

**MISSION
BANK**

Bruce Beretta
Chairman

California
Community Banking
Network
June 2024

Our Core Purpose

To fuel and grow vibrant and prosperous communities

Our Vision

Mission Bank is the best business bank in California. Our brand represents the highest quality people and service. Business owners, organizational leaders and professionals desire to bank with us because of our reputation.

2028
Goal

Assets	\$8 Billion
Equity	\$725 Million
Annual Earnings	\$130 Million
ROAA	1.60%
ROAE	18%

Values and Behaviors

Integrity	Drive	Ownership	Collaboration
“Walk Your Talk”	“Good is the Enemy of Great”	“Run It Like you Own It”	“Team Before Self”
<ul style="list-style-type: none"> We act with fairness, consistency and sincerity. We demonstrate our values through our actions. We speak honestly and truthfully and keep our commitments. We do what is right for our customers, team members and shareholders. 	<ul style="list-style-type: none"> We seek out and embrace continuous improvement. We empower team members to challenge the status quo. We encourage and support member growth. 	<ul style="list-style-type: none"> We make decisions like we own Mission Bank. We make Mission Bank and our communities the best place to live and work. We accept responsibility for our decisions and performance. 	<ul style="list-style-type: none"> We consistently align team member goals with Mission Bank goals. We support and encourage open communication and promote unity among team members. We develop, implement and measure partnerships and alliances to accomplish Mission Bank’s long-term goals. We respect and support group decisions.

Strategic Anchors

Human Capital

- The Foundation of our success is to attract, hire, train and promote the best people

Asset Quality and Internal Controls

- Maintain sound asset quality and internal controls to manage risk effectively as the Bank grows

Expense Control

- Maintain efficient operations through prudent expense controls

Best Business Banking Experience

- Our customers desire to bank with us because of our extensive personal service

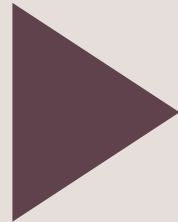
Revenue Growth

- Grow top line revenues to offset rising costs and provide opportunities for advancement

The Mission Bank Story

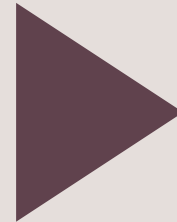
1998

Founded by Local Business Owners with \$5 Million in Capital Raised from Friends and Family. Celebrating 25th Anniversary.



1998 - 2023

Significant Organic Growth. One Small Merger with Mojave in 2013. Over 15% Annualized Average Return on Stock Price. No cash dividends. Grown Capital to \$185 Million.

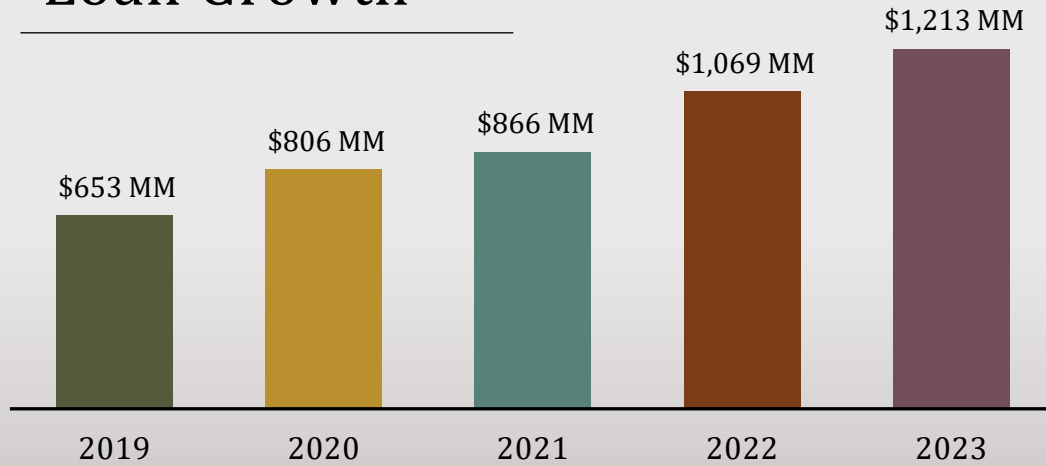


Current

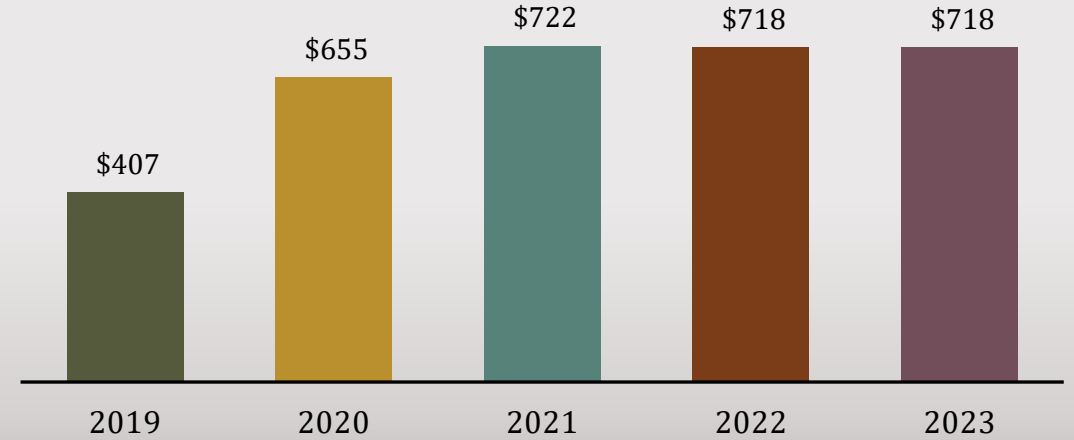
\$1.7B in Assets.
8 Business Banking Centers.
Bakersfield, Ventura, Shafter,
Visalia, San Luis Obispo,
Lancaster, Stockton.
'23 ROA: 1.93%
'23 ROE: 22%

Mission Bank Trends in Key Financial Metrics

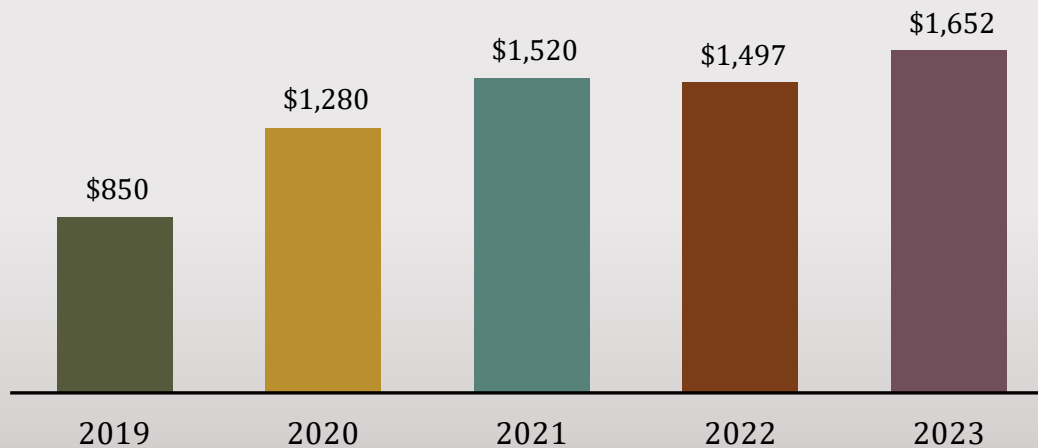
Loan Growth



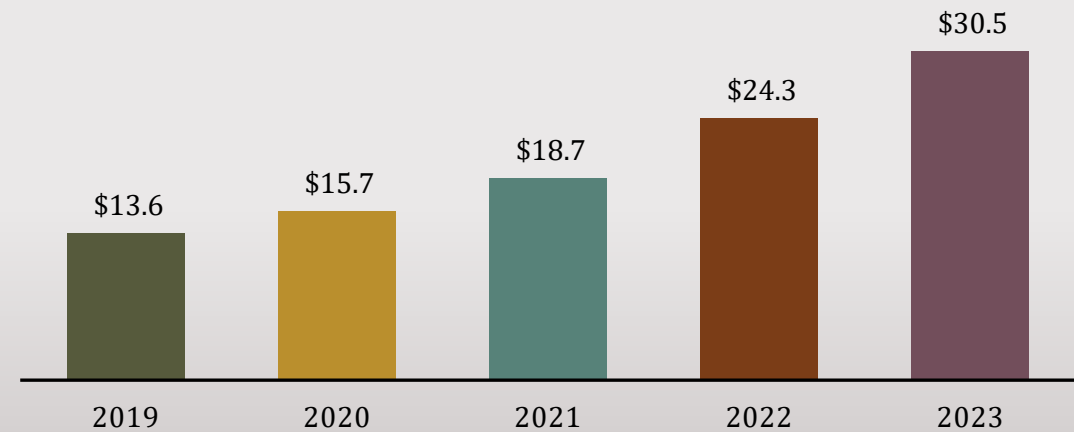
Demand Deposits Growth



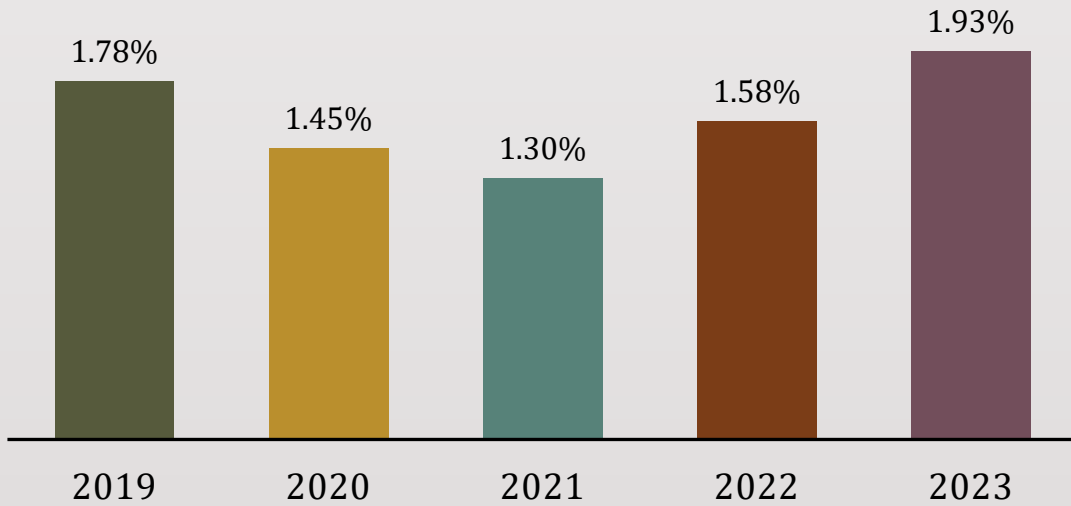
Asset Growth



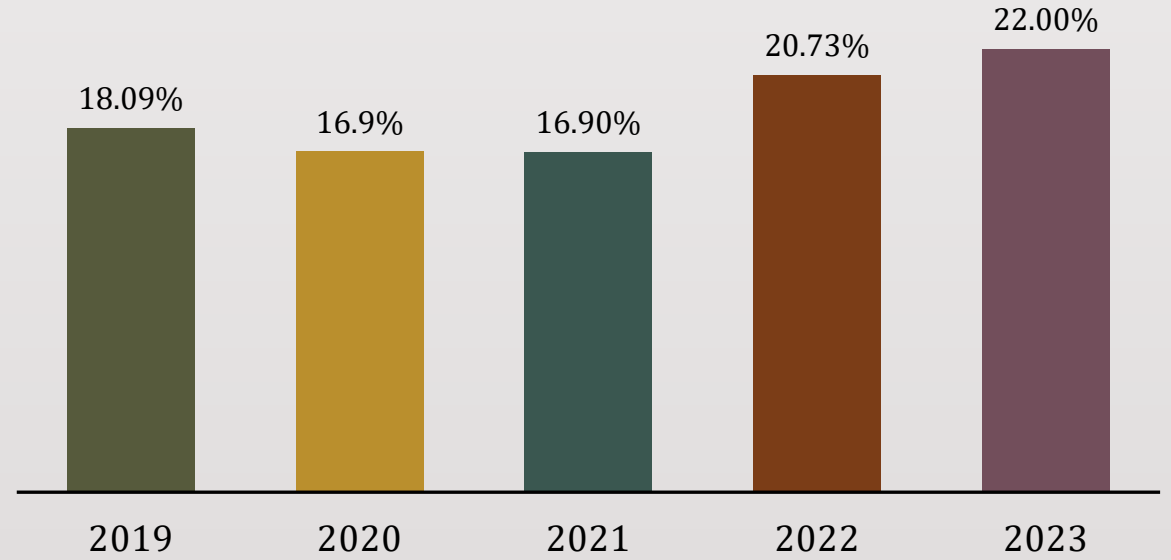
Net Income Growth



ROA

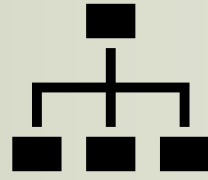


ROE



Mission Bank Trends in ROA and ROE

Keys to Success



BOARD

- ✓ Ethnic and Gender Diversity
- ✓ High Engagement, Equity Position, and Mutual Learning
- ✓ Respectful Disagreement
- ✓ Separation of Board and Management Roles
- ✓ Entrepreneurial Business Owners
- ✓ Long Term Focus (no thought of sale)



STRATEGY

- Commitment to Developing Human Capital & Internal Training Programs
- Niche in Relationship Banking with the Best Businesses and Owners in our Markets
- Business Banking Centers do not have vault and teller line which lowers overhead and increases high touch service

Management Succession

- Management Team in 40s and 50s
- Significant Investment in Personal Development
- Management and Leadership Training for Middle Managers

Board Succession

- 50% of Directors are Founding Members
- Added 5 New Directors over Several Years
- Proactively Recruited and Developed a Bench of Potential New Directors
- Identified strengths and weakness, pre and post planned retirements
- Instituted Retirement Age at 75 Planned
- Retirement of 3 Directors Over 5 Years

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