



ANNUAL REPORT 2025

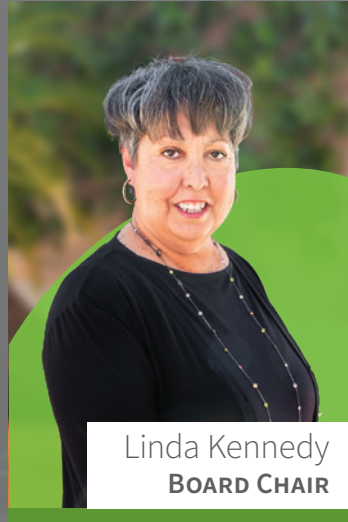
Where **PROGRESS**
Meets **PURPOSE**



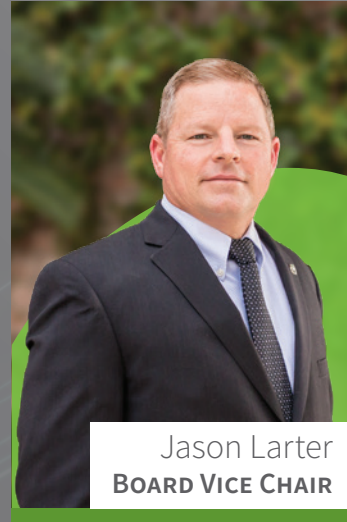
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The Board of Directors



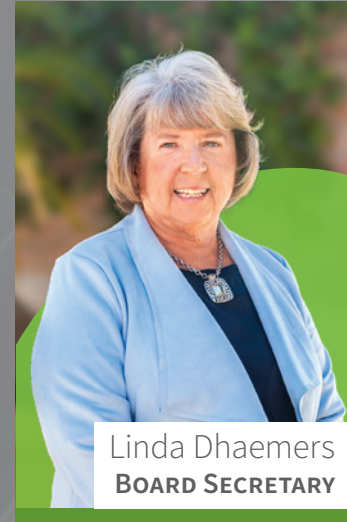
Linda Kennedy
BOARD CHAIR



Jason Larter
BOARD VICE CHAIR



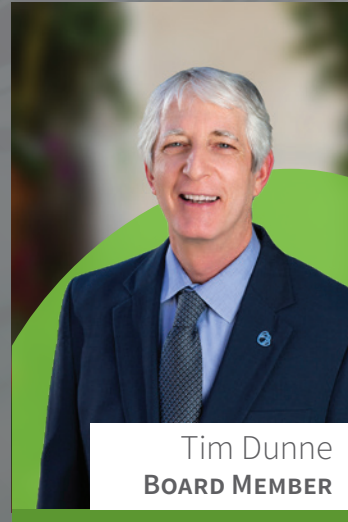
Paige Shockley
BOARD TREASURER



Linda Dhaemers
BOARD SECRETARY



David Bosman
BOARD MEMBER



Tim Dunne
BOARD MEMBER



James Kisner
BOARD MEMBER

Executive Leadership

President/Chief Executive Officer
Eric Renaud

Chief Experience Officer Celyna Cervantes

Chief Credit Officer Adam Coggshall

Chief Operating Officer Bruce Barnett

Chief People Officer Sarah Holt

The Committees

Supervisory Committee

Michael Klinicki, *Chair* Rudy Ingersoll
John Carroll Ray Lancaster
Matthew Goldie Paige Shockley

Finance Committee

Paige Shockley, *Chair* James Kisner
David Bosman Jason Larter
Tim Dunne



\$81,000
Raised at the
Pima Federal Golf Classic

2025 COMMUNITY IMPACT

2025 Annual Meeting Minutes

Ms. Linda Kennedy, Board Chair, opened the official business meeting at 6:02 p.m. She asked Mr. Jason Larter, Board Vice Chair, for confirmation that a quorum had been met to proceed with an official qualified business meeting. Mr. Larter announced that a quorum had been met.

Ms. Kennedy asked for a motion to approve the Annual Meeting Minutes from May 21, 2024, as printed. A motion was made, seconded, and the motion passed. She then asked if there was any Old Business, there was none.

Mr. Rudy Ingersoll, Supervisory Committee Chair, provided a recap of the Supervisory Committee Report. The full report was printed on page 7 of the Annual Report.

Next, a recap of the Finance Committee Report was provided by Mr. Tim Dunne, Board Treasurer & Finance Committee Chair. The full report was printed on page 11 of the Annual Report.

Ms. Kennedy asked if there was any New Business; there was none. She then introduced Eric Renaud, President/CEO of the Credit Union. Mr. Renaud expressed his gratitude to the Board of Directors and the Supervisory Committee for their dedication and contributions. He also extended his appreciation to the Executive Team —Sarah Holt, Chief People Office, Adam Coggshall, Chief Credit Officer, Bruce Barnett, Chief Operating Officer, Celyna Cervantes, Chief Experience Officer, Katelyn Brown, Vice President of Finance & Accounting for their continued support in advancing

the Board's vision. He provided a comprehensive financial recap, highlighting key trends, community impact, membership enhancements, and notable awards. Mr. Renaud emphasized the organization's growth, driven by the core mission of "people helping people." This growth is not only geographic but also reflected in the expansion of services. In 2024, new branches were opened in Pinetop and Yuma, followed by additional locations in Scottsdale, Phoenix, and Gilbert in May 2025. Key innovations included the launch of Evan, the Digital Assistant, the introduction of a Spanish language option in the mobile app, and the acquisition of Republic Bank of Arizona — a move that significantly expanded services and benefits for members, particularly in commercial and personal lending. Mr. Renaud concluded by welcoming Christine Haugen, Chief Financial Officer, and Brian Ruisinger, Market Area President, to the leadership team. Next, Mr. Jason Larter, Board Vice Chairman and Governance & Nominations Committee Member, announced that Linda Dhaemers, Tim Dunne and were re-elected by acclamation to a three-year term and Paige Shockley for a one-year term. Lastly, Ms. Kennedy thanked the members, member volunteers, and employees for attending the annual meeting. The official business meeting was adjourned at 6:30 p.m. ■



\$346,624
Contributed in
Sponsorships

2025 COMMUNITY IMPACT

A message from Our Chairman & President/CEO

Dear Valued Members,

As we look back on 2025, we are thrilled to share the remarkable progress and achievements of Pima Federal Credit Union over the past year. Your steadfast support and trust have fueled our continued growth, and it is with great pride that we highlight the many milestones reached together.

This year was especially momentous as we celebrated the successful acquisition of Republic Bank of Arizona, expanding our reach and adding new branches in Phoenix, Gilbert, and Scottsdale. We warmly welcome all new members who have joined us through this expansion and look forward to serving you with dedication and care. We are also excited to announce plans for continued growth in 2026, including the opening of a new branch in Marana mid-year and the relocation of our Scottsdale branch in the fourth quarter.

Our commitment to community impact remained at the forefront in 2025. Through our 12th annual Golf Classic, we directly supported two outstanding local charities, Youth on Their Own and Impact of Southern Arizona. Our team members contributed countless hours and resources to various local nonprofits, reinforcing our dedication to giving back. We are also proud to have awarded educational scholarships to deserving students, fostering the next generation of leaders.

Financially, Pima Federal Credit Union remains strong and resilient. We concluded 2025 with robust net income, demonstrating our prudent financial management and unwavering focus on delivering value to our members. Our total assets reached \$1.6 billion, and we now serve more than 73,000 members. Significant growth in both loans and deposits further underlines the solid foundation we have built and maintained.

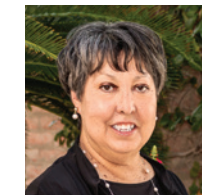
We are deeply honored to have received multiple accolades this year, including the Top Workplace Award by the Arizona Daily Star. This recognition reflects our ongoing commitment to excellence, member satisfaction, and nurturing a supportive, positive work environment.

As we look to 2026 and beyond, we remain steadfast in our mission to serve you with integrity, innovation, and care. Thank you for being an essential part of the Pima Federal family. Together, we will continue to achieve great things. ■

Warm regards,



Eric H. Renaud
President & CEO



Linda Kennedy
Board Chair



2,802
Hours Volunteered

2025 COMMUNITY IMPACT

3 New Branches in Phoenix

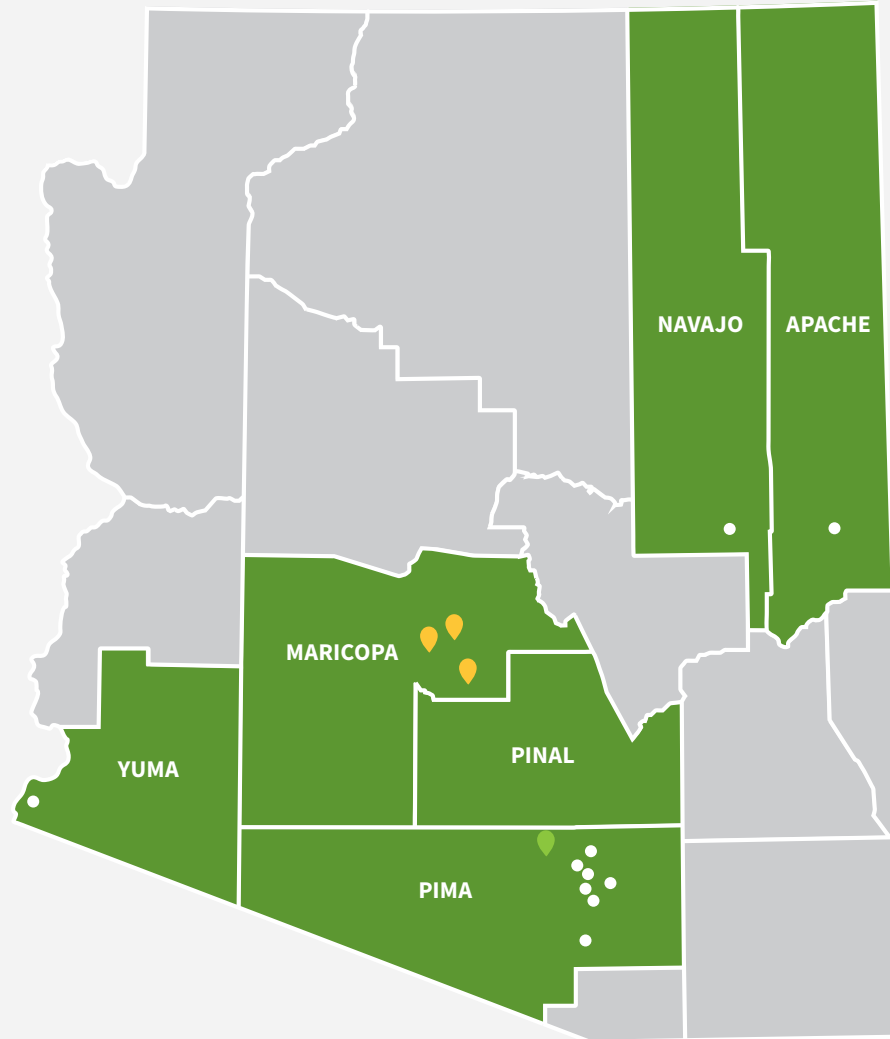
13 Total Branches

1 New Construction Gladden Farms Branch

in Marana – 14th branch

7,925
New Members

Total Deposit Growth
\$231MM



2025 Member Impact

Supervisory Committee Report

The Supervisory Committee is an independent committee consisting of five volunteer members and is appointed by the Board of Directors from among the members of Pima Federal Credit Union. This Committee is also known as the Audit Committee. It is charged with providing oversight and ensuring the adequacy of financial reporting, accounting, compliance, risk, and other control systems and practices. The Committee reviews all audit reports and meets monthly to discuss audit results as well as the status of management’s action on all audit recommendations. The Committee also determines whether all Board-approved policies are being adhered to and if Pima Federal Credit Union is operating in a fiscally responsible manner. The Supervisory Committee evaluates and selects the public accounting firms and other companies to perform various audits and reports these activities and findings to the Board of Directors on a regular basis. The Supervisory Committee also reviews the Compliance Program, including BSA activities.

To fulfill its responsibilities, the Supervisory Committee:

- ▶ Engaged the services of the CPA firm Doeren Mayhew to perform the annual Financial Audit and the Verification of Member accounts.
- ▶ Engaged the services of the CPA firm of Baker Tilley to perform quarterly internal audits and other oversight activities and regulatory compliance audits.
- ▶ Engaged the services of the CPA firm Mansperger Patterson McMullin PLC to perform the employee benefit plan audits.

- ▶ Engaged CU Business Group to review commercial loans and operations.
- ▶ Engaged Trace Security for 2025 and Rival Data Security to perform the Information Technology audits. The 2026 IT audit vendor has not been selected at this time.
- ▶ Developed an annual internal audit plan, working with the Compliance Department, and obtaining input from the audit firms, the Board of Directors, and management. As the Credit Union grows to meet the needs of the membership through products and services, we adjust our audit plan accordingly.

Based on the results of the audit reports and the last examination report of the National Credit Union Administration, it is the opinion of your Supervisory Committee that Pima Federal Credit Union continues to be financially strong and well managed, with sound policies and programs.

The Supervisory Committee wishes to thank the Board of Directors, Management, and employees for their dedication to protecting member assets and operating with integrity and sound business practices. We would also like to thank our member owners for their trust in Pima Federal Credit Union. ■

Michael A. Klinicki, *Chair*



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Local Organizations Supported

2025 COMMUNITY IMPACT

Finance Committee Report

The Finance Committee operates under the leadership of our Board Treasurer and comprises board members appointed by the Board Chair. Our mission centers on stewarding Pima Federal Credit Union's assets and liabilities in alignment with our strategic objectives. This responsibility encompasses monitoring financial performance, evaluating our investment portfolio, understanding our Asset/Liability profile, and assessing management's proposed financial strategies.

Outstanding Financial Performance

Your member-owned cooperative has delivered another year of exceptional growth and financial strength. The numbers tell a compelling story of progress and stability:

Our asset base expanded significantly through the purchase of Republic Bank of Arizona and organic membership growth, growing by \$320.7 million to reach \$1.6 billion, a robust 25.1% increase that reflects both member confidence and strategic positioning. Member deposits surged by \$318.5 million to \$1.4 billion, representing impressive 29.3% growth that demonstrates the trust our members place in their credit union.

Loan portfolio growth kept pace with deposits, increasing by \$250.1 million to \$1.2 billion—a 27.7% expansion that shows we're effectively serving our members' borrowing needs. Despite this substantial growth, our loan-to-share ratio remained remarkably stable, declining slightly from 83.15% to 82.11%. This means we're lending 82.11 cents of every deposited dollar while maintaining prudent reserves in low-risk investments and cash holdings.

Strength Through Discipline

Our capital position strengthened considerably, growing by \$20.2 million with a corresponding Capital Ratio of 9.46%, a “Well Capitalized” ratio reinforcing our regulatory compliance and financial resilience. The National Credit Union Administration recognizes capital as the primary measure of institutional strength, and our continued growth in this area positions us well for future opportunities and challenges.

Net income reached \$20.2 million, generating a return on assets of 1.41%—a significant improvement over 2024's already strong 1.15% ratio. These returns reflect efficient operations and sound decision-making while ensuring we can continue investing in member services and competitive products.

Strategic Focus

Throughout the year of mixed rate movements, the committee carefully evaluated various strategies to maintain our responsiveness to market conditions while maximizing member value. Our approach balances competitive positioning with prudent risk management, ensuring we remain a reliable financial partner for our membership.

Pima Federal Credit Union's financial foundation remains exceptionally strong. This strength enables us to offer competitive rates, expand services, and support our members' evolving financial needs. We remain committed to serving as your trusted financial cooperative, dedicated to your success and our shared prosperity. ■

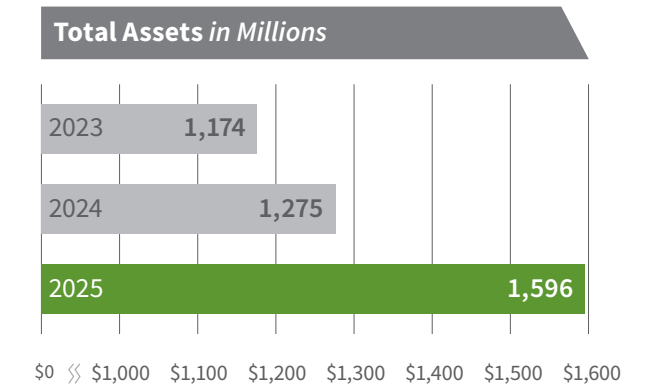
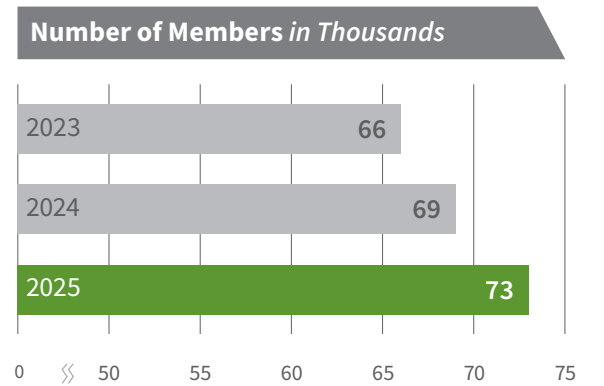
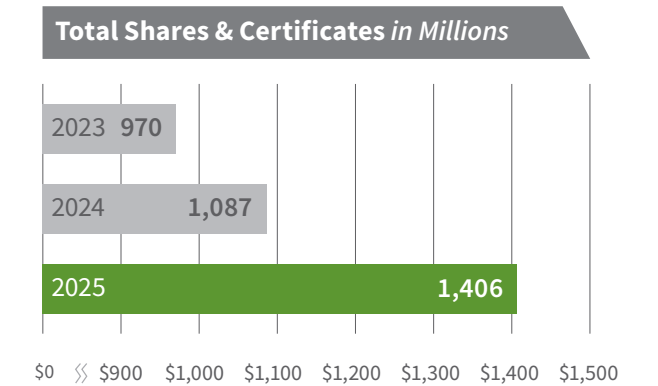
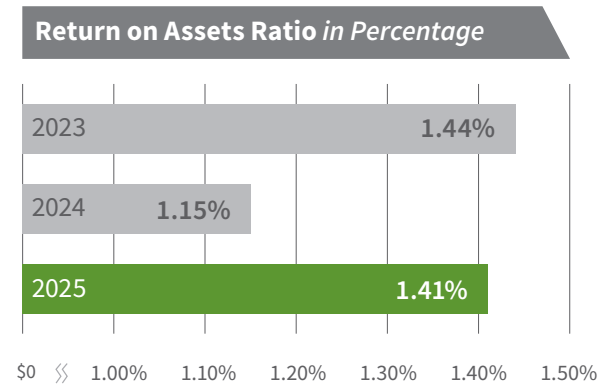
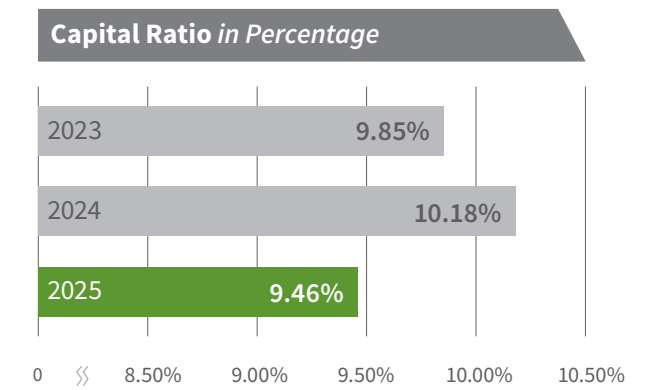
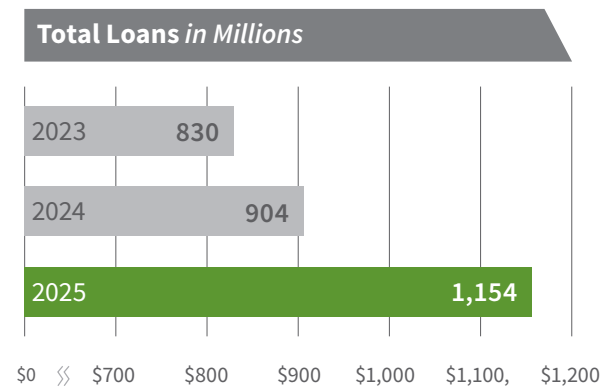
Paige Shockley, *Chair*

\$10,000
in Education Awards to
5 High School Seniors



2025 COMMUNITY IMPACT

3-Year Financial Trends



2025 Balance Sheet

	December 31, 2025	December 31, 2024
ASSETS		
Loans to Members	\$1,154,373,185	\$904,246,767
Less: Allowance for Loan Losses	8,384,903	6,754,067
Net Loans Outstanding	1,145,988,282	897,492,700
Cash and Investments	292,245,457	279,941,761
Land and Buildings & Furniture and Equipment	28,940,790	24,735,257
NCUSIF Deposit	12,243,215	9,659,406
Goodwill & Intangible	30,584,979	-
All Other Assets	86,183,360	63,660,845
Total Assets	1,596,186,082	1,275,489,969
LIABILITIES		
Total Member Shares/Deposits	1,405,796,478	1,087,262,357
Notes Payable	34,255,282	62,500,000
Accounts Payable and Other Liabilities	15,653,907	12,866,604
Total Liabilities	\$1,455,705,667	\$1,162,628,961
CAPITAL		
Undivided Earnings and Regular Reserves	150,034,183	129,784,928
Other Comprehensive Income & Investment Market Valuation	(9,553,767)	(16,923,920)
Total Capital	\$140,480,416	\$112,861,008
Total Liabilities and Equity	\$1,596,186,082	\$1,275,489,969

2025 Income Statement

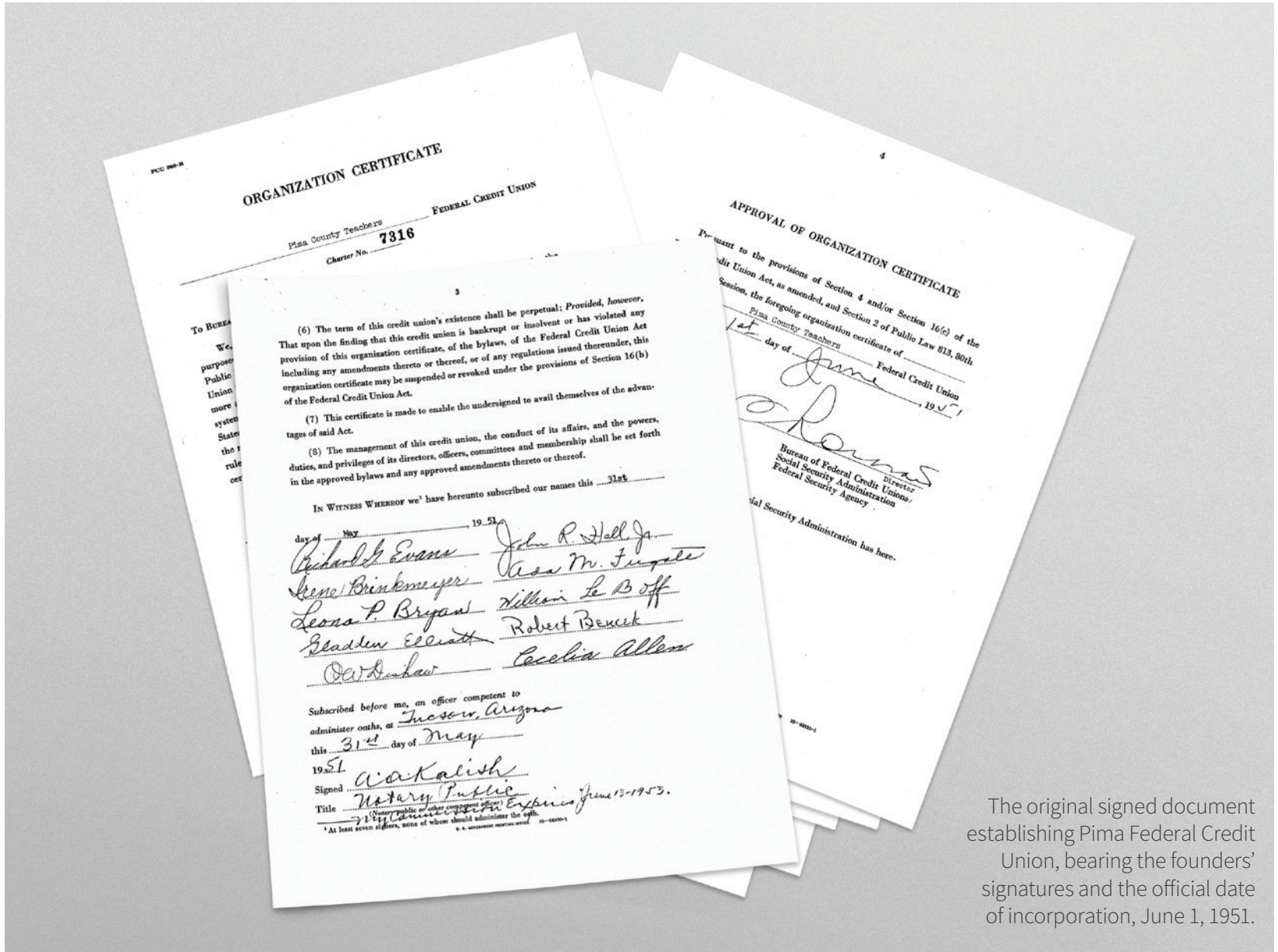
	December 31, 2025	December 31, 2024
Interest on Loans	\$66,261,874	\$48,583,526
Interest on Investments	8,473,522	9,921,097
Total Interest Income	74,735,396	58,504,623
Dividend Expense	24,183,078	20,529,009
Funds Purchased	1,922,742	3,396,684
Total Interest Expense	26,105,820	23,925,694
Net Interest Income	48,629,577	34,578,930
Provision for Loan Loss	6,621,936	5,305,463
Net Interest Income after Provision	42,007,640	29,273,466
Fee & Other Income	16,676,397	13,982,010
Operating Expense	38,435,031	29,121,842
Net Income	\$20,249,006	\$14,133,633



941 Students & Adults

Taught Financial Literacy
(Topics included Fraud Prevention, Building Credit, Budgeting, and more)

2025 COMMUNITY IMPACT



The original signed document establishing Pima Federal Credit Union, bearing the founders' signatures and the official date of incorporation, June 1, 1951.

"We just wanted to help people."

- Dick Evans
co-founder of Pima Federal Credit Union

Locations

Stone

3730 N. Stone Ave.
Tucson, AZ 85705

Valencia

2455 E. Valencia Rd.
Tucson, AZ 85706

Silverlake

1177 W. Silverlake Rd.
Tucson, AZ 85713

Sahuarita

18767 S. Nogales Hwy., Suite 115
Green Valley, AZ 85614

Pinetop-Lakeside

20 E. White Mountain Blvd., Suite B-4
Lakeside, AZ 85929

Phoenix

645 E. Missouri Ave., Suite 108
Phoenix, AZ 85012

Scottsdale

7373 N. Scottsdale Rd., Suite A195
Scottsdale, AZ 85253

Thornydale

6510 N. Thornydale Rd.
Tucson, AZ 85741

Pantano

231 N. Pantano Rd.
Tucson, AZ 85710

Steam Pump

11025 N. Oracle Rd.
Oro Valley, AZ 85737

Springerville

830 E. Main St., Suite 170
Springerville, AZ 85938

Yuma

454 W. Catalina Dr.
Yuma, AZ 85364

Gilbert

1417 W. Elliot Rd.
Gilbert, AZ 85233

Gladden Farms *(opening June 2026)*

11310 W Tangerine Rd.
Marana, AZ 85653

Contact us

520.887.5010

pimafederal.org

@pimafederal on   

