

## Statement of Financial Condition

For the years ending December 31, 2025 and 2024 (in thousands)

| <b>ASSETS</b>             | <b>2025</b>         | <b>2024</b>         |          |
|---------------------------|---------------------|---------------------|----------|
| Cash                      | \$ 5,989            | \$ 5,124            |          |
| <b>Loans, Net</b>         |                     |                     |          |
| Real Estate               | 948,899             | 960,027             |          |
| Consumer                  | 140,026             | 143,733             |          |
| Commercial                | 110,302             | 117,768             |          |
| <b>Total Loans, Net</b>   | <b>1,199,227</b>    | <b>1,221,528</b>    | <b>1</b> |
| Investments               | 868,150             | 720,929             |          |
| Property & Equipment, Net | 27,413              | 28,525              |          |
| Other Assets              | 78,269              | 82,606              |          |
| <b>Total Assets</b>       | <b>\$ 2,179,048</b> | <b>\$ 2,058,712</b> |          |

## LIABILITIES & EQUITY

| <b>Liabilities</b>                    | <b>2025</b>         | <b>2024</b>         |          |
|---------------------------------------|---------------------|---------------------|----------|
| Deposits                              | \$ 1,816,046        | \$ 1,729,398        | <b>2</b> |
| Borrowed Funds                        | -                   | -                   |          |
| Interest Payable & Other Liabilities  | 24,433              | 20,132              |          |
| <b>Total Liabilities</b>              | <b>1,840,479</b>    | <b>1,749,530</b>    |          |
| <b>Equity</b>                         |                     |                     |          |
| Total Equity                          | 338,569             | 309,182             | <b>3</b> |
| <b>Total Liabilities &amp; Equity</b> | <b>\$ 2,179,048</b> | <b>\$ 2,058,712</b> |          |

## Statement of Income

For the years ending December 31, 2025 and 2024 (in thousands)

|                                  | <b>2025</b>      | <b>2024</b>      |          |
|----------------------------------|------------------|------------------|----------|
| Interest Income                  | \$ 78,611        | \$ 69,940        |          |
| Interest Expense                 | (23,622)         | (21,729)         |          |
| <b>Net Interest Income</b>       | <b>54,989</b>    | <b>48,211</b>    | <b>4</b> |
| Provision for Credit Losses      | (703)            | (523)            | <b>5</b> |
| Non-Interest Income              | 21,823           | 20,958           | <b>6</b> |
| Operating Expense                | (59,296)         | (55,622)         | <b>7</b> |
| Income Before Income Tax Expense | 16,813           | 13,024           |          |
| Income Tax Expense               | (3,857)          | (2,762)          |          |
| <b>Net Income</b>                | <b>\$ 12,956</b> | <b>\$ 10,262</b> | <b>8</b> |

See notes on reverse side.

# A message from our Board Chair and CEO:

2025 was a successful year for Think, made possible by the trust and confidence of our customers. As we launched our three year strategic plan, we strengthened clarity, alignment, and collaboration across the organization—always guided by our commitment to serve you better. By staying focused on your needs, we delivered strong financial results, expanded lending and services, and made meaningful investments in our people and technology despite challenging market conditions. Above all, we are grateful for the relationships we share and the belief you place in Think, which continues to inspire our team and position everyone for long-term success.



John Wade, Chair, Board of Directors



Jenny Hosfeld, President & CEO

## Notes to the report

- Loans, Net** | Loans decreased \$22.3 million due to decreases in both first mortgage and commercial loan portfolios. Total loan originations were \$307.8 million in 2025, increasing \$25.3 million from 2024; however, the on-going selling of 30 year fixed-rate real estate mortgages into the secondary market continues to reduce overall balances.
- Deposits** | Certificate deposits grew \$63.0 million while core deposits increased \$23.6 million, resulting in an overall increase of \$86.6 million.
- Equity** | Equity (capital) increased by \$29.4 million in 2025. Our community bank leverage ratio decreased to 16.68% as asset growth slightly outpaced growth in retained earnings. The following table illustrates our strong regulatory capital ratios:

| Regulatory Capital Ratio      | 2025   | 2024   | *Well Capitalized |
|-------------------------------|--------|--------|-------------------|
| Community Bank Leverage Ratio | 16.68% | 16.75% | 9.0%              |

\*Minimum regulatory capital ratio to be considered "well capitalized."

- Net Interest Income** | Net Interest Income increased \$6.8 million as a result of higher loan and investment interest partially offset by higher deposit rates (interest expense).
- Provision for Credit Losses** | Provision for credit losses increased \$180 thousand versus 2024, but remain below historical averages, as loan charge-offs remain low, and asset quality remained strong. Think's net charge-off and non-performing loan ratios were 0.04% and 0.21%, both of which are significantly below their corresponding industry averages (0.42% and 0.94%, respectively).
- Non-Interest Income** | Non-Interest Income increased \$865 thousand due to higher financial planning and insurance revenues.
- Operating Expenses** | Operating expenses increased \$3.7 million or 6.6% over 2024. The increase is due to the continued focus on investing in our people, organization, and customers while ensuring efficient use of company resources.
- Net Income** | Net Income increased \$2.7 million from 2024 and finished at \$13.0 million with an ROA of 0.61%.

## Management

**Jenny Hosfeld** President / Chief Executive Officer  
**Nate Boyer** SVP / Chief Financial Officer  
**Chad DeCook** SVP / Chief Credit Officer  
**Larry Guse** SVP / Chief People Officer  
**Jeff Ihrke** SVP / Chief Risk Officer  
**Greg Layton** SVP / Chief Commercial Banking Officer  
**Chad Murray** SVP / Chief Marketing Officer  
**Tammy Pfeffer** SVP / Financial Services  
**Becky Wendland** SVP / Chief Technology & Innovation Officer

## Board of Directors

**John Wade** Chair  
**Melissa Brinkman** Vice Chair  
**Paul Mackin** Secretary  
**Jenny Hosfeld** Director  
**Dennis Dahlen** Director  
**Robert Ehren** Director  
**Sara Patrick** Director  
**Jill Rock** Director  
**Virginia Witherspoon** Director

Think Bank has eight branch offices in Minnesota.  
Headquarters: 5200 Members Pkwy NW, Rochester, MN 55901

Member FDIC