Together, WE MAKE AN IMPACT

Trust · Family · Service · Prosperity

HTFFFCU

2025 ANNUAL REPORT

MESSAGE FROM THE CHAIRMAN OF THE BOARD

STRONGER *Together*

Welcome to the 91st Annual Meeting of the Houston Texas Fire Fighters Federal Credit Union.

It is my honor to present this year's Chairman's Report on behalf of the Board of Directors of Houston Texas Fire Fighters Federal Credit Union. As we reflect on the past year, one truth stands out clearly: our credit union continues to demonstrate strength, resilience, and a steadfast commitment to serving the financial needs of firefighter families. In a year that brought both economic challenges and new opportunities, HTFFFCU remained focused on its mission—protecting the financial well-being of the firefighters and families who protect our city every day.

In the summer of 2024, our credit union received a large influx of settlement funds that firefighters received from the city which temporarily increased our assets and member shares. Over the course of 2025, we managed the impact of that large influx, which led to elevated balances that were naturally distributed or normalized throughout the year.

I am pleased to report that, despite these fluctuations, our financial position has strengthened. Our net worth ratio has increased to 13.82%, reflecting improved capital and a stronger foundation for the future. Liquidity remains robust to meet members' needs and support lending. Loans have grown modestly, demonstrating ongoing demand, while our loan-to-deposit ratio remains conservative (50.33%) ensuring prudent management of members funds.

Over the past year, we continued to build on a foundation of financial stability. Strong capital levels, consistent loan performance, and disciplined expense management positioned the credit union for continued long term health. Our lending portfolio remained robust as members turned to us for vehicle financing, home loans, emergency funding, and everyday financial needs. Despite broader economic uncertainty, member confidence in the credit union remained high.

Equally important, we continued to improve and modernize the member experience. Enhancements in mobile banking, electronic document delivery, and automated services created faster more convenient ways for our members to access their accounts and manage their finances. These improvements were guided by a single priority: making it easier for the men and women of the Houston Fire Department and their families to bank on their terms, whether they are on shift, at home, or in the community.

This year also reaffirmed the importance of our cooperative structure. Every decision made by the Board centered on what is best for our membership as a whole—ensuring safety, improving service, and protecting the long term strength of the institution. The dedication of our management team and staff remains exceptional; their professionalism and care embody the mission of the credit union and the values of the firefighting community we proudly serve.

As we look ahead, HTFFFCU will continue to invest in technology, operational excellence, and financial products that support our members at every stage of life. Our commitment—to stand beside those who serve—remains unwavering.

On behalf of the Board, thank you for your trust, your loyalty, and your continued membership in Houston Texas Fire Fighters Federal Credit Union.

Brian McLeroy III
Chairman
Board of Directors

MESSAGE FROM THE TREASURER

FINANCIAL *Strength*

The credit union continued to demonstrate exceptional financial strength and operational stability throughout the year. Our performance reflects prudent financial management, disciplined oversight, and a sustained commitment to safeguarding member assets.

At year end, the credit union's capital ratio stood at 13.82%, surpassing the industry average by 1.64% and remaining significantly above the National Credit Union Administration's benchmark of 7% for a well-capitalized institution. This level of capitalization underscores our continued resilience and strong balance sheet position.

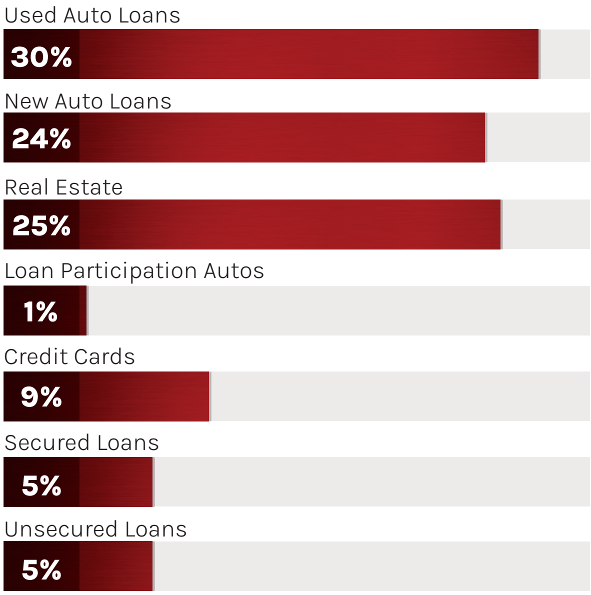
Total assets concluded the year at $395,011,438, supported by a loan portfolio of $169,138,323 and member share deposits totaling $336,077,403. These results reflect steady growth, sound lending practices, and continued member confidence in the credit union.

The Statements of Financial Condition and Results of Operations for the years ending December 31, 2025, and 2024 are included within this Annual Report for your review.

On behalf of the Board of Directors, Supervisory Committee, Management and Staff, we thank you for making 2025 a successful and productive year.

Skip North
Treasurer
Board of Directors

LOAN PORTFOLIO *at a glance*



MESSAGE FROM THE PRESIDENT

WORKING FOR *You*

Reflecting a year defined by financial strength, operational progress, and unwavering commitment to the brave and fearless firefighters and their families, Houston Texas Fire Fighters FCU continues to stand on a foundation of safety, service, and long-term financial strength.

In 2025, HTFFFCU delivered solid financial results, maintaining a strong balance sheet, healthy loan portfolio, and positive earnings. Our capital position remains robust, reflecting disciplined financial management and a continued commitment to protecting member assets. We also achieved clean financial audits, reinforcing a culture of accountability and operational excellence.

Our service to members remained a top priority. Member satisfaction scores and Google reviews continue to reflect high approval and trust in the service level that our team provides.

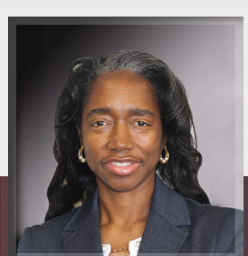
We continued investing heavily in technology and digital convenience, achieving several milestones that strengthened our service delivery and member experience. This included launching the Buy Now, Pay Later credit card program to offer members greater purchasing flexibility, as well as introducing the Alpha+ Credit Card to help young adults establish healthy credit histories. We also implemented single sign-on integration for check orders, streamlining digital access and reducing friction in everyday transactions. Operational efficiency improved with enhanced wire processing and the automation of ISP failover communications, which significantly increased network reliability. In addition, we elevated the digital experience by upgrading our online and mobile banking platform and expanding our library of video publications to better inform and engage members.

Thank you for your trust, your membership, and your commitment to HTFFFCU. Together, we remain strong, resilient, and focused on building financial security across generations. We encourage you to invite your immediate family to join Houston Texas Fire Fighters Federal Credit Union.

We are deeply appreciative of our dedicated employees, who selflessly serve you with respect, empathy, and dignity every day. We are also grateful for the time and energy that our all-volunteer Board of Directors and Supervisory Committee dedicate to our credit union.

It is a privilege to serve our credit union family, and we look forward to a healthy and prosperous 2026.

Pam McIver
President & CEO
Management Team



FINANCIAL REPORT

13.82% Net Worth Ratio

17,640 Membership

BALANCE SHEET
as of December 31

ASSETS	2025	2024
Net Loan	168,435,573	167,699,196
Cash	37,663,489	26,277,053
Investments	178,325,874	208,467,775
Land	3,598,965	3,598,965
Net Building & Equipment	1,907,481	2,358,807
Other Assets	5,080,055	3,874,841
TOTAL ASSETS	**395,011,438**	**412,276,638**

LIABILITIES & EQUITY		
Total Liabilities	4,392,373	5,049,808
Shares	138,050,202	159,621,397
Share Drafts	72,737,393	79,215,999
Term Share Certificates	76,642,332	63,968,354
Money Management	39,767,858	44,442,224
IRA	8,879,617	9,303,477
Reserves	54,541,662	50,675,380
TOTAL EQUITY	**390,619,065**	**407,226,831**
TOTAL LIABILITY & EQUITY	**395,011,438**	**412,276,638**

INCOME STATEMENT *for the period Jan. 1 - Dec. 31*

INCOME	2025	2024
Net Loan Interest Income	9,359,007	9,051,830
Investment Income	7,248,083	5,862,644
Other Income	4,094,231	4,158,473
TOTAL INCOME	**20,701,321**	**19,072,947**

EXPENSE		
Compensation and Benefits	5,824,150	5,481,940
Travel and Conferences	146,136	166,357
Office Operations	950,269	926,769
Education and Promotion	193,516	199,806
Professional Services	3,165,377	2,653,926
Provision for Loan Losses	403,415	424,284
Annual Meeting	42,600	36,000
Other Operating Expenses	1,515,047	1,542,796
Total Operating Expenses	**12,240,510**	**11,431,877**
Income From Operations	**8,460,811**	**7,641,070**
Non-Operating Expense	330,416	0
NCUSIF Impairment	0	40
(Gain)/Loss on Disposition of Assets	0	0
Income Before Dividends	8,130,395	7,641,030
Dividends Expense	4,974,972	4,358,334
NET INCOME	**$3,155,423**	**$3,282,696**

BOARD OF DIRECTORS

Brian McLeroy III, Chairman

Bruce Koger, Vice Chairman

Jerry E. Walker, Secretary

G.W. “Skip” North, Treasurer

Dwight Boykins, Director

Phil Cemino, Director

Rick Flanagan, Director

David Lantrip, Director

Philip Malek, Director

SUPERVISORY COMMITTEE

Dorsey McLeroy, Chairman

Victor Boudreaux, Member

Jackie Metcalfe, Member

CONTACT US

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htfffcu.org

MESSAGE FROM THE SUPERVISORY COMMITTEE CHAIRMAN

FINANCIAL *Integrity*

The Supervisory Committee is responsible for providing overall assurance that management has established and maintained effective internal controls to protect the financial health and integrity of the credit union and safeguard your assets.

To help with this process, the Supervisory Committee engaged the services of Doeren Mayhew CPAs and Advisors to audit the credit union’s financial statements. We are pleased to report that during 2025 no material areas of concern were found by the auditors. Your credit union remains financially strong and operationally effective with sound practices and procedures. Your credit union is in good financial condition and in compliance with state and federal regulations.

On behalf of my fellow Committee members, Jackie Metcalfe, Victor Boudreaux, and David Lantrip, we would like to thank the members for your continued support.

Dorsey McLeroy
Chairman
Supervisory Committee

MESSAGE FROM THE SECRETARY

STRONG *Foundation*

The 90th Annual Meeting of the Houston Texas Fire Fighters Federal Credit Union convened at the SPJST Lodge, 1435 Beall Street on Tuesday, March 25, 2025.

Chairman Brian McLeroy called the meeting at 7:00 p.m.

Rick Flanagan led the meeting in prayer.

There was a moment of silence for active and retired firefighters and members that were lost during the past year.

McLeroy introduced the Board of Directors and Supervisory Committee members.

The minutes of the 2024 Annual Meeting were approved.

Pamela McIver gave the report of the President/CEO. She recognized the Employee of the Year, Geneva Collins-Spiller, and introduced the credit union staff.

Supervisory Committee Chairman Dorsey McLeroy gave the results of the 2025 Board of Directors election. Dwight Boykins, Rick Flanagan, and David Lantrip were unopposed.

There being no unfinished or new business to conduct, the meeting adjourned at 7:20 p.m.

Jerry Walker
Secretary
Board of Directors