

## Policy on Wages and Benefits

### 1. Purpose

VBN Components AB is committed to providing fair, lawful, and competitive compensation to all employees. This policy outlines our standards on wages and employee benefits to ensure compliance with national regulations and industry expectations.

### 2. Scope

This policy applies to all employees of VBN Components AB, including full-time, part-time, and fixed-term personnel.

### 3. Compliance with Legal and Industry Wage Standards

VBN Components AB ensures that all wages paid:

- **Meet or exceed applicable legal minimum wage requirements** in Sweden and any other jurisdictions in which we operate.
- **Are aligned with the prevailing wage levels** for comparable roles within our sector and region.
- **Are sufficient to meet local living wage benchmarks**, supporting the basic needs of employees and their families where such standards are available and applicable.

### 4. Benefits

In addition to wages, VBN Components AB provides a benefits package appropriate to the employee's position and contract type. This may include:

- Occupational pension contributions
- Statutory and supplementary health insurance
- Paid vacation and public holidays
- Parental leave, sick leave, and other statutory leaves
- Access to wellness or training programs, where applicable

### 5. Regular Pay Schedule

Employees are paid on a **regular monthly schedule**, with payment made no later than the last working day of each month. Payslips are provided electronically and detail wage components, deductions, and benefits.

### 6. Transparency and Communication

All compensation practices are communicated clearly to employees in employment contracts and through HR documentation. Any adjustments to wage structure or benefits will be communicated in a timely and transparent manner.

### 7. Review

This policy is reviewed as needed to ensure alignment with legal requirements, living wage data, and market conditions.



Magnus Bergman, CEO, VBN Components AB