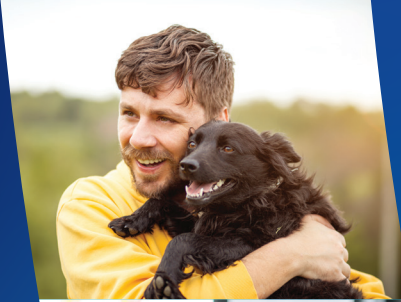




Investing today.
*Empowering
tomorrow.*



2025 ANNUAL REPORT

Report of the Chairperson and President & CEO

As we reflect on the past year, we're filled with gratitude for the trust you continue to place in Johns Hopkins Credit Union. Together, we've embraced a year of growth and transformation, guided by one purpose: empowering you to achieve your financial goals. From investing in innovative technology to enhancing the products and services you rely on, we remain committed to evolving to better meet your needs today and into the future.

One of our most significant milestones this year was completing a major system update, an investment in the technology and infrastructure that powers everything we do. This enhancement creates the foundation for future innovation through new products, services, and digital capabilities. We know this transition brought moments of frustration and inconvenience, and we recognize the real impact that had on you and your experience with JHCU. We don't take that lightly. Although it may not have been easy, the trust and patience you showed us throughout this period of change meant more to us than words can express. To thank you for standing with us, we wanted to show up for you the way you showed up for us through a variety of promotions and savings opportunities. Your support throughout this process is a powerful reminder of what makes this member-owned cooperative so special, and we are proud to be part of it alongside you.

We also introduced a refreshed brand identity and new website, reflecting who we are and where we are going. In doing so, we honored our history while creating a clearer vision for the future, one centered on simplicity, accessibility, and delivering meaningful experiences for the communities we serve. Our new website was designed with you in mind, making it easier to find information, explore solutions, and access the resources you need. More than a new digital experience, it represents the first step in our continued investment in modern technology that will help us deliver more intuitive and connected ways to manage your finances.

Even as we invested in our future, we remained committed to creating more opportunities for you today. Throughout the year, we focused on breaking down barriers and making financial well-being more accessible by offering solutions designed to help you save more, borrow with confidence, and keep more money in your pocket.

From our special rate 5-month Share Certificate to cash-back lending opportunities, we looked for ways to provide greater value and help you move closer to your goals. Our Rewards Credit Card enhancements helped maximize everyday spending, while our back-to-school campaign supported our commitment to building lifelong generational wealth. We also continued our fee reduction strategy for the second year, an initiative championed by our Board of Directors to help reduce costs and return more value back to our members—helping save nearly half a million dollars in fees.

While products and services are important, we believe knowledge and guidance are just as valuable in helping you make confident financial decisions. That's why we continue to expand resources to provide education, support, and personalized guidance throughout every stage of your financial journey.

Through our ACHIEVE™ Financial Coaching program and the introduction of Cetera Investment Services, located at Johns Hopkins Credit Union, members gained personalized guidance, practical tools, and professional planning support tailored to their goals. Whether members are building healthy financial habits, planning for retirement, or growing long-term wealth, this guidance plays an important role in helping them pursue their goals with greater confidence. We are proud of the positive impact both programs have made thus far and are excited to continue refining and expanding our approach to better support your needs.

We believe financial success is possible when our communities have access to the opportunities and resources they need to thrive. Throughout the year, we also focused on expanding our reach and creating meaningful opportunities for our members and the communities we proudly serve. We extended access to resources and services for our diverse membership, including our Spanish-speaking community, while continuing to make homeownership more attainable through programs like our 100% Mortgage Loan and Parity Program, which supports the revitalization of Baltimore City. Together with other community-focused initiatives, we are creating pathways for opportunity and helping our entire community succeed.

As we look ahead, we are always finding new ways to better serve you and develop your financial experience. We will continue investing in technology with updates to our online banking experience and enhanced digital tools for the auto-buying journey. We are also expanding our ability to serve members across the entire Johns Hopkins community, including the Howard County Medical Center, Sibley Memorial Hospital, and Suburban Hospital. In the near future, we are excited to continue extending JHCU's footprint into Florida, where Johns Hopkins All Children's Hospital is located.

We are deeply grateful to you, our members, for your continued trust, our employees for their dedication and commitment to service, and our volunteer Board of Directors, Advisory Council, and Supervisory Committee for their leadership and guidance. Your partnership helps us live out the credit union mission each and every day. As we look ahead, we remain committed to reimagining what's possible and continuing to build a future where every member feels empowered, confident, and equipped for what's next.



Sharon Kemp

Sharon A. Kemp
Chair



Keith C. O'Neil, Jr.

Keith C. O'Neil, Jr.
President and CEO

Growth at a Glance

Every milestone we achieve reflects the dedication of the people behind it. To our employees, board and committee volunteers, community partners, and, most importantly, our members—thank you for your trust, support, and commitment. Together, you've made 2025 a year of meaningful impact, and we're excited to continue building on that momentum.



Member Engagement



Summary of Financial Statements

Summary Balance Sheets

December 31, 2025 and 2024

ASSETS	2025	2024
Cash and cash equivalents	\$57,038,203	\$ 59,253,319
Loans to members, net	361,795,341	346,708,984
Investment securities, available for sale	200,968,742	172,564,838
Investment securities, held to maturity	2,999,129	19,482,987
Federal Home Loan Bank stock	983,900	1,379,300
National Credit Union Share Insurance Fund deposit	4,964,732	4,860,811
Accrued interest receivable	1,784,855	1,520,922
Property and equipment	6,439,042	6,184,286
Prepaid expenses and other assets	12,165,962	13,124,441
Total assets	\$ 649,139,906	\$ 625,079,888

LIABILITIES AND MEMBERS' EQUITY

LIABILITIES

Members' share accounts	\$ 544,144,934	\$ 522,758,795
Federal Home Loan Bank advances	11,500,000	20,000,100
Dividends and interest payable	1,115,470	1,208,365
Accrued expenses and other liabilities	12,639,958	12,959,744
Total liabilities	569,400,362	556,927,004

MEMBERS' EQUITY

Undivided earnings	78,847,268	72,922,228
Accumulated other comprehensive loss	892,276	(4,769,344)
Total members' equity	79,739,544	68,152,884
Total liabilities and members' equity	\$ 649,139,906	\$ 625,079,888

Summary Statements of Income

For the Years Ended December 31, 2025 and 2024

INTEREST INCOME	2025	2024
Interest on loans	\$ 20,001,962	\$ 18,871,550
Interest on investments	9,018,471	6,401,114
Total interest income	29,020,433	25,272,664

INTEREST EXPENSE

Dividends on members' shares	4,835,500	4,279,111
Interest on borrowed funds	686,197	1,033,832
Total interest expense	5,521,697	5,312,943
Net interest income	23,498,736	19,959,721

Provision for credit losses	462,000	1,321,000
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Net interest income after provision for credit losses	23,036,736	18,638,721
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NONINTEREST INCOME

Card services	3,551,752	3,499,337
Share draft account fees	3,433,644	3,714,340
Other member fees and charges	915,822	876,088
Gain on sale of mortgage loans held for sale	3,779	130,388
Miscellaneous income	745,786	750,665
	8,650,783	8,970,818

NONINTEREST EXPENSE

Compensation and benefits	13,376,527	12,544,518
Office occupancy	1,612,850	1,604,896
Office operations	6,922,491	6,414,668
Education and promotion	734,966	625,847
Loan servicing	668,204	610,128
Professional and outside services	999,143	740,268
Other	1,448,298	1,222,204
Total noninterest expense	25,762,479	23,762,529

Net income	\$ 5,925,040	\$ 3,847,010
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Message From the Treasurer

2025 was a growth year for Johns Hopkins Federal Credit Union. The Credit Union made over \$135 million in loans, facilitating home and automobile ownership, and achievement of other financial goals for our members. Shares continued to stabilize and grew by 4% as members benefited from competitive Share Certificate rates. Overall, the Credit Union grew assets by 3.8% and ended the year with a strong capital ratio of 12.1%.

Mark Bailey
Treasurer

Message From the Supervisory Committee

The Supervisory Committee is responsible for the periodic review of policies and internal control procedures of Johns Hopkins Credit Union. In performance of these responsibilities, the Committee retained the auditing firm of Yount, Hyde & Barbour, P.C., to conduct a comprehensive audit and to express an opinion on the financial statements of the Credit Union. The audit was performed in accordance with auditing standards generally accepted in the U.S., and the results are summarized in this report. A complete copy of the audited financial statements is available for viewing at our main office.

James Mustard
Chair, Supervisory Committee

Board and Committee Members

Board of Directors

Sharon Kemp, Chair

Lisa McKissick, Vice Chair

Mark Bailey, Treasurer

Maxine Given, Secretary

Jim Aumiller

Lisa Moore

James Mustard

Mia Russell

Carlos Tobar

Executive Leadership Team

Keith O'Neil, President & Chief Executive Officer

Steve Hudson, Chief Strategy & Finance Officer

Michele Moore, Chief Growth Officer

Kris Callahan, VP of People & Culture

Chris Cavallaro, VP of Product & Strategic Partnerships

Loema Collins, VP of Finance

Shannon Farley, VP of Compliance and Risk

Megan Morin, Executive Assistant

Supervisory Committee

James Mustard, Chair

Shari Swisher, Secretary

Nicole Aaron

Francesca Bocande

Sam Press

These summary financial statements do not constitute a complete presentation. The complete set of audited financial statements, including the statements of comprehensive income, changes in members' equity, and cash flows, and the notes to the financial statements, are available at the Credit Union office during normal hours of operation.

Impact on Financial Wellness

Driving progress by helping members strengthen their financial well-being and investing in the communities we serve.

389
Initiatives in 2025

12,125 Community Members Engaged With

30+ Partners Supported

"For the past 17 years JHCU has always been good to me. I will stay a member even through retirement."

\$236,590

INVESTED IN OUR COMMUNITY



16%

Increase in Credit Monitoring Program Enrollment

60%

of Credit Monitoring Members Improved Their Credit Score

106

Members Built Their Way From Starter Cards to Rewards Credit Card Status



37

Financial Wellness Sessions Held

Financial Education Session Topics

- Budgeting & Saving
- Credit Building
- Fraud Prevention & Identity Protection
- Investing in the Future
- Options for Dealing With Debt
- The Path to Homeownership
- Youth Education

*"The care and time JHCU took to help me was amazing; it was quick and helpful for my needs. I felt **supported** and **valued!**"*

86

People Received 1:1 Personalized Guidance to Help Reach Financial Goals

70+

Financial Goals Pursued With Personalized Coaching

Stronger Members. Stronger Communities.





[JHFCU.ORG](https://www.jhfcu.org)

Johns Hopkins Federal Credit Union (JHFCU) is a federally chartered credit union completely independent from Johns Hopkins University, Johns Hopkins Health Systems, and any of the Johns Hopkins schools, hospitals, or programs. JHFCU holds a license to use the "Johns Hopkins" registered mark. JHFCU serves the employees, students, retirees, and Alumni Association members of the Johns Hopkins University; employees and retirees of the Johns Hopkins Health System and its hospitals; and employees and retirees of other select entities. JHFCU is wholly owned by its members. Neither Johns Hopkins University nor Johns Hopkins Health Systems select, endorse, or are responsible for the goods and services offered by JHFCU.

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