

Houston Zoo, Inc.

Financial Statements
and Independent Auditors' Report
for the years ended December 31, 2025 and 2024

Houston Zoo, Inc.

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Independent Auditors' Report

To the Board of Directors of
Houston Zoo, Inc.:

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Houston Zoo, Inc., which comprise the statements of financial position as of December 31, 2025 and 2024, and the related statements of activities, of functional expenses, and of cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Houston Zoo, Inc. as of December 31, 2025 and 2024, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of Houston Zoo, Inc. and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Houston Zoo, Inc.'s ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

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 auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. 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. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- 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 Houston Zoo, Inc.'s internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Houston Zoo, Inc.'s ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Blazek & Vetterling

June 23, 2026

Houston Zoo, Inc.

Statements of Financial Position as of December 31, 2025 and 2024

	<u>2025</u>	<u>2024</u>
ASSETS		
Cash and cash equivalents (<i>Notes 3 and 6</i>)	\$ 9,255,389	\$ 11,563,314
Accounts receivable	958,977	944,947
Other receivables	1,069,948	705,289
Prepaid expenses and other assets	2,185,460	2,202,397
Operating contributions receivable, net (<i>Note 4</i>)	33,258,452	43,847,684
Restricted or designated cash and cash equivalents	1,251,312	5,903,940
Contributions receivable restricted for capital projects, net (<i>Note 4</i>)	589,624	449,850
Investments restricted or designated for long-term purposes (<i>Notes 5 and 6</i>)	67,702,959	56,789,597
Interest rate swap agreement (<i>Notes 6 and 8</i>)	3,010,501	4,025,879
Property and equipment, net (<i>Note 7</i>)	268,838,611	254,377,733
Animal and horticultural collections (<i>Note 1</i>)		
TOTAL ASSETS	<u>\$ 388,121,233</u>	<u>\$ 380,810,630</u>
LIABILITIES AND NET ASSETS		
Liabilities:		
Accounts payable and accrued expenses	\$ 6,973,161	\$ 4,753,925
Accrued salaries and benefit costs	1,857,428	2,861,569
Construction payable	6,051,797	6,000,053
Refundable advances – government grants		161,993
Deferred revenue:		
Membership admission fees	4,156,867	4,217,951
Guest program fees	501,531	433,594
Notes payable (<i>Note 9</i>)	<u>28,610,000</u>	<u>30,000,000</u>
Total liabilities	<u>48,150,784</u>	<u>48,429,085</u>
Commitments and contingencies (<i>Notes 7 and 14</i>)		
Net assets (<i>Note 12</i>):		
Without donor restrictions (<i>Note 10</i>)	317,074,159	308,396,885
With donor restrictions (<i>Note 11</i>)	<u>22,896,290</u>	<u>23,984,660</u>
Total net assets	<u>339,970,449</u>	<u>332,381,545</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 388,121,233</u>	<u>\$ 380,810,630</u>

See accompanying notes to financial statements.

Houston Zoo, Inc.

Statement of Activities for the year ended December 31, 2025

	WITHOUT DONOR RESTRICTIONS	WITH DONOR RESTRICTIONS	TOTAL
REVENUE:			
Fees and program revenue (<i>Note 13</i>):			
Admission fees	\$ 23,028,474		\$ 23,028,474
City management fee	12,408,090		12,408,090
Guest program fees	10,206,709		10,206,709
Membership admission fees	8,874,391		8,874,391
Concession contract income	5,302,981		5,302,981
Educational program fees	957,940		957,940
Contributions:			
Government grants (<i>Note 14</i>)		\$ 855,724	855,724
Other contributions	5,041,415	4,010,430	9,051,845
Special events	2,109,135		2,109,135
Cost of benefits provided to donors	(569,820)		(569,820)
Net investment return	8,442,447	1,867,161	10,309,608
Other income	477,320		477,320
Total revenue	76,279,082	6,733,315	83,012,397
Net assets released from restrictions:			
Capital expenditures	4,184,213	(4,184,213)	
Program expenditures	2,520,267	(2,520,267)	
Expiration of time restrictions	1,117,205	(1,117,205)	
Total	84,100,767	(1,088,370)	83,012,397
EXPENSES:			
Zoo programs:			
Exhibition facility operations	28,618,750		28,618,750
Depreciation	14,970,355		14,970,355
Wildlife conservation and education programs	6,855,196		6,855,196
Admissions and guest relations	6,094,695		6,094,695
Guest program events	4,684,444		4,684,444
Total zoo programs	61,223,440		61,223,440
Management and general	6,087,372		6,087,372
Fundraising	3,258,095		3,258,095
Marketing and public relations	2,495,685		2,495,685
Membership development	1,343,523		1,343,523
Total expenses	74,408,115		74,408,115
CHANGES IN NET ASSETS BEFORE CHANGE IN VALUE OF INTEREST RATE SWAP AGREEMENT	9,692,652	(1,088,370)	8,604,282
Change in value of interest rate swap agreement (<i>Note 8</i>)	(1,015,378)		(1,015,378)
CHANGES IN NET ASSETS	8,677,274	(1,088,370)	7,588,904
Net assets, beginning of year	308,396,885	23,984,660	332,381,545
Net assets, end of year	\$ 317,074,159	\$ 22,896,290	\$ 339,970,449

See accompanying notes to financial statements.

Houston Zoo, Inc.

Statement of Activities for the year ended December 31, 2024

	WITHOUT DONOR RESTRICTIONS	WITH DONOR RESTRICTIONS	TOTAL
REVENUE:			
Fees and program revenue (<i>Note 13</i>):			
Admission fees	\$ 22,654,672		\$ 22,654,672
City management fee	12,020,820		12,020,820
Guest program fees	10,643,532		10,643,532
Membership admission fees	9,103,087		9,103,087
Concession contract income	5,425,510		5,425,510
Educational program fees	736,069		736,069
Contributions:			
Government grants (<i>Note 14</i>)		\$ 335,456	335,456
Other contributions	3,742,414	9,610,415	13,352,829
Special events	2,313,237		2,313,237
Cost of benefits provided to donors	(434,823)		(434,823)
Net investment return	6,135,009	1,157,183	7,292,192
Other income	590,474		590,474
Total revenue	72,930,001	11,103,054	84,033,055
Net assets released from restrictions:			
Program expenditures	2,124,930	(2,124,930)	
Expiration of time restrictions	826,263	(826,263)	
Total	75,881,194	8,151,861	84,033,055
EXPENSES:			
Zoo programs:			
Exhibition facility operations	28,270,958		28,270,958
Depreciation	13,795,548		13,795,548
Wildlife conservation and education programs	5,642,297		5,642,297
Admissions and guest relations	6,046,499		6,046,499
Guest program events	4,486,486		4,486,486
Total zoo programs	58,241,788		58,241,788
Management and general	5,153,832		5,153,832
Fundraising	3,095,376		3,095,376
Marketing and public relations	2,461,896		2,461,896
Membership development	1,312,307		1,312,307
Total expenses	70,265,199		70,265,199
CHANGES IN NET ASSETS BEFORE CHANGE IN VALUE OF INTEREST RATE SWAP AGREEMENT	5,615,995	8,151,861	13,767,856
Change in value of interest rate swap agreement (<i>Note 8</i>)	528,441		528,441
CHANGES IN NET ASSETS	6,144,436	8,151,861	14,296,297
Net assets, beginning of year	302,252,449	15,832,799	318,085,248
Net assets, end of year	\$ 308,396,885	\$ 23,984,660	\$ 332,381,545

See accompanying notes to financial statements.

Houston Zoo, Inc.

Statement of Functional Expenses for the year ended December 31, 2025

	ZOO PROGRAMS	MANAGEMENT AND GENERAL	FUNDRAISING	MARKETING AND PUBLIC RELATIONS	MEMBERSHIP DEVELOPMENT	TOTAL
Salaries, related taxes, and benefits	\$ 27,222,749	\$ 3,011,569	\$ 2,430,221	\$ 744,801	\$ 969,106	\$ 34,378,446
Depreciation	14,970,355	102,588	40,414	21,761	46,631	15,181,749
Professional fees and contract labor	5,142,365	1,149,676	122,030	81,907	131,827	6,627,805
Supplies, materials and equipment	4,259,490	47,684	34,497	5,969	20,664	4,368,304
Grants made	3,182,376					3,182,376
Occupancy	2,569,577	2,272				2,571,849
Information technology	976,466	389,963	133,680	21,585	91,511	1,613,205
Advertising and marketing				1,515,930		1,515,930
Insurance	1,122,794	78,623	30,973	16,678	35,738	1,284,806
Credit card fees		1,061,088				1,061,088
Conferences, conventions, and meetings	383,501	49,911	277,625	3,199	2,971	717,207
Interest	621,880	43,757	17,238	9,282	19,890	712,047
Travel	364,760	46,090	98,704	24,575	11,902	546,031
Printing and postage	186,463	88,656	66,611	46,710	6,242	394,682
Other	<u>220,664</u>	<u>15,495</u>	<u>6,102</u>	<u>3,288</u>	<u>7,041</u>	<u>252,590</u>
Total expenses	<u>\$ 61,223,440</u>	<u>\$ 6,087,372</u>	<u>\$ 3,258,095</u>	<u>\$ 2,495,685</u>	<u>\$ 1,343,523</u>	74,408,115
Cost of benefits provided to donors						<u>569,820</u>
Total						<u>\$ 74,977,935</u>

See accompanying notes to financial statements.

Houston Zoo, Inc.

Statement of Functional Expenses for the year ended December 31, 2024

	ZOO PROGRAMS	MANAGEMENT AND GENERAL	FUNDRAISING	MARKETING AND PUBLIC RELATIONS	MEMBERSHIP DEVELOPMENT	TOTAL
Salaries, related taxes, and benefits	\$ 25,788,796	\$ 2,830,456	\$ 2,311,632	\$ 710,595	\$ 942,796	\$ 32,584,275
Depreciation	13,795,548	106,233	44,528	24,015		13,970,324
Professional fees and contract labor	5,375,360	679,026	140,468	90,245	183,710	6,468,809
Supplies, materials and equipment	4,001,534	63,701	18,061	3,245	17,698	4,104,239
Grants made	2,790,863					2,790,863
Occupancy	2,674,180	778	419	60	419	2,675,856
Information technology	887,912	148,216	128,357	11,835	79,234	1,255,554
Advertising and marketing	1,936	360	8,058	1,501,330	13	1,511,697
Insurance	1,075,213	76,750	32,185	17,331	37,137	1,238,616
Credit card fees		1,020,091				1,020,091
Conferences, conventions, and meetings	388,709	19,369	250,432	3,120	2,874	664,504
Interest	653,938	48,152	20,193	10,873	23,299	756,455
Travel	344,196	36,594	35,270	29,967	7,095	453,122
Printing and postage	167,019	100,542	87,882	53,849	7,464	416,756
Other	<u>296,584</u>	<u>23,564</u>	<u>17,891</u>	<u>5,431</u>	<u>10,568</u>	<u>354,038</u>
Total expenses	<u>\$ 58,241,788</u>	<u>\$ 5,153,832</u>	<u>\$ 3,095,376</u>	<u>\$ 2,461,896</u>	<u>\$ 1,312,307</u>	70,265,199
Cost of benefits provided to donors						<u>434,823</u>
Total						<u>\$ 70,700,022</u>

See accompanying notes to financial statements.

Houston Zoo, Inc.

Statements of Cash Flows for the years ended December 31, 2025 and 2024

	<u>2025</u>	<u>2024</u>
CASH FLOWS FROM OPERATING ACTIVITIES:		
Changes in net assets	\$ 7,588,904	\$ 14,296,297
Adjustments to reconcile changes in net assets to net cash provided by operating activities:		
Depreciation	15,181,749	13,970,324
Net realized and unrealized gain on investments	(3,521,486)	(5,622,226)
Contributions restricted for capital projects	(1,865,723)	(3,916,566)
Contributions restricted for permanent endowment funds		(1,000,000)
Change in value of interest rate swap agreement	1,015,378	(528,441)
Changes in operating assets and liabilities:		
Accounts receivable	(14,030)	253,885
Other receivables	(364,659)	(705,289)
Prepaid insurance and other assets	16,937	660,567
Operating contributions receivable	10,589,232	(1,677,316)
Accounts payable, accrued expenses, and accrued salaries and benefit costs	1,215,095	(1,064,248)
Refundable advances	(161,993)	(638,197)
Deferred revenue	<u>6,853</u>	<u>(153,495)</u>
Net cash provided by operating activities	<u>29,686,257</u>	<u>13,875,295</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchases of property and equipment	(29,590,883)	(23,229,051)
Purchases of investments	(7,721,171)	(12,689,160)
Proceeds from sale of investments	2,603,000	20,356,608
Net change in money market mutual funds held as investments	<u>(2,273,705)</u>	<u>2,228,689</u>
Net cash used by investing activities	<u>(36,982,759)</u>	<u>(13,332,914)</u>
CASH FLOWS FROM FINANCING ACTIVITIES:		
Proceeds from contributions restricted for capital projects	1,725,949	9,760,000
Proceeds from notes payable	6,300,653	1,600,606
Principal payments on notes payable	(7,690,653)	(11,144,061)
Proceeds from contributions restricted for permanent endowment funds		<u>1,000,000</u>
Net cash provided by financing activities	<u>335,949</u>	<u>1,216,545</u>
NET CHANGE IN CASH AND CASH EQUIVALENTS	(6,960,553)	1,758,926
Cash and cash equivalents, beginning of year	<u>17,467,254</u>	<u>15,708,328</u>
Cash and cash equivalents, end of year	<u>\$ 10,506,701</u>	<u>\$ 17,467,254</u>
<i>Reconciliation of cash and cash equivalents:</i>		
Cash and cash equivalents	\$ 9,255,389	\$ 11,563,314
Restricted or designated cash and cash equivalents	<u>1,251,312</u>	<u>5,903,940</u>
Total cash and cash equivalents	<u>\$ 10,506,701</u>	<u>\$ 17,467,254</u>
<i>Supplemental disclosure of cash flow information:</i>		
Cash paid for interest, net of interest capitalized	\$1,076,355	\$352,073

See accompanying notes to financial statements.

Houston Zoo, Inc.

Notes to Financial Statements for the years ended December 31, 2025 and 2024

NOTE 1 – ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Organization – The organization was created by the City of Houston (the City) in April 1922 as a zoo program and facility to benefit the citizens of Houston and surrounding areas. In 2002, the Houston Zoo was privatized by order of the City and operates as Houston Zoo, Inc. (the Houston Zoo), an award-winning AZA-accredited Zoo for All. Recognized as a global model for zoo-based wildlife conservation, the Houston Zoo is committed to providing animal experiences and conservation education programs that inspire guests to take action to save wildlife.

Federal income tax status – The Houston Zoo is exempt from federal income tax under §501(c)(3) of the Internal Revenue Code and is classified as a public charity under §509(a)(2).

Cash and cash equivalents include demand deposits and highly liquid financial instruments with original maturities of three months or less.

Accounts receivable primarily represent amounts due from a concession contract and is based on amounts that reflect the consideration to which the Houston Zoo expects to be entitled to in exchange for performance obligations already satisfied. The Houston Zoo assesses collectability of concessionaires at contract inception and does not require collateral or provide financing. The Houston Zoo estimates expected credit losses based on historical collection experience adjusted for management's expectations about current and future economic conditions, which indicate that there are no expected credit losses at December 31, 2025 or 2024.

Contributions receivable that are expected to be collected within one year are reported at net realizable value. Amounts expected to be collected in future years are discounted to estimate the present value of future cash flows. Discounts are computed using risk-free interest rates applicable to the years in which the promises are received. Amortization of discounts is included in contribution revenue. An allowance for uncollectible contributions receivable is provided when it is believed balances may not be collected in full. The amount of loss on contributions recognized each period and the resulting adequacy of the allowance at the end of each period are determined using a combination of historical loss experience and individual account-by-account analysis of receivable balances. At December 31, 2025 and 2024, management has determined that an allowance for uncollectible contributions receivable is not necessary.

Investments are reported at fair value. Net investment return consists of interest and dividends, realized and unrealized gains and losses, net of external and direct internal investment management and custodial expenses. Investment return is reported in the statement of activities as an increase in *net assets without donor restrictions* unless the use of the income is limited by donor-imposed restrictions. Net investment return whose use is restricted by the donor is reported as a change in *net assets with donor restrictions* until expended in accordance with donor-imposed restrictions.

Property and equipment are reported at cost, if purchased, or at fair value at the date of gift, if donated. The Houston Zoo capitalizes property and equipment that has a cost or fair value of \$10,000 or greater and an estimated useful life of more than one year. The Houston Zoo recognizes depreciation using the straight-line method over the estimated useful lives of the assets, ranging from 3 to 30 years.

Animal and horticultural collections – In accordance with industry practice, the Houston Zoo does not capitalize animal and horticultural collections. Acquisitions are reported as expenditures in the period of acquisition. The Houston Zoo is responsible for the health and welfare of its animal and horticultural collections. The Houston Zoo maintains records of its collections and any exchanges with other organizations. Under the direction of the Board of Directors (the Board) of the Houston Zoo, the President and Chief Executive Officer, and the curatorial staff, collections continue to be cared for, used, and expanded. There were no significant expenditures for animal or horticulture acquisitions during 2025 or 2024.

In an ongoing commitment to enhance worldwide reproduction and conservation of animals, the Houston Zoo exchanges animals with zoos and aquariums accredited by the Association of Zoos and Aquariums. Consistent with industry practice, the Houston Zoo does not record assets or liabilities for such exchange arrangements as generally these arrangements are without monetary consideration.

Deferred membership admission fees and guest program fees result from payments received before the performance obligations are satisfied and are expected to be recognized as revenue in the following year. At December 31, 2025, 2024, and 2023, deferred membership fees are \$4,156,867, \$4,217,951, and \$4,379,103, respectively. At December 31, 2025, 2024, and 2023, deferred guest program fees are \$501,531, \$433,594, and \$425,937, respectively.

Net asset classification – Net assets, revenue, gains, and losses are classified based on the existence or absence of donor-imposed restrictions, as follows:

- *Net assets without donor restrictions* are not subject to donor-imposed restrictions even though their use may be limited in other respects such as by contract or board designation.
- *Net assets with donor restrictions* are subject to donor-imposed restrictions. Restrictions may be temporary in nature, such as those that will be met by the passage of time or used for a purpose specified by the donor, or may be perpetual in nature, where the donor stipulates that resources be maintained in perpetuity. Net assets are released from restrictions when the stipulated time has elapsed, or purpose has been fulfilled, or both. Contributions of long-lived assets and of assets restricted for acquisition of long-lived assets are released when those assets are placed in service. Donor-restricted endowment earnings are released when those earnings are appropriated in accordance with spending policies and are used for the stipulated purpose.

Fees and program revenue are derived primarily from admission to the zoo, park management services, guest program services, concessions, and educational programs. Revenue is recognized when the services are provided in an amount that reflects the consideration that the Houston Zoo expects to be entitled to in exchange for those services. The nature of these services does not give rise to contract costs, refunds, warranties or other related obligations.

Admission fees are from residents of Houston and the surrounding area for access to the Houston Zoo. Admission fees entitle visitors to a single day access to the zoo and are collected and recognized as revenue at the point of sale.

City management fee – The Houston Zoo has a 50-year service concession agreement with the Houston Zoo Development Corporation (HZDC), a local government corporation created by the City, to operate, maintain, manage, and develop the zoo premises. HZDC has a 50-year lease agreement with the City for the land, buildings, and improvements of the zoo premises. Under the service concession agreement with HZDC, the Houston Zoo receives an annual management fee that increases annually based on the Consumer Price Index. The management fee is subject to annual appropriation and budget approval by the City. The service concession agreement can be terminated by the Houston Zoo if the annual appropriation is not approved by the City. Revenue under the service concession agreement is recognized ratably over time based on the output method as management services are performed. Payment is due monthly from HZDC.

Guest program fees are recognized at a point in time when the admission or event occurs or service is provided and includes admission fees for special exhibits, special events such as Zoo Lights and Feast with the Beast, carousel rides, giraffe feeding, and facility and stroller rentals. Payment for guest program fees is due when the admission occurs, or services are provided. Facility rentals require a non-refundable deposit due upon execution of a contract with the remaining balance due prior to the event.

Membership admission fees include elements of both contributions and exchange transactions. The exchange element represents the value of benefits provided to members, while the contribution element represents the excess of total membership dues paid over the value of those benefits. Memberships are generally for a one-year term and are due at the time of purchase.

Memberships provide various benefits based on membership level, including zoo admission, discounted admission tickets, access to special exhibits and events, private tours, discounted facility rentals, discounts at gift shops and restaurants, and invitations to private events.

Membership admission fees represent the fair value of benefits provided to members and are recognized ratably over the membership term using the output method. The fair value assigned to each benefit is based on expected utilization. Payments received for performance obligations not yet satisfied are recorded as deferred revenue. The excess of membership dues received over the membership admission fees is recognized as contribution revenue when received.

The Houston Zoo allows visitors to purchase pre-paid tickets for admission, as well as other guest programs. Pre-paid tickets for admission must be utilized for the reserved day. Payments received for pre-paid tickets are reported as deferred guest program fee revenue until the tickets are utilized.

Concession contract income – The Houston Zoo has a contract with a concessionaire to operate the gift shop and provide food services. The contract runs through 2033, but by mutual consent can be extended for up to two additional five-year terms. The terms of the agreement provide for variable consideration based on sales by category of goods sold and the range of total sales. If the Houston Zoo achieves specified attendance benchmarks, it is entitled to receive a minimum annual guarantee regardless of amount of goods sold. Revenue is recognized over a period of time based on sales for the month. Payment is due monthly based on the prior month's sales.

Educational program fees – The Houston Zoo offers educational experiences, including summer camps, training for teens as volunteers for Teen Zoo Crew, overnight campouts, animal encounters and other experiences. Educational program fees are due prior to the scheduled event. Animal encounter fees are recognized when the event occurs while other educational program fees are recognized ratably over the period of time that the program occurs.

Discounts provided to Houston Zoo members for admission, guest program fees, and educational program fees reduce the amount of consideration the Houston Zoo expects to be entitled to receive. Admission discounts are also provided to schools, military personnel, METRO riders, City Pass, Lonestar, groups, and corporate partners. Revenues are reported net of the discounts.

Contributions are recognized as revenue at fair value when an unconditional commitment is received from the donor. Contributions received with donor stipulations that limit their use are classified as *net assets with donor restrictions*. Conditional contributions are subject to one or more barriers that must be overcome before the organization is entitled to receive or retain funding. Conditional contributions are recognized as revenue at fair value when conditions have been met. Funding received before conditions are met is reported as refundable advances.

The Houston Zoo's government grants require fulfillment of certain conditions as set forth in the grant contracts and are subject to review and audit by the awarding agencies. Such reviews and audits could result in the discovery of unallowable activities and unallowable costs. Consequently, any of the funding sources may, at their discretion, request reimbursement for expenses or return of funds as a result of non-compliance by the Houston Zoo with the terms of the contracts. Management believes such disallowances, if any, would not be material to the Houston Zoo's financial position or changes in net assets.

Contributed services are recognized when services received (a) create or enhance nonfinancial assets or (b) require specialized skills, are provided by individuals possessing those skills, and would typically need to be purchased if not provided by donation. During 2025, approximately 660 volunteers contributed approximately 45,000 hours in connection with programs. During 2024, approximately 750 volunteers contributed approximately 44,000 hours in connection with programs. No amount has been recorded in the financial statements because the services did not meet the criteria for recognition under generally accepted accounting principles.

Special events revenue is the total amount paid by sponsors and attendees of an event and includes elements of both contributions and exchange transactions. Special events revenue is recognized when the event occurs. Amounts received for future events represent conditional contributions and are reported in the statement of financial position as a refundable advance until earned. Cost of benefits provided to donors represent the cost of goods and services provided to attendees of special events.

Grants made are recognized as expense at fair value when the Houston Zoo approves an unconditional commitment to a grant recipient. Commitments made but not yet funded are recorded as grants payable and are discounted, if material, to estimate the present value of future cash flows.

Advertising and marketing costs are expensed as incurred.

Functional allocation of expenses – Expenses are reported by their functional classification. Program services are the direct conduct or supervision of activities that fulfill the purposes for which the organization exists. Fundraising activities include the solicitation of contributions of money, securities, materials, facilities, other assets, and time. Membership development activities include soliciting for prospective members and membership dues, membership relations, and similar activities. Management and general activities are not directly identifiable with specific program or other supporting activities. Expenses that are attributable to more than one activity are allocated among the activities benefitted. Salaries and related costs are allocated on the basis of estimated time and effort expended. Depreciation, training, postage and delivery, telephone, fuel, uniforms, insurance and interest are allocated based on the employee headcount of each department. Information technology costs are allocated based on estimates of time and costs of specific technology utilized.

Estimates – Management must make estimates and assumptions to prepare financial statements in accordance with generally accepted accounting principles. These estimates and assumptions affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities, the amounts reported as revenue and expenses, and the allocation of expenses among various functions. Actual results could vary from the estimates that were used.

NOTE 2 – LIQUIDITY AND AVAILABILITY OF RESOURCES

Financial assets available for general expenditure, that is, without donor or other restrictions limiting their use within one year of December 31 comprise the following:

	<u>2025</u>	<u>2024</u>
Financial assets:		
Cash and cash equivalents	\$ 10,506,701	\$ 17,467,254
Accounts receivable	958,977	944,947
Other receivables	1,069,948	705,289
Contributions receivable, net	33,848,076	44,297,534
Investments	<u>67,702,959</u>	<u>56,789,597</u>
Total financial assets	114,086,661	120,204,621
Less financial assets not available for general expenditure:		
Board-designated for strategic operating and capital initiatives	(43,304,420)	(39,915,720)
Board-designated endowment funds	(16,102,140)	(15,729,586)
Donor-restricted endowment funds	(12,645,213)	(10,782,073)
Board-designated operating reserve	(11,589,802)	(9,829,386)
Donor-restricted for capital projects	(5,189,880)	(4,508,370)
Donor-restricted funds not expected to be used within one year	<u>(2,914,297)</u>	<u>(3,787,570)</u>
Total financial assets available for general expenditure	<u>\$ 22,340,909</u>	<u>\$ 35,651,916</u>

For purposes of analyzing resources available to meet general expenditures over a 12-month period, the Houston Zoo considers all expenditures related to its ongoing activities, as well as the conduct of services undertaken to support those activities other than capital expenditures, to be general expenditures.

As part of the Houston Zoo's liquidity management, financial assets have been structured to be available as its general expenditures, liabilities, and other obligations become due by maintaining a significant portion of its assets in cash. The Houston Zoo's Board has designated a portion of its unrestricted resources for endowment and other purposes. These board-designated funds, other than the board-designated maintenance endowment fund, are invested for long-term appreciation and current income, but remain available to be spent at the Board's discretion. The board-designated maintenance endowment is invested for the long term, but its use is subject to the terms of the contract with HZDC and the City.

NOTE 3 – CASH AND CASH EQUIVALENTS

Cash and cash equivalents consist of the following:

	<u>2025</u>	<u>2024</u>
Demand deposits	\$ 487,662	\$ 3,331,459
Money market mutual funds	<u>10,019,039</u>	<u>14,135,795</u>
Contributions receivable, net	<u>\$ 10,506,701</u>	<u>\$ 17,467,254</u>

Bank deposits exceed the federally insured limit per depositor per institution.

NOTE 4 – CONTRIBUTIONS RECEIVABLE

Contributions receivable consist of the following:

	<u>2025</u>	<u>2024</u>
Contributions receivable	\$ 34,684,975	\$ 45,994,730
Discount to net present value at 2.46% to 4.27%	<u>(836,899)</u>	<u>(1,697,196)</u>
Contributions receivable, net	<u>\$ 33,848,076</u>	<u>\$ 44,297,534</u>

Contributions receivable at December 31, 2025 are expected to be collected as follows:

2026	\$ 12,950,009
2027	10,829,966
2028	10,715,000
2029	40,000
2030	30,000
Thereafter	<u>120,000</u>
Total contributions receivable	<u>\$ 34,684,975</u>

At December 31, 2025, approximately 86% of contributions receivable is due from one foundation.

At December 31, 2025, the Houston Zoo has approximately \$928,000 of conditional contributions from government agencies. The contributions will be recognized as revenue when the conditions, which include incurring allowable expenses, are met.

NOTE 5 – INVESTMENTS

Investments consist of the following:

	<u>2025</u>	<u>2024</u>
Equity mutual funds	\$ 45,102,561	\$ 39,177,209
Fixed-income mutual funds	10,708,029	9,438,388
Alternative investments	8,014,676	6,460,338
Money market mutual funds	3,877,693	1,603,988
Corporate bonds and notes	<u></u>	<u>109,674</u>
Total investments	<u>\$ 67,702,959</u>	<u>\$ 56,789,597</u>

Investments at December 31, 2025 and 2024 are held for the endowment and board-designated operating reserves.

NOTE 6 – FAIR VALUE MEASUREMENTS

Generally accepted accounting principles require that certain assets and liabilities be reported at fair value and establish a hierarchy that prioritizes inputs used to measure fair value. 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. Investments for which fair value is measured at net asset value per share (or its equivalent) using the practical expedient have not been categorized in the fair value hierarchy. The three levels of the fair value hierarchy are as follows:

- *Level 1* – Inputs are unadjusted quoted prices in active markets for identical assets or liabilities that the reporting entity has the ability to access at the reporting date. The types of investments included in Level 1 are securities traded and valued based upon a public exchange.
- *Level 2* – Inputs are quoted prices in nonactive markets or in active markets for similar assets or liabilities, or inputs which are either directly or indirectly observable with observable market data at the reporting date.

- *Level 3* – Inputs are not observable and are based on the reporting entity’s assumptions about the inputs market participants would use in pricing the asset or liability. The Houston Zoo does not have any assets or liabilities measured at fair value using Level 3 inputs at December 31, 2025 or 2024.

Assets measured at fair value at December 31, 2025 are as follows:

	<u>LEVEL 1</u>	<u>LEVEL 2</u>	<u>NAV-PE</u>	<u>TOTAL</u>
Investments:				
Mutual funds:				
Equity	\$ 45,102,561			\$ 45,102,561
Fixed-income	10,708,029			10,708,029
Money market	3,877,693			3,877,693
Private equity:				
Limited partnership select equity fund (a)			\$ 5,829,192	5,829,192
Alternative credit opportunities offshore portfolio fund (b)			1,334,713	1,334,713
Private equity offshore fund (c)			850,771	850,771
Money market mutual funds held as cash equivalents	10,019,039			10,019,039
Interest rate swap agreement		\$ 3,010,501		3,010,501
Total assets measured at fair value	<u>\$ 69,707,322</u>	<u>\$ 3,010,501</u>	<u>\$ 8,014,676</u>	<u>\$ 80,732,499</u>

Assets measured at fair value at December 31, 2024 are as follows:

	<u>LEVEL 1</u>	<u>LEVEL 2</u>	<u>NAV-PE</u>	<u>TOTAL</u>
Investments:				
Mutual funds:				
Equity	\$ 39,177,209			\$ 39,177,209
Fixed-income	9,438,388			9,438,388
Money market	1,603,988			1,603,988
Corporate bonds and notes		\$ 109,674		109,674
Private equity:				
Limited partnership select equity fund (a)			\$ 5,091,709	5,091,709
Alternative credit opportunities offshore portfolio fund (b)			1,060,189	1,060,189
Private equity offshore fund (c)			308,440	308,440
Money market mutual funds held as cash equivalents	14,135,795			14,135,795
Interest rate swap agreement		4,025,879		4,025,879
Total assets measured at fair value	<u>\$ 64,355,380</u>	<u>\$ 4,135,553</u>	<u>\$ 6,460,338</u>	<u>\$ 74,951,271</u>

- The partnership is an open-ended, evergreen fund with the objective of generating long-term growth by investing primarily in equity and equity-related investments. Redemptions are allowed at the end of each calendar quarter with 90-days’ prior written notice. Redemption requests are subject to a 12-month lock-up period for each subscription and may also be subject to a 25% gate. There are no unfunded commitments at December 31, 2025.
- The objective of this fund is to invest in an array of investment strategies and structures which capitalize on opportunities in the private credit market. Redemptions are generally allowed annually following the lock-up period of 4 years expiring in November 2027. Redemptions shall require no less than 90 days prior written notice, but may be restricted in amount at any given date. The capital available for redemption may be subject to redemption charges and may not include capital attributable to funds participating in illiquid investments. Unfunded capital commitments are approximately \$700,000 at December 31, 2025.
- The fund seeks to purchase private equity assets globally. There is no lock-up period. Redemptions are granted at the discretion of the fund’s managing member. Unfunded capital commitments are approximately \$4,300,000 at December 31, 2025.

Valuation methods used for assets measured at fair value are as follows:

- *Mutual funds* are valued at the net asset value of shares held at year end.
- *Interest rate swap agreement* is valued using independent quotation bureaus that use computerized valuation models which include cash flow analysis, credit spread and benchmark rate curves.
- *Private equity* is valued using the net asset value (NAV) per share (or its equivalent) as a practical expedient (NAV-PE) to determine the fair value of investments in partnerships or funds that do not have a readily determinable fair value and are not required to be categorized by level in the fair value hierarchy. NAV is based on information provided by the general partners or fund manager of each fund.
- *Corporate bonds and notes* are valued using prices obtained from independent quotation bureaus that use computerized valuation formulas to calculate fair values.

These valuation methods may produce a fair value that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Houston Zoo believes its valuation methods are appropriate, the use of different methods or assumptions could result in a different fair value measurement at the reporting date.

Investments are exposed to various risks such as interest rate, market, and credit risks. In addition to risks associated with publicly-traded securities, investments in private equity include additional risks because of their complex nature and limited regulations resulting in a greater risk of losing invested capital. Such risks include, but are not limited to, limited liquidity, absence of oversight, dependence upon key individuals, emphasis on speculative investments (both derivatives and nonmarketable investments), and nondisclosure of portfolio composition. Because of these risks, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statement of financial position and statement of activities.

NOTE 7 – PROPERTY AND EQUIPMENT

Property and equipment consist of the following:

	<u>2025</u>	<u>2024</u>
Leasehold improvements	\$ 368,774,977	\$ 332,115,506
Furniture, fixtures and equipment	21,517,054	20,485,199
Construction in progress	<u>11,189,214</u>	<u>19,237,913</u>
Total property and equipment, at cost	401,481,245	371,838,618
Accumulated depreciation	<u>(132,642,634)</u>	<u>(117,460,885)</u>
Property and equipment, net	<u>\$ 268,838,611</u>	<u>\$ 254,377,733</u>

As of December 31, 2025, the Houston Zoo has entered into various construction commitments totaling approximately \$88 million. The unrecognized balance of these commitments at December 31, 2025 is approximately \$9 million.

NOTE 8 – INTEREST RATE SWAP AGREEMENT

The Houston Zoo entered into an interest rate swap agreement with a bank that effectively converted its variable rate loan to a fixed rate. The terms of the interest rate swap agreement are as follows:

<u>TERMS</u>	<u>NOTIONAL AMOUNT</u>		<u>FAIR VALUE</u>	
	<u>2025</u>	<u>2024</u>	<u>2025</u>	<u>2024</u>
The Houston Zoo receives 87.4% of Daily Simple SOFR floating rate plus 0.956% and pays 2.433%; terminates September 19, 2034.	\$28,610,000	\$30,000,000	\$3,010,501	\$4,025,879

NOTE 9 – NOTES PAYABLE

In September 2019, the Houston Zoo entered into a \$30 million tax-exempt loan agreement with a bank. Proceeds from the loan were used to finance the construction of a new garage and administration building. The loan bears interest at 87.4% of Daily Simple SOFR plus 0.956% (4.34% at December 31, 2025). The loan agreement requires monthly payments of interest only through December 2024 and monthly payments of principal and interest thereafter through maturity in September 2034. The loan is secured by a security interest in the Houston Zoo's gross revenue and certain depository accounts. At December 31, 2025 and 2024, the outstanding principal balance was \$28,610,000 and \$30,000,000, respectively.

Principal maturities of notes payable are due as follows:

2026	\$ 1,140,000
2027	1,190,000
2028	1,215,000
2029	1,270,000
2030	1,305,000
Thereafter	<u>22,490,000</u>
Total	<u>\$ 28,610,000</u>

In September 2019, the Houston Zoo entered into a line of credit agreement with a bank to borrow up to \$55 million on a revolving basis during the period from September 2019 through January 2026 with interest at Daily Simple SOFR plus 1.308%. Beginning on March 31, 2025, borrowings available under this line of credit were reduced to \$15 million. Proceeds from the line of credit were used to finance the construction of the *Centennial* campaign projects. There are no amounts outstanding on the line of credit at December 31, 2025 or 2024. The line of credit was terminated in April 2026.

Interest expense totaled approximately \$712,000 in 2025 and \$756,000 in 2024. Capitalized interest totaled approximately \$140,000 in 2025 and \$161,000 in 2024.

The Houston Zoo has a \$10,000,000 revolving line of credit with a bank that matures in March 2028. There were no draws during 2025 or 2024 and there are no amounts outstanding on the line of credit at December 31, 2025 or 2024.

NOTE 10 – NET ASSETS WITHOUT DONOR RESTRICTIONS

Net assets without donor restrictions are comprised of the following:

	<u>2025</u>	<u>2024</u>
Undesignated	\$ 246,077,797	\$ 242,922,193
Board-designated for strategic operating and capital initiatives	43,304,420	39,915,720
Board-designated endowment funds:		
Maintenance	8,818,935	9,741,974
General	7,283,205	5,987,612
Board-designated operating reserve	<u>11,589,802</u>	<u>9,829,386</u>
Total net assets without donor restrictions	<u>\$ 317,074,159</u>	<u>\$ 308,396,885</u>

The Houston Zoo has established a policy regarding board-designated endowments to fund maintenance reserves in accordance with the terms of the contract with HZDC and the City. Under this policy, any exhibits with a construction costs of \$500,000 or more, the Houston Zoo must establish a maintenance reserve equal to 5% of the exhibit construction cost. In addition, the Board has adopted a policy for the general endowment fund, whereby any unrestricted bequest received by the Houston Zoo are to be added to the general endowment fund unless otherwise approved by the Houston Zoo's Finance Committee.

The Board does not have specific policies regarding establishing other reserves. However, the Board designates excess cash flows for reserves or specific projects, as deemed prudent. Use of board-designated reserves must be approved by the Board.

NOTE 11 – NET ASSETS WITH DONOR RESTRICTIONS

Net assets with donor restrictions are restricted as follows:

	<u>2025</u>	<u>2024</u>
Subject to expenditure for specified purpose:		
Conservation	\$ 3,223,007	\$ 3,951,894
Veterinary clinic upgrades	3,145,000	1,500,000
Giraffe exhibit improvements	1,451,624	1,500,000
Animal care	1,077,150	676,668
John P. McGovern Children's Zoo	593,256	593,256
Centennial campaign		3,915,114
Other	<u>268,489</u>	<u>81,399</u>
Total subject to expenditure for specified purpose	<u>9,758,526</u>	<u>12,218,331</u>
Subject to passage of time:		
Contributions receivable that are not restricted by donors, but which are unavailable for expenditures until due	<u>492,551</u>	<u>984,256</u>
Endowments:		
Subject to spending policy and appropriation:		
John P. McGovern Children's Zoo	5,779,376	4,901,526
Conservation programs	2,141,078	1,816,574
Special event	1,611,997	1,367,145
Education and scholarship funds	1,551,563	1,318,585
Animal care	1,309,445	1,164,730
Other	<u>251,754</u>	<u>213,513</u>
Total endowments	<u>12,645,213</u>	<u>10,782,073</u>
Total net assets with donor restrictions	<u>\$ 22,896,290</u>	<u>\$ 23,984,660</u>

NOTE 12 – ENDOWMENT FUNDS

The Houston Zoo's endowment (the Endowment) was established for the purpose of supporting operating needs and program services that are consistent with the Houston Zoo's mission, and to provide growth and expansion of programs and/or creation of new programs. The Endowment includes both donor-restricted endowment funds and funds designated by the Board of the Houston Zoo to function as endowments.

Donor-restricted endowment funds are subject to the Texas Uniform Prudent Management of Institutional Funds Act (TUPMIFA). The Board has interpreted TUPMIFA as allowing the Houston Zoo to appropriate for expenditure or accumulate as much of an endowment fund as it determines is prudent for the uses, benefits, purposes, and duration for which the endowment fund was established, subject to explicit donor stipulations.

Donor-restricted endowment net assets are classified as *net assets with donor restrictions* until appropriated in accordance with spending policies and used for the stipulated purpose, if any. The Houston Zoo classifies contributions to an endowment plus any donor-stipulated accumulations as *net assets with donor restrictions* required to be maintained in perpetuity. The unappropriated investment earnings on donor-restricted endowments are classified as *net assets with donor restrictions* accumulated net investment return. The Board has interpreted TUPMIFA as not precluding the Houston Zoo from spending below the amount required to be maintained in perpetuity subject to

prudent standards. An endowment fund is *underwater* if the fair value of the fund's investments falls below the amount required to be maintained in perpetuity because of declines in the fair value of investments and/or continued appropriation and spending in accordance with prudent measures. There were no underwater funds at December 31, 2023 and 2024.

Board-designated endowment funds are classified as *net assets without donor restrictions* and represents the funds the Board has internally designated to be invested to provide support for the Houston Zoo generally for the long term, but not necessarily a specified period of time. The Board retains discretion over the use of these funds.

Investment Objectives

The Houston Zoo has adopted investment and spending policies for endowment assets that attempt to provide a predictable stream of funding to programs supported by its endowment while seeking to enhance its real (inflation-adjusted) value over time. Under this policy, as approved by the Board, the endowment assets are invested in a manner that is intended to produce results that are the greater of the Consumer Price Index plus 4%, while assuming a moderate level of investment risk. The Houston Zoo expects its endowment funds, over time, to provide a minimum real return of approximately 4% over the long term. Actual returns in any given year may vary from this amount.

Endowment funds are maintained in investment accounts which are managed by independent financial advisors that follow guidance provided in an investment policy approved by the Board. To satisfy its long-term rate-of-return objectives, the Houston Zoo relies on a total return strategy in which investment returns are achieved through both capital appreciation (realized and unrealized) and current yield (interest and dividends). The Houston Zoo targets a diversified asset allocation that places a greater emphasis on equity-based investments to achieve its long-term return objectives within prudent risk constraints.

Spending Policy

The Houston Zoo has a policy of appropriating for distribution each year up to 3% of its endowment fund's average fair value over the prior 12 quarters through the calendar year end preceding the fiscal year in which the distribution is planned but may not exceed the cumulative actual earnings and appreciation of the funds. In establishing this policy, the Houston Zoo considered the long-term expected return on its endowment. The Houston Zoo's objective is to enhance the real (inflation-adjusted) value over time of the endowment assets held in perpetuity or for a specified term through new gifts and investment return.

Changes in endowment net assets are as follows:

	BOARD- DESIGNATED ENDOWMENT	WITH DONOR RESTRICTIONS		TOTAL
		ACCUMULATED NET INVESTMENT RETURN	REQUIRED TO BE MAINTAINED IN PERPETUITY	
Endowment net assets, December 31, 2023	\$ 14,077,584	\$ 4,958,657	\$ 3,666,233	\$ 22,702,474
Contributions	206,871		1,000,000	1,206,871
Net investment return	1,845,131	1,156,617	566	3,002,314
Distributions	<u>(400,000)</u>			<u>(400,000)</u>
Endowment net assets, December 31, 2024	15,729,586	6,115,274	4,666,799	26,511,659
Contributions	226,546			226,546
Net investment return	2,146,008	1,854,206	12,955	4,013,169
Distributions	<u>(2,000,000)</u>	<u>(4,021)</u>		<u>(2,004,021)</u>
Endowment net assets, December 31, 2025	<u>\$ 16,102,140</u>	<u>\$ 7,965,459</u>	<u>\$ 4,679,754</u>	<u>\$ 28,747,353</u>

NOTE 13 – FEES AND PROGRAM REVENUE

The Houston Zoo disaggregates revenue by type of revenue as this depicts the nature, amount and timing, uncertainty and cash flows affected by economic factions. Revenue from contracts with customers consists of the following for the year ended December 31:

	2025		
	OVER TIME	POINT-IN-TIME	TOTAL
Admission fees		\$ 23,028,474	\$ 23,028,474
City management fee	\$ 12,408,090		12,408,090
Guest program fees		10,206,709	10,206,709
Membership admission fees	8,874,391		8,874,391
Concession contract income	5,302,981		5,302,981
Educational program fees	866,765	91,175	957,940
Total	<u>\$ 27,452,227</u>	<u>\$ 33,326,358</u>	<u>\$ 60,778,585</u>

	2024		
	OVER TIME	POINT-IN-TIME	TOTAL
Admission fees		\$ 22,654,672	\$ 22,654,672
City management fee	\$ 12,020,820		12,020,820
Guest program fees		10,643,532	10,643,532
Membership admission fees	9,103,087		9,103,087
Concession contract income	5,425,510		5,425,510
Educational program fees	671,619	64,450	736,069
Total	<u>\$ 27,221,036</u>	<u>\$ 33,362,654</u>	<u>\$ 60,583,690</u>

NOTE 14 – GOVERNMENT GRANTS

Government grants revenue includes the following:

	2025	2024
U. S. Fish and Wildlife Service	\$ 592,414	\$ 335,456
U. S. Department of Energy	263,310	
Total government grants	<u>\$ 855,724</u>	<u>\$ 335,456</u>

The Houston Zoo's government grants require fulfillment of certain conditions as set forth in the grant contracts and are subject to review and audit by the awarding agencies. Such reviews and audits could result in the discovery of unallowable activities and unallowable costs. Consequently, any of the funding sources may, at their discretion, request reimbursement for expenses or return of funds as a result of noncompliance by the Houston Zoo with the terms of the contracts. Management believes such disallowances, if any, would not be material to the Houston Zoo's financial position or changes in net assets.

NOTE 15 – RETIREMENT PLAN

The Houston Zoo's retirement savings plan is qualified under §401(k) of the Internal Revenue Code. The plan allows eligible employees to contribute a portion of their earnings each plan year subject to certain Internal Revenue Service limitations and to defer federal income taxes on the contributions. The Houston Zoo matches 100% of the first 3% of employee contributions and matches 50% of contributions from 3% to 5%. The employee is immediately 100% vested in the employer's contributions. The Houston Zoo contributed approximately \$918,000 and \$886,000 to the plan during 2025 and 2024, respectively.

NOTE 16 – SUBSEQUENT EVENTS

Management has evaluated subsequent events through June 23, 2026, which is the date that the financial statements were available for issuance. As a result of this evaluation, no events were identified that are required to be disclosed or would have a material impact on reported net assets or changes in net assets.