



ANNUAL REPORT 2025

GROWTH WITH PURPOSE



FEDERALLY INSURED BY NCUA.

STRATEGIC PRIORITIES

- BUILD THE BEST DIGITAL EXPERIENCE
- FOSTER A REWARDING, ENGAGING, AND INCLUSIVE CULTURE
- CREATE THRIVING COMMUNITIES
- DEVELOP SCALABLE AND RELEVANT INFRASTRUCTURE



LEADERSHIP



LINDY PRUDENCIO
Chair of the Board



TED WILlich
Vice Chair



WILLIAM PERMENTER
Treasurer



BETTIE ADAMS
Secretary



BRUCE DOUECK
Director

BOARD OF DIRECTORS



JIM FARAH
Director



CHANTELLE SCHAT
Director



DR. BRENDA R.
SIMMONS-HUTCHINS
Director



ELVIA WILLIAMS
Director

AUDIT COMMITTEE



CHANTELLE SCHAT
Audit Chair



ALAN LOVETT
CPA, CIA, CISA



JEFF GLEASON
CPA, CIA, CISA



NAOMI PAULINO
CPA



SEAN THIBODAUX
CPA

SENIOR LEADERSHIP TEAM



SAM INMAN
Chief Executive Officer



KIM GAMEZ
Chief Financial Officer



MELISSA THOMAS
Chief Operations Officer



TIM SIMPSON
Chief Information
Security Officer



LORI SMITH
Chief Human Resources
Officer



ROGER RASSMAN
Chief Marketing Officer



JIMMY LOVELACE
Chief Experience Officer



CHRIS EPPE
Chief Information Officer



AMANDA WHITSON
Chief Lending Officer



OUR PURPOSE

STRENGTHENING OUR COMMUNITIES ONE MEMBER AT A TIME.



91ST ANNUAL MEETING MINUTES

THURSDAY, MARCH 13, 2025 AT 6:00 P.M.

The business meeting was called to order at 6:02 p.m. by the Chair of the Board, Malinda Prudencio. There were approximately 123 members present, which met the required quorum. Chair Prudencio called upon Director Dr. Brenda Simmons-Hutchins to give the invocation and lead the flag salute. Chair Prudencio welcomed those in attendance and introduced the Board of Directors and then introduced President Sam Inman, who recognized the Board, Audit Committee, Community Advisory Council, Teammates, and the Leadership Team.

Minutes of the 90th Annual Meeting were approved. Chair Prudencio gave the Chair of the Board Report. Sam Inman gave an update on the Credit Union's progress and future plans. Bettie Adams gave the Treasurer's Report and reviewed the Financial Reports as printed in the Annual Report. Chantelle Schart reported on behalf of the Audit Committee. The Chair of the Board Report, the Audit Committee Report, and the Credit Union's Financial Reports, were posted online in the 91st Annual Report. Bettie Adams, Nominating Committee Chair, announced the election results: Bruce Doueck, Malinda Prudencio, and Chantelle Schart ran unopposed for an additional 3-year term.

Lori Smith recognized the Manager of the Year Committee. Jimmy Lovelace announced the 2024 Branch Manager of the Year, Crystal Mills, from the Westside Branch and the 2024 Assistant Branch Manager of the Year, Nate Robertson, from the Gate Parkway Branch. He also announced the 2024 Headquarters Supervisor of the Year, David McElroy, Member Experience Center Operations Supervisor. Kim Gamez announced the 2024 Headquarters Manager of the Year recipient, Michelle Donahue, from the Collections Department. Chair Prudencio reviewed the Core Values Award created by the Board of Directors for Community First staff. The Core Values Award is to honor an employee who is a shining example of the Credit Union's Core Values. She recognized each of the nominees for the Core Values Award. The recipient of the fifteenth Core Values Award was Kylia Brown. The business meeting was adjourned at 6:42 p.m.



MESSAGE FROM OUR BOARD OF DIRECTORS CHAIR

***“Our members are at the heart of everything we do,
and walking with them on the journey to achieve financial peace of mind remains our focus.”***

In 2025, Community First remained committed to safeguarding the trust and assurance of our members. On behalf of the Community First Credit Union Board of Directors, I am proud to present this annual report, which reflects the credit union’s unwavering dedication to putting members first, and supporting them and their communities.

Under the leadership of our President and Chief Executive Officer, Sam Inman, the credit union continued to generate financial success throughout the year. This report highlights another year of strong growth, with an increase in total assets, record commercial lending, and increased net membership.

These numbers, however, mean more than just our bottom line. The numbers represent the stories of our members who have grown with us over the past 90 years. On the 2025 annual membership survey, members emphasized customer service, technology, and trust as important factors—and we are delivering results.

Our teammates have committed to driving the Community First purpose at every branch, every day, and in every interaction, and we are proud of the work they do to connect with their communities. In 2025, our annual teammate survey result increased to 82%, solidifying that our teammates are committed, enthusiastic, and invested in the credit union’s success.

We opened two new branches in 2025 to meet the needs of our members in St. Johns County and Nassau County. We also completed the design work on a transformative project that will integrate the credit union into the Murray Hill community in a way that we’ve never done before. For the first time in our history, Community First pursued the acquisition of a community bank that will expand our regional footprint into Southeast Georgia and Central Florida. The process to acquire First Southern Bank will continue into 2026, with the probable closing mid-year.

Despite challenging circumstances, we stood on our promise to strengthen communities one member at a time. Through the Community First Cares Foundation, we donated a record \$223,000 to local organizations in 2025. The foundation intentionally looked for ways to empower the work of Northeast Florida nonprofits focused on education, financial literacy, health, and community well-being. Since its inception, the foundation has invested nearly \$1.4 million across the First Coast.

Thank you for your ongoing support and trust in Community First Credit Union.

Lindy Prudencio

Lindy Prudencio | Chair of the Board



"Our focus on people starts with our members and extends to our teammates and the communities we serve."





PRESIDENT'S REPORT

FINANCIAL
FOUNDATION

12.48%
NET WORTH RATIO

\$3 billion
IN ASSETS

For the past year, it's been my pleasure to watch and lead Community First teammates as they deliver on our mission of supporting communities one member at a time. Our teammates are truly shining—making a meaningful difference in the lives of our members and bringing vibrant value into our community. With the continued teamwork and commitment that make Community First such a special place, I see a future beaming with possibility, where we can help our members thrive more than ever before.

Community First celebrated its 90 year anniversary in January 2025, and throughout this monumental year I've been joyfully committed to building the culture and infrastructure that will sustain our members and support our teammates for another century. As CEO, I want to keep our teammates energized and focused on delivering exceptional service to our members and ensuring every member feels appreciated. To celebrate our 90 year milestone, we set out to express the synergy we wanted to cultivate between our teammates and our members. ***The result was a new purpose statement: strengthening our communities one member at a time.*** This powerful statement beautifully reflects our commitment to community through every partnership, sponsorship, branch interaction, and teammate experience. Throughout the year, we celebrated the anniversary alongside our members and teammates, hosting vibrant block parties at the branches and special gatherings at our headquarters.

With this inspiring purpose in place, we grew to 475 teammates and continued elevating our workplace satisfaction results. The High Potential Organization survey revealed that 82% of our teammates believe we met or exceeded their expectations for the work climate. These results uplift us and reflect the intentional action plans developed to address the lower performing categories identified in the initial assessment.

Community First set out to become a true learning organization—one that grows through continuous learning, dynamic knowledge sharing, and ongoing adaptation. Through onboarding, professional development, and compliance training, our teammates completed an impressive 4,693 hours of compliance courses—far surpassing the required amount. I'm also thrilled to share the other areas of growth we experienced in 2025. Our financial foundation remained strong with a net worth ratio of 12.48%—placing us well above our industry peers in the state—and we closed the year with over \$3 billion in assets, setting a new record!

Every strategic decision we made centered on its effect on our members. We consistently empowered our members through innovative services and personalized support, providing tailored financial solutions that helped them feel confident and secure. A strong membership base is the hallmark of credit union growth. We set a strategic goal to grow to 300,000 members by the end of 2029, and we are well on our way. Reaching that goal will take heart, dedication, and intentional, member focused strategies from teammates at every level. We're already ahead of the curve. In 2025, total net membership climbed to 188,741—a 5.78% increase—surpassing our goal of 187,283. We ended the year with a Net Promoter Score of 69%. These results came from truly listening to and acting on feedback from the annual membership survey.

COMMERCIAL
LOANS**36.8%**
INCREASE**\$69,771,894**
IN ORIGINATIONSAUTO
LOANS**45.33%**
INCREASE**\$456,613,876**
TOTAL

We had an exceptional year in commercial lending, growing to \$69.7 million in originations—a thrilling new record. Our expansion into new markets has brought record deposits, especially at our newly opened branches, strengthening our lending capacity and fueling the success of our commercial lending portfolio.

We also enjoyed a phenomenal 45% increase in auto lending in 2025. Our trusted relationships with auto dealers flourished, and they continued to rely on us as a dependable, easy-to-work-with financing partner for their customers.

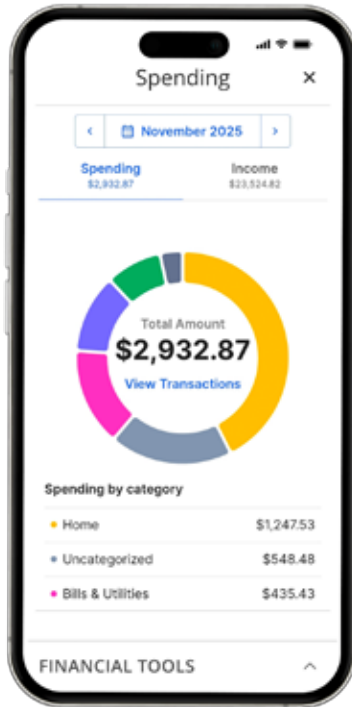


Our investment services program continued to grow, proudly earning second place in the nation—surpassing credit unions with much larger memberships. Our members are embracing the investment opportunities the program offers, and we crossed over \$500 million in assets under management for the first time ever in 2025.

In our strategic planning sessions, we focused on delivering meaningful and strategic impact, and I'm proud to report that we've successfully completed 31 portfolio projects from our strategic plan. We set out to launch best in class digital experiences that allow members to complete most financial transactions right from the palm of their hand. And we delivered! Members now have a refreshed, modern, dynamic digital banking experience—complete with a more personalized feel—including a new Interactive Voice Response system with speech recognition and a new bill pay system.



PRESIDENT'S REPORT

RESIDENTIAL
REAL ESTATE LOANS**7.6%**
INCREASE**\$870,540,134**
TOTAL

Mobile app enhancements in 2025 made managing finances easier than ever, offering quick access to balances and faster processing times for transfers. These upgrades increased digital tool adoption to 109,917 members—surpassing our goal of 108,780. We also launched new software that streamlines our loan application process with a simple, intuitive experience.

Our residential real estate portfolio delivered a 7.61% increase in 2025, reinforcing our position as an increasingly influential player in the mortgage production market. Knowing that purchasing a home is a milestone that leads to long-term wealth, financial security, and deep community roots, we proudly created a mortgage product designed specifically for first time homebuyers and I'm impressed with the amazing results we're seeing.

Another highlight has been the incredible success of our Fraud Prevention Department in protecting our members from significant losses due to impersonators and scammers. Over the year, the department saved members more than \$10.3 million. By implementing new fraud prevention software, we avoided \$3.4 million in loan losses. As news spread about our enhanced protections, attempted fraud noticeably declined toward year end.

Growth with Regionality

Before closing the year, Community First and FSBH Corporation announced a definitive agreement under which Community First will acquire substantially all of the assets and assume substantially all of the liabilities of First Southern Bank, headquartered in Waycross, Georgia. The agreement—approved by both boards in November—will give Community First approximately \$3.3 billion in assets, \$2.5 billion in loans, \$2.9 billion in member shares and deposits and 31 branches across Georgia and Florida. First Southern Bank has the same cultural values as Community First in making connections with our members, and they are embedded in their communities as well. The regional reach this acquisition will bring, and the aligned cultures will lay the foundation for a successful transition. We are excited to extend the Community First family into Southeast Georgia and Central Florida and truly connect new members with the first-class service we provide here in Northeast Florida.



KINDNESS
CREW

TEAMMATES VOLUNTEERED

4,206
HOURS

RECORD PARTICIPATION

560
EVENTS

Growth with Community

Throughout the year, Community First continued to weave itself into the fabric of the community. I'm incredibly proud of our teammates' enthusiasm during the annual Day of Purpose—a joyful day of fellowship, learning, and community service. Hundreds of teammates volunteered across 28 nonprofit organizations in five counties. This collective impact truly represents the spirit of Community First.

And our service didn't stop there. In 2025, our Kindness Crew, made up of Community First teammates, donated 4,206 hours of personal time—volunteering at events that supported health and wellness, literacy, education, and overall quality of life. For over 90 years, our work in the community has been a hallmark of our continued success. This year, our teammates supported over 560 events with their time and talents on- and off-the-clock. This is a testament to their dedication to continue our legacy of service to our members.



UNF

As a proud graduate of the University of North Florida, I'm keenly aware of the challenges many college students face as they settle into campus life. That's why we were thrilled to financially support UNF's Parent and Family Orientation, Market Days, and Osprey Athletics teams in 2025. This partnership adds wonderful value to Osprey students' collegiate experiences and helps them build strong community connections on campus. We also operate a branch right on campus, where students can access financial wellbeing resources and open an Osprey account with a uniquely branded debit card.

To honor our founder and roots as a credit union for educators, Community First awarded nearly \$40,000 dollars in scholarships to five graduating high school seniors. The Raymond A. Vinson Scholarship provides \$2,000 per student renewable for four years.



PRESIDENT'S REPORT



BLUE ZONES PROJECT[®]
JACKSONVILLE



Our School of the Month program proudly supports the amazing teachers and administrators shaping our future workforce. This year, we recognized 18 schools in Duval County and 12 in Clay County, each receiving funds to bring their classroom projects and initiatives to life. We were excited to once again support Stuff the Bus in 2025, with 40 teammates volunteering over 120 hours to help collect 36,000 school supplies and \$10,000 in donations!

In August, we kicked off the 2025–2026 school year with incredible excitement at the Duval County Public Schools “ED STRAVAGANZA” pep rally, celebrating over 12,000 teachers at the Veterans Memorial Arena and surprising nine of them with \$1,000 classroom grants!

Community First was proud to present the Jacksonville Public Education Fund's (JPEF) fifth biennial EDTalks. The event was a tremendous success, bringing together over 250 local educators, advocates, and business leaders to discuss how we can best prepare students for a future driven by technology.

Our partnership with the Blue Zones Project Jacksonville represents one of our largest community impact initiatives—offering no cost financial well being services for under resourced residents. It's a powerful testament to our commitment to helping those who need it most.

Growth with Inclusion

We also continued to align our internal efforts with our values, taking meaningful steps to strengthen diversity and inclusion throughout every corner of our organization. In another first, the Inclusion Council proudly sponsored the Bob Hayes Invitational—an iconic Jacksonville track event that draws thousands of fans and athletes each year. They continued spreading joy and connection by engaging with diverse communities at the Melanin Market, where they also awarded small business grants to local entrepreneurs. We also supported the Collard Green Festival, and a record number of teammates showed their commitment to all communities by walking in the Martin Luther King Jr. and Pride Parade celebrations.

Growth with Caring

We are passionate about supporting causes that revitalize and restore communities and the people who live, work and play in Northeast Florida. Throughout the year, Community First continued to weave itself into the fabric of local communities. For the first time ever, we partnered with the Kilwins Ice Cream company to support its annual Ice Cream Run held near our new Beachwalk branch. The race raises money to help financially support cancer patients and their families. We also made history as the presenting partner of the Northeast Florida Fair in Callahan. This partnership allowed us to introduce the Community First brand to the community and showcase our newly opened Callahan branch. Looking for new ways to deepen our roots in the Murray Hill community, we served as the first presenting sponsor of Murray Hill-o-Ween, a family-friendly celebration and parade. Forging relationships in the community is crucial to our plan to open a uniquely designed credit union branch on the site of the former Edgewood Bakery in Murray Hill.



Our meaningful support continued to impact Jacksonville from the campus of Edward Waters University. Dozens of Community First teammates volunteered each month at the Schell-Sweet Community Resource center which provides health education, social service referrals, literacy, employment assistance, and wellness programs to hundreds of low-income seniors and residents each year. Through Community First's financial support—over 2,100 families have been served. To our loyal members, incredible teammates, and dedicated board of directors—thank you. Your passion, belief, and enthusiasm for our growth with purpose strengthen everything we do.

As we look ahead to 2026, our hearts are full, our purpose is strong, and our commitment to helping our members achieve financial independence remains unwavering. Thank you for your ongoing support and trust.

We can't wait to serve you in the exciting year ahead.

Sam Inman | President and CEO

MEMBERSHIP REPORT

One member at a time ...

Whether members visited one of our 24 brick-and-mortar locations or conducted their financial transactions on our mobile app or website, we endeavored to provide a first-class member experience. We continued to grow our branch network and deepen our community impact, empowered by our teammates and enhanced digital investments that offered members the service options that fit their lives. In 2025, these efforts increased net membership to 188,741- adding 10,311 new members during the year.



BEACHWALK BRANCH

- ▶ **Opening date:** February 2025
- ▶ **Location:** 525 Beachwalk Shore Dr.
- ▶ **Third Branch in St. Johns County**
- ▶ **Serves:** 4,334 members



CALLAHAN BRANCH

- ▶ **Opening date:** July 2025
- ▶ **Location:** U.S. Route 301 between Old Dixie Hwy. and Dr. Martin Luther King, Jr. Ave.
- ▶ **Second branch in Nassau County**
- ▶ **Serves:** 2,148 members



BRANCH NETWORK EXPANSION

WILDLIGHT BRANCH

- ▶ **2025 Update:** Construction permit application submitted in November.
- ▶ **Location:** Crosstown Ave. and State Road 200/A1A
- ▶ **Third branch in Nassau County**

The Wildlight Branch will be a 3,100-square-foot, freestanding facility featuring a drive-thru, two ATMs, and Community First's signature tower design. Community First has proudly served Nassau County since 2008 and today supports more than 12,000 members countywide, including approximately 2,000 in the Wildlight area. Scheduled to open in 2026, the Wildlight Branch will become Community First's third location in Nassau County.



MURRAY HILL BRANCH

- ▶ **2025 Update:** Final Design completed.

This future branch is unlike any other Community First branch due to its unique design. Taking into consideration the needs of the community and the historical impact of the old Edgewood Bakery, we added a community room, a pocket park with a food feature and a mural that showcases the neighborhood identity. Community First anticipates the branch to be complete in late 2026.



MEMBERSHIP REPORT



90th Anniversary Celebrations

We kicked off our 90th anniversary with a series of celebrations for teammates and members. On January 31, the anniversary of our founding, we hosted parties for our teammates at the headquarter buildings and delivered treats to teammates at the branches. Throughout the year, we continued to honor the credit union's 90 year legacy. In the summer, we hosted ice cream and cake parties, then wrapped up the year with block parties at four branches featuring free food, DJs, and fun for the communities we serve.



REWARDING, ENGAGING AND INCLUSIVE CULTURE



HIGH
POTENTIAL
ORGANIZATION

82%
WORKPLACE
SATISFACTION



Exceeding Expectations and Prioritizing Wellness

In 2025, the credit union grew to 475 teammates, and we continued to improve our workplace satisfaction results. The High Potential Organization survey showed that 82% of our teammates believe we met or exceeded their expectations for the work climate.

Community First uses the PATH Wellness platform to bring teammates together through monthly competitions, healthy challenges, and fun walking and running activities that support their overall well being. In 2025, enthusiasm for the program soared—registered users increased nearly 39%, and active participants jumped 50%. Thanks to this growing engagement, participants earned \$11,100 in gift cards and \$4,500 in wellness prizes. Through the United Health Care Wellness program, teammates also earned an additional \$23,420 in HSA funds and wellness incentives.

This year marked our exciting return to the First Coast games after a seven-year hiatus. A total of 50 athletes signed up to represent Community First across six sports from March through June—displaying strong team spirit in the Olympics style competition between businesses.

Legacy of Learning and Professional Development

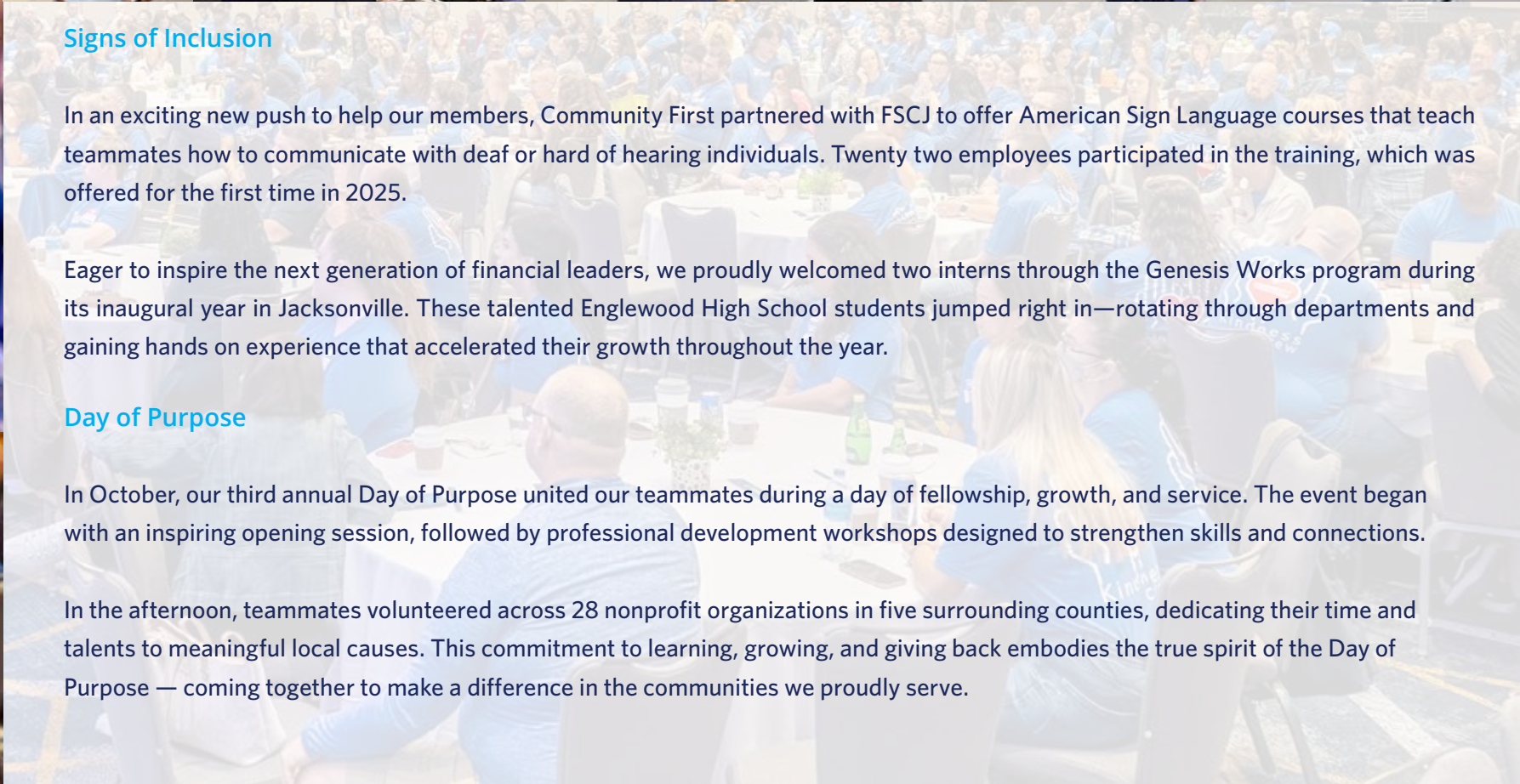
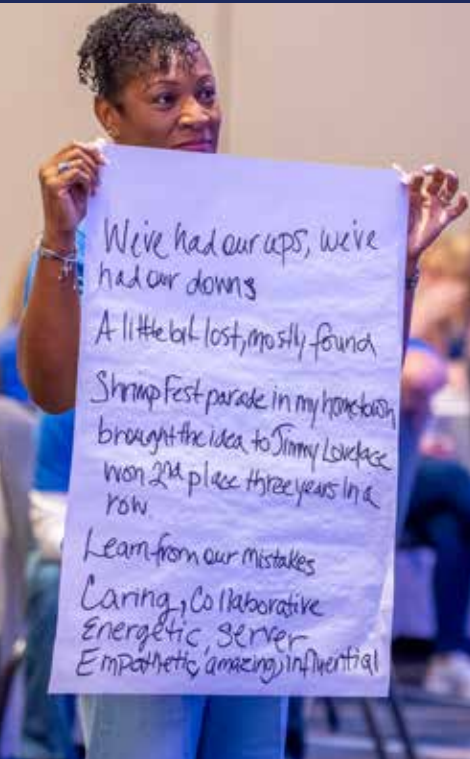
Community First is a learning organization, and we're laser-focused on fostering a culture of continuous learning, knowledge sharing, and adaptation. This will allow us to grow, innovate and stay competitive in the financial services industry. Our Organizational Development Department endeavors to make learning a part of core daily operations— not just during onboarding for new hires.

We are honored to have earned the Training MVP Award (formerly the APEX Training Award) for the second consecutive year. This national honor recognizes organizations with outstanding learning and development programs. Throughout the year, the Organizational Development team cultivated and offered diverse skill-based and developmental training opportunities to our teammates. Teammates can enroll in the Credit Union Education Program (CUEP) in partnership with Florida State College at Jacksonville at no cost. In 2025, 41 teammates successfully completed a cumulative 820 hours of coursework to earn a vocational certificate.

Compliance Courses: Required 4,515 hours / Completed - 4,693 hours.

REWARDING, ENGAGING AND INCLUSIVE CULTURE

DAY OF PURPOSE **5** COUNTIES **423** TEAMMATES **28** NONPROFITS



Signs of Inclusion

In an exciting new push to help our members, Community First partnered with FSCJ to offer American Sign Language courses that teach teammates how to communicate with deaf or hard of hearing individuals. Twenty two employees participated in the training, which was offered for the first time in 2025.

Eager to inspire the next generation of financial leaders, we proudly welcomed two interns through the Genesis Works program during its inaugural year in Jacksonville. These talented Englewood High School students jumped right in—rotating through departments and gaining hands on experience that accelerated their growth throughout the year.

Day of Purpose

In October, our third annual Day of Purpose united our teammates during a day of fellowship, growth, and service. The event began with an inspiring opening session, followed by professional development workshops designed to strengthen skills and connections.

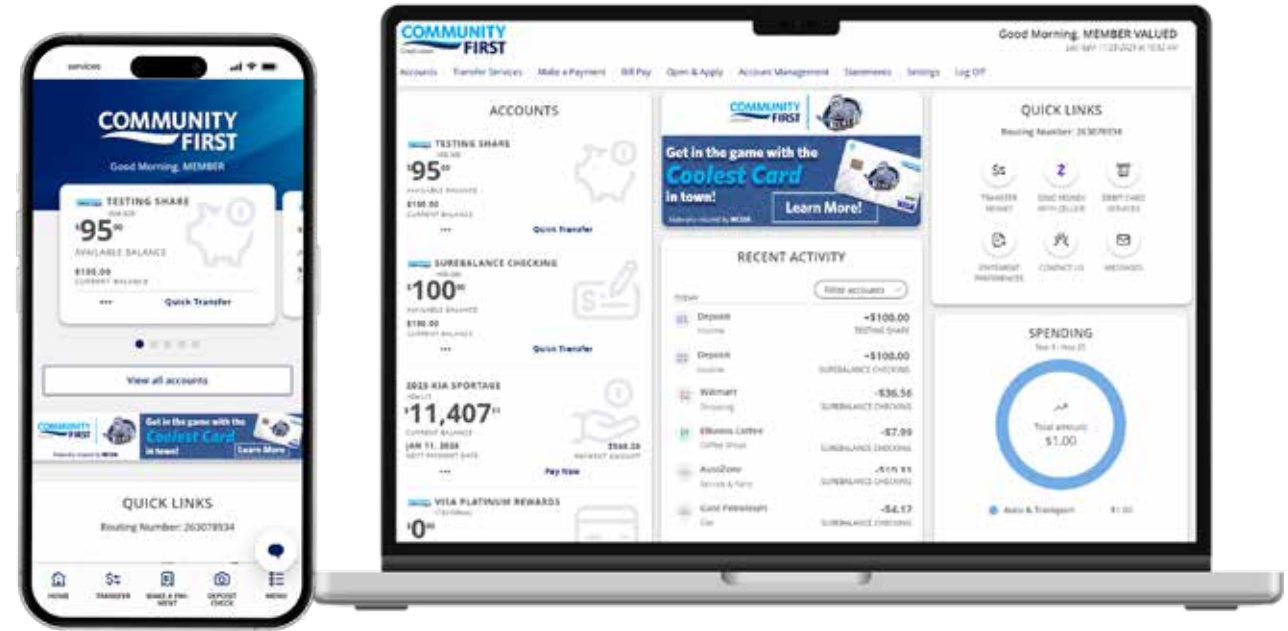
In the afternoon, teammates volunteered across 28 nonprofit organizations in five surrounding counties, dedicating their time and talents to meaningful local causes. This commitment to learning, growing, and giving back embodies the true spirit of the Day of Purpose — coming together to make a difference in the communities we proudly serve.

BUILD THE BEST DIGITAL EXPERIENCE



Website Improvements

- Added a free business resources section with articles and tools for small business owners.
- Updated branch location pages with an improved design, branch exterior photo, and map.
- Created a new Community First Cares Foundation page that highlights our Kindness Crew donation hours and monetary donation amount and our partners.
- Added a new ATM page that helps members find fee-free ATMs across the US.



Mobile App Improvements

- Launched a refreshed, modern, dynamic digital banking experience with a more personalized feel.
- Added a new Interactive Voice Response system with speech recognition and an upgraded bill pay system.
- Provided quicker access to balances and faster processing times for transfers.
- Introduced new software that streamlined the loan application process with a simple, intuitive experience.

CREATE THRIVING COMMUNITIES



13th Annual Community First Seawalk Music Festival

The Community First Seawalk Music Festival is a vibrant annual celebration held at Jacksonville Beach, bringing together the spirit, sounds, and flavors of Northeast Florida. Presented by Community First Credit Union, this free festival showcased Florida's diverse musical talent, featured over 80 local vendors and food establishments, and welcomed approximately 35,000 attendees in 2025. Our teammates volunteered more than 100 hours of their time to help make the event a success.

Colors of the Wild, A ZooLights Lantern Experience

The Jacksonville Zoo and Gardens elevated its annual holiday lights festival into the spectacular "Colors of the Wild" experience, captivating tens of thousands of visitors with over 1,000 glowing lanterns. This immersive event featured vibrant Asian lanterns, illuminated animal displays—including Florida's native panthers and manatees—and a custom installation honoring Community First. We were proud to be a presenting sponsor of the 2025 season of "Colors of the Wild", helping to bring this dazzling celebration of creativity, conservation, and community spirit to life for Jacksonville residents.

Community First Igloo and The Jacksonville Icemen

The Community First Igloo experienced record attendance in 2025 welcoming more than one million visitors. The Igloo is the training facility for the Jacksonville Icemen and a vibrant hub for recreational skaters. Through our partnership with the Igloo, Community First members saved over \$95,000 when they visited the facility in 2025. Fans can also show their support with the exclusive Icemen debit card. Since launching the debit cards in 2024, we have issued 1,578 cards to members.



Florida Theatre

In 2025, we continued as the Season Sponsor of the Florida Theatre, a historic nonprofit venue, hosts over 200 cultural and entertainment events each year, appealing to audiences of all ages. In 2025, it received the Outstanding Historic Theatre Award from the League of Historic American Theatres, recognizing its restoration and community impact. Pollstar magazine ranked the theatre as the fifth most-attended theatre under 2,000 seats and 45th in theatre attendance worldwide. Renowned as one of the Southeast's top concert halls, the beautifully restored landmark is listed on the National Register of Historic Places and had over 170-thousand in attendance in 2025.



Community First Thanksgiving Day Classic

The 42nd Annual Community First Thanksgiving Distance Classic drew a sold-out crowd of over 4,000 runners. Since its start in 1984 with just 500 participants, the event has grown into one of Jacksonville's largest Fall running traditions. The race creates a meaningful impact by raising funds for the Mandarin Food Bank and supporting the creation of a new three-mile running and walking path at Aterro Recreation Park. Twenty-five Community First volunteers donated nearly 75 hours on Thanksgiving morning to help make the event a success and demonstrate true community spirit.



Stuff The Bus

The Stuff the Bus initiative will always hold a special place in our hearts. We participate in the annual school supply drive, along with First Coast News and the United Way of Northeast Florida, to help ensure students have the supplies they need for the first day of school. This year, the supply drive collected over 36,000 school supplies and nearly \$10,000 to support local students across Duval and Clay counties. Supplies were distributed to 198 schools, assisting more than 140,000 students, with teammates contributing about 120 hours to make it happen.



Schell-Sweet Food Donation

The Community Cares Foundation provided financial and volunteer support to the Edward Waters University Schell-Sweet Community Resource Center (SSRC) in 2025. The SSRC is housed on the campus and provides health education, social service referrals, literacy, employment assistance, and wellness programs to hundreds of low-income seniors and residents each year. Through Community First's financial support—over 2,100 families have been served.



Fernandina Shrimp Festival Parade

Community First Credit Union proudly took part in the 2025 Isle of Eight Flags Shrimp Festival Parade in historic Fernandina Beach. Now in its 61st year, the festival continues to celebrate the region's rich shrimping heritage while drawing thousands to its colorful, small town tradition. Thirteen of our employees joined the festivities, walking the vibrant route down Centre Street and spreading smiles, energy, and community spirit. We're excited to share that our team earned 2nd place in the walking group category!

COMMUNITY FIRST CARES FOUNDATION GRANTS

Jacksonville Public Education Fund ■ Duval County Classroom Grants

Jacksonville Public Library Foundation ■ Adult Literacy Program

Clay County Education Foundation ■ Clay County Classroom Grants

Wolfson Children's Courage Crew ■ Social Support Group for Families/Chronic Illnesses

INK! ■ St. Johns County Classroom Grants

Schell-Sweet Community Resource Center ■ Monthly Food Distribution

Cummer Art Gallery ■ Student Field Trip Support

MOCA ■ Student Field Trip Support

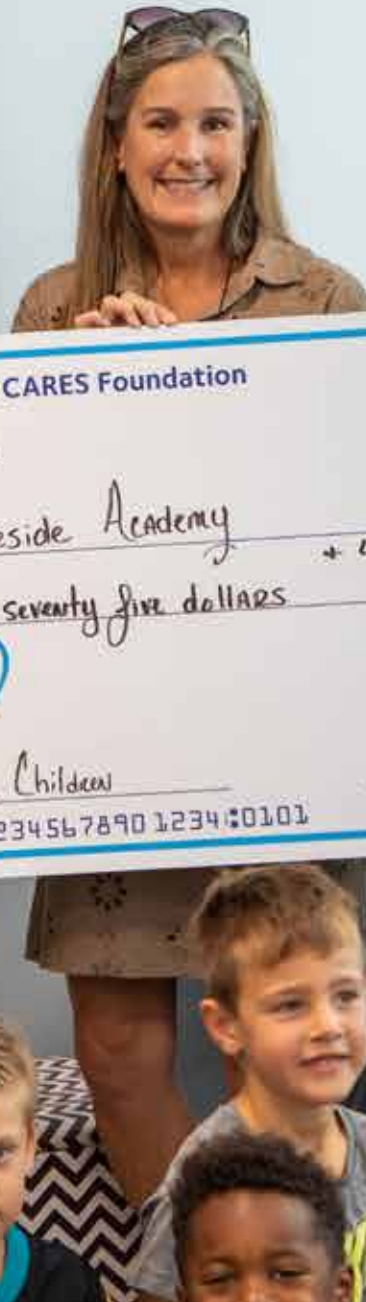
Beaches Go Green ■ Beach Renourishment Project

Presbyterian Social Ministries ■ Challenge Match for Operational Funds

I Am A Star Foundation ■ EmpowerME app/Safe Space Saturday/Youth Mental Health Symposium

Presbyterian Social Ministries ■ Challenge Match for Operational Funds





Community First CARES Foundation
P.O. Box 2600
Jacksonville, FL 32232

Date November 3, 2025

Pay to the order of Lakeside Academy \$ 975.00

Nine hundred seventy five dollars + 00/100 Dollars

COMMUNITY FIRST CARES Foundation for Champions for Children

Missy Petras

⑆263078934⑆12345678901234⑆0101

101
KY 1799/PRAD





AUDIT COMMITTEE REPORT

The responsibility of the Audit Committee is to help assure, for the benefit of the credit union and its members, the safety of deposits, the soundness of management, and fairness to all members.

In connection with its responsibilities, the Audit Committee engaged CliftonLarsonAllen, LLP to perform an independent financial statement audit for the year ending December 31, 2025. Results of the audit indicated the consolidated financial statements presented fairly, in all material respects, the financial position of Community First Credit Union of Florida and Subsidiary as of December 31, 2025 and 2024, and the results of their operations and their cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

The Credit Union's Internal Audit Department operates under the direction of the Audit Committee. The Internal Audit Department monitors credit union operations through the development of a risk-based audit plan, scheduling and conducting a continuing program of reviews of credit union processes and procedures. The Audit Plan, approved by the Audit Committee, is updated during the year as processes, controls, and events change.

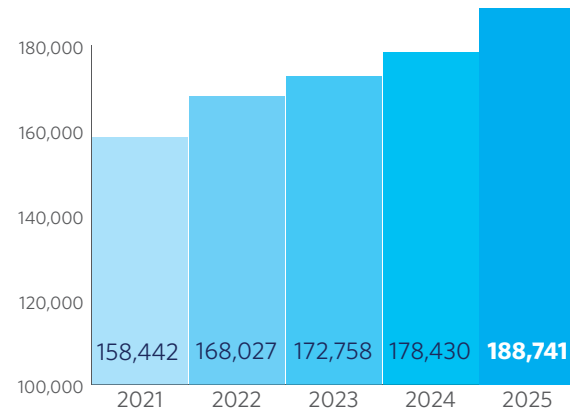
The Internal Audit Department works with Management in a collaborative manner on each internal audit and communicates the results of each audit to the Audit Committee on a regular basis. Community First Credit Union of Florida is also examined on a regular basis by the State of Florida's Office of Financial Regulation and the National Credit Union Administration (NCUA). The regulators completed their most recent examination in August 2024, noting the Credit Union is in sound financial condition, performing in a consistent manner and providing for safe and sound operations.

Based on the results of the above-referenced activities and related reports, the Audit Committee believes all audits, verifications, examinations, and compliance reviews present an accurate reflection of the financial results and status of the credit union as a well-managed financially sound financial institution. On behalf of the entire Committee, we appreciate the opportunity to serve you, the members and look forward to a secure and successful 2026.

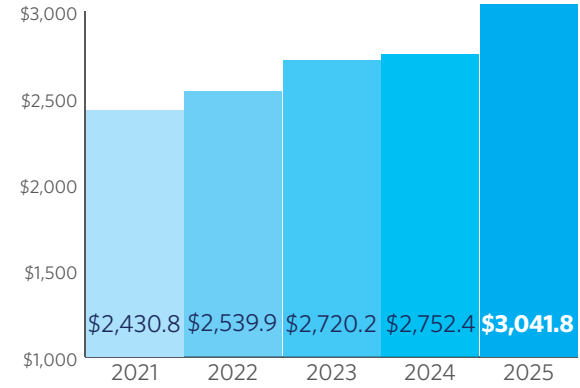
A handwritten signature in black ink that reads "Eva Chantelle Schart".

Chantelle Schart | Audit Committee Chair

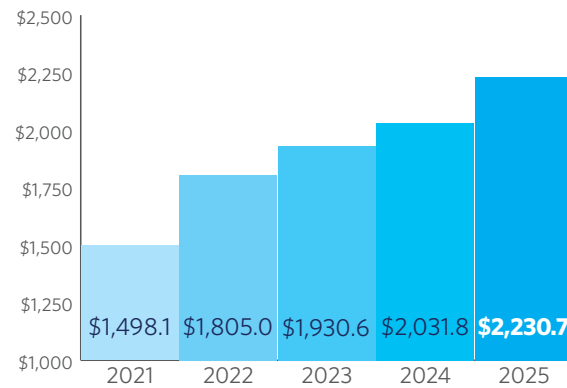
FINANCIAL REPORT

Total Members**Total Assets**

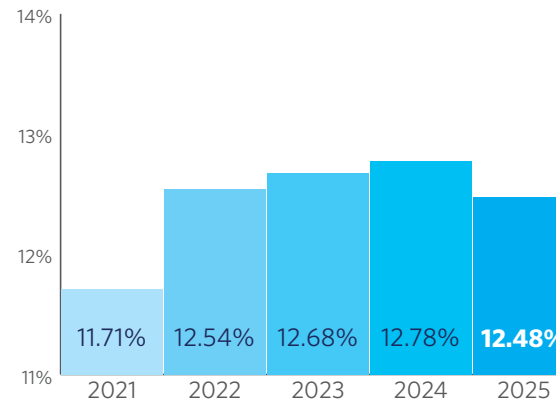
(measured in millions)

**Total Loans**

(measured in millions)

**PCA Net Capital**

(measured in percentage)



Assets		DEC. 2025	DEC. 2024
Loans (Gross)		\$2,216,809,559	\$2,020,060,664
Unamortized Fees/Costs		\$13,935,393	\$11,727,086
Loans Loss Reserve		(\$44,726,577)	(\$40,339,652)
Loans (Net)		\$2,186,018,375	\$1,991,448,098
Cash		\$451,364,409	\$279,055,635
Investments	U.S. Government Obligations	\$187,701,674	\$286,086,108
	Corporate Federal CU (Capital Shares)	\$656,250	\$656,250
Other Investments		\$35,808,588	\$32,212,701
Total Investments		\$224,166,512	\$318,955,059
Building, Land and Equipment		\$77,039,380	\$74,399,461
Insurance Fund Deposit		\$21,406,331	\$20,644,702
Other Assets		\$81,768,364	\$67,867,959
Total Assets		\$3,041,763,371	\$2,752,370,914

Liabilities & Retained Earnings		DEC. 2025	DEC. 2024
Other Liabilities		\$36,076,544	\$34,128,123
Member Deposits	Certificates of Deposit	\$949,426,594	\$753,257,533
	Retirement Shares	\$34,218,729	\$36,187,171
	Share and Club Accounts	\$580,160,184	\$580,183,935
	Checking Accounts	\$563,253,514	\$535,421,317
	Money Market Accounts	\$517,391,680	\$493,257,258
Total Share & Deposits		\$2,644,450,701	\$2,398,307,214
Reserves		(\$18,450,043)	(\$31,778,710)
Undivided Earnings		\$379,686,169	\$351,714,287
Reserves & Retained Earnings		\$361,236,126	\$319,935,577
Total Liabilities & Equity		\$3,041,763,371	\$2,752,370,914

Income & Expenses		DEC. 2025	DEC. 2024
Interest Income and Expenses	Interest on Loans	\$128,186,103	\$111,942,440
	Interest on Investments	\$17,058,894	\$18,764,583
Total Interest Income		\$145,244,997	\$130,707,023
	(LESS) Dividends and Interest Paid to Members	\$42,028,510	\$39,269,428
	Interest Paid on Borrowed Funds	\$243	\$3,377,111
	Provision for Losses	\$25,575,844	\$38,578,474
Net Interest Income	Net Interest Income after PLL	\$77,640,400	\$49,482,010
Other Income	Fee & Other Income	\$37,976,277	\$36,521,134
Operating Expenses	Compensation and Benefits	\$46,736,156	\$40,793,703
	(LESS) Educational and Promotional	\$5,909,516	\$5,718,267
	Occupancy & Office Operations	\$15,261,596	\$13,694,686
	Other	\$23,669,687	\$23,280,292
Total Operating Expenses		\$91,576,955	\$83,486,948
Non-Operating (Income)/Expense & Other Losses		(\$3,932,158)	(\$4,370,464)
Net Income		\$27,971,880	\$6,886,660

"Thank you for your ongoing support and trust in Community First."

- Sam Inman | President and CEO



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