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AL Sydbank A/S
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Company Announcement No 04/2026

25 February 2026

Dear Sirs

Notice convening the Annual General Meeting

AL Sydbank's Annual General Meeting will be held on Thursday 19 March 2026 at 3:00pm. The notice and the agenda for the general meeting have been attached to this announcement.

Yours sincerely

AL Sydbank A/S

Notice Convening the Annual General Meeting of AL Sydbank A/S

The annual general meeting is hereby convened by the Board of Directors in accordance with Article 8 of the Articles of Association on

Thursday, 19 March 2026 at 3:00pm

at AL Sydbank-salen, Peberlyk 4, 6200 Aabenraa, Denmark.

The general meeting will be held as a hybrid general meeting providing shareholders with the option to attend the general meeting physically or electronically via the general meeting portal.

Agenda:

1. Report of the Board of Directors on the Bank's activities in 2025.
2. Submission of the audited annual report including the auditors' report for adoption.
3. Motion for the allocation of profit or cover of loss according to the adopted annual report.
4. Advisory vote on the remuneration report.
5. Approval of the remuneration of the Board of Directors for the current financial year.
6. Election of members to the Board of Directors.
7. Election of members to the Shareholders' Committee.
8. Appointment of auditors.
9. Motions submitted by the Board of Directors:
 - a) Approval of voluntary arrangement concerning employee representation on the Board of Directors.
 - b) Renewal of authorisation to the Board of Directors, cf Article 3 of the Articles of Association.
10. The Board of Directors is authorised to allow the Bank to acquire own shares at a total value of up to 10% of the Bank's share capital.
11. Any other business.

Requirements as regards adoption

Resolutions to adopt agenda items 1-8, 9a and 10 require a simple majority and without regard to the size of the share capital represented at the general meeting.

A resolution to adopt agenda item 9b requires at least two-thirds of both the votes cast and of the share capital represented at the general meeting.

The voting rules appear from Article 10 of the Articles of Association.

Share capital, voting rights and date of registration

The share capital of the company represents nominally DKK 857,884,160 divided into 85,788,416 shares of DKK 10. Each share of DKK 10 carries the right to one vote. The right to attend and vote at the general meeting is determined according to the number of holdings held by a shareholder on the date of registration.

Shareholdings and voting rights are calculated on the date of registration on the basis of the registration in the register of shareholders and notifications on ownership that the company has received but not yet entered in the register of shareholders.

The date of registration is Thursday **12 March 2026**.

No single shareholder may cast votes representing more than 15% of the total share capital. Likewise, no proxy may on behalf of shareholders cast votes representing more than 15% of the total share capital. Furthermore no shareholder is entitled to cast more than 20,000 votes, neither on his own behalf nor by proxy, in elections to the Shareholders' Committee. See also Article 10 of the Articles of Association.

Instrument of proxy and postal vote

Shareholders may vote by proxy and by postal vote:

- electronically via al-sydbank.dk or al-sydbank.com
- by completing, signing and returning a form that can be downloaded from al-sydbank.dk or al-sydbank.com

Instruments of proxy must have been received by the Bank no later than **Friday 13 March 2026 at 11:59pm**. Instruments of proxy can be revoked at all times by contacting the Bank in writing.

Postal votes must have been received by the Bank no later than **17 March 2026 at 4:00pm**. Postal votes cannot be revoked.

Registration and attendance

Shareholders can attend the general meeting physically or electronically with the possibility of voting and asking questions in writing. We recommend that questions be submitted in advance. Questions may be submitted to generalforsamling@al-sydbank.dk and will be read aloud by the chair of the general meeting and answered by the relevant person.

Shareholders wishing to attend the general meeting must register their attendance no later than Friday **13 March 2026 at 11:59pm**.

Registration can be made electronically via al-sydbank.dk or al-sydbank.com at the investor portal.

In connection with registration an email address must be provided and shareholders must state whether they will be attending the general meeting physically or electronically.

A shareholder or his proxy attending the general meeting may be accompanied by an adviser provided that the adviser has been registered in due time.

In connection with electronic attendance a link to the general meeting portal will be sent immediately following registration as well as information about the procedure for electronic attendance.

Confirmation will be sent by email to the email address provided by the shareholder and/or as registered in the register of shareholders.

Physical attendance

Physical attendance at the general meeting requires that, on the day, shareholders log in to the general meeting portal via eg a mobile phone or a tablet to prove that an admission card has been issued and to vote at the general meeting.

Shareholders have a responsibility to ensure that it is possible to log in to the general meeting portal. We recommend that shareholders log in to the general meeting portal well in advance via MitID or VP-ID on the mobile phone or tablet which is brought to the general meeting.

Electronic attendance

Electronic attendance at the general meeting takes place via a link to the general meeting portal which will be sent to the email address provided in connection with registration. Shareholders must log in to the general meeting portal using MitID or VP-ID to attend the general meeting.

Technical requirements – attendance at the general meeting

Shareholders are responsible for having a computer/mobile phone/tablet with an internet browser as well as sufficient and well-functioning internet access that meet the following requirements:

Browser/PC

Shareholders can attend the general meeting electronically by using evergreen browsers on a PC/Mac, mobile phone and tablet/iPad. Evergreen browsers (eg Edge, Chrome and Firefox) are browsers that are automatically upgraded to future versions. Although not an evergreen browser, Safari can be used. Internet Explorer cannot be used.

Apple products

The portal will run in the latest main versions of the Safari browser on a Mac, iPhone and iPad. If you have older Apple equipment and updating Safari is not possible, you can install and use a Chrome browser.

Internet access

Transmission quality depends on the individual shareholder's internet provider. As a minimum shareholders should have a 5-10 Mbit/s connection to ensure good transmission.

We recommend that shareholders test their devices and internet access by logging in to the general meeting portal well in advance before the general meeting begins.

Shareholders experiencing technical problems may contact the general meeting portal hotline on tel +45 43 58 88 94 for assistance. At the general meeting staff will be ready to assist shareholders attending physically.

The general meeting

How an electronic meeting is conducted

The general meeting is held via the general meeting portal. At the general meeting portal, shareholders can live stream the general meeting, ask questions/make comments in writing regarding the agenda items via a chat function and vote during the transmission of the general meeting.

Shareholders attending physically will only have access to vote via the general meeting portal.

Electronic attendance

The general meeting is transmitted live via the general meeting portal. Shareholders must be logged in to the general meeting portal to attend the general meeting.

Shareholders attending the general meeting by proxy must provide the email address of the proxy so that the link to the general meeting portal as well as practical information can be sent directly by email from Euronext Securities to the proxy.

A shareholder or proxy may register their attendance at the general meeting accompanied by an adviser. Confirmation of the adviser's registration as well as a separate login to the general meeting portal will be sent by email to the shareholder and the shareholder will forward it to the adviser.

Questions/comments during the general meeting

Following the presentation of the individual agenda items, shareholders attending the general meeting electronically may ask questions or write comments regarding the agenda items via the general meeting portal.

We recommend that questions and comments are brief and precise. Shareholders must be logged in to the general meeting portal to ask questions and write comments and they may not exceed 2,400 characters.

Voting (electronic and physical attendance)

Regardless of whether a shareholder attends the general meeting electronically or physically, any voting will take place via the general meeting portal. The general meeting portal will clearly show when an electronic vote on an agenda item will be held. Shareholders must be logged in to the general meeting portal to vote. Shareholders who have issued a proxy or voted by postal vote in advance of the general meeting may not vote during the actual general meeting.

Voting and communication at the general meeting will to some extent take place electronically and therefore delays may occur. In rare instances delays may last several minutes. The chair of the general meeting is aware of this issue in terms of conducting the general meeting, however the Bank/the chair of the general meeting does not assume any responsibility for any questions, comments, proposed amendments or votes cast by a shareholder arriving in due time to be considered as regards the agenda item in question.

Webcast/livestream

Shareholders who have not registered their attendance or who are attending by proxy may follow a live webcast of the general meeting via a link at al-sydbank.dk or al-sydbank.com. All shareholders may follow the webcast without the possibility of asking questions or casting a vote and no prior registration is required.

Additional information and documents

Up to and including the date of the general meeting the following information and documents will be available at al-sydbank.dk and al-sydbank.com:

- Notice convening the annual general meeting and its appendices (the complete proposals, including the names of candidates to the Board of Directors and the Shareholders' Committee)
- Annual report of AL Sydbank
- Remuneration report of AL Sydbank for 2025
- Any other documents to be presented at the general meeting
- Instrument of proxy and postal vote forms
- Total number of shares and voting rights as at the date of the notice

25 February 2026

Board of Directors of AL Sydbank A/S

Ellen Trane Nørby, Chair