



Press Release

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Arion Bank: Employee Share Option Plan

In accordance with Arion Bank hf.'s remuneration policy, a share option plan, approved at the bank's annual general meeting in 2025, 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 five years, from 2027 to 2031, and applies to all permanent employees of the bank and the subsidiaries, Vörður Insurance hf. and Stefmir hf. The objective of the plan is to align the interests of employees with the long-term interests of the Group. The plan replaces the previous share option plan for the years 2021 to 2026.

In February 2026, share option agreements were entered into with employees of the bank and its subsidiaries covering a total of 6,289,218 shares per year through 2031. The exercise price of the shares is ISK 199.61. The total number of employees of the bank and its subsidiaries with valid share option agreements is 837.

There still remain share option agreements under the previous share option plan in respect of the year 2026, covering a total of 437,511 shares at an exercise price of ISK 140.56, 136,021 shares at an exercise price of ISK 143.36, and 153,904 shares at an exercise price of ISK 155.93.

For any further information please contact:

Theodór Friðbertsson, Investor Relations at Arion Bank, ir@arionbanki.is, tel. +354 856 6760 or Eirikur Dor Jonsson, Head of Treasury at Arion Bank, eirikur.jonsson@arionbanki.is, tel. +354 856 7171

Attachments

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