

# Remuneration report senior executives 2025 SpareBank 1 Østlandet



# Content

- 1 Background..... 3
  - 1.1 Purpose of the Remuneration Scheme..... 3
  - 1.2 SpareBank 1 Østlandet's Results for 2025 ..... 3
- 2 Overall Development in Remuneration ..... 4
  - 2.1 The Board of Directors..... 4
  - 2.2 Group Executive Management ..... 5
  - 2.3 Feedback from Shareholders ..... 5
- 3 Remuneration of the Board of Directors..... 5
  - 3.1 Remuneration Principles..... 5
  - 3.2 Remuneration Composition..... 6
  - 3.3 Board and committee remuneration for 2024 and 2025 ..... 6
  - 3.4 Remuneration to the Board for 2024 and 2025 ..... 7
  - 3.5 Remuneration to the Board for the period 2017 to 2025 ..... 9
- 4 Remuneration of Group Management..... 10
  - 4.1 Remuneration Principles..... 10
  - 4.2 General Information on Remuneration to Senior Executives..... 10
  - 4.3 Components in Remuneration to Senior Executives ..... 10
    - 4.3.1 Fixed Salary ..... 11
    - 4.3.2 One-Time Bonuses..... 11
    - 4.3.3 Pensions..... 11
    - 4.3.4 Board Fees in Other Companies..... 12
    - 4.3.5 Other Employee Schemes ..... 12
  - 4.4 Remuneration of senior executives for 2024 and 2025..... 13
  - 4.5 Remuneration of senior executives for the period from 2017 to 2025..... 14
- 5 Average remuneration divided by the number of man-years for the period 2017-2025..... 14
- 6 Establishment, Revision, Compliance, and Follow-Up of the Guidelines..... 15
- 7 Summary..... 15
  - 7.1 Board of Directors’s Declaration..... 15
  - 7.2 Auditor’s statement ..... 17

# 1 Background

Pursuant to Section 6-16 b) of the Norwegian Public Limited Liability Companies Act, the Board of Directors of SpareBank 1 Østlandet shall each financial year prepare a report providing a comprehensive overview of paid and outstanding salary and remuneration to senior executives covered by the guidelines defined in Section 6-16 a).

The report fulfils the requirements set out in the Regulation on Guidelines and Report on Remuneration for Senior Executives. The report also satisfies the disclosure requirements in the notes to the annual accounts pursuant to Sections 7-31b and 7-32 of the Norwegian Accounting Act.

The purpose of the report is to ensure transparency regarding SpareBank 1 Østlandet's remuneration policy and the actual remuneration paid to senior executives. The report shall confirm compliance with the Guidelines for Determination of Remuneration for Senior Executives in SpareBank 1 Østlandet.

## 1.1 Purpose of the Remuneration Scheme

The remuneration scheme in SpareBank 1 Østlandet is an important strategic tool for retaining and attracting competent and skilled executives. It shall support the company's financial objectives, brand strategy, risk tolerance and long-term interests.

The remuneration scheme forms the basis for how the company structures its salary and incentive systems and how resources are governed and distributed for all employees – including senior management.

The remuneration scheme shall contribute to supporting and further developing the organisation's performance culture. Measurement and focus on performance and sales must, however, be balanced against the principles of risk management, conflicts of interest and customers' interests.

Good performance is characterised by prioritisation and implementation of strategic activities, achievement of results that create business value, a strong learning culture, good collaboration and value creation across the Group.

The main principle that fixed salary shall be the dominant component of the remuneration scheme applies to all employee categories, including senior executives. There are no bonus schemes or variable remuneration in the company, beyond possible one-off allowances described in the remuneration scheme.

There are no incentive schemes or obligations related to share-based remuneration for senior executives or employee representatives. The company does not use sign-on fees, and severance pay is generally not applied. If severance pay is exceptionally used, it shall be in line with the principles and requirements for severance pay set out in EBA/GL/2021/04.

## 1.2 SpareBank 1 Østlandet's Results for 2025

In 2025, SpareBank 1 Østlandet achieved a consolidated profit after tax of NOK 3,549 million, compared with NOK 3,356 million in 2024. The return on equity for 2025 was 13.9 percent, compared with 15.8 per cent in 2024.

Customers continue to have a need for loans for various projects, and lending growth in the Group, including loans transferred to mortgage credit institutions, amounted to NOK 7.3 billion, corresponding to 3.2 (16.4) per cent.

Customer savings remain strong and amounted to NOK 7.0 billion, corresponding to 5.4 (20.4) per cent over the past 12 months.

At the end of the year, the Common Equity Tier 1 capital ratio was 17.6 per cent, which is well above the regulatory requirement of 14.9 per cent.

SpareBank 1 Østlandet's Board of Directors proposes to the bank's Supervisory Board a distribution of NOK 2,358 (1,912) million, corresponding to a distribution ratio of 70 (60) per cent of the majority's share of the Group result.

Cash dividends will amount to NOK 12.7 (10.3) per equity certificate, totalling NOK 1,725 (1,399) million. Furthermore, the Board proposes a customer dividend of NOK 582 (470) million and an allocation of NOK 51 (42) million to gifts. The equalisation fund and the primary capital fund are proposed to be allocated NOK 792 (502) million and NOK 290 (279) million respectively.

**Table 1:** SpareBank 1 Østlandet's results for the period 2018–2025, including annual changes.

| Table 1 - Profit after tax the last 7 years |                  |           |           |           |           |           |           |           |
|---|------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| (in 1 000 NOK)                              |                  |           |           |           |           |           |           |           |
|   | Result after tax |           |           |           |           |           |           |           |
|   | 2018             | 2019      | 2020      | 2021      | 2022      | 2023      | 2024      | 2025      |
| SpareBank 1 Østlandet AS                    | 1.447            | 1.856     | 1.342     | 1.876     | 1.982     | 2.559     | 2.624     | 3.340     |
| SpareBank 1 Østlandet Konsern               | 1.414            | 1.928     | 1.608     | 2.022     | 1.948     | 2.222     | 3.356     | 3.549     |
|   | Change in %      |           |           |           |           |           |           |           |
|   |                  | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 | 2024-2025 |
| SpareBank 1 Østlandet AS                    |                  | 28,2      | -27,7     | 39,8      | 5,7       | 29,1      | 2,6       | 27,3      |
| SpareBank 1 Østlandet Konsern               |                  | 36,4      | -16,6     | 25,7      | -3,6      | 14,1      | 51,0      | 5,7       |

## 2 Overall Development in Remuneration

### 2.1 The Board of Directors

The Board of Directors is elected by the Supervisory Board of SpareBank 1 Østlandet. The Board consists of the Chair and eight Board members, of whom two are employee representatives. As a

result of the merger with Totens Sparebank, the Board was expanded by one member from 1 November 2024.

SpareBank 1 Østlandet applies an annual adjustment of Board fees, decided by the Supervisory Board, based on comparisons with similar companies.

The adjustment of fixed fees for the period from the Supervisory Board meeting in March 2024 to March 2025 was 4.6 per cent for Board members, 5.3 per cent for the Deputy Chair and 5.8 per cent for the Chair. Fixed fees for the Board's various committees were increased by 5.1 per cent.

Total remuneration to the Board increased from NOK 3,474,620 in 2024 to NOK 3,543,350 in 2025. Total remuneration to the Board's leaders amounted to NOK 750,200 in 2025 (NOK 634,922 in 2024).

## 2.2 Group Executive Management

As of 1 December 2025, the Group Executive Management consists of the Group CEO and seven Group Executive Vice Presidents. Remuneration of the Group Executive Management in 2025 followed the remuneration guidelines adopted by the Supervisory Board in March 2024.

The fixed remuneration to employees who are or have been part of the Group Executive Management amounted to NOK 27,975,750 in 2025, compared with NOK 29,961,339 in 2024. The reduction is due to reorganisations and several executives leaving the Group Executive Management during the year. The remuneration level reflects solid business results and individual executive performance. The average adjustment of agreed salary for Group Executive Vice Presidents was 5.3 percent, effective from 1 July 2025.

The fixed remuneration of the Chief Executive Officer for 2025 amounted to NOK 5,284,579. The CEO was appointed on 1 April 2024. For the period from 1 April 2024 to 31 December 2024, fixed remuneration amounted to NOK 3,745,194. The increase in fixed remuneration for the CEO is due to salary increases for both 2024 and 2025 being granted in the same year, as well as a high degree of goal achievement, strong results and the Board members' evaluations.

## 2.3 Feedback from Shareholders

The Supervisory Board noted of the remuneration report for 2024 at its meeting in March 2025 without significant comments. The remuneration report for 2025 will be presented to the Supervisory Board at its meeting on 26 March 2026.

# 3 Remuneration of the Board of Directors

## 3.1 Remuneration Principles

The remuneration of the Board of Directors was adopted at the previous ordinary meeting of the Supervisory Board meeting in March 2025, and there were no deviations from this in 2025.

### 3.2 Remuneration Composition

Remuneration to the Board of Directors consists of a fixed annual board fee and a fee per meeting in accordance with separate fee rates decided by the Supervisory Board. Separate rates apply for participation in committees and working groups. Board members also receive mileage allowance in accordance with government rates, and other travel expenses are reimbursed against receipts.

**Table 2: Composition of board remuneration**

| Remuneration           | Board of Directors |
|------------------------|--------------------|
| Board remuneration     | Yes                |
| Committee remuneration | Yes                |
| Variable remuneration  | No                 |
| Pensions               | No                 |

### 3.3 Board and committee remuneration for 2024 and 2025

Remuneration rates are adjusted in line with general pay development for senior executives in the Group and based on comparisons with remuneration in comparable organisations. Adjusted remuneration rates as shown in Table 3.

**Tabell 3: Remuneration rate**

|   | Fixed fees |         |           | Per-meeting fees |        |           |
|---|------------|---------|-----------|------------------|--------|-----------|
|   | 2024       | 2025    | Increase% | 2024             | 2025   | Increase% |
| <b>Board of Directors</b>   |            |         |           |                  |        |           |
| Chair   | 520.000    | 550.000 | 5,8       |                  |        |           |
| Vice Chair  | 190.000    | 200.000 | 5,3       | 9.500            | 10.000 | 5,3       |
| Members   | 153.000    | 160.000 | 4,6       | 9.500            | 10.000 | 5,3       |
| Alternate member (regular attendee)                                   | 82.000     | 86.000  | 4,9       | 9.500            | 10.000 | 5,3       |
| Alternate members   | 33.000     | 34.500  | 4,5       | 9.500            | 10.000 | 5,3       |
| <b>Nomination Committees</b>  |            |         |           |                  |        |           |
| Chair   | 31.000     | 32.500  | 4,8       | 5.500            | 6.000  | 9,1       |
| Members   | 16.000     | 17.000  | 6,3       | 5.500            | 6.000  | 9,1       |
| Alternate members   |            |         |           | 5.500            | 6.000  | 9,1       |
| <b>Audit Committee and Risk Committee</b>                             |            |         |           |                  |        |           |
| Chair   | 39.000     | 41.000  | 5,1       | 5.500            | 6.000  | 9,1       |
| Members   | 19.000     | 20.000  | 5,3       | 5.500            | 6.000  | 9,1       |
| <b>Remuneration Committee</b>   |            |         |           |                  |        |           |
| Chair   |            |         |           | 5.500*           | 6.000* | 9,1       |
| Members   |            |         |           | 5.500*           | 6.000* | 9,1       |
| * Applies when meetings are held outside regular board meeting dates. |            |         |           |                  |        |           |

### 3.4 Remuneration to the Board for 2024 and 2025

The total remuneration for each board member supports the Board's main focus on company strategy, supervision, organization, and governance, thereby contributing to the company's long-term interests. The table below shows the remuneration received by former and current board members during 2024 and 2025.

**Tabell 4: Board remuneration 2024 and 2025**

| Table 3 - Payroll expensed and payments to elected officers |      |  |      |                    |                        |                     |                      |               |                    |                                       |          |  |        |                                    |   |
|---|------|--|------|--------------------|------------------------|---------------------|----------------------|---------------|--------------------|---------------------------------------|----------|--|--------|------------------------------------|---|
| Name of elected officer                                     | Year | 1                                      |      |                    | 2                      |                     | 3                    | 4             | 5                  | 6                                     |          | 7  |        | 8                                  | 9 |
|   |      | Fixed salaries and other remunerations |      |                    | Variable remunerations |                     | Extra-ordinary items | Pension costs | Total compensation | Share fixed and variable remuneration |          | Board fees in subsidiaries <sup>1)</sup> | Loans  | No. of equity capital certificates |   |
|   |      | Payroll                                | Fees | Other remuneration | One-year variable      | Multi-year variable |                      |               |                    | Fixed                                 | Variabel |  |        |                                    |   |
| Strømmevold, Siri J. Styreleder                             | 2025 |  |      |                    | 156                    |                     |                      | 156           | 0 %                | 100 %                                 |          |  | 0      | 4645                               |   |
|   | 2024 |  |      |                    | 635                    |                     |                      | 635           | 0 %                | 100 %                                 |          |  |        | 4645                               |   |
| Strøm Swensson, Nina Cecilie nestleder                      | 2025 |  |      |                    | 594                    |                     |                      | 594           | 0 %                | 100 %                                 |          |  | 8298   | 4132                               |   |
|   | 2024 |  |      |                    | 448                    |                     |                      | 448           | 0 %                | 100 %                                 |          |  | 8.443  | 4132                               |   |
| Dobloug, Tore-Anstein styremedlem                           | 2025 |  |      |                    | 434                    |                     |                      | 434           | 0 %                | 100 %                                 |          |  | 14523  | 0                                  |   |
|   | 2024 |  |      |                    | 399                    |                     |                      | 399           | 0 %                | 100 %                                 |          |  | 12.862 | 0                                  |   |
| Lund, Alexander Sandberg styremedlem                        | 2025 |  |      |                    | 452                    |                     |                      | 452           | 0 %                | 100 %                                 |          |  | 0      | 4286                               |   |
|   | 2024 |  |      |                    | 396                    |                     |                      | 396           | 0 %                | 100 %                                 |          |  |        | 4286                               |   |
| Eggum, Jørn styremedlem                                     | 2025 |  |      |                    | 256                    |                     |                      | 256           | 0 %                | 100 %                                 |          |  | 0      | 0                                  |   |
|   | 2024 |  |      |                    | 271                    |                     |                      | 271           | 0 %                | 100 %                                 |          |  |        | 0                                  |   |
| Fridtun, Idun styremedlem                                   | 2025 |  |      |                    | 309                    |                     |                      | 309           | 0 %                | 100 %                                 |          |  | 874    | 450                                |   |
|   | 2024 |  |      |                    | 297                    |                     |                      | 297           | 0 %                | 100 %                                 |          |  |        | 450                                |   |
| Norland, Catherine styremedlem                              | 2025 |  |      |                    | 309                    |                     |                      | 309           | 0 %                | 100 %                                 |          |  |        | 583                                |   |
|   | 2024 |  |      |                    | 310                    |                     |                      | 310           | 0 %                | 100 %                                 |          |  |        | 469                                |   |
| Smedstad, Sjur styremedlem                                  | 2025 |  |      |                    | 333                    |                     |                      | 333           | 0 %                | 100 %                                 |          |  | 6049   | 1821                               |   |
|   | 2024 |  |      |                    | 307                    |                     |                      | 307           | 0 %                | 100 %                                 |          |  | 6.174  | 1437                               |   |
| Stenseth, Geir styremedlem                                  | 2025 |  |      |                    | 325                    |                     |                      | 325           | 0 %                | 100 %                                 |          |  | 0      | 1967                               |   |
|   | 2024 |  |      |                    | 49                     |                     |                      | 49            | 0 %                | 100 %                                 |          |  | 5.595  | 1967                               |   |
| Ask, Hege Yli Melhus styremedlem                            | 2025 |  |      |                    | 247                    |                     |                      | 247           | 0 %                | 100 %                                 |          |  |        |                                    |   |
|   | 2024 |  |      |                    |                        |                     |                      |               |                    |                                       |          |  |        |                                    |   |
| Ottinsen, Vibeke Hanvold varamedlem                         | 2025 |  |      |                    | 35                     |                     |                      | 35            | 0 %                | 100 %                                 |          |  | 2895   | 2626                               |   |
|   | 2024 |  |      |                    | 33                     |                     |                      | 33            | 0 %                | 100 %                                 |          |  | 2.594  | 2398                               |   |
| Skoghaug, Sissel Merete styremedlem                         | 2025 |  |      |                    | 239                    |                     |                      | 239           | 0 %                | 100 %                                 |          |  | 2439   | 0                                  |   |
|   | 2024 |  |      |                    | 206                    |                     |                      | 206           | 0 %                | 100 %                                 |          |  | 2.689  | 0                                  |   |
| Bratås, Håvard varamedlem                                   | 2025 |  |      |                    | 35                     |                     |                      | 35            | 0 %                | 100 %                                 |          |  | 1237   | 500                                |   |
|   | 2024 |  |      |                    | 56                     |                     |                      | 56            | 0 %                | 100 %                                 |          |  | 954    | 500                                |   |
| Bjørnstad, Kristin Vitsø varamedlem                         | 2025 |  |      |                    | 35                     |                     |                      | 35            | 0 %                | 100 %                                 |          |  |        | 641                                |   |
|   | 2024 |  |      |                    | 33                     |                     |                      | 33            | 0 %                | 100 %                                 |          |  |        | 641                                |   |
| Nybakk, Magnar varamedlem                                   | 2025 |  |      |                    | 35                     |                     |                      | 35            | 0 %                | 100 %                                 |          |  |        | 437                                |   |
|   | 2024 |  |      |                    | 33                     |                     |                      | 33            | 0 %                | 100 %                                 |          |  | 1.600  | 4071                               |   |

<sup>1)</sup> Fees for board positions in companies in the same group or in the SpareBank 1- alliance

### 3.5 Remuneration to the Board for the period 2017 to 2025

The table below presents the remuneration that previous, current and future members of the Board of Directors have received for the period from 2017 to 2025. The table also shows annual changes in the total remuneration.

**Tabell 5: Remuneration of board members during the last nine reported financial years**

| Remuneration to elected officers over the last 8 years |                    |              |              |              |              |              |              |              |              |              |
|--|--------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Annual change  |                    | 2017         | 2018         | 2019         | 2020         | 2021         | 2022         | 2023         | 2024         | 2025         |
|  |                    | 2017 vs 2016 | 2018 vs 2017 | 2019 vs 2018 | 2020 vs 2019 | 2021 vs 2020 | 2022 vs 2021 | 2023 vs 2022 | 2024 vs 2023 | 2025 vs 2024 |
| Strømmevold, Siri J., Styreleder                       | Total godtgjørelse | 341          | 317          | 361          | 358          | 359          | 509          | 602          | 635          | 156          |
|  | Endring %          |              | -7,3 %       | 13,9 %       | -0,8 %       | 0,4 %        | 41,9 %       | 18,3 %       | 5,5 %        | -75,4 %      |
| Strøm Swensson, Nina Cecilie<br>nestleder              | Total godtgjørelse | 287          | 253          | 286          | 302          | 307          | 385          | 399          | 448          | 594          |
|  | Endring %          |              | -11,7 %      | 12,8 %       | 5,8 %        | 1,7 %        | 25,3 %       | 3,7 %        | 12,3 %       | 32,7 %       |
| Dobloug, Tore-Anstein                                  | Total godtgjørelse |              |              | 180          | 282          | 280          | 350          | 403          | 399          | 434          |
|  | Endring %          |              |              |              | 56,8 %       | -0,8 %       | 25,1 %       | 15,2 %       | -1,0 %       | 8,7 %        |
| Lund, Alexander Sandberg                               | Total godtgjørelse | 18           | 52           | 193          | 272          | 270          | 328          | 352          | 396          | 452          |
|  | Endring %          |              | 195,5 %      | 271,4 %      | 41,0 %       | -0,9 %       | 21,7 %       | 7,2 %        | 12,5 %       | 14,1 %       |
| Eggum, Jørn  | Total godtgjørelse | 128          | 33           | 103          | 97           | 125          | 230          | 242          | 271          | 256          |
|  | Endring %          |              | -74,3 %      | 211,5 %      | -5,5 %       | 28,3 %       | 84,3 %       | 5,4 %        | 12,1 %       | -5,7 %       |
| Heimli, Roger  | Total godtgjørelse |              |              |              |              | 62           | 56           |              |              |              |
|  | Endring %          |              |              |              |              |              | -9,9 %       |              |              |              |
| Fridtun, Idun  | Total godtgjørelse |              |              |              |              |              | 188          | 278          | 297          | 309          |
|  | Endring %          |              |              |              |              |              |              | 48,3 %       | 6,8 %        | 3,8 %        |
| Norland, Catherine                                     | Total godtgjørelse |              |              |              |              |              | 201          | 284          | 310          | 309          |
|  | Endring %          |              |              |              |              |              |              | 41,3 %       | 9,1 %        | -0,4 %       |
| Smedstad, Sjur   | Total godtgjørelse |              |              |              |              |              | 192          | 301          | 307          | 333          |
|  | Endring %          |              |              |              |              |              |              | 56,7 %       | 2,2 %        | 8,3 %        |
| Stenseth, Geir   | Total godtgjørelse |              |              |              |              |              |              |              | 49           | 325          |
|  | Endring %          |              |              |              |              |              |              |              |              | 559,6 %      |
| Ask, Hege Yli Melhus                                   | Total godtgjørelse |              |              |              |              |              |              |              |              | 247          |
|  | Endring %          |              |              |              |              |              |              |              |              |              |
| Larsen, Vibeke Hanvold                                 | Total godtgjørelse | 188          | 165          | 181          | 82           |              | 24           |              |              |              |
|  | Endring %          |              | -12,2 %      | 9,5 %        | -54,7 %      |              |              |              |              |              |
| Larsen, Espen Bjørklund                                | Total godtgjørelse | 191          | 165          | 165          | 175          | 199          | 81           |              |              |              |
|  | Endring %          |              | -13,7 %      | -0,1 %       | 6,1 %        | 13,7 %       | -59,2 %      |              |              |              |
| Jørgenrud, Marit dødsbo                                | Total godtgjørelse | 19           | 9            | 23           | 134          | 187          |              |              |              |              |
|  | Endring %          |              | -55,3 %      | 170,7 %      | 481,6 %      | 39,4 %       |              |              |              |              |
| Gabrielsen, Hans-Christian<br>dødsbo                   | Total godtgjørelse | 182          | 154          | 142          | 92           |              |              |              |              |              |
|  | Endring %          |              | -15,1 %      | -8,3 %       | -34,8 %      |              |              |              |              |              |
| Vestvik, Guro Nina                                     | Total godtgjørelse | 188          | 165          | 182          | 201          | 199          | 69           |              |              |              |
|  | Endring %          |              | -12,2 %      | 9,9 %        | 10,6 %       | -0,8 %       | -65,2 %      |              |              |              |
| Herud, Morten  | Total godtgjørelse | 267          | 237          | 75           |              |              |              |              |              |              |
|  | Endring %          |              | -11,4 %      | -68,5 %      |              |              |              |              |              |              |
| Garaas, Erik   | Total godtgjørelse | 307          | 296          | 114          |              |              |              |              |              |              |
|  | Endring %          |              | -3,6 %       | -61,5 %      |              |              |              |              |              |              |
| Gulli, Ola Reidar                                      | Total godtgjørelse | 17           | 4            |              |              |              |              |              |              |              |
|  | Endring %          |              | -75,0 %      |              |              |              |              |              |              |              |
| Østli, Elin R  | Total godtgjørelse |              |              | 13           |              |              |              |              |              |              |
|  | Endring %          |              |              |              |              |              |              |              |              |              |
| Dahl, Hanne Sverdrup                                   | Total godtgjørelse | 17           | 4            |              |              |              |              |              |              |              |
|  | Endring %          |              | -75,0 %      |              |              |              |              |              |              |              |
| Stenersen, Mari  | Total godtgjørelse |              |              |              |              |              |              | 23           |              |              |
|  | Endring %          |              |              |              |              |              |              |              |              |              |
| Skoghaug, Sissel Merete                                | Total godtgjørelse |              |              |              |              |              |              | 84           | 206          | 239          |
|  | Endring %          |              |              |              |              |              |              |              | 147,0 %      | 15,8 %       |
| Bjørnstad, Kristin Vitsø                               | Total godtgjørelse |              |              |              |              |              |              |              | 33           | 35           |
|  | Endring %          |              |              |              |              |              |              |              |              | 4,5 %        |
| Bratås, Håvard   | Total godtgjørelse |              |              |              |              |              |              |              | 56           | 35           |
|  | Endring %          |              |              |              |              |              |              |              |              | -38,7 %      |
| Ottinsen, Vibeke Hanevold                              | Total godtgjørelse |              |              |              |              |              |              |              | 33           | 35           |
|  | Endring %          |              |              |              |              |              |              |              |              | 4,5 %        |
| Nybakk, Magnar   | Total godtgjørelse |              |              |              |              |              |              |              | 33           | 35           |
|  | Endring %          |              |              |              |              |              |              |              |              | 4,5 %        |

## 4 Remuneration of Group Management

### 4.1 Remuneration Principles

Remuneration of the Group Executive Management in 2025 followed the remuneration guidelines adopted by the Supervisory Board in 2025. The guidelines are available on the company's website.

### 4.2 General Information on Remuneration to Senior Executives

The company's long-term focus on development and value creation is reflected in the remuneration scheme, which is based on fixed salary being the dominant component for all employee categories. In line with this principle, no special incentive schemes or administrative arrangements have been established for senior executives. Good long-term performance shall be reflected in competitive salary development. Total compensation schemes shall ensure competitiveness in the company's market area without being market-leading. The salary level should reflect the individual executive's tasks, responsibilities, competence, performance and conduct over time in achieving the company's strategic goals.

There are no bonus schemes or variable salaries in the company, apart from possible one-time allowances described in the remuneration scheme. If one-time allowances are to be given to senior executives, this must be decided by the Board of Directors. There should also be no obligations to consider bonuses for senior executives in the bank. There are no incentive schemes or obligations related to share-based remuneration for the benefit of senior executives or elected representatives.

The assessments related to the structure and level of total remuneration to senior executives should, as far as practicable, be based on objective data and analyses that can be obtained from official data, industry statistics, and other available information relevant to different areas of the company and different job categories. Considerations of equal pay and anti-discrimination should be taken into account as part of these assessments.

**Tabell 6: Composition of remuneration for Group Management**

### 4.3 Components in Remuneration to Senior Executives

| Remuneration  | Group Management | Comments   |
|---|------------------|--|
| Fixed salary  | Yes              | Amounts to 100 per cent  |
| Variable remuneration                               | No               | See section on variable remuneration. Covered by the same scheme as other employees. (Possibility of one-off bonuses?) |
| Pensions  | Yes              | See section on pensions. Covered by the same scheme as other employees.  |
| Benefits in kind                                    | Yes              | See section on benefits in kind. Covered by the same scheme as other employees.  |
| Severance package                                   | No               | Members of Group Management are subject to an agreed mutual notice period of 6 months.                                 |
| Remuneration from parties other than the enterprise | Yes              | From board positions in the Alliance and subsidiaries.   |

#### 4.3.1 Fixed Salary

Fixed salary is the main component of total remuneration. The fixed salary of the CEO and the executive management team is normally reviewed and adjusted annually. The Board of Directors determines the remuneration of the CEO following the Board of Directors annual evaluation and prior consideration by the company's Remuneration Committee. The CEO assesses the remuneration of the company's executive management and informs the Remuneration Committee of the assessments and recommendations before making a decision.

#### 4.3.2 One-Time Bonuses

One-time bonuses may be granted to individual employees or groups of employees who, over time, are subject to an extraordinary workload or who deliver an exceptional level of performance. In exceptional cases, such payments may be granted to employees who have demonstrated outstanding performance and contributed results at a particularly high level within the ordinary scope of their position. One-time bonuses may be granted within a limit of up to one month's salary.

As a general rule, one-time bonuses as described above may not be granted to senior executives, employees whose duties are of material significance to the institution's risk exposure, or employees with control functions. If one-time bonuses are to be given to senior executives, employees with tasks of significant importance to the company's risk exposure, and employees with control tasks, this must be practiced in accordance with the rules in the Financial Institutions Regulations and Circular 2/2020 from the Financial Supervisory Authority, and decided by the Board of Directors in each case.

One-time bonuses are therefore used to a very limited extent for senior executives. In December 2025, the Board of Directors resolved to grant one-time bonuses totalling NOK 181,400 to two identified employees with control functions, due to a heavy workload over an extended period. The criteria for granting one-time bonuses to senior executives were met with respect to sustained performance over time, with emphasis placed on risk-related considerations, and both financial and non-financial performance having been evaluated. The decision to grant one-time payments was taken by the Board of Directors in accordance with the applicable regulatory framework. The one-off payments granted to senior executives are moreover limited in scope relative to the Bank's earnings and financial strength.

#### 4.3.3 Pensions

Senior executives are members of the company's ordinary defined contribution pension scheme, with pension accrual based on agreed fixed salary of 7% up to 7.1 G and 25.1% between 7.1 G and 12 G, corresponding to the scheme applicable to all employees. From 2025, a defined contribution pension scheme of 15% has been established for all employees with salaries exceeding 12 G. The CEO participates in the same pension scheme as other employees. Disability pension insurance has also been established from 2025 for all employees with salaries exceeding 12 G. Senior executives who were members of a former defined benefit pension scheme at the time it was closed are compensated for the transition from a defined benefit to a defined contribution scheme in accordance with the same general rules applicable to other employees.

#### 4.3.4 Board Fees in Other Companies

Section 9-4 of the Financial Institutions Act regulates “Remuneration from parties other than the institution”, including senior executives who hold board positions in the Group’s subsidiaries or within the SpareBank 1 Group or alliance cooperation. Employees who hold board positions in other companies within the Group or in companies that are part of the SpareBank 1 Group or alliance cooperation may receive ordinary board fees for such positions, provided that the fees are paid by the relevant company.

#### 4.3.5 Other Employee Schemes

Senior executives are covered by the same employee schemes as other employees. The most significant material employee benefits include various collective insurance schemes, favourable loan terms, and savings programmes in equity certificates. For certain employees or categories of positions, a company car scheme may be granted following a specific assessment of operational need. No special administrative schemes have, however, been established for the group of individuals covered by these guidelines.

#### 4.4 Remuneration of senior executives for 2024 and 2025

The table below shows the remuneration that previous, current and future senior executives have received during 2024 and 2025.

**Table 7: Remuneration of senior executives for the reported financial year**

| Payroll expenses and payments to group management |      |  |      |                    |                        |                     |                      |               |                    |                                       |          |  |        |                                    |          |
|---|------|--|------|--------------------|------------------------|---------------------|----------------------|---------------|--------------------|---------------------------------------|----------|--|--------|------------------------------------|----------|
| Name of elected officer                           | Year | 1                                      |      |                    | 2                      |                     | 3                    | 4             | 5                  | 6                                     |          | 7  | 8      | 9                                  |          |
|   |      | Fixed salaries and other remunerations |      |                    | Variable remunerations |                     | Extra-ordinary items | Pension costs | Total compensation | Share fixed and variable remuneration |          | Board fees in subsidiaries <sup>1)</sup> | Loans  | No. of equity capital certificates |          |
|   |      | Payroll                                | Fees | Other remuneration | One-year variable      | Multi-year variable |                      |               |                    | Fixed                                 | Variabel | Fees                                     |        |                                    |          |
| Aasen, Klara-Lise 9)                              | 2025 | 5.285                                  |      | 34                 |                        |                     |                      | 865           | 6.184              | 100 %                                 | 0 %      | 748                                      |        | 0                                  | 12281 8) |
|   | 2024 | 3.745                                  |      | 38                 |                        |                     |                      | 61            | 3.845              | 100 %                                 | 0 %      | 23                                       | 2.995  | 10086 8)                           |          |
| Bolstad, Geir-Egil                                | 2025 | 3.287                                  |      | 250                |                        |                     |                      | 527           | 4.064              | 100 %                                 | 0 %      | 862                                      | 9444   | 46877                              |          |
|   | 2024 | 3.165                                  |      | 275                |                        |                     |                      | 198           | 3.638              | 100 %                                 | 0 %      | 754                                      | 9.976  | 46585                              |          |
| Gisnås, Kari Elise                                | 2025 | 2.831                                  |      | 36                 |                        |                     |                      | 402           | 3.269              | 100 %                                 | 0 %      | 840                                      | 3212   | 4363                               |          |
|   | 2024 | 2.773                                  |      | 33                 |                        |                     |                      | 188           | 2.994              | 100 %                                 | 0 %      | 771                                      | 3.792  | 4071                               |          |
| Hoberg, Dag-Arne 11)                              | 2025 |  |      |                    |                        |                     |                      |               |                    | 100 %                                 | 0 %      |  | 1809   | 8442                               |          |
|   | 2024 | 2.525                                  |      | 51                 |                        |                     |                      | 149           | 2.726              | 100 %                                 | 0 %      | 211                                      | 2.379  | 8150                               |          |
| Mejlænder-Larsen, Espen 4)                        | 2025 | 2.350                                  |      | 220                |                        |                     |                      | 381           | 2.951              | 100 %                                 | 0 %      | 18                                       | 5779   | 7616                               |          |
|   | 2024 | 2.252                                  |      | 244                |                        |                     |                      | 191           | 2.687              | 100 %                                 | 0 %      | 16                                       | 5.908  | 7324                               |          |
| Murud, Liv Krokkan 3)                             | 2025 | 2.244                                  |      | 53                 |                        |                     |                      | 353           | 2.650              | 100 %                                 | 0 %      | 65                                       | 1659   | 4684                               |          |
|   | 2024 | 2.199                                  |      | 41                 |                        |                     |                      | 210           | 2.449              | 100 %                                 | 0 %      | 62                                       | 1.415  | 4392                               |          |
| Nordheim, Vidar                                   | 2025 | 2.539                                  |      | 56                 |                        |                     |                      | 357           | 2.951              | 100 %                                 | 0 %      |  | 1296   | 10368                              |          |
|   | 2024 | 2.487                                  |      | 52                 |                        |                     |                      | 171           | 2.711              | 100 %                                 | 0 %      | 0  | 1.512  | 10076                              |          |
| Stenseth, Siv                                     | 2025 |  |      |                    |                        |                     |                      |               |                    | 100 %                                 | 0 %      |  | 4034   | 4834                               |          |
|   | 2024 | 2.373                                  |      | 66                 |                        |                     |                      | 188           | 2.626              | 100 %                                 | 0 %      | 0  | 4.025  | 4542                               |          |
| Wedvik, Hans Olav                                 | 2025 | 2.793                                  |      | 208                |                        |                     |                      | 419           | 3.421              | 100 %                                 | 0 %      | 125                                      | 22526  | 4075                               |          |
|   | 2024 | 2.740                                  |      | 219                |                        |                     |                      | 181           | 3.141              | 100 %                                 | 0 %      | 375                                      | 24.874 | 3880                               |          |
| Ørbæk, Elin B. 5)                                 | 2025 | 2.463                                  |      | 77                 |                        |                     |                      | 393           | 2.933              | 100 %                                 | 0 %      | 10                                       | 929    | 2910                               |          |
|   | 2024 | 2.359                                  |      | 73                 |                        |                     |                      | 193           | 2.625              | 100 %                                 | 0 %      | 60                                       | 3.490  | 2618                               |          |
| Haugseth, Stine 10)                               | 2025 | 2.095                                  |      | 104                |                        |                     |                      | 391           | 2.590              | 100 %                                 | 0 %      |  | 14163  | 414                                |          |
|   | 2024 | 552                                    |      | 6                  |                        |                     |                      | 54            | 611                | 100 %                                 | 0 %      | 0  | 12.051 | 219                                |          |
| Røstøen, Johan 6)                                 | 2025 | 2.089                                  |      | 20                 |                        |                     |                      | 323           | 2.431              | 100 %                                 | 0 %      |  | 0      | 4434                               |          |
|   | 2024 | 331                                    |      | 3                  |                        |                     |                      | 38            | 372                | 100 %                                 | 0 %      | 0  | 400    | 4239                               |          |
| Skjørtorp, Bård                                   | 2025 | 1.691                                  |      | 41                 |                        |                     |                      | 303           | 2.035              | 100 %                                 | 0 %      |  | 2.985  | 195                                |          |
|   | 2024 |  |      |                    |                        |                     |                      |               |                    |                                       |          |  |        |                                    |          |
| Helberg, Richard 7)                               | 2025 |  |      |                    |                        |                     |                      |               |                    |                                       |          |  | 17     | 117114 2)                          |          |
|   | 2024 | 2.460                                  |      | 46                 |                        |                     |                      | 61            | 2.567              | 100 %                                 | 0 %      | 465                                      | 17     | 114312 2)                          |          |

<sup>1)</sup> Fees for board positions in companies in the same group or in the SpareBank 1- alliance

<sup>2)</sup> Also includes ECC's owned through Richard Helberg Invest AS.

<sup>3)</sup> Up to 30 November 2025 – organisational changes effective from 1 December

<sup>4)</sup> Up to 30 November 2025 – organisational changes effective from 1 December

<sup>5)</sup> Up to 30 November 2025 – organisational changes effective from 1 December

<sup>6)</sup> Employed in the position following the merger with Totens Sparebank from 1

<sup>7)</sup> Left the position on 31 March 2024

<sup>8)</sup> Also includes equity capital certificates (ECCs) owned through Kabara Invest AS

<sup>9)</sup> Employed in the position from 1 April 2024

<sup>10)</sup> Employed in the position from 1 October 2024

<sup>11)</sup> Left the position on 30 September 2024

## 4.5 Remuneration of senior executives for the period from 2017 to 2025

The table below shows the remuneration that previous, current and future senior executives have received for the period from 2017 to 2025. The table also shows annual changes in the total remuneration.

**Table 8: Table presenting total remuneration of senior executives during the last eight reported financial years**

| Remuneration to Group management over the last 8 years                         |                              |              |              |              |              |              |              |              |              |        |
|--|------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------|
| Annual change  | 2017                         | 2018         | 2019         | 2020         | 2021         | 2022         | 2023         | 2024         | 2025         |        |
|  | 2017 vs 2016                 | 2018 vs 2017 | 2019 vs 2018 | 2020 vs 2019 | 2021 vs 2020 | 2022 vs 2021 | 2023 vs 2022 | 2024 vs 2023 | 2025 vs 2024 |        |
| Aasen, Klara-Lise <sup>4)</sup><br>administrerende direktør                    | Total godtgjørelse           |              |              |              |              |              |              | 3.845        | 6.184        |        |
|  | Endring total godtgjørelse % |              |              |              |              |              |              |              |              |        |
| Bolstad, Geir-Egil<br>konserndirektør økonomi og finans                        | Total godtgjørelse           | 2.810        | 2.923        | 3.009        | 3.111        | 3.150        | 3.279        | 3.418        | 3.638        | 4.064  |
|  | Endring total godtgjørelse % | n/a          | 4,0 %        | 3,0 %        | 3,4 %        | 1,3 %        | 4,1 %        | 4,2 %        | 6,5 %        | 11,7 % |
| Gisnås, Kari Elise<br>konserndirektør personmarked                             | Total godtgjørelse           | 2.228        | 2.416        | 2.518        | 2.613        | 2.652        | 2.756        | 2.863        | 2.994        | 3.269  |
|  | Endring total godtgjørelse % | n/a          | 8,4 %        | 4,3 %        | 3,8 %        | 1,5 %        | 3,9 %        | 3,9 %        | 4,6 %        | 9,2 %  |
| Hoberg, Dag-Arne <sup>3)</sup><br>konserndirektør innovasjon og                | Total godtgjørelse           | 2.254        | 2.415        | 2.487        | 2.564        | 2.607        | 2.705        | 2.817        | 2.726        |        |
|  | Endring total godtgjørelse % | n/a          | 7,2 %        | 2,9 %        | 3,1 %        | 1,7 %        | 3,8 %        | 4,1 %        | -3,2 %       |        |
| Kjendlie, Eldar dødsbo<br>konserndirektør HR og juridisk                       | Total godtgjørelse           | 2.087        | 2.143        | 2.223        | 2.299        | 1.561        |              |              |              |        |
|  | Endring total godtgjørelse % | n/a          | 2,7 %        | 3,7 %        | 3,4 %        | -32,1 %      |              |              |              |        |
| Mejlænder-Larsen, Espen<br>konserndirektør org.marked og                       | Total godtgjørelse           | 1.967        | 2.112        | 2.188        | 2.261        | 2.293        | 2.388        | 2.559        | 2.687        | 2.951  |
|  | Endring total godtgjørelse % | n/a          | 7,4 %        | 3,6 %        | 3,3 %        | 1,4 %        | 4,1 %        | 7,2 %        | 5,0 %        | 9,8 %  |
| Michelsen, Gudrun dødsbo<br>konserndirektør Forretningsdrift                   | Total godtgjørelse           | 2.092        | 2.023        | 1.192        |              |              |              |              |              |        |
|  | Endring total godtgjørelse % | n/a          | -3,3 %       | -41,1 %      |              |              |              |              |              |        |
| Murud, Liv Krokan <sup>1)</sup><br>Organisasjon                                | Total godtgjørelse           |              |              |              | 1.861        | 2.070        | 2.230        | 2.333        | 2.449        | 2.650  |
|  | Endring total godtgjørelse % |              |              |              | n/a          | 11,2 %       | 7,7 %        | 4,6 %        | 5,0 %        | 8,2 %  |
| Nordheim, Vidar<br>konserndirektør risiko og                                   | Total godtgjørelse           | 2.014        | 2.197        | 2.271        | 2.346        | 2.379        | 2.476        | 2.580        | 2.711        | 2.951  |
|  | Endring total godtgjørelse % | n/a          | 9,1 %        | 3,3 %        | 3,3 %        | 1,4 %        | 4,1 %        | 4,2 %        | 5,1 %        | 8,9 %  |
| Stenseth, Siv<br>konserndirektør Kommunikasjon                                 | Total godtgjørelse           | 2.052        | 2.094        | 2.167        | 2.322        | 2.286        | 2.381        | 2.491        | 2.626        |        |
|  | Endring total godtgjørelse % | n/a          | 2,1 %        | 3,5 %        | 7,2 %        | -1,6 %       | 4,2 %        | 4,6 %        | 5,4 %        |        |
| Wedvik, Hans Olav<br>konserndirektør Bedriftsmarked                            | Total godtgjørelse           | 2.171        | 2.374        | 2.481        | 2.572        | 2.604        | 2.711        | 2.881        | 3.141        | 3.421  |
|  | Endring total godtgjørelse % | n/a          | 9,3 %        | 4,5 %        | 3,7 %        | 1,2 %        | 4,1 %        | 6,3 %        | 9,0 %        | 8,9 %  |
| Ørbæk, Elin B. <sup>2)</sup><br>konserndirektør Forretningsdrift               | Total godtgjørelse           |              |              | 2.090        | 2.268        | 2.307        | 2.440        | 2.497        | 2.625        | 2.933  |
|  | Endring total godtgjørelse % |              |              | n/a          | 8,5 %        | 1,7 %        | 5,8 %        | 2,3 %        | 5,1 %        | 11,7 % |
| Haugseth, Stine <sup>5)</sup> konserndirektør<br>Teknologi og utvikling        | Total godtgjørelse           |              |              |              |              |              |              |              | 611          | 2.590  |
|  | Endring total godtgjørelse % |              |              |              |              |              |              |              |              |        |
| Rødstøen, Johan Øverseth <sup>6)</sup><br>konserndirektør Drift og integrasjon | Total godtgjørelse           |              |              |              |              |              |              |              | 372          | 2.431  |
|  | Endring total godtgjørelse % |              |              |              |              |              |              |              |              |        |
| Skjørtorp, Bård<br>konserndirektør kommunikasjon,<br>marked og merkevare       | Total godtgjørelse           |              |              |              |              |              |              |              |              | 2.035  |
|  | Endring total godtgjørelse % |              |              |              |              |              |              |              |              |        |
| Heiberg, Richard <sup>7)</sup><br>administrerende direktør                     | Total godtgjørelse           | 6.133        | 4.497        | 4.685        | 4.832        | 4.884        | 5.026        | 5.188        | 2.567        |        |
|  | Endring total godtgjørelse % | n/a          | -26,7 %      | 4,2 %        | 3,1 %        | 1,1 %        | 2,9 %        | 3,2 %        | -50,5 %      |        |

<sup>1)</sup> Organisational changes effective as from 1 December 2025

<sup>2)</sup> Organisational changes effective as from 1 December 2025

<sup>3)</sup> Left the position on 30 September 2024

<sup>4)</sup> Employed as from 1 April 2024

<sup>5)</sup> Employed as from 1 October 2024

<sup>6)</sup> Employed in the position following the merger with Totens Sparebank, effective from 1 November 2024

<sup>7)</sup> Left the position on 31 March 2024

<sup>8)</sup> Left the position on 31 December 2024

<sup>9)</sup> Organisational changes effective as from 1 December 2025

## 5 Average remuneration divided by the number of man-years for the period 2017-2025

The table below shows the average remuneration divided by the number of man-years for the period 2017 to 2025 for both the company's employees and senior executives. The table also shows annual changes in average remuneration divided by the number of man-years.

| Table of average remuneration by number of full-time equivalents |              |              |              |              |              |              |              |              |              |
|--|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Annual change  | 2017         | 2018         | 2019         | 2020         | 2021         | 2022         | 2023         | 2024         | 2025         |
|  | 2017 vs 2016 | 2018 vs 2017 | 2019 vs 2018 | 2020 vs 2019 | 2021 vs 2020 | 2022 vs 2021 | 2023 vs 2022 | 2024 vs 2023 | 2025 vs 2024 |
| The company's other employees<br>(excluding senior management)   | 639          | 700          | 748          | 750          | 780          | 828          | 866          | 903          | 985          |
| Change in %  | n/a          | 9,5 %        | 6,8 %        | 0,3 %        | 4,0 %        | 6,2 %        | 4,5 %        | 4,4 %        | 9,0 %        |

## 6 Establishment, Revision, Compliance, and Follow-Up of the Guidelines

The guidelines for determining remuneration for senior executives are adopted by the Supervisory Board, and any proposed amendments are presented to the Supervisory Board following prior consideration by the Board of Directors. The Supervisory Board determines the annual Board fees and meeting fees. The Supervisory Board is also responsible for monitoring, adopting and revising the guidelines.

The guidelines for determining remuneration for senior executives in SpareBank 1 Østlandet were revised in 2025 and adopted by the Bank's Supervisory Board in March 2025. The guidelines are established in accordance with Section 6-16a of the Norwegian Public Limited Liability Companies Act and the Regulations on guidelines and report on remuneration for senior executives and are based on the main principles of SpareBank 1 Østlandet's Remuneration Scheme.

Senior executives as defined by the regulations are here defined as members of the Board of Directors, the Chief Executive Officer, and members of the Chief Executive Officer's executive management team.

The Remuneration Committee is a preparatory body that assists the Board of Directors in its work to assess whether the application of the remuneration scheme is satisfactory. The Committee shall independently conduct an annual assessment of the main principles and strategy for remuneration of the Group's top executive management. The Committee shall also assess any proposed amendments to principles and frameworks relating to salary and remuneration for senior executives, as well as the employment terms and remuneration conditions of the Chief Executive Officer.

Senior executives covered by the guidelines are not permitted to serve as members of the Board of Directors of the company. Should conflicts of interest nevertheless arise, the Board of Directors has adopted a specific policy regulating how such situations shall be handled.

The annual report prepared in accordance with the regulations and the guidelines will be presented to the Supervisory Board.

## 7 Summary

Overall, the company's total remuneration is in accordance with the guidelines. Fixed salary is the main component for all employee categories. In line with this principle, no special incentive schemes have been established for senior executives. There are also no bonus schemes in the company, including no obligations to assess bonuses for the Chief Executive Officer or the Chair of the Board.

There was no need to reclaim variable remuneration from senior executives in SpareBank 1 Østlandet in 2025. The Bank has no practice of using sign-on fees, and such fees were not applied in 2025. The Bank made use of severance pay for three senior executives in 2025. This was due to organisational changes and disagreements regarding strategic direction. The severance payments were made in accordance with the applicable guidelines. The Chief Executive Officer, the compliance function, the Remuneration Committee and the Board of Directors were involved in these processes.

### 7.1 Board of Directors's Declaration

The Board of Directors has today reviewed and approved the remuneration report for SpareBank 1 Østlandet for the financial year 2025. The remuneration report has been prepared in accordance with

Section 6-16b of the Norwegian Public Limited Liability Companies Act and regulations issued pursuant to this provision.

The remuneration report will be presented to the Supervisory Board on 26 March 2026 for final approval.

Hamar, March 5, 2026

Signatures from board members

|   |  |   |
|---|--|---|
| <br>Nina Cecilie Strøm Swensson<br>Chair           | <br>Alexander S. Lund    | <br>Tore Anstein Dobloug |
| <br>Sjur Smedstad<br>Employee representative       | <br>Idun K. Fridtun      | <br>Henriette Jevnaker   |
| <br>Catherine Norland<br>Employee representative | <br>Hege Yli Melhus Ask | <br>Geir Stenseth      |
| <br>Klara-Lise Aasen<br>CEO                      |  |   |

## 7.2 Auditor's statement



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To the Supervisory Board of SpareBank 1 Østlandet

### INDEPENDENT AUDITOR'S ASSURANCE REPORT ON REPORT ON SALARY AND OTHER REMUNERATION TO DIRECTORS

#### Opinion

We have performed an assurance engagement to obtain reasonable assurance that SpareBank 1 Østlandet's report on salary and other remuneration to directors (the remuneration report) for the financial year ended 31. December 2025 has been prepared in accordance with section 6-16 b of the Norwegian Public Limited Liability Companies Act and the accompanying regulation.

In our opinion, the remuneration report has been prepared, in all material respects, in accordance with section 6-16 b of the Norwegian Public Limited Liability Companies Act and the accompanying regulation.

#### Board of directors' responsibilities

The board of directors is responsible for the preparation of the remuneration report and that it contains the information required in section 6-16 b of the Norwegian Public Limited Liability Companies Act and the accompanying regulation and for such internal control as the board of directors determines is necessary for the preparation of a remuneration report that is free from material misstatements, whether due to fraud or error.

#### Our independence and quality control

We are independent of the company as required by laws and regulations and the International Ethics Standards Board for Accountants' Code of International Ethics for Professional Accountants (including International Independence Standards) (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with these requirements. The firm applies International Standard on Quality Management, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

#### Auditor's responsibilities

Our responsibility is to express an opinion on whether the remuneration report contains the information required in section 6-16 b of the Norwegian Public Limited Liability Companies Act and the accompanying regulation and that the information in the remuneration report is free from material misstatements. We conducted our work in accordance with the International Standard for Assurance Engagements (ISAE) 3000 – "Assurance engagements other than audits or reviews of historical financial information".

We obtained an understanding of the remuneration policy approved by the general meeting. Our procedures included obtaining an understanding of the internal control relevant to the preparation of the remuneration report in order to design procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control. Further we performed procedures to ensure completeness and accuracy of the information provided in the remuneration report, including whether it contains the information required by the law and accompanying regulation. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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Organisasjonsnummer: 980 211 282

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Independent auditor's assurance  
report on report on salary and other  
remuneration to directors  
SpøreBank 1 Østlandet

Oslo, 5. March 2026  
Deloitte AS

Henrik Woxholt  
State Authorised Public Accountant

Note: This translation from Norwegian has been prepared for information purposes only.