

2025 ANNUAL REPORT



BOARD CHAIR AND CEO MESSAGE

ICCU’s mission, “Helping members achieve financial success,” remains the foundation of everything we do. Throughout 2025, our focus on disciplined growth, operational excellence, and member-centered service enabled ICCU to continue strengthening its financial position while navigating a dynamic economic and regulatory environment. Our members can be confident that ICCU remains a safe, trusted, and resilient financial institution committed to providing value-driven products and personalized service.

For the 14th consecutive year, ICCU was named a Best Place to Work in Idaho, securing the #1 position seven times. We moved from #2 Best Places to Work Inland Northwest to #1 and improved our ranking in various regional areas. These recognitions reflect our collaborative, innovative, and respectful culture, which empowers team members and celebrates achievements. Our success is largely due to the dedication of team members who consistently rise to new challenges, adapt to change, and deliver exceptional service to members. Their professionalism and dedication to our values continue to distinguish ICCU as an employer of choice and a leader within our industry.

Strategic initiatives remained central to our progress. In early 2025, we successfully merged with Tucson Old Pueblo Credit Union (TOPCU) that expanded our reach and reinforced our commitment to serving members through scale and efficiency. Integrating new team members and aligning systems and processes required focused effort across the organization, and we are proud of the adaptability demonstrated throughout this transition.

We continue investing in the future of our communities. Engagement with legislative leaders and regulators reinforced ICCU’s role as a trusted advocate for members and for the credit union movement. At the same time, our commitment to community involvement and responsible governance remained unwavering as we worked diligently to support long-term economic well-being across the regions we serve.

We experienced solid financial performance driven by strong margin management, prudent expense controls, and balanced growth across loans, deposits, and net worth. During the year, ICCU achieved significant asset growth and surpassed major organizational milestones, reflecting both the strength of our balance sheet and the effectiveness of long-term strategic planning. In 2025, we loaned \$7.101 billion in consumer, commercial, and real estate loans, \$931 million of which was loaned to businesses. Home and auto loans originated totaled \$4.816 billion, and \$1.354 billion represents loans generated through various other products including Visas, RVs, etc. During the year, membership increased 16.04%. At year end, we were serving the needs of 769,306 members and that number grows daily! ICCU is now over \$14.8 billion in assets and is ranked #14 in the country.

We remain focused on thoughtful growth, strong financial stewardship, and continuous improvement. While economic conditions may evolve, our purpose remains clear. We are committed to supporting our members’ financial journeys, empowering our team members, and serving our communities with integrity and care. With the guidance of our Board of Directors and the trust of our members, ICCU is well positioned to navigate the road ahead and continue building long-term value for all we serve.

Sincerely,



Debbie McIntier
Board Chair



Brenda Worrell
Chief Executive Officer

Board of Directors

Russ McCoy
Vice Chair

Jace Katseanes
Director

Judy Harveston
Secretary/Treasurer

Jonathon Hunt
Director

Cindy Watson
Director

Troy Neu
Director

SUPERVISORY COMMITTEE REPORT

BALANCE SHEET - DECEMBER 31, 2025

Assets	2025	2024	Change	% Change
Net Loans	12,705,238,529	10,444,952,649	2,260,285,880	21.64%
Cash and Investments	1,142,846,777	873,147,304	269,699,473	30.89%
Fixed Assets	490,237,013	442,736,803	47,500,210	10.73%
Other Assets	420,738,035	359,351,798	61,386,237	17.08%
Total Assets	14,759,060,354	12,120,188,554	2,638,871,800	21.77%

Liabilities and Equity	2025	2024	Change	%Change
Total Liabilities	944,431,101	686,011,716	258,419,385	37.67%
Total Deposits	12,709,200,764	10,481,587,360	2,227,613,404	21.25%
Total Equity	1,105,428,490	952,589,478	152,839,012	16.04%
Total Liabilities and Equity	14,759,060,354	12,120,188,554	2,638,871,800	21.77%

“ Net worth ended at \$1.105 billion, posting an increase of \$153 million. ”

Supervisory Committee

Dallas Millington (Chair), Angela Palmer, Michelle Wilde, Cameron Matosich, Robyn Williams

Summary

The CPA firm, RSM US LLP, performed the annual CPA audit. The result of the audit was an unqualified opinion; please see the report following the Income Statement. During the year, we also received a joint exam given by the State of Idaho Department of Finance and the National Credit Union Administration (NCUA). The examiners were pleased with their findings and complimentary of our policies and financial performance.

For the year, assets increased \$2.639 billion and ended at \$14.759 billion. Net loans increased \$2.260 billion to end with outstanding balances of \$12.705 billion. Deposits ended the year at \$12.709 billion for an increase of \$2.228 billion. Net worth ended at \$1.105 billion, posting an increase of \$153 million.

We ended 2025 with net income of \$144 million. The net income translated to a 1.07% Return on Assets.

INCOME & EXPENSE STATEMENT

DECEMBER 31, 2025

	2025	% of Income	2024	% of Income	Change
Interest Income	720,803,509	83.2%	597,105,335	80.8%	123,698,174
Interest Expense	315,665,988	36.4%	280,705,934	38.0%	34,960,054
Net Interest Income	405,137,521	46.8%	316,399,400	42.8%	88,738,121
Provision for Loan Loss	57,827,160	6.7%	53,267,340	7.2%	4,559,820
Operating Expense	348,509,400	40.2%	291,833,431	39.5%	56,675,969
Other Operating Income	145,648,471	16.8%	142,040,446	19.2%	3,608,025
Net Income (Before Transfer)	144,449,432	16.7%	113,339,075	15.3%	31,110,357
Reserve Transfer	(43,322,599)	-5.0%	(36,957,289)	-5.0%	(6,365,310)
Provision for Loan Loss	57,827,160	6.7%	53,267,340	7.2%	4,559,820
Net Income (After Transfer)	158,953,993	18.3%	129,649,126	17.5%	29,304,867

We certify that we have reviewed these financial reports. Based on our knowledge, they are materially accurate and do not contain any false statements or omission of material facts. These reports fairly present, in all material respects, the financial condition of Idaho Central Credit Union (ICCU). We acknowledge our responsibility to establish and maintain disclosure and internal controls. We have designed our controls to ensure that material information about ICCU is made known and to provide a reasonable assurance that the financial statements conform to Generally Accepted Accounting Principles. We have evaluated these controls and certify they are effective. There have been no changes to these controls that have had a material affect on these financial statements. We have disclosed all significant deficiencies, material weaknesses, and fraud involving management or other employees with a significant role in our internal control over financial reporting.



Brenda Worrell
CEO, 12/31/25



Brian M. Berrett
CFO, 12/31/25

INDEPENDENT AUDITOR'S REPORT

BY RSM US LLP — PAGE 1

Opinion

We have audited the consolidated financial statements of Idaho Central Credit Union and Subsidiary (the Credit Union), which comprise the consolidated statement of financial condition as of March 31, 2025 and 2024, the related consolidated statements of income, comprehensive income, members' equity, and cash flows for the years then ended, and the related notes to the consolidated financial statements (collectively, financial statements).

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the financial position of the Credit Union as of March 31, 2025 and 2024, and the results of their operations and their cash flows for the year 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 (GAAS). 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 required to be independent of the Credit Union and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. 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 the Credit Union's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

(continued on next page)

INDEPENDENT AUDITOR'S REPORT

BY RSM US LLP — PAGE 2

Auditor's 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 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, including omissions, 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 GAAS, 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 the Credit Union'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 the Credit Union'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.

RSM US LLP

Cedar Rapids, Iowa
June 26, 2025

STATISTICAL REPORT

DECEMBER 31, 2025

	2025	2024	Change	% Change
Total Number of Members	769,306	671,689	97,617	14.53%
Total Number of Branches	63	59	4	6.78%
Number of FTEs	2,009	1,822	187	10.25%
Return on Assets	1.07%	0.98%	0.09%	9.18%
Net Worth Ratio	8.13%	8.68%	-0.55%	-6.34%
Delinquency Ratio	0.45%	0.43%	0.02%	4.65%
Charge-Off Ratio	0.39%	0.37%	0.02%	5.41%
Deposits Per Member	16,520	15,605	915	5.86%
Loans Per Member	16,618	15,649	969	6.19%
Membership Average Age	44.90	44.35	0.55	1.24%
Relational Net Promoter Score	75.62	68.95	6.67	9.67%

NEW BRANCHES

SPOKANE SOUTH HILL (WASHINGTON)



KENNEWICK (WASHINGTON)



TUCSON OLD PUEBLO (ARIZONA)

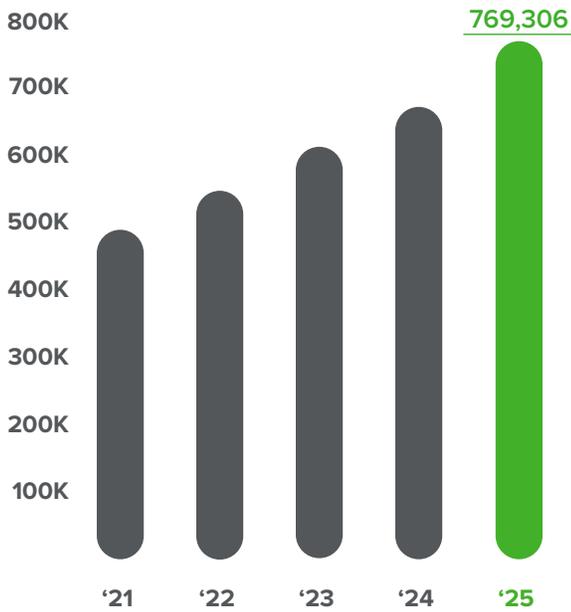


TUCSON EAST (ARIZONA)

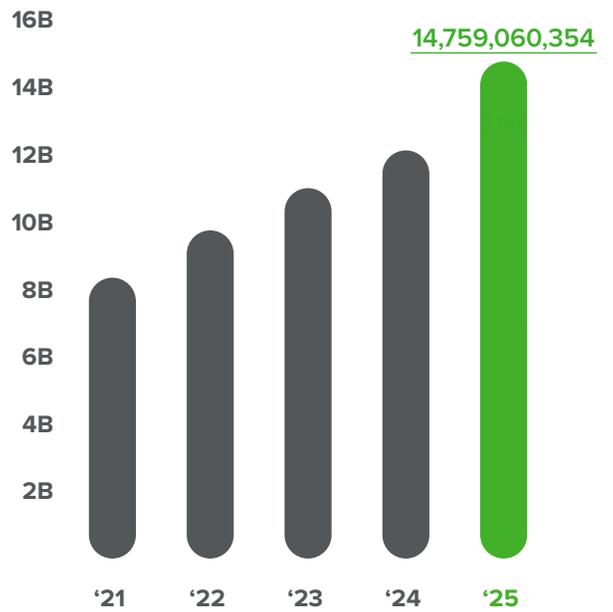


YEAR-END TRENDS

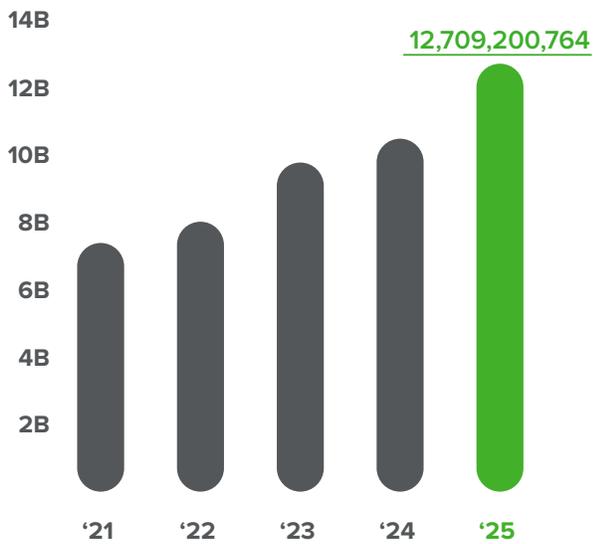
Members



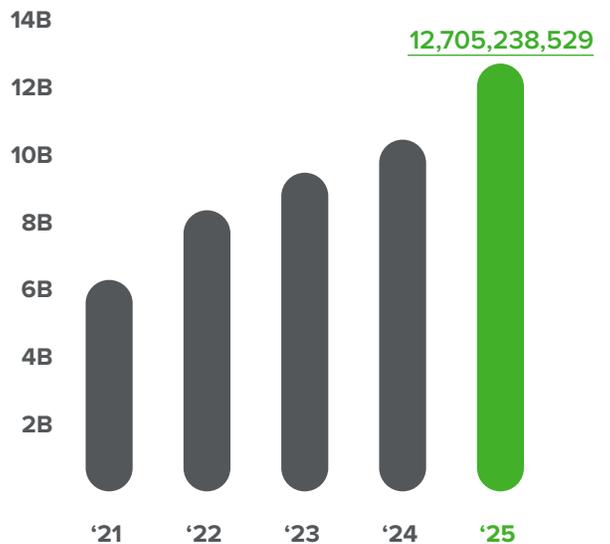
Assets



Deposits



Net Loans



2025 AT A GLANCE

Serving the needs of

769,306

members and growing.



We rebranded from Idaho Central Credit Union to



to better reflect our expanding membership across

Idaho,
Washington,
Oregon,
and our newest region,
Arizona.

We participated in over

2,500

community events

ICCU team members volunteered **42,000+** hours and provided 2,800+ hours of financial education.

ICCU assets exceeded

\$14B

a \$2 billion+ increase from the previous year.

We became the

#1 auto lender

in Washington

and kept the #1 ranking for auto and mortgage loans in Idaho.

We opened

4

new branches



for a total of **63** convenient locations.

NOTEWORTHY RECOGNITIONS

-  Best Places to Work in Idaho and Best Places to Work Inland Northwest
-  SBA 504 Lending Institution of the Year, Capital Matrix

-  #1 in the Pacific Northwest for Member Giveback, Callahan & Associates
-  #1 Auto Lender and Mortgage Lender in Idaho

COMMUNITY IMPACT

2025 marks another transformative chapter for ICCU – and our commitment to community involvement is stronger than ever. We are proud to support the nonprofits, schools, and community events that shape each area within our field of membership across Idaho, Washington, and Arizona.



HIGHLIGHTS

- ICCU participated in more than 2,500 community events, including 56 community blitzes of localized random acts of kindness across all markets.
- Team members volunteered 42,000+ hours, provided 2,800+ hours of financial education to our communities, and made significant donations to local nonprofits.
- ICCU was honored to host the *Light the World* Giving Machines on our Pocatello, Idaho campus this year, inviting the community to join us in support local and world-wide nonprofits in a big way.
- It has been exciting to establish ourselves in Tucson, Arizona as an engaged community partner. ICCU was proud to support the Greater Tucson Fire Foundation and the Southern Arizona Law Enforcement Foundation, among others.
- ICCU donated food and funds to organizations across our membership, such as Second Harvest, the Idaho Foodbank, and the Community Foodbank of Southern Arizona.
- ICCU continued to support youth in our communities through donations to Boys & Girls Clubs, the YMCA, Camp Rainbow Gold, the Idaho Youth Ranch, Vanessa Behan, the Ronald McDonald House, the Children’s Miracle Network, and 4-H programs, just to name a few.
- We were proud to once again be the presenting sponsor for *Idaho Gives*, the statewide giving campaign that promotes united community effort to support the critical work of local nonprofits. In 2025, over \$5 million was raised to support over 600 nonprofits.
- ICCU continues to prioritize education for students and young adults by funding scholarships and investing in tools and events that promote financial literacy.

