

Our path is progress.

2025 ANNUAL REPORT



Passumpsic Bancorp

PASSUMPSIC BANCORP, INC.

President's Letter



James A. Kisch
President & CEO

As we continue to navigate the obstacles that come with an often unpredictable economy and the rapid evolution of technology, success is never a guarantee; far from it, in fact. But as I approach my 10-year anniversary with Passumpsic Bank, I have learned that this organization rises and responds, treating every challenge it is faced with as an opportunity. True to form, Team Passumpsic demonstrated remarkable adaptability in 2025, meeting our customers' needs, creating opportunities for our neighbors and partners, and growing Passumpsic Bank once again. All this despite a laundry list of challenges that included: persistent inflation; a difficult housing market; tariff uncertainty that has caused volatility in the market; and the unexpected drop in Canadian tourism.

Growth areas for Passumpsic in 2025 included business loans and deposit relationships, positive indicators of the health of our markets as well as the confidence our business community has in us. Our continued commitment to our customers' success, high level of service, and competitively designed products have been well-received, and the great success of our deposit-gathering efforts is a testament to that.

Financial Health

The Bank also demonstrated robust financial health and fiscal strength in 2025. We successfully balanced our commitments to a triple bottom-line, effectively balancing significant investment to community causes, a strong mission, and earnings that ensure future growth. This success was underpinned by our diversified business model, with all business units contributing to earnings and growth that exceeded our overall budget targets, allowing us to reach our full stride.

Passumpsic Bank remains deeply committed to fostering prosperity in the communities we serve by leveraging our strong financial position. As a well-capitalized institution, our capital ratio significantly exceeds regulatory requirements. This financial soundness, supported by conservative reserves and ample liquidity, allows us to continue to grow responsibly and meet the wide-range of banking needs of our customers. This stability has enabled us to actively finance dozens of high-profile development projects and sponsor hundreds of local events and programs across our regional footprint.

It's About Connection

Our commitment is to the people in our region. Team Passumpsic is dedicated to expanding and deepening our connections with everyone who lives or works in the communities we proudly serve. We believe that a strong relationship with our customers is the foundation for achieving financial success.

This year, we introduced Passumpsic Connect, a new suite of digital experiences that can be maximized as a comprehensive financial wellness tool. This platform is designed to strengthen our already robust relationships with you, our valued customers, and deliver the signature, highly personalized service you've come to expect. We are making the next generation of tools and resources available wherever and whenever you bank, empowering you to better connect with your finances and allowing us to serve you more effectively along your life's adventures.

Our mission to **build trust**, **empower growth**, and **enrich our communities** guides every in-person and digital experience we engineer and introduce. We promise to be there for you through every stage of life, as long as you need us.



BUILDING
trust

EMPOWERING
growth

ENRICHING
communities



Continued on next page...

President's Letter *(continued)*

Team News

The dedication to serving our customers and communities is sustained by our remarkable team. Let's celebrate some team members' recent accomplishments:

Michael Worden, Financial Consultant, retired from the bank this past October.

Mike joined the Bank in July of 2015 working in the same capacity throughout his tenure.

Jeffrey Pierpont, Organizational Development Officer, retired this past December.

Jeff joined the Bank in 2011, working in the loan department and in organizational development during his 14 years of service. **Doris Koelnich**, Customer Support Specialist, also retired in December after 28 years of service. Doris held a number of positions during her time at The Bank. **Tina Johnson**, Secondary Market Officer, retired from Northeast Home Loan this past August. Tina joined the team in August of 2000, working in the same capacity throughout her career. Each of these team members provided a great deal of knowledge and expertise throughout their banking careers and we wish them well!

With retirements and personnel development come new opportunities for members of Team Passumpsic:

Ellen Stanley was promoted to Senior Commercial Banker

Pam Sanderson was promoted to Branch Operations & Risk Administrator

Chris Bechanan, Chief Innovation Officer, was promoted to Senior Vice President

Angela Roy, Investment Strategist, was promoted to Vice President

Camden Beck, Commercial Loan Administrator, was promoted to Assistant Vice President

Allie Beliveau was promoted to Junior Residential Loan Advisor

Timothy Ufford-Chase was promoted to Junior Financial Consultant

Jaime Gaboriault was promoted to Customer Support and Operations Officer

Lisa Damian was promoted to Director of Loan Operations & Support Services

Sherry Snow was promoted to Director of Finance, Markets & Risk



Financials

Passumpsic Bancorp, Inc. & Subsidiaries

Years Ended December 31, 2025 and December 31, 2024

CONSOLIDATED BALANCE SHEETS

	2025	2024
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ASSETS

Cash and due from banks	\$ 93,271,770	\$ 73,227,438
Investment securities	130,339,958	112,003,524
Loans, net	645,059,167	636,425,189
Premises and fixed assets	13,830,152	12,419,196
Other assets	60,233,983	61,018,068
Total assets	<u>\$ 942,735,030</u>	<u>\$ 895,093,415</u>

LIABILITIES AND EQUITY

LIABILITIES

Deposits	\$ 761,352,520	\$ 716,887,219
Other borrowings	44,237,137	50,237,137
Accrued interest and other liabilities	15,207,274	15,373,179
Total liabilities	<u>\$ 820,796,931</u>	<u>\$ 782,497,535</u>

EQUITY

Retained earnings and other equity	<u>\$ 121,938,099</u>	<u>\$ 112,595,880</u>
Total liabilities & equity	<u>\$ 942,735,030</u>	<u>\$ 895,093,415</u>
Off balance sheet standby letters of credit	<u>\$ 727,500</u>	<u>\$ 1,507,000</u>

Our path is progress



Progress. It's a strong word that represents forward momentum and growth, capturing the essence of Passumpsic Bank as a strong financial institution and dedicated community partner. We see progress in our communities when a local business opens its doors or expands. Progress shines when a family steps into a new home for the first time. Progress happens when a student has that light-bulb moment and gains confidence learning to manage money. When these things occur, it feeds the shared community success that keeps us strong and moving forward together on a path to an even brighter future. How fortunate are we to be here for it all, helping our customers every step of the way, wherever they're at in life.



Marketing that drives impact

Our marketing focus in 2025 was about more than telling stories; it was about strategic influence and measurable impact. It was about targeting customers with personalized marketing, products, and services that align with milestones in their lives or, as we like to say, their next adventure. We were successful in:

- Helping our customers achieve their goals while reinforcing their loyalty and trust
- Elevating Passumpsic's visibility across digital channels and in-branch
- Strengthening relationships with local businesses, civic leaders, and community partners

Investing in the communities we serve

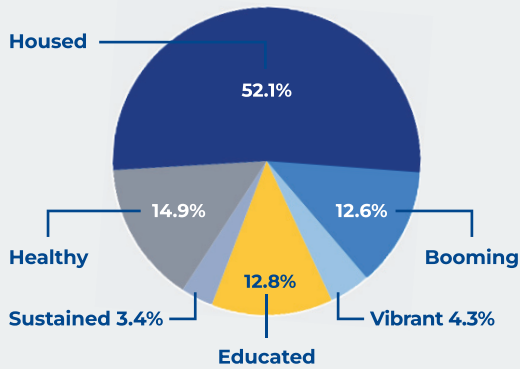
Community engagement is at the heart of our marketing strategy. In 2025, we participated in local events, supported schools, and empowered businesses, all with purpose and care. We're proud to be invested in the long-term vitality of the communities we serve, and our learnings from 2025 have positioned us for a bright future. Our path is progress, and we will advance thoughtfully and intentionally, giving all of our customers, wherever they're at in their lives, the tools they need to reach their goals.



Community Impact

Passumpsic Bank turned connection into action in 2025, guided by our mission: Building trust. Empowering growth. Enriching communities. This momentum benefitted customers, supported partners, and strengthened communities. Every interaction, event, and initiative reflects a single idea: progress will continue when everyone is working together, moving forward on the same path.

FINANCIAL INVESTMENTS



Our charitable contributions, volunteer engagement, and major donations to local non-profits exemplify Passumpsic Bank's commitment in action. In 2025, **85 team members** contributed over **5,000 hours** to volunteer engagements and attended over **300 events**. Passumpsic Bank invested **\$1,107,602.41** to **267 non-profit organizations** in Vermont and New Hampshire. Staff brought Credit Awareness education to **5 schools**, connecting with **96 high school students**. Across **11 senior centers**, staff engaged **291 local residents** in our efforts to increase fraud awareness and reduce vulnerability.



Strengthening people and local businesses

- Businesses moving forward**
 From startups to established businesses, we helped businesses grow and celebrated their success and importance to the local economy.
- Milestones of all sizes**
 Students gaining financial independence, families buying their first home, and retirees planning for the future highlight why our work matters.
- Learning Together**
 Workshops and school programs gave people practical knowledge and the confidence to pursue their goals.

Engaging community and local partners

- Events with purpose**
 From fairs to civic celebrations, we participated not just as a bank, but as a partner invested in collective progress.
- Amplifying voices locally**
 Social media and customer testimonials highlighted the achievements and experiences of those we serve, demonstrating our shared commitment to community vitality.



Passumpsic Bank

TRUSTEES

Gregory C. Eastman, *Chair*

Steven E. Larrabee
Robert W. Snowman
Jeffrey A. Gilman
Bruce C. Palmer

James A. Kisch
Eva M. Hayes
Tracy A. P. Zschau
Shawn P. Tester

Dennise R. Casey
James Murphy

OFFICERS

James A. Kisch
President and Chief Executive Officer

Richard F. Lyon
Executive Vice President, Chief Financial Officer, Treasurer; Assistant Secretary

Mary A. Cote
Senior Vice President, Head of Retail Banking and Customer Support

Alycia Vosinek
Senior Vice President, Head of Lending

Ryan J. Stewart
Senior Vice President, Managing Director Passumpsic Financial Advisors

Chris Bechanan
Senior Vice President, Chief Innovation Officer

Robbie M. Hallett
Senior Vice President, Human Resources

Barbara E.V. Hatch
Senior Vice President, Chief Marketing Officer

Kathleen C. Zita
Assistant Vice President, Corporate Secretary

Abbie W. Ruffner
Vice President, Information Security

Donna M. Hamilton
Vice President, Compliance, BSA

Pamela A. Sanderson
Vice President, Branch Operations and Risk Administrator

Dawn C. Shatney
Vice President, Loan Operations Manager

Holly Ingerson
Vice President, Controller, CRA Officer

Stan Glinka
Vice President, Growth & Experience Officer

OFFICERS / BRANCH MANAGERS

ST. JOHNSBURY

Angela Payeur
Assistant Vice President, Branch Manager

Jacquelyn Patridge
Vice President, Commercial Banking

Camden Beck
Assistant Vice President, Commercial Loan Administrator

Melanie Carter
Assistant Vice President, Compliance Officer

Timothy Willard
Assistant Vice President, IT Manager

DANVILLE

Tonya Munding
Branch Manager, Assistant Treasurer

LYNDONVILLE
Renee Powers
Assistant Vice President, Branch Manager

Heather S. Tanner
Vice President, Commercial Banking

ISLAND POND
Renee Powers
Assistant Vice President, Branch Manager

NEWPORT

Carol Starr
Assistant Vice President, Branch Manager

Ellen V. Stanley
Vice President, Senior Commercial Banker

Kate Stallman
Commercial Banking

LITTLETON
Barbara Clark
Assistant Vice President, Branch Manager

Tina Lunderville
Assistant Vice President, Commercial Banking

WHITEFIELD

Barbara Clark
Assistant Vice President, Branch Manager

LANCASTER
Holly Fortin
Assistant Vice President, Branch Manager

Julie Aldrich
Assistant Vice President, Commercial Banker

GROVETON
Holly Fortin
Assistant Vice President, Branch Manager

PASSUMPSIC FINANCIAL ADVISORS

Ryan J. Stewart *Senior Vice President, Managing Director, Passumpsic Bank*

Angela "Anjo" Roy *Vice President, Investment Strategist Passumpsic Bank*

Daphne Bullock *Vice President, Trust Administrator and Operations Manager, Passumpsic Bank*

Robert Thompson* *Assistant Vice President, Passumpsic Bank Financial Consultant, Osaic Institutions*

Ryan Thompson* *Assistant Vice President, Passumpsic Bank Financial Consultant, Osaic Institutions*

Information Accurate as of January 31, 2026

*Osaic Institutions registered representative. See disclosure on back cover.

Passumpsic Bancorp, Inc.

DIRECTORS

Gregory C. Eastman, *Chair*
Steven E. Larrabee
Robert W. Snowman
Jeffrey A. Gilman
Bruce C. Palmer
James A. Kisch
Eva M. Hayes
Tracy A. P. Zschau
Shawn P. Tester
Dennise R. Casey
James Murphy

OFFICERS

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James A. Kisch
President and Chief Executive Officer
Richard F. Lyon *Treasurer, Assistant Secretary*
Alycia Vosinek
Vice President
Ryan J. Stewart
Vice President
Mary A. Cote
Vice President
Chris Bechanan
Vice President
Barbara E.V. Hatch
Vice President
Kathleen C. Zita
Corporate Secretary

CORPORATORS

Suzanne L. Batchelder
Christopher Bean
Lyndsay Beattie
Gregory Brown
Dennise R. Casey
Maurice E. Chaloux
Joseph L. Choquette
Amanda Cochrane
Brian G. Cook
Denise Deschenes
Mark Desrochers
Gregory C. Eastman
Elijah Emerson
Robert L. Fotter
Wendy Franklin
Jody Fried
Christian Gainer
Jeffrey A. Gilman
Bradley Grant
Heidi Gwynn
Zachariah G. Hatch
Hubert W. Hawkins, IV
Eva M. Hayes
Stacey Hicks
Erin Quatrini-Hill
Charles C. Horvath
Meagan Howard
Dan Hughes
Daniel W. Keenan
James A. Kisch
Craig O. Lantagne
Jason Larrabee
Steven E. Larrabee
Charles R. Lawrence
Michael D. Lee
Shannon K. Lenzini
Daniel P. Lussier
Carol Lyon
Nicholas Maclure
Peter McAlenney
John P. Monette
Nikki Barrett Morrison
James Murphy
Benjamin Gaetjens-Oleson
Steven J. O'Rourke
Bruce C. Palmer
Ryan Pronto
John L. Riff
David Rochefort
Laural Ruggles
Charles J. Schmidt
Bradley M. Shattuck
Samuel P. Shippee
Kyle Sipples
Robert W. Snowman
Douglas B. Spates
Grant Spates
Lowell (Chip) Spillane
Marjorie Ste. Marie
Debra Harris Stinehour
Shawn P. Tester
W. Thomas Turek
R. Gerald Webber
Mike Welch
Brittney L. Wilson
Keith Young
Tiffany Lussier Young
Tracy A. P. Zschau

Northeast Home Loan, LLC

BOARD

James A. Kisch, *Chair*
Richard F. Lyon
Alycia Vosinek
Lisa Damian
Sherry Snow

OFFICERS

Lisa Damian, *Senior Vice President, Director of Support Services & Loan Operations*
Jay Ebbighausen, *Senior Vice President, Compliance Officer*
Sherry Snow, *Senior Vice President, Director of Finance, Markets and Risk*
David P. Johndrow, *Vice President, Business Development & Account Management*
Kathleen C. Zita, *Secretary*



12 Locations in the Northeast Kingdom of VT, Central VT and Northern NH.

VERMONT

St. Johnsbury

497 Railroad Street
(802) 748-3196

St. Johnsbury Center

1242 Memorial Drive
(800) 370-3196

Berlin

282 Berlin Mall Road
(800) 370-3196

Danville

53 Route 2 West
(800) 370-3196

Lyndonville

62 Broad Street
(800) 370-3196

Island Pond

49 Mill Street Ext.
(800) 370-3196

Newport

1 Gardner Street
(800) 370-3196

Williston

Loan Production Office
300 Cornerstone Drive
Suite #110
(800) 370-3196

NEW HAMPSHIRE

Littleton

81 Meadow Street
(800) 370-3196

Whitefield

20 Jefferson Road
(800) 370-3196

Lancaster

117 Main Street
(800) 370-3196

Groveton

40 State Street
(800) 370-3196

Visit us online at www.passumpsicbank.com

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Passumpsic Financial Advisors is a trade name of Passumpsic Bank.