

Local agreement between Lunar and Finansforbundet

The work culture at Lunar is characterised by freedom, independence and team spirit.

The employees at Lunar are expected to contribute to an innovative, positive and fun working environment, with a focus on developing the company.

Lunar is expected to provide a good framework for the employees' job satisfaction. For example, it is an entirely natural part of the culture in Lunar to provide good frameworks for, e.g. communal dining and activities that can help support the job satisfaction of the employees – which could consist of, e.g. yoga, coaching both during and outside of working hours.

Lunar conducts frequent and ongoing employee satisfaction surveys to enhance job satisfaction.

The terms of this collective agreement reflect this particular work culture.

To complete and pursuant to the Framework Agreement between Arbejdsgiverforeningen for FinTech (AF) and Finansforbundet, the parties have agreed on the following:

§ 1 Working hours

(1)

Employees who are entitled to independent work organisation can be employed on fixed salary.

Independent work organisation means the employee has a say in deciding when work is to be done, and the planning and execution of work. The employee then administers their own working hours, taking into account the work to be done. Independent work organisation does not affect the obligation to participate in necessary meetings, training and departmental or group-related activities.

Managers and employees shall jointly evaluate on an ongoing basis whether there is a reasonable connection and fair balance between working hours and the scope of work tasks.

The agreed salary reflects the independent work organisation and mutual flexibility. Overtime is thus not paid separately.

(2) Working Hours Support Units

The placement of working hours can mainly be agreed on weekdays between 8 a.m. and 5 p.m. or between 4 p.m. and 9 p.m.

Employees who are employed to cover the support function during the period of 4 p.m. to 9 p.m. receive a monthly supplement of:

- DKK 1,500 as of 1 October 2021
- DKK 1,757 as of 1 October 2022
- DKK 2,068 as of 1 October 2023

Ordered overtime is work in addition to the employee's weekly norm and is paid at a ratio of 1:1.50.

Employees have the option of flextime to accommodate their ability to responsibly arrange working hours, taking into account the operation of the company.

Flextime must not be confused with overtime. Overtime work must be ordered by the management, while flextime is the employee's ability to arrive and depart earlier/later. Therefore, the employee cannot use flextime to trigger overtime.

§ 2 Pension and Insurance

(1) Pension contributions

Employees covered by the Framework Agreement are entitled Lunar's current pension scheme from the 1st of the month after they turn 18. The pension contribution shall be at least the following:

- 1 January 2022 6.00% from the company and 2.00% from the employee, total 8.00%
- 1 July 2022 7.00% from the company and 3.00% from the employee, total 10.00%
- 1 July 2023 8.00% from the company and 4.00% from the employee, total 12.00%

(2) Insurance

Lunar is obligated to take out a group accident insurance policy and a health insurance policy for all employees covered by the Framework Agreement.

§ 3 Holidays/Days off**(1)**

Employees covered by the Framework Agreement shall be entitled to paid time off on public holidays as well as the following free days:

- Constitution Day
- Christmas Eve
- New Year's Eve

(2)

Employees are also covered by the rules in force at any given time regarding holiday legislation, e.g. in connection with earning and taking holidays, as well as the calculation of holiday supplements.

(3) Extra holiday entitlements

In addition to the holiday period laid down in the Danish Holiday Act, employees are entitled to an additional 5 holiday entitlements after 9 months of employment.

Employees with 9 months of employment are allocated 5 extra holiday entitlements per year in May. The extra holiday entitlements cannot be transferred or paid out.

§ 4 Salary

Salary is agreed individually between the company and the employee.

The salary must reflect the individual's efforts, qualifications, job flexibility, education, job content and responsibilities.

The employee is entitled to an annual salary interview.

§ 5 Training

The employees are obliged to follow the supplementary training programme required by the company. The training is agreed and arranged so as to minimise the inconvenience to the employee and the company's operation. The company pays the costs associated with the supplementary training programme.

§ 6 Entry into force and termination

The Local Agreement enters into force on 1 January 2022 and can be terminated with 4 months' notice to end at the end of a September month, though no earlier than 2023.

Copenhagen, 14 December 2021

Lunar

Finansforbundet