



HEALTHCARE
ASSOCIATES
CREDIT UNION

The healthy way to bank[®]

20 25 Annual Report

About Us

HealthCare Associates Credit Union (HACU) is a comprehensive, nonprofit financial cooperative that serves Select Employee Groups whose members and staff share a common bond: healthcare.

Our Vision

To become the preferred financial institution for those who are devoted to and uphold the healthcare industry nationwide.

Our Mission

We are committed to assisting our members in achieving their financial objectives by presenting them with outstanding financial solutions to Bank Healthy[®].



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Executive Message

As we reflect on another year of meaningful progress at HealthCare Associates Credit Union® (HACU), we are proud to share how we continued to support our members and strengthen our organization. Guided by our commitment to financial health, 2025 was a year of thoughtful growth, operational advancement and steady leadership. Our focus remained clear: helping our members achieve their financial goals by providing superior financial solutions to Bank Healthy®.

In 2025, members continued to face an economic environment shaped by inflation, elevated interest rates and shifting household financial pressures. Through it all, HACU remained a steady partner. Our commitment to financial health guided every decision we made, from offering personalized solutions to expanding educational resources that empower you to navigate uncertainty with confidence.

2025 also included a major step forward as we established our new headquarters in Lisle, Illinois. This move supports our long-term strategy to work more efficiently, enhance collaboration and better position our teams to deliver exceptional member service.

Our financial position continues to reflect the strength and stability you rely on. In 2025, we concluded the year well capitalized at 14.37%, with assets totaling \$479.4 million. This strong foundation allows us to continue offering competitive rates and essential financial products that support each member's financial journey. Last year, we funded \$63.6 million in new loans, meeting needs ranging from home purchases and vehicle financing to debt consolidation and everyday cash flow management.

We also deepened our connection to the healthcare community, strengthening partnerships with hospital associations nationwide and continuing our valued support of CU4Kids® and Children's Miracle Network Hospitals®. These relationships remain central to who we are, allowing us to serve those who care for others and extend membership to individuals making a difference in healthcare.

Our involvement in the broader community remained equally strong. Through support of local organizations, charitable efforts and member focused initiatives, HACU continued to show up where it matters most, in the lives of our members and the neighborhoods they call home.

As we enter this next chapter in our new headquarters and look ahead to a refreshed brand coming in 2026, our promise remains the same. The evolution of our brand reflects growth, optimism and a future rooted in the principles that shaped our past: service, stability, and a commitment to fostering financial health. We are excited to bring this renewed energy into the coming year while remaining dedicated to the values that define HACU.

On behalf of the Board of Directors and our entire team, thank you for your trust and partnership. Together, we will continue to navigate challenges, embrace opportunities and help you Bank Healthy® today, tomorrow and for many years to come.



Jack Gilbert

Jack A. Gilbert
Chairman



Joseph J. Kregul

Joseph J. Kregul
President/CEO

2025 Highlights

29,908

TOTAL MEMBERSHIP

1,406

NEW MEMBERS

62

EMPLOYEES

1,152

NEW CHECKING
ACCOUNTS

\$63.6M

NEW LOANS
BOOKED

57

FIRST
MORTGAGES

1,396

SAVVY MONEY FREE CREDIT
SCORE USERS ENROLLED

2,515

ENRICH FINANCIAL
WELLNESS USERS

29,364

MOBILE APP
USERS

BALANCE SHEET

ASSETS	2025	2024
Loans: Consumers	\$148,606	\$161,187
Visa®	14,110	14,626
Home Mortgages	78,095	64,130
Home Equity Loans	70,378	57,310
Member Business Loans	25,370	26,650
Reserve for Loan Loss	(4,143)	(3,557)
TOTAL LOANS (NET)	\$332,416	\$320,346

Cash on Hand	\$817	\$745
Investments	126,272	125,839
Accrued Income	1,853	1,839
NCUSIF Deposit	3,822	3,699
Other Assets	14,258	12,325
TOTAL ASSETS	\$479,438	\$464,793

(In Thousands) Unaudited Balances as of December 31, 2025

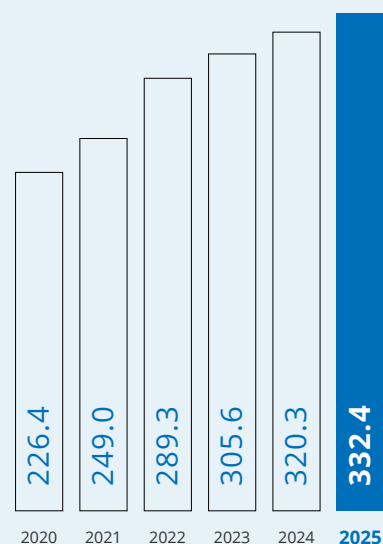
LIABILITIES	2025	2024
Accounts Payable	\$7,182	\$7,634
Notes Payable	15,000	10,000
Accrued Expenses	1,554	1,524
TOTAL LOANS (NET)	\$23,736	\$19,167

MEMBERSHIP EQUITY	2025	2024
Regular Share Savings	\$85,334	\$87,658
Secondary & Club Accounts	7,857	7,683
Checking	57,840	58,377
Money Markets	110,189	121,751
Certificates & IRAs	135,898	119,495
Total Membership Shares	397,118	394,964

Regular Reserves	6,906	6,906
Unrealized Loss on AFS Investments	(10,314)	(15,624)
Undivided Earnings	61,992	59,380
Total Membership Equity	58,584	50,662
TOTAL LIABILITIES & MEMBERSHIP EQUITY	\$479,438	\$464,793

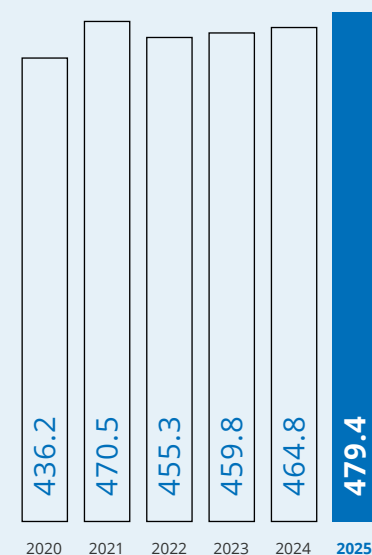
Total Loans (Net)

in \$ millions



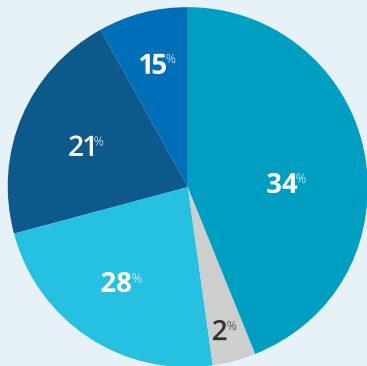
Growth in Assets

in \$ millions



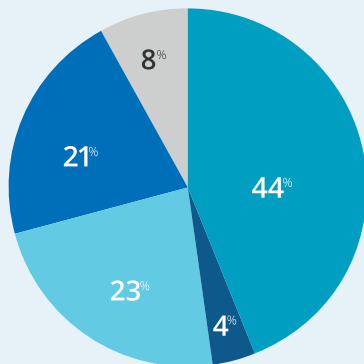
INCOME STATEMENT

Savings Portfolio



- Money Markets
- Checking
- Regular Share Savings
- Certificates & IRAs
- Secondary & Club Accounts

Loans Portfolio

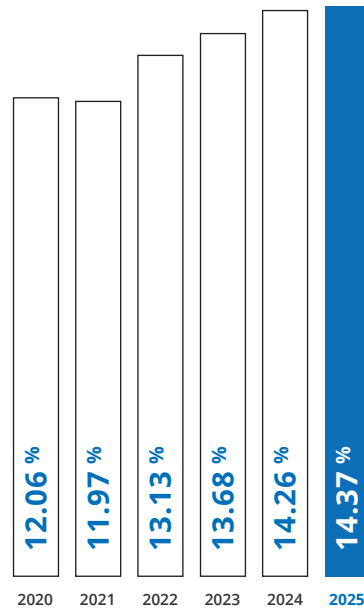


- Consumer Loans
- Home Equity Loans
- Home Mortgages
- Visa
- Member Business Loans

INCOME	2025	2024
Loan Income	\$19,749	\$17,463
Investment Income	4,976	5,412
Other Income	4,730	5,560
Total Income	29,455	28,435
Provisions for Loan Loss	1,591	1,667
Dividends	6,245	5,346
Income Before Operating Expenses	21,619	21,422
Operating Expenses	19,007	18,040
Net Income	2,612	3,382
Return on Average Assets	0.55%	0.73%
Net Worth Ratio	14.37%	14.26%

(In Thousands) Unaudited Balances as of December 31, 2025

Net Worth Ratio



Designed for growth. Built for Our Mission.



In April 2025, HealthCare Associates Credit Union (HACU) relocated its headquarters to Lisle, Illinois, marking an important milestone that reflects continued growth and a long term commitment to the healthcare community.

The new headquarters was designed to enhance collaboration, operational efficiency and support for our team as we serve members nationwide. While the location is not a traditional branch, it provides space for scheduled member meetings, loan signings and consultations. Our digital services and shared branch network continue to deliver convenient access to banking solutions.

This move positions HACU for the future, strengthening our ability to support healthcare professionals with the financial tools, guidance and service they need to bank healthy.



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What Our Members Say

“

“Excellent Customer Service! The care in which my transaction was handled was stellar. Thank you for going the extra mile, literally.”

- Erita

”

“

“I have been a member for over 40 years! Every single time I have had a conversation with staff, they all have been extremely knowledgeable, upbeat and so supportive.”

- Jill

”

“

“No matter who waits on me, I am well cared for and made to feel valued. The staff at my branch have become friends who know my name. I know that I can trust them to give good advice when we ask them questions. Trust worthy, friendly — service is priceless!”

- Susan

”

“

“I opened a new account and it was so easy! I know I made the right choice changing to HACU.”

- Brighid

”

The healthy way to bank[®]

HealthCare Associates Credit Union (HACU) is a nationwide, full-service, not-for-profit financial cooperative proudly serving and supporting healthcare professionals. At HACU, we recognize the unique financial challenges that come with such an essential role. Our commitment is to equip you with the tools, resources, and personalized solutions you need to better understand your financial health and achieve your goals with confidence.

As a loyal and trusted partner to our Select Employee Groups (SEGs), HACU enhances employee and member benefit packages at no additional cost to healthcare organizations, associations, hospitals, and corporations.

Our SEG members enjoy the distinct advantage of belonging to a financial institution driven by a “not-for profit but for service” philosophy. With a strong commitment to financial literacy, we are dedicated to empowering our members to Bank Healthy[®] and achieve their financial goals.

Board of Directors



Jack A. Gilbert
Chairman



Edward J. Holzauer
Vice Chairman



Vince D. Keenan
Treasurer/Secretary



Dean Comber



William J. Huff



Dayla L. Randolph



Kenneth C. Robbins



Kenneth J. Rojek



Sameer Shah



Lucy C. Zielinski



Joseph J. Kregul
President/CEO

By healthcare, for healthcare. Our board of directors is a blend of healthcare industry leaders.

Serving to oversee the financial services that make a difference in the lives of those who work in the healthcare field.

Our board represents hospitals, associations, healthcare systems and other providers of care.



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Lisle, IL 60532



ESI EXCESS SHARE
INSURANCE

Federally insured by NCUA.