the **BRILLIANCE** in **RESILIENCE**



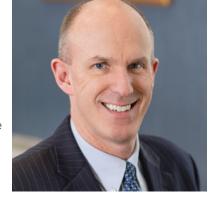




2020 WAS AN EXTRAORDINARY YEAR BY ANY MEASURE.

LEADERSHIP CHANGE

One of the biggest, most exciting changes of the year occurred on September 30, 2020, when it was announced that **Dan Walsh**, a veteran banker with more than 35 years in the industry, would become the **17th President of Norway Sayings Bank**.



Dan began his banking

career in the mailroom at Century Bank & Trust during his college years. After several years at other banks, Dan joined Coastal Bank in 1997 (which later was acquired by Norway Savings). Since then, he's worked his way through the ranks in the commercial area to his current position at Norway Savings. Dan's promotion to President was well deserved and a direct result of his outstanding leadership.

Continuing as Chief Executive Officer through 2021 and now also serving as Chairwoman of the Board of Directors, I look forward to continuing my service to Norway Savings Bank for many years to come.

FINANCIAL PERFORMANCE

The bank reported remarkable financial results in 2020 in part driven by the low interest rate environment resulting in strong residential and commercial loan demand across our footprint. Our deposit growth was also noteworthy and unprecedented, and for the 31st year in a row, Norway Savings received a **5-Star rating from BauerFinancial**, reflecting the outstanding financial strength of our institution. More information on our financial results are included later in this report.

The pandemic shaped much of our performance in 2020. Of particular importance was the expansion and improvement of the bank's digital delivery services, as well as the bank's participation in the SBA Paycheck Protection Program (PPP). We're proud to have made over 1,400 PPP loans in support of more than 9,000 jobs in our market. Our commercial team, joined by employees from across the bank, worked tirelessly to service our business clients and were recognized with a 2020 "Lender at Work for Maine" award from the Finance Authority of Maine. Not to be outdone, our Asset Management Group also had a stellar year, posting growth in new assets under management of over 18% during 2020.

We have never seen anything quite like it in our professional careers. A global health crisis triggered a severe economic downturn and created a multitude of challenges for all of us throughout the year. Families, businesses, and nonprofits suffered greatly — experiencing job losses, reductions in revenues, and social isolation. What stands out, however, is the resilience of our customers, our employees, and our communities. Despite a raging pandemic, Norway Savings Bank grew, and even flourished in 2020, a testament to our loyal and steadfast customers, our honest and hardworking employees, and the strength of our communities.

COMMITMENT TO OUR COMMUNITY AND OUR CULTURE

As a local community bank that has deep roots in the communities we serve, we are committed to doing our part to ensure that our communities remain strong. As a measure of our commitment to these communities, we are honored to share that Norway Savings Bank has earned our second consecutive Outstanding Community Reinvestment Act rating from the Federal Deposit Insurance Corporation (FDIC). The FDIC's examination assessed our performance in the areas of community lending, community investments. and service to our communities, and concluded that we were deserving of their highest rating — a rating which only a small percentage of banks across the country achieve. We are particularly proud of the support we provided to over 330 nonprofits in 2020. These results are made possible by our positive, team-based "can-do" culture where our employees come together each day to achieve greatness. We truly value our collaborative and respectful environment where we strive to remove all barriers, prejudice and intolerance. We work to make a difference every day.

As we move on from a challenging 2020 and look forward to 2021 and beyond, I want to sincerely thank you, our loyal customers, for your business and your continued support. Rest assured that we will continue to earn your business each and every day by working to provide you with the best banking experience in Maine and by supporting the communities we serve.

Sincerely,

Patricia Weigel, CEO





Looking back at a year like no other, we'd like to celebrate the efforts of our **300 employees** and how they stepped up to help our **customers** and **communities**. Day in and day out, they rose to the challenge and adapted to succeed during the biggest health crisis in 100 years.

In March, thanks to the tireless work of our Information Technology team, nearly half of our employees were quickly provided with the **tools and equipment to**

work from home.

By April, the Paycheck

Protection Program

(PPP) was in full swing. Our Commercial and Business Intelligence teams — ably assisted by many fellow employees from all across the bank — worked nights and weekends to get the PPP moving forward and benefitting small business owners. When all was said and businesses were helped with PPP loans, supporting more than

"As soon as the PPP guidelines came out, employees from across the bank joined the Commercial team and worked days, nights, and weekends to originate more than 1,400 loans for customers who desperately needed the help. Doing our part to keep our business community afloat was incredibly rewarding."

- Rick Flagg SVP, Senior Commercial Banking Officer

done, more than 1,400 more than \$115 million in 9,000 Maine jobs.

Providing forgiveness for all of these loans is an on-going endeavor which will likely extend through the end of 2021.

Throughout the first several months of the pandemic, our Customer Care Center, Deposit Operations, and Retail teams answered a record number of customer calls, processed thousands of **Economic Impact Payments** and opened hundreds of deposit accounts online. Our customers have reported being very well-served by these extremely capable employees.

Almost immediately, customers began feeling the economic impact of the pandemic. We reacted quickly by working with them on all aspects of their banking — from loans to deposit accounts to accessing their funds electronically.

With branch lobbies closing due to the pandemic, our customers were compelled to use digital product offerings such as online and mobile banking. We're proud that, in

and updated digital banking solutions for individuals and businesses including Zelle*, Business Online Banking, and Business Bill Pay.
Customers enjoy a better, more secure experience and we've seen a sharp increase in adoption across our digital channels.

2020 also hit community organizations incredibly hard. Our employees rose to the occasion and rallied to support them. Whether it was through branch anniversary giving programs, participating in virtual events, or volunteering their time (socially distanced of course!) Norway Savings Bank's employees demonstrated their can-do attitudes and supported their communities.

Thanks to the brilliance and resilience of our team, the year was one of hope and help for our customers, giving every reason to look forward to the year ahead. As we look forward to 2021, we know there will be more challenges and opportunities. Our experience from 2020 tells us that, when we work together there is nothing we can't do.



"We are so appreciative of our branch customers. When we had to limit access to our lobbies, they understood and supplemented their normal banking habits with internet and mobile banking. We even had customers who checked in with us to make sure WE were doing okay during the pandemic."

- Darci Hamm EVP, Senior Retail Banking Officer

NORWAY SAVINGS BANK

STATEMENT OF CONDITION

Annual Statement as of December 31, 2020 and 2019

ASSETS	12/31/20	<u>12/31/19</u>
Cash on Hand and in Banks	\$98,251,201	\$23,127,973
United States Government Bonds & Agencies	* \$20,221,854	\$27,399,288
Mortgage-Backed Securities*	\$124,268,163	\$22,726,492
Municipal Bonds*	\$8,110,543	\$11,727,338
Corporate Bonds*	\$4,750,000	\$2,750,000
Corporate Stock*	\$80,926,730	\$51,869,771
Residential Real Estate Loans	\$474,888,156	\$502,575,834
Commercial Real Estate Loans	\$409,178,272	\$369,104,567
Business Loans	\$82,184,658	\$78,320,154
SBA PPP Loans	\$85,311,920	\$0
Other Loans	\$72,961,751	\$77,010,058
Allowance for Loan Loss	(\$9,770,380)	(\$8,022,268)
Federal Funds Sold	\$739,681	\$737,114
Real Estate Owned	\$38,840,561	\$39,158,705
Furniture & Equipment	\$4,880,015	\$5,130,321
Goodwill & Other Intangible Assets	\$6,540,159	\$6,670,250
Other Assets	\$21,904,712	\$26,918,302
Total Assets	\$1 52 <i>A</i> 197 996	\$1,237,203,899
IOIdi Assets	\$1,524,167,990	⊅1,∠37,∠U3,899

LIABILITIES

Amount Due Depositors	\$1,284,551,399	\$1,010,787,497
Other Liabilities	\$21,570,601	\$17,125,681
Other Borrowings	\$6,252,272	\$14,165,149
Reserve Funds & Undivided Profits	\$211,813,724	\$195,125,572

\$1,524,187,996

\$1,237,203,899

Total Liabilities*Listed at market value

This statement has not been reviewed or confirmed for accuracy or relevance by the FDIC.

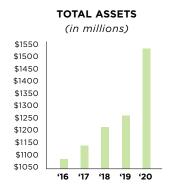
STATEMENT OF OPERATIONS

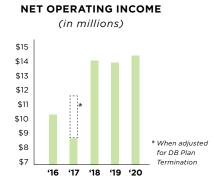
For the year ended December 31, 2020

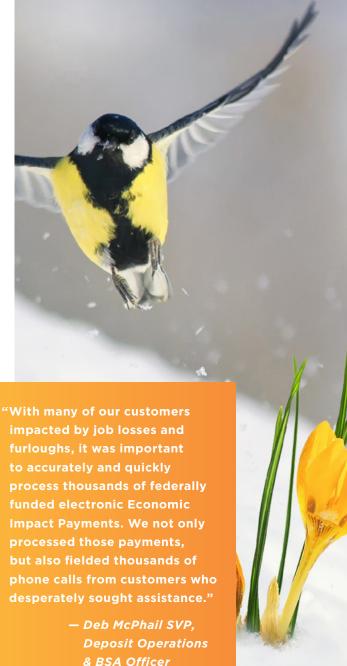
GROSS OPERATING INCOME

Interest on Bonds	\$2,022,974
Dividends on Stock	\$1,455,102
Interest on Loans	\$50,561,219
Other Interest Income	\$152,231
Total Interest Income	\$54,191,526
Interest Expense	\$3,480,689
Net Interest Income	\$50,710,837
Other Income	\$8,741,471
Allowance for Loan Loss	\$1,900,000
Operating Expense	\$43,910,144
Core Earnings	\$13,642,164
Security Gains (Loss)	\$5,548,730
Income before Taxes	\$19,190,894
Estimated Income Tax	\$4,749,831
Net Operating Income	\$14,441,063
Unrealized Gains (Losses) on Equity	
Securities, net of tax**	\$1,835,580
NET INCOME	\$16,276,643

^{**}Effective 2019, changes in the fair value of equity investments recognized in net income.









"The pandemic caused many nonprofits to struggle with a surge in demand for services while the usual fund-raising events were cancelled. We responded by reprioritizing our community contributions — we felt it was even more important to support food banks, health services, and housing."

Janice de Lima VP,CRA Officer

OFFICERS

CHIEF EXECUTIVE OFFICER:

Patricia Weigel

PRESIDENT:

Daniel Walsh

EXECUTIVE VICE PRESIDENTS:

Darci Hamm Brian Shibles

SENIOR VICE PRESIDENTS:

Ann Brett
Jennifer Cook
Richard Flagg
Karen Hakala
Debra McPhail
Carolyn Thomas
Richelle Wallace

REGIONAL VICE PRESIDENTS:

Jack Day
Brian Desjardins
Jason Fitzgerald
Peter Godsoe
Dana Myles
Andrea Osgood
Terry Seavey
Debora Ward

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Melissa Babineau

Shawn Baldwin

Gary Bellegarde Brian Bernier Pamela Bowerman Sharon Breytenbach Janice Brown Raymond Charest Holly Chase Jennifer Bell Corbett Tina Croteau Larissa Darcy Janice de Lima Linette Dehetre Pamela DiPietro Hale Randy Easler Maria Edwards Nathan Franck Jill French Kurt Garascia Michael Grass Robert Harville Mary Hewett **Kyle Hodgkins** Mary Leavitt Vicky Libby Dylan Mooney Michelle Morse Christine Munroe Michael Noble William Onorato, Jr. Holly Pepin Ian Pullen Melissa Rock **Todd Schryer** Patricia Shields Gerald Smith Kelly Sturmer Barry Towle Charles Williams

ASSISTANT VICE PRESIDENTS:

Heather Adams Teresa Bach Jaime Brochu Patricia Brooks Bobbie-Jo Chase Patricia Conant Janel Danforth Ryan Dillingham Talley Estes Frank Farrell Dana Fields Pamela Gaudet Anita Hamilton Karry Kane Kelcey Kimball Joseph Leland Jessica Lilly Sherrie Maietta Amy Marshall Christine McMann Tina Merritt Erin Nelson Vincent Osgood Jacob Ouellette Louis Paquet Jennifer Piper Brian Siebert Jamie Toohey Pamela Veilleux Andrea Wallace Jane Watson **Edward Williams**

SENIOR MANAGEMENT



PATRICIA WEIGEL

Chief Executive Officer & Chairwoman of the Board

Pat Weigel has worked in the banking industry for over 30 years. She joined Norway Savings in 2001 and in 2011, she became the first female president in the bank's history. Pat serves on the boards of Norway Savings Bank, the American

Bankers Association and Hospice of Southern Maine. She is also a member of the Maine Health Quality & Safety Committee. Pat is a past chairman of the Maine Bankers Association and Western Maine Health/Stephens Memorial Hospital. She is a graduate of Denison University.



DANIEL WALSH

President

Dan Walsh has over 35 years of banking experience, joining Norway Savings in 1997 as a Vice President & Commercial Lender. Dan earned a Bachelor of Science in Finance from Salem State University and an MBA from Southern New

Hampshire University. He is also a graduate of the American Bankers Association National Graduate School of Banking. Dan currently serves on the Greater Portland Council of Government's Revolving Loan Committee and the Board of Trustees of Maine Preservation.



DARCI HAMM

Executive Vice President, Senior Retail Banking Officer

Darci Hamm has worked in the banking industry for over 25 years. She began her career with Norway Savings Bank in 1999. Darci plays an important role in many of the bank's strategic initiatives, while overseeing all retail banking functions.

including branch administration, customer care, retail lending, asset quality and the deposit operations department. Darci holds a Bachelor of Science degree in Business Administration from the University of Maine. She is also a graduate of the New England School of Banking. Darci serves on the board of Maine homEworks and volunteers with Junior Achievement.



BRIAN SHIBLES

Executive Vice President & Treasurer

Brian Shibles began his career with Norway Savings in 2002. He was promoted to Chief Financial Officer in 2006 and was elected Treasurer in 2013. In addition to overseeing the bank's financial accounting, budget and investments, he is involved

in many of the bank's strategic initiatives, including asset and liability management, new product development and facilities-related initiatives. He also works closely with the bank's Asset Management Group and Information Technology department. In 2008, Brian graduated from the National School of Banking at Fairfield University as class valedictorian.



ANN BRETT

Senior Vice President, Chief Technology & Information Security Officer

Ann Brett joined Norway Savings in 1983 and has been a member of the IT department since 1986. In 2005, she became

the Network Administrator and was promoted to her current position in 2012 where she is responsible for the overall management of Information Technology and Information Security. Ann holds an Associate's degree in Business Administration from Andover College, is a graduate of the New England School for Financial Studies and graduated with honors from the National School of Finance, ABA Stonier Program in 2012.



JENNIFER COOK

Senior Vice President, Senior Trust Officer

Jennifer Cook has worked in the trust and investment industry for 29 years. She joined Norway Savings in 2005 and in 2016 she was promoted to lead the trust and investment department of

the bank. As the senior member of the Asset Management Group, she plays an integral role in helping families establish, plan and execute their financial goals. Jennifer graduated from the University of Maine with a Bachelor of Science in Marketing. She attended Cannon Financial Institute where she graduated from the Personal Trust Program in 1996 and Personal Trust Graduate Program in 2008. Jennifer earned her designation as a Certified Trust and Financial Advisor (CTFA) in 1997. She is currently serving on the Board for Seventy-Five State Street and is a member of the Maine Estate Planning Council.



RICK FLAGG

Senior Vice President, Senior Commercial Banking Officer

Rick Flagg joined Norway Savings Bank in 2001 as a Vice President, Commercial Lender. In his current role, Rick oversees all commercial lending, business development and portfolio management. Rick graduated from the University of Maine in

Orono with a Bachelor's degree in Economics. In 2018, he graduated from the Graduate School of Banking at Colorado. He is a current member of MEREDA's board of directors and a past president and board member of RMA.



KAREN HAKALA Senior Vice President, Marketing

Karen Hakala joined Norway Savings in 1997. She oversees the bank's marketing functions and plays an integral role in the bank's strategic initiatives, including product development, technology implementation. brand development and the design and branding

of new branches. Karen has a Bachelor of Science degree in Leadership & Organizational Studies from the University of Southern Maine. She is also a graduate of the American Bankers Association's School of Bank Marketing. She also holds a Certified Financial Marketing Professional (CFMP) designation.



DEB MCPHAIL

Senior Vice President, Deposit Operations & BSA Officer

Deb McPhail has worked in the banking industry for over 35 years. She joined Norway Savings Bank in 1982 and has worked in many positions as she developed her career. In her current role, she oversees and supports BSA, electronic and deposit

services, as well as many other divisions of the bank. Deb is a graduate of University of Maine at Augusta with an Associate's degree in Secretarial Science and Business, the New England School of Banking and the Graduate School of Banking at Colorado.



CAROLYN THOMAS

Senior Vice President, Chief Risk Officer

Carolyn Thomas has worked in the banking industry for over 30 years. She joined Norway Savings in 1999. Carolyn oversees the bank's risk, compliance, commercial credit, commercial loan administration and special assets departments. Carolyn has a

Bachelor of Arts degree in Math and Economics. Carolyn is on the board of the Equality Community Center.



RICHELLE WALLACE

Senior Vice President, Senior Resources Officer

Richelle Wallace joined Norway Savings in 2005 and has over 30 years of progressive human resources, business operations and leadership experience. She aligns talent, business intelligence, and enterprise project management with the bank's mission,

vision and strategic direction. Richelle has a Master's degree in Human Resources Development and a Bachelor's degree in Business Administration. She is an honors graduate of the Graduate School of Banking at Colorado. Richelle is certified as a Senior Professional in Human Resources (SPHR) and a Senior Certified Professional (SHRM-SCP). She is currently appointed by the governor to serve on the Maine Worker's Compensation Board.

CORPORATORS

Dale Akeley R. Flizabeth Baird Angela Bancroft Mark Bancroft Lance Bean, CPA Eugene Benner Rick Bennett Brian Bickford Brenda Birney Mallory Brooke Lennie Burke Carl Carlson Jared Cash James Chalmers William Chalmers Timothy Churchill Peter Connell Bill Cormier **David Cowens** Steve Cox C. Bradley Cummings **Dottie Chalmers Cutter** James Detert Edward Dilworth III. Esq. David Dow, Esq. Deborah Dow Larry E. Farmer, OD MaryEllen FitzGerald Edmund Gardner Todd Gauger, DVM

Stuart W. Goodwin, II Noel Graydon Bill Green Pam Green Gregory Hardy, MD Suzanne Hardy Robert A. Harmon, CPA David E. Hoisington, CPA Robert Holden Debi Irons William Johnson Josh Kennison Jacqueline Kim Myuna Kim David Kumaki Monica Laverdiere Brad Littlefield David Longstaff David McClees Jill McGowan Daniel Meyer Michael Meyer Ed Michaud Nancy Michaud Lisa Miller, MD Ted Moccia Shawn Moody Ted Morton Tom Morton Katy Noonan

Peter W. Oberg

Jay Partridge John Peters John Pinto Jamey Pittman Heath Poland Llovd Poland David Preble Derralyn Rennix, DVM Lisa Rideout Carl Sheline Rosemarie Sheline, DDS Brian F. Shibles Ronald S. Smith, Jr. Jonathan Spak John Stevens William Stockwell Peter Warren Patricia Weigel Seth Wescott Marc West John Weston Nancy Stowell White William W. White. III Steve Whitney John Williams Wendy Williams Lou Wood Tom Wright David L. Wyman Holly Young



"In a three-week time span, our IT team set up and delivered enough work-from-home equipment to outfit about one-half of the bank's employees. Today, 40% of our workers remain remote. We've learned how to connect, service our customers, and provide a seamless experience in a remote working environment."

- Ann Brett SVP,
Chief Technology
& Information
Security Officer

DIRECTORS

HONORARY DIRECTORS

Allen Bancroft Richard Gaisford, CPA Charles F. Gauger, DVM Francis Shorey Edward Simensky, CPA

Andréa Girard

BOARD OF DIRECTORS

Eugene Benner
William Chalmers
David Dow, Esq.
MaryEllen FitzGerald
Edmund Gardner
Todd Gauger, DVM
Robert A. Harmon, CPA,
Lead Director

David E. Hoisington, CPA,
Vice Chairman
Tom Morton
John Peters
Patricia Weigel,
CFO & Chairwoman

Laura Zajac



BRANCH LOCATIONS

Auburn

31 Court Street Auburn, ME 04210 (207) 782.2700

Bethel

One Parkway, Suite 100 Bethel, ME 04217 (207) 824.4989

Bridgton

1 Harrison Road Bridgton, ME 04009 (207) 647.3344

Brunswick, Cooks Corner

14 Gurnet Road Brunswick, ME 04011 (207) 725.4303

Brunswick, Maine Street

83 Maine Street Brunswick, ME 04011 (207) 725.5591

Falmouth

266 US Route 1 Falmouth, ME 04105 (207) 781.7450

Freeport

8 Mallett Drive Freeport, ME 04032 (207) 865.6141

Frveburg

557 Main Street Fryeburg, ME 04037 (207) 935.2051

Gorham

65 Main Street Gorham, ME 04038 (207) 222.1502

Gray

1 Libby Hill Road Gray, ME 04039 (207) 791.2121

Kennebunk

68 Portland Road Kennebunk, ME 04043 (207) 985.4001

Naples

621 Roosevelt Trail Naples, ME 04055 (207) 693.6224

Norway, Main Office

261 Main Street Norway, ME 04268 (207) 743.7986

Portland, Congress Street

1200 Congress Street Portland, ME 04102 (207) 774.5000

Portland, Exchange Street

120 Exchange Street Portland, ME 04101 (207) 879.4307

Portland, Forest Avenue

446 Forest Avenue Portland, ME 04101 (207) 772.0017

Saco

569 Main Street Saco, ME 04072 (207) 282.6121

Scarborough

158 US Route 1 Scarborough, ME 04070 (207) 885.0742

South Paris

7 High Street South Paris, ME 04281 (207) 743.9771

South Portland

207 Waterman Drive South Portland, ME 04106 (207) 741.9100

Standish

88 Ossipee Trail East Standish, ME 04084 (207) 642.1290

Topsham

47 Topsham Fair Mall Road Topsham, ME 04086 (207) 725.5950

Windham

10 Franklin Drive Windham, ME 04062 (207) 892.3339

Yarmouth

688 US Route 1 Yarmouth, ME 04096 (207) 846.8701

A testament to our loyal and steadfast **CUSTOMERS**, our honest and hardworking **EMPLOYEES**, and the strength of our **COMMUNITIES**.

Personal Banking

Deposits

- Checking, Savings, CDs & IRAs
- GenGold® Savings Program
- Health Savings Accounts
- Debit/ATM Cards

Lending

- Home Mortgages
- Home Equity Lines of Credit
- Construction Loans
- Auto, Boat and Other Personal Loans

Business Banking

Cash Management

- Checking and Savings Accounts
- Online Banking
- Business Bill Pay
- InBusiness Remote Deposit
- Debit/ATM Cards
- Positive Pav
- Merchant Services
- CDARS and ICS
- Municipal & Government Deposit Accounts

Lending

- Commercial Real Estate Loans
- Construction Loans
- Lines of Credit
- Term Loans
- Equipment Loans
- Acquisition Financing
- Agency Guaranteed Loans
- Letters of Credit
- Municipal & Government Loans

ColorSuite Technologies

- Internet Banking
- Mobile Banking
- Bill Pay
- Zelle® Person to Person Payments
- e-Statements
- Digital Account Opening Online and Mobile
- Telephone Banking
- Maine Cash AccessSM ATM Alliance
- Apple Pay, Google Pay and Samsung Pay
- Mobile Deposit Solutions
- NSB Cards App
- NSB Alerts
- MortgageGO Online and Mobile Residential Lending
- Banzai!

Asset Management Group

- Investment Management
- Estate Planning
- Trust Services
- Family Wealth
 Management

Not FDIC Insured No Bank Guarantee May Lose Value

