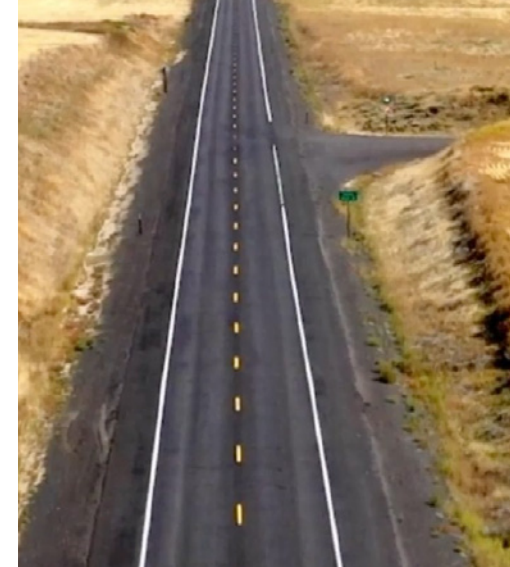


OUR MEMBERS. OUR MOMENTUM.

REPORT TO MEMBERSHIP 2025



From Our Board Chair and President & CEO

Dear Members,

Across the communities we serve, BECU members are navigating rising costs, economic uncertainty and decisions that carry real weight for their families and futures. In times like this, trust matters. And having a financial partner — not just a place to bank — matters more than ever.

In 2025, we celebrated 90 years of growing together. One simple purpose has guided us for nine decades: improving the financial well-being of our members and the communities we call home. That purpose has not changed. What continues to evolve is how we deliver on it.

Each year—including 2025—our major decisions are guided by three core questions: Does it strengthen member financial health? Does it build more resilient communities? And does it equip our employees to deliver on our purpose today and for the long term? That standard keeps us focused on what matters most in a challenging economic environment. This report shows how those decisions come to life.

For members, we remain focused on returning value through competitive rates, few fees and programs that reward progress. We are expanding access to personalized guidance, both digital and human, so members can build confidence with their money. We also show up when things get hard by offering support and flexibility during job loss, shutdowns and other moments of financial stress. When people feel confident and supported, they are equipped to make decisions that move them forward, even in uncertain economic times.

In our communities, we invest in resilience. Through trusted, long-term partnerships, we supported housing stability, workforce development, education and entrepreneurship, while also responding quickly when urgent needs arose, from food insecurity to historic flooding. Community impact isn't separate from our strategy. It is our strategy, and you'll see that commitment reflected throughout this report.

For employees, we are deepening a culture rooted in purpose, belonging and growth. Our people are the reason members trust us and communities rely on us. When employees are supported, trusted and connected to our mission, that care shows up in every interaction.

Our 'people helping people' philosophy has guided how we've grown over the years. As we evolve, our proposed combination with SAFE Credit Union reflects that approach by bringing together two cooperatives with shared values to extend our impact to more members and communities, while maintaining the discipline and governance our members expect. We couldn't be more excited about the future of this partnership.

On behalf of the board of directors and the leadership team, thank you for placing your trust in BECU. We remain a strong, well-governed cooperative committed to long-term stewardship. This allows us to serve members and communities for generations to come.

We invite you to explore this report to see how our purpose comes to life through the people we serve, the communities we support and the employees who make it all possible.

Sincerely,



Beverly Anderson
Chief Executive Officer



Debra Somberg
Chair, Board of Directors

We're Glad You're Here



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BY THE NUMBERS

EMPOWERING MEMBERS IN THEIR FINANCIAL HEALTH

At BECU, you're not a customer. You're an owner. For 90 years, every decision we've made has started with what's best for you. We return our profits through competitive rates, few fees and financial products built around your life, not pressure to meet shareholder expectations.

Being an owner means more than sharing in our success—it means having access to tools, guidance and support designed to help you move forward with confidence.

Maybe you're saving for your kid's college tuition. Maybe you're eyeing your first home. You may be building credit or planning for retirement. Wherever you are, BECU is here to help you take the next step.

Putting More Money in Your Pocket | Delivering Tools and Resources That Empower
Personalizing Your Financial Health Journey | Upgrading Your Digital Banking Experience
Increasing Access to Financial Guidance | Expanding Deals, Discounts and Partnerships



YOUR MONEY

Competitive rates, hands-on guidance and \$425.7 million returned to the people who own this place. Every dollar you trust us with should work harder for you. Here’s how we made that happen in 2025.

Your Credit Union by the Numbers

BECU ended 2025 with 1,558,284 members after welcoming 112,029 new members into the cooperative.

BECU’s fundamentals stayed strong in a challenging economic year. Total assets held steady at \$29.4 billion.

Our net worth ratio climbed to 12.39%, up from 11.84% the year prior. That increase reflects disciplined expense management and careful risk management during a volatile year. Think of that ratio as a financial cushion, as it measures how well-capitalized BECU is and protects the cooperative and your deposits against unexpected losses. A credit union is considered “well-capitalized” if its capital-to-asset ratio is 7%. We’re nearly double that.

Our 2025 Net Promoter Score, which measures how likely members are to recommend BECU to someone they know, came in at 65.9. In the financial services industry, anything above 50 is considered excellent. Really, that score reflects the trust you place in us every day.

Where the Profits Go (Hint: Back to You)

BECU is owned by you, our members. We return profits back to you in the form of competitive rates, few fees and products and programs that reward good financial habits. In 2025, we returned an astounding \$425.7 million to members, averaging \$276 per member.¹

1. Savings based on BECU’s 2025 analysis of member benefits from lower loan rates, higher deposit rates and reduced fees compared to typical bank offerings. Individual savings vary and are not guaranteed.

2025 Numbers



1,558,284

TOTAL MEMBERS

112,029

NEW MEMBERS



\$29.4B

TOTAL ASSETS



\$425.7M

TOTAL RETURNED TO MEMBERS

\$276

RETURNED TO EACH MEMBER, ON AVERAGE



12.39%

2025 NET WORTH RATIO



65.9

NET PROMOTER SCORE

Your Credit Improves. Your Rate Follows.

A shining example of how we return profits to our members, [BECU's Reprice Program](#) turned 20 years old in 2025.

Here's how it works: Each year, we review eligible accounts and automatically reduce interest rates for members who improved their credit scores and kept a strong payment history. Members may receive a rate reduction on auto, boat, RV and other consumer loans.

No applications or phone calls. We just do it. If your credit score dips later, your rate stays the same. It doesn't go back up.

Last year, we repriced 46,603 member loans, helping those members save an estimated \$2.24 million in interest. Over the past 20 years, we've repriced more than 650,000 loans and saved members an estimated \$29 million in interest.¹

Opening the Door to Homeownership

We'd love to see you in your first home, measuring for furniture. Yet we know the housing market and broader economy aren't making it easy. Housing remains unaffordable for many, particularly as wages grow slower and it's becoming harder to find a new job.

That's why we offer specialized grants, loan programs and services designed [to support members as they work toward homeownership](#), including no origination fees and educational seminars packed with practical advice.

Our unique down payment assistance program allows eligible BECU members to put forward just 1% on a home, while BECU covers up to \$8,000 of the remaining down payment. Additional low-or-no down-payment options are available through partnerships like the Washington State Housing Finance Commission.

In 2025, we provided more than \$2 million toward 267 first-time homebuyer mortgages. Since the program launched in 2018, we've granted more than \$13 million to help 1,953 members turn "someday" into a set of keys.



"We have been watching rates closely. BECU hands down has the best rates we have seen."
Beth L., community member

1. With a reprice, your rate cannot drop below the lowest current published rate. Loan products available for this benefit may change at any time, the reprice program may end at any time, and we may not be able to lower your rate with each evaluation.

YOUR TOOLS AND RESOURCES

In 2025, we built, refined and launched products so banking fits your life, not the other way around. Every tool and resource we employ and upgrade is designed to reduce the number of steps between you and your money and to improve your financial health.

Financial Health Tools and Services

Not sure where to start with a budget? Wondering how to make saving habits actually stick or how to deal with student-loan debt? BECU offers free resources — digital tools, one-on-one coaching sessions and expert guidance — to help you take the next step, whatever that looks like.

“I value the Member Advantage benefits and the way they encourage active engagement with my accounts. I feel confident knowing my finances are in good hands, and I’m proud to say BECU will continue to be my go-to credit union.”
A.C., BECU member

Money Momentum: Building Financial Confidence

In 2025, 1,258 members got hands-on support with budgets, debt and savings through [free Financial Health Checks](#) — one-on-one phone or video banking coaching sessions tailored to your goals. Over 5,000 members and community members attended classes, workshops and real-world experiential learning, both in-person and online.


Our free seminars and webinars cover a wide range of topics tailored to community needs. A few examples:

- Laying the Foundation: Custom Construction Workshop
- How to Talk to Your Parents About Their Finances
- Debt Reduction Strategies
- Introduction to Investing: Student of the Market
- Simplify the Homebuying Process
- Estate Planning: What Everyone Needs to Know
- Life Essentials: Determining Your Loved One’s Needs

Another 8,031 members learned bite-sized, real-life lessons on saving, spending, investing, retirement and more [through Zogo](#), a free financial education app. Members earn points redeemable for gift cards as they learn. Download Zogo in the Apple App Store or Google Play, but a heads-up: You might actually enjoy learning about taxes.

Most of us have more than one savings target — vacation, emergency fund, down payment — but who wants to manage a separate account for each? [BECU Envelopes](#) lets you split your savings into separate goals within one account. Name each envelope, set a target, and watch it grow. At the end of 2025, 31,882 members had Envelopes setting 79,239 individual goals totaling nearly \$76 million.


Zogo Financial Education App



Save & Invest
Learn how to save money and invest for your future.

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📖 26 modules ⌚ 55 min + 2500 XP

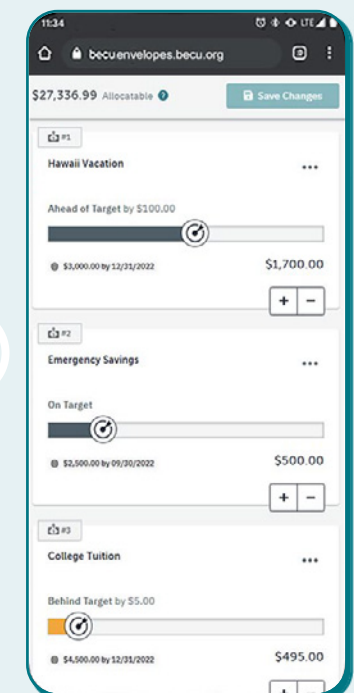
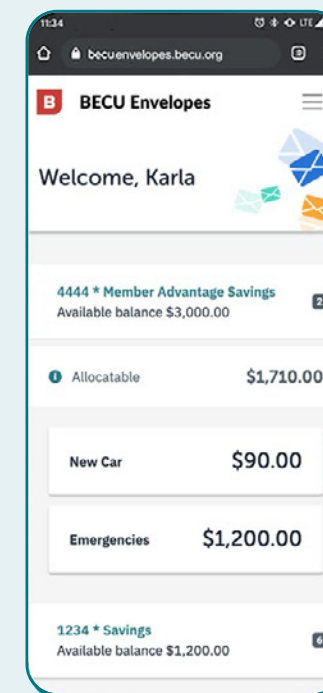


Make a Budget
Create a budget for your unique goals.

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📖 18 modules ⌚ 33 min + 2500 XP

BECU Envelopes



At BECU, we're big on increasing access to banking. [Video Banking](#) lets you connect with BECU from your phone or computer, on your schedule. In 2025, we moved the start time to 8 a.m. PST. Now, more members can get help before their day gets away.

[We added Spanish-language prompts](#) to all 256 BECU ATMs as part of our broader commitment to creating a more inclusive, welcoming banking experience for our members and communities. To use this feature, simply choose "Español" from the language menu when using a BECU ATM, then proceed with your transaction.

We're Here When Things Get Hard

A [sudden layoff](#). An unexpected medical bill. A government shutdown that freezes your paycheck. Financial stress can show up without warning. When it does, BECU is here.

Our [financial relief options](#) include:

- Payment assistance for members who need breathing room on loans.
- Mortgage payment suspensions to keep you in your home while you get back on your feet.
- Free debt and credit counseling through GreenPath to help you build a plan forward.

In 2025, over 11,000 members were served through GreenPath's free credit and debt counseling (and services), including debt management plan support. GreenPath's Debt Management Program now manages over \$32 million in BECU member debt, helping members move toward long-term financial stability and a brighter financial future.

For weeks in 2025, federal employees across the country, including here in Washington, went without paychecks. During that time, BECU assisted 592 members with 1,174 refunds of fees, totaling \$11,740, because a shutdown shouldn't cost you more than it already has.



"Accessibility for the win!"
Kelcey U., community member



WHAT'S NEW (AND WHAT'S COMING NEXT)

For decades, we've responded to member feedback and invested in ideas that make banking work better for you. Here's what we built for you in 2025—and what's coming in the years to come.

Artificial Intelligence: Fast, Accessible Guidance for Your Money

Is there room in your budget for a double latte with extra syrup and whipped cream? Will a secured credit card boost your credit score?

In 2025, [BECU acquired the AI capabilities](#) and welcomed several employees from EarnUp, a San Francisco fintech company. Since then, we've been busy building and testing an AI Advisor that helps analyze your accounts in real-time and delivers personalized financial guidance in seconds. It's like a friendly financial advisor who never sleeps (and never judges), with all the time in the world.

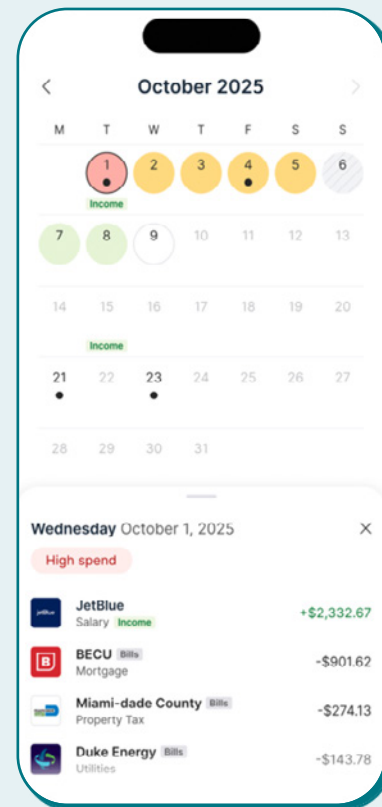
Behind the scenes, our contact center team is already using a generative AI tool called Monty (yes, we named it) to comb through pages and pages of information quickly when you call for help as we recognize your time is valuable and moments matter.

A Dashboard for Your Dollars

In 2025, BECU began testing a Financial Health Hub accessed via Online Banking—a pilot tool that shows you where your money goes and helps you figure out what to do about it, with a focus on saving and stretching every dollar.

Right now, 80,000 members can access the Hub. In 2026, it will expand to more members and add credit-building tools. Keep an eye out for communication from BECU regarding how to get involved in the pilot!

Financial Health Hub



“Love your vision. You can never lose when you put people first!”

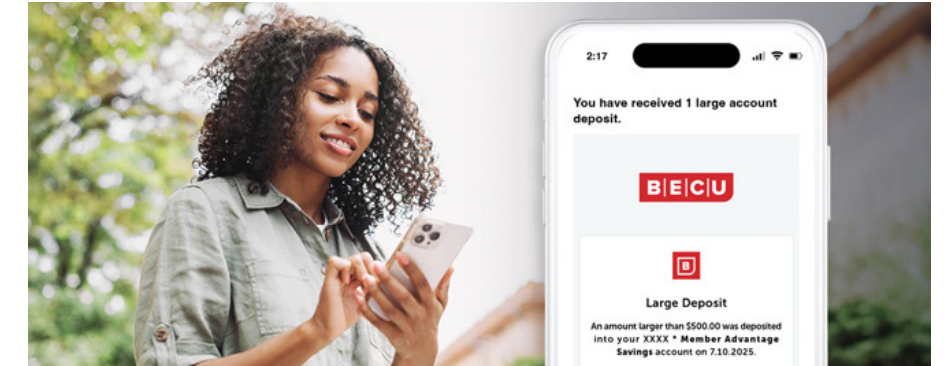
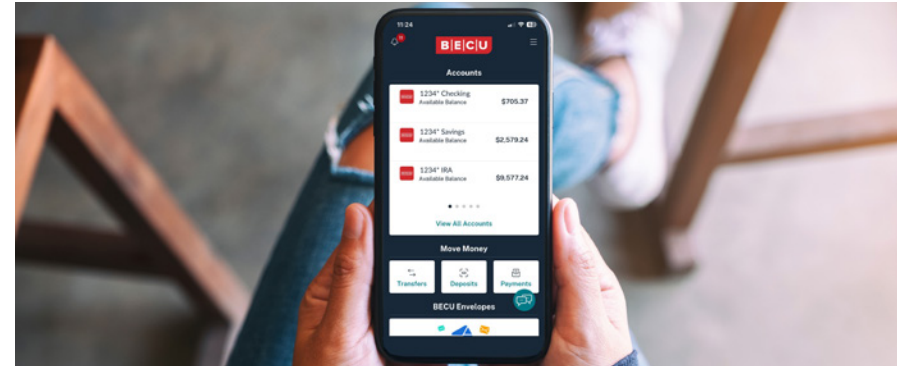
Melyssa P., community member

“Incredible to see how BECU is leading the way with AI to make personalized financial guidance more accessible and doing it with a clear focus on trust and member well-being.”

Sativa H., community member

7 (SOMEWHAT) SMALL UPGRADES, 7 MAJOR DIFFERENCES

Small tweaks can make your financial life a lot easier. Here are the changes our digital team delivered in 2025, helping you bank online with ease and saving time:



1 Flexible spending limits

Planning a big purchase or traveling? Make a temporary adjustment to your [ATM and debit limits](#) right in the BECU mobile app. It's now easier to handle larger purchases or unexpected expenses without a call, visit or paperwork. Since launching, members have used this self-serve feature more than 75,000 times, streamlining access to funds while reducing unnecessary paper notices.

2 Push notifications

Stay on top of your budget, payments and withdrawals with real-time [account alerts](#)—no more waiting for texts or emails.

3 Modernized wire transfers

Behind the scenes, our [wire transfer](#) process is faster, more secure and now handles international wires more smoothly.

4 New online banking login

A cleaner, more secure [login experience](#) next time you sign in.

5 External autopay

Pay your BECU loan or credit card from an outside account through [Online Banking](#).

6 Save and Resume

We all get interrupted by the dog, the kid or the boss. If you [start an application](#) and need to step away, our new Magic Link feature lets you pick up right where you left off. You'll even get an email reminder to finish.

7 CoBrowsing Support

Stuck on a banking issue? With your approval, a BECU customer support representative can view your screen to troubleshoot together in real time with CoBrowse.

YOUR VILLAGE

BECU is a credit union, a neighbor, a business and community partner, and occasionally a concert sponsor. Here's the proof.

Meeting Members Where They Are

More than brick-and-mortar buildings, [Neighborhood Financial Centers](#) (NFCs) are where you get face-to-face help, whether you're opening a child's first account or going through something harder, like managing debt or estate planning. As digital solutions continue to play an ever-increasing role in our daily financial lives, you let us know that having easy access to a friendly face is also extremely important. We continue to expand the number of BECU locations to deliver convenience for you to bank where and how you want to.

In 2025, we opened five Neighborhood Financial Centers, with new locations in Pierce County, White Center, Spokane South Hill, Kirkland and Stanwood. The Pierce County Financial Center was designed in response to member feedback and includes full teller services, expanding in-person access for members who told us this capability matters to them.

"I've been telling everyone I can about how awesome the Ballinger branch is. Beautiful space, friendly team and easy access."

Laura B., community member

We also kicked off renovations at our Everett Financial Center. It's open during construction, so stop by to watch the transformation as we build a light-filled lobby, a member lounge and accessibility upgrades.

Last year, we also announced we'll be opening our first-ever locations on Bainbridge Island and in the Snoqualmie Valley (Duvall), plus our eighth Pierce County location in Lakewood.

Additionally, BECU ATMs continue to help our members manage their finances from more places, with convenience and access top-of-mind. Even as more members shift to mobile check deposit and app-based services, ATM transactions totaled 11.4 million in 2025. We also replaced 40 ATMs across our network.

Our NFCs also help gather the community around shared financial goals and education. For example, we hosted Family Financial Fun Days at our Spokane South Hill, Pierce County and Gig Harbor locations. At these events, families learn about saving, credit and protecting their money through hands-on activities, games, snacks and giveaways.

Our semiannual shred events make spring cleaning and fall decluttering easier for members across the region. Held at multiple Neighborhood Financial Centers throughout the year including locations from Bellingham to Federal Way and Spokane—these events invite members to safely dispose of shreddable paperwork while also donating electronics, household food and clothing.



DEALS, DISCOUNTS AND PARTNERSHIPS

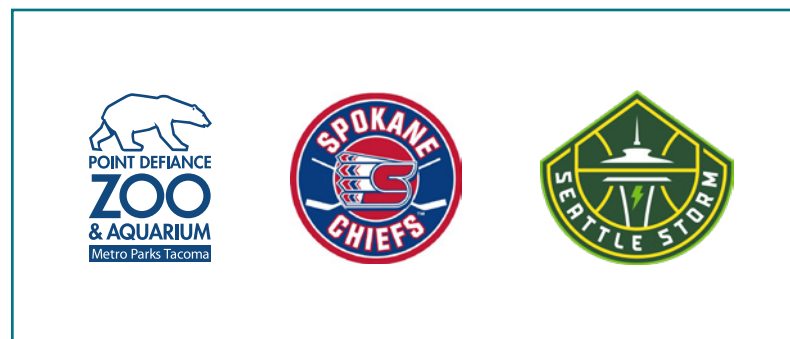
Your BECU membership does more than help you manage your money. It connects you to a network of partners who share our values. Better together is the cooperative way, and it extends to the organizations we partner with to bring you more value, more access and more reasons to feel good about where you bank.

Perks of the Cooperative Life

Some of the best things in life aren't things, but experiences. We want to help you save money on those memory-building moments every day, and have fun doing it.

Through partnerships with community organizations and businesses, BECU members enjoyed more than \$2.2 million in savings on experiences including discounted admission to Point Defiance Zoo and Aquarium, tickets to Seattle Storm and Spokane Chiefs games, and reduced prices at concerts, museums and home and RV shows, year-round.

Every BECU member has access. Check out our [Deals and Discounts page](#) online for what's available now.



Your Debit Card Has Great Taste in Music

Listen carefully. That's the sound of your debit card ringing up funds for independent music – to the tune of \$650,000 in 2025, and a total of \$2.6 million since 2020.

Every swipe of your KEXP-branded BECU debit card sends a penny to Seattle indie radio station KEXP, supporting its lineup of independent artists, DJs, music education and free live in-studio performances.

Those pennies have added up since the card launched in March 2020, keeping music free, accessible and community-driven. That's not-for-profit values in action, where the music (and money) matters.



SPOTLIGHT

BECU & SAFE: Better Together

We think everyone deserves a financial institution that invests in their future. In 2025, BECU *agreed to combine* with SAFE Credit Union in Sacramento, CA, uniting two purpose-driven cooperatives with a shared commitment to their members and communities.

Together, we'll serve 1.8 million members across more than 80 locations and become the fourth-largest credit union in the nation. SAFE members will gain access to BECU's innovative financial products, and both memberships will benefit from greater scale and resources.

Our proposed combination with SAFE Credit Union supports BECU's strategy to serve more members and communities through expanded access and stronger cooperative impact.

The combination is contingent upon regulatory approval and a SAFE member vote, and we anticipate it will close by early 2027. Stay up to date at becuandsafe.org.



"Congratulations to BECU and SAFE. Always moving in the right direction for the members and communities you serve."

John L., community member



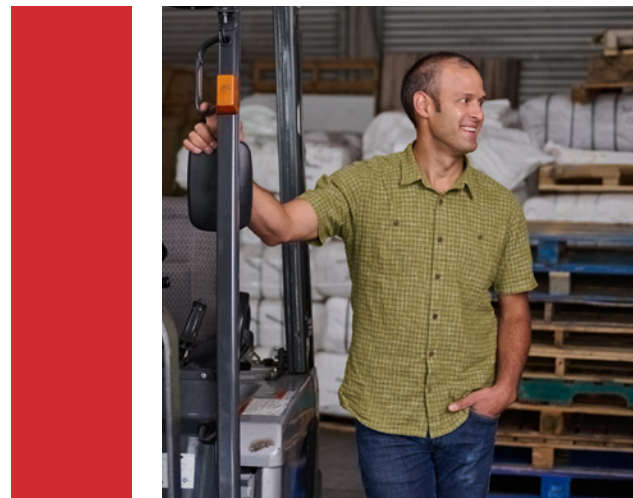
Open for Business

At BECU, we're dedicated to helping our small-business members thrive by offering competitive rates, business lines of credit and more. We grew our business-member base this year, as 11,689 new [business memberships](#) were opened in 2025, bringing the total to 90,181 business members at the end of the year. That means more than 90,000 businesses, across a variety of industries, trust BECU to support their entrepreneurial dreams.

We connected Spokane's new Scale House Market (read more in our Community section, below) to Clover payment processing through our Fiserv merchant services partnership. Fiserv also made a sponsorship and philanthropic donation to Scale House—a collaboration we helped facilitate.

We offered six financial education webinars for business members in partnership with Business Impact Northwest, a nonprofit that provides lending, training, counseling and classes to underbanked entrepreneurs across Alaska, Idaho, Oregon and Washington. Topics included Bookkeeping 101, Accessing Capital for Your Business, and Language of Business Finances, offered in both English and Spanish. Check out our [Business Resources](#) page for on-demand access to recordings of these sessions.

Lastly, with the historic flooding in Western Washington late in 2025, we rolled out a Business Relief Loan for those impacted, offering a competitive rate and 90 days of deferred payments.



"Moving our assets to BECU we have realized lower costs, experienced better service and are now more aligned with the non-profit community-based goals of a credit union."

Nonprofit business BECU member

"Thank you for believing in this work. We're just getting started."

Scale House Market
Spokane farmers market and BECU partner

"The best banking experience ever. I have my personal and business banking with BECU. 10/10 recommend."

Copo De Oro Fruits
Washington-based business BECU member

SUPPORTING COMMUNITY FINANCIAL HEALTH

“People helping people” starts with community financial health. When individuals have what they need to thrive financially, the impact ripples from kitchen tables to classrooms to Main Street. This belief becomes real through how and where we invest. In every community we serve, we focus our resources on what helps people build stability, confidence and opportunity.



COMMUNITY STRONG

Empowered local economies mean growing businesses, better health outcomes, more stable housing and wider access to education. In 2025, BECU put more than \$8.1 million behind that belief, funding nonprofit partners across six areas:

Financial Health

● \$3,460,000

Employee-Inspired Giving*

● \$1,770,000 *(BECU Cares)

BECU Foundation

● \$1,100,000

Credit Union & Cooperative Development

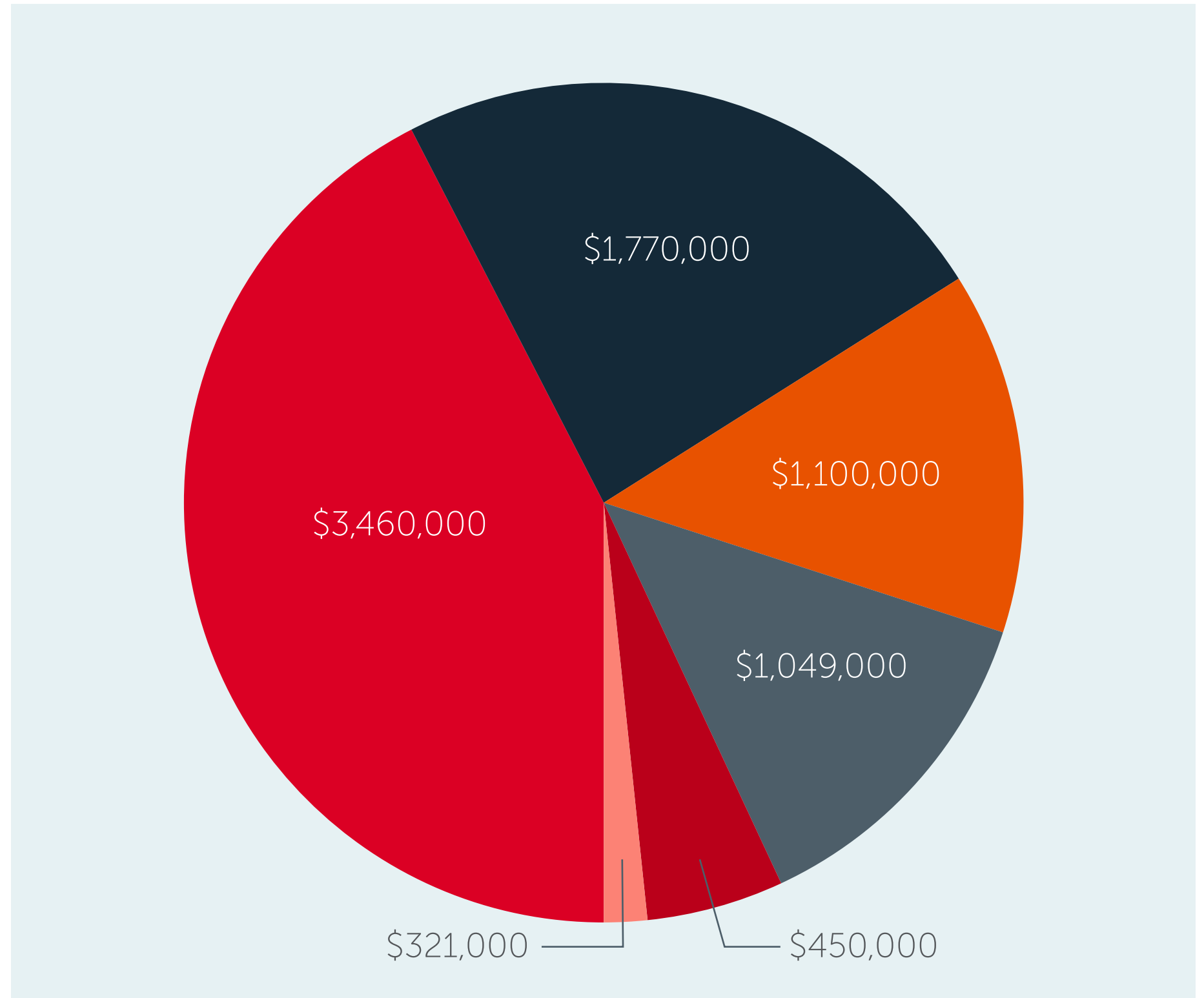
● \$1,049,000

Member-Inspired Giving*

● \$450,000 *(People Helping People Awards)

Good Neighbor

● \$321,000



WHERE YOUR MONEY WENT (AND WHY IT MATTERS)

BECU supports community partners through a combination of long-term, unrestricted grants and shorter-term funding. Rooted in our commitment to equity, these investments recognize that those closest to the challenges are closest to the solutions. While multi-year commitments give partners the stability to think big, adapt and try new approaches, shorter-term funding helps organizations respond to urgent or emerging community needs as they arise.

Within our Financial Health funding, six priorities drive our giving:

Postsecondary Education and College Access: A degree or credential opens the door to higher lifetime earnings and a network for future success.

Safe and Affordable Access to Financial Services: When people can save, borrow and manage money through institutions they trust, they build lasting stability.

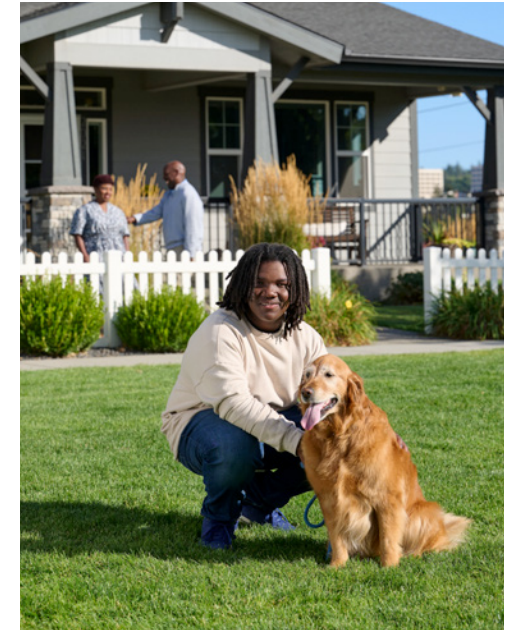
Financial Education: Good financial decisions start with good information, and the right knowledge at the right time changes the trajectory of life.

Entrepreneur Access and Development: Business ownership builds personal and generational wealth, creates local jobs and strengthens the economy from the ground up.

Workforce Development: In-demand skills lead to better paying jobs, which drive down unemployment and lift entire communities.

Housing Stability and Ownership: A stable, affordable home provides families with the foundation to save, plan and invest for what comes next.

These investments are guided by a simple question: what helps people move from getting by to getting ahead? Our financial health priorities reflect the real-life moments that influence a person's financial path, from early decisions to long-term goals.



Story

SPOKANE'S FIRST YEAR-ROUND MARKET

When our financial health priorities come together, they don't just fund programs—they change places. Spokane's Scale House Market is one example of what long-term commitment can make possible.

In 2017, the Spokane Conservation District (SCD) purchased a 50-acre former rock quarry at the edge of Spokane. Most people saw rocks and mud, but SCD saw more—a campus destination for walkable green space, food resources and a gathering site for a growing community.

Turning that vision into reality took years, and partners willing to commit share in the vision for the long haul. Gloria Dixon, BECU's director of philanthropy and executive director of the BECU Foundation, toured the site and listened to the needs of South Spokane's fast-growing neighborhood. With 600 new homes built, and another 1,000 on the way, the community needed a place nearby to buy fresh produce.

BEUCU committed \$500,000 over four years to help build Scale House Market, Spokane's first year-round farmers' market.

"After hearing the story behind The Scale House Market, I knew it perfectly reflected our credit union philosophy: People helping people," Gloria said.

On May 31, 2025, the beautiful Scale House Market opened with the help of BECU employee volunteers to an eager crowd (vendors had to restock within hours due to the market's popularity). The new facility includes indoor and outdoor vendor spaces, a commercial kitchen for cooking classes and small food startups, and room for events, live music and demonstrations.

"So much passion, care, effort, teamwork and camaraderie have brought us to this point! From the partners working at the capital and commerce, local tribes, local businesses, vendors and farmers, we are so excited to have this space for our community!"

Four Roots

The market expects nearly 250,000 visitors each year, including thousands who use food assistance programs such as Supplemental Nutrition Assistance Program and Special Supplemental Nutrition Program for Women, Infants, and Children. In ongoing support, BECU offers financial education resources to the market's vendors, building the skills small business owners need to keep their operations thriving.

While BECU has served Spokane for more than 20 years, Scale House represents something bigger than a single project. It's a long-term investment in food access, community connection and the idea that an abandoned site can become a gathering place—and a model for Spokane's future.



Story

FROM HANDSHAKE TO CAREER

Empowering communities also means investing in people, especially when opportunity hinges on access, skills and support at the right moment. Through our partnership with Year Up, we help young adults build the skills and confidence they need to step into meaningful careers at pivotal points in their lives.

After high school, Amanious Haile worked odd jobs and searched for direction. In 2019, a close friend in Seattle pointed him toward Year Up United, a tuition-free workforce development program that trains young adults ages 18–29 in professional and technical skills.

BECU funds Year Up’s Career Pathways program, which prepares students for careers in banking, business and tech. An educational stipend covers basic expenses while students access resources like a professional clothing closet. Within four months of completing the program, 72% of graduates land a job or enroll in postsecondary education.

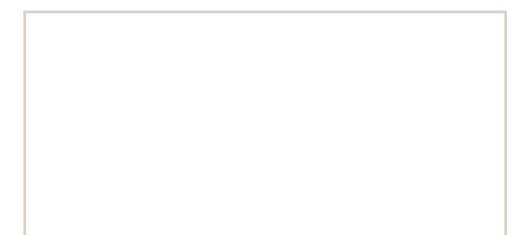
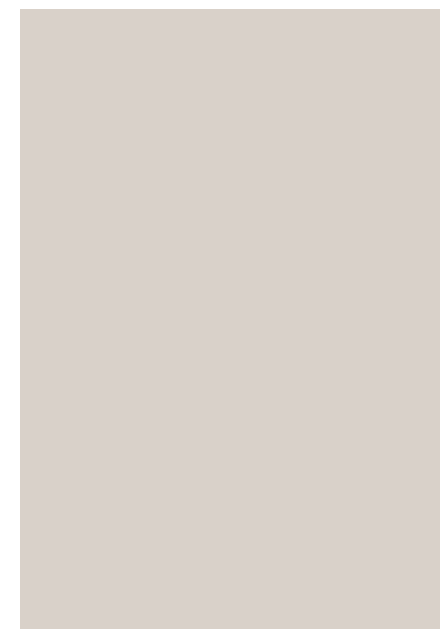
Year Up’s Student Services team helped Amanious get an affordable laptop and gave him a safe space to talk through the high-pressure challenges of breaking into tech. He threw himself into training – collaborating across teams, networking with guest speakers and carrying himself with confidence, right down to a firm handshake.

That confidence carried him into an internship at BECU, where a fellow Year Up alum mentored him and showed him what purposeful leadership looks like. “She still inspires me today,” Amanious says.

The internship launched a full-time career as a BECU Technical Project Manager. Since completing the program in 2019, Amanious earned his bachelor’s and master’s degrees and now pursues his PhD in Business Administration as a first-generation doctoral student.

Today, Amanious serves on the Year Up United Alumni Board and connects young people to the same opportunities that changed his life.

“Being a part of this program means that you’re a part of the movement to close the Opportunity Divide,” Amanious said. “Everyone deserves a chance.”



WHEN IT MATTERED, WE WERE THERE

Community empowerment isn't only about long-term growth. It's also about stepping up quickly when challenges strike. When our members and partners tell us what their communities need, we listen and take action.

Put Food on Tables

In 2025, rising grocery prices, economic uncertainty and the government shutdown put real pressure on household budgets. People across our communities faced a basic question: How do we put food on the table?

BECU responded with \$200,000 in direct funding to local food banks across communities we serve. Then, we double-matched every employee gift to organizations addressing food insecurity – the inability to reliably access enough nutritious food.

The results added up fast. The double match, employee giving and employee volunteer rewards put another \$103,900 toward 60+ organizations fighting hunger. And our Neighborhood Financial Centers collected 5,000 pounds of food for local food drives.

In November, the BECU Foundation teamed up with fellow cooperative PCC Community Markets to contribute \$50,000 to support Harvest Against Hunger, a nonprofit that connects fresh fruit and vegetable donations – from large-scale agricultural partners and small growers alike – to hunger-relief agencies across Washington.

BECU also joined Spokane Teachers Credit Union (STCU) to donate \$10,000 to Second Harvest Inland Northwest to address urgent needs across Spokane and Eastern Washington.

When Waters Rose, We Showed Up

Whether facing everyday pressures or extraordinary events, our role stays the same: listen, respond and support our communities.

In December 2025, historic floods hit Washington state, and 10 counties on both sides of the Cascades were declared disaster areas. Families lost power, left their homes and faced weeks of cleanup with no clear timeline for recovery.

BECU donated \$30,000 from our Good Neighbor funds to the American Red Cross to support its flood response across all affected counties, reaching 1,750 households. That support made a big difference:

- 3,000+ overnight stays statewide for displaced residents, offering safety, heat and a place to go during an uncertain stretch
- Nearly 30,000 meals and snacks
- 9,000+ clean-up kits to help families start clearing debris and reclaiming their homes

“Your generosity and teamwork will go a long way in helping families in our community facing food insecurity. We are deeply grateful for your valued dedication to serving the community and for standing with us to ensure no one goes hungry.”

Nourish Spokane



BECU employees added their own donations through a double giving match, supporting another \$6,900 for:



American Red Cross



SKAGIT COMMUNITY FOUNDATION



UNITED WAY Pierce County



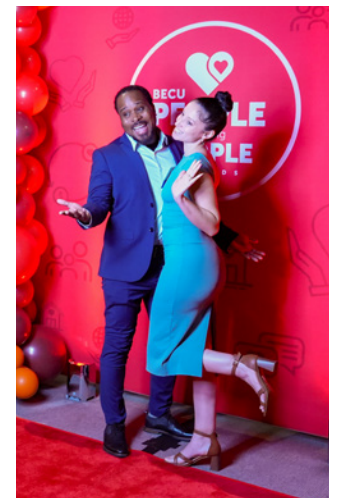
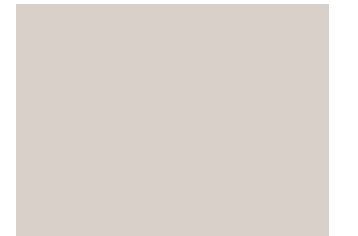
WHATCOM community FOUNDATION



COMMUNITY IMPACT, LED BY MEMBERS

Community impact is strongest when the people who know their neighborhoods best can help lead the way. That's why our members play a pivotal role in directing support to the causes closest to home.

Every year, the People Helping People Awards put members in the driver's seat, directing BECU funding to the causes that matter most in their communities. Since launching in 2013, BECU has donated more than \$5 million to nonprofits on behalf of its members.



In 2025, BECU honored 18 nonprofits and members at the 12th annual People Helping People Awards.



SPOTLIGHT

Member Volunteer of the Year DENIS MARONGA OF KICHEKO PROJECT

Behind every nomination is a person who shows up consistently, generously and with purpose. That's why the top People Helping People Award honors a member volunteer who exemplifies outstanding volunteer service.

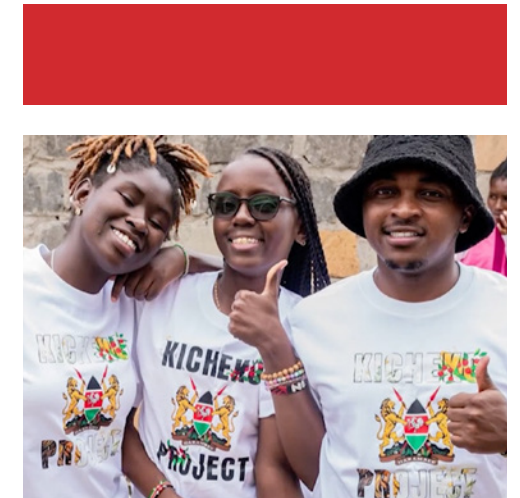
BECU Member Denis Maronga cofounded The Kicheko Project, a Shoreline-based nonprofit that builds community through arts, culture, financial literacy and honest conversations about money.

Over the past year, Denis volunteered 300 hours as an artist, producer and hands-on organizer. He leads language classes, designs event programming and mentors teens through the organization's Boys2Men mental health initiative. On the last Saturday of every month, he teaches Swahili through folktales and drum circles.

The organization's annual Choma & Dance Festival featured a cultural exchange tent where attendees swapped recipes, folktales and dance moves.

"By using arts, culture and festivals, we are creating a platform or a space where all individuals feel safe, welcome and heard," Denis said. "Every program, from AI training for BIPOC youth to microloans for African food vendors, operates on a simple truth: when you lift one voice, you amplify a chorus."

On behalf of Denis's volunteer efforts, Kicheko Project received \$50,000 to carry their work forward.



MONEY SMARTS START HERE

Beyond just funding, we help people build confidence with their money through practical, real life financial education. BECU's financial health team partners with organizations across Washington to deliver webinars, seminars and experiential learning events that strengthen money skills for the long term.

A Safe Space to Make Financial Mistakes

Forty local youth walked into BECU's Tukwila Financial Center expecting a classroom lesson. They got something closer to real life.

Each student was randomly assigned a profession, a family scenario, a monthly income and a credit score. Then they visited spending stations for housing, transportation, food and clothing — where BECU volunteers played pushy salespeople, testing the students' budgeting discipline.

One volunteer posed as a scammer and offered students \$2,000 checks to cash. Many accepted, only to discover the checks were fraudulent. The lesson hit home: Account holders bear responsibility for every dollar that moves through their accounts.

This Financial Reality Fair was part of the Seahawks Game Changers program, developed in partnership with BECU, the Boys and Girls Clubs of King County and RISE, a national nonprofit that educates and empowers the sports community to eliminate racial discrimination, champion social justice and improve race relations.

BECU's Lead Financial Educator Stacey Black guided discussions on credit scores and timely payments. "I'm happy we could give them a safe space to make mistakes so they can avoid making them in the future," Stacey said. One initially shy young man approached her afterward to tell her how much the session stayed with him.

At the program's conclusion Seahawks legend, Randall Morris, presented BECU's \$2,500 scholarship checks to two standout participants, Sahale and Logan, in recognition of their leadership and growth. And while they earned the top honors, every participant left with something valuable — practical financial skills and lifelong money confidence.



Dribble, Pass, Save: Financial Hoops with the Seattle Storm

At Together We Rise clinics, young athletes dive into fast-paced basketball drills, helping them build confidence, teamwork and fundamental skills. Led by the Seattle Storm and supported by BECU, the program focuses on creating fun, inclusive access to the game.

While basketball is the heartbeat of the experience, financial lessons are seamlessly woven in. Coaches use simple, playful connections – like weaving through cones to “earn” a chance to “spend” with a layup – to introduce concepts such as earning, saving and spending in ways that feel fun and engaging. Through this partnership, BECU helps make financial habits approachable without ever taking the focus off the court.

Together We Rise participants go home with Storm swag and a ‘Money Moves’ game plan from BECU, offering simple ways for kids and parents to team up on strong financial habits.

In 2025, 10 Together We Rise basketball-financial clinics and two camps took place across the Puget Sound region, including participants from the Boys & Girls Club of King County and Rise Above, an organization empowering Native youth.

“It’s inspiring to see BECU’s commitment to empowering youth through both sports and financial literacy. Blending these skills is a fantastic way to nurture confidence and foster community growth.”

Satpathy P., community member



Financial Skills for the College Years and Beyond

BECU partnered with universities across Washington on programs that help students reduce financial stress and stay focused on their education.



Eastern Washington University: Budgeting and money management simulations challenged student-athletes to navigate real-life financial scenarios, covering rent, transportation, groceries, entertainment and unexpected expenses. Students built hands-on confidence managing both immediate needs and long-term goals.



Washington State University: The Cougar Money Matters program offered a robust combination of financial education, savings matching, scholarships and practical money management tools.



University of Washington: BECU hosted introductory Financial Reality Fairs during Welcome Week programming at the start of the school year. We also provided ongoing financial well-being resources for UW faculty and staff through the university's Whole U program.

Financial Education for Every Stage of Life

Financial confidence is a skill that's built over time. To support people along the way, BECU collaborates with nonprofits statewide to provide tailored financial literacy programs for both youth and adults. These programs meet communities where they are, offering guidance on budgeting, fraud prevention, debt management, building credit and more.



Supported long-term housing stability for families building toward homeownership.



Delivered classes to families experiencing housing instability — meeting people where they are during one of the most stressful periods of their lives.



Provided Spokane-area job seekers with financial tools and education to support transition into new employment.



Brought money curriculum focused on confidence, independence and practical life skills to local youth.



Delivered culturally responsive financial education designed to reflect the community's values and build financial knowledge across generations.



STRONGER TOGETHER: GROWING THE CREDIT UNION MOVEMENT

More broadly, we believe deeply in the credit union model and our collective power as an industry to advance financial health in our communities. That’s why we work alongside our fellow credit unions to ensure more people and more communities understand the benefits of a member-owned approach to banking.

Credit unions run on a simple idea: Members, not shareholders, own the institution. That means competitive rates, few fees and decisions made for the benefit of members rather than investors.

Because cooperation sits at the model’s center, credit unions support one another. We’re all at our best when we share knowledge, pool resources and expand our reach.

In 2025, BECU partnered with credit unions nationwide and organizations that keep the movement growing.

Recognizing our Collective Impact

The impact we’re proud of is shared. And when our work is recognized, it reflects the collective effort behind it. In 2025, BECU was recognized for our contributions to the credit union movement.

Our Movement Partners

BECU supports local and national credit union trade associations and foundations, including (but not limited to):



Regional Recognition

The GoWest Foundation works with credit unions and community partners across Arizona, Colorado, Idaho, Oregon, Washington and Wyoming. At its 2025 annual conference, BECU brought home three awards:

- **Cooperative in Action Award:** Recognized BECU’s collaboration with four credit unions and the Seattle Foundation to support the Evergreen Impact Housing Fund, which builds affordable housing in Puget Sound.
- **Hike the Hill Award:** Recognized BECU’s exceptional advocacy on behalf of credit unions. The award is named for an annual event where credit union leaders meet with legislators to protect the policy advantages that benefit members.
- **Young Professional of the Year Award:** Recognized BECU’s philanthropy program manager, Rafael Saucedo, as a rising leader demonstrating outstanding early-career commitment to the credit union movement.

Advocating for the Credit Union Model

Protecting the credit union model is how we protect our ability to serve our members and communities – today and for generations to come. Every year, BECU joins credit unions across the country at the Governmental Affairs Conference (GAC) in Washington, D.C. It’s our chance to champion the credit union movement. We work directly with local, state and federal policymakers to make sure credit unions and their members get a fair shake.

In 2025, we fought for:

Preserving the not-for-profit structure: Because credit unions are member-owned and not-for-profit, we return our earnings to our members in the form of competitive rates, few fees and savings, while continuing to invest in our communities. Protecting this structure ensures the credit union model remains accessible and beneficial to the communities that rely on it.

Protecting member trust and safety: Credit unions have a strong commitment to member protection and responsible financial stewardship. We push for strong protections against fraud to safeguard member data.

Expanding equitable financial access: Credit unions play a critical role in expanding financial inclusion. We advocate for legislation that supports affordable housing, responsible lending and fair credit access to ensure the credit union model continues to open doors for members pursuing financial stability.



SPOTLIGHT

Credit Union Superfan **DEBBIE WEGE**

BECU's Cooperative Community Advocate Debbie Wege received the Herb Wegner Memorial Award at America's Credit Unions' 2025 Governmental Affairs Conference. She was one of only three recipients to earn the credit union movement's highest national honor in 2025, which recognizes leaders who grow and sustain the movement with passion and purpose.

Over her 35-year BECU career, Debbie launched employee volunteer programs, managed the Financial Education Program, established BECU's first giving strategy and created the Purpose Workshop — a three-day immersive experience connecting employees to the credit union's mission.

"My purpose has always been to help other people find theirs, and empathy and cooperative values are the tools that make that possible," said Debbie. "The cooperative principles have shaped every step of my career, reminding me that when we center people, listen deeply and act with purpose, we create more just, inclusive and hopeful communities."



EMPOWERING EMPLOYEES TO STRENGTHEN FINANCIAL HEALTH

The credit union philosophy of “people helping people” depends on the people who bring it to life—our employees. Our teams believe in what credit unions do, feel valued and supported, and care deeply about the financial health and resilience of our members and communities.

Because employees are at the heart of our purpose, we invest in their growth. From attracting talent to developing leaders, celebrating achievements and uplifting communities, we ensure employees have what they need to thrive. When employees are well-supported, it shows in every interaction for every member in every community we serve.

Creating a Purpose-Driven Culture | Belonging at BECU
Amplifying Employee Impact | Supporting Sustainability



A CULTURE WORTH SHOWING UP FOR

By creating an environment where employees feel valued, supported and connected to our purpose, we equip them to deliver the kind of empathetic and knowledgeable service that strengthens our members' financial health every day.

In 2025, BECU added 575 new employees, bringing our workforce to over 3,300 strong.

To attract people who want to serve BECU members, we offer competitive compensation and recruit talent through a broad network. Our benefits are designed to support the same financial well-being we champion for our members, from free Financial Health Checks to transit cards to a \$650 stipend, which can be used for physical, mental and financial wellness.

Most importantly, we encourage purpose, connection and care, both on the job and in our communities.



PUTTING OUR PURPOSE INTO PRACTICE

150 Stars: The Inaugural Purpose Awards

Professional portraits. Refreshments. Personalized awards. Glow wands lighting the room. In 2025, BECU reimagined its employee recognition programs to highlight the individuals whose contributions most clearly reflect our commitment to improving the financial well-being of our members and communities.

At BECU's inaugural Purpose Awards gala, BECU leaders recognized 150 recipients, nominated by colleagues or selected for outstanding member service and other demonstrations of excellence, across the categories of Core Values, Equity, Community and Member Impact.

The evening spotlighted 20 "Being BECU" honorees – the highest tier of recognition – who exemplify BECU's commitment to members, communities, each other and our purpose. The program ensured representation across divisions, job levels and geographies from Washington to South Carolina.

The evening celebrated these employees as the stars they are.

"Celebrating Purpose reminds us that when we lead with people at the center, impact follows."

James T., BECU employee

Purpose Workshops

Our signature professional development experience deepens employees' connection to BECU's cooperative purpose and the impact we make as a credit union. Through immersive, experiential learning, employees explore how our cooperative structure uniquely positions us to serve members.

Each workshop cohort brings together employees across levels, functions and perspectives, intentionally creating a "titles-at-the-door" environment. This inclusive approach fosters collaboration, shared understanding and a culture in which every voice contributes to shaping our future.

Purpose Days 2025

For four weeks in the fall, employees rallied around BECU's cooperative mission during Purpose Days.

Each week tackled a new theme:

- **Connection:** Relationship-building activities and skill-building workshops.
- **Cooperative & Professional Development:** Understanding credit union principles through speaker panels and a global cooperative celebration.
- **Financial Health:** Equipping teams with financial confidence, empathy and literacy webinars and apps.
- **Belonging:** Closing the campaign with an equity speaker series and a fireside chat featuring Doug Baldwin, former Seattle Seahawks player and community partner.

Employees packed hygiene and health kits for community members, restored Duwamish River habitat and painted BECU's 90th-anniversary mural. Employee groups hosted leadership panels and networking events.



"This was such an awesome experience, every week having a different focus and so many opportunities to connect, participate and engage with our Purpose. Truly one of the best times in my near two decades here!"

Cassandra L., BECU employee

BELONGING AT BECU

As employees deepen their connection to our purpose through learning and leadership development, we also work to ensure they feel a strong sense of belonging. Every member who enters BECU’s doors should feel this is their credit union. Creating that experience starts with us.

When we remove barriers and make space for diverse perspectives, we strengthen both our culture and the service we provide to our members. A deep sense of belonging allows employees to bring their best thinking and care to every interaction, which in turn helps us deliver the trust, stability and empathy our members deserve from their financial institution.

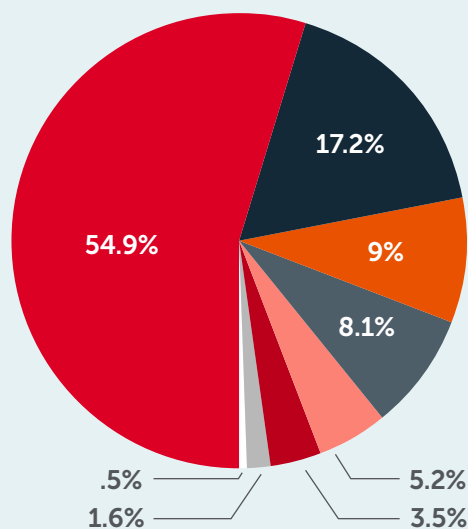
At BECU, we incorporate principles of equity, inclusion and belonging into every stage of the employee experience – from hiring to development to promotion – because supporting employees in their own journeys strengthens their ability to support the financial wellbeing of our members and communities.

Here is a snapshot of our workforce today.

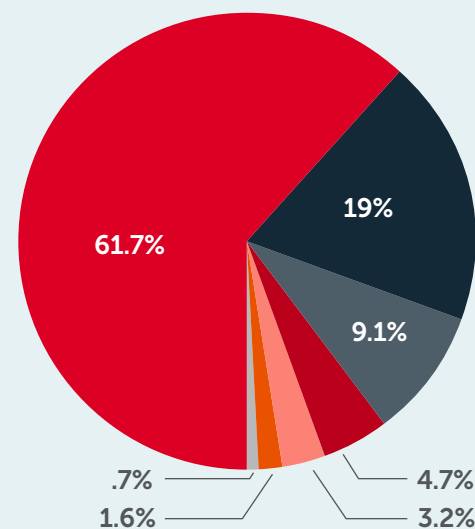
Our Workforce Demographics

Racial Demographics

ALL EMPLOYEES



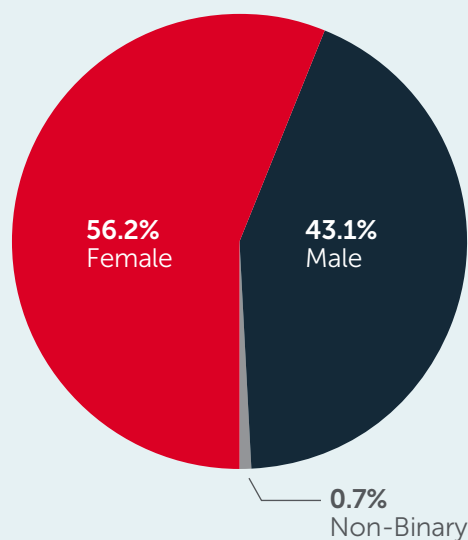
DIRECTORS & ABOVE



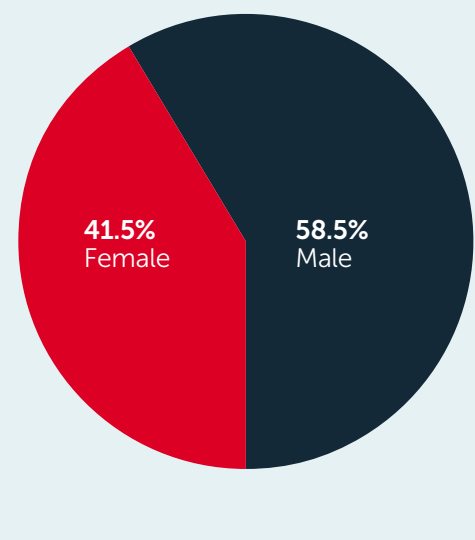
- White
- Asian
- Hispanic or Latino
- Black or African-American
- Two or More Races
- Unknown
- Native Hawaiian or Other Pacific Islander
- American Indian or Alaska Native

Gender

ALL EMPLOYEES



DIRECTORS & ABOVE



Veterans

2.9% of all employees identify as a veteran

10% of all leaders (director level & above) identify as a veteran

Disability

22.8% of all employees identify as having a disability

40.1% of all leaders (director level & above) identify as having a disability

RECRUITING WITH PURPOSE

Creating a workplace where everyone can succeed begins long before someone joins BECU. Our approach to recruitment ensures that every candidate has a fair opportunity to contribute to our purpose and to the financial well-being of the members and communities we serve.

This work includes:

- **Inclusive Job Descriptions:** Reviewing and refining job descriptions to use inclusive, accessible language that welcomes candidates with a wide range of experiences and identities.
- **Diverse and Inclusive Interview Panels:** Assembling interview panels that represent varied backgrounds, roles and lived experiences to ensure candidates feel seen and respected.
- **Anti-Bias Training for Interviewers:** Equipping interviewers with training that increases awareness, reduces bias and supports a more consistent and equitable evaluation.
- **Inclusive Candidate Pools:** Using inclusive sourcing tools, expanding our presence across a variety of job sites and partnering with our Employee Resource Groups (ERGs) whose community connections help us reach a broad range of candidates.

A GPS for Career Success

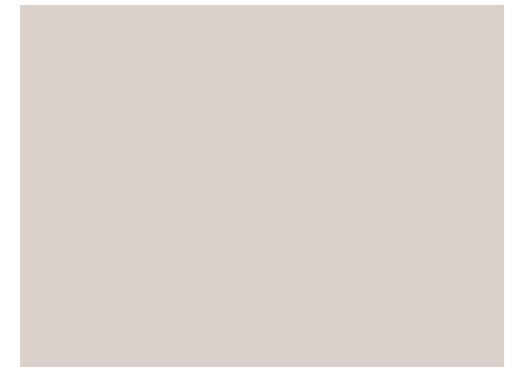
Supporting belonging also means giving everyone a place to grow. In 2025, BECU launched new internal mobility resources designed to help employees determine where they are in their careers, where they want to go and what it takes to get there. By preparing employees to lead with confidence and clarity, we expand their ability to meet the diverse financial needs of our members and communities.

A dedicated hub — or “Career GPS” — offers resources for every step from exploration to onboarding. This includes development planning, resume writing, interview preparation and career conversations with managers. To remove the guesswork from career growth, we’re building career paths within and across divisions, making job levels more transparent and providing guidance on transferable skills.

In 2025, BECU reimagined our Multicultural Emerging Leaders (MEL) program into two new leadership development programs. IGNITE builds high-potential new leaders with the basics to help prepare them for their first leadership role. ELEVATE sharpens high-potential mid-level leaders on strategic thinking, influence and adaptability.

Both programs were built on employee feedback requesting development opportunities across multiple career stages. Eligibility is based on development path and readiness, keeping access open to all who are ready to grow.

For leaders who work in our Neighborhood Financial Centers, BECU’s partnership with We are Washington Employers (WE’RE) supports 10 employees through an external Leadership Development Program, broadening the ways employees build skills beyond BECU’s walls.



“Having built my entire post-college career at BECU, I am proof that career paths aren’t linear; sometimes you have to zig-zag for experience and growth and say yes to things that seem scary or ambiguous.”

Kristin A., BECU employee

CONNECTION & LEARNING

Connection and learning are foundational to how we live our purpose from the inside out. Through employee-led communities and inclusive partnerships, we expand perspective and strengthen the culture that enables us to serve members and communities with care.

Employee Resource Groups

Belonging grows not only from programs, but from employee-led communities. Our Employee Resource Groups (ERGs) extend our commitment to equity, inclusion and belonging by creating spaces where employees can connect, find support and influence how we serve communities.

All employees are welcome to join any of BECU's 10 ERGs, whether through shared experiences and identities, common interests or as allies.

These groups help shape an environment where employees can thrive – and where diverse perspectives strengthen the financial guidance and support we deliver to members.

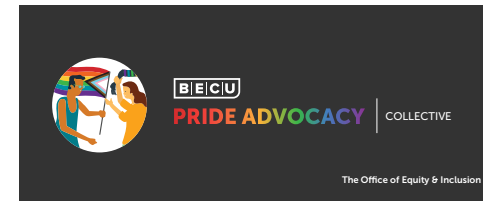
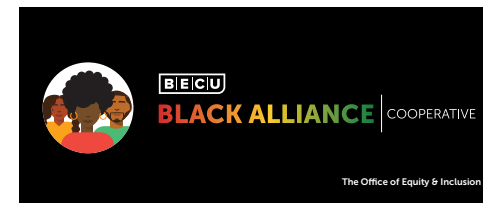
Empowered Partnerships

New external partnerships created fresh opportunities for inclusion and learning:

Disability:IN provides resources to advance disability inclusion, and BECU now promotes roles through Disability:IN's NextGen Leader program, which connects college students, veterans and recent graduates with disabilities to credit union careers.

Out & Equal delivers learning that strengthens LGBTQ+ inclusion across the workplace and with members.

These partnerships broaden our reach, build cultural competency and help ensure BECU remains a welcoming financial home for all.



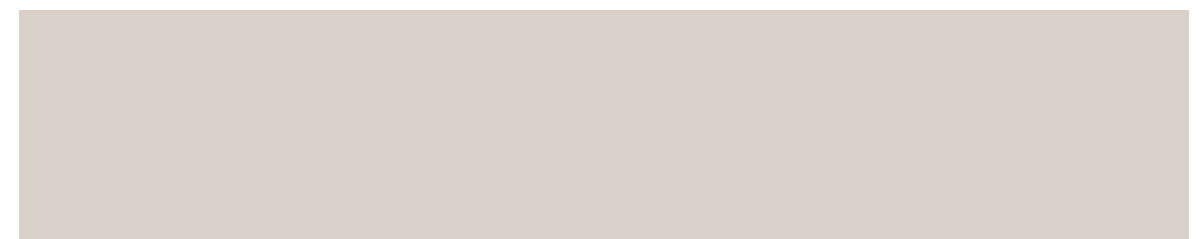
26,000 HOURS. 1,400 CAUSES. ONE BECU TEAM.

BECU employees don't just build careers. They build communities. Our BECU Cares program helps amplify the causes employees care about by providing funding for the time and money they give. In 2025, that generosity totaled \$1.77 million directed to more than 1,400 causes nationwide.

Here's how it broke down:

- 1,505 employees donated \$570,000 to charitable organizations.
- Another 1,500 employees logged 26,000+ volunteer hours. The 10 employees with the most volunteer hours received our Community Purpose Awards in 2025.
- BECU directed over \$600,000 to nonprofits through volunteer reward programs.

BECU matches employee generosity with funds. Employees on nonprofit boards receive reward funds to donate, and teams of five or more who volunteer together earn a donation for the nonprofit they served. Through Community Time Off, every employee gets up to 24 hours of paid time off each year to give back.



OUR BACKYARD, OUR RESPONSIBILITY

Our spirit of service extends to the places our members call home, because supporting the health of our local environment is essential to long-term financial well-being for all. With BECU's headquarters nestled next to the Duwamish River, caring for it comes naturally.

For years, the Environmental Sustainability ERG has led cleanup and restoration efforts along the Duwamish, partnering with Green Tukwila to remove invasive plants that choke native species.

In 2025, volunteers hit the trail in multiple waves, picking up litter and pruning invasive blackberry bushes so native vegetation could reclaim the ground. BECU's Environmental Sustainability ERG joined forces with the Native Indigenous People's ERG to plant trees and shrubs to take root at the Duwamish Hill Preserve.

A Garden for Nature's Hardest Workers

Habitat loss and pesticide use have shrunk pollinator populations — butterflies, bees, moths, beetles and hummingbirds that keep plants reproducing and ecosystems running.

Becky S., a senior compliance auditor who leads events logistics and communications for the Environmental Sustainability ERG, suggested planting native species to feed and shelter pollinators just outside BECU's doors.

On Earth Day 2025, BECU broke ground on a pollinator garden located behind the Tukwila Financial Center, and the garden was planted in July. Native plants need less water, thrive in Washington's unique climate and attract the very pollinator species the region is losing. One small garden. A lot of wings.

Together, these efforts reflect a simple truth: when we invest in our people, they create impact far beyond our walls — for members, communities and the places we all call home.

"Despite the hot weather, the plants began growing and attracting pollinators immediately. The feedback we have received from executives, colleagues and individuals using the Duwamish trail for recreation has been incredible."

Becky, S., BECU employee

Supporting Sustainable Operations for Employees

Supporting employees also means equipping them to make responsible choices that align with our values — at work and beyond.

In 2025, BECU took an important step in strengthening sustainable operations by expanding an internal battery recycling program to Neighborhood Financial Centers (NFCs) across Western Washington. The program enables employees to responsibly recycle batteries used in work devices, helping prevent improper disposal that can harm the environment and ensuring compliance with Washington state requirements.

Previously available only at the Tukwila Financial Center, the program was scaled to NFCs through collaboration between BECU's sustainability team and social impact partners. By leveraging the existing interoffice courier system, the initiative expanded access in a cost-effective way while embedding sustainability into everyday operations.

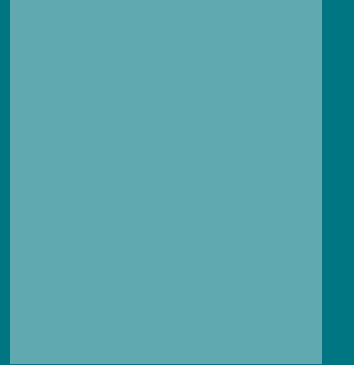
This effort reflects BECU's commitment to supporting employees with practical tools that align daily work with our values. By making sustainability part of everyday operations, we strengthen our ability to care for the communities and environments we serve.



BY THE NUMBERS

The Audit Committee held six meetings during 2025. The Audit Committee retained the independent public accounting firm of Crowe LLP to perform the audit of BECU's 2025 financial statements. The Audit Committee has reviewed and discussed BECU's 2025 audited financial statements with Crowe, the credit union's Chief Audit Executive and management. In carrying out its responsibilities, the Audit Committee believes that appropriate internal controls are in place at BECU and that the 2025 financial statements accurately reflect the strong financial position of the credit union.

Bill Longbrake
Chairperson, BECU Audit Committee



2025 FINANCIALS

Financial Highlights

BECU AT A GLANCE	2025	2024	% CHANGE
Members (Total)	1,558,284	1,514,773	2.9%
Assets	\$29.4B	\$29.4B	0.0%
Cooperative Equity	\$3.0B	\$2.6B	15.4%
Return to Membership Total	\$425.7M	\$491.6M	-13.4%
Return per Member	\$276	\$329	-16.1%
Number of Retail Locations	68	64	6.3%
Philanthropic Donations	\$8.1M	\$9.2M	-12.0%
Employees	3,348	3,246	3.1%

MEMBER LENDING	2025	2024	% CHANGE
Loans Originated	119,723	148,102	-19.2%
Dollars of Loans Originated	\$5.8B	\$6.4B	-9.4%
Home Loans Originated	3,256	3,004	8.4%
Dollars of Home Loans Originated	\$2.1B	\$2.0B	5.0%
Home Loans in Servicing Portfolio	39,699	39,576	0.3%
Dollars of Home Loans in Servicing Portfolio	\$11.7B	\$10.9B	7.3%

2025 FINANCIALS

NET PROMOTER SCORE

2025
2024

Annual Actual

65.90

66.99

Net Promoter Score is a measure of customer experience. BECU members are asked: "How likely is it that you would recommend us to a friend, family member or colleague?" Scores can range from -100 to +100; a score of +50 is considered excellent.

INCOME FOR THE YEARS ENDED ON DECEMBER 31

(in thousands)

2025
2024

Interest Income

\$1,449,990

\$1,499,911

Dividend and interest expense

355,499

464,633

Net interest income

1,094,491

1,035,278

Provision for credit losses

129,706

134,337

Net interest income after provision for credit losses

964,785

900,941

Non-interest income

216,268

244,013

Non-interest expense

Compensation and benefits

561,804

507,041

Product servicing

143,798

143,174

Marketing and professional fees

72,409

68,836

Occupancy

157,528

142,472

Other

72,574

76,891

Total non-interest expense
\$1,008,113
\$938,414
Net income
\$172,930
\$206,540

2025 FINANCIALS

FINANCIAL POSITION FOR THE YEARS ENDED DECEMBER 31

(in thousands)

	2025	2024
ASSETS		
Cash and cash equivalents	\$1,825,484	\$2,373,300
Loans, net	20,271,629	19,430,290
Investments	6,404,176	6,745,937
Interest bearing deposits & FHLB stock	21,295	71,072
Interest receivable	108,080	99,960
Premises and equipment, net	110,666	104,670
NCUSIF deposit	234,192	228,632
Other assets	388,902	298,826
TOTAL ASSETS	\$29,364,424	\$29,352,687
LIABILITIES & COOPERATIVE EQUITY		
Liabilities		
Member share accounts	\$25,761,296	\$25,113,488
Dividends and interest payable	11,468	12,555
Borrowed funds	222,351	1,329,426
Other liabilities	330,068	319,249
TOTAL LIABILITIES	\$26,325,183	\$26,774,718
Cooperative Equity		
Undivided earnings	\$3,638,427	\$3,465,497
Accumulated other comprehensive loss	(599,186)	(887,528)
Total cooperative equity	\$3,039,241	\$2,577,969
TOTAL LIABILITIES & COOPERATIVE EQUITY	\$29,364,424	\$29,352,687

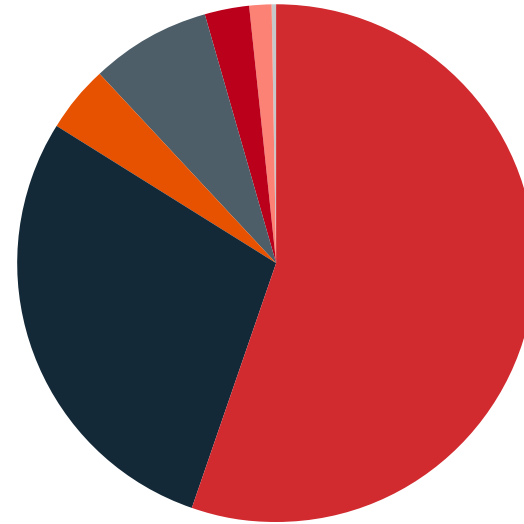
2025 FINANCIALS

COOPERATIVE EQUITY

(in thousands)

Balance at January 1, 2024	\$2,309,033
Net income	\$206,540
Change in net unrealized gain on AFS debt securities	100,184
Change in unrecognized pension amounts	(34,757)
Change in net unrealized loss on cash flow hedges	(3,031)
Balance at December 31, 2024	\$2,577,969
Net income	\$172,930
Change in net unrealized gain on AFS debt securities	240,710
Change in unrecognized pension amounts	46,951
Change in net unrealized loss on cash flow hedges	681
Balance at December 31, 2025	\$3,039,241

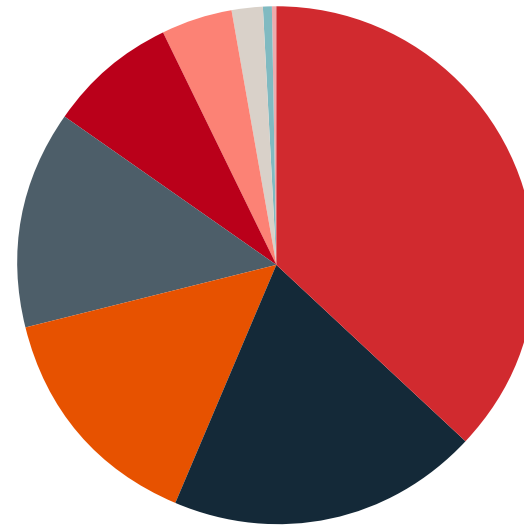
2025 FINANCIALS



BECU INVESTMENT PORTFOLIO
(in thousands)

	AMOUNT	PERCENT
● Agency Debentures	\$3,543,135	55.3%
● Agency Mortgage Backed Securities	1,831,993	28.6%
● Agency Collateralized Mortgage Obligation	281,371	4.4%
● Supranational Bonds	481,798	7.5%
● Municipal Bonds	171,432	2.7%
● Government Guaranteed Bonds	84,495	1.3%
● Corporate Bonds	9,927	0.2%
○ Mutual Funds	25	n.m.
TOTAL	\$6,404,176	100%

2025 FINANCIALS



BECU LENDING PORTFOLIO

(in thousands)

	AMOUNT	PERCENT
● Single-family Residential Mortgage	\$7,482,533	37.0%
● Home Equity	3,912,497	19.4%
● Commercial real estate	3,002,524	14.9%
● Automobile	2,743,080	13.6%
● Credit card	1,638,750	8.1%
● Other unsecured	886,959	4.4%
● Other secured	358,190	1.8%
● Other business	114,671	0.6%
● Student	58,919	0.2%
TOTAL	\$20,198,123	100%

Net costs deferred under generally accepted accounting principles	92,568
Allowance for credit losses	(243,246)

2025 FINANCIALS

Greenhouse Gas Emissions

EMISSION CATEGORY	2025	2024	% CHANGE
On-Site Energy Generation	214.43	157.98	35.73%
Company Vehicles	86.42	78.73	9.77%
Refrigerant Leakage	0.00	7.98	-100.00%
Purchased Energy	2,759.62	2,625.54	5.11%
Business Travel—Air	897.87	825.94	8.71%
Business Travel—Ground	467.87	454.28	2.99%
Hotel Stay	228.22	212.65	7.32%
Purchased Goods & Services	99.89	399.51	-75.00%
Worker Commute	2,080.69	1,970.00	5.62%
Total Emissions (tCO2e)	6,835.01	6,732.51	1.52%

2025 BOARD OF DIRECTORS

As a member-owned cooperative, BECU is governed by a Board of Directors that is responsible for guiding the strategic direction of the credit union in the best interests of the membership and in accordance with BECU Bylaws. We are proud to have this group of qualified professionals dedicate their time to serve BECU.



BEVERLY ANDERSON



DEBRA SOMBERG
BOARD CHAIRPERSON



JOHN McMURRAY



MATTHEW OPPENHEIMER



BILL LONGBRAKE



SANDRA THOMPSON



VANESSA PEGUEROS



DENIS FARMER

2025 AUDIT COMMITTEE

The Audit Committee provides oversight of the audit function of the credit union, as well as the safety and soundness of the credit union, through monitoring risks and controls associated with its business objectives, strategies and plans.



BILL LONGBRAKE
AUDIT COMMITTEE CHAIRPERSON



JOHN McMURRAY



VANESSA PEGUEROS



DENIS FARMER