

| National - December 31,2023 |  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Earnings to Average Assets YTD Annualized | $\begin{gathered} \text { Peer } \\ <2 \mathrm{~mm} \end{gathered}$ | $\begin{gathered} \text { Peer } \\ 2-5 \mathrm{~mm} \end{gathered}$ | $\begin{gathered} \text { Peer } \\ 5-10 \mathrm{~mm} \end{gathered}$ | $\begin{gathered} \text { Peer } \\ 10-20 \mathrm{~mm} \end{gathered}$ | $\begin{gathered} \text { Peer } \\ 20-50 \mathrm{~mm} \end{gathered}$ | $\begin{gathered} \text { Peer } \\ 50-100 \mathrm{~mm} \end{gathered}$ | $\begin{gathered} \hline \text { Peer } \\ 100-200 \mathrm{~mm} \end{gathered}$ | $\begin{gathered} \hline \text { Peer } \\ 200-500 \mathrm{~mm} \end{gathered}$ | Peer $500 \mathrm{~mm}-1 \mathrm{~B}$ | Peer GT 1 Billion | $\begin{gathered} \text { Peer } \\ \text { ALL FICUs } \end{gathered}$ |
| Investment Yield | 2.09\% | 2.52\% | 2.49\% | 2.44\% | 2.40\% | 2.40\% | 2.54\% | 2.62\% | 2.84\% | 3.23\% | 3.06\% |
| Loan Yield | 6.83\% | 6.45\% | 6.03\% | 5.73\% | 5.51\% | 5.33\% | 5.27\% | 5.15\% | 5.09\% | 5.27\% | 5.25\% |
| Net Loan Yield After NCOs | 6.49\% | 6.22\% | 5.80\% | 5.55\% | 5.30\% | 5.12\% | 5.06\% | 4.90\% | 4.78\% | 4.78\% | 4.82\% |
| Asset Yield | 4.24\% | 4.57\% | 4.21\% | 4.03\% | 3.87\% | 3.89\% | 4.05\% | 4.13\% | 4.24\% | 4.54\% | 4.44\% |
| Cost of Funds | -0.51\% | -0.61\% | -0.63\% | -0.57\% | -0.59\% | -0.65\% | -0.81\% | -0.98\% | -1.16\% | -1.56\% | -1.42\% |
| Gross Spread | 3.73\% | 3.96\% | 3.59\% | 3.46\% | 3.28\% | 3.24\% | 3.24\% | 3.14\% | 3.07\% | 2.97\% | 3.02\% |
| Provision Expense | -0.44\% | -0.31\% | -0.24\% | -0.22\% | -0.21\% | -0.22\% | -0.23\% | -0.28\% | -0.35\% | -0.58\% | -0.51\% |
| Net Spread after Provision Expense | 3.29\% | 3.65\% | 3.34\% | 3.24\% | 3.07\% | 3.03\% | 3.01\% | 2.86\% | 2.72\% | 2.39\% | 2.51\% |
| Total Non-Interest Income | 1.31\% | 0.72\% | 0.60\% | 0.74\% | 0.96\% | 1.16\% | 1.21\% | 1.25\% | 1.28\% | 1.09\% | 1.13\% |
| Total Non-Interest Expense | -4.16\% | -4.10\% | -3.56\% | -3.45\% | -3.39\% | -3.44\% | -3.47\% | -3.45\% | -3.41\% | -2.80\% | -2.95\% |
| Net Operating Expense | -2.85\% | -3.39\% | -2.95\% | -2.70\% | -2.43\% | -2.28\% | -2.26\% | -2.19\% | -2.13\% | -1.70\% | -1.83\% |
| Non-Operating Gains (Losses) | 0.93\% | 0.31\% | 0.04\% | 0.07\% | 0.08\% | 0.11\% | 0.07\% | 0.04\% | 0.07\% | 0.05\% | 0.06\% |
| OTTI Losses Recognized in Earnings | 0.00\% | 0.00\% | 0.00\% | 0.00\% | 0.00\% | 0.00\% | 0.00\% | 0.00\% | 0.00\% | 0.00\% | 0.00\% |
| NCUSIF Stabilization Expense | 0.00\% | 0.00\% | 0.00\% | 0.00\% | 0.00\% | 0.00\% | 0.00\% | 0.00\% | 0.00\% | 0.00\% | 0.00\% |
| NCUSIF Recovery/Pass-back | 0.00\% | 0.00\% | 0.00\% | 0.00\% | 0.00\% | 0.00\% | 0.00\% | 0.00\% | 0.00\% | 0.00\% | 0.00\% |
| Return on Assets (ROA with Provision for LL) | 0.44\% | 0.26\% | 0.39\% | 0.54\% | 0.64\% | 0.75\% | 0.75\% | 0.67\% | 0.59\% | 0.69\% | 0.68\% |
| Net Charge-Offs | -0.34\% | -0.23\% | -0.23\% | -0.18\% | -0.20\% | -0.22\% | -0.21\% | -0.26\% | -0.31\% | -0.48\% | -0.43\% |
| Return with Net Charge-Offs instead of Provision | 0.54\% | 0.34\% | 0.40\% | 0.57\% | 0.65\% | 0.75\% | 0.76\% | 0.69\% | 0.63\% | 0.79\% | 0.76\% |
| Non-Interest Expense to Average Assets |  |  |  |  |  |  |  |  |  |  |  |
| Employee Compensation and Benefits | -1.90\% | -2.21\% | -1.84\% | -1.65\% | -1.55\% | -1.61\% | -1.70\% | -1.72\% | -1.74\% | -1.47\% | -1.53\% |
| Travel and Conference Expense | -0.02\% | -0.04\% | -0.02\% | -0.03\% | -0.03\% | -0.03\% | -0.04\% | -0.03\% | -0.04\% | -0.02\% | -0.02\% |
| Office Occupancy Expense | -0.24\% | -0.15\% | -0.16\% | -0.19\% | -0.20\% | -0.21\% | -0.22\% | -0.22\% | -0.22\% | -0.16\% | -0.17\% |
| Office Operations Expense | -1.11\% | -0.87\% | -0.80\% | -0.78\% | -0.71\% | -0.68\% | -0.64\% | -0.65\% | -0.65\% | -0.50\% | -0.54\% |
| Educational and Promotional Expense | -0.02\% | -0.03\% | -0.03\% | -0.04\% | -0.08\% | -0.09\% | -0.11\% | -0.11\% | -0.12\% | -0.11\% | -0.11\% |
| Loan Servicing Expense | -0.13\% | -0.13\% | -0.13\% | -0.15\% | -0.20\% | -0.24\% | -0.25\% | -0.24\% | -0.23\% | -0.19\% | -0.20\% |
| Professional and Outside Services | -0.42\% | -0.48\% | -0.41\% | -0.45\% | -0.48\% | -0.48\% | -0.43\% | -0.37\% | -0.32\% | -0.23\% | -0.27\% |
| Member Insurance | -0.02\% | -0.01\% | -0.01\% | 0.00\% | 0.00\% | 0.00\% | 0.00\% | 0.00\% | 0.00\% | 0.00\% | 0.00\% |
| Operating Fees (Exam. and/or Supervision Fees) | -0.06\% | -0.03\% | -0.03\% | -0.03\% | -0.02\% | -0.02\% | -0.02\% | -0.02\% | -0.01\% | -0.01\% | -0.01\% |
| Miscellaneous Operating Expenses | -0.24\% | -0.15\% | -0.11\% | -0.12\% | -0.12\% | -0.08\% | -0.08\% | -0.08\% | -0.08\% | -0.11\% | -0.10\% |
| Total Non-Interest Expense | -4.16\% | -4.10\% | -3.56\% | -3.45\% | -3.39\% | -3.44\% | -3.47\% | -3.45\% | -3.41\% | -2.80\% | -2.95\% |
| Other Performance Ratios |  |  |  |  |  |  |  |  |  |  |  |
| Earning Asset Yield | 4.01\% | 4.36\% | 4.05\% | 3.98\% | 3.92\% | 3.92\% | 4.16\% | 4.28\% | 4.30\% | 4.68\% | 4.62\% |
| Average Cost of Funds | -0.51\% | -0.61\% | -0.63\% | -0.57\% | -0.59\% | -0.65\% | -0.81\% | -0.98\% | -1.16\% | -1.56\% | -1.42\% |
| FTE Employee / \$ million of Loans \& Share Drafts | 1.74 | 0.89 | 0.97 | 0.42 | 0.33 | 0.30 | 0.28 | 0.25 | 0.21 | 0.16 | 0.18 |
| Compensation \& Benefits / FTE Emp. | \$23,977 | \$45,208 | \$35,274 | \$62,719 | \$73,174 | \$73,011 | \$78,122 | \$83,819 | \$83,950 | \$108,054 | \$99,083 |
| Compensation \& Benefits / \$million Lns. \& S.D.s | \$41,436 | \$40,116 | \$34,270 | \$26,385 | \$24,156 | \$21,682 | \$21,444 | \$20,568 | \$17,722 | \$17,074 | \$17,725 |
| Operating Expense / Loans \& Share Drafts | -8.67\% | -7.58\% | -6.63\% | -5.70\% | -5.21\% | -4.61\% | -4.35\% | -4.14\% | -3.53\% | -3.30\% | -3.47\% |
| Fee Income+Other Oper.Inc. / Loans \& Share Drafts | 0.69\% | 0.73\% | 1.09\% | 1.08\% | 1.27\% | 1.34\% | 1.39\% | 1.40\% | 1.23\% | 1.23\% | 1.25\% |
| Net Operating Expense / Loans \& Share Drafts | -7.98\% | -6.85\% | -5.54\% | -4.62\% | -3.94\% | -3.27\% | -2.96\% | -2.74\% | -2.30\% | -2.06\% | -2.21\% |
| Operating Expense / Operating Revenue | 107.75\% | 99.86\% | 90.65\% | 86.50\% | 87.21\% | 85.71\% | 84.53\% | 85.55\% | 86.69\% | 80.43\% | 81.65\% |
| Total Fixed Assets / Shares \& Equity | 0.35\% | 0.55\% | 0.68\% | 1.30\% | 1.63\% | 2.15\% | 2.35\% | 2.48\% | 2.43\% | 1.80\% | 1.93\% |
| Net Loans to Total Shares and Deposits | 59.4\% | 67.3\% | 63.6\% | 62.8\% | 60.9\% | 65.2\% | 71.5\% | 77.2\% | 82.6\% | 86.6\% | 84.1\% |
| Members / FTE Employee | 389.58 | 384.28 | 245.33 | 434.05 | 402.38 | 378.76 | 340.84 | 333.29 | 340.96 | 424.50 | 399.19 |









