

2025  
ANNUAL  
HIGHLIGHTS

C&N

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# PRESIDENT & CEO

Progress at C&N is rarely defined by a single moment. It is built through steady, intentional work carried out day after day by teammates who care deeply about the customers and communities they serve. Throughout 2025, the C&N Team continued to show up with commitment, clarity, and heart. In a year shaped by continued change in the financial services industry, C&N once again demonstrated the strength of a business model rooted in relationships, disciplined strategy, and long-term thinking.

While financial markets and operating conditions continued to shift, our focus remained consistent: serve our customers well, manage risk responsibly and invest thoughtfully in our people, systems, and communities. That steady approach also guided the October 1<sup>st</sup> completion of our merger with Susquehanna Community Financial, Inc. (SCB), a significant milestone for C&N. The partnership with SCB expanded our footprint, added seven new offices, and brought together two organizations with strong cultural alignment and a shared commitment to community banking. It also strengthened our position as a leading community bank in Central Pennsylvania and enhanced our ability to create long-term value for our customers, teammates, and shareholders.

## OPERATING ENVIRONMENT

The operating environment has a significant impact

on C&N's potential for profitable growth and has been volatile and uncertain for several years. The new administration in Washington, D.C. ushered in changes in public policy that impacted events across the country and worldwide. Some could provide long term benefits for the banking industry, while others create near-term uncertainties and sharp reactions.

“PROGRESS AT C&N IS RARELY DEFINED BY A SINGLE MOMENT. IT IS BUILT THROUGH STEADY, INTENTIONAL WORK CARRIED OUT DAY AFTER DAY.”

The economic environment in 2025 remained dynamic, with the Fed reducing short-term interest rates for the first time since the COVID pandemic, mounting cost pressures for households and businesses, and heightened competition across the financial services industry. Customers continued

to seek stability, clarity, and trusted guidance to navigate personal and business financial decisions. At the same time, banks faced increasing demands related to cybersecurity, fraud prevention, and digital service expectations. These challenges require ongoing investment and constant attention. At C&N, we responded by expanding fraud-prevention tools, increasing education and training for both customers and teammates, and strengthening internal controls. Protecting the financial well-being of our customers and maintaining confidence in the banking system remain top priorities, and we continue to deploy the resources needed to meet those expectations.

## PERFORMANCE & DISCIPLINE

Against this backdrop, C&N delivered improving financial performance throughout the year. There is no longer a “normal” environment, so we seek to run a fundamentally sound company that is both resilient through volatile times and capable of delivering profitable growth.

Core earnings strengthened from the beginning of 2025, supported by expanding net interest margin, balanced loan and deposit growth, stable credit quality, and carefully managed operating expenses. In each of the first three quarters of the year, net income improved compared to the prior year, reflecting the benefits of consistent execution and long-term planning.

Generating and retaining core deposits remained an important focus, as competition for balances intensified. Through relationship-based outreach, expanded digital tools and personalized service, we maintained strong liquidity while supporting responsible loan growth across our markets. Credit quality remained solid, reflecting prudent underwriting standards and a deep understanding

of our borrowers’ opportunities and challenges. Disciplined expense management also allowed us to continue investing in technology, facilities, and talent while improving efficiency. This balance between growth and discipline remains central to how we manage the organization and positions C&N for long-term success.

“AT THE HEART OF OUR CULTURE IS A COMMITMENT TO STRENGTHENING THE PLACES WE CALL HOME.”

## GROWTH & INTEGRATION

Along with sustaining core strength and improving performance, much of our focus in 2025 centered on long-term alignment of the SCB franchise as an extension of C&N. Bringing together two community-focused organizations requires careful planning, clear communication and a shared commitment to doing what is right for customers, teammates and shareholders. Following the announcement of the deal in April, our combined teams worked diligently to ensure continuity of service, clarity for employees and consistency in how we support the communities we serve. From the beginning, professionalism and collaboration across both organizations were apparent. Our teams approached each phase of integration with care, recognizing that behind every system change and operational decision were customers depending on continuity and

security, and employees expecting transparency and support. This sense of teamwork helped us maintain stability while building a unified operating model.

We were proud to welcome our new colleagues from Susquehanna to Wellsboro for orientation, where they experienced firsthand the leadership approach, culture and community focus that define C&N. These early connections helped lay the foundation for strong working relationships and reinforced the shared values that brought our organizations together in the first place.

As we settle into the systems conversion and operate as a unified organization, we do so with

deliver value, deepen relationships, and respond to the evolving needs of the people and businesses we serve across our footprint.

## PEOPLE, PLACES & TECHNOLOGY

Beyond strategic growth, 2025 was also a year of continued investment in our people and infrastructure. We celebrated leadership transitions and promotions across key regions, expanded our Wealth Management team with experienced professionals, and opened our newly upgraded Newtown office. This modern, customer-focused space supports personal financial guidance and reflects our commitment to maintaining welcoming, accessible locations throughout our network. We also continued to enhance our digital banking platforms to provide convenient, secure access to financial services. Customers expect to manage their finances anytime and anywhere, and we work to further enhance our digital tools to complement the personalized service available through our local teams.

Technology plays a critical role in both customer experience and risk management. Throughout the year, we continued strengthening cybersecurity measures, enhancing fraud detection capabilities, and refining internal systems to improve efficiency and responsiveness. These investments protect customer information while letting teammates focus more time on building relationships and giving guidance.

## COMMUNITY & COMMITMENT

At the heart of our culture is our commitment to strengthening the places we call home. This year marked the 10th anniversary of Giving Back, Giving Together, a signature program that has become one of the most visible expressions of

“THIS INTEGRATION IS NOT JUST ABOUT GROWTH. IT IS ABOUT STRENGTHENING OUR ABILITY TO DELIVER VALUE, DEEPEN RELATIONSHIPS, AND RESPOND TO EVOLVING NEEDS.”

confidence in the combined strengths of our teams, enhanced regional presence, and broader service capabilities. This integration is not just about growth. It is about strengthening our ability to

C&N's community focus. During this decade of service, our teammates have raised more than \$915,000, donated over 45,000 essential items, and volunteered more than 1,800 hours to support 262 local organizations.

“THESE EFFORTS REFLECT MORE THAN STATISTICS. THEY REFLECT A CULTURE OF COMPASSION, GENEROSITY & SHARED RESPONSIBILITY.”

These efforts reflect more than statistics. They reflect a culture of compassion, generosity, and shared responsibility for the well-being of our neighbors. Community involvement is not separate from our business mission. It is an extension of how we define success as a community bank. In 2025, our Giving Back, Giving Together initiative focused on Honoring Our Heroes, supporting veterans and active-duty service members. Through partnerships with local organizations and direct support efforts, this initiative reflects our appreciation for those who serve and the families who support them. Once again, our teammates demonstrated creativity, dedication, and genuine care in bringing this cause to life.

## LOOKING AHEAD WITH CONFIDENCE

As we look to the year ahead, we do so with confidence in both our strategy and our team. Our strong balance sheet, disciplined risk management, expanded franchise, and relationship-focused culture position us well to drive profitable growth while navigating change within the financial services industry.

While challenges will continue to emerge, we remain committed to thoughtful growth, responsible stewardship, and delivering consistent value to our customers, communities, and shareholders. Most importantly, we are supported by a team that believes in our mission and brings professionalism, integrity, and care to their work every day. 2025 was a year of meaningful progress and important transformation. We are grateful for the trust our customers place in us, the dedication of our teammates, and the continued support of our shareholders.

Together, we will continue building a stronger C&N, grounded in relationships, guided by purpose, and focused on creating lasting value for generations to come.

Thank you for your continued support.



J. Bradley Scovill  
President and CEO





# LEAD & GUIDE

## CORPORATE OFFICERS



**MARK A. HUGHES**

Treasurer



**ELIZABETH PIVROTTA**

Executive Assistant to the CEO



**J. BRADLEY SCOVILL**

President & CEO



**GLENN JAMES**

EVP & General Counsel & Corporate Secretary

## OUR CORE VALUES

### CLIENT-FOCUS

Consider your customer in everything you do.

### INTEGRITY

Do the right thing when no one is looking.

### TEAMWORK

Together we are stronger.

### EXCELLENCE

Do your best. Every day. Every time.

### RESPONSIBILITY & ACCOUNTABILITY

Work like you own it.

### RESPECT

Value one another.

### HAVE FUN!

Work hard! Play hard! WIN!

# EXECUTIVE TEAM



ALEX  
BALAGOUR

EVP &  
Chief Information  
Officer



KELLEY  
CWIKLINSKI

EVP & Chief  
Commercial  
Lending Officer



STAN R.  
DUNSMORE

EVP  
& Chief  
Credit Officer



HAL F.  
HOOSE, III

EVP &  
Chief Revenue  
Officer



MARK A.  
HUGHES

EVP &  
Chief Financial  
Officer



GLENN  
JAMES

EVP & General  
Counsel &  
Corporate Secretary



JOHN M.  
REBER

EVP & Chief Risk  
Management  
Officer



DAVID  
RUNK

EVP  
& Strategic  
Adviser



THOMAS L.  
RUDY, JR.

EVP  
& Region  
President



BLAIR T.  
RUSH

EVP  
& Region  
President



J. BRADLEY  
SCOVILL

President  
&  
CEO



TRACY E.  
WATKINS

EVP & Chief  
Human Resource  
Officer

# BOARD OF DIRECTORS



**TERRY L. LEHMAN, CPA**

Chairman, Retired  
Certified Public  
Accountant



**STEPHEN M. DORWART, CPA**

Fischer Dorwart,  
P.C.



**SUSAN E. HARTLEY\***

Attorney at Law



**BOBBI J. KILMER**

Retired President  
& CEO, Claverack  
Rural Electric



**LEO F. LAMBERT**

Former President/  
GM Fitzpatrick &  
Lambert, Inc.



**ROBERT G. LOUGHERY**

President, Nehemiah  
Development  
Company



**FRANK G. PELLEGRINO**

Owner &  
Developer, Carlton  
Associates, LLC



**HELEN S. SANTIAGO, CPA**

LaBarr and LaBarr



**J. BRADLEY SCOVILL**

President & CEO,  
C&N



**KATHERINE W. SHATTUCK**

Consultant,  
Managing Partner,  
Korn Ferry



**AARON K. SINGER**

President &  
CEO, Metalkraft  
Industries, Inc.



**CHRISTIAN TRATE**

President,  
W.A.  
DeHart, Inc.

\*Retired September 2025

## ADVISORY BOARD

### North Region

John Abplanalp  
Evan Barnes  
Brian Bicksler  
Cassi Blaney  
James Capriotti  
Laura Cimino  
Matt DeCamp  
Barney Farnsworth  
Brandon Hackett  
John Johnston  
Lindsay Harding  
Joe Kightlinger  
Taunya Knolles Rosenbloom  
J. Wesley Kocsis

Stephen Laudermilch  
Danielle Lee  
Scott Lewis  
Kimberly Mastrantonio  
Mary Owlett  
Jeff Paul  
Bill Saxe  
Eric Schoonover  
Derek Wheeland  
Andrew Wilcox  
Andrea Streich

### Northcentral Region

Rob Beiter  
Stan Cary  
Nikki Crawford  
Andrew Girio  
Ben Meckbach  
Jeff Patterson  
Tyler Rhone  
David Schall  
Allison Staiman

### Southcentral Region

Tom Baughman  
Michael Charles  
Daniel Cicala  
Nick Hauck  
Ryan Myers  
Greg Saubel

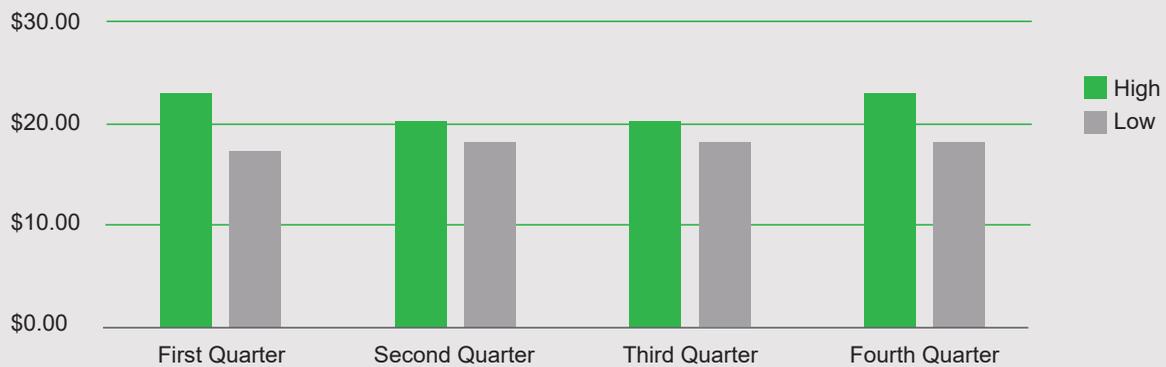
### Southeast Region

Kylie M. Bufty  
Tim Lowery  
Lou Quattrocchi  
Gary Rubin  
Mike Rush  
Irv Stein  
Chris Sturges  
Joanne Tangney  
Dave Thompson  
James Watts



# DOLLARS & SENSE

## 2025 QUARTERLY SHARE PRICE DATA

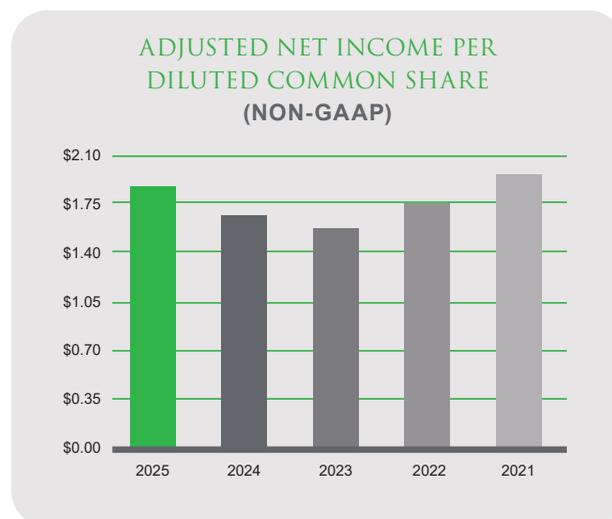
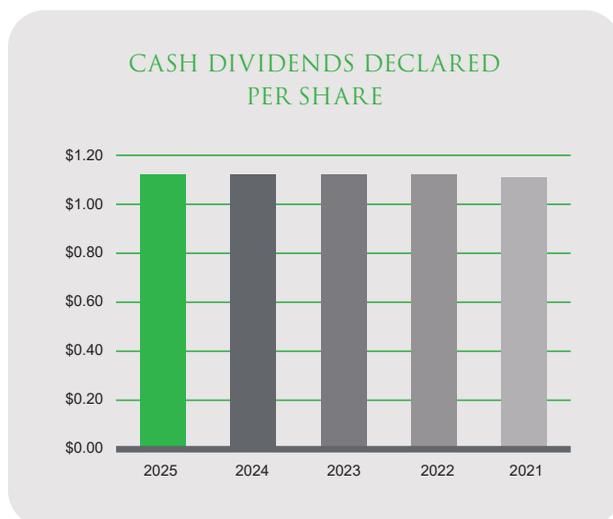


2025	HIGH	LOW	DIVIDEND DECLARED PER QUARTER
First quarter	\$22.68	\$17.85	\$0.28
Second quarter	20.26	18.02	0.28
Third quarter	20.70	18.16	0.28
Fourth quarter	22.25	18.87	0.28

2024	HIGH	LOW	DIVIDEND DECLARED PER QUARTER
First quarter	\$22.93	\$17.20	\$0.28
Second quarter	19.00	16.50	0.28
Third quarter	22.20	16.73	0.28
Fourth quarter	21.00	18.12	0.28

# FIVE-YEAR SUMMARY

## Operations Comparison



### INCOME STATEMENT (In Thousands)

	2025	2024	2023	2022	2021
Interest and dividend income	\$139,217	\$128,078	\$113,504	\$92,647	\$84,501
Interest expense	47,364	48,963	33,104	9,519	6,562
Net interest income	91,853	79,115	80,400	83,128	77,939
Provision for credit losses	6,073	2,195	186	7,255	3,661
Net interest income after provision for credit losses	85,780	76,920	80,214	75,873	74,278
Noninterest income excluding securities gains (losses)	30,814	29,209	27,453	24,412	25,857
Net realized gains (losses) on available-for-sale debt securities	38	0	(3,036)	20	24
Merger-related expenses	7,940	0	0	0	0
Noninterest expense excluding merger-related expenses	80,049	74,258	74,148	67,955	62,472
Income before income tax provision	28,643	31,871	30,483	32,350	37,687
Income tax provision	5,216	5,913	6,335	5,732	7,133
Net income	\$23,427	\$25,958	\$24,148	\$26,618	\$30,554
Net income attributable to common shares	\$23,245	\$25,747	\$23,962	\$26,381	\$30,313

### PER COMMON SHARE DATA

	2025	2024	2023	2022	2021
Basic and diluted earnings per share	\$1.46	\$1.69	\$1.57	\$1.71	\$1.92
<b>Cash dividends declared per share</b>	<b>\$1.12</b>	<b>\$1.12</b>	<b>\$1.12</b>	<b>\$1.12</b>	<b>\$1.11</b>
Book value per common share at period-end	\$19.17	\$17.84	\$17.15	\$16.07	\$19.13
Tangible book value per common share at period-end (1)	\$15.11	\$14.33	\$13.59	\$12.54	\$15.63
Weighted average common shares outstanding - basic	15,949,789	15,262,504	15,241,859	15,455,432	15,765,639
Weighted average common shares outstanding - diluted	15,949,789	15,262,504	15,241,859	15,458,531	15,771,955

### EARNINGS PERFORMANCE - ADJUSTED FOR MERGER-RELATED EXPENSES (NON-GAAP)<sup>1</sup>

	2025	2024	2023	2022	2021
Adjusted net income (In Thousands)	\$29,546	\$25,747	\$23,962	\$26,381	\$30,313
<b>Adjusted net income per diluted common share</b>	<b>\$1.85</b>	<b>\$1.69</b>	<b>\$1.57</b>	<b>\$1.71</b>	<b>\$1.92</b>

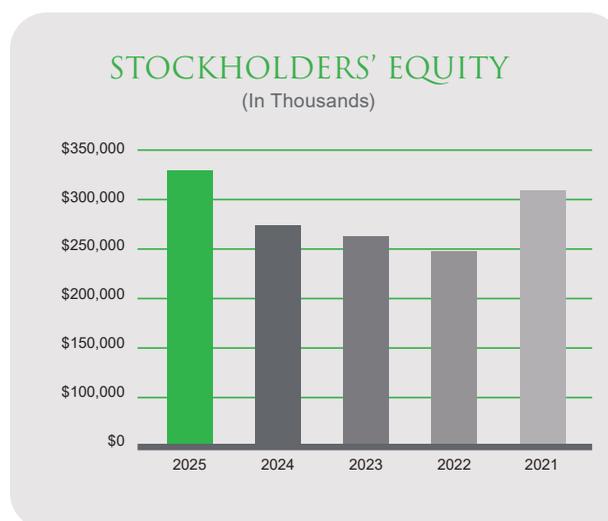
### PRE-TAX, PRE-PROVISION NET REVENUE (PPNR) - NON-GAAP (In Thousands)<sup>1</sup>

	2025	2024	2023	2022	2021
Pre-tax, pre-provision net revenue (In Thousands)	\$44,147	\$34,885	\$34,624	\$40,811	\$42,459

<sup>1</sup>See reconciliation of amounts presented in accordance with U.S. Generally Accepted Accounting Principles (GAAP) to non-GAAP measures.

# FIVE-YEAR SUMMARY

## End of Period Balances



## KEY RATIOS

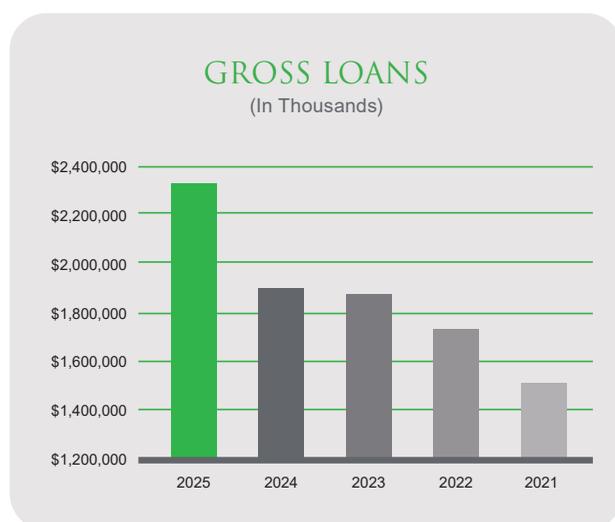
KEY RATIOS	2025	2024	2023	2022	2021
Return on average assets	0.85%	1.00%	0.98%	1.12%	1.32%
Return on average equity	7.87%	9.76%	9.72%	10.04%	10.14%
Average equity to average assets	10.85%	10.29%	10.09%	11.17%	12.99%
Adjusted net income - excluding merger-related expenses as a percentage of:					
Average assets <sup>1</sup>	1.09%	1.00%	0.98%	1.12%	1.32%
Average equity <sup>1</sup>	10.00%	9.76%	9.72%	10.04%	10.14%
PPNR as a percentage of:					
Average assets <sup>1</sup>	1.61%	1.35%	1.41%	1.72%	1.83%
Average equity <sup>1</sup>	14.83%	13.12%	13.93%	15.39%	14.10%
Net interest margin <sup>1,2</sup>	3.61%	3.30%	3.47%	3.77%	3.69%
Efficiency <sup>1</sup>	64.27%	68.04%	69.51%	62.48%	59.54%
Cash dividends as a % of diluted earnings per share	76.71%	66.27%	71.34%	65.50%	57.81%
Tier 1 leverage	9.32%	9.80%	9.87%	10.11%	10.53%
Tier 1 risk-based capital	12.19%	13.56%	13.27%	13.43%	15.22%
Total risk-based capital	14.45%	15.95%	15.67%	15.72%	18.21%
Tangible common equity/tangible assets <sup>1</sup>	8.80%	8.65%	8.45%	8.11%	10.84%
Nonperforming assets/total assets	1.06%	0.92%	0.75%	1.04%	0.94%
Nonperforming loans/total loans	1.40%	1.26%	0.99%	1.46%	1.36%
Allowance for credit losses/total loans	1.32%	1.06%	1.04%	0.95%	0.87%
Net charge-offs/average loans	0.08%	0.09%	0.01%	0.26%	0.09%

<sup>1</sup>See reconciliation of amounts presented in accordance with U.S. Generally Accepted Accounting Principles (GAAP) to non-GAAP measures.

<sup>2</sup>Rates of return on tax-exempt securities and loans are calculated on a fully-taxable equivalent basis.

# FIVE-YEAR SUMMARY

## End of Period Balances



### END OF PERIOD BALANCES (Dollars in Thousands)

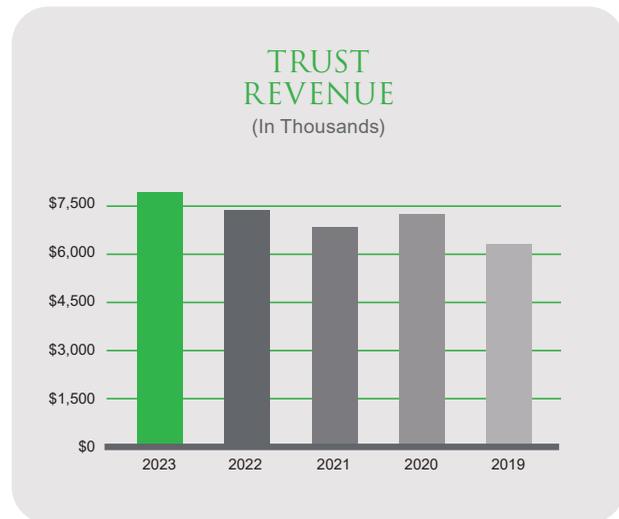
	2025	2024	2023	2022	2021
Available-for-sale debt securities	\$506,575	\$402,380	\$415,755	\$498,033	\$517,679
<b>Gross loans</b>	<b>2,354,365</b>	<b>1,895,848</b>	<b>1,848,139</b>	<b>1,740,040</b>	<b>1,564,849</b>
Allowance for credit losses on loans	31,048	20,035	19,208	16,615	13,537
<b>Total assets</b>	<b>3,132,469</b>	<b>2,610,653</b>	<b>2,515,584</b>	<b>2,454,307</b>	<b>2,327,648</b>
<b>Deposits</b>	<b>2,564,716</b>	<b>2,093,909</b>	<b>2,014,806</b>	<b>1,997,593</b>	<b>1,925,060</b>
Borrowings, senior notes and subordinated debt	189,472	207,669	211,759	181,781	77,555
<b>Stockholders' equity</b>	<b>341,714</b>	<b>275,284</b>	<b>262,381</b>	<b>249,325</b>	<b>301,405</b>
Accumulated other comprehensive (loss) income	(22,795)	(36,761)	(38,437)	(49,878)	5,026
Common shares outstanding	17,823,444	15,433,494	15,295,135	15,518,819	15,759,090

### AVERAGE BALANCES (In Thousands)

	2025	2024	2023	2022	2021
Total assets	2,743,384	2,583,106	2,462,856	2,372,788	2,319,234
Earning assets	2,570,590	2,423,483	2,341,617	2,240,199	2,145,475
Gross loans	2,019,117	1,881,122	1,792,149	1,628,094	1,596,756
Deposits	2,227,784	2,057,570	1,971,926	1,980,412	1,905,400
Stockholders' equity	297,641	265,884	248,494	265,093	301,226

# WEALTH MANAGEMENT DATA

The following table presents summarized financial data for C&N Wealth Management.



## WEALTH MANAGEMENT

(In Thousands)

	2025	2024	2023	2022	2021
<b>Assets</b>	<b>\$1,468,691</b>	<b>\$1,347,853</b>	<b>\$1,188,082</b>	<b>\$1,063,615</b>	<b>\$1,232,919</b>
<b>Revenue</b>	<b>\$8,212</b>	<b>\$7,928</b>	<b>\$7,413</b>	<b>\$6,994</b>	<b>\$7,234</b>

## INVESTMENTS (In Thousands)

	2025	2024	2023	2022	2021
Mutual Funds	\$137,582	\$134,115	\$111,457	\$90,447	\$95,427
Stocks	306,572	273,376	230,120	207,227	250,765
Bonds	915,561	829,671	732,876	680,475	797,336
Savings and money market funds	96,698	100,674	98,919	69,352	75,140
Real Estate	6,248	4,705	8,796	9,294	6,012
Miscellaneous	0	15	15	84	94
Mortgages	6,030	5,297	5,899	6,736	8,145
<b>Total</b>	<b>\$1,468,691</b>	<b>\$1,347,853</b>	<b>\$1,188,082</b>	<b>\$1,063,615</b>	<b>\$1,232,919</b>

## ACCOUNTS (In Thousands)

	2025	2024	2023	2022	2021
Pension/profit sharing	\$583,403	\$548,066	\$452,395	\$424,157	\$498,714
Investment management	521,521	488,644	418,393	345,753	391,777
Trusts	213,111	193,275	201,450	192,426	227,821
Custody	141,553	111,229	103,906	94,769	104,562
Guardianships	5,200	4,502	4,028	3,421	3,852
Estates	3,903	2,137	7,910	3,089	6,193
<b>Total</b>	<b>\$1,468,691</b>	<b>\$1,347,853</b>	<b>\$1,188,082</b>	<b>\$1,063,615</b>	<b>\$1,232,919</b>

*Some products are not FDIC insured or guaranteed, not a deposit or other obligation of the bank, not guaranteed by the bank and are subject to investment risk, including possible loss of the principal amount invested and are not insured by any other federal government agency.*



# AWARDS & RECOGNITION

## C&N AWARDS & HONORS

### American Bankers Association (ABA) Foundation Community Commitment Awards

- **Community & Economic Development** - Giving Back, Giving Together – Honorable Mention
- **Protecting Older Americans** - C&N's MoneyArmor Program - Honorable Mention
- **Financial Education** - C&N's Financial Wellness Program – Certificate of Recognition
- **George Bailey Distinguished Service** – Certificate of Recognition for Shari Bolt

### 2025 Community Choice Awards

- Best Bank nominee & Top 3 Finalist - Corning Leader & Elmira Star-Gazette

### BauerFinancial Rating

- 5-Star Rating in all four quarters of 2025

## AMPERSAND AWARDS (PEOPLE AWARDS)

### Ampersand Achiever Award – Performance & Production

**Mike Kilgour** - VP & Senior Commercial Lending Relationship Manager was selected as this year's recipient of the Ampersand Achiever Award for his outstanding performance and measurable impact throughout 2025. Mike delivered exceptional business results, surpassing his annual goals. Beyond the impressive numbers, Mike's success reflects his consistent execution of the C&N Relationship Model, building deep trust with clients and strengthening C&N's presence in the southcentral region. His focus, drive, and commitment to results exemplify what this award is designed to honor.



### Ampersand Ambassador Award – Spirit & Culture

**Shari Bolt** - Quality Control Team Leader, received the Ampersand Ambassador Award for the exceptional impact she makes on C&N's culture and community. As a leader in our Giving Back, Giving Together program, Shari has helped guide the Admin Building team to raise more than \$25,000 and has personally contributed over 40 hours of volunteer time since joining C&N in 2022. She extends this care beyond organized events, continuing to support former Shared Home residents and staying actively involved in our Culture Committee/Impact Team, where she brings creative ideas and consistent encouragement. In her role as Quality Control Team Leader, Shari balances accountability with recognition—uplifting teammates while driving improvements. She truly embodies C&N's Core Values.



## THE TERI L. MITCHELL SCHOLARSHIP



The Teresa (Teri) L. Mitchell Scholarship honors Teri's 37 years of devoted service at C&N, encapsulating her commitment to professional growth. Established in her memory, the scholarship supports C&N teammates displaying dedication to ongoing professional development and a strong work ethic.

Congratulations to the 2025 Scholarship winners, embodying the values cherished by Teri. This legacy scholarship provides recipients with the opportunity to attend the PA Bankers Association's Women in Banking Conference, echoing Teri's appreciation for educational opportunities.

- **Christina Ricco**
- **Amanda Seeley**
- **Tonya Mowery**
- **Tracy Rooke**
- **Courtney Webster**
- **Kate Shepherd**

### Ampersand Alliance Award – Collaboration & Progress

The Accounting Department was honored with the Ampersand Alliance Award for demonstrating exceptional collaboration, dedication, and execution throughout 2025. This team worked tirelessly behind the scenes, managing high volumes and complex priorities with precision and professionalism. Their leadership was instrumental in two significant organizational milestones: the rapid turnaround of our acquisition and the successful system conversion from FTI to Prologue. Both initiatives required crossfunctional partnership, technical expertise, and unwavering focus, qualities the Accounting team consistently brings to their work.

## TEAMMATE CERTIFICATIONS & DEGREE

- **Amber Adriance** – Fair Lending Expert (FLE)
- **Kimberly Bunting** – Project Management Professional (PMP) certification
- **Stacy Fromhold** – Salesforce Business Analyst Certification
- **Liz Johnson** - PA Bankers School of Banking
- **Jill Pino** - PA Bankers School of Banking
- **Jeff Richardson** – Series 7 licensure & 66 Certification
- **Ryan Satalin** – ABA Stonier Graduate
- **Kristen Sommer** – 2025 UKG Most Valuable Neighbor (1 of 26 globally)
- **Aaron Walden** – PA Bankers Advanced School of Banking (Honors)
- **Dusty Zeyn** – Doctorate in Public Administration (DPA)

## PROFESSIONAL DEVELOPMENT

### Leadership Training

- **Kori Casselberry** – Leadership Tioga County
- **Katie Clemens** – Leadership Tioga County
- **Kelsey House** – Leadership Tioga County
- **Ryan Satalin** – Wharton Leadership Certificate
- **Kate Shepherd** – Dale Carnegie Leadership Course

### Industry Appointments & Achievements

- **Greg Adamson** – Appointed to PaBPAC Board of Directors
- **Earl Clevenstine** – Bankers Settlement Services Award for Most Premium Referred
- **Kate Shepherd** – Appointed to Board of Directors, Habitat for Humanity of Bucks County

## SERVICE MILESTONES

Throughout the year, we gathered across our footprint to honor the dedication, loyalty, and contributions of our C&N teammates. From new faces to familiar ones, these Service Celebrations recognized milestone anniversaries and the many ways our colleagues have helped shape our success. Just as importantly, they gave us the opportunity to come together, connect, and celebrate the people who make C&N what it is.



### 35 Years

Kathleen Heimbach

### 30 Years

Kimberlea Geci

### 25 Years

Mark Hughes  
Melanie Kellogg  
Philip Prough  
Thomas Rudy Jr.  
Dawn Shoemaker  
Janelle Tombs  
Michael Wetzel, Jr.

### 20 Years

Cody Bowen  
Kevin Dougherty  
Sara Jennings  
Linda Macensky  
Samantha Pecynski  
Brian Tevlin

### 15 Years

Barbara Soderberg

### 10 Years

Katelyn Ackley  
Gregory Adamson  
Kelley Cwiklinski  
Kevin Fischer  
Kimberly Gardner

### 10 Years

Thomas Howley  
Christopher Hume, Jr.  
Daniel Miller  
Lisbeth Reed  
Brittany Rouse  
Brad Scovill  
Kate Shepherd  
Cory Snyder  
Nicole Wilson  
Francine Wismer  
Kathy Yeggle

### 5 Years

Amy Adams  
Amber Adriance  
Bryan Bailey  
Marissa Berthiaume  
Meagan Bump  
Scott Clark  
Gina Greenfield  
Lacey Kennedy  
Amber Kosa  
Emily Kreisler  
Kelly Macensky  
Tammy McCauley  
Tracy Merrick  
Karmen Persing  
Gwendolin Plaskin  
Rochelle Stack  
Ashley Stover  
Jared Thoman

## PROMOTIONS

**Kimberly Bunting** – AVP & Senior Project Manager  
**Andrew Bradley** – Facilities Maintenance Manager  
**Valerie Cain** – VP & SE Market Retail Personal Banking Manager  
**Emily Cavanaugh** – Wealth Management Operations Specialist I  
**Michaela Cevette** – Commercial Lending Portfolio Manager  
**Rachael Clark** – SVP & Regional Market Leader  
**Felicia Crumb** – Deposit Operations Coordinator  
**Vanessa Day** – VP & Loan Origination Manager  
**Anthony Diasparra** – AVP & Commercial Resource Recovery Specialist  
**Deana Fillmore** – Deposit Operations Specialist I  
**Kevin Fischer** – VP & Payments Manager  
**Stephanie Frey** – Business Banking Support Specialist  
**Meghan Geiser** – VP & Deposit Servicing Manager  
**Gina Greenfield** – Consumer Loan Servicing Specialist II  
**Shawn Harbaugh** – SVP & Director of Data & Analytics  
**Amber Heverly** – Community Office Manager II  
**Eric Horner** – Credit Analyst I to Credit Analyst II  
**Christopher Hume** – Senior Integration Engineer  
**Hailey Jayne** – Universal Banker  
**Will Kadri** – VP & Small Business Banking Manager  
**Melinda Kilburn** – Treasury & Reconciliation Accountant  
**Brandie Levanowitz-Boineau** – Deposit Operations Specialist II  
**Jodi Lovett** – Wealth Management Operations Specialist II  
**Travis Marzo** – SVP & Director of IT Operations  
**Tracy Merrick** – Universal Client Contact Specialist II  
**Peter Miklos** – EVP & Region President  
**Alyssa Morey** – AVP & Community Office Manager I  
**Azariah Parmer** - VP & Commercial Lending Relationship Manager I  
**Ed Penner** – AVP & Senior Financial Consultant and Trust Officer  
**Gwen Plaskin** – VP & Senior Business Banking Officer/  
Community Office Manager, II  
**Carly Reigel** – Branch Operations Specialist  
**Tracy Rooke** – Trust Officer  
**Allison Sargent** – AVP & Community Office Manager II  
**Amber Schwab** – AVP & Small Business Lender  
**Deb Sharretts** - HR Generalist II  
**Rochelle Stack** – Bank Secrecy Act (BSA) Specialist  
**Jessica Sweet** – Wealth Management Operations Specialist II  
**Amanda Wilson** – Deposit Operations Specialist I

## RETIREMENTS

### 52 Years

Thomas Maclin, Doylestown

### 45 Years

Joan Rohe, Towanda

### 37 Years

Justin Krellner, Coudersport

### 35 Years

William Holmes, Troy

### 25 Years

Janice Wilcox, Wellsboro

### 24 Years

Ruth Wilkinson, Wellsboro

### 23 Years

Linda Gordner, Muncy

### 21 Years

Amy Bowser, Wellsboro

### 18 Years

Kerry Blieler, Jersey Shore

### 14 Years

Traci Spencer, East Smithfield

### 10 Years

Amy Ward, Troy

### 9 Years

Diana Carson, Jersey Shore

### 6 Years

Jeffrey Snyder, York

### 5 Years

Tina King, Wellsboro



# COMMUNITY & COMMITMENT

## GIVING BACK, GIVING TOGETHER A Decade of Impact

Giving Back, Giving Together is built on one powerful idea. When teammates unite around a shared cause, meaningful change follows. Since the program began nearly a decade ago, C&N teammates have raised more than \$915,000, supported 262 nonprofit organizations, and dedicated thousands of hours to causes that matter most across our footprint.



Each year, teammates select a cause with strong local ties, ensuring every dollar raised stays in the communities we serve. Over time, GBGT has supported initiatives focused on children and families, food insecurity, military servicemembers, seniors, and health-related causes. The result is a legacy of care that extends far beyond a single giving year.

During the 2024–2025 giving year, teammates rallied around a cancer-focused cause, raising more than \$108,000 to support 10 local organizations providing direct assistance to patients and families. In addition to financial contributions, teammates volunteered their time, strengthened nonprofit partnerships, and helped raise awareness for critical services in their communities.



### GIVING BACK, GIVING TOGETHER By the Numbers

**10 YEARS**

A decade of community impact, powered by our teammates

**\$915,000**

Raised since the program began

**262**

Nonprofit partners supported

**45,000+**

Essential items donated

**1,800+**

Volunteer hours contributed

**\$108,000+**

Raised in the 2024–2025 giving year

**10 LOCAL**

Organizations supported through this year's cancer-focused cause

**EVERY \$1**

Raised stays local, strengthening the communities where we live & work.



more accessible, timely, and relevant. We recognize there is rarely one right answer, only informed choices.

By meeting people where they are, in classrooms, libraries, and online, we help turn financial knowledge into lifelong confidence.

What makes GBGT special is its consistency. Participation and giving have grown steadily over time, with average annual contributions averaging \$104,000 over the last five years. The result is a program that is both deeply personal and sustainably impactful, powered by teammates who believe in showing up year after year.

### CENTSABLE: FINANCIAL WELLNESS Knowledge That Builds Confidence

C&N’s commitment to community extends beyond charitable giving. Financial wellness is foundational to long-term stability, and education plays a vital role in helping individuals navigate life’s financial decisions with confidence.

Through our partnership with the American Bankers Association, C&N teammates actively participate in national financial education initiatives that bring practical, age-appropriate learning directly into our communities. In 2025, these efforts reached individuals at every stage of life, from elementary classrooms to community libraries.

Teammates connected with 1,441 children through Teach Children to Save, helping young learners build healthy saving habits early. Through Get Smart About Credit, 264 students gained a better understanding of credit, borrowing, and financial responsibility. In addition, a senior-focused presentation at the Doylestown Library provided guidance on staying safe online, addressing fraud prevention and digital security.

These in-person efforts are reinforced by a robust suite of digital resources, including articles, calculators, videos, and interactive tools. By aligning education with monthly awareness themes and real-life milestones, C&N helps make financial topics

### CENTSABLE: FINANCIAL WELLNESS By the Numbers

Empowering confidence at every stage of life

1,441

Children educated through “Teach Children to Save”

264

Teens educated through Get Smart About Credit

11,197

Financial education articles read in 2025

9,452

Unique visitors to our financial wellness library

329

Interactive online financial wellness coaching sessions in 2025.

### Moving Forward, Together

Whether through hands-on giving or meaningful education, C&N remains committed to strengthening the communities we serve. By pairing compassion with expertise and action with accountability, we continue to make an impact that is measurable, sustainable, and deeply rooted in local connection.

This is what community banking looks like. Working together, giving together, and building a stronger future for all.

# APPENDIX

## GAAP TO NON-GAAP RECONCILIATIONS (Dollars in Thousands)

TANGIBLE COMMON BOOK VALUE	2025	2024	2023	2022	2021
Total assets	\$3,132,469	\$2,610,653	\$2,515,584	\$2,454,307	\$2,327,648
Less: Intangible asset, Goodwill	(63,311)	(52,505)	(52,505)	(52,505)	(52,505)
Less: Intangible asset, Core Deposit Intangibles, net	(11,573)	(2,080)	(2,469)	(2,877)	(3,316)
Tax effect of Core Deposit Intangibles, net	2,546	458	518	604	696
Tangible assets	\$3,060,131	\$2,556,526	\$2,461,128	\$2,399,529	\$2,272,523
Total stockholders' equity	341,714	275,284	262,381	249,325	301,405
Less: Intangible asset, Goodwill	(63,311)	(52,505)	(52,505)	(52,505)	(52,505)
Less: Intangible asset, Core Deposit Intangibles, net	(11,573)	(2,080)	(2,469)	(2,877)	(3,316)
Tax effect on Core Deposit Intangibles, net	2,546	458	518	604	696
Tangible common equity	\$269,376	\$221,157	\$207,925	\$194,547	\$246,280
Tangible common equity/Tangible assets - Non-GAAP	8.80%	8.65%	8.45%	8.11%	10.84%
Common shares outstanding, end of year	17,823,444	15,433,494	15,295,135	15,518,819	15,759,090
Tangible common book value per share - Non-GAAP	\$15.11	\$14.33	\$13.59	\$12.54	\$15.63

EARNINGS PERFORMANCE - ADJUSTED FOR MERGER - RELATED EXPENSES:	2025	2024	2023	2022	2021
Net income - GAAP	\$23,427	\$25,958	\$24,148	\$26,618	\$30,554
Add: Merger-related expenses	7,940	0	0	0	0
Less: Tax effect of merger-related expenses	(1,590)	0	0	0	0
Adjusted net income - non-GAAP	\$29,777	\$25,958	\$24,148	\$26,618	\$30,554
Adjusted net income attributable to common shares - non-GAAP	\$29,546	\$25,747	\$23,962	\$26,381	\$30,313
Weighted average common shares outstanding - diluted	15,949,789	15,262,504	15,241,859	15,458,531	15,771,955
Net income per diluted common share - GAAP	\$1.46	\$1.69	\$1.57	\$1.71	\$1.92
Adjusted net income per diluted common share - Non-GAAP	\$1.85	\$1.69	\$1.57	\$1.71	\$1.92

## GAAP TO NON-GAAP RECONCILIATIONS

### (Dollars in Thousands)

PRE-TAX, PRE-PROVISION NET REVENUE (PPNR)	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Net income - GAAP	\$23,427	\$25,958	\$24,148	\$26,618	\$30,554
Add: Provision for income taxes	5,216	5,913	6,335	5,732	7,133
Add: Provision for credit losses	6,073	2,195	186	7,255	3,661
Add (Less): Realized losses (gains) on available-for-sale debt securities	(38)	0	3,036	(20)	(24)
Add: Merger-related expenses	7,940	0	0	0	0
Add: Professional fees expense - core system contract negotiation	647	0	0	0	0
Add: Adjustments to reflect net interest income on a fully taxable-equivalent basis	882	819	919	1,226	1,135
PPNR - Non-GAAP	\$44,147	\$34,885	\$34,624	\$40,811	\$42,459

NET INTEREST INCOME	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Net interest income - GAAP	\$91,853	\$79,115	\$80,400	\$83,128	\$77,939
Add: fully taxable-equivalent adjustment on tax-exempt securities	317	271	388	720	673
Add: fully taxable-equivalent adjustment on tax-exempt loans	565	548	531	506	462
Net interest income, fully taxable-equivalent - Non-GAAP	\$92,735	\$79,934	\$81,319	\$84,354	\$79,074

EFFICIENCY RATIO	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Net interest income on a fully taxable-equivalent basis - non-GAAP	\$92,735	\$79,934	\$81,319	\$84,354	\$79,074
Noninterest income excluding securities gains (losses)	30,814	29,209	27,453	24,412	25,857
Less: Enhancement fee on Bank-Owned Life Insurance	0	0	(2,100)	0	0
Total revenues, as adjusted(1)	123,549	109,143	106,672	108,766	104,931
Noninterest expense excluding merger-related expenses	80,049	74,258	74,148	67,955	62,472
Less: Professional fees expense - core system contract negotiation	(647)	0	0	0	0
Total expenses, as adjusted (2)	79,402	74,258	74,148	67,955	62,472
Efficiency Ratio = (2)/(1) - Non-GAAP	64.27%	68.04%	69.51%	62.48%	59.54%



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