

2025 Annual Report



Texas Bay
CREDIT UNION

ANNUAL MEETING AGENDA
THE ORDER OF OUR ANNUAL MEETING AGENDA IS FIXED BY SECTION 3.03, ARTICLE D OF OUR BY-LAWS

The order of business at the annual meeting shall be as follows:

1. Ascertain that a quorum is present
2. Reading and approval of the minutes of the last meeting
3. Report of the directors by the chairman of the board of directors, or in his absence by the vice-chairman
4. Report from the president
5. Unfinished business
6. New business, other than election of directors
7. Election of directors
8. Adjournment

NOTE: Chairman may rearrange agenda if so authorized by vote of members present

"My experiences have been great dealing with Texas Bay since 2018. When we've needed financial cooperation, the process has been flawless. When we've had questions about charges, the issue was looked into and positively resolved. The customer service representatives have been delightful to talk with and positively assisted us in each situation."
-Maida S

2025 ANNUAL MEETING ADDRESS — Thoughts from our CEO and our Chairman of the Board

Dear Members,

It is my privilege to present the annual report on behalf of our Credit Union. This past year has marked a period of unparalleled achievement, underscored by strategic growth and operational excellence.

In 2025, our loan portfolio expanded by 10.8%, totaling \$682,121,340. Deposits increased by 5.1%, reaching \$742,460,518, and assets grew by 4.4% for a total of \$890,303,552. These results show strong performance and surpass those of competitors.

Furthermore, total income surged to more than three times that of 2024, a testament to our sound financial stewardship and market leadership. We are proud to maintain our standing as the number one 5-star rated credit union in the Houston market.

Our unwavering commitment to exemplary member service remains the foundation of our success. Over recent years, we have been recognized as one of the fastest-growing credit unions in our region by upholding our core values of innovation, integrity, and member satisfaction.

We have empowered our members to overcome financial challenges, resulting in a substantial reduction of delinquencies and loan losses.

Our financial strength has enabled us to offer above-market rates for certificates of deposit and other deposit products, culminating in record dividends paid to members.

These accomplishments would not have been possible without the dedication and passion of our staff and the volunteer Board of Directors of Texas Bay Credit Union. Their unified efforts have driven our success, and I extend my heartfelt thanks to each of them.

I also wish to thank our members, whose unwavering confidence in our leadership continues to inspire and motivate us every day.

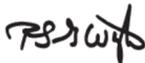
The momentum established over the past year creates a strong platform for continued growth and innovation. We are dedicated to enhancing our systems and expanding our product offerings, ensuring our competitive edge in pricing and member value.

Thank you for your trust and engagement. Together, we will continue advancing the financial well-being of our community.

Jesse Gutierrez
CEO



Rudy Wright
Chairman



Houston's Credit Union: Community Engagement

Your Local Business Partner



SUMMER MARKET
At North Shore



3 Community Markets were hosted at Texas Bay Credit Union branches.

"My experience at a pop-up in North Shore was delightful. These events bring variety and quality to customers."
-Jessica G, J's Bam Bam Shop

Over 80 small, local businesses reached new customers at our Community Markets.

"The TBCU Holiday Market was fun! Shout-out to Casey for finding the vendors and helping set up."
-Justin S, Bubba's Miche

Spreading Joy to Houston Families: Toys for Tots

600 toys were donated to Greater Houston families through our annual Toys for Tots drive with UPVETS.



\$10,040 was contributed in cash donations by Texas Bay, our members, and our employees.



Recognizing Excellence: The Texas Bay Scholarship

5 exceptional high school seniors in the Houston area were selected from 30 applicants to receive the **\$3,000** Texas Bay Scholarship.



"College has been challenging and rewarding as I begin my studies in biomedical engineering. This scholarship has allowed me to focus on my courses, research opportunities, and campus involvement."
-Emily H, Scholarship Winner

"The scholarship has relieved me of college's financial burden and allowed me to participate in an internship. Classes are stressful and I feel homesick at times, but I remember that I am here for myself and those who believe in me."
-Maria G, Scholarship Winner

"The scholarship lifted a weight off my shoulders, knowing I did not have to worry about finances. That has encouraged me to push towards my goals as a civil engineering student at Texas A&M."
-Samantha A, Scholarship Winner

Changing Financial Futures: Our Products & Services

Opportunities Unlocked: \$340,059,300 in Funded Loans to Members



8,499 Greater Houston community residents funded important purchases, investments, and life events with loans from Texas Bay.

"Louise was very helpful. She walked me through the entire process to apply for an auto loan."
-Michelle R

New Beginnings: \$86,958,051 in Mortgage & Home Equity Loans

196 homeowners renovated homes and consolidated debt with home equity loans.

249 Houston area families moved into new homes with mortgage loans.



"Ian did a great job with my mortgage loan. The interest rate beat the market by far. Very responsive and patient."
-Omid H

Better Paths: \$164,383,933 in Funded Auto Loans



4,206 drivers hit the Houston roads in new cars with auto loans from Texas Bay.

758 households protected their vehicles with Texas Bay Insurance Group policies.

"Janette Cisneros helped me find affordable auto insurance and was informative and patient during the whole process."
-Stephanie M

Stronger Foundations: \$742,460,518 in Total Deposits

6,583 new members joined the TBCU family.

"Adrianna took her time, went over everything, and broke things down for me as I opened my account!"
-Larrell E

\$36,187,025 growth from 2024 in total deposits.

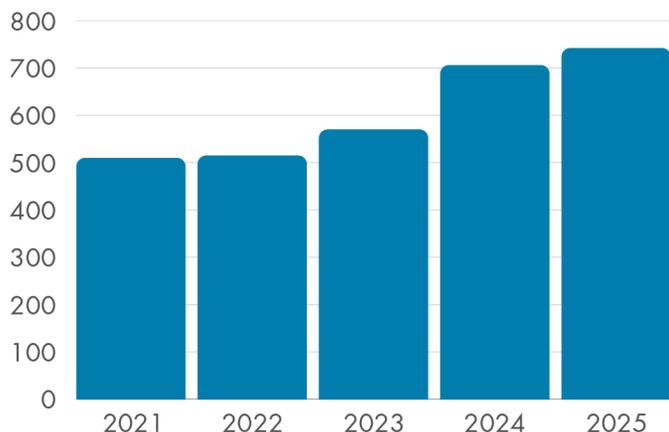
60,529 members entrusted TBCU checking and savings accounts with their funds.

8,343 members grew their nest eggs with Texas Bay CDs and IRAs.

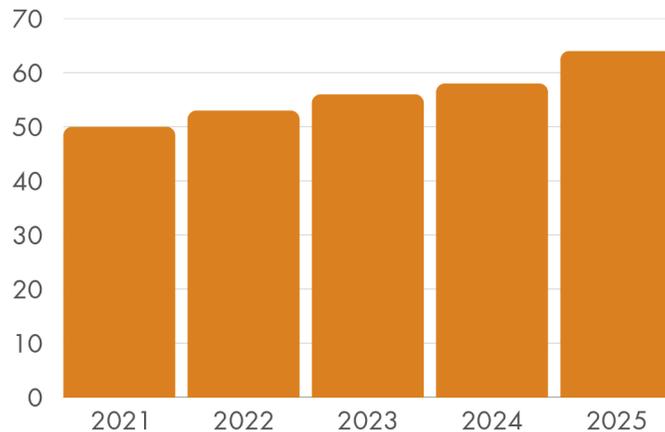


Our Growth & Progress: 2025 By The Numbers

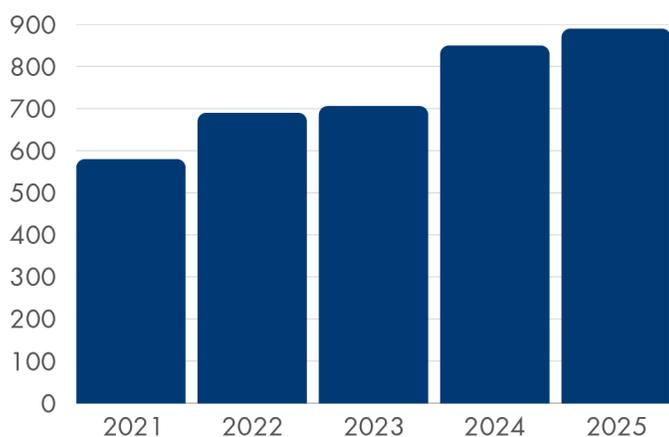
Total Deposits in Millions



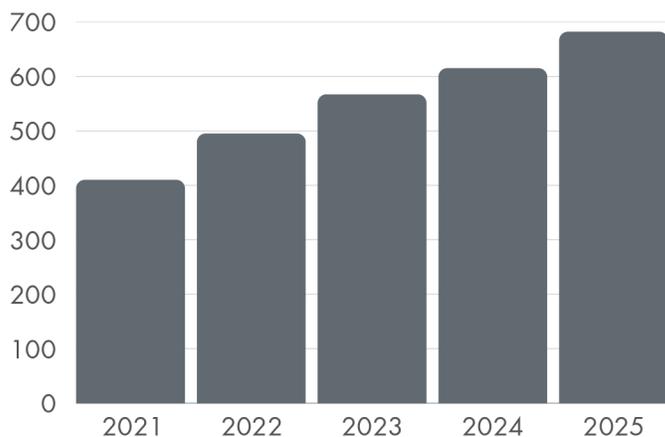
Total Members in Thousands



Total Assets in Millions



Total Loans in Millions



Assets	2024	2025
Loans	\$615,442,678	\$682,121,340
Allowance for Loan/ODP Losses	(\$6,195,323)	(\$9,659,447)
Accounts Receivable	\$17,137,655	\$25,178,879
Cash on Hand	\$77,760,617	\$54,238,047
Investments	\$114,261,306	\$98,729,800
Other Assets	\$34,395,511	\$39,694,931
Total Assets	\$852,782,444	\$890,303,550

Liabilities	2024	2025
Payable & Other Misc. Liabilities	\$78,713,155	\$85,228,631
Member Deposits	\$706,273,492	\$742,460,517
Capital	\$65,953,474	\$56,764,634
Net Income	\$1,842,323	\$5,849,768
Total Liabilities & Equity	\$852,782,444	\$890,303,550

Income & Expense Statement	2024	2025
Interest on Loans	\$42,337,529	\$45,860,617
Income on Investments	\$8,284,842	\$7,215,826
Total Interest Income	\$50,622,371	\$53,076,443
Fee & Other Income	\$16,520,574	\$18,531,446
Total Income	\$67,142,945	\$71,607,889
Operating Expenses	\$39,978,098	\$40,019,812
Provision for Loan/ODP Losses	\$9,606,475	\$7,550,814
Dividends	\$15,748,902	\$18,192,837
Total Expenses	\$65,333,475	\$65,763,463
Non-Operating Income	\$32,854	\$5,342
Net Income	\$1,842,444	\$5,849,768

Going Above & Beyond: Our Member Service

The Best of the Best

Thanks to you, Texas Bay was voted for the fourth year in a row Houston's Best of the Best:

- Credit Union - Winner
- Insurance Agent - Winner
- Mortgage Lender - Finalist

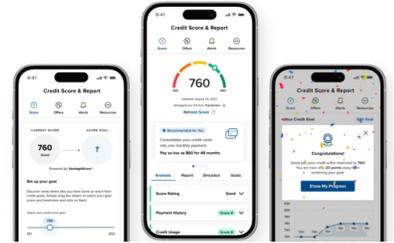


Equipping Members for Financial Independence

7,900 members to date have learned and earned rewards with **Zogo**: a free to use financial education app.



9,967 members stayed on top of their credit with **Credit Sense**: a credit monitoring tool that went live in July on the TBCU digital banking platform.



Member Exclusives: Deals & Rewards



561 members attended Astros games with discounted game tickets through our **Astros Fans Get More** initiative.

\$4,836.65 was saved on Astros team store purchases, thanks to the Texas Bay discount.

"Liberty was very helpful explaining features and benefits of a TBCU account. Their service far surpasses any banking experiences I have previously had with other institutions."
-Brett B

\$18,192,837 was paid in dividends to Texas Bay members.

20,940 members enjoyed early paydays and saved on gas, dining, and more with **Perks and Premium Perks Checking**.

\$655,283.20 in total cashback points was earned by our **Platinum Rewards Mastercard** holders.

Raising The Standard: Member Support

98,866 text messages were handled by our team.

31,010 members were served by virtual tellers.

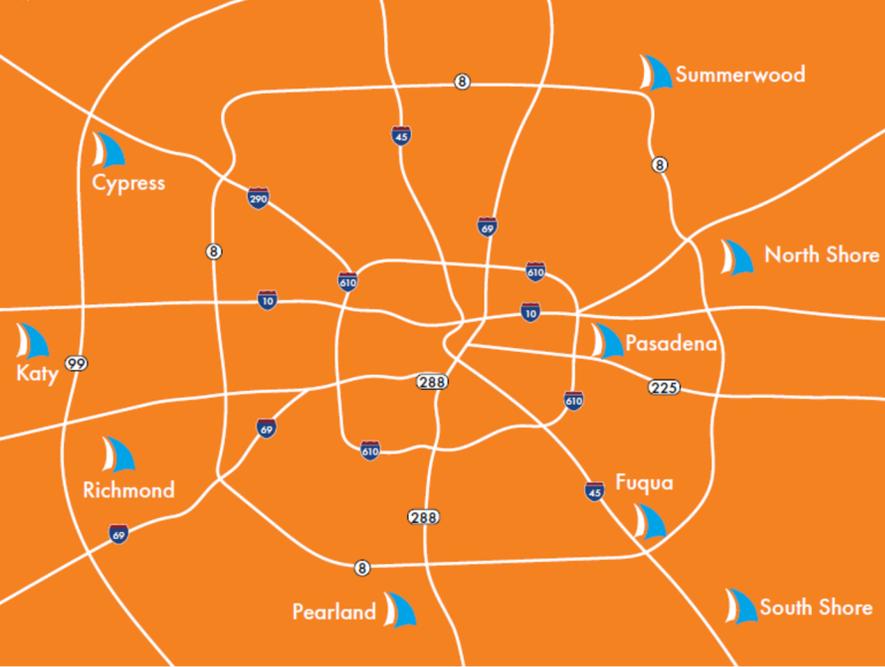
219,567 calls were handled by our call center.

2,036 five-star reviews were written about TBCU.

"Staff is always amazing. Carlos was outstanding helping us get to the bottom of things when fixing our account. Very quick worker."
-Brandon C

"I received excellent service; quick, friendly, and with a real person answering the phone. I have accounts with big banks, but they don't come close to this level."
-Alfred P





2025 INDEPENDENT AUDITOR'S REPORT

The Board of Directors is primarily responsible for overseeing the overall safety and soundness of Texas Bay Credit Union as well as the organization's adherence to the operating policies, procedures, and regulations.

Each year, the Board reaffirms their commitment to ensure your credit union is financially stable and maintains the highest member service standards possible.

The Board oversees the annual audit performed by an independent auditing firm. Doeren Mayhew Assurance performed an audit of the credit union's financial statements as of June 30, 2025, which was reviewed by the Board with no exceptions. Additionally, the Board oversees a number of third-party on-site audits of each branch, and the review of member account records to verify their accuracy.

As a result of these combined efforts, I am proud to report that Texas Bay Credit Union and its assets remain financially sound and secure.

Rudy Wright, Board Chairman

Headquarters

12650 N. Featherwood Dr., Suite 170, Houston, TX 77034
 Phone: 713.852.6700 Fax: 281.464.9230
 Website: TexasBayCU.org

Fuqua (Main Branch)

12611 Fuqua St.
 Houston, TX 77034

Summerwood

12310 W. Lake Houston Pkwy.
 Houston, TX 77044

North Shore

15763 Wallisville Rd.
 Houston, TX 77049

League City

6640 South Shore Blvd.
 Suite 100
 League City, TX 77573

Pearland

11555 Magnolia Pkwy.
 Suite 170
 Pearland, TX 77584

Richmond

18320 W. Airport Blvd.
 Suite 100
 Richmond, TX 77407

Cypress

9212 Fry Rd.
 Suite 100
 Cypress, TX 77433

Pasadena

1301 Highway 225
 Pasadena, TX 77506

Katy

4747 FM 1463
 Suite 1000
 Katy, TX 77494

Board of Directors 2025

Next Elections

Chairman , Rudy Wright	2026 - 2029 - 2032
Vice-Chairman , Tom Merchant	2028 - 2031 - 2034
Secretary , Raymond Andrews	2026 - 2029 - 2032
Treasurer , John Swanson	2028 - 2031 - 2034

Directors

Larry Clowers	2026 - 2029 - 2032
Curt Burnett	2027 - 2030 - 2033
Mike Cacciotti	2028 - 2031 - 2034
Wayne Otwell	2027 - 2030 - 2033
Jeff Barba	2027 - 2030 - 2033

Advisory Directors

- Alejandro Hernandez
- Edward Garcia
- Shan Patel

Leadership Team 2025

- President & CEO**, Jesse Gutierrez
- Executive Vice President & CFO**, Syed Dinar
- Vice President of Branches & Operations**, Brandy Guzman
- Vice President of Card Services & Facilities**, Brian Ellis
- Vice President of Lending**, C. Benjamin Rixon
- Vice President of Marketing & Growth**, Charlotte Yocom
- Vice President of Human Resources & Training**, Chelly DeLeon
- Vice President of Finance & Compliance**, Jeremy Bratton
- Vice President of Technology**, Jessie Aguilar
- Vice President of Internal Operations**, Paul Maslonka

"I love my Texas Bay Credit Union. In 2017 they financed my car and took a chance on me. Today, they are still professional, kind, and caring. Thank you, Macy, Alexia, and others for being patient with your senior citizen members. I am proud to be a member."
 -Mary P

Texas Bay

CREDIT UNION

#1 ★★★★★
Credit Union in Houston



TexasBayCU.org



Insured by NCUA