

Dear Fellow Shareholders,

We closed 2025 with strong transaction volumes of \$18 billion in Q4, up from only \$7 billion in Q1. The commercial real estate transaction market improved throughout the year, and Walker & Dunlop's people and brand won across the marketplace -- expanding market share and moving up in the league table rankings. For the full year, we closed \$55 billion in total transaction volume, up 37% year-over-year. We finished the year as the number one Fannie Mae DUS® lender for the seventh consecutive year, and the number three Freddie Mac Optigo® lender, making us the second-largest combined GSE loan originator in the country. Our multifamily investment sales business grew property sales volumes 146% from the first quarter to the fourth quarter and ended the year as the fourth largest multifamily property sales broker in the United States -- a wonderful achievement. The Walker & Dunlop team and services are well positioned for continued growth as the commercial real estate industry enters its next growth cycle.

We grew total revenues 9% in 2025 but did not deliver commensurate adjusted EBITDA and EPS primarily due to loan repurchases and impairment charges related to our real estate owned portfolio. We have built a scaled loan origination and underwriting business over decades and have prided ourselves on our pristine credit track record. The losses we incurred in 2025 were unexpected and painful. Yet we accounted for the losses, improved our processes, and enter 2026 ready for growth and continued success.

The Mortgage Bankers Association projects \$805 billion in commercial real estate financing in 2026, up 27% from 2025<sup>1</sup>. With this strong macro backdrop, we expect to deliver strong diluted earnings per share of \$3.50 to \$4.00, adjusted EBITDA<sup>2</sup> of \$300 million to \$325 million, and adjusted core earnings per share<sup>3</sup> of \$4.50 to \$5.00. A key component to this financial performance is our \$144 billion servicing portfolio that continues to generate strong recurring revenue. This valuable asset combined with expanding Capital Markets activity should generate strong top and bottom-line growth.

Throughout my tenure as Chairman and Chief Executive Officer of this great company we have established bold, highly ambitious five-year growth plans that have guided our growth and success. Our new five-year strategic plan, the *Journey to '30*, has the mission to become the very best commercial real estate capital markets company in the world. We will do this by expanding our lending operations, growing investment sales across asset classes and geographies, increasing banker and broker productivity, leveraging data and technology to increase efficiencies and deepen client relationships, and continuing to grow the durable revenues from our servicing and asset management segment. As we execute on the component parts of the strategy, we have a clear roadmap to achieve the following financial goals for 2030:

- Total transaction volume of \$115 billion
- Total revenues of \$2+ billion
- Diluted earnings per share of \$8.00 to \$10.00
- Adjusted EBITDA<sup>2</sup> of \$400 million to \$500 million

Walker & Dunlop has the durable business model and team in place to continue scaling our existing platform and adding new, innovative technology-focused businesses to complement our growth and meet our clients' needs.

On behalf of our entire team, thank you for your continued trust and investment in Walker & Dunlop. We have an incredible company that is poised for growth and success over the next five years as we embark on the *Journey to '30*.



William M. Walker, Chairman and CEO

Sincerely,

A handwritten signature in blue ink that reads "Willy Walker". The signature is fluid and cursive.

**Willy Walker**

Chairman & Chief Executive Officer

#### FOOTNOTES:

- 1) Mortgage Banker's Association Commercial and Multifamily Real Estate Forecast (January 2026).
- 2) This is a non-GAAP financial measure the company presents to help investors better understand our financial performance. For a reconciliation of targeted adjusted EBITDA to GAAP net income, refer to the section at the back of this Annual Report titled "Targeted Adjusted Financial Measure Reconciliation to GAAP."
- 3) This is a non-GAAP financial measure the company presents to help investors better understand our financial performance.

*The Company is unable to provide a reconciliation of its forward-looking non-GAAP financial measure, Adjusted Core EPS, to the most directly comparable GAAP financial measure, net income (loss), and EPS, without unreasonable effort. This is due to the inherent difficulty of forecasting certain items that are excluded from Adjusted EBITDA and Adjusted Core EPS, including, but not limited to, the impact of non-cash share-based compensation expense, acquisition-related costs, restructuring charges, gains or losses on asset sales, and other non-recurring or unusual items. The timing, magnitude, and impact of these items are uncertain and could be material to the Company's results computed in accordance with GAAP. Accordingly, a reconciliation of this forward-looking non-GAAP financial measure to the most directly comparable GAAP financial measure is not available without unreasonable effort.*

*This Annual Report includes forward-looking statements within the meaning of federal securities law. Please see page 3 of our 2025 Form 10-K filed with the Securities and Exchange Commission for additional information regarding forward-looking statement*

**Targeted Adjusted Financial Measure Reconciliation to GAAP**

	Year ended December 31,	
	2026 Low End Target Range	2026 High End Target Range
<i>(in thousands)</i>		
<i>Reconciliation of Walker &amp; Dunlop Net Income to Adjusted EBITDA</i>		
<b>Walker &amp; Dunlop Net Income</b>	\$ 117,538	\$ 127,336
Income tax expense	43,473	47,097
Interest expense on loan term	54,587	59,138
Amortization and depreciation	219,245	237,521
Stock-based compensation expense	34,676	37,566
Provision (benefit) for credit losses	8,307	9,000
MSR income <sup>1</sup>	(177,826)	(192,650)
Other adjustments	-	-
<b>Adjusted EBITDA</b>	<b>\$ 300,000</b>	<b>\$ 325,008</b>

	Year ended December 31,	
	2030 Low End Target Range	2030 High End Target Range
<i>(in thousands)</i>		
<i>Reconciliation of Walker &amp; Dunlop Net Income to Adjusted EBITDA</i>		
<b>Walker &amp; Dunlop Net Income</b>	\$ 273,739	\$ 343,659
Income tax expense	91,246	114,553
Interest expense on loan term	60,349	59,834
Amortization and depreciation	275,931	293,719
Stock-based compensation expense	39,449	41,120
Provision (benefit) for credit losses	8,000	8,000
MSR income <sup>1</sup>	(279,702)	(323,833)
Other adjustments	-	2,500
<b>Adjusted EBITDA</b>	<b>\$ 469,012</b>	<b>\$ 539,552</b>

(1) The fair value of expected net cash flows from servicing, net of guaranty obligation.