

Our Rates for Business Accounts



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“Our Rates” explains terms, rates, and service charges applicable to your business savings, checking, and certificate accounts at Leaders Credit Union (your Leaders business accounts) as of the Effective Date. Each account holder agrees to the terms set forth in this Disclosure and acknowledges that it is a part of the Business Service Agreement (BSA). In the event of a conflict between the following terms and any other terms in the BSA, then the following terms control. Please refer to “Our Service Charges for Business Accounts” disclosure, incorporated herein by reference, for service charges applicable to your Leaders business accounts. This Rates disclosure, Our Service Charges disclosure, and/or our BSA may be amended at any time with notice provided to you if required by law.

Rates for Savings, Checking and Certificate Accounts

| Effective Date: | Dividend Rate | Annual Percentage Yield | Minimum Opening Balance | Minimum Balance to Earn Dividends | Minimum Balance to Avoid Service Charge | Dividends Compounded and Credited | Dividend Period |
|---|---------------|-------------------------|-------------------------|-----------------------------------|---|-----------------------------------|-----------------|
| 03/05/2026 | | | | | | | |
| Savings[^] | | | | | | | |
| First Forward (Prime) Business Savings* | | | \$10.00 | \$10.00 | -- | Quarterly | Quarter |
| \$0.00 - \$9.99 | none | 0.00% | | | | | |
| \$10.00 - \$2,499.99 | 0.05% | 0.05% | | | | | |
| \$2,500.00 - \$4,999.99 | 0.10% | 0.10% | | | | | |
| \$5,000.00 and over | 0.10% | 0.10% | | | | | |
| Forward Plus High Yield Business Savings | 3.45% | 3.50% | -- | -- | -- | Monthly | Month |
| Side Business Savings | | | -- | \$10.00 | -- | Quarterly | Quarter |
| \$0.00 - \$9.99 | none | 0.00% | | | | | |
| \$10.00 - \$2,499.99 | 0.05% | 0.05% | | | | | |
| \$2,500.00 - \$4,999.99 | 0.10% | 0.10% | | | | | |
| \$5,000.00 and over | 0.10% | 0.10% | | | | | |
| Checking[^] | | | | | | | |
| Stability Business Checking | | | \$100.00 | \$1,000.00 | \$5,000.00 | Monthly | Month |
| \$0.00 - \$999.99 | none | 0.00% | | | | | |
| \$1,000.00 - \$4,999.99 | 0.10% | 0.10% | | | | | |
| \$5,000.00 - \$9,999.99 | 0.10% | 0.10% | | | | | |
| \$10,000.00 and over | 0.10% | 0.10% | | | | | |
| Leading Edge Business Checking | | | \$500.00 | \$5,000.00 | \$10,000.00 | Monthly | Month |
| \$0.00 - \$4,999.99 | none | 0.00% | | | | | |
| \$5,000.00 - \$9,999.99 | 0.75% | 0.75% | | | | | |
| \$10,000.00 - \$24,999.99 | 0.75% | 0.75% | | | | | |
| \$25,000.00 and over | 0.75% | 0.75% | | | | | |
| Certificates[^] | | | | | | | |
| 3 Month Business Certificate | | | \$1,000.00 | \$1,000.00 | -- | At Maturity | Quarter |
| \$1,000.00 - \$24,999.99 | 0.30% | 0.30% | | | | | |
| \$25,000.00 - \$49,999.99 | 0.30% | 0.30% | | | | | |
| \$50,000.00 - \$99,999.99 | 0.30% | 0.30% | | | | | |
| \$100,000.00 and over | 0.30% | 0.30% | | | | | |

[^]Please see the below Explanation of Rates and Service Charges for the general and, if applicable, specific terms not listed on this page.

*First Forward (Prime) Business Savings Accounts – All members must have a First Forward Savings Account with at least the Minimum Opening Balance.

| Effective Date: | Dividend Rate | Annual Percentage Yield | Minimum Opening Balance | Minimum Balance to Earn Dividends | Minimum Balance to Avoid Service Charge | Dividends Compounded and Credited | Dividend Period |
|--|---------------|-------------------------|-------------------------|-----------------------------------|---|-----------------------------------|-----------------|
| 03/05/2026 | | | | | | | |
| Certificates^ (continued) | | | | | | | |
| Money Market Business Certificate* | | | \$3,000.00 | \$1,000.00 | -- | Quarterly | Quarter |
| \$1,000.00 - \$24,999.99 | 1.24% | 1.25% | | | | | |
| \$25,000.00 - \$49,999.99 | 1.24% | 1.25% | | | | | |
| \$50,000.00 - \$99,999.99 | 1.24% | 1.25% | | | | | |
| \$100,000.00 and over | 1.24% | 1.25% | | | | | |
| 6 Month Business Certificate | | | \$1,000.00 | \$1,000.00 | -- | At Maturity | Quarter |
| \$1,000.00 - \$24,999.99 | 2.48% | 2.50% | | | | | |
| \$25,000.00 - \$49,999.99 | 2.48% | 2.50% | | | | | |
| \$50,000.00 - \$99,999.99 | 2.48% | 2.50% | | | | | |
| \$100,000.00 and over | 2.48% | 2.50% | | | | | |
| 12 Month Business Certificate | | | \$1,000.00 | \$1,000.00 | -- | Quarterly | Quarter |
| \$1,000.00 - \$24,999.99 | 2.48% | 2.50% | | | | | |
| \$25,000.00 - \$49,999.99 | 2.48% | 2.50% | | | | | |
| \$50,000.00 - \$99,999.99 | 2.48% | 2.50% | | | | | |
| \$100,000.00 and over | 2.48% | 2.50% | | | | | |
| 24 Month Business Certificate | | | \$1,000.00 | \$1,000.00 | -- | Quarterly | Quarter |
| \$1,000.00 - \$24,999.99 | 2.48% | 2.50% | | | | | |
| \$25,000.00 - \$49,999.99 | 2.48% | 2.50% | | | | | |
| \$50,000.00 - \$99,999.99 | 2.48% | 2.50% | | | | | |
| \$100,000.00 and over | 2.48% | 2.50% | | | | | |
| 36 Month Business Certificate | | | \$1,000.00 | \$1,000.00 | -- | Quarterly | Quarter |
| \$1,000.00 - \$24,999.99 | 2.48% | 2.50% | | | | | |
| \$25,000.00 - \$49,999.99 | 2.48% | 2.50% | | | | | |
| \$50,000.00 - \$99,999.99 | 2.48% | 2.50% | | | | | |
| \$100,000.00 and over | 2.48% | 2.50% | | | | | |
| 48 Month Business Certificate | | | \$1,000.00 | \$1,000.00 | -- | Quarterly | Quarter |
| \$1,000.00 - \$24,999.99 | 2.48% | 2.50% | | | | | |
| \$25,000.00 - \$49,999.99 | 2.48% | 2.50% | | | | | |
| \$50,000.00 - \$99,999.99 | 2.48% | 2.50% | | | | | |
| \$100,000.00 and over | 2.48% | 2.50% | | | | | |
| 60 Month Business Certificate | | | \$1,000.00 | \$1,000.00 | -- | Quarterly | Quarter |
| \$1,000.00 - \$24,999.99 | 2.48% | 2.50% | | | | | |
| \$25,000.00 - \$49,999.99 | 2.48% | 2.50% | | | | | |
| \$50,000.00 - \$99,999.99 | 2.48% | 2.50% | | | | | |
| \$100,000.00 and over | 2.48% | 2.50% | | | | | |
| Rates Specials^ | | | | | | | |
| 11 Month Business Certificate Special** | 3.45% | 3.50% | \$1,000.00 | \$1,000.00 | -- | Monthly | Month |

^Please see the below Explanation of Rates and Service Charges for the general and, if applicable, any specific terms not listed on this page.

*Money Market Business Certificate has a 6 month term.

**11 Month Business Certificate Special – For a limited time only. At maturity, the 11 Month Business Certificate Special will automatically renew as a 12 Month Business Certificate at the then-current rate.

Explanation of Rates & Service Charges

As explained in the BSA, "Our Rates" applies to all the accounts we offer. Except as specifically described, the following terms apply to all of the accounts you have with us.

1. Rate Information

The above account listing identifies the Dividend Rate, Annual Percentage Yield, and Dividend Period on the accounts you have with us. The Dividend Rates and Annual Percentage Yields for the accounts in the above account listing are the rates and yields as of the above Effective Date. The Annual Percentage Yields are based on an assumption that dividends will remain on deposit until maturity. A withdrawal of dividends will reduce earnings.

a. Fixed Rate Accounts

The Dividend Rate and Annual Percentage Yield for fixed rate accounts will remain in effect for the term of the account. Fixed Rate accounts that are not also Tiered Rate accounts in the above account listing are: (i) 11 Month Business Certificate Specials.

b. Variable Rate Accounts

The Dividend Rate and Annual Percentage Yield for variable rate accounts may change every **Month** after the account is opened as determined by the Board of Directors for the following Variable Rate accounts that are not also Tiered Rate accounts: (i) Forward Plus High Yield Business Savings Accounts.

The Dividend Rate and Annual Percentage Yield for variable rate accounts may change every **Quarter** after the account is opened as determined by the Board of Directors for the following Variable Rate accounts that are not also Tiered Rate accounts: None at this time.

c. Stepped-Rate Accounts

Stepped-Rate accounts are Fixed Rate Accounts. The Dividend Rate for stepped-rate accounts will increase at a pre-defined interval(s) during the term of the account. The Annual Percentage Yield is a composite annual percentage yield based on the different rates and their intervals. There are no stepped-rate accounts in the above account listing.

d. Tiered Rate Accounts

In addition to the above applicable terms of a Fixed Rate Account or a Variable Rate Account, Tiered Rate Accounts have two or more Dividend Rates and their corresponding Annual Percentage Yields are applied to pre-defined balance tiers. These Dividend Rates are applied either by paying at the Dividend Rate for a particular balance tier when the account's full balance is within that tier's balance range (**Method A**), or by paying the first/lowest balance tier's Dividend Rate only on the account's funds within that tier's balance range before going to the next balance tier and paying its Dividend Rate only on the account's funds within that tier's balance range and so on (**Method B**).

1) Fixed and Tiered Rate accounts paying Dividend Rates based on **method A**: (i) all Business Certificates with the exception of any Business Certificate Specials.

2) Variable and Tiered Rate accounts paying Dividend Rates using **method A**: (i) First Forward (Prime) Business Savings Accounts; and (ii) Side Business Savings Accounts.

3) Variable and Tiered Rate accounts paying Dividend Rates using **method B**: (i) Stability Business Checking Accounts; and (ii) Leading Edge Business Checking Accounts.

2. Nature of Dividends

Dividends are paid from current income and available earnings after required transfers to reserves at the end of a Dividend Period. The Dividend Rate and Annual Percentage Yield identified above for a Business Savings account or Checking account are the rates and yields for the account's last Dividend Period, as identified above.

3. Compounding and Crediting

Dividends will be compounded and credited as identified above. For dividend bearing accounts, the Dividend Period begins on the

first calendar day of the period and ends on the last calendar day of the period.

4. Accrual of Dividends on Noncash Deposits

Dividends will begin to accrue on noncash deposits (e.g., checks) on the business day you make the deposit to an account you have with us. If you terminate the account before accrued dividends are credited, accrued dividends will not be paid.

5. Balance Information

1) Minimum Balance Requirements. The minimum required to open a First Forward (Prime) Business Savings account and become a member of Leaders Credit Union is the purchase of one Share of the Credit Union, which is reflected above as the required minimum opening balance, and the payment of the membership (entrance) service charge. Both the par value and membership service charges are set by the Board of Directors with its approval of the Credit Union's Bylaws, as amended from time to time. If applicable, the minimum balance required to open any other account is identified above.

If applicable, the minimum balance required to avoid the imposition of a service charge on your account is identified above. If applicable, the minimum balance required to obtain your account's Annual Percentage Yield is identified above.

2) Balance Computation Method. The two methods for computing an account's balance are the Daily Balance Method and the Average Daily Balance Method. The **Daily Balance Method** applies a daily periodic rate to the balance in the account each day. The **Average Daily Balance Method** applies a periodic rate to the average daily balance in the account for the period. The average daily balance is calculated by adding together the account's end-of-day balance for each day in the period and then dividing the total by the number of days in the period.

The **Daily Balance Method** is used for calculating the required minimum balances, if any, for (i) Stability Business Checking Accounts; and (ii) Leading Edge Business Checking Accounts.

The **Average Daily Balance Method** is used for calculating the required minimum balances, if any, for (i) all Business Savings accounts; and (ii) all Business Checking accounts except for Stability Business Checking Accounts and Leading Edge Business Checking Accounts.

6. Overdraft Services

Please refer to Provision 6.I of the BSA Part 2 for more information on the services mentioned below.

a. Defined

An overdraft occurs when the available balance of funds in your account with the Credit Union is inadequate to cover a check or electronic transaction (such as debit card transaction, ATM transaction, or other electronic funds transfer).

b. Courtesy Pay Service

1) Coverage Type. Courtesy Pay Extended Coverage (also called "Courtesy Pay") allow an eligible account to be overdrawn up to a set limit with a Courtesy Pay service charge imposed for each check or electronic transaction that overdrafts the account if the account is overdrawn by more than \$10.00 on any given day. Courtesy Pay Extended Coverage applies to the following transaction types: checks, ACH transactions (automatic debits), recurring debit card transactions, online bill pay items, teller window transactions, ATM transactions, and everyday (non-recurring) debit card transactions.

2) Limitations. The criteria stated in Provision 6.I.1) of the BSA Part 2 must be met for an account to be eligible for this service. Regardless of your meeting the criteria for and request to use our Courtesy Pay Service, we may, in our sole discretion, decline to authorize and pay an item causing your check or transaction to be declined. This service is available for the following accounts: (i) Stability Business Checking accounts; (ii) Leading Edge Business Checking accounts; and (iii) Essential Business Checking accounts. Courtesy Pay Extended Coverage is available for up to two

(2) accounts per membership. Our Courtesy Pay Service may be removed from an account at Leaders' sole discretion for any reason such as suspicious or fraudulent activity on the account.

Our Courtesy Pay service is still available as secondary coverage on eligible accounts if you request and are eligible for our Overdraft Protection Plans. Please be aware if we are presented with checks or electronic transactions (also called electronic funds transfers or EFTs) that exceed your eligible account's Courtesy Pay coverage limit, then they may be returned for insufficient funds (also called non-sufficient funds or NSF's) and we will require an NSF service charge. Also be aware that if we are repeatedly presented with checks or EFTs that exceed your eligible account's Courtesy Pay coverage limit and are returned for insufficient funds, we may consider that account abuse and terminate the account you have with us. Please see Provision 6.k of the BSA Part 2 for further information on NSF's.

3) Coverage Limits. All eligible accounts will have the Courtesy Pay coverage limit as described below. However, ATM transactions under our Courtesy Pay Extended Coverage are also subject to the withdrawal limit described in Provision 2.a of "Our Electronic Funds Transfer Terms", which is part of the BSA and is found at the end of BSA Part 2. The coverage limit is \$100.00 under the following circumstances: (i) the account has been open for 60 days or less; (ii) the member has a loan with or other obligation to Leaders Credit Union that is more than 30 days past due; (iii) the account becomes subject to any legal or administrative order or levy/garnishment; or (iv) the account has not had a positive balance for a minimum of one (1) business day in the immediately preceding 32 calendar days. If the account has been open for over 60 days and is in good standing, then the coverage limit is \$1,000.00 for eligible Stability Business Checking accounts; Leading Edge Business Checking accounts; and Essential Business Checking accounts.

c. Overdraft Protection Plans

Overdraft Protection Plans also called Balance Plus plans are available for your business Checking accounts if the criteria stated in Provision 6.l.1) of the BSA Part 2 are met and if you request to use a plan. While our Courtesy Pay service is available as secondary coverage on eligible accounts with an Overdraft Protection Plan, please be aware of the above limitations, coverage limits, and service charges in using our Courtesy Pay service.

1) Balance Plus Transfer. This plan allows funds from your designated business Checking or Savings account to be transferred to your business Checking account to cover the overdrawn amount. You may not transfer from a Certificate. There is no service charge or other cost for having and using the Balance Plus Transfer plan.

2) Balance Plus Line of Credit. This plan allows funds from your business's Balance Plus Line of Credit to be transferred to your business Checking account to cover the overdrawn amount. There is a finance charge associated with using the Balance Plus Line of Credit.

7. Account Limitations and/or Benefits

The below limitations and/or benefits are unique to each account and are in addition to the information on each account in the above account listing and in Sections 1 through 6. References in this Section to "transfers" includes preauthorized, automatic, and telephone transfers. The following accounts do not currently have any additional unique limitations and/or benefits: (i) Side Business Savings Accounts.

a. First Forward (Prime) Business Savings Account

All members must have a First Forward (Prime) Business Savings Account with at least the Minimum Opening Balance, which is the value of the member's one Share in the Credit Union. During a calendar Month, you may make only four (4) withdrawals and may make three only (3) transfers in-branch including our ebranch from this account. If you exceed this limit, then an Excessive Transactions service charge may be imposed on your account for each transaction exceeding the in-branch limit.

b. Forward Plus High Yield Business Savings Account

This account offers the flexibility of no minimum opening balance requirement. During a calendar Month, there are no minimum balance requirements for dividend eligibility, nor are there any associated restrictions. Maintaining a minimum balance is unnecessary to avoid service charges. Interest accrual extends up to a maximum of five million dollars.

c. Stability Business Checking Account

Minimum opening balance and minimum balance to earn dividends is stated in the above account listing. A Below Minimum Balance service charge may be imposed each calendar month on your account if the Minimum Balance to Avoid Service Charges stated in the above account listing is not met for such month. During a calendar month, you may have only one hundred fifty (150) transactions on the account. If you exceed this limit, then an Excessive Checking Transactions service charge may be imposed on your account for each transaction exceeding the limit. Overdraft Services are available for this account as and to the extent described in Section 6 of this Explanation of Rates and Service Charges.

d. Leading Edge Business Checking Account

Minimum opening balance and minimum balance to earn dividends is stated in the above account listing. A Below Minimum Balance service charge may be imposed each calendar month on your account if the Minimum Balance to Avoid Service Charges stated in the above account listing is not met for such month. During a calendar month, you may have only four hundred (400) transactions on the account. If you exceed this limit, then an Excessive Checking Transactions service charge may be imposed on your account for each transaction exceeding the limit. Overdraft Services are available for this account as and to the extent described in Section 6 of this Explanation of Rates and Service Charges.

e. Essential Business Checking Account

This account has no minimum opening balance and is not eligible for dividends so no minimum balance must be maintained. This account does not require a monthly minimum balance to avoid service charges. It does have a transaction limit such that you may have only one hundred (100) transactions on the account during a calendar month. If you exceed this limit, then an Excessive Checking Transactions service charge may be imposed on your account for each transaction exceeding the limit. Overdraft Services are available for this account as and to the extent described in Section 6 of this Explanation of Rates and Service Charges.

8. Certificate Account Features

The below features are in addition to the information on each Business Certificate account in the above account listing and in Sections 1 through 5.

a. Subsequent Deposit Limits

After you open a Business Certificate, you may not make additional deposits to a Business Certificate Account with the exception of Money Market Business Certificates.

b. Maturity

Your Business Certificate Account will mature on the maturity date identified on your Business Certificate Account opening document (BSA Part 1) or Renewal Notice.

c. Early Withdrawal Penalty

We may impose a penalty if you withdraw any of the principal of the Business Certificate Account before the maturity date.

1) Amount of Penalty. The amount of the early withdrawal penalty for certificate terms of less than 12 months is forfeiture of all dividends earned during the term. For certificate terms equal to or more than 12 months, forfeiture of all dividends earned during the term up to a maximum equal to those earned in the immediately preceding 365 days.

2) How the Penalty Works. The penalty is calculated as a forfeiture of the dividends that have been earned at the nominal dividend rate on the account.

3) Exceptions to Early Withdrawal Penalties. This penalty does not apply to Money Market Business Certificates. For all Business Certificates to which it does apply and at our option, we may pay the account before maturity without imposing an early withdrawal penalty under the following circumstances: when an account owner dies or is determined legally incompetent by a court or other body of competent jurisdiction.

d. Excessive Withdrawal Service Charge

Money Market Business Certificates are subject to an Excessive Withdrawal service charge in lieu of the Early Withdrawal Penalty. During the term, you may make one (1) withdrawal per calendar Month from this certificate. If you exceed this limit, then an Excessive Withdrawal service charge may be imposed on your Money Market Business Certificate account for each withdrawal.

e. Renewal Policy

Business Certificates will renew automatically upon maturity with the exception of the Money Market Business Certificate, which will only auto-renew if the certificate account's then-current balance is at least equal to the required Minimum Opening Balance as identified in the above account listing. If the Money Market Business Certificate account does not meet the Minimum Opening Balance requirement at renewal, then its funds will be transferred to your First Forward (Prime) Business Savings account.

You have a grace period of five (5) business days after the maturity date within which to withdraw from or make deposits to the Business Certificate account without being charged an early withdrawal penalty. Any renewal will be for the same term but at the then-current Dividend Rate and Annual Percentage Yield unless otherwise stated in the above account listing.

f. Nontransferable/Nonnegotiable

Your Business Certificate is nontransferable and nonnegotiable. This means your certificate account(s) and the funds in the certificate account(s) may not be pledged to secure any obligation of you or another owner, except for obligations with the Credit Union.

9. Service Charges

Service charges may be assessed, if applicable, on your account(s). Please refer to "Our Service Charges for Business Accounts" disclosure, incorporated herein by reference, for a list of all applicable service charges including the amount and conditions under which the service charges may be imposed. If assessed, service charges can reduce the earnings on your account and/or certificate and even cause your account to have insufficient funds (also called non-sufficient funds or NSF) for your withdrawals and/or payments. The Credit Union may add and/or amend the Service Charges disclosure from time to time.