

The logo for Citizens Community Bancorp Inc. features a stylized red swoosh that starts below the 'C' in 'Citizens', curves under 'Community', and ends above 'Bancorp'.

# Citizens Community Bancorp Inc.

Earnings Release Presentation

***2025 Fourth Quarter Results***

# Cautionary Notes and Additional Disclosures

## **DATES AND PERIODS PRESENTED**

Unless otherwise noted, “20YY” refers to either the corresponding fiscal year-end date or the corresponding 12-months (i.e., fiscal year) then ended. “MMM-YY” refers to either the corresponding quarter-end date, or the corresponding three-month period then ended.

## **CAUTIONARY NOTE REGARDING FORWARD LOOKING STATEMENTS**

This presentation may contain certain forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, and Section 21E of the Securities Exchange Act of 1934. These statements include, but are not limited to, descriptions of the financial condition, results of operations, asset and credit quality trends, profitability, projected earnings, future plans, strategies and expectations of Citizens Community Bancorp, Inc. (“CZWI” or the “Company”) and its subsidiary, Citizens Community Federal, National Association (“CCFBank”). The Company intends such forward-looking statements to be covered by the safe harbor provisions for forward-looking statements contained in the Private Securities Litigation Reform Act of 1995 and is including this statement for purposes of complying with those safe harbor provisions. Forward-looking statements, which are based on certain assumptions of the Company, are generally identifiable by use of the words “believe,” “expect,” “estimates,” “intend,” “anticipate,” “estimate,” “project,” “on pace,” “seek,” “target,” “potential,” “focus,” “may,” “preliminary,” “could,” “should” or similar expressions. These forward-looking statements express management’s current expectations or forecasts of future events, and by their nature, are subject to risks and uncertainties. Therefore, there are a number of factors that might cause actual results to differ materially from those in such statements. These uncertainties include: conditions in the financial markets and economic conditions generally; the impact of inflation on our business and our customers; geopolitical tensions, including current or anticipated impact of military conflicts; higher lending risks associated with our commercial and agricultural banking activities; future pandemics (including new variants of COVID-19); cybersecurity risks; adverse impacts on the regional banking industry and the business environment in which the Company and the Bank operate; interest rate risk; lending risk; changes in the fair value or ratings downgrades of our securities; the sufficiency of allowance for credit losses; competitive pressures among depository and other financial institutions; disintermediation risk; our ability to maintain our reputation; our ability to maintain or increase our market share; our ability to realize the benefits of net deferred tax assets; our ability to obtain needed liquidity; our ability to raise capital needed to fund growth or meet regulatory requirements; our ability to attract and retain key personnel; our ability to keep pace with technological change; prevalence of fraud and other financial crimes; the possibility that our internal controls and procedures could fail or be circumvented; our ability to successfully execute our acquisition growth strategy; risks posed by acquisitions and other expansion opportunities, including difficulties and delays in integrating the acquired business operations or fully realizing the cost savings and other benefits; restrictions on our ability to pay dividends; the potential volatility of our stock price; accounting standards for credit losses; legislative or regulatory changes or actions, or significant litigation, adversely affecting the Company or Bank; public company reporting obligations; changes in federal or state tax laws; and changes in accounting principles, policies or guidelines and their impact on financial performance.

Stockholders, potential investors and other readers are urged to consider these factors carefully in evaluating the forward-looking statements and are cautioned not to place undue reliance on such forward-looking statements. Such uncertainties and other risks that may affect the Company’s performance are discussed further in Part I, Item 1A, “Risk Factors,” in the Company’s Form 10-K, for the year ended December 31, 2024, filed with the Securities and Exchange Commission (“SEC”) on March 13, 2025, and the Company’s subsequent filings with the SEC. The Company undertakes no obligation to make any revisions to the forward-looking statements contained herein or to update them to reflect events or circumstances occurring after the date hereof.

## **NON-GAAP FINANCIAL MEASURES**

These slides contain non-GAAP financial measures. For purposes of Regulation G, a non-GAAP financial measure is a numerical measure of the registrant’s historical or future financial performance, financial position or cash flows that excludes amounts, or is subject to adjustments that have the effect of excluding amounts, that are included in the most directly comparable measure calculated and presented in accordance with GAAP in the statement of income, balance sheet or statement of cash flows (or equivalent statements) of the issuer; or includes amounts, or is subject to adjustments that have the effect of including amounts, that are excluded from the most directly comparable measure so calculated and presented. In this regard, GAAP refers to generally accepted accounting principles in the United States. Non-GAAP financial measures referred to herein include net income as adjusted, EPS as adjusted, ROAA as adjusted, return on average tangible common equity (ROATCE), ROATCE as adjusted, tangible book value, tangible book value per share, efficiency ratio as adjusted and tangible common equity / tangible assets. Reconciliations of all Non-GAAP financial measures used herein to the comparable GAAP financial measures appear in the appendix at the end of this presentation.

## **SOURCE**

Unless otherwise noted, internal Company documents

## Markets

Modest growth markets with diverse industries support steady balance sheet growth

## Returns

EPS expansion, quarterly dividend, and share buyback authorization in place

## Balance Sheet

Strong capital ratios, solid liquidity and funding to support organic loan growth

## Asset Quality

Historical charge offs less than 5 bps during the last five years, while maintaining strong ACL reserves

## M & A

Fiduciary duty to enhance shareholder value

## Insider Ownership

Board and Executive Management, including former chairperson, beneficially own 6% of outstanding shares

## Financial Performance

Exceed 1% ROA and 12% ROATCE through modest organic loan and deposit growth and efficiency ratio in the low to mid 60% range

## Capital Management

Maintain TCE>8% to support organic loan growth, quarterly dividend and share buybacks, and for M&A activity

## Diversification

Consumer deposit to business deposit at approximately 50%-50%, broad industry loan exposure, and granularity of individual loan and deposit accounts

## Credit

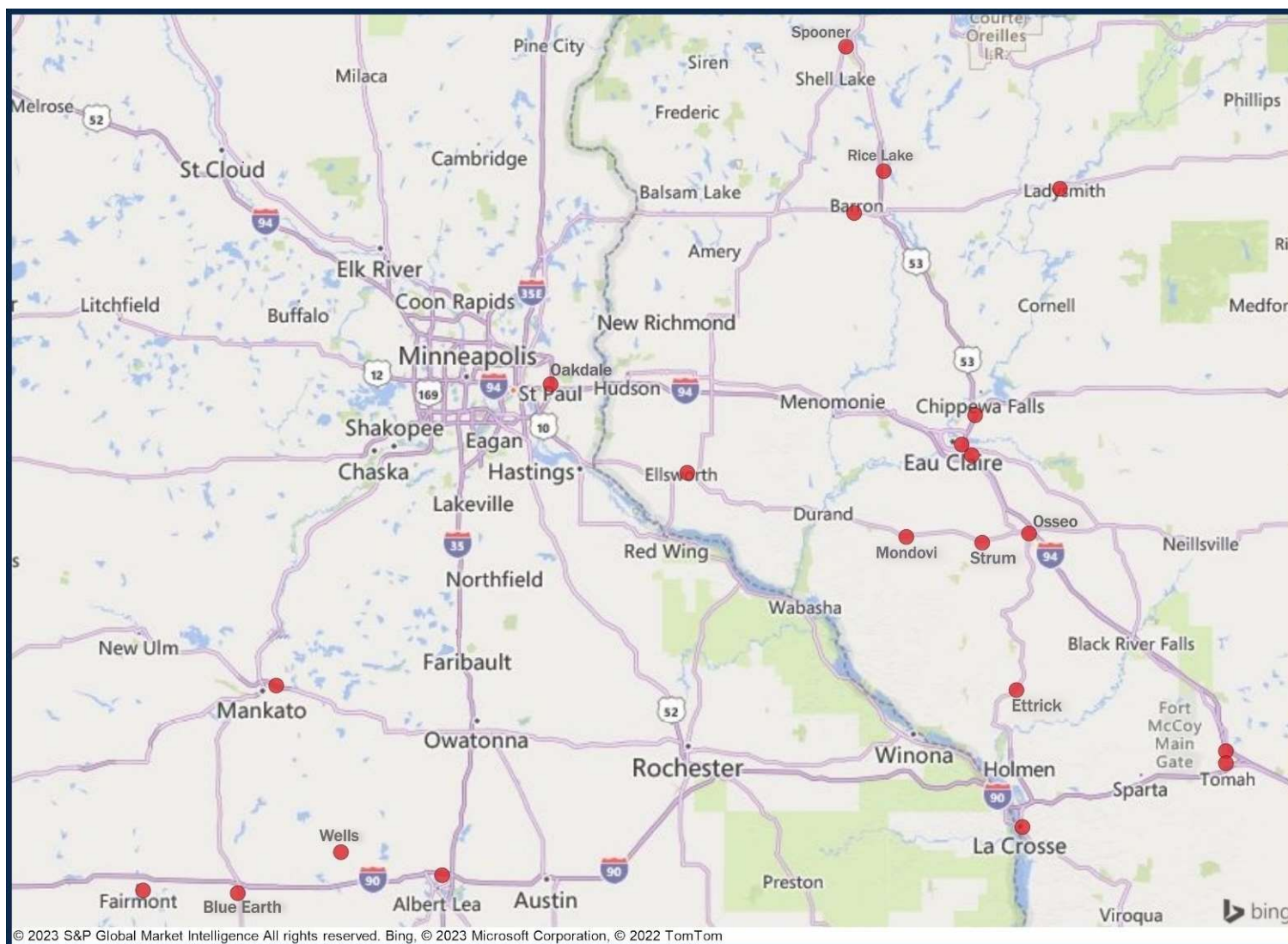
Minimize net charge offs to less than 5 bps

## Culture

Leadership that engages and empowers colleagues to execute our business strategy with accountability for results

# Operating Market Overview

**CZWI Operates in diverse markets within the northwestern region of Wisconsin, metro Twin Cities and the Mankato, Minnesota MSA**



*CZWI has transformed the Company from a consumer bank to a commercial bank to strengthen the earnings profile and franchise.*

2 Central Bank branches  
February 2016  
Deposits: \$27mm  
Northwestern WI



Wells Financial Corp.

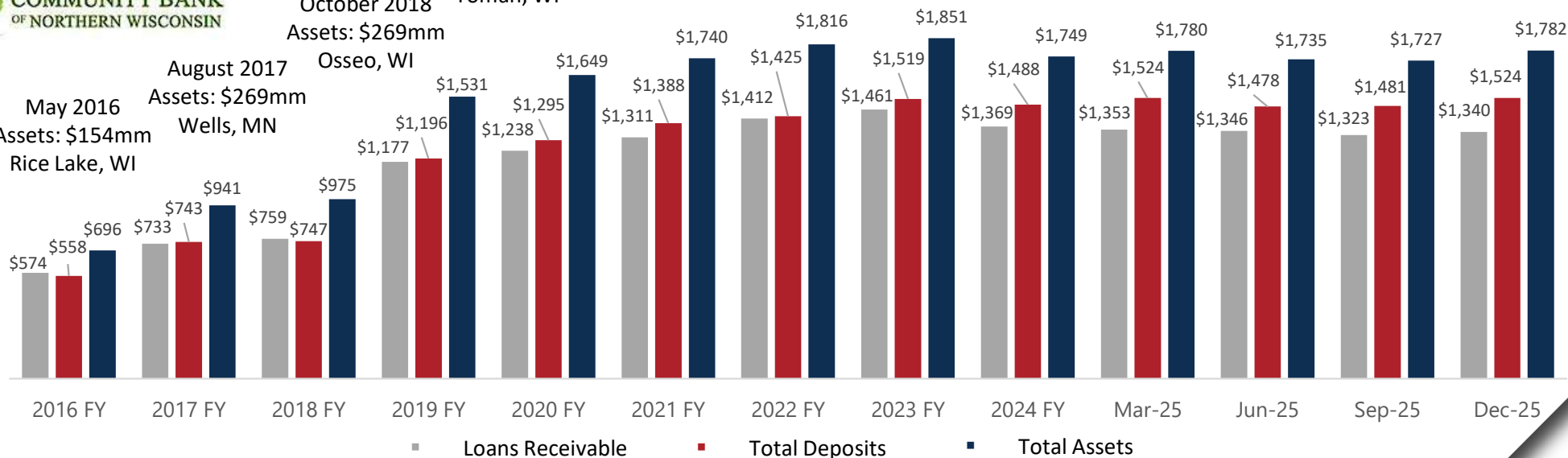
July 2019  
Assets: \$192mm  
Tomah, WI



October 2018  
Assets: \$269mm  
Osseo, WI

August 2017  
Assets: \$269mm  
Wells, MN

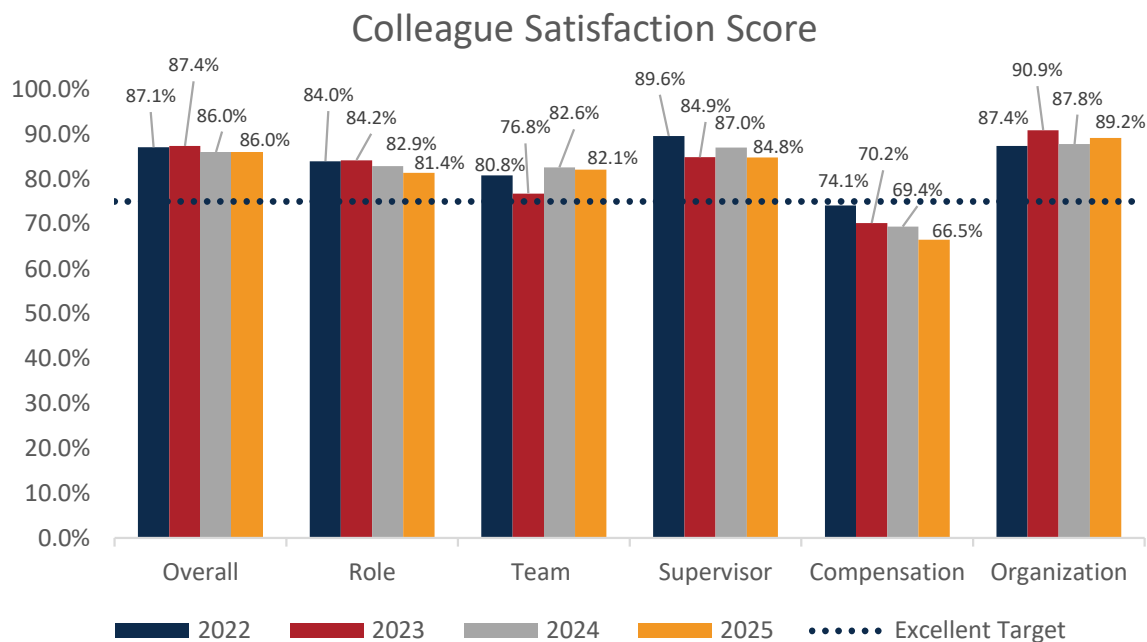
May 2016  
Assets: \$154mm  
Rice Lake, WI



# Culture & Engagement



	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
<b>Participation Rate:</b>	<b>91.4%</b>	<b>84.8%</b>	<b>95.1%</b>	<b>95.0%</b>





## Pre-Provision Net Revenue (PPNR)

Pre-Provision Net Revenue (PPNR)					
(000s)	Quarter Ended				
	Dec-25	Sep-25	Jun-25	Mar-25	Dec-24
Pre-tax income	\$ 4,885	\$ 4,535	\$ 4,047	\$ 3,974	\$ 3,358
Add back provision for credit losses	200	650	1,350	-	-
Subtract negative provision for credit losses	-	-	-	(250)	(450)
Pre-Provision Net Revenue	<u>\$ 5,085</u>	<u>\$ 5,185</u>	<u>\$ 5,397</u>	<u>\$ 3,724</u>	<u>\$ 2,908</u>

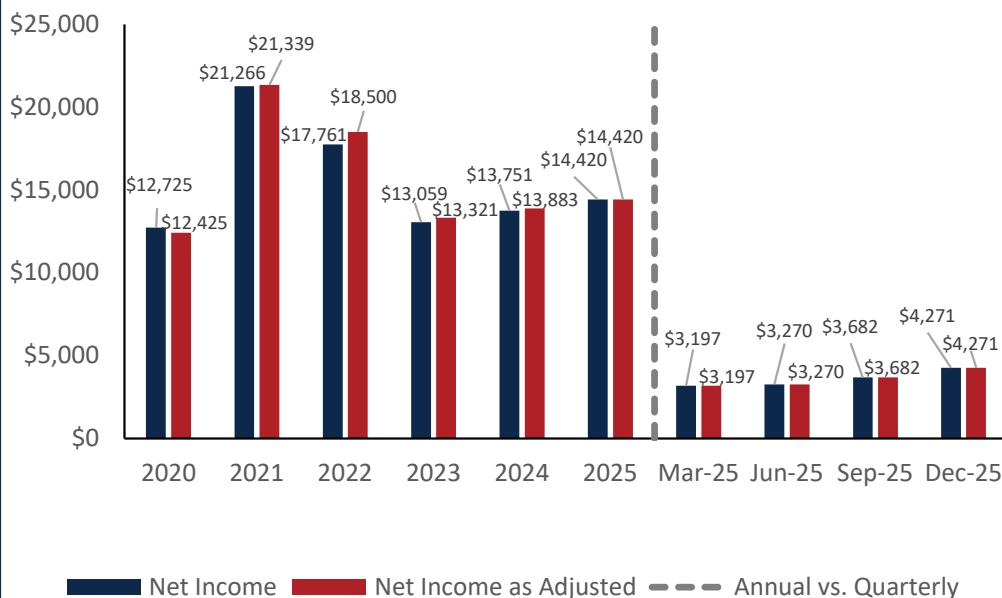
Pre-Provision Net Revenue (“PPNR”) is defined as net interest income plus total non-interest income minus total non-interest expense. This measure is a non-GAAP financial measure since it excludes the provision for (recovery of) credit losses included in net income. This measure should not be viewed as a substitute for operating results determined in accordance with GAAP.

Pre-provision net revenue includes net interest income recognized on the payoff of nonaccrual loans and loans with purchase credit discounts of \$0.3 million and \$1.1 million for the three-month periods ended September 30, 2025, and June 30, 2025, respectively.

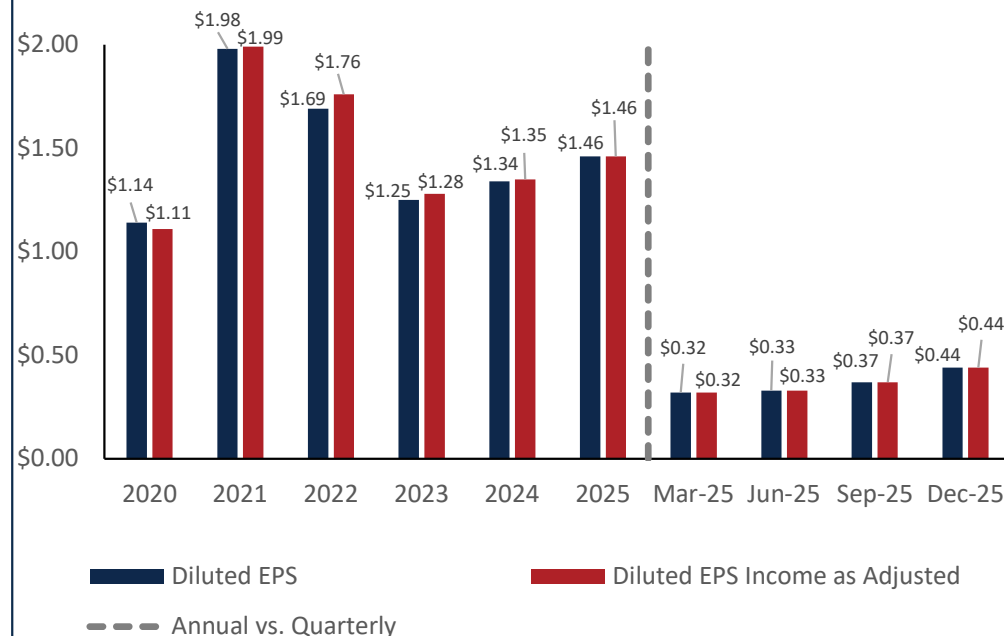


# Net Income and Diluted EPS

## Net Income

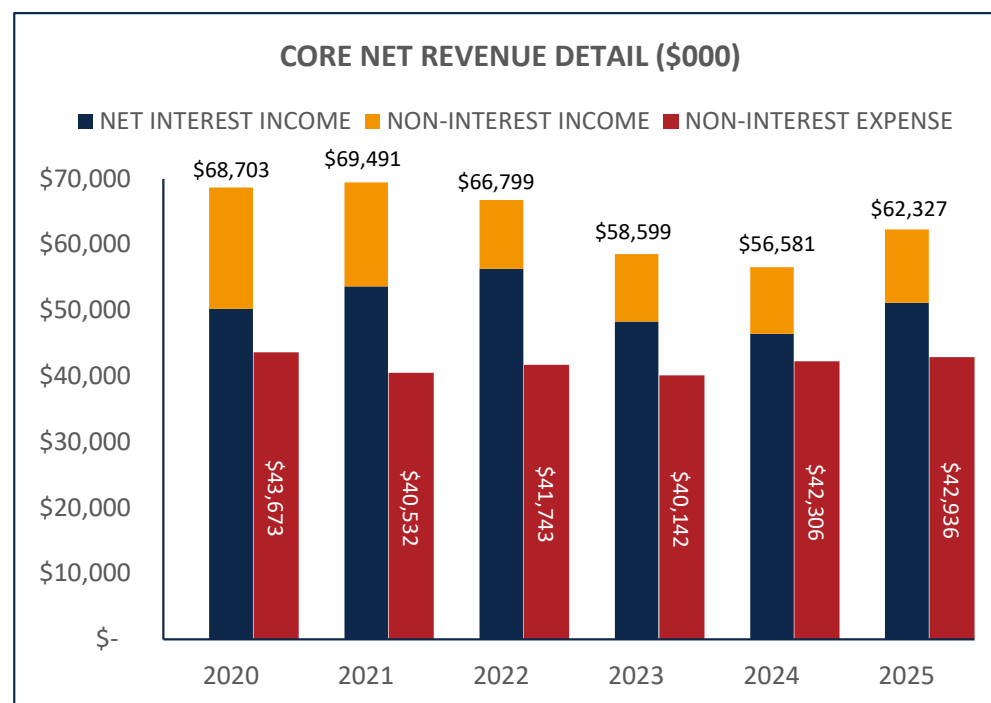
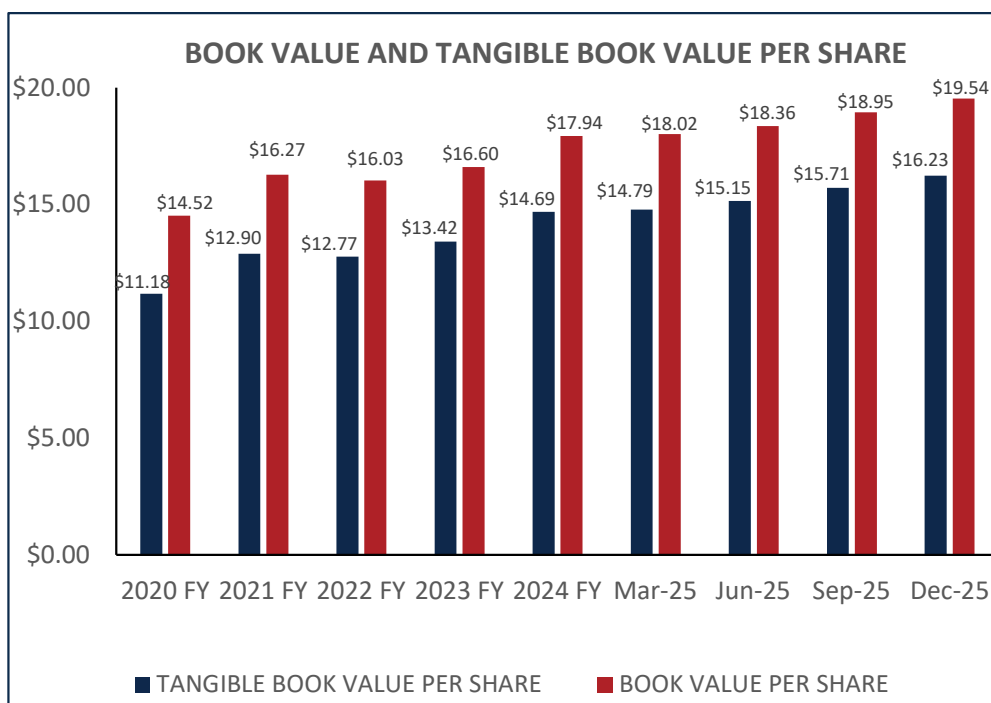


## Diluted EPS



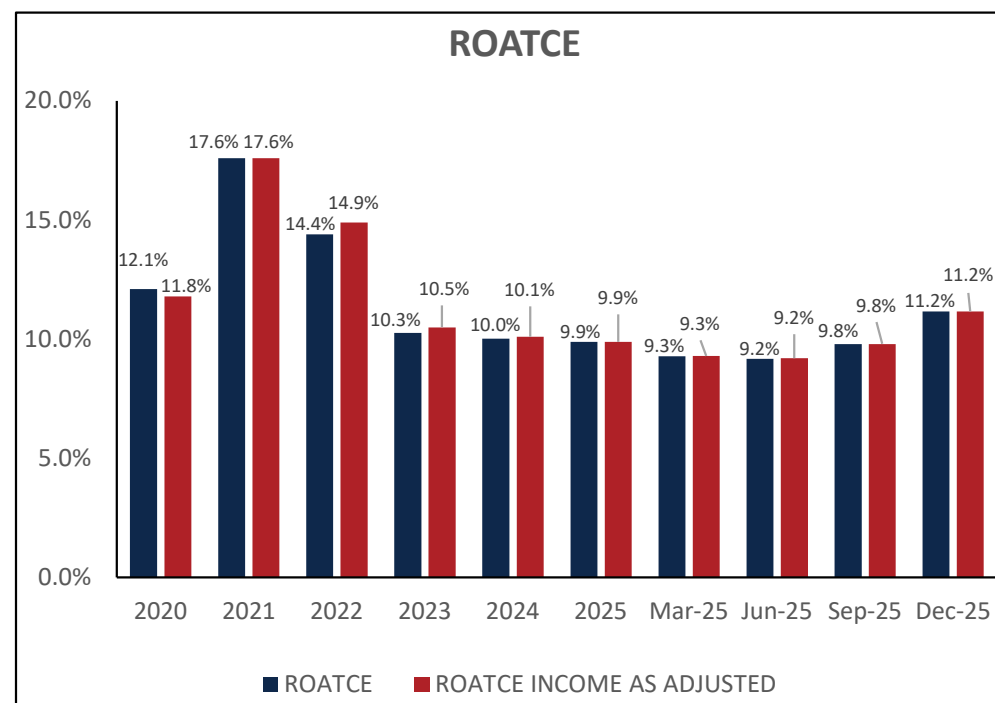
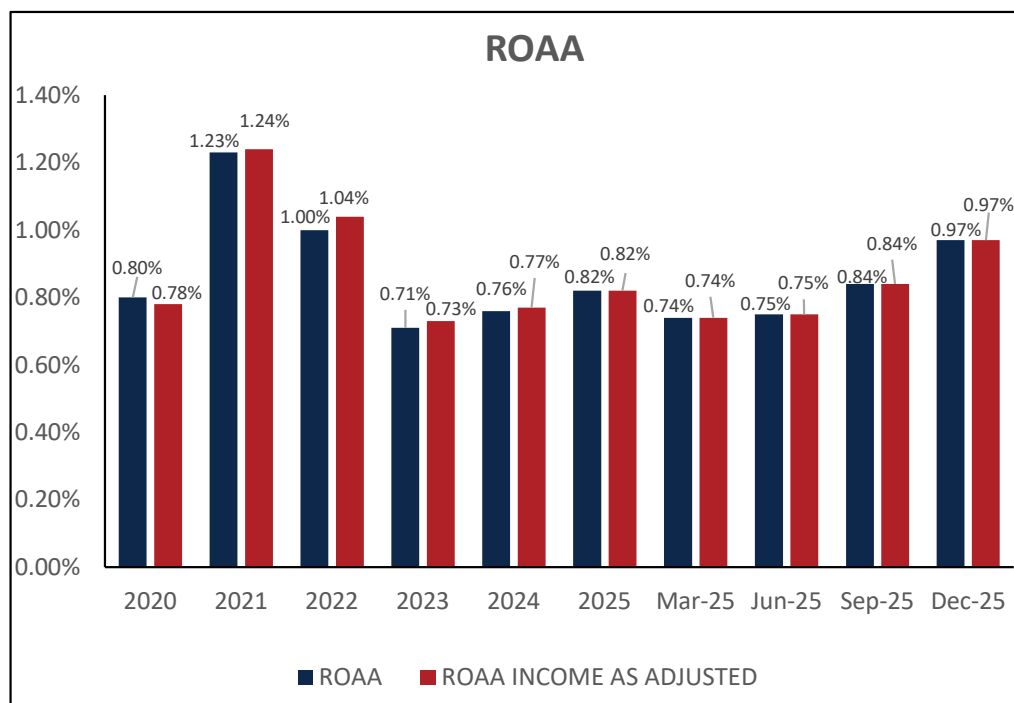
Net Income as Adjusted and Diluted EPS Income as Adjusted are non-GAAP financial measures, which management believes may be helpful in understanding the Company's results of operations or financial position and comparing results over different periods. Reconciliation of Net Income and Diluted EPS Income as Adjusted to the comparable GAAP financial measure can be found in the appendix of this presentation. These measures should not be viewed as a substitute for operating results determined in accordance with GAAP.

# Book Value, Tangible Book Value and Core Net Revenue Detail



Tangible book value per share is a non-GAAP measure which management believes may be helpful in assessing capital adequacy. The reconciliation of Tangible book value per share can be found in the appendix of this presentation. These measures should not be viewed as substitutes for operating results determined in accordance with GAAP.

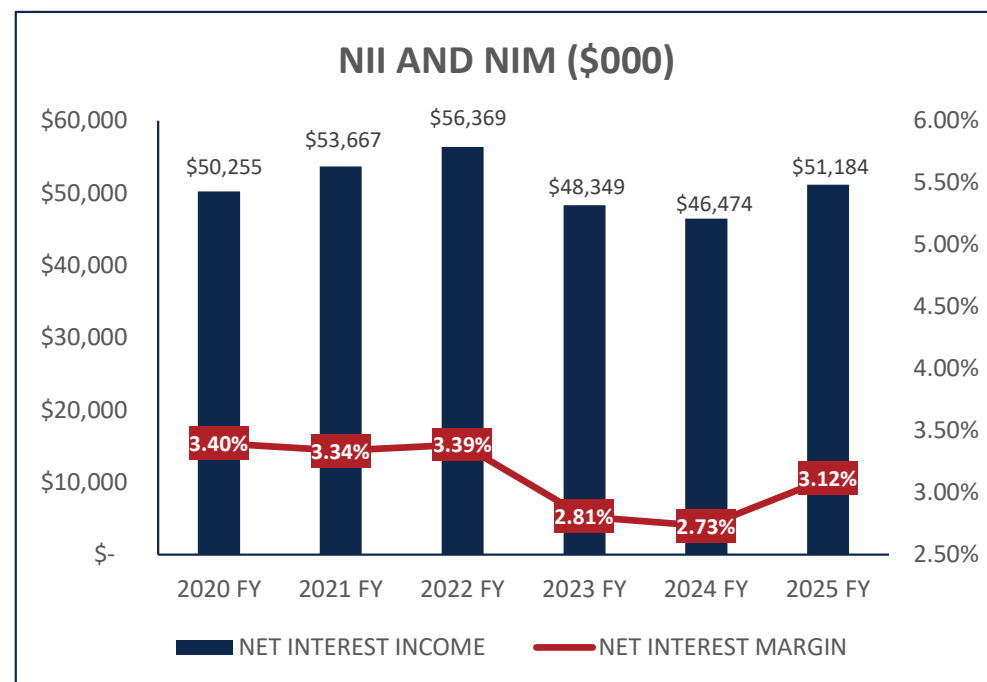
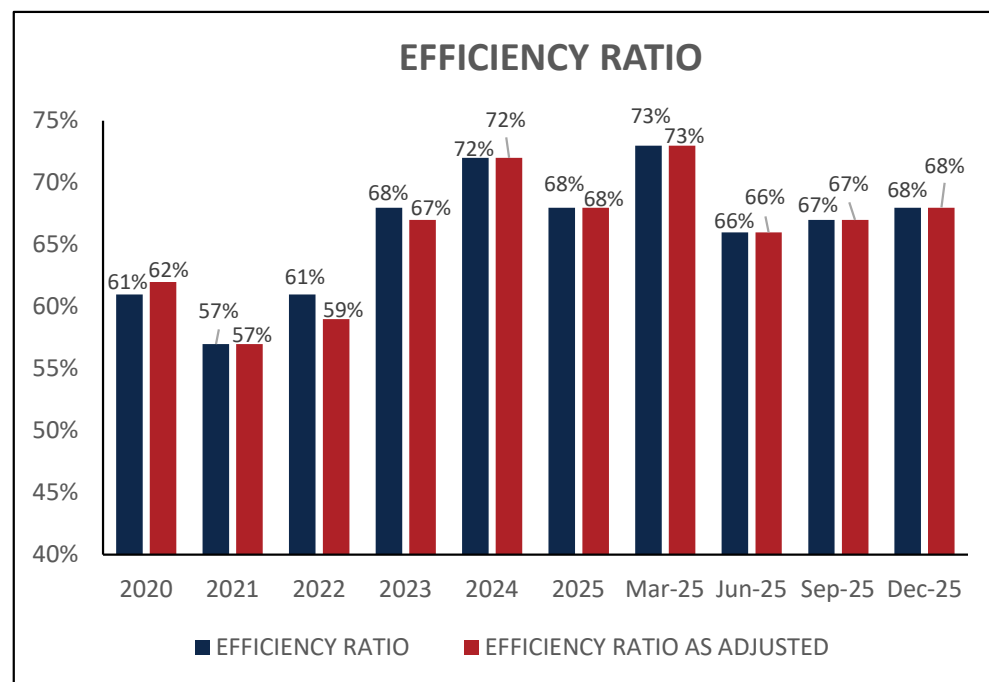
# Return on Average Assets and Return on Average Tangible Common Equity



Quarterly data is annualized for the quarterly 2025 information.

Return on average assets as adjusted, return on average tangible common equity (ROATCE) and ROATCE as adjusted are non-GAAP measures, which management believes may be helpful in understanding the underlying business performance trends related to average assets and average tangible equity. Reconciliations of ROAA as adjusted, ROTCE, and ROTCE as adjusted can be found in the appendix of this presentation. These measures should not be viewed as substitutes for operating results determined in accordance with GAAP.

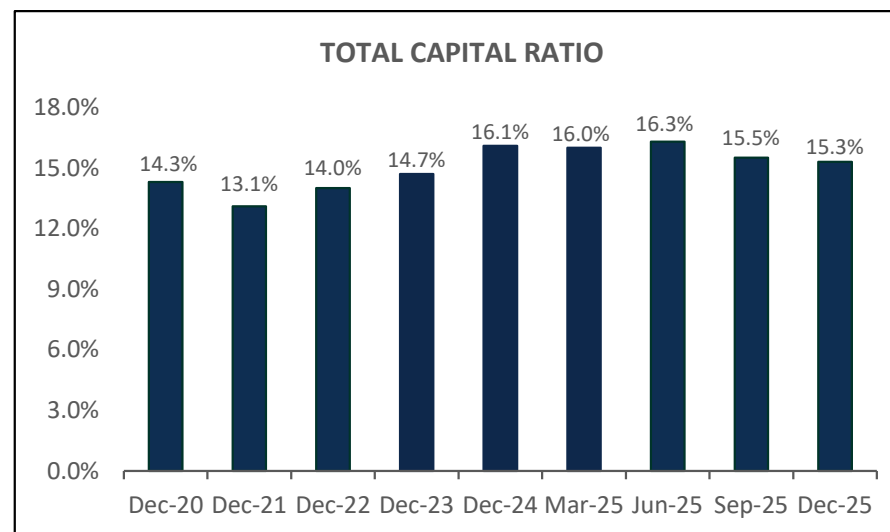
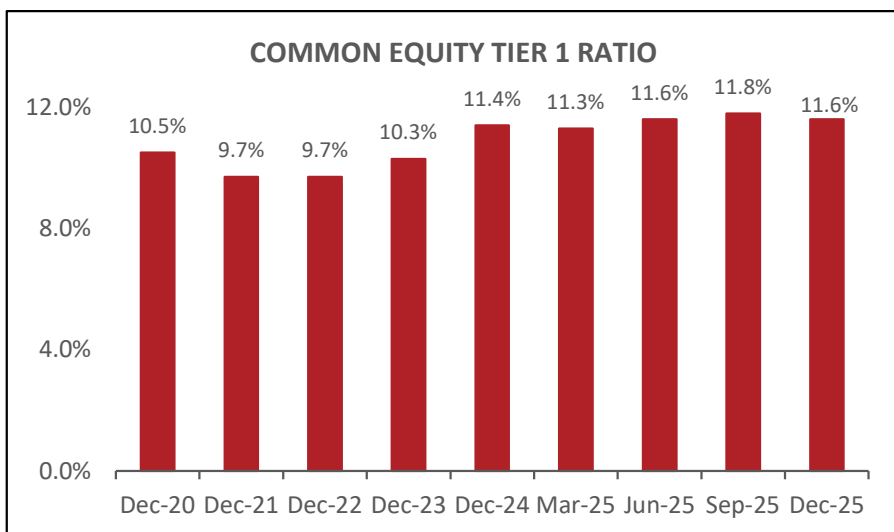
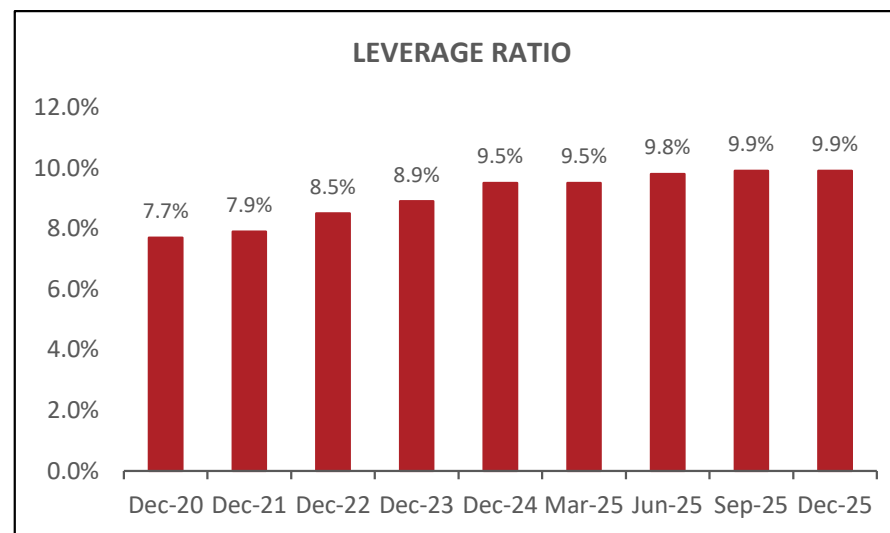
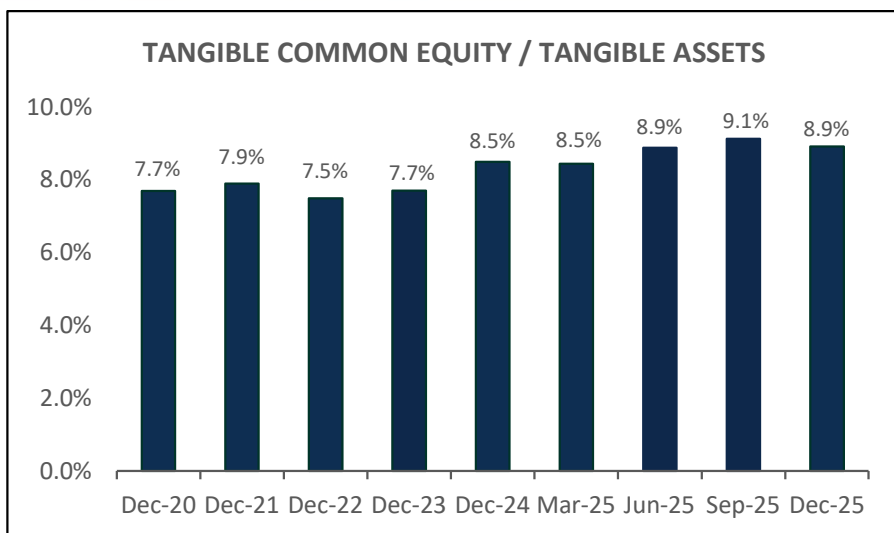
# Efficiency Ratio, Net Interest Income (NII) and Net Interest Margin (NIM)



The efficiency ratio as adjusted is a non-GAAP measure, which management believes may be helpful in understanding the underlying business performance trends related to non-interest expense. A reconciliation of the efficiency ratio as adjusted to its comparable GAAP financial measure can be found in the appendix of this presentation. This measure should not be viewed as a substitute for operating results determined in accordance with GAAP.

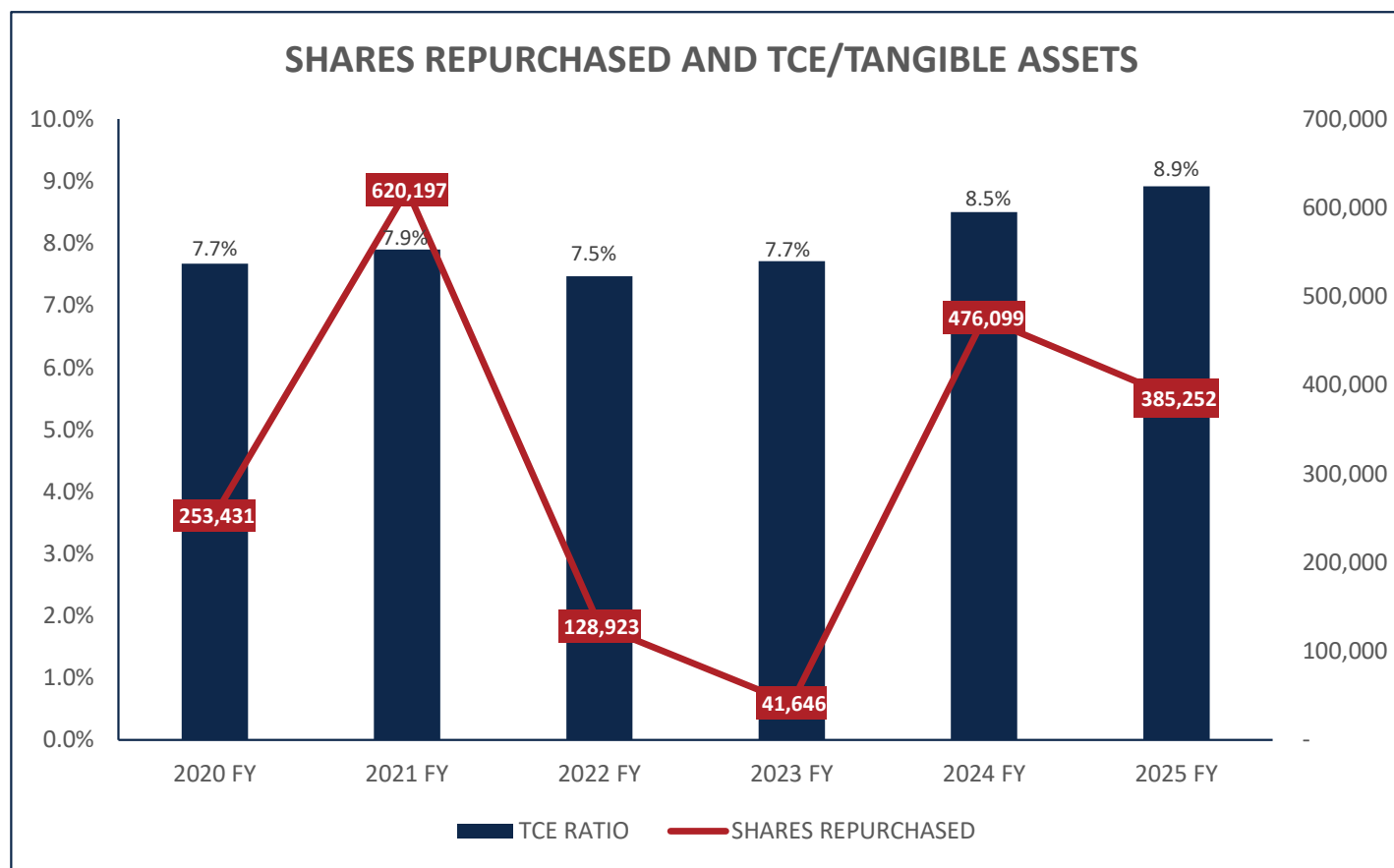
# Citizens Community Bancorp, Inc.

## Capital Ratios



Tangible common equity/tangible assets is a non-GAAP measure, which management believes may be helpful in understanding the underlying business performance trends related to tangible assets and tangible common equity. A reconciliation of tangible common equity and tangible assets to its comparable financial measure can be found in the appendix of the presentation. This measure should not be viewed as a substitute for operating results determined in accordance with GAAP.

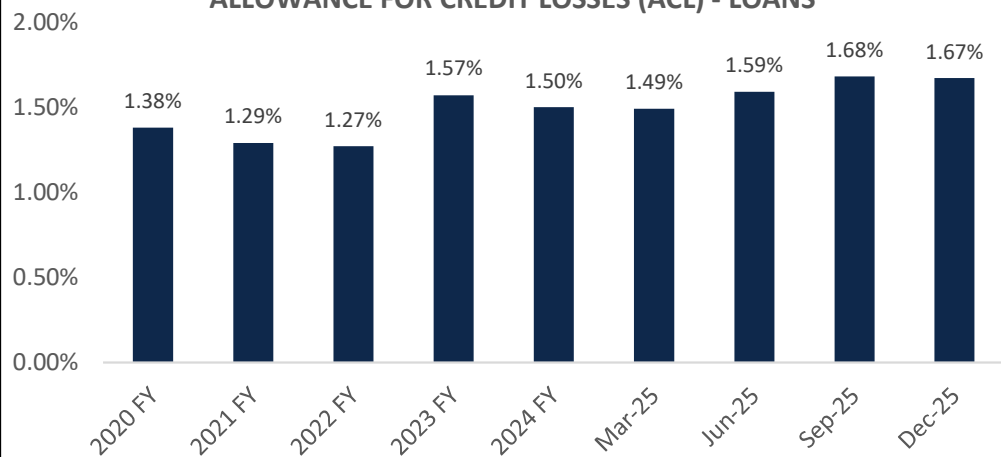
# CZWI Shares Repurchased and Tangible Common Equity (TCE) as a Percent of Tangible Assets (non-GAAP)



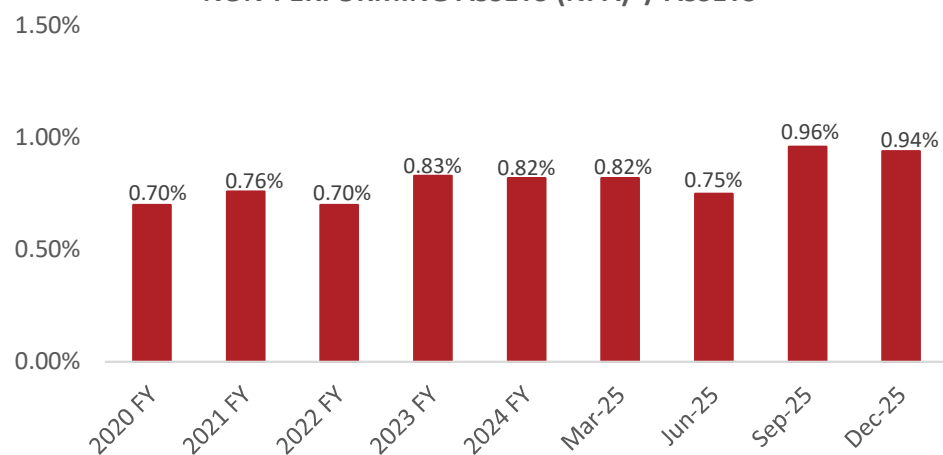
Tangible common equity/tangible assets is a non-GAAP measure, which management believes may be helpful in understanding the underlying business performance trends related to tangible assets and tangible common equity. A reconciliation of tangible common equity and tangible assets to its comparable financial measure can be found in the appendix of the presentation. This measure should not be viewed as a substitute for operating results determined in accordance with GAAP.

# Asset Quality

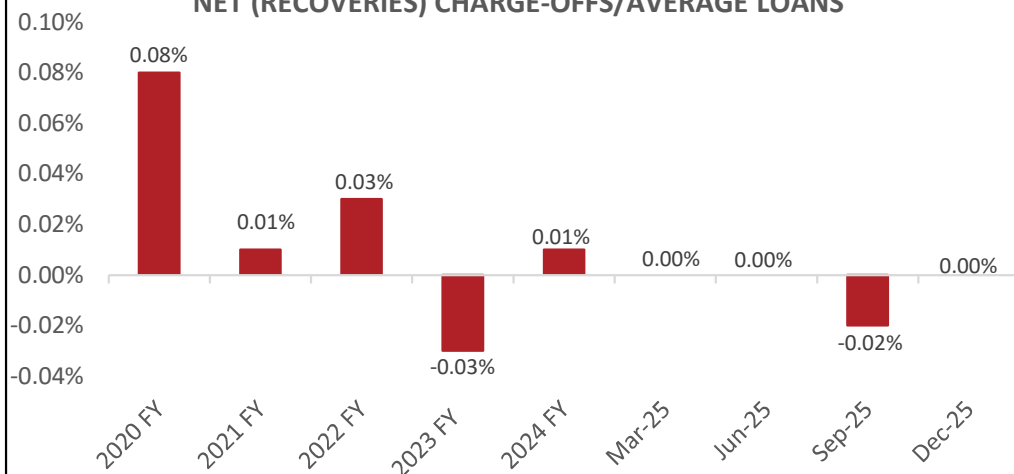
**ALLOWANCE FOR CREDIT LOSSES (ACL) - LOANS**



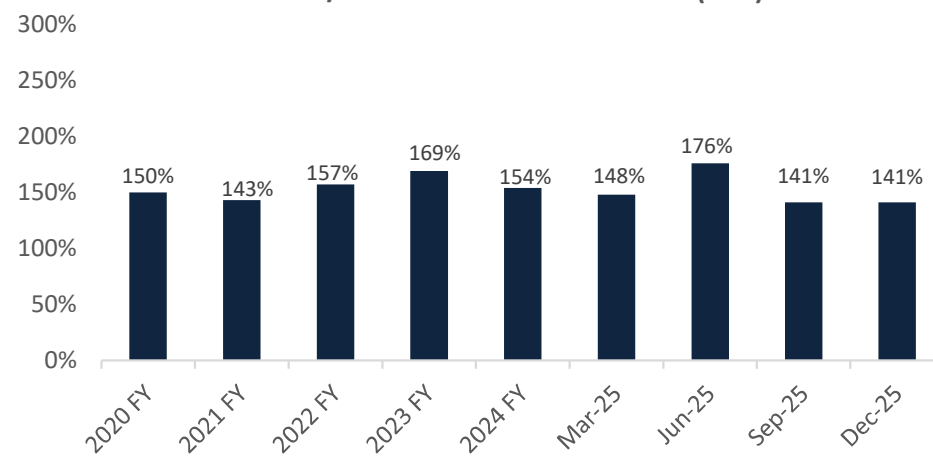
**NON-PERFORMING ASSETS (NPA) / ASSETS**



**NET (RECOVERIES) CHARGE-OFFS/AVERAGE LOANS**



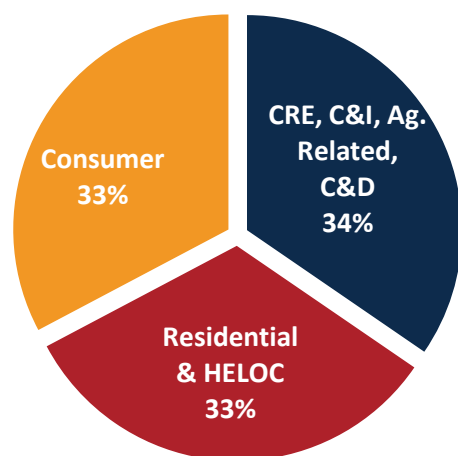
**ACL-LOANS / NON-PERFORMING LOANS (NPL)**



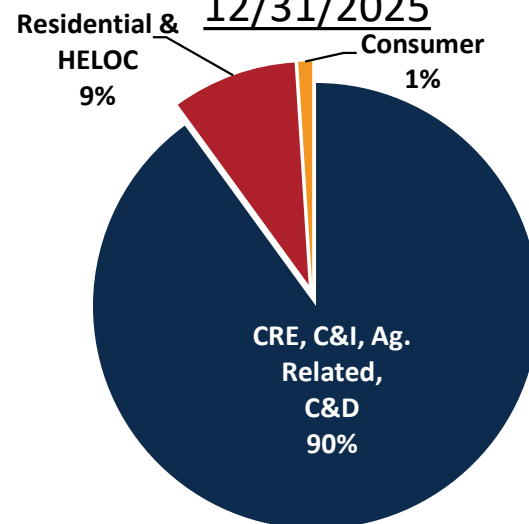
Quarterly data is annualized for the quarterly 2025 information.



9/30/2016



12/31/2025



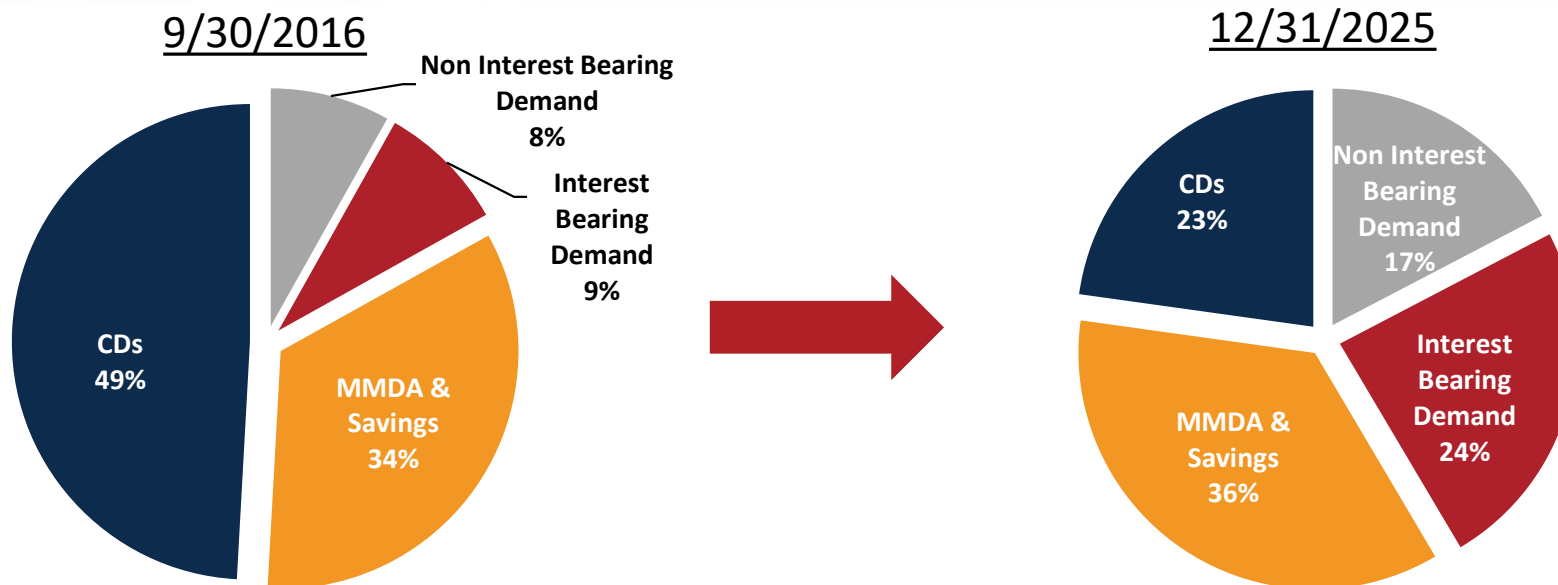
(\$000)	Sep-16	Dec-20	Dec-21	Dec-22	Dec-23	Dec-24	Dec-25
Commercial Real Estate	\$54,600	\$425,283	\$610,214	\$630,857	\$653,437	\$621,251	\$596,063
Housing related CRE	\$53,475	\$204,544	\$266,600	\$304,022	\$325,189	\$308,572	\$332,733
Commercial & Industrial	\$31,001	\$116,553	\$122,167	\$136,013	\$121,666	\$115,657	\$105,907
Ag. Real Estate / Ag. Operating	\$42,845	\$101,580	\$110,083	\$116,714	\$109,041	\$104,130	\$102,511
Construction & Development	\$16,580	\$98,517	\$79,520	\$102,492	\$110,941	\$78,489	\$75,767
Residential mortgage and Purchased HELOC loans	\$187,738	\$137,646	\$94,861	\$108,651	\$131,901	\$135,297	\$123,764
Indirect Consumer Installment	\$168,294	\$25,851	\$15,971	\$10,236	\$6,535	\$3,970	\$2,224
Consumer Installment	\$19,715	\$13,213	\$8,874	\$7,150	\$6,187	\$5,012	\$3,997
<b>Gross Loans Ex SBA PPP Loans</b>	<b>\$574,248</b>	<b>\$1,123,187</b>	<b>\$1,308,290</b>	<b>\$1,416,135</b>	<b>\$1,464,897</b>	<b>\$1,372,378</b>	<b>\$1,342,966</b>
SBA PPP Loans	\$0	\$123,702	\$8,755	\$0	\$0	\$0	\$0
<b>Total Gross Loans</b>	<b>\$574,248</b>	<b>\$1,246,889</b>	<b>\$1,317,045</b>	<b>\$1,416,135</b>	<b>\$1,464,897</b>	<b>\$1,372,378</b>	<b>\$1,342,966</b>

(1) Company has no credit card loans.

(2) Company has one \$5.5 million NDFI loan, which is the senior loan for the Bank Holding Company of an FDIC insured Bank.

(3) Average loan yield for Q4 2025 was 5.68%

# Deposit Composition

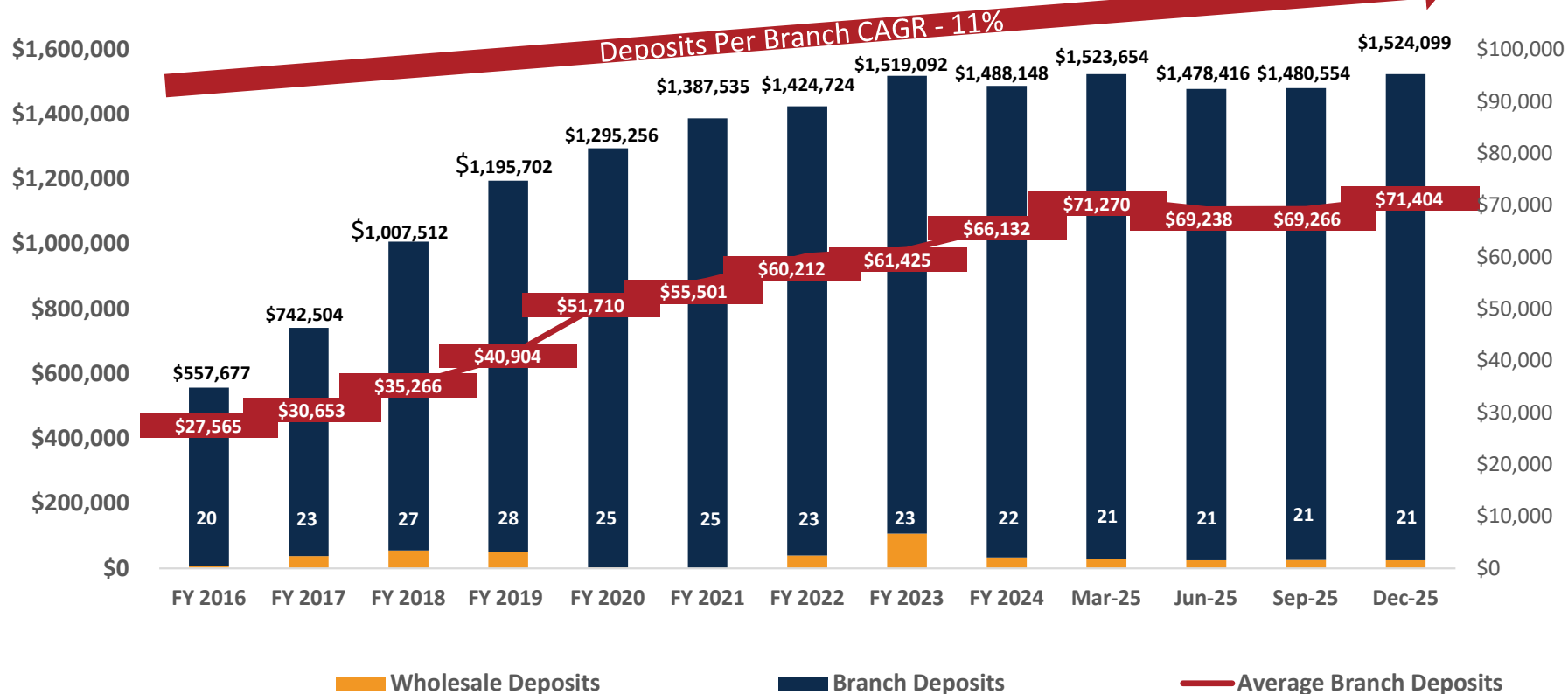


Deposit Composition - Quarter Lookback							
(\$000)	Sep-16	Dec-20	Dec-21	Dec-22	Dec-23	Dec-24	Dec-25
Non-interest-bearing demand deposits	\$45,408	\$238,348	\$276,631	\$284,726	\$265,704	\$252,656	\$264,394
Interest-bearing demand deposits	\$48,934	\$301,764	\$396,231	\$371,210	\$343,276	\$355,750	\$367,958
Savings accounts	\$52,153	\$196,348	\$222,674	\$220,019	\$176,548	\$159,821	\$151,525
Money market accounts	\$137,234	\$245,549	\$288,985	\$323,435	\$374,055	\$369,534	\$392,900
Certificate accounts	\$273,948	\$313,247	\$203,014	\$225,334	\$359,509	\$350,387	\$347,322
<b>Total Deposits</b>	<b>\$557,677</b>	<b>\$1,295,256</b>	<b>\$1,387,535</b>	<b>\$1,424,724</b>	<b>\$1,519,092</b>	<b>\$1,488,148</b>	<b>\$1,524,099</b>

**Q4 2025**  
**Cost of Deposits**  
**2.12%**

# Branch Deposit Growth & Efficiency

## TOTAL DEPOSITS, WHOLESALE, AND BRANCH DEPOSITS (\$000)



Includes branch acquisitions and consolidations

White Numbers  
Indicate Branch Count

- The number of branches has increased by one since 2016
  - 17 branches purchased
  - 2 branches opened
  - 18 branches closed, consolidated, or sold

# Appendix

# Net Interest Margin Analysis

	Quarter ended December 31, 2025			Quarter ended September 30, 2025			Quarter ended June 30, 2025			Quarter ended March 31, 2025		
	Average	Interest	Average	Average	Interest	Average	Average	Interest	Average	Average	Interest	Average
(\$ Dollars in Thousands)	Balance	Income/ Expense	Yield/ Rate	Balance	Income/ Expense	Yield/ Rate	Balance	Income/ Expense	Yield/ Rate	Balance	Income/ Expense	Yield/ Rate
<b>Average interest earning assets:</b>												
Cash and cash equivalents	\$ 84,678	\$ 842	3.94%	\$ 62,395	\$ 693	4.41%	\$ 44,377	\$ 493	4.46%	\$ 47,835	\$ 524	4.44%
Loans receivable	1,329,456	19,034	5.68%	1,342,635	19,759	5.84%	1,353,332	20,105	5.96%	1,363,352	18,602	5.53%
Investment securities	218,205	1,739	3.16%	220,213	1,738	3.13%	223,318	1,735	3.12%	228,514	1,808	3.21%
Non-marketable equity securities, at cost	12,390	156	5.00%	12,373	64	2.05%	12,400	169	5.47%	12,498	169	5.48%
Total interest earning assets	<u>\$ 1,644,729</u>	<u>\$ 21,771</u>	5.25%	<u>\$ 1,637,616</u>	<u>\$ 22,254</u>	5.39%	<u>\$ 1,633,427</u>	<u>\$ 22,502</u>	5.53%	<u>\$ 1,652,199</u>	<u>\$ 21,103</u>	5.18%
<b>Average interest-bearing liabilities:</b>												
Total deposits	\$ 1,233,678	\$ 7,998	2.57%	\$ 1,233,572	\$ 8,220	2.64%	\$ 1,237,951	\$ 8,287	2.69%	\$ 1,258,635	\$ 8,597	2.77%
FHLB Advances & Other Borrowings	50,941	708	5.51%	54,389	820	5.98%	61,781	904	5.87%	64,635	912	5.72%
Total interest bearing liabilities	<u>\$ 1,284,619</u>	<u>\$ 8,706</u>	2.69%	<u>\$ 1,287,961</u>	<u>\$ 9,040</u>	2.78%	<u>\$ 1,299,732</u>	<u>\$ 9,191</u>	2.84%	<u>\$ 1,323,270</u>	<u>\$ 9,509</u>	2.91%
Net interest income		<u>\$ 13,065</u>			<u>\$ 13,214</u>			<u>\$ 13,311</u>			<u>\$ 11,594</u>	
<b>Interest Rate Spread</b>			<b>2.56%</b>				<b>2.61%</b>				<b>2.69%</b>	<b>2.27%</b>
<b>Net interest margin</b>			<b>3.15%</b>				<b>3.20%</b>				<b>3.27%</b>	<b>2.85%</b>

# Interest Rate Risk

Economic Value of Equity (EVE)			
December 31, 2025		December 31, 2024	
Change in Interest Rates In Basis Points ("bp") Rate Shock in Rates (1)	Percent Change	Change in Interest Rates In Basis Points ("bp") Rate Shock in Rates (1)	Percent Change
+300 bp	6%	+300 bp	2%
+200 bp	4%	+200 bp	2%
+100 bp	2%	+100 bp	1%
-100 bp	-4%	-100 bp	-1%
-200 bp	-8%	-200 bp	-4%

Net Interest Income Over One Year Horizon			
December 31, 2025		December 31, 2024	
Change in Interest Rates In Basis Points ("bp") Rate Shock in Rates (1)	Percent Change	Change in Interest Rates In Basis Points ("bp") Rate Shock in Rates (1)	Percent Change
+300 bp	-4%	+300 bp	-8%
+200 bp	-2%	+200 bp	-5%
+100 bp	-1%	+100 bp	-3%
-100 bp	-1%	-100 bp	2%
-200 bp	-1%	-200 bp	3%

(1) Assumes an immediate and parallel shift in the yield curve at all maturities.

Note: The tables above may not be indicative of future results.

# Reconciliation of Non-GAAP Financial Measures

## Reconciliation of GAAP Earnings and Core Earnings (non-GAAP):

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	Mar-25	Jun-25	Sep-25	Dec-25
GAAP pre-tax earnings	\$ 17,280	\$ 28,959	\$ 23,581	\$ 18,932	\$ 17,450	\$ 17,441	\$ 3,974	\$ 4,047	\$ 4,535	\$ 4,885
Merger related costs (1)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Branch closure costs (2)	\$ 165	\$ -	\$ 981	\$ 380	\$ 168	\$ -	\$ -	\$ -	\$ -	\$ -
Settlement proceeds (3)	\$ (131)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
FHLB borrowings prepayment fee (4)	\$ -	\$ 102	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net gain on sale of acquired business lines (5)	\$ (432)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Income before provision for income taxes as adjusted (6)	\$ 16,882	\$ 29,061	\$ 24,562	\$ 19,312	\$ 17,618	\$ 17,441	\$ 3,974	\$ 4,047	\$ 4,535	\$ 4,885
Provision for income tax on pre-tax earnings as adjusted (7)	\$ 4,457	\$ 7,722	\$ 6,062	\$ 5,991	\$ 3,735	\$ 3,021	\$ 777	\$ 777	\$ 853	\$ 614
Total provision for income tax as adjusted	\$ 4,457	\$ 7,722	\$ 6,062	\$ 5,991	\$ 3,735	\$ 3,021	\$ 777	\$ 777	\$ 853	\$ 614
Net income as adjusted (non-GAAP) (6)	\$ 12,425	\$ 21,339	\$ 18,500	\$ 13,321	\$ 13,883	\$ 14,420	\$ 3,197	\$ 3,270	\$ 3,682	\$ 4,271
GAAP diluted earnings per share, net of tax	\$ 1.14	\$ 1.98	\$ 1.69	\$ 1.25	\$ 1.34	\$ 1.46	\$ 0.32	\$ 0.33	\$ 0.37	\$ 0.44
Merger related costs, net of tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Branch related costs, net of tax	\$ 0.01	\$ -	\$ 0.07	\$ 0.03	\$ 0.01	\$ -	\$ -	\$ -	\$ -	\$ -
Settlement proceeds	\$ (0.01)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
FHLB borrowings prepayment fee	\$ -	\$ 0.01	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net gain on sale of acquired business lines	\$ (0.03)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Diluted earnings per share, as adjusted, net of tax (non-GAAP)	\$ 1.11	\$ 1.99	\$ 1.76	\$ 1.28	\$ 1.35	\$ 1.46	\$ 0.32	\$ 0.33	\$ 0.37	\$ 0.44
Average diluted shares outstanding	11,161,811	10,726,539	10,513,773	10,470,298	10,262,710	9,906,893	10,000,818	9,997,229	9,920,907	9,719,052



# Reconciliation of Non-GAAP Financial Measures

(1) All costs incurred are presented as professional fees and other non-interest expense in the consolidated statement of operations and include costs \$0, \$0, \$0, \$0, \$0, \$0, \$0, \$0, and \$0, for the three months ended December 31, 2025, September 30, 2025, June 30, 2025, March 31, 2025, and years ended December 31, 2024, December 31, 2023, December 31, 2022, December 31, 2021, and December 31, 2020, respectively, which are nondeductible expenses for federal income tax purposes.

(2) Branch closure costs include severance pay recorded in compensation and benefits, accelerated depreciation expense and lease termination fees included in occupancy and other costs included in other non-interest expense in the consolidated statement of operations. In addition, other non-interest expense includes costs related to the reduction in valuation of a closed branch office in the fourth quarter of fiscal 2017 and costs associated with three branch closures during the quarter ended December 31, 2020, one branch closure in the quarter ended September 30, 2022, two branch closures in the quarter ended December 31, 2022, and one branch office closure in the quarter ended December 31, 2023. Professional services includes legal costs related to the sale of the Michigan branch included in these Branch closure costs during the quarter ended March 31, 2019.

(3) Settlement proceeds includes litigation income from a JP Morgan Residential Mortgage-Backed Security (RMBS) claim. This JP Morgan RMBS was previously owned by the Bank and sold in 2011.

(4) The prepayment fee to restructure our FHLB borrowings is included in other non-interest expense in the consolidated statement of operations.

(5) Net gain on sale of acquired business lines resulted from (1) the sale of Wells Insurance Agency and (2) the termination and sale of the wealth management business line sales contract acquired in a former acquisition.

(6) Pretax net income as adjusted and net income as adjusted are non-GAAP measures that management believes enhances the market's ability to assess the underlying business performance and trends related to core business activities.

(7) Provision for income tax on pre-tax income as adjusted is calculated at our effective tax rate for each respective period presented.

# Reconciliation of Non-GAAP Financial Measures

## Return on Average Assets (ROAA) as Adjusted

(In thousands except ROAA and ROAA as adjusted)

	2020	2021	2022	2023	2024	2025	Mar-25	Jun-25	Sep-25	Dec-25
Net Income	\$ 12,725	\$ 21,266	\$ 17,761	\$ 13,059	\$ 13,751	\$ 14,420	\$ 3,197	\$ 3,270	\$ 3,682	\$ 4,271
Net Income as adjusted	\$ 12,425	\$ 21,339	\$ 18,500	\$ 13,321	\$ 13,883	\$ 14,420	\$ 3,197	\$ 3,270	\$ 3,682	\$ 4,271
Average assets	\$ 1,594,053	\$ 1,722,483	\$ 1,775,049	\$ 1,836,337	\$ 1,808,256	\$ 1,749,437	\$ 1,763,191	\$ 1,745,897	\$ 1,735,752	\$ 1,751,360
Return on average assets	0.80%	1.23%	1.00%	0.71%	0.76%	0.82%	0.74%	0.75%	0.84%	0.97%
Return on average assets as adjusted	0.78%	1.24%	1.04%	0.73%	0.77%	0.82%	0.74%	0.75%	0.84%	0.97%

## Return on Average Tangible Common Equity (ROATCE) as Adjusted

(In thousands except ROATCE and ROATCE as adjusted)

	2020	2021	2022	2023	2024	2025	Mar-25	Jun-25	Sep-25	Dec-25
Common Equity	\$ 160,564	\$ 170,866	\$ 167,088	\$ 173,334	\$ 179,084	\$ 187,939	\$ 180,051	\$ 183,462	\$ 186,815	\$ 187,939
Less: Goodwill	(31,498)	(31,498)	(31,498)	(31,498)	(31,498)	(31,498)	(31,498)	(31,498)	(31,498)	(31,498)
Less: Core Deposit and other intangibles	(5,494)	(3,898)	(2,449)	(1,694)	(979)	(395)	(800)	(621)	(508)	(395)
Tangible Common Equity (TCE)	\$ 123,572	\$ 135,470	\$ 133,141	\$ 140,142	\$ 146,607	\$ 156,046	\$ 147,753	\$ 151,343	\$ 154,809	\$ 156,046
Average Tangible Common Equity	\$ 115,313	\$ 127,793	\$ 131,305	\$ 132,409	\$ 142,641	\$ 150,722	\$ 146,083	\$ 149,161	\$ 152,759	\$ 155,320
Net Income	\$ 12,725	\$ 21,266	\$ 17,761	\$ 13,059	\$ 13,751	\$ 14,420	\$ 3,197	\$ 3,270	\$ 3,682	\$ 4,271
Intangible amortization, net of tax	1,194	1,171	1,095	521	563	483	144	145	92	99
Tangible Net Income	\$ 13,919	\$ 22,437	\$ 18,856	\$ 13,580	\$ 14,314	\$ 14,903	\$ 3,341	\$ 3,415	\$ 3,774	\$ 4,370
Net Income as adjusted	\$ 12,425	\$ 21,339	\$ 18,500	\$ 13,321	\$ 13,883	\$ 14,420	\$ 3,197	\$ 3,270	\$ 3,682	\$ 4,271
Intangible amortization, net of tax	1,194	1,171	1,095	521	563	483	144	145	92	99
Tangible Net Income as adjusted	\$ 13,619	\$ 22,510	\$ 19,595	\$ 13,842	\$ 14,446	\$ 14,903	\$ 3,341	\$ 3,415	\$ 3,774	\$ 4,370
ROATCE	12.1%	17.6%	14.4%	10.3%	10.0%	9.9%	9.3%	9.2%	9.8%	11.2%
ROATCE as adjusted	11.8%	17.6%	14.9%	10.5%	10.1%	9.9%	9.3%	9.2%	9.8%	11.2%

Note: All quarterly period ratios are annualized for net income / net income as adjusted.

# Reconciliation of Non-GAAP Financial Measures

Efficiency Ratio as Adjusted											
(In thousands except Efficiency Ratio and Efficiency Ratio as adjusted)											
	2020	2021	2022	2023	2024	2025	Mar-25	Jun-25	Sep-25	Dec-25	
Non-interest Expense (GAAP)	\$ 43,673	\$ 40,532	\$ 41,743	\$ 40,142	\$ 42,306	\$ 42,936	\$ 10,463	\$ 10,750	\$ 11,051	\$ 10,672	
Less amortization of intangibles	(1,622)	(1,596)	(1,449)	(755)	(715)	(584)	(179)	(179)	(113)	(113)	
Efficiency ratio numerator	42,051	38,936	40,294	39,387	41,591	42,352	10,284	10,571	10,938	10,559	
Merger related costs	-	-	-	-	-	-	-	-	-	-	
Branch Closure costs	(165)	-	(981)	(380)	(168)	-	-	-	-	-	
Audit and financial reporting	-	-	-	-	-	-	-	-	-	-	
Prepayment fee	-	(102)	-	-	-	-	-	-	-	-	
Efficiency ratio numerator as adjusted	\$ 41,886	\$ 38,834	\$ 39,313	\$ 39,007	\$ 41,423	\$ 42,352	\$ 10,284	\$ 10,571	\$ 10,938	\$ 10,559	
Non-interest income	\$ 18,448	\$ 15,824	\$ 10,430	\$ 10,250	\$ 10,107	\$ 11,143	\$ 2,593	\$ 2,836	\$ 3,022	\$ 2,692	
Net interest income	50,255	53,667	56,369	48,349	46,474	51,184	11,594	13,311	13,214	13,065	
Add back net losses on debt and equity securities	-	-	-	-	(856)	-	-	-	(66)	-	
Subtract net gains on debt and equity securities	110	1,224	541	459	-	234	10	99	-	191	
Efficiency ratio denominator (GAAP)	68,593	68,267	66,258	58,140	57,437	62,093	14,177	16,048	16,302	15,566	
Net gain on sale of branch	-	-	-	-	-	-	-	-	-	-	
Net gain on sale of acquired business lines	(432)	-	-	-	-	-	-	-	-	-	
Settlement proceeds	(131)	-	-	-	-	-	-	-	-	-	
Efficiency ratio denominator as adjusted	\$ 68,030	\$ 68,267	\$ 66,258	\$ 58,140	\$ 57,437	\$ 62,093	\$ 14,177	\$ 16,048	\$ 16,302	\$ 15,566	
Efficiency ratio	61%	57%	61%	68%	72%	68%	73%	66%	67%	68%	
Efficiency ratio as adjusted	62%	57%	59%	67%	72%	68%	73%	66%	67%	68%	
Tangible Book Value Per Share (TBVPS) as Adjusted											
(In thousands except Shares Outstanding, Book Value and TBVPS)											
	2020	2021	2022	2023	2024	2025	Mar-25	Jun-25	Sep-25	Dec-25	
Total Stockholders' equity	\$ 160,564	\$ 170,866	\$ 167,088	\$ 173,334	\$ 179,084	\$ 187,939	\$ 180,051	\$ 183,462	\$ 186,815	\$ 187,939	
Less: Goodwill	(31,498)	(31,498)	(31,498)	(31,498)	(31,498)	(31,498)	(31,498)	(31,498)	(31,498)	(31,498)	
Less: Core deposit and intangibles	(5,494)	(3,898)	(2,449)	(1,694)	(979)	(395)	(800)	(621)	(508)	(395)	
Tangible book value (non-GAAP)	\$ 123,572	\$ 135,470	\$ 133,141	\$ 140,142	\$ 146,607	\$ 156,046	\$ 147,753	\$ 151,343	\$ 154,809	\$ 156,046	
Shares outstanding	11,056,349	10,502,442	10,425,119	10,440,591	9,981,996	9,617,245	9,989,536	9,991,997	9,856,745	9,617,245	
Book Value	\$ 14.52	\$ 16.27	\$ 16.03	\$ 16.60	\$ 17.94	\$ 19.54	\$ 18.02	\$ 18.36	\$ 18.95	\$ 19.54	
TBVPS	\$ 11.18	\$ 12.90	\$ 12.77	\$ 13.42	\$ 14.69	\$ 16.23	\$ 14.79	\$ 15.15	\$ 15.71	\$ 16.23	
Tangible Common Equity / Tangible Assets											
(In thousands except Tangible Common Equity / Tangible Assets)											
	2020	2021	2022	2023	2024	2025	Mar-25	Jun-25	Sep-25	Dec-25	
Total Assets	\$ 1,649,095	\$ 1,739,628	\$ 1,816,367	\$ 1,851,391	\$ 1,748,519	\$ 1,781,755	\$ 1,779,963	\$ 1,735,164	\$ 1,726,987	\$ 1,781,755	
Less: Goodwill	(31,498)	(31,498)	(31,498)	(31,498)	(31,498)	(31,498)	(31,498)	(31,498)	(31,498)	(31,498)	
Less: Core deposit and intangibles	(5,494)	(3,898)	(2,449)	(1,694)	(979)	(395)	(800)	(621)	(508)	(395)	
Tangible Assets (non-GAAP)	\$ 1,612,103	\$ 1,704,232	\$ 1,782,420	\$ 1,818,199	\$ 1,716,042	\$ 1,749,862	\$ 1,747,665	\$ 1,703,045	\$ 1,694,981	\$ 1,749,862	
Total Stockholders' Equity/Total Assets	9.7%	9.8%	9.2%	9.4%	10.2%	10.5%	10.1%	10.6%	10.8%	10.6%	
Tangible Common Equity / Tangible Assets	7.7%	7.9%	7.5%	7.7%	8.5%	8.9%	8.5%	8.9%	9.1%	8.9%	

Note: All quarterly period ratios are annualized for net income / net income as adjusted

## Market Demographics

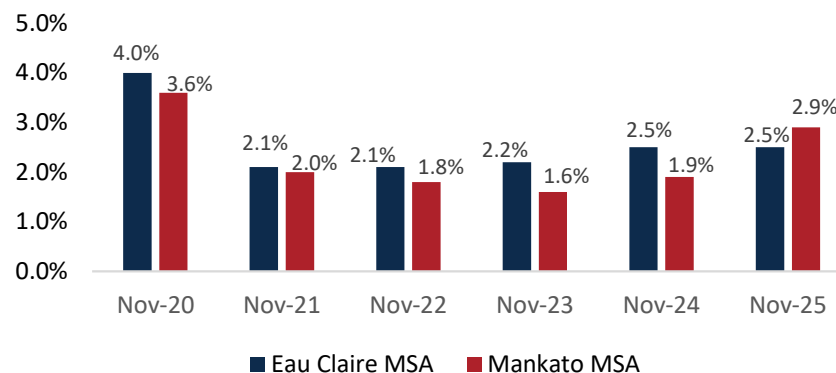
### Eau Claire MSA:

- Features a broad-based, diverse economy, which is driven by commercial, housing, retail and medical industries.

### Mankato MSA:

- The Mankato market also possesses a broad-based, diverse economy, which is driven by manufacturing, agribusiness, health care and education.

### MSA Unemployment Rates



### Eau Claire Area Employers



### Mankato Area Employers





**Stephen M. Bianchi**  
*Chairman of the Board  
President & CEO*

Mr. Stephen M. Bianchi, also known as Steve, has been the Chief Executive Officer and President of Citizens Community Bancorp, Inc. and Citizens Community Federal since June 24, 2016. He has been Chairman of Citizens Community Bancorp, Inc. since October 2018 and Citizens Community Federal National Association. As a banking veteran with 40 years of experience, Mr. Bianchi served in several senior management positions at Wells Fargo Bank and with Associated Bank. He served as the Chief Executive Officer at HF Financial Corp. from October 2011 and its President from April 2010 to May 2015. Mr. Bianchi served as the Chief Executive Officer and President of Home Federal Bank, a subsidiary of HF Financial Corp. from August 2012 to May 2015. He served as the Interim Chief Executive Officer and Interim President of HF Financial Corp. from October 2011 until July 2012. Mr. Bianchi served as Senior Vice President at Associated Bank, where he served as Minnesota Regional President and Minnesota Regional Commercial Banking Manager from July 2006 to April 2010. Before that, he served as Twin Cities Business Banking Manager for Wells Fargo Bank, where he held several other management positions over 14 years. He has been a Director of Citizens Community Bancorp, Inc. since May 25, 2017. He has been a Director of Citizens Community Federal since June 24, 2016. Mr. Bianchi received his B.S. degree in Finance and M.B.A. from Providence College.



**James S. Broucek**  
*Executive VP, CFO Principal  
Accounting Officer, Treasurer  
& Secretary*

Mr. James S. Broucek, also known as Jim, has been Chief Financial Officer and Principal Accounting Officer at Citizens Community Bancorp, Inc. and Citizens Community Federal since October 31, 2017. He serves as Executive Vice President, CFO, Treasurer, and Secretary of Citizens Community Bancorp, Inc. and of Citizens Community Federal National Association. He served as a Senior Manager of Wipfli LLP ("Wipfli") from December 2013 to October 2017. Before joining Wipfli, Mr. Broucek held several positions with TCF Financial Corporation ("TCF Financial") and its subsidiaries from 1995 to 2013, with his last position being Treasurer of TCF Financial. Prior to joining TCF Financial, Mr. Broucek served as the Controller of Great Lakes Bancorp. Mr. Broucek is a banking veteran with 40 years of experience. Mr. Broucek holds a B.A. in mathematics and business administration with a concentration in accounting from Hope College.