

SIERRA BANCORP

Reported by

OLAGUE MICHAEL

FORM 5

(Annual Statement of Changes in Beneficial Ownership)

Filed 02/03/26 for the Period Ending 12/31/25

Address 86 NORTH MAIN STREET
 PORTERVILLE, CA, 93257

Telephone 5597824900

 CIK 0001130144

Symbol BSRR

SIC Code 6022 - State Commercial Banks

Industry Banks

Sector Financials

Fiscal Year 12/31

FORM 5

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan that is intended to satisfy the affirmative defense conditions of Rule 10b5-1(c). See Instruction 10.

Form 3 Holdings Reported

Form 4 Transactions Reported

UNITED STATES SECURITIES AND EXCHANGE COMMISSION Washington, D.C. 20549

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ANNUAL STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP OF SECURITIES

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or
Section 30(h) of the Investment Company Act of 1940

| | | | | | | | | | | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|----------------------------------------------------------------------------------|--|--|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|
| 1. Name and Address of Reporting Person [*] Olague Michael (Last) (First) (Middle) 86 N MAIN STREET (Street) POTTERVILLE, CA 93257 (City) (State) (Zip) | | | 2. Issuer Name and Ticker or Trading Symbol SIERRA BANCORP [BSRR] | | | 5. Relationship of Reporting Person(s) to Issuer (Check all applicable) <input type="checkbox"/> Director <input type="checkbox"/> 10% Owner <input checked="" type="checkbox"/> Officer (give title below) <input type="checkbox"/> Other (specify below) EVPO/Chief Banking Officer | | | | | |
| | | | 3. Statement for Issuer's Fiscal Year Ended (MM/DD/YYYY) 12/31/2025 | | | 4. If Amendment, Date Original Filed(MM/DD/YYYY) | | | 6. Individual or Joint/Group Filing(Check Applicable Line) <input type="checkbox"/> Form Filed by One Reporting Person <input type="checkbox"/> Form Filed by More than One Reporting Person | | |

Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned

| 1. Title of Security (Instr. 3) | 2. Trans. Date 11/18/2025 | 2A. Deemed Execution Date, if any | 3. Trans. Code (Instr. 8) | 4. Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5) | | | 5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4) | | | 6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4) | 7. Nature of Indirect Beneficial Ownership (Instr. 4) |
|------------------------------------|------------------------------|-----------------------------------------|------------------------------|-------------------------------------------------------------------------|-----------------------------------------|------------------------------------|-----------------------------------------------------------------------------------------------------|--|--|-------------------------------------------------------------------------|-------------------------------------------------------------------|
| | | | | Amount | (A) or (D) | Price | | | | | |
| Common Stock | | | J4 | 915 | (1) | D | \$28.59 | | | 20,514 | D |
| Common Stock | | | | | | | | | | 8,809 | D |

Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

| 1. Title of Derivative Security (Instr. 3) | 2. Conversion or Exercise Price of Derivative Security | 3. Trans. Date | 3A. Deemed Execution Date, if any | 4. Trans. Code (Instr. 8) | 5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5) | | 6. Date Exercisable and Expiration Date (MM/DD/YYYY) | 7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4) | 8. Price of Derivative Security (Instr. 5) | 9. Number of Derivative Securities Beneficially Owned at End of Issuer's Fiscal Year (Instr. 4) | 10. Ownership Form of Derivative Security: Direct (D) or Indirect (I) (Instr. 4) | 11. Nature of Indirect Beneficial Ownership (Instr. 4) |
|--------------------------------------------------|--------------------------------------------------------------------|-------------------|-----------------------------------------|---------------------------------|----------------------------------------------------------------------------------------------------|-----|------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|
| | | | | | (A) | (D) | | | | | | |
| | | | | | | | | | | | | |

Explanation of Responses:

(1) The performance awards issued on November 18, 2022, included 3,517 target shares and 1,759 excess shares for exceeding performance targets. The performance awards vesting on November 18, 2025, included 844 shares of the 1,759 total excess performance shares granted. The remaining 915 shares of excess performance awards granted were not earned and did not vest because the remaining performance criteria were not achieved and thus, those 915 shares were forfeited on November 18, 2025.

Reporting Owners

| Reporting Owner Name / Address | Relationships | | | |
|----------------------------------------------------------------------------------|---------------|-----------|-----------------------------------|-------|
| | Director | 10% Owner | Officer | Other |
| Olague Michael 86 N MAIN STREET POTTERVILLE, CA 93257 | | | EVPO/Chief Banking Officer | |

Signatures

/s/ Michael Olague

2/2/2026

^{**}Signature of Reporting Person

Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

* If the form is filed by more than one reporting person, *see* Instruction 4(b)(v).

** Intentional misstatements or omissions of facts constitute Federal Criminal Violations. *See* 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, *see* Instruction 6 for procedure.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB control number.