

CORPORATE RESPONSIBILITY AND SUSTAINABILITY OUR BUSINESS MODEL

Long-term profitability is dependent on the confidence in us as a bank. As a publicly listed company, we have an especially large responsibility to authorities and our owners. Taking responsibility is part of our culture and pervades our operations and how we act with customers, the community, authorities, investors and employees. The key to Nordax's operations is responsible lending, where we in our marketing are transparent about the terms, pricing and conditions associated with our products. We offer loan products only to customers who are financially stable and we always perform a robust credit assessment to reduce the risk that our customers will incur future problems. Our customers are offered payment protection insurance to reduce the risk of being unable to repay their loan in the event of an illness or job loss.

As an employer, we care about our employees and their working environment. Through regular monitoring and training, we try to encourage employees to stay healthy and prevent sick leave. We are committed to gender equality and diversity and each year conduct a salary audit to ensure that fair wages are being paid. The latest survey showed that there are no unjustified pay differences between women and men. Business ethics and compliance are critical to us, and these two issues are always at the top of the Board of Directors' agenda. Without question, we carefully follow all legal and regulatory requirements. The internal resources to ensure

that we stay on top in this area have gradually been increased. It is important for us to have strong internal governance and control and educate our staff in the area. We have a good relationship with authorities and regulators, which we are keen to maintain. We are committed to doing the right thing and contributing to society. We maintain our registered office in Sweden and pay 22% in Swedish corporate tax on our taxable profit.

Since Nordax operates out of a single office, we do not have a significant direct impact on the environment, but environmental and climate issues are important to us. Our clearest impact on the environment is from the distribution of direct mail to potential customers, where we try to use environmentally friendly materials. In our communication with existing customers and our internal processes we try to reduce the use of paper in favour of digital solutions. *For more information on our sustainability commitment, see pages 20-27.*

TAKING RESPONSIBILITY AND SUSTAINABILITY

- Responsible lending is the core of our sustainability efforts
- Member of the UN Global Compact initiative since 2016
- Equal pay, women paid 1% more than men for comparable functions
- 60/40 distribution between men and women on the Board of Directors
- 50/50 distribution between men and women in senior management
- Limited direct environmental impact

EQUAL ORGANISATION

Distribution men and women

Board OF DIRECTORS

60/40

Distribution men and women

SENIOR MANAGEMENT

50/50

Salaries men and women

DIFFERENCE COMPARABLE FUNCTIONS

+1% for women