



FOR IMMEDIATE RELEASE

Pathfinder Bank Appoints Joseph Polniak as First Vice President, General Counsel and Corporate Secretary

OSWEGO, N.Y., [3/20/2026] – Pathfinder Bank announced the appointment of Joseph Polniak as First Vice President, General Counsel and Corporate Secretary.

In this role, Polniak will serve as Pathfinder Bank’s Chief Legal Officer and a member of the executive leadership team, providing strategic guidance to support governance, regulatory compliance, and business objectives. He will oversee all legal, regulatory, and governance matters and advise the Board of Directors and executive management on risk, corporate governance, contracts, litigation, employment matters, and strategic initiatives. In addition, Polniak will serve as Corporate Secretary to the Board and collaborate closely with risk, compliance, and operational teams to support enterprise risk management and the Bank’s community-focused growth.



“I am pleased to welcome Joe Polniak to Pathfinder Bank as our General Counsel,” said Jim Dowd, President and CEO. “Joe brings a collaborative, business-minded approach to legal leadership and extensive experience guiding organizations in complex, regulated environments. His insight, judgment, and ability to partner closely with teams across the Bank will be an invaluable resource as we continue to grow and serve our communities.”

Polniak brings more than 17 years of legal and business experience across private practice and senior in-house leadership roles at publicly traded companies in highly regulated industries. Most recently, he served as Deputy General Counsel at Moog Inc., a global precision controls manufacturer headquartered in Buffalo, New York. Previously, Polniak held senior legal leadership roles at Integer Holdings Corporation, including Interim General Counsel and Corporate Secretary, and began his legal career in private practice with Ropes & Gray LLP and Barclay Damon LLP.

Polniak earned his Juris Doctor from the University at Buffalo School of Law and holds an MBA from Clarkson University. He is a member of the American Bar Association, New York State Bar Association, Bar Association of Erie County, and the Niagara Frontier Corporate Counsel Association.

About Pathfinder Bank: Pathfinder Bancorp, Inc. (NASDAQ: PBHC), a Maryland corporation headquartered in Oswego, New York, is the parent company for Pathfinder Bank. Pathfinder Bank is a \$1.45 billion commercial bank chartered by the New York State Department of Financial Services. Pathfinder was founded in 1859 and currently operates 12 full-service offices located in its market areas consisting of Oswego and Onondaga Counties and one limited purpose office in Oneida County. Through Pathfinder is focused on serving the needs of businesses and community members with high quality products and unsurpassed service. More information about Pathfinder Bancorp, Inc. can be accessed online at www.Pathfinderbank.com. Member FDIC.

Investor/Media Contacts

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