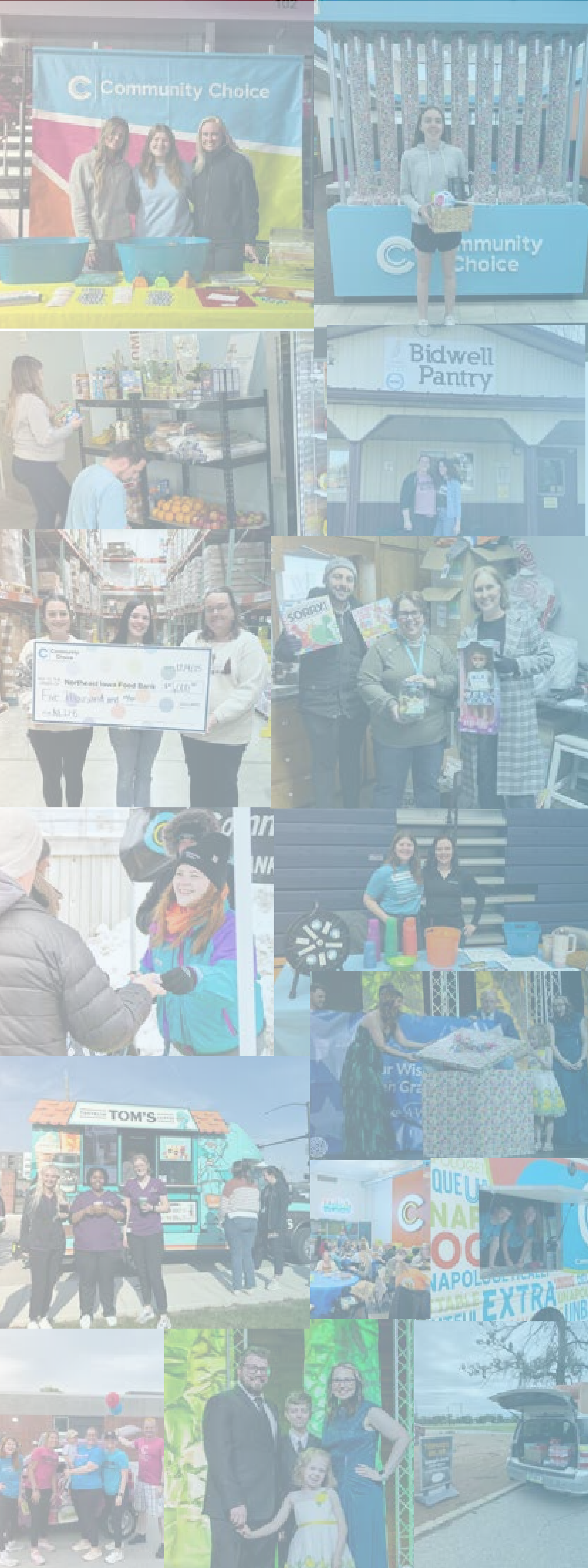

Community Choice

2025 ANNUAL REPORT

A WORD FROM OUR BOARD CHAIR AND CEO

To Our Valued Members,

As we reflect on 2025, we are proud to report another year of growth, innovation, and impact at Community Choice Credit Union. From inflationary pressures and changing interest rates to market volatility and global challenges, economic uncertainty continued to influence the financial landscape but our commitment to our members, UNbankers and the communities we so proudly serve never wavered.

Throughout the year, we remained focused on enhancing our suite of products and services. One of the most notable examples was our continued investment in our mortgage department. Those efforts resulted in Community Choice being ranked third in the State of Iowa for both mortgage approvals and total mortgage dollars funded, according to 2025 Home Mortgage Disclosure Act (HMDA) Data. We also expanded our network of preferred builder partners, creating even more opportunities for members to achieve their homeownership goals through our trusted UNcomplicated mortgage experience.

Randy Dickey,
Chairman of the Board

Throughout the year, we worked to expand the reach of the Community Choice brand through innovative partnerships. We launched Cyclone debit cards in partnership with Iowa State University Athletics, giving members a new way to show their school pride while embracing the spirit of UNbanking. That success opened the door to begin conversations with the other big three Iowa universities. These conversations led to a first-of-its-kind partnership with the University of Iowa Athletics Department. Together, we introduced not only a Hawkeye-branded debit card but also the exclusive Hawkeye Gold Card. A unique card that provides cash-back rewards to cardholders but also supports Hawkeye Athletics. These loyalty cards create a meaningful connection between members, their favorite teams and Community Choice.

Growth remains an important part of our future, and we continue laying the groundwork for what's next. Following our successful 2025 merger with Public Employees Credit Union (PECU), work began to transform the Waterloo branch into a vibrant space that reflects the energy and UNmatched experience members have come to expect from Community Choice. Our Waukee Flagship branch project also received permit approval in 2025 and moved closer to becoming a reality. Located on Grand Prairie Parkway, this innovative facility will feature not only a Community Choice branch, but also a restaurant partnership, and dedicated community event space. Designed to serve as a destination for connection and collaboration, this build reflects our belief that businesses play an important role in strengthening the communities they serve.

Josh Cook,
Chief Executive Officer

While expansion and innovation are important, they are only possible because of our financial strength. Community Choice continued our run of strong financial performance – increasing assets to $902 million with a solid Return On Assets of 1.05 percent while maintaining an exceptionally strong capital ratio of 12.24 percent. This strong performance allowed us to continue investing in our members, our employees and our communities.

Just as importantly, our commitment to community impact and #UNbankingForGood remained at the heart of everything we do. Through the support of our members and the work of the Community Choice Foundation, we continued to invest in local organizations, causes, and initiatives that make the communities we serve stronger. In 2025, nearly $150,000 in donations were distributed to more than 75 worthy organizations. Every dollar donated, every volunteer hour contributed and every partnership established reflects our belief that when local supports local, entire communities thrive. We remain proud to be #UNapologeticallyLocal and dedicated to helping create positive change.

These accomplishments would not be possible without the people who make Community Choice who we are.

Thank you to our Board of Directors for their guidance, our leadership team for their vision, and our UNbankers for the energy and commitment they bring each day. Most of all, thank you to our members for your trust, loyalty and support. We do not take for granted the opportunity to serve you and our communities every day. Because of you, we are able to continue demonstrating what it means to #UNbankForGood. We are excited about the opportunities ahead and look forward to building an even stronger future together.

Thank you for being part of Community Choice.

Sincerely,

JOSH COOK
Chief Executive Officer

RANDY DICKEY
Chair, Board of Directors

MISSION, VISION, VALUES & BOARD OF DIRECTORS

MISSION: Simply and happily fulfill the financial wants and needs of our members. To achieve this, we must strive to unexpectedly delight those we serve; our employees, our communities, our members.

VISION: To be the place where people love to bank.

VALUES:

WILL TO WIN
HUSTLE
BOLDLY GO
DRIVEN

ONE TEAM
COLLABORATIVE
SELFLESS
SUPPORTIVE

QUALITY WORK
SELF-CRITICAL
FORWARD-THINKING
DEVOTED

WORK TO FULL POTENTIAL
CURIOUS
ACCOUNTABLE
HUMILITY

WE HAVE HEART
RESPECTFUL
INTEGRITY
HONORABLE

Board of Directors

- *Randy Dickey, Chair*
- *Joe Yamen, Vice-Chair*
- *Deb DeGraff, Credit Committee Secretary*
- *Brian Farrell, Audit Committee*
- *Brenna Finnerty, Audit Committee Chair*
- *Mike Koschmeder, Chief Financial Officer*
- *Sara Kurovski, Audit Committee Secretary*
- *Christopher Maharry, Credit Committee*
- *Tom McEntee, Secretary/Credit Committee Chair*

FINANCE COMMITTEE REPORT

The Finance Committee plays a crucial role in overseeing the financial health of Community Choice Credit Union and ensuring the financial stability, integrity and strategic direction of the credit union according to the Board of Directors strategic plan.

In 2025 the Finance Committee performed oversight in the following areas:

BUDGETING: The Finance Committee assists management in the development of the credit union’s budget, ensuring that it aligns with the organization’s strategic goals and objectives before being presented to the Board of Directors for approval.

FINANCIAL REPORTING: The Finance Committee reports to the Board of Directors monthly to assess the credit union’s financial performance, ensuring accuracy and compliance with regulatory requirements.

POLICY DEVELOPMENT: The Finance Committee reviews and recommends finance policies annually to the Board of Directors to guide the credit union’s operations and ensure compliance with relevant laws and regulations.

RECOMMENDED PRICING: The Board of Directors Financial Officer’s goal is to recommend pricing to the Board of Directors that strikes a balance between profitability, competitiveness and risk management while meeting the needs of the credit union and its members.

Sincerely,

Mike Koschmeder, Chair of the Finance Committee

Brenna Finnerty, Member of the Finance Committee

Sarah Kurovski, Member of the Finance Committee

ASSETS

$902.3M

2025	$902,300,000
2024	$809,567,078
2023	$805,489,910

DEPOSITS

$759.1M

2025	$759,100,000
2024	$674,756,756
2023	$668,202,671

ONLINE BANKING USERS

46,919

2025	46,919
2024	43,831
2023	40,697

MEMBERS
53,548

NET INCOME
$7.85M

LOAN VOLUME
$567M

EMPLOYEES
190

STATEMENT OF CONDITION

	2025	2024
ASSETS		
CASH:	$69,615,989	$63,230,287
INVESTMENTS:	$59,666,855	$46,114,680
NET LOANS:	$720,825,878	$659,577,067
NET FIXED ASSETS:	$19,698,675	$20,233,116
TOTAL RECEIVABLES	$0	$0
MORTGAGE LOAN RECEIVABLES:	$16,546,248	$6,511,557
TOTAL PREPAID ASSETS:	$1,125,643	$737,551
TOTAL ACCRUED INTEREST:	$2,297,291	$1,993,639
TOTAL OTHER ASSETS:	$12,496,857	$11,169,181
TOTAL ASSETS	**$902,273,437**	**$809,567,078**
LIABILITIES and MEMBERS' EQUITY		
TOTAL SHARES & DEPOSITS & CERTIFICATES	$759,099,043	$674,756,756
TOTAL NOTES & INTEREST PAYABLE:	$20,019,390	$25,024,413
DIVIDENDS & INTEREST PAYABLE:	$29,170	$23,215
ACCRUED EXPENSES & OTHER LIABILITIES	$12,682,935	$12,243,618
TOTAL LIABILITIES:	$791,830,538	$712,048,001
TOTAL MEMBERS EQUITY	$110,442,900	$97,519,077
TOTAL LIABILITIES AND MEMBERS' EQUITY	**$902,273,437**	**$809,567,078**

STATEMENT OF INCOME

	2025	2024
INCOME YTD:		
LOAN INTEREST INCOME	$42,142,210	$38,398,448
INVESTMENT INCOME	$4,450,364	$3,776,300
NON-INTEREST INCOME	$16,550,205	$13,392,474
TOTAL INCOME	**$63,142,778**	**$55,567,222**
EXPENSES YTD:		
COMPENSATION & BENEFITS	$20,714,752	$18,476,187
OFFICE OPERATIONS & OCCUPANCY	$20,617,945	$17,880,589
OTHER GENERAL & ADMINISTRATIVE	$1,054,308	$778,314
PROVISION & RESERVE	$2,576,631	$3,327,901
DIVIDENDS/INTEREST	$8,464,113	$7,796,510
WHOLESALE INTEREST	$735,830	$1,271,976
TOTAL EXPENSES	**$54,163,579**	**$49,531,477**
NET OPERATING INCOME	**$8,979,199**	**$6,035,745**
NON OPERATING GAIN/LOSS	-$1,127,803	$481,598
NET INCOME	**$7,851,396**	**$6,517,342**

COMMUNITY SUPPORT

At Community Choice, we strive to enhance the quality of life of the individuals and families in the areas we serve. We call it **#UNbankingForGood** and it drives everything we do. Our Foundation allows us to invest in and show up big in the community.

Every year, we ask our employees to vote on which **local non-profit organizations** they'd like us to partner with and support on behalf of the Foundation. In 2025, we proudly donated a total of **$20,000** to Iowa Safe Schools, Everybody Wins! Iowa, Iowa Center for Children's Justice and The Beacon. Support for these organizations also included physical donations and employee volunteerism.

One of the most impactful moments of our year was at the **32nd Annual Make-A-Wish Iowa Gala**, where we met **Stella**, a six-year-old girl with cystic fibrosis. Stella wished to go to Disney World with her family, so we made sure they had everything they needed for a magical trip.

Local supporting local is another motto we live by. On **Giving Tuesday**, we invited our social media followers to nominate their favorite local non-profits to receive a **$1,000 donation**. We randomly selected five winners: Hope Animal Rescue, Tori's Angels Foundation, Skate DSM, Mary's Helping Hands and Holding Tiny Hands.

During the holiday season, we also donated more than **$10,000** to support local hunger initiatives. We also spotted an opportunity to offer direct aid by filling community fridges across Des Moines with nearly **$5,000** worth of fruits, vegetables and other groceries.

Whether it's surprising nursing students with free coffee, sponsoring a discounted movie series, delivering custom popcorn machines to elementary school teachers or simply dropping off free tennis balls at dog parks, we're always looking for unique ways to make a difference.

NEARLY

$150,000

WAS INVESTED INTO OUR COMMUNITY

DONATIONS TO MORE THAN

75

LOCAL NON-PROFITS

CREDIT COMMITTEE REPORT

The Credit Committee plays a crucial role in maintaining the financial stability of Community Choice Credit Union while supporting the financial well-being of its members. The committee must protect the financial interests of the credit union while serving the members by providing access to affordable credit. They aim to strike a balance between prudent lending practices and meeting the borrowing needs of members.

In 2025 the Credit Committee performed oversight in the following areas:

POLICY ADHERENCE: The Credit Committee ensures that loan decisions align with the credit union's lending policies and guidelines. Credit policies are reviewed annually; recommendations are made to the Board of Directors to reflect changes in the economic environment, changes in member demands and regulatory requirements.

CREDIT GRANTING AUTHORITY: The Credit Committee delegates decision-making authority to credit union management to conduct day-to-day credit granting according to board approved policies to provide quick response to member requests. All credit granting issues that extend beyond routine, day-to-day operations involve consultation with the Credit Committee and are reported to the Board of Directors.

RISK MANAGEMENT: The Credit Committee evaluates the risk associated with lending and collection activities. This involves meeting with management on a quarterly basis to review overall trends including the impact on the credit union's financial health and reports to the Board of Directors.

Sincerely,

Tom McEntee, Chair of the Credit Committee
Deb DeGraff, Secretary of the Credit Committee
Christopher Maharry, Credit Committee Member

AUDIT COMMITTEE REPORT

The Audit Committee plays a crucial role in ensuring the financial integrity, compliance and risk management of Community Choice Credit Union. The committee reports on Internal Auditor findings and recommendations, audit activities, compliance issues and risk management efforts to the Board of Directors. Regular audit reports from independent Certified Public Accountants are provided to the Board of Directors enabling informed decision-making by the board.

In 2025 the Audit Committee performed oversight in the following areas:

INTERNAL AUDITOR: The Internal Auditor performs operational reviews, assessing the efficiency and effectiveness of operational processes, procedures and compliance with laws, regulations and industry standards applicable to operations across various departments within the credit union. This involves reviewing regulatory requirements, conducting compliance testing, reviewing workflows, identifying inefficiencies and recommending process improvements. Audit findings, recommendations, observations and non-compliance issues are reported to management and the Audit Committee. Follow-ups are performed monitoring the resolution of audit findings.

EXTERNAL AUDITOR: The Audit Committee engaged Gardiner + Company Certified Public Accountants to conduct annual and semi-annual audits for calendar year 2025 in accordance with generally accepted auditing standards (GAAS). The audit was performed independent of Community Choice Credit Union in accordance with relevant ethical requirements.

In addition to internal and external audits, Iowa Division of Credit Unions (IDCU) and National Credit Union Administration (NCUA), conduct independent reviews of the Credit Union to evaluate the financial condition, safety and soundness and compliance with state and federal laws and regulations.

In review of the internal and external audits, and regulatory agency reports, the Audit Committee determines Community Choice Credit Union to be well-managed with sound internal controls and procedures.

Sincerely,

Brenna Finnerty, Chair of the Audit Committee
Sara Kurovski, Secretary of the Audit Committee
Brian Farrell, Audit Committee Member

COMMUNITY CHOICE PROUDLY SERVES THE FOLLOWING COUNTIES:

- Adair
- Blackhawk
- Boone
- Butler
- Clarke
- Dallas
- Greene
- Grundy
- Guthrie
- Hamilton
- Hardin
- Jasper
- Lucas
- Madison
- Mahaska
- Marion
- Marshall
- Monroe
- Polk
- Poweshiek
- Story
- Tama
- Union
- Warren

SCAN QR CODE

FOR OUR

UNBANKING

CENTER LOCATIONS