



First Mutual Bank 2025 Community Impact Report





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Letter from the President

To Our Customers and Community Members,

2025 was a year of meaningful progress for First Mutual Bank. We strengthened relationships across our communities and continued investing in the people, businesses and neighborhoods we serve. Throughout the year, we remained grounded in the values that define mutual banking: service, stewardship, trust, and a long-term commitment to our customers and communities.

As a mutual bank, we measure success not only by financial performance, but also by the strength of the relationships we build and the positive impact we help create over time. We believe local dollars should help meet local needs — and that belief shapes how we make decisions, invest and serve every day.

Throughout the year, our team supported community organizations, educational efforts and local initiatives that align with our mission. Through volunteerism, financial education, charitable giving and trusted partnerships, we worked to make a positive difference and help create stronger communities.

That work is possible because of our dedicated employees, whose care, professionalism and generosity bring our mission to life. Every day, they build trust with customers, support one another, and contribute their time and talents to our neighbors and neighborhoods.

Our purpose remains clear: to serve customers and communities with a long-term perspective and a deep sense of responsibility. Mutual banking is built on relationships, not short-term gains, and that distinction continues to guide our decisions and our commitment to reinvest in the communities we serve.

I am grateful to our customers, community partners, Board of Directors and employees for the trust they place in First Mutual Bank. Together, we continue to build on a strong foundation of service and shared purpose, and we remain committed to serving our communities with care and integrity.

Sincerely,



Tammy Belcher
President & CEO
First Mutual Bank



Leadership Teams

Management Team



TAMMY BELCHER
President & CEO



CATHERINE BARKER
VP, Lending Operations Officer



DEBRA THOMAS
VP, Deposit Operations Officer



CARLA MORRIS
VP, Finance

Board of Directors



DANIEL MASON
Board Chairperson



TAMMY BELCHER



SCOTT D. ADAMS



WHITNEY CLEGG



BRIAN FELICI



DR. LORI A. HAWKINS



BRIAN PINKERTON



DAVID SHAW



Who We Are

First Mutual Bank has been woven into the fabric of the Mid-Ohio Valley for generations. While our name reflects our formation in 2018 — when Belpre Savings Bank and Doolin Security Savings Bank joined forces — our roots run much deeper than that. Our heritage as a community bank stretches all the way back to the 1800s, and the promise we've kept since then is a simple one: to stand by you for the long term and for life's important moments.

We are a mutual bank — and that distinction matters more than you might think. Unlike traditional banks that answer to shareholders, we answer to our depositors. That means every dollar you keep with us gets reinvested right back into the communities we call home. Your savings help fund your neighbor's mortgage. Your checking account helps sponsor a Summer Coffeehouse Series in New Martinsville. Your trust in us becomes a financial literacy lesson for a student at Kanawha Elementary. That's the mutual bank difference — and it's the reason everything in this report is possible.

What Makes a Mutual Bank Different?

At most banks, profits flow to shareholders. At First Mutual Bank, they flow to you — and to the communities you love. As a depositor-owned institution, we measure success not just in dollars, but in the vitality of the neighborhoods, schools and organizations we invest in every single day. When you bank with us, you're not just a customer. You're a part of what makes this community great.

Guided by Our Values

Our Values shape how First Mutual Bank serves customers, supports communities and works together every day. As a mutual bank, we put people first, and our Values guide the decisions we make for the long-term good of the customers and neighborhoods we serve. They help us build trust, strengthen relationships and stay focused on what matters most. By living these Values in every interaction, we turn our mission into meaningful action across our communities.

Our Values

Community Focus

We take action to ensure we're helping to build a thriving community

Empowered

We explore options and make decisions in the best interests of our customers and each other

Excellence

We seek achievement and to continually build and improve on our service offerings

Accountability

We act with honesty and integrity, and take ownership of our behaviors and decisions

By the Numbers



3

branches



23

employees

95%

of employees
volunteered



More than

20

organizations
supported



\$111

million total assets

MISSION MOMENT



Caring for Community Companions

By supporting donation drives for local animal shelters, our team is living out the mutual banking belief that strong communities are built when neighbors help neighbors. It reflects our commitment to caring for the places we call home and investing in the well-being of every part of our community.

Planting Seeds:

Our Growing “Partner in Education” Program

First Mutual Bank’s Partner in Education program is an important part of our community outreach. By supporting schools in our area, we help students build financial confidence and feel supported by their neighbors. These efforts reflect our belief that investing in students today helps strengthen our communities for years to come.

Franklin Elementary

As our first Partner in Education school, Franklin Elementary showed us the value of consistent community support. While our partnership with the school only lasted until May, our team showed up for students, parents and staff in ways that make a lasting difference.

We hosted a financial literacy session for parents and staff on credit awareness and budgeting basics, sharing practical tools families can use right away.

We also returned for Read Across America Week, reading in classrooms and connecting with students. Like financial literacy, reading helps young people imagine what’s possible.

Welcome, Kanawha Elementary!

We began a new collaboration with Kanawha Elementary, bringing financial empowerment and community connection to more students and families in Wood County. This partnership reflects our belief that every child in our region deserves support and encouragement for a bright future.

As part of this relationship, we are bringing financial literacy resources, family outreach and school-event engagement to Kanawha Elementary to help plant seeds of financial confidence early. Together, we are investing in students and the Davisville community.



Welcome, Belpre High School!

Partnering with Belpre High School is especially meaningful because it is our hometown. These students are our neighbors and future community leaders, so investing in them feels personal.

This partnership extends our educational commitment from elementary school through graduation. For high school students, financial literacy matters now as they make decisions about college, credit, careers and lifelong money habits. We do not take lightly the chance to offer guidance at such a formative time.

Our vision is to meet Belpre High School students where they are by talking about credit, budgeting, saving and investing before those first big financial decisions arrive. When young people understand money, they are more prepared to build the life they want.

The roots we are planting here will grow for years to come.

A New Chapter: Our Headquarters

There's something powerful about investing in the place you call home.

For years, the building at 605 Washington Blvd. in Belpre has been more than just a bank. It's been a landmark — a familiar face on a familiar street, a place where neighbors have walked through the door for decades to be greeted by people who know their names. In 2025, we made it even better.

Every bit of the renovation work was completed by local companies all from Washington County. The project architect was Trent DeBruin with VSWC Architects from Athens, and the contractor was Harmon Construction from Waterford.

When we invested in local companies for this exciting project, more of those dollars stayed in the community, supporting local jobs, small businesses and long-term economic strength. It's another way mutual banking puts community first — reinvesting in the people and places that help our neighborhoods thrive.

After months of thoughtful renovation, First Mutual Bank's Belpre headquarters officially reopened — refreshed, modernized and more welcoming than ever. But make no mistake, this wasn't just a construction project. It was a statement of commitment. It was First Mutual Bank demonstrating that we believe in Belpre. We believe in the Mid-Ohio Valley, and we're putting our investment where our values are.

The renovation was designed with our customers and our team in mind at every step. We wanted the space to reflect who we are — approachable, professional, community-rooted — and to create an environment where every person who walks through the door feels genuinely welcomed. Whether



you've been banking with us for forty years or you're opening your first account, you deserve a space that feels worthy of the trust you've placed in us.

For our employees, the reopening was something to celebrate. Coming into a renewed, energized workspace each day is a reminder that the organization they've dedicated themselves to is growing — and growing with intention. This is a place that cares about getting things right, and the renovated headquarters is a beautiful reflection of that.

And for the Belpre community, the reopened headquarters is a reminder that mutual banking runs deeper than transactions. When First Mutual Bank invests in its home, it's because the community invested in us first — through every deposit, every account, every relationship built over generations.

MISSION MOMENT

Community Fun Together

We helped bring the family fun to Belpre Homecoming by sponsoring a day for children to ride the carnival rides for free. This reflects the mutual banking belief that strong communities are built through connection, shared experiences and support for local traditions. At First Mutual Bank, we invest in more than financial well-being — we invest in the moments and gatherings that bring neighbors together and help communities thrive.



Women Who Lead

At First Mutual Bank, leadership is measured not only by results but by the way people lift others up along the way. From the boardroom to the branch and conference stages to classroom visits, the women of First Mutual Bank are leading with purpose. We're proud to recognize their contributions and the many ways they help shape our bank and our communities.

First Mutual Bank President and CEO Tammy Belcher traveled to the Ohio Bankers League Women in Banking Conference and didn't just attend. She led.

As a featured speaker on the Women in Leadership panel, Tammy shared her perspective on what it means to be a female leader in community banking: the challenges, opportunities, responsibility and joy. Her voice joined those of other accomplished women in the industry for a conversation that resonated far beyond the conference room walls.

For Tammy, this wasn't just a professional milestone. It was an extension of something she practices every day at First Mutual Bank — modeling the kind of leadership that prioritizes people, embraces authenticity and never loses sight of the community it serves. The mutual bank model and female leadership, she would tell you, have a great deal in common: they both put people first.

Championing Women's Leadership in Our Own Backyard

First Mutual Bank's commitment to women's leadership didn't stop at the state line. In June, we were proud to sponsor the Chamber of Commerce of the Mid-Ohio Valley's Women in Leadership Conference right here in our own community.

This conference brings together passionate, driven women from across the region to network, learn and celebrate one another's achievements. It's a space for sharing career journeys, discussing community impact and lifting each other up in the truest sense of the phrase. By sponsoring this event, First Mutual Bank isn't just writing a check — it demonstrates that we believe in the women in our communities and want to invest in the spaces where they can grow.

Our sponsorship of this event is a reflection of our values — specifically, Empowered. We believe in creating spaces where people can thrive, where voices are heard and where the next generation of leaders can see themselves reflected in the rooms where decisions are made.

Mutuals Matter

First Mutual Bank is proud to be a founding member of a consortium of mutual banks, called Mutuals Matter, united to strengthen and promote the mutual banking model. Mutual banks remain a vital part of the financial services landscape, though the value of the mutual banking model is not always widely understood. Mutuality centers on a strong commitment to depositor-owners and the well-being of our communities.

With nearly 40 other mutual banks now a part of Mutuals Matter, the movement has continued gaining more member banks and more momentum to share the story of mutuality. Just like when First Mutual Bank partners with local businesses and organizations to support each other, we are stronger together.





Community Partners

First Mutual Bank is proud to support the following organizations in 2025.

Texas Roadhouse Back to School Bash
Marietta Chamber of Commerce
Chamber of Commerce of the Mid-Ohio Valley
Belpre Area Chamber of Commerce
Wetzel/Tyler Chamber of Commerce
Sistersville Oil and Gas Festival
Downtown PKB
New Martinsville Community Resources
Kanawha Elementary
Franklin Elementary
Belpre High School

West Virginia University at Parkersburg
Marietta College
Washington State College of Ohio
Mid-Ohio Valley Habitat for Humanity
Wood County Economic Development
Parkersburg Area Association of Realtors
Belpre Homecoming
New Martinsville Towne and Country Days
Rotary Club of Belpre
Marietta Health Foundation
City of Belpre Emergency Medical Services

MISSION MOMENT

Shop with a Cop

To kick off the season of giving, our New Martinsville branch donated \$250 to the Shop with a Cop program, an initiative that pairs local children with police officers for a special holiday shopping experience. Supporting Shop with a Cop is about investing in children, in community safety and in the kind of trust-building that makes neighborhoods stronger. For many of the kids involved, it's a highlight of the entire year: a chance to pick out gifts, share some joy and build a positive connection with the officers who serve their community.



 EQUAL HOUSING LENDER • MEMBER FDIC