

MANAGEMENT
DISCUSSION
& ANALYSIS

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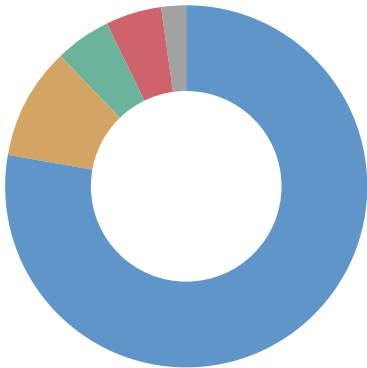
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FINANCIAL HIGHLIGHTS

Results from operations for the year ended December 31, 2025, when compared to the year ended December 31, 2024:

- Total net earnings and comprehensive income decreased 17% to \$19.86 million from \$23.92 million.
- Total revenue decreased 4% to \$98.86 million from \$102.92 million mainly due to a decrease in trust income.
- Service revenue increased 5% to \$50.00 million from \$47.78 million mainly due to an increase in monthly and transaction fees related to account growth within the Investment Account Services division.
- Trust, interest, and other income decreased 11% to \$48.87 million from \$55.14 million mainly due to a decrease in interest rates on trust fund placements made over the previous 12 months.
- Total expenses increased 1% to \$72.51 million from \$71.94 million mainly due to computer system upgrades utilizing advanced AI and business process automation, as well as higher legal fees. These increases were partially offset by lower operational wage costs.
- Earnings before income tax decreased 15% to \$26.34 million from \$31.00 million.
- Income tax expense is recognized based on the estimated average annual income tax rate for the full financial year. A tax rate of 24% was used for the year ended December 31, 2025, which is consistent with the prior year.
- Basic and diluted earnings per share attributable to the shareholders of Olympia decreased 17% to \$8.25 per share from \$9.94 per share.

TOTAL REVENUE BY
DIVISION (%)



	2025	2024
• Investment Account Services	78%	77%
• Private Health Services	10%	10%
• Currency and Global Payments	5%	7%
• Corporate and Shareholder Services	5%	5%
• Raisr	2%	1%

EXECUTIVE LETTER

Whether you have been a shareholder for many years or are new to Olympia, the full scope of our core business may not be something you fully understand. While many investors recognize that our primary operations are conducted through our wholly owned subsidiary, Olympia Trust Company (“OTC”), and that our financial performance has some correlation to interest rate movements, the underlying drivers of our business and the value it delivers to stakeholders and the broader Canadian economy can be harder to pin down.

At its core, OTC provides essential infrastructure that enables private funds and companies in Canada to raise capital and service their investors. Our expertise is firmly rooted in supporting private companies, most of which have no intention of accessing the public markets. This is achieved primarily through our Investment Account Services division, which administers registered plan accounts such as RRSPs and TFSAs that allow investors to hold private securities they typically cannot hold elsewhere, and through our Corporate and Shareholder Services (“CSS”) division, which manages shareholder administration, records, dividends, and tax reporting for issuers. While not separately itemized in our financial statements, a vast majority of our revenue is directly tied to private companies in some way.

So while interest rates influence our results to a degree, Olympia’s long term trajectory is more closely linked to the growth and evolution of Canada’s retail private capital markets. These markets can be difficult to quantify given the absence of a centralized exchange or benchmark, yet they represent a growing and increasingly important segment of the Canadian financial system. Capital formation in the private markets plays a vital role in supporting entrepreneurship and economic growth, and this is where Olympia has built deep expertise and durable relevance.

We believe this positioning is a significant advantage. Despite lower interest rates in the past year, regulatory and policy developments continue to signal supportive conditions for private markets. At the same time, the private capital services landscape has proven difficult for others to penetrate. Over the years, larger competitors have attempted to establish a meaningful presence with mixed success—many of whom we have since acquired. Success in this space requires specialized knowledge, regulatory fluency, and proprietary systems that take decades, not years, to develop.

Over the past year, we continued to invest meaningfully in these proprietary systems, incorporating advanced data analytics, machine learning, and artificial intelligence. These investments have already contributed to improvements in client experience and operating efficiency, with additional benefits expected as these capabilities continue to scale.

Looking ahead, Raisr will further refine its focus by prioritizing its back office SaaS platform to support the increasingly complex regulatory environment faced by registered advisors and dealers. At the same time, CSS will continue to expand its role in supporting private issuers’ transfer agency, corporate trust, and administrative needs—services that align closely with our core competencies and longstanding market presence.

While it receives fewer words in this discussion, we are equally enthusiastic about the relaunch of Olympia Benefits and the upcoming mid-year deployment of its new proprietary operating system. Replacing legacy software with a modern proprietary platform at a time of rapid technological advancement in artificial intelligence and automation positions this division well for renewed growth. What’s even more exciting is that we will now truly get to see this division unleashed under the stewardship of Neil McCullagh whom we expect will take it to new heights by establishing relationships with new referral partners, reigniting past ones, and enhancing our online sales channels as well.

Olympia Currency and Global Payments Inc., like many foreign exchange companies, had an extremely challenging year with volumes being at historical lows due to the economic uncertainty that comes with the tariff rollercoaster. We intend to reduce costs where appropriate this coming year and revisit its strategic importance to the company.

Finally, OTC’s preparations and internal processes for federal continuance are nearing completion, with only a small number of outstanding items remaining that we intend to address in the near term. Once finalized, we both hope for and anticipate approval to commence operations as a federal institution. This will allow us to market our services in Ontario and pursue new opportunities unavailable to provincially regulated entities.

In summary, while interest rates declined in 2025, the year was an important one for Olympia. We focused on strengthening our foundation, investing in our systems, refining our strategic priorities, and positioning the organization for sustainable long term growth in a market where we have deep expertise and a proven track record.



A handwritten signature in black ink, appearing to read 'Rick Skauge'.

Rick Skauge
*President and
Chief Executive Officer*



A handwritten signature in black ink, appearing to read 'Craig Skauge'.

Craig Skauge
Executive Vice President

MANAGEMENT'S DISCUSSION AND ANALYSIS

This Management's Discussion and Analysis ("MD&A") is provided to enable a reader to assess the financial position and results of operations of Olympia Financial Group Inc. ("Olympia") for the year ended December 31, 2025.

This MD&A should be read in conjunction with Olympia's audited consolidated financial statements ("consolidated financial statements") for the year ended December 31, 2025, and December 31, 2024, as well as the MD&A found in Olympia's 2024 Annual Report, together with the audited consolidated financial statements and accompanying notes for the years ended December 31, 2024 and 2023. These consolidated financial statements have been prepared in accordance with IFRS Accounting Standards

Amounts are presented in Canadian dollars, Olympia's functional currency. All references to \$ are to Canadian dollars and references to US\$ are to United States dollars.

This report, and the information provided herein, is dated as at February 27, 2026. Additional information about Olympia, including quarterly and annual reports, is available on Olympia's website at www.olympiafinancial.com and on SEDAR at www.sedarplus.ca.

Cautionary note regarding forward-looking statements

Certain statements contained in this MD&A may constitute forward-looking statements. These statements relate to future events or Olympia's future performance. All statements, other than statements of historical fact, may be forward-looking statements. Forward-looking statements are often, but not always, identified by the use of words such as "seek," "anticipate," "plan," "continue," "estimate," "expect," "may," "will," "project," "predict," "propose," "potential," "targeting," "intend," "could," "might," "should," "believe," and similar expressions. These statements involve known and unknown risks, uncertainties and other factors that may cause actual results or events to differ significantly from those anticipated in such forward-looking statements. Olympia believes that the expectations reflected in those forward-looking statements are reasonable, based on the information available on the date such statements are made and the process used to prepare the information, but no assurance can be given that these expectations will prove to be correct. Any forward-looking statements included in this MD&A should not be unduly relied upon by investors, as actual results may vary. These statements speak only as of the date of this MD&A and are expressly qualified, in their entirety, by this cautionary statement.

These assumptions include, but are not limited to, management expectations with respect to:

- fluctuations in interest rates and currency values;
- changes in monetary policy;
- changes in economic and political conditions;
- legislative and regulatory developments;
- results from legal proceedings and disputes;
- the level of competition in Olympia's markets;
- the occurrence of weather related and other natural catastrophes;
- changes in accounting standards and policies;
- the accuracy and completeness of information Olympia receives about customers and counterparties;
- the ability to attract and retain key personnel;
- changes in tax laws;
- technological developments;
- cyber security risks;
- costs related to operations remaining consistent with historical experiences; and
- management's ability to anticipate and manage risks associated with these factors.

Olympia's actual results could differ significantly from those anticipated in the forward-looking statements contained herein as a result of the risk factors set forth herein.

Although Olympia's management has attempted to identify important factors that could cause actual results to differ significantly from those contained in forward-looking statements, there may be other factors that cause results to not be as anticipated, estimated or intended. Forward-looking statements contained herein are made as of the date of this MD&A and Olympia disclaims any obligation to update any forward-looking statements if circumstances or management's beliefs, expectations or opinions should change, whether as a result of new information, future events or otherwise, unless required by applicable securities laws.

Olympia's business

Olympia was formed under the *Business Corporations Act* (Alberta) and is headquartered in Calgary, Alberta. Olympia is a reporting issuer in British Columbia, Alberta, and Ontario and its common shares are listed on the Toronto Stock Exchange ("TSX"). The majority of Olympia's business is conducted through its wholly owned subsidiary Olympia Trust Company ("Olympia Trust"), a non-deposit taking trust corporation.

Olympia Trust received its letters patent on September 6, 1995, authorizing the formation of a trust corporation to be registered under the *Loan and Trust Corporations Act* (Alberta). Olympia Trust is licensed to conduct trust activities in Alberta, British Columbia, Saskatchewan, Manitoba, Quebec, Newfoundland and Labrador, Prince Edward Island, New Brunswick, and Nova Scotia. The Investment Account Services ("IAS") division and Corporate and Shareholder Services ("CSS") division conduct business under Olympia Trust.

Olympia Benefits Inc. ("Olympia Benefits") was incorporated on May 4, 2006, under the *Business Corporations Act* (Alberta). The Private Health Services Plan ("Health") division and Rair (formerly Exempt Edge) division conduct business under Olympia Benefits, a wholly owned subsidiary of Olympia.

Olympia Currency and Global Payments Inc. ("OCGP") was incorporated, under the *Business Corporations Act* on December 6, 2022, as a wholly owned subsidiary of Olympia. OCGP began operations on January 1, 2024, when it entered into an asset conveyance agreement with Olympia Trust and took over operations of the Currency and Global Payments ("CGP") division.



SUMMARY OF QUARTERLY RESULTS

The following table sets forth a summary of Olympia's quarterly results for each of the last eight quarters. The quarterly results have been derived from financial information prepared in accordance with IFRS Accounting Standards.

Quarterly Summary

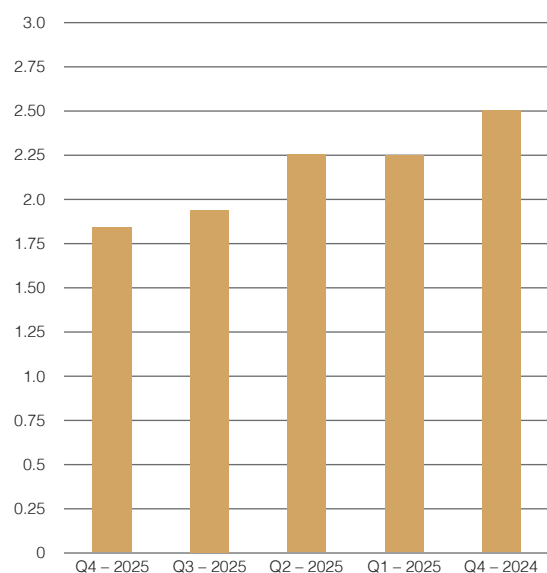
(\$ thousands)	Dec. 31 2025	Sep. 30 2025	Jun. 30 2025	Mar. 31 2025	Dec. 31 2024	Sep. 30 2024	Jun. 30 2024	Mar. 31 2024
Service revenue	12,906	12,105	12,950	12,035	12,253	11,498	12,161	11,870
Trust, interest & other income	11,205	11,698	12,612	13,353	13,796	13,687	14,062	13,593
Expenses	(18,298)	(17,530)	(18,424)	(18,259)	(18,300)	(17,247)	(18,422)	(17,976)
Other (losses)/gains, net	(6)	(4)	7	(6)	(1)	4	6	16
Earnings before income taxes	5,807	6,269	7,145	7,123	7,748	7,942	7,807	7,503
Net earnings	4,396	4,634	5,424	5,401	6,009	6,277	5,891	5,742
Earnings per share - basic & diluted (\$)	1.83	1.93	2.25	2.24	2.50	2.61	2.45	2.39
Dividends per share (\$)	1.80	1.80	1.80	1.80	1.80	1.80	1.80	1.80

Overview and financial highlights for the three-month period ended December 31, 2025, when compared to the three-month period ended December 31, 2024

- Total net earnings and comprehensive income decreased 27% to \$4.40 million from \$6.01 million.
- Total revenue decreased 7% to \$24.11 million from \$26.05 million due to a decrease in trust income.
- Service revenue increased 5% to \$12.91 million from \$12.25 million mainly due to an increase in monthly and transaction fees related to account growth within the IAS division.
- Trust, interest, and other income decreased 19% to \$11.21 million from \$13.80 million mainly due to a decrease in interest rates on trust fund placements made over the previous 12 months.

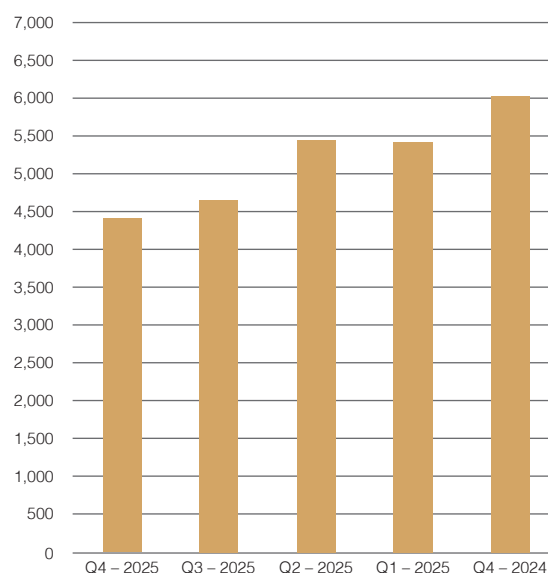
- Total expenses remained consistent at \$18.30 million.
- Earnings before income tax decreased 25% to \$5.81 million from \$7.75 million.
- Income tax expense is recognized based on the estimated average annual income tax rate for the full financial year. A tax rate of 24% was used for the year ended December 31, 2025, which is consistent with the prior year.
- Basic and diluted earnings per share attributable to the shareholders of Olympia decreased 27% to \$1.83 per share from \$2.50 per share.

EPS PER QUARTER (\$)



Q4 – 2025	1.83
Q3 – 2025	1.93
Q2 – 2025	2.25
Q1 – 2025	2.24
Q4 – 2024	2.50

NET EARNINGS PER QUARTER (\$ 000)



Q4 – 2025	4,396
Q3 – 2025	4,634
Q2 – 2025	5,424
Q1 – 2025	5,401
Q4 – 2024	6,009



Olympia volunteering at the Between Friends 2025 Jingle Bell Gala

Objectives for 2026

Management has set the following major objectives. These objectives are aligned with the strategic priorities of the Company and build on initiatives undertaken in prior years.

Investment Accounts Services division

In 2026, the IAS division will continue to focus on enhancing operational efficiency and maintaining service quality through the continued use of technology and process improvement. Management will seek to increase and support its established role in providing self directed registered plan account services for investors in private market securities.

Subject to Olympia Trust Company's continuance as a federal trust company, IAS intends to pursue expanded business development activities in Ontario. These efforts are expected to focus on private issuers, mortgages, related market intermediaries, and service providers. IAS will also continue to evaluate opportunities to develop additional account opening channels in an evolving capital market.

Corporate and Shareholder Services division

In 2026, the CSS division will continue to focus on expanding its transfer agent, corporate trustee services, administration services, and transactional expertise with a targeted focus on the growing Canadian private market. Management will also assess opportunities to broaden CSS's service offering to support issuers across multiple channels, including the potential provision of integrated and specialized fund administration services.

Planned investments in technology during 2026 are intended to improve operational efficiency, enhance coordination with other divisions, and support a consistent client experience across Olympia's service offerings, while retaining existing service standards.

Private Health Services Plan division

During 2025, Olympia undertook a period of reinvestment in its Private Health Services Plan division. In 2026, management expects to deploy a new proprietary operating system adopting modern technologies that support improved administrative efficiency, reporting, and enhance customer experience. The new operating system is being targeted for implementation in the second quarter of 2026.

In conjunction with the operating system implementation, a new website is expected to be launched to support customer engagement. Management is preparing for a renewed focus on stakeholder engagement through targeted marketing initiatives. Management is also pursuing strategic partnerships related to technology, sales, and distribution with implementation anticipated during the second half of 2026.

Currency and Global Payments division

The Currency and Global Payments ("CGP") division continued to operate in a challenging environment due to reduced client activity. In 2026, management will continue to evaluate strategic options for CGP, including potential partnerships intended to enhance banking relationships, payments capabilities, and sales processes while exploring the division's strategic position within the Company.

Management will also begin scoping work related to the potential replacement of the division's operating system, with the objective of supporting future efficiency and scalability. Cost management will remain a focus as the business' strategic role is reviewed.

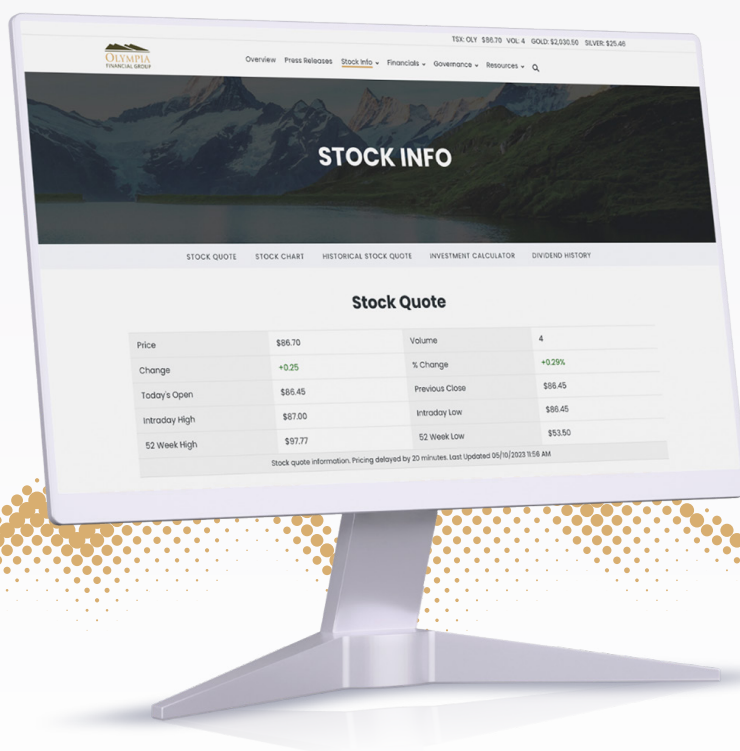
Raisr division

In 2026, Raisr will continue to focus on supporting its Issuer Edge and Dealer Edge platforms. The division will maintain client retention while encouraging further consolidation of issuer and dealer services into a connected back-office environment while increasing focus on the regulatory requirements and infrastructure needs of exempt market dealers in Canada.

Raisr will also continue to support the EdgeLink platform as infrastructure for Canada's private capital markets. Management intends to evaluate opportunities to introduce additional service offerings and pricing adjustments over time, with a focus on improving operating efficiencies.



Annual Lunch with the President to start Olympia's charitable giving season



OLYMPIA

INVESTOR RELATIONS



Press Releases



Stock Info



Financials



Governance

Olympia is committed to fostering transparency and communication with its investors, analysts, and stakeholders. Stay informed by visiting our central hub and gain access to essential information on Olympia's finances, governance and stock.

VISIT [IR.OLYMPIAFINANCIAL.COM](https://ir.olympiafinancial.com)

FINANCIAL ANALYSIS

Consolidated Balance Sheets as at

	December 31, 2025	December 31, 2024
ASSETS		
Current assets		
Cash & cash equivalents	\$ 10,746,475	\$ 12,864,513
Trade & other receivables	1,863,344	1,786,101
Interest receivable	27,320,717	19,774,957
Prepaid expenses	3,133,759	4,542,294
Income tax receivable	324,290	203,472
Derivative financial instruments	135,395	904,767
Total current assets	\$ 43,523,980	\$ 40,076,104
Non-current assets		
Interest receivable	\$ 63,788	\$ 4,198,375
Equipment & other	764,287	562,528
Intangible assets	4,015,589	3,205,568
Right-of-use assets	2,682,589	309,011
Financial assets at fair value through profit or loss	158,246	99,120
Deferred tax assets	1,412,002	1,092,078
Total non-current assets	\$ 9,096,501	\$ 9,466,680
Total assets	\$ 52,620,481	\$ 49,542,784
LIABILITIES		
Current liabilities		
Trade & other payables	\$ 1,967,872	\$ 2,025,811
Deferred revenue	1,222,115	1,041,151
Other liabilities & charges	1,549,365	1,437,664
Revolving credit facility	-	1,795,790
Lease liabilities	223,600	471,192
Derivative financial instruments	21,351	677,525
Income tax liability	374,881	154,384
Total current liabilities	\$ 5,359,184	\$ 7,603,517
Lease liabilities	\$ 2,816,674	\$ 24,242
Total liabilities	\$ 8,175,858	\$ 7,627,759
EQUITY		
Share capital	\$ 7,886,989	\$ 7,886,989
Contributed surplus	86,373	86,373
Retained earnings	36,471,261	33,941,663
Total equity	\$ 44,444,623	\$ 41,915,025
Total equity & liabilities	\$ 52,620,481	\$ 49,542,784

Cash and cash equivalents

Olympia continues to generate cash from its core businesses. As at December 31, 2025, cash reserves decreased by 16% to \$10.75 million (December 31, 2024 – \$12.86 million). This decrease is mainly due to additional investment in intangible assets during the year ended December 31, 2025.

Olympia's cash is placed with Canadian financial institutions where it generates interest. Cash and cash equivalents comprise 25% of the total current assets of Olympia as at December 31, 2025, compared to 32% as at December 31, 2024.

Trade and other receivables

Trade and other receivables are comprised largely of receivables from the IAS division's clients.

Olympia has allowances for doubtful accounts of \$0.68 million for the year ended December 31, 2025, compared to \$0.95 million as at December 31, 2024. Management is committed to a policy of closely monitoring risk and exposure in this area and actively pursues past due accounts through its internal collection process.

Interest receivable

Interest receivable of \$27.38 million (December 31, 2024 - \$23.97 million) is comprised largely of interest receivable on client funds held in trust at Canadian financial institutions.

Derivative financial instruments

Olympia purchases forward foreign exchange contracts when its CGP division enters into a transaction to buy or sell foreign currency in the future. These contracts are both short-term and long-term in nature, are in the normal course of business, and are used to manage foreign exchange exposure. Forward foreign exchange contracts are not designated as hedges and they are recorded at fair market value through profit or loss.

Forward foreign exchange contracts are recorded on Olympia's balance sheet as either an asset or liability, with changes in fair value included in net earnings. This accounting treatment resulted in the recognition of a forward foreign exchange contract asset of \$0.14 million as at December 31, 2025 (December 31, 2024 - \$0.90 million), and a forward foreign exchange contract liability of \$0.02 million as at December 31, 2025 (December 31, 2024 - \$0.68 million). The movement in the derivative financial instruments assets and liabilities is mainly due to the fluctuation of the Canadian and United States dollar, as a vast majority of CGP's trades are in Canadian and United States dollars. The number and size of outstanding forward foreign exchange contracts largely impacts the movement in the derivative financial instrument assets and liabilities, with the resultant change to fair value being recorded.

Intangible assets

The capital additions of \$2.78 million (December 31, 2024 - \$0.09 million) primarily relate to the acquisition of approximately 3,400 self-directed registered and non-registered investment accounts from Canadian Western Trust Company and investment in building new systems for the Health and CSS divisions.

Trade and other payables

The breakdown of Olympia's trade and other payables consists of trade payables (45%), government taxes payable (35%), agents & commissions payable (12%), and amounts due to related parties (8%).

Other liabilities and charges

Other liabilities and charges of \$1.55 million (December 31, 2024 - \$1.44 million) consists of bonus accruals, professional fees payable, employee benefits payable, and provisions for legal fees.

Deferred revenue

At December 31, 2025, deferred revenue totaled \$1.22 million compared to \$1.04 million as at December 31, 2024. This is comprised of annual fees billed by the Health, Rair and CSS divisions.

The unearned portion of these annual fees is recognized as deferred revenue at the time of billing and revenue is recognized on a straight-line basis in relation to Olympia rendering these services.

Employee share ownership plan

Olympia has established an employee share ownership plan. Under this plan, Olympia contributes \$1 for every \$1 contributed by an employee up to a maximum that is based on the employee's earnings and years of service. The employee and Olympia contributions are used to purchase common shares of Olympia through the facilities of the TSX. Olympia's contribution is included as an administrative expense in the statements of net earnings and comprehensive income and amounted to \$0.65 million for the year ended December 31, 2025 (December 31, 2024 – \$0.68 million).

Contingencies

Olympia is not a money lender, nor does it guarantee or participate in loans or mortgages of any type, except in its capacity as trustee of mortgages held on behalf of its clients.

Olympia is a defendant and plaintiff in a number of legal actions that arise in the normal course of business, the losses or gains from which, if any, are not anticipated to have a significant effect on the financial statements.

Related party transactions

Refer to note 28 of the consolidated financial statements for disclosure on Olympia's related party transaction in relation to the year ended December 31, 2025.

Olympia's President and CEO owns and controls 29.62% of Olympia's shares. During the year, Olympia entered into transactions with the following related parties:

- Companies controlled by the President and CEO of Olympia;
- Companies controlled by directors of Olympia Trust;
- Family members of the President; and
- Key management and directors.

The following transactions with related parties were measured at the exchange amount, which is the amount of consideration agreed to by the parties:

Administrative expenses	December 31, 2025	December 31, 2024
Companies controlled by the President & CEO (management fee)	\$ 9,042,849	\$ 9,990,384
Olympia Charitable Foundation	215,621	235,234
Companies controlled by the President & CEO	7,149	6,974
Companies controlled by directors of Olympia Trust	3,850	42,319
	\$ 9,269,469	\$ 10,274,911

Administrative expenses paid to related parties totaled \$9.27 million for the year ended December 31, 2025 (December 31, 2024 - \$10.27 million), and consisted of the following:

- Management fees are paid to Tarman ATM Inc. ("Tarman") based on a percentage of pre-tax profits of Olympia's divisions, except for the Health division, where the management fee is based on a percentage of health claims administered. These fees are for services provided as President and CEO of Olympia. For the year ended December 31, 2025, this amounted to \$9.04 million (December 31, 2024 - \$9.99 million).
- The Olympia Charitable Foundation is funded by Olympia and the employees of Olympia and is run by key management of

Olympia. Olympia matched donations totaling \$0.22 million for the year ended December 31, 2025 (December 31, 2024 - \$0.24 million).

- Fees paid to Apple Creek Golf Course Ltd., a company controlled by Olympia's President and CEO, of \$0.01 million (December 31, 2024 - \$0.01 million) for an employee appreciation golf tournament.
- Consulting fees were paid to a company controlled by a director of Olympia Trust. For the year ended December 31, 2025, this amounted to less than \$0.01 million (December 31, 2024 - \$0.04 million).

Trade & other receivables	December 31, 2025	December 31, 2024
Companies controlled by the President & CEO	\$ 54,103	\$ 72,708

Receivables from related parties totaled \$0.05 million as at December 31, 2025 (December 31, 2024 - \$0.07 million), and consisted mainly of the following:

- A receivable in the amount of \$0.05 million (December 31, 2024 - \$0.07 million) from Tarman, a company controlled by Olympia's President and CEO, for expense recoveries relating to administrative services provided.

- A receivable in the amount of \$0.01 million (December 31, 2024 - \$0.01 million) from Olympia ATM Ltd., a company controlled by the President and CEO, for expense recoveries relating to administrative services provided.

Trade & other payables and other liabilities & charges	December 31, 2025	December 31, 2024
Companies controlled by the President & CEO	\$ 186,615	\$ 441,566
Family members of the President & CEO	221,307	217,322
Directors' fees	101,844	132,836
Companies controlled by directors of Olympia Trust	-	34,729
	\$ 509,766	\$ 826,453

Payables to related parties totaled \$0.51 million as at December 31, 2025 (December 31, 2024 – \$0.83 million), and consisted mainly of the following:

- A management fee payable in the amount of \$0.07 million (December 31, 2024 - \$0.06 million) to Tarman, a company controlled by the President and CEO of Olympia, based on a percentage of health claims administered by the Health division.
- A management fee payable in the amount of \$0.12 million (December 31, 2024 - \$0.39 million) to Tarman, a company controlled by the President and CEO of Olympia, based on a percentage of pre-tax profits of Olympia's divisions.

- An amount payable to the Executive Vice President, a party related to the President and CEO, for bonuses earned of \$0.22 million (December 31, 2024 - \$0.22 million).

- A payable for directors' fees of \$0.10 million (December 31, 2024 - \$0.13 million).

- A payable to a company controlled by a director of Olympia Trust of \$nil (December 31, 2024 - \$0.03 million).

These payables are all current.

During the year, the CGP division executed spot foreign currency trades on behalf of the President and CEO of Olympia and for companies controlled by the President and CEO. These transactions were conducted at prevailing market rates and the revenue earned by the division was nominal.

Key management compensation

Compensation paid to key management is included in notes 19 and 28 of the consolidated financial statements. Key management includes the Board of Directors and executive team members of Olympia. Olympia uses management and/or employment contracts as a means to incent certain executives

to maximize the profitability of their applicable business units and the profitability of Olympia as a whole. The compensation paid or payable to key management is shown in the following table:

	December 31, 2025	December 31, 2024
Salaries & bonuses	\$ 12,344,028	\$ 13,595,180
Management fees	9,042,849	9,997,755
Directors fees	569,844	633,929
Short-term employee benefits	421,599	332,113
	\$ 22,378,320	\$ 24,558,977

Shareholders' equity

As at December 31, 2025 and December 31, 2024, Olympia had 2,406,336 outstanding shares with a carrying value of \$7.89 million.

Income taxes

Deferred income tax assets are recognized for loss carry-forward and other deductible temporary differences to the extent that the realization of the related tax benefit is probable through future taxable profits or other tax planning opportunities. The average corporate rate used for the year ended December 31, 2025, was 24% (December 31, 2024 – 24%).

ANALYSIS OF RESULTS BY SEGMENT

Investment Account Services Division

Summary of divisional results for the years ended December 31

(\$ thousands)	2025	2024	Variation
Service revenue	30,802	27,890	10%
Trust, interest & other income	46,264	51,285	-10%
Direct expenses	(80)	(98)	-18%
	76,986	79,077	-3%
Administrative expenses	(48,386)	(48,080)	1%
Bad debt expense	(496)	(321)	55%
Depreciation & amortization	(2,333)	(2,055)	14%
Other losses, net	(10)	(1)	>100%
Earnings before income tax	25,761	28,620	-10%
Income tax expense	(6,203)	(6,475)	-4%
Net earnings	19,558	22,145	-12%

The Investment Account Services division specializes in the administration of registered and non-registered plan accounts, including RRSPs, RRIFs, LIRAs, LIFs, and TFSAs. In contrast to traditional registered plan account administrators, Olympia's focus is on exempt market securities and arm's length mortgages. The holder of the account with Olympia will typically hold multiple exempt market securities or mortgages in their account.

Service revenue increased 10% to \$30.80 million from \$27.89 million when compared to the year ended December 31, 2024. This increase can be attributed to an increase in volume of monthly and transaction fees relating primarily to a growing customer base in part due to the acquisition of Canadian Western Trust Company accounts.

Trust, interest & other income decreased 10% to \$46.26 million from \$51.29 million when compared to the year ended December 31, 2024. This decrease can be attributed to a decrease in interest rates on trust fund placements made over the previous 12 months.

Expenses increased 1% to \$51.30 million from \$50.55 million when compared to the year ended December 31, 2024. This increase can be attributed to computer system upgrades utilizing advanced AI and business process automation.

Net earnings decreased 12% to \$19.56 million from \$22.15 million when compared to the year ended December 31, 2024.

The IAS division is responsible for 78% of Olympia's total revenue (including trust, interest, and other income), an increase from 77% when compared to the year ended December 31, 2024.

Service revenue increased 10% to \$30.80 million from \$27.89 million

10% ▲

Trust, interest & other income decreased 10% to \$46.26 million from \$51.29 million

10% ▼

Expenses increased 1% to \$51.30 million from \$50.55 million

1% ▲

Net earnings decreased 12% to \$19.56 million from \$22.15 million

12% ▼

ANALYSIS OF RESULTS BY SEGMENT

Private Health Services Plan Division

Summary of divisional results for the years ended December 31

(\$ thousands)	2025	2024	Variation
Service revenue	9,806	9,348	5%
Trust, interest & other income	519	957	-46%
Direct expenses	(1,888)	(1,792)	5%
	8,437	8,513	-1%
Administrative expenses	(4,817)	(5,037)	-4%
Depreciation & amortization	(90)	(57)	58%
Other losses, net	(1)	-	100%
Earnings before income tax	3,529	3,419	3%
Income tax expense	(1,042)	(808)	29%
Net earnings	2,487	2,611	-5%

The Private Health Services Plan division markets, sells, and administers health and wellness benefits to business owners. Health primarily serves professional and small corporations.

Service revenue increased 5% to \$9.81 million from \$9.35 million when compared to the year ended December 31, 2024. This increase can be attributed to growth in annual health spending accounts fees.

Trust, interest & other income decreased 46% to \$0.52 million from \$0.96 million when compared to the year ended December 31, 2024. This decrease can be attributed to a decrease in interest rates on funds held in trust.

Expenses decreased 1% to \$6.80 million from \$6.89 million when compared to the year ended December 31, 2024. This decrease can be attributed to a decrease in wage expenses.

Net earnings decreased 5% to \$2.49 million from \$2.61 million when compared to the year ended December 31, 2024.

The Health division is responsible for 10% of Olympia's total revenue (including trust, interest, and other income), which is consistent with the year ended December 31, 2024.

Service revenue increased 5% to \$9.81 million from \$9.35 million

5% ▲

Trust, interest & other income decreased 46% to \$0.52 million from \$0.96 million

46% ▼

Expenses decreased 1% to \$6.80 million from \$6.89 million

1% ▼

Net earnings decreased 5% to \$2.49 million from \$2.61 million

5% ▼

ANALYSIS OF RESULTS BY SEGMENT

Currency and Global Payments Division

Summary of divisional results for the years ended December 31

(\$ thousands)	2025	2024	Variation
Service revenue	4,739	6,404	-26%
Trust & interest income	442	797	-45%
Direct expenses	(968)	(1,439)	-33%
	4,213	5,762	-27%
Administrative expenses	(5,297)	(5,763)	-8%
Bad debt expense	(223)	-	100%
Depreciation & amortization	(104)	(91)	14%
Other gains, net	13	125	-90%
(Loss)/earnings before income tax	(1,398)	33	>100%
Income tax recovery/(expense)	314	(6)	>100%
Net (loss)/earnings	(1,084)	27	>100%

The Currency and Global Payments division allows corporations and private clients to buy and sell foreign currencies at competitive rates. The division offers its clients same-day transactions, as well as long-term forward contracts.

Service revenue decreased 26% to \$4.74 million from \$6.40 million when compared to the year ended December 31, 2024. This decrease can be attributed to lower trading volumes.

Trust and interest income decreased 45% to \$0.44 million from \$0.80 million when compared to the year ended December 31, 2024. This decrease can be attributed to a decrease in funds held in trust and a decrease in interest rates on the funds held in trust.

Expenses decreased 10% to \$6.59 million from \$7.29 million when compared to the year ended December 31, 2024. This decrease can be attributed to lower commissions.

Net loss increased more than 100% to \$1.08 million from net earnings of \$0.03 million when compared to the year ended December 31, 2024.

The CGP division is responsible for 5% of Olympia's total revenue (including trust, interest, and other income), a decrease from 7% when compared to the year ended December 31, 2024.

Service revenue decreased 26% to \$4.74 million from \$6.40 million

26% ▼

Trust & interest income decreased 45% to \$0.44 million from \$0.80 million

45% ▼

Expenses decreased 10% to \$6.59 million from \$7.29 million

10% ▼

Net loss increased more than 100% to \$1.08 million from net earnings of \$0.03 million

100% ▲

ANALYSIS OF RESULTS BY SEGMENT

Corporate and Shareholder Services Division

Summary of divisional results for the years ended December 31

(\$ thousands)	2025	2024	Variation
Service revenue ¹	3,072	2,668	15%
Trust, interest & other income	1,596	2,014	-21%
Direct expenses	(156)	(156)	0%
	4,512	4,526	0%
Administrative expenses	(4,786)	(3,923)	22%
Bad debt expense	(25)	(133)	-81%
Depreciation & amortization	(72)	(66)	9%
Other losses, net	(4)	-	100%
(Loss)/earnings before income tax	(375)	404	>100%
Income tax recovery/(expense)	90	(91)	>100%
Net (loss)/earnings	(285)	313	>100%

¹Included in service revenue are fees of \$94,625 (December 31, 2024 – \$96,500) for services provided by the Raisr division but invoiced by the CSS division.

The Corporate and Shareholder Services division provides transfer agent and registrar services to public and private issuers across Canada. The services provided by CSS include administering dividend reinvestments, acting as depository and disbursing agent for corporate reorganizations, assisting with shareholder solicitations, and scrutineering shareholder meetings.

Service revenue increased 15% to \$3.07 million from \$2.67 million when compared to the year ended December 31, 2024. This increase can be attributed to a growing customer base resulting in increased volume of monthly and transaction fees.

Trust, interest & other income decreased 21% to \$1.60 million from \$2.01 million when compared to the year ended December 31, 2024. This decrease can be attributed to a decrease in interest rates on funds held in trust.

Expenses increased 18% to \$5.04 million from \$4.28 million when compared to the year ended December 31, 2024. This increase can be attributed to increases in computer consultants related to the new system build, and computer licensing, support and maintenance, as well as wage expenses.

Net loss increased more than 100% to \$0.29 million from net earnings of \$0.31 million when compared to the year ended December 31, 2024.

The CSS division is responsible for 5% of Olympia's total revenue (including trust, interest, and other income), which is consistent with the year ended December 31, 2024.

Service revenue increased 15% to \$3.07 million from \$2.67 million

15% ▲

Trust, interest & other income decreased 21% to \$1.60 million from \$2.01 million

21% ▼

Expenses increased 18% to \$5.04 million from \$4.28 million

18% ▲

Net loss increased more than 100% to \$0.29 million from net earnings of \$0.31 million

100% ▲

ANALYSIS OF RESULTS BY SEGMENT

Raisr Division

Summary of divisional results for the years ended December 31

(\$ thousands)	2025	2024	Variation
Service revenue ¹	1,578	1,472	7%
Interest income	7	8	-13%
Direct expenses	(14)	(12)	17%
	1,571	1,468	7%
Administrative expenses	(2,466)	(2,211)	12%
Bad debt expense	(3)	(10)	-70%
Depreciation & amortization	(242)	(461)	-48%
Other losses, net	(1)	-	100%
Loss before income tax	(1,141)	(1,214)	-6%
Income tax recovery	337	287	17%
Net loss	(804)	(927)	-13%

¹Excluded from service revenue are fees of \$94,625 (December 31, 2024 – \$96,500) for services provided by the Raisr division but invoiced by the CSS division.

The Raisr division focuses on the provision of information technology services to private capital market dealers, registrants, and issuers.

Service revenue increased 7% to \$1.58 million from \$1.47 million when compared to the year ended December 31, 2024. This increase can be attributed to a growing customer base and an increase in monthly service fees.

Expenses increased 1% to \$2.73 million from \$2.69 million when compared to the year ended December 31, 2024. This increase can be attributed to an increase in computer consultant expenses and wage expenses.

Net loss decreased 13% to \$0.80 million from \$0.93 million when compared to the year ended December 31, 2024.

The Raisr division is responsible for 2% of Olympia's total revenue (including trust, interest, and other income), an increase from 1% when compared to the year ended December 31, 2024.

Service revenue increased 7% to \$1.58 million from \$1.47 million

7% ▲

Expenses increased 1% to \$2.73 million from \$2.69 million

1% ▲

Net loss decreased 13% to \$0.80 million from \$0.93 million

13% ▼

ANALYSIS OF RESULTS BY SEGMENT

Corporate Division

Summary of divisional results for the years ended December 31

(\$ thousands)	2025	2024	Variation
Interest & other income	38	77	-51%
	38	77	-51%
Administrative expenses	(67)	(239)	-72%
Other losses, net	(5)	(100)	-95%
Loss before income tax	(34)	(262)	-87%
Income tax recovery	17	12	42%
Net loss	(17)	(250)	-93%

The Corporate division carries out support functions in the areas of accounting, information technology, legal services, human resources, payroll, compliance, risk, and internal audit. Support function remuneration is allocated, based on usage, to the various divisions.

Total revenue earned is incidental to Olympia's activities.

Administrative expenses decreased 72% to \$0.07 million from \$0.24 million when compared to the year ended December 31, 2024 due to decreased interest expense on the revolving credit facility as rates decreased and the outstanding balance decreased to zero by year end.

Other losses, net, decreased 95% to \$0.01 million from \$0.10 million when compared to the year ended December 31, 2024.

The Corporate division's net loss decreased 93% to \$0.02 million from \$0.25 million when compared to the year ended December 31, 2024.

Off-balance sheet arrangements

During the normal course of operations, Olympia administers client assets that are not reported on its balance sheet. The cash

component of these off-balance sheet arrangements represent the cash and cash equivalents held in trust.

(\$ thousands)	December 31, 2025		December 31, 2024	
	Cash & public securities at estimated fair value	Private securities, mortgages & mutual funds at cost	Cash & public securities at estimated fair value	Private securities, mortgages & mutual funds at cost
Investment Account Services ¹	\$ 1,186,302	\$ 11,663,528	\$ 1,075,595	\$ 10,717,550
Corporate & Shareholder Services ²	325,437	-	225,643	-
Private Health Services Plan	15,954	-	15,211	-
Currency & Global Payments	13,245	-	10,220	-
Corporate Division	657	-	1,759	-
	\$ 1,541,595	\$ 11,663,528	\$ 1,328,428	\$ 10,717,550

¹The cash portion included in IAS is \$1.11 billion for the year ended December 31, 2025 (December 31, 2024 - \$963.74 million).

²Included in the CSS securities is \$16.54 million of public securities (December 31, 2024 - \$12.47 million).

Investment Account Services

At December 31, 2025, IAS administered self-directed registered and non-registered plans consisting of private company securities and mortgages with a cost value of \$11.66 billion (December 31, 2024 - \$10.72 billion) plus cash, public securities, term deposits, and outstanding cheques with an estimated fair value of \$1.19 billion (December 31, 2024 - \$1.08 billion). These assets are the property of the account holders and Olympia does not maintain effective control over the assets. Therefore, the assets are not reflected in these consolidated financial statements. IAS earned trust income from the cash portion of the assets held in trust of \$45.63 million for the year ended December 31, 2025 (December 31, 2024 - \$50.91 million).

Corporate and Shareholder Services

At December 31, 2025, CSS held funds in trust and outstanding cheques of \$325.44 million (December 31, 2024 - \$225.64 million) for clients who have hired Olympia Trust to provide trustee services. This includes approximately \$16.54 million (December 31, 2024 - \$12.47 million) of public securities held in trust. These assets are the property of the trust clients and Olympia does not maintain effective control over the assets. Therefore, the assets are not reflected in these consolidated financial statements.

Private Health Services Plan

At December 31, 2025, Health held funds in trust of \$15.95 million (December 31, 2024 - \$15.21 million) on behalf of its self-insured private health clients. These assets are the property of the plan holders and Olympia does not maintain effective control over the assets. Therefore, the assets are not reflected in these consolidated financial statements.

Currency and Global Payments

At December 31, 2025, CGP held funds in trust of \$13.24 million (December 31, 2024 - \$10.22 million) of client deposits and outstanding payments. These assets are the property of the contract holders and Olympia does not maintain effective control over the assets. Therefore, the assets are not reflected in these consolidated financial statements.

Corporate

At December 31, 2025, Corporate held funds in trust of \$0.66 million (December 31, 2024 - \$1.76 million) for clients who have paid margin requirements on forward foreign exchange contracts. These assets are the property of the contract holders and Olympia does not maintain effective control over the assets. Therefore, the assets are not reflected in these consolidated financial statements.

Management of capital resources

Olympia includes shareholders' equity, which comprises share capital, contributed surplus, and retained earnings, in the definition of capital. Olympia's main objectives when managing its capital structure are to:

- Maintain sufficient cash and cash equivalents over the short- and medium-term in order to finance its growth and development, including capital expenditures;
- Maintain regulatory capital for Olympia Trust as required by the *Loan and Trust Corporations Act* (Alberta) (\$2.00 million). Similar regulatory capital is required by legislation in Nova Scotia (\$5.00 million) and Saskatchewan (\$5.00 million). Regulatory capital is defined as share capital and retained earnings. Olympia Trust has maintained these minimum capital requirements throughout the year ended December 31, 2025; and
- Maintain compliance with financial covenants. The financial covenants are reviewed and controls are in place to maintain compliance with the covenants. Olympia complied with its financial covenants for the year ended December 31, 2025.

In managing capital, Olympia estimates its future dividend payments and capital expenditures, which are compared to planned business growth for purposes of sustainability. The capital structure of Olympia is managed and adjusted to reflect changes in economic conditions. In order to maintain or adjust the capital structure, adjustments may be made to the amount of dividends to shareholders, in addition to the number of new common shares issued or common shares repurchased. Management reviews the financial position of Olympia on a monthly and cumulative basis.

Financing decisions are set based on the timing and extent of expected operating and capital cash outlays. Factors considered when determining capital and the amount of operational cash required are weighed against the costs associated with excess cash, its terms and availability, whether to issue equity, and the creation of value for the shareholders. Olympia works towards managing its capital objectives to the extent possible while facing the challenges of market conditions and the public's assessment of Olympia's risk profile.

Olympia maintains a strong capital base to maintain investor and creditor confidence and to sustain future development of the business.

Olympia has committed capital resources to the Objectives for 2026 (set out previously) and has sufficient capital through internally generated cash flows and its credit facility to meet these spending objectives.

Completing and fulfilling the Objectives for 2026 will help Olympia meet its growth and development targets. No other significant expenditure is required to maintain growth and development activities. Olympia's capital management objectives have remained substantially unchanged over the periods presented.

Liquidity

Liquidity risk is the risk that Olympia will encounter difficulties in meeting its financial obligations. Olympia manages its liquidity risk by keeping surplus cash with highly rated financial institutions. This allows Olympia to earn interest on surplus cash while having access to it within a short time.

Olympia has a current ratio (current assets:current liabilities) of 8.12:1 as at December 31, 2025 (December 31, 2024 - 5.27:1). The increase in Olympia's current ratio is mainly due to an increase in interest receivable and to a decrease in the revolving credit facility as compared to December 31, 2024.

Cash flows

Operating activities

The movement in cash flow from operating activities for the year ended December 31, 2025, is mainly attributable to changes in working capital and interest receivable, when compared to the year ended December 31, 2024.

Investing activities

The movement in cash flow from investing activities during the year ended December 31, 2025, is mainly attributable to intangible assets with the acquisition of a client list from Canadian Western Trust Company and the software builds within the Health and CSS divisions.

Financing activities

The movement in cash flow from financing activities during the year ended December 31, 2025, is mainly attributable to the repayment of the revolving credit facility and the payment of dividends.

Cash and cash equivalents

Cash is placed with Canadian financial institutions where it generates interest. Cash and cash equivalents comprise 25% of the total current assets of Olympia, compared to 32% as at December 31, 2024.

Liquidity risks associated with financial instruments are addressed in the notes to the accompanying consolidated financial statements. Management understands that currency markets are volatile and therefore subject to higher risk.

Commitments

Olympia leases various offices under lease agreements. The initial lease terms are between thirty-six months and eighty-four months and the majority of lease agreements are renewable

at market rates when the lease period ends. Future aggregate contractual minimum lease payments are listed in the table below:

2026	\$	1,147,161
2027		1,377,045
2028		1,378,742
2029		2,054,329
2030		2,101,920
2031		2,101,920
2032		2,174,400
	\$	12,335,517

Excluded from lease commitments is the non-cash financing interest of \$2.01 million implicit in the lease liability.

Credit facility

As at December 31, 2025, Olympia has drawn \$nil on its \$15.00 million credit facility, compared to \$1.80 million drawn as at December 31, 2024. This facility is held by Olympia. The credit facility bears interest at the Canadian prime rate plus 0.25%. The Canadian prime rate was 4.45% at December 31, 2025, and 5.45% at December 31, 2024. The credit facility is subject to review at any time.

The credit facility contains a number of affirmative covenants, including maintaining specific security and financial ratios. The financial ratios are a quarterly cash flow coverage ratio of not less than 1.50:1, and a debt to tangible net worth of not more than 2.00:1. At December 31, 2025, Olympia's cash flow coverage

ratio under the terms of the credit facility was calculated to be 4.81:1 (December 31, 2024 – 5.49:1). At December 31, 2025, Olympia's debt to tangible net worth ratio under the terms of the credit facility was calculated to be 0.14:1 (December 31, 2024 – 0.12:1).

Security for the credit facility includes a general security agreement providing a first security interest in all present and subsequently acquired property.

On December 23, 2024, a foreign exchange guarantee, issued by Export Development Canada was signed by OCGP. The guarantee is valid from January 1, 2025 to December 31, 2025 for US\$4 million.

Credit facility	December 31, 2025	December 31, 2024
Maximum limit of line of credit	\$ 15,000,000	\$ 15,000,000
Drawn	-	(1,795,790)
Available, end of year	\$ 15,000,000	\$ 13,204,210

The total credit limit for the credit facility with Canadian Western Bank remained at \$15.00 million as at December 31, 2025.

Risk framework

Olympia operates in an environment that exposes it to various types of inherent risk that could impact operations, financial conditions, and organizational reputation. Management has identified the following risks:

- Liquidity risk
- Market risk
- Foreign currency exchange risk
- Interest rate risk

- Credit risk
- Capital risk management
- Operational risk which includes, but is not limited to cyber security risk, legislative risk, and competitor risk

Refer to note 6 of the consolidated financial statements for the year ended December 31, 2025, for disclosure on Olympia's above-mentioned risk framework.

Risk oversight and governance

Our Board of Directors, in conjunction with senior management, provides oversight of Olympia's risk management framework. Olympia maintains a dedicated Risk Committee that works to ensure that all identified risks are adequately assessed, mitigated, and monitored. Olympia also regularly reviews its risk management policies and practices to adapt to changing market conditions and emerging risks. Through these efforts, Olympia strives to ensure the continued stability, growth, and sustainability of the company, while safeguarding the interests of our clients, shareholders, and other stakeholders.

Liquidity risk

Liquidity risk is the risk that Olympia will encounter difficulties in meeting its financial obligations. Olympia manages its

liquidity risk by keeping surplus cash with highly rated financial institutions. This allows Olympia to earn interest on surplus cash while having access to it within a very short time.

Liquidity risk is associated with Olympia's credit facility. The credit facility is available to finance day-to-day operations to a maximum principal amount of \$15.00 million (December 31, 2024 – \$15.00 million) and bears interest at the Canadian prime rate plus 0.25%. For the year ended December 31, 2025, a balance of \$nil is outstanding (December 31, 2024 – \$1.80 million).

Security for the credit facility includes a general security agreement providing a first security interest in all present and subsequently acquired property.

The timing of cash outflows is outlined in the following tables:

At December 31, 2025	Current	31 to 60 days	61 to 90 days	Over 90 days	Total
Trade & other payables	\$ 1,725,725	\$ 208,410	\$ 33,737	\$ -	\$ 1,967,872
Other liabilities & charges	1,549,365	-	-	-	1,549,365
Income tax liability	374,881	-	-	-	374,881
Lease liabilities (current)	35,245	35,245	35,245	268,557	374,292
Lease liabilities (non-current)	-	-	-	3,324,696	3,324,696
Total	\$ 3,685,216	\$ 243,655	\$ 68,982	\$ 3,593,253	\$ 7,591,106
At December 31, 2024					
Trade & other payables	\$ 1,808,410	\$ 173,193	\$ 44,208	\$ -	\$ 2,025,811
Other liabilities & charges	1,437,664	-	-	-	1,437,664
Income tax liability	154,384	-	-	-	154,384
Lease liabilities (current)	43,972	43,972	43,972	345,655	477,571
Lease liabilities (non-current)	-	-	-	24,324	24,324
Total	\$ 3,444,430	\$ 217,165	\$ 88,180	\$ 369,979	\$ 4,119,754

As at December 31, 2025, trade and other payables totaled \$1.97 million (December 31, 2024 – \$2.03 million). Olympia continues to meet all of the obligations associated with its financial liabilities.

The aging of the undiscounted lease payments is outlined in the following table:

Undiscounted lease payments	Less than one year	One to two years	Two to three years	More than three years	Total undiscounted lease payments
At December 31, 2025 ¹	\$ 374,292	\$ 393,714	\$ 393,714	\$ 2,537,268	\$ 3,698,988
At December 31, 2024	\$ 477,571	\$ 24,324	\$ -	\$ -	\$ 501,895

¹Lease liability includes \$0.66 million in non-cash interest, not reflected in the above stated numbers.

The liquidity risk relating to derivative financial instruments payable is outlined in the following table:

	December 31, 2025	December 31, 2024
Current	\$ 2,570	\$ 82,504
31 to 60 days	1,339	345,419
61 to 90 days	4,944	76,255
Over 90 days	12,498	173,347
	\$ 21,351	\$ 677,525

Market risk

Market risk is the risk that the fair value or future cash flows of financial instruments will fluctuate because of changes in market prices, following variations in the parameters underlying their evaluation, such as interest rates, exchange rates or quoted stock market prices, and is comprised of currency risk and interest rate risk.

Foreign currency exchange risk

Olympia is exposed to changes in foreign exchange rates when, and if, revenues or financial instruments fluctuate because of changing rates. Transactions in the applicable financial market are executed consistent with established risk management policies. Olympia purchases forward contracts whenever it enters into a transaction to buy or sell foreign currency in the future. These contracts are both short-term and long-term in nature and are in the normal course of business. Management understands that the currency markets are volatile and therefore subject to higher risk.

Olympia applies the following policy to mitigate the currency risk:

- For forward contracts, a margin of 5% is payable on signature of the contract;
- Olympia sets up an off-setting position with its currency supplier; and
- If market rates vary by 4% or more, the client is required to adjust their margin to match the variance by the end of the trading day.

Olympia maintains various foreign currency bank accounts, of which Canadian dollar and United States dollar bank accounts are the most significant.

If the Canadian dollar exchange rate at December 31, 2025, were to have increased by \$0.10 relative to other currencies, it is estimated that Olympia's after-tax earnings for the year ended December 31, 2025, based on amounts shown in note 10 of the consolidated financial statements, would have decreased by approximately \$0.01 million (December 31, 2024 – \$0.02 million). A \$0.10 decrease in the Canadian dollar exchange rate relative

to other currencies would have had an equal but opposite effect. Most of CGP's trades are Canadian dollars traded for United States dollars and vice versa, although it trades in various other currencies. This sensitivity analysis assumes that all other variables remain constant.

Interest rate risk

Interest rate risk is the risk that the value of a financial instrument will fluctuate because of changes in market interest rates. Olympia is exposed to interest rate risk as the cash flows generated from Olympia's own cash (\$10.75 million) and the cash portion of the off-balance sheet arrangements (\$1.45 billion), from which Olympia earns trust income, are held in interest bearing instruments that may fluctuate in response to changes in market interest rates.

If the interest rates were to have increased by 1%, it is estimated that Olympia's after-tax earnings for the year ended December 31, 2025, would have increased by approximately \$11.09 million (December 31, 2024 – \$9.25 million). A 1% decrease in interest rates would have had an equal but opposite effect. This sensitivity analysis assumes that all other variables remain constant.

Credit risk

Credit risk is the risk that the counterparty to a financial asset will default, resulting in Olympia incurring a financial loss. Before significant transactions begin with a new counterparty, the counterparty's creditworthiness is assessed. The assessment practice considers both quantitative and qualitative factors.

Olympia constantly monitors the exposure to any single customer or counterparty along with the financial position of the customer or counterparty. If it is deemed that a customer or counterparty's financial position has become significantly weaker, Olympia will work to reduce the credit exposure. Olympia is exposed to credit risk on its cash and cash equivalents, trade and other receivables, interest receivable, and derivative financial instruments. The maximum exposure to credit risk of Olympia at the end of the year is the carrying value of cash and cash equivalents, trade and other receivables, interest receivable and derivative financial instruments.

Olympia mitigates its exposure to credit risk by maintaining its bank accounts with highly rated financial institutions. Olympia has policies and procedures in place to govern the credit risk it will assume. Trade and other receivables primarily include trade

receivables from the IAS division's clients. Interest receivable is comprised largely of interest receivable on client funds held in trust at Canadian financial institutions.

Trade & other receivables	December 31, 2025	December 31, 2024
Trade receivables	\$ 1,618,029	\$ 1,606,108
Other receivables	245,315	179,993
	\$ 1,863,344	\$ 1,786,101

As of December 31, 2025, impaired trade receivables net of allowances is \$0.68 million (December 31, 2024 – \$0.63 million). The aging of trade receivables is as follows:

Trade receivables	December 31, 2025	December 31, 2024
Current	\$ 544,059	\$ 561,503
31 to 60 days	16,335	74,313
61 to 90 days	381,055	339,148
Over 90 days	1,361,111	1,585,221
Allowance for doubtful accounts	(684,531)	(954,077)
	\$ 1,618,029	\$ 1,606,108

Trade receivables over 90 days are considered past due.

Allowance for doubtful accounts

The allowance for doubtful accounts is based on an account portfolio analysis. Movements on Olympia's provision for impairment of trade receivables are as follows:

	December 31, 2025	December 31, 2024
Balance, beginning of year	\$ 954,077	\$ 1,039,475
Increase in provision	746,141	462,900
Receivables written off, net	(1,015,687)	(548,298)
Balance, end of year	\$ 684,531	\$ 954,077

The balance relates to a number of independent clients which Olympia is actively pursuing through its internal collection process. Management considers the outstanding amounts to be recoverable.

The provision for impaired receivables has been included in bad debt expense in the consolidated statements of net earnings and comprehensive income. Amounts charged to the allowance account are generally written off when there is no expectation of recovering additional cash.

Interest receivable	December 31, 2025	December 31, 2024
Current	\$ 3,223,637	\$ 3,052,106
31 to 60 days	8,428,000	3,715,931
61 to 90 days	4,720,200	2,739,521
Over 90 days	10,948,880	10,267,399
	\$ 27,320,717	\$ 19,774,957
Non-current	\$ 63,788	\$ 4,198,375
	\$ 27,384,505	\$ 23,973,332

Derivative financial instruments receivable

The expected maturity relating to derivative financial instruments receivable and foreign exchange contracts is outlined in the following table:

	December 31, 2025	December 31, 2024
Current	\$ 11,567	\$ 98,844
31 to 60 days	9,284	457,317
61 to 90 days	30,523	115,646
Over 90 days	84,021	232,960
	\$ 135,395	\$ 904,767

Capital risk management

Olympia's objectives when managing capital are to safeguard Olympia's ability to continue as a going concern in order to provide returns and benefits to shareholders and to maintain an optimal capital structure to reduce the cost of capital and to meet minimum regulatory capital requirements. In order to maintain or adjust the capital structure, Olympia may adjust the amount of dividends paid to shareholders, return capital to shareholders, issue new shares, or repurchase shares.

Olympia includes shareholders' equity of \$44.44 million (December 31, 2024 – \$41.92 million) in the definition of capital. Shareholders' equity comprises share capital, contributed surplus, and retained earnings.

Olympia's main objectives when managing its capital structure are to:

- Maintain sufficient cash and cash equivalents over the short- and medium-term in order to finance its growth and development, including capital expenditures;
- Maintain investor and creditor confidence to sustain future development of the business. Olympia's objective when managing capital is to maintain adequate financial flexibility to preserve its ability to meet financial obligations. In managing capital, Olympia estimates its future dividend payments and capital expenditures, which is compared to planned business growth for purposes of sustainability;
- Maintain regulatory capital for Olympia Trust as required by the *Loan and Trust Corporations Act* (Alberta) (\$2.00 million). Similar regulatory capital is required by legislation in Nova Scotia (\$5.00 million) and Saskatchewan (\$5.00 million). Regulatory capital is defined as share capital and retained earnings. Olympia Trust has maintained these minimum capital requirements throughout the year ended December 31, 2025; and
- Maintain compliance with financial covenants. The financial covenants are reviewed quarterly and controls are in place to maintain compliance with the covenants. Olympia complied with its financial covenants for the year ended December 31, 2025.

The capital structure of Olympia is managed and adjusted to reflect changes in economic conditions. In support thereof, management reviews the financial position of Olympia on a monthly and cumulative basis. Financing decisions are set based on the timing and extent of expected operating and capital cash outlays. Factors considered when determining capital and the amount of operational cash requirements are weighed against the costs associated with excess cash, its terms and availability and whether to issue equity. Olympia works towards managing its capital objectives to the extent possible while facing the challenges of market conditions. Olympia's capital management objectives have remained substantively unchanged over the years presented.

Operational risks

Olympia maintains a robust operational risk management program designed to proactively identify, assess, mitigate, and monitor risks across all business activities. The program is embedded within day-to-day operations and supported by clear governance, defined risk ownership, and consistent risk assessment methodologies. Through a combination of standardized controls, incident and issue management, key risk indicators, and regular reporting, Olympia ensures emerging risks are identified early and addressed effectively. Ongoing testing, continuous improvement, and alignment with regulatory and industry best practices reinforce the program's effectiveness and support resilient, well-controlled operations that enable sustainable growth.

Management has identified the following major operational risks which could negatively affect Olympia's future strategies and objectives:

- The risk of fluctuations in interest rates and currency values negatively affecting Olympia's business;
- Legal developments and changes in tax laws;
- The risk that the regulatory environment in which Olympia carries out commercial activities may change;
- The level of competition in Olympia's markets;
- The risk of changes in accounting standards and policies;

- The risk that negative stakeholder impressions about Olympia's business practices, actions or inaction, whether true or not, could cause deterioration in Olympia's value, brand, liquidity, or customer base;
- The risk that general economic conditions could deteriorate and any significant downturn in capital markets or the general economy could negatively affect financial results; and
- The cyber security risk that failure of computer hardware, data processing systems, network access and software could interrupt operations or significantly impact Olympia's ability to deliver its services.

Olympia's corporate insurance program further mitigates certain operational risk exposures. Olympia looks to industry benchmarks as well as legal, regulatory and contractual requirements when deciding on types of coverage and limits. Coverage is placed at limits considered appropriate for Olympia's size, structure and type of operations. Olympia reviews the insurance program annually to ensure it remains well suited and compliant with regulations and requirements.

Emerging risks

In addition to the traditional risks that Olympia faces, Olympia recognizes the growing significance of emerging risks that could impact its business in the future. These include technological advancements, shifts in regulatory landscapes, and evolving market dynamics. As Olympia navigates an increasingly digital and interconnected world, it remains vigilant to the risks posed by new technologies such as artificial intelligence, blockchain, and automation, which could reshape the financial and fiduciary services we provide. Additionally, the regulatory environment continues to evolve, with new rules and compliance requirements which may present challenges for both Olympia's operations and client portfolios. Olympia is committed to closely monitoring these trends, proactively assessing their potential impact, and adjusting strategies to ensure that Olympia remains resilient and prepared for the opportunities and challenges these emerging risks may bring. Olympia's ongoing investments in risk management, technology, staff expertise, and regulatory compliance are designed to equip Olympia to manage these evolving risks effectively and continue to deliver secure, reliable, and innovative solutions to Olympia's clients.

Accounting policies

The financial information contained in the accompanying consolidated financial statements and this MD&A is prepared in accordance with IFRS Accounting Standards. The accounting policies adopted are consistent with those in the prior years except as noted below. In addition, some accounting policies, due to their nature, require further explanation.

Critical accounting estimates

The preparation of financial statements requires management to make judgments, estimates and assumptions based on currently available information that affects the application of accounting policies and the reported amounts of assets, liabilities, income, and expenses. Estimates and judgments are evaluated and are based on management's experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

However, actual results could differ from these estimates. By their very nature, these estimates are subject to measurement uncertainty, and the effect on the consolidated financial statements of future periods could be significant. Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognized in the period in which the estimates are revised and in any future periods affected.

In the process of applying Olympia's accounting policies, management has made the following judgments, estimates and assumptions which have the most significant effect on the amounts recognized in the consolidated financial statements.

(i) Allowance for doubtful accounts (note 6)

Olympia regularly performs a review of outstanding accounts receivable balances to determine eventual collectability. A provision for bad debt is recorded based on historical information or if an account is deemed uncollectable. Olympia applies the IFRS 9 simplified approach to measuring Expected Credit Losses ("ECL"), which uses a lifetime expected loss allowance for all trade receivables. Olympia holds trade receivables that do not have a significant financing component.

To determine the amount of the ECL to be recognized in the financial statements, Olympia has set up a provision matrix based on its historically observed default rates and overall knowledge of the business. Olympia adjusts the matrix for forward-looking estimates and has established that the expected credit loss should be calculated as follows:

- less than 90 days: nominal;
- more than 90 days but less than one year past due: 25% of carrying value;
- more than one year but less than two years past due: 70% of carrying value;
- more than two years but less than three years past due: 80% of carrying value; and
- three or more years past due: 100% of carrying value.

Olympia may recognize an additional allowance based on management's knowledge of the accounts, the assets held in the accounts, and current economic conditions.

Those accounts which are deemed uncollectable could

significantly change as a result of changes in a customer's financial situation. This includes risks associated with the gross receivable position on foreign exchange forward contracts, all of which are assessed regularly for impairment.

**(ii) Depreciation and amortization methods
(notes 11, 12 & 13)**

Olympia estimates the useful lives of equipment and other, intangible assets, and right-of-use assets, based on the period over which the assets are expected to be available for use.

The estimated useful lives are reviewed periodically and are updated if expectations differ from previous estimates due to physical wear and tear, technical or commercial obsolescence and legal or other limits on the use of the relevant assets. In addition, the estimation of the useful lives is based on internal technical evaluation, current facts and past experience with similar assets, and takes into consideration the anticipated expected life of the asset, existing long-term agreements and contracts, current and forecasted demand and the potential for technological obsolescence. It is possible, however, that future results of operations could be significantly affected by changes in estimates brought about in turn by changes in the factors mentioned above. The amounts and timing of recorded expenses for any period would also be affected by changes in these factors and circumstances.

(iii) Impairments (notes 6, 11, 12 & 13)

Olympia performs impairment tests of assets when indications of impairment exist. Application of judgment is required in determining whether an impairment test is warranted. Impairment exists when the carrying value of an asset or Cash-Generating Unit ("CGU") exceeds its recoverable amount, which is the higher of (a) its fair value less costs of disposal and (b) its value in use.

The fair value less costs of disposal calculation is based on the revenue multiple approach. The implied multiples are determined by utilizing multiples of comparable public companies. Olympia uses a revenue multiple valuation technique as it is more representative of what a market participant would consider.

The value in use calculation is based on a discounted cash flow model. The cash flows are derived from internal budgets and do not include restructuring activities that Olympia is not yet committed to or significant future investments that will enhance the asset's performance or the CGU being tested.

The recoverable amount is sensitive to revenue multiples, the discount rate used for the discounted cash flow model, the expected future cash flows, and the growth rate used for cash flow forecasts.

There is a certain amount of subjectivity and judgment in the determination of the recoverable amount calculation. Amounts stated in notes 6, 11, 12, and 13 are subject to measurement uncertainty, and the impact of differences between actual and

estimated amounts on the consolidated financial statements of future periods could be significant.

When indicators support that the asset is no longer impaired, Olympia will reverse impairment losses. Similar to the impairment, application of judgment is required to determine whether a reversal should be considered.

(iv) Income taxes (note 18)

Olympia calculates an income tax provision in each of the jurisdictions in which it operates. Estimation of income taxes includes evaluating the recoverability of deferred tax assets based on an assessment of the ability to use the underlying future tax deductions against future taxable income before the deductions expire. The assessment is based on existing tax laws and estimates of future taxable income. Further, there are transactions and calculations for which the ultimate tax determination is uncertain during the ordinary course of business. Provisions are made using the best estimate of the amount expected to be paid based on a qualitative assessment of all relevant factors. Olympia reviews the adequacy of these provisions at each reporting period. However, it is possible that at some future date an additional liability could result from audits by taxation authorities. Where the final outcome of these tax-related matters is different from the amounts that were initially recorded, such differences will affect the tax provisions in the period in which such determination is made.

(v) Revenue

Olympia applies judgment to determine whether fee revenue should be recognized on a gross basis or net of fees paid to the merchant or insurer for providing, processing, and maintaining the service to a customer. Pursuant to the guidance in IFRS 15, Olympia has assessed whether to record such payments as a reduction of associated service revenues or as a direct expense. Olympia determines whether the nature of its promise to customers is a performance obligation to provide the service itself or to arrange for that service to be provided by another party. Specific factors considered are, whether Olympia acts as the principal and is the primary obligor in performance obligations, provides the processing for the performance obligations, has significant influence over pricing and has the risks and rewards of ownership, including a variable earnings component and the risk of loss for collection. Olympia has full discretion over the price of the services and therefore has no unfulfilled obligations that could affect a client's acceptance of the service. As a result, for agreements under which Olympia acts as the principal, Olympia records the total amounts earned from the underlying performance obligations as service revenues and records the related merchant expense as a direct expense of operating revenues. However, for those agreements in which Olympia does not meet the criteria to qualify as the principal in a performance obligation, Olympia does not record the related fee revenue, as the rights associated with this revenue stream are attributable to the benefit of the merchant. Olympia records fee revenue under these arrangements on a net basis.

Whether Olympia is considered to be the principal or an agent in a performance obligation depends on analysis by management of both the legal form and substance of the agreement between Olympia and the merchant. Such judgments impact the amount of reported revenue and expenses, but do not impact reported assets, liabilities or cash flows.

(vi) Lease term

In determining the lease term, management considers all facts and circumstances that create an economic incentive to exercise an extension option, or not exercise a termination option. The assessment is reviewed if a significant event or a significant change in circumstances occurs which affects this assessment.

Future accounting pronouncements

There are two significant new or amended accounting standards issued during the year ended December 31, 2025, that are applicable to Olympia in future periods.

IFRS 9 and IFRS 7 amendments will be effective for annual reporting periods beginning on or after January 1, 2026, including for interim financial statements. The key new amendments include clarifying the date of recognition and derecognition of some financial assets and liabilities, clarifying and adding further guidance for assessing whether a financial asset meets the solely payments of principal and interest criterion, and adding new disclosures for certain instruments with contractual terms that can change cash flows such as instruments with features linked to the achievement of environment, social and governance targets. Olympia has not early adopted and does not anticipate that the amendments will have a material effect on the financial statements.

IFRS 18 will be effective for annual reporting periods beginning on or after January 1, 2027, including for interim financial statements. The key new concepts introduced in IFRS 18 relate to the structure of the statement of profit or loss; the required disclosures in the financial statements for 'management-defined performance measures'; and enhanced principles on aggregation and disaggregation. Olympia has not early adopted and is currently evaluating the impact, if any, this new standard might have on its financial statements.

Evaluation of disclosure controls and procedures and internal control over financial reporting

The President and Chief Executive Officer ("CEO") and Chief Financial Officer ("CFO") of Olympia are responsible for establishing and maintaining Disclosure Controls and Procedures ("DC&P") and Internal Controls over Financial Reporting ("ICFR") for Olympia.

DC&P are designed to provide reasonable assurance that material information relating to Olympia is made known to the CEO and CFO by others, particularly in the period in which the annual filings are being prepared, and that information required

to be disclosed in documents filed with securities regulatory authorities is recorded, processed, summarized and reported within the time periods specified in securities legislation, and includes controls and procedures designed to ensure that such information is accumulated and communicated to Olympia's management, including the CEO and CFO, as appropriate, to allow timely decisions regarding required disclosure. ICFR is designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with IFRS Accounting Standards.

In accordance with the requirements of National Instrument 52-109 "Certification of Disclosures in Issuer's Annual and Filings," an evaluation of the effectiveness of DC&P and ICFR was carried out under the supervision of the CEO and CFO as at December 31, 2025. Based on this evaluation, the CEO and CFO have concluded that Olympia's DC&P and ICFR are effective and are operating as intended.

Olympia's management, including the CEO and CFO, does not expect that Olympia's DC&P and ICFR will prevent or detect all misstatements or instances of fraud. The inherent limitations in all control systems are such that they can provide only reasonable, not absolute, assurance that all control issues, misstatements, or instances of fraud, if any, within Olympia have been detected.

There have been no changes in Olympia's internal controls over financial reporting that occurred during the period ended December 31, 2025, which have materially affected, or are reasonably likely to materially affect, Olympia's internal control over financial reporting.

Outstanding share data

As at February 27, 2026, Olympia has an aggregate of 2,406,336 common shares issued and outstanding.

Additional information

Further information regarding Olympia can be accessed under Olympia's public filings found at www.sedarplus.ca.

Shareholders seeking to contact Olympia's independent directors may do so by calling Rick Skauge, Olympia's President and CEO, at 403-261-7501 or by email at rick@olympiafinancial.com.



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Board Committees

¹ Audit Committee

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THE EXECUTIVE TEAM



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President and Chief Executive Officer



CRAIG SKAUGE

Executive Vice President
President, Olympia Trust Company



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