



Press Release

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Arion Bank: Employee share option plan

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In accordance with Arion Bank's remuneration policy, a share option plan, approved at the Bank's 2020 AGM with subsequent amendments, is in place, made on the basis of Article 10 of the Income Tax Act No. 90/2003. The share option plan is valid for a period of five years from 2021 to 2026 and applies to all permanent employees of the Bank and the subsidiaries Vörður Tryggingar hf. and Stefnir hf., and the goal of the plan is to align the interests of employees with long-term interests of the Group. The Bank announced the implementation of the share option plan and amendments to the plan on [9 February 2021](#), [18 February 2022](#), [9 May 2022](#), [20 February 2023](#), [15 May 2023](#), [20 February 2024](#), [13 May 2024](#) and [24 February 2025](#).

After the share options have been exercised this May and after new share option agreements have been concluded, share option agreements applying to 8,874,871 shares in the year 2026 have been made with employees of the Bank and its subsidiaries. The purchase price of the shares is divided such that there are options on 2,475,393 shares at a price of ISK 95.5 a share, on 582,669 shares at a price of ISK 140.56 a share, on 156,948 shares at a price of ISK 143.36 a share, on 3,705,366 shares at a price of ISK 153.75 a share, on 751,204 shares at a price of ISK 155.75 a share, on 163,535 shares at a price of ISK 155.93 a share and on 1,039,757 shares at a price of ISK 174.56. A total of 823 employees of the Bank and subsidiaries have valid share option agreements.

For further information please contact:

Theodór Friðbertsson, Investor Relations at Arion Bank, ir@arionbanki.is, tel. +354 856 6760 or Haraldur Guðni Eiðsson, Head of Corporate Communications, samskiptasvid@arionbanki.is, tel. +354 856 7108.

Attachments

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