



2024 YEAR IN REVIEW
FUTURE FOCUSED



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2024 YEAR IN REVIEW

FUTURE FOCUSED





**“Together, we will
navigate challenges and
seize opportunities with a
Future Focused vision.”**

Joaquin P.L.G. Cook
*Vice Chairman of the Board
BankGuam Holding Company*

A MESSAGE FROM OUR VICE CHAIRMAN

Håfa Adai Shareholders,

As we look back on the year 2024, I am pleased to share the progress and achievements of BankGuam Holding Company. In the face of financial sector challenges, our company has not only demonstrated resilience and growth but has also strategically positioned itself for a future of innovation and success. With the company's collective focus on the future, we are poised to continue serving our communities effectively and drive impactful change.

Our consolidated financial statements for the year ended December 31, 2024, highlight our strong financial position. We reported total assets of \$2.58 billion, a slight increase from \$2.57 billion in 2023.

Net income for the year was \$24.3 million, reflecting our continued commitment to maintaining profitability and delivering value to our shareholders. The introduction of our Boost and True Savings Plus programs kept us competitive in an increasing rate change environment and highlighted our dedication to providing valuable returns to our customers.

The Bank's loan portfolio saw a healthy increase, with gross loans reaching \$1.65 billion, up from \$1.59 billion in 2023. This is largely due to the growth in commercial loans at \$36.1 million, and consumer and auto loans at \$17.2 million.

We remain well-capitalized, exceeding regulatory requirements. Our total risk-based capital ratio stands at 15.26%, and our Tier 1 capital ratio is 12.05%, reflecting our strong financial foundation and prudent management practices.

In 2024, we executed redemption of company's preferred stock totaling \$9.8 million. The company also plans to begin paying down some of our subordinated debt—lowering interest expenses, strengthening financial stability, and enhancing creditworthiness.

Throughout the year, we concentrated on enhancing our service offerings and expanding our reach with a clear vision for the future. The sale of BG Investment Services to ASC Trust LLC was a strategic move that aligns with our long-term goals and fortifies our position in the market. This transaction enables us to consolidate our operations, leverage synergies, and drive focused efficiency and growth.

The share repurchase program approved in January 2025 is a testament to our confidence in the company's future and our dedication to returning value to our shareholders. The company has also recently become listed on the OTC Pink Market, allowing the public to view our financials and performance. This increased transparency strengthens investor trust, positioning us well for future growth and expended opportunities.

Thank you for your continued support and trust in BankGuam Holding Company. Together, we will navigate challenges and seize opportunities with a future-focused vision. And as we look ahead, we are committed to continuing our growth, enhancing shareholder value, and serving our communities with excellence.

Si Yu'os ma'àse',

Joaquin P.L.G. Cook
*Vice Chairman of the Board
BankGuam Holding Company*

BANKGUAM HOLDING COMPANY

Board of Directors

William D. Leon Guerrero
Chairman of the Board



Joaquin P.L.G. Cook
Vice Chairman of the Board



Roger P. Crouthamel
Board Secretary



Maria Eugenia H. Leon Guerrero
Board Treasurer



Joseph "Joey" Crisostomo
Board Member



Patricia P. Ada
Board Member



John S. San Agustin
Board Member



Keven F. Camacho
Board Member



Mark G. Sablan
Board Member



Kamia L.G. Dierking
Board Member



David J. John
Board Member

BANKGUAM HOLDING COMPANY

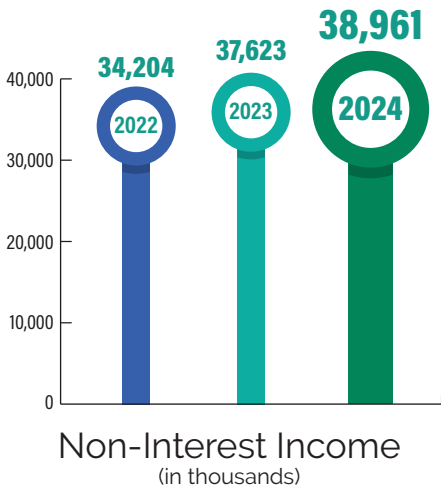
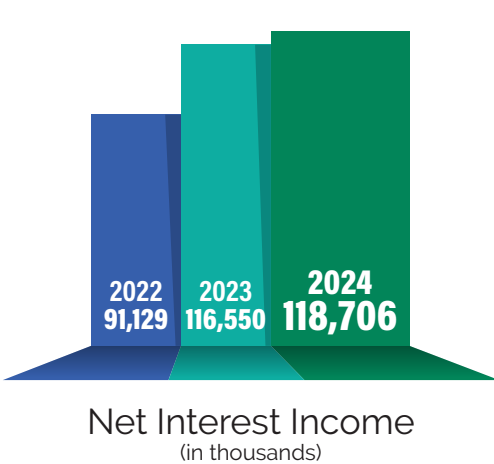
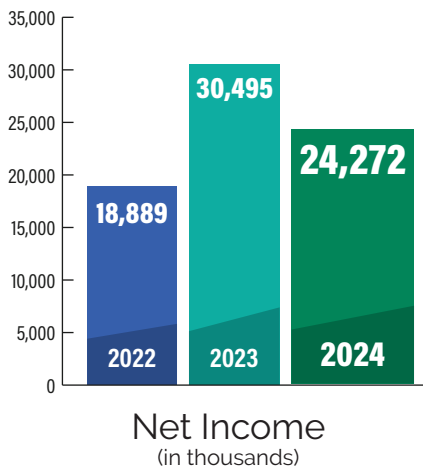
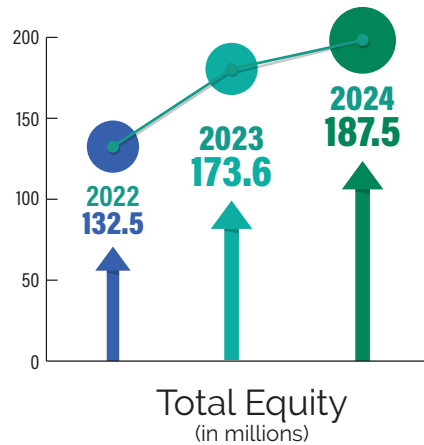
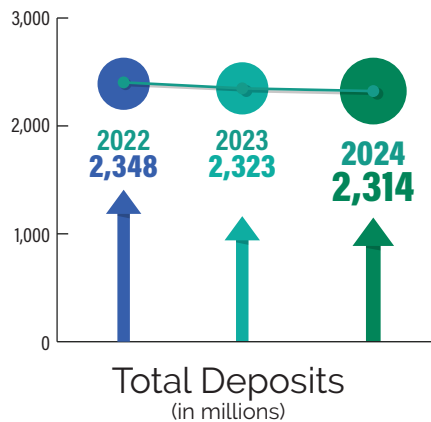
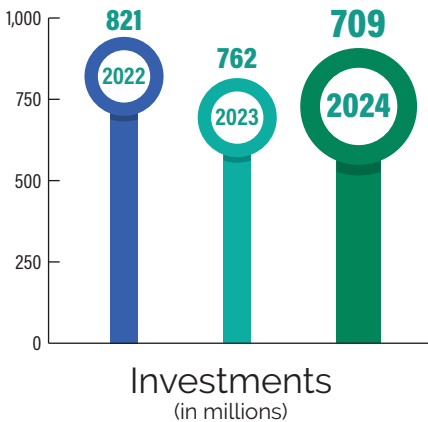
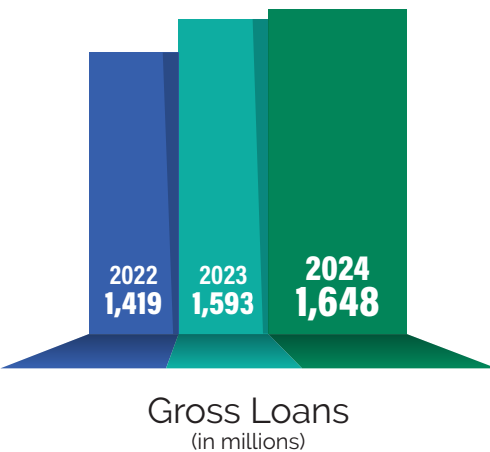
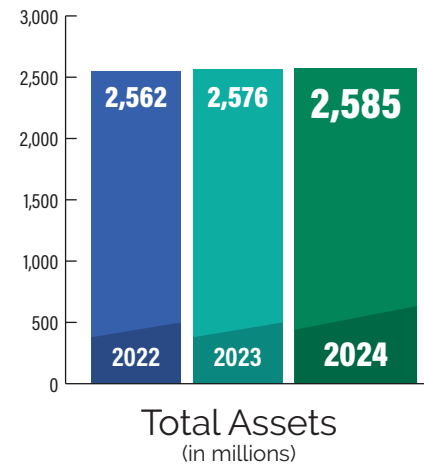
Senior Management



Danilo M. Rapadas
Senior Vice President,
General Counsel & Chief Risk Officer



Symon A. Madrazo
Senior Vice President,
Chief Financial Officer





FUTURE FOCUSED

Advancements & Investments

BankGuam Holding Company brings together a family of Guam-based enterprises anchored in our shared values. Our collective strength comes from a deep commitment to the people and places we serve, working together today so that we're ready for tomorrow.

Across banking, investments, insurance and more, our teams collaborate to foster stability, resilience and responsible growth. By combining local insight with disciplined expertise, we help individuals, families and businesses build on solid ground while focusing on the future.

Our purpose is simple: to leave a stronger, more prosperous community for those who follow. Every decision we make is guided by that horizon to ensure that the impact of our work impacts far beyond any single year.

ADVANCEMENTS & INVESTMENTS IN
Our Customers

In 2024, BankGuam Holding Company (BGHC) made significant strides in enhancing its services and products, reflecting its commitment to a future-focused approach.

ASC Trust expanded its offerings to include the administration of Section 125 Cafeteria Plans, participation in Guam's Charitable Giving Program, and Guam's College Savings Program. These additions have strengthened ASC Trust's ability to support clients in managing their finances effectively. The firm also enhanced its 401(k) plans for small business owners, serving as valuable recruitment and retention tools, while continuing to support Individual Retirement Accounts (IRA) and Health Savings Accounts (HSA).

BG Investment Services, Inc. (BGIS) experienced a transformative year with its acquisition by ASC Trust, LLC on April 1, 2024. This strategic move led to enhanced investment services and the relocation of BGIS's office to the Capitol Plaza building in Hagåtña. BGIS leveraged its partnership with Fidelity Investments to further enhance its product and service offerings, resulting in a significant increase in customer base and assets under management.

Bank of Guam celebrated notable achievements, including the launch of its Artificial Intelligence Contact Center (AICC), introducing customers to Cara, its virtual banker. The implementation of this new technology resulted in 62% of phone calls being automated, significantly improving automation rates and reducing wait times in the FCC to an all-time low of 15 minutes.

In 2024, we introduced the Boost Account, our new high-yield savings option designed to help

customers grow their resources with confidence. At the same time, we unveiled a streamlined online loan application process. By simplifying each step, we made it faster and easier for individuals to secure the financing they need for whatever's next.

This year marked another milestone as we extended our trusted expertise into a wholly new sector: Cannabis Banking. Tailored specifically for licensed cannabis businesses on Guam, these compliant and transparent financial services empower local entrepreneurs to cultivate a safe, sustainable industry—reinforcing our commitment to responsible growth in every corner of our community.

We were honored to recognize two outstanding customers at the 2024 SBA Awards. Jessica Leon Guerrero of M8o earned Small Business Person of the Year, and MoSa's was named Veteran Business of the Year. Their achievements reflect the ingenuity and perseverance that drive Guam's economy—and inspire us to continue supporting entrepreneurs at every turn.

TASI Bank demonstrated remarkable growth and innovation. The bank originated loans totaling \$102,354,323, reflecting robust loan portfolio growth. Interest income surged by 19%, reaching \$37,520,244.



ASC TRUST
ACQUIRES BGIS

A strategic acquisition that expanded investment services and deepened client relationships.

or \$1,563,343 per employee, and the loan growth rate was an impressive 6.1%. TASI Bank established six new top 100 relationships, showcasing its ability to attract and retain high-value clients.

The Women in Business Summit, themed "Empower, Embrace, Elevate," was a significant highlight, fostering networks and engagement among women business owners through inspiring keynotes and a day of motivation and celebration. Additionally, the launch of the "Making Waves" podcast underscored TASI Bank's commitment to innovation, featuring industry experts discussing digital banking innovations, cybersecurity, and credit analysis.

BGHC's advancements and investments in 2024 reflect a future-focused approach, ensuring that customers receive innovative, efficient, and comprehensive financial services tailored to their needs.



TASI BANK'S MAKING WAVES
PODCAST LAUNCH

Insightful conversations with industry experts and thought leaders covering a wide range of topics, from digital banking innovations to cybersecurity and credit analysis.

2024 Customer Innovation Highlights



TASI BANK'S WOMEN
IN BUSINESS SUMMIT

A day of networking, motivation, inspiration, and celebration while helping to expand networks and engagement with a diverse community of women business owners.

PRODUCT INNOVATIONS

Launch of the Boost Account and a streamlined digital loan application experience,



2024 SBA AWARD WINNERS

- Mosa's Joint - Veteran Small Business of the Year
- Jessica Leon Guerrero - Small Business Person of the Year



MEET CARA,
OUR AI-POWERED
VIRTUAL BANKER

Cara launched as part of the new Artificial Intelligence Contact Center, automating 62% of calls and cutting wait times.



Cannabis Banking
by Bank of Guam

NEW INDUSTRY, NEW SERVICES

Cannabis Banking introduced compliant financial services for Guam's emerging cannabis industry.

ADVANCEMENTS & INVESTMENTS IN
Our People

In 2024, BankGuam Holding Company (BGHC) prioritized the development, growth, and engagement of its employees, recognizing that a motivated and well-supported workforce is essential to driving future success.

Bank of Guam implemented enhancements to its employee benefit plans, including improvements to the 401(k) Plan. Additionally, a second Consumer Price Index adjustment of 3.22% was made, aligning salaries with the current economic environment. These steps were taken to ensure that employees are well-supported and motivated to contribute to the company's collective success. The Bank achieved a 94% overall employee retention rate and rolled out the Top Performer Program, recognizing and rewarding outstanding contributions.



TOP PERFORMER PROGRAM LAUNCHED
Spotlighting exceptional employees across the organization with formal recognition and rewards

ASC Trust introduced several initiatives to support employee development and engagement. The Employee College Tuition Reimbursement Program and Monthly Training Credits were established to encourage continuous learning and professional growth. ASC Trust also celebrated various events throughout the year, including the 401(k) Day Annual Celebration, the ASC Trust 401(k) & Investment Annual Conference, Halloween, Thanksgiving, and Christmas celebrations, as well as Health and Wellness Day. These events fostered a sense of community and well-being among employees.

BG Investment Services, Inc. (BGIS) expanded its team by adding two new financial advisors in 2024. BGIS attended the Fidelity Inside Track "Powering Growth" conference in October 2024 and the Asia Pacific Association for Fiduciary Studies (APAFS) annual investment conference in November 2024. These conferences provided valuable insights and

opportunities for professional development. Additionally, BGI licensed insurance agents completed a total of 14 credit continuing education courses to enhance their knowledge and better serve clients.

BGHC's advancements in employee development and engagement in 2024 reflect a future-focused approach, ensuring that employees are equipped with the skills, knowledge, and support needed to thrive and contribute to the company's success.

EMPLOYEE-CENTERED EVENTS

ASC Trust & BGIS fostered workplace connection with engaging initiatives like 401(k) Day, Wellness Day, and seasonal celebrations, including a lively Halloween costume contest that brought teams together in creative spirit.



2024 Team Highlights
PROFESSIONAL GROWTH THROUGH CONFERENCES



CONTINUOUS LEARNING

13 EMPLOYEES
Participating in the Tuition Reimbursement Program

\$1.98M
Total Investment in Training & Development



BENEFITS & BEYOND
Bank of Guam enhanced its 401(k) Plan and adjusted salaries by 3.22% to align with the cost of living.

BANK OF GUAM CUSTOMER SERVICE WEEK

Celebrating our team's dedication to exceptional service and their vital role is customer satisfaction.

ADVANCEMENTS & INVESTMENTS IN
Our Community

In 2024, BankGuam Holding Company reinforced its commitment to community engagement and support, making impactful contributions across various initiatives.

ASC Trust strengthened Guam’s social fabric by supporting a diverse mix of healthcare, education, sports, cultural and charitable initiatives—from the American Red Cross Guam and Guam Memorial Hospital Volunteers to youth programs like ASC Islanders Futbol Club and Junior Achievement, and philanthropic partners such as Autism Community Together and Make-A-Wish Guam & CNMI—demonstrating our enduring commitment to the communities we serve.

BG Investment Services, Inc. (BGIS) saw Maree Sgro as a Masterclass speaker at the GWCC Fanachu Famalaoan (Money Date), sharing valuable insights with the community.

BankGuam Insurance employees, Darlene Sohs and Nieves Vinca, donated to Thankful Givers and Inspired Servants, a non-profit providing school supplies and glasses to underserved children in the Philippines. The company also participated in the Hagåtña City Run Block Party, picked up trash on the coast of Asan Beach for the Guam Annual International Coastal Cleanup, rang bells for the Salvation Army, participated in Wreaths Across America, donated hygiene essentials to St. Dominic, contributed to the Thanksgiving Canned Food Drive, and donated toys to the Alee Shelter.

In 2024, Bank of Guam invested over \$1.1 million across 286 community engagements—energizing Guam’s cultural and arts scene with VISA-powered festivals, supporting disaster relief, veterans and animal welfare, championing health-and-wellness

and youth programs, and advancing environmental and financial literacy—culminating in the record-breaking Hagåtña City Run & Block Party, which rallied 1,300 runners, 38 sponsors and 300 volunteers to raise nearly \$80,000 for cancer care.

TASI Bank played a pivotal role in fostering community connections through events like the Women in Business Summit, “Empower, Embrace, Elevate.” This summit helped expand networks and engagement with a diverse community of women business owners, featuring inspiring keynotes and a day of networking, motivation, and celebration.

The annual TASI Bank Golf Tournament brought together clients and staff for a day of friendly competition and camaraderie, growing in popularity each year and supporting various nonprofit organizations.



TASI BANK
GOLF TOURNAMENT

INTERNSHIP PROGRAM
TASI Bank welcomed three talented interns, offering hands-on experience and meaningful insight into the banking industry.



TASI Bank also contributed volunteer time and financial support to Bay Area non-profits, including Curry Senior Center, Bhartiya Mandal Foundation, Good Shepherd Gracenter, Charity for Hope, and PGA. Its internship program welcomed three talented interns, providing them with hands-on experience and valuable insights into the banking industry, focusing on mentorship and professional growth to build future leaders.

BGHC’s community engagement in 2024 reflects a future-focused approach, ensuring that the company continues to make meaningful, lasting contributions to the communities it serves.

2024 Community
Impact Highlights



NEARLY
300 COMMUNITY
ENGAGEMENTS



OVER **\$1.1** MILLION
IN SPONSORSHIPS
AND DONATIONS



OVER **180** HOURS
INVESTED IN
FINANCIAL LITERACY

MY FAIR LADY GOLF
TOURNAMENT



BANK OF GUAM HAGÁTÑA CITY
RUN & BLOCK PARTY



RAK WEEK



RELAY FOR LIFE 2024



VISA MARIANAS GOLF CLASSIC



BANK OF GUAM SPONSORSHIP FOR TRIPLE J BUBBLE RUN 2024



GET YOUR SPOOK ON

MARINE TOYS FOR TOTS



WREATHS ACROSS AMERICA



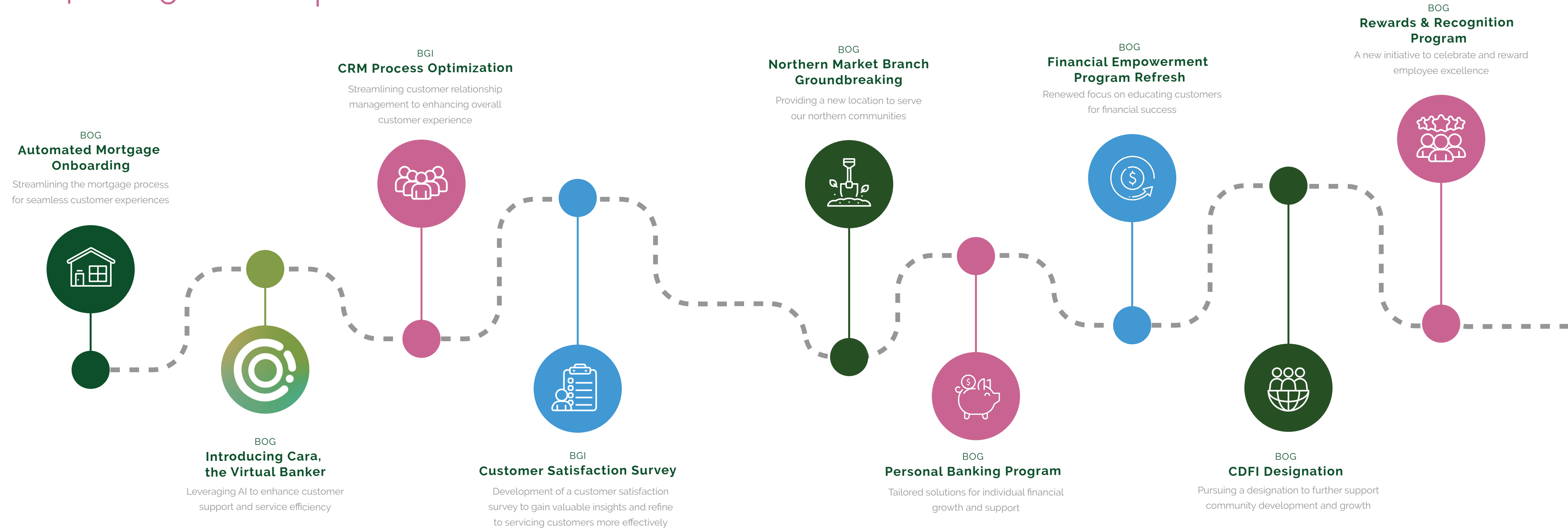
UOG CAREER FAIR, 2024 SPRING AND FALL ORIENTATIONS



GIVING TUESDAY



2024 - 2025 Roadmap





FUTURE FOCUSED

BankGuam Holdings, Inc. Company Profiles



ASC Trust is the largest provider of retirement plan management services in Micronesia. To best serve our clients, our team of more than 59 professionals are located in three locations throughout the region. We manage in excess of 675 retirement plans, representing 50,000 participants and more than \$1 billion in assets.

The participants in our plans come first in everything we do. For the past three decades, this understanding has led ASC Trust to create an extensive selection of innovative products and services designed to help plan participants save for a successful retirement, one paycheck at a time.

CHOOSING THE RIGHT PARTNER

ASC Trust is proud to be a **CEFEX-Certified Third Party Administrator**. Achieving and maintaining this certification annually illustrates our commitment to efficient and accurate processes, integrity of data security, proper management protocols, and succession planning to deliver continuity of service to our clients.

When an employer hires ASC Trust to manage a retirement plan, we can offer the best of two worlds: a local team providing unparalleled personal service and the support of industry- leading partners*, including FIS, BG Investment Services and Fidelity Institutional Wealth Services, that help manage our technology and our investments.

We aim to revolutionize retirement plans in the Pacific Region by providing plan sponsors and participants the services they need to plan for a successful retirement.

“Our goal is simple,
yet bold.”

WHAT WE DO

For over 30 years, ASC Trust has been a community-based, community-minded company in Guam. We believe in establishing long-term relationships with clients and their participants and think of plan participants as family members preparing themselves for the future.

We serve two segments of the retirement plan population.

Some clients are Fortune 500 companies, while others are small to mid-size companies who use ASC Trust both for the annual management of their employee benefit plans and to be the HR department for these plans.

We don't offer a one-size-fits-all strategy for these two segments of our client base. We have the expertise to handle the complexities a large client with significant volume requires. And we have the local presence and services that our smaller clients need.

As a premier Third Party Administrative and Recordkeeping firm, ASC Trust serves by designing, administering and consulting on the best possible retirement plan for our clients and their employees.

Our full range of services include:

- Plan Design and Compliance
- Recordkeeping and Administration
- Employee Communications and Retirement Planning
- Investments and Trusts Services

Not FDIC insured * No Bank Guarantee * May Lose Value



ASC Leadership



David John
Managing Director



Candy Okuhama
President and
Chief Executive Officer



Gabrielle Bamba
Chief Operations Officer



Donald Clark
Chief Compliance Officer



Loida Battung
EVP Transactions



Michelle Quichocho
EVP Operations



BGIS

BG INVESTMENT SERVICES, INC

— AN ASC TRUST, LLC COMPANY —

Meet the Team

(Left to Right)

Brian Matanane

Senior Financial Advisor

Justin Johnson

Financial Advisor

Maree Sgro

*Executive Vice President
Senior Financial Advisor*

Sabryn Artero

Client Service Associate

Charity Lujan

Wealth Management Associate

BGI

BANKGUAM INSURANCE UNDERWRITERS, LTD.

BankGuam Insurance, a subsidiary of Bank of Guam, has earned the trust of over a thousand customers by providing reliable coverage for homes, vehicles, and businesses for nearly three decades. Now, you can conveniently obtain financing and insurance in one place. Additionally, BankGuam Insurance offers life insurance policies to safeguard those priceless aspects of life.

Not FDIC insured * No Bank Guarantee * May Lose Value

BGI partnered with ASC's wealth management division to sell life insurance and annuities.

BG Investment Services Inc. (BGIS) was acquired by ASC Trust, LLC on April 1, 2024. The acquisition is part of efforts to streamline and enhance investment services offered by both BGIS and ASC Trust. Following the acquisition, the BGIS office moved to the Capitol Plaza building in Hagåtña. Our team has grown and will continue to grow as we expand our service offerings.

"We are extremely excited about the synergies and enhanced capabilities this investment brings to both our individual clients and participants in the retirement plans our organization serves. This allows us to continue to build a team of experts, with unparalleled local knowledge, ensuring our clients receive financial guidance tailored to the specific challenges and opportunities of our region."

David J. John,
Chairman and Managing Director, ASC Trust, LLC.

EVENTS

- Maree Sgro was a Masterclass speaker at the GWCC Fanachu Famaloan (Money Date)
- BGIS attended Fidelity Inside Track "Powering Growth" conference in Oct. 2024
- BGIS attended the Asia Pacific Association for Fiduciary Studies (APAFS) annual investment conference in Nov. 2024

INITIATIVES & ADVANCEMENTS:

- BGIS continues to leverage our partnership with Fidelity Investments to enhance our product and service offerings
- We have significantly increased our customer base and assets under management in 2024
- We added two new financial advisors to the team in 2024

Not FDIC insured * No Bank Guarantee * May Lose Value



Nieves D. Vinca

Property, Casualty, and
Life Insurance Agent

Frank Quitugua III

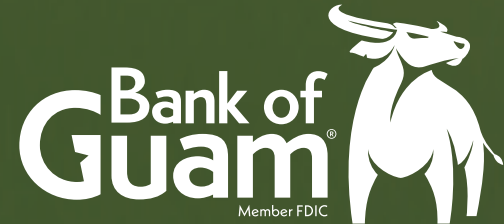
Property, Casualty, and
Life Insurance Agent

Frank Arriola II

Insurance Agency Manager

Darlene V. Sohs

Insurance Associate



MISSION

Our Bank of Guam Familia culture is built on the legacy of our Founder. It is a philosophy of respect, fairness, generosity, and integrity. This heritage drives the mission of our Bank:

To help our **CUSTOMERS** prosper through expert advice and genuine care

To empower our **EMPLOYEES** through opportunities for growth and development

To reward our **STOCKHOLDERS** with a fair return and pride of ownership in a locally-owned, profitable, and community-centric enterprise

To strengthen our **COMMUNITY** by fostering economic, social, and environmental sustainability



VISION

We envision a prosperous island community where people follow their dreams and enjoy life without financial worries.

Awards and Accolades

BanksGiving™ Banky™ Award for Philanthropy
Money Smarts Banky™ Award for Financial Literacy



MarCom

"Solid" Online Banking

Platinum in Video/Audio, Television

Keep Banking. Keep Moving. Don't Stop

Platinum in Strategic Communications, Marketing/Promotion Campaign (Integrated Marketing)

Hagåtña City Run & Block Party

Platinum in Strategic Communications, Marketing/Promotion Campaign (Special Event)

Towards Tomorrow: 2023 Year in Review

Platinum in Publications, Annual Report (Corporation)

Bank of Guam: From Island Roots to International Reach

Gold in Strategic Communications, Media Relations/Publicity (Newspaper Placement)

Branch of the Future

Gold in Strategic Communications, Marketing/Promotion Campaign (Integrated Marketing)

Loud & Proud Pride Campaign

Honorable Mention in Strategic Communications, Communications/Public Relations (Social Media Campaign)

Mission 100

Honorable Mention in Strategic Communications, Communications/Public Relations (Public Relations Program)

Viddy

"Solid" Online Banking:

Platinum Award: Commercials – Cinematography

Gold Award: Web Video – Marketing

Gold Award: Commercials – Products & Services

Proud to Be M80's Bank

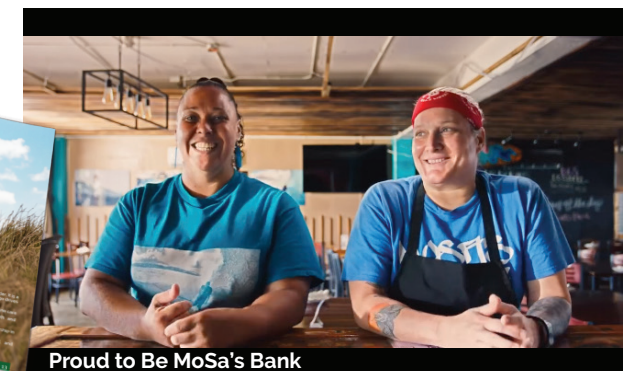
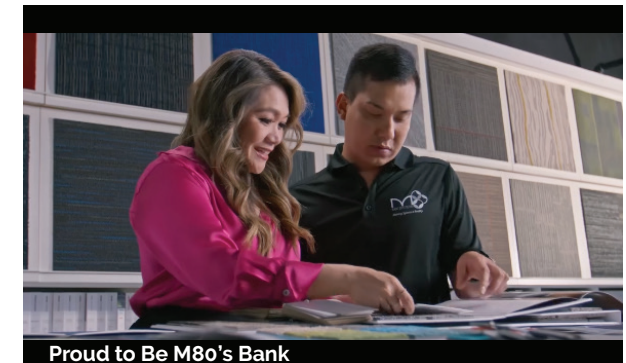
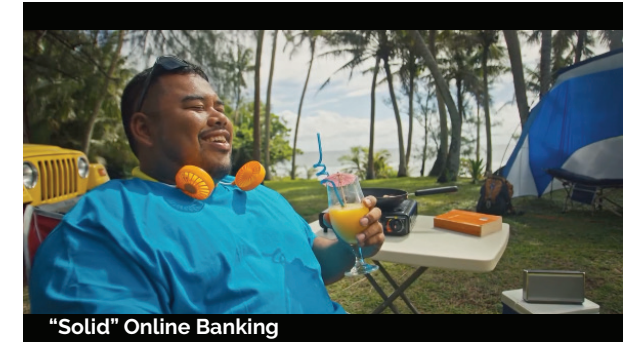
Gold Award: Commercial – Products & Services

Proud to Be MoSa's Bank

Platinum Award: Commercial - Products & Services

Hagåtña City Run & Block Party

Gold Award: Influencer Endorsement Campaign



Loud & Proud
Pride Campaign



Bank of Guam
Senior Management

Photos, L-R

Matthew E. Limtiaco
Senior Vice President,
Chief Technology Officer

Keven F. Camacho
Senior Vice President,
Chief Sales Officer

Joyce B. Miyashita
Senior Vice President,
Chief Credit Officer

Danilo M. Rapadas
Senior Vice President,
General Counsel &
Chief Risk Officer

Joaquin P.L.G. Cook
President &
Chief Executive Officer

Lesley-Anne Leon Guerrero
Senior Vice President,
Chief Experience Officer



Photos, L-R

Theresa C. Obispo
Senior Vice President,
Chief Human Resources Officer

**Maria Eugenia
H. Leon Guerrero**
Executive Vice President
& Chief Operating Officer

Josephine L. Mariano
Senior Vice President,
Chief BSA &
Central Operations Officer

Janice R. Chargualaf
Senior Vice President,
Chief Retail & Card Services Officer

J. David Joves
President, TASI Bank

Symon A. Madrazo
Senior Vice President,
Chief Financial Officer

BANK OF GUAM®

Social Impact Report

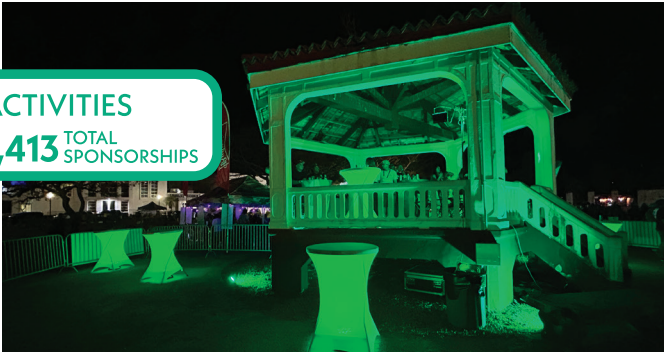
2024 YEAR IN REVIEW SPONSORSHIPS & DONATIONS

ARTS, MUSIC AND CULTURE

This year was a powerful reminder of how culture, music, and the arts continue to bring our community together—at home and across the Pacific. From milestone celebrations to vibrant cultural festivals in Guam and beyond, we stood proudly in support of the artists, performers, and cultural practitioners who keep our stories alive. And with our partnership with VISA, we continued to bring unforgettable energy to Guam’s biggest music moments. We proudly celebrate the talent of our people and continue to build a community where creativity and culture take center stage!



Hagatna City Sessions



SPECIAL CAUSES AND CIVIC ORGANIZATIONS

This year, we partnered and worked closely with organizations and causes that shape the heart of our island communities. From supporting regional leaders gathering to chart a path forward to empowering women with opportunities to succeed, our reach extended across all corners far and wide. We stood beside organizations focused on disaster relief, honoring our veterans, caring for our furry friends, and creating joyful moments through village festivals. Whether funding scholarships through community golf tournaments or celebrating the accomplishments of our island's business leaders, we are proud to uplift those who lead with purpose.



American Red Cross



VISA Marianas Golf Classic



Ambros 75th Anniversary Golf Tournament

HEALTH AND WELLNESS

By investing in health and wellness, we're helping build stronger communities where our people prosper and live happily. In 2024, we continued to champion the well-being of our island communities, supporting athletes as they competed on local, regional, and international stages. From sponsoring 5K races for meaningful causes to celebrating the achievements of our youth in sports, we stood behind the dedication and performance of our athletes across various disciplines. We also focused on the health of our community by supporting training and conferences for our medical professionals and future caregivers, celebrating cancer survivors, addressing mental health, and ensuring that all our people have access to the support they need to healthy, fulfilled lives.



Make-A-Wish Gala

Junior Achievement

The Children's Ark - Guamopoly

ACS Relay for Life



YOUTH AND EMPOWERMENT

We continued to invest in the development of our youth, providing them with opportunities to grow, learn, and excel. From mentoring young minds through Junior Achievement, to supporting children's performances and graduation preparations, we are proud to stand behind their efforts and dreams. Our sponsorships of events like robotics competitions, youth rallies, and mock trials highlight our commitment to nurturing creativity, imagination, and future leaders. We're honored to play a part in celebrating their accomplishments and look forward to the bright future they will create.



Guamopoly

COMMUNITY DEVELOPMENT

Through CSR, we continued our dedication to making a positive impact by supporting initiatives that uplift vulnerable communities and address homelessness, particularly through our partnership with FHLB Des Moines and support for WestCare Pacific. This year, we also took a significant step in supporting local entrepreneurs by hosting our first Elevator Pitch Competition, empowering women-owned businesses with mentorship and resources to help them grow. Additionally, we remained committed to promoting environmental sustainability and advancing financial literacy programs for youth and families. These efforts align with our ongoing mission to create meaningful, lasting change in our community.



ElevateHER



FHLB - WestCare Pacific

FINANCIAL EMPOWERMENT

In 2024, we renewed our commitment to financial empowerment by focusing on meaningful, community-driven engagement. Our team stepped beyond the walls of the Bank to meet people where they are—whether in classrooms, student orientations or local events—sharing practical tools and guidance through our Financial Empowerment Center. From real-life financial scenarios to fun financial personality quizzes to simply showing kids how to save, we ensured that everyone, no matter their stage in life, had the resources to build a financially secure future. We maximized our impact, and can't wait to roll out bigger programs in the future.



Agana Heights Elementary School



George Washington High School

HAGĀTÑA CITY RUN & BLOCK PARTY

Everything was bigger in 2024! This year's Hagātña City Run & Block Party saw record-breaking participation, from the highest number of registered runners to the largest group of sponsors and vendors we've ever had. With nearly \$80,000 raised, we expanded our commitment to the fight against cancer by supporting Guam Cancer Care and American Cancer Society Guam Chapter - two major organizations dedicated to care, awareness, and support. You could feel the energy and celebration throughout the night with live performances by local artists, the Clutch 3x3 basketball tournament, and lines of food and novelty vendors. What started as a fun run is now a tradition for the Bank and continues to grow into something even greater every year - a movement powered by community.



Check Presentation



TASI BANK

Where Mavericks Bank Differently. At **TASI Bank**, we're not your average bankers—we're your partners in financial adventure. We believe in saying **"YES YOU CAN"** to your wildest dreams, whether it's opening that bakery, saving for an art studio, or taking a year off to explore the world. With expert advice, fast turnarounds, and personal service, we're here to make your financial goals a reality. Join us and harness your potential with a bank that's as bold and innovative as you are.



We, **Team TASI**, commit to riding our waves together towards abundant prosperity with courage, integrity and compassion!

OUR MISSION

Our mission is to build value, respond quickly with certainty, provide knowledge and clear communications that lead to economic growth in the community and establish "relationships for life." **Above all else, we have an unwavering commitment to building value.**



From the desk of Dave Joves

At **TASI Bank**, we understand that the economic landscape requires innovative, flexible solutions. As President of **TASI Bank**, I see the following trends:

Rising Costs of Doing Business

Small businesses face high real estate costs and pressure from increasing wages. We offer flexible lending solutions tailored to unique cash flow and working capital challenges.

Regulatory Overload

Even in the best times, California presents a complex and ever-changing regulations. As a community business bank in the Bay Area since 1984, we're focused on helping you manage these challenges with pragmatic and efficient banking solutions.

Labor Shortages and Wage Pressures

Unsurprisingly, wage costs and labor shortages in the Bay Area can make long-term financial planning difficult. We know how to work closely with businesses to develop short-term and long-term capital strategies that align with their workforce needs.

Access to Capital

Small businesses often need help accessing affordable capital. This is particularly true in sectors deemed higher risk, such as cannabis. **TASI Bank** takes a maverick approach to ensure businesses have the necessary capital.

Economic Uncertainty

The Bay Area continues to face significant economic challenges. If you have any questions about how **TASI Bank** can assist your business, please don't hesitate to contact us. Together, we can achieve continued growth and success for the Bay Area's vibrant small business community.

Sincerely,

Dave



On the desk of Dave Joves

San Francisco, August 5, 2024

Dave was presented with a lifetime achievement award by **Vistage Group**, the world's largest CEO coaching and peer advisory organization for small and midsize business leaders.



FY24 Numbers Spotlight

LOANS ORIGINATED **\$102,354,323**

LOANS PORTFOLIO GROWTH

6.1% LOAN GROWTH
INTEREST INCOME GROWTH **19% TO \$37,520,244**
OR
\$1,563,343 PER EMPLOYEE

SIX NEW TOP 100 RELATIONSHIPS

Ongoing support for Non-Profit Partners

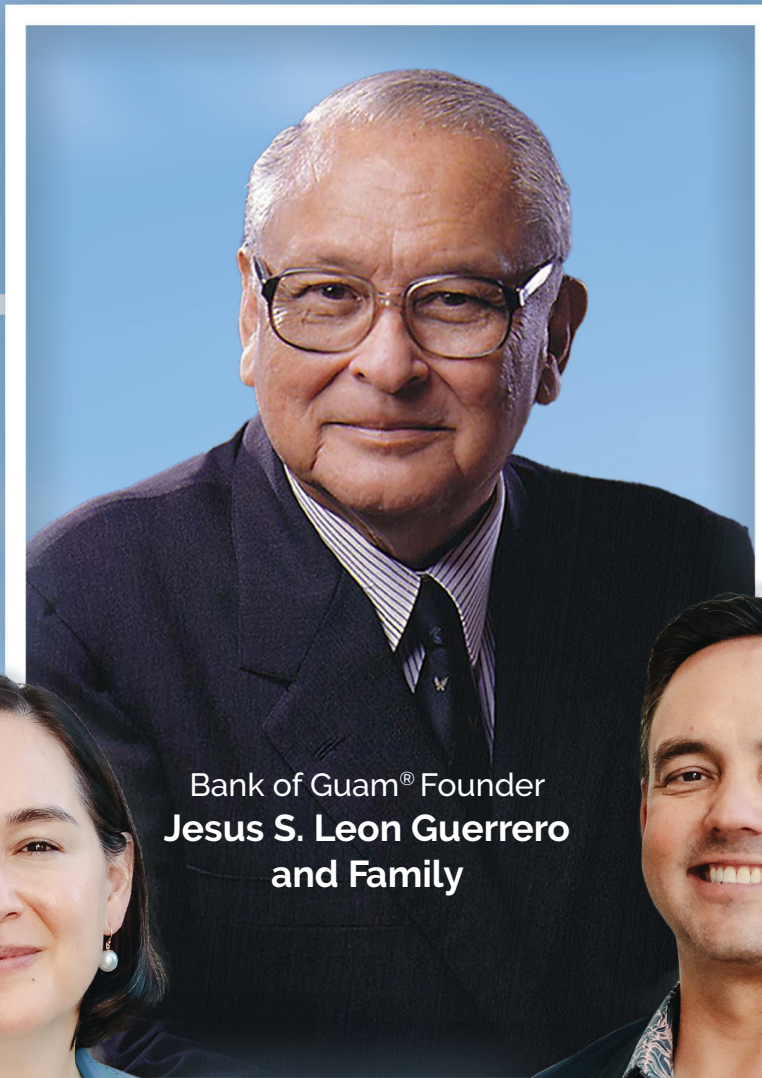
Making a real difference right in our backyard: **TASI Bank** contributes both volunteer time and financial support to Bay Area non-profits.





2024 YEAR IN REVIEW **FUTURE FOCUSED**

As we reflect on the year, our story is one of growth, collaboration and heart. From enhancing the services we offer to investing in our people, and standing alongside the organizations, we've worked together to strengthen our island communities. Every initiative—from new products to employee programs, from cultural celebrations to community partnerships—has been guided by a single purpose: building a brighter, more resilient future for everyone we serve. With gratitude for what we've accomplished and optimism for what lies ahead, we look forward to continuing this journey—side by side with you.



Bank of Guam® Founder
Jesus S. Leon Guerrero
and Family

