



Press Release

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## Arion Bank: Employee share option plan

**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 year from 2021 to 2026 and applies to all permanent employees of the Bank and the subsidiaries Vörður Tryggingar hf. and Stefmir 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](#), [13 May 2023](#), [20 February 2024](#) and [15 May 2024](#).

After the share options have been exercised this February and after new share option agreements have been concluded, share option agreements applying to 9,255,271 shares a year up to 2026 have been made with employees of the Bank and its subsidiaries. The purchase price of the shares is divided such that there are annual options on 2,663,874 shares at a price of ISK 95.5, on 582,669 shares at a price of ISK 140.56, on 167,411 shares at a price of ISK 143.36, on 4,021,464 shares at a price of ISK 153.75 a share, on 780,096 shares at a price of ISK 155.75 a share and on 1,039,757 shares at a price of ISK 174.56. A total of 854 employees of the Bank and subsidiaries have a valid share option agreement.

### **For further information please contact:**

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### **Attachments**

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