Igniting Community. Sparking Innovation.

2025 ANNUAL REPORT

ANNUAL MEETING

Call to Order and Welcome	
Invocation	Director, Cecil Brewer
Introductions of Board and Supervisory Committee	Vice Chair, Ryan Prillman
Chairman Remarks	Chair, Patti Tuma
CEO Remarks	CEO/President, Annette Zimmerman
2024 Annual Meeting Minutes Presentation	Vice Chair, Ryan Prillman
Nominations for Board of Directors	Director, Cecil Brewer
Motion to Accept Nomination by Acclamation	Vice Chair, Ryan Prillman
Unfinished Business	Vice Chair, Ryan Prillman
New Business	Vice Chair, Ryan Prillman
Meeting Adjournment	Vice Chair, Ryan Prillman

CHAIR REPORT

by Patti Tuma, Chair

People often ask what makes a credit union different from a bank. In response, we usually describe the structure of the organization: credit unions are not-for-profit; the board of directors is composed of unpaid volunteers; earnings are returned to the membership through better rates, services, and convenience rather than funneled to stockholders. Certainly, all of that is true, but that explanation omits the most important factor: you. PrimeWay exists because members like you believe that “people helping people” isn’t just a motto, it is a way of life. Looking back on this last year, what moves me isn’t any single milestone. It’s the steady, everyday proof that when we invest in one another, we all prosper.

Our employees and volunteers gave more than 800 hours of their time helping neighbors across our community. They assembled meals for hungry children through Kids’ Meals, partnered with the Houston Food Bank, and showed up at job fairs to help open doors to new opportunities. These aren’t just boxes we check. They are a natural expression of who we are and the values we live every day.

Nowhere was that spirit clearer than in our commitment to the healthcare community. Many of our members work in healthcare, caring for those in our community. This year, PrimeWay pledged $1 million over five years to advance healthcare across our region. And through our new Vital Impact Award, we celebrated a remarkable caregiver, Lynn Garcia, Transplant Nurse, honoring the quiet compassion and dedication that eases the pain of others. During April and May, we spent hours in as many of our hospitals as possible, thanking our community medical staff for all they do.

PrimeWay stayed true to our founding purpose: helping people to reach their dreams. Through free financial education workshops, bilingual services, and financial literacy programs for students, we worked to ensure that financial knowledge is accessible to every member. Beyond financial literacy, PrimeWay continued to award scholarships to deserving students.

Behind each of these efforts is the simple truth that guides every decision your board makes: behind every account, loan, and milestone is a person with a family, worries, hopes, and dreams. Your directors are your neighbors and fellow members, and we make decisions firm in our conviction that your success is our purpose. We are here to walk with you through the difficult days and celebrate the good days with you.

Thank you for the trust you place in us. It is an honor we never take for granted. Together, we will keep investing in what matters most, you and your community, building a future where strength, service, and genuine care go hand in hand. PrimeWay stayed true to our founding purpose: helping people to reach their dreams. Through free financial education workshops, bilingual services, and financial literacy programs for students, we worked to ensure that financial knowledge is accessible to every member. Beyond financial literacy, PrimeWay continued to award scholarships to deserving students.

Behind each of these efforts is the simple truth that guides every decision your board makes: behind every account, loan, and milestone is a person with a family, worries, hopes, and dreams. Your directors are your neighbors and fellow members, and we make decisions firm in our conviction that your success is our purpose. We are here to walk with you through the difficult days and celebrate the good days with you.

Thank you for the trust you place in us. It is an honor we never take for granted. Together, we will keep investing in what matters most, you and your community, building a future where strength, service, and genuine care go hand in hand.

CEO REPORT

by Annette Zimmerman, CEO/President

As we look back on 2025, many of the conversations we had with members were shaped by the same pressures families across Houston were feeling. Groceries, utilities, and everyday expenses cost more. Savings were stretched; an unexpected car repair, medical expense, or home repair could quickly turn an ordinary month into one filled with worry and strife.

Those realities matter to us because PrimeWay was built to serve you. We exist as people helping people to live their dreams. When our members face uncertainty, the credit union must be strong enough to stand beside them.

PrimeWay ended 2025 with a capital ratio of 12.60%, compared with the 7% level that federal regulators consider "well capitalized." I think of capital as our rainy-day fund. Just as a family saves for the unexpected, your credit union maintains reserves so we can weather difficult economic periods while still supporting the people who depend on us.

But strength is only meaningful when we put it to work. Our capital strength allows us to continue being there for you in these uncertain times, providing some of the most competitive rates in Houston to help members continue building their savings, continuing to lend so members can continue to build their lives, and investing in services that make managing your financial life easier and safer.

Sometimes putting our strength to work means choosing to earn less so that our members can keep more. For families living paycheck to paycheck, a relatively small financial emergency can have lasting consequences. Traditional payday loans can turn a short-term need into months of expensive debt. That is why PrimeWay introduced Payday Alternative Loans, providing members with a lower-cost option when they need a small amount of money quickly. Based on the loans we have provided, the difference between our alternatives and repeated payday borrowings is estimated to have saved our members more than $987,000 over the first year.

We are bringing that same philosophy to our new upcoming courtesy pay program. Many members have told us that, in these times of ever-rising costs, they need the safety net of overdraft coverage more than our current no-fee limit of $100. So, we are designing a new program with low costs and reasonable limits that provides members with the extra coverage they need while keeping costs affordable, so our members are financially stronger.

That commitment is especially important as we deepen our work with low- and moderate-income families throughout the community. Financial inclusion cannot simply mean providing access to an account. It means creating practical alternatives, offering guidance, and helping people build financial stability so that the next unexpected expense is easier to handle.

Caring for our members also means providing the same quality of service and protection found in large national institutions. Our recent investments in Carey, our phone virtual assistant, and enhanced fraud-prevention technology have received national recognition. We are proud of that recognition, but more important is what those innovations mean to you: faster access to help, stronger protections for your data, and more time for our team to spend with you when you need personal help.

We have also spent more time in Houston's healthcare community this year. We continue to serve nurses, physicians, technicians, administrators, and support professionals who spend their lives caring for others. Being present in the workplace is another way PrimeWay can meet our members where they are and better understand the financial lives and needs of the communities we serve.

Thank you for trusting PrimeWay with your financial life. Whether you have been a member for decades or just joined us, we are grateful for the opportunity to serve you and are committed to being here when you need us the most.

SUPERVISORY COMMITTEE REPORT

Mohina Panthi
Supervisory Committee
Committee Chair

Paul Arlinghaus
Supervisory Committee

Mike Huynh
Supervisory Committee

The Supervisory Committee is appointed by PrimeWay Federal Credit Union's Board of Directors to act as your representative and oversee internal auditing. The committee has two main goals: to ensure that management's financial reporting is sound and accurate, and that its practices and procedures safeguard members' assets. These goals are met by ensuring that PrimeWay's management team properly administers plans and policies set by the Board of Directors, and establishes and maintains effective policies, procedures, and controls that safeguard against fraud and conflicts of interest.

The National Credit Union Administration (NCUA), the federal regulatory agency for credit unions, conducts regular examinations of federally chartered credit unions. Additionally, this committee conducts an annual certified third-party audit. This year, the committee contracted Forvis Mazars, LLP, which rendered the following findings:

> "In our opinion, the accompanying financial statements present fairly, in all material aspects, the financial position of PrimeWay as of March 2026, and the results of its operations and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America."

After careful review of all audit reports, on behalf of the Supervisory Committee, I am pleased to report that PrimeWay Federal Credit Union is financially sound and complies with all Generally Accepted Accounting Principles (GAAP) and applicable federal and state regulations.

TREASURER REPORT

by Dolores Hernandez, Secretary/Treasurer

PrimeWay remains well capitalized at 12.60 percent. The National Credit Union Administration (NCUA), the federal agency overseeing credit unions, considers anything above 7 percent to be well capitalized.

The credit union posted a net income of **$1,192,795** at year-end for the combined organization.

Loans totaled **$542,319,241** at year-end 2025, for the entire organization.

Delinquency at year-end 2025 was 1.34 percent, and net charge-offs were 0.49 percent. While higher than 2024, this is still strong loan quality.

Assets were **$724,408,422** at year-end 2025, with 49,292 members.

PrimeWay remains a financially strong organization dedicated to providing members with stability, convenience, and peace of mind.

BALANCE SHEET

		Dec. 31 2025	Dec. 31 2024
Assets			
Earning Assets			
	Cash	24,738,189	46,521,665
	Investments	78,791,388	80,943,020
	Loans to Members (Net)	542,319,241	521,708,884
Other Assets			
	Accounts Receiveable	12,843,100	10,834,893
	Accrued Interest	2,408,712	2,743,097
	Land, Building & Equipment	16,859,948	18,509,828
	NCUA Share Insurance Fund	5,398,708	5,584,583
	All Other Assets	41,049,136	38,185,399
	Total	**724,408,422**	**725,031,369**
Liabilities			
	Accounts Payable	9,749,582	11,665,653
	Other Liabilities	6,010,701	4,531,446
	Borrowed Funds	78,000,000	78,000,000
Members' Deposits			
	Shares	199,953,339	214,819,840
	Other Deposits	368,430,656	356,280,775
Equity			
	Reserves and Undivided Earnings	**62,264,144**	**59,733,655**
		724,408,422	**725,031,369**

INCOME STATEMENT

		Dec. 31 2025	Dec. 31 2024
Interest Income			
	Loans to Members	30,237,851	28,850,391
	Investments and Cash Equivalents	8,300,319	10,435,217
Interest Expense			
	Dividends Paid to Members	6,013,119	5,276,518
	Interest on Borrowed Funds	6,286,301	7,654,698
Net Interest Income		**26,238,750**	**26,354,392**
Provision for Loan Loss		**2,043,667**	**2,534,671**
Non-Interest Income			
	Fees & Service Charges	3,061,944	2,773,748
	Other Non-Interest Income	5,976,724	5,857,521
		9,038,668	**8,631,269**
Non-Interest Expense			
	Operating Expenses	32,040,956	30,080,824
	Non-Operating (Income) Expenses	-	18,126
		32,040,956	30,098,950
Net Income		**1,192,795**	**2,352,040**

Nurses Week at Houston Methodist Hospital Sugar Land

Fort Bend Chamber Empowering the Healthcare Workforce

Juneteenth

Vital Impact Award Honoree

Missouri City
Grand Re-opening

TIVELY

Nurses Week at
St. Luke's Hospital

13th Annual State
of the STEM

From all of us at PrimeWay and your board, we look forward to another outstanding year of Living Positively!

Your Board Members

Patti Tuma……………………………………………**Chair**
Ryan Prillman…………………………………**Vice Chair**
Dolores Hernandez ………………**Secretary/Treasurer**
Cecil Brewer…………………………………………**Director**
Antony Kilty ………………………………………**Director**
Richard Kuhn………………………………………**Director**
Lollie Ramirez-Bennett…………………………**Director**
Mohina Panthi……………**Supervisory Committee Chair**
Paul Arlinghaus………**Supervisory Committee Member**
Mike Huynh……………**Supervisory Committee Member**

primeway®

P.O. BOX 53088 • HOUSTON, TX 77052-3088
713-799-6200 • www.primewayfcu.com

Federally Insured by NCUA

EQUAL HOUSING LENDER