SKYWARD®
CREDIT UNION

RUNWAYS FOR OPPORTUNITY

2025

ANNUAL REPORT

A YEAR OF PROGRESS, PURPOSE AND POSSIBILITY.

Every takeoff requires preparation long before the wheels ever leave the ground.

In 2025, Skyward Credit Union focused on building the right runways. For our members. For our people. And for the aviation community we proudly serve. By strengthening our foundation and widening our reach, we created new opportunities for everyone ready to take flight.

Charting Our Flight Path 2025

A MESSAGE FROM OUR PRESIDENT & CEO

2025 has been a transformative year for Skyward Credit Union, marked by growth, innovation, and strategic evolution that reflects our commitment to meeting the evolving needs of our members.

Central to this transformation is the redevelopment of our mission:

> "To support our community who design, build, and sustain the aviation industry, by providing innovative financial guidance and solutions."

This enhanced mission better aligns with our vision to be the preferred financial institution for aviation professionals and their families, ensuring a future where our members will take flight financially.

Expanding our horizon.

A core aspect of our 2025 strategy was the expansion of membership eligibility, which now includes a broader group of aviation professionals. We also extended membership to affiliated entities and organizations connected to the aviation industry – from aviation museums to employee associations. By broadening the scope of who can join, we created a more inclusive and diverse membership base, further cementing Skyward's position as the financial partner of choice for aviation professionals.

With this renewed focus, we introduced several key initiatives aimed at strengthening our ties to the aviation community, starting with the Aviation Honors Program, which is designed to offer exclusive financial benefits to aviation professionals. The program includes exclusive loan rate discounts, mortgage credits, cash incentives for opening a high-yield share account, and more, all tailored to meet the needs of those working in the aviation industry. The program has shown strong early traction, with significant member engagement through increased loan applications and new checking accounts. The Aviation Honors webpage has quickly become one of the most visited pages on our website, reflecting the success of our targeted marketing efforts.

Elevating our operations and technology.

Alongside our strategic initiatives, we worked to bolster both our operational efficiency and member experience. We streamlined the online deposit account opening process, resulting in a 31% increase in conversion rates. Our automated underwriting system went live in October, improving loan decisioning speed and consistency, while also better managing risk. These advancements, coupled with enhancements in our contact center operations and ongoing fraud mitigation efforts, ensure that we remain responsive to member needs while maintaining high standards of security and quality service.

Putting smarter financial growth on the radar.

Although Skyward ended the year with a loss, attributed to the adequate funding of the loan loss reserve provision, we made significant year-over-year financial improvement, reflecting a meaningful turnaround in operational performance. Our net interest margin increased by 32.9%, and our loan interest income grew by 16.3%. These gains are a result of our disciplined approach to our pricing strategies and balanced portfolio growth.

Looking forward, we will continue to focus on leveraging technology to enhance our service delivery, ensuring that we can meet the evolving needs of aviation professionals and their families, while consistently providing innovative financial solutions.

Skyward is well-positioned for future growth, and I look forward to working with our dedicated team to ensure we continue to fulfill our mission of providing innovative financial guidance and solutions to those who build, design, and sustain the aviation industry.

Climbing, together.

I would like to extend my deepest appreciation to our members for their continued trust and support, as well as to the Board of Directors and our dedicated volunteers for their invaluable contributions. It is through your collective efforts that Skyward Credit Union continues to thrive and serve the aviation community.



Kevin Brittain
President & CEO

RUNWAYS OPENED

More access. More opportunities.

In 2025, Skyward focused on widening our access to membership. In the process, we opened the door to more aviation professionals, families, and communities ready to make meaningful financial progress, together.

A RENEWED MISSION.

At the heart of 2025 was defining our purpose and living it day in and day out. Our updated mission was designed to reflect who we serve and why it matters.

This mission aligns Skyward around shared commitment. It's our vision to be the preferred financial institution for aviation professionals and their families, ensuring a future where our members will take flight financially.

GOOD DAYS. GREATER VISIBILITY.

In 2025, we brought the Skyward commitment beyond our walls, bringing it to life through a recurring feature on Good Day Kansas. We spotlighted organizations shaping the aviation industry including Aero-Mach, Kansas Aviation Museum, Textron Aviation, Wichita Aero Club and Yingling. We are excited to continue to bring more visibility to the industry by continuing this partnership in 2026.

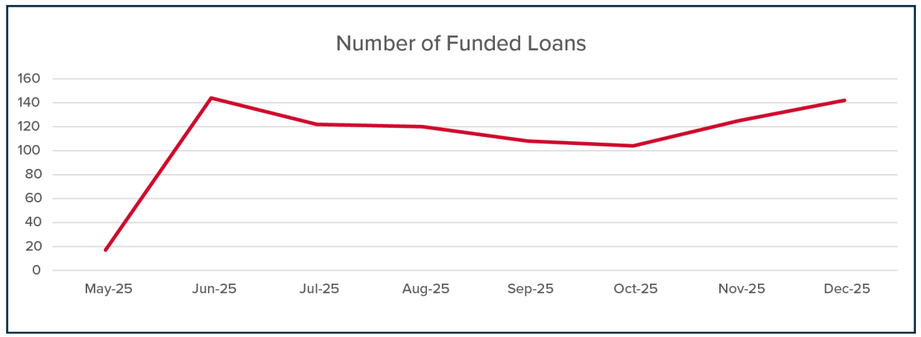


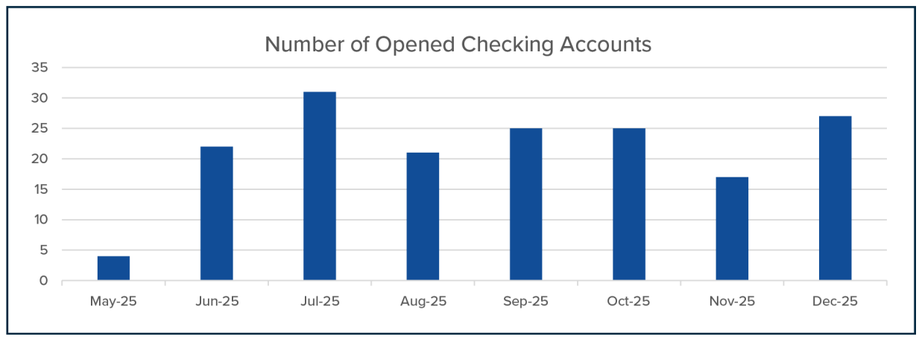
More than taking off. Climbing.

Since launching on May 28, 2025, our Aviation Honors Program has built real momentum. Skyward has funded 882 loans, putting more than $15 million directly into members' hands, and opened 195 new checking accounts. This is what happens when members feel supported. They stay. They grow. And what starts as a transaction, transforms into a partnership.

A LOOK AT OUR GROWTH

Aviation Honors Program numbers as of 12/31/2025





AVIATION HONORS PROGRAM

To better serve our growing community, Skyward launched the Aviation Honors Program. Built specifically for aviation professionals and their families, the program offers meaningful financial advantages, including exclusive loan rates, mortgage credits, and cash incentives for high-yield share accounts.

Early engagement has been strong with increased loan applications and a rise in checking account openings. Marketing kiosks have been installed at both Textron Aviation and VSE Aviation facilities to promote the program, and we will be working to expand with even more employers going forward. The program is proving that tailored programs matter when they are built around real needs.



RUNWAYS UPGRADED

Building a smoother, faster and smarter experience.

Strong runways don’t just support takeoff. They determine how smoothly every flight begins. In 2025, Skyward invested in systems, processes, and technology to help elevate the member experience.



OPERATIONAL AND TECHNOLOGY ENHANCEMENTS

Skyward streamlined the online deposit account opening process, which drove a **31 percent increase in conversion rates**. This improved experience reduced friction and made it easier for members to get started.

In October, our automated underwriting system went live. The result was faster, more consistent loan decisioning paired with improved risk management. We also made additional enhancements to our contact center operations and continued fraud mitigation efforts by strengthening our service quality and security.

↑31%

INCREASE IN CONVERSION RATES.

RUNWAYS REINFORCED

Strengthening our foundation of trust and governance.

This year, Skyward strengthened the structures that maintain our members' trust. From governance and oversight to the values that guide daily decisions, these reinforcements ensure we're prepared for what comes next.

SUPERVISORY COMMITTEE REPORT

The Supervisory Committee is pleased to present its report for Skyward Credit Union's 2025 Annual Report. Our responsibility is to ensure that the Credit Union adheres to applicable regulations, maintains sound operational practices, and upholds the trust of its member-owners through effective oversight of internal controls, compliance, and operational integrity.

Independent Audits and Examinations

To fulfill its duties, the Supervisory Committee engaged J. Tenbrink and Associates, an independent auditing firm, to perform a comprehensive audit of Skyward Credit Union's financial statements. The audit confirmed that the Credit Union's financial records are accurate and that its operations comply with Generally Accepted Accounting Principles (GAAP) and all regulatory standards.

Skyward Credit Union also undergoes regular examinations by the Kansas Department of Credit Unions (KDCU) and the National Credit Union Administration (NCUA). These examinations continue to reflect the Credit Union's strong capital position, effective management, and commitment to regulatory compliance.

Internal Controls and Risk Management

Throughout the year, the Supervisory Committee worked closely with Skyward Credit Union's Internal Audit team to evaluate the effectiveness of internal controls and risk management practices. Regular internal audits were conducted to identify areas for improvement, ensure compliance with regulations, and protect member assets.

Commitment to Members

We actively review all member feedback to remain responsive to their needs, ensuring Skyward continues to meet the expectations of our member-owners. This ongoing review process strengthens the Credit Union's ability to deliver excellent service while maintaining the integrity of its operations.

The Supervisory Committee is confident in the operational health of Skyward Credit Union. We extend our sincere appreciation to the Board of Directors, management, and staff for their ongoing commitment to serving our members. Their continued efforts are key to strengthening the value we deliver to our members and enhancing Skyward's position in the marketplace.

On behalf of the Supervisory Committee, we thank you for your continued trust and support.



Link Newton
Chairperson, Supervisory Committee

REPORT OF THE BOARD CHAIR

As we reflect on the past year, Skyward Credit Union has made significant strides in strengthening governance and enhancing member engagement.

One of the most important milestones was the formation of the Loan Committee, which replaced the previous Credit Committee. This new structure introduced an enhanced, data-driven approach to credit risk oversight, helping to ensure the continued financial health and stability of our lending portfolio.

Additionally, we successfully transitioned to a secure, third-party, online voting platform for board elections. This transition significantly enhanced the efficiency, security, and accessibility of our elections, allowing all members to participate conveniently while maintaining the integrity of the process. Although voting was primarily conducted electronically, we continued to offer paper ballots for those who preferred them.

While the credit union experienced a loss within the year, we had a strong recovery in operational performance and key financial metrics, such as net interest margin (+32.9%) and loan interest income (+16.3%).

"Skyward is well-positioned for the future, and I look forward to continuing to support the organization as we navigate the road ahead."

I would like to extend a heartfelt thank you to our members for their continued trust and support. It is because of you that Skyward Credit Union thrives, and we remain committed to serving your financial needs with excellence.



Holly Dixon
Chairperson, Board of Directors

FOUR ELEVATED VALUES. ONE CLEARER DIRECTION.

In 2025, Skyward refreshed our core values to better reflect how we serve our members and support one another.

1 Commitment to Excellence

Just as aviation demands precision and expertise, we strive for excellence in every financial product, service, and interaction with our members.

2 Integrity in Every Interaction

Trust is the foundation of aviation and finance alike. We operate with honesty, transparency, and ethical responsibility in everything we do.

3 Innovation That Propels Success

Inspired by the ingenuity of aviation, we continuously evolve our financial offerings to meet the changing needs of our members.

4 Emotionally Intelligent Service

We recognize that financial well-being goes beyond numbers. By practicing empathy, active listening, and understanding, we provide personalized support that meets our members where they are in their financial journey.

Recognized. Together and Individually.

In 2025, Skyward was recognized not only for the work we do as an organization, but also for the individuals who help realize how that work is brought to life every day. From community-voted accolades to leadership recognition, our everyday efforts are

TOGETHER

Best of Wichita Awards
Bronze – Best Credit Union

Best of Independence Awards
Best in Auto Loans

INDIVIDUAL

Best of Independence Awards
Best Bank Teller – Ashley Heintz

Wichita Business Journal
Leader in Financial Services – Kevin Brittain

Wichita Business Journal
Women Who Lead in Financial Services – Aggie Tuxhorn

PRESS & THOUGHT LEADERSHIP

In 2025, Skyward's marketing leadership was recognized for industry insight and invited to share expertise beyond the organization. Skyward was featured in *The Financial Brand* for its perspective on engaging Gen Z and Millennial audiences and participated in a panel at the Digital Marketing for Financial Services (DMFS) Midwest Summit discussing how data, insights, and storytelling drive value.

CORE VALUE HONOREES

Our values aren't just talked about. They show up in how our members are treated and fellow teammates are supported when it really matters. The individuals recognized here exemplify our values at work.

Commitment to Excellence

Aaron Simmons
"Clear explanations and calm problem-solving define every interaction he leads. Members leave confident, supported, and better equipped because of him."

Lisa Herbic
"Dependable and proactive, she brings clarity to complex processes and lifts the team around her. Her willingness to help and share knowledge makes her a trusted go-to."

Sarah Zarich
"She leads by example, setting a high bar through focus, professionalism, and care. Her commitment to developing others has shaped a stronger, more accountable team."

Emotionally Intelligent Service

Alexis Danielson
"She meets every member with patience, attentiveness, and care. Her ability to connect ensures people feel understood, respected, and supported."

Cindy Finch
"She listens deeply and builds trust that lasts well beyond a single interaction. Members seek her out because she makes them feel genuinely valued."

Isaac Green
"He approaches every task with precision, pride, and consistency. Even in challenging moments, his calm presence reassures members and teammates alike."

Innovation That Propels Success

Jakala Thomas
"She looks beyond the task at hand to find smarter, smoother ways forward. Her ideas improve efficiency while making the experience better for members and colleagues alike."

Veda Schmidt
"Adaptable and endlessly curious, she continues to grow her skill set with intention. She turns what she learns into practical improvements that move the organization forward."

Integrity in Every Interaction

Brandy Mauk
"Grounded in experience and transparency, she ensures work is done thoughtfully and correctly. Her steady presence builds trust and reinforces ethical responsibility across the team."

Bri Reese
"She values accuracy over shortcuts and follows through until the right answer is found. That consistency has made her a reliable source of trust and clarity."

CELEBRATING YEARS OF DIFFERENCE MAKING.

Long-term commitment doesn't happen by accident. In 2025, we recognized milestone moments for team members whose years of service reflect consistency, care, and a shared belief in what our credit union stands for.

15 YEARS

Amanda Tate
SVP of Operations

5 YEARS

Ashley Heintz
Branch Supervisor

Cindy Finch
Branch Support Specialist

A HIGHER DEGREE OF SUPPORT.

Skyward Credit Union's Aim Higher Scholarship is awarded annually to help empower qualifying members in their pursuit of higher education. This program reflects our continued commitment to helping the next generation realize their goals.

2025 Recipients

Each student received a $1,000 scholarship toward their post-secondary education.

Kaytlin Anne Coen
Psychology at the University of Kansas

Stephanie Brock
Biomedical Engineering at Wichita State University

Elizabeth Selbe
Psychology at Wichita State University

Brayden Risser
Biology at Oklahoma Christian University

STAYING ROOTED IN THE COMMUNITY.

In 2025, Skyward continued to invest in the communities we serve. Through direct giving and hands-on volunteerism, our team contributed both time and resources to organizations making a meaningful impact locally.

$62,000

DONATED TO COMMUNITY PARTNERS AND INITIATIVES

1,120

VOLUNTEER HOURS OF IMPACT THROUGH SKYWARD'S EMPLOYEE VOLUNTEER PROGRAM

RUNWAYS EXTENDED

Growth, with purpose.

When runways stretch, so do possibilities. In 2025, Skyward turned momentum into measurable progress. In the process, we set the stage for sustainable growth and a longer view of what's ahead.

Financial Performance and Recovery

While Skyward ended the year with a loss tied to loan loss reserve provisioning, operational performance showed a meaningful turnaround. **Net interest margin increased by 32.9 percent, and loan interest income grew by 16.3 percent**. Disciplined pricing strategies and balanced portfolio growth positioned Skyward for sustainable progress.

↑32.9%

INCREASE IN NET INTEREST MARGIN

↑16.3%

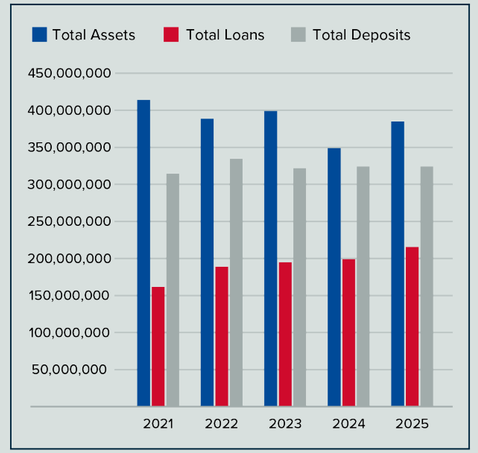
INCREASE IN LOAN INTEREST INCOME

Statement of Financial Condition	2025	2024
Assets (In Thousands)		
Cash & Cash Equivalents	$4,942	$4,481
Investments	$145,901	$134,351
Net Value of Loans to Members	$215,288	$199,243
Property & Equipment (Net Depreciation)	$9,103	$9,727
Other Assets	$12,060	$2,337
Total Assets	**$387,294**	**$350,139**
Assets (In Thousands)		
Notes & Interest Payable	$36,179	$262
Other Short-Term Liabilities	$3,451	$3,605
Unrealized Loss on Investments	($21,682)	($29,171)
Member Shares & Certificates	$323,189	$327,241
Net Worth / Equity	$46,157	$48,202
Total Liabilities & Equity	**$387,294**	**$350,139**

Statement of Income	2025	2024
Income		
Loan Interest	$14,522	$12,484
Investment Income	$3,914	$4,810
Other Operating Income	$3,864	$3,534
Expenses		
Dividends to Members	$6,733	$7,403
Compensation & Benefits	$5,698	$5,296
Interest on Borrowed Funds	$690	$1,600
Provision for Loan Losses	$3,277	$1,602
Other Operating Expenses	$7,542	$7,404
Sale of Investments	$0	$7,293
Net Income	**($1,640)**	**($9,770)**

2025 FINAL PERFORMANCE

Total Assets	Total Loans	Total Deposits
387,293,687	217,247,005	323,218,216



Leadership & Governance

Skyward Credit Union is guided by leaders who take their responsibility seriously. Our volunteer Board of Directors and Supervisory Committee provide oversight and perspective to help ensure decisions are made with members in mind, today and for the long term.

LEADERSHIP TEAM

Kevin Brittain
President & CEO

Tim Dunham
EVP Chief Lending Officer

Amanda Tate
SVP of Operations

Aggie Tuxhorn
EVP Chief Brand Officer

Greg Woodyard
EVP Chief Financial Officer

BOARD OF DIRECTORS

Holly Dixon
Chair

Roy Aycock
Vice Chair

Kim Anderson
Secretary/Treasurer

Amanda Bishop
Director

Phil Chronister
Director

Darrell Elkinton
Director

Michael LaBarge
Director

SUPERVISORY COMMITTEE

Link Newton
Chair

Tracie McIntire
Member

Chad Rockey
Member

STRENGTHENING OUR EXPERTISE.

In 2025, Skyward welcomed experienced leaders across disciplines to our executive team. These moves further strengthened the organization's ability to grow responsibly, innovate with purpose, and serve members with excellence.



Tim Dunham
EVP, Chief Lending Officer

Tim Dunham leads Skyward's lending division with deep experience across consumer and digital lending, loan operations, and data-driven strategy.



Aggie Tuxhorn
EVP, Chief Brand Officer

Aggie Tuxhorn oversees brand, digital, and growth strategy at Skyward, bringing extensive experience in data-driven marketing and brand transformation within financial services.



Greg Woodyard
EVP, Chief Financial Officer

Greg Woodyard leads Skyward's financial strategy, budgeting, and long-term fiscal health, bringing nearly 20 years of experience in forecasting, accounting, and analytics.

READY FOR WHAT'S NEXT

The progress of 2025 reflects strong leadership, engaged members, and a shared commitment to what comes next. With strong runways beneath us and a shared purpose guiding us, Skyward is prepared to keep moving forward, together.

BRANCH LOCATIONS

Mid-Continent Branch
4 Cessna Blvd.
K-42 West of Hoover

Maize Branch
10315 W. 13th St. N
13th St. & Maize

Greenwich Branch
275 S. Greenwich
North of Kellogg

Pawnee Branch
5800 E. Pawnee
Pawnee & Woodlawn

South Wichita
1021 W. Pawnee St.
ITM Drive-Thru

Independence, KS

Plant Branch
One Cessna Blvd.

In Town Branch
3159 W. Main St.

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