



Progressive
CREDIT UNION
CO-OPERATIVE SOCIETY LIMITED

Digital Connections Member Solutions

Annual Report
2025

MISSION STATEMENT

To provide financial services
applying cooperative principles
in an environment of integrity,
passion and commitment.

TABLE OF CONTENTS

National Anthem and Credit Union Prayer	1
Notice of the 38th Annual General Meeting	2
Standing Orders	3
Minutes of the 37th Annual General Meeting	4-19
Minutes of the Special General Meeting	20-23
President's Address	24-26
Board Report	27-42
Credit Committee's Report	43-48
Supervisory Committee's Report	49-54
Education Committee's Report	55-56
Nominating Committee's Report	57-59
Profiles	60-65
Portraits	66-69
Financials 2025	70-111
Resolutions	112
Budget 2026	113

National Anthem

Forged from the love of liberty,
In the fires of hope and prayer,
With boundless faith in our Destiny,
We solemnly declare,
Side by side we stand,
Islands of the blue Caribbean Sea,
This our Native Land,
We pledge our lives to Thee,
Here every creed and race finds an equal place,
And may God bless our Nation,
Here every creed and race finds an equal place,
And may God bless our Nation.

Credit Union Prayer

Lord, make me instrument of Thy peace.
Where there is hatred, let me sow love.
Where there is injury, pardon.
Where there is doubt, faith.
Where there is despair, hope.
Where is darkness, light
and Where there is sadness, joy.
O Divine Master Grant that I may not so much seek to be consoled as to console.
To be understood as to understand,
To be loved as to love.
For it is in giving that we receive.
It is in pardoning that we are pardoned,
and it is in dying that we are born
to eternal life.
Amen.

NOTICE OF THE 39TH ANNUAL GENERAL MEETING

Notice is hereby given that the Thirty-Ninth (39th) Annual General Meeting of the Progressive Credit Union Co-operative Society Limited will be held at Naparima College, Lute Drive, Paradise Pasture, San Fernando on Saturday 16th May 2026.

Registration begins at 9:00 a.m. and the AGM starts at 10:00 a.m.

AGENDA

1. Call to order – National Anthem
2. Invocation/Credit Union Prayer/Minute of Silence
3. Reading of the Notice convening the 39th Annual General Meeting
4. First Credentials Committee Report
5. Adoption of Standing Orders
6. Confirmation of Minutes of the 38th Annual General Meeting
7. Matters arising out of the Minutes of the 38th Annual General Meeting
8. Confirmation of Minutes of the Special General Meeting of November 13th, 2025
9. Matters arising out of the Minutes of the Special General Meeting of November 13th, 2025
10. Greetings
11. President's Address
- 12. Presentation of Reports – 2025**
 - Board of Directors
 - Credit Committee
 - Supervisory Committee
 - Education Committee
13. Nominating Committee's Report
14. Second Credentials Committee Report
15. Election of Officers
16. Financials
 - Auditor's Report
 - Financial statements
17. Resolutions
18. General Business
19. Vote of Thanks and Formal Closure

By order of the Board



Ian Peter De Boulet
SECRETARY

STANDING ORDERS

- 1. a.** A member shall stand when addressing the Chair.
b. Speeches shall be clear and relevant to the subject before the Meeting.
- 2.** A member shall address the Meeting, when called upon by the Chairman to do so, after which he/she shall immediately take his/her seat.
- 3.** No member shall address the Meeting except through the Chairman.
- 4.** A member shall not speak twice on the same subject except:
 - a.** As a mover of a motion who has a right of reply.
 - b.** He / She rises to object or explain (with the permission of the Chair).
- 5.** No speeches shall be made after the “Question” has been put and carried or negated.
- 6.** The Mover of a “Procedural Motion” - (Adjournment, lay on the Table, Motion to post-pone) shall have no right to reply.
- 7.** A member rising on a “Point of Order” shall state the point clearly and concisely. (A “Point of Order” must have relevance to the standing orders).
- 8. a.** A member shall not “call” another member “to order” - but may draw the attention of the Chair to a “Breach of Order”.
b. On no account can a member call the Chair to order.
- 9.** Only one (1) amendment shall be before the Meeting at any one time.
- 10.** When a motion is withdrawn, any amendment to it fails.
- 11.** The Chairman has the right to a “Casting Vote”.
- 12.** If there is equality of voting on an amendment, and if the chairman does not exercise his casting vote, the amendment is lost.
- 13.** Provision should be made for protection by the Chairman from vilification (personal abuse).
- 14.** No member shall impute improper motives against another member.

Progressive Credit Union Co-Operative Society Ltd. Minutes of the 38th Annual General Meeting

Held on Saturday 12th April 2025
at Cipriani College of Labour & Co-operative Studies
Churchill Roosevelt Highway, Valsayn

1.0 Call to Order/National Anthem

- 1.1 The Assistant Secretary, Mr. Stephen Fraser, called the meeting to order at 10:05 a.m. and welcomed all present.
- 1.2 Members were invited to stand for the singing of the National Anthem.

2.0 Invocation

- 2.1 Ms. Debra Robinson offered a word of prayer over the proceedings and led the gathering in the recital of the Credit Union Prayer.
- 2.2 A moment of silence was observed in remembrance of members who passed away during the reporting period.

3.0 Notice of Meeting

- 3.1 Mr. Ian Peter De Boulet, Secretary of the Board of Directors, read the official Notice of the 38th Annual General Meeting.
- 3.2 President Mr. Michael Hernandez then formally welcomed all attendees and introduced the members of the Board of Directors seated at the head table.

4.0 Credential Report

- 4.1 Ms. Fayola Bourne of the Credential's Committee reported that as at 10:07 a.m., there were 97 members and 7 guests in attendance. She confirmed that, in accordance with Bye-Law 14(b)(i), the meeting was duly constituted.

5.0 Adoption of Standing Orders

- 5.1 The President Mr. Hernandez referred members to the Standing Orders of the Society outlined on page 3 of the AGM brochure.

5.2 A motion for the adoption of the Standing Orders was moved by member Mrs. Marilyn John Fahey and seconded by member Mrs. Dianne Salome-Holdford. The motion was carried with all votes in favour.

6.0 Acceptance of the Reports as Read

6.1 The President Mr. Hernandez acknowledged that there were challenges with the physical distribution of the AGM brochures. However, he informed members that an electronic copy of the brochure was available on the Society's website from April 2, 2025. As such, he requested a motion for the reports contained in the brochure to be taken as read.

6.2 The motion was moved by member Ms. Adeleine Gittens and seconded by member Mr. Malcolm Alexander. The motion was unanimously carried by the meeting.

7.0 Confirmation of the Minutes of the 37th Annual General Meeting

7.1 The President Mr. Hernandez referred members to the Minutes of the 37th Annual General Meeting which commenced on page 4 of the brochure.

7.2 There being no errors, omissions or corrections, member Mrs. Dianne Salome-Holdford moved for the confirmation of the minutes and was seconded by member Ms. Judy Placide. The motion was carried with all votes in favour.

8.0 Matters Arising from the Minutes of the 37th Annual General Meeting

8.1 There were no matters arising out of the Minutes of the 37th Annual General Meeting.

9.0 Confirmation of the Minutes of the Special General Meeting

9.1 The President Mr. Hernandez referred members to the Minutes of the Special General Meeting which commenced on page 24 of the brochure.

9.2 He advised that the Special General Meeting held on November 27, 2024, was convened for the purpose of reviewing and approving the budget for the financial year ending December 31, 2025, and to present the resolution for the write-off of non-performing loans.

9.3 A motion for the confirmation of the Minutes of the Special General Meeting was moved by member Mr. Malcolm Alexander and seconded by member Mr. Wayne Holder. The motion was carried with all votes in favour.

10.0 Matters Arising from the Minutes of the Special General Meeting

10.1 Member Mr. Claude Dillon raised a concern regarding the approval of the annual budget at a Special General Meeting rather than at the Annual General Meeting. While acknowledging that it may be a new position adopted by the Board, he expressed the view that Special General Meetings do not typically attract a broad cross section of members capable of critically assessing the budget. He encouraged the Board to reconsider this approach.

10.2 In response, the President, Mr. Hernandez acknowledged the concern and explained that the timing of the Special General Meeting is critical to ensure the Board has the necessary authority to proceed with budgeted expenditure at the start of the new financial year. Delaying approval until the Annual General Meeting in April would result in nearly a quarter of the year passing without authorised spending. While taking the member's suggestion under advisement, he reiterated the importance of early budget approval and committed to improving outreach and marketing to encourage wider attendance at future Special General Meetings. He also advised members that another Special General Meeting will be held in November 2025 to review and approve the budget for the financial year 2026.

10.3 On the matter of the resolution for the write-off of non-performing loans, President Mr. Hernandez clarified that such write-offs do not mark the end of recovery efforts. He emphasised that the Society's Recoveries Department remains actively engaged in pursuing the outstanding amounts and continues to exhaust all avenues to recover funds owed to the Credit Union.

11.0 Recognition of Invited Guests

11.1 Assistant Secretary Mr. Stephen Fraser extended a warm welcome to the specially invited guests in attendance.

11.2 He first acknowledged Mr. Alexander Simon, Chairman of the newly formed Youth Committee. Mr. Simon expressed gratitude to the Credit Union for its support in establishing the Youth Committee and described it as a transformative initiative aimed at empowering younger members. He noted the organisation's commitment to education and financial literacy and emphasised the Committee's mission to promote the co-operative principles and instil the values of the credit union movement in youth members. He acknowledged the foundation laid by the previous group of youth leaders and outlined plans to develop and implement engaging educational programmes focused on saving, investing, and financial awareness. He affirmed the Committee's dedication to creating a lasting and meaningful impact on future leaders of the Credit Union, with the continued support of the membership.

11.3 Greetings were then delivered by Ms. Dianne Joseph, Chief Operating Officer of the Co-operative Credit Union League of Trinidad and Tobago. Speaking on behalf of the League, she congratulated Progressive Credit Union on the successful hosting of its 38th Annual General Meeting and commended its accomplishments during 2024. She noted that the Credit Union was among the first to host its AGM for the year and praised its active involvement in the movement, further highlighting that several members of the Board serve on the League and the South East Regional Chapter Board. She extended best wishes for a successful 2025–2026 period.

11.4 Ms. Cassian George of the Co-operative Division, Ministry of Youth Development and National Service, introduced herself as the Credit Union's assigned Co-operative Officer and congratulated the organisation for hosting its AGM in a timely manner.

11.5 Mr. Marlon Pierre, President of the North West Regional Chapter, offered congratulations on the hosting of the 38th AGM and expressed his honour at being present. He wished the organisation continued success.

11.6 Mrs. Carol Pitt-Brathwaite of SFCCU also extended congratulations on the successful hosting of the AGM.

- 11.7 Ms. Akeba Wilson, Vice President of the San Fernando Corporation Employees Credit Union, extended congratulations on the successful hosting of the AGM.
- 11.8 Mr. Imtiaz Mohammed, President of the South West Regional Chapter, congratulated the Board on its performance and reminded members of their role as owners of the organisation. He commended the Credit Union for offering services that he noted are more beneficial than those offered by larger financial institutions.
- 11.9 Mr. Evans Codogan, President of Zenith Credit Union, expressed his appreciation for being invited to attend the 38th AGM and noted an increase in member participation compared to previous years. He extended best wishes for the year ahead.
- 11.10 Mr. Edward King of Neal & Massy Credit Union conveyed his good wishes to the Board for a productive and successful meeting and offered best wishes to all candidates standing for election.

12.0 President's Address

- 12.1 The President Mr. Hernandez extended a warm welcome to all attendees at the 38th Annual General Meeting of Progressive Credit Union Society Limited and expressed his appreciation for their continued commitment and presence. He emphasised that their participation reflects the enduring strength of the Credit Union's cooperative spirit and shared dedication to financial empowerment.
- 12.2 He noted that the chosen theme, *"Evolving for the Future"*, reflects the organisation's commitment to continuous innovation, learning, and strategic transformation in response to a changing financial landscape. President Hernandez underscored that while change is inevitable, growth remains a deliberate choice, and success depends on the Credit Union's ability to adapt and remain forward-thinking.
- 12.3 In reviewing global economic trends, he referenced projections from the International Monetary Fund and World Bank indicating subdued global growth over the next two years. These developments, he explained, highlight the importance of long-term stability, financial resilience, and proactive planning for both individuals and institutions. He reassured members that Progressive Credit Union views these challenges as opportunities to grow stronger and better serve its membership.
- 12.4 The President outlined key advancements made by the Credit Union over the past year. These included the enhancement of digital banking services to provide greater convenience and security; the introduction of new, member-focused loan and savings products such as vehicle loans, wealth creation loans, and carnival loans; and the adoption of sustainable financial strategies grounded in sound investment, risk management, and strategic planning.
- 12.5 Mr. Hernandez emphasised that members also have a role to play in this evolution. He encouraged them to invest in their financial literacy, remain open to adapting their financial strategies, plan proactively for their future, and embrace the Credit Union's growing digital capabilities to better manage their finances.
- 12.6 Looking ahead, the President identified several areas critical to ensuring continued growth and relevance. These included meeting member expectations for personalised and seamless services, embracing technological innovation, ensuring compliance with evolving regulations, responding to competitive pressures from traditional financial institutions, increasing operational efficiency, and securing long-term financial stability.

12.7 In closing, Mr. Hernandez reflected on the Credit Union's forty-year history of service, support, and empowerment. He expressed sincere thanks on behalf of the Board of Directors, Management, and Staff for the trust and loyalty of the membership. He further announced that the Credit Union had initiated steps to acquire the necessary protocols to introduce a debit card offering, marking another important milestone in its digital transformation journey and reinforcing its commitment to providing accessible, modern financial solutions.

13.0 Board of Directors' Report

13.1 The President Mr. Hernandez referred members to the Board of Directors' Report beginning on page 31 of the Annual General Meeting brochure. He highlighted key aspects of the report, beginning with an overview of both global and domestic economic conditions. The global update included commentary on geopolitical developments such as the cancellation of the OFAC licence, the imposition of a 10% tariff, and executive orders from the United States President, all of which were noted as having wider economic implications. The domestic economic performance was also addressed, drawing on data from the Central Bank of Trinidad and Tobago's Monetary Policy Report as at November 2024.

13.2 The President went on to outline the composition of the Board and Management Committees and reported that membership as at December 31, 2024, stood at 8,247, placing the Society within the large category of credit unions.

13.3 He then presented the financial performance for the year ended 2024. The Society recorded a surplus of \$3.5 million, with loans at \$105 million, deposits at \$7.8 million, shares at \$90 million, and total assets of \$126 million. Total revenue declined marginally from \$15,893,776 in 2023 to \$15,645,430 in 2024, largely due to reduced interest income from loans and investments. Meanwhile, total expenses increased from \$11,854,315 in 2023 to \$12,076,982 in 2024. This increase was attributed to higher insurance costs, an expected credit loss provision, additional establishment expenses related to repairs and maintenance, and increased advertising expenditure in connection with the Credit Union's 40th anniversary celebrations.

13.4 With respect to the delinquency portfolio, the total loan loss provision as at December 31, 2024, was \$8,429,889. The non-performing loan ratio stood at 8.3% at the end of the fiscal year, representing a significant improvement from the prior year's 10.6%.

13.5 In outlining projections for 2025, the President noted a membership growth target of 300 new members, loan disbursement of \$45.8 million, an investment increase of \$15 million, a proposed dividend of 3.0%, and a target delinquency ratio of 5%. He also confirmed that the current strategic plan (2022–2025) is nearing completion and that a new strategic plan for 2025–2028 will be developed. This plan will consider environmental factors across economic, social, technological, and legal domains, along with internal strengths, weaknesses, opportunities, and threats. He also noted that the outcome of the April 28 national elections may influence policy directions relevant to the sector.

13.6 Mr. Hernandez reported that, as part of the 40th anniversary celebrations, recognition was given to founding and longstanding members of the Credit Union. Some awards were presented posthumously in honour of past contributors.

- 13.7 He further provided an update on social and member engagement events held throughout the year, which included the annual Mother's Day boat cruise, the 40th anniversary awards dinner and dance, an independence competition, a health fair, and a share drive promotion.
- 13.8 Under the Society's corporate social responsibility programme, three primary schools, located in South, North, and Tobago were adopted. Eleven financially disadvantaged students promoted to Standard Four received schoolbooks, school bags, and lunch kits to support their preparation for the SEA examination. Additionally, nine families from these schools received Christmas hampers.
- 13.9 Members were encouraged to follow the Credit Union's social media platforms (Instagram, Twitter, and Facebook) to stay informed of ongoing activities and updates.
- 13.10 In addressing the matter of declining surplus, as raised by member Claude Dillon (referring to page 37 of the brochure), President Hernandez explained that part of the decline was linked to the residual effects of the COVID-19 pandemic. He drew attention to the loan disbursement projections on page 40, noting that the Society had projected \$42.5 million in loan disbursements for 2024 and \$45.8 million for 2025. While projections for 2024 were not fully met, he reiterated that loan approvals are guided by members' ability to repay and overall debt service ratios. He assured members that measures are in place to increase revenue, including a renewed marketing effort through the hiring of a new staff member to support marketing and membership growth, and the exploration of new business initiatives, all while maintaining strict expense management.
- 13.11 Following the discussion, member Mr. Claude Dillon moved a motion for the acceptance of the Board of Directors' Report. The motion was seconded by member Mr. Wayne Holder and was carried unanimously.

14.0 Credit Committee's Report

- 14.1 The Credit Committee's Report was presented by Mrs. Candice Haynes-Roban, Secretary of the Committee, who directed members to page 49 of the AGM brochure. She summarised key highlights of the Committee's work over the reporting period.
- 14.2 Mrs. Haynes-Roban reported that members of the Committee participated in training sessions, including an AML/CFT/PF workshop hosted by the Co-operative Credit Union League of Trinidad and Tobago. She further noted that a total of 86 site visits were conducted in 2024 to assess the merit of members' loan applications in accordance with the Society's loan and lending policies. Additionally, 33 interviews were held with members to address financial concerns and provide financial counselling.
- 14.3 In addressing the issue of delinquency, she stated that the Committee continues to work closely with the Board of Directors and Management to bring the delinquency rate in line with industry standards.
- 14.4 Mrs. Haynes-Roban reported that a total of 3,163 loans were approved in 2024, amounting to \$36,808,913.
- 14.5 In closing, she expressed gratitude to Almighty God for the strength to serve the membership and extended thanks to the members, Board of Directors, Management, the Supervisory Committee, and staff for their support during the year.

14.6 Member Mr. Wayne Holder pointed out an error on page 53 of the report concerning the house purchase figure shown on the pie chart. It was clarified that the correct figure for 2024 is \$579,287, and not \$16,795, which reflects the 2023 value.

14.7 There being no further questions, a motion for the acceptance of the Credit Committee's Report was moved by member Ms. Adeleine Gittens and seconded by member Ms. Wendy Hayes.

15.0 Supervisory Committee's Report

15.1 The Supervisory Committee's Report was presented by the Chairperson, Mrs. Annette Hinkson- Patrovania, who referred members to page 54 of the AGM brochure. She outlined the scope of the Committee's authority as derived from the Society's Bye-Laws and provided details on the composition of the Committee and the meetings held during the reporting period.

15.2 Mrs. Hinkson-Patrovanie reported that members of the Committee attended several training sessions and workshops, including AML/CFT retraining, a review of IFRS 9, and a seminar on the roles and responsibilities of the Supervisory and Credit Committees. She also noted that there were other recommended training sessions which the Committee was unable to attend and acknowledged that the lack of participation in these may have affected the Committee's effectiveness in certain areas. She expressed the hope that priority would be given to future training to better equip Committee members with the skills necessary to execute their duties effectively.

15.3 She advised that the Committee developed an Audit Plan for the period 2024–2025, which focused on enhanced due diligence practices and the application of modern auditing techniques. During the reporting period, the Committee conducted multiple internal audits and site visits across the Society's operations.

15.4 In presenting the Committee's audit findings, Mrs. Hinkson-Patrovanie highlighted several key areas of observation, including operational efficiency, member retention, loan products, financial performance, and the functioning of the Tobago office. To address these issues, the Committee provided a series of recommendations which included updates to policies and operational procedures, better appliance management, and improvements in member engagement, such as the introduction of financial literacy seminars to encourage members approaching retirement to retain their shares.

15.5 Further recommendations involved technological enhancements in areas such as online banking and cybersecurity, as well as improved policies relating to workplace security and compliance, including the introduction of a harassment policy, a vehicle use policy, and specific security measures for the Tobago office. The Committee also addressed matters relating to attendance and financial risk mitigation.

15.6 Mrs. Hinkson-Patrovanie commended the Education Committee for their innovative and impactful initiatives and recognised the Credit Committee for its professionalism and operational efficiency.

15.7 In conclusion, the Supervisory Committee emphasised the importance of rigorous oversight and proactive action to ensure the Society's operational efficiency, financial stability, and overall member satisfaction. While acknowledging progress made, she noted that there were several areas requiring immediate attention to ensure continued improvement.

15.8 There being no questions, a motion to accept the report of the **Supervisory** Committee was moved by member Mrs. Gail Saxon-Joseph and was seconded by member Ms. Anne Simmons. The motion was carried with all votes in favour.

16.0 Education Committee's Report

16.1 The Education Committee's Report was presented by Chairperson Mr. Clinton Hendrickson, who referred members to page 61 of the AGM brochure. He began by outlining the composition of the Committee and proceeded to highlight the initiatives executed during the reporting period.

16.2 He reported that several educational activities were undertaken, including a Board retreat which focused on training and team building for members of the Board. Staff training sessions were also conducted to support skill development and enhancement. Additionally, Board training was extended to members of the Youth Arm to prepare them for future leadership roles within the co-operative movement. The Society also participated in several international conferences hosted by the Credit Union League of Trinidad and Tobago.

16.3 Mr. Hendrickson highlighted the Peter McDavid Excellence Award, which recognises and rewards academic achievement among members of the Kiddies Arm and tertiary-level members who excelled at the SEA, CSEC, and tertiary examinations.

16.4 He noted that a number of social activities were also hosted, recognising their importance in supporting members' educational and personal development. These included a cookout in Tobago, a children's Christmas party, a walkathon, and the Pre-Carnival Aerobics Burnout.

16.5 The Education Committee was also successful in restructuring the Youth Arm to enhance its effectiveness, efficiency, and alignment with the Society's broader goals. The Youth Arm now functions in a manner consistent with other standing committees and operates under a newly developed set of Youth Arm Guidelines. Other key accomplishments included continuous training for Youth Arm members, Youth Arm elections, and the formalisation of the Peter McDavid Excellence Awards Policy.

16.6 In closing, Mr. Hendrickson reaffirmed the Committee's commitment to working with the Society to achieve its objectives related to member education and development.

16.7 In response to a query raised by Mr. Avaleno Anthony, Mr. Hendrickson advised that consideration will be given to extending the Committee's initiatives to members residing in rural areas.

16.8 There being no further questions, a motion for the acceptance of the Education Committee's Report was moved by member Ms. Bridgette Ramjattan and seconded by member Mr. Avaleno Anthony. The motion was carried with all votes in favour.

17.0 Nominating Committee's Report

17.1 The Nominating Committee's Report was presented by Chairperson Ms. Veronica Jacob. She began by outlining the composition of the Committee and reaffirmed its mandate to identify and recommend suitable candidates to fill the twelve vacant positions across the Board of Directors, Credit Committee, and Supervisory Committee.

- 17.2 She reported that members of the Committee participated in a seminar entitled *"The Fundamentals of the Nomination Process"*, conducted by the Co-operative Credit Union League of Trinidad and Tobago. The training was said to have enhanced the Committee's understanding of the selection process and supported its efforts to maintain an appropriate balance of skills among nominees.
- 17.3 The report outlined the revised nominations criteria applicable for the period, which included, for the first time, a requirement for all candidates offering themselves to serve to submit a valid Police Certificate of Character.
- 17.4 Ms. Jacob advised that the deadline for submission of nomination forms was initially set for January 24, 2025. However, due to an insufficient number of applications received, the deadline was extended to February 7, 2025. A total of twenty applications were received. During the process, three candidates withdrew their applications prior to their scheduled interviews, and one applicant did not attend their interview.
- 17.5 The following candidates were recommended by the Committee for election at the Annual General Meeting:

Board of Directors	Credit Committee	Supervisory Committee
Erskine Abel	Marilyn John Fahey	Ginelle Small-Cummings
Noeline Mayers-Downes	William Solomon	Renard Renvie Ramnath
Stephen Fraser	Rachel Austin	Roselle Omega Adi Thomas
Ian Peter De Boulet	Clarence Duke	Ann Marie Campbell
Annette Patrovania	Candice Haynes-Roban	

- 17.6 Ms. Jacob noted that while there were sufficient nominees to fill the existing vacancies, there were not enough candidates to serve as substitutes, particularly in the case of the Credit Committee. Five candidates were recommended for that Committee, which meets the required number of positions, but no substitutes are available should the need arise.
- 17.7 Ms. Jacob advised future nominees to ensure that application forms are properly completed, dated, and signed prior to submission. She also expressed the Committee's commitment to developing future training opportunities, including webinars, to support individuals interested in serving.
- 17.8 There being no questions from the floor, a motion for the acceptance of the Nominating Committee's Report was moved by Mrs. Verese Ottley Figaro and seconded by member Ms. Judy Placide. The motion was carried with all votes in favour.

18.0 Credential Report

18.1 Ms. Fayola Bourne of the Credential's Committee reported that as at 12:07 a.m., there were 226 members and 15 guests in attendance.

19.0 Election of Officers

19.1 The election process was conducted by Returning Officer Mr. Bevil Phillanders. He began by explaining the voting procedure to members and advised that ballots would be distributed for the election of members to the Board of Directors and the Supervisory Committee only.

19.2 He noted that no ballots would be required for the Credit Committee, as there were five nominees for five available positions. As such, the nominees were deemed elected unopposed.

19.3 Mr. Phillanders reminded members that they were to vote for no more than four candidates for the Board of Directors and no more than three candidates for the Supervisory Committee. Ballots marked in excess of the required number of candidates would be disqualified.

19.4 Prior to voting, the successful nominees were invited to the podium to allow members the opportunity to familiarise themselves with the candidates.

19.5 Ballots were cast and the Returning Officer declared that the election process had concluded.

20.0 Auditor's Report and Financial Statements

20.1 The Independent Auditors' Report, as outlined on pages 2 to 4 of the Financial Statements for the year ended December 31, 2024, was presented by Ms. Karimah Jones of the firm Maharaj Mohammed & Co, Chartered Accountants.

20.2 Ms. Jones advised that, in the auditors' opinion, the financial statements presented fairly, in all material respects, the financial position of Progressive Credit Union as at December 31, 2024, as well as the results of its operations and cash flows for the year then ended, in accordance with International Financial Reporting Standards.

20.3 Treasurer Mr. Holly Francois guided members through the financial statements for the year ended December 31, 2024.

20.4 Referring to the Statement of Comprehensive Income on page 7, he reported that total revenue for 2024 was \$15,645,430, representing a slight decrease of 1.6% from the previous year. Total expenses amounted to \$12,076,982, reflecting a 1.9% increase over the 2023 figure.

20.5 Mr. Francois noted that the increase in expenses was partly due to the activities hosted during the Credit Union's 40th anniversary celebrations, which resulted in higher advertising and promotions costs. He also reported an increase in the "Establishment" line item, particularly due to repairs and maintenance involving air conditioning, electrical and building works, and compliance with standard health and safety requirements.

20.6 Regarding the expected credit loss provision on loans under IFRS 9, he recalled the substantial provision recorded in the previous year and noted that in 2024, efforts by the Board to manage delinquency led to a 32% reduction in this expense.

- 20.7 He further advised that insurance expenses increased by 41.2% compared to the previous year. These included property-related insurances such as building and vehicle, as well as loan protection (LP) and life savings (LS) insurances.
- 20.8 Mr. Francois also noted an increase in security expenses from \$483,551 in 2023 to \$531,074 in 2024. This was attributed to adjustments made in line with increases to the national minimum wage.
- 20.9 The net surplus for the year ended December 31, 2024, was reported as \$3,181,166.
- 20.10 Turning to the Statement of Financial Position, the Treasurer advised that investment securities declined by approximately 17% compared to the prior year, while non-current assets recorded a marginal decline of 1.1%.
- 20.11 Under current liabilities, the bank advance decreased by 45.4%, moving from \$2,970,292 in 2023 to \$1,620,904 in 2024. With respect to non-current liabilities, members' shares decreased by 1.7%, from \$91,465,841 in 2023 to \$89,955,980 in 2024.
- 20.12 In addressing members' equity, he reviewed the statutory funds including the Reserve Fund, Education Fund, Investment Reserve, and Retained Earnings. It was reported that total members' equity and liabilities stood at \$126,168,340, which represents a 2.5% decrease from the 2023 total of \$129,357,819.
- 20.13 During the discussion, member Mr. Claude Dillon referred to the investment securities outlined on page 33 of the financial statements and expressed concern over their underperformance. He queried why the Credit Union continued to hold these investments despite their performance. The Treasurer responded that the organisation routinely invests in the Unit Trust Corporation Second Scheme as part of its ongoing investment strategy. He acknowledged the current volatility of the market and confirmed that the performance of investments is under active review. He further acknowledged the concerns raised and reiterated the Board's commitment to monitoring the situation closely.
- 20.14 Mr. Dillon added that while institutions such as First Citizens Bank and Republic Bank reported substantial profits in 2024, the value of the Credit Union's shares in these entities continues to decline annually, and this remains an area of concern for him.
- 20.15 There being no further discussion, a motion for the acceptance of the Financial Statements for the year ended December 31, 2024, inclusive of the Independent Auditors' Report, was moved by member Mr. Wayne Holder and seconded by member Mr. Malcolm Alexander. The motion was carried with all votes in favour.

21.0 Resolutions

21.1 *Appointment of Auditors for the financial year 2025:*

- 21.1.1 The President Mr. Hernandez, on behalf of the Board of Directors, moved the resolution for the appointment of auditors as follows;

Whereas every Society is required to appoint an auditor in accordance with Section 51 (1) of the Cooperative Societies Act and Regulations Chapter 81:03.

And Whereas Bye-Law 15(b)(iv) of the Society's Bye-Law requires the Annual General Meeting to appoint an Auditor for the ensuing term.

Be it resolved that the firm Maharaj Mohammed and Company be appointed Auditors for the progressive Credit Union Co-operative Society Limited for the year ending 2025 December 31st.

21.1.2 Member Mr. Marlon Sylvester seconded the motion, and the motion was carried with all votes in favour.

21.2 *Dividends:*

21.2.1 The President Mr. Hernandez, on behalf of the Board of Directors moved the resolution for the payment of Dividends as follows;

Whereas Progressive Credit Union Co-operative Society Limited has realized a Net Surplus as at 2004 December 31st in the sum of Three Million, One Hundred and Eighty-One Thousand, One Hundred and Sixty-Six Dollars (\$3,181,166) and whereas Byelaw 15(b)(v) requires the Annual General Meeting to approve the distribution of surplus;

Be it resolved, that after Statutory Deductions, the remaining Net Surplus for the year ended 31st December 2024, be divided, in accordance with the Bye-Law 15, as follows: Dividend of 2.5%, \$2,247,138.00, credited to Member's Share Accounts.

21.2.2 Member Ms. Rebecca Sam seconded the motion and the motion was carried with all votes in favour.

21.3 *Honoraria:*

21.3.1 The President Mr. Hernandez, on behalf of the Board of Directors moved the resolution for the payment of Honoraria as follows;

Be it resolved, an honorarium in the amount of \$130,000.00 be distributed among the Board and Statutory Committees.

21.3.2 Member Mrs. Miriam Headley-Simpson seconded the motion and the motion was carried with all votes in favour.

21.4 The President responded to a question posed by a member prior to the meeting regarding the reason dividends are credited to members' shares. He advised that this practice is in accordance with the Society's Bye-Laws under the section titled *Distribution of Surplus*. He further explained that crediting dividends to members' shares strengthens members' shareholdings and contributes to the overall asset base of the organisation. Additionally, it enhances members' borrowing capacity.

22.0 Other Business

22.1 Under other business, member Mr. Claude Dillon raised a concern regarding the timing of dividend payments following the Annual General Meeting. He noted that it is common financial practice that such funds become accessible by the next working day after the AGM. He inquired why Progressive Credit Union could not implement a similar approach. In response, the President explained that the Society carries out the necessary due diligence immediately following the AGM, and dividends are typically paid out within one week. He further advised that the Accounts Department had already initiated preparatory work in anticipation of the resolution's acceptance and that processing would continue on the next business day.

- 22.2 Member Mr. Juno Gray expressed dissatisfaction with the loan processing time, particularly in situations where shares are unencumbered. He shared a recent experience in which he encountered delays while attempting to access a loan of \$5,000, despite having unencumbered shares. He suggested that the Credit Union should adopt a differentiated process for members with unencumbered shares and also recommended that the Board explore strategies to reduce expenditure, given the decline in the reported Net Surplus. The President Mr. Hernandez apologised for the experience and assured members that the organisation remains committed to improving customer service and will continue to provide training for staff in that regard. He also clarified that the Credit Union did not report a deficit but rather a slight decline in the Net Surplus.
- 22.3 President Hernandez then addressed questions that had been submitted in advance of the meeting. The first question asked why Progressive Credit Union's service delivery was not on par with that of larger credit unions such as Police Credit Union, TECU Credit Union, and VENTURE Credit Union. In response, Mr. Hernandez provided a comparison of membership and asset base, noting that the credit unions mentioned manage significantly larger portfolios, with assets in the billions, and thus operate at a different scale. He stated that while Progressive may not be able to compete at that level, the Society continues to manage its operations responsibly and remains focused on improving services within its means.
- 22.4 The second question asked whether vehicle loans were still being offered to members and what criteria applied. Mr. Hernandez confirmed that vehicle loans were still available but was subject to the standard lending criteria. He encouraged interested members to visit any branch to initiate the application process.
- 22.5 A further inquiry was raised regarding the Family Indemnity Plan (FIP) offered through CUNA. A member asked why the Credit Union could not make upfront payments to CUNA on behalf of members whose salary deductions, processed via MTS, were delayed, despite the fact that the deductions appeared on members' pay-slips. In response, President Hernandez stated that the Society is unable to advance payments on behalf of members due to the risk of non-repayment. He advised that the matter was being monitored and that the Credit Union continues to engage with CUNA and affected members. He encouraged those experiencing issues to visit the office for further assistance.
- 22.6 Member Ms. Mary Dixon raised a concern regarding the calculation and payment of interest on loans. The General Manager explained that members can use the ACH facility, which allows the Credit Union to directly debit payments from their bank accounts. She further clarified that in the case of salary deductions, the responsibility for timely remittance rests with the employer. While fortnightly deductions were generally received on time, monthly deductions often experienced delays. She also explained that loan interest is calculated not only based on when payments are received, but also on the outstanding loan balance. As such, a higher loan balance results in higher interest charges, with a larger portion of the instalment being applied to interest rather than principal.
- 22.7 A concern was raised by a member regarding instances where employers fail to remit salary deductions to the Credit Union in a timely manner, resulting in members being classified as being in arrears. The member noted that although the deductions were made from salaries, the delay lies with the employer, not the employee. As such, members should not be penalized by being debarred from accessing loans under those circumstances. The member suggested that the Credit Union should exercise some degree of leniency when assessing loan applications in cases where the arrears were due to non-remittance by the employer.

22.8 Member Ms. Hazel Phillip raised a question concerning the long service award mentioned in the Board of Directors' Report. She indicated that she was among the first individuals to register as a member of the Credit Union but was not recognised as part of the long service award recipients. Mr. Hernandez acknowledged her concern and requested that Director Mr. Clinton Hendrickson, who spearheaded the event, review the matter and provide feedback to the member in due course.

23.0 Results of the Election of Officers

23.1 Supervisory Committee

Elected Officers	Votes received
Ginelle Small Cummings	155
Ann Marie Campbell	148
Renard Renvie Ramnath	143
Roselle Omega Adi Thomas: <i>1st Substitute</i>	138

23.2 Board of Directors

Elected Officers	Votes received
Erskine Abel	179
Ian Peter De Boulet	165
Stephen Fraser	141
Noeline Mayers-Downes	139
Annette Hinkson-Patrovanie: <i>1st Substitute</i>	123

23.3 The Returning Officer requested that a motion be moved for the destruction of the ballots.

23.4 Member Mr. Claude Dillon moved a motion for the destruction of the ballots, member Ms. Anne Simmons seconded. The motion was carried with all votes in favour.

23.5 The President thanked Mr. Phillanders and his team for their service as Returning Officer for the elections process.

24.0 Door Prizes

24.1 The following members with accompanying tickets won door prizes:

	Name	Ticket Number
1.	Martin Eve	0022
2.	Nicholas Stewart	0101
3.	Julianna Joseph Pacheco	0048
4.	Isaac Gooding	0012
5.	Kareem Heat	0004
6.	Wanda John	0085
7.	Marisa Betaudier	0162
8.	Mathew Murphy	0180
9.	Lenora Taylor-Cox	0046
10.	Roslyn Forbes	0173

24.2 Member's Survey Promotion

24.2.1 Member Ms. Anita Wiley ticket number 0084, was the recipient of a token of appreciation for completion of the survey at registration. Mr. Ronnie Balkaran, Business Development **Generalist**, thanked members for taking the time to complete the survey and presented the prize to Ms. Wiley.

24.3 Spin the Wheel Promotion

	Name	Ticket Number	Prize
1.	Rookmin Samlal	0148	Mini Appliance
2.	Z. Horsford	0003	\$300.00 Shares
3.	Shermin Sylvester	0154	6 pack Carib
4.	Susan George	0115	Restaurant Voucher
5.	Alpha Brathwaite	0161	6 pack Stag

24.4 Member Ms. Joyce Alexander received a hamper in recognition of being the first member to register for the AGM.

25.0 Closure

- 25.1 The Vote of Thanks was delivered by Mr. Clinton Hendrickson, who, on behalf of the Board of Directors, Management, and Staff, expressed gratitude to Almighty God for a successful term.
- 25.2 He extended sincere thanks to the specially invited guests for taking the time to attend the meeting and to the members of staff for their dedication and hard work, not only in preparation for the Annual General Meeting but throughout the year.
- 25.3 Appreciation was also extended to all individuals who served on the various committees during the reporting period, with thanks for their continued service and commitment.
- 25.4 Mr. Hendrickson acknowledged the vital role of the members in making the meeting possible and thanked them for their attendance and participation.
- 25.5 Gratitude was also expressed to Cipriani College of Labour and Co-operative Studies for the use of the venue.
- 25.6 There being no further business, the meeting concluded at 2:30 p.m.

Co-operatively yours



Ian Peter De Boulet
Secretary

Minutes of the Special General Meeting of Progressive Credit Union Co-Operative Society Ltd.

Held at the North Branch,
#80 Second Street Barataria
on Thursday 13th November 2025

1.0 CALL TO ORDER

Mr. Clinton Hendrickson, Vice President of the Board, welcomed all to the Special General Meeting at 5:12 p.m.

2.0 NATIONAL ANTHEM

The National Anthem was played.

3.0 INVOCATION

Mrs. Noeline Mayers – Downes led the Invocation which was followed by the recital of the Credit Union Prayer.

4.0 FIRST CREDENTIAL REPORT

Ms. Ann-Marie Campbell reported that at 5:15 pm there were thirty-three (33) members and two (2) guests in the meeting which confirmed that the meeting was duly constituted in accordance with Bye-Law 14(b) (i).

5.0 NOTICE OF MEETING

The Notice convening the Special General Meeting of the Progressive Credit Union Co-Operative Society was read by Mr. Ian De Boulet, Secretary to the Board.

6.0 ADOPTION OF STANDING ORDER

The President drew the members' attention to the Standing Orders as stated on page 3 of the Special General Meeting Brochure

6.01 Acceptance

A motion for the adoption of the Standing Orders was moved by Mr. Malcolm Alexander, seconded by Mr. Anthony Perry and unanimously accepted by the meeting.

7.00 INTRODUCTION OF THE BOARD OF DIRECTORS

Mr. Erskine Abel, President of the Board of Directors welcomed all members and guests to the SGM and introduced the members of the Board of Directors. And gave opening remarks. The 2026 Budget was themed 'RESET'.

7.01 "Budget Reset is a strategic process of comprehensively reviewing our current financial situation and making adjustments to our spending plan to better align with our current income, expenses, and long-term financial goals. It provides a 'fresh start' for our finances, allowing us to erase bad money habits and make room for more intentional action."

7.02 The President stated that we needed to realign our goals: by ensuring our spending and saving habits support our immediate priorities, which may have changed due to evolving economical activities and identify issues by pinpointing "leaky" spots in our spending, such as impulse expense activity, that may throw the budget off track. In addition, we must adapt to changes: by adjusting our financial plan to reflect changes in income, new recurring expenses, and evolving economic conditions like inflation.

7.03 Mr. Abel reiterated the importance of reviewing past spending by categorizing expenses into mandatory (utilities) and discretionary (social). The calculating of current income to verify our total monthly income to ensure our budget is based on accurate current figures in order to implement cutbacks in areas of overspending and increase allocations to priorities like debt repayment or savings. Prioritize Savings and Debt: Strengthen our emergency fund (aim for 3-6 months of living expenses) and devise a clear strategy for paying off high-interest debt.

7.04 In closing the President presented data on the comparing of financial position:

ITEMS/ACCOUNTS	SEPTEMBER 2024	SEPTEMBER 2025
SHARES	\$89,894,009	\$90,328,237
LOANS	\$101,181,489	\$102,528,792
ASSETS	\$125,833,835	\$125,637,016
DELINQUENCY	15.19%	19.96%
INCOME	\$12,279,426	\$11,144,404
EXPENDITURE	\$8,756,653	\$8,956,005

8.00 SECOND CREDENTIAL REPORT

Ms. Ann-Marie Campbell reported that at 5:24 pm there were thirty-five (35) members, and three (3) guests present at the meeting.

9.00 BUDGET FOR THE YEAR ENDED 31ST DECEMBER 2026

Ms. Veronica Jacob, the Treasurer of the Board, presented the budget for the year ending 31st December 2026 as listed on pages 5 and 6 of the Special General Meeting Brochure.

9.01 Member Mr. Claude Dillon enquired why the Credit Union was not assisting members in their plight with the late payment of salary by the parent body National Maintenance Training & Security Company Limited (N.M.T.S) and he also indicated that he did not believe that enough was being done in that venture. Ms. Jacob responded that members should migrate to ACH as this will help to alleviate the problem.

9.02 Ms. Camille Ottley enquired why deductions are made by the Credit Union when National Maintenance Training & Security Company Limited (N.M.T.S) is paying late or sometimes non-payment at all. Ms. Jacob responded that deductions are automated and as such the SHARETEC system will make the necessary deductions and she also suggested that members who are affected by late payments or non-payments should get together collaboratively and be strategic in this issue.

9.03 Mr. Malcolm Alexander enquired about the estimated budget for 2026 and indicated that after listening carefully to the treasurer he felt that something was missing and everything should be laid out as image is important and it should not be business as usual. Mr. Claude Dillon endorsed the sentiment expressed by Mr. Alexander.

9.04 Mrs. Candice Haynes-Roban enquired about the Education budget. The President, Mr. Abel responded that the funds are placed there to be utilised by the Education Committee to host or attend educational programs such as seminars and conferences by committee members, staff and general membership.

9.05 A motion for the acceptance of the Budget as presented for the year ending 31st December 2026 was moved by Mr. Malcolm Alexander and seconded by Mr. Claude Dillon vote taken resulted in 34 for, 1 against, 0 abstention.

10.0 VOTE OF THANKS

Director Ms. Debra Robinson expressed thanks to the President for his leadership of the organization for the fiscal year 2025. She also conveyed thanks to fellow Board and Committee members, the General Manager and staff for their dedication, commitment and hard work. Ms. Robinson thanked Ms. Cassian George, Officer of the Commissioner for Cooperative Department and other guests for their attendance.

Thanks was extended to our valued membership for their continued support, commitment and contribution to the successful staging of the Special General Meeting.

11.0 ADJOURNMENT

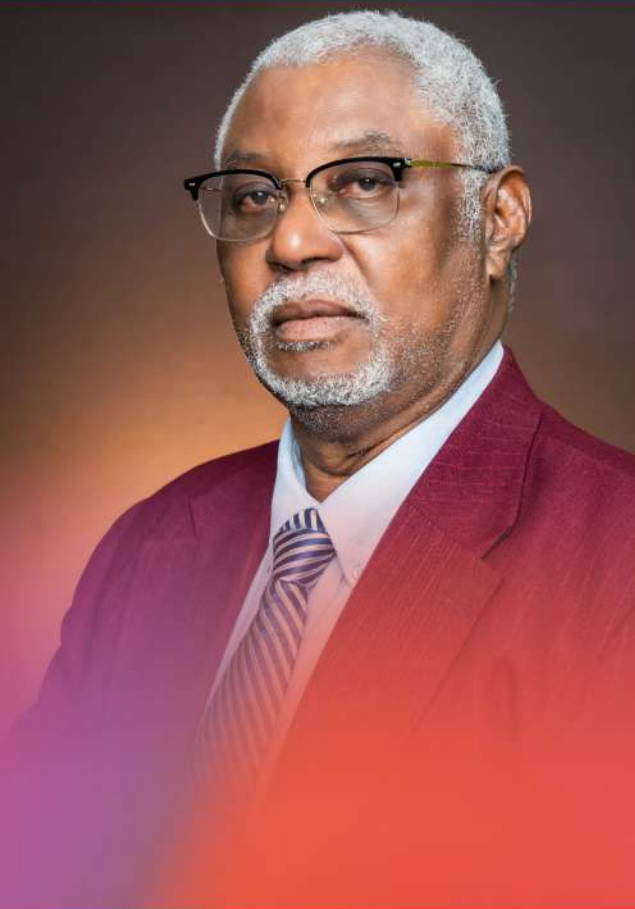
There being no further business, the meeting ended at 6:18 p.m.

Cooperatively Yours,

A handwritten signature in blue ink, appearing to read "Ian Peter De Boulet", enclosed within a large, loopy circular flourish.

Ian Peter De Boulet.
Secretary of the Board.

President's Address



Erskine Abel
President

Good morning, everyone.

We often hear that we are living through a 'digital revolution.' our mission has been to be where our members are. Today, our members are online, on their phones, and connected globally. Digital connectivity highlights a shift towards mobile connection, and engagement. The world has shifted and so must we. We should be doing business in the palm of our hands anywhere, anytime. We stand at a crossroad where tradition meets transformation. For decades, the value of an association was defined by physical proximity, in-person meetings, and printed resources. However, the world has shifted, and with it, the expectations of our members. Today, our members live in a "digital-first" world. They expect instant access, personalized experiences, and 24/7 connectivity, similar to what they experience as consumers of modern, technology-driven platforms.

Digital Connections are no longer merely "nice to have" or a backup plan for when we cannot meet in person. They are the primary avenue through which we deliver value, foster engagement, and build community. Our theme is a commitment to using technology to make our members' lives easier, more productive, and more connected with immense opportunity, "Digital Connections, Member Solutions,"

While traditional methods of engagement are valuable, they are no longer sufficient to meet the expectations of a digitally savvy membership base. To remain relevant and deliver sustainable value, we must pivot towards treating digital platforms not as a separate tool, but as the core of our experience. Our digital strategy aims to provide an improved service to you. The app is designed for speed and accessibility, sitting on the user's home screen, making it faster, more convenient.

We foster daily habits by integrating daily tasks such as checking financial balances thereby creating deeper reliance through regular access and making each session feel unique and personally relevant. Your data is protected with state-of-the-art security. We are ensuring that your financial Cooperative stays relevant, strong, and deeply connected to your needs for years to come.



The Power of Connectivity

"What does 'digital connectivity' actually mean? It means the doing-away of the 'business hours' barrier. "We recognize that with increased connectivity comes increased concern. In a world of data breaches, the digital bond is only as strong as the security behind it. Our commitment to Member Solutions involves an unyielding investment in cybersecurity. Our members' trust is our most valuable asset—it is the 'gold standard' that backs our digital currency." While the benefits are significant, the shift requires overcoming challenges like internal resistance to change and data security concerns to maintain trust. We continue to invest in staff training to ensure the technology is effectively utilized. By automating our people, Digital Connectivity' allows our staff to stop being 'transaction processors and start being 'financial advocates'. Digital tools provide the data that makes those human conversations more informed and more impactful." We will be using digital platforms to push educational content that empowers members to own their financial future. We will ensure that our digital leap doesn't leave anyone behind, creating interfaces that are accessible to all ages and abilities. We are building a digital community."

Digital Connections: From Transaction to Experience

Digital finance is no longer a luxury; it is the foundation of modern member service. When we speak of digital connections, we are talking about a seamless integration of online financial management tools. The convenience to monitor transactions from anywhere, anytime, "The Always-on Member" This level of freedom bridges the gap for underserved or rural populations, bringing formal financial services to those previously excluded and enable members to check balances, transfer funds, or apply for loans instantly. Modern digital tools such as real-time transaction alerts provide higher security than traditional methods to increase members' trust.

Tailored, Not Generic

Using data to provide tailored financial products is our members' solution. We are moving beyond and into "financial wellness". By integrating financial wellness programs into online platforms, we can offer tools that help members save, invest, and budget based on their personal habits. By leveraging AI and data analytics, we can now understand member needs better than ever before. Instead of offering a generic loan, we can provide personalized financial advice and credit options tailored to a member's specific life stage and repayment capacity.

The Path Forward: A Collaborative Ecosystem

To thrive, we must treat digital experience as the core of our strategy, not an afterthought. We must ensure our digital solutions are inclusive. This means providing training and user-friendly interfaces to ensure all members, regardless of their technical literacy, can benefit from these advances. We are moving from reactive banking to proactive service. Imagine a digital dashboard that alerts a member of a potential low balance before it happens. As we innovate, we must prioritize robust security protocols—encryption, fraud detection, and, most importantly, transparency—to protect our members' assets and data.

Closing The Human-Digital Partnership

"In closing, remember that every line of code we write and every digital solution we deploy serves one person: you. This is about reinforcing our commitment to you. our members. We are using technology to make the complex simple, to turn transactions into experiences, and to empower our members to take control of their financial destiny. Technology is the 'how,' but the member is the 'why.' Let us continue to innovate, not for the sake of being modern, but for the sake of being better.

Thank you for your commitment to this journey. The future of finance is connected, and it is bright." To remain relevant, we must ensure our digital strategy is, above all, user-friendly. We must make it easy to access our services as it is to order food. The future is not just digital; it is profoundly connected. By investing in the right digital infrastructure today, we ensure that you are not just passive recipients of services, but active participants in a thriving, modern community. Our future lies in our ability to forge meaningful, digital connections and treat digital solutions as a vital, strategic investment, to provide enhanced value, foster deeper engagement, and ensure our long-term relevance in a constantly evolving landscape.

"As we look at our roadmap for the coming year, our focus remains clear:

As We Move On To 50.

Thank you



Erskine Abel
President

Board of Directors Report

1.0 / Introduction

The Board of Directors of Progressive Credit Union Cooperative Society Limited is pleased to present to our valued shareholders a report on the Society's performance for the year ended 2025.

2.0 / Economic Overview

INTERNATIONALLY

The global economic system continues to contend with potentially disruptive policy pronouncements and actions. In April 2025, the United States (US) administration announced a wave of reciprocal tariffs on particular countries, including China, Canada and Mexico. In August 2025, the US enforced reciprocal tariffs on imports from over 60 countries, with duties ranging from 10 per cent to over 100 per cent. Consequently, diminished confidence and growing policy uncertainty have caused economic prospects to wane and financial conditions to tighten.

REGIONALLY

The Caribbean economy buoyed by steady global growth of 3.2%. Regional real gross domestic product (GDP) grew by 1.7%, supported by the continued expansion of tourism services and increased commodity production. Several countries grappled with setbacks, most notably with the impact of Hurricane Beryl. Guyana achieved extraordinary growth, expanding at a rate of 43.5%, fuelled by the continued expansion of oil production. Looking ahead, regional growth will remain moderate. Excluding Guyana, the Caribbean economy is projected to expand by 2.5%, but prospects vary across countries, with some anticipating a more robust expansion than others. Tourism and construction activity are expected to remain key drivers of growth. The outlook is shadowed by the potential escalation of geopolitical tensions. The region remains highly susceptible to climate change, natural disasters, and high energy/transportation costs,

DOMESTICALLY

Data from the CSO indicated that real GDP declined in the first quarter of 2025 owing to contractions in the energy and non-energy sectors. Indicators monitored by the Central Bank suggest a return to positive economic activity during 2025. Overall the unemployment rate remained fairly stable around 3% - 5% range, with a reported 16.9% year-on-year increase in joblessness by the third quarter; while inflation remained tame, at 0.04% in December (year-on-year). Trinidad and Tobago's external accounts recorded an overall deficit in the first half of 2025. This performance reflected higher outflows on the financial account, which more than outpaced the surplus on the current account. The Central Bank's monetary policy stance maintained the Repo rate at 3.50 per cent – unchanged since March 2020. (Source-Central Bank of Trinidad and Tobago, Monetary Policy Announcement November 2025).

3.0 / Governance Structure

The Board holds ultimate responsibility for overseeing the Credit Union's operations, strategy, and governance, ensuring members' interests are protected. It meets regularly—in-person, virtually, or in hybrid format—to guide decision-making and maintain effective oversight of key matters.

Progressive remains committed to preventing financial crime through strict compliance with regulations and enhanced staff training, enabling early detection of risks such as money laundering and terrorist financing.

We also continue to strengthen our technology and policies to guard against cyber threats, including ransomware, while building capacity and partnerships to deliver secure, efficient, and responsive services to our members.

The inaugural meeting of the Board was held on the 16th of April 2025.

The elected **Executive Committee** for the **2025/2026** team comprised of: -

Mr. Erskine Abel	-	President
Mr. Clinton Hendrickson	-	Vice President
Mr. Ian Peter De Boulet	-	Secretary
Ms. Gemma Ottley	-	Assistant Secretary
Ms. Veronica Jacob	-	Treasurer

Directors: -

Mr. Michael Hernandez	-	Director
Mr. Holly Francois	-	Director
Mrs. Noeline Mayers - Downes	-	Director
Mr. Stephen Fraser	-	Director
Mrs. Gem Saunders – Le Maitre	-	Director
Mr. Errol Thomas	-	Director
Ms. Debra Robinson	-	Director

Substitute Director: - Mrs. Annette Hinkson-Patrovanie - 1st Substitute.

The **Board of Directors** also appointed the following **Management Committees**.

Education Marketing and Communication Committee : -

Mr. Clinton Hendrickson	- Chairperson
Mrs. Gem Saunders – Le Maitre	- Director/Secretary
Mr. Michael Hernandez	- Director/Member
Mr. Anthony Perry	- Co-opted Member

Human Resource Committee: -

Ms. Gemma Ottley	- Chairperson
Mrs. Noeline Mayers - Downes	- Director/Secretary
Mr. Stephen Fraser	- Director/Member
Ms. Veronica Jacob	- Director/Member

Properties/ Health, Safety and Security Committee: -

Mr. Ian De Boulet	- Chairperson
Mr. Errol Thomas	- Director/Secretary
Mr. Holly Francois	- Director/Member
Ms. Janelle Quash	- Co-opted Member

Finance and Operations Committee: -

Ms. Veronica Jacob	- Chairperson
Ms. Debra Robinson	- Director/Secretary
Mr. Holly Francois	- Director/Member
Mrs. Annette Hinkson-Patrovanie	- Co-opted Member
Mr. Wilfred Wallace	- Co-opted Member

Delinquency Committee: -

Mr. Ian De Boulet	- Chairperson
Mr. Errol Thomas	- Director/Secretary
Mr. Holly Francois	- Director/Member
Mr. Keston Critchlow	- Staff Representative

Outgoing Board Members

There are four (4) outgoing Board Members; Mr. Errol Thomas, Mr. Holly Francois, Ms. Veronica Jacob and Ms. Gemma Ottley. Those eligible for re-election and have indicated their interest in continuing to serve the society are Mr. Errol Thomas and Mr. Holly Francois. Ms. Veronica Jacob and Ms. Gemma Ottley are statute barred having served three consecutive terms. The Board thanks them for their service and contribution to the growth of the Society and we wish them God's speed.

4.0 / Meetings

During the period under review a total of thirty-six (36) meetings were held. There were Eighteen (18) Statutory Board Meetings, (4) Joint Meetings, (2) Special Meetings and (12) Executive Meetings.

NAME	BOARD	JOINT	SPECIAL	EXECUTIVE	TOTAL
<i>Mr. Erskine Abel</i>	18	4	2	12	36
<i>Mr. Clinton Hendrickson</i>	17	4	2	12	35
<i>Ms. Veronica Jacob</i>	17	4	2	12	35
<i>Mr. Ian De Boulet</i>	18	4	2	12	36
<i>Ms. Gemma Ottley</i>	18	4	1	12	35
<i>Mr. Michael Hernandez</i>	17	4	2	N/A	23
<i>Mr. Holly Francois</i>	17	4	2	N/A	23
<i>Mrs. Noeline Mayers – Downes</i>	14	4	2	N/A	20
<i>Mr. Stephen Fraser</i>	17	4	2	N/A	23
<i>Mrs. Gem Saunders – Le Maitre</i>	17	4	2	N/A	23
<i>Ms Debra Robinson</i>	15	4	2	N/A	21
<i>Mr. Errol Thomas</i>	15	4	2	N/A	21

5.0 / Membership

Progressive CU continued in its pursuit to attract and recruit new members during the fiscal year as membership growth remains a priority for the society. This resulted in the acceptance of 146 new members which expanded our membership base. Our total membership at the end of the year now stands at 8146 active members.

6.0 / Financial Performance Highlights

2025 delivered a healthier profitability profile (higher ROE, and net surplus) while keeping the balance sheet size steady. Overall, 2025 was a year of **strengthened profitability, tighter cost control, and improved asset quality**, despite a slight slowdown in revenue growth, challenges in loan delinquency and liquidity levels

Total assets increased modestly by **\$1.17M (0.9%)**, while **net surplus after adjustments rose significantly by \$1.08M (34.1%)**, driven primarily by **strong cost containment and reduced credit losses**.

The Society continues to maintain a **loan-driven portfolio**, with lending activity remaining the primary source of income.

A summary of the highlights of the performance are as follows:

- **Total Assets:** \$127.33M (↑ \$1.17M)
- **Loans to Members:** \$106.60M (↑ \$1.41M)
- **Members' Equity:** \$24.71M (↑ \$1.81M)
- **Net Surplus After Changes in Equity:** \$4.26M (↑ \$1.08M)

6.1 Financial Position – Balance Sheet Highlights

Balance Sheet Item	2025	2024	Δ
Total Assets	\$127,334,360	\$126,168,340	+\$1,166,020 (0.9 %)
Loans to Members	\$106,603,682	\$105,189,590	+\$1,414,092 (1.3 %)
Deposits from Members	\$6,876,925	\$7,886,326	-\$1,009,401 (12.8 %)
Member Shares (Equity)	\$90,329,947	\$89,955,979	+\$373,968 (0.4 %)
PPE (Property, Plant & Equipment)	\$8,098,335	\$6,501,979	+\$1,596,356 (24.6 %)
Investments	\$10,578,760	\$12,065,738	-\$1,486,978 (12.3 %)

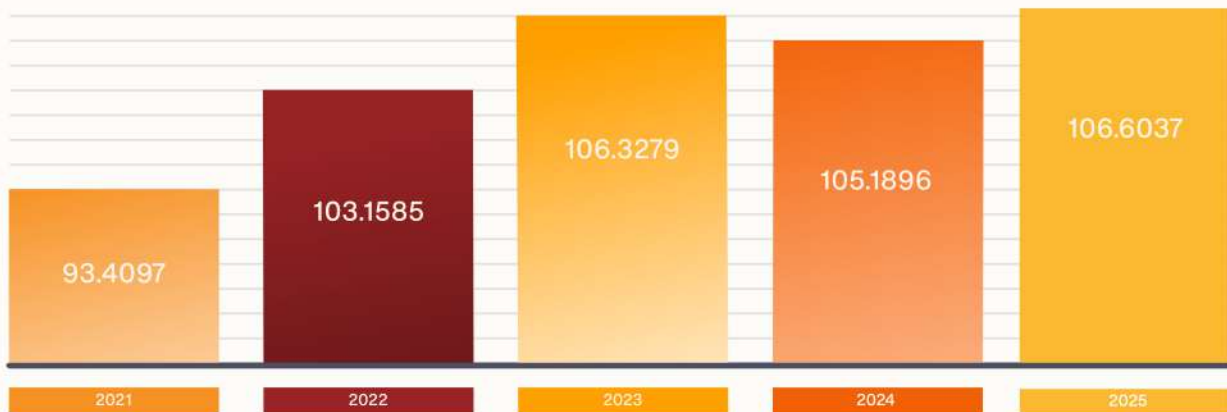
Interpretation

Total assets grew by **0.9%**, reflecting **measured expansion**. The Loan portfolio remains dominant at **84% of total assets**. (net loans/total assets = 0.84). The modest rise in the loan to asset ratio reflects a strategic focus on core lending. Total assets growth was supported by higher loan balances (+\$1.41 M) and PPE (+\$1.60 M).



TOTAL ASSETS

Loans growth outpaced the overall asset growth, indicating stronger and stable demand for credit from the membership base, this however was affected during the period by delayed payments from the main employer.



LOANS

Investments declined by \$1.49M however it was reallocated to capital assets and loan originations, while short term marketable securities rose modestly. Property, Plant & Equipment increased by \$1.60M because of the reallocation indicative of ongoing infrastructure investment.

Member deposits fell by 12.8 %, limiting low cost funding. The decline coincides with a strategic shift toward higher margin loan funding and a reduction in cash asset holdings

Equity Base: Member shares and retained earnings kept equity stable, delivering a capital to asset ratio of 18 %—comfortably above the 10 % regulatory minimum. This reflects continued member confidence.



SHARE CAPITAL

6.2 Performance – Income Statement Highlights

<i>IncomeStatement Item</i>	2025	2024	Δ	%Δ
Total Revenue	\$15,344,474	\$15,645,430	-\$300,956	-1.92%
Interest on Loans	\$13,918,628	\$13,867,297	+\$51,331	+0.37%
Total Expenses	\$10,779,875	\$12,076,982	-\$1,297,107	-10.74%
Staff Salary & Benefits	\$4,661,512	\$4,350,873	+\$310,639	+7.1%
Legal & Professional	\$478,381	\$343,403	+\$134,978	+39.4%
Advertising & Promotions	\$44,439	\$295,231	-\$250,792	-84.95%
Expected Credit Losses	\$122,733	\$1,340,773	-\$1,218,040	-90%
Insurances	\$1,179,046	\$1,546,905	-\$367,859	-23.8%
Net Surplus (before equity changes)	\$4,564,599	\$3,568,448	+\$966,151	+28%
Net Surplus (after equity changes)	\$4,264,587	\$3,181,166	+\$1,083,421	+34%

Total revenue declined slightly by \$301K (1.9%), despite stable interest income from loans and very modest growth in investment income. The decline is attributed to lower fee income. This indicates limited diversification of income streams, and more is needed to be done.

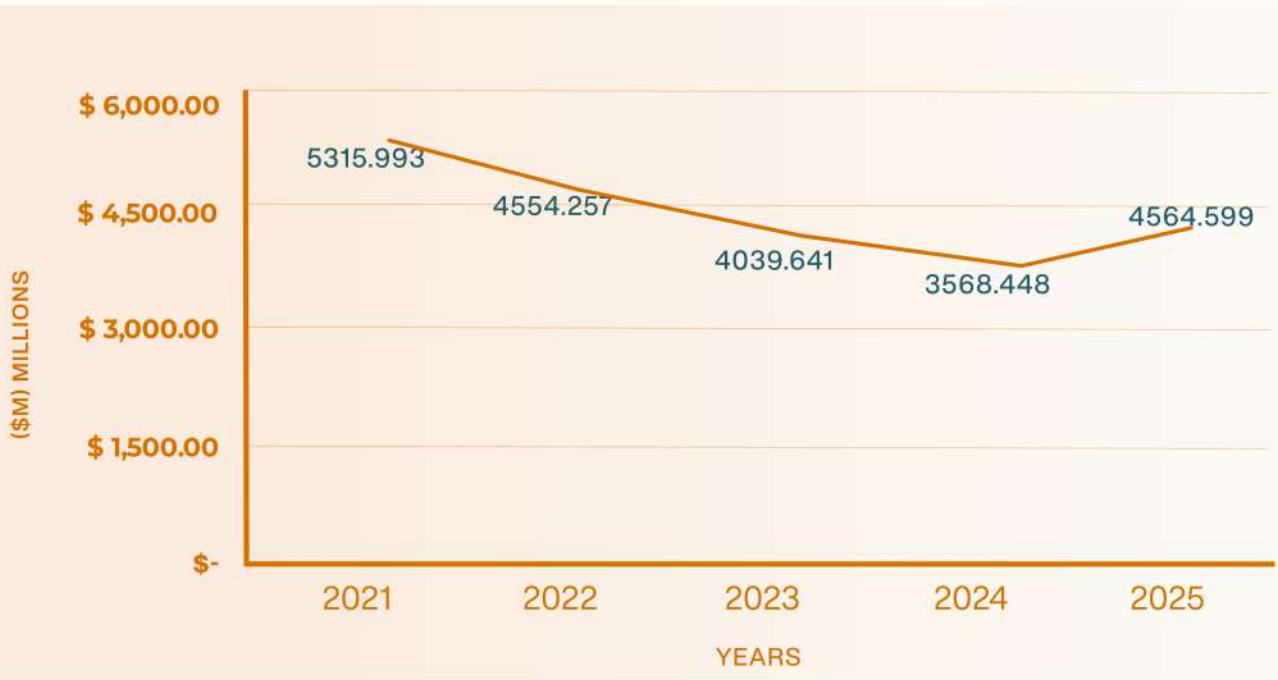
A major highlight of 2025 is **significant cost reduction**. The **Total Expenses decreased by \$1.30M (10.74%)** and the **Operating Expense Ratio improved to 8.5% (from 10%)**. Key drivers:

- * Expected Credit Losses reduced by **\$1.22M**
- * Advertising reduced by **\$250K**
- * Insurance costs reduced by **\$368K**

However, increases were noted in Staff costs (↑ **\$310K**) and Legal & professional fees (↑ **\$135K**). These were from intentional initiatives which included the settlement of the collective bargaining agreement 2022-2025 and the strategy aligned purchase of the property in Tobago.

Overall, **cost discipline significantly improved profitability**.

Net Surplus rose as result of higher loan income and a sharp reduction in expected credit losses.



SURPLUS

Pearls and Profitability Ratios

PEARLS RATIOS	Standard	2025	2024
Loan Loss Allowance over 1yr		0.74	66.00
Net Loans/Total Assets	70% - 80%	0.84	0.83
Institutional Capital / Total Assets	>10%	0.19	0.18
Net Loan Income / Average Net Loan Portfolio	Entr. Rate	13.1%	13.2%
Net Income / Average Total Assets	>10%	12.1%	12.4%
Total Operating Expenses\Average Total Assets	<5%	8.5%	10%
Cash Assets/Total Assets	>15%	6.1%	5.6%
Growth in Loans to members		1.34%	-1%
Growth in Total Assets		0.9%	-2.50%

Profitability Ratios	2025	2024	Benchmark
<i>Return on Equity (ROE)</i>	19 %	16 %	+3 pp
<i>Return on Net Assets (RONA)</i>	3.69 %	2.83 %	+0.86 pp

The ratios reflect key profitability improvements and demonstrates more efficient asset use.

“2025 proved that disciplined cost management paired with robust loan performance can deliver stronger returns for our members, even when revenue streams face headwinds. With focused action on credit risk, liquidity and diversification, we are well positioned to sustain growth and keep delivering attractive dividends.

7.0 / Delinquency Management – 2025 Overview

In 2025 the Society remained steadfast in its commitment to sound loan management. While most of our members honoured their repayment commitment we continued to confront two key obstacles:

- * **Delinquent Accounts** – A small segment of members fell behind on their obligations, prompting additional collection effort.
- * **Delayed Employer Remittances** – These delays affect cashflow timing and members credit rating.

Every loan granted carries a cost. When one member defaults, the ripple effect reduces the surplus available for all and can diminish the dividend declared to our membership. Prompt repayment safeguards the health of the entire fund.

The Recoveries Committee stayed active throughout the year, meeting with members facing repayment difficulty and offering tailored assistance to help them get back on track.

All members are urged to uphold their commitments and repay on schedule. Your diligence preserves the Society’s financial strength and ensures that future dividends remain robust.

While overall delinquency rose, the **expected credit loss provision fell** indicating our confidence that the majority of overdue balances are recoverable or have been restructured.

Together, we can continue to build a resilient, member focused lending environment.

Delinquency Portfolio

<i>Indicator</i>	FY 2025	Comment
<i>Total Loan Provision (loss allowance)</i>	\$7.06 m	Reflects the prudential reserve set aside to cover expected credit losses
<i>Total Net Delinquency</i>	\$13.41m	Total delinquent loans greater than 30day after adjusting for collateral
<i>Total Loan Portfolio</i>	\$113.66m	
<i>Delinquency Ratio</i>	11.80%	

8.0 / Projections – 2026

<i>Projections 2025</i>	<i>Status</i>	<i>Projections 2026</i>
New member growth target 300	New members admitted – 146	New member growth target 300
Net share growth of \$2.5m	\$.4m share increase	Net share growth of \$2.5m
Loan disbursement of \$45.8m	Loan disbursement of \$35.16m	Loan disbursement of \$42.9m
Increase in investments to \$15m	Total Investments to \$10.6m	Increase in investments to \$15m
Surplus \$4.5m	Surplus - \$4.6m	Surplus \$3.9m
Dividend payment 3.0%	Board recommends 3.0%	Dividend payment 3.0%
Delinquency 5.0%	Delinquency 11.8 %	Delinquency 5%

Table 4: Projections and Status

9.0 / Strategic Plan 2022 – 2025 Review

The Board reviewed the plan in January 2026 to assess progress during the period. The review validated and adjusted the organization's long-term direction, ensuring goals align with current internal and external environments. It assessed progress on strategic initiatives, updated key performance indicators, to keep the plan a "living document" that adapts to changes.

Performance evaluations were done to analyse the progress of strategies and tactics towards achieving goals. Internal and External factors were assessed for consideration to match the current context to achieve revised goals. Actionable updates to decide upon refining the execution of the roadmap, including timelines, responsibilities, and key performance indicators. Overall progress is aligned with the plan with 70% milestones achieved to date.

After careful consideration and analysis, the decision was made to close the Appliance Department. This will allow for greater focus and emphasis on core strategies.

Our mission and strategies remain relevant in the current economic/competitive environment. We must reiterate our commitment to the long-term vision.

10.0 / Human Resources

Our members' trust and the Credit Union's sustained growth are directly rooted in the talent, dedication, and expertise of our staff. Our Human Resources serves as a competitive advantage when we have the right people in the right roles to deliver exceptional member service, innovate responsibly, and uphold our cooperative values.

Ongoing Training & Development – A Business Imperative

In an era of rapid regulatory change, digital transformation, and evolving member expectations, continuous learning equips our workforce to stay ahead of industry trends and compliance requirements. Targeted training programs have already produced increases in loan processing efficiency and reductions in error rates across back office operations.

The training initiatives that were conducted during the period were:

- Compliance Officers Conference
- Loan Origination training
- PAYE Roadmap Workshop
- Annual FIU Training
- Loans, Members Services, Accounts and Delinquency Sharetec Training

TeamBuilding Activity – Fun that Fuels Morale

In Q1, we hosted a one-day staff activity, designed to blend recreation with collaborative problem solving and team activities. This blend of enjoyment and purposeful activities can be translated into measurable morale improvements,

11.0 / Marketing

38TH ANNUAL GENERAL MEETING

The 38th Annual General Meeting was held on April 12th, 2025, at the Cipriani College of Labour and Co-operative Studies, Churchill Roosevelt Highway, Valsayn, St. Joseph, Trinidad and Tobago.

The meeting was convened under the theme "*Evolving for the Future.*" Attendance comprised approximately 262 members and 14 guests.

Proceedings commenced at 10:05 a.m. with the recital of the Credit Union Prayer and concluded at approximately 2:15 p.m.

During the meeting, members participated in the voting process for nominees to the statutory committees. Updates were also provided on the financial performance and overall operations of the Credit Union. Additionally, individuals offering themselves for office were formally introduced to the membership.

INTERNSHIP PROGRAMME

During the period July to August, six (6) interns were engaged as part of the Credit Union's internship programme, aimed at providing professional experience and preparing participants for the world of work. Throughout the programme, interns contributed to enhancing the member experience and conducted surveys to assess customer satisfaction across the branches. Additionally, the interns were rotated across various departments to familiarize themselves with the different functions and operations of the Credit Union, thereby gaining a well-rounded understanding of its activities.

WALKATHON

The annual Walkathon, *“Walk Like a Pro 2,”* was held on July 19th, 2025. The event commenced at the San Fernando Branch and was aimed at promoting wellness and healthy lifestyles among members and the wider community. Participants benefited from several giveaways, and booths were featured at the event.

ADOPT A SCHOOL

As part of its corporate social responsibility initiatives, Progressive Credit Union implemented its annual “Adopt A School” Programme in August 2025. The initiative supported seven (7) primary schools across Trinidad and Tobago through the distribution of back-to-school vouchers, which were awarded to a total of fourteen (14) students identified by their schools as most in need.

POP-UP SHOP AND HEALTH FAIR – INTERNATIONAL CREDIT UNION DAY

ProCU hosted a Pop-Up Shop and Health Fair on Thursday, October 16th, 2025, from 10:00 a.m. to 2:00 p.m. at its branch locations at 50 Chacon Street, San Fernando, and 80 Second Street, Barataria. The event was held in commemoration of International Credit Union Day under the global theme *“Cooperation for a Prosperous World.”*

SIP AND PAINT

On Saturday, September 6th, 2025, the Credit Union’s Youth Arm hosted a Sip and Paint event at the San Fernando Community Center. The initiative was coordinated and executed by the Youth Arm Committee, providing a creative and engaging platform for participants to socialize and express artistic talent.

CARNIVAL BURNOUT

On Friday, February 6th, 2026, ProCU hosted an Aerobics Burnout session at the San Fernando Community Center, facilitated by the Gorilla Fitness team. The event promoted health and wellness while fostering engagement among members, staff, and corporate partners, including Sagicor Life and CUNA Caribbean.

CHILDREN’S CHRISTMAS PARTIES

Children’s Christmas Parties were hosted as part of the Credit Union’s annual community engagement initiatives, with events held in Tobago on December 7th and Trinidad on December 14th. Open to the wider public, the events fostered community spirit and strengthened engagement with families, reinforcing the Credit Union’s commitment to inclusivity and community involvement.

VALENTINES PROMOTION

ProCU executed a Valentine's Day promotional giveaway campaign from Monday, February 9th to Friday, February 13th, 2026, aimed at increasing brand awareness and member engagement. Participants were invited to answer questions related to the Credit Union, Trinidad Carnival, and Valentine's Day. Winners were selected via a recorded video draw and subsequently visited branch locations to collect their prizes.

ENHANCING MEMBER EXPERIENCE THROUGH TECHNOLOGY AND CONVENIENCE

The Credit Union continues to embrace digital innovation to improve accessibility, efficiency, and overall member satisfaction. In December 2025, Secure Messaging was introduced on the ProCU Mobile App. Members are also empowered to provide realtime feedback on customer service by scanning a QR code, supporting continuous service improvement. In addition, online loan appointment scheduling was implemented, enabling members to book appointments remotely and at their convenience. The Credit Union's website was revamped to deliver a more modern and user friendly interface. ProCU also launched a TikTok platform to connect with members and the wider public.

MEMBERSHIP OUTREACH AND BRAND AWARENESS

In August, ProCU outreach activities were conducted in collaboration with the Trinidad and Tobago Students' Association.

Additional outreach initiatives were undertaken at NMTS Training sessions in February, May, and August, allowing the Credit Union to share information on products and services, and encourage new memberships. Further brand visibility was achieved through an outreach at South Park, San Fernando in November.

2026 UPCOMING EVENTS

- APRIL**
 - 39th Annual General Meeting
 - Register your Business with Progressive Credit Union
- MAY**
 - Annual Mother's Day Boat Cruise
 - Youth Arm Hike
 - Youth Arm Annual General Meeting
- JUNE**
 - Mother's Day Appreciation Day
 - Membership Referral Programme
 - Small Business Development Seminar
 - Father's Day Appreciation Day
- JULY**
 - Social Media Contest
 - Walkathon
 - Annual Sip and Paint
 - Trade & Investment Convention
 - Southex
 - Adopt a School
- AUGUST**
 - Sip & Paint
- SEPTEMBER**
 - Peter Mc David Excellence Awards
- OCTOBER**
 - Credit Union Opening Ceremony
 - Credit Union Appreciation Day Activities
- NOVEMBER**
 - Christmas Box Loan
 - Youth Arm Outreach
 - Small Business Development Seminar (Tobago)
- DECEMBER**
 - Children's Christmas Party (Trinidad and Tobago)
 - Help a Family for Christmas
 - Christmas Promo

12.0 / Cooperative Involvement

Progressive Credit Union continues to demonstrate its involvement as a cooperative partner within the entire credit union sector, through our active participation with the Southeast Regional Chapter (SERC), and the Credit Union League of Trinidad and Tobago (C.U.L.T.T).

Board Director - Mrs. Gem Saunders- Le Maitre is the President of the Chapter; our Chapter Secretary Mr. Michael Hernandez and the other two (2) Directors namely Ms. Gemma Ottley and Mr. Ian Peter De Boulet respectively on the Chapter; whilst Ms. Fahey a Credit Committee member, serves as a member of the Supervisory Committee on the Chapter. Mr. Michael Hernandez also serves as a Director on the League Board as the Treasurer of the Credit Union League of Trinidad and Tobago.

13.0 / **Obituaries**

The Board of Directors, Management Committees, Manager, staff, and members of the Credit Union collectively offer their heartfelt sympathies to the families and loved ones of our departed members. We continue to wish you comfort, peace, and strength to carry on. And may the departed souls have perpetual rest.

14.0 / **Conclusion**

As Progressive Credit Union continues to expand and evolve, we remain deeply committed to your financial well-being. Our institution stands out for its strong sense of responsibility, driven by unwavering dedication, expertise, and a commitment to delivering exceptional service—qualities that have guided our continued success. From the moment you become a member and throughout your journey with us, we strive to make every financial experience a positive one.

We also take this opportunity to express sincere gratitude to the outstanding individuals who have contributed meaningfully to our organization, and all staff members who departed during the review period. The Board extends heartfelt thanks to the General Manager and staff for their consistent, passionate service, as well as to the Board of Directors, Statutory Committees, and co-opted members for their dedication and commitment to going above and beyond.

Guided by the Strategic Plan 2022–2025, Progressive remains focused on modernizing our operations, strengthening relationships with members and stakeholders, and leveraging technology to enhance service delivery.

We remain steadfast in serving our members, who are the foundation of our success. Looking ahead, we anticipate continued growth and prosperity and we are excited to celebrate our 42nd anniversary in 2026, staying true to the values of integrity and prudence that define us.

The future holds great promise, and with the continued support of our members, staff, and stakeholders, we are confident in achieving our shared goals.

Cooperatively Yours,

A handwritten signature in blue ink, appearing to read "Ian De Boulet", enclosed within a blue circular scribble.

Ian De Boulet

Secretary

Credit Committee's Report 2025

On behalf of the Credit Committee, it is our pleasure to present the Annual Report for the year under review 2025 to 2026. This report highlights our ongoing commitment to prudent lending practices, financial stability, and the continued growth of our Society. We extend our gratitude to our Lord and Saviour Jesus Christ for allowing us to be in the land of the living to serve our esteemed membership.

Credit Committee Members

The individuals listed below were automatically chosen to serve on the Credit Committee due to a lack of additional nominees.

the year 2025 there were no substitutes.

1. Mrs. Candice Haynes-Roban - ***Chairperson***
2. Ms. Racheal Austin - ***Secretary***
3. Mrs. Marilyn John Fahey - ***Member***
4. Mr. William Solomon - ***Member***
5. Mr. Clarence Duke - ***Member***

Meetings

A total of 45 meetings were properly organised in accordance with the Credit Union's Byelaws, policies, and guidelines. Meetings took place every Tuesday unless they were moved due to public holidays. To add context, these meetings were inclusive of approving Over the Counter loans, Christmas Box Loans, ordinary loans and conducting interviews with members upon their request or when required.

COMMITTEE MEMBER	PRESENT	EXCUSED	ABSENT
Mrs. Candice Haynes-Roban	45	Nil	Nil
Ms. Racheal Austin	43	02	Nil
Mrs. Marilyn John-Fahey	45	Nil	Nil
Mr. William Solomon	41	03	01
Mr. Clarence Duke	43	02	Nil

Joint Meetings

The Committee attended all Joint Meetings called by the Board of Directors.

Training

All members of the Committee attended the AML/CFT/PF annual training which was conducted by the Cooperative Credit Union League of Trinidad and Tobago (CCULTT) in accordance with the Financial Obligations Regulations, regulation 21. Also, the Committee was exposed to Delinquency training conducted by the Cooperative Division of Trinidad and Tobago. Additionally, IT Consultant, Mr. Meade, would have trained the Committee in using the Sharetec system and collecting empirical evidence, which would have significantly helped us evaluate loans.

Delinquency

The Committee worked closely with the Delinquency Committee, Board of Directors, upper Management, and Loan Officers to manage delinquency and minimise surplus impact from expected credit loss under the IFRS 9.

Tobago

The Committee visited Tobago to address the concerns expressed by members but were not able to achieve our quota due to financial challenges with the parent company. We suggest prioritising Tobago because it is managed remotely, and addressing its concerns promptly will help ensure that members do not feel excluded or neglected.

Instrument of Charge Review and Recommendations

The Committee undertook a review of the Instrument of Charge files on two separate occasions. Although there has been progress, some issues persist. A key issue identified was that certain files did not contain a Certified Copy registered in the name of the member. This omission presents a challenge for the Society, particularly regarding adherence to the Delinquency Policy. Additionally, this action causes the member to violate the Motor and Vehicle Traffic Act Chapter 48:50 and may lead to a fine. In response, the Committee recommends that a clear and specific period should be established for members to submit a Certified Copy in their own name. Additionally, if a vehicle is used as collateral, members must submit an insurance document that names the mortgagee as the insured party.

Mortgage Loan Documentation

The Committee found that certain mortgage loans lacked a deed of title in the member's file. Without this, the Society faces challenges in enforcing a lien on property if it is used as collateral. The Society should establish a lien register and regularly check for encumbrances to maintain compliance. It is also advisable to keep a copy of the deed of title in every member's file to support audits and ensure compliance.

These steps aim to limit loan risks and lessen predicted credit losses.

Site Visits

The Committee undertook site visits across Trinidad and Tobago to ensure verification and compliance with established protocols. These visits are crucial for maintaining standards and addressing any issues observed on the ground.

However, the Committee identified several significant concerns regarding the allocation and execution of these site visits. One major challenge relates to the distribution of resources for site visits throughout the country. The current system for assigning remuneration for these visits has presented considerable difficulties and this is primarily because most Committee members do not own vehicles, necessitating the hiring of transportation to reach members in various locations. Additionally, the poor condition of some roads has resulted in damage to hired vehicles which in turn requires the Committee member to reimburse the driver for these expenses.

Given these challenges, the Committee respectfully requests that the Board of Directors and the relevant decision-makers review and reconsider the allocation of funds designated for site visits in different regions of Trinidad and Tobago. The objective is to ensure that resources are distributed efficiently to serve our esteemed members, minimise operational costs, and maintain the organisation's competitive position.

Loan Applications and Disbursements

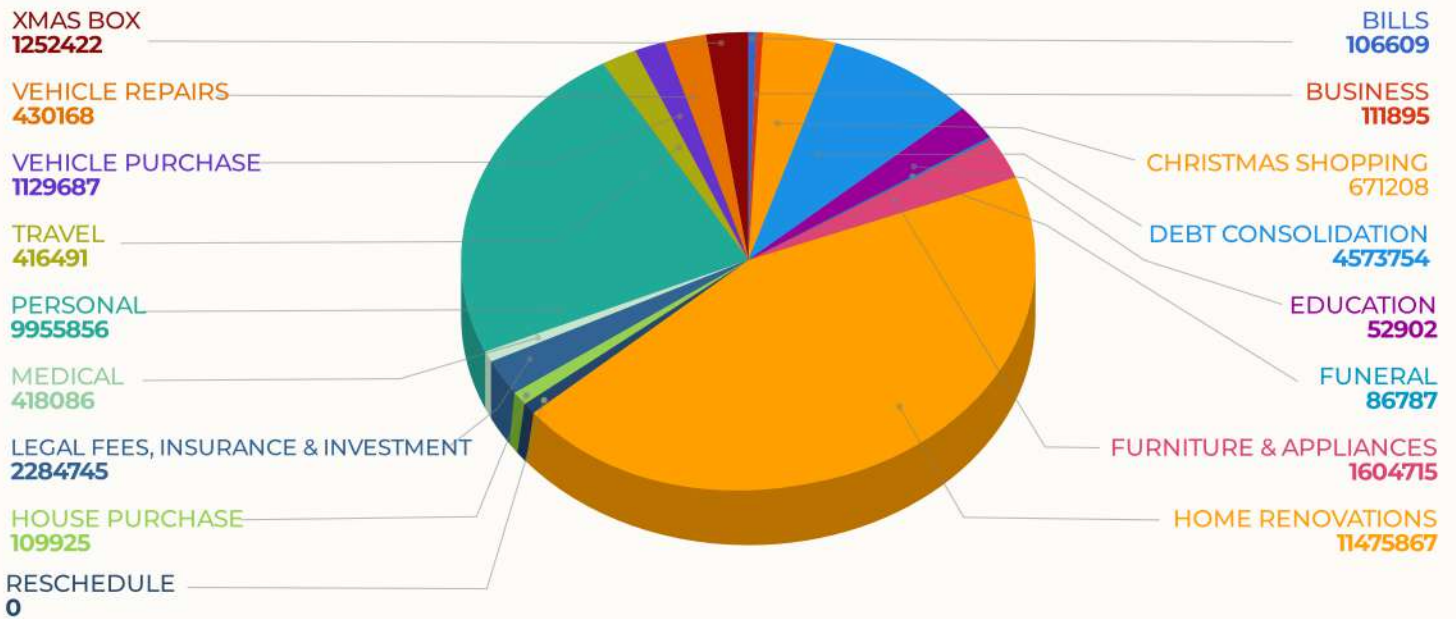
Over the past three years, the Committee has monitored the amounts disbursed in loans to members. In 2022, the total value of loans disbursed reached \$38,271,000.46.

The following year, 2023, saw a slight decrease in total loans issued, amounting to \$36,373,682.00.

In 2024, the loan disbursement figure stood at \$36,808,913.00. Most recently, in 2025, loans valued at \$35,158,118.00 were distributed, covering a total of 33,157 loans disbursed.

LOANS APPROVED	2024	2025	# OF LOANS 2025
Bills	262,467.00	106,609.00	8
Business	100,558.00	111,895.00	3
Christmas Shopping	576,314.00	671,208.00	64
Debt Consol.	4,001,714.00	4,573,754.00	107
Education	1,062,670.00	52,902.00	48
Funeral	30,575.00	86,787.00	10
Furn. &Appl.	1,476,104.00	1,604,715.00	90
House Renovations	11,239,913.00	11,475,867.00	408
House Purchase	579,287.00	109,925.00	6
Legal Fees, Insurance and Investment	3,683,416.00	2,284,745.00	65
Medical	283,377.00	418,086.00	14
Personal	10,266,552.00	9,955,856.00	2,026
Reschedule	30,658.00		
Travel	795,734.00	416,491.00	16
Vehicle Purchase	954,179.00	1,129,687.00	12
Vehicle Repairs	494,246.00	430,168.00	22
Xmas Box	971,150.00	1,252,422.00	258
TOTAL	36,808,913	35,158,118	3,156

2025 LOAN ANALYSIS



Loan Application Declines: Criteria and Impact

The Committee would have declined loan applications based on several established criteria. One primary factor is a high debt service ratio, which occurs when a significant portion of an applicant's net income is allocated to servicing existing debt. This situation leaves limited disposable income, thereby affecting the applicant's eligibility for further loans. Additionally, the Committee reviews the financial history of applicants, particularly instances where they owe funds to multiple institutions. Such cases are deemed to be high risk, as the likelihood of default increases with multiple outstanding obligations. These examples illustrate some of the numerous reasons why loan applications would have been declined, emphasizing the Committee's commitment to clarity and transparency in its decision-making process.

Furthermore, members should be aware of how their credit ratings and the non-payment of loans influence their access to additional funding. Poor credit ratings and missed loan payments negatively impact eligibility, as this signals a higher risk profile to the Committee. This underscores the importance of maintaining good financial habits to ensure continued access to financial support from the Society.

Recommendations for member support and Financial Management

The Committee strongly recommends that the Board of Directors launch an initiative to encourage members who meet the eligibility criteria to transition to direct debit payments. This shift is intended to address the recurring issue of late remittances from the parent company, which has previously hindered members' ability to access additional funding. By adopting direct debit, members can ensure timely payments, thereby reduce delays and enhance their financial standing with the Society.

Furthermore, the Committee advocates for the Society to provide more educational programmes aimed at members. These programmes should focus on helping members understand and manage their finances effectively. By increasing financial literacy, members will be better equipped to make informed decisions and maintain healthy financial practices, ultimately strengthening their eligibility for further funding and supporting the overall financial wellbeing of the membership.

Conclusion

The Credit Committee would first like to thank our Lord and Saviour Jesus Christ for allowing us to be in the land of the living to serve you once again, our esteemed membership in helping us to achieve another successful year despite the many challenges that we would have encountered. By His grace, His wisdom and His guidance we would have manoeuvred to achieve this milestone. In addition, we would like to express our utmost gratitude to our esteemed membership for allowing us to be your premier financial institution of choice. Secondly, we would like to thank the Board of Directors, Supervisory, the General Manager and Staff for your unwavering commitment and support despite the challenges. As we continue to press forward in this volatile world. It was a pleasure to be of service to you, and we thank you for the opportunity.

Cooperatively Yours



Candice Haynes Roban

Chairperson



Racheal Austin

Secretary

Supervisory Committee's AGM Report

Greeting

On behalf of the Supervisory Committee, we extend warm greetings to the valued members of the Progressive Credit Union Co-Operative Society Limited, whose trust, participation, and continued support form the foundation of our institution. We also acknowledge the Board of Directors, Management, Committee members, and staff for their service to the membership, their commitment to the principles of co-operation, and their respective roles in advancing the Credit Union's Co-operative Mission.

Introduction

The Supervisory Committee is pleased to present its report for the financial year ended December 2025. In accordance with the responsibilities outlined under the Co-operative Societies Act, Chapter 81:03, the Co-operative Societies Regulations, 1971, and Section 28 of the Progressive Credit Union Co-Operative Society Limited Bye-Laws, the Committee is mandated to provide independent oversight of the affairs of the Credit Union. This function is intended to ensure that operations are conducted in a safe, sound, and transparent manner, in the best interest of the membership.

The Supervisory Committee is elected annually by the members at the Annual General Meeting and operates independently of the Board of Directors and Management. Its primary role is to safeguard the assets of the Credit Union by reviewing internal controls, assessing compliance with applicable laws, regulations, by-laws, and policies, and monitoring overall governance practices.

This report outlines the Committee's reviews, observations, and assessments for the period April 2025 to April 2026. It highlights areas of good practice as well as matters requiring attention, with the objective of supporting strong governance, financial integrity, and the continued stability and growth of the Progressive Credit Union Co-Operative Society Limited.

Composition

Chairperson	- Ms. AnneMarie Campbell
Secretary	- Ms. Ginelle Small-Cummings
Member	- Renard Ramnath
1st Substitute	- Roselle Omega Adi Thomas

Attendance/ Meetings

Committee Member	Present	Absent	Excused
Ms. AnneMarie Campbell	18	0	01
Ms. Ginelle Small-Cummings	16	0	03
Mr. Renard Ramnath	19	0	0
Ms. Roselle Omega Adi Thomas	01	N/A	N/A

Training & Capacity Building

During the reporting period, members of the Supervisory Committee participated in targeted training aimed at strengthening oversight, regulatory compliance, and governance practices in the best interest of the membership.

Training sessions attended included:

- * **Understanding Financial Statements**

Enhanced the Committee's ability to interpret financial reports and assess the Credit Union's financial position.

Benefit: Stronger financial oversight and transparency.

- * **PEARLS Key Assessments**

Training in the PEARLS monitoring system improved the Committee's understanding of key performance indicators related to protection, asset quality, rates of return, liquidity, and growth.

Benefit: Effective use of PEARLS supports early identification of weaknesses and promotes the long-term financial strength of the Credit Union.

- * **Anti-Money Laundering & Combating the Financing of Terrorism (AML/CFT) Annual Retraining**

This mandatory retraining reinforced current AML/CFT legislation, emerging risks, and best practices for ongoing compliance.

Benefit: Continuous training ensures that oversight remains current and effective in safeguarding the Credit Union against evolving financial threats.

- * **Supervisory Checklist – AML/CFT Compliance (2nd Workshop)**

Reinforced the Committee's role in monitoring AML/CFT controls and regulatory compliance.

Benefit: Reduced exposure to financial crime and regulatory risk.

- * **Sharetec Training**

Strengthened familiarity with the Credit Union's core operating system.

Benefit: Improved system knowledge allows for more accurate oversight and strengthens the reliability of operational and financial reviews.

Scope of work & Methodology

Throughout the reporting period, the Supervisory Committee exercised independent oversight to ensure compliance with the Progressive Credit Union Co-Operative Society Limited Bye-Laws and applicable legislation. Our reviews encompassed key operational, financial, and governance areas, during which we made observations, identified deficiencies where present, issued recommendations for improvement, and acknowledged sound practices. Quarterly reports outlining the detailed results of our audits and investigations were submitted to the Board of Directors to facilitate transparency, timely corrective action, and continuous improvement.

In fulfilling our mandate, the Committee remained guided by the principles of objectivity, transparency, unbiased oversight, fairness, and accountability, with the overarching aim of safeguarding members' assets and strengthening the integrity and governance of the Credit Union.

During this term, the Committee completed the following reviews and oversight activities:

- * **Bank Requisition Reviews-** Examined payment vouchers, approvals, and supporting documentation to ensure proper authorization and compliance with established procedures.
Benefit: Reinforces financial discipline and reduces the risk of unauthorized or improper disbursements.

- * **Teller Cash and Treasury Verifications (North, South, and Tobago Branches)-** Conducted unannounced cash counts and treasury checks to verify balances against system records.
Benefit: Protects members' funds and strengthen confidence in internal cash controls across all branches.

- * **Fixed Asset Register Review and Physical Verification-** Reviewed the fixed asset register and conducted physical inspections to confirm the existence and condition of recorded assets.
Benefit: Ensures accountability for Credit Union property and accuracy of financial records.

- * **Board and Committee Attendance Register Review-** Assessed attendance and participation levels of elected officials and committee members.
Benefit: Promotes responsible governance and accountability to the membership.

- * **Delinquency Portfolio Review-** Analyzed delinquency reports and recovery efforts to assess trends and risk exposure.
Benefit: Supports improved loan recovery strategies and protects the Credit Union's financial stability.

- * **Loan Portfolio Review-** Reviewed loan approvals, documentation, and portfolio composition to ensure compliance with lending policies.
Benefit: Encourages prudent lending practices and maintains asset quality.

- * **National Insurance Scheme (NIS) Records Review-** Verified that statutory deductions and employer contributions were properly recorded and remitted.
Benefit: Ensures compliance with national legislation and protects the institution from penalties.

- * **Compliance Checklist Review (with the Compliance Officer)-** Evaluated adherence to regulatory requirements, internal policies, and risk management controls.
Benefit: Reduces regulatory exposure and strengthens institutional governance.

- * **Instrument of Charge (IOC) Register Review-** Reviewed the Instrument of Charge register to confirm that loans secured by collateral were properly documented, recorded, and legally perfected.
Benefit: Protects the Credit Union's security interests and mitigates potential credit losses.

- * **Attendance at Board and Joint Meetings-** Attended monthly Board of Directors meetings to observe deliberations and decision-making processes, as well as quarterly joint sessions with the Board and the Credit Committee.
Benefit: Enhances transparency and ensures that processes and decisions align with the Credit Union Bye-Laws and best interest of the membership.

- * **In-Depth Review of Monthly Financial Reports-** Conducted detailed reviews of monthly financial statements and key performance indicators, including liquidity and capital adequacy measures.
Benefit: Facilitates early identification of financial risks and supports proactive governance.

Key Observation

Loan Underwriting and Member Delinquency Management:

The Committee observed that member delinquency continues to increase and remains above the recommended threshold. While external economic pressures may impact repayment capacity, our review also noted recurring instances of missed installments, inconsistent payment patterns, and situations where members' accounts did not maintain sufficient funds to facilitate agreed automatic (ACH) loan deductions.

These repayment challenges, whether arising from financial hardship or inadequate commitment to structured repayment arrangements, contribute significantly to portfolio deterioration. Although the Credit Union has demonstrated flexibility in accommodating members' circumstances, sustained delinquency places pressure on liquidity, increases provisioning requirements, and affects overall financial performance.

Positive Developments and Commendations

The Supervisory Committee is pleased to highlight several positive developments observed during the reporting period:

- 1. Collaboration with the Credit Committee-** The Supervisory Committee expresses sincere appreciation to the Credit Committee for inviting us to observe and experience their operations firsthand. This engagement provided valuable insight into their meaningful contribution to the Credit Union. We commend the Committee for its professionalism, structured approach, and clear commitment to succession planning, which strengthens institutional continuity and ensures the ongoing development of leadership within the organization.
- 2. Swift Response During Power Outage at South Branch-** The Supervisory Committee commends the Security Team and Staff at the South Branch for their prompt and coordinated execution of safety protocols during a power outage. Their calm, professional handling of the situation demonstrated preparedness, adherence to established procedures, and a strong commitment to member and staff safety.
- 3. Member Appreciation Day Pop-Up Shop Initiative-** The Supervisory Committee acknowledge the collaborative effort between the Education Committee and the Marketing Department in executing the Pop-Up Shop initiative at both the South and North locations during Member Appreciation Day. This initiative provided a platform for our entrepreneur members to showcase their businesses and aligns directly with co-operative principles of supporting members' economic participation. The Committee views this as a commendable and impactful initiative worthy of continuation and expansion.
- 4. Responsiveness of the Board and Sub-Committees-** The Supervisory Committee commends the Board of Directors and its Sub-Committees for their receptiveness to our recommendations. We appreciate the timely action taken to further investigate matters raised and to implement adjustments aimed at strengthening operational effectiveness and governance practices. Such responsiveness reflects a shared commitment to continuous improvement and accountability.

Recommendations

In keeping with our mandate to promote sound governance, accountability, and continuous improvement, the Supervisory Committee makes the following recommendations:

1. Continue and Expand Initiatives that Support Member-Owned Businesses- Build on successful initiatives such as the Member Appreciation Day Pop-Up Shop by formalizing opportunities for entrepreneur members to showcase their goods and services at Credit Union events, thereby reinforcing co-operative principles and economic participation.
2. Strengthen Organizational Communication and Member Engagement- Improve internal communication channels to ensure that information flows efficiently across all departments and committees. Emphasis should be placed on ensuring that information communicated to the general membership is accurate, consistent, and disseminated in a timely manner. Updates should be promptly shared to ensure alignment and prevent misinformation, thereby fostering transparency and member confidence.

Conclusion

The Supervisory Committee remained committed to executing its responsibilities with integrity, independence, and diligence in safeguarding the interests of the membership. The continued strength and sustainability of the Credit Union depend on sound governance, effective succession planning, prudent risk management, and adherence to co-operative principles.

While areas requiring improvement have been identified, positive progress during the period under review is also acknowledged. The responsiveness of the Board, Management, Committees, and Staff demonstrates a shared commitment to accountability, transparency, and continuous improvement. All stakeholders are encouraged to remain focused on strengthening systems, enhancing internal controls, succession planning and promoting a culture of compliance and ethical conduct.

The Supervisory Committee take this opportunity to remind members that the success of the Credit Union is a collective responsibility. Timely loan repayments, active participation, and respect for the policies and values of the organization are essential to maintaining financial stability and ensuring that we continue to serve both current and future generations.

We extend our sincere best wishes to the incoming Committee. We trust that they will continue to build on the work undertaken, uphold the highest standards of governance, and remain steadfast in protecting the interests of the membership. On behalf of the Supervisory Committee, we thank the membership for the trust and confidence placed in us this term. We look forward to the continued growth, stability, and success of our Progressive Credit Union Co-Operative Society Limited.

Respectfully submitted,
Supervisory Committee



Ms. AnneMarie Campbell (Chairperson)



Ms. Ginelle Small-Cummings (Secretary).



Mr. Renard Ramnath. (Member)

Education, Marketing and Communications Committee (EMCC) Report 2025

The Committee Comprised of the following members: -

Mr. Clinton Hendrickson - Chairperson

Ms. Gem Saunders – Le Maitre - Secretary

Mr. Michael Hernandez - Member

Mr. Anthony Perry - Co-opted Member

Introduction

The Progressive Credit Union Cooperative Society Limited is committed to the growth and development of its members. The Education Committee is a mechanism through which this can be accomplished by planning and execution several activities that contribute to this mandate.

Training

During the 2025-2026 term, several social and educational activities were executed in order to develop Board, Committee, Staff and Youth Arm Committee members. Board, Committee and Staff members were exposed to SHARETEC, Compliance and Audit Training. Youth Arm Committee members were exposed to seminars to enhance their understanding of the co-operative movement and to prepare them for future leadership roles.

The Society also attended a number of Regional and International Conferences as follows:-

1. Leadership Conference – CCULTT Credit Union League of Trinidad and Tobago.
2. Caribbean Confederation of Credit Unions Conference (CCCU)
3. WOCCU Conference

These Conferences were instrumental in the training and development of Board and Committee members to serve more effectively during their tenure.

Small Business Development

The Society hosted our first Pop-up shop and Wellness Fair on Credit Union Day at all our locations. This event facilitated members of the Credit Union who took the opportunity to showcase their various businesses and products. Members are urged to be on the lookout in 2026 and take the opportunity to come out and market their business with the Credit Union.

Peter Mc David Excellence Award

The Award honors members of the Kiddies Arm, Youth Arm and Tertiary candidates who wrote and excelled at the Secondary Entrance Examination (SEA), the Caribbean Secondary Examination (CSEC) and Tertiary Level Education. The award ceremony was held on Saturday 20th September 2025 at the Trade Winds Hotel in San Fernando. Awardees in the aforementioned categories were rewarded for their excellence in education.

Social Activities

The Committee also hosted numerous social activities in keeping with the mandate towards member's development.

These activities were as follows: -

1. Pre Carnival "Aerobics Burnout" in February 2025
2. "Walk Like a Pro II" Walkathon in July 2025
3. Distributions of books to three Schools within the vicinity of all our Credit Union Offices in August 2025.
4. 3rd Annual Sip n Paint hosted by our Youth Arm Members in September 2025
5. Credit Union Opening Ceremony at the National Cricket Academy in Balmain, Couva in October 2025.
6. Children's Christmas Party in Tobago and Trinidad in December 2025

Conclusion

The Committee continues to serve and work towards achieving its objectives of education and developing our members. The EMCC is also working towards the improvement and development of the Youth Arm Committee. The Chairperson would like to express sincere thanks and appreciation to all members of the Committee and other stakeholders for their commitment and hard work during the 2025-2026 term.



.....
Clinton Hendrickson
Chairman

Nominating Committee's Report for AGM 2026

Introduction

The Board of Directors of the Progressive Credit Union Co-operative Society Limited (ProCU) in accordance with the Bye-Law 30B, appointed the Nominating Committee in October 2025 for the term 2026-2027.

The Committee comprised of the following members:-

Mr. Peter De Boulet	Chairperson/Director
Mr. Clinton Hendrickson	Secretary/Director
Mr. Heeralal Sookhai	Coopted Member
Mr. Lenora Taylor Cox	Coopted Member
Mr. Adeleine Gittens	Coopted Member

Committee's Mandate

The mandate from the ProCU Board of Directors was to source suitable and worthy candidates to fill the twelve (12) vacant positions on the Board, Credit and Supervisory Committee.

Nomination Criteria

Guidelines for members offering themselves to serve on Board and Committees of the Progressive Credit Union Co-operative Society Limited (ProCU) for the period 2026-2027 were reviewed and the criteria to be fulfilled were as follows:-

1. Members must be over the age of eighteen (18) years and be an active member, Bye-Law 21A (i)
2. Members must not be delinquent in his/her loan payments or by way of a guaranteed loan and must not have a record of culpable delinquency in any other financial institution for the past twenty-four (24) months, or ever have been declared bankrupt.
3. There must be no evidence that the nominee has committed an offence involving fraud, violence or dishonesty as determined by the production of a Police Certificate of Character to be attached to the application.
4. Must not now be an employee of Progressive Credit Union Co-operative Society Limited (ProCU), or have been in the last twelve (12) months.
5. Must not now be an employee of any other financial co-operative.
6. Must not be a member of a Credit Union Board of Directors or other Credit Union Statutory Committee.

7. Must have a sound background of conformance to a “Code of Ethics” or conduct consistent with governance of a financial undertaking.
8. It is desirable that the nominee has some experience commensurate with the specific Statutory Committee for which he/she is interested in serving.
9. A nominee may not be an immediate family member/relative or have any relationship with a current Progressive Board or Statutory Committee member.
10. Has not engaged in any action that could result in bringing the Credit Union into disrepute.
11. Must be a person who would have demonstrated a passionate affiliation to Co-operative principles and also be prepared to learn “Credit Unionism/Co-operative Principles.”
12. Must be committed to give generously of his/her time to attend meetings and business of the Board and Committees.

Advertisement

Nomination notices were officially advertised in the Trinidad Express Newspaper on December 10th 2025, January 17th 2026 and February 5th 2026 and at all Progressive Credit Union ProCU branches. The social media platform was also utilized, inviting the general membership to apply to serve on the Board, Credit and Supervisory Committees. Nominees were required to submit their completed application forms on or before January 30th 2026. A further extension was granted with a new deadline for submission on February 13th 2026 due to insufficient submissions on the previous deadline. On the new deadline date, a total of fourteen (14) applications were submitted.

The breakdown is as follows:-

- Board of Directors – 5
- Credit Committee – 6
- Supervisory Committee – 3

Interviews

Upon receipt of the applications, all forms were properly screened and certified as being valid to ensure compliance with the Credit Unions Bye-Laws and nomination criteria. The applicants were informed of their interview schedules via phone calls, E-Mails and letters. Face to face interviews were conducted on March 7th 2026 at the South Branch and March 14th 2026 at the Barataria branch.

The number of persons interviewed for the various positions are as follows:-

- Board of Directors - 5
- Credit Committee – 6
- Supervisory Committee – 3

Recommendations

The following candidates have been recommended for election at the upcoming 39th Annual General Meeting.

Board of Directors	Credit Committee	Supervisory Committee
Candice Haynes-Roban	Inger Crick	William Solomon
Errol Thomas	Marilyn John-Fahey	Clarence Duke
Renard Ramnath	Nicholas Stewart	Ginelle S. Cummings
Holly Francois	Racheal Austin	=====
Peterson McDavid	Anne Marie Campbell	=====
=====	Gemma Ottley	=====

Progressive Credit Union Co-operative Society Limited (ProCU) will continue in its objectives to attract deserving candidates to serve on the Board and Statutory Committees, which continues to be a challenge. The Nominating Committee, despite an extension of the deadline for submission of applicants, was unable to source a substitute for the Supervisory Committee.

Conclusion

The Nominating Committee will continue in its goal of selecting, evaluating and recommending worthy candidates to serve on Board and Statutory Committees of Progressive Credit Union Co- operative Society Limited (ProCU).

The Nominating Committee wishes to thank its members who assisted in the process of selecting, evaluating and recommending suitable candidates to serve on the Board and Statutory Committees. The Committee also takes this opportunity to thank Progressive Credit Union Co-operative Society Limited (ProCU) in expressing confidence in members of the Committee to execute this mandate. Last but not least, the Committee wishes to thank the nominees for offering themselves for election at our upcoming AGM and wish them all the best in their present and future endeavors.



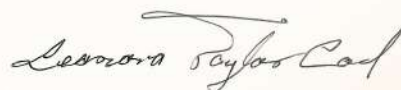
Ian Peter De Boulet
Chairperson/Director



Clinton Hendrickson
Secretary/Director



Heeralal Sookhai
Member



Lenora Taylor Cox
Member



Adeleine Gittens
Member

The background features a network diagram with nodes and connecting lines, overlaid with several large, stylized leaf-like shapes. The color gradient transitions from purple on the left to red on the right.

Nominee Profiles

Board of Directors

Profiles



RENARD RENVIE RAMNATH

Occupation: Entrepreneur

Credit Union Membership: 10 years

Credit Union Experience:

Present:

- Supervisory Committee Member
- Youth Arm Member

Past:

- Marketing and Communications Committee
- Vice President, Youth Arm

Education and Training:

- Diploma in Natural Resources Management
- Certificate in Business Studies
- Youth Leadership Programme
- Caribbean Climate Justice Conference
- Formulating the Effective Youth Arm Workshop
- Shared Services Compliance Trainin
- Online Information Systems Course
- Young Leaders of the Americas Initiative



HOLLY FRANCOIS

Occupation: Retired

Credit Union Membership: 38 years

Credit Union Experience:

Past:

- Member of the Board of Directors
- Member of the Education Committee
- Assistant Secretary of the Board of Directors
- Treasurer of the Board of Directors
- Chairperson of the Finance Committee
- Chairperson of the Nominations Committee
- Member of the Bye Laws Committee
- Member of the Properties Committee
- Member of the Delinquency Committee

Education and Training:

- Director Development Programme Certificate
- Anti-Money Laundering and Counter Financing Terrorism
- Certificate in Supply Management
- Materials Management Certificate
- Managing Warehouse Operations
- Inventory & Stores Management
- Occupational Safety & Health Administration Training
- Industrial Relations: Preparation of Evidence & Arguments
- Safety Training Course

Board of Directors

Profiles



CANDICE HAYNES-ROBAN

Place of Employment: NMTS

Occupation: Human Resource Officer II

Credit Union Membership: 21 years

Credit Union Experience:

Present:

- ☐ Chairperson of the Credit Committee

Past:

- ☐ Secretary of the Board of Directors
- ☐ Secretary of the Credit Committee
- ☐ Human Resource & Health, Safety and Security Committees
- ☐ Chairperson of the Human Resource Committee
- ☐ Assistant Secretary of the Board of Directors

Education and Training:

- ☐ BSC Human Resource Management
- ☐ Associate Degree in Human Resource Management
- ☐ Advance Certificates in Industrial Relations Management & Labour Laws
- ☐ Certificates in Budgets and Financial Reports, Entrepreneurial Development, Project Management, Contract Management, Negotiation Skills, Risk Assessment and Management, Accounting Procedures, Human Resource Labour Law, Conflict Resolution, Human Resource Management and Microsoft Office Specialist
- ☐ Anti-Money Laundering and Counter Financing of Terrorism Workshop



ERROL JOHN THOMAS

Place of Employment: Retired

Credit Union Membership: 41 years

Credit Union Experience:

Present:

- ☐ Member of the Board of Directors

Past:

- ☐ Chairperson of the Credit Committee
- ☐ Secretary of the Credit Committee, H.S.S.E & Delinquency Committee
- ☐ Member of the Supervisory Committee
- ☐ Assistant Secretary to the Board of Directors
- ☐ Member of the Credit Committee
- ☐ Member of the Education Committee
- ☐ Chairperson of the Delinquency Committee

Education and Training:

- ☐ Certificate in Credit Union Directors Professional Development Program
- ☐ Certificate in AML/CFT Workshop
- ☐ Certificate in Introduction to Occupational Health and Safety
- ☐ Delinquency Training
- ☐ Supervisory Training
- ☐ Credit Management Training
- ☐ Strategic Planning Training
- ☐ Introduction to Co-operative Studies



PETERSON MC DAVID

Occupation: SR Supply Chain Controller

Credit Union Membership: 18 years

Education and Training:

- ☐ Master Of Science in Statistics
- ☐ Bachelor Of Science, Actuarial Science (Special)

Credit Committee Profiles



RACHEAL AUSTIN

Place of Employment: NMTS
Occupation: Human Resource Officer I
Credit Union Membership: 17 years
Credit Union Experience:

Present:

- Secretary of the Credit Committee

Past:

- Secretary of the Education Committee
- Chairperson of the Supervisory Committee
- Secretary of the Credit Committee

Education and Training:

- Present Associate of Arts Degree in Security Administration & Management
- Physical Training Diploma
- School Based Law Enforcement Programme
- Certificate in Accounting & Finance
- AML/CFT/PF Workshop
- Understanding Financial Statements Workshop
- The Comprehensive Audit Plan and Officers' Responsibilities Workshop
- Certificate in Train the Trainer Course
- Crisis Management
- Certificate in Security Administration
- Introduction to Security Administration & Management
- Computer Literacy Course

MARILYN JOHN-FAHEY

Occupation: Retiree
Credit Union Membership: 29 years
Credit Union Experience:

Present:

- Member of the Credit Committee
- SERC Supervisory Committee

Past:

- Vice Chairperson of the Board of Directors
- Chairperson of Supervisory, Delinquency, Education, Social Events & SERC Supervisory Committee
- Member of Board of Directors Supervisory, Credit, Finance, Education, Delinquency, and Building Committees

Education and Training:

- Certificate in Credit Union Management
- The Supervisory Audit Function
- Delinquency & Youth Arm Mentorship Training
- Membership Development Programme- Key to Financial Freedom
- Anti-Money Laundering and Counter Terrorist Financing Training Seminar
- Domestic Writing
- Introduction to: Events Management, Human Resource Management, Supervisory Management, Industrial Relations & Occupational Safety & Health
- Plumbing Level 1
- Custodian Maintenance Training Level 2

GEMMA CHERYL OTTLEY

Occupation: Retiree
Credit Union Membership: 41 years
Credit Union Experience:

Present:

- Assistant Secretary of the Board of Directors

Past:

- Member of the Board of Directors
- Member of the Credit Committee
- Chairperson of the Credit Committee
- Secretary of the Supervisory Committee
- Chairperson of the Supervisory Committee
- Assistant Secretary of the Board of Directors
- Chairperson of the Human Resource Committee
- Member of the Health and Safety and Security Committee

Education and Training:

- Supervisory Management Training
- Anti-Money Laundering and Counter Terrorism Financial Training
- Credit Evaluation Techniques
- Small Business Development Programme
- Introduction to Security Administration & Management
- The Internal Audit Function, VIS-À-VIS Supervisory Committee Workshop
- The Audit Function for Supervisory Committees/Roles & Responsibilities of Board & Committees Workshop
- Security Supervisors Workshop

Credit Committee Profiles



ANNE MARIE CAMPBELL

- Occupation:** Retiree
Credit Union Membership: 42 years
Credit Union Experience:
- Present:**
- Chairperson of Supervisory Committee
- Past:**
- Member of Education, Credit & Supervisory Committees
 - Chairperson of the Supervisory Committee
 - Secretary of the Credit Committee
- Education and Training:**
- Internal Audit Function, Supervisory Committee
 - Audit Function for Supervisory Committees / Roles & Responsibilities of Board & Committees
 - Certificate, Anti- Money Laundering & Counter Financing of Terrorism
 - Understanding Financial Statements
 - Anti-Money Laundering Training (2022,2023 &2024)
 - Loans Assessment
 - Basic Computer Literacy

NICHOLAS STEWART

- Occupation:** Entrepreneur
Credit Union Membership: 2.5 years
Education and Training:
- Professional Masters' Forensic Accounting (Pursing)
 - Graduate Diploma, Forensic Accounting
 - Commercial Banking and Credit Analyst
 - Certificate in Customer Service
 - Candidate for Cipriani College of Labour and Co-operative Studies (Certificate in Co-operative Studies)
 - Sales & Marketing Manager, Digital Content

INGER CRICK

- Place of Employment:** NMTS
Occupation: Human Resource Assistant (Ag.)
Credit Union Membership: 20 years
Education and Training:
- BA, Human Resource Management
 - Certificate in Company Law and Industrial Relations
 - Certificate in External & Internal Auditing
 - Certificate in Payroll
 - Certificate in Supervisory Management
 - Certificate in Inventory Management
 - Microsoft Word & Excel- Level 1 & 2
 - Certificate in Peach Tree Accounting
 - Rotary Youth Leadership Awards Conference

Supervisory Committee Profiles



WILLIAM SOLOMON

Occupation: Retiree

Credit Union Membership: 42 years

Credit Union Experience:

Present:

- Credit Committee member

Past:

- Member of the Education, Supervisory, Credit & Delinquency Committees
- Chairperson of the Credit Committee

Education and Training:

- Delinquency Management
- AML/CFT
- Loan Default – Techniques to Control
- Basic Computer Literacy Course
- Operation of Wastewater and Treatment Plant Computer Literacy



CLARENCE CORBIN DUKE

Occupation: Retiree

Credit Union Membership: 41 years

Credit Union Experience:

Present:

- Member of the Credit Committee

Past:

- Member of the Education, Credit & Supervisory Committees

Education and Training:

- Training in Plumbing, Masonry and Carpentry
- Certificate in Electrical Engineering
- Construction Management
- Repairing house roofs from wood to steel



GINELLE SMALL CUMMINGS

Place of Employment: NMTS

Occupation: Acting New Business Supervisor

Credit Union Membership: 18 years

Credit Union Experience:

Present:

- Secretary of the Supervisory Committee

Past:

- Member of Supervisory & Credit Committees
- Chairperson of the Supervisory Committee
- Secretary of the Supervisory Committee

Education and Training:

- Excellent Leadership, Coaching and Mentoring Certificate
- AML/CFT/PF Workshop
- Effective Leadership Certificate
- Review in Credit Trends
- Amended Law Regulation, Internal Review and External Audit Certificate
- Events Decoration
- Resistance & Prevention
- Certificate of Participation- Community Mediation Services Division National Empowerment Programme
- Certificate in Supervisory Management
- Outstanding Community Service Award- Community Development

Board of Directors Portraits



EXECUTIVE

LEFT TO RIGHT:

Clinton Hendrickson (Vice President), Veronica Jacob (Treasurer), Ian Peter De Boulet (Secretary),
Gemma Ottley (Assistant Secretary), Erskine Abel (President)



BOARD OF DIRECTORS

1ST ROW: Stephen Fraser (Director), Veronica Jacob (Treasurer), Debra Robinson (Director), Ian Peter De Boulet (Secretary),
Noeline Mayers-Downes (Director), Gemma Ottley (Assistant Secretary), Gem Saunders- Le Maitre (Director),

2ND ROW: Clinton Hendrickson (Vice President), Errol Thomas (Director), Holly Francois (Director),
Gemma Ottley (Assistant Secretary), Erskine Abel (President)

MISSING - Michael Hernandez (Director)

Statutory Committees Portraits



CREDIT COMMITTEE.

LEFT TO RIGHT:

William Solomon, Racheal Austin, Candice Haynes-Roban, Marilyn John-Fahey, Clarence Duke



SUPERVISORY COMMITTEE.

LEFT TO RIGHT:

Renard Renvie Ramnath, Anne Marie Campbell, Ginelle Small-Cummings

Staff Portraits



NORTH STAFF.

LEFT TO RIGHT 1ST ROW:

Coreen Giles, Tiffany Taylor, Tshiann Hamid

LEFT TO RIGHT 2ND ROW:

Amelia Ganness, Victoria Jeetam, Saraswati Seepersad

Missing: Ayanna Abel-Lewis



SOUTH STAFF.

LEFT TO RIGHT 1ST ROW:

Daniella Lewis-Blackwood, Turon Nicholas, Esther Simmons, Amrita Kunjal Karim, Olesha Saroop, Keiva Brown, Alicia Smith

LEFT TO RIGHT 2ND ROW:

Asha Thomas, Darren Deokumar, Shanice Morris, Alexander Simon, Coleen Emery, ara Haywood-Baptiste

Missing: Lashawn Forde, Kiechelle Gilliard, Keston Crichlow, Pierre Sookdar

Staff Portraits



Camille Joseph-Dipnarine
(General Manager)



LEFT TO RIGHT:
T'ne Bain, Sasha-Gaye Thompson

Progressive CREDIT UNION
CO-OPERATIVE SOCIETY LIMITED

Financial Statements

Year Ended 31st December 2025



Chartered Accountants

PROGRESSIVE CREDIT UNION CO-OPERATIVE SOCIETY LIMITED
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2025

C O N T E N T S	Page
Auditors' Report	2 - 4
Statement of Management's Responsibilities	5
Statement of Financial Position	6
Statement of Comprehensive Income	7
Statement of Changes in Equity	8
Statement of Cash Flows	9
Notes to the Financial Statements	10 - 41

**INDEPENDENT AUDITORS' REPORT
TO THE MEMBERS OF
PROGRESSIVE CREDIT UNION CO-OPERATIVE SOCIETY LIMITED**

Opinion

We have audited the financial statements of Progressive Credit Union Co-Operative Society Limited which comprises the statement of financial position as at 31st December 2025, statement of comprehensive income, statement of changes in equity, statement of cash flows and receipts and payments account for the year then ended, and incorporating summary of significant accounting policies and other explanatory notes, as stated on pages 6 to 41.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Progressive Credit Union Co-Operative Society Limited as at 31st December 2025 and the results of its operations and cash flows for the year then ended, in accordance with International Financial Reporting Standards (IFRSs).

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Society in accordance with the international Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other information

Management is responsible for the other information. The other information comprises the information included in the Society's annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information; we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with IFRSs, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, management is responsible for assessing the Society's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Society or to cease operations, or have no realistic alternative but to do so. Those charged with governance are responsible for overseeing the Society's financial reporting process.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Society's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Auditors' Responsibilities for the Audit of the Financial Statements (continued)

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Society's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Society to cease to continue as a going concern.

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

The engagement partner on the audit resulting in this independent auditor's report is Mr. Rudranand Maharaj.



Maharaj Mohammed & Co.
Chartered Accountants
Trinidad & Tobago

31st March 2026

PROGRESSIVE CREDIT UNION CO-OPERATIVE SOCIETY LIMITED

STATEMENT OF MANAGEMENT'S RESPONSIBILITIES

Management is responsible for the following:

- Preparing and fairly presenting the financial statements of Progressive Credit Union Co-operative Society Limited, which comprise the statement of financial position as at 31st December, 2025, the statements of comprehensive income, changes in equity, statement of receipts and payments and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information;
- Ensuring that the Credit Union keeps proper accounting records;
- Selecting appropriate accounting policies and applying them in a consistent manner;
- Implementing, monitoring and evaluating the system of internal control that assures security of the Credit Union's assets, detection/prevention of fraud, and the achievement of Credit Union's operational efficiencies;
- Ensuring that the system of internal control operated effectively during the reporting period;
- Producing reliable financial reporting that comply with laws and regulations, including the Cooperative Societies Act; and
- Using reasonable and prudent judgement in the determination of estimates.

In preparing these audited financial statements, Management utilized the International Financial Reporting Standard, as issued by the International Accounting Standards Board and adopted by the Institute of Chartered Accountants of Trinidad and Tobago. Where International Financial Reporting Standards presented alternative accounting treatments, Management chose those considered most appropriate in the circumstances.

Nothing has come to the attention of Management to indicate that Progressive Credit Union Co-operative Society Limited will not remain a going concern for the next twelve months from the reporting date; or up to the date the accompanying financial statements have been authorized for issue, if later.

Management affirms that it has carried out its responsibilities as outlined above.



President

31st March 2026



Treasurer

31st March 2026



Chairperson
Supervisory Committee



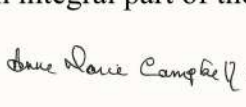
31st March 2026

PROGRESSIVE CREDIT UNION CO-OPERATIVE SOCIETY LIMITED

STATEMENT OF FINANCIAL POSITION AT 31ST DECEMBER 2025

<u>ASSETS</u>	Notes	2025	2024
		\$	\$
Current assets			
Cash and cash equivalents	4	959,360	1,156,314
Investment securities	5(a)	6,479,509	5,964,462
Accounts receivable and prepayments	6	965,517	1,112,097
Inventories	8	<u>128,706</u>	<u>142,622</u>
		<u>8,533,092</u>	<u>8,375,495</u>
Non-current assets			
Property, plant and equipment	7	8,098,335	6,501,979
Members' loans	9	106,603,682	105,189,590
Investments	5(b)	<u>4,099,251</u>	<u>6,101,276</u>
		<u>118,801,268</u>	<u>117,792,845</u>
Total Assets		<u>127,334,360</u>	<u>126,168,340</u>
<u>MEMBERS' EQUITY AND LIABILITIES</u>			
Current liabilities			
Bank advance	4	1,869,634	1,620,904
Accounts payable and accruals	10	<u>1,154,347</u>	<u>1,584,913</u>
		<u>3,023,981</u>	<u>3,205,817</u>
Non-current liabilities			
Members' shares	13	90,329,947	89,955,980
Members' deposits	12	6,876,925	7,886,326
Post employment benefit	11	<u>2,397,623</u>	<u>2,220,632</u>
		<u>99,604,495</u>	<u>100,062,938</u>
Total Liabilities		<u>102,628,476</u>	<u>103,268,755</u>
Members' equity			
Reserve fund		9,331,547	8,901,564
Education fund		218,229	169,058
Investment reserve		-	-
Retained earnings		<u>15,156,108</u>	<u>13,828,963</u>
Total members' equity		<u>24,705,884</u>	<u>22,899,585</u>
Total Members' Equity and Liabilities		<u>127,334,360</u>	<u>126,168,340</u>

The accompanying notes on pages 10 to 41 form an integral part of these financial statements.

 : President  : Treasurer  : Supervisory Chairman

PROGRESSIVE CREDIT UNION CO-OPERATIVE SOCIETY LIMITED

STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31ST DECEMBER 2025

	Note	2025 \$	2024 \$
Revenue			
Interest on loans		13,918,627	13,867,297
Investment income		563,739	558,553
Fees and other income		<u>862,108</u>	<u>1,219,580</u>
Total revenue		<u>15,344,474</u>	<u>15,645,430</u>
Expenses			
Advertising and promotions		44,439	295,231
Bank charges and interest		161,099	158,381
Credit Union League dues	14	(20,445)	50,483
Depreciation		518,859	566,691
Donations		37,133	23,705
Education and Seminars		610,313	437,232
Establishment	15	503,112	506,417
Expected credit loss provision on loans (IFRS 9)	9(b)	122,733	1,340,773
Green fund levy		45,644	51,361
Insurances	20	1,179,046	1,546,905
Interest on members' deposits		31,654	27,862
Legal and professional		478,381	343,403
Meetings	16	891,355	961,646
Miscellaneous	17	137,522	102,778
Office and stationery		546,242	500,330
Security		548,819	531,074
Staff salaries and benefits	19	4,661,512	4,350,873
Tobago	18	<u>282,457</u>	<u>281,837</u>
Total expenses		<u>10,779,875</u>	<u>12,076,982</u>
Surplus before change in fair value of equity investments securities measured at FVTPL			
		4,564,599	3,568,448
Net change in FV of equity investment securities		<u>(300,012)</u>	<u>(387,282)</u>
Net surplus		<u>4,264,587</u>	<u>3,181,166</u>

The accompanying notes on pages 10 to 41 form an integral part of these financial statements.

PROGRESSIVE CREDIT UNION CO-OPERATIVE SOCIETY LIMITED

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31ST DECEMBER 2025

	Reserve Fund	Education Fund	Investment Re-measurement Reserve	Undivided Surplus	Total Members' Fund
	\$	\$	\$	\$	\$
<i>Year ended December 31st 2025</i>					
Balance as at 1 st January 2025	8,901,564	169,058	-	13,828,963	22,899,585
Operating surplus	-	-	-	4,264,587	4,264,587
Appropriations	426,459	213,229	-	(639,688)	-
Honorarium paid	-	-	-	(130,000)	(130,000)
Entrance fees	3,524	-	-	-	3,524
Fund expenditure/ adjustments	-	(164,058)	-	-	(164,058)
Dividends and interest rebate paid	-	-	-	(2,167,754)	(2,167,754)
Balance at 31 st December 2025	<u>9,331,547</u>	<u>218,229</u>	<u>-</u>	<u>15,156,108</u>	<u>24,705,884</u>
<i>Year ended December 31st 2024</i>					
Balance as at 1 st January 2024	8,577,452	304,962	190,216	13,879,258	22,951,888
Operating surplus	-	-	-	3,181,166	3,181,166
Appropriations	318,117	159,058	-	(477,175)	-
Honorarium paid	-	-	-	(130,000)	(130,000)
Entrance fees	5,995	-	-	-	5,995
Fund expenditure/ adjustments	-	(294,962)	(190,216)	-	(485,178)
Dividends and interest rebate paid	-	-	-	(2,624,286)	(2,624,286)
Balance at 31 st December 2024	<u>8,901,564</u>	<u>169,058</u>	<u>-</u>	<u>13,828,963</u>	<u>22,899,585</u>

The accompanying notes on pages 10 to 41 form an integral part of these financial statements.

PROGRESSIVE CREDIT UNION CO-OPERATIVE SOCIETY LIMITED

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31ST DECEMBER 2025

	Note	2025 \$	2024 \$
Operating activities			
Net surplus for the year		4,564,599	3,568,448
Adjustment for non-cash items			
Depreciation of property, plant and equipment		518,859	566,691
Loss on disposal of property, plant and equipment		20,361	2,649
Net change in provision for expected credit losses		(1,370,010)	336,222
Net change in FV of equity investment securities		(300,012)	(577,382)
Change in provision for post-employment benefit		<u>176,991</u>	<u>453,280</u>
Operating income before working capital changes		3,610,788	4,349,908
Movements in working capital			
Decrease in inventories		13,916	10,939
Decrease in accounts receivable and prepayments		146,579	584,117
Decrease in payables and accruals		<u>(430,566)</u>	<u>(979,761)</u>
Net cash generated from operating activities		<u>3,340,717</u>	<u>3,965,203</u>
Investing activities			
Net change in loans to members		(44,082)	802,108
(Decrease) / increase in members' deposits		(1,009,401)	248,555
Purchase of property, plant and equipment		(2,135,577)	(91,282)
Proceeds from the sale of equipment		-	2,368
Net sale of investments		<u>1,486,979</u>	<u>1,296,854</u>
Net cash (used in) / generated from investing activities		<u>(1,702,081)</u>	<u>2,258,603</u>
Financing activities			
Dividends paid		(2,167,754)	(2,624,286)
Net change in members' shares		373,967	(1,509,861)
Education fund expenses		(164,058)	(294,962)
Honorarium paid		(130,000)	(130,000)
Membership fee		<u>3,524</u>	<u>5,995</u>
Net cash used in financing activities		<u>(2,084,321)</u>	<u>(4,553,114)</u>
Net (decrease) / increase in cash and cash equivalents		(445,685)	1,670,691
Cash at the beginning of the year		<u>(464,590)</u>	<u>(2,135,281)</u>
Cash and cash equivalents at the end of the year	6	<u>(910,275)</u>	<u>(450,566)</u>
Represented by:			
- Cash and short-term funds		959,360	381,784
- Bank overdraft		<u>(1,869,634)</u>	<u>(832,350)</u>
		<u>(910,274)</u>	<u>(450,566)</u>

The accompanying notes on pages 10 to 41 form an integral part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2025

1. Incorporation and principal activities

Progressive Credit Union Co-operative Society Limited (“the Credit Union”) was incorporated on July 1st, 1984 under the Co-operative Societies Act of Trinidad and Tobago. Its registered office is situated at 48-50 Chacon Street, San Fernando. It operates a Credit Union for the benefit of Citizens of the national community. Its objective are to promote the economic welfare of its members, encouraging the spirit and practice thrift, self-help and co-operation.

2. Significant Accounting Policies

The principal accounting policies applied to the preparation of these financial statements are set out below. These policies have been consistently applied to the years presented, with the exception of those impacted by new and amended standards and interpretations:

(a) Basis of accounting

These financial statements have been prepared in accordance with International Financial Reporting Standards (IFRSs) as issued by the International Accounting Standards Board. These financial statements were prepared under the historical cost convention, except for investment securities which have been measurement at fair value.

Functional and presentation currency

The Credit Union’s functional and presentation currency is Trinidad and Tobago dollars which is the currency that best reflects the economic substance of the underlying events and circumstances relevant to the Society.

(b) Foreign currency translation

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from translation at year end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the statement of comprehensive income

(c) Use of estimates

The preparation of financial statements in conformity with IFRSs requires the use of certain critical accounting estimates and requires management to exercise its judgment in the process of applying the Society’s accounting policies. It also requires the use of assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of income and expenditure during the reporting period. Although these estimates are based on management’s best knowledge of current events and actions, actual results may ultimately differ from those estimates.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2025

2. **Significant accounting policies (continued)**

(d) Adoption of new accounting policies

- (i) *Standards amended and interpretations which are effective and have been adopted by the Credit Union in the accounting period.*

The accounting policies adopted in the preparation of the Society's financial statements are consistent with those followed in previous financial year. There were no new standards, amendments and interpretations issued but not effective that would have an impact on the financial statements of the Credit Union.

- (ii) *New standards, amendments and interpretations issued but not effective and not early adopted.*

The following new standards, amendments and interpretations have been issued by the International Accounting Standards Board (IASB) but are not yet effective for the current financial year. The Credit Union has not early adopted these standards.

a) IFRS 18 Presentation and Disclosure in Financial Statements

- Effective date: Annual periods beginning on or after 1 January 2027.
- Summary: Introduces a new structure for the statement of profit or loss, requiring subtotals for operating, investing, and financing categories, and enhanced disclosure requirements.
- Expected impact: The Credit Union anticipates significant changes in presentation and disclosure of financial performance, but no material impact on recognition or measurement of assets and liabilities.

b) Amendments to IAS 7 Statement of Cash Flows and IFRS 7 Financial Instruments: Disclosures – Supplier Finance Arrangements

- Effective date: 1 January 2026.
- Summary: Requires enhanced disclosures about supplier finance arrangements, including terms, amounts outstanding, and liquidity risk implications.
- Expected impact: The Credit Union does not currently engage in supplier finance arrangements; therefore, no material impact is expected.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2025

2. **Significant accounting policies (continued)**

(d) Adoption of new accounting policies (continued)

(ii) *New standards, amendments and interpretations issued but not effective and not early adopted (continued)*

c) Amendments to IFRS 9 Financial Instruments

- Effective date: 1 January 2026.
- Summary: Refines criteria for classification and measurement of financial assets, particularly regarding contractual cash flow characteristics.
- Expected impact: Management is assessing the impact; preliminary review suggests limited effect on current asset classification given the Credit Union's portfolio of loans and investments.

d) Amendments to IFRS 10 Consolidated Financial Statements and IAS 28 Investments in Associates and Joint Ventures

- Effective date: Deferred indefinitely, early adoption permitted.
- Summary: Clarifies accounting treatment for sales or contributions of assets between an investor and its associate/joint venture.
- Expected impact: No immediate impact is expected, as the Credit Union does not currently hold investments in associates or joint ventures.

Management assessment:

The Credit Union has not early adopted these standards. Management continues to evaluate their potential impact. Based on current operations, no material effect on recognition or measurement is anticipated, though presentation and disclosure requirements will be enhanced in future reporting periods.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2025

2. **Significant accounting policies (continued)**

(e) **Interest income and expenses**

Interest income and expenses are recorded using the effective interest rate (EIR) method for all financial instruments measured at amortized cost and financial instruments designated at FVTPL. Interest income on financial assets measured at FVOCI under IFRS 9, are also recorded by using the EIR method. The EIR is the rate that exactly discounts estimated future cash receipts through the expected life of the financial instrument, or when appropriate, a shorter period, to the net carrying amount of the financial asset. When calculating the EIR, we estimate future cash flows considering all contractual terms of the financial instrument, but not future credit losses.

(f) **Revenue recognition**

Loan interest

Interest charged on loans to members is calculated on the outstanding balance at 1 to 1.2% per month except for Xmas Box loans which are granted at 1.5% per month. Loan interest is accounted for on the accrual basis.

Investment income

Income from investments is accounted for on the accrual basis except for dividends, which are accounted for on the cash basis or receipt.

Rental fees and other income

These are accounted for on the accrual basis

(g) **Financial instruments**

Date of recognition

Financial assets and liabilities, with the exception of loans and advances to members and balance due to members, are initially recognised on the settlement date, which is the date that an asset is delivered to or by the Society. Loans and advances to members are recognised when funds are disbursed or transferred to the members' accounts. The Society recognises balances due to members when funds are deposited with the Society.

Initial measurement of financial instruments

The classification of financial instruments at initial recognition depends on their contractual terms and the business model for managing the instruments. Financial instruments are initially recorded at their fair value except in the case of financial assets and financial liabilities recorded at FVTPL, transaction costs are added to, or subtracted from, this amount. When the fair value of financial instruments at initial recognition differs from the transaction price, the Society accounts for the Day 1 profit or loss, as described below.

2. Significant Accounting Policies (continued)

(g) Financial instruments (continued)

Day 1 profit or loss

When the transaction price of the instrument differs from the fair value at origination and the fair value is based on a valuation technique using only inputs observable in market transactions, the Society recognises the difference between the transaction price and the fair value is deferred and is only recognised in profit or loss when the inputs become observable, or when the instrument is derecognised.

Measurement categories of financial assets and liabilities

The Society classifies all of its financial assets based on the business model for managing the assets and the asset's contractual terms, measured at either:

- Amortised cost; or
- Fair value through profit or loss (FVTPL).

The Society may designate financial instruments at FVTPL, if so doing eliminates or significantly reduces measurement at amortised cost.

Financial liabilities are measured at amortised cost.

(i) Financial assets and liabilities

Loans to members and financial investments at amortised cost

The Society only measures loans and advances to members and other financial investments at amortised cost if both of the following conditions are met:

- The financial asset is held within a business model with the objective to hold financial assets in order to collect contractual cash flows.
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest (SPPI) on the principal amount outstanding.

The details of these conditions are outlined below:

2. Significant Accounting Policies (continued)

(g) Financial instruments (continued)

Business model assessment

The Society determines its business models at the level that best reflects how it manages financial assets to achieve its business objective.

The Society's business model is not assessed on an instrument-by-instrument basis, but at a higher level of aggregate portfolios and is based on observable factors such as:

- How the performance of the business model and the financial assets held within that business model are evaluated and reported to the entity's key management personnel.
- The risks that affect the performance of the business model (and the financial assets held within that business model) and, in particular, the way those risks are managed.
- The expected frequency, value and timing of sales are also important aspects of the Society's assessment.

The business model assessment is based on reasonably expected scenarios without taking 'worst case' or 'stress case' scenarios into account. If cash flows after initial recognition are realised in a way that is different from the Society's original expectations, the Society does not change the classification of the remaining financial assets held in that business model, but incorporates such information when assessing newly originated or purchased financial assets going forward.

2. Significant Accounting Policies (continued)

(g) Financial instruments (continued)

The SPPI (solely payments of principal and interest) test

As a second step of its classification process the Society assesses the contractual terms of financial assets to identify whether they meet the SPPI test.

‘Principal’ for the purpose of this test is defined as the fair value of the financial asset at initial recognition and may change over the life of the financial asset (for example, if there are repayments of principal or amortisation of the premium/discount).

The most significant elements of interest within a lending arrangement are typically the consideration for the time value of money and credit risk. To make the SPPI assessment, the Society applies judgement and considers relevant factors such as the currency in which the financial asset is denominated, and the period for which the interest rate is set.

In contrast, contractual terms that introduce a more than *de minimis* exposure to risks or volatility in the contractual cash flows that are unrelated to a basic lending arrangement do not give contractual cash flows that are solely payments of principal and interest on the amount outstanding. In such cases, the financial asset is required to be measured at FVTPL.

(ii) Financial assets and financial liabilities at fair value through profit and loss

Financial assets and financial liabilities in this category are those that are not held for trading and have been either designated by management at fair value under IFRS 9. Management only designates an instrument at FVTPL upon initial recognition when one of the following criteria are met.

Such designation is determined on an instrument-by-instrument basis:

- The designation eliminates, or significantly reduces, the inconsistent treatment that would otherwise arise from measuring the assets or liabilities or recognising gains or losses on them on a different basis, or
- The liabilities are part of the Society’s financial liabilities, which are managed and their performance evaluated on a fair value basis, in accordance with a documented risk management or investment strategy.

Financial assets and financial liabilities at FVTPL are recorded in the statement of financial position at fair value. Changes in fair value are recorded in profit or loss with the exception of movements in fair value of liabilities designated at FVTPL due to changes in the Society’s own credit risk. Such changes in fair value are recorded in the Own credit reserve through OCI and do not get recycled to the profit or loss.

2. Significant Accounting Policies (continued)

(g) Financial instruments (continued)

(ii) Financial assets and financial liabilities at FVTPL (continued)

Interest earned or incurred on instruments designated at FVTPL is accrued in interest income or interest expense, respectively, using EIR, taking into account any discount/premium and qualifying transaction costs being an integral part of instrument. Interest earned on assets mandatorily required to be measured at FVTPL is recorded using contractual interest rate as explained in **Note 2(e)**. Dividend income from equity instruments measured at FVTPL is recorded in profit or loss as other investments income when the right to the payment has been established.

(iii) Reclassification of financial assets and liabilities

The Society does not reclassify its financial assets subsequent to their initial recognition, apart from the exceptional circumstances in which the Society acquires, disposes of, or terminates a business line. Financial liabilities are never reclassified. The Society reclassified any one of its financial assets from loans and advances to debt instruments at amortised costs. No financial liabilities were reclassified.

(iv) Derecognition of financial assets and liabilities

Derecognition due to substantial modification of terms and conditions

The society derecognises a financial asset, such as a loan to a member, when the terms and conditions have been renegotiated to the extent that, substantially, it becomes a new loan, with the difference recognised as a derecognition gain or loss, to the extent that an impairment loss has not already been recorded. The newly recognised loans are classified as Stage 1 for ECL measurement purposes, unless the new loan is deemed to be purchased or originated credit impaired (POCI).

When assessing whether or not to derecognise a loan to a member, amongst others, the Society considers the following factors:

- Change in currency of the loan
- Introduction of an equity feature
- Change in counterparty
- If the modification is such that the instrument would no longer meet the SPPI criterion.

If the modification does not result in cash flows that are substantially different, the modification does not result in derecognition. Based on the change in cash flows discounted at the original EIR, the Society records a modification gain or loss, to the extent that an impairment loss has not already been recorded.

2. Significant Accounting Policies (continued)

(g) Financial instruments (continued)

(v) Derecognition other than for substantial modification

Financial assets

A financial asset (or, where applicable, a part of a financial asset) is derecognised when the rights to receive cash flows from the financial asset have expired. The Society also derecognises the financial assets if it has both transferred the financial asset and the transfer qualifies for derecognition.

The Society has transferred the financial asset if, and only if the Society has transferred its contractual rights to receive cash flows from the financial asset.

Financial liabilities

A financial liability is derecognised when the obligation under the liability is discharged, cancelled or expires. Where an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as a derecognition of the original liability and the recognition of a new liability. The difference between the carrying value of the original financial liability and the consideration paid is recognised in profit or loss.

(vi) Impairment of financial assets

Overview of the ECL principles

The Society has been recording the allowance for expected credit losses for all loans and other debt financial assets, not held at FVTPL, in this section all referred to as financial instruments. Equity instruments are not subject to impairment under IFRS 9.

The ECL allowance is based on the credit losses expected to arise over the life of the asset (the lifetime expected credit loss or LTECL), unless there has been no significant increase in credit risk since origination, in which case, the allowance is based on the twelve (12) months' expected credit loss (12mECL).

The 12mECL is the portion of LTECLs that represent the ECLs that result from default events on a financial instrument that are possible within twelve (12) months after the reporting date.

Both LTECLs and 12mECLs are calculated on either an individual basis or a collective basis, depending on the nature of the underlying portfolio of financial instruments.

2. Significant Accounting Policies (continued)

(g) Financial instruments (continued)

The Society has established a policy to perform an assessment, at the end of each reporting period, of whether a financial instrument's credit risk has increased significantly since initial recognition, by considering the change in the risk of default occurring over the remaining life of the financial instrument.

Based on the above process, the Society groups its loans into Stage 1, Stage 2 and Stage 3 as described below:

Stage 1: When loans are first recognised, the Society recognises an allowance based on 12m ECLs. Stage 1 loans also include facilities where the credit risk has improved and the loan has been reclassified from Stage 2.

Stage 2: When a loan has shown a significant increase in credit risk since origination, the Society records an allowance for the LTECLs. Stage 2 loans also include facilities, where the credit risk has improved and the loan has been reclassified from Stage 3.

Stage 3: Loans considered credit -impaired. The Society records an allowance for the LTECLs.

For financial assets for which the Society has no reasonable expectations of recovering either the entire outstanding amount, or a proportion thereof, the gross carrying amount of the financial asset is reduced. This is considered a (partial) derecognition of the financial asset.

The calculation of ECLs

The Society calculates ECLs based on profitability-weighted scenarios to measure the expected cash shortfalls, discounted at an approximation to the EIR. A cash shortfall is the difference between the cash flows that are due to an entity in accordance with the contract and the cash flows that an entity expects to receive. The mechanics of the ECL calculations are outlined below and the key elements are, as follows:

PD -The Probability of Default is an estimate of the likelihood of default over a given time horizon. A default may only happen at a certain time over the assessed period, if the facility has not been previously derecognised and is still in the portfolio.

EAD – The Exposure at Default is an estimation of the exposure at a future default date, taking into account expected changes in the exposure after the reporting date, including repayments of principal and interest, whether scheduled by contract or otherwise, expected drawdowns on committed facilities, and accrued interest from missed payments.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2025

2. Significant Accounting Policies (continued)

(g) Financial instruments (continued)

The calculation of ECLs (continued)

LGD – The loss Given Default is an estimate of the loss arising in the case where a default occurs at a given time. It is based on the difference between the contractual cash flows due and those that the lender would expect to receive, including from the realisation of any collateral. It is usually expressed as a percentage of the EAD.

The maximum period for which the credit losses are determined is the contractual life of a financial instrument unless the Society has the legal right to call it earlier.

The mechanics of the ECL method are summarised below:

Stage 1: The 12mECL is calculated as the portion of LTECLs that represent the ECLs that result from default events on a financial instrument that are possibly within the twelve (12) months after the reporting date. The Society calculates the 12m ECL allowance based on the expectation of a default occurring in the twelve (12) months following the reporting date. These expected twelve (12) months default probabilities are applied to a forecast EAD and multiplied by the expected LGD and discounted by an approximation to the original EIR.

Stage 2: When a loan has shown a significant increase in credit risk since origination, the Society records an allowance for the LTECLs. The mechanics are similar to those explained above, but PDs and LGDs are estimated over the lifetime of the instrument. The expected cash shortfalls are discounted by an approximation to the original EIR.

Stage 3: For loans considered credit-impaired, the Society recognises the lifetime expected credit losses for these loans. The method is similar to that for Stage 2 assets, with the PD set at 100%.

Forward looking information

In its ECL models, the Society relies on a broad range of forward-looking information as economic inputs, such as:

- GDP growth
- Consumer price index and inflation
- Interest prices
- Gas prices
- Unemployment rate

The inputs and models used for calculating ECLs may not always capture all characteristics of the market at the date of the financial statements. To reflect this, qualitative adjustments or overlays are occasionally made as temporary adjustments when such differences are significantly material.

2. Significant Accounting Policies (continued)

(g) Financial instruments (continued)

Collateral valuation

To mitigate its credit risks on financial assets, the Society seeks to use collateral, where possible. The collateral comes in various form, such as cash, securities, letters of credit/guarantees, real estate and other non-financial assets. Collateral, unless repossessed, is not recorded on the Society's statement of financial position. However, the fair value of collateral affects the calculation of ECLs. It is generally assessed, at a minimum, at inception and re-assessed on a quarterly basis.

The Society's credit risk management policies include requirements relating to collateral valuation and management, including verification requirements and legal certainty. Valuations are updated periodically depending upon the nature of the collateral. Management monitors the market value of collateral and requests additional collateral in accordance with the underlying agreement during its periodic review of loan accounts in arrears. Policies are in place to monitor the existence of undesirable concentration in the collateral supporting the Society's credit exposure.

Collateral repossessed

In its normal course of business, the Society does not physically repossess properties or other assets in its loan portfolio, but engages external agents to recover funds. The Credit Union generally handles all auction, to settle outstanding debt. Any surplus funds are returned to the members/obligors. As a result of this practice, the residential properties under legal possession processes are not recorded on the statement of financial position.

Write-offs

Financial assets are written off either partially or in their entirety only when the Society has stopped pursuing the recovery. If the amount to be written off is greater than the accumulated loss and allowance, the difference is first treated as an addition to the allowance that is then applied against the gross carrying amount. Any subsequent recoveries are credited to credit loss expense.

Offsetting financial instruments

Financial assets and liabilities are offset and the net amount reported in the statement of financial position when there is a legally enforceable right to offset the recognised amount and there is an intention to settle on a net basis, or realise the asset and settle the liability simultaneously.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2025

2. Significant Accounting Policies (continued)

(h) Property, plant and equipment

Property, plant and equipment are initially recognised at cost and subsequently carried at cost less accumulated depreciation and any impairment losses.

Freehold land is not depreciated. Depreciation on other items of property, plant and equipment is calculated using the straight-line method to allocate their depreciable amounts over their estimated useful lives as follows:

Building	1 - 25 years
Furniture, fixtures and fittings	12 years
Equipment	5 – 8 years
Motor vehicle	5 years

The residual values, estimated useful lives and depreciation method of property, plant and equipment are reviewed, and adjusted as appropriate, at each balance sheet date. The effects of any revision are recognised in profit or loss when the changes arise. On disposal of an item of property, plant and equipment, the difference between the disposal proceeds and its' carrying amount is recognised in profit or loss.

In the prior periods depreciation was provided on a reducing balance basis at varying rates to write-off the cost of the assets over their estimated useful lives.

(i) Inventories

Inventories are valued at the lower of cost and net realizable value and represents the goods held for resale. Cost is determined using the first in, first out (FIFO) method. Net realisable value is the estimated selling price in the ordinary course of business less the direct selling expenses. At each reporting date, inventories are assessed for impairment. If inventory is impaired, the carrying amount is reduced to its selling price less cost to sell, and the impairment loss is recognised immediately in profit or loss.

(j) Borrowing costs

Short term loan is recognised initially at fair value, net of transaction costs incurred and are subsequently stated at amortized cost. Any difference between the proceeds (net of transaction costs) and the redemption of the value is recognised in the statement of comprehensive income over the period of borrowings using the effective interest method. Loan fees are amortised over the term of the loan.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2025

2. Significant Accounting Policies (continued)

(k) Cash and cash equivalents.

Cash and cash equivalents comprise cash on hand and bank balances that are readily convertible to known amounts of cash which are subject to insignificant risk of change in value.

(l) Accounts receivable

Trade receivables are measured at cost. Appropriate allowances for estimated irrecoverable amounts are recognised in the statement of comprehensive income when there is objective evidence that the asset is impaired.

(m) Accounts payable

Accounts payable are obligations on the basis of normal credit terms and do not bear interest. Payables and accruals are carried at cost which is the fair value of the consideration to be paid in the future for the services rendered,

(n) Taxation

The Credit Union is subject to Green Fund Levy based on the stipulated rate for the respective year. The profits arising from the Society are exempt from Income Tax as per the Co-operative Societies Act Chapter 81:03 sections 76-77.

(o) Dividends payable to members

Dividends are computed on the basis of the average value of shares held throughout the year, the average being determined on the basis of the value of the shares held at the end of each day.

(p) Loans to members

Loans and advances granted to members by the Credit Union are stated at principal amounts outstanding net of allowances for loan losses.

A loan is classified as non-accrual when principal or interest is past due, or when in the opinion of management, there is reasonable doubt as to the ultimate collectability of principal or interest. Non-accrual loans may revert to performing status when all payments become fully current or when management has determined there is no reasonable doubt of ultimate collectability.

Loan balances considered as doubtful and or uncollectable are written off to the statement of comprehensive income even though collections efforts continue. The Credit Union maintains a loan loss provision, is calculated in line with IFRS 9. The provision for the year, less recoveries of amounts previously written off and the reversal of provisions no longer required, is disclosed in the statement of comprehensive income.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2025

2. Significant Accounting Policies (continued)

(q) Education fund

In accordance with Bye Law 25(b) of the Credit Union, an amount of not less than five percent (5%) of the net surplus for the year, after making provision to the Reserve Fund, may be credited to the Education Fund. This fund is to be used for education purposes.

(r) Members' deposits

A member may deposit money into his account in the Credit Union subject to the terms and conditions specified by the Board.

(i) Members' savings deposits

Members' savings deposits are stated at their current balance.

(ii) Members' fixed deposits

Members' fixed deposits are stated at their current balance. Interest on members fixed deposits is calculated generally at rates between 1% and 2.5%. These are computed on the accrual basis.

(s) Members' shares

The capital of the Society consists of an unlimited number of shares of \$5.00 each. In accordance with International Financial Reporting Interpretation Committee IFRIC-2, redeemable shares have been treated as liabilities.

(t) Comparative

Where necessary, comparative figures have been adjusted to take account of the changes in presentation in the current year.

(u) Provisions

Provisions are recognised when the society has a present legal or constructive obligation as a result of past events. It is more likely than not that an outflow of resources will be required to settle the obligation and the amount has been reliably estimated.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the statement of financial position date, taking into account the risks and uncertainties surrounding the obligation. Where a provision is measured using the cash flows estimated to settle the present obligation, its carrying amount is the present value of those cash flows.

2. Significant Accounting Policies (continued)

(v) Leases

The Society accounts for a contract or a portion of a contract, as a lease when it conveys the right to use an asset for a period of time in exchange for consideration. Leases are those contracts that satisfy the following criteria:

- There is an identified asset;
- The Society obtains substantially all the economic benefits from the use of the asset; and
- The society has the right to direct use of the assets

The Society considers whether the supplier has substantive substitution rights. If the supplier does have those rights, the contract is not identified as giving rise to a lease. In determining whether the Society obtains substantially all economic benefits from the use of the asset, the Society considers only the economic benefits that arise use if the asset, not those incidentals to legal ownership or other potential benefits.

In determining whether the Society has the right to direct use of the asset, the Society considers whether it directs how and for what purpose the asset is used throughout the period of use. If there are no significant decisions to be made because they are pre-determined due to the nature of the asset, the Society considers whether it was involved in the design of the asset in a way that predetermines how and for what purpose the asset will be used throughout the period of use. If the contract or portion of a contract does not satisfy these criteria, the Society applies other applicable IFRSs rather than IFRS 16.

All leases are accounted for by recognising a right-of-use asset and a lease liability except for:

- Leases of low-value assets; and
- Leases with a duration of twelve (12) months or less.

(w) Employee benefits / pension obligations

The Credit Union operates a defined contribution plan and pays contributions to administered pension insurance plans. The Credit Union has no further payment obligations once the contributions have been paid. The contributions are recognized as employee benefit expense when they are due. Prepaid contributions are recognized as an asset to the extent that a cash refund or reduction in the future payments is available

2. Significant Accounting Policies (continued)

(x) Significant accounting judgements and estimates

The preparation of financial statements in conformity with IFRS requires management to make certain significant estimates and judgements that affect amounts reported on financial statements and accompanying notes. Actual results could differ from these estimates.

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. Other disclosures relating to the Society's exposure to risks and uncertainties includes:

- Capital risk management
- Financial risk management and policies
- Sensitivity analysis disclosures

The estimates and judgements that have a significant risk of causing material adjustments to the carrying amounts of assets and liabilities within the next financial year are discussed below:

i) Fair value measurement

'Fair value' is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date in the principal or, in its absence, the most advantageous market to which the Society has access at that date. The fair value of a liability reflects its non-performance risk.

When one is available, the Society measures the fair value of an instrument using the quoted price in an active market for that instrument. A market is regarded as 'active' if transactions for the asset or liability take place with sufficient frequency and volume to provide pricing information on an ongoing basis.

If there is no quoted price in an active market, then the Society uses valuation techniques that maximises the use of relevant observable inputs and minimise the use of unobservable inputs. The chosen valuation technique incorporates all the factors that market participants would take into account in pricing a transaction.

2. Significant Accounting Policies (continued)

(y) Significant accounting judgements and estimates (continued)

The best evidence of the fair value of a financial instrument on initial recognition is normally the transaction price – i.e., the fair value of the consideration given or received. If the Society determines that the fair value on initial recognition differs from the transaction price and the fair value is evidenced neither by a quoted price in an active market for an identical asset or liability nor based on a valuation technique for which any unobservable inputs are judged to be insignificant in relation to the measurement, then the financial instrument is initially measured at fair value, adjusted to defer the difference between the fair value on initial recognition and the transaction price. Subsequently, that difference is recognised in profit or loss on an appropriate basis over the life of the instrument but no later than when the valuation is wholly supported by observable market data or the transaction is closed out.

If an asset or a liability measured at fair value has a bid price and an ask price, then the Society measures assets and long positions at a bid price and liabilities and short positions at an ask price.

The Society recognises transfers between levels of the fair value hierarchy as of the end of the reporting period during which the change has occurred.

ii) Impairment losses in financial assets

The measurement of impairment losses under IFRS 9 across all categories of financial assets requires judgement, in particular, the estimation of the amount and timing of future cash flows and collateral values when determining impairment losses and the assessment of a significant increase in credit risk. These estimates are driven by a number of factors, changes in which can result in different levels of allowances,

The Society's Expected Credit Loss (ECL) calculations are outputs of complex models with a number of underlying assumptions regarding the choice of variable inputs and their interdependencies. Elements of the ECL models that are considered accounting judgements and estimates include:

- The segmentation of financial assets when their ECL is assessed on a collective basis.
- Development of ECL models, including the various formulas and the choice of inputs.
- Determination of associations between macroeconomic scenarios and, economic inputs, such as unemployment levels and collateral values, and the effect on PDs, EADs, and LGDs.
- Selection of forward-looking macroeconomic scenarios and their probability weightings, to derive the economic inputs into ECL models.

It has been the Society's policy to regularly review its models in context of actual loss experience and adjust when necessary.

PROGRESSIVE CREDIT UNION CO-OPERATIVE SOCIETY LIMITED

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2025

3. Financial Risk Management

Financial risk factors

The Society's activities are primarily related to the use of financial instruments. The Society accepts funds from members and earns interest by investing in various types financial instruments and on lending to members at higher interest rates

(a) Financial instruments

The following table summarises the carrying amount and fair values of the Society's financial assets and liabilities

	2025	
	<i>Carrying Value</i>	<i>Fair Value</i>
	\$	\$
<i>Financial Assets</i>		
Cash and short-term funds	959,360	959,360
Investment securities	6,477,455	6,477,455
Loan interest receivable	423,445	423,446
Loans to members	106,603,682	106,603,682
<i>Financial Liabilities</i>		
Bank advances	1,869,634	832,349
Members' deposits	6,876,925	8,188,207
Interest payable	21,481	12,243
Members shares	90,329,947	91,231,983
	2024	
	<i>Carrying Value</i>	<i>Fair Value</i>
	\$	\$
<i>Financial Assets</i>		
Cash and short-term funds	1,156,314	1,156,314
Investment securities	5,964,462	5,964,462
Loan interest receivable	564,238	568,693
Loans to members	106,327,920	105,189,590
<i>Financial Liabilities</i>		
Bank advances	2,970,292	832,349
Members' deposits	7,886,326	8,188,207
Interest payable	18,295	12,243
Members shares	89,955,979	91,231,983

The society is exposed to interest rate risk, credit risk, liquidity risk, currency risk, operational risk, compliance risk and reputation risk arising from the financial instruments that it holds. The risk management policies employed by the society to manage these risks are discussed below:

PROGRESSIVE CREDIT UNION CO-OPERATIVE SOCIETY LIMITED

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2025

3. Financial Risk Management (continued)

Financial risk factors (continued)

(b) Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Society is exposed to interest rate risk through the effect of fluctuations in the prevailing levels of interest rates on interest bearing financial assets and liabilities, including investments in bonds, loans, customer deposits and other funding instruments. The exposure is managed through the matching of funding products with financial services and monitoring market conditions and yields.

The Society's exposure to interest rate risk is summarised in the table below, which analyses assets and liabilities at its carrying amounts categorised according to its maturity dates:

		2025					
	Effective Rate	Up to 1 year	1 to 5 years	Over 5 years	Non Interest Bearing	Total	
		\$	\$	\$	\$	\$	
Financial assets							
Cash and cash equivalent	0.05%	-	-	-	959,360	959,360	
Investments	6.50%	6,479,509	1,010,495	3,063,756	25,000	10,578,760	
Loans to members	12.00%	3,186,015	55,234,113	48,183,554	-	106,603,682	
Financial Liabilities							
Bank advances	10.50%	1,869,634	-	-	-	1,869,634	
Members' deposits	2.00%	5,541,194	1,335,731	-	-	6,876,925	
Members' shares	3.00%	90,329,947	-	-	-	90,329,947	
		2024					
	Effective Rate	Up to 1 year	1 to 5 years	Over 5 years	Non Interest Bearing	Total	
		\$	\$	\$	\$	\$	
Financial assets							
Cash and cash equivalent	0.05%	-	-	-	1,156,314	1,156,314	
Investments	6.50%	5,964,463	1,992,000	4,084,276	25,000	12,065,739	
Loans to members	12.00%	3,654,800	97,393,876	4,140,914	-	105,189,590	
Financial Liabilities							
Bank advances	10.50%	1,620,904	-	-	-	1,620,904	
Members' deposits	2.00%	6,748,464	1,137,862	-	-	7,886,326	
Members' shares	3.00%	89,955,979	-	-	-	89,955,979	

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2025

3. Financial Risk Management (continued)

(c) Credit risk

Credit risk arises when a failure by counter parties to discharge their obligations could reduce the amount of future cash inflows from financial assets on hand at the Statement of Financial Position date. The Credit Union relies heavily on a written Loan Policy Manual, which sets out in detail the current policies governing the lending function and provides a comprehensive framework for prudent risk management of the credit function. Adherence to these guidelines is expected to communicate the Credit Union's lending philosophy; provide policy guidelines to team members involve in lending; establish minimum standards for credit analysis, documentation, decision making and post-disbursement administration; as well as create the foundation for a sound credit portfolio.

The Credit Union's loan portfolio is managed and consistently monitored by the Credit Committee and is adequately secured by collateral and where necessary, provisions have been established for potential credit losses on delinquent accounts. Cash balances are held with high credit quality financial institutions and the Credit Union has policies to limit the amount of exposure to any single financial institution.

(d) Liquidity risk

Liquidity risk is the risk that arises when the maturity dates of assets and liabilities do not match. An unmatched position potentially enhances profitability, but can also increase the risk of losses. The Credit Union has procedures with the object of minimising such losses such as maintaining sufficient cash and other highly liquid current assets and by having available an adequate amount of committed credit facilities. The Credit Union is able to make daily calls on its available cash resources to settle financial and other liabilities.

i) Risk management

The matching and controlled mismatching of the maturities and interest rates of assets and liabilities are fundamental to the management of the Society. The Society employs various asset/liability techniques to manage liquidity gaps. Liquidity gaps are mitigated by the marketable nature of a substantial segment of the Society's assets as well as generating sufficient cash from new and renewed members' deposits and shares. To manage and reduce liquidity risk the Society's management actively seeks to match cash inflows with liability requirements.

ii) Liquidity gap

The Society's exposure to liquidity risk is summarised in the table below which analyses assets and liabilities based on the remaining period from the reporting date to the contractual maturity date.

PROGRESSIVE CREDIT UNION CO-OPERATIVE SOCIETY LIMITED

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2025

3. Financial Risk Management (continued)

(d) Liquidity risk (continued)

	2025			Total
	Up to 1 year	1 to 5 years	Over 5 years	
Financial Assets	\$	\$	\$	\$
Cash and cash equivalent	959,360	-	-	959,360
Investments	6,479,509	1,010,495	3,088,756	10,578,760
Interest receivable	423,445	-	-	423,445
Investment interest receivable	51,688	-	-	51,688
Loans to members	<u>3,186,015</u>	<u>55,234,113</u>	<u>46,833,554</u>	<u>105,253,682</u>
	<u>11,100,017</u>	<u>56,244,608</u>	<u>49,922,310</u>	<u>117,266,935</u>
Financial Liabilities				
Bank advances	1,869,634	-	-	1,869,634
Members' deposits	5,541,194	1,335,731	-	6,876,925
Interest payable	21,481	-	-	21,481
Members' shares	<u>90,329,947</u>	<u>-</u>	<u>-</u>	<u>90,329,947</u>
	<u>97,762,256</u>	<u>1,335,731</u>	<u>-</u>	<u>99,097,987</u>
Net liquidity gap	<u>(86,662,239)</u>	<u>54,908,877</u>	<u>49,922,310</u>	<u>18,168,948</u>

	2024			Total
	Up to 1 year	1 to 5 years	Over 5 years	
Financial Assets	\$	\$	\$	\$
Cash and cash equivalent	1,156,314	-	-	1,156,314
Investments	5,964,463	1,992,000	4,109,276	12,065,739
Interest receivable	568,693	-	-	568,693
Investment interest receivable	82,791	-	-	82,791
Loans to members	<u>3,654,800</u>	<u>97,393,876</u>	<u>4,140,194</u>	<u>105,188,870</u>
	<u>11,427,061</u>	<u>99,385,876</u>	<u>8,249,470</u>	<u>119,062,407</u>
Financial Liabilities				
Bank advances	1,620,904	-	-	1,620,904
Members' deposits	6,748,464	1,137,862	-	7,886,326
Interest payable	17,108	-	-	17,108
Members' shares	<u>89,955,979</u>	<u>-</u>	<u>-</u>	<u>89,955,979</u>
	<u>98,343,642</u>	<u>1,137,862</u>	<u>-</u>	<u>99,480,317</u>
Net liquidity gap	<u>(86,915,349)</u>	<u>98,248,014</u>	<u>8,249,470</u>	<u>19,582,090</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2025

3. Financial Risk Management (continued)

(e) Reputation risk

The risk of loss of reputation arising from the negative publicity relating to the Credit Union's operations (whether true or false) may result in a reduction of its clientele, reduction in revenue and legal cases against the Society. The Credit Union engages in public social endeavours to engender trust and minimise this risk.

(f) Compliance risk

Compliance risk is the risk of financial loss, including fines and other penalties, which arise from non-compliance with laws and regulations of the state. The risk is limited to a significant extent due to the supervision applied by the Commissioner for Co-operative Development, as well as by the monitoring controls applied by the Credit Union.

(g) Capital risk management

The Credit Union's objectives when managing capital are to safeguard the Credit Union's ability to continue as a going concern in order to provide returns for shareholders and benefits for other stakeholders and to maintain an optimal capital structure to reduce the cost of capital.

(h) Currency risk

Currency risk is the risk that the value of financial instruments will fluctuate due to changes in foreign exchange rates. Currency risk arises when future commercial transactions and recognised assets and liabilities are denominated in a currency that is not the Credit Union's measurement currency. The Credit Union is exposed to foreign exchange risk arising from various currency exposures primarily with respect to the United States Dollar. The Society's management monitors the exchange rate fluctuations on a continuous basis and acts accordingly.

4. Cash and cash equivalents

Cash and cash equivalents consist of cash-on-hand and balances with banks. Cash and cash equivalents included in the statement of cash flows comprise the following statement of financial position amounts.

	2025	2024
	\$	\$
Cash on hand	930,583	1,153,912
Cash at bank	<u>28,777</u>	<u>2,402</u>
	959,360	1,156,314
Bank advance	<u>(1,869,634)</u>	<u>(1,620,904)</u>
	<u>(910,274)</u>	<u>(464,950)</u>

The Credit Union maintains a bank overdraft facility of \$3,000,000 which bears interest at rate of 9.25% (Commercial Prime).

PROGRESSIVE CREDIT UNION CO-OPERATIVE SOCIETY LIMITED

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2025

5. Investment securities

(a) Equity investment securities measured at FVPL:	2025	2024
	\$	\$
JamaicaMoneyMarket Brokers – 120,000 shares	91,200	128,400
Royal Bank of Canada – 265 shares	307,862	216,141
Guardian Holdings Limited – 3,000 shares	44,460	44,850
Republic bank Limited – 2,000 shares	207,180	226,620
Grace Kennedy and Company Ltd – 18,000 shares	-	66,600
Sagikor Financial Company Ltd – 2,303 shares	111,056	70,673
First Citizens Bank Limited – 54,436 shares	1,853,001	2,204,658
Trinidad and Tobago NGL limited – 10,948 shares	28,903	52,222
Guardian Asset Management Fund	194,660	95,851
Units		
Trinidad and Tobago Unit Trust Corporation;		
- 1 st Scheme	20,851	20,687
- 2 nd Scheme	3,587,459	2,334,658
- US\$ Income Fund	32,877	31,714
- Calypso Macro Index Fund	-	471,388
	<u>6,479,509</u>	<u>5,964,462</u>
(b) Debt investment securities measured at amortised cost:	2025	2024
	\$	\$
Central Finance Facility Co-operative Society Of Trinidad and Tobago Ltd	25,000	25,000
Government of the Republic of Trinidad and Tobago - Fixed Rate Bond 2025	-	1,992,000
National Insurance Property Development Co. Ltd - Fixed Rate Bond 2032	1,015,006	1,016,937
Government of the Republic of Trinidad and Tobago	2,048,750	2,054,605
Government of the Republic of Trinidad and Tobago - Fixed Rate Bond 2030	<u>1,010,495</u>	<u>1,012,734</u>
	<u>4,099,251</u>	<u>6,101,276</u>
6. Accounts receivable and prepayments	2025	2024
	\$	\$
Interest receivable	51,688	83,198
Loan interest	423,446	1,297,896
Sundry receivables	<u>490,383</u>	<u>315,120</u>
	<u>965,517</u>	<u>1,696,214</u>

PROGRESSIVE CREDIT UNION CO-OPERATIVE SOCIETY LIMITED

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2025

7. Property, plant and equipment

31st December 2025	Freehold Property	Buildings	Furniture, Fixture and Fittings	Equipment	Motor Vehicle	Total
<i>Cost / Valuation</i>	\$	\$	\$	\$	\$	\$
Balance January 1, 2025	1,516,427	5,050,500	689,709	3,282,907	178,850	10,718,393
Additions	2,004,500	19,493	8,719	102,865	-	2,135,577
Disposal	-	-	(14,348)	(576,285)	-	(590,633)
Balance December 31, 2025	<u>3,520,927</u>	<u>5,069,993</u>	<u>684,080</u>	<u>2,809,487</u>	<u>178,850</u>	<u>12,263,337</u>
<i>Accumulated Depreciation</i>						
Balance January 1, 2025	-	1,574,984	560,860	1,912,111	168,459	4,216,415
Charge for the year	-	113,455	68,454	331,755	5,196	518,860
Disposal	-	-	(12,520)	(557,752)	-	(570,272)
Balance December 31, 2025	-	<u>1,688,439</u>	<u>616,794</u>	<u>1,686,114</u>	<u>173,655</u>	<u>4,165,002</u>
Net book value 2025	<u>3,520,927</u>	<u>3,381,554</u>	<u>67,286</u>	<u>1,123,373</u>	<u>5,195</u>	<u>8,098,335</u>
31st December 2024	Freehold Property	Buildings	Furniture, Fixture and Fittings	Equipment	Motor Vehicle	Total
<i>Cost / Valuation</i>	\$	\$	\$	\$	\$	\$
Balance January 1, 2024	1,516,427	5,026,529	683,185	3,242,315	178,850	10,647,306
Additions	-	23,971	6,524	60,787	-	91,282
Disposal	-	-	-	(20,195)	-	(20,195)
Balance December 31, 2024	<u>1,516,427</u>	<u>5,050,500</u>	<u>689,709</u>	<u>3,282,907</u>	<u>178,850</u>	<u>10,718,393</u>
<i>Accumulated Depreciation</i>						
Balance January 1, 2024	-	1,462,355	467,887	1,571,397	163,263	3,664,902
Charge for the year	-	112,629	92,997	359,663	5,196	570,485
Adjustments	-	-	(24)	(3,771)	-	(3,795)
Disposal	-	-	-	(15,178)	-	(15,178)
Balance December 31, 2024	-	<u>1,574,984</u>	<u>560,860</u>	<u>1,912,111</u>	<u>168,459</u>	<u>4,216,414</u>
Net book value 2024	<u>1,516,427</u>	<u>3,475,516</u>	<u>128,849</u>	<u>1,370,796</u>	<u>10,391</u>	<u>6,501,979</u>

PROGRESSIVE CREDIT UNION CO-OPERATIVE SOCIETY LIMITED

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2025

8. Inventories	2025	2024
	\$	\$
Appliance Centre	<u>128,706</u>	<u>142,622</u>

The Credit Union's inventory consists of house-hold appliances, furniture, kitchen equipment and electronics. Inventory is carried in the books at cost.

9. Loans to members

Loans to members are stated at principal amounts outstanding net of expected credit losses. The expected credit losses are based on the Boards evaluation of the loan portfolio under current economic conditions and past loan loss experience

(a) Credit concentration	2025	2024
	\$	\$
Consumer	1,666	6,495
Xmas	1,189,739	947,172
Ordinary	99,612,207	99,949,232
Mortgage	3,247,678	2,700,623
Education	7,834	31,122
Vehicle	884,095	332,890
Charged Off Loans	<u>8,720,342</u>	<u>9,651,945</u>
Gross Loans	113,663,561	113,619,479
Less: Expected credit loss provision	<u>(7,059,879)</u>	<u>(8,429,889)</u>
Total loans net of expected credit loss provision	<u>106,603,682</u>	<u>105,189,590</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2025

9. Loans to members (continued)

(b) Analysis of movement in expected credit loss

Loans to members are stated at principal outstanding net of a provision for loan losses. Management applied the loan loss provisions along the guidelines of IFRS 9.

<i>Expected credit loss provision</i>	2025	2024
	\$	\$
Opening balance as at 1 st January	8,429,889	8,093,667
Expected credit loss	122,733	1,340,773
Loans written off	<u>(1,492,743)</u>	<u>(1,004,551)</u>
Closing balance as at 31 st December	<u>7,059,879</u>	<u>8,429,889</u>

The table below shows the staging of loans to members and the related expected credit losses:

December 2025	Stage 1	Stage 2	Stage 3	
	0-30 days	31-90 days	> 90 days	Sum total
	in arrears	in arrears	in arrears	
Principal loans	77,671,545	22,569,470	13,422,546	113,663,561
Expected credit losses	<u>(439,471)</u>	<u>(80,260)</u>	<u>(6,540,148)</u>	<u>(7,059,879)</u>
	<u>77,232,074</u>	<u>22,489,210</u>	<u>6,882,398</u>	<u>106,603,682</u>
December 2024	Stage 1	Stage 2	Stage 3	
	0-30 days	31-90 days	> 90 days	Sum total
	in arrears	in arrears	in arrears	
Principal loans	93,007,499	6,656,449	13,955,531	113,619,479
Expected credit losses	<u>(1,179,022)</u>	<u>(56,333)</u>	<u>(7,194,534)</u>	<u>(8,429,889)</u>
	<u>91,828,477</u>	<u>6,600,116</u>	<u>6,760,997</u>	<u>105,189,590</u>

PROGRESSIVE CREDIT UNION CO-OPERATIVE SOCIETY LIMITED

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2025

10. Accounts payable and accruals	2025	2024
	\$	\$
Interest payable	21,481	18,295
Sundry payables and accruals	<u>1,132,866</u>	<u>1,566,618</u>
	<u>1,154,347</u>	<u>1,584,913</u>

11. Post-employment benefit	2025	2024
	\$	\$
Severance provision	<u>2,397,623</u>	<u>2,220,632</u>

The Credit Union has an obligation to employees, whereby post-employment benefits are payable, based on certain criteria to employees, dependent on the years of continuous service attained and their basic pay. These benefits which may fall due more than 12 months after the statement of financial position date are discounted to the present value.

At 31st December 2025 liability of \$2,397,632 has been accrued on in these financial statements. The company has the ability to pay whenever the obligation arises.

12. Members' deposits	2025	2024
	\$	\$
Demand deposits	4,404,857	4,788,640
Fixed deposits	1,335,731	1,137,862
Protector plan	735,033	1,546,438
Other	<u>401,304</u>	<u>413,386</u>
	<u>6,876,925</u>	<u>7,886,326</u>

13. Members' shares

In accordance with existing IFRSs and given the substance and the nature of Members' shares, this balance is accounted for as a liability and not as equity of the Credit Union. The Credit Union Bye Laws allow for the issue of shares at \$5.00 each. No member may hold at any time more than one fifth (1/5) of the total paid up share capital of the Credit Union.

	2025	2024
	\$	\$
Shares at year end	90,329,878	89,954,914
Unclaimed shares	<u>69</u>	<u>1,066</u>
	<u>90,329,947</u>	<u>89,955,980</u>

PROGRESSIVE CREDIT UNION CO-OPERATIVE SOCIETY LIMITED

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2025

14. Credit Union League Dues	2025	2024
	\$	\$
Credit Union league dues	45,140	45,140
Stabilization fund	<u>(65,585)</u>	<u>5,343</u>
	<u>(20,445)</u>	<u>50,483</u>
15. Establishment	2025	2024
	\$	\$
Rent, rates and taxes	13,511	12,853
Repairs and maintenance	136,818	139,486
Utilities	<u>352,783</u>	<u>354,078</u>
	<u>503,112</u>	<u>506,417</u>
16. Meetings	2025	2024
	\$	\$
Annual general	181,566	202,072
Board of Directors	462,444	516,862
Other committees	148,400	159,400
Subsistence	<u>98,945</u>	<u>83,312</u>
	<u>891,355</u>	<u>961,646</u>
17. Miscellaneous	2025	2024
	\$	\$
Cleaning	53,296	45,601
General	18,427	15,684
Loss on disposal of property, plant and equipment	20,361	2,649
Motor vehicle	<u>45,438</u>	<u>38,844</u>
	<u>137,522</u>	<u>102,778</u>
18. Tobago	2025	2024
	\$	\$
Office	16,336	18,355
Rent	67,095	67,095
Repairs and maintenance	12,543	5,617
Security	122,185	105,912
Travel, subsistence	55,184	76,093
Utilities	<u>9,114</u>	<u>8,765</u>
	<u>282,457</u>	<u>281,837</u>

PROGRESSIVE CREDIT UNION CO-OPERATIVE SOCIETY LIMITED

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2025

19. Staff salaries and benefits	2025	2024
	\$	\$
Back pay	-	385,343
Severances	221,750	(31,515)
NIS	283,695	263,139
Pensions	58,944	47,544
Provision for vacation	54,310	13,298
Salaries	3,690,934	3,340,232
Staff group health	108,813	91,175
Staff welfare and travelling	121,836	109,101
Training	82,030	104,231
Uniforms	<u>39,200</u>	<u>28,325</u>
	<u>4,661,512</u>	<u>4,350,873</u>

20. Insurances	2025	2024
	\$	\$
CUNA	1,080,000	1,455,917
Other	<u>99,046</u>	<u>90,988</u>
	<u>1,179,046</u>	<u>1,546,905</u>

21. Dividends

Dividends are recommended by the Board of Directors and are subject to confirmation by the members at the Annual General Meeting. The dividend is computed on the basis of the average number of shares in issue throughout the year, the average being determined on the basis of the number of shares in issue at the end of each month.

The Board of Directors has proposed a dividend of 3% of the average value of members' shares in issue throughout the year, for the year ended December 31, 2025. This dividend amounting to \$2,733,509 (projected) and rebate of 2.5% amounting to \$304,362 (projected), (2024: \$2,167,754), is not recorded as a liability in the Statement of Financial Position, consistent with IAS 10 - Events after the Reporting Period.

22. Employees	2025	2024
The number of persons employed at year end	<u>32</u>	<u>30</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2025

23. Related party transactions

Parties are considered to be related if one party has the ability to control the other party or exercise significant influence over the other party in making financial decisions.

Key management personnel are those persons having the authority and responsibility for planning, directing and controlling the activities of the Society. A number of transactions are entered into with related parties in the normal course of business. These transactions were carried out on commercial terms at market prices.

Balances and transaction with related parties and key management personnel during the year were as follows:

	2025	2024
	\$	\$
<i>Assets</i>		
Loan balances of Directors and key management	597,982	932,473
<i>Deposits and other liabilities</i>		
Deposits balances of Directors and key management	374,031	193,018
Shares held by Directors and key management	769,228	1,515,088
<i>Remuneration</i>		
Directors	378,100	386,800
<i>Key management compensation</i>		
Short-term benefits	589,800	589,800

24. Fair value measurement

Fair value is the amount for which an asset could be exchanged, or a liability settled between knowledgeable, willing parties in an arm's length transaction. The existence of published price quotation in an active market is the best evidence of fair value. Where market prices are not available, fair values are estimated using various valuation techniques, including using recent arm's length market transactions between knowledgeable, willing parties, if available, current fair value of another financial instrument that is substantially the same and discounted cash flow analysis.

The following methods have been used to estimate the fair values of various classes of financial assets and liabilities:

a) Current assets and liabilities

The carrying amounts of current assets and liabilities are a reasonable approximation of the fair values because of their short-term nature.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2025

25. Fair value measurement (continued)

b) Members' Loans

Loans are net of specific provisions for losses. These assets result from transactions conducted under typical market conditions and their values are not adversely affected by unusual terms. The inherent rates of interest in the portfolio approximate market conditions and yield discounted cash flow values which are substantially in accordance with financial statement amounts.

c) Investments

The fair values of investments are determined on the basis of quoted market prices available at December 31st, 2025.

d) Members' deposits

Members' deposits bear interest at rates that are not significantly different from current rates and are assumed to have discounted cash flow values which approximate carrying values.

25. Subsequent events

There were no subsequent events occurring after the reporting date that significantly impacted the financial performance, position or cash flows which require disclosure.

26. Approval of Financial Statements

These financial statements were approved by the board of directors and authorised for issue on 31st March, 2026.

Resolutions

Resolution No. 1

Dividend:

Whereas Progressive Credit Union Cooperative Society Limited has realized a Net Surplus as at 2025 December 31st in the sum of Four Million, Two Hundred and Sixty Four Thousand, Five Hundred and Eighty Seven Dollars (\$4,264,587) and whereas Byelaw 15 (b) (v) **requires the Annual General Meeting to approve the distribution of surplus; BE IT RESOLVED, that** after Statutory Deductions, the remaining Net Surplus for the year ended 31st December 2025, be divided, in accordance with the Bye-Law 15, as follows:

Dividend of 3.0%	\$2,733,509.00 Credited to Members' Share Accounts
Rebate of 2.5%	\$304,361.91 Credit to Members Deposits Accounts

Resolution No. 2

Honoraria:

Honoraria	\$130,000.00 to be distributed among the Board and Statutory Committees
-----------	---

STATEMENT OF BUDGETED INCOME & EXPENDITURE FOR THE YEAR 2026

	BUDGET 2026	ACTUAL 2025 AUDITED	BUDGET 2026 vs UNAUDITED 2025
ITEM	\$		\$
Income:		-	
Interest on members' loans	15,732,857	13,918,627	1,814,230
Fees and Other Income	1,117,168	1,425,847	(308,679)
Rental income	-		-
TOTAL INCOME	16,850,026	15,344,474	1,204,596
General and Administrative Expenses			
Advertising and promotion	356,370	44,439	311,931
Bank charges and interest	150,000	161,099	(11,099)
Meetings	867,300	891,355	(24,055)
Credit Union League Dues	82,032	(20,445)	102,477
Depreciation	622,000	518,859	103,141
Donations	50,400	37,133	13,267
Education & Seminars Expenses	708,800	610,313	98,487
Establishment	554,830	503,112	51,718
Miscellaneous	138,000	137,522	478
Insurances	1,289,250	1,179,046	110,204
Legal and professional fees	351,790	478,381	(126,591)
Members' Fixed Deposit Interest	64,939	31,654	33,285
Provision for Loan Losses	1,200,000	122,733	1,077,267
Salaries and Benefits	4,954,715	4,661,512	293,203
Security	552,000	548,819	3,181
Stationery and postage	630,243	546,242	84,001
Tobago Expenses	294,840	282,457	12,383
Green Fund Levy	50,550	45,644	4,906
TOTAL EXPENDITURE	12,918,059	10,779,875	2,138,184
	-		-
NET SURPLUS BEFORE CHANGE	3,931,966	4,564,599	(933,589)
Net Change in FV of Investments	-	(300,012)	-
NET SURPLUS AFTER CHANGE	3,931,966	4,264,587	(933,589)



HEAD OFFICE

#50 Chacon Street,
Vistabella, San Fernando,
601111
Tel: 235-4931

NORTH OFFICE

#80 Second Street,
Barataria
Tel: 235-4931


TOBAGO OFFICE

Unit #3 Sangster's Hill Mall
Sangster's Hill
Scarborough, Tobago
Tel/Fax: 235-4931



Follow our socials!

www.facebook.com/progressivecutt/

 [@progressivecu](https://www.instagram.com/progressivecu)

www.progressivecutt.com