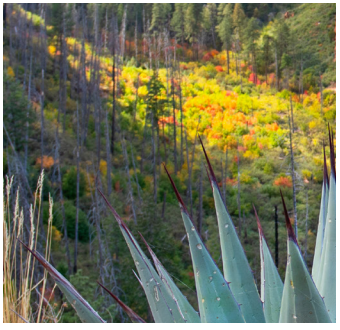
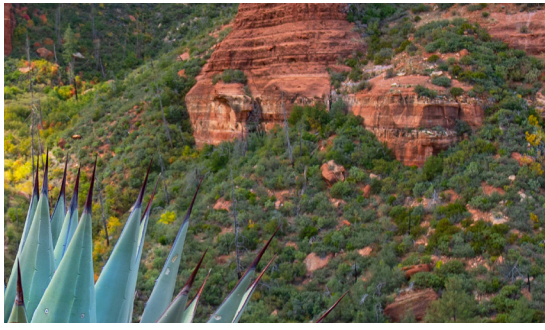
2025 ANNUAL REPORT

FINANCIAL Sunshine®

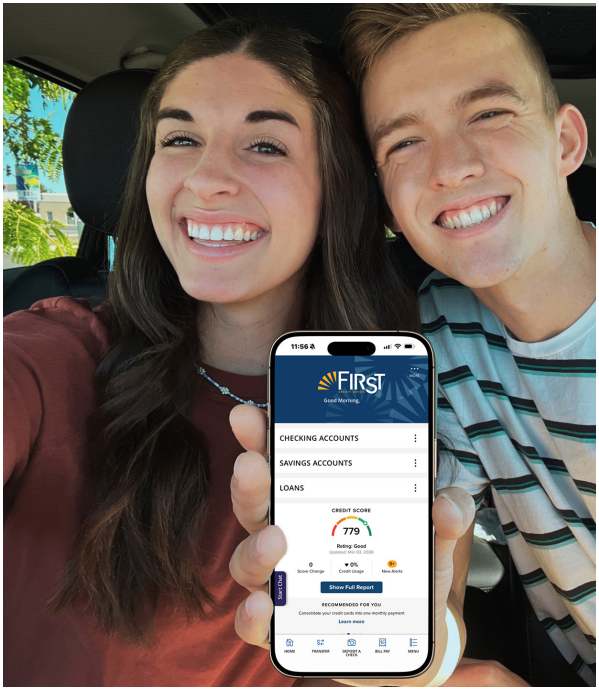



FIRST CREDIT UNION

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WHO WE **ARE**

We're a dedicated not-for-profit financial cooperative that's been serving Arizona since 1929. We sincerely care about our member's financial strength and show it by offering member-valued products and services. We also offer free financial education and money management tools to help our members improve their financial future. Simply put, we exist to serve our members. :)



OUR **MISSION**

Creating First Class Personal Solutions

OUR **VISION**

To be a thriving, innovative financial services provider that can adapt and evolve to the market.





MEETING **AGENDA**

Tuesday, March 31, 2026

5:00PM Business Meeting
- Call Meeting to Order
- Ascertainment of Quorum
- Moment of Silence
- Pledge of Allegiance
- Approval of the 2025 Annual Meeting Minutes
- Reports
- Old Business
  - Bylaws Update
- New Business
  - Introduction of nominees and election results announced
- Call for Adjournment

CARD **ENHANCEMENTS**



This year, we unveiled new debit and credit card designs that deliver both personality and peace of mind. With card numbers and names securely placed on the back, members benefit from added protection and a sleek, uncluttered look. Debit cards are designed horizontally, while credit cards feature a vertical layout - making it simple to tell them apart in your wallet.



Desert Dusk



First Rays



Stars & Stripes



Financial Sunshine

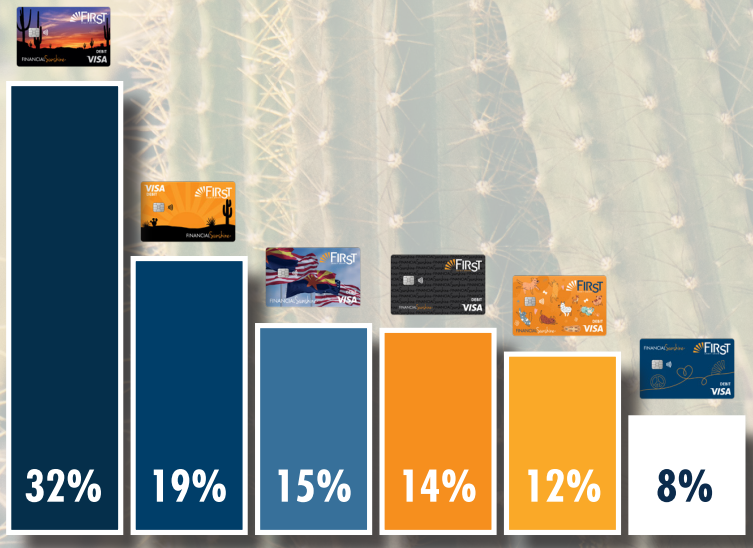


Paws & Claws



Peace, Love, FirstCU

MEMBER FAVORITES BY DESIGN



PRESIDENT'S **REPORT**

As we reflect on 2025 and look ahead to the opportunities before us, I want to begin with one simple message: *thank you*.

Everything we accomplished this year was made possible by you, our members and owners. Your trust in First Credit Union is something we never take for granted, and it's the foundation of every decision we make.

Because of your engagement and confidence, 2025 was a year of meaningful growth and strong momentum. We funded $173.6 million in loans, compared to $118.1 million the year prior, a 47% increase in production year-over-year. Our membership grew. Our deposits grew. And most importantly, the relationships we share with you grew stronger.

"We funded $173.6 million in loans, compared to $118.1 million the year prior, a 47% increase in production year over year."

At First Credit Union, our Mission is simple: creating first-class personal solutions. That mission is more than words, it's the way we serve you every day. Whether you're purchasing a home, financing a vehicle, growing a business, or building savings for the future, our focus is always on delivering thoughtful guidance, responsive service, and solutions designed with you in mind.

Our Vision is to be a thriving, innovative financial solutions provider that adapts and evolves with the market, while never losing the personal connection that sets us apart. In 2025, we continued investing in new tools, improved technology, and streamlined services to ensure your experience is seamless, relevant, and secure.



I'm also proud to share that First Credit Union earned BauerFinancial's 5-Star "Superior" Rating. This independent recognition reflects strength, stability, and sound financial performance. Most importantly, it affirms that you are owners of one of the strongest credit unions in the nation. That is something we can all celebrate.

Looking ahead, there is much to be excited about. We will continue investing in innovation and expanding our capabilities. Soon, we look forward to welcoming members into our new Queen Creek branch, an exciting milestone as we grow alongside the communities we serve.

Through all of this growth, one thing will never change: our commitment to you. We exist to serve you. Your goals are our goals. Your success is our success. That is what Financial Sunshine® is all about, helping you move forward with confidence and clarity.

I am incredibly optimistic about what's ahead. Thank you for your membership, your trust, and your continued partnership with First Credit Union.

The best is yet to come.



JAY CURTIS
President & CEO

2025 COOL NUMBERS

44,210
MEMBERS

83 NET **PROMOTER** SCORE

252,817
IN-BRANCH TRANSACTIONS

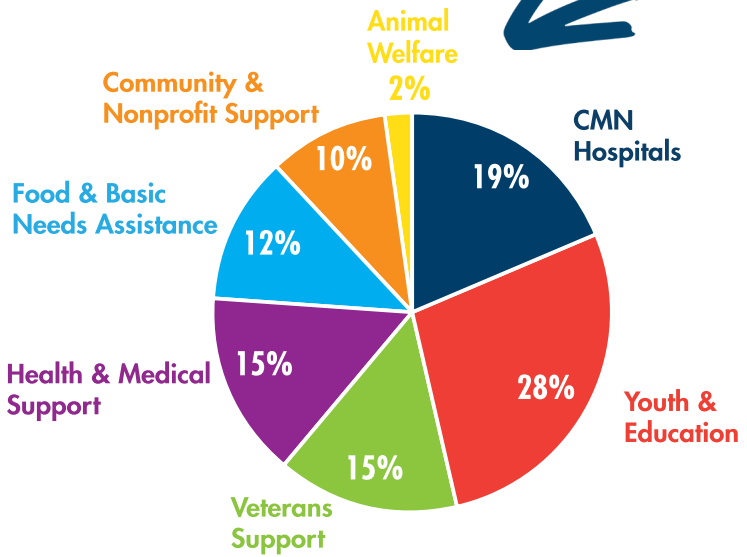
130,180
CALLS ANSWERED BY THE MEMBER SOLUTIONS CENTER

417
VIDEO CALLS

64,362
TEXT & CHAT MESSAGES

5,163,418,737
TOTAL LOANS FUNDED SINCE 1929

$78,232
CHARITABLE GIVING



Did You Know?

Net Promoter Score (NPS) measures how likely members are to recommend us to family and friends, with scores ranging from -100 to 100. Credit unions typically average in the 60s, well above most banks, making an 83 a truly world-class score and a powerful indicator of the service and value our team delivers every day.

BOARD OF DIRECTORS' **REPORT**

Your Board of Directors' primary responsibility is to provide governance, oversight, and strategic direction to ensure the long-term strength and sustainability of First Credit Union. As your elected representatives, we act in the best interest of our member-owners and take seriously our role in protecting the cooperative you own.

Throughout 2025, the Board worked closely with Executive Management to provide thoughtful oversight of financial performance, risk management, capital planning, and strategic initiatives. We carefully evaluated opportunities for growth while maintaining a disciplined approach to safety and soundness. Every significant decision was made with a long-term perspective and a commitment to protecting member value.

The Board continued to focus on strategic planning, ensuring the credit union remains well-positioned to adapt to an evolving economic and regulatory environment. We supported investments in infrastructure, technology, and branch expansion designed to strengthen operational resilience and enhance service delivery for years to come.

Strong governance is built on accountability, transparency, and trust. We remain committed to upholding these principles while ensuring First Credit Union operates with integrity and financial discipline.

Your Board has complete confidence in the Executive Management team and their ability to execute our strategic vision responsibly and effectively. Together, we remain focused on safeguarding the credit union's future and serving the best interests of our membership.

Thank you for the trust you place in us. It is an honor to serve as your Board of Directors.



LORI GALLEGOS
Chair



BEN TAN
Vice Chair



WILLIAM JIMRO
Secretary



MARK MORRISON
Treasurer



CARYN HORVITZ, CPA
Director



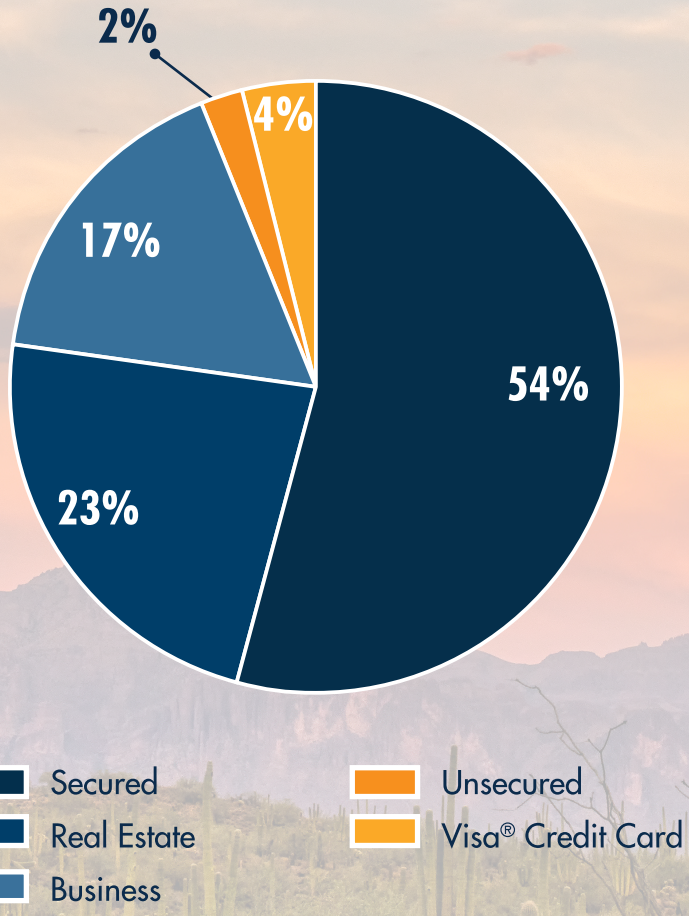
ROLAND TANNER
Director



JAY CURTIS
Director

OUTSTANDING **LOAN BALANCE BREAKDOWN**

As of December 31, 2025



CREDIT MANAGER'S **REPORT**

First Credit Union is committed to being a safe and stable financial institution for our members. The Credit Committee met regularly throughout 2025 to ensure the credit union operated within established lending policies, underwriting standards, and regulatory guidelines.

Through consistent review of loan approvals and denials, portfolio performance, and credit quality trends, the Committee maintained diligent oversight of lending operations. In a dynamic lending environment, we remained focused on balancing responsible loan growth with prudent risk management, ensuring we met members' borrowing needs without compromising the overall financial strength of the credit union.

During 2025, First Credit Union funded $160.1 million in consumer loans and $13.5 million in first mortgage loans. The total loan portfolio grew by $68.9 million to $480.1 million, representing a year-over-year increase of 16.77%. This growth reflects strong lending activity supported by disciplined underwriting and sound portfolio management.

Being the "first choice" for your borrowing needs remains our goal. The Credit Committee continues to support competitive, flexible, and innovative loan products while upholding prudent lending standards designed to protect the long-term stability of your credit union.

We remain confident that First Credit Union's lending practices are sound, responsible, and aligned with the best interests of our member-owners.



DOUG ALLDREDGE, CPA
Credit Manager
Chief Financial Officer



SUPERVISORY COMMITTEE **REPORT**

The role of the Supervisory Committee is to protect the interests of First Credit Union's member-owners by ensuring accurate financial reporting, safeguarding assets, and maintaining a strong system of internal controls. Although appointed by the Board of Directors, the Supervisory Committee operates independently to provide objective oversight of the credit union's financial integrity and operational soundness.

Throughout 2025, the Committee fulfilled its responsibilities by overseeing internal audit activities and monitoring adherence to established policies, procedures, and regulatory requirements. Working in coordination with internal auditors and management, we followed a comprehensive audit plan designed to evaluate key operational areas and strengthen internal controls.

The Supervisory Committee retained the services of an independent Certified Public Accounting firm to perform the annual financial statement audit in accordance with Generally Accepted Auditing Standards. In addition, First Credit Union continues to be examined by its regulatory agencies to ensure compliance with applicable laws and regulations.

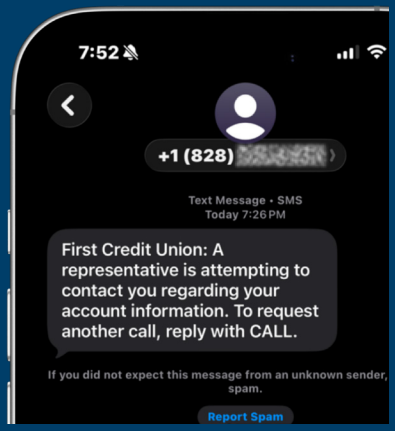
Based on the Committee's review of audit reports, ongoing monitoring activities, and interaction with the Board of Directors, Executive Management, internal auditors, and external auditors, it is the opinion of the Supervisory Committee that First Credit Union is conducting its affairs in a fiscally responsible manner and that the financial statements presented in this annual report fairly represent the financial condition of First Credit Union at year-end 2025.

It is an honor to serve in this capacity on behalf of our membership.

JOLEA QUINTANA
Chair

ROLAND TANNER
Member

BOB FARRELL
Member



SCAM **SPOTLIGHT**

Fraudsters are known to spoof financial institution phone numbers and send texts that look legitimate, like the text shown on the left. They may pose as a credit union representative and ask for sensitive information like debit card numbers, usernames, passwords, or one-time passcodes.

Remember: First CU will never ask for your personal information through email or text. If something feels off, hang up and call us directly at (480) 756-5500.

Follow us on social media for real-time Scam Spotlight alerts, important updates, and all the cool things happening at First Credit Union.

SERVING OUR COMMUNITIES IN 2025

We had a busy year showing up for the communities we serve, uniting as a team to make a meaningful impact. From volunteer events to local initiatives, we remained committed to strengthening the places we call home.



Working together to make an impact! In June 2025, First Credit Union joined other local credit unions to present funds raised for Phoenix Children's Hospital.



A great day at Chandler-Gilbert Community College Pecos Campus for our April Mad City Money event! In total, we hosted five events for teens in 2025.



Making Strides Against Breast Cancer, October 2025.



Advocating for our members at the Arizona State Capitol, January 2025.

Jay Curtis with Kristi May, our 2025 Service Member Shout-Out winner.





Walking with purpose at Walk MS Phoenix, April 2025.



#AZCUWeek 2025: Keeping it Local and buying lunch for customers at Pirates Fish & Chips in downtown Chandler, October 2025.



2025 ANNUAL MEETING **MINUTES**

The Annual Meeting was called to order at 5:00pm on Tuesday, March 25, 2025, at the corporate headquarters in Chandler, Arizona, by the Board Chairperson, Caryn Horvitz. Horvitz named Lori Gallegos as the credit union's parliamentarian. A quorum was ascertained by Gallegos, Vice-Chairperson of the Board.

Following a moment of silence and recitation of the Pledge of Allegiance, Horvitz introduced members of the Board of Directors and Supervisory Committee.

Horvitz invited Jay Curtis, President and CEO, to the podium. Curtis thanked the Board of the Directors, Supervisory Committee and the Member Advisory Group for their active engagement and personal time commitment to the credit union. Curtis also introduced the credit union's leadership team. After introducing the leadership team, Curtis reviewed the 2024 Annual Report. Curtis called attention to four reports within the Annual Report: the President's Report, the Board of Directors' Report, the Supervisory Committee Report, and the Credit Committee Report.

Horvitz returned to the podium and called attention to the minutes of the 2024 Annual Meeting, which are included in the 2024 Annual Report. Horvitz asked if there was a motion to approve the minutes of the 2024 Annual Meeting. Gallegos made a motion to approve the minutes, seconded by Alldredge. Horvitz called for a vote and the motion was approved unanimously.

Horvitz moved to Old Business and called attention to the Amended and Restated Bylaws agenda item. Horvitz said based upon the recent Arizona Credit Union Modernization Act, First Credit Union had an opportunity to propose changes to its bylaws for proper alignment. These changes further define the appointment of a Membership Officer, the process for a member to appeal an expulsion for cause, the cadence of the volunteer Board meetings, the Board's ability to vote electronically, and the removal process for volunteer positions serving the credit union. These bylaws changes were approved unanimously by



the Board of Directors in September 2024 and then approved by the Arizona Department of Insurance and Financial Institutions. Horvitz stated we now need to ratify the Amended and Restated Bylaws as presented.

Horvitz asked for a motion to ratify the Amended and Restated Bylaws as presented. Curtis made a motion to ratify the Amended and Restated Bylaws as presented, seconded by Morrison. Horvitz called for a vote, asking all in favor of the motion say "aye", the membership responded unanimously, and passed with all in favor and no "nays".

Horvitz moved on to New Business. Horvitz called Director Jimro to the podium to deliver the Nominating Committee Report. Jimro reported a call for volunteers is conducted in the fourth quarter of each year to encourage members to get involved. Jimro said the cooperative principles, which are the foundation to credit unions, rely on volunteers to guide and monitor credit union operations. This year, there were two vacancies for the Board of Directors and the nominating committee nominated two candidates for the board. The nominees are Lori Gallegos and Mark Morrison.

Jimro shared the Board election was held electronically via an eVote. Voting was from February 17, 2025, to March 20, 2025. Votes were confidentially tallied by an independent third-party, the Credit Union Executive Society (CUES) and the results of the election are: Lori Gallegos, elected to a three-year term, and Mark Morrison, elected to a three-year term.

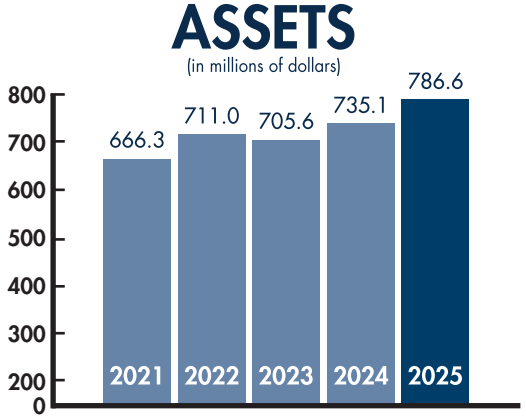
Jimro congratulated Gallegos and Morrison and thanked them for their volunteer service. Jimro left the podium.

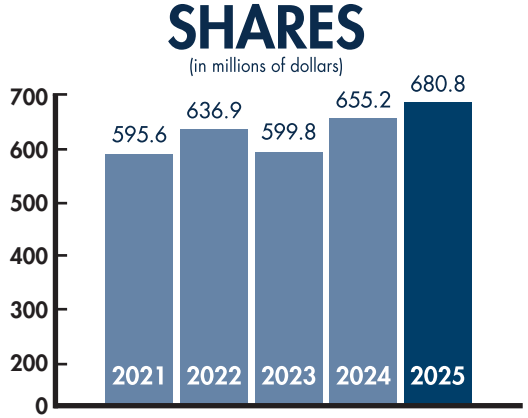
Horvitz returned to the podium and noted that there being no further business, called for a motion to adjourn the Annual Meeting. Gessel offered a motion to adjourn the First Credit Union Annual Meeting, seconded by Kim. The motion was approved unanimously at 5:17pm.

FINANCIAL **REPORT**

As of December 31, 2025 *(unaudited)*

STATEMENT OF FINANCIAL CONDITION	2025	2024
Assets		
Loans to members	480,075,768	411,130,022
Allowance for loan losses	(7,675,157)	(6,970,388)
Investments	165,633,394	176,800,633
Fixed Assets	19,248,232	12,830,599
Cash and Cash Equivalents	92,213,722	107,804,667
All Other Assets	37,169,583	33,516,051
Total Assets	**786,665,542**	**735,111,584**
Liabilities		
Accounts Payable	10,278,245	6,061,522
Other Liabilities	31,858,590	18,022,981
Member Equity		
Shares and Certificates	680,896,396	655,207,679
Undivided Earnings and Statutory Reserves	72,890,807	71,472,248
Other Comprehensive Income (Loss)	(9,258,496)	(15,652,847)
Total Liabilities and Member's Equity	**786,665,542**	**735,111,584**

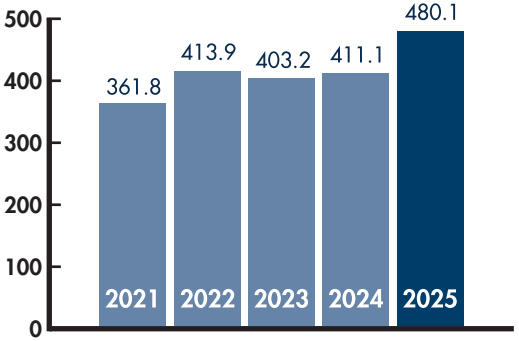




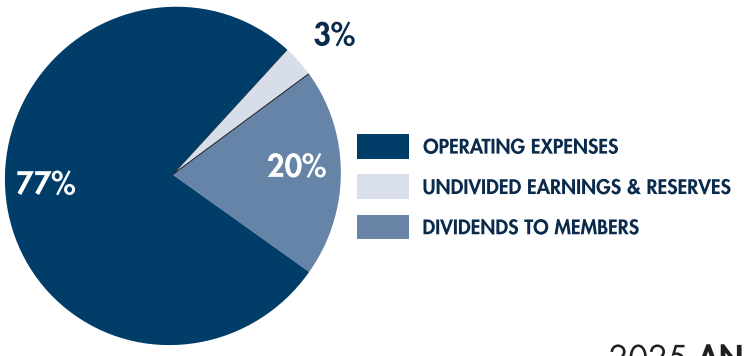
STATEMENT OF INCOME	2025	2024
Income		
Interest from Loans	29,423,299	24,874,450
Investment Income	9,623,451	11,773,194
Other Income	7,095,890	13,756,857
Total Gross Income	**46,142,639**	**50,404,501**
Operating Expenses		
Compensation and Employee Benefits	13,553,857	13,432,584
General and Administrative Expenses	14,317,053	13,843,279
Total Operating Expenses	**27,880,376**	**27,275,864**
Income before the following:	18,262,263	23,128,637
Provision for Loan Losses	(6,650,000)	(6,400,000)
Interest on Borrowings	(869,689)	(1,913,311)
Dividends to Members	(9,324,016)	(7,156,697)
Total Net Income (Loss)	**1,418,559**	**7,658,629**

LOANS

(in millions of dollars)



DISPOSITION OF INCOME



BRANCH **LOCATIONS**

CHANDLER CORPORATE PLAZA
25 S. Arizona Place
Chandler, AZ 85225

DEVONSHIRE
803 E. Devonshire Ave
Phoenix, AZ 85014

GILA SPRINGS
475 N. Gila Springs Blvd
Chandler, AZ 85226

GLENDALE
5770 W. Thunderbird Rd
Glendale, AZ 85306

GOODYEAR
1310 N. Litchfield Rd
Goodyear, AZ 85395

OCOTILLO
3800 S. Alma School Rd
Chandler, AZ 85248

QUEEN CREEK
22461 E. Queen Creek Rd
Queen Creek, AZ 85142

TEMPE
1232 E. Baseline Rd
Tempe, AZ 85283

TUCSON
340 S. Stone Ave
Tucson, AZ 85701

(480) 756-5500

TOLL FREE (800) 732-6986

www.**first**cu.net

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