

Local Agreement 2025-2027 between MobilePay (central business register no. 43300946) and Finansforbundet

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Introduction – Local Agreement for MobilePay

This agreement is entered into in accordance with clause 1(1) of the Framework Collective Agreement 2025-2027 between the Employers Organisation for Fintech Denmark (AF) and Finansforbundet for Vipps MobilePay, a branch of Vipps MobilePay AS, Norway ("MobilePay").

1: Coverage

- (1) In addition to the groups listed in clause 1 of the Framework Collective Agreement, the following groups are exempted from the collective agreement:
- Employees with a monthly pay as of 1 July 2023 of at least DKK 72,500, excluding the employer's pension contribution, special MobilePay days off and the special holiday supplement.
 - Employees with a monthly pay as of 1 July 2026 of at least DKK 77,500, excluding the employer's pension contribution, special MobilePay days off and the special holiday supplement.
- MobilePay may request that Finansforbundet make individual exemptions in unexpected situations of specific conflicts of interest.
- (2) In terms of geography, the Local Agreement is defined to include only employees employed in Denmark.

2: Working hours

- (1) The annual norm is 1,924 hours, equivalent to 37 hours per week, excluding lunch. MobilePay employees are employed on terms of employment in accordance with clause 3 or clause 4 below.
- (2) The annual norm should be complied with where possible for employees with independent work organisation.
- (3) The transition to new working time arrangements and working time registration are discussed with local employee representatives.

3: Independent work organisation/fixed salary

- (1) Employees with independent work organisation are paid fixed salaries.
- 'Independent work organisation' means that employees have a say in the performance of the work as well as in the planning and execution of tasks in terms of time. Subsequently, the employees organise their own working time considering the tasks.
- Independent work organisation does not affect the duty to participate in necessary meetings, training or departmental or group-related activities

It is up to the manager and employee jointly and on an ongoing basis to discuss whether the relation between working hours and the scope of tasks is reasonable.

The agreed salary reflects the independent work organisation and mutual flexibility. Hence, overtime and travelling time are not remunerated separately.

4: Fixed working hours

- (1) Employees who are part of a regular duty rota scheme with direct customer contact work fixed hours.
- (2) The working hours must be scheduled on weekdays between 07:00 and 18:00.
- (3) Ordered overtime on weekdays is compensated at 150% (1:1.5).
Note: (Overtime is ordered hours in addition to the daily standard hours. For part-time employees, it is in addition to the standard hours for full-time employees)
- (4) Ordered overtime on Saturdays, Sundays and public holidays is compensated at 200% (1:2).
- (5) The rules apply to business trips agreed in the service of the company in the form of: domestic business trips and business trips to European destinations.

Travelling time is considered part of the working hours, in so far as the part of the travelling time taking place outside agreed/fixed working hours exceeds the time usually spent by employees commuting between their home and workplace. The rules also apply to transportation between two day-to-day workplaces.

For business trips overseas where the departure/return trip falls on a Saturday/Sunday/holidays falling on a weekday/day off, a day off in lieu must be given.

5: Outplacement

- (1) Clause 4 of the Framework Collective Agreement is derogated from in the following respects:
 - a) The length of service cap is 12 months.
 - b) There is no lower or upper threshold amount for the outplacement programme as the focus should be on the needs of the individual employee. The outplacement programme must be based on the needs of the terminated employee. The outplacement process must, for example, include clarification of both professional and personal skills and preferences as well as practical job-seeking tools, compilation of a CV/applications and hands-on job interview training and use of networks.

6: Pension and insurance

- (1) The pension contribution constitutes 21%. MobilePay pays a pension contribution of 14%, and employees' own contribution amounts to 7%. Pension is calculated on the fixed basic pay, excluding the value of employee benefits, bonus and holiday supplement/holiday allowances, and for employees receiving allowance for regular on-call duty, also based on the allowance, see clause 12(1).
- (2) In addition to the health insurance agreed in clause 5(2) of the Framework Collective Agreement, MobilePay will take out and pay for full-time personal accident insurance, group life insurance and dental insurance for the employees.
- (3) Employees may choose to convert their own contribution to salary for up to five years. Conversion decisions are to be made at the time of employment and every year in November, applicable to the following calendar year.

Employees automatically transition to paying pension contributions under subclause (1) on 1 January of the calendar year following the expiry of the five years or a change to the conversion decision.

7: Holiday

- (1) A holiday supplement is paid for the period from 1 January to 31 December with the salary in May.
- (2) The holiday supplement is calculated at 3.75%, including the statutory share applicable from time to time, currently 1%.

8: Company-paid days off:

- (1) In addition, 24 December, 31 December, Constitution Day and the Friday after Ascension Day are company-paid days off.
- (2) If employees are ordered to work on one of these days, days off in lieu are granted. Unless an employee is covered by clause 4, no further payment is made for work on such days.
- (3) Compensation is provided for Great Prayer Day in the form of Great Prayer Day compensation equivalent to 0.45% of the annual pay. Such compensation is paid with the salary in May.
- (4) Employees are entitled to take a day off with pay in close connection with their own wedding. Employees are also entitled to a day off with pay to participate in funerals of closely related persons.

9: Special MobilePay days off

- (1) In addition, employees are given 10 special MobilePay days off per every 12 months.
- (2) The days are awarded on 1 September – proportionately if employed at a different time of year according to the table below:

Employed	Number of days ($X/12 \times 10$ rounded)
September	10
October	9
November	8
December	8
January	7
February	6
March	5
April	4
May	3
June	3
July	2
August	1

The awarding of days off does not take into account the date of the month on which employment takes effect.

- (3) Special MobilePay days off not taken as at 31 August will be paid with the salary in September; however, no more than five days. Any additional days not taken will lapse without compensation unless, owing to special operational circumstances, a written agreement is concluded with the immediate manager on the taking of days off at a later stage.
Days off are paid at the value of the basic pay, including pension contributions.
- (4) Employees may not take the special MobilePay days off before having taken 20 days of holiday under the Danish Holiday Act (*ferieloven*).
- (5) Employees who as of 1 November 2022 have become entitled to senior days off under the company collective agreement applicable in Danske Bank as per this date retain the right to such days off.

Termination of employment

- (6) Upon departure from the company, the number of special MobilePay days off which an employee has been entitled to take will be calculated according to the table below:

Departure at the end of:	Number of days ($X/12 \times 10$ rounded)
September	1
October	2
November	3

December	3
January	4
February	5
March	6
April	7
May	8
June	8
July	9
August	10

- (7) If an employee cannot take any accrued special MobilePay days off in the notice period due to his/her own illness, the planned absence of other employees or the affairs of the company related to the employee's resignation, accrued special MobilePay days off must be paid out in cash. If the balance of an employee is negative according to subclause (6), and the said employee has taken more special MobilePay days off than he/she was entitled to, the value of these excess days will be deducted from the final monthly pay.

10: Social provisions

MobilePay adheres to clause 7 of the Framework Collective Agreement, subject to the following exceptions, additions and specifications:

- (1) The requirement for a length of service of one year set out in clause 7(1) of the Framework Collective Agreement does not apply in MobilePay.
- (2) In addition to the provisions of clause 7(4), fathers/co-mothers are entitled to up to six weeks of additional parental leave with full pay corresponding to the period in which the employee is entitled to full benefits. This applies to children born on 1 July 2025 or later.
- (3) When taking maternity/paternity leave in connection with having had multiple children, both parents are entitled to an additional 13 weeks of parental leave with full pay, provided that they are entitled to full benefits in this period. This applies to children born on 1 July 2025 or later.
- (4) If, according to clause 7(5) of the Framework Collective Agreement, the employee is not entitled to benefits (which MobilePay would otherwise be entitled to receive if paying full pay), the actual entitlement to full pay will lapse and not only the value of the benefits lost by MobilePay.
- (5) Clause 7(12) of the Framework Collective Agreement is adhered to with respect to time off in the event of a child's illness, however, without employees being obliged to give reasons as to why it is not possible to organise other suitable childcare. Employee must keep their immediate manager informed. Upon the company's request, employees must document illness of the child by means of a medical certificate. The total doctor's fee for issuing a medical certificate will be paid by the company.
- (6) An employee with a length of service of five years is entitled to leave without pay or pension contributions for up to six months. Notice of leave must be given no

later than three months in advance.

Following discussions with the union representative, however, MobilePay is entitled to refuse to grant leave if special work-related, practical or similar considerations speak against it. If Mobilepay opposes the leave, see above, other ways of meeting the employee's leave requirements should be considered.

Return after leave

As a general rule, an employee must be informed of his/her organisational position, including department, no later than one month prior to the employee's return from any leave of three months or more. In the event of leave of six months or more, the above must be discussed between the company and employee. MobilePay must seek to ensure that the employee returns to his/her original department if requested by the employee. This provision applies to all forms of leave.

- (7) Employees are entitled to 15 unpaid days off per calendar year. The days off will be recorded in the HR system prior to being taken and will be deducted against the next salary payment. The taking of time off is to be agreed with the immediate manager in consideration of the company's operations.

11: Pay

- (1) MobilePay adheres to the provisions on pay set out in clause 8 of the Framework Collective Agreement.

The payroll adjustment agreed under clause 3(3) of the Framework Collective Agreement will be distributed as follows:

1.8% for collective disbursement and 0.6% for individual disbursement in 2025.

1.9% for collective disbursement and 0.6% for individual disbursement in 2026.

1.9% for collective disbursement and 0.6% for individual disbursement in 2027.

- (2) The centrally determined minimum pay development may be implemented both collectively and through individual pools according to a local agreement. If no agreement can be reached, MobilePay may spend up to 50% of the minimum pay development on individual salary pools, while the rest must be disbursed as a collective pay increase.

12: On-call duty

- (1) Employees covered by on-call duty may be ordered to work shifts of eight successive hours. The employees will receive a pensionable allowance of DKK 975 per shift.
- (2) The allowance will be discontinued without further notice at the time when the employee withdraws from on-call duty.
- (3) Work performed during on-call duty is remunerated in accordance with clause 4(3) and (4). Enquiries that may be resolved directly will not trigger separate remuneration.

If employees are required to travel to the place of work to solve the problem, remuneration will be paid for the time of commute as if it were working hours. Physical attendance of employees will trigger remuneration of, as a minimum, one hour, regardless of the time of transport/resolution of the task.

- (4) Employees cannot be on on-call duty if ill, on holiday or having a day off, and on-call duty cannot be ordered on work-free days leading up to a holiday period.
- (5) When employees are called in during on-call duty, the daily rest period of 11 hours, for work not covered by the annex to Executive Order No. 324 of 23 May 2002 on rest periods and rest days, may be postponed, to the effect that the rest period is scheduled immediately after the last shift, and that the rest period may be scheduled within the on-call duty period.

If the 11 hours of rest thereby extend into the following day, employees must also be able to take the usual rest period of 11 hours within that day. This rest period may similarly be postponed. If the rest period postponed prevents an employee from performing the standard daily working hours planned, any working hours not performed will be paid as in the case of illness.

Rest periods may be postponed for a maximum of ten days in each calendar month.

- (6) If a need arises for contacting employees who are not covered by on-call duty, see the above provisions, in emergencies outside ordinary working hours, remuneration is subject to agreement between the employee and the manager.

Student assistants

- (7) Students with a student card from a general and vocational upper secondary educational institution or higher educational institution are paid according to clause 8(2) of the Framework Collective Agreement from their first day of work. The minimum hourly rate includes the value of the company's pension contributions, the increased holiday supplement and the special MobilePay days off, which may subsequently be acquired.
- (8) Students receive a holiday supplement in accordance with clause 7(2).

13: Contribution for training purposes

- (1) As a contribution for training purposes, MobilePay will, as of 1 July 2022, pay Finansforbundet: DKK 585 per employee covered by the Framework Collective Agreement per every six months.

14: Effective date and termination

- (1) This Local Agreement becomes effective on 1 July 2025. The aim is for the transition to this agreement to be neutral overall for both parties.
- (2) When in force, the Local Agreement may be terminated under clause 9 of the Framework Collective Agreement.



SIGNATURES

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