CFC
Cooperative Finance

POWERING THE FUTURE OF RURAL AMERICA

2026

TABLE OF CONTENTS

COVER PHOTOS COURTESY OF TOUCHSTONE ENERGY

To Our Members, Investors, Employees and Other Stakeholders:

CFC provides the capital, industry expertise and consultative services that electric cooperatives need to power the future of rural America.

For more than half a century, electric cooperatives have used these resources to enhance and expand their delivery of affordable, reliable electricity to the communities they serve. More recently, our member-owners have leveraged CFC resources to make critical investments in renewable energy, grid resilience and broadband infrastructure—assets that are vital to the quality of life in communities nationwide, but especially those in rural America.

Indeed, it is by focusing on the ever-evolving needs of the communities they serve that electric cooperatives continue to be so innovative. It also explains why CFC's capabilities have continued to expand to meet the capital and service needs of our member-owners. We are a $40 billion private-sector lender with an A+ senior-secured credit rating. Beyond the bottom line, we offer strategic planning, financial analysis and other services that optimize the efficiency of their investments.

The economic benefits generated by electric cooperatives reach far and wide. They supported approximately 623,000 American jobs, contributed $111 billion annually to the nation's gross domestic product and generated $135 billion in federal, state and local tax revenue over a recent five-year period. In addition, tens of millions of consumers pay less for electricity and broadband service thanks to our not-for-profit members.

In demonstration of our core values of service, integrity and excellence, CFC continues to help our members contribute to the communities that created them, whether it is through grants from CFC's Educational Fund or helping them access capital from the USDA's Rural Economic Development Loan and Grant program.

In this report for fiscal year 2026, we provide an accounting of how CFC serves our member-owners and rural America, along with how we manage our environmental footprint and the investments we make in our employees and communities. Like our member-owners, CFC continues to work toward a better, more sustainable world.

Andrew Don
Chief Executive Officer

Mark Suggs
Board President

SERVING OUR MEMBERS AND RURAL AMERICA

CFC's members continually invest in sophisticated systems of electricity and broadband resources that span 56% of the U.S. land mass. Since most of our members serve rural communities, we enable them to deliver the affordable and reliable services these communities need to power their economies.

NRECA, June 2025, Co-op Facts and Figures.
https://www.electric.coop/electric-cooperative-fact-sheet

THE ECONOMIC IMPACT OF ELECTRIC COOPERATIVES

America's electric cooperatives play a vital role in the U.S. economy. In addition to powering rural economies, our members provide hundreds of thousands of jobs and contribute hundreds of billions of dollars to the gross domestic product of our nation. Equally significant is that electric cooperatives drive economic activity and foster development in their local communities. The economic benefits of electric cooperatives underscore the ingenuity of the cooperative model—consumer-owned, not-for-profit organizations with democratically elected boards that are committed to the communities they serve.

AMERICA'S ELECTRIC COOPERATIVE NETWORK

A study released in 2023 by Strategen Consulting found that, between 2018 and 2022, America's electric cooperatives were responsible for the following economic gains:

623,000 JOBS supported on average

$1.1 TRILLION contributed in U.S. sales output

$554 BILLION produced in gross domestic product

$257 BILLION produced in labor income

$135 BILLION created in federal, state and local tax revenue

Over the course of the same five-year period, America's electric cooperatives contributed $409 billion to the national economy across a spectrum of expenditures:

OPERATIONS **$303** BILLION

CAPITAL INVESTMENTS **$75** BILLION

MAINTENANCE **$24** BILLION

$7 BILLION **in capital credits refunded to consumer-members**—yet another benefit of the cooperative model.

CONNECTING RURAL AMERICA TO BROADBAND

As a member-owned cooperative, CFC is committed to financing improved access to broadband for rural communities. Reliable, high-quality internet service is essential to bridging the urban-rural divide and providing access to education, business, economic development, telehealth and other opportunities that are critical to the quality of life in rural America. CFC is proud to have loaned over $3.5 billion to electric cooperatives and their subsidiaries in support of broadband efforts. These efforts have enabled many rural communities to access affordable high-speed internet service for the first time—transforming lives and opening new opportunities.

PHOTO COURTESY OF NINESTAR CONNECT

FIBER FIRST, FUTURE READY

NineStar Connect's fiber deployment story began in March 2002, when the east central Indiana-based cooperative connected its first fiber-to-the-home (FTTH) customer—an early move that Vice President of Engineering George Plisinski calls "leading edge." At the time, about 90% of telecom revenue came from traditional landlines, and fiber did little to improve plain old telephone service compared with copper. Still, NineStar's board made a calculated, multi-million-dollar bet to replace copper with fiber, anticipating that high-speed internet would soon shift from luxury to necessity.

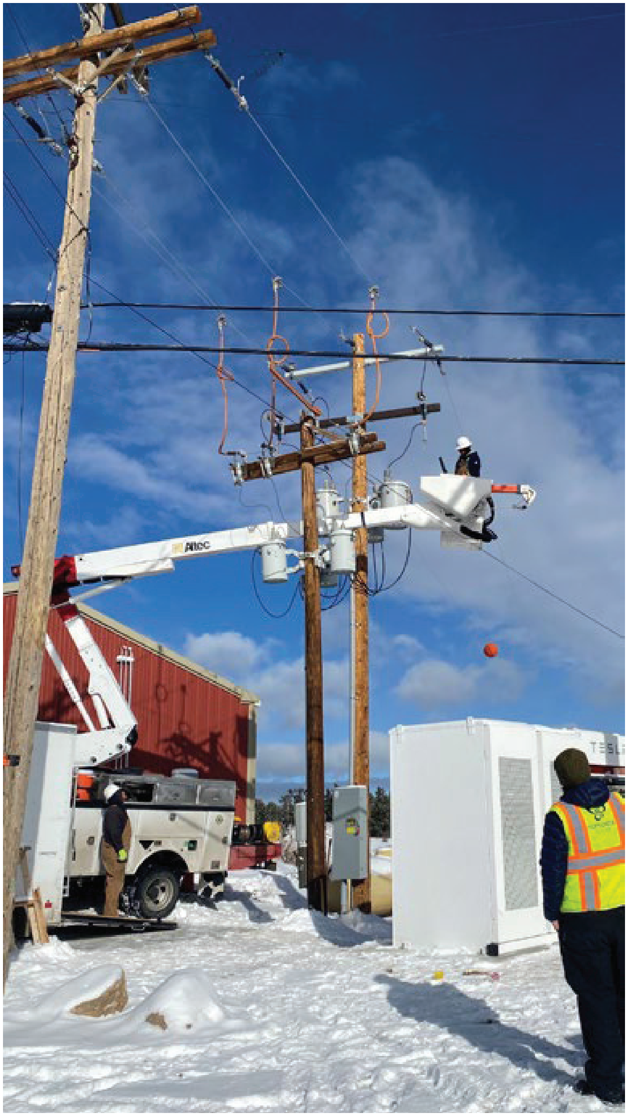
That long-term view shaped a "slow and steady" build. NineStar soon expanded fiber across its electric territory over the next seven years beginning in 2011, and completed additional buildout for water and wastewater areas in about six years, beginning in 2016. Today, every member can access fiber broadband.

Beyond consumer internet, fiber also supports utility operations. Plisinski notes it can backhaul advanced metering infrastructure, connect distribution and feeder automation devices, and enable monitoring and control for water and wastewater systems through SCADA. With high capacity and resistance to electromagnetic interference, fiber provides a reliable foundation for outage management, system analysis and other data-driven improvements.

And NineStar isn't done. The cooperative is pursuing opportunities outside its traditional footprint through competitive local exchange carrier operations—often starting with anchor institutions such as schools, hospitals and cell sites, but designing routes to ultimately reach nearby homes and small businesses. The approach reflects NineStar's cooperative mission: bringing essential broadband infrastructure to places larger providers may overlook, while spreading fixed costs and strengthening long-term member value.

ENHANCING ENERGY RESILIENCE

Energy resilience has become increasingly important for electric cooperatives as wildfires, hurricanes, winter storms and other extreme weather events threaten the stability of critical infrastructure and pose a risk to the lives of members. Many electric cooperatives are mitigating risks from these events by identifying priority vulnerabilities and building out resilience efforts accordingly.



MICROGRID, MAJOR IMPACT

Poudre Valley Rural Electric Association (PVREA), a distribution cooperative in northern Colorado, has installed a microgrid system to enhance resilience for Red Feather Lakes, a remote mountain community vulnerable to winter storms, wildfires and tornadoes. PVREA's microgrid system leverages an 8 kW photovoltaic array, a 130 kW propane generator and a 140 kW/446 kWh Tesla Powerpack to maintain power for up to eight hours when other parts of the grid are temporarily unavailable, though the generator can extend the duration time considerably.

"The generator can not only carry some of the load, but also recharge the battery," PVREA Energy Resources Specialist Tony Francone said. "During times of light electrical load, the system can serve some of the area indefinitely—as long as there is propane in the tank and the system operates as designed."

According to PVREA President and CEO Jeff Wadsworth, what's just as exciting as the microgrid system technology is the cooperative spirit that made the project possible. "Here was a situation where a community recognized a need and came together to meet it—with support from local, regional and national partners," Wadsworth said.

The microgrid has successfully supplied electricity for emergency services and community facilities during both planned and unplanned outages, including scheduled transmission maintenance and the 100+ mph windstorm that swept through northern Colorado in 2024. PVREA is currently replicating the success of the Red Feather Lakes microgrid with a new microgrid in another remote area within its service territory.

PHOTO COURTESY OF POUDRE VALLEY RURAL ELECTRIC ASSOCIATION

PHOTO COURTESY OF MISSOULA ELECTRIC COOPERATIVE

MITIGATING WILDFIRE RISK

Missoula Electric Cooperative (MEC) in Montana has spent more than a decade building a structured wildfire mitigation program that blends prevention, operational discipline and coordination with responders. MEC CEO Mark Hayden said the urgency became personal in 2013, when his family had to evacuate during a wildfire. In 2020, MEC formalized its approach with a wildfire mitigation plan that now influences capital planning, operating protocols, employee training and member communications.

Prevention starts with aggressive inspection and vegetation work. MEC inspects roughly half of its 1,000+ miles of overhead line each year to identify equipment issues, vegetation growth and hazard trees—especially those stressed by drought or beetle kill.

The cooperative also pursues targeted system hardening, such as covering exposed equipment and connectors to reduce animal contact and other ignition sources, alongside routine pole replacement and reconductoring. During elevated fire danger, MEC adjusts protection settings (including automatic reclosing) using a daily, zone-based situational awareness framework, balancing reliability with ignition risk.

The cooperative is also testing predictive analytics tools, participating in interagency coordination during fire events and using preapproved crisis messaging to keep members informed. MEC's experience underscores how wildfire exposure is increasingly tied to insurance availability and cost—and why, despite rate pressure, mitigation investments are becoming essential.

ECONOMIC DEVELOPMENT

In addition to providing safe, reliable and affordable electricity to their communities, electric cooperatives are important contributors to local economic development. Electric cooperatives can leverage the U.S. Department of Agriculture's (USDA) Rural Economic Development Loan and Grant (REDL&G) programs to promote development in their communities. CFC supports REDL&G programs through the proceeds it pays to participate in a USDA guarantee program.

The REDL&G programs provide pass-through loans and grants to electric cooperatives, so they can provide funding to local businesses to support job creation or community-based entities for beneficial initiatives. With funding from these programs, electric cooperatives have assisted local business incubators, helped provide facilities and equipment for education and job training, and supported business expansion efforts, healthcare facility improvements and infrastructure upgrades for local governments.

PHOTO COURTESY OF CORN BELT POWER COOPERATIVE

PHOTO COURTESY OF ALLAMAKEE-CLAYTON ELECTRIC COOPERATIVE

MIDWEST COOPERATIVES TAP REDL TO FUND HOSPITAL EXPANSION, RENOVATION

Three Midwest cooperatives—distribution systems Allamakee-Clayton Electric Cooperative in Postville, Iowa, Minnesota and Iowa-based MiEnergy Cooperative, along with wholesale power supplier Dairyland Power Cooperative in La Crosse, Wisconsin—collaborated to utilize REDL program funds to support an expansion and renovation of WinnMed Hospital in Decorah, Iowa. WinnMed, known as Winneshiek Medical Center until June 2023, is a 25-bed not-for-profit hospital.

Through the REDL program, Allamakee-Clayton Electric and MiEnergy both sponsored separate $2 million pass-through loans to support the hospital's expansion and renovation. Dairyland Power wrote the applications for Allamakee-Clayton and MiEnergy. The Allamakee-Clayton application was submitted to the USDA for Iowa, and MiEnergy's application was submitted for Minnesota.

As part of this project, the hospital's surgery and central sterile departments were expanded. A two-story addition for the specialty clinic was also added to the facility. The renovation and expansion of the hospital is having a positive impact on northeast Iowa residents, including improved healthcare services, additional jobs and economic growth.

DISASTER ASSISTANCE

When Mother Nature strikes and the lights go out, cooperatives often need millions of dollars in a hurry, and they know they can call on CFC. Our emergency lines of credit ensure quick access to funds following natural disasters or other emergencies.

Our member representatives—regional and associate vice presidents—understand that rural Americans depend on their local electric cooperative to move quickly, and they respond the same way. Our staff have a process in place to advance money as easily as possible when communities need it most. From being proactive before the storm, to driving down debris-strewn roads with paperwork to sign when all other channels of communication are down, our representatives are committed to ensuring members have the credit they need to power their communities.

PHOTO COURTESY OF TRI-COUNTY ELECTRIC COOPERATIVE

CFC HELPS MISSISSIPPI CO-OP RECOVER FROM WINTER STORM FERN

When Winter Storm Fern swept into Mississippi in January 2026, it brought freezing rain, sleet, snow and savage winds that crippled significant parts of the Delta and the northeastern portion of the state.

North East Mississippi Electric Power Association (NEMEPA) was one of several CFC members in the state that was hit especially hard, with nearly 1,000 broken utility poles and a record number of power outages. "The record ice buildup on trees and power lines is more ice than we have ever experienced, and the damage to trees was the equivalent of an F2 or F3 tornado," Keith Hayward, CEO of NEMEPA said.

CFC quickly established a $20 million emergency line of credit to help finance the cooperative's restoration efforts, which was then increased to $30 million. "We are grateful that CFC was there for us when we needed emergency funding," Hayward said. "CFC gave us peace of mind on the financing so we could focus our attention on restoring service as quickly as possible."

PHOTO COURTESY OF NORTH EAST MISSISSIPPI ELECTRIC POWER ASSOCIATION

INTERNATIONAL SUPPORT

For more than 60 years, electric cooperatives across the United States—working through NRECA International—have provided more than 160 million residents in developing countries around the globe with access to safe, reliable, affordable and life-changing electric service.

The CFC and NCSC International Projects Matching Grants Program enables electric cooperatives and their statewide associations to participate in global electrification endeavors. To date, CFC has awarded over $1.6 million and NCSC has awarded nearly $1 million through the program to support electric cooperative line workers and other volunteers in these life-changing electrification efforts—and experience what it's like to see the lights come on for the first time.

INDIANA CO-OPS LIGHT UP GUATEMALAN VILLAGE

In February 2025, a team of 16 volunteer line workers from 14 Indiana electric cooperative returned from Guatemala after spending two weeks in a rural village building electric line infrastructure and hooking up nearly 200 families to the grid for the first time. CFC was proud to support the mission, which was coordinated by statewide organization Indiana Electric Cooperatives (IEC) and Project Indiana, a nonprofit organization through which Indiana's electric cooperatives empower global communities one village at a time.

The Indiana team was joined for part of the trip by CFC CEO Andrew Don and CFC Senior Manager of Financial Tools and Analysis Carolina Park, who also serves as a Project Indiana board member.

One of the challenges with the mission was that line workers had to work on mountainous terrain across deep valleys with narrow dirt roads, which meant a lot of climbing up and down hills and poles. "The workers also did not have access to modern equipment, so the work had to be done manually," IEC Vice President of Communication and Member Engagement Amanda Barth said. "It was a lot of hard work, but the end result was nothing short of 'life-changing.'"

PHOTO COURTESY OF INDIANA ELECTRIC COOPERATIVES

GOVERNANCE TRAINING

Recognizing that maintaining financial excellence, accountability and integrity are essential to instilling consumer confidence and empowering electric cooperatives, CFC is committed to assisting directors and executive staff in the electric cooperative network to understand and implement good governance.

Through our “Commitment to Excellence” workshops, CFC trains current and future cooperative leaders on governance best practices, including how to demonstrate principled leadership, financial stewardship, and effective governance and management risk oversight.

BEST PRACTICES FOR FINANCIAL ANALYSIS

CFC offers a full menu of financial tools to assist our members in achieving financial success. The Key Ratio Trend Analysis (KRTA) is a set of financial and operating ratios used by CEOs and board members of distribution cooperatives to better understand how their system has performed historically and compared with other cooperatives in the nation. This one-of-a-kind analytical tool has been supporting the success of cooperatives for over 50 years.

The KRTA Pro builds off the half century of annual KRTA reports by providing a view of 145 ratios with more than 20 years of data online, without the need to download any files.

CFC BudgetPro is a 12-month operating budget forecasting tool designed to help electric cooperatives develop their annual budgets as well as analyze various scenarios.

CFC Compass is a 10-year financial forecasting software model designed to help distribution systems analyze a variety of financial strategies.

These are just a few of the tools that CFC makes available to members to optimize their approach to financial analysis.

MANAGING OUR ENVIRONMENTAL FOOTPRINT

CFC and the members we serve are engaged in sustaining our environment across multiple fronts—from the LEED Gold-certified building and 42-acre ecofriendly campus that serves as CFC's headquarters to the many renewable energy projects we've helped finance for the electric cooperative network.

CFC CAMPUS

CFC's commitment to environmental sustainability begins with our corporate headquarters—home to the majority of our 300 employees.

Completed in 2011, the facility achieved the Leadership in Energy and Environmental Design (LEED) Gold standard as established by the U.S. Green Building Council. When planning for the new building, smart and efficient energy use was a priority throughout the design process, influencing every system in the facility. Whether it's the use of geothermal wells, reclaimed water, natural lighting or our solar photovoltaic array, CFC is dedicated to supporting what's best for the environment.

Beyond the energy-efficient systems in the building, CFC helps employees be good stewards of the environment through a robust recycling effort. Employees can participate in deskside recycling for paper and plastic products, reduce plastic bottle usage by using water bottle refilling stations and also join the effort to recycle coffee packets in the café area and even batteries, lightbulbs and electronic devices from home, which can be brought to convenient collection areas.

Additional efforts to foster sustainability and protect our local environment include the installation of electric vehicle charging stations for employees and the establishment of campus areas certified as Monarch butterfly waystations and other pollinator gardens. CFC's campus is also a certified Audubon Sanctuary, with more than 15 types of birds. CFC has also implemented parking lot improvements that recycled the milling materials into pathway ground cover on the campus.

THE ADOPTION OF RENEWABLE ENERGY BY AMERICA'S COOPERATIVES

CFC's members continue to move forward with renewable energy adoption. For decades, electric cooperatives have been producing and delivering energy through renewable resources. CFC continues to support our members by funding renewable energy initiatives that pave the way for a greener future.

More than two-thirds of the electricity delivered by electric cooperatives comes from low- or zero-carbon sources.

Electric cooperative wind and solar capacity is enough to power more than 3.5 million homes.

Cooperatives added over 1.15 GW of new renewable capacity in 2023.

Cooperatives reduced sulfur dioxide emissions 86% from 2005 to 2023.

Cooperatives reduced nitrogen oxide emissions 73% from 2005 to 2023.

Cooperatives reduced carbon dioxide emissions 23% from 2005 to 2023.

NRECA, June 2025, Co-op Facts and Figures.
www.electric.coop/electric-cooperative-fact-sheet

SOURCE: Because CFC's members represent the majority of the nation's electric cooperative network, we are publishing the most recent available data provided by NRECA to offer insight into renewable energy activities.

In addition, electric cooperatives have developed more than 75 energy storage projects, ranging from residential batteries to large utility-scale projects paired with renewable generation. Storage is an important element of microgrids, including on military installations. Electric cooperatives are also partners in innovative carbon-capture technology research projects.

ELECTRIC COOPERATIVES ARE ALSO PARTNERS IN INNOVATIVE CARBON-CAPTURE TECHNOLOGY RESEARCH PROJECTS.

15.8 GW Since 2016, electric cooperatives have nearly doubled their renewable capacity from 8.2 GW to nearly 15.8 GW.

>1.15 GW Cooperatives added over 1.15 GW of new renewable capacity in 2023.

>4.3 GW Cooperatives have announced more than 4.3 GW of renewable capacity additions through 2027.

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10 GW Cooperatives purchasd 10 GW of hydropower from federal facilities.

SOURCE: NRECA, June 2025, Co-op Facts and Figures.
www.electric.coop/electric-cooperative-fact-sheet

CFC MEMBERS SUPPORT SUSTAINABILITY

CFC counts some of the most forward-thinking and progressive electric cooperatives when it comes to sustainability and achieving success with meeting key environmental goals.

JACKSON EMC AND GREEN POWER EMC

Georgia's Jackson Electric Membership Corporation (EMC), a distribution cooperative that serves 275,483 meters, and Green Power EMC, a renewable energy supplier that serves 38 of Georgia's EMCs—teamed up to build a 1 MW, on-site solar installation to support the sustainability goals of Southeast Toyota Distributors (SET), the world's largest independent distributor of Toyotas. Located in northeast Georgia, the solar installation was part of a newly completed, more than $100 million automotive processing facility for SET. The 1 MW solar installation, which Green Power EMC owns, features 3,600 state-of-the-art tracking solar modules coupled with more than 548 kWh of battery storage.

The solar project won a 2020 Environmental Leadership Award from Toyota Motor North America (TMNA), a subsidiary of Toyota Motor Corporation, for supporting the Toyota Environmental Challenge 2050 goal of eliminating carbon dioxide emissions from supplier activities. According to TMNA, the solar installation will produce 2.4 million kWh of electricity annually while avoiding 1,777 metric tons of carbon dioxide and 21,346 pounds of nitrogen oxide. Of the power produced, 29% will be used to operate SET's vehicle processing center, while the remainder powers the local community.

The solar project was a win-win for SET and Jackson EMC on behalf of its members. "This project provides our business partner, SET, with renewable energy to help achieve a goal they set for their business," Jackson EMC Vice President of Marketing, Member Services and Government Affairs David Cleveland said. "And Jackson EMC members are also receiving more renewable energy as part of their energy mix. Students from nearby schools regularly tour the facility to learn more about solar energy."


PHOTO COURTESY OF JACKSOAN EMC

OLD DOMINION EC

Virginia-based generation and transmission (G&T) cooperative Old Dominion Electric Cooperative (ODEC), which owns and operates power plants in Virginia and Maryland, provides its 11 member distribution cooperatives in the mid-Atlantic region with reliable, affordable and responsible power generation.

ODEC has power purchase agreements (PPAs) for the output of nine solar projects, totaling 73 MW of capacity in or adjacent to its member service areas. ODEC also has PPAs for four wind facilities with a total capacity of approximately 264 MW.

In addition, ODEC partners with its distribution members to offer demand-response programs with the goal of saving electric cooperative members energy and money. In 2025, these programs helped to reduce peak electricity needs by 2.8 MW, on average.


PHOTO COURTESY OF OLD DOMINION ELECTRIC COOPERATIVE

In February 2026, ODEC, in partnership with its distribution members, launched the Electric Cooperative Marketplace, an online platform that allows consumer-members to purchase energy-efficient products with instant, automated discounts.

"As we explore new ways to serve the 1.5 million homes, businesses, farms, schools and hospitals that count on us, ODEC remains committed to being a good neighbor, supporting the communities where we operate and caring for the needs of future generations," ODEC President and CEO Chris Cosby said.

WABASH VALLEY POWER ALLIANCE

Wabash Valley Power, a G&T cooperative serving an alliance of 23 member distribution cooperatives in Indiana, Illinois and Missouri—all CFC members—is the sole buyer of the energy produced from two solar arrays, the 99 MW Prairie State project and the 135.5 MW Dressor Plains solar installation in Illinois.

CFC and its affiliate, Utility Capital Solutions, formerly National Cooperative Services Corporation (NCSC), helped Wabash Valley Power by working with USDA's Rural Utilities Service (RUS) and D.E. Shaw Renewable Investments to facilitate the financing.

Wabash Valley Power has 30-year power purchase agreements to receive the energy from both projects. According to a 2022 report, each solar array was expected to generate enough energy to power approximately 21,000 homes annually, according to the U.S. Environmental Protection Agency. The projects contribute to Illinois' commitment to produce 25% of its electricity from renewables by 2025.

NCSC was one of several lenders that financed the acquisition and construction of the projects via a syndicate, while RUS provided the term loan.

PHOTO COURTESY OF BRIAN DOLL, SOLV ENERGY

CONTRIBUTING TO THE COMMUNITIES WHERE WE OPERATE

CFC contributes both financing and employee time to organizations that are integral to the fabric of Northern Virginia, which has been home to our organization for decades. The bulk of these efforts are led by CFC employees, including identifying various opportunities for community service and charitable giving throughout the year.

Beyond the cooperative principles we follow every day, the CFC culture also promotes the cooperative values of "Social Responsibility" and "Caring for Others." We support our employees' service efforts outside the workplace in several ways.

THE RACE FOR COOPERATIVE DEVELOPMENT

Teams from cooperative businesses and independent runners race every spring in the Co-op 5K to help raise funds for the Cooperative Development Foundation (CDF). Proceeds pay for loans and grants to help form new cooperatives, to provide needed services and to market access in areas where cooperative businesses offer better solutions. CFC is a proud sponsor of the event and covers registration fees for employees who participate. The race raised more than $70,000 in 2026.

FUNDRAISING

Beyond being generous with their time, CFC employees have long supported local neighbors in need through various fundraising efforts such as:

- The Holiday Angel Tree Program, which provides gifts to disadvantaged families.
- Meal kits to supplement local families experiencing food scarcity.
- Diaper drives to support nearby charitable programs.
- Hygiene collections for nearby 501(c)3 organizations.
- Pet supply drives that support local animal shelters.

CFC CARES FOR ITS NEIGHBORS

CFC is proud to have chartered a Charitable Planning Committee dedicated to fostering a culture of giving and community support within CFC. This committee focuses on providing financial assistance, organizing community service initiatives and coordinating donations to local charities.

Depending on the charities that are chosen, support may take the form of food drives, winter clothing drives, pet supply collections, food sorting, backpack assembly, meal kits and more. Fundraising initiatives are also organized by the committee and could include efforts such as prize raffles, bingo games, bake sales, plant sales, gift basket raffles and more—with CFC providing prizes and materials so that all money raised can go toward the charities.

Staff nominate and vote for three local charities they would like to sponsor for a three-year cycle. Once the charities are chosen, the committee works to determine the best way to support the organizations and plans activities throughout the year. These efforts not only assist the sponsored charities, they also increase satisfaction and engagement as employees carry out the Seventh Cooperative Principle of Concern for Community.

Employees are also given up to eight paid volunteer hours a year to pursue their spirit of service on behalf of other organizations in the community.

CFC STAFF PRESENTED A $10,000 CHECK TO SUPPORT FOHA'S MISSION.

CFC STAFF VOLUNTEER FOR FOHA

In August 2025, CFC staff visited Friends of Homeless Animals (FOHA) in Aldie, Virginia, to spend a few hours volunteering their time to the shelter. They completed tasks such as cleaning, dog walking, yardwork, trail maintenance, office organization and other activities to assist FOHA.

The event was organized by CFC's charitable committee, and 16 staff members participated in the volunteering event. Staff members across CFC donated supplies to the shelter as part of the effort, such as dog and cat food, litter and cleaning supplies. While getting their hands dirty to assist FOHA, volunteering staff members also had the opportunity to meet and play with the shelter's dogs and cats. Some were even tempted to walk away with a new furry friend!

To wrap up the event, CFC staff presented the organization with a $10,000 check. Laura Eddy, operations manager of FOHA, shared gratitude on behalf of the shelter for CFC's participation and support to help FOHA continue to thrive.

"They are exceptionally grateful for everything you all did, and to CFC for the donations," Eddy said. "CFC donated about a months' worth of kitty litter, which they typically have to buy weekly to help the cats. This will free up extra funds to accomplish some of their other goals."

CFC volunteers also expressed appreciation for the event, commenting:

- "It was amazing to have the opportunity to be a helping hand where needed. The animals were all so lovely," Rick Taylor said.
- "My favorite memory was the look of genuine happiness and appreciation when we presented Laura with the check for $10,000. Those funds will go far to support FOHA's mission, and what a joy and privilege to play a small part in such a noble effort," Jennifer Mink said.

CFC EDUCATIONAL FUND

Since 1981, CFC has contributed to an Educational Fund to promote appreciation of the cooperative principles and make a new generation aware of our unique business model. CFC has distributed more than $18 million through electric cooperative statewide associations to improve educational efforts, create youth programs, fund scholarships and more.

YOUNG LEADERS

CFC and NCSC education dollars help cooperatives across the country fund activities like the annual Youth Leadership Council Rural Electric Youth Tour, which brings students from every state to the nation's capital for hands-on opportunities to develop leadership and presentation skills, broaden their understanding of electric cooperatives, and participate in resolutions and grassroots advocacy activities. Since 2009, NCSC has given more than $1.4 million to support training programs, camps and scholarships for rural youth.

COMMUNITY EDUCATION

In Georgia, the statewide association lights up the Peach State's agricultural community each fall with a high-energy display at the Southeast's largest ag expo, which draws 100,000 visitors across three days. "Without the CFC grant, we would not have the budget or opportunity to do this," explained Dennis Chastain, Georgia EMC president and CEO. "It gives us the chance to deliver messages about electric safety, energy efficiency and legislative concerns."

CAREER SKILLS

For 30 years, youngsters served by Idaho electric cooperatives have been able to enjoy a life-changing experience thanks to support from CFC and NCSC. Through an annual event called Youth Rally, sponsored by the Boise-based Idaho Consumer-Owned Utilities Association (ICUA), participants are exposed to six days of fun-filled team building and leadership training combined with instruction about the utility industry, electric cooperatives and related careers. "Only by joining forces and partnering with CFC and NCSC are we able to pull this off," ICUA Executive Director Will Hart said.

INVESTING IN OUR EMPLOYEES

Our commitment to CFC members begins with our commitment to CFC employees—the individuals who demonstrate our values of service, integrity and excellence. Through investments in their training and continuing education, progressive work-life policies and opportunities to contribute their time and talents to social causes that matter to them, we put CFC employees in a position to succeed for our members, as well as themselves.

In addition to the core benefits—including health, dental, vision, life and disability insurance—CFC offers a wide variety of voluntary programs that help ensure the wellness of employees mentally and physically.

TRAINING OPPORTUNITIES

A key part of CFC's company culture is promoting professional development opportunities to help employees reach their personal and professional goals. We encourage employees to expand their capabilities and enhance their career potential through various learning solutions and development opportunities such as onsite training, tuition assistance, online learning and professional events.

TUITION ASSISTANCE

CFC provides employees up to $10,000 annually to support employees' higher education. This benefit is given to employees who desire job or industry-related education and/or professional certifications. CFC demonstrates its commitment to continued education by offering this valuable benefit.

EXTERNAL PROFESSIONAL TRAINING

CFC sets aside a generous budget for individual development, seminars, conferences and skills training. Last year, CFC staff completed over 1,000 hours of external training on topics such as CPA ethics, data engineering, project management, leadership development, technical and soft skills training, and more.

CFC UNIVERSITY

CFC takes a focused, enterprise-wide approach to internal learning through its Operational Excellence training initiative. Rolled out in 2025, this program provides employees across the organization with structured training in three priority areas—data analytics, artificial intelligence and process improvement—equipping teams to apply emerging tools, strengthening day-to-day operations and driving efficiency and member satisfaction.

TRAINING OPPORTUNITIES

TOASTMASTERS

CFC sponsors an on-site Toastmasters chapter, allowing employees the self-development opportunity to hone their public speaking and leadership skills, gain self-confidence and collaborate and inspire fellow employees. The group meets monthly to improve their soft skills in a safe and supportive environment.

GENEROUS WORK/LIFE BENEFITS

CFC was recognized in 2025 with the CARE (Companies as Responsive Employers) Award, sponsored by Northern Virginia Family Services. This is the 12th time that CFC has earned this prestigious award, which recognizes employers in Northern Virginia that demonstrate a commitment to employees by providing family-friendly policies and benefits.

WELLNESS PROGRAMS

CFC offers a robust wellness program that encourages healthy habits and also provides a fully equipped, on-site fitness center. In addition, employees have access to a broad scope of mental and physical health services including counseling, wellness coaching and resources for childcare, legal aid and financial help as part of an Employee Assistance Program.

EMPLOYEE FINANCIAL PLANNING

CFC employees have access to Personal Investment & Retirement Counseling (PIRC) through our partnership with NRECA. At no cost to the employee, PIRC representatives provide active and retired CFC employees and their families with financial and retirement planning guidance. CFC staff also have access to financial education seminars, one-on-one consulting, written individual retirement plans and a Financial Wellness Achievement Center, which provides information about budgeting, saving, managing debt and credit, and planning for different stages of life.

CULTURE OF WORK-LIFE BALANCE

CFC is committed to helping employees strike the right balance between work and life. Beyond a generous leave policy, including up to 12 weeks of paid parental leave benefit, and a hybrid work schedule, the organization encourages employees to engage with the community by using 8 volunteer hours each year. These programs allow employees to focus on what matters most to them, such as hobbies, family time or community service.

7 COOPERATIVE PRINCIPLES

1 Open and Voluntary Membership

Owned by the members they serve.

2 Democratic Member Control

One member, one vote.

3 Members' Economic Participation

Equal share in financial success.

4 Autonomy and Independence

Member controlled.

5 Education, Training and Information

Empowering members, representatives and employees.

6 Cooperation Among Cooperatives

Cooperatives are stronger together.

7 Concern for Community

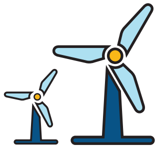
Giving back to sustain the membership.

Cooperatives operate according to a core set of seven principles. CFC's operations are grounded in these principles, and we adhere to our core values of service, integrity and excellence.

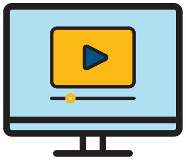
OUR PROMISE

As our industry and world change, CFC has taken steps to continue progressing with our members, the environment, the community and our employees. We promise to:

Continue delivering service, integrity and excellence in everything we do.



Work with fellow cooperatives to move forward with renewable energy initiatives.



Support the financial needs of our members by offering tools, webinars, classes and other resources to ensure their success.

Offer training, educational and volunteer opportunities for our employees' personal and professional growth.

MOVING FORWARD TOGETHER

CFC is proud to offer the tools cooperatives need to support their future success; deliver unparalleled industry expertise, flexibility and responsiveness; and provide opportunities for employment growth and community involvement. Our industry is evolving, and CFC is here to continue supporting electric cooperative success just like we have done for the last 57 years.

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