



2025 Impact Report

Expanding Financial Access with Purpose



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2025 Awards and Accolades



Great Place to Work™



Monitor's Bank 50
Equipment Leasing and Finance



U.S. News & World Report
Best Companies to Work For



The Benevity Corporate
Goodness Awards
NewB Award Finalist



ICMI Global Contact
Center Award
Best Medium Contact Center



FinTech Breakthrough Award
Best Banking as a Service
Solution Provider

Message from Brett Pharr, CEO

I am pleased to present Pathward's fiscal year 2025 Impact Report.

Rooted in our purpose of powering *financial inclusion*, Pathward continues evolving to meet the changing and anticipated needs of consumers and businesses. Pathward uses its national bank charter and in-depth experience to bring financial services to communities, businesses and emerging markets that often go overlooked and underserved.

In the past, *financial inclusion* meant increasing access to financial solutions for the unbanked and underbanked. Now we are experiencing a shift and even redefining *financial inclusion* to include people who do not have services delivered to them in the way that they prefer - bringing preference and choice into the equation.

With a focus on accessible banking, Pathward offers products and services through a variety of payments innovators and strategic business partners. We deliver true partnerships through co-creation of solutions to enable our partners' innovations and success.

In fiscal year 2025, we supported partners like Clair, a technology company helping hourly workers through earned wage access solutions, as they expanded their reach through a new partnership with Intuit. We extended our lending partnership with Oportun, a Community Development Financial Institution, to originate more loans for underserved consumers. Additionally, we strengthened relationships with numerous tax software firms to deliver Professional Tax Solutions to a company record of more than 42,000 tax preparers across the U.S.

We also announced a strategic partnership with BridgePeak Energy Capital to support renewable energy loan growth, which led to funding numerous projects across the country.

We are witnessing a digital transformation that is changing the financial services landscape, and it is exciting to be a key player in the ecosystem. I expect it to drive innovation and put Pathward in an even better position to support our partners' growth and further expand financial access.

Pathward offers its partners multi-threaded solutions and a risk and compliance infrastructure led by a consultative governance approach. Pathward enables its partners to streamline their efforts to increase accessibility to the financial products people and businesses need to thrive.

I am incredibly proud of Pathward's commitment to our purpose, people, and sustainable business practices, and I'm proud of the fiscal year 2025 Impact Report showcasing this exemplary work.

Sincerely,

BRETT PHARR
CHIEF EXECUTIVE OFFICER

“Rooted in our purpose of powering financial inclusion, Pathward continues evolving to meet the changing and anticipated needs of consumers and businesses.”

BRETT PHARR
CHIEF EXECUTIVE OFFICER



42K+

Tax preparer partners across the U.S. in the previous tax season

Fiscal Year 2025 Highlights

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PERFORMANCE

\$7.87
Diluted Earnings per Share

\$185.9M
Net Income

\$839.9M
Total Revenue



84%
of employees surveyed said Pathward is a great place to work—27 points higher than the average large U.S.-based company*



\$1.8B
Renewable Energy Project Loan Balance



25% of employees participated in an Employee Resource Group



\$1.2M charitable investments made to nonprofit community partners

*(over 1,000 employees) According to [Great Place to Work™](#)

Message from Anthony Sharett, President

As we evolved in 2025, our partnerships advanced, opening more pathways to financial access for the people, businesses, and communities we serve.

This past year at Pathward stands as a testament to what we achieved through thoughtful planning and strategic execution. From forging transformative partnerships to our continued investments in employees, technology, and risk management, our focus on customer centricity was driven by the hard work of our entire team.

What stands out is not just what we accomplished, but how we accomplished it: through our commitment to increasing financial access and powering financial inclusion, supported by dedicated employees, the trust of our partners, and a culture that drives our purpose into practice every day.

In 2025, we embraced a new chapter designed to align more closely with our fintech partners regarding money movement, deposit generation, and lending. Building on our evolved operating model empowers us to better deliver integrated, multi-threaded solutions, drive outcomes and offer a stable risk and compliance infrastructure to meet our partners' needs.

Our purpose, which is rooted in expanding financial opportunity, is realized through partnerships that help us meet market needs and glean insights about how to create a more inclusive financial system. That's why in fiscal year 2025, Pathward expanded our existing partnerships with organizations that share that goal.

We believe that we continued to demonstrate our leadership position in the industry through new merchant acquiring

sponsorship agreements like those with Checkout.com, a partnership that illustrates the value, leadership and collaboration of our organization, and all that we've poured into our infrastructure to help us scale safely and become a partner of choice.

We see the impact of our approach reflected in our partnerships and innovation, as well as the ways we serve our customers. This is especially true in our Tax Division, where our focus on people and service has led to extraordinary results. In 2025, our teams celebrated a Customer Satisfaction score topping 96%—a clear signal that our focus on listening, improving, and building lasting relationships is making a difference. It's through these actions and more that we embody our commitment to powering people and partners through innovative solutions.

Looking ahead, I believe we will continue to turn purpose into practice by expanding financial access and unlocking opportunity for those we serve.

Sincerely,

ANTHONY SHARETT
PRESIDENT

“What stands out is not just what we accomplished, but how we accomplished it: through our commitment to increasing financial access and powering financial inclusion.”

ANTHONY SHARETT
PRESIDENT



96%

Customer Satisfaction score in the previous Tax Season

About Us

Pathward Financial, Inc. (Pathward Financial) is the U.S.-based financial holding company for Pathward, N.A. (Pathward), a national bank driven by its purpose to expand financial access and power financial inclusion.

We build banking solutions for markets that include individuals and businesses who are underserved or overlooked by traditional banking options. Through our money movement and lending offerings, our goal is to power our partners to deliver programs and solutions that promote financial access, meeting partners and consumers where they want to be met.

In fiscal year 2025, we launched an evolved operating model that positions the company for increased innovation and growth, and clients for greater success.



Business Lines

PARTNER SOLUTIONS

Pathward's Partner Solutions team collaborates with partners to innovate and build solutions and programs that keep growth and scale top of mind. We are guided by experience, operational excellence, a commitment to true partnership, and a stable risk and compliance infrastructure.

- **Issuing:** We enable partners to launch and securely scale innovative prepaid and debit products.
- **Acquiring:** We focus on optimizing the core banking activities to provide secure, compliant, and seamless transactions through merchant acquiring and ATM sponsorship.
- **Digital Payments:** We deliver secure, time-tested digital payments enabling our partners to move money quickly, efficiently, and at large scale across multiple payment rails.
- **Financial Institution Solutions:** We partner with financial institutions to deliver banking and lending solutions, enabling them to broaden their offerings and meet the unique needs of their communities.

- **Credit Solutions:** We enable our partners' lending solutions that serve the borrowing needs of customers in a diverse credit pool.

- **Professional Tax Solutions:** We work with a network of over 42,000 tax preparation offices nationwide to offer tax-related financial products, such as electronic refund advances and refund transfers.

COMMERCIAL FINANCE

Pathward's Commercial Finance team helps businesses access the funds they need by creating systematized, scalable, and configurable solutions that help businesses grow.

- **Working Capital:** We provide cash flow solutions through asset-based lending and factoring.
- **Equipment Financing:** We provide companies with access to equipment without sacrificing their cash flow.
- **Structured Finance:** We assist businesses and rural borrowers to fund growth, expansion, and refinancing.

“We succeed when our solutions expand access and strengthen local economies. Across the bank, our employees use creativity and radical collaboration grounded in a consultative risk and compliance program to meet the unique needs of partners, customers, and communities.”

GREG SIGRIST

EXECUTIVE VICE PRESIDENT AND CHIEF FINANCIAL OFFICER

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Empowerment Through Partnership

In fiscal year 2025, Pathward deepened its commitment to advancing financial inclusion with trusted tax partners who expand access to tax products and education in their communities. These partners advance that mission through innovative products, community outreach, and tailored support, offering solutions to underserved communities and those facing barriers to access. Together, we inspire financial confidence and empower more people to navigate the tax system with clarity, and enable individuals to make informed decisions about their financial futures.

These features showcase just a few of our partners leading this work and shaping meaningful change in the communities we serve.

10x Tax Pro Corp dba TSG ProAdvisor

After decades in the tax industry, founder and CEO of 10x Tax Pro Corp dba TSG ProAdvisor Carlos Rosario transformed his early experiences into a thriving enterprise. Realizing the importance of financial literacy and client trust early on in his career, Carlos scaled his business from managing multiple offices to founding TSG ProAdvisor, a service bureau designed to empower tax professionals on a large scale. Today, he and his team operate a family-owned tax practice while leading a platform that supports more than 1,200 active users, underscoring a commitment to education and mentorship in a sector that can be difficult to break into.

The partnership between TSG ProAdvisor and Pathward is rooted in collaboration and shared values. With critical support from Pathward’s Tax Division, Carlos guided his business through transitions from software migrations to revenue optimization. This collaboration enabled TSG ProAdvisor to expand services, streamline onboarding, and deliver innovative solutions like merchant processing for underserved markets. Together, we’ve opened doors for Latino communities and Puerto Rican tax professionals, creating pathways for financial inclusion and economic opportunity.

Beyond transactional, this partnership is symbolic of mutual investment, trust and empowerment. With education at the cornerstone of TSG ProAdvisor’s mission, Carlos and his team have made knowledge-sharing a way for tax professionals and clients alike to build confidence and opportunity, helping small businesses gain access to financial tools, and families achieve milestones like homeownership. By leveraging Pathward’s support for events and technology, TSG ProAdvisor amplifies its impact, strengthens communities, and fosters long-term client relationships.



Early in my career when I was still learning the trade as a tax professional, I realized that the client in front of me knew even less. It took decades to build the level of success we enjoy today, and if I can flatten that learning curve by equipping others with the knowledge and resources they need to be successful - as clients or as tax professionals themselves - I’m proud to be a part of that journey. We worked with one person who was displaced by Hurricane Maria and was able to learn the U.S. [tax] system through our platform. Within three years, she was able to purchase her first home in the U.S.

The relationship we’ve had with Pathward has been instrumental to that purpose. We know Pathward will have our back and has the infrastructure and oversight to support us.

CARLOS ROSARIO
CEO OF TSG PROADVISOR

One Stop Taxes and Black Tax Fest

Husband and wife team Mowbray and Cherina Rowand launched One Stop Taxes in 2010 from their family home with a used laptop and printer. What began as a mom-and-pop operation quickly evolved into a national platform that trains and supports tax professionals across the country. Today, One Stop Taxes supports a network of more than 10,000 independently owned offices, offering tools and education that empower individuals to build sustainable businesses. Their journey reflects a commitment to breaking barriers in an industry that often excludes newcomers, creating opportunities for financial independence and entrepreneurship.

The Rowands credit their partnership with Pathward as a catalyst for growth and stability. Pathward's Tax Division provides access to essential banking products such as refund

transfers and refund advances, helping One Stop Taxes level the playing field for small tax professionals. Pathward has proudly offered strategic partnership aligned with One Stop Taxes' vision for financial inclusion, from strengthening its compliance outfit to supporting large-scale initiatives like Black Tax Fest, an annual empowerment and networking event for tax professionals that aims to foster growth and innovation.

Through events like Black Tax Fest, the Rowands have created spaces for training, networking, and collaboration by introducing tax professionals to emerging technologies and compliance best practices. For historically underserved communities, access to knowledge and financial tools helps break cycles of exclusion. With this work, One Stop Taxes helps dismantle systemic barriers, furthering economic empowerment and representation in the tax industry.

“

When you're first starting out as a tax professional, it can feel like you're on an island. We started to create events where we could bring people together in one room, curating space for professionals from all over the country to train, network, and be introduced to verticals that could strengthen their offerings. We're truly proud to have created a space that has grown this way, and we're excited about the partnership we have with Pathward because it allows us to do that on an even bigger scale - reaching more people, bringing in more resources that will help people grow and take their business to the next level.



CHERINA AND MOWBRAY ROWAND
FOUNDERS OF ONE STOP TAXES AND BLACK TAX FEST

Growth Powered by Custom Solutions

Loans backed by the U.S. Small Business Administration (SBA) help small businesses access essential funding for growth, expansion, and working capital through flexible terms and lower down payments. However, navigating the requirements can be complex, making the choice of lender critical. As an SBA Preferred Lender since 2016, Pathward streamlines the process with knowledgeable teams who guide businesses from consultation to closing, offering tailored support every step of the way. This commitment to expertise and personalized service is why businesses turn to us.

Tropical Gardens Landscape

When small businesses grow, they often face challenges that require customized solutions.

In 2025, Pathward was pleased to be part of the success story of Tropical Gardens Landscape, a Sarasota, Florida-based, family-owned business that has been serving its community for more than a decade. As their client base expanded and their need for space increased, owners Ryan Empey and Adrienne Smith realized their current location could no longer support the next stage of their growth.

With their team of 40, Ryan and Adrienne fulfill a niche by providing full-service horticultural expertise. Where many comparable businesses focus on maintenance, Tropical Gardens Landscape’s model encompasses comprehensive

design-build services and maintenance that run the gamut from mowing and trimming to pruning, fertilization, and specialized hardscapes. This approach integrates design, maintenance, and technical considerations like irrigation, drainage, and accessibility into their workflow. Running a holistic landscaping business comes with its own set of unique challenges - including the logistical hurdle of transporting, staging, and storing hardscape materials and plant inventory, underscoring the importance of finding a long-term property to support future growth.

When finding the right space - and securing the financing to make it possible - proved difficult, Ryan and Adrienne turned to Pathward for next-level customer service and advanced loan products. Our team worked closely with Ryan and Adrienne to evaluate their goals, review their existing financial structure, and map out what the business would require as it scaled. Together, we designed a custom solution that allowed them to secure the property they needed to safely store their materials and house their operations for years to come.

Small businesses like Tropical Gardens Landscape strengthen neighborhoods, create local jobs, and highlight the importance of banking that meets customers where they are. Pathward is proud to support them through personalized solutions.



I’ve been a plant nerd my whole life, so I always knew I wanted to work with plants. We realized not many companies do what we do, considering the full design-build aspect and the importance of maintenance and plant healthcare. Our dedication to comprehensive horticultural services is something that distinguishes our business and helps us contribute to our community by supporting sustainable practices and creating jobs for our neighbors.

“ Finding a property that’s zoned perfectly for our needs and knowing we wouldn’t have to move again gave us true peace of mind. With Pathward’s help, we secured a space that isn’t just a stepping stone, but an end game and home base where we can keep growing and serving Sarasota for years to come. With that tailored support, we now have the space and capacity to ensure that our passion for horticulture can continue to enrich our community and help our neighborhoods flourish for the long term.

RYAN EMPEY
CEO, OWNER OF TROPICAL GARDENS LANDSCAPE

Enabling Secure, Scalable Business

BluePenguin

At the core of our partnerships is a shared commitment to helping people and businesses succeed. The collaboration between BluePenguin and Pathward reflects this mission by supporting businesses large and small as they navigate an ever-changing digital payments landscape.

BluePenguin's Alchemy™ platform offers intuitive, customizable payment solutions that return a portion of interchange revenue to businesses, while providing automation, centralized control, and secure digital payments. These upgrades often replace outdated or less secure systems, tailoring solutions to the distinct needs of their clients and enabling BluePenguin to help them retain more earnings and reinvest in growth. These tools and resources enable underserved groups, many of whom are small businesses or sole proprietors, to scale and build new partnerships that might otherwise be inaccessible.

Pathward proudly supplies the banking infrastructure, as well as the custodial capabilities and funds transfer services for the platform's secure and reliable operation. Now serving aggregators and multi-vendor relationships, BluePenguin expands financial access opportunities for businesses, enhancing their onboarding, enrollment, and overall user experience.

"Business payment flows are large and the stakes are correspondingly high," said Jake Sterling, Chief Operating Officer of BluePenguin. "For years, we've known we can count on Pathward to help us build and deliver compliant, stable and secure products that don't just meet business needs, but are delivered in a way that builds confidence and trust."

“

As a B2B program manager, we encounter unique embedded finance scenarios everywhere. Because of that, we need a true bank partner - not just a service provider - with a robust set of solutions and a willingness to solve for things that are new or non-traditional. In a word, that's Pathward. We are proud to utilize their solutions and are thankful for the great people supporting us.

STEVE BOYER
CHIEF EXECUTIVE OFFICER, BLUEPENGUIN



Message from Catherine McGlown, Senior Vice President, Communications, Sustainability and Public Policy

In fiscal year 2025, Pathward continued to focus on what matters most: empowering our partners, our employees, and the communities we serve. Guided by our purpose and values, we continued to advance financial inclusion and expand access in ways that created meaningful, lasting positive impacts.

At the heart of this work are our employees. Across Pathward, our teams led with purpose, compassion and astuteness, bringing our values to life through action. From supporting education and workforce readiness to advancing economic empowerment, our people showed up with generosity, energy, and conviction.

That commitment was on full display during our first-ever One Hour in Action campaign. With a simple but powerful call-to-dedicate just one hour of community action per week—our Community Impact team sparked a movement. The response was extraordinary. Through virtual and hands-on volunteering, our employees contributed and tracked more than 1,000 hours of service, strengthening the communities we call home and reinforcing the collaborative spirit that defines Pathward. Through these initiatives and others, our employees' community impact participation continued to exceed industry benchmarks, a testament to our deeply rooted culture of service.

We also deepened our impact through strategic partnerships with nonprofit organizations working directly in the communities we serve. Together, we addressed critical needs, such as houselessness, financial literacy, and employability, helping individuals and families build stronger, more sustainable financial futures.

As we look ahead, we are energized by what's possible. Whether expanding financial access, advancing sustainability, or strengthening communities, Pathward remains committed to innovation with purpose and impact that endures.

We're proud of what we've achieved and inspired by what's to come.

Sincerely,

CATHERINE MCGLOWN
SENIOR VICE PRESIDENT, COMMUNICATIONS,
SUSTAINABILITY AND PUBLIC POLICY

“At the heart of this work are our employees. Across Pathward, our teams led with purpose, compassion and astuteness, bringing our values to life through action.”

CATHERINE MCGLOWN
SVP, COMMUNICATIONS,
SUSTAINABILITY AND PUBLIC POLICY



1,000+
hours volunteered during
Pathward's first-ever "One
Hour in Action" campaign

Financial Access Dashboard

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\$7.4M

invested in community development in Pathward's Community Reinvestment Act Assessment Area, including custom mortgage-backed securities and Community Capital Management in calendar year 2025



\$3.9B



commercial loan balance as of FY 2025 end



\$203.3M

Up from \$117.9M in FY 2024
in financed Small Business Administration loans in FY 2025



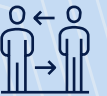
\$180K

direct investments made to nonprofit community partners that work to advance financial inclusion in FY 2025



42,000+

Tax Electronic Return Originators in our Network in the previous tax season



900+

hours volunteered by Pathward employees that advanced financial inclusion in FY 2025

Our Approach to Sustainability

Pathward's Commitment to Increasing Financial Access and Powering Financial Inclusion

At Pathward, our sustainability efforts begin with increasing financial access and powering financial inclusion. We aim to advance sustainable business practices that create long-term value for our stakeholders, communities, and the environment.

Pathward is committed to fostering financial stability and mobility among groups that have historically faced barriers to accessing financial services, including but not limited to small to mid-sized businesses, low-to-moderate income individuals, and those residing in rural or remote areas. By tailoring solutions to the unique needs of these populations, we aim to enhance their financial well-being and open opportunities for greater economic participation.

Through our approach, we strive to create pathways to financial inclusion, helping groups that have faced barriers to accessing financial services. Our sustainability initiatives are bolstered and overseen by our executive management team and our Board of Directors.

OUR SUSTAINABILITY STRATEGY

Our sustainability strategy centers on envisioning a world in which:

- We enable a digital and inclusive financial system for everyone.
- We promote an engaged and inclusive workforce.
- We invest in environmental sustainability.
- We build trust with our stakeholders through responsible governance.

We perform regular assessments to verify that our priorities align with the expectations of our stakeholders, and that they are rooted in our values and purpose.

Enable an Inclusive Financial System

Empower customers on their journey to financial prosperity, forge community bonds, and inspire a culture of impactful giving.

Engage our Workforce

Support an employee-first workplace by offering physical and mental well-being programs, career development opportunities, and prioritizing feedback through transparent communication channels.

Invest in Environmental Sustainability

Promote environmental stewardship by minimizing carbon emissions and contributing to community development by financing renewable energy.

Build Trust Through Good Governance

Run our business with the highest level of ethics, compliance, and risk standards and communicate our policies and strategy clearly to our stakeholders.



REPORTING

Disclosures in this report are informed by the Sustainability Accounting Standards Board (SASB) Commercial Banks standard. The Global Reporting Initiative (GRI) and the U.N. Sustainable Development Goals (UNSDGs) also help inform the content, narrative, and data included in this report. The reporting boundaries and scope of reporting of our sustainability disclosures include all activities that fall within Pathward's operational control unless otherwise noted.

SUSTAINABLE DEVELOPMENT GOALS



Materiality

Materiality Assessment Process

In 2024, we completed our second formal materiality* assessment to sharpen our focus on topics that influence long-term value creation and to facilitate alignment of our sustainability initiatives and reporting with the priorities of our stakeholders. This assessment was conducted with guidance from an independent third party and involved a systematic process of identifying, prioritizing, and validating our material topics. The final list of topics was subsequently reviewed and approved by our senior management team.

A critical component of the materiality assessment was meaningful engagement with key stakeholders. We conducted in-depth interviews with a diverse group of Pathward leaders and distributed surveys to employees across all levels of management. In addition, we sought feedback from external partners, customers, industry associations, and nonprofit organizations. The insights gathered from these stakeholders were analyzed in conjunction with global sustainability standards and frameworks, including those of SASB, GRI, and UNSDG.

Key Findings and Future Commitment

Among the material topics identified, Access & Affordability emerged as foundational to our business and the most significant priority. The results of this assessment affirmed that our sustainability strategy continues to reflect the expectations and interests of our stakeholders. These findings will guide our ongoing efforts, including the incorporation of key factors into our Enterprise Risk Management process. We remain committed to best practices and plan to continue to assess our material topics every few years to facilitate ongoing relevance and alignment with stakeholder priorities.



*In this report, we use the terms "material" and "materiality" with respect to Sustainability topics and not as defined by the Securities and Exchange Commission, or by securities laws including, without limitation, as applicable to Pathward Financial, Inc. Unless otherwise noted, the boundary for the topics is enterprise-wide.



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■ **Sustainability Spotlight |
BridgePeak: Headwater
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Sustainability Spotlight |
BridgePeak: ON.energy

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Accelerating Sustainability Through Partnership

BridgePeak | Headwater

As artificial intelligence rapidly reshapes industries and the world races to unlock its potential, its energy demands continue to grow. As we look to harness the transformative power of this technology, we believe that it's more important than ever to enable a renewable energy infrastructure that can meet the moment.

Pathward and BridgePeak Energy Capital (BridgePeak) are supporting a new wave of renewable infrastructure development designed to power communities and industries—including the growing energy demands of AI and data infrastructure—demonstrating our shared commitment to sustainability and innovation.

In October 2025, Pathward partnered with BridgePeak to provide construction financing for Headwater Energy (Headwater)'s 112.5 Megawatts Direct Current (MWdc) Gum Swamp Solar Project (Gum Swamp Solar) in North Carolina. The project represents a significant step toward expanding renewable generation in the Southeast, which Headwater expects to deliver enough clean power to serve 17,000 North Carolina homes annually while strengthening regional grid resilience.

Launched as part of Headwater's broader Independent Power Producer strategy, Gum Swamp Solar adds to a growing fleet of 177MWdc of operational assets and

a 2.8GWdc development pipeline across the region. The financing package—a construction loan co-led by Pathward, with BridgePeak serving as lender service provider—is intended to accelerate project completion and provide efficient capital deployment into one of the state's most promising renewable assets.

"This financing marks an important milestone in Headwater's continued growth and expansion as a long-term owner and operator of clean energy assets," said Michael Cohen, CEO of Headwater. "BridgePeak and Pathward have been exceptional partners whose support reflects the strength of our platform and our shared commitment to building reliable, scalable clean energy infrastructure across the Southeast."

Pathward's energy lending program provided critical liquidity and structure to facilitate the transaction, while BridgePeak's market expertise and servicing expertise helped streamline execution and align stakeholder priorities. The collaboration between Pathward, BridgePeak, and Headwater exemplifies how strong partnerships can advance sustainable infrastructure at scale, and how innovation and environmental stewardship can coexist.



17K

North Carolina
homes expected
to receive green
power annually
from Gum Swamp
Solar Project

**ENVIRONMENTAL
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Sustainability Spotlight |
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Storage for Stability: Grid Resilience

BridgePeak | ON.energy

In January 2025, Pathward and lender service provider BridgePeak Energy Capital (BridgePeak) closed construction credit facilities with ON.energy, one of North America's fastest-growing power asset owners, to fund the development of the 160 MWh Palo de Agua portfolio across Texas. The projects expect to deliver essential battery energy storage capacity to balance intermittent renewable generation in a state where solar power generated more electricity than coal for the first time in 2024, according to the Institute for Energy Economics and Financial Analysis.

"We continue to identify and partner with best-in-class developers and Independent Power Producers in each technology and sub-market across the U.S.," said Shawn Andrews, CEO of BridgePeak. "The facility with ON.energy, and the pipeline of follow-on projects, highlights the effectiveness of our approach to developing deep relationships with the companies changing the energy sector."

Texas' growing portfolio of renewable energy projects underscores the need for flexible, distributed storage assets capable of stabilizing the grid during peak demand and volatile pricing events. According to ON.energy, the Palo de Agua portfolio aims to provide firm capacity to absorb surplus daytime solar generation and discharge during evening peaks, mitigating strain on transmission networks and enhancing system reliability for millions of Texans.

Financing the Energy Transition

The multi-project construction facility with ON.energy exemplifies how private capital can accelerate renewable deployment while managing credit risk and project execution. By enabling the integration of over 160 MWh of storage capacity, this partnership demonstrates Pathward's and BridgePeak's shared commitment to building resilient infrastructure that sustains economic growth and supports the transition to a cleaner, more reliable energy mix.



160MWh+
integrated storage capacity enabled

ENVIRONMENTAL RESPONSIBILITY

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Pathward's Sustainability Journey

Pathward is dedicated to monitoring its environmental impact and implementing measures to mitigate the effects of climate-related risks. As part of our commitment to resilient communities, we are proud to partner with Disaster Relief at Work (DRAW) to advance disaster recovery and preparedness through volunteer engagement and strategic charitable grants. DRAW, a Michigan-based nonprofit organization, provides critical support to communities across the United States by delivering timely, on-the-ground relief efforts and essential supplies in response to natural disasters.

During fiscal year 2025, our employees contributed a total of 100 volunteer hours to DRAW, assisting the organization in delivering prompt aid to people affected by natural disasters. According to DRAW, they provided support to 4,000 individuals within 72 hours after events like wildfires and hurricanes, distributing necessary materials for flood cleanup and temporary roof repairs. Notably, 90% of families assisted met the United States Department of Housing and Urban Development's low-income definition, underscoring the importance of reaching communities with the greatest need. DRAW also customized 500 heat buckets to address cold conditions in mountain communities following Hurricane Helene.



100

total volunteer hours Pathward employees contributed to DRAW in FY 2025, assisting the organization in delivering prompt aid to people affected by natural disasters

4,000

individuals supported within 72 hours after natural disasters by DRAW in FY 2025

Fiscal Year 2025 Environmental Assessment

In fiscal year 2025, we continued our efforts to track energy usage and greenhouse gas emission factors, continuing to pursue real data for previous areas of estimation and expanding the data collected for Scope 3 reporting, such as emissions from remote employee activities. Scope 3 emissions are indirect greenhouse gas emissions that occur as a result of a company's activities but arise from sources not owned or directly controlled by the organization, such as business travel, employee commuting, and supply chain operations. To further our data collection efforts, we launched a company-wide survey to help gather new data around employee commuting and home energy usage by geographic region.

Talent Anywhere

As of the end of fiscal year 2025, Pathward employees stretched across 46 states, the District of Columbia, and Canada. This continued geographic diversification is a direct result of our Talent Anywhere program and has allowed us to enrich our talent pool with external hires while reducing our physical office-space footprint by two buildings. While the majority of our workforce was remote during the fiscal year, we maintained physical presence in seven locations, one of which is both LEED (Leadership in Energy and Environmental Design) and ENERGY STAR-certified. A LEED-certified building meets strict criteria for sustainability, focusing on energy efficiency, water conservation, and healthy environments. For ENERGY STAR certification, a building must score 75 or higher on the EPA scale, performing better than 75% of similar buildings nationwide. In fiscal year 2025, we continued our commitment to the reduction of technology waste and recycled more than 5,600 pounds of business technology equipment through two vendors: Secure Enterprise Asset Management and Insight Disposition & Asset Recovery Service.

5,600+ lbs
Electronic Recycling

234 mt CO₂e
GHG Emissions (scope 1)

4,956,212 kWh
Total Energy Used

1,673 mt CO₂e
GHG Emissions (scope 2)

3,674,252 kWh
Total Electrical Power Used

1,558 mt CO₂e
GHG Emissions (scope 3)



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LUNCH is SERVED

● **Employee Engagement**

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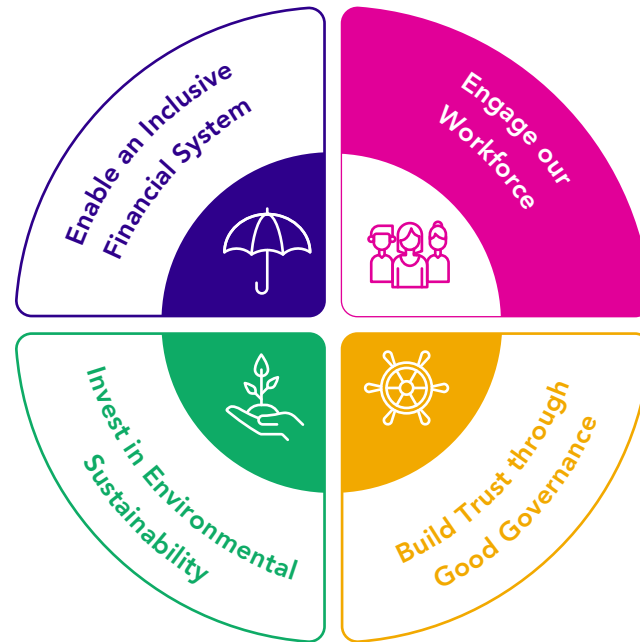
Employee Engagement

Survey Highlights

For the third consecutive year, Pathward was honored to be certified as a Great Place To Work™ in 2025, a distinction once again made possible by the feedback of our valued employees.

Ranking 27 points higher than the average large (over 1,000 employees) U.S.-based company,* 84% of our workforce who participated in a survey named Pathward as a great place to work. Key drivers for this distinction included:

- An ongoing commitment to a hybrid-remote workforce
- A culture of inclusion and belonging that empowers all employees to show up authentically and feel celebrated, seen, and heard
- A competitive benefits package that prioritizes employee well-being



*According to [Great Place to Work™](#)

90% of survey respondents feel good about Pathward's contributions to our communities and feel that management is honest and ethical in its business practices



“

At Pathward, our success can easily be attributed to our talented workforce - talent that we foster by building a workplace where every employee feels seen, heard, and valued. Culture doesn't happen by accident; it's built through intentionality and thoughtful leadership. That's why we equip our managers with the tools to lead effectively in a hybrid-remote environment and support our employees with holistic benefits that help them focus on what matters most, both in work and in life. Above all, we strive to create an environment where innovation, empowerment and collaboration thrive.

ANJANA BERDE

EXECUTIVE VICE PRESIDENT, CHIEF PEOPLE AND CULTURE OFFICER

SOCIAL IMPACT

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Employee Engagement Summit

As a hybrid-remote workforce, Pathward prioritizes continuous connection and engagement amongst employees wherever they are - whether that means meeting virtually or in person. To that end, in 2025 we came together in a way that embodied our commitment to connection, camaraderie, and shared purpose when we held our Dare to be Great Employee Summit both online and onsite in Atlanta, Georgia. The summit - the first of its kind at Pathward - served as an opportunity for us to celebrate our achievements and the collective efforts taken to earn them, realign on our values, and look to the future of the organization.

Across three days, employees participated in person and virtually, each with meaningful ways to engage. On-site attendees connected with colleagues and supported an Atlanta-based nonprofit through volunteerism, while virtual participants explored ERGs through an interactive online experience. All employees heard from partners, community leaders, and colleagues on topics ranging from business innovations to career journeys.



Click to view our Dare to be Great Summit video.

1,000+
employees joined the Dare to Be Great summit in Atlanta and online

During the summit, we celebrated our third consecutive certification as a Great Place To Work.™

Perceptyx Survey

One organizational goal is to create an environment where people feel valued, connected, and heard. Every two years, we undergo an employee engagement survey in which we ask our employees how they're feeling about work - not just their day-to-day tasks, but also the strategy and support they receive when pursuing larger goals.

This year, 88% of our team who responded to the survey said they feel engaged at work, and we couldn't be prouder of what that says about the culture we're building together.

Our employees describe Pathward as a workplace that is open, caring, collaborative, and inclusive. We believe that these results are emblematic of the work we're doing behind the scenes - the honest conversations, the benefits we've implemented based on employee feedback, the supportive leadership, and a shared belief that we're building something meaningful and living out our purpose in all that we do.

As we look to the future, we're excited to continue shaping a workplace where every voice matters, every contribution counts, and every individual has room to grow.

2,250
meals served through Goodr's Snackpacks program, addressing food insecurity in local school-aged children



90%
of employees participating in the survey report feeling proud to work at Pathward (compared to 86% across Financial Services)*

We say it all the time, but it bears repeating - our people are our single greatest asset. Our dedication to their growth and development, and the intentional steps that we take to ensure that they feel they have a seat at the table, make all the difference in the way we work and our employees' satisfaction.

This year's survey results, and in particular our top areas of strength, affirm that our flexible, people-first approach to work-life harmony, well-being, and company culture make a meaningful difference to our employees. And we'll continue to build upon those strengths to remain an employer of choice.

CLAUDINE BAKER
DIRECTOR,
TALENT DEVELOPMENT AND ENGAGEMENT

*According to Great Place to Work™

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Employee Well-being

Pathward Powers People

At Pathward, we strive to be an employer of choice by supporting work-life harmony and employee well-being through a variety of health and wellness resources.

2025 marked our first full year with our PATHways to Wellness program. This program offers a bevy of online tools, assessments, challenges, and incentives that encourage employees to take charge of their health by completing preventative screenings, annual physicals, and exams, staying active, and making healthy choices. Through this enhanced benefit, employees have access to a wide range of wellness resources such as recipes, healthy lifestyle newsletters, stress management tools, educational mini-games, company-wide challenges, and more.

With PATHways to Wellness, employees can earn up to \$400 annually by making progress on their wellness goals, and throughout the year participants are also eligible for prize drawings.



In our first year:



More than half of our employees engaged in the PATHways to Wellness program platform with 63% of engaged employees completing a comprehensive wellness assessment



Hear from our employees about how PATHways to Wellness is making a difference in their lives!

EMPLOYEE WELL-BEING BENEFITS OVERVIEW*

- Medical, Dental, and Vision
- Flexible Spending and Health Savings Accounts
- Group Term Life/AD&D, Short- and Long-Term Disability
- Accidental Injury, Critical Illness, Hospital Care
- 401(k) with 6% employer match and immediate vesting
- PATHways to Wellness program
- Employee Assistance Program (EAP)
- Certified Financial Advisors
- Legal Services/Identity Protection
- Professional mentorship for personal and professional development
- Pet Insurance
- Paid Parental Leave Policy (six weeks of paid parental leave)
- Accrued Paid Time Off (up to 20-35 days during first year of employment, based on tenure and job level)
- Adoption Assistance benefit (provides funds up to \$10,000 for qualified adoptions)
- Paid Be Well Days to focus on well-being and self-care
- Bereavement Leave, Military Differential Pay
- Paid Holidays
- Paid Time Off to Volunteer, up to 16 hours per year



Employees collectively logged more than 26 million steps (13,000+ miles) during our enterprise-wide Spirit of America Challenge



At Pathward, we prioritize our employees' well-being and expect employees and partners to adhere to legal employment requirements. This includes complying with federal, state, and local labor laws, upholding employees' rights to freedom of association and collective bargaining, committing to equal remuneration, maintaining workplace safety and antidiscrimination practices, prohibiting forced labor, child labor and human trafficking, and supporting employee well-being through company-provided benefits and community engagement. At the end of fiscal year 2025, none of our employees were represented by a labor union or were subject to a collective bargaining agreement.**

*Subject to eligibility requirements

**Our approach to human rights aligns with the UN Guiding Principles on Business and Human Rights.

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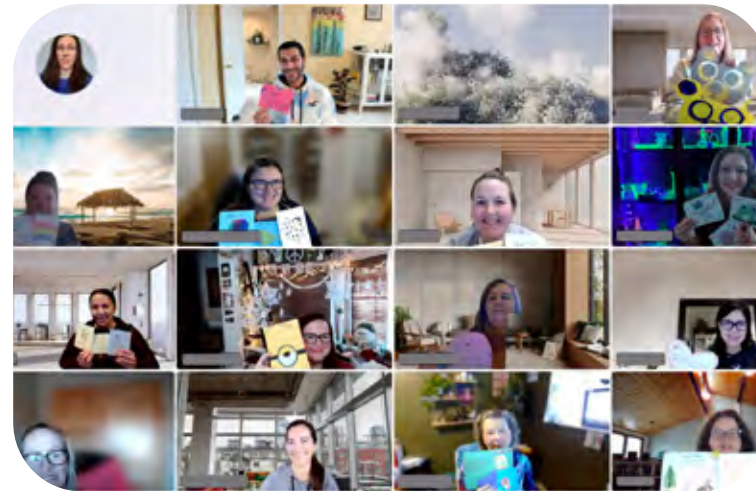
Culture Connection

At Pathward, our investment in our culture is intentional. Driven by a sense of purpose, a belief in giving back, and a desire to be a best-in-class employer, our culture is as thoughtfully curated as our business strategy. That’s where Culture Connection, an employee-led committee dedicated to bringing the workforce together in unique and innovative ways, enters the equation. Culture Connection provides an avenue through which employees can grow as leaders by planning and hosting events, implementing ideas proposed by their peers, and bridging the distance between employees, creating more connected teams. Those events include:

- **Office Days:** Once a month, employees local to our offices are encouraged to work in the office and receive treats, attend socials, and enjoy in-person camaraderie.
- **City Connections:** While our hybrid-remote workforce is distributed across the country, we have concentrations of 10 or more employees in more than 10 cities from coast to coast. In these locations, our Culture Connection team plans City Connections events – anything from cooking classes to volunteer events and candle-making – to build relationships.



- **Candid Conversations:** In 2025, Culture Connection debuted a talk series inviting leaders across the organization to join employees for casual chats. During these events, the guest of honor shares insights from across the enterprise, their career journey, and answers to questions from the audience.
- **Book Club:** Culture Connection also launched its “Probably Not a Book” Book Club aimed at bringing employees together to discuss bite-sized media – articles, video clips, and podcasts – on a variety of topics.



“

It’s an honor to help lead Culture Connection because there are people in just about every corner of the company who want to do things to help shape the Pathward story in their own way - they just need to be given the opportunity. Remote work can be very isolating, but the platform we’ve created gives everyone the chance to feel like they’re a part of something bigger and to make a meaningful impact on our culture.”

CHRIS MITHELMAN
SENIOR VICE PRESIDENT, CREDIT RISK OVERSIGHT

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Talent Recruitment, Training, and Assessment

At Pathward, we are dedicated to building an inclusive culture of belonging across our in-office and remote work environments. Our employees represent the communities where we live, work, and play, and we are committed to building an inclusive workforce.

We are dedicated to providing our employees with access to growth opportunities, and our commitment to our employees' career development is reflected in our comprehensive job architecture, transparent pay practices, and robust learning and development opportunities.

Training, Assessment, and Development Training

All Pathward employees participate in mandatory training as part of their new hire onboarding and throughout their employment. Our training system of record administers compliance, labor law, Code of Business Conduct, security training, and more. In fiscal year 2025, the total required training hours equated to an average of seven hours of training per employee.

Pathward employees are empowered to lead their own growth and explore avenues for development that go

beyond compliance training. With that in mind, Pathward employees leveraged internal training opportunities geared towards professional and managerial development. Overall, our employees completed more than 4,000 hours of live and virtual development training in 2025. Additionally, leaders work with employees to create development plans and track progress, focusing on targeted skills and using assessments and 360-degree feedback when needed.

Talent Assessment

Assessing talent and leadership development remains a cornerstone of our strategy for growth and retention. In fiscal year 2025, we expanded our talent assessment framework to include more employees across the organization, reinforcing long-term sustainability within departments, and focusing on roles essential to advancing our strategic objectives. We also leveraged technology to streamline assessment processes and enhance data-driven decision-making, improving efficiency and scalability across teams. We plan to continue to build upon our talent strategy by broadening the scope of our assessment and succession planning efforts and ensuring progress of our key talent through individual development plans.



4,000+
hours of live and virtual
development training
completed by employees
in 2025

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Inclusion and Belonging

This year marked a meaningful evolution in our journey of Inclusion and Belonging (I&B). Our focus on belonging strengthens the foundation of our organization and reinforces our belief that every employee should feel authentically connected, respected, and empowered to contribute their best.

Through this refreshed lens, we enhanced several core areas including:

- A refreshed, optional I&B curriculum focused on embedding belonging into everyday experiences
- Learning priorities based on employee feedback

- Expanded financial literacy education opportunities for employees to empower individuals with tools for financial well-being and independence

By strengthening the sense of belonging across our organization, we are building resilience and unity that help us advance together.



As a result of these ongoing efforts, scores within the Inclusion and Belonging index of the biennial employee engagement survey increased from 87% in 2023 to 89% in 2025



Inclusion and Belonging are woven into the fabric of how we lead, grow, and serve. Our evolution represents our collective commitment to creating spaces where every employee can see themselves in the success of our organization. By embedding I&B in what we do, we believe we are cultivating upward mobility, unlocking potential, and shaping a stronger, more connected Pathward to serve our partners.

NATONYA HARBISON
VICE PRESIDENT, FINANCIAL ACCESS CENTER OF EXCELLENCE



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Inclusion and Belonging Curriculum

In 2025, we refreshed our optional I&B curriculum to create a more inclusive, application-based learning experience that empowers employees to put their knowledge into action within our organization and in the communities we serve. Guided by employee survey insights, the updated program introduced a more interactive format. Participants collaborate in small groups to discuss real-world situations and reconvene to share strategies with a larger group.

These interactive sessions foster stronger engagement, more meaningful peer connections, and lasting behavioral impact.

Speaker Series: Inspiring Connection and Growth

Our Speaker Series engaged employees through thought-provoking discussions led by external experts who advance inclusion, open dialogue, and global awareness. In fiscal year 2025, the program was refreshed to align with our I&B strategy, incorporating interactive formats that connect learning with real-world applications.



Financial Literacy

Promoting financial literacy within our workforce is central to our commitment to financial inclusion, and we are committed to empowering our employees and communities with the knowledge and tools they need to take charge of their financial futures.

Employee Workshop

In recognition of Financial Literacy Month in April 2025, our I&B team partnered with a third party to deliver a four-week course that encouraged participants to adopt a healthier approach to budgeting and money decisions. By prioritizing financial education within the workplace, we helped employees reduce financial stress and make more informed financial decisions.



Employee Resource Groups

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Employee Resource Groups (ERGs) play a pivotal role in fostering a sense of belonging within organizations. At Pathward, our ERGs create spaces for meaningful conversations on topics such as health, well-being, and career journeys while amplifying employee voices across the company.

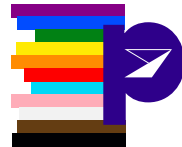
These employee-led groups, open to all team members, serve as a powerful platform for connection, learnings, and allyship. They strengthen belonging within our company and drive positive change in the broader community by promoting inclusion and belonging. Each ERG is sponsored by one or more leaders at the vice president or more senior level, underscoring Pathward’s commitment to their impact. Amongst the proudest of our achievements is our workforce, which fosters togetherness through purposeful, innovative activities and programming.



BELIEVE



Network of Women



Pride Pact



CARE



SCALE



Military Veterans Network





25%
of Pathward employees participated in at least one ERG in fiscal year 2025

CARE

Our CARE (Community, Awareness, Resources and Encouragement) ERG is dedicated to providing supportive spaces for employees with diverse interests, life experiences, and perspectives. CARE members are employees from all walks of life – employees caring for children or aging parents, those just starting out in their careers or facing retirement, those engaged in environmental and volunteer activities, and beyond. CARE members are united by a desire for connection, resource sharing, and encouragement in a safe and welcoming environment.

In this past fiscal year, CARE saw high engagement, most notably with its “Around the Table with CARE” talk series addressing topics like infertility and the emotional side of retirement. Upcoming topics include global roots and the stigma of seeking support. Open to all employees, CARE programming is accessibly designed for employees to drop in whenever they find a topic that resonates with them.



Learn more about our CARE ERG.



What CARE provides is a space for people to feel more human, and where they can truly bring their whole selves to work. All of our experiences and perspectives don’t necessarily align, but we’ve formed a supportive forum where employees can share tools to support one another, learn from each other, build community, and find programming that speaks to them, no matter their engagement level or their background.

It’s been an incredibly powerful experience to help deepen employee relationships and lend support to one another while tackling subjects that might be hard to address alone. We’re proud to have created something so unique and unifying that we feel a true sense of connection no matter where we are.

CASSIE EMERSON
EMPLOYEE EXPERIENCE SPECIALIST II

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Community Impact Program

In fiscal year 2025, we took a significant step forward in advancing community engagement and social impact through the continued evolution of our Community Impact Program. What began as a vision to expand economic mobility and financial inclusion has grown into a dynamic platform that empowers employees to give, volunteer, and connect with causes that matter most to them.

In October 2024, we launched a new Community Impact platform to enhance the way we manage the Community Impact Program and track our progress toward Community Reinvestment Act (CRA) goals. The platform modernized our giving and volunteering experience, offering employees an accessible, equitable way to participate and measure their collective impact.

To inspire immediate engagement and celebrate the platform launch, Pathward loaded every employee’s account with a donation credit, resulting in a 76% platform participation rate. As part of the onboarding experience, each new hire now receives a donation credit, resulting in an 81% redemption rate in fiscal year 2025, more than double the industry benchmark*.

Employee Resource Groups (ERGs) continue to amplify participation and awareness in our Community Impact Program. They help identify partner organizations, share impact stories, and connect giving opportunities to cultural observances and community needs. Together, these efforts have created more inclusive and purpose-driven engagement across the company.

*Data provided by Benevity, 2022

**According to Benevity Client Program Benchmarking, 2025

Pathward’s Community Impact Program includes several key components:

- **Charitable Giving:** Direct contributions to nonprofit partners and an internal giving benefit that allows employees to request Pathward’s support for eligible nonprofits.
- **Matching Gifts:** Pathward matches employee donations to magnify employee generosity up to an annual maximum.
- **Volunteering:** Eligible employees receive 16 hours of paid volunteer time each year to give back to their communities.
- **Dollars for Doers:** Employees earn dollars to donate to a nonprofit based on volunteer hours contributed.

In fiscal year 2025, Pathward employees demonstrated their commitment to community engagement by contributing:



More than \$450,000 in donations to more than 850 nonprofit organizations



Nearly 5,000 volunteer hours for more than 180 nonprofit organizations



77% employee participation in the Community Impact Program, outperforming the benchmark of 27%**

Through these collective efforts, Pathward continues to fuel financial inclusion, empower families, and strengthen communities nationwide.

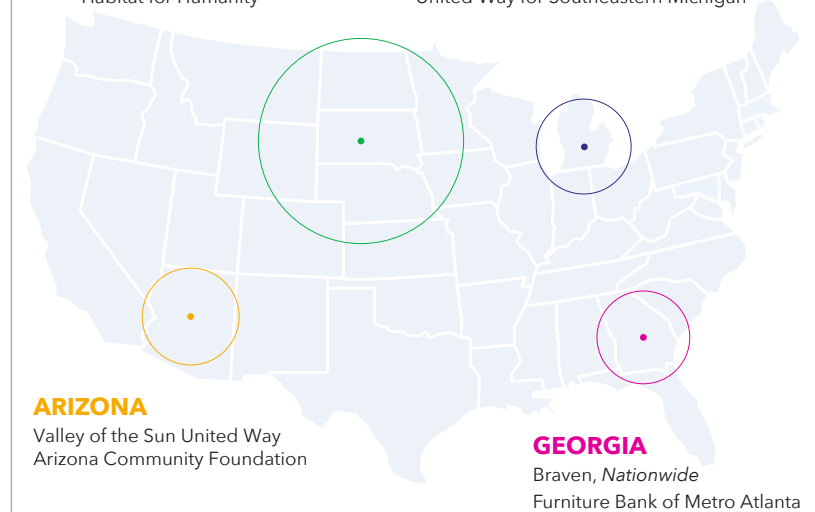
SELECT COMMUNITY PARTNERS

SOUTH DAKOTA

- McCrossan Boys Ranch
- Junior Achievement of South Dakota
- Veterans Community Project
- Sioux Empire United Way
- Partnership with Native Americans
- EmBe
- St. Francis House
- Lunch is Served
- Helpline Center
- Habitat for Humanity

MICHIGAN

- Disaster Relief at Work (DRAW), *Nationwide*
- United Way for Southeastern Michigan



This map represents grant investments in some of our key communities

\$1.2M
charitable investments made to nonprofit community partners

4,970+
collective volunteer hours

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Community Impact Spotlight

St. Francis House of Sioux Falls

Our efforts to increase financial access and advance financial inclusion for all guides how we show up in our communities. An example of that is our work with nonprofit partner St. Francis House of Sioux Falls, an organization making a real difference for individuals who are currently unhoused.

For nearly 40 years, this transitional home has supported those in need, growing into a facility that serves up to 143 individuals and seven families with housing, food, and resources each day. St. Francis House offers case management services to assist residents with acquiring and maintaining employment, receiving medical treatment and referrals for additional mental health and social services, and mending societal relationships following incarceration. Through these essential wraparound services, St. Francis House honors its commitment to meet the evolving needs of those experiencing houselessness and empowers its residents to envision and build a future in which they can thrive. We are thrilled to support this mission.

97%
of Employability Class attendees obtained employment in the community

180
individuals assisted with email access, resume building, and interview readiness

40+
individuals assisted with new hire paperwork

In fiscal year 2024, we created and supported the implementation of St. Francis House’s Employability Class, which creates a pathway for guests to build long-term financial stability and gain job readiness and retention skills with access to computers for job applications, interview preparation, and toolkits on maintaining employment. Our initial investment supplied startup resources such as laptops, workbooks, and instructional support. In fiscal year 2025, we continued our support of this programming with an investment that supported more than 180 guests, with 97% of program participants securing employment. Participants also succeeded in paying down considerable debt. Pathward employees have contributed more than 130 volunteer hours of service with St. Francis House. In addition, in October of 2025, as part of our mission to support economic mobility and environmental sustainability, we donated 20 refurbished laptops to St. Francis House guests, or residents, to use for resume building and job applications.

300
hours logged by St. Francis House clients for job applications, resume development, and interview preparation

20
refurbished laptops donated in calendar year 2025

130+
volunteer hours of service with St. Francis House contributed by employees



Pathward’s partnership has been a gift you can never put a price tag on because the intangible outcomes in advancing access to technology and employment - our guests gaining confidence, securing jobs, and being able to build the skills necessary for self-sufficiency - are genuinely invaluable. Through our ongoing partnership, more guests have been able to participate in training programs, pursue remote work, and gain access to resources and opportunities that previously felt out of reach. Engagement like this is crucial to our mission; it supports our ability to help people rebuild their lives.

JULIE BECKER
CEO, ST. FRANCIS HOUSE



Click here to learn more about one of our community partners.

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■ **Community Impact Spotlight | Furniture Bank of Metro Atlanta**

- Volunteerism
- Community Reinvestment Act

Community Impact Spotlight

Furniture Bank of Metro Atlanta

Since fiscal year 2023, Pathward has proudly supported Furniture Bank of Metro Atlanta, a nonprofit organization whose mission is to help families and individuals in need build a sense of home and stability. Whether these families or individuals are navigating crisis, emerging from homelessness, or fleeing domestic violence, the Furniture Bank of Metro Atlanta provides comfort and support by distributing gently used furniture and offering community support programs. In November of 2024, we facilitated the donation of 50 bicycles to Furniture Bank of Metro Atlanta for children impacted by Hurricane Helene through Disaster Relief at Work (DRAW), our disaster relief nonprofit partner grantee. In fiscal year 2025, we also awarded the organization’s Making a House

a Home program with a \$25,000 grant to support these efforts.

In fiscal year 2024, we were deeply honored to support Furniture Bank of Metro Atlanta’s Routes to Re-entry program with a grant to help fund its operations. This 10-week program opens a path to financial inclusion for previously incarcerated individuals facing significant barriers to employment, offering participants training in the warehouse and logistics sectors and the opportunity to earn a Commercial Driver’s License (CDL) or forklift operator licenses. With on-the-job training, a weekly stipend, and transportation support, these individuals are equipped with the tools they need to help establish economic security and achieve self-sufficiency.

Since the grant was awarded:



“

The support of organizations like Pathward truly matters for our mission, because the needs we address touch families in profound ways. The simple act of acquiring furniture can become a barrier for people moving into stable housing, or for parents working to regain custody of their children—without essential furniture, these crucial transitions can feel out of reach. Helping to make a house a home can be the difference that allows someone to stay securely housed.

Pathward’s support is unique. They’ve backed both our furniture and employment programs, always taking the time to listen to what [Furniture Bank of Metro Atlanta] actually needs, instead of focusing solely on preferred initiatives. Their partnership has shown up through volunteerism and, notably, in moments of crisis—including immediately reaching out after the fire and allowing us to use grant funds flexibly to support our recovery. This kind of care and responsiveness is what keeps our mission moving forward.

MEGAN ANDERSON
EXECUTIVE DIRECTOR, FURNITURE BANK OF METRO ATLANTA

In June of 2025, a devastating fire caused extensive damage to the Furniture Bank of Metro Atlanta’s warehouse, destroying countless furnishings earmarked for families in immediate need. As a trusted community partner, Pathward authorized and encouraged the reallocation of its grant to be repurposed to address their urgent recovery needs.

With the reallocated funds, Furniture Bank of Metro Atlanta was able to hire two Routes to Re-entry program graduates to maintain truck operations and to purchase beds. This supported both the organization and the individuals, allowing Furniture Bank of Metro Atlanta to resume deliveries within one week of the fire and avoid delays for those in need.

- Employee Engagement
- Employee Well-being
- Culture Connection
- Talent Recruitment, Training, and Assessment
- Inclusion and Belonging
- Employee Resource Groups
- Community Impact Program
- Community Impact Spotlight | St. Francis House
- Community Impact Spotlight | Furniture Bank of Metro Atlanta

■ **Volunteerism**

- Community Reinvestment Act

Volunteerism

Pathward is driven by purpose – and one way our employees demonstrate that purpose is through volunteerism.

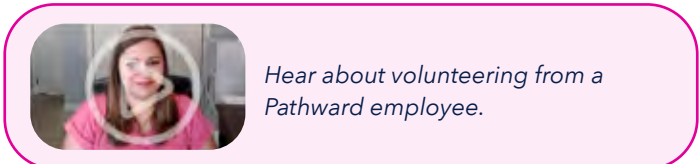
Our employees donate gifts of time and treasure to the communities we call home, and our Community Impact team and SCALE (Serving Communities and Linking Employees), our ERG dedicated to connecting our hybrid-remote workforce through acts of service, lead volunteer efforts throughout the year.

Through our Community Impact Program, Pathward supports charitable investments and employee volunteerism within our areas of focus: Financial Inclusion, Economic Mobility, and Educational Support. Building on this commitment, SCALE translates these focus areas into action. It empowers employees to identify meaningful, high-impact opportunities and coordinate efforts across the country, from stocking food pantries for underprivileged children to conducting clean-up drives in local parks. By leveraging our Culture Connection platform, SCALE has helped bridge the distance between colleagues in cities, such as Atlanta, Troy, Jacksonville, and Sioux Falls, creating a shared space for giving back.

In fiscal year 2025, these efforts came to life through a series of initiatives throughout the year.

Volunteer Week

In partnership with our Community Impact team, SCALE organized in-person and virtual volunteer events nationwide during Pathward’s Volunteer Week, held in January 2025 in honor of Dr. Martin Luther King Jr.’s legacy of service. Our employees worked side-by-side to support nonprofits tackling food insecurity, houselessness, child and family well-being, and more. During this week, we recorded:



Volunteer of the Year



Pathward’s Volunteer of the Year award recognizes one employee for their unwavering commitment to the betterment of their community through volunteerism. Each year, that employee is selected through a peer nomination process, and they are invited to direct a company donation to a charity of their choice.

Pathward’s 2025 Volunteer of the Year is

Maren Hock. Maren is a Manager of Shared Services Operations who has been with the organization since 2017.

Maren is proud to champion a range of causes, from food insecurity to housing and education, and support for veterans and their families. Her commitment to these areas of need has led to years of sustained service across several Sioux Falls-based organizations, including Community Action for Veterans, St. Francis House, Feeding South Dakota, Habitat for Humanity of Sioux Falls, Junior Achievement, Harmony South Dakota, and several veteran-focused programs throughout the region. From hands-on volunteering to board service and skills-based support, Maren embodies the spirit of service at the heart of our organization. She’s also a huge advocate for volunteerism amongst her colleagues, inspiring their engagement. Maren has directed the donation to Harmony South Dakota.

“Nonprofits have truly changed my life. I’m so thankful for these organizations and the way they’ve helped my community while providing my family and me with opportunities to develop personally. Knowing firsthand the impact that these organizations can have and how they can change the trajectory of people’s lives has been heartening.

“Volunteering has given me a deep appreciation for resource access, dignity, and opportunity. Pathward aims to reach those who are underserved by traditional banking – and that intentionality is reflected in what we do. I see volunteerism as an extension of my role, and I’m so proud to work for a company that values community and encourages us to show up for those in need.”

- Employee Engagement
- Employee Well-being
- Culture Connection
- Talent Recruitment, Training, and Assessment
- Inclusion and Belonging
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- Community Impact Spotlight | St. Francis House
- Community Impact Spotlight | Furniture Bank of Metro Atlanta
- Volunteerism

Community Reinvestment Act

Community Reinvestment Act

As a federally insured depository institution, Pathward is subject to the Community Reinvestment Act (CRA), which requires banks to help meet the credit needs of their communities with a primary focus on providing support for low- and moderate-income individuals. Our purpose of powering financial inclusion inspires us to push beyond compliance to build creative funding solutions for those who are under-resourced.

Pathward’s CRA strategy outlines our community development goals in three performance categories within our Sioux Falls Assessment area and our Broader Statewide Regional Area*: loans/investments, donations, and volunteer services. Pathward received a “Satisfactory” rating on our three-year (2021-2023) CRA Strategic Plan. The Office of the Comptroller of the Currency (OCC) approved Pathward’s (2024-2026) CRA Strategic Plan, and we have met the 2024 and 2025 goals in all performance categories.

Please note that the data shared within this document are subject to regulatory review by the OCC.

Financial Literacy

As a financial institution, we are committed to actively supporting the credit needs of the communities we serve.

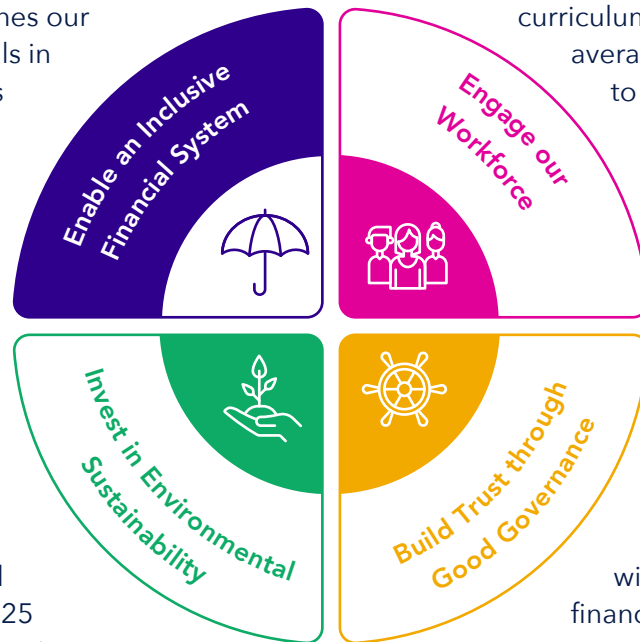
One way we fulfill that commitment is by bolstering financial literacy education and access.

Financial Fundamentals

In fiscal year 2025, Pathward advanced its commitment to financial inclusion through the implementation and expansion of the Financial Fundamentals Powered by Pathward program. Our employees contributed more than 100 volunteer hours to develop and deliver a customized curriculum to 20 students, who increased their average financial literacy test scores from 60% to 100%.

Pathward expanded the program to serve adults through a partnership with the Veterans Community Project in Sioux Falls, South Dakota. Employees devoted more than 40 volunteer hours to designing and facilitating a four-week financial literacy series for houseless veterans. The curriculum addressed essential topics including personal finance fundamentals and debt management, while providing participants with practical tools to strengthen their financial stability.

Together, these initiatives demonstrate our ongoing commitment to delivering meaningful, community-centered financial education that supports individuals at different stages of their financial journey.



*Broader Statewide Regional Area includes the following states: IA, KS, ND, NE, MN, MO, and SD.



One approach we use to support our CRA initiatives is collaborating on financial literacy programs with Junior Achievement (JA). In 2025, I participated alongside Pathward volunteers at an event called JA Finance Park where we helped middle school students strengthen their financial foundations by guiding them through practical scenario challenges, such as budgeting paychecks, handling daycare expenses, and making decisions about buying cars or homes.

KEVIN TOPOLINSKI
VICE PRESIDENT, RISK

MESSAGE FROM THE CEO

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MESSAGE FROM THE SVP, SUSTAINABILITY

FINANCIAL ACCESS DASHBOARD

OUR APPROACH TO SUSTAINABILITY

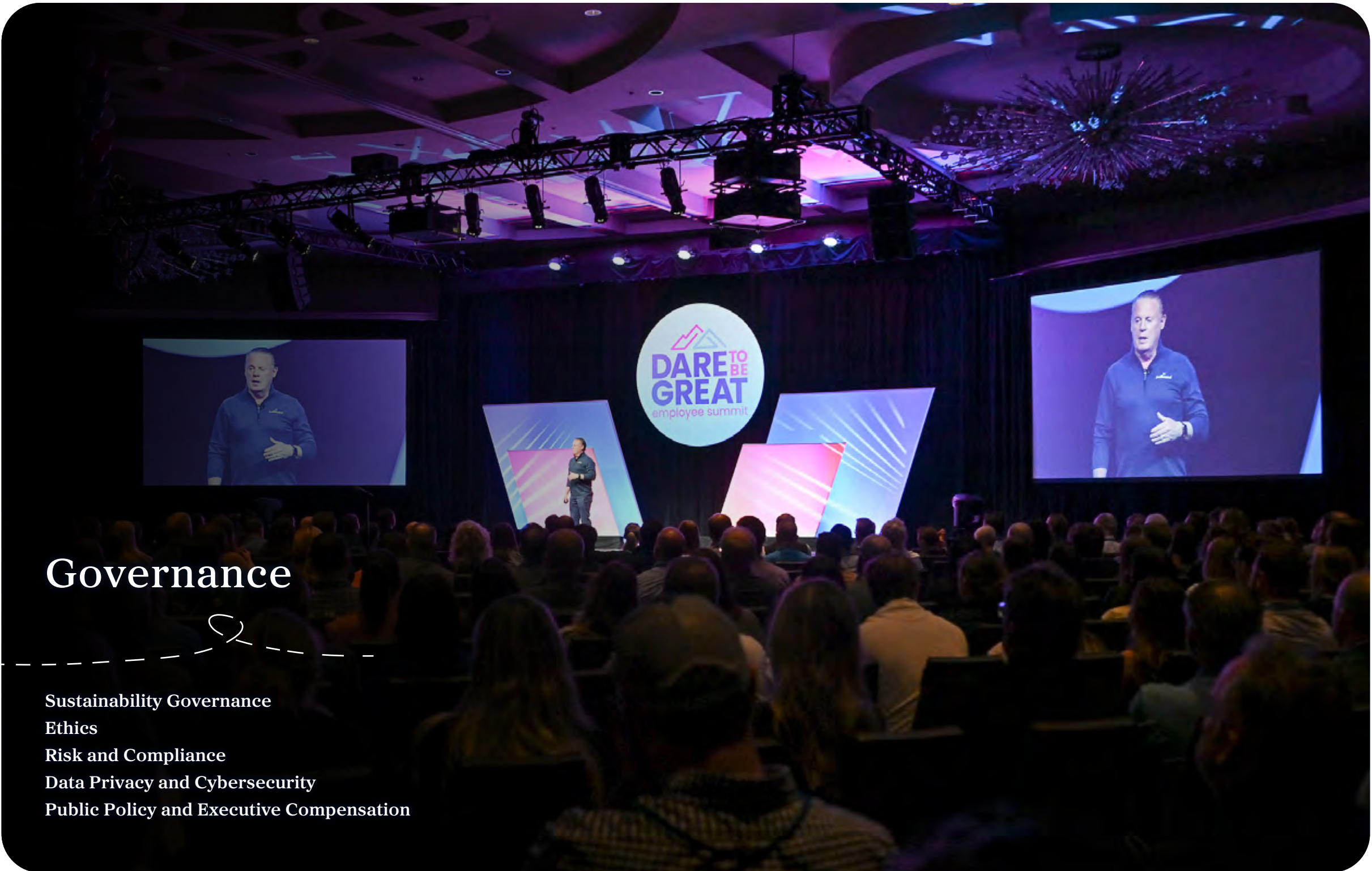
ENVIRONMENTAL RESPONSIBILITY

SOCIAL IMPACT

GOVERNANCE

- Sustainability Governance
- Ethics
- Risk and Compliance
- Data Privacy and Cybersecurity
- Public Policy and Executive Compensation

PERFORMANCE



Governance

- Sustainability Governance
- Ethics
- Risk and Compliance
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Sustainability Governance

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GOVERNANCE

- **Sustainability Governance**
- Ethics
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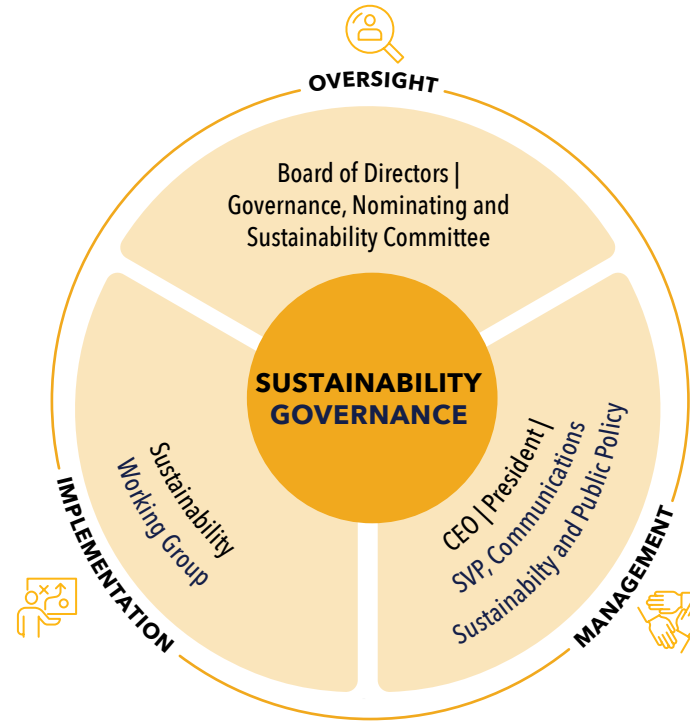
PERFORMANCE

Our sustainability governance structure underscores the Boards of Directors (the “Board”) of Pathward Financial, Inc. and Pathward, N.A. (together, the “Company”) and executive management oversight of Company-wide sustainability efforts.

The Governance, Nominating and Sustainability Committee (the “Committee”) is responsible for overseeing and strengthening Pathward’s sustainability efforts. In fiscal year 2025, the Committee met quarterly to discuss current and emerging sustainability topics, among other things, and provide oversight of our programs, strategies, risks, and opportunities.

Responsibilities of the Committee are outlined in its charter and include oversight of sustainability programs, inclusion and belonging, relationships with external stakeholders, and our annual impact report.

Executive oversight of sustainability efforts is the responsibility of our Chief Executive Officer and our President. Our Senior Vice President of Communications, Sustainability and Public Policy leads sustainability efforts from a management perspective and chairs our cross-functional working group that supports program implementation.



The Board remains confident in the continued value of Pathward’s sustainability program for our customers, employees, communities, and shareholders. By furthering Pathward’s commitment to financial access and inclusion, strengthening employee engagement, and expanding partnerships with community organizations, the program reinforces Pathward’s long-term commitment to responsible growth and creating shared value.

CHRIS PERRETTA
BOARD GOVERNANCE, NOMINATING AND SUSTAINABILITY COMMITTEE CHAIR

Ethics

Pathward’s commitment to ethical business practices starts with our Board and executive leadership team and extends throughout our Company. Our [Code of Business Conduct](#) (“Code”) applies equally to all employees and contractors of the Company, as well as Board members.

As a financial services company with a focus on expanding financial access, we believe it is imperative that we operate in a manner that preserves the trust our customers, investors, employees, and communities place in us. We strive to foster a “see something, say something” workplace culture that elevates our commitment to ethical behavior, inspiring stakeholder confidence.

Code of Business Conduct

The Code of Business Conduct sets the standards of ethics and integrity for all employees, contractors and Board members. The Code undergoes an annual review, and updates are subject to Board Committee input and approval by the full Board. The Code, which is available on our website, is a comprehensive document that addresses our purpose, vision, and values; the responsibilities of team members, Board members, and managers; commitments, requirements and rights in working with colleagues, customers, and partners; work in the community; work with the government; commitments to shareholders; and disclosure and reporting procedures, including whistleblower protection and

investigations. Under the leadership of Pathward’s Code Officer, the Code was last updated in November 2025.

Disclosure of Conflicts of Interest

To support required conflict of interest disclosures by new and current employees, we use an electronic process to streamline employee reporting in areas set forth in the Code: Directorships; Lobbying & Political Activities; Gifts, Gratuities & Entertainment; Outside Employment; Self-Dealing; Personal Relationships; and Insider Trading and Financial Interests in Third Parties.

Ethics Training

Pathward requires all employees to complete annual Code training (which includes anti-bribery) and successfully pass a quiz, and new hires must meet these requirements within 60 days of initial employment.

Reporting Hotline

Our toll-free ethics hotline is managed by a third-party vendor to align with industry best practices. The ethics hotline and whistleblower resources detailed in the Code are available to employees and the public to report concerns about conduct inconsistent with the Code. The ethics hotline supports anonymous reports to protect the confidentiality of the reporter, if desired. Information about how to access the ethics hotline is also available on our website.



Risk and Compliance

Pathward’s risk and compliance programs set us apart in the financial services marketplace. As a pioneer in the prepaid industry and a leader in payments, these programs elevate our operations and distinguish our business.

Enterprise Risk Management

Our Enterprise Risk Management (ERM) program is grounded in responsible corporate governance principles to facilitate the alignment of risk with our strategic objectives, risk appetite, and regulatory requirements. Oversight of the program and processes rests with the Board and ERM leadership team. Their strategic implementation is carried out by senior management and teams across the enterprise. To facilitate a comprehensive system, Pathward has adopted a Three Lines of Defense model that is managed by our frontline business units, our ERM team, and Internal Audit.

Third-Party Risk Management

Our comprehensive third-party risk management efforts are designed to provide oversight of third-party activities to identify and mitigate the effects of risk events through reporting diligence.

Business Continuity Management

Pathward’s Business Continuity Management program is designed to create operational resilience through rigorous standards and comprehensive testing protocols. We adhere to guidance issued by the Federal Financial Institutions Examination Council (FFIEC) and the Office of the Comptroller of the Currency (OCC), maintaining compliance with applicable regulations to safeguard continuity across our operations.

Compliance

In an evolving regulatory environment, our Compliance Management System helps identify and mitigate risks arising from applicable laws and regulations. Significant compliance processes are formally documented, with clear lines of authority and responsibility, and communicated to our employees and external partners. Our experienced Compliance team includes former regulators and Certified Regulatory Compliance Managers (CRCM).



At Pathward, we embed enterprise risk management in everyday decisions—aligning risk appetite with strategy and regulation. By partnering across first, second, and third lines, we strengthen controls, anticipate change, and support innovation that positions us as a financial services leader.

NADIA DOMBROWSKI
EXECUTIVE VICE PRESIDENT, CHIEF LEGAL AND ADMINISTRATIVE OFFICER



Bank Secrecy Act (BSA) / Anti-Money Laundering (AML)

Pathward is committed to protecting our customers and the Company from the risks of money laundering, terrorist financing, and other illicit activity. Our BSA/AML and Office of Foreign Assets Control (OFAC) compliance programs address adherence to the BSA, U.S. Sanctions, and other relevant rules and regulations. The programs address customer and third-party identification and due diligence, information sharing (314(a) and (b)), suspicious activity monitoring and reporting, list screening (politically exposed person and OFAC), record retention, and training, among others.

To help facilitate adherence to the standard set forth in the BSA/AML and OFAC compliance programs, Pathward performs ongoing risk-based testing and reviews processes followed by internal business units and third-party programs. An experienced team supports these efforts and holds various certifications in AML and fraud prevention. Using a monitoring system, our Financial Intelligence Unit identifies and investigates unusual activity which may ultimately result in filing a suspicious activity report with the Financial Crimes Enforcement Network (FinCEN).

Credit

Committed to financial inclusion, we develop responsible credit solutions that expand access to consumer products in underserved markets. Through our marketplace lending model, we partner with companies that operate innovative lending platforms to deliver efficient, scalable lending programs that increase opportunity for consumers.

Our credit programs are designed to deliver three core outcomes: access to liquidity, meaningful credit protection, and strong satisfaction for both program partners and consumers. At the foundation of every program is disciplined credit risk management. We prioritize high-quality underwriting and actively manage portfolio concentrations to maintain a balanced and resilient lending portfolio.

Internal Audit

Internal Audit independently evaluates the risk management and control activities within frontline business units and second line functions to assess their adequacy. This essential function acts as a liaison and advisor to internal and external stakeholders, including Pathward's leadership, the Board, external auditors, and regulators. Internal Audit's evaluations during fiscal year 2025 assessed compliance with relevant regulatory guidance to achieve alignment with industry standards and expectations.

Highlights of Internal Audit Activities in 2025:

- Leveraged data analytics in audits, surpassing targets and achieving comprehensive population testing, strengthening risk detection and control effectiveness.
- Completed all audits in the plan and demonstrated conformance in Quality Assurance Reviews (QARs).
- Enhanced talent mobility through internal transitions, identifying and developing relevant subject matter experts, and maintained professional expertise with the Internal Audit department collectively obtaining more than 1,028 training hours during the year.



Data Privacy and Cybersecurity

Data privacy and cybersecurity are critical to Pathward’s growth and innovation strategy. As digital advancements continue to impact the delivery of financial services, the risks of cyberattacks grow, and regulatory expectations increase, data privacy and cybersecurity remain top priorities at Pathward.

Data Privacy

As a financial institution, Pathward collects and processes personal information and financial data every day, and we take that responsibility seriously. We continue to enhance our ability to deploy the personnel, policies, and technologies needed to safeguard data in accordance with applicable laws and regulations. Pathward undergoes an annual SOC 1 (System and Organization Controls) audit as well as other third-party testing. As a nationally chartered bank, we are routinely audited by regulators and are subject to all applicable laws and regulations at the federal and state level, such as the Gramm-Leach-Bliley Act and the California Privacy Rights Act.

Our Privacy Policy and Applicant Privacy Notices, found on our website, detail the use of personal information and the rights of visitors and those who use our services with respect to their personal information. Responsible use of data, data

privacy, and cybersecurity are specifically cited in our sustainability strategy pillar: Build Trust through Good Governance.

Cybersecurity

Our comprehensive cybersecurity program includes strategies and frameworks, policies and standards, and a risk-based methodology aligned with applicable regulatory requirements, including Payment Card Industry Data Security Standard compliance published on Visa and Mastercard partner lists. Our Executive Team and Information Technology and Security Working Group provide the Board’s Risk Committee with quarterly updates on information security matters and program activities with issues being escalated to the full Board, as appropriate.

The Information Security third party risk management program is one piece of the overarching enterprise third party risk management program. The Information Security team’s review of third parties includes initial and periodic security assessments, documentation and audit report reviews, and consultation on any security enhancements recommended based on the results of the completed reviews.

To facilitate enterprise-wide attention to cybersecurity, we apply best practices, including the following:

- Conducting mandatory new hire and annual employee training on cybersecurity
- Utilizing cybersecurity awareness emails
- Leveraging third parties to conduct risk assessments and audits of our cybersecurity program for compliance with regulatory guidelines and industry best standards along with performing penetration testing, helping us understand the effectiveness of our controls
- Communicating clear escalation avenues to report suspicious activity and adhering to our incident response program, which is designed to effectively mitigate and recover from cyberattacks and facilitates communication with internal and external stakeholders during such events

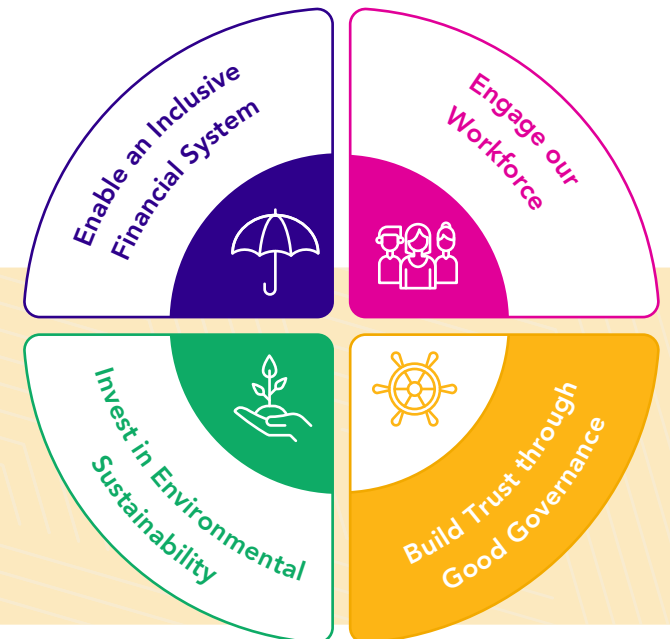
Collectively, these efforts resulted in no material information security breaches of our systems within the last three years.



Pathward’s commitment to innovation and co-creation is underpinned by a robust and secure technology infrastructure that positions us as a future-ready company. By prioritizing investments in essential systems and dedicated personnel and exploring the potential of new and innovative technologies, we enable scale in a secure and responsible manner.

CHARLES INGRAM

EXECUTIVE VICE PRESIDENT AND CHIEF INFORMATION AND OPERATIONS OFFICER



- Sustainability
- Governance
- Ethics
- Risk and Compliance
- Data Privacy and Cybersecurity

Public Policy

Pathward’s public policy efforts are grounded in our mission to expand financial access. We engage in the policy process to promote federal and state laws and regulations that support a fair, innovative, and inclusive financial system that benefits consumers, businesses, and communities nationwide.

Our Public Policy team advances these goals through informed, collaborative engagement with policymakers, congressional offices, regulatory agencies, and industry partners. The team works across our business lines to align our advocacy with on-the-ground experience while supporting responsible innovation within a sound regulatory framework. As part of our advocacy, Pathward maintains a federally registered Political Action Committee (PAC). The Pathward PAC enables eligible

employees to collectively support candidates who understand and advance policies that strengthen responsible financial services, promote financial inclusion, and provide a better understanding of the complex challenges and opportunities facing Pathward and our industry.

The Pathward PAC operates under established governance and compliance procedures, and its contributions and activities are publicly disclosed in accordance with federal law.

Pathward contributes constructively to public policy discussions that support a safe, inclusive, and innovative financial system, consistent with our purpose and long-term commitment to the customers, partners, and communities we serve.

Executive Compensation

Pathward has developed a competitive compensation program designed to recruit, motivate, and retain top-quality executive leadership focused on attaining short-term and long-term corporate goals and increasing stockholder value.

Our executive compensation program is overseen by the Board Compensation Committee with the primary purpose

of reviewing and approving our compensation philosophy, principles, and practices. Pathward has received over 97% of shares voted by our stockholders in support of our “Say on Pay” proposal for each of the last three years.

Please see Pathward’s [2025 Proxy Statement](#) for additional information on our named executive officer compensation.



97%

of shares voted by our stockholders in support of our 2025 “Say on Pay” proposal

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METRIC	FY 2023	FY 2024	FY 2025	NOTES	SASB STANDARD	GRI STANDARDS
Financial Performance						
Net Income	\$143.3M*	\$183.2M*	\$ 185.9M		-	201-1
Diluted Earnings Per Share	\$5.24*	\$7.20*	\$7.87		-	201-1
Total Revenue	\$727.7M*	\$797.4M*	\$839.9M		-	201-1
Total Assets	\$7.5B	\$7.5B	\$7.2B		-	201-1
Customers and Communities						
CRA-eligible financial donations	\$224,132**	\$212,574**	\$235,529**	CRA data points included in this report are believed to represent qualified activities and are subject to regulatory approval.	-	201-1
CRA-qualified Volunteer Hours	351**	523**	588**	CRA data points included in this report are believed to represent qualified activities and are subject to regulatory approval.	-	413-1
Number of Nonprofit Organizations Supported Through CRA Volunteer Hours	9**	12**	10**	CRA data points included in this report are believed to represent qualified activities and are subject to regulatory approval.	-	413-1
Pathward-sponsored financial wellness efforts	For a description of related financial wellness (financial literacy) initiatives, programs, and/or financial services that are focused on enhancing the financial literacy of unbanked, underbanked, or underserved customers, see pages 12, 26-27, 30-31, 33.				FN-CB-240a.4	-
Total number of Personal Loans	438	274	154		FN-CB-000.B	-
Total value of Personal Loans	\$434,872	\$286,960	\$58,414		FN-CB-000.B	-
Total number of Small Business Administration Loans	26	83	105		FN-CB-000.B	-
Total value of Small Business Administration Loans	\$34.4M	\$117.9M	\$203.3M	Value is the gross amount of SBA loans funded at origination date during the fiscal year.	FN-CB-000.B	-
Total Charitable Investments	\$1,058,105	\$1,139,613	\$1,214,407	Includes corporate grants, lines of business donations, matching gifts, and Dollars for Doers.	-	201-1
Total Employee Volunteer Hours Tracked	5,654	5,504	4,971	Self-reported by employees tracked via Pathward's Community Impact Portal.	-	-
Total Volunteer Time Off (VTO) Hours Tracked	2,789	3,496	3,439	Self-reported by employees via Pathward's time management system.	-	-

Note: Figures have been rounded appropriate to their units of measure.

*Data restated from previous reports.

**Data presented on a calendar year. All other data are as of the fiscal year ending September 30.

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METRIC	FY 2023	FY 2024	FY 2025	NOTES	SASB STANDARD	GRI STANDARDS
Environment						
Computer Equipment Recycled (lbs.)	6,141	6,319	5,613	Includes peripherals, imaging devices and mixed electronics.	-	306-4
Greenhouse gas emissions in operations (Scope 1) (mtons CO ₂ e)	343	302	234		-	305-1
Greenhouse gas emissions in operations (Scope 2) (mtons CO ₂ e)	1,806	1,785	1,673	Market based.	-	305-2
Greenhouse gas emissions in operations (Scope 3) (mtons CO ₂ e)	1,590	2,102*	1,558	The decrease in reported Scope 3 emissions between FY 2025 and FY 2024 can be attributed to enhanced employee commuting and telecommuting calculation methodologies, assumptions, and data.	-	305-3
Operational emissions (Scope 1 + 2) change year over year (%)	-14	-3	-9		-	305-5
Percentage of non-renewable energy consumed from the grid	100	100	100		-	302-1
Total electrical power used (kWh)	4,171,942	3,708,024	3,674,252		-	302-1, 4
Total energy used (kWh)	6,061,188	5,366,142	4,956,212		-	302-1, 4
Governance						
Ratio of CEO Total Compensation to the Median Employee Compensation	41:1	41:1	41:1		-	2-21
Total CEO Compensation	\$3,884,129	\$4,334,506	\$4,638,813		-	2-21
Whistleblower policies and procedures	For a description, see Code of Business Conduct page 36.				FN-CB-510a.2	2-26
Role of the highest governance body	For more information on management oversight of impact and sustainability reporting, see report pages 13-14, and 35.				-	2-12, 14
Disclosures on material topics	For more information on selection process and list of material topics, see report page 14.				-	3-1, 2
Data Security	For the number of data breaches and description of approach to identifying and addressing data security risks, see report page 39.				FN-CB-230a.1,2	-
External assurance	For external assurance information associated with certain metrics, see report page 44.				-	2-5
Percentage of Ethnic/Racial Minority Directors on the Board	11	22	22		-	405-1, 2-9
Total number of Directors on the Board	9	9	9		-	405-1, 2-9
Total number of Female Directors on the Board	3	3	3		-	405-1, 2-9

*Restated from previous report.

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METRIC	FY 2023	FY 2024	FY 2025	NOTES	SASB STANDARD	GRI STANDARDS
Employees, Engagement and Development						
Average Age of Employees	43	44	43		-	405-1
Average employee tenure (years)	6	6	6		-	-
Organizational Employee Engagement Score	85%	-	88%	The Employee Engagement Survey is conducted biennially.	-	-
Percentage of Employee Population Participating in Employee Resource Groups (ERGs)	31	27	25		-	-
Percentage of employees receiving regular performance and career development reviews	100	100	100	For more information on employee development, see report page 25.	-	404-3
Percentage of Employees in Compliance with Code of Business Conduct training	100	100	100	For more information on ethics training for governance body members and employees, see report pages 25 and 36.	-	2-24, 205-2
Percentage of Female employees	55	53	50		-	405-1, 2-7
Percentage of Male employees	45	47	50		-	405-1, 2-7
Percentage of Racial/Ethnic Minority Employees	20	23	23		-	405-1, 2-7
Total Hours of Required Training Employees Received	12,028	11,037	8,297	Hours include all required training completed in Pathward's training system of record. For more information on programs focused on developing and upskilling our employees, see report page 22, 25-27, 36 and 38-39.	-	404-1, 2
Total number of employees	1,193	1,244	1,182		-	2-7



Crowe LLP
Independent Member Crowe Global

INDEPENDENT ACCOUNTANT'S REPORT

To the Stakeholders of
Pathward Financial, Inc.

We have reviewed Pathward Financial Inc.'s Performance metrics identified below, which are included in the Pathward 2025 Impact Report on pages 41-43. The Performance metrics listed below are defined as the Subject Matter.

- Total charitable investments – for the fiscal year ended September 30, 2025, 2024 and 2023
- Total number and value of Small Business Administration loans – for fiscal year ended September 30, 2025, 2024 and 2023
- Total number and value of personal loans – for fiscal year ended September 30, 2025, 2024 and 2023
- Number of nonprofit organizations supported through the Community Reinvestment Act (CRA) – as of December 31, 2025, 2024 and 2023
- CRA eligible financial donations and qualified volunteer hours – for the calendar year ended December 31, 2025, 2024 and 2023
- Total employee volunteer hours– for the fiscal year ended September 30, 2025, 2024 and 2023
- Total employee volunteer hours paid time off – for the fiscal year ended September 30, 2025, 2024 and 2023
- Total CEO compensation and ratio of CEO compensation to the median employee compensation – for the fiscal year ended September 30, 2025, 2024 and 2023
- Total number of female board members for the fiscal year ended September 30, 2025, 2024 and 2023
- Total number of ethnic/racial minority board members expressed as a percent of total board members for the fiscal year ended September 30, 2025, 2024 and 2023
- Total number of employees for the fiscal year ended September 30, 2025, 2024, and 2023
- Total male and female employees expressed as a percent of total employees for the fiscal year ended September 30, 2025, 2024 and 2023.
- Total ethnic/racial minority employees expressed as a percent of total employees for the fiscal year ended September 30, 2025, 2024 and 2023.
- Percentage of employee population participating in Employee Resource Groups – as of September 30, 2025, 2024 and 2023

(Continued)

- Percentage of employees in compliance with the Code of Business Conduct training – for the fiscal year ended September 30, 2025, 2024 and 2023
- Overall organizational employee engagement score– as of September 30, 2025 and 2023
- Total hours of training by employees received via learning management system – for the fiscal year ended September 30, 2025, 2024 and 2023

Pathward Financial, Inc.'s management is responsible for presenting the Subject Matter in accordance with the criteria set forth in the Notes column on pages 41-43 in the Performance section of the Pathward 2025 Impact Report (the "Criteria"). Our responsibility is to express a conclusion on the Subject Matter based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) in AT-C section 105, *Concepts Common to All Attestation Engagements*, and AT-C section 210, *Review Engagements*. Those standards require that we plan and perform the review to obtain limited assurance about whether material modifications should be made to the Subject Matter in order for it to be in accordance with the Criteria. The procedures performed in a review vary in nature and timing from, and are substantially less in extent than an examination, the objective of which is to obtain reasonable assurance about whether the Subject Matter is in accordance with the Criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements relating to the engagement. We applied the Statements on Quality Control Standards established by the AICPA and, accordingly, maintain a comprehensive system of quality control.

The procedures we performed were based on our professional judgment. Our review consisted principally of applying analytical procedures and making inquiries of individuals responsible for the Subject Matter. The procedures also included agreeing metrics to underlying documentation provided by management, and reviewing relevant policies and documentation.

Information outside of the Performance metrics identified above, was not subject to our review, including the other performance metrics listed on pages 41-43 and other information within the Pathward Financial Inc.'s 2025 Impact report, and, accordingly, we do not express a conclusion or any form of assurance on such information.

Based on our review, we are not aware of any material modifications that should be made to the Performance metrics, included in the Pathward 2025 Impact Report, which have been identified above, in order for it to be in accordance with the Criteria.

Crowe LLP

South Bend, Indiana
April 1, 2026

Cautionary Information and Forward-Looking Statements

The information contained in this document is solely for informational purposes and does not constitute investment, financial, economic, legal or tax advice or recommendations. This report is designed to provide a high-level overview of our sustainability endeavors with selected examples for the fiscal year ended September 30, 2025; it is not a comprehensive description, financial report or financial presentation, or legal summary of our sustainability programs and involvement. The content, narrative and data included in this report are informed by disclosure recommendations, reporting guidelines and definitions of materiality used by certain voluntary external frameworks, including the Sustainability Accounting Standards Board (SASB) Standards for Commercial Banks, The Global Reporting Initiative, and the U.N. Sustainable Development Goals. These reporting guidelines and definitions of materiality differ in important ways from mandatory regulatory reporting, including under the rules and regulations of the U.S. Securities and Exchange Commission (SEC). Consequently, the information in this report may be presented from a different perspective and in more detail than Pathward Financial's regulatory reporting, and the inclusion of information in this report is not an indication that the subject or information is material for SEC reporting purposes or any other purposes, even if the terms "materiality" or "material" are used. In addition, the information in this report may be based on estimates, assumptions, standards, methodologies, internal control frameworks and currently available data, which continue to evolve and develop. Nothing contained in this report is a guarantee or promise that any particular outcome will occur. The information in this report is as of the date referenced, reflects our approach to sustainability as of the date of this report and is subject to change without notice. We do not undertake to update any of the information provided in this report. The information in this report may also include the use of financial and non-financial metrics and other information that are subject to significant measurement uncertainties, which may include the methodology, collection and verification of data; the use of estimates, judgments and assumptions; data reliability, consistency and timeliness, particularly with respect to underlying data that is obtained from third parties over which we have no control; and the application and development of currently available data, models, scenarios and methodologies, which continue to evolve and develop. No reports, documents or websites that are cited or referred to in this report shall be deemed to form any part of this report. Information contained in this report that has been obtained from third-party sources, including those publicly available, is

believed to be reliable, but no representation or warranty is made by Pathward Financial as to the quality, completeness, accuracy, fitness for a particular purpose or non-infringement of such information. Sources of third-party information referred to herein retain all rights with respect to such data and use of such data by Pathward Financial shall not be deemed to grant a license to any third party. The use of any third-party trademarks or brand names is for informational purposes only and does not imply an endorsement by Pathward Financial or that such trademark owner has authorized Pathward Financial to promote its products or services.

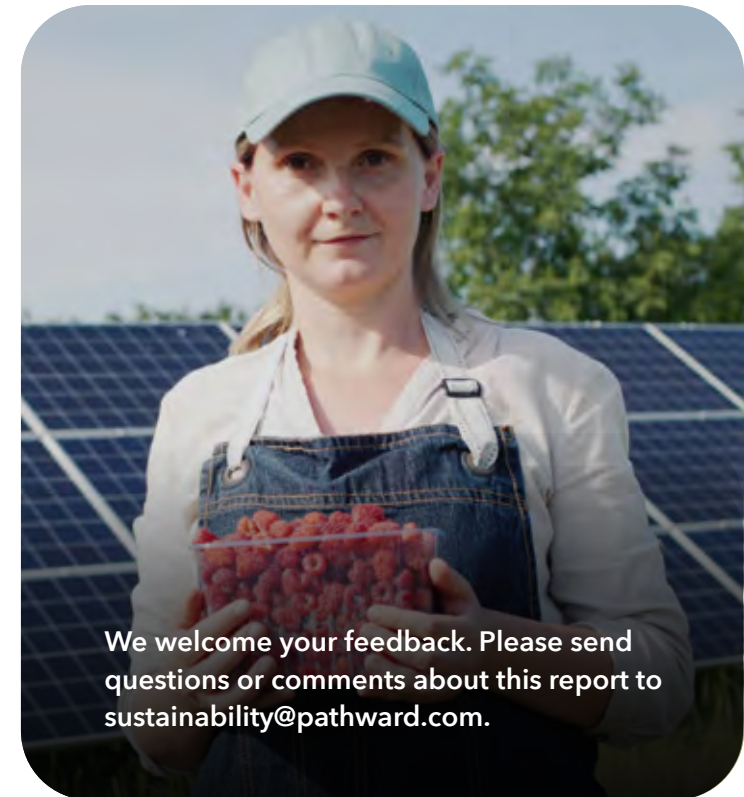
This report contains "forward-looking statements," which are made in good faith by Pathward Financial pursuant to the "safe harbor" provisions of the Private Securities Litigation Reform Act of 1995. You can identify forward-looking statements by words such as "may," "hope," "will," "should," "expect," "plan," "anticipate," "intend," "believe," "estimate," "predict," "potential," "continue," "could," "future," "target," "goals," "aspire," or the negative of those terms, or other words of similar meaning or similar expressions. You should carefully read statements that contain these words because they discuss our future expectations or state other "forward-looking" information. These forward-looking statements are based on information currently available to us and assumptions about future events, and include statements with respect to our beliefs, expectations, estimates, and intentions, which are subject to significant risks and uncertainties, and are subject to change based on various factors, some of which are beyond our control. Such risks, uncertainties and other factors may cause the actual results, impact, performance and outcomes of our sustainability program, strategy and efforts to differ materially from those expressed in, or implied by, these forward-looking statements. These statements are not guarantees of future results, occurrences or performance. Such statements address, among others, the following subjects: our sustainability goals, strategy, commitments, aspirations, approaches and objectives; the impacts of the projects we finance and our partnerships; the impact of our Talent Anywhere approach; our future approach to environmental assessments and reporting; the impact of measures expected to better meet the needs of our customers and partners and enhance overall business performance; and renewable energy projects that we finance. The following factors, among others, could cause the actual results, impact, performance and outcomes of our sustainability program, strategy and effects to differ materially from the expectations, estimates, and

intentions expressed in such forward-looking statements: changing expectations from shareholders, consumers, governmental bodies and regulators regarding sustainability matters; data limitations; the quality and availability of third-party data; third-party compliance with our expectation, policies and procedures; maintaining our executive management team; changes in trade, monetary, and fiscal policies and laws, including actual changes in interest rates and the Fed Funds rate and changes in international trade policies, tariffs and treaties affecting imports and exports, and their related impacts on macroeconomic conditions, customer behavior, funding costs and loan and securities portfolios; the strength of the United States' economy, and the local economies in which Pathward Financial operates; adverse developments in the financial services industry generally, such as bank failures, responsive measures to mitigate and manage such developments, related supervisory and regulatory actions and costs, and related impacts on customer behavior; inflation, market and monetary fluctuations; Pathward Financial's relationship with, and any actions which may be initiated by, its regulators, and any related increases in compliance and other costs; changes in financial services laws and regulations; technological changes; changes in consumer borrowing, spending and saving habits and the potential adverse effects of unusual and infrequently occurring events, including the impact on financial markets from geopolitical conflicts and tensions, weather-related disasters, or public health events, such as pandemics, and any governmental or societal responses thereto. The foregoing list of factors is not exclusive. We caution you not to place undue reliance on these forward-looking statements. The forward-looking statements included in this report speak only as of the date hereof. All subsequent written and oral forward-looking statements attributable to us or any person acting on our behalf are expressly qualified in their entirety by the cautionary statements contained or referred to in this section. Additional discussions of factors affecting our business and prospects are reflected under the caption "Risk Factors" and in other sections of Pathward Financial's Annual Report on Form 10-K for the fiscal year ended September 30, 2025, and in Pathward Financial's other filings made with the SEC. We expressly disclaim any intent or obligation to update, revise or clarify any forward-looking statements, whether written or oral, that may be made from time to time by or on behalf of Pathward Financial or its subsidiaries, whether as a result of new information, changed circumstances, or future events or for any other reason.



2025 Impact Report

Expanding Financial Access with Purpose



We welcome your feedback. Please send questions or comments about this report to sustainability@pathward.com.