Walden Mutual Bank

2025

ANNUAL REPORT: A LOOK BACK AT OUR 2025

PUBLISHED ON

MAY 7, 2026



2025: A Year in Review

HIGHLIGHTS



STILL GROWING

The community we're building kept expanding in 2025. Our team (24 people strong), base of individual depositors (more than 3,000), and collection of organizations we serve (now over 590) all grew at exciting clips over the past year.

$51k+

BUILDING BRIDGES

Part of our vision for change is connecting food ecosystem stakeholders to each other. Our Summer Farm Dividend program reimbursed more than $51,000 in purchases at food ecosystem businesses, and Partner Perks funded $18,000 in cashback for purchases made at mission-aligned businesses.

6.7x

INTEREST

We paid more than 6.7x the national savings rate average in 2025. As a mutual, we're working to maximize value for our community of partner owners - including through interest and savings on fees.

$129M

LOANS

- Closed 113 new loans, and now have $129M in net loans – providing capital to mission-aligned businesses across our region and beyond.
- 31% of our new loans have gone to women-owned/ operated businesses
- 13% have gone to small farms
- 42% of the time, we're the only loan offer on the table from a bank – part of our vision for serving people and businesses that have historically been underserved.

$171M

TOTAL ASSETS

Our assets grew by nearly 40% year-over-year, to an end-of-year total of more than $171M.



GLIMPSES OF PROFIT

Although a profitable full fiscal year was elusive, we had several profitable months, and made significant progress towards break even profitability on an ongoing basis.

CEO Reflections

Dear Partner:

If you asked the average Texas public school teacher if they would like to invest in a chemical company offering exceptional returns, but dumping carcinogens into the water supply a few miles upstream from their hometown, what might they say?

My guess is that they would pass on the investment, and perhaps even hold up a sign in protest.

But when the teacher is four or five steps removed from the decision, that is not what happens. The Teacher Retirement System of Texas (TRS) invests in, for example, a fund of funds, which then invests in a private equity fund, which invests in a company, which is run by managers. Four or more layers of agents are theoretically working on behalf of the principals (teachers). The original principal-agent theory says that the issue at hand is that the agents will act in their own self-interest, enriching themselves instead of the principals. And that is certainly relevant here given the fee structures of some of these funds (and below market returns to boot). But the theory – and increasingly, state law in Texas and many other states – also assumes the sole interest of Texas public school teachers is to maximize their returns through all legal means, unconstrained by any other consideration. Is it?

We cannot solve the principal-agent problem for Texas teachers. But contrast this structure with one of our 2025 initiatives: We offered community members the opportunity to invest in a co-branded CD that backed a working capital loan for the fledgling Assabet Co-op Market in Maynard, Massachusetts. Without this backing, the co-op would have otherwise not had access to a loan. And customers would have lacked a mechanism to support their co-op. In this context, the self-interest of the investor – many of whom were themselves member-customers of the co-op – takes on a more holistic meaning.

Instead of layers upon layers of financial intermediaries obscuring where our dollars are invested, what if there is an alternative dedicated to (re)building these bridges? We believe reconnecting borrowers and depositors in a myriad of impactful ways can result in profound economic, environmental, and cultural outcomes. That is foundationally the promise of our bank. If done well, it will set us on a path to build a truly enduring institution.

A note we recently received from a partner says it better:

I wanted to take a moment to let you know how local Walden Mutual is, and how personal — last week one of our CSA members asked for a receipt so that she could submit it for a summer dividend reimbursement. Talk about local dollars making the rounds. The same day, a neighbor came up to us at a local farm stand where we deliver, wearing his Walden Mutual hat, and asked if they could get on our milk subscription. I take proud credit for turning both of these individuals onto Walden back in the early days, when we were merely account holders and not Seedlings borrowers. Little did we know then how much the bank would come to play a role in our farm and our neighborhood. We are so grateful that you are our bank and really stand by your mission. It allows us to fulfill ours, of growing food and community.

2025 RESULTS

We celebrated a lot of milestones this year. We ended the year with $171 million in assets, up roughly $50m (40%) over 2024, having not yet quite hit our third anniversary from opening. We approached break even profitability. We started massive projects to implement Salesforce and a new digital account opening solution. We launched our Spend Local and Save Local accounts. We closed 113 individual loans and added 670 new retail accounts. It often takes three months for a new hire to acclimate, and another three months to start being truly productive. Given that we added 40% of our staff in the last 12 months, this list feels all the more meaningful.

We are proud to say that we have a strong foundation for an enduring institution: Over 3,000 retail depositors across 48 states, and over 500 partner businesses. A brand that looks nothing like a bank and feels timely in the current climate. A staff keen on delivering a partner experience that feels more like Zingerman's Deli than Bank of America. A blossoming Seedlings program that is funding truly underserved entrepreneurs and developing the underpinnings of an innovative peer-based underwriting model. A passion and a commitment to build something meaningful in the world.

I am grateful to be working with an exceptional group of people, surrounded by a unique set of stakeholders that share our interest in accomplishing something meaningful in the ecosystems that sustain us. Thank you. As always, please give us a shout anytime - if you are in the Concord or Boston area, I am always up for a cup of coffee.

Sincerely,



Charley Cummings
PRESIDENT & CEO

Our Ambitions



LOOKING BACK

In 2025, we wanted to further clarify our approach to impact, confirm the financial viability of our business model, and take a step forward in the development of our team. We're proud of the ground we covered:

1. GALVANIZING OUR IMPACT STRATEGY

2025 brought a wider range of potential borrowers than the year before, and we spent the year in conversations about how best to map those organizations and deals to our mission. We iterated on the scorecard-like tool we've historically used to decide which deals are good mission fits, and coming into 2026, we're rolling out a new principles-based approach that we believe will help chart a consistent course in situations that often feel ambiguous.

2. FROM A PROFITABLE MONTH TO A PROFITABLE YEAR (ALMOST)

We had a taste of a couple profitable months, but as a result of a worse than expected performance of some USDA guaranteed loans, we just missed this in 2025. Nonetheless we're right at the threshold of crossing this chasm, which we're especially proud of, as the market environment has shifted rather dramatically over the course of the past few quarters.

3. OUR EVOLVING CULTURE

Our team grew significantly in 2025. We continue to focus on the development of our lending operation, and finding the right organizational structure to support them – and 2025 provided a useful foundation for future iterations.





LOOKING AHEAD

Over the course of the rest of this calendar year, we're focused on:

1. DEFINING "MISSION-ALIGNMENT" IN LENDING

From the beginning, we've been grappling with the question: What makes an organization or individual loan sufficiently aligned with our mission to uphold the promise we've made to our depositors? Depositors choose Walden because they want to feel good about the ends their dollars serve; what does that mean when an opportunity presents itself to our lenders? We've tried several rules-based approaches in the past, where check boxes equate to black and white "yes/no" decisions. This year, we're working to deploy a more principles-based, goal-oriented framework that better equips our team to navigate ambiguity as our loan portfolio grows.

2. TECHNOLOGY FOUNDATIONS

In our infancy, our primary concern was getting the doors open. That concern led us to heavy reliance on out-of-the-box solutions from a limited set of vendors. Now, after three years of operations, we're thinking longer-term about the technology that will enable us to maximize our impact. From better configuring Salesforce to ensuring we have the data infrastructure necessary to inform business strategy, 2026 will include a series of milestone technology investments that will lay the foundation for who we want to become.

3. RESILIENCE

2025 included important progress in our journey to fill critical gaps – a full-time compliance officer, a dedicated marketer, a specialist in loan servicing. But entering 2026, there are still places where one person going on vacation necessitates Herculean efforts by the rest of the team to pick up the slack. By the end of the year, it's our ambition for that to be different. More layers of redundancy make us more resilient when (predictably) the unpredictable occurs. Key hires, better tooling, and process improvement will all play key roles in this effort.

The path we are charting is a long one that takes patience and perseverance, but we could not think of better partners in the journey than you.



The Rest *of* the Story

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01

Our Business And Our Impact



HUDSON, NEW YORK

Mel the Bakery

melthebakery.com *@melthebakery*



WHO THEY ARE

At the helm of Mel the Bakery is owner and founder Nora Allen, and at the heart of the bakery is a devotion to neighborhood, community, and craft. Mel offers a thoughtful selection of hearth-baked sourdough breads and seasonal pastries, sourcing grain from organic local and regional farms. Every loaf and pastry is handmade with deep respect for the timeless craft of baking. From wheat berry to loaf, fresh-milled grain is not only more nutritious — it also strengthens the regional agricultural economy. Mel mills all of their rye, einkorn, and whole wheat flour in-house to enhance nutrition, fermentation, and flavor in every dough. At Mel, the team fundamentally believes that good grain makes great bread and pastry. They prioritize working with local and regional makers and producers, and believe that quality ingredients make great products — and when experienced in an accessible, kind space, they are unforgettable. Supporting the local and regional food economy is central to the business. Building community through baking is at the heart of everything they do.

LOAN OVERVIEW

Working capital line of credit, and a term loan which was used to purchase bakery equipment.

IN NORA'S WORDS

"Walden's people know what small business, local food entrepreneurs care about and need, and the fact that they want to be there to support those ideas and those visions is really special and unique."



Impact Taking Root



BY JOE YORK
SVP – Partners & Impact

INTRODUCTION

This time a year ago, we invested several pages in our 2024 Annual Report describing our "theory of change," attempting to answer the question of how we see our business affecting the change described in our mission. Twelve months later, my eyes are a little wider open to the realities of how impact comes to life.

Well-intentioned white papers and strategy are great, but real impact is proving to be less theoretical…and much more tactical.

This year, as we think about impact, there's a series of realities that lay bare why making positive and lasting change of any sort takes time and discipline. Growing businesses in our world are shaped by the incentives offered by the system they exist within, so it's no wonder that most organizations (despite best intentions) often default to a familiar short-term, profit-driven form. To go the other way is to cut against the grain, which inevitably comes with friction. Here are some varieties of friction we're learning to navigate ourselves, in case you find yourself trying to chart a course down a road less traveled.

INNOVATIVE BUSINESSES REQUIRE NEW MENTAL MODELS

At its best, Walden can drive substantial social and environmental impact (and possesses, as a result, a sustainable competitive advantage) by straddling the line between categories. We're a bank, but without the baggage. We're a start-up, but we have heavy regulatory obligations. We're mission-built, but not a nonprofit.

Given our multiple personalities, we've attracted a team with a more diverse set of backgrounds than you might expect — from career bankers (like Debbie, our CFO) who value the simplicity of black and white and like to minimize risk, to creatives (like Amanda, marketing manager) who prefer ambiguity if it's in service of beauty or ease of use, to technologists (like Avril, integration engineer) who are driven by logic and think in systems. Getting those worldviews to coexist — and actually complement one another — takes intention.

One shape that intentionality takes: New and different mental models. When a problem or opportunity arises, it's easy to respond with "How did this work at my last job?" But that misses the opportunity to create something new that better blends the unique elements of Walden's identity. We win when we have a bigger toolbox of problem-solving paradigms to draw from. Instead of "How has this been done before?", we could ask: "What's best for our partners? What's simplest? What minimizes the chances of the worst-case scenario?"

One way we've operationalized that ethos is "Code Blues." In situations where defaulting to the status quo feels misaligned, we intentionally slow the process down. We've recognized we can't do that every time, but when the stakes are sufficiently high, the investment is worthwhile. We define the problem, challenge assumptions, explore alternatives, and then choose a path that fits who we are — even if it requires more effort upfront. In our early days, we called partners any time they moved $5,000 or more in or out of an account for the first time. After a "Code Blue," we came up with an alternative to verify the request that mitigated risk even more effectively — while reducing friction for partners and our internal staff.

DEVIATION FROM THE NORM MEANS DISCOMFORT

Most businesses handle themselves similarly, because doing things differently (even if it sounds better on paper) is like swimming upstream. For example, the same split personalities mentioned above make decisions like the selection of a software vendor unexpectedly complicated. In some cases, we're choosing from providers designed for community banks, who (generally) aren't growing as fast as us, have physical bank branches, and care relatively less about things like mission and digital experience. In other situations, we're choosing from options

designed for non-banks, who operate with less concern for regulatory and compliance considerations. In both circumstances, we're square pegs in other peoples' round holes. Picking spots where it's worth creating something new that fits us perfectly versus making do with what's available is an art form we're still mastering.

PRIORITIZING THE LONG-TERM MEANS SHORT-TERM SACRIFICE

From inception, Walden was designed to serve long-term interests in a world that often prioritizes quarterly returns. The decision to pursue a bank charter in our mutual structure, for example, did not represent the most direct path between point A (idea) and point B (launch). As the first new mutual bank nationwide in 50 years, the regulators reviewing our application were familiarizing themselves with concepts that were decidedly not "modern." But the friction was worthwhile because the mutual structure's cooperative nature better aligns incentives with our long-term goals.

Each year, those same tradeoffs are weighed in our budgeting process. Even with our mutual structure, early supporters of the bank ("Special Depositors" — who provided the seed capital necessary to meet our reserve requirements) will eventually be owed a dividend that's based on profitability. Every dollar reinvested in people, technology, or interest rates narrows our profit margin. Ultimate approval of the budget (and striking that balance) sits with our Board of Directors. I've gone into those discussions personally with skepticism; how different can we really be from everybody else — subject to the same market forces?

But the members of our Board (from my observation) are much more missionaries than mercenaries. When there's been a hard choice to make about short-term return vs. long-term commitment to the mission, they've held the line.

Confronting these types of tensions can counter-intuitively feel good — in that they provide evidence that we're on the right path. If it was easy to do things differently and create the type of social and environmental impact we're working for, there'd be a lot more people doing it. That's our aspiration: To contribute to the collective effort to carve a new path, one that's less traveled, but that makes all the difference.





Have an idea for a nonprofit partner to co-host our next Seedling cohort?

Drop us a line at hello@waldenmutual.com

Seedlings Loan Readiness Program

For many emerging food and agriculture businesses, the traditional banking system presents a fundamental catch-22: you need credit to build credit. Walden's Seedlings Loan Readiness Program was designed to break that cycle.

Of the three (or four, or five, depending who you ask), "C's" of credit, "Character" has always been the most problematic. In the redlining era, this was often used as a pretext to only lend to people who looked and sounded a certain way. And in the modern era, banks have consolidated and scaled so rapidly that the character portion of a small business loan has devolved into a FICO score alone. We are aspiring to return to a relationship-based lending model powered by those on the ground, doing the work.

In partnership with area non-profits, including the Hannah Grimes Center for Entrepreneurship of Keene, City Seed of New Haven, Hope and Main of Providence, the Bread Bakers Guild of America, and others to come, we are developing a different sort of character test for small farm and business lending.

Rather than relying on FICO scores, this program relies on something more meaningful: demonstrated commitment. Through peer endorsements, community references, and active participation in the program itself, Seedlings participants demonstrate their loan readiness not only on paper, but in practice.

Launched with the pilot program in December of 2024, we are now commencing our fifth cohort of 5-7 businesses for an intensive eight-month journey. Guided by skilled facilitators, participants work through live case studies (each other's businesses) and deep dive into cash flow forecasting — connecting entrepreneurial passion to the financial literacy that lenders require. Participants have the opportunity to apply for a below-market-rate loan ($20,000 or more) through Walden Mutual, and are ready to walk into any banking relationship with confidence.

The program has benefited from — and passes regulatory muster as a result of — the outside guarantor support of Chris Lindstrom, Abby Rockefeller, Lisa Holmes and other anonymous supporters, and we're grateful to have them as partners.

LOAN OVERVIEW

To date, the program has served twenty-two businesses across four cohorts, deploying capital to entrepreneurs who may not have had another path to financing — including Revival Road Farm and East Alstead Roasting Co., whose stories you'll find on the following pages.

BEVERLY, MASSACHUSETTS

Revival Road Farm

revivalroadfarm.org *@revival_road_farm*





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WHO THEY ARE

Meet Anna Pierce-Slive and Siedric White of Revival Road Farm — a regenerative, reparative, diversified agrotourism organization that seeks to re-awaken soil health, revive joy and celebration on the land and fortify and expand the wellness of New England residents and beyond. RRF grows a hyper-diversified mix of vegetables, flowers and herbs — over 200 crops on just one acre. RRF works with top-tier restaurants in the Greater Boston area, has a Community Supported Agriculture (CSA) with pick ups in Boston and Cambridge, and hosts educational events, wellness retreats, cocktail hours and farm to table dinners. They are currently seeking land to purchase for the 2027 season to plant their roots and grow their programs — and welcome you to walk Revival Road together.

LOAN OVERVIEW

Loan to finance the purchase of a delivery vehicle, to help fulfill growing demand for the produce grown on their farm.

IN ANNA & SIEDRIC'S WORDS

"Working with Walden Mutual has been extremely empowering. Our time in the Seedlings program quickly and deeply honed our business literacy, rapidly propelling our business into its next phase. Since our time in the Seedlings Program (and purchasing a delivery van through the loan!) we've continued to feel each and every staff member's support. Everyone at Walden is genuinely interested and invested in our project finding ways to help us continue succeeding. Walden Mutual is actively and thoughtfully filling a gap in our regional food system by providing access to hard-to-access financing and education. We shout Walden Mutual's name from (barn)rooftops!"

EAST ALSTEAD, NEW HAMPSHIRE

East Alstead Roasting Co.

eastalsteadroastingco.com *@eastalsteadroasting*



Photos by Little Pond Digital



WHO THEY ARE

Owen Miller is the founder and owner of East Alstead Roasting Co. — a small-batch, specialty coffee roaster in rural New Hampshire. From the back wing of his family's 1800s home, he roasts a rotating selection of single-origin coffees — selected for quality and transparent, ethical growing practices — to be shipped across the country or enjoyed locally by lovers of lighter roasts and unique flavor profiles. His new mobile coffee trailer, enabled by his loan, allows him to serve his very own coffee to the gracious folks he holds so dear.

LOAN OVERVIEW:

Term loan to purchase equipment and a trailer to support expansion of business.

IN OWEN'S WORDS

"Working with Walden Mutual has been an absolute pleasure. We've never encountered a bank as proactive as Walden, with such an inspiring network of other creative food- and farm-related businesses. Not only have they helped fund the next big step for our business, they've also educated, encouraged, and nurtured our growth through the Seedlings Program. We've learned skills that will last a lifetime and buoy us for the next big step. If you're considering making the switch — rest assured Charley and the team will take good care of you."

Our Team

Back row (L-R)

Catherine Mansfield – *Information Security Officer*
Megan Pigsley – *Partner Experience Officer*
Greg Doolittle – *Vice President – Compliance & Audit*
Mike Wisentaner – *Compliance/BSA Analyst*
Nick Sohn – *Chief Technology Officer*
Kevin Fecteau – *Loan Servicing Specialist*
Patrick Monahan – *Senior Credit Analyst*
Zack Ahrens – *Commercial Relationship Manager*
Matt DiSciacca – *Agricultural Lender*
Victor Ranfos – *Accounting/Operations Specialist*
Leslie Fincke – *Business Development Officer*
Brett Hill – *SVP – Credit & Risk*

Front row (L-R)

Amanda Bauer – *Marketing Manager*
Heather Baldyga – *Portfolio Manager*
Aislinn Pluta – *Product Manager*
Debbie Morin – *Chief Financial Officer*
Charley Cummings – *Chief Executive Officer*
Mel Emery – *Partner Onboarding Manager*
Elisabeth Lamarche – *Partner Experience Associate*
Tiffany Galvin – *Operations Specialist*
Cara Kores – *Senior Loan Administrator*
Avril Kenney – *Integration Engineer*
Christine Bascetta – *Chief Commercial Officer*

Not Pictured

Joe York – *SVP – Partners & Impact*



Our Board of Directors

The Impact Committee of our Board of Directors is comprised of leaders from the intersection of banking, food, sustainability, and community development – and oversees our social and environmental performance, holding us accountable to our commitments.



Vince Siciliano



Charley Cummings*



Bob Burke*



Mike Claflin*
Board Chair



Radhika Dholakia-Lipton



Sara Horowitz



Susan LeDuc*



Alexandra Lunt*



Matthew Meisel



Stephen Taylor



Sherry Young*

** Members of the Impact Committee of our Board of Directors*

BOSTON, MASSACHUSETTS

Sustainability Roundtable Inc.

sustainround.com */sustainability-roundtable-inc-*





MISSION & BUSINESS OVERVIEW

Sustainability Roundtable, Inc. (SR Inc) is a Public Benefit Corporation and a Certified B Corporation with a growing, mission-driven team committed to accelerating the development and adoption of best practices in more sustainable business — to help align business with life.

Through their Sustainable Business & Enterprise Roundtable (SBER) and Net Zero Consortium for Buyers (NZCB), they help corporate leaders develop and drive world-class sustainability strategies to accelerate their move to more sustainable business.

LOAN OVERVIEW

Line of credit to support longer customer payment cycles and help keep the business growing.

IN THEIR WORDS

"Working with Walden Mutual Bank has been refreshing and energizing compared with traditional banking. From the beginning, their team has demonstrated a willingness to create substantially more individualized solutions than conventional banks. They focused on the specific and practical, and outcompeted conventional banks.

We evaluated five potential partners, selected Walden Mutual, and are very glad we did...Our shared purpose creates meaningful nonfinancial value, strengthening our partnership and reinforcing our broader ecosystem as we all work toward a more sustainable economy."

02

Our Results from the Past Year

Financial Results

2025 financial information is unaudited; prior years have been independently audited.

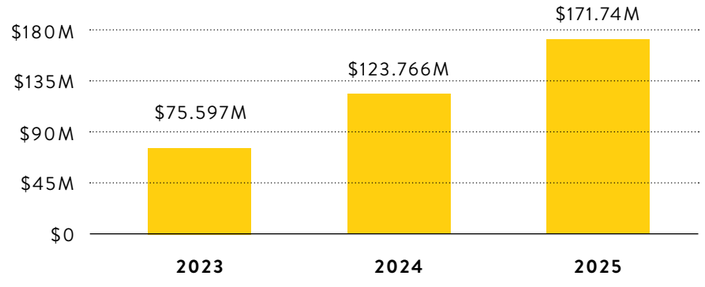
BALANCE SHEET (IN THOUSANDS)

			2023	2024	2025
Assets					
	Cash	$	$307	$651	$1,482
	Investments		39,912	35,752	38,643
	Net Loans		33,802	85,644	129,067
	Other		1,576	1,719	2,548
	Total Assets	**$**	**75,597**	**123,766**	**171,740**
Liabilities and Equity					
	Deposits	$	55,515	107,030	156,029
	Other Liabilities		868	878	990
	Equity		24,375	24,240	24,240
	Retained Earnings		(5,161)	(8,382)	(9,519)
	Total Liabilities & Equity	**$**	**75,597**	**123,766**	**171,740**

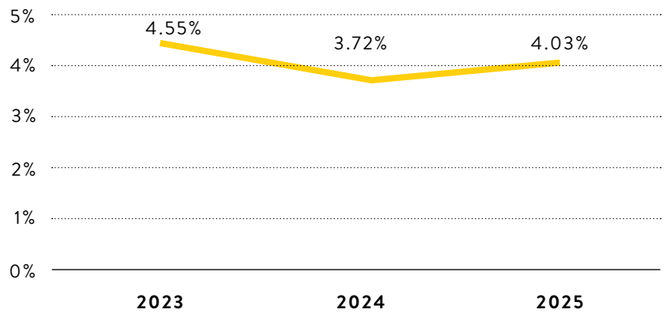
INCOME STATEMENT (IN THOUSANDS)

			2023	2024	2025
Interest Income/Expense					
	Interest Income	$	3,008	6,617	9,070
	Interest Expense		786	2,734	3,193
Provision for Loan Losses			413	2,663	1,701
Other Income			50	75	175
Other Expense					
	Salaries & Benefits	$	1,851	2,162	2,892
	Occupancy & Equipment		361	568	600
	Marketing & Professional		767	796	910
	Systems & Processing		698	662	875
	Other		457	463	212
	Total Expense	$	4,134	4,651	5,489
Net Loss		**$**	**(2,275)**	**(3,356)**	**(1,137)**

Total Assets



Net Interest Margin



Our Impact Metrics

PARTNER BORROWERS

Metric	2023	2024	2025
Number of New Loans in Portfolio Attributed to:			
BIPOC	14%	30%	13%
LGBTQIA+	17%	15%	13%
Women	61%	61%	31%
Number of New Loans in Portfolio Attributed to: [1]			
Small Farms[2]	27%	22%	13%
Low/Moderate Income Areas[3]	16%	21%	13%
Loans Where We're the Only Offer	14%	47%	40%
Acres of Farmland Funded	7,459	141.5	576
Walden Impact Assessment Submissions	36	33	16
Walden Impact Assessment Change in Average Score[4]	-1%	-5%	+23%

COMMENTARY

1. In our infancy, much of our work has centered on developing and refining our lending strategy. As that strategy matures, we're largely reacting to the shape of our pipeline rather than proactively shaping it. Our equity metrics (such as the percentage of new loans made to BIPOC, LGBTQIA+, and female operators) reflect this dynamic. These figures have fluctuated year over year, but we expect them to stabilize and improve incrementally as our sales culture continues to develop.

2. Developing a more concentrated agricultural practice area is a top priority in 2026. After funding a wide range of farms in 2023 (reflected in our share of new loans to small farms and total acres of farmland funded) our activity shifted toward other sectors, including food brands, clean energy, and nonprofits. Going forward, we expect agriculture to represent a growing portion of the portfolio.

3. The fluctuation in our share of new loans in low- and moderate-income areas reflects a reactive posture rather than a deliberate strategy, and should stabilize as our approach becomes more proactive.

4. We saw a meaningful increase in the average score of borrowers' impact assessment submissions. Standout performers included Organic Nuna (100% normalized score), LeBlanc Family Farm (95%), and Maker Wine Company (84%).

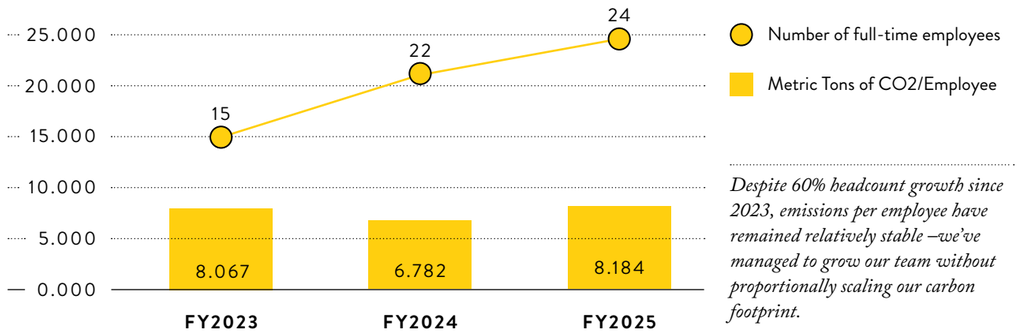
INDIVIDUALS

Metric	2023	2024	2025
Summer Farm Dividend Redemption Rate	17.9%	18.5%	20.9%
Special Deposit Dividend Rate	0%	0%	0%
Core Deposit Interest Paid Relative to Market	6.3x	6.2x	6.7x

OURSELVES

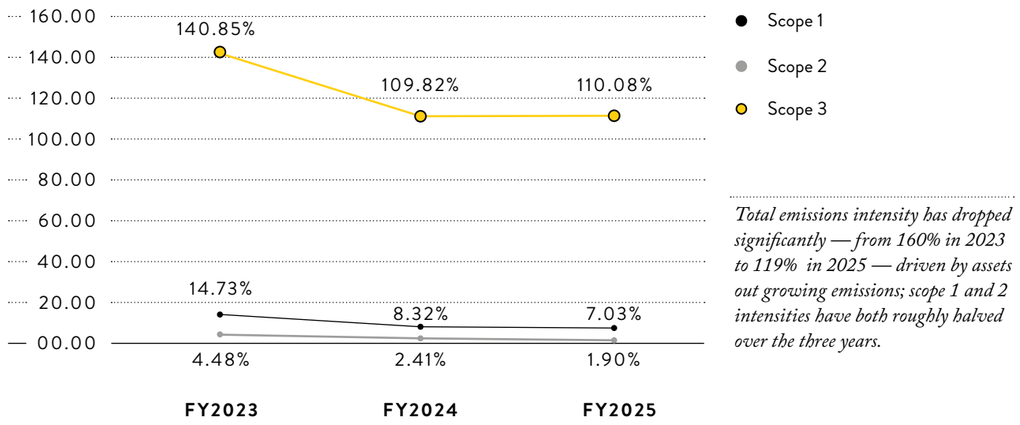
Scope	2023	2024	2025
B Impact Assessment Score Administered Tri-Annually	108.2	—	—
Total Emissions	121.0 MTs	149.2 MTs	204.6 MTs
Scope 1 – Sources Controlled or Owned by Us	9.2% of total	6.9% of total	5.9% of total
Scope 2 – Indirect Emissions from Purchased Energy	2.8%	2.0%	1.6%
Scope 3 – Indirect Emissions Affecting Value Chain	88.0%	91.1%	92.4%
Full time Equivalent (FTE) Employees *At Time of Publishing*	15	22	24

Emissions Efficiency Per Employee



Despite 60% headcount growth since 2023, emissions per employee have remained relatively stable –we've managed to grow our team without proportionally scaling our carbon footprint.

Scope Emissions % of Total Assets



Total emissions intensity has dropped significantly — from 160% in 2023 to 119% in 2025 — driven by assets out growing emissions; scope 1 and 2 intensities have both roughly halved over the three years.

ADDITIONAL COMMENTARY

Our Scope 3 emissions are calculated based on our spend within our supply chain (primarily technology vendors). Financed emissions - or the emissions of the organizations we made loans to - are not included in the Scope 3 calculation.

03

End Notes

End Notes

[1] Here are more detailed descriptions of the metrics we are focused on, including why they are included and how we calculate the results:

Number of New Loans in Portfolio Attributed to:
– People who are Black or Indigenous, and People of Color
– Members of the LGBTQIA+ community
– Women
Why: A measure of equity – ensuring that we meet communities facing structural or historical disadvantages where they are
How: % of closed loans allocated to businesses owned by people from specified communities (based on submitted survey data)

Number of New Loans in Portfolio Attributed to:
– Small Farms
– Low Income Areas
Why: The Community Reinvestment Act stipulates that we specifically track this part of our portfolio as a measure of community impact
How: % of closed loans allocated to small farms % of closed loans to organizations located in low-income areas

New Loans Where We're the Only Offer
Why: Helps to define our differentiated impact – what the region might look like without us
How: % of closed loans where we were the only offer from a bank (based on submitted survey data)

Acres of Farmland Funded
Why: Ties our impact back to our area's bio-region
How: Sum of farm acreage associated with closed farm loans

Walden Impact Assessment Submissions
Why: Our Impact Assessment is the core of our strategy for advancing the conversation on social and environmental responsibility with our borrowers. The more organizations engage with it, the wider the reach of our impact.
How: A simple count of the number of submissions received from borrowers with a closed loan

Walden Impact Assessment Change in Average Score
Why: This provides a signal regarding changes in the type of organization we're lending to - and where they are in their social and environmental responsibility journey
How: The difference between the average Impact Assessment score for all borrower submissions in a given year

Summer Farm Dividend Redemption Rate
Why: Reinforces connection between individuals and local farms/food businesses (through provision of a $100 credit)
How: # of Dividend recipients/all individual partners

Special Deposit Dividend Rate
Why: Measures return of value to our community (specifically our Special Deposit investors)
How: $ of profit returned to Special Deposit investors/ total Special Deposit balances

Interest Paid Relative to Market
Why: Another measure of return of value to our community of owners – one of our highest priorities as a mutual
How: The average rate on our top earning retail deposit account (in 2025, this was our legacy Grow Local account for the first 6 months, and our new Save Local account in the second half of the year) versus FDIC's average savings interest rate as of the first period reported in the following year (i.e. January 2026, January 2025, etc.) – expressed as a ratio

CARBON EMISSIONS

Scope 1 – Sources Controlled or Owned by Us

This is mostly composed of the emissions generated by operating our office in Concord, NH (excluding the purchase of utilities)

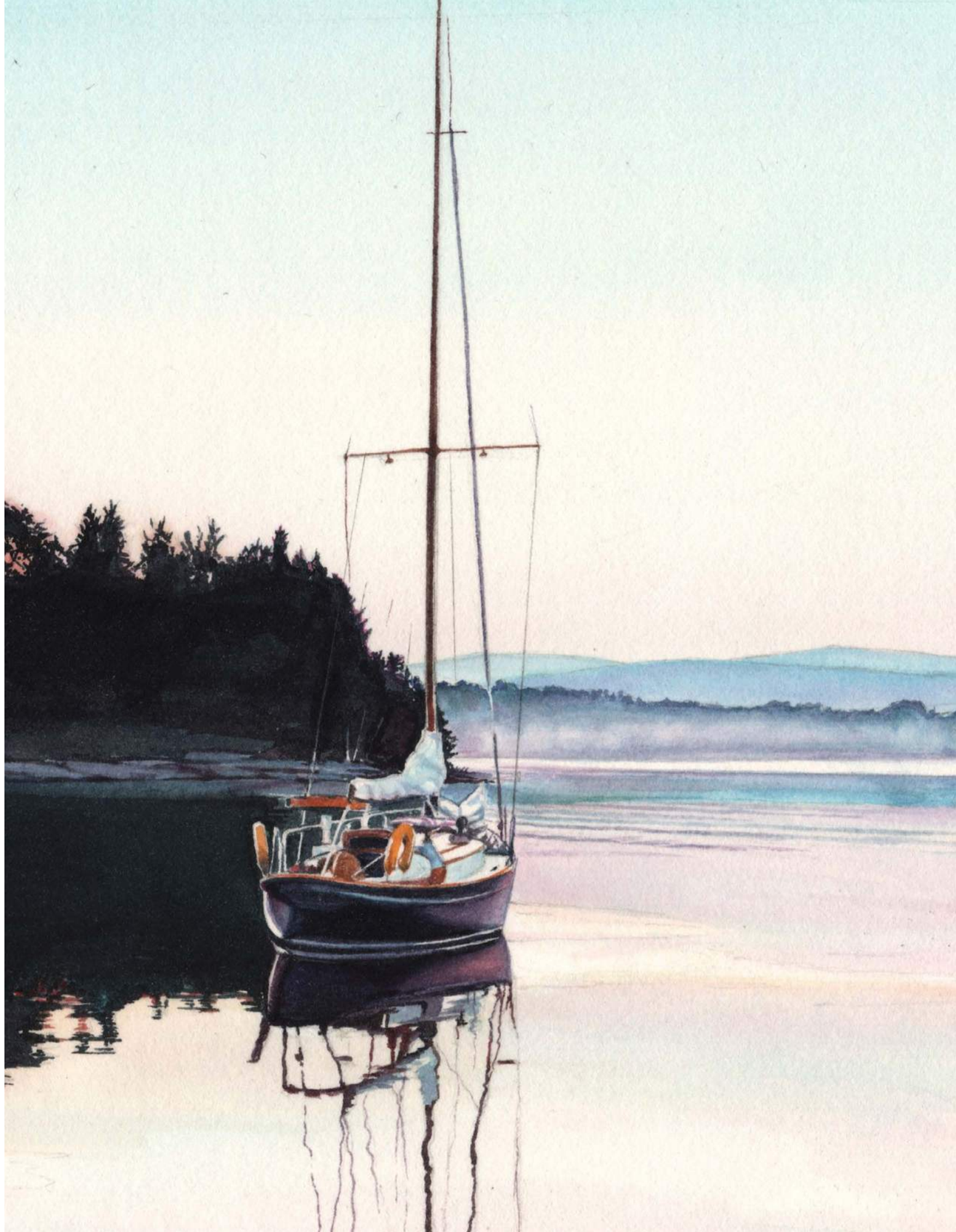
Scope 2 – Indirect Emissions from Purchased Energy

This covers all the emissions from our purchase of utilities for the operation of our office

Scope 3 – Indirect Emissions Affecting Value Chain

This includes:
- Construction improvements to our office, office equipment, one-time set-up fees associated with software purchases, and other capital goods
- Employee commutes
- The recurring fees we pay on the software we license, normal office supplies, and other purchased goods and services
- Business travel





OUR COLLECTIVE WORK FEELS MORE TIMELY THAN EVER. THANK YOU FOR YOUR PARTNERSHIP AND FOR SPREADING THE WORD!

Charley



WALDEN MUTUAL BANK.

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