

## **Local agreement between Lunar Bank and Finansforbundet**

The work culture at Lunar Bank (going forward 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.

In cases of ambiguity, unless otherwise agreed, the language in the Danish framework agreement and the local agreement shall take precedence.

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) Support Unit Employees**

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

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 to Lunar's current pension scheme from the 1st of the month after they turn 18. The pension contribution is at least the following:

- 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) "You" days**

In addition to the holiday period laid down in the Danish Holiday Act, employees are from the 1<sup>st</sup> of September 2025 entitled to additional 6 "You" days after 6 months of employment and thereafter annually in September.

Employees with 6 months of employment are allocated 6 "You" days both in the following month after completing the required tenure as well per year in September. The employee can take the "You" days from 1. September to 31. December of the following year. The "You" days cannot be transferred or paid out and will thus expire if not used before the end of the year.

**(4) St. Prayers day (Store Bededag)**

In addition to the salary increase agreed in the Framework agreement and § 4 in Lunar Banks Local agreement, all employees will receive a one-time salary increase corresponding to 0.45% of the base salary at the same time of the annual salary review in 2026 corresponding to the compensation for the abolition of St. Prayers day. The term "base salary" corresponds to the same salary definition used as the basis for calculating the current St. Prayers day compensation.

Moreover, all employees hired before 1st of September 2025 will therefore receive the current St. Prayers day compensation accrued from September 2025 to May 2026 with their May 2026 salary payout.

Hereafter the current compensation for the abolition of St. Prayers day will be discontinued for all employees.

Employees hired before September 1, 2025, who resign or are dismissed prior to receiving compensation related to the abolition of St. Prayers Day during the 2026 annual salary review, shall instead receive the accrued St. Prayers Day payment as part of their final payout from Lunar Bank.

Effective for all employees hired on or after September 1, 2025, the fixed monthly salary shall be deemed to include full compensation for any extended working hours arising from the elimination of Store Bededag (St. Prayers Day) as a public holiday pursuant to Act No. 214 of 6 March 2023. No additional financial compensation, allowances, or other forms of remuneration shall be payable in connection with this change.

**§ 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 review.

The annual salary increases are set in accordance with the agreed terms in the Framework Agreement (§8, section 3).

Accordingly, the parties have agreed on the following salary increases in total to the eligible employees in 2025–2027.

- 2,4% as of July 2025
- 2,5% as of July 2026
- 2,5% as of July 2027

#### Documentation of the salary increases

Once a year Lunar Bank documents to Finansforbundet that the salary increases have been implemented as agreed. Lunar Bank and Finansforbundet agree that the documentation is prepared according to the following template unless otherwise agreed in writing by both parties.

#### Template for documentation

For the current Framework Agreement's period the realization of the salary increases is documented by the fact that:

- The total sum of salaries from 1<sup>st</sup> of July 2026 is 2,4 % higher than the total sum of salaries 30<sup>th</sup> of June 2025 for the same employees who are entitled to the salary increases.
- The total sum of salaries from 1<sup>st</sup> of July 2027 is 2,5% higher than the total sum of salaries 30<sup>th</sup> of June 2026 for the same employees who are entitled to the salary increases.
- The total sum of salaries from 1<sup>st</sup> of July 2028 is 2,5% higher than the total sum of salaries 30<sup>th</sup> of June 2027 for the same employees who are entitled to the salary increases.

### § 5 Training

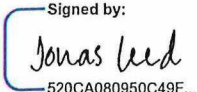
The employees are obliged to follow the supplementary training programme required by the company. The training is agreed and arranged so as to minimise the inconvenience to the employee and the company's operation. The company pays the costs associated with the supplementary training programme.

### § 6 Entry into force and termination

The Local Agreement enters into force on 1<sup>st</sup> of October 2025 and can be terminated with 4 months' notice to end at the end of a July month, though no earlier than 2028.

Copenhagen, 30 July 2025

Lunar Bank

Signed by:  
  
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Jonas Leed

14.08.2025

Finansforbundet

