85 YEARS

First Harvest
CREDIT UNION
ESTABLISHED 1940

2025 Annual Report

Board of Directors

Loretta Winters	Chairperson
Ronda Abbruzzese	Vice Chairperson
Ana Fernandez	Secretary
David Daily	Treasurer
John Bettis	Director
William Gruccio	Director
Michele Hewitt	Director
Kenneth Luehmann	Director
Michael McKiernan	Director

Supervisory Committee

Gary Rauch	Chairperson
Sharon Haas	Member
Sheama Holmes-Walker	Member
Dennis King	Member
Dr. Dominic Puggi, Ed.D.	Member

Leadership Team

Mike Dinneen	President, CEO
Robyn Oresto	EVP, Chief Financial & Compliance Officer
Justin Hendrickson	EVP, Chief Operating Officer
Lisa Noreski	EVP, Chief Human Resources Officer
Fawn Martin	EVP, Chief Administrative Officer
Camille Gadsden	SVP, Controller & Asset Recovery
James Hartmann	SVP, Lending
Kim Montgomery	SVP, Retail Banking
Veronica Paige	SVP, Member Experience
Ned Leslie	VP, Information Technology
Daniel Murphy	VP, Facilities & Security
Susie Sounkongsee	VP, Marketing
Corey Patterson	VP, Specialty Channels

2025 Annual Report

Annual Meeting Agenda

August 25, 2026

- **Welcome**
- **Call the Meeting to Order**
  Loretta Winters, Board Chairperson
- **Roll Call of Directors**
  Ana Fernandez, Board Secretary
- **Determination of Quorum**
  Ana Fernandez, Board Secretary
- **Minutes of 2025 Annual Meeting**
  Loretta Winters, Board Chairperson
- **Reports**
  Loretta Winters, Chairperson & Mike Dinneen, the President
  David Daily, Treasurer
  Gary Rauch, Supervisory Committee
  Ana Fernandez, Nominating Committee
- **Election Results**
  Loretta Winters, Board Chairperson
- **Unfinished Business**
  Loretta Winters, Board Chairperson
- **New Business**
  Loretta Winters, Board Chairperson
- **Adjournment**
  Loretta Winters, Board Chairperson

Meeting Minutes

2025 Annual Meeting Recap

August 26, 2025

The Annual Meeting of the Membership was held at First Harvest Credit Union in Deptford, New Jersey. Annual Meeting Member Attendees: Member Directors Loretta Winters, Ronda Abbruzzese, Ana Fernandez, David Daily, William Gruccio, John Bettis, Michael McKiernan, Michele Hewitt, Kenneth Luehmann; Members Mike Dinneen, Fawn Martin, Justin Hendrickson, Lisa Noreski, Suphaphone Sounkongsee, Greg Tallmadge, Brian Moragne, Kim Montgomery, Catelin Martinez, Brianna Henao, Adam Young, Terry Mager, Jared Cloud, Shyeeda Banks, Leon Bethea, Dana Casallena, Daniel Murphy, Michael Stevenson, Kirstin Wilson, Corey Patterson, Kelsi Blome, Leslie Gonzales, Britney Cebollero, Emily Klinger, Janee Sewell, Joseph Moore, Alicia Auli, Veronica Paige, Danielle Campbell, Lisa Romano, Jim Hartmann, and Syreeta Blanding.

At 5:01 pm, President & CEO Mike Dinneen, gave a warm welcome to those in attendance. Mr. Dinneen explained the meeting procedure and acknowledged and thanked the credit union's volunteer Board of Directors and Supervisory Committee members for their dedication to the credit union and its 48,000 members. Mr. Dinneen introduced the Board of Directors Chairperson, Loretta Winters, and thanked her for her guidance, leadership and mentorship of the staff. Chairperson Winters called the 85th Annual Meeting to order at 5:03 pm. In her opening remarks, Chairperson Winters thanked the Board and Management for their leadership and achievements over the last year.

Chairperson Winters asked Secretary Ana Fernandez to conduct roll call. Ms. Fernandez noted the unanimous presence of the credit union's directors and determined that a quorum was present.

Chairperson Winters referred to the minutes of the 2024 Annual Meeting as exhibited in the current Annual Report. Mr. Gruccio made a motion to approve the minutes, seconded by Mr. Bettis, and the motion carried unanimously.

Chairperson Winters presented the Chairperson, President, Treasurer, Supervisory, and Nominating Committee reports as exhibited in the Annual Report. A motion was made by Mr. Bettis and seconded by Mr. Daily to accept the aforementioned reports as published, and the motion carried unanimously.

Chairperson Winters acknowledged that the Nominating Committee had nominated Mr. Bettis and Mr. McKiernan as the candidates to run for election to the two expiring three-year terms. Noting that there were no additional nominations by petition, Chairperson Winters declared Mr. Bettis and Mr. McKiernan elected and congratulated them.

Chairperson Winters asked if there was any unfinished or new business. Noting that there was none, Chairperson Winters asked for a motion to adjourn the Annual Meeting. Ms. Abbruzzese made the motion to adjourn, which was seconded by Secretary Fernandez; the motion carried unanimously.

The Annual Meeting was adjourned at 5:08 pm.

Respectfully submitted,

Ana Fernandez

Member
Board Secretary

Celebrating our commitment to community reinvestment, organizational growth, and providing excellence in member service.

Chairperson’s Report

2025 was a year of giving back! First Harvest Credit Union celebrated 85 years of serving our members and the communities we proudly call home. To mark this milestone, we launched our **85 Acts of Kindness initiative**, bringing our credit union philosophy of ‘People Helping People’ to life through volunteerism, community partnerships, member appreciation, charitable giving, and investments in financial education. By year-end, the First Harvest team had completed well over 85 acts of kindness, supported over 65 community organizations, contributed more than $85,000 in charitable donations, and dedicated 350+ employee volunteer hours to initiatives that strengthened communities across Southern New Jersey.

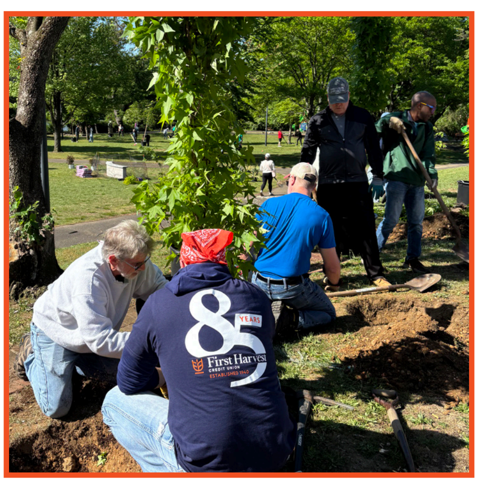
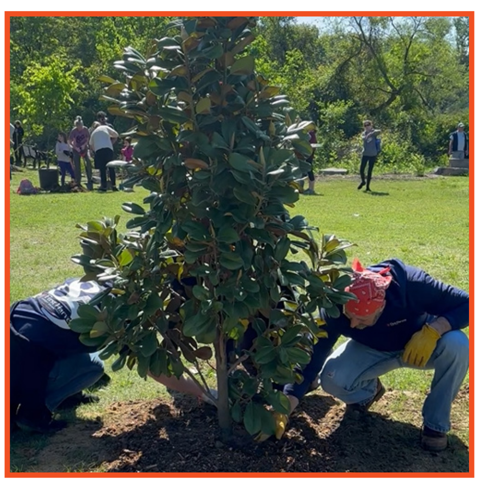
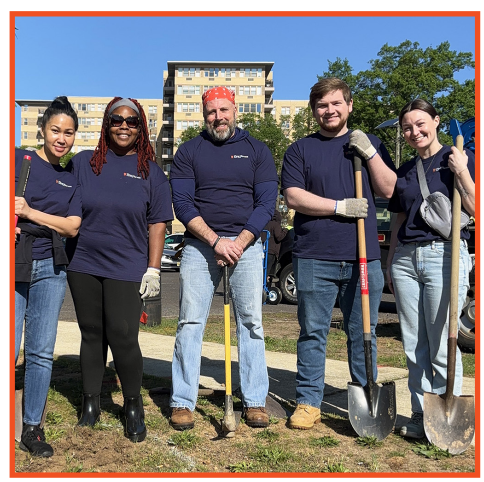
Investing in Education

Education remained one of the most visible and lasting areas of impact during our anniversary year. First Harvest continued to champion opportunity through scholarships, endowments, school partnerships, and innovative learning spaces across Southern New Jersey. As a long-time partner of Rowan College of South Jersey, we proudly opened the First Harvest Financial Innovation Lab, where hundreds of future students, including current and future First Harvest employees, will have access to one of the state’s first associate degree programs in finance. We also revitalized the Student Life Center at Atlantic Cape Community College’s Cape May Court House campus, along with an on-campus ATM, establishing our first physical presence in Cape May County. Through Financial Wellness Reality Fairs, Future Bankers career exploration events, and financial literacy programs, we helped equip students with practical money management skills and introduced them to careers in financial services.

Supporting Local Communities

Our employees strengthened local neighborhoods through community cleanup efforts by supporting the Adopt-A-Highway program and partnering with the NJ Tree Foundation to revitalize parks and green spaces throughout Camden and Gloucester Counties. The First Harvest team rolled up their sleeves and helped plant over 85 trees. To help address food insecurity, First Harvest also co-sponsored the New Jersey Credit Unions Food Cooperative, which brought together fifteen credit unions statewide, helping to collect and distribute more than 5,100 pounds of food to 20+ food pantries and organizations across New Jersey.

> *“First Harvest Credit Union celebrated 85 years of serving our members and the communities we proudly call home.”*

First Harvest team members participated in planting over 85 trees as part of the 85 Acts of Kindness Initiative.

The New Jersey Credit Unions Food Cooperative Benefiting Organizations

- Atlantic Cape Community College Food Pantry, Cape May Court House
- Beacon of Hope, Mount Holly
- Cathedral Kitchen, Camden
- Christian Caring Center, Browns Mill
- Feeding Hands, Hillsborough
- Flemington Food Bank, Flemington
- Food Bank Network of Somerset County, Bound Brook
- Franklin Food Bank, Somerset
- Greater Mount Moriah Baptist Church Food Pantry, Linden
- Hands Of Hope For The Community, Edison
- Interfaith Food Pantry Network, Morris Plains
- Main Street Food Pantry, Mays Landing
- No1HungryinEHC, Egg Harbor Township
- Rowan College of South Jersey Student Food Bank, Sewell
- Rowan University's The Shop Pantry & Resource Center, Glassboro
- Second Baptist Church, Pedricktown
- Spirit & Truth Ministries, Vineland
- St. Peter's Community Pantry, Clarksboro
- The Society of St. Vincent de Paul, Vineland
- Vineland Soup Kitchen, Vineland

Expanding Access and Convenience

As part of our ongoing commitment to financial inclusion, we expanded access to banking services by increasing ATM availability within AtlantiCare healthcare facilities, Rowan College of South Jersey, and Atlantic Cape Community College. We also enhanced member convenience through the relocation of our Voorhees branch, adding drive-thru banking services to better serve our growing membership.

Honoring Community Heroes

Throughout the year, we recognized the dedication of healthcare professionals, first responders, educators, and community partners through appreciation events and outreach initiatives. These efforts celebrated the individuals who make a meaningful difference in the lives of South Jersey residents every day.

Giving Back to Members

Our anniversary celebration also focused on giving back to the members who have made our success possible. From free community shred events and local business gift card giveaways to special savings and loan promotions, we created opportunities that delivered added value while supporting local businesses and helping members achieve their financial goals.

Strengthening Community Partnerships

Our employees partnered with organizations such as the NAACP of Gloucester County, Gloucester County Habitat for Humanity, participated in the Adopt-A-Family holiday program, and supported charitable initiatives through our employee-led Charitable Journey program. Fundraising efforts throughout the year benefited organizations including MD Anderson Cancer Center at Cooper, BookSmiles, the National Brain Tumor Society, and The Larc Norcross School. Additional investments supported the Eastern High School Robotics Program, scholarships, and endowment funding for healthcare, senior care, and educational partners across our service area.

While our 85th anniversary served as the inspiration for our Community Giveback initiative in 2025, our commitment to serving our members and communities extends far beyond a single year. As New Jersey's largest Low-Income Designated credit union, we have a responsibility to pay our mission forward. Every act of kindness reflected our dedication to creating lasting impact, strengthening partnerships, and improving the lives of those we serve. As we look toward the future, First Harvest Credit Union remains committed to building stronger communities through meaningful service, inclusive and affordable banking services that foster financial empowerment, and the enduring credit union philosophy of 'People Helping People.'

On behalf of our Board and the First Harvest team, it is our honor to serve our members and thank you for choosing First Harvest Credit Union to help empower your financial goals.

Sincerely,

Loretta Winters

Member
Chairperson

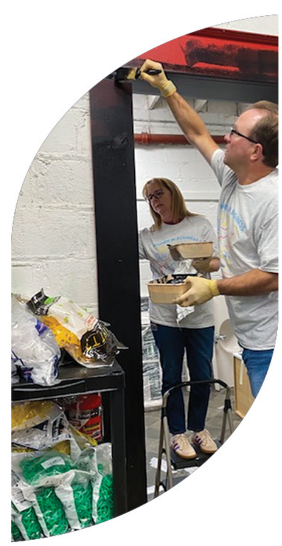
Acts of Kindness

65+

Benefiting Organizations

350+

Volunteer Hours

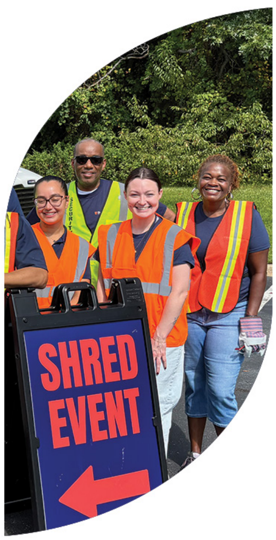


$85K+

Community Givebacks

85+

Trees Planted



1.5 Tons

Paper Shredded

$31.5K

Educational Investments

President's Report

We celebrated our 85th anniversary in 2025, and this milestone was an appropriate moment to acknowledge our legacy of being an inclusive, member- and community-focused institution. Our member-owned, not-for-profit model has served tens of thousands of Southern New Jersey families, organizations, and businesses well over our long history. The year 2025 was also an appropriate time to take meaningful steps to prepare for our future by reinvesting more deeply in both our membership and the communities we serve. I am pleased to share First Harvest's achievements from its special anniversary year in 2025:

Member Experience

- Our credit union began operations on June 20, 1940, as a single-sponsor institution, serving World War II shipbuilders in Camden, New Jersey. Eighty-five years later, we now support over 700 New Jersey-based sponsor organizations as an affordable workplace benefit. In 2025, our Membership Development team completed 305 events and Select Employer Group visits, welcoming over 700 new members to the credit union through this channel, as well as several new Select Employer Groups to our field of membership. As much as technology and branches have evolved the way our credit union delivers on its affordable banking mission, our collective Membership Development efforts still represent the true spirit of credit union and local business partnerships upon which we were founded in 1940.
- We are proud to offer some of the best loan and deposit rates in the region, and among the lowest and fairest fee structures of any credit union. In 2025, we paid out over $5.5 million in dividends to our member depositors, and we implemented a daily cap on overdraft fees, one of the first New Jersey-based credit unions to do so.
- We launched or expanded several strategic lending programs designed to provide New Jersey residents with more affordable financing solutions in 2025: First Harvest is now a point-of-sale auto lender at over 55 auto franchise dealerships and is an official partner of all Auto Lenders locations in New Jersey.
- Aligning with the State of New Jersey's energy mandates, First Harvest embraced its role as a leader in energy-efficient lending in 2025. We have created partnerships with the National Energy Improvement Fund, which helps Atlantic City Electric customers afford the installation of energy-efficient heating and cooling equipment, as well as the FI Connect electric vehicle financing program. In 2025, we funded over $10.3 million in electric vehicles and energy-efficient home improvement projects.
- In our physical distribution model, we relocated our Voorhees branch to a more visible and accessible location, which now features a convenient drive-thru. In its first year of operations, our new Voorhees location has welcomed hundreds of new members from throughout Camden County.
- In 2025, we enjoyed our third consecutive year of net membership growth, finishing the year with 49,386 members. The median New Jersey credit union saw membership decline of 1.5% in 2025 as more members chose online institutions. However, our 6.9% membership growth in 2025 demonstrates that First Harvest has a meaningful value proposition to our state's families and businesses, and we are grateful that so many New Jerseyans are choosing to join our family.
- Our Member Service teams handle thousands of member inquiries each month, through phone, video, and chat, and they consistently surpass their benchmarks for answer time, problem resolution, new member onboarding, and overall member experience. We continue to invest in technology that meets our members where they are.

> *"Credit unions are a cooperative effort of 'People Helping People.' In 2025, our team demonstrated this effort every day, as they have for 85 years."*

First Harvest celebrates the opening of the Financial Innovation Lab at Rowan College of South Jersey.

Community Reinvestment

- As mentioned in our Chairperson's report, we celebrated our 85th anniversary with 85 Acts of Kindness. In addition to performing over 85 individual service activities, among the most visible were our long-term investments into Southern New Jersey's higher education. As a long-time partner of Rowan College of South Jersey, we were proud to open the First Harvest Financial Innovation Lab at Rowan College of South Jersey, where hundreds of future students, including many First Harvest present and future employees, will be enrolled in one of the state's first Associates in Finance degree programs.
- We also opened the First Harvest Credit Union Student Life Center at Atlantic Cape College's Cape May Court House campus, along with an on-campus ATM, signifying our first physical presence in Cape May County.
- We participated in dozens of school programs and Financial Wellness Reality Fairs throughout the year. These events, along with our scholarship and other support programs for K-12 and higher education school institutions across Southern New Jersey, underscore our commitment to empowering our future leaders and members.

Safety and Soundness

- Management and staff have worked diligently to restructure the credit union's balance sheet and operating expenses to continue aligning with the best interests of membership, including technology, member dividends, and the branch and ATM network. Despite an elevated period of inflation, the credit union continued to prudently manage expenses with minimal increase in operating expense in 2025. In fact, the credit union's 2025 operating expense was nearly $2 million below 2023 levels.
- We finished 2025 with a net worth ratio of 8.26%, an improvement of 15 basis points, and well above the 7.00% regulatory threshold of "Well-Capitalized".
- The credit union's legacy portfolio of non-member mortgage participations, which was purchased between 2016 and 2022, was reduced by over $10 million in 2025, thus improving our net interest margin and reducing interest rate risk. Since my arrival at the credit union in 2023, we have redeployed nearly all investments and non-member loan payoffs directly into member-focused, local loans, which is the mission and responsibility of our member-owned credit union. In 2025, we grew loans-to-members by over $53 million, underscoring our team's commitment to providing affordable loans to our members, in their efforts to obtain a life milestone such as buying or renovating a home, purchasing a car, or consolidating debt.
- The credit union further reduced its own borrowings by $10 million to $2.5 million by the end of 2025. Beginning in 2019 through 2023, the credit union had leveraged extensive borrowings of over $30 million, in part to fund long-term investments at historically low rates, partially contributing to the credit union's below-peer financial performance during that period. Since my arrival as CEO in 2023, we have worked diligently to fortify our balance sheet and liquidity structure, and we have reallocated legacy borrowing expense directly into member dividends, benefiting our member owners as they meet their savings goals.
- Our loan delinquency ratio decreased to 0.69% at the end of 2025, down from 0.81% at December 2024 and 0.99% at December 2023. According to NCUA data, the median New Jersey credit union's delinquency rate was 1.02% at the end of 2025. As New Jersey's largest Low Income Designated credit union, we are acutely cognizant that our members are impacted by stubborn inflation and New Jersey's overall high cost of living. Our member service and loss prevention teams take a benevolent and cooperative approach to supporting our members in challenging times, which is underscored by our above-average asset quality metrics.

Employee Experience

- The exceptional service that our members receive begins with the dedication, expertise, and compassion of our employees. We remain committed to creating an engaging workplace where employees feel valued, supported, and empowered to grow, ensuring the experience we provide our team is reflected in every member interaction.
- We continued to celebrate and recognize our employees throughout 2025 through milestone celebrations, volunteer opportunities of over 350 hours in the community, and additional recognition programs that reinforce our culture of collaboration, inclusion, and service.
- We strengthened our commitment to employee well-being by implementing a new performance management and employee engagement platform, rolling out enhanced wellness initiatives, and ensuring affordability in healthcare for all staff. This meaningful approach to goal setting, continuous feedback, recognition, and career development ensures that our employees' success is completely aligned with our members' success.
- We joined a benefits captive with other not-for-profit credit unions which allowed for the credit union to self-fund benefits, ensuring that we manage rising costs of healthcare while mitigating risk to the credit union.
- We strengthened our workforce by attracting and onboarding 22 talented new employees across the organization. Through strategic recruitment efforts and an enhanced onboarding experience, we continued to build a team of skilled professionals who are committed to delivering exceptional service to our members while supporting First Harvest's continued growth and success.
- We continued to invest in our employees by expanding professional development opportunities and providing access to industry-leading training and certification programs. Through our partnership with America's Credit Unions' Center for Professional Development, employees have access to an extensive catalog of courses and the opportunity to earn nationally recognized professional certifications. During the year, multiple employees pursued the Financial Counseling Certification Program (FiCEP), Certified Credit Union Compliance Officer (CUCO), and Certified Bank Secrecy Act Professional (CBSAP) designations, further strengthening our expertise in financial counseling, regulatory compliance, and risk management.
- Our commitment to employee development also included leadership and technical skills training through Rowan College of South Jersey's Training Grant Program, comprehensive regulatory and compliance education through BAI, and enhanced cybersecurity awareness training through both BAI and KnowBe4. These programs equip employees with the knowledge and skills needed to excel in their current roles while preparing them for future career growth within First Harvest. Together, these investments reinforce First Harvest's commitment to fostering a culture of learning, developing future leaders, and delivering exceptional service to our members.

Financial Performance

- In 2025, we continued to manage operating expenses, with our overall expense remaining well below 2023 levels. In 2025, overall net income was $2.8 million, an improvement of $3.3 million from 2024. Earlier in the year, the credit union executed a rationalization of its real estate holdings, and by the 3rd quarter, the credit union had returned to organic and consistent profitability. As evidenced by our earnings trajectory in 2025, our initiatives to originate automobile, home equity, home improvement and personal loans, to members within our New Jersey footprint will continue to positively impact our net interest margin, and thus earnings.
- Net interest margin achieved a five-year high of 2.80% at the end of 2025, as we eradicated many of the long-term interest rate risk challenges that the credit union endured in the early 2020s.
- We originated over $103 million in new member loans in 2025, a record for First Harvest Credit Union, and a nearly 100% increase from 2024. Our total member loan net growth was over $51 million in 2025. As a credit union, our primary responsibility is to provide sound, affordable loans to our membership. In 2025, our team embraced this responsibility better than any year in our history. This 17.3% annual net loan growth in 2025 outpaced the median New Jersey credit union, which saw a 1.7% decrease in loan growth.
- We experienced deposit growth of over $17 million, including over $26 million in checking and savings balances, as more New Jersey individuals and families are choosing First Harvest for their savings and spending needs. This 4.4% annual net deposit growth outpaces the median New Jersey credit union, which saw a 0.7% decrease in deposits.
- Throughout 2023 and 2024, our asset size had fluctuated due to the planned reduction of company borrowings and the spin-off of our former Williamsport, Pennsylvania branch. In 2025, we enjoyed organic asset growth of $24 million, or 5.3%. The median New Jersey credit union experienced 0.4% asset growth in 2025, and we are pleased to see the efforts of our 2023 and 2024 balance sheet restructuring result in meaningful and above-peer asset growth in 2025.

First Harvest expands its presence in Camden County with the relocation of its Voorhees Branch.

- Members' equity, a key metric that demonstrates the member owners' value in the credit union enterprise, increased to $32.1 million at the end of 2025, from $26.1 million at the end of 2024, emphasizing our commitment to a safe, sound, member-owned cooperative model.

Progress in 2026

- While this Annual Report is a recap of 2025 progress, it's important to note some of the significant achievements through the first half of 2026. Through the first six months of 2026, our credit union has enjoyed year-to-date growth of $34.6 million in member loans, year-to-date net growth of $21.6 million in deposits, asset growth of over $26 million, and year-to-date net growth of over 1,000 new members.
- Through Q2 2026, the credit union has earned net income of $0.85 million. In addition, the credit union has been approved by the NCUA to raise up to $6 million in additional secondary capital. Collectively, these achievements will continue to bolster members' net worth and the credit union's overall capital position, allowing us to further expand the credit union's mission.
- In 2026, we welcomed our 50,000th member as families, individuals, and organizations continue to learn about the First Harvest Credit Union value proposition. More than ever, our institution is displaying its dual missions of providing member loans and inclusive banking services to New Jersey's families and serving as a driver of economic empowerment and investment in our communities.

Credit unions are a cooperative effort of 'People Helping People.' In 2025, our team demonstrated this effort every day, as they have for 85 years. I commend our staff and volunteers for their commitment to ensuring our credit union consistently demonstrates strong risk management, operational excellence, and the values that define us as a member-owned financial institution. First Harvest is fundamentally sound due to our ability to hold ourselves accountable and effectively fulfilling the equal mandates of excellence in member experience, safety, and community reinvestment. By striving to be the best-performing credit union in New Jersey, we will continue delivering on this mandate and flourishing well into the future. I also believe that credit unions themselves are a microcosm of the richly diverse memberships that they serve, and First Harvest is no exception.

I hope you'll encourage your own family and friends to join our cause and choose First Harvest as well. I extend my sincere gratitude to our selfless and hard-working staff, our volunteer Board of Directors and Supervisory Committee, and most of all, our fellow members who trust us with their unique financial needs."

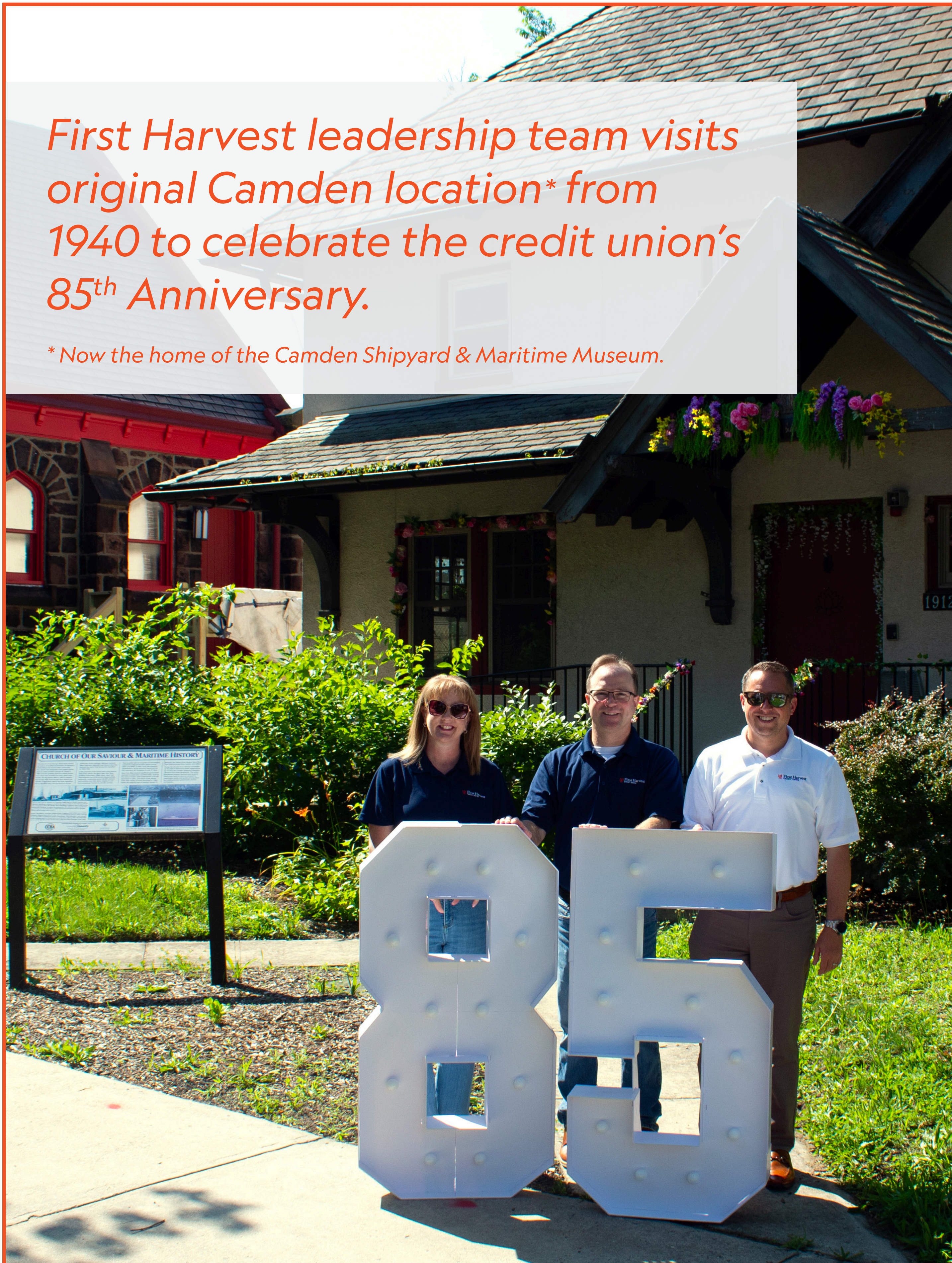
Sincerely,

Mike Dinneen

Member
President, CEO

First Harvest leadership team visits original Camden location from 1940 to celebrate the credit union's 85th Anniversary.*

** Now the home of the Camden Shipyard & Maritime Museum.*



“All of the First Harvest employees I’ve encountered are very professional. Thank you for the first-class service I’ve received since becoming a member.”

Valued Member since 1989
First Harvest Direct

“I’ve had the privilege of witnessing and contributing to our incredible evolution, from early processes to today’s new, automated tools and innovative banking solutions. What hasn’t changed is the heart of our team and our commitment to better serving our members.”

Valued First Harvest Employee
20+ Years of Service

“I’ve been with the credit union since the 80s. Being a member is an excellent way to help maintain and establish credit. First Harvest has friendly staff and excellent service!”

Valued Member for 30+ Years
First Harvest Camden Branch

Treasurer's Report

Assets

Total assets increased 5.3% or $22.9 million to $458,442,705 from $435,446,182 in 2024. For the year ended December 31, 2025, loans increased 17.3% or $46 million to $315,835,306 from $269,233,853. Available for Sale investments decreased 12.1% or $5.7 million to $43,779,126 from $49,524,783. Securities Held to Maturity decreased 48.3% or $26.7 million to $28,637,695 from $55,392,144. Total cash on hand and due from banks decreased 1.9% or $296 thousand to $15,311,036 from $15,606,999. Allowance for credit losses increased by 2% or $48 thousand to ($2,191,938) from ($2,240,602).

Liabilities

Total deposits of members' accounts increased 4.4% or $17.08 million to $405,521,770 from $388,433,353 as of December 31, 2024. Member shares increased 9.1% or $26.6 million to $318,967,020 from $292,341,638. Member certificates decreased 9.9% or $9.5 million to $86,554,749 from $96,091,715. Borrowed funds decreased 80% or $10 million to $2,500,000 from $12,500,000 as of December 31, 2024.

Members Equity increased 23.1% or $6.05 million to $32,148,532 from $26,091,573 as of December 31, 2024. Net income for 2025 totaled $2,817,263 compared to prior loss in 2024 of $(566,686).

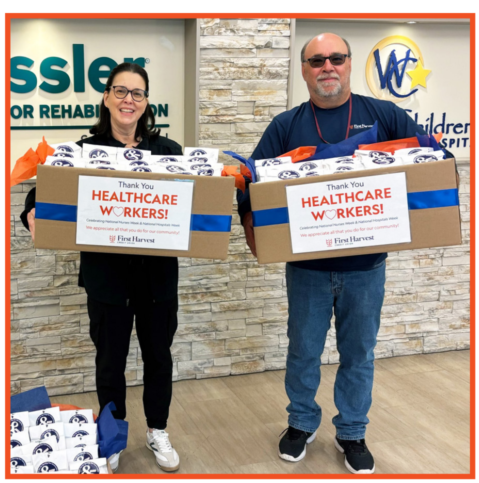
Total Operating Income increased 1.0% or $132 thousand to $27,101,093 from 26,968,965 as of December 31, 2024. Main components are as follows: Interest Income on Loans increased 14.8% or $2.17 million to $16,873,617 from $14,698,575. Interest on Investments decreased 33% or $792 thousand to 1,589,279 from $2,382,131. Other non-operating income decreased 12.6% or $1.25 million to $8,638,196 from $9,888,259.

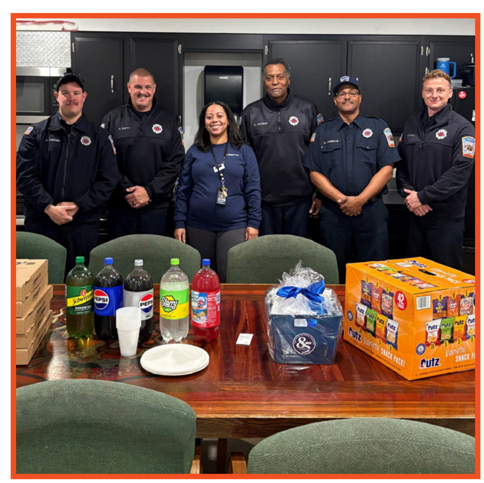
Total Operating Expenses increased 2.6% or $593 thousand to $23,646,489 from $23,053,036 as of December 31, 2024. Most significant categories are as follows: Compensation decreased 7.3% or $713 thousand to $9,129,965 from $9,843,591. Professional services increased 30% or $870 thousand to 3,708,142 from $2,837,447. Credit Loss decreased 1.5% or $14 thousand to $969,450, from $984,410. Office Operations decreased 9.9% or $223 thousand to $2,048,628 from $2,272,548. Marketing/Advertising increased 13.9% or $61,495 to $503,986 from $442,491.

Respectfully submitted,

David Daily

Member
Treasurer



First Harvest team members delivered appreciation gifts to educators, healthcare professionals, and first responders.

Financial Statements

Comparative Statement of Condition - Balance Statement

	December 31, 2025	December 31, 2024	December 31, 2023
Assets			
Loans	$315,835,306	$269,233,852	$272,340,646
Allowance for credit losses	$(2,191,938)	$(2,240,602)	$(2,550,191)
Real estate owned	$0	$0	$0
Repossessed automobiles	$25,192	$27,600	$100,042
Securities held to maturity	$28,637,695	$55,392,144	$65,933,585
Securities available for sale	$43,779,126	$49,524,793	$58,092,870
Cash	$15,311,036	$15,606,999	$19,707,284
Property and equipment	$9,376,716	$12,214,571	$13,885,227
Other receivables	$2,226,836	$1,183,784	$618,324
Other assets	$45,442,736	$34,503,039	$24,275,167
TOTAL ASSETS	**$458,442,705**	**$435,446,180**	**$452,402,954**
Liabilities			
Deposits			
Members shares	$318,967,021	$292,341,638	$306,250,089
Members certificates	$86,554,749	$96,091,715	$74,279,797
	$405,521,770	**$388,433,353**	**$380,529,886**
Other			
Borrowings	$2,500,000	$12,500,000	$38,000,000
Accounts payable	$3,159,402	$2,154,474	$2,259,128
Other Liabilities	$15,113,001	$6,266,779	$7,280,586
	$20,772,403	**$20,921,253**	**$47,539,714**
Equity			
Reserves	$0	$0	$1,302,899
Undivided earnings	$37,573,689	$34,756,426	$37,159,926
Other comprehensive income	$(5,425,157)	$(8,664,852)	$(14,129,472)
	$32,148,532	**$26,091,574**	**$24,333,353**
Total Liabilities & Equity	**$458,442,705**	**$435,446,180**	**$452,402,954**

Financial Statements

Comparative Statement of Condition - Income Statement

	December 31, 2025	December 31, 2024	December 31, 2023
Operating Income			
Income from Loans	$16,873,617	$14,698,575	$13,676,249
Investment Income	$1,589,279	$2,382,131	$2,356,044
Other Non-Interest Income	$8,638,196	$9,888,259	$9,049,389
Total Operating Income	**$27,101,093**	**$26,968,965**	**$25,081,681**
Operating Expenses			
Compensation	$9,129,966	$9,843,591	$9,076,522
Employees Benefits	$2,440,897	$2,630,921	$2,368,900
Employee Rewards	$27,732	$11,574	$58,703
Travel and Conference	$86,033	$81,013	$254,508
Association Dues	$64,803	$58,740	$41,489
Office Occupancy	$1,996,470	$1,692,731	$1,656,538
Office Operations	$2,048,628	$2,272,548	$2,496,414
Education and Promotion	$96,330	$35,399	$187,425
Marketing/Advertising	$503,986	$442,491	$435,986
Loan Servicing Expenses	$2,627,523	$2,086,537	$2,029,297
Professional Services	$3,708,142	$2,837,447	$4,505,768
Credit Loss	$969,450	$984,410	$1,457,252
Excess Share Insurance	$18,074	$18,358	$11,975
Federal Operating Fee	$87,211	$87,940	$81,060
Cash Over and Short	$(1,132)	$24,197	$7,430
Interest on Borrowed Money	$463,196	$1,113,936	$1,404,626
Misc. Operating Expense	$(620,824)	$(1,168,797)	$(480,804)
Total Operating Expense	**$23,646,489**	**$23,053,036**	**$25,593,092**
Income from Operations	$3,454,604	$3,915,929	$(511,410)
Non-Operating Income	$4,938,321	$(794,062)	$88,342
Income before Dividends	$8,392,925	$4,709,991	$(599,753)
Dividends	$5,575,661	$5,276,680	$2,539,959
Net Income	**$2,817,264**	**$(566,689)**	**$(3,139,712)**

Supervisory Committee Report

In accordance with the by-laws and regulations of the National Credit Union Administration, the Supervisory Committee is required to perform a comprehensive audit annually. The Supervisory Committee engaged Doeren Mayhew, Certified Public Accountants, to perform the annual audit for the period of October 1, 2023, through September 30, 2024. The results of the audit reveal that the credit union is financially sound.

The Supervisory Committee also hired external firms to conduct several regulatory and financial audits in 2024, continuing through 2025. In addition, our internal Quality Control and Compliance Departments routinely review new accounts and new loan files to ensure that underwriting and regulatory standards are maintained.

I wish to thank our volunteer Supervisory Committee members for their time and diligence in reviewing the credit union's internal controls, ensuring that we remain a safe and sound institution. Our Supervisory Committee regularly reviews controls and procedures for each operating function of the credit union, as well as branch audit and Enterprise Risk Management reports.

Respectfully submitted,

Gary Rauch

Member
Chairperson, Supervisory Committee

Nominating Committee Report

May 26, 2026

To: Mrs. Loretta Winters, Chairperson – First Harvest Credit Union Board of Directors

Re: Nominations for seats on First Harvest Credit Union Board of Directors

There are four (4) terms expiring on the Board of Directors. The following members have been nominated by the Nominating Committee for elections to noted terms:

Loretta Winters	**2026 - 2029 term**
Ronda Abbruzzese	**2026 - 2029 term**
David Daily	**2026 - 2029 term**
William Gruccio	**2026 - 2028 term**

Please accept this report on behalf of the Nominating Committee of First Harvest Credit Union.

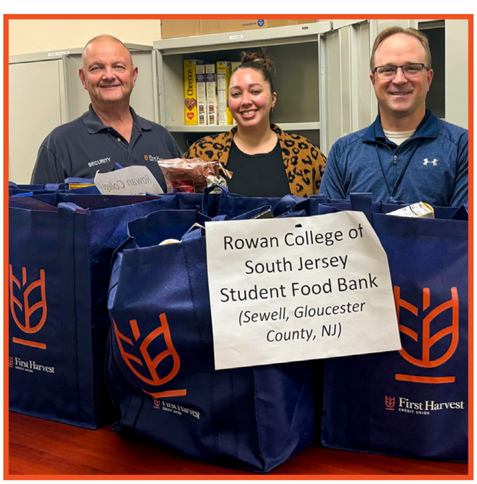
Respectfully submitted,

Ana Fernandez

Member
Chairperson, Nominating Committee

Credit Union Growth and Achievements

- Relocated the Voorhees branch with a new drive-thru ATM
- Improved accessibility with 4 new ATM locations
- Increased membership by 3,000+
- Paid over $5.5 million in dividends to our members
- Funded over $103 million in member loans
- Committed $10.3 million in energy-efficient lending
- Promoted and hired 50+ employees
- Attended 300+ Select Employer Groups and community events
- Employees performed over 340 community service hours
- Opened First Harvest Financial Innovation Lab at Rowan College of South Jersey
- Recognized with several achievements:
  - America's Credit Unions Diamond Award for Category's Best for Public Relations Campaign: 85 Acts of Kindness
  - America's Credit Unions Diamond Award for Community Partnerships or Endorsements: South Jersey College & University Reinvestments
  - South Jersey Biz: Best in Biz 2025 Credit Union



First Harvest co-sponsored the New Jersey Credit Unions Food Cooperative, helping to collect and distribute more than 5,100 pounds of food.

First Harvest Locations

Corporate Office
1617 Hurffville Road
Deptford, NJ 08096

Deptford
1615 Hurffville Road
Deptford, NJ 08096

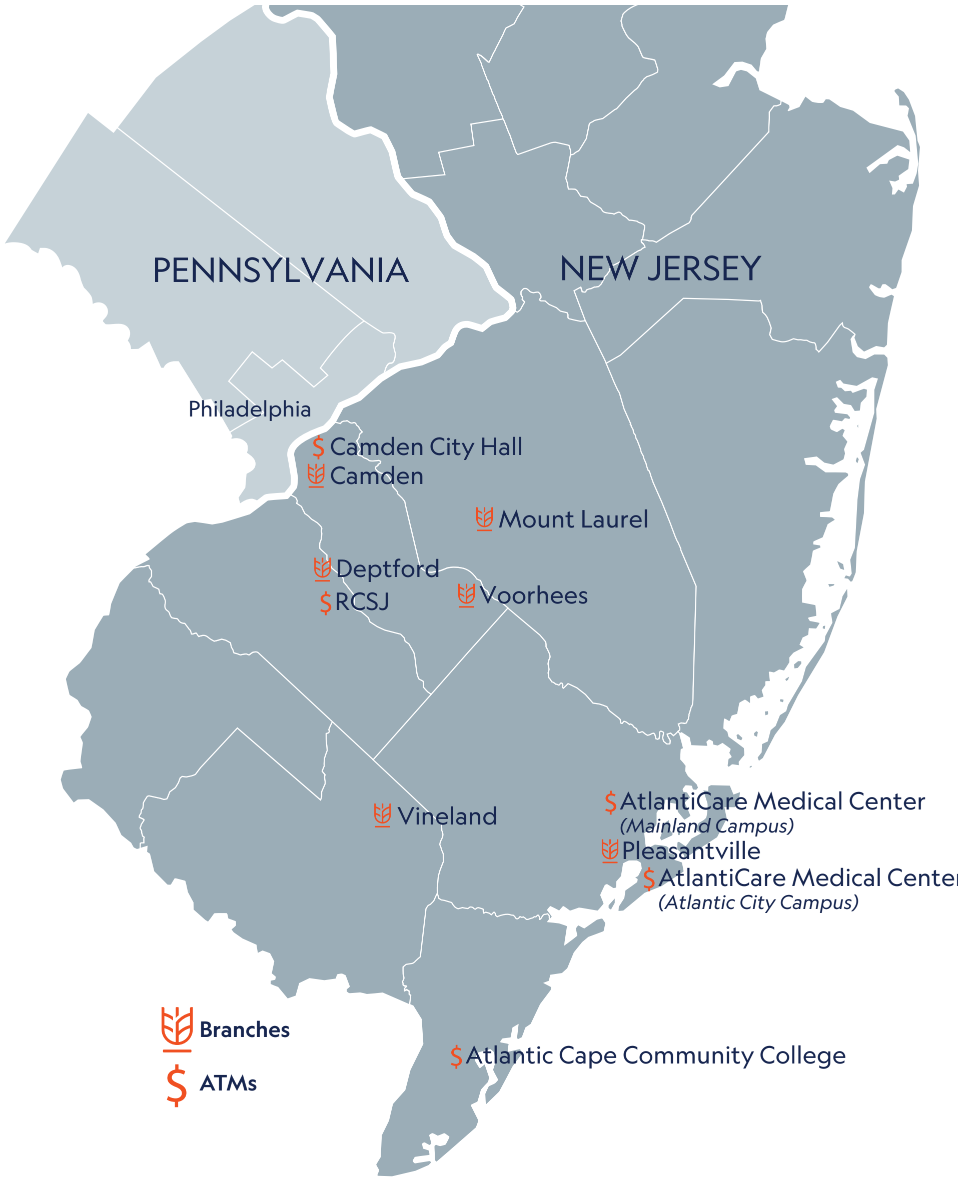
Pleasantville
15 W. West Jersey Avenue
Pleasantville, NJ 08232

Mount Laurel
East Gate Shopping Center
1180A Nixon Drive
Mount Laurel, NJ 08054

Camden
227 Market Street
Camden, NJ 08102

Vineland
818 East Landis Avenue
Vineland, NJ 08360

Voorhees
6 Haddonfield-Berlin Road
Voorhees, NJ 08043



ATM-Only Locations:
Atlantic Cape Community College, Cape May Court House, NJ
AtlantiCare, Atlantic City, NJ
AtlantiCare, Galloway, NJ
Camden City Hall, Camden, NJ
Rowan College of South Jersey, Sewell, NJ