant doubt on the company's and the group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the annual accounts and consolidated accounts or, if such disclosures are inadequate, to modify our opinion about the annual accounts and consolidated accounts. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause a company and a group to cease to continue as a going concern.
- evaluate the overall presentation, structure and content of the annual accounts and consolidated accounts, including the disclosures, and whether the annual accounts and consolidated accounts represent the underlying transactions and events in a manner that achieves fair presentation.
- obtain sufficient and appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated accounts. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our opinions.

We must inform the Board of Directors of, among other matters, the planned scope and timing of the audit. We must also inform of significant audit findings during our audit, including any significant deficiencies in internal control that we identified.

We must also provide the Board of Directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with the Board of Directors, we determine those matters that were of most significance in the audit of the annual accounts and consolidated accounts, including the most important assessed risks for material misstatement, and are therefore the key audit matters. We describe these matters in the auditor's report unless law or regulation precludes disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in the auditor's report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on other legal and regulatory requirements

Report on the audit of the administration and the proposed appropriations of the company's profit or loss

Opinions

In addition to our audit of the annual accounts and consolidated accounts, we have also audited the administration of the Board of Directors and the Managing Director of Svenska Handelsbanken AB (publ) for the year 2021 and the proposed appropriations of the company's profit or loss.

We recommend to the general meeting of shareholders that the profit be appropriated in accordance with the proposal in the statutory administration report and that the members of the Board of Directors and the Managing Director be discharged from liability for the financial year.

Basis for opinions

We conducted the audit in accordance with generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Responsibilities of the Board of Directors and Managing Director

The Board of Directors is responsible for the proposal for appropriations of the company's profit or loss. At the proposal of a dividend, this includes an assessment of whether the dividend is justifiable considering the requirements which the company's and the group's type of operations, size and risks place on the size of the parent company's and the group's equity, consolidation requirements, liquidity and position in general.

The Board of Directors is responsible for the company's organization and the administration of the company's affairs. This includes among other things continuous assessment of the company's and the group's financial situation and ensuring that the company's organization is designed so that the accounting, management of assets and the company's financial affairs otherwise are controlled in a reassuring manner. The Managing Director shall manage the ongoing administration according to the Board of Directors' guidelines and instructions and among other matters take measures that are necessary to fulfill the company's accounting in accordance with law and handle the management of assets in a reassuring manner.

Auditor's responsibility

Our objective concerning the audit of the administration, and thereby our opinion about discharge from liability, is to obtain audit evidence to assess with a reasonable degree of assurance whether any member of the Board of Directors or the Managing Director in any material respect:

- has undertaken any action or been guilty of any omission which can give rise to liability to the company, or
- in any other way has acted in contravention of the Companies Act, the Banking and Financing Business Act, the Annual Accounts Act for Credit Institutions and Securities Companies or the Articles of Association.

Our objective concerning the audit of the proposed appropriations of the company's profit or loss, and thereby our opinion about this, is to assess with reasonable degree of assurance whether the proposal is in accordance with the Companies Act.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with generally accepted auditing standards in Sweden will always detect actions or omissions that can give rise to liability to the company, or that the proposed appropriations of the company's profit or loss are not in accordance with the Companies Act.

As part of an audit in accordance with generally accepted auditing standards in Sweden, we exercise professional judgment and maintain professional skepticism throughout the audit. The examination of the administration and the proposed appropriations of the company's profit or loss is based primarily on the audit of the accounts. Additional audit procedures performed are based on our professional judgment with starting point in risk and materiality. This means that we focus the examination on such actions, areas and relationships that are material for the operations and where deviations and violations would have particular importance for the company's situation. We examine and test decisions undertaken, support for decisions, actions taken and other circumstances that are relevant to our opinion concerning discharge from liability. As a basis for our opinion on the Board of Directors' proposed appropriations of the company's profit or loss we examined the Board of Directors' reasoned statement and a selection of supporting evidence in order to be able to assess whether the proposal is in accordance with the Companies Act.

The auditor's examination of the ESEF report

Opinion

In addition to our audit of the annual accounts and consolidated accounts, we have also examined that the Board of Directors and the Managing Director have prepared the annual accounts and consolidated accounts in a format that enables uniform electronic reporting (the ESEF report) pursuant to Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528) for Svenska Handelsbanken AB (publ) for the financial year 2021.

Our examination and our opinion relate only to the statutory requirements.

In our opinion, the ESEF report 6368FBB82CB6168B2154408D36E B8BD 2D1067E9C79523BB726104AD9BE3DEED1 has been prepared in a format that, in all material respects, enables uniform electronic reporting.

Basis for opinion

We have performed the examination in accordance with FAR's recommendation RevR 18 Examination of the ESEF report. Our responsibility under this recommendation is described in more detail in the Auditors' responsibility section. We are independent of Svenska Handelsbanken AB (publ) in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of the ESEF report in accordance with Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528), and for such internal control that the Board of Directors and the Managing Director determine is necessary to prepare the ESEF report without material misstatements, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to obtain reasonable assurance whether the ESEF report is in all material respects prepared in a format that meets the requirements of Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528), based on the procedures performed.

RevR 18 requires us to plan and execute procedures to achieve reasonable assurance that the ESEF report is prepared in a format that meets these requirements.

Reasonable assurance is a high level of assurance, but it is not a guarantee that an engagement carried out according to RevR 18 and generally accepted auditing standards in Sweden will always detect a material misstatement when

it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the Esef report.

The audit firm applies ISQC 1 *Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and other Assurance and Related Services Engagements* and accordingly maintains a comprehensive system of quality control, including documented policies and procedures regarding compliance with professional ethical requirements, professional standards and legal and regulatory requirements.

The examination involves obtaining evidence, through various procedures, that the Esef report has been prepared in a format that enables uniform electronic reporting of the annual and consolidated accounts. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement in the report, whether due to fraud or error. In carrying out this risk assessment, and in order to design audit procedures that are appropriate in the circumstances, the auditor considers those elements of internal control that are relevant to the preparation of the Esef report by the Board of Directors and the Managing Director, but not for the purpose of expressing an opinion on the effectiveness of those internal controls. The examination also includes an evaluation of the appropriateness and reasonableness of assumptions made by the Board of Directors and the Managing Director.

The procedures mainly include a technical validation of the Esef report, i.e. if the file containing the Esef report meets the technical specification set out in the Commission's Delegated Regulation (EU) 2019/815 and a reconciliation of the Esef report with the audited annual accounts and consolidated accounts.

Furthermore, the procedures also include an assessment of whether the Esef report has been marked with iXBRL which enables a fair and complete machine-readable version of the consolidated statement of financial performance, financial position, changes in equity and cash flow.

The auditor's opinion regarding the statutory sustainability report

The Board of Directors is responsible for the statutory sustainability report on pages 37–73, and that it is prepared in accordance with the Annual Accounts Act.

Our examination has been conducted in accordance with FAR's auditing standard RevR 12 The auditor's opinion regarding the statutory sustainability report. This means that our examination of the statutory sustainability report is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

A statutory sustainability report has been prepared.

Ernst & Young AB, Hamngatan 26, 111 47 Stockholm, was appointed auditor of Svenska Handelsbanken AB by the general meeting of the shareholders on the March 24, 2021 and has been the company's auditor since April 28, 1998.

PricewaterhouseCoopers AB, Torsgatan 21, 113 97 Stockholm, was appointed auditor of Svenska Handelsbanken AB by the general meeting of the shareholders on March 24, 2021 and has been the company's auditor since March 29, 2017.

Stockholm February 24, 2022

Ernst & Young AB

PricewaterhouseCoopers AB

Jesper Nilsson
Authorised Public Accountant

Johan Rippe
Authorised Public Accountant

