



Íslandsbanki's Corporate Governance Statement 2025

Unaudited

The Board of Directors of Íslandsbanki is committed to excellence in corporate governance and complying with the applicable regulatory standards and best international practices in the field of corporate governance.

The regulatory framework for corporate governance practices within Íslandsbanki consists of the law applicable to entities subject to the supervision of the Financial Supervisory Authority of the Central Bank of Iceland (FSA) as well as other applicable law and regulations, including those imposed by the FSA and Nasdaq Iceland, available at their respective websites, cb.is and nasdaqomxnordic.com. The applicable law includes, inter alia, the Act on Financial Undertakings no. 161/2002, the Act on Recovery and Resolution of Credit Institutions and Investment Firms no. 70/2020, the Act on Markets for Financial Instruments no. 115/2021, the Act on Payment Services no. 114/2021, the Act on Payment Accounts no. 5/2023, the Act on Measures against Money Laundering and Terrorist Financing no. 140/2018, the Act on Measures against Market Abuse no. 60/2021, the Act on Sustainability Disclosure Requirements in the Financial Sector and a Classification System for Sustainable Investments no. 25/2023, the Act on Digital Operational Resilience of the Financial Market no. 78/2025, the Act on Mortgage Credit to Consumers no. 118/2016, the Act on Consumer Credit no. 33/2013, the Act on Competition no. 44/2005 and the Act on Public Limited Companies no. 2/1995, which along with Íslandsbanki's Articles of Association lay the foundation for the Bank's existence and activities.

The relevant laws are available on the Icelandic legislature's website, althingi.is.

Moreover, the Bank's governance practices are based on the European Banking Authority's Guidelines on Internal Governance for Financial Undertakings (EBA/GL/2021/05), cf. article 16 of regulation (EC) no. 1093/2010, transposed into Icelandic law with Act no. 24/2017, on European Financial Supervisory System.

The Bank's shares are admitted to trading on the Nasdaq Main Market in Iceland. The Bank has also issued bonds on the regulated securities market in Iceland, Ireland and Sweden. The Bank is therefore subject to the disclosure obligation of issuers pursuant to the Act on the Disclosure and Information requirements of Issuers of Securities and Notifications on Major Holdings no. 20/2021 and the rules of the relevant stock exchange.

Compliance with Guidelines on Corporate Governance

According to paragraph 7 of article 54 of the Act on Financial Undertakings no. 161/2002 Íslandsbanki is required to comply with the accepted Guidelines on Corporate Governance. The Bank's compliance with Corporate Governance Guidelines issued by the Iceland Chamber of Commerce, Nasdaq Iceland and SA Business Iceland (hereinafter the Guidelines) is reviewed annually. The Guidelines are available on corporategovernance.is. The Guidelines provide that companies are to disclose any deviations from the Guidelines and explain the reasons for such deviations.

Íslandsbanki complies with the provisions of the guidelines with the exception of provision 1.5.12, which states that the nomination committee's proposals shall be presented together with the notice of a shareholders' meeting where the election of the board takes place. A shareholders' meeting was convened on 22 December 2025 at the request of shareholders holding 1/20 of the Bank's share capital, with the election of the Board on the agenda. The request was received by the Bank's board on 8 December 2025. In order to present proposals together with the meeting notice, the Nomination Committee would have needed to complete its work within 14 days, which is an insufficient amount of time to fulfil the Committee's role in an adequate manner. In view of the above, this provision was deviated from, and the committee's proposals were published five days before the shareholders' meeting, on 14 January 2026.

Main Aspects of Risk Management and Internal Control

Internal Control

The risk management and internal control framework of the Bank is based on the three lines of defence model, as referred to in the European Banking Authority's Guidelines on Internal Governance, and aims for informed decision making and strong risk awareness throughout the Bank. The framework is intended to ensure efficient operations, adequate control of risks, prudent conduct of business, reliability of financial and non-financial information reported internally and externally, and compliance with the applicable laws, regulations, supervisory requirements, and the Bank's internal rules.

The first line of defence consists of the Bank's business and support units, which are responsible for establishing and maintaining effective internal controls and managing risk in the Bank's daily operations. This means that the respective units and their managers must actively and regularly ensure that risks within their areas of responsibility

are identified, assessed, and managed appropriately. This includes the implementation of internal rules along with appropriate processes and monitoring their execution, in accordance with laws, regulations and the Bank's policies.

The second line of defence is comprised of the Bank's internal control units, Risk Management and Compliance, which shall facilitate the implementation of a sound risk management and internal control framework. Moreover, the second line of defence is responsible for further analysing, monitoring, measuring and reporting on risks and for forming a holistic view on all risks on an individual and consolidated basis.

The third line of defence is Group Internal Audit which keeps the Board informed of the quality of corporate governance, risk management and internal controls, including by performing independent and objective audits.

Risk Management

The Board of Directors approves the risk policy, risk appetite statement and procedure for risk management and ensures that internal procedures for risk management are revised at least annually.

The All Risk Committee, a Senior Management Committee, is comprised of the Chief Executive Officer (CEO), all the managing directors of the Bank and other members of management appointed by the CEO. The committee takes major decisions on implementation of the Bank's risk management and internal control frameworks and conducts oversight to ensure that the Bank's risk profile is within the limits defined in the Board's risk appetite statement. The All Risk Committee issues guidelines for risk assessment and individual risk thresholds or limits.

Further information on the Bank's risk management structure and internal control can be found in the Bank's unaudited Pillar 3 Report, which is available on the Bank's website.



Audit and Accounting

The CEO ensures that the Board of Directors is provided with accurate information on the Bank's finances, development and operations on a regular basis. The Board Audit Committee assists the Board in fulfilling its oversight responsibilities concerning the financial reporting process and the system of internal control.

The Bank's Finance division is responsible for the preparation of the financial statements in accordance with the International Financial Reporting Standards (IFRS) as adopted by the European Union and additional requirements in the Act on Annual Accounts no. 3/2006, the Act on Financial Undertakings no. 161/2002, and rules on accounting for credit institutions, where applicable. The Board's Audit Committee reviews the annual and interim financial statements before their submission for Board approval and endorsement. The Board's Audit Committee regularly discusses the financial statements and evaluates its internal control processes. Management reporting is generally presented to the Board at least 10 times a year. The Consolidated Financial Statements are published on an annual basis and the Condensed Consolidated Interim Financial Statements on a quarterly basis.

The Annual General Meeting (AGM) elects an external audit firm each year in accordance with the Bank's Articles of Association. The Board's proposal to the AGM is based on the Audit Committee's proposal on the selection of an audit firm. KPMG ehf. was elected as the Bank's audit firm at the 2024 AGM, following the Bank's tender for audit services, and has since audited the annual financial statements for the parent company and the Group's consolidated financial statements, as well as those of main subsidiaries. In addition, the external auditors review the Group's half year condensed consolidated interim financial statements. In 2025, the external auditors also reviewed the Condensed Consolidated Interim Financial Statements for the first quarter in relation

to the offering of the Government of Iceland's stake in the Bank.

Group Internal Audit

The Board appoints the Chief Audit Executive, who is responsible for internal audit of the Bank and its subsidiaries. Group Internal Audit reports directly to the Board and operates independently from other departments in accordance with article 16 of the Act on Financial Undertakings no. 161/2002. The department evaluates and promotes improvements to the effectiveness of governance, risk management, and control processes. The responsibilities and authorisations of the Chief Audit Executive and Group Internal Audit are further outlined in the Group Internal Audit Charter.

Compliance

The Bank's Chief Compliance Officer (CCO) is hired by the CEO, subject to Board confirmation. The CCO is a part of the Bank's Executive Committee. The CCO's role is to supervise and to have an overview of compliance risk, which include financial crime risk, data protection risk, breach of conduct and changes in the relevant law. Additionally, the CCO serves as the Bank's compliance officer as an issuer of financial instruments in accordance with the FSA Rules no. 44/2013 on the Role and Status of Compliance Officers and the Recording of Communications under the Act on Measures against Market Abuse.

Anti-Money Laundering Measures

Íslandsbanki is an obliged entity under the Act on Measures against Money Laundering and Terrorist Financing no. 140/2018 and has established a governance framework for this policy area. The Bank's Executive Director of Business Surveillance, who reports to the Chief Financial Officer, acts as the Bank's Money Laundering Reporting Officer (MLRO). The Bank's Executive Director of anti-Financial Crime, who reports to the CCO, serves as the compliance officer for this area and



is responsible for overseeing the effectiveness of the Bank's anti-money laundering and counter terrorist financing controls.

Íslandsbanki Values, Sustainability and Code of Conduct

The Bank's purpose is to empower our customers to be a force for good. Íslandsbanki's values are progressive thinking, collaboration and professionalism and they are the pillars of the Bank's corporate culture, shaping the conduct and attitudes of its employees.

The Board approves a Code of Conduct for the Bank's employees. The aim of the Code is to promote good operational practices. The rules are available on the Bank's website. The Bank has in place a Sustainability Policy which is focused on making its operations exemplary in the Icelandic business environment, based on internationally recognised environmental, social, and governance criteria.

The Bank has decided to focus particularly on four of the UN Sustainable Development Goals (SDGs) in its course of business: quality education; gender equality; climate action; industry, innovation and infrastructure. Annually the Bank publishes an Annual and Sustainability Report. The information in the report is in line with Nasdaq's ESG Guidelines. Additionally, the report is based on the applicable Global Reporting Initiative (GRI) metrics, the UN Principles for Responsible Banking, and the SDGs. Since 2009 Íslandsbanki has been a signatory to the UN Global Compact on social responsibility.

Board of Directors

At each AGM seven non-executive directors, and two alternate members, are elected to the Board for a term of one year. The Chairman of the Board is elected separately at the AGM or at shareholders' meetings. In December 2025, Linda Jónsdóttir, Chairman of the Board of Íslandsbanki, announced that she would not seek

re-election to the Bank's Board at the next Annual General Meeting. Following the announcement, the Board of Íslandsbanki received a request from shareholders who control more than 1/20 of the Bank's share capital, that a shareholders' meeting be convened with election of the Board of Directors on the agenda. The Board of Íslandsbanki convened a shareholders' meeting on 19 January 2026, with election of Board members on the agenda. The Board election resulted in changes to the composition of the Bank's Board. Heiðar Guðjónsson was elected Chairman of the Board, Margrét Pétursdóttir was elected as Board member, replacing Agnar Tómas Möller, and Magnús E. Björnsson was elected as an alternate member of the Board, replacing Páll Grétar Steingrímsson.

There are no limitations on duration of Board membership. The Board undertakes the Bank's affairs in between shareholders' meetings unless otherwise provided by law or the Bank's Articles of Association. The Board is responsible for setting the Bank's general strategy and instructs the CEO on its further implementation and execution. The Board has a supervisory role in that it oversees that the Bank's organisation and activities are at all times in accordance with the relevant law, regulations and good business practices. The CEO and Chief Audit Executive are hired by the Board.

The Rules of Procedure of the Board are adopted in accordance with article 70 of the Act on Public Limited Companies no. 2/1995 and article 54 of the Act on Financial Undertakings no. 161/2002. The Board's current Rules of Procedure are available on the Bank's website. According to the Bank's Articles of Association a Board meeting has a quorum if a majority of directors attend. The Board met thirty times in 2025, each time constituting a quorum.

The Articles of Association of the Bank provide that the ratio of each gender on the Board of Directors shall not be lower than 40%, currently the Board is comprised of four men and three women. The Board has approved a policy on the



suitability of the Board of Directors, CEO and key function holders. The policy states, among other things, that the composition of the Board, the Executive Committee and key function holders shall at any time be diverse, with regard to educational and professional background, gender and age. Moreover, the policy provides that the proportion of either gender should not exceed 60% in the Executive Committee.

The Board Sub-Committees

The Board sub-committees are four in total, and they operate under the terms of a mandate letter from the Board as well as the Rules of Procedure of the Board. The mandate letters of the Board sub-committees are available on the Bank's website. The Board appoints the members of the sub-committees as well as their chairmen. When appointing the sub-committees, the Board shall take into account the expertise, skills and experience needed of a member to be appointed to the relevant sub-committee. All of the sub-committees are composed of members of the Board, in addition to one external committee member in the Board Corporate Governance and Human Resource Committee and one in the Board Audit Committee.

The Board Audit Committee, comprising three Board members and one external committee member, assists the Board in fulfilling its oversight responsibilities concerning the financial reporting process, the system of internal control, the audit process and the Bank's process for monitoring compliance with the relevant laws and regulations and its Code of Conduct. The committee met seven times in 2025, each time constituting a quorum.

The Board Risk Management Committee, comprising three Board members, serves an advisory and supervisory role for the Board, inter alia in relation to the formulation and implementation of the Bank's risk policy and risk appetite. The committee's responsibilities include the parent company, its subsidiaries, and the whole Group. The committee met nine times in 2025, each time constituting a quorum.

The Board Corporate Governance and Human Resource Committee, comprising three Board members and one external committee member, assists the Board in overseeing and assessing the Bank's compliance with generally accepted corporate governance practices and Board effectiveness. Furthermore, the committee assists the Board with assessing the Bank's Remuneration Policy, its implementation, and incentives for managing risk and capital and liquidity positions. Additionally, the committee supports the Board in monitoring and addressing the implementation of the Bank's Sustainability Policy and issues concerning human resources. The committee met eleven times in 2025, each time constituting a quorum.

The Board Innovation and Technology Committee, comprising three Board members, assists the Board with strategy development and the analysis of opportunities related to innovation, technology, information security and digital innovation. The committee advises the Board on matters including technological development, data security, and the implementation of technological solutions within the Bank. The committee met five times in 2025, each time constituting a quorum.

The structure and composition of Board sub-committees is illustrated below.

Members of the Board



Heiðar Guðjónsson
(b. 1972)

Joined the Board as
Chairman in
January 2026

Main occupation: Owner and Managing Director of Ursus ehf. and Ursus Capital AG, Switzerland.

Work experience: CEO of Sýn hf. (2019–2022). Executive Director of Novator Partners in London (2005–2009). Specialist at Íslandsbanki in London (2003–2005). Specialist at Kaupthing Bank in New York (2000–2003).

Head of Securities Brokerage at Íslandsbanki (1998–2000).

Other directorships: HS Veitur (Board member). Innviða fjárfestingar slhf. (Board member). Arctic Chamber of Commerce (as Chairman).

Education: B.Sc. in Economics from the University of Iceland.

Shareholding and independence: Heiðar holds 147,120 shares and 17,458,679 shares through his company Ursus ehf. in Íslandsbanki. Heiðar's spouse holds 197,684 shares in Íslandsbanki. Heiðar is considered independent of the Bank and major shareholders. No interest ties with main customers or competitors of the Bank.

Sub-Committees: Board Risk Committee.



Stefán Pétursson
(b. 1963)

Joined the Board as
Vice-Chairman in
July 2023

Main Occupation: CFO of EpiEndo Pharmaceuticals ehf.

Work experience: CFO of Arion Bank hf. (2010–2021). Head of Funding, Treasurer and CFO at Landsvirkjun (1993–2010).

Other directorships: Landsnet (Board member). Has been

on the boards of Landfestar ehf., Valitor hf., The Icelandic Depositors' and Investors' Guarantee Fund, Icelandic Chamber of Commerce, Landey ehf. and Hablaer and is a former Committee Member of ÍL Fund Projects Committee.

Education: MBA from Babson College in Boston. Cand. oecón in Business Administration from the University of Iceland.

Shareholding and independence: Stefán holds no shares in Íslandsbanki. Stefán's spouse holds 28,153 shares in Íslandsbanki. Stefán is considered independent of the Bank and major shareholders. No interest ties with main customers or competitors of the Bank.

Sub-Committees: Board Risk Committee and Chairman of the Board Audit Committee.



Haukur Örn
Birgisson (b. 1978)

Joined the Board
in July 2023

Main Occupation: Supreme Court Attorney, owner, and Managing Director of FIRMA Legal.

Work experience: Supreme Court Attorney, owner, and Managing Director of Íslenska lögfræðistofan (2008–2023). Chairman of the Reparations Settlement Committee (2023–2024). Chairman of the Rehearing Committee (2017–2021). Chairman of the Board and CEO of Inkasso ehf. (2010–2013). District Court Attorney and associate at Lex lögmánsstofa (2004–2008). District Court Attorney

and associate at Nestor lögmenn (2004). Teacher in various legal courses in Reykjavík University, the University of Iceland, Verzlunarskóli Íslands and Menntaskólinn Hraðbraut.

Other directorships: The Open Championship (member of the Executive Committee). Has been on the boards of the Golf Union of Iceland (as President), the European Golf Association (as President), the International Golf Federation and GAM Management hf.

Education: Cand. jur. from the University of Iceland. Licenced Supreme Court Attorney.

Shareholding and independence: Haukur holds no shares in Íslandsbanki and is considered independent of the Bank and major shareholders. No interest ties with main customers or competitors of the Bank.

Sub-Committees: The Board Innovation and Technology Committee and Chairman of the Board Corporate Governance and Human Resource Committee.



**Helga Hlín
Hákonardóttir
(b. 1972)**

Joined the Board in
July 2023

Main Occupation: Partner and consultant at Strategía.

Work experience: Founder and lawyer at Lixia lögmannsstofa (2011–2014). Co-founder and Managing Director of Legal at Saga Investment Bank hf. (2006–2011). Attorney at Straumur Burðarás Investment Bank hf. (2005–2006), Íslandsbanki hf. (2000–2005) and capital markets lawyer at Fjárfestingarbanki atvinnulífsins hf. (1998–2000) and the Iceland Stock Exchange (1996–1998).

Other directorships: AP þrif ehf. (as Chairman) and Rue de Net (Board member). Has been on the boards of mark.is (as Chairman), Verðbréfabing Ísland (as Alternate), Skeljungur hf., Summa Rekstrarfélag hf., Greiðsluveitan, Icelandic Chamber of Commerce, Festi hf., Krónan hf., Vís hf. (as Chairman), Lífis hf. (as Alternate), WOW air hf., Meniga Ltd. and on the The University Council of Akureyri University.

Education: Cand. jur. from the University of Iceland. Licenced District Court Attorney. Securities broker licensed by the Icelandic Ministry of Finance and Economic Affairs.

Shareholding and independence: Helga Hlín holds no shares in Íslandsbanki and is considered independent of the Bank and major shareholders. No interest ties with main customers or competitors of the Bank.

Sub-Committees: The Board Corporate Governance and Human Resource Committee and Chairman of the Board Risk Committee.



**Margrét
Pétursdóttir
(b. 1968)**

Joined the Board in
January 2026

Main Occupation: Board memberships and independent consultant.

Work experience: Partner at KPMG (2024–2026). CEO of Ernst & Young (2019–2023). Head of Audit at Ernst & Young (2010–2019). Head of Internal Audit at Ernst & Young (2005–2023, intermittently).

Other directorships: Has been on the boards of the International Federation of Accountants, the Institute of State Authorized Public Accountants, the Nordic Federation of Accountants, and the Iceland Chamber of Commerce.

Education: Cand. oecón from the University of Iceland. Certified Public Accountant.

Shareholding and independence: Margrét holds no shares in Íslandsbanki and has no interest ties with the Bank's main customers or competitors. Margrét is considered independent of the Bank's major shareholders but not independent of the Bank due to her former position as a partner at KPMG, which serves as the Bank's external auditor.

Sub-Committees: Board Audit Committee.



**Stefán Sigurðsson
(b. 1972)**

Joined the board in
March 2024

Main Occupation: Managing Director and owner of Nordic Development ehf.

Work experience: CEO of Sýn hf. (2014–2019). Managing Director of Wealth Management at Íslandsbanki hf. (2008–2014). Executive Director and later Managing Director of Strategic Development at Glitnir hf. (2007–2008). Corporate Finance Associate at Glitnir hf. in Denmark (2006–2007). Managing Director and co-founder at Bæjarútgerðin ehf. (2002–2003). Managing Director and

co-founder at Inntak almannatengsl (2000–2002). Senior Trader at Íslandsbanki hf. (1998–2000) and Landsbankinn hf. (1997–1998).

Other directorships: Isavia ANS ehf. (as Chairman). Fólk Reykjavík ehf. (Board member). Nordic Development ehf. (Board member). Eimskipafélag Íslands (as Alternate). Has been on the boards of the Iceland's Chamber of Commerce, Verðbréfamiðstöð Íslands hf. and Island Fund S.A. in Luxembourg.

Education: M.Sc. in Economics from the University of Copenhagen. B.Sc. in Economics from the University of Iceland.

Shareholding and independence: Stefán holds no shares in Íslandsbanki and is considered independent of the Bank and major shareholders. No interest ties with main customers or competitors of the Bank.

Sub-Committees: The Board Corporate Governance and Human Resource Committee and the Board Innovation and Technology Committee.



Valgerður Hrund Skúladóttir
(b. 1963)

Joined the board in March 2024

Main occupation: Consultancy, board memberships, and volunteer work on community projects.

Work Experience: CEO and founder of Sensa ehf. (2002–2025). Director of Corporate Services and Holistic Solutions at Tæknival hf. (1994–2002). Head of the Electrical Department at Jóhann Ólafsson og Co. ehf. (1989–1994).

Other directorships: Sensa ehf. (Board member).

Memento ehf. (Board member). Reykjavík Forest Society (Board member). Isavia ANS (Board member) and serves on the University Council of Reykjavík University. Has been on the boards of Confederation of Icelandic Employers, Orb ehf., Staki Automation ehf., Talenta ehf., Siminn DK, Sensa A/S, the Federation of Icelandic Industries, its Intellectual Property Council and the Federation of IT companies (as Chairman).

Education: MBA from the University of Miami. C.Sc. in Electrical Engineering from the University of Iceland.

Shareholding and independence: Valgerður holds 12,659 shares in Íslandsbanki and is considered independent of the Bank and major shareholders. No interest ties with main customers or competitors of the Bank.

Sub-Committees: Board Audit Committee and Chairman of the Board Innovation and Technology Committee.

The alternate members of the Board are Herdís Gunnarsdóttir, since April 2016, and Magnús E. Björnsson, since January 2026.

The Rules of Procedure of the Board set out measures to prevent conflicts of interests in the Board's activities.

Structure and Composition of Board Sub-Committees

	Board Risk Management Committee	Board Audit Committee	Board Corporate Governance and HR Committee	Board Innovation and Technology Committee
Heiðar Guðjónsson				
Stefán Pétursson				
Haukur Örn Birgisson				
Helga Hlín Hákonardóttir				
Margrét Pétursdóttir				
Stefán Sigurðsson				
Valgerður Skúladóttir				
Herdís Gunnarsdóttir				
Páll Grétar Steingrímsson				

Chair

Member

External Committee Member

Íslandsbanki's Nomination Committee

In accordance with the Bank's Articles of Association the Bank operates a Nomination Committee whose role is to nominate individuals to the Bank's Board of Directors at the AGM, or as the case may be at a shareholders' meeting

where Board elections are on the agenda. The members of the Nomination Committee shall be three, along with two alternates. Two members of the Nomination Committee, along with one alternate, shall be elected at the AGM or other shareholders' meeting where the election of nomination committee members is on the

agenda, for a term of one year. The third member of the Nomination Committee and their alternate shall be Board members of the Bank and are appointed by the Board for a term of one year. The composition and work of the Board shall be in accordance with article 53 of the Act on Financial Undertakings no. 161/2002.

Following the Bank's AGM in 2025, Agnar Tómas Möller, Board Member, was appointed by the Board to the Nomination Committee. In December of the same year, Linda Jónsdóttir, Chairman of the Board, succeeded him on the committee. Heiðar Guðjónsson joined the Nomination Committee following the Bank's shareholders' meeting in January 2026.

The Rules of Procedure of the Bank's Nomination Committee are published on the Bank's website.

The Nomination Committee consists of:

- Helga Valfells, Chairman
- Hilmar Garðar Hjaltason
- Heiðar Guðjónsson, Chairman of the Board of Íslandsbanki

Board Performance and Suitability Assessment

At least once a year, as provided for in the Board's Rules of Procedure, the Board assesses its work collectively, procedures and practices as well as each of its members. This performance assessment is intended to improve working methods and increase the efficiency of the Board. The assessment entails an evaluation of the strengths and weaknesses of the Board's work and practices. This is, inter alia, based on the necessary number of Board directors, the Board structure in relation to knowledge and experience, Board procedure and practices. Furthermore, the Board assesses, at least annually, the collective suitability of the Board and individual Board members in accordance with the Bank's policy on the assessment of the suitability of the Board of Directors, the CEO and key function holders. The last assessment was performed by the Board in December 2025. The Board assessed the collective suitability of the Board as well as the suitability of individual Board members and concluded that the Board and individual Board members possess sufficient experience and knowledge to fulfil the requirements of the Act on Financial Undertakings and the Bank's policy on the suitability of the Board of Directors, CEO, and key function holders.



Jón Guðni Ómarsson (b. 1976)
CEO since 28 June 2023

Work experience: CFO of Íslandsbanki hf. (2011-2023). Head of Treasury at Íslandsbanki hf. (2008-2011).

Education: M.Sc. in Quantitative and Computational Finance (QCF) from Georgia Institute of Technology. B.Sc. in Industrial Engineering from the University of Iceland. AMP from Harvard Business School. Chartered Financial

Analyst (CFA). Securities broker licensed by the Icelandic Ministry of Finance and Economic Affairs.

Other directorships: Chairman of the Board of Finance Iceland (SFF).

Shareholding and independence: Jón Guðni holds 44,506 shares in Íslandsbanki as well as having an indirect holding of 12,659 shares through Armis ehf. Jón Guðni's spouse holds 12,659 shares in Íslandsbanki. Jón Guðni is considered independent of the Bank's major shareholders. No interest ties with main customers or competitors of the Bank. There is a stock option agreement in effect between the Bank and Jón Guðni under the stock option plan approved at the Bank's shareholder's meeting in 2025. The plan complies with the Act on Income Tax no. 90/2003 and applies to all permanent employees of the Bank.



The Chief Executive Officer

The CEO is responsible for the day-to-day operations of the Bank and that the Bank's business is, at all times, in accordance with the Bank's Articles of Association, policies of the Board and the relevant law. The CEO engages the Bank's CCO and appoints members of the Executive Committee and other Senior Management Committees.

The Executive Committee

The Executive Committee consists of seven people, including the CEO: Jón Guðni Ómarsson, CEO since June 2023, Ellert Hlöðversson, Chief Financial Officer since January 2024, Barbara Inga Albertsdóttir, Chief Compliance Officer since November 2023, Guðmundur Kristinn Birgisson, Chief Risk Officer since October 2018, Kristín Hrönn Guðmundsdóttir, Managing Director of Corporate & Investment Banking since July 2023, Ólöf Jónsdóttir, Managing Director of Personal Banking since February 2024 and Una Steinsdóttir, Managing Director of Business Banking since May 2017. Riaan Dreyer served as Managing Director of Digital & Data from September 2019 until November 2025, when he stepped down.

Senior Management Committees

Senior Management Committees are advisory committees appointed by the CEO. Senior Management Committees are divided into Policy-Setting Committees, which implement Board policies, and Business Committees, which take a position on specific business matters. The committees are appointed by the CEO, who also approves their letter of mandate.

The Executive Committee and the All Risk Committee are considered Policy-Setting Committees and they take major decisions on the implementation of the policies set by the Board. Committee members include all of the Bank's Managing Directors, as well as other members of senior management appointed by the CEO.

- **The Executive Committee** oversees and coordinates key aspects of the Bank's activities and has decision-making authority in matters assigned to it by the CEO, in accordance with policies, goals, and risk appetite as defined by the Board.

- **The All Risk Committee** takes major decisions on implementation of the Bank's risk management and internal control frameworks and conducts oversight to ensure that the Bank's risk profile is within the limits defined in the Board's risk appetite statement.

The Business Committees decide on individual business and operational matters in accordance with the rules and procedures issued by the Board, the Executive Committee and the All Risk Committee. The Bank's Business Committees are:

- **The Senior Credit Committee** decides on proposals on lending and is the formal venue for discussion and review of individual loan proposals.

- **The Asset and Liability Committee** decides on proposals regarding market risk, liquidity risk, funding, capital, and internal and external pricing.

- **The Investment Committee** decides on proposals regarding the purchase, sale and valuation of equity stakes and other investments of the Bank.

- **The Operational and Security Committee** decides on proposals regarding new products and services, continuous operation and material changes in systems and procedures.

- **The Sustainability Committee** is a formal forum for reviewing and discussing matters related to the Bank's sustainability strategy formulation and the Bank's commitments regarding sustainability.

- **The Digital Product Committee** is a formal forum for prioritisation of initiatives between product teams in line with the strategy and goals of the Bank.



Arrangement of Communications Between Shareholders and the Board

The Board communicates with shareholders in accordance with the relevant laws, the Bank's Articles of Association, and the Board's Rules of Procedure. Shareholders' meetings, the supreme authority of the Bank, are the general forum for informing and communicating with shareholders. All information that is defined as sensitive market information is disclosed to the market through the relevant regulated market's announcement system in accordance with the Bank's Disclosure and Communication Policy. The Bank also organises quarterly meetings for market participants where, among others, the CEO, CFO and representatives of investor relations present the Bank's financial statements.

The Bank's Disclosure Committee assesses the Bank's event-specific disclosure obligations and

decides on disclosure in accordance with the Bank's Rules on insider trading and management transactions. The Disclosure Committee consists of the CFO, the General Counsel, Executive Director of Treasury, Investor Relations and the CCO (without a vote).

Information on Infringements of Laws and Regulations Determined by the Appropriate Supervisory or Ruling Body

No remarks were received from an appropriate supervisory or ruling body concerning violations of laws or regulations. Information on legal cases relating to Íslandsbanki can be found in the Notes to the Consolidated Financial Statements.

This Corporate Governance Statement was approved by Íslandsbanki's Board of Directors on 12 February 2026.