

H-E-B Federal Credit Union
Annual Membership Meeting Minutes
In-Person/Zoom Video Teleconference
April 21, 2026

Attendees: John Carroll, Gracie Toyosima, Mark Lewis, Mike Mims, Gemma Leija, Lance Frantum, Justin Combs, Executive Team Members: Don R. Ford, Natalie Jones, Dolores M. Huerta, Judy Jackson, Haru Bhagat, and Jessica A. Ruiz

Credit Union Members and Partners: See attached roster and poll voting documents.

Minutes prepared by Jessica A. Ruiz

Meeting Minutes

Mr. Carroll called the Annual Membership meeting to order at 3:00 p.m. Mr. Carroll began the meeting by welcoming members and Partners. Mr. Carroll introduced himself and each of the Board members and Mr. Ford introduced each of the Executive Team Partners.

Mr. Carroll asked if there were any revisions to the 2024 Annual Meeting minutes. There was no request for changes. Mr. Carroll asked for a motion to approve the 2024 annual meeting minutes as presented. Ms. Martinez motioned. Mr. Seach seconded. The motion carried.

Board Chair's Report

Mr. Carroll presented the Board Chair's report for 2025. Mr. Carroll stated H-E-B Federal Credit Union experienced a year marked by notable accomplishments and continued progress. H-E-B Federal Credit Union closed the year with approximately \$215 million in total assets and a strong capital position, with capital-to-assets ratio of 18.34%. The credit union expanded financial education through enhanced newsletters and continued emphasis on programs like the H-E-B Buddy Account. At the same time, the credit union strengthened the financial foundation while supporting sustainable, long-term growth, and invested in the Member experience through simplified access, improved tools, and meaningful support. The credit union's commitment to service and performance was recognized both locally and nationally. H-E-B FCU was named a top lender in San Antonio by the San Antonio Business Journal and recognized as a Top Credit Union by Newsweek – honors that reflect our continued focus on delivering value to our Members. Mr. Carroll stated, on behalf of the Board of Directors, he is pleased to report that H-E-B Federal Credit Union remains strong, well-managed, and deeply committed to serving the H-E-B

Federal Credit Union family. There were no questions. Mr. Carroll introduced Ms. Jones, who presented the Treasurer's Report.

Treasurer's Report

Ms. Jones reviewed the 2025 Financial Highlights. The report includes the following key points:

- Total Assets – \$215M
- Net Loans – \$154M
- Member Shares – \$170M
- Dividends & Interest Payable – \$231K
- Total Income – \$13.3M
- Operating Expenses – \$8.8M
- Capital Asset Ratio – 18%, very well capitalized
- Return on Assets – 1.05%
- Net Income – \$2.2M
- Delinquency – 0.24%, 0.86% (Peer)
- Charge-Off – 0.06%, 0.47% (Peer)

Ms. Jones concluded the financial highlights presentation. Mr. Carroll in turn introduced Mr. Lewis, Board Secretary/Treasurer, who reviewed the Nominating Committee report with the Members.

Nominating Committee Report / Election Results

Mr. Lewis presented the results from the Nominating Committee. The Nominating Committee consists of the following members, Ms. Gemma Leija, Nominating Chair, Mr. Jose Huerta and Mr. Andrew Liang. Mr. Lewis stated Mr. Mims, Ms. Leija, and Mr. Frantum were nominated for a three-year term. All candidates were elected by acclamation. There were no questions.

Mr. Carroll thanked the Members and Partners for being a part of H-E-B Federal Credit. There were no other items for discussion. Mr. Carroll asked for a motion to adjourn the Annual Membership meeting. Ms. Martinez motioned. Ms. Esquivel seconded.

The Annual Membership meeting adjourned at 3:09 p.m.

John Carroll, Board Chair

Mark Lewis, Secretary / Treasurer

Transcribed by Jessica A. Ruiz, 04/21/2026