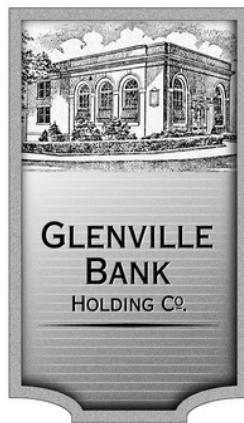


1st

2025 ANNUAL REPORT

GLENVILLE BANK HOLDING COMPANY





Glenville Bank Holding Company, Inc., (GBHC) is a financial holding company whose principal activity is the ownership of its two wholly-owned subsidiaries, 1st National Bank of Scotia (the “Bank”) and Scautub Agency, LLC (the “Agency”). The consolidated financial statements include accounts of the GBHC, the Bank and the Agency, after elimination of intercompany transactions.

We understand how important good service is to delivering customer satisfaction and are pleased to have been serving the local community since the 1920's. 1st National Bank of Scotia and Scautub Agency, LLC offer a wide range of banking and insurance services to meet all your financial needs. A friendly officer or customer service specialist will be happy to answer your questions or discuss your needs.

Glenville Bank Holding Company Directors

L.H. Buhrmaster, Chairman

John H. Buhrmaster

Robert J. Dieterich

Laura M. Dieterich

David D. Montana

Bruce W. McConnelee

Scott D. Stevens

Report from the GBHC Chief Executive Officer

Over the years, community banks have continued to demonstrate resilience, finding new opportunities to thrive even in this era of big bank favoritism and increased regulation. When Lou Buhmaster stepped into the role of President of 1st National Bank of Scotia in 1969, there were more than 18,000 community banks in the nation. By the end of 2025, that number had fallen to fewer than 5,000. The community banks that remain today are strong, nimble, and technologically competent to survive the challenging times. Community banks are rooted deep within their community and thrive on relationship-driven business and continue to provide over 80% of the agriculture lending in the nation and over 60% of small business lending.

1st National Bank of Scotia remains committed to our community, focused on strengthening relationships, supporting local growth and ensuring that our commitment to personalized service remains at the heart of everything we do. It is companies like ours that meet the needs of our neighbors, of the entrepreneur, of the person with a dream of owning a house, a car, sending a child to college, and building a financial future for their family and their heirs. During our anniversary year you heard us speak about the tough times. Each decade we have been faced with headwinds that are pushing against the existence of a small bank like ours. Yet dedicated shareholders, customers, employees, and the board members of the bank have stepped up to keep the bank viable, and moving forward to help the community whenever, wherever, however, it is needed.

Last year, 1st National Bank of Scotia provided financing to thousands of small businesses, some for the first time, and continued long-standing relationships with others that have relied on us for decades. Small business is the heart of every community. It is what provides employment. It is what provides opportunity. Small businesses are the ones that sponsor little leagues, the arts, community food banks and all the necessities that hold a community together. A community bank provides volunteers that help run local organizations, they are the local connections that make things happen, and when a solution is needed to grow and improve the community, it is the community bankers with local decision making that are relied on to make it happen.

This year, you will see that I am signing this letter individually, marking a change from the past twenty years in which my father and I signed our annual shareholder letters together. The reason for this is that in October 2025, after more than six decades of extraordinary service, my father Louis H. Buhmaster retired as Chairman of our bank's Board of Directors. I want to recognize my father for the remarkable, community focused and caring individual that he is. I also know that he would never sign a letter that honors him, as he is not someone who seeks the spotlight. It is with both joy and sadness I make this announcement; however, Lou continues as Chairman and Director of the GBHC. He will continue to guide us in the overall strategy for sustaining our independence and serving our community. No one is more passionate about preserving the independence of the Bank and Holding Company, or more committed to ensuring we remain a trusted resource for our community members in times of need.

One of the early stories I recall my father telling me was about our second president J. H. Buhrmaster, Lou's grandfather. During the depression he kept people's homes warm by providing them with coal on credit, knowing that most of those debts would not be paid. He would walk Mohawk Avenue and check in on the businesses. If someone needed a loan, he would hand them cash and tell them to come back and sign a note later. Lou has lived his 61-year career according to those tenants, he learned from his grandfather and father, you take care of the community, and the community will take care of you.

Every municipality or volunteer organization needs leaders that will come up with bold ideas to improve the community, take care of its citizens, or rescue important parts of the community. However, to execute those ideas, each community also needs a different type of leader that will be the person that says, "I'll do that." In our community, that person has been Lou. When you look at his career, his name has rarely appeared in the newspapers, and he has never sought public recognition or awards. Yet he has been the driving force behind some of the most important projects in our community. Time and again, during moments when our community faced potential loss or urgent challenges, Lou quietly stepped in – taking the reins, finding solutions, and doing the work. His impact is immeasurable, even if his contributions have often been intentionally unseen. From Scotia High School Class of '57 President, Scotia Rotary President, founding board member of Metroplex, to the loaned executive over-seeing the wind down of the ALCO plant into the Mohawk Harbor development, Lou led multiple worthwhile and critical community endeavors, while also leading the Bank. He believes in community and helping others, even before himself. He lives the Rotary motto, "Service above Self", and instilled that value in his children, his grandchildren, and all who have had the privilege of working alongside him. We have all learned what it means to serve the community we love. That's my Dad.

Without Lou's selfless dedication to saving the bank during the OCC's Cease and Desist order from 1978 to 1986, 1st National Bank would not exist. We do not get to choose what circumstances will define our life; circumstances choose us. Lou's influence is most visible in the mission that now defines us: making people's lives better. This mission is not a slogan; it is the reflection of decades spent doing exactly what Lou enjoyed most: supporting local businesses, helping families, preserving local assets, and strengthening the fabric of the community we call home. His leadership became the blueprint for who we are and what we aspire to be. Thank you, Lou, for leading the rebuilding of this bank and helping to shape it into the institution it is today. We remain committed to continuing the mission.

The year 2025 was exceptional in so many ways. I would like to take a moment to point out a few of the considerable highlights and allow the enclosed financials to speak for themselves. Since the early 1980's the most talked about financial standard at our bank was the Leverage Capital Ratio. Every year we had goals, but the one goal we heard about most was our capital ratio. The goal was to reach 9%. I am proud to say that through hard work and dedication by many people over the years, and despite growing six times over, we reached the 9% mark in January 2025 and are proud to have finished 2025 at a record 9.13%. The capital ratio is important for many reasons. It allows the bank to grow organically without relying on out-of-town institutional investors for additional capital. It also allows us to pay a higher dividend, and most importantly, it provides stability for a bank that has no shareholders backing it with

generational wealth, like most other 100-year-old banks. We raise our own capital through earnings. For the second straight year we achieved over \$5 million in annual earnings. This was all while the nation's banks saw their net interest margins drop dramatically as the Fed lowered rates, our net interest margin grew to the largest in the region. Fueling the strong earnings and margin growth were record results from First Scotia Wealth Management, and the Scatub Agency, as well as increasing use of data analytics to anticipate customer needs and expand our market. As we continue to integrate new software and leverage data capabilities within these programs, we are confident we will be able to serve our customers better than ever. We expect continued growth in number of customers, profitability, and to further strengthen our capital ratio.

Without loyal community and shareholder support none of these milestones would be possible!

Speaking of community, 2025 brought the bank its third consecutive Outstanding Community Reinvestment Act rating in a row. These three consecutive top ratings cover the years 2016 through 2025. An outstanding rating is not a common rating for a bank. The rating measures our reinvestment in our community, specific types of lending in our region, our community involvement including staff volunteerism, and our community leadership. We do not view this as marketing; it is an essential part of our mission to help keep our community vibrant and thriving. We are incredibly proud of the bank staff who continue to place community service as a priority, dedicating thousands of hours of their own time to give back to the place they call home.

In addition to Lou's retirement, 2025 was a year of significant transition for our Bank leadership team. In March, Robert J. Dieterich was elected the seventh president of 1st National Bank of Scotia. Bob carried the duties of Chief Operating Officer with this promotion, while Brian V. Borini was appointed Chief Financial Officer. Bob had been the only CFO in the Bank's history and had taken our finance department from one person with a spreadsheet into a sophisticated department capable of effectively managing the finances of a \$700 million bank, the holding company, and its subsidiaries. Bob began his banking career in 1993 as a teller and now leads the bank into our next generation of leadership. He is a leader with vision who hit the ground running and has earned the respect of his coworkers in his more than 30 years at 1st National. We are very excited to follow Bob's leadership journey as the bank navigates this constantly evolving financial landscape. This change was accompanied by another key leadership addition that continues to position the Bank for long-term success. Randy Marsicano was appointed Chief Information Officer and Chief Risk Officer, fulfilling the role Jim Smith held, who retired after 45 years. In mid-2025, the Bank refined its leadership structure, assigning Sr. Vice Presidents to oversee realigned areas of the bank: a newly formed business development team, the consolidation of all operations departments under one leader, and the creation of our Relationship 1st Team, comprised of Private Banking, Business Banking, First Scotia Wealth Management, and managing the relationship with the Scatub Agency.

These thoughtfully designed organizational changes will allow us to meet our customers' needs in a rapidly changing financial landscape. The changes align with a key pillar of our strategic plan for building long-term relationships with families, individuals and local businesses. We are fortunate to have such

talented and compassionate leaders guiding our Service Excellence program, while also developing our next generation of leadership who are already playing an active role in managing the bank.

Annually, the Bank and Holding Company conduct strategic planning sessions to ensure the Bank does not rest on its laurels and become stagnant. We are constantly repeating the mantra that if you are not moving forward, you are falling behind. While this may sound simple, it has been the key to our success, especially over the past two decades. A champion of innovation for over 100 years, our Bank wanted a new process that integrated thoughtful innovation and strategic planning to strengthen the bank for the present and the future. While many banks pursued the latest technology trends, we chose to be strategic. Our focus was on innovations that deliver bottom-line results while strengthening relationships with our customers and employees.

With our leading edge innovation process, and young leaders guiding the way, we have been able to effectively deploy Fintech solutions that reduce the manual burden on employees, create operational efficiencies, and better position ourselves competitively within the market. Over the last 18 months, we have introduced a range of new technologies designed to enhance security, efficiency, and convenience for our customers. These include fraud protection and dispute resolution tools; a digital escrow and security deposit platform that streamlines rent collection; and online mortgage application and processing systems that dramatically reduced closing times. We also launched a full suite of digital business lending solutions and joined a banking network which enables us to offer access to FDIC insurance coverage on balances over \$250,000. Most recently, in February 2026, we introduced Autobooks, a QuickBooks style accounting solution that integrates with our small business electronic banking platforms, enabling users to accept a variety of digital payments, including ACH and Apple Pay, while providing invoicing and payment management services. Not bad for just getting started!

With the needed adoption and upgrade of multiple financial technologies, we established an enhanced Artificial Intelligence (AI) policy to safely and responsibly guide our entry into rapidly evolving technology. Although we have been using forms of AI in payment card fraud protections for over a dozen years, the current lightning speed of AI adoption in other areas, especially by criminals, highlighted the need to protect our customers personal information, while taking advantage of new products and efficiencies. Unfortunately, we continue to see an increase in fraud attempts against both the bank and our customers. The rapid adoption of AI has vastly changed the game, and we appreciate our customers' patience as we take extra steps to verify an identity, especially in an era when a computer can now convincingly replicate a person's voice or video likeness.

As service excellence remains a core strength of our Bank, we continue to emphasize fraud prevention through proactive customer outreach, early detection, direct communication, and ongoing education about emerging threats. In addition, we are constantly enhancing our cybersecurity protections, reinforcing and upgrading our data recovery and backup, and taking deep dives into the cybersecurity of vendors that can have access to customer information. However, there is only so much your bank can do. Most of the online fraud is due to situations customers create by not updating their own firewalls, clicking on links

from unknown senders, spoofed emails from acquaintances, or falling for a get rich quick crypto scam. The best advice we continue to offer: if it seems off, don't trust it. And if you get an email or text from anyone, even us, asking for your login credentials, please call us. Those are never real!

The employees and shareholders of the Bank have been the driving force behind the stability of 1st National for the last century. One of the Board's long-term strategic goals has been to ensure the stability of local ownership as shares pass from generation to generation, including the many shareholders in my own family. After years of careful analysis and thoughtful planning, several solutions were identified and implemented. For our family, Federal Reserve approved solutions were found that allow local control to pass through generations. One was closed upon, and the other is in its final stage. For the many other shareholders, I find it heartwarming to speak with generational shareholders where their family has treated GBHC stock as an heirloom and not a monetary investment. I often hear it's an investment in their community; one they choose never to be sold. For that reason, and to reward the dedicated employees that care about our commitment to the community, we formed an ESOP (Employee Stock Ownership Plan) last year and funded it with enough to make our first contribution equivalent to 1% ownership. We expect the ESOP to continue to grow each year as current shareholders take advantage of this new liquidity option that will also ensure local control for future generations.

Implementation of the ESOP, combined with the introduction of a new and inclusive employee incentive program translate into our demonstrated willingness to further invest in and reward our employees, plus retain talent. Now, with a new dedication to growing employee ownership, the future really is in their hands.

On behalf of the entire 1st National, Scautub, and GBHC team, please accept our sincere gratitude for your continued loyalty, support, and business.



John H. Buhrmaster
Chief Executive Officer



Board of Directors

John H. Buhrmaster

Chairman of the Board & Chief Executive Officer

Robert J. Dieterich

President

Laura M. Dieterich

Sr. Vice President & Corporate Secretary

David D. Montana

Lead Director

President, Fortune Air, Inc.

Bruce W. McConnelee

Retired - Hydro Mobile

Community Liaison

Scott D. Stevens

Chairman, Dimension Fabricators

Karl F. Sindel

Licensed Real Estate Salesperson

Retired - GE Information Technology

Lynn M. Roche

Retired - EVP & Group President, Banking/Wealth FIS

Director, The Donna Foundation

Executive Management

John H. Buhrmaster

Chairman & Chief Executive Officer

Robert J. Dieterich

President

Laura M. Dieterich

Sr. Vice President & Corporate Secretary

Kelly A. Gibbons

Sr. Vice President of Operations

Kenneth W. Swain

Sr. Vice President of Relationship Banking

Christopher R. Hebbard

Sr. Vice President of Banking & Sr. Lending Officer

Randy Marsicano

Chief Information Officer & Chief Risk Officer

Brian V. Borini

Chief Financial Officer

Bank Officers

Daniel A. Centi

John G. Dykeman

Kevin R. Buhrmaster

Teresa A. Freeman

Nancy R. Harrigan

Cheryl F. Hiller

Laura A. Siracuse

Debra A. Lindsay

Tracey J. Kearns

Tiziana Riccobene

Christopher J. D'Ambro

Karen E. Ballester

Jennifer S.B. Rudolph

Cynthia A. Siatkowski

Louis J. Giammatteo

Lisa A. Case

Premnarine Jaddu

Kristen D. Faubion

Katie Jo Mohamed Ali

Todd J. Greive

Michelle C. Rost

Erica M Godlewski

Jinella Ramotar

Thomas J. Kmetz

Monofer Usman

2025 Financial Highlights (Unaudited)

(dollars in thousands)

Years-Ended December 31,	2025	2024	2023	2022	2021
Financial Condition Data:					
Total assets	\$ 698,520	\$ 675,927	\$ 659,983	\$ 669,571	\$ 670,378
Investments & interest bearing balances	\$ 132,139	\$ 125,645	\$ 130,249	\$ 137,167	\$ 194,126
Loans, net of unearned income	\$ 515,918	\$ 500,216	\$ 488,710	\$ 497,599	\$ 444,147
Allowance for credit losses on loans	\$ (5,500)	\$ (5,581)	\$ (5,717)	\$ (5,989)	\$ (5,673)
Total deposits	\$ 613,915	\$ 594,786	\$ 577,549	\$ 617,397	\$ 611,641
Total borrowings	\$ 5,879	\$ 11,424	\$ 20,000	\$ -	\$ -
Shareholders' equity	\$ 66,293	\$ 58,468	\$ 51,542	\$ 43,381	\$ 48,718
Operating Data:					
Net interest income	\$ 27,589	\$ 25,649	\$ 24,852	\$ 22,057	\$ 20,646
Non-interest income	\$ 3,656	\$ 3,221	\$ 3,847	\$ 3,095	\$ 3,185
Securities gains (losses)	\$ (17)	\$ (31)	\$ (1,150)	\$ (6)	\$ 25
Total operating income	\$ 31,228	\$ 28,839	\$ 27,549	\$ 25,146	\$ 23,856
Provision for credit losses	\$ 1,314	\$ 674	\$ 686	\$ 1,060	\$ 390
Non-interest expense	\$ 23,575	\$ 21,734	\$ 20,780	\$ 18,703	\$ 18,373
Net operating income	\$ 6,339	\$ 6,431	\$ 6,083	\$ 5,383	\$ 5,093
Income taxes	\$ 1,299	\$ 1,277	\$ 1,364	\$ 1,092	\$ 1,137
Net income	\$ 5,040	\$ 5,154	\$ 4,719	\$ 4,291	\$ 3,956
Other Data:					
Return on average assets	0.72%	0.77%	0.70%	0.62%	0.61%
Return on average equity	8.14%	9.50%	10.04%	9.64%	8.87%
Net interest margin	4.21%	4.09%	3.94%	3.40%	3.32%
Efficiency ratio	75.45%	75.28%	72.41%	74.36%	77.10%
Loans to deposits	83.14%	83.16%	83.63%	79.63%	71.69%
Tier I capital leverage	9.13%	8.90%	8.46%	7.70%	7.45%
Allowance for credit losses to loans	1.07%	1.12%	1.17%	1.20%	1.28%

These are unaudited financial highlights for our bank subsidiary, 1st National Bank of Scotia. For detailed financial results, please refer to our Glenville Bank Holding Company, Inc. Consolidated Audited Financial Statements for the years ended December 31, 2025 and 2024.

2025 Community Impact

Total Corporate Donations in **2025**

8 Categories Supported

Arts, Civic, Education, General Non-Profit, Veteran, Religious, Social Services, Youth Sports

170 Donations Total



Top Donation Categories

- > Social Services (38%)
- > Education (17%)
- > Youth Sports (16%)



Top Donation Categories by Numbers

- > 60 Donations – Social Services (35.50%)
- > 35 Donations – Youth Sports (20.71%)
- > 32 Donations – Civic (18.93%)



2025 Community Impact

Volunteer Impact **6,000 Volunteer Hours** and Partnered with 60+ Local Organizations

Key Activities

- > 2,423 Food Boxes Prepared (Concerned for the Hungry)
- > Scotia Library Garden Club planting and weeding
- > Hamburg Street Festival events
- > Community Day of Service activities



Financial Education Reach

- > Weekly School Banking visits at Lincoln Elementary
- > Banking 101 session with Niskayuna students
- > Fraud awareness workshops at Scotia United Methodist Church





Main Office

201 Mohawk Avenue
Scotia, New York
(518) 370-7200

Branch Locations

Niskayuna

1476 Balltown Road
Schenectady, NY 12309

Schenectady

120 Erie Boulevard
Schenectady, NY 12305

Colonie

1705 Central Avenue
Albany, NY 12205

Saratoga

3013 Route 50
Saratoga Springs, NY 12866

Guilderland

8 New Karner Road
Guilderland, NY 12084

GE Global Research Center

1 Research Circle
Schenectady, NY 12309

Glenville

240 Saratoga Road
Scotia, NY 12302

Rotterdam

2695 Hamburg Street
Schenectady, NY 12303

Clifton Park

1693 Route 9
Clifton Park, NY 12065

Directors and Officers

Steven H. Heider
Chairman of the Board
Northway Residential Services

Thomas M. Boshea
President & Chief Executive Officer

Gertrude A. Chojecki
Vice President

David D. Montana
President, Fortune Air, Inc.

Robert J. Dieterich
Corporate Secretary
President,
1st National Bank of Scotia

Kelly A. Gibbons
Sr. Vice President,
1st National Bank of Scotia

For nearly a century, Scautub Agency has provided personalized, flexible insurance services to families, individuals and businesses through the Capital Region. As an independent insurance agency, Scautub represents several top companies, allowing our specialists to provide customized, affordable solutions.



Products & Services

Personal Insurance

- Automobiles
- Home
- Umbrella Policies
- Motorcycle, ATV, Recreational Vehicles
- Boats

Business Insurance

- Business Owner's Policies
- Workers' Compensation
- New York State Disability
- Commercial Auto
- Commercial Umbrella Policies
- Cyber Security Insurance

Life Insurance

- Mortgage Protection

Principal Office:
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www.scautub.com

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Treasury securities
Unit investment trusts
Variable annuities

OUR COMMITMENT

First Scotia Wealth Management distinguishes itself by offering:

- Personalized financial guidance
- Comprehensive understanding of your individual goals
- Transparent and trustworthy advisory services
- A relationship-driven approach to wealth management

Investment and insurance products and services are offered through Osaic Institutions, Inc., Member FINRA/SIPC. First Scotia Wealth Management is a trade name of the Bank. Osaic Institutions and the Bank are not affiliated.



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