



Let's Grow

2025 Annual Meeting



Growth Starts Here

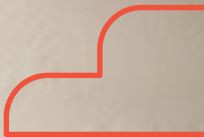
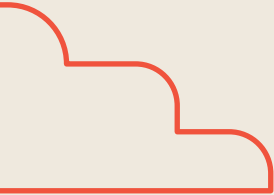
Growth looks different for everyone. But it always starts the same way: with a clear vision of the future.

At Raiz, when we say Let's Grow, it's an invitation to keep moving forward with confidence.

It's our commitment to guide our members on a path to financial success, because we know what it takes to help you turn big ideas into realistic steps and successful outcomes.

And it's a shared vision for our community, opening doors to opportunity no matter where you're starting from or how far you want to go.

Whether you're working toward a fresh financial start, a stronger savings plan, or a new personal milestone, we can help you grow.





Max Villaronga
President and CEO

President's Report

Let's Grow.

Two words. One promise. And in 2025, those two words were more than a slogan. They were a challenge we accepted every single day.

When we say, **"Let's Grow,"** we're not just talking about numbers. We're talking about growing with purpose. Growing together. Growing in ways that make a real difference in the lives of the families and individuals who trust us with something deeply personal: their financial futures. In 2025, that vision wasn't just something on a wall. It was the story of our entire year.

We grew through hard work. The years leading into 2025 demanded significant investment from this organization in technology, infrastructure, and systems that would allow us to serve our members at a higher level. Those were not easy years. They asked a lot of our team, and they asked a lot of your patience and trust.

In 2025, that work paid off.

What had been an investment became a capability. What had been disruption became momentum. We emerged not just recovered, but genuinely stronger. Faster. More focused. Ready to deliver on the promises we make every day. The foundation was laid. And the growth could begin.

We grew through uncertainty. If 2025 taught us anything, it's that growth rarely happens in comfortable environments. This past year was anything but comfortable on the national stage. Interest rate volatility, shifting consumer confidence, and a challenging economic landscape tested financial institutions across the country. We felt those pressures as well.

But something I can confidently say is that real growth builds lasting trust. For us, it was important to hold steady, make clear-headed decisions, and put our members first, even when the environment is pushing back. We navigated uncertainty without losing our vision or compromising our mission. We came out of the other side with our commitments intact, and our community is stronger for it. "Let's grow" is not just a motto or tagline. It is a declaration of intention and a commitment to you.

We grew smarter. One of the most exciting stories of this past year for the credit union wasn't about scale. It was about intelligence. We built meaningful efficiencies across the organization. Efficiencies that members actually feel. Faster loan decisions. Smoother processes. Technology that works the way it was designed to

work. When we grow smarter, our members spend less time waiting and more time moving forward. When we grow smarter, our team members can stop fighting friction and start doing what they came here to do: connect with people, solve problems, and make a real difference. That is the focus of every person at Raiz, and it is something I am genuinely proud of.

We grew together. The numbers tell a confident story. Membership grew. Assets grew. More families chose Raiz as their financial home this year than ever before.

But behind every number is a person. A family at a kitchen table making decisions about their future. A first-time homebuyer. A young person opening their first account. A small business owner taking a leap of faith. These are the people we grow for. And in 2025, we had the privilege of walking alongside more of them than at any point in our history.

That growth didn't come from nowhere. It came from trust. Built one conversation, one transaction, one relationship at a time.

We grew in excellence. For the third consecutive year, Raiz Federal Credit Union was recognized as the best credit union in our region by our community's votes.

We are genuinely proud of that. Not because awards define us, but because this one reflects something real: the consistent trust and dedication we have for the community we serve. Three years in a row is not luck. It is culture. It is commitment. It is every single team member who shows up with heart and purpose, and every member who sees that and chooses to grow with us. We are proud to consistently be rated at world-class service levels based on feedback from member surveys. It fuels our everyday actions, and we are committed to exceeding these expectations.

As we look ahead, the momentum is real. The mission is clear. And the deeply meaningful work of helping families achieve their financial dreams has never felt more important.

To our members: thank you. Thank you for your trust, your loyalty, and your belief that a financial institution can be something more. You inspire us to be better. You challenge us to keep raising the standard.

Let's continue growing together!

With sincere gratitude,

Max Villaronga

President & CEO
Raiz Federal Credit Union





Lillian Crouch
Chair of the
Board of Directors

Board Chair Report

On behalf of the Board of Directors, it is my honor to reflect on a year that once again reminded us why this credit union exists and why the work we do together matters so deeply.

The Board of Directors is made up of volunteer members of this community who give their time, energy, and expertise not for recognition, but out of a genuine commitment to the people this credit union serves. They bring diverse perspectives and a shared conviction: that every member of Raiz deserves sound, principled leadership. It is a role that asks us to be committed to representing our members in ways that make a difference. I am honored to work alongside these volunteers who dedicate their service to making that commitment a reality.

That spirit of service is reflected in everything Raiz has become. Today, we proudly serve more than 78,000 members and have surpassed \$1 billion in assets. These are milestones that speak directly to the trust our community has placed in us. Growth of this magnitude is earned, not given. It comes from years of consistent decisions made with our members at the center, and it is a responsibility we carry with both pride and purpose.

What makes these numbers even more meaningful is the experience behind them. Our Net Promoter Scores remain at world-class levels, and Raiz was once again recognized as the best credit union in our city. These distinctions are not the result of any single initiative. They are the collective outcome of a culture that genuinely puts people first, day in and day out. When members feel that kind of care, they stay. They grow with us. And they tell others.

The Board also remains deeply committed to something that extends beyond our branches: advocating at the local, state, and federal levels for credit unions and the people we serve. The financial well-being of our members is not just protected inside our walls. It must be defended in policy, in regulation, and in every room where decisions are made that affect everyday people. As long as we have a voice, we will use it to advocate for our community. Thank you for trusting in us to do so.

To the Board of Directors and the Supervisory Committee, thank you for your tireless volunteer service and the integrity you bring to your roles. To our leadership group, thank you for turning a vision into reality with skill and heart. And to every single Raiz team member who shows up each day and gives their best, you are the soul of this credit union. None of this happens without you.

The future of Raiz is bright. Let's grow!

With gratitude,

Lillian Crouch

Chairwoman - Board of Directors
Raiz Federal Credit Union





Rene Chavez
Treasurer,
Board of Directors

Treasurer's Report

As the Treasurer of the Board of Directors for Raiz Federal Credit Union, I serve as a financial steward, overseeing our financial health to help ensure the responsible management of members' funds.

I am pleased to report that Raiz Federal Credit Union finished 2025 in a financial position intended to leverage technology and facility investments to scale. The year was not without its challenges. The national economic environment placed significant pressure on financial institutions of all sizes, and our credit union felt the effects of that uncertainty. We remained mindful of that reality in every decision we made.

Despite those challenges, the results of 2025 reflect an organization that is committed and well-managed. Raiz continues to exceed \$1 billion in assets, a milestone achieved by fewer than 10% of credit unions nationwide. It also continues to grow its membership and maintain the financial stability that our members depend on.

These outcomes are a direct reflection of the disciplined, member-focused approach that guides this credit union.

Looking ahead, the foundation is strong, and the outlook is encouraging. The investments made in prior years are yielding positive returns in efficiency and operational performance. As the broader economic environment stabilizes, Raiz is well-positioned to meet the moment with confidence.

Our commitment to responsible oversight and the long-term financial wellbeing of our members remains at the core of everything we do.

Thank you for your trust and membership,

Rene Chavez

Board Treasurer
Raiz Federal Credit Union



Rene Vargas
Chairman of the
Supervisory Committee

Supervisory Committee Report

I am pleased to present an overview of the Supervisory Committee's essential role in maintaining the financial strength and security of Raiz Federal Credit Union. Our committee conducts comprehensive, independent evaluations of the credit union's operations to ensure compliance with established policies and procedures. We are diligent in ensuring that our practices align with generally accepted accounting principles, comply with the National Credit Union Administration's regulatory requirements, and conform to our organizational bylaws. This proactive approach effectively mitigates risks and safeguards against errors and fraudulent activities.

In 2025, we worked with professional firms, including Lauterbach, Borschow & Company, Doeren Mayhew, and BAI Security, which conducted extensive external audits. These audits play a crucial role in identifying risks and assessing the effectiveness of our internal controls. I am pleased to report that, due to the hard work and dedication of our team, Raiz FCU received favorable ratings. This outcome is a testament to the sound management practices and the effective execution of the credit union's strategic objectives.

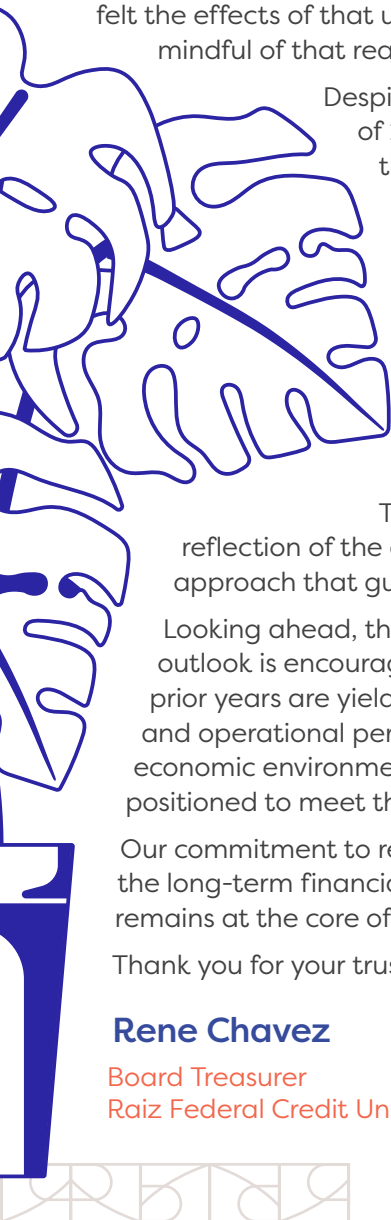
As the Chairman of the Supervisory Committee, I would like to extend my sincere appreciation to the entire Raiz Federal Credit Union management team and staff. Their unwavering commitment to delivering exceptional service to our members has been integral to the credit union's audit success. Raiz Federal Credit Union is firmly committed to safeguarding our members' finances, and this dedication is clear.

I am optimistic about the future of Raiz and confident that we will continue to provide outstanding service and care for our members. Together, we will uphold the highest standards of financial integrity and excellence.

Thank you,

Rene Vargas

Chairman, Supervisory Committee
Raiz Federal Credit Union



Consolidated Statements of Financial Condition

December 31, 2025 and 2024

Assets	2025	2024
Cash and cash equivalents		
Cash on hand and on deposit	\$48,041,177	\$16,623,657
Overnight funds	39,570,996	84,688,582
Total cash and cash equivalents	87,612,173	101,312,239
Investment securities:		
Available-for-sale	70,257,577	17,868,855
Held-to-maturity	-	-
Total investment securities	70,257,577	17,868,855
Loans receivable, net	829,605,996	785,669,670
Accrued interest receivable	3,222,938	2,724,913
Lease right-of-use asset	1,607,121	1,658,355
Property and equipment, net	40,618,340	43,296,842
NCUSIF deposit	7,910,996	7,942,625
Catalyst Corporate Credit Union shares	656,779	656,779
Federal Home Loan Bank shares	5,018,600	2,220,200
Credit union owned life insurance	9,500,000	9,500,000
Prepaid expenses and other assets	18,084,934	14,956,971
Intangible assets, net	4,260,051	4,340,844
	\$1,078,355,505	\$992,148,293
Liabilities and members' equity		
Liabilities:		
Share deposits	\$800,044,729	\$725,442,584
Non-member deposits	54,212,000	123,699,000
Notes payable	111,975,458	30,000,000
Lease liability	1,740,865	1,766,112
Accounts payable and other liabilities	11,569,521	6,519,107
Deferred revenue	960,000	1,440,000
Total liabilities	980,502,573	888,866,803
Members' equity:		
Retained earnings (restricted)	98,806,047	104,643,401
Accumulated other comprehensive income	(953,115)	(1,361,911)
Total members' equity	97,852,932	103,281,490
	\$1,078,355,505	\$992,148,293

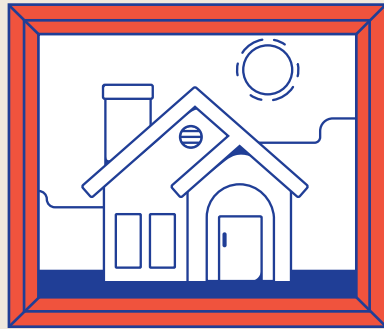
Consolidated Statements of Income and Comprehensive Income

Years ended December 31, 2025 and 2024

	2025	2024
Interest Income:		
Loans	\$53,567,896	\$50,383,937
Overnight funds	3,103,554	1,932,127
Investment securities:		
Available-for-sale	828,964	477,770
Total interest income	57,500,414	52,793,834
Interest expense:		
Interest on borrowings	1,747,449	1,315,611
Interest on non-member deposits	4,802,764	6,605,602
Dividends on share deposits	12,258,106	9,672,139
Total interest expense	18,808,319	17,593,352
Net interest income	38,692,095	35,200,482
Provision for loan losses	13,069,314	10,070,485
Net interest income after provision for loan losses	25,622,781	25,129,997
Noninterest income:		
Member service and loan fees	22,453,171	19,962,061
Earnings on credit union owned life insurance	170,517	159,406
Other income	435,121	3,364,348
Total noninterest income	23,058,809	23,485,815
Noninterest expense:		
Compensation and benefits	22,492,595	20,837,101
Office operations	10,730,233	9,699,033
Occupancy	2,161,943	1,928,094
Depreciation	3,124,249	3,104,886
Loan servicing	8,439,911	7,993,632
Professional and outside services	2,181,099	1,099,483
Publicity and promotion	2,766,335	2,208,963
Travel and conferences	184,078	133,900
Other	2,438,501	2,088,047
Total noninterest expense	54,518,944	49,093,139
Net income	(5,837,354)	(477,327)
Other comprehensive Income		
Unrealized gain on securities	408,796	580,146
Comprehensive income	\$(5,428,558)	\$102,819

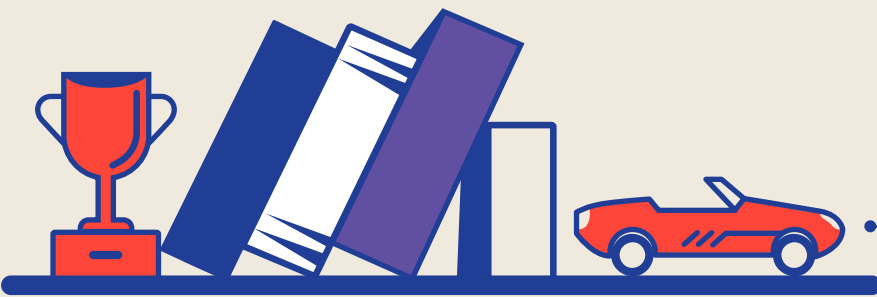
2025 Impact Report

Welcomed
8,434
new Raiz
members



Making homeownership a reality
for **141 members**

Funding
\$21,755,604
in home loans



Helping
4,530
people into their
dream car

\$60,883,786
in borrowed money for
**272 local
businesses**
to help them grow



Bringing in cheer
with a total of
\$951,745 in
Holiday Loans

**Spirit Card
Program**
generated
over \$24K
in donations

2025 Impact Report

Helping
\$116,886,770
in new deposits
grow

Guided
187 new businesses
to start their
financial journey
with Raiz



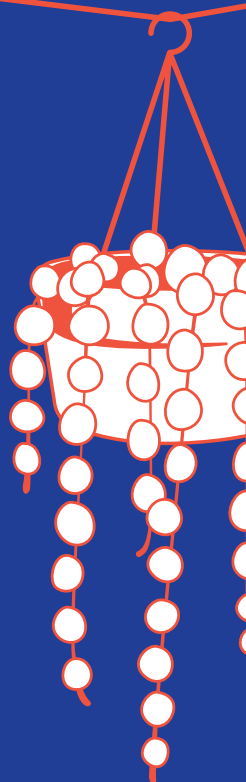
Growing money for over
2,900
members
with long-term
savings

Paid out
\$17,121,589
to members in
dividends

Sponsorships & Partnerships:

Agua Dulce Community Center
 Alzheimer's Association
 Amistad
 Anthony Independent School District
 Arts Alliance
 Bowie Bakery
 Catholic Diocese of El Paso
 Camino Real Rotary Club of El Paso
 Canutillo Independent School District
 CASA Court Appointed Special Administrators®
 Center Against Sexual & Family Violence (CASFV)
 City of Socorro
 Clint Independent School District
 Conservation Society of El Paso
 David L. Carrasco Job Corps
 Dell City Independent School District
 El Paso Association of Builders
 El Paso Association of Contractors
 El Paso Black Voices
 El Paso Center for Children and Family Services, Inc.
 El Paso Center of Hope
 El Paso Chamber of Commerce

El Paso Chapter of Credit Unions
 El Paso Children's Hospital
 El Paso Community Foundation
 El Paso County Veterans Assistance
 El Paso Downtown Lions Club
 El Paso Five Points Lions Club
 El Paso Hispanic Chamber of Commerce
 El Paso Hotel and Lodging Association
 El Paso Independent School District
 El Paso Marathon
 El Paso Museums and Cultural Affairs Department
 El Paso New Car Dealers Association
 El Paso Rhinos Hockey Association
 Emergence Health Network
 Empowering Hands
 ESC Region 19 Head Start
 Fab Lab El Paso
 Fabens Independent School District
 FC Juárez Bravos
 Five Points
 Fort Hancock Independent School District
 GiGis Playhouse™ El Paso



Affiliations & Accreditations



Greater El Paso Association of Realtors®
 Green Hope Project
 Housing Authority of the City of El Paso
 Junior Achievement™ of El Paso
 Kelly Center for Hunger Relief
 La Nube Children's Museum
 Live Active El Paso
 Loretto Academy
 Make-A-Wish Foundation of North Texas El Paso®
 Mountain Star Pride
 Open House TV Show
 Opportunity Knock\$ Reality TV Show
 Paso del Norte Center of Hope
 Project Vida
 Ronald McDonald House Charities®
 San Elizario Independent School District
 Schneider Electric
 Sierra Blanca Independent School District
 Socorro Independent School District
 Southwest University at El Paso™

Sun Bowl Association
 Sun City EdTech
 Texas Association of Latino Administrators and Superintendents
 Texas Tech University Health Science Center™
 The City Magazine
 The Great Khalid Foundation
 The Jazz Exchange
 The Salvation Army®
 Tornillo Independent School District
 Underserved Communities Foundation
 United Way of El Paso County
 UTEP® College of Education
 UTEP® Woody L. Hunt College of Business Administration
 Wiggs Resource Center
 Workforce Solutions Borderplex
 YMCA® of El Paso
 Ysleta Independent School District
 YWCA El Paso
And many more!



Raiz in the Community



Left to right, top to bottom:

Walk-A-Mile in her shoes! • Extra Yard Award Recipient – Ysleta High School • Extra Yard Award Recipient – Parkland High School • Fabens Convocation • Make-A-Wish – Natalya! • Children's Miracle Network – Day at La Nube • EP Rhinos players at Raiz • Extra Yard Award Recipient – Bel Air High School

Member Impact Stories



FC Juárez Spirit Debit Card:

The FC Juárez Spirit Debit Card lets Bravos fans show team pride and earn a 10% shop discount, while every non-PIN purchase donates to the Paso del Norte Community Foundation.* This exclusive card blends fan perks with community giving, benefiting local students and educators.



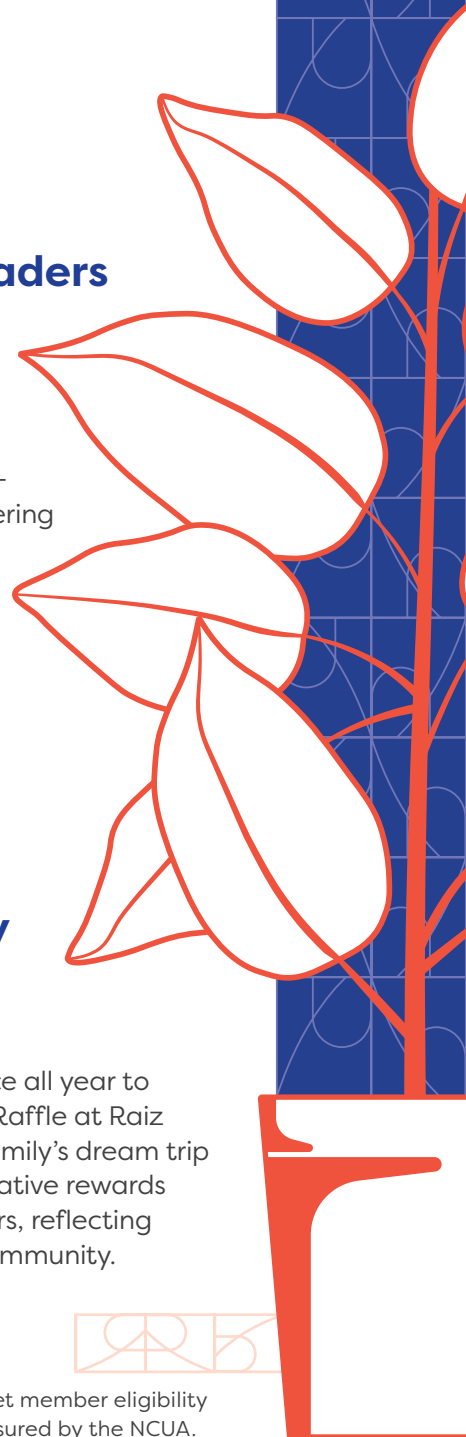
Empowering Leaders Society:

The Empowering Leaders Society equips Gen Z members with leadership skills, mentorship, and real-world experience, empowering them to drive community projects. This initiative builds future leaders and amplifies Raiz's impact in El Paso.



Disney Getaway Community Impact:

Raiz gave families a chance all year to win the Disney® Getaway Raffle at Raiz Fests, with the Alvarado family's dream trip awarded in 2025. This initiative rewards loyalty and uplifts members, reflecting Raiz's dedication to the community.



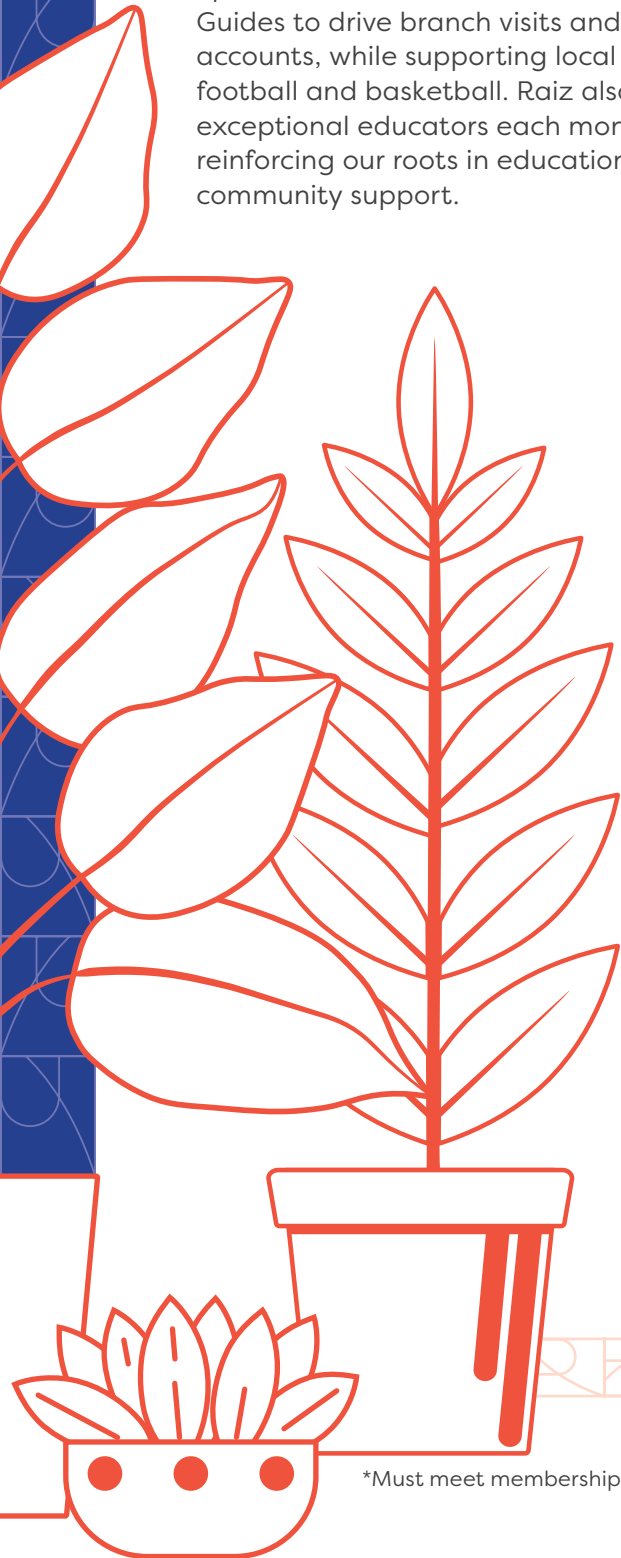
*A Raiz savings account with a minimum balance of \$5 is required to order a Spirit Debit Card. Must meet member eligibility requirements. FC Juárez Spirit Debit Card must be presented at the team shop for discount. Federally insured by the NCUA.

Member Impact Stories



Presenting Sponsor of News Channel 9 Overtime and Teacher of the Month:

As News Channel 9 Overtime's Official Sponsor, Raiz distributed Ultimate Sports Guides to drive branch visits and new accounts, while supporting local youth football and basketball. Raiz also honored exceptional educators each month, reinforcing our roots in education and community support.



New Account Opening System Implementation:

This new system streamlines Raiz account openings, offering a New Account Bundle with savings, checking, Spirit Debit Card, and digital services for just \$5.* Members gain financial control, support local causes, and promote sustainability with every swipe.



*Must meet membership eligibility requirements. A minimum balance of \$5 is required to open a savings account.



Board of Directors



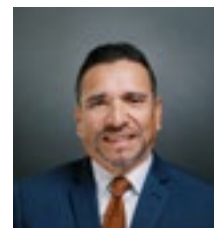
Lillian Crouch
Chairwoman



Richard Perez
Vice Chairman



Armando Novoa
Secretary



Rene Chavez
Treasurer



John H. Alarcon
Board Director



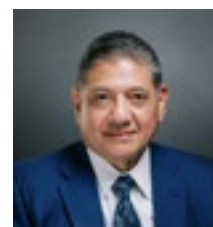
Greg Lucas
Board Director



Heber Moya
Board Director



Marianne Rosas-Ayub
Board Director



Rene Vargas
Board Director

Supervisory Committee



Rene Vargas
Chairman



Ruby Aguayo
Member



Alejandro Chayres
Member



Cinthia Puebla
Member



Michelle Hill
Member



Danny Padilla
Member



Carlos Martinez
Member



Richard Romero
Member

Executive Team

Max Villaronga, President/CEO

Kiana Wright, Executive Vice President of Administration

Michael Morales, Executive Vice President of Member Experience

Joanna Alvarado, Vice President of Consumer Lending

Patricia Lazos Alvarado, Assistant Vice President of Operations

Ruby Alvarez, Vice President of Growth & Service Operations

Eliana Avila, Vice President of Human Resources

12 **Arturo Bujanda**, President/CEO of Mammoth Rock Capital

Todd Cook, Vice President of Accounting

Zeena Desai, Chief Financial Officer

Alonso Garcia, Interim Vice President of Information Technology

Stephen Hewins, Vice President of Real Estate and Business Services

Amy Krasikov, Vice President of Digital Experience

Carlos Orozco, Vice President of Facilities & Purchasing

Alejandro Yu, Vice President of Marketing

Elizabeth Zamora, Vice President of Compliance



90 Years Rooted In Growth

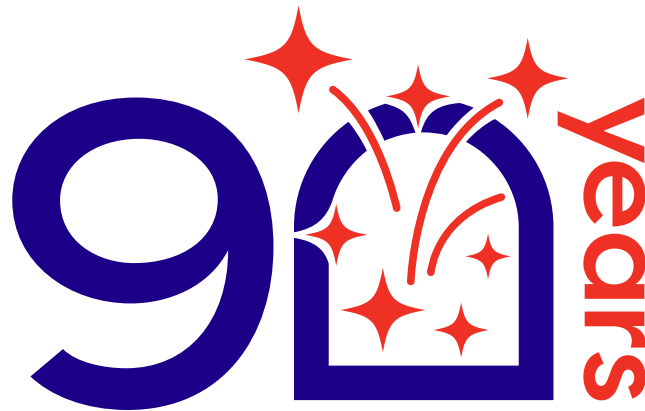
For 90 years, we've been part of the stories, goals and everyday moments that move our community forward.

As we celebrate this milestone, we're looking ahead by honoring the people we serve, the journeys they're on and the futures they're building.

Everyone is rooted in something – family, culture, purpose, hard work, service or the next generation.

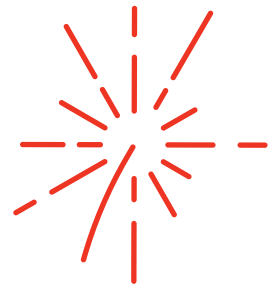
Whatever inspires you, we're here to help you keep growing.

Different paths. Same Roots.



90 years

The logo features the number '90' in a large, bold, blue font. The '0' is stylized with a white interior containing several red stars and curved lines, resembling a firework or a celebratory burst. To the right of the '90' is the word 'years' in a smaller, red, sans-serif font, oriented vertically.





raiz[®]
Federal Credit Union

Let's Grow



www.raiz.us

Federally insured by NCUA