

**STRONGER
TOGETHER**
A Year of Growth

2025 ANNUAL REPORT



We are a community of members united by shared values and a common purpose: building a stronger future for ourselves, our children, and the generations that follow. In times of growing complexity, we remain grounded in cooperative principles—providing trusted financial services and thoughtful solutions that provide stability, strengthen security, and support our members' long-term success.

Oleme kogukond, mille liikmetel ühised väärtused ja ühine eesmärk: ehitada kindel tulevik nii endale, oma lastele kui ka järgnevatele põlvkondadele. Ajal, mil maailma olukord üha keerulisem, toetume püsivalt kooperatiivsetele põhimõtetele, pakkudes usaldusväärseid finantsteenuseid ja läbimõeldud lahendusi, mis kindlustavad stabiilsuse, tugevdavad turvalisust ning loovad aluse meie liikmete pikaajalisele edukusele.

Mēs esam biedru kopiena, ko vieno kopīgas vērtības un kopīgs mērķis: veidot stiprāku nākotni sev, saviem bērniem un nākamajām paaudzēm. Šajos sarežģītajos laikos mēs balstāmies uz sadarbības principiem – sniedzot uzticamus finanšu pakalpojumus un pārdomātus risinājumus, kas nodrošina stabilitāti, stiprina finanšu drošību un atbalsta mūsu biedru ilgtermiņa panākumus.

Empowering Members to Reach Their Financial Goals



Competitive interest rates on savings and deposits, putting more money into members' pockets



Members save more on everyday banking with no-fee chequing and savings



\$6.6 million in asset growth, reinvested into better rates, services and support for our members



Supporting our student members with **\$12,500** in scholarships



Members count on the security of **\$250,000** deposit insurance and unlimited protection on registered accounts



Increased Interac e-Transfer send limits, to make your banking more convenient

Message from the Board Chair

Dear Valued Members,

I am delighted to report to you in my first year as Board Chair of Northern Birch Credit Union – particularly given that Northern Birch has performed exceptionally well, exceeding expectations in our sixth year of operations.

Northern Birch operates in a sector that has consolidated significantly over time. While Ontario is now home to only 48 credit unions, total sector assets have continued to grow and now exceed \$100 billion, underscoring both the resilience of the model and the increasing trust placed in credit unions.

Northern Birch has responded well to this changing landscape and remains committed to evolving with it. This focus has kept us committed to self-reflection and continuous improvement. This past year, the Board welcomed new Directors who bring expertise in areas critical to our continued growth. Our leadership team is focused on practical improvements that make it simpler and more convenient to do business with Northern Birch, while preserving the personal attention and service that define who we are.

In a changing world where too often, we are treated as a number, Northern Birch remains committed to serving our members as people, not simply account holders. Guided by the co-operative principles that define credit unions, Northern Birch is actively involved in our communities: providing scholarships, supporting community events, and contributing to causes our members care about.

Looking ahead, we are taking an important step in how we show up for our members and our community. Our new flagship branch opening this year at the KESKUS International Estonian Centre will make it easier to bank with Northern Birch and will be a space we can all be proud of. It is also a clear signal of our commitment to being a strong, visible credit union serving our member communities for the long term.

Thank you to my fellow Board members for your continued dedication. In particular, I want to recognize Ellen Valter for her decade of leadership as Board Chair of Northern Birch and its predecessor, Estonian Credit Union, and for her ongoing contribution as Vice-Chair.

To all our members, thank you for your continued trust. We are rooted in your needs, focused on your future, and proud to be your financial partner. I look forward to what the coming years will bring.




Laila Jaunkalns
Board Chair

Message from the President & CEO

Dear members, armsad liikmed, cienījamie biedri,

We entered 2025 with trepidation, in the context of economic and geopolitical uncertainty, not knowing what the impact of tariff and other threats would be on the credit union and our members.

As it turned out, 2025 was a record year!

Our commercial and residential lending teams added \$12m and \$6m respectively to their portfolios after replacing maturing loans and principal repayment. This represents growth of 20% and 7% in slow real estate markets while closely managing delinquency. All members were up to date with their payments at year end with zero delinquency, less than 90 days and no write-offs. This is a first!

Our investment team helped our members add \$1m in net new mutual fund investments, and assets under management grew to \$20m. Self-directed investments with our partner, Qtrade Direct Investing®, grew to \$12m.

Member deposits grew 3.1% or \$5.6m but did not keep pace with loan growth. This has helped bring excess liquidity down to target management ranges and helped deliver strong growth of nearly \$1m in net interest income to \$6.4m in 2025. At 3.2% of assets, our financial margin is well above the credit union sector, permitting investment in people and technology to deliver modern payments and banking services.

In 2025 we launched new loan products to provide greater borrowing flexibility and ease of access to home equity through a new collateral mortgage product and through lines of credit to co-op and co-ownership apartment owners. We listened to our members and increased our Interac e-Transfer® send limits, to make banking more convenient.

2025 was also a record year for overall profitability for the credit union with net income of nearly \$700,000 delivering a strong capital base for future growth and stability.

To keep growing and to continue to invest in keeping up with changes in the Canadian financial services sector, we will need to attract more deposits and have been investing in marketing capability to do this. But nothing is as effective as word of mouth. We encourage all our members to spread the word about the great rates and services we offer and to keep eyes open for upcoming promotions.

As a financial co-operative owned and operated by our members, we focus 100% on taking care of our members and your financial needs, supporting our members through the big moments in your lives... that first student loan, the first mortgage, investing for your children's education and your own retirement, helping you through power of attorney and estate management with elderly parents.

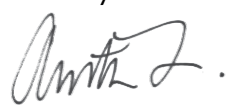
As a community-based organization, we give back to our communities through scholarships and support of community activities and initiatives. In 2025, Northern Birch gave back over \$125,000.

Northern Birch has built up a great team. Congratulations to all team members on your hard work, sincere care for our members, and good results in 2025. Continue to be curious and enthusiastic, always searching for the best solution for each member.

Thank you to our Board, whose professionalism and expertise help us soar.

I look forward to what we can do next year and to the launch of our new flagship branch in the KESKUS International Estonian Centre in the Annex. Uncertainty in our economic and geopolitical environment has not gone away. We have a long legacy of mutual support. We are stronger together.



Thank you! Aitäh! Paldies!

Anita Saar
President & CEO



New Tools to Grow Your Wealth

NORTHERN BIRCH FLEX MORTGAGE

Unlike a standard "cookie-cutter" mortgage, a Flex Mortgage is a collateral mortgage. This means we register a single charge against your property that allows you to link multiple borrowing types—like term mortgages and Home Equity Lines of Credit (HELOCs)—to one security.

The Flex Mortgage Advantage

Owning a home is a long-term commitment. A flex mortgage gives homeowners flexibility as they move through various life stages. Here's just a few advantages:

- One-time legal fee
- Tap into equity easily and without procuring a new loan
- Customized borrowing

CO-OP AND CO-OWNERSHIP HOME EQUITY LINES OF CREDIT

We are specialists in innovative solutions to owning a home, including co-op and co-ownership housing.

Until recently, Home Equity Lines of Credit (HELOC) for these specialized properties were unavailable. Our team has put together a fully open line of credit with no ongoing fees. Your HELOC is set up as a collateral loan for future borrowing flexibility.

As a member, your feedback is critical as we continue to add new products and services. This past year we introduced two new innovative mortgage products.

[Read More →](#)

Northern Birch Credit Union Limited Summary Financial Statements for the Year Ended December 31, 2025.

Statement of Financial Position	2025	2024
Assets		
Cash	\$4,229,041	\$14,427,730
Investments	\$25,998,084	\$27,656,982
Loans	\$175,282,779	\$156,613,435
Other assets	\$2,020,491	\$2,189,338
	\$207,530,395	\$200,887,485
Liabilities		
Member deposits	\$185,886,950	\$180,336,904
Demand loan payable	\$1,000,000	\$0
Other liabilities	\$3,010,095	\$3,543,667
Member shares	\$123,320	\$123,920
	\$190,020,365	\$184,004,491
Members' Equity		
Retained earnings	\$12,995,844	\$12,776,584
Contributed surplus	\$4,514,186	\$4,514,186
Accumulated other comprehensive loss	\$0	(\$407,776)
	\$17,510,030	\$16,882,994
	\$207,530,395	\$200,887,485

Statement of Income	2025	2024
Interest Income	\$9,869,109	\$10,200,941
Interest expense	\$3,483,917	\$4,728,884
Net Interest Income	\$6,385,192	\$5,472,057
Provision for loan losses	(\$123,545)	(\$347,634)
Net interest income after loan loss provisions	\$6,508,737	\$5,819,691
Other income	\$475,700	\$415,895
Net interest and other income	\$6,984,437	\$6,235,586
Operating expenses	\$6,123,120	\$5,719,761
Income before income taxes	\$861,317	\$515,825
Taxes	\$167,754	\$87,326
Net Income	\$693,563	\$428,499
Other comprehensive income	(\$66,527)	\$40,545
Total comprehensive income	\$627,036	\$469,044

Building Strong Relationships

What our members say

"As an arborist, I wanted to work in my own neighbourhood, providing homeowners with trustworthy, personalized tree care services. So I opened my own business, Mikey's Tree Care.

When I started, I had very few resources or staff. As I grew, I got my own pickup truck, hired my first full time staff, and slowly started accumulating bigger and better equipment.

Big banks cared very little about me or my financial goals. I switched to Northern Birch Credit Union in 2022. The staff at Northern Birch are exceptional.

They do their jobs well, value their clients, and communicate effectively. Their fees are reasonable and fair. I pay fewer fees than I would with the big banks and I receive far greater service.

I often recommend Northern Birch to other business owners because I have first hand experience of just how much better they are than their competitors. I'm extremely grateful to the community that has helped my business grow to where it is now. Banking with Northern Birch Credit Union has reduced stress, saved me significant money on fees, and provided support whenever I've needed it."

- Michael A.



"Buying a home is stressful enough, but Northern Birch Credit Union has made the mortgage process incredibly easy and stress-free! I used Northern Birch Credit Union 10 years ago when I purchased my condo (10/10 experience), so when my partner and I decided to purchase our first home together, continuing with Northern Birch was an easy decision. From setting up my partner's account to completing our mortgage pre-approval, along with thoughtful phone calls and email check-ins along the way, the process was seamless and reassuring. Working with a team that is trusted and deeply rooted in the community gives us real peace of mind. As we prepare to close on our condo and find our forever home, we know that we are in excellent hands every step of the way."

- Kristina P. & Holden M.

"As both a Member Service Representative at Northern Birch and a principal at our local Latvian school, I've had the privilege of connecting our credit union with the community in meaningful ways.

Northern Birch has supported our school through donations, treats for special occasions, and by sharing financial knowledge with our students and parents. They've helped bring financial literacy to life in a way that feels personal and accessible.

On a personal level, the relationships mean everything to me. Connecting with people day-to-day is the best, and some members even stop by the branch just to say hello! That tells me they value not just the service, but the care and respect behind it.

That's what makes Northern Birch special — we're not just serving members. We're part of their community, and they're part of ours."

- Ilze Maksina



Helping our Community Thrive

From music festivals to sporting events, Northern Birch stands alongside members, supporting the events, organizations, and causes they care about.

Northern Birch supported 27 events in 2025. Here are just a few:

- Latvian and Estonian Youth Camps (Sidrabene, Saulaine, Jõekääru, Seedrioru, JK Kalev Volleyball Camp)
- Latvian and Estonian Cultural Schools
- Suvihari at Seedrioru Camp
- Jāņi Sidrabenē
- Saulaine Fall Festival
- Sidrabene Volleyball Tournament
- EGO Golf Tournament
- Matteo & Markus Charity Golf Classic Tournament
- ŠMIJ youth art show presented by LNJAK (Latvian National Youth Association in Canada)
- Nou Pois Äläud folk dancing retreat
- Rahvajõulupuu (An Estonian Christmas celebration)
- Estonian Canadian Business Chamber
- Latvian and Estonian Independence Day celebrations
- LA LA LA Estonian Choir Camp
- Karijärve String Orchestra Concert
- Nature, Being and Technology Baltic art exhibition
- Estonian Music Week
- Estonian Foundation of Canada



Estonian Canadian Business Chamber Launch Event



Supporting our local community and food bank



Staff participating in community events



Teaching the future generation



Members gain valuable knowledge at seminars led by our team

Investing in Future Generations



Alastair Thorburn-Vitols

Fourth-year History and Biology student at the University of British Columbia

“Unlike large commercial banks, Northern Birch’s community member ownership lends an important independence and flexibility to prioritize the community’s ongoing strength, understanding and well-being.”

Imbi Uukkivi

Second-year Cosmetics Management program student at Humber Polytechnic

“Through funding of many Estonian groups and activities, Northern Birch has provided the opportunity for many people in the community to come together and participate in activities. Through this funding they have allowed Estonians in this community to come together and connect to their roots, meeting new people and making connections.”



Jaak Hemingway

First-year student at Universidad Europea in Madrid

“The role of Northern Birch in keeping me rooted to the community has been more than just financial services. I see how Northern Birch doesn’t just manage money but invests in our shared Estonian and Latvian communities. Northern Birch’s member-owned model reflects the spirit that banking can still be human and community-driven.”



Cassandra Keevallik

Second-year student of Event Planning at Centennial College



Marc-André Perron

Third-year Sport Media student at Toronto Metropolitan University



Annely Kütt

First-year student of Psychology at Brock University



Nicholas Skene

Third-year student of Music at Western University



Alexis Capirchio

Second-year Baking and Pastry Arts Management student at George Brown College



Ethan Ostafin

Fourth-year Industrial Design student at OCAD University



Rosemarie Kütt

First-year student of the Hairstyling program at Niagara College

Learn more about our Community Roots Scholars at northernbirchcu.com/community/scholarships

Supporting Financial Strength Through Education

This year, our team continued to guide members on their journey to financial well-being. Our team supports members as they navigate the pathway to financial strength and well-being. This past year we hosted 8 financial literacy events, including:

- **How Money Works**, a special seminar for children and presented to the Estonian & Latvian schools.
- **Credit Scores 101**, developed for new members and young people starting out.
- **Fraud Prevention**, increasing awareness among our members of scams and how to ensure their financial assets are safe and secure.



Photo Credit: Anni Ulm and Kaisa Kasekamp



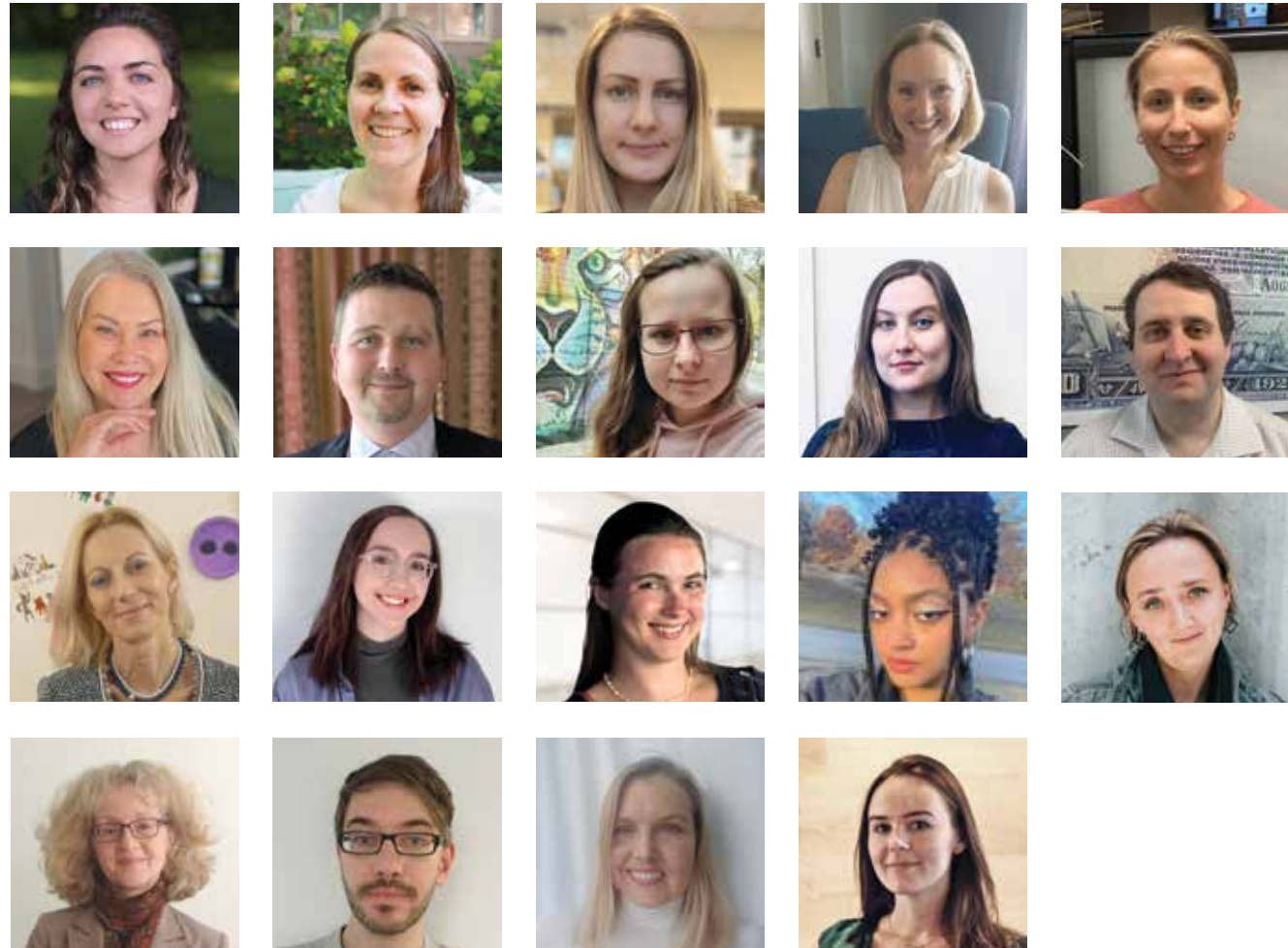
Meet our Board of Directors

BOARD CHAIR:
Laila Jaunkalns, MGA, MBA

VICE-CHAIR:
Ellen Valter, LL.B.

**AUDIT & RISK COMMITTEE CHAIR
& CORPORATE SECRETARY:**
Karin Ots, LL.B.

DIRECTORS:
Paul Eichenbaum
Matthew Fitzgerald
David Flude
Matti Jalakas, MBA, CISA, PMP
Peter Kaju, CPA, CGA, CIA, ICD.D
Elo Kuutan, CHRL, CHRP
Mihkel Liik, P.Eng., MBA
Liis Palmer, LL.B.
Alex Ruus, P.Eng., MBA, CFA



Our Team

Miina Billones - Manager, Member Experience
Baiba Auzāne - Manager, Member Service
Madara Balode - Member Service Supervisor
Tiiu Bradley - Member Service Supervisor
Kintija Palma-Kalvins - Senior Member Service Representative and Privacy & Complaints Officer
Triinu Lumi - Senior Member Service Representative
Valdis Jevtejevs - Member Service Business Specialist
Hedy Läets - Member Service Specialist
Aleksandra Isberg - Member Service Representative

Alex Gifford - Member Service Representative
Ilze Maksina - Member Service Representative
Katariina Jaenes - Member Service Representative
Kristiana Perkons - Member Service Representative
Liivi Sermat Cooke - Member Service Representative
Elizabete Ludviks - Member Service Representative
Maret Oser-Tamm - Member Service Representative
James Carter - Member Service Administrator
Heili Orav - Manager, Wealth & Estate Services
Baiba Nagy - Investments & Estates Specialist

Liisa Keevallik - Manager, Retail Lending
Christopher Avakian - Senior Loan Officer
Eva Hao - Loan Officer
Eliza Ludina - Loan Administrator
Scott Lister - Manager, Commercial Lending
Wil Roache - Commercial Account Manager
Triina Kiilaspea - Commercial Lending Administrator
Anita Saar - President & CEO
Priit Nikker - Director, Banking Operations
Kevin Koik - Chief Financial & Risk Officer

Tiiu Remmel - Manager, Organizational Development
Ingrid Kütt - Corporate Administrator & CAMLO
Tiina Martjak - Accounting Administrator
Tiina Rand - Marketing Specialist
Ingrid Laar - Office & Projects Coordinator
Krista Poolsaar - Systems Support Analyst
Juhan Leis - Operations Representative
Tuula Hopp - Assistant to the CEO
Akash Mohandas - Senior Accountant



 **NORTHERN
BIRCH**
CREDIT UNION

Latvian Centre Branch:
4 Credit Union Drive
Toronto ON Canada
M4A 2N8

Tartu College Branch:
310 Bloor Street West
Toronto ON Canada
M5S 1W4

Hamilton Branch:
16 Queen Street North
Hamilton ON Canada
L8R 2T8

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