



2025 ANNUAL REPORT

Independent Community Bancorp, Inc.







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LETTER TO THE SHAREHOLDERS

from Derek Hetherington, President & CEO

Dear Fellow Shareholders,

On behalf of the Board of Directors, management team, and employees of Independent Correspondent Bankers' Bank, thank you for your continued support and commitment to our organization. As we reflect on 2025, we are grateful for another successful year made possible by the trust and partnership of the community banks we have the privilege to serve.

ICBB experienced a record year in 2025, driven by continued growth in customer relationships, core funding, and our participation lending network. Net operating income reached \$1.368 million, producing a return on average assets of 0.93%. Our financial foundation remains strong, with a leverage capital ratio of 13.56% and Tier 1 capital ratio of 22.36%. Total assets under management increased nearly 15% year over year, led by core funding growth of almost 20%.

While we are proud of these accomplishments, the numbers only tell part of the story. ICBB's success is a direct reflection of the strength and success of our customer banks. Our role has always been to serve as a trusted partner, providing solutions, expertise, and relationships that allow community banks to better serve their customers and communities.

In 2025, we continued to invest in our people and our future. We were excited to add talented professionals in key positions within our Correspondent Banking and Lending teams, enhancing our ability to support customers, strengthen relationships, and expand the resources available through ICBB.

Looking ahead to 2026, we remain focused on building upon this momentum through strategic investments in technology, expanded professional banking workgroups, and the continued development of our professional banking service suite. As community banking continues to evolve, ICBB will remain committed to creating opportunities for collaboration and delivering solutions that address the challenges facing our industry.

Bankers Service Corporation also had an outstanding year and continues to play an important role in supporting community banks and creating value for our shareholders. Through trusted services including loan review, internal audit, compliance, BSA/AML, ACH, ALCO reviews, and consulting, BSC provides community banks with the expertise and resources needed to manage risk in an increasingly complex environment.

BSC's continued growth contributed meaningful value to ICBI shareholders, producing a 12.41% return on investment in 2025. More importantly, BSC continues to evolve alongside the needs of community banks. In 2026, BSC will expand its services with the introduction of CECL back testing and enhanced audit solutions designed to help banks navigate changes in regulatory oversight, including expectations for stronger internal audit programs and risk management processes.

As we celebrate the success of 2025, we recognize none of it would be possible without our shareholders, customer banks, Board of Directors, and dedicated employees. We are fortunate to work with community bankers who believe in relationships, collaboration, and the importance of local banking.

Our focus remains unchanged. We will continue working every day to fulfill our mission; To Protect, Promote, and Support Community Banking.

Thank you for your trust, partnership, and continued support. We look forward to building on this success together in 2026 and beyond.

Sincerely,

A handwritten signature in black ink, appearing to be "D. J. [unclear]", with a stylized, looping flourish at the end.

SENIOR MANAGEMENT



DEREK HETHERINGTON
President & CEO



CHRIS DEW
Chief Finance Officer



BECKY SISCO
Chief Operations Officer



BRANDON FELTNER
Chief Lending Officer



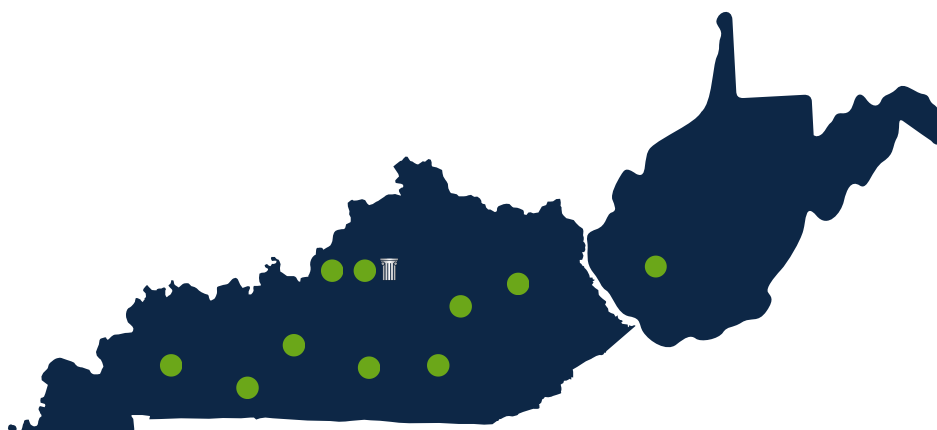
BRITNEY LEACH
Chief Human
Resource Officer



TODD BEERS
Chief Correspondent
Banking Officer

BOARD OF DIRECTORS

Derek Hetherington	ICBB	Frankfort, KY
Mark Wolford	Casey County Bank	Liberty, KY
Greg Pawley	The Cecilian Bank	Cecilia, KY
Michael W. Hunt	Sacramento Deposit Bank	Sacramento, KY
Orson Oliver	Outside Director	Louisville, KY
Darryl Traylor	Outside Director	Shelbyville, KY
Robert Ross	Legal Counsel	Louisville, KY
Tom Jones	Morgantown Bank & Trust	Morgantown, KY
Corey Craig	Citizens Bank	Mt. Vernon, KY
Jodi Stacy	Bank of the Mountains	West Liberty, KY
Kathy Samples	CG Bank	Irvine, KY
Gary Traugher	Elkton Bank & Trust	Elkton, KY
William L. Fallon	Outside Director	Frankfort, KY
Susan A. Barber	Community Bank of Parkersburg	Parkersburg, WV
Mark Ross	Cumberland Security Bank	Somerset, KY





MISSION & VISION

MISSION STATEMENT

*It shall be the mission of Independent Correspondent Bankers' Bank to maximize stakeholder value by providing the highest quality correspondent and other banking services in a continuing effort to **protect, promote and support the community bank model.***

VISION STATEMENT

*ICBB envisions a future where community banks thrive, supported by a correspondent partner that **leads with HEART**, builds lasting relationships, and delivers trusted expertise. By living our values, we strengthen community banks and the communities they serve.*

SERVICES

Compliance & Audit Services

Loan Review
Compliance and Fair Lending Audits and Consulting
BSA & AML Audits
ACH Compliance Audits
Internal Audits and Controls
ALCO Audits and Backtesting
Examination and Investigation Consultation/
Problem Banks
Strategic Planning Consultation

Small Business Banking Solutions

Merchant Services 
Domestic & International Wire Transfers
ACH Origination

Ancillary Services

401K Solutions
FraudSentry 
FraudXchange 
ComplyPilot 
ACH RiskLens 

Deposit Services

Demand Deposit Account
Bankers' Choice Certificate of Deposit
BBCONNECT
Federal Funds Programs
Overdraft Management
De Novo Services

Payment & Settlement Services

ICBB Settlement Services
ACH Client
CheckDirect
International Services
 InstantPay Connect

Commercial Lending Solutions

Participation Loans
Holding Company Loans & Lines of Credit
Bank Organization Loans
Director and Officer Loans
Federal Funds Line of Credit
Agricultural Mortgage Financing Options
CashPlease



Investment Services

Asset Liability Management Services
Trading, Bond Accounting and Bank
Safekeeping Services

STRATEGIC PARTNERS





STRATEGIC GROWTH

TODD BEERS NAMED CHIEF CORRESPONDENT BANKING OFFICER



In September 2025, Todd Beers was named Senior Vice President and Chief Correspondent Banking Officer. “The creation of the Chief Correspondent Banking Officer role represents a deliberate step in aligning our organizational focus with our long-term strategic direction,” said Beers. “By strengthening leadership around our core correspondent banking franchise, we are better positioned to deepen relationships, expand capabilities, and deliver solutions that directly support the growth and sustainability of the community banks we serve.”

Todd was the natural choice to lead ICBB’s Correspondent Banking team, bringing more than 20 years of experience and a proven commitment to serving community banks. Throughout his career, Todd has held key roles across operations, customer service, sales, relationship management, innovation, and product development, providing him a broad perspective on how ICBB can best support our bank partners.”

ZAC BODENHEIMER NAMED CORRESPONDENT BANKING MANAGER



To further build the correspondent banking team at ICBB, Zac Bodenheimer was named correspondent banking manager in January 2025. Zac joined ICBB in 2017 and has gained valuable experience across Operations, Customer Service, Loan Operations, Credit, and Correspondent Banking. As an Account Executive, Zac’s customer-first mindset, strong relationship skills, and dedication to serving community banks allowed him to quickly excel and earn the trust of customers and peers alike. As Correspondent Banking Manager, Zac will lead ICBB’s Account Executive team and continue building on the strong service culture that defines our organization.

NEW ACCOUNT EXECUTIVE FOR OHIO, INDIANA, AND WEST VIRGINIA



In September 2025, Amanda Kephart was hired as an account executive representing Ohio, Indiana, and West Virginia on behalf of ICBB. Her appointment serves as part of ICBB's recent territory expansion. Amanda Kephart joined ICBB's Correspondent Banking team in September 2025 as an Account Executive serving Ohio, Indiana, and West Virginia. As part of ICBB's continued expansion, Amanda brings nearly 10 years of banking experience focused on relationship development, customer engagement, and creating trusted partnerships. As an Akron, Ohio native, her market knowledge and commitment to

understanding the needs of community banks will help strengthen relationships and deliver the service and solutions our bank partners have come to expect from ICBB.

FINOVIFI PARTNERSHIP INTRODUCES SUITE OF FRAUD DETECTION SERVICES



ICBB announced a referral partnership with Finovifi, a financial technology company delivering core, fraud, and compliance solutions for community banks and credit unions. Through the partnership, ICBB will introduce respondent banks to Finovifi's portfolio of targeted fraud prevention and compliance solutions, including FraudSentry, FraudXchange, SilverSafe, Card Guard, ACH RiskLens, and ComplyPilot. "Community banks are facing unprecedented pressure from check fraud, account compromise, and expanding compliance expectations," said Todd Beers, Senior Vice President and Chief Correspondent Banking Officer at ICBB. "This referral partnership allows us to connect our correspondent banks with proven, purpose-built tools that are practical, affordable, and aligned with the realities community institutions face every day."

SHAREHOLDERS' EQUITY

	2025	2024
Common Stock	\$5,640,000	\$5,640,000
Treasury Stock	(\$10,000)	(\$10,000)
Additional Paid-In Capital	\$6,062,500	\$6,062,500
Retained Earnings	\$15,209,506	\$14,028,540
Total Shareholders' Equity	\$26,902,006	\$25,721,040

REG F RATIOS

	2025	2024
Leverage Ratio	13.56%	12.92%
Tier 1 Capital Ratio	21.14%	21.22%
Total Capital Ratio	22.36%	22.31%

ASSETS UNDER MANAGEMENT

	2025	2024
Total Balance Sheet Assets	\$144,712,138	\$143,926,754
Total Assets Under Management	\$558,290,138	\$548,739,754

PROFITABILITY

	2025	2024
Net Operating Income	\$1,242,896	\$1,263,313
Return on Average Equity	6.86%	5.44%
Return on Average Assets	0.93%	0.69%
Efficiency Ratio FTE	72.56%	78.03%

STATEMENT OF CONDITION

Assets

	2025	2024
Cash & Due from Banks	\$54,902,605	\$63,032,359
CD with Other Banks	--	--
Accounts Receivable	\$266,947	\$132,696
Accrued Interest Receivable	\$674,569	\$545,167
Investment Securities, held to Maturity	\$1,888,588	\$2,428,270
Loans Receivable, less allowance for credit loss	\$86,207,893	\$76,734,145
Federal Reserve Bank Stock	\$300,000	\$300,000
Bank Premises and Equipment, Net	\$1,496,380	\$1,284,061
Other Assets	\$517,803	\$514,881
Goodwill	\$1,724,881	\$1,724,881
Total Assets	\$147,979,666	\$146,696,460

Liabilities

	2025	2024
Total Deposits	\$72,642,041	\$63,809,248
Fed Funds Purchased	\$47,659,466	\$56,613,171
Other Liabilities	\$776,153	\$553,001
Total Liabilities	\$121,077,660	\$120,975,420

Equity Capital

Common Stock	\$5,640,000	\$5,640,000
Treasury Stock	(\$10,000)	(\$10,000)
Additional Paid-In Capital	\$6,062,500	\$6,062,500
Retained Earnings	\$15,209,506	\$14,028,540
Total Capital	\$26,902,006	\$25,721,040
Total Liabilities & Equity Capital	\$147,979,666	\$146,696,460

CORRESPONDENT BANKING TEAM



TODD BEERS

Chief Correspondent Banking Officer



ZAC BODENHEIMER

Correspondent Banking Manager
KY, TN



AMANDA KEPHART

Account Executive
OH, IN, WV



CAROL BREWER

Customer Experience Manager



CHASITY BRUCE

Customer Experience Manager



THE CORRESPONDENT

Banking Podcast from ICBB

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