Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) _____

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [X]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan
HCA 401(K) PLAN

1b Three-digit plan number (PN) ▶ 004

1c Effective date of plan 01/01/1983

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
HCA INC.

ONE PARK PLAZA
NASHVILLE, TN 37203-0550

2b Employer Identification Number (EIN)
75-2497104

2c Plan Sponsor's telephone number
615-344-8741

2d Business code (see instructions)
622000

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/02/2026	ERICA WHITE
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a	Plan administrator's name and address [X] Same as Plan Sponsor	**3b**	Administrator's EIN
		3c	Administrator's telephone number
4	If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:	**4b**	EIN
a	Sponsor's name	**4d**	PN
c	Plan Name		

5	Total number of participants at the beginning of the plan year	**5**	379101
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	310762
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	306170
b	Retired or separated participants receiving benefits	**6b**	4
c	Other retired or separated participants entitled to future benefits	**6c**	87260
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	393434
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	1421
f	Total. Add lines **6d** and **6e**.	**6f**	394855
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	340796
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	366866
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	26215
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:

2E 2F 2G 2J 2K 2S 2T 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

9a Plan funding arrangement (check all that apply)		**9b** Plan benefit arrangement (check all that apply)	
(1) [ ]	Insurance	**(1)** [ ]	Insurance
(2) [ ]	Code section 412(e)(3) insurance contracts	**(2)** [ ]	Code section 412(e)(3) insurance contracts
(3) [X]	Trust	**(3)** [X]	Trust
(4) [ ]	General assets of the sponsor	**(4)** [ ]	General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- **(1)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [ ] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- **(4)** [ ] **DCG** (Individual Plan Information) – Number Attached _____
- **(5)** [ ] **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] **A** (Insurance Information) – Number Attached _____
- **(4)** [ ] **C** (Service Provider Information)
- **(5)** [X] **D** (DFE/Participating Plan Information)
- **(6)** [ ] **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
HCA 401(K) PLAN

B Three-digit plan number (PN) ▶ 004

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
HCA INC.

D Employer Identification Number (EIN)
75-2497104

Part I **Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)**
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: HCA INC. MASTER RETIREMENT TRUST

b Name of sponsor of entity listed in (a): HCA INC.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
62-1160563-001	M	25608054557

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

Part II **Information on Participating Plans (to be completed by DFEs, other than DCGs)**
(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

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b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
HCA 401(K) PLAN

B Three-digit plan number (PN) ▶ 004

C Plan sponsor's name as shown on line 2a of Form 5500
HCA INC.

D Employer Identification Number (EIN)
75-2497104

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	677040456	719294902
(2) Participant contributions	1b(2)	57003519	57894479
(3) Other	1b(3)	315898	1874140
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	437294289	513021380
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	22649648864	25608054557
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	23821303026	26900139458
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness	1i		
1j Other liabilities	1j	8850123	5406123
1k Total liabilities (add all amounts in lines 1g through1j)	1k	8850123	5406123
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	23812452903	26894733335

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)	707560007	
(B) Participants	2a(1)(B)	1369902915	
(C) Others (including rollovers)	2a(1)(C)	106557899	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		2184020821
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	38176245	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		38176245
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		3524102744
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		5746299810
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	2663092948	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		2663092948
f Corrective distributions (see instructions)	2f		1526502
g Certain deemed distributions of participant loans (see instructions)	2g		1760777
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		0
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		2666380227
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		3079919583
l Transfers of assets:			
(1) To this plan	2l(1)		2360849
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) [ ] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [X] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: ERNST & YOUNG **(2)** EIN: 34-6565596

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) [ ] This form is filed for a CCT, PSA, DCG or MTIA. **(2)** [ ] It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	4a		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	4d		X	
e Was this plan covered by a fidelity bond?	4e	X		100000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	4k		X	
l Has the plan failed to provide any benefit when due under the plan?	4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	4n			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ..... ☐ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
HCA 401(K) PLAN

B Three-digit plan number (PN) ▶ 004

C Plan sponsor's name as shown on line 2a of Form 5500
HCA INC.

D Employer Identification Number (EIN)
75-2497104

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions **1** 0

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 04-3581074 36-3046063

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year **3**

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 **a** Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ..... ☐ **Increase** ☐ **Decrease** ☐ **Both** ☐ **No**

Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☐ **No**

11 **a** Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☐ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☐ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☐ **No**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14c**	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:
Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%
High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more

20 **PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☒ Yes ☐ No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☒ "Current year" ADP test

☐ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/_____ (MM/DD/YYYY) and the Opinion Letter serial number_____.

Financial Statements and Supplemental Schedule

HCA 401(k) Plan
Years Ended December 31, 2025 and 2024
With Report of Independent Auditors

HCA 401(k) Plan

Financial Statements and
Supplemental Schedule

Years Ended December 31, 2025 and 2024

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Report of Independent Auditors

The Plan Administration Committee and Plan Participants
HCA Healthcare, Inc.

Opinion

We have audited the financial statements of the HCA 401(k) Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes (collectively referred to as the "financial statements").

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan at December 31, 2025 and 2024, and the changes in its net assets available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

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Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Supplemental Schedule Required by ERISA

Our audits were conducted for the purpose of forming an opinion of the financial statements as a whole. The supplemental schedule of assets (held at end of year) as of December 31, 2025 (referred to as the "supplemental schedule"), is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the supplemental schedule is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Ernst & Young LLP

September 23, 2026

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HCA 401(k) Plan

Statements of Net Assets Available for Benefits

	December 31,	
	2025	**2024**
Assets		
Participation interest in HCA Inc. Master Retirement Trust, at fair market value	**$ 24,159,286,587**	$ 21,406,890,948
Participation interest in HCA Inc. Master Retirement Trust, at contract value	**1,448,767,970**	1,242,757,916
Participant loans	**523,807,006**	446,319,138
Participant contributions receivable	**57,894,479**	57,003,519
Employer contributions receivable	**719,294,902**	677,040,456
Participant rollover contributions receivable	**1,874,140**	315,898
Total assets	**26,910,925,084**	23,830,327,875
Liabilities		
Accrued expenses	**5,406,123**	8,850,123
Net assets available for benefits	**$ 26,905,518,961**	$ 23,821,477,752

See accompanying notes.

HCA 401(k) Plan

Statements of Changes in Net Assets Available for Benefits

	Year Ended December 31, 2025	2024
Additions to net assets attributed to:		
Participant contributions	**$ 1,369,902,915**	$ 1,295,092,990
Employer contributions	**707,560,007**	671,251,989
Participant rollover contributions	**106,557,899**	129,855,100
Participant loan interest	**38,176,245**	30,669,073
Transfers into plan	**2,360,849**	-
Net investment gain from HCA Inc. Master Retirement Trust	**3,537,080,541**	2,724,573,915
Total additions to net assets	**5,761,638,456**	4,851,443,067
Deductions from net assets attributed to:		
Benefits paid to participants	**2,664,619,450**	2,560,056,424
Administrative expenses	**12,977,797**	8,900,196
Total deductions from net assets	**2,677,597,247**	2,568,956,620
Net increase	**3,084,041,209**	2,282,486,447
Net assets available for benefits:		
Beginning of year	**23,821,477,752**	21,538,991,305
End of year	**$ 26,905,518,961**	$ 23,821,477,752

See accompanying notes.

HCA 401(k) Plan

Notes to Financial Statements

December 31, 2025

1. Description of the Plan

The following description of the HCA 401(k) Plan (the Plan) provides only general information. Participants should refer to the Plan document and summary plan description for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan, established January 1, 1983, which provides retirement benefits for all eligible employees of HCA Inc. and its affiliates that participate in the Plan (the Company), and is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA). Participants are generally eligible to participate on the first day of the month following two months of continuous employment and upon attaining age 18, subject to special rules for certain temporary employees and certain graduate medical education employees.

Contributions and Vesting

Participants may defer from 1% to 75% of eligible salary to the Plan, on a before-tax or Roth after-tax basis, subject to Internal Revenue Code (the Code) limitations. Such amounts, along with earnings thereon, are fully vested at all times. The Company, in its sole discretion, may limit the contributions of highly compensated employees. Participants who have attained age 50 before the close of the Plan year are eligible to make catch-up contributions, subject to Code limitations.

The Company matching contribution equals 100% of the participant's salary deferral contribution for the applicable period, up to the following maximum percentages:

Years of Service as of End of Plan Year	Maximum Match of Eligible Salary for Plan Year
0–4	3%
5–9	4%
10–14	6%
15–19	7%
20–24	8%
25 or more	9%

1. Description of the Plan (continued)

Contributions and Vesting (continued)

The Company matching contribution vests ratably, beginning with the completion of two years of service, and becomes 100% vested upon completion of six years of service. Forfeited balances of terminated participants' nonvested accounts are used to reduce future Company contributions. Unallocated forfeiture balances were $54,578,027 and $59,428,749 as of December 31, 2025 and 2024, respectively. During 2025 and 2024, Company contributions were reduced by forfeitures of $54,407,732 and $59,652,343, respectively.

Participant Loans

Participants may borrow from their accounts a minimum of $1,000, but borrowings may not exceed the lesser of $50,000, or 50% of the participant's total vested account balance. Loan terms range from one to five years (except generally 10 years, if the loan is used to acquire a principal residence). A participant may generally not have more than two loans outstanding at any point in time. The loans are secured by the balance in the respective participant's account and bear interest at rates commensurate with local prevailing rates. Principal and interest are paid ratably through payroll deductions. If a participant terminates employment with the Company, the outstanding balance (plus accrued interest) may be repaid in full or through continued payments within the period permitted by the Plan. Otherwise, the loan balance will be treated as a distribution to the participant.

Participant Accounts

Each participant's account is credited with the participant's contributions and allocations of the Company's contributions. Additionally, each participant's account is credited/charged with Plan earnings/losses and charged with an allocation of administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Benefit Payments

Generally, a participant receives a distribution in the form of a lump sum payment. Upon the death of a participant, the vested account balance will generally be distributed in a lump sum payment. Hardship withdrawals are permitted under the Plan.

1. Description of the Plan (continued)

Administrative Expenses

In accordance with the Plan document, expenses incurred to administer the Plan are paid by the Plan unless paid by the Company, at the Company's discretion. Expenses paid by the Company are excluded from these financial statements.

Plan Termination

Although it has not expressed any intent to do so, the Company has the right to terminate the Plan, subject to the provisions of ERISA. Upon termination of the Plan, each participant would be fully vested in the value of his/her account after payment of any accrued expenses and liabilities of the Plan.

Plan Merger

On July 28, 2025, the Envision Healthcare Operating Inc. 401(k) Plan (Envision) was merged into the Plan. As a result of the merger, net assets of $2,360,849 (including $64,846 of participant loans) were transferred into the Plan. The investment funds that were held by participants in the Envision were converted into the investment funds available in the Plan that best corresponded to the participants' investments at the time of the merger into the Plan.

2. Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements are prepared on the accrual basis in accordance with accounting principles generally accepted in the United States.

Valuation of Investments and Income Recognition

The Plan's investments in the HCA Inc. Master Retirement Trust (Master Trust) are stated at fair value (see Note 4 – Fair Value Measurements) with the exception of fully benefit-responsive investment contracts that are presented at contract value. The fair value of participation units owned by the Master Trust in the collective trust pools are based on net asset value (NAV) on the last business day of the Plan year as provided by the Trustee. Securities traded on a national securities exchange are valued at the last reported sales price of the primary exchange on the last business day of the Plan year. Investments traded in the over-the-counter market and listed securities for which no sale was reported on that date are valued at the average of the last reported bid and ask prices. When such prices are unavailable, The Northern Trust Company (the Trustee) obtains a value from the market maker dealing in that particular security.

2. Summary of Significant Accounting Policies (continued)

Valuation of Investments and Income Recognition (continued)

The Plan's investments in the Master Trust also include fully benefit-responsive synthetic investment contracts (SICs) reported at contract value. An investment contract is permitted to be valued at contract value, rather than fair value, to the extent it is fully benefit-responsive, because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan. Contract value represents contributions made to the contract, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investments at contract value.

Purchases and sales of securities are recorded on a trade date basis. Interest is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) includes the Plan's interest in the Master Trust's unrealized gains and losses on investments held at year end as well as the realized gains and losses on investments sold during the year.

Contributions

Participant contributions and the matching Company contributions are recorded in the year in which the participant compensation is earned.

Payment of Benefits

Benefits are recorded when paid.

Participant Loans

Participant loans are recorded at their unpaid balance. Interest income on loans to participants is recorded over the term of the applicable loan. Related fees are recorded as administrative expenses when they are incurred. No allowance for credit losses has been recorded as of December 31, 2025 or 2024. If a participant ceases to make loan repayments and the Plan administrator deems the participant loan to be a distribution, the participant loan balance is reduced and a benefit payment is recorded.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

3. Investments

All of the Plan's investments are in the Master Trust, which provides a variety of investment alternatives and was established for the investment of the assets of the Plan and another Company-sponsored retirement plan. The Master Trust includes several Master Trust Investment Accounts (or Investment Pools). At December 31, 2025 and 2024, the Plan's interest in the net assets of the Master Trust was approximately 97.05% and 96.93%, respectively. Investment income (loss) and expenses are allocated based upon each plan's share of selected investments and the related income (loss) and expenses on those investments. The following table presents the net assets of the Master Trust and the Plan's interest in those balances at December 31, 2025 and 2024:

	2025	
	Master Trust Balances	**Plan's Interest in Master Trust Balances**
Investments at fair value:		
Interest in common/collective trusts	$ 24,742,886,179	$ 24,001,045,528
Securities lending cash collateral	39,431,350	31,877,039
Corporate bonds	153,588,698	124,163,970
Corporate bonds – loaned	38,632,228	31,231,014
Corporate stock – common	1,607,618	1,299,628
Total investments at fair value	24,976,146,073	24,189,617,179
Investments at contract value:		
Synthetic investment contracts	1,448,767,970	1,448,767,970
Total investments	26,424,914,043	25,638,385,149
Income receivable	3,583,465	2,885,272
Total assets	26,428,497,508	25,641,270,421
Obligations under securities lending agreements	(39,431,350)	(31,877,039)
Other liabilities	(1,561,139)	(1,469,212)
Pending trades	161,286	130,387
Total net assets	$ 26,387,666,305	$ 25,608,054,557

3. Investments (continued)

	2024	
	Master Trust Balances	**Plan's Interest in Master Trust Balances**
Investments at fair value:		
Interest in common/collective trusts	$ 21,244,338,582	$ 20,574,522,629
Securities lending cash collateral	170,491,247	161,216,344
Corporate bonds	700,910,315	662,780,058
Corporate bonds – loaned	166,595,879	157,532,888
Corporate stock – preferred	1,159,200	1,096,138
Corporate stock – common	1,045,786	988,894
Other investments	17,850	-
Total investments at fair value	22,284,558,859	21,558,136,951
Investments at contract value:		
Synthetic investment contracts	1,242,757,916	1,242,757,916
Total investments	23,527,316,775	22,800,894,867
Income receivable	14,755,526	13,900,223
Total assets	23,542,072,301	22,814,795,090
Obligations under securities lending agreements	(170,491,247)	(161,216,344)
Other liabilities	(1,276,052)	(1,218,133)
Pending trades	(2,867,758)	(2,711,749)
Total net assets	$ 23,367,437,244	$ 22,649,648,864

3. Investments (continued)

The following table presents investment income for the Master Trust for the years ended December 31, 2025 and 2024:

	2025	2024
Net appreciation (depreciation) in the fair value of investments:		
Interest in common/collective trusts	**$ 3,533,496,585**	$ 2,669,276,670
Corporate bonds	**7,487,014**	12,173,710
Corporate stock − preferred	**11,938**	315,736
Corporate stock − common	**370,878**	(2,089,405)
U.S. government securities	**10,695,035**	—
Other investments	**(160,111)**	789,144
Total net appreciation	**3,551,901,339**	2,680,465,855
Interest and dividends	**92,626,032**	115,364,546
Investment management fees	**(6,361,902)**	(7,823,372)
Total net investment income	**$ 3,638,165,469**	$ 2,788,007,029

4. Fair Value Measurements

Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (i.e., an exit price). The fair value hierarchy prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets and liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described below:

Level 1 – Unadjusted quoted prices in active markets that are accessible at the measurement date for identical assets and liabilities.

Level 2 – Inputs other than quoted prices in active markets for identical assets and liabilities that are observable either directly or indirectly for substantially the full term of the asset or liability.

Level 3 – Unobservable inputs for the assets or liabilities (i.e., supported by little or no market activity).

The level in the fair value hierarchy within which the fair value measurement is classified is determined based on the lowest level input that is significant to the fair value measure in its entirety.

4. Fair Value Measurements (continued)

Following is a description of the valuation methodologies used for major categories of assets measured at fair value by the Plan.

Common/collective trusts and securities lending collateral: Common/collective trusts are traded in an active market and are generally classified within Level 1 of the fair value hierarchy. These investments are valued using the readily determinable fair value (RDFV) provided by the issuer, trustee, or manager of the fund. The RDFV is used if the fair value per share is determined and published daily and is the basis for current transactions. The NAV of these funds is based on the fair value of the underlying investments held by the fund. The underlying investments of the funds generally include investments in equity and debt securities held to replicate the performance of a specific equity or bond market index. Securities lending collateral investments are generally classified within Level 1 of the fair value hierarchy as these investments represent cash or common/collective trusts that have a RDFV.

Corporate bonds, corporate stock - preferred and corporate stock - common: These investments are generally classified within Level 1 and Level 2 of the fair value hierarchy because they are valued using quoted market prices, broker or dealer quotations, or alternative pricing sources with reasonable levels of price transparency. Certain types of these instruments are classified within Level 3 of the fair value hierarchy because they trade infrequently and therefore have little or no price transparency.

Other investments: These investments are generally classified within Level 1, Level 2 or Level 3 of the fair value hierarchy. These investments include money market securities and interest-bearing cash accounts which are classified within Level 1 of the fair value hierarchy. Certain types of these investments relate to escrow positions due to bankruptcy, corporate action or corporate reorganization which are classified within Level 2 or Level 3 of the fair value hierarchy.

Instruments classified within Level 3 of the fair value hierarchy are priced using certain unobservable inputs. Key assumptions and inputs used by the Plan to value these investments were developed in conjunction with the Master Trust's investment managers and include: prices and quotes from independent third-party brokers, transactional data from new issuances and secondary trades, benchmark yields, risk-free interest rates, risk premiums and other factors which may or may not reflect those of an active market.

The methods described above may produce fair value calculations that may not be indicative of net realizable value or future fair value. The Plan believes its valuation methods are appropriate and consistent with other market participants, however the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in different fair value measurements at the reporting date.

4. Fair Value Measurements (continued)

The following tables set forth by level, within the fair value hierarchy, the Master Trust's assets at fair value:

	December 31, 2025			
	Fair Value Measurements Using			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Interest in common/collective trusts	**$24,742,886,179**	**$ –**	**$ –**	**$ 24,742,886,179**
Securities lending cash collateral	**39,431,350**	**–**	**–**	**39,431,350**
Corporate bonds	**–**	**192,040,391**	**180,535**	**192,220,926**
Corporate stock – common	**–**	**–**	**1,607,618**	**1,607,618**
Total assets at fair value	**$24,782,317,529**	**$ 192,040,391**	**$ 1,788,153**	**$ 24,976,146,073**

	December 31, 2024			
	Fair Value Measurements Using			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Interest in common/collective trusts	$21,244,338,582	$ –	$ –	$ 21,244,338,582
Securities lending cash collateral	170,491,247	–	–	170,491,247
Corporate bonds	–	867,303,440	202,754	867,506,194
Corporate stock – preferred	1,159,200	–	–	1,159,200
Corporate stock – common	–	873,888	171,898	1,045,786
Other investments	17,850	–	–	17,850
Total assets at fair value	$21,416,006,879	$ 868,177,328	$ 374,652	$ 22,284,558,859

5. Investment Contracts Held by Master Trust

The Interest Income Fund Investment Pool within the Master Trust is comprised of cash equivalents and insurance and bank wrap contracts supported by diversified portfolios of fixed income securities.

5. Investment Contracts Held by Master Trust (continued)

The SICs provide a fixed return over a period of time through fully benefit-responsive contracts or wrapper contracts. The SIC portfolios include government treasuries, government agency securities, corporate bonds, mortgage-backed securities and asset-backed securities. SICs provide for a variable crediting rate, which typically resets at least quarterly, and the issuer of the wrapper contract provides assurance that future adjustments to the crediting rate cannot result in a crediting rate less than zero. The contract value of the SICs held by the Plan totaled $1,448,767,970 and $1,242,757,916, respectively, as of December 31, 2025 and 2024.

The Plan's ability to receive amounts due in accordance with fully benefit-responsive investment contracts is dependent on the third-party issuers' ability to meet their financial obligations. The issuers' ability to meet their contractual obligations may be affected by future economic and regulatory developments.

Certain events might limit the ability of the Plan to transact at contract value with the contract issuers. These events may be different under each contract. Examples of such events include the Plan's failure to qualify under Section 401(a) of the Code or the failure of the trust to be tax-exempt under Section 501(a) of the Code, premature termination of the contracts, plan termination or merger, changes to the Plan's prohibition on competing investment options, or bankruptcy of the plan sponsor or other plan sponsor events that significantly affect the Plan's normal operations.

No events are probable of occurring that might limit the ability of the Plan to transact at contract value with the contract issuers and that also would limit the ability of the Plan to transact at contract value with the participants.

In addition, certain events allow the issuers to terminate the contracts with the Plan and settle at an amount different from contract value. Those events may be different under each contract. Examples of such events include an uncured violation of the Plan's investment guidelines, breach of material obligation under the contract, material misrepresentation, or a material amendment to the agreements without the consent of the issuer.

6. Securities Lending

Securities lending is an investment management enhancement that utilizes certain existing securities of the Master Trust to earn additional income. Securities lending involves the loaning of securities to approved banks and broker/dealers. The fair value of the securities on loan was $38,632,228 and $166,595,879, respectively, and the fair value of the related cash collateral was $39,431,350 and $170,491,247, respectively, at December 31, 2025 and 2024. The fair value of noncash collateral provided to the Master Trust at December 31, 2025 and 2024 was $430,160 and $1,585,241, respectively, and was not recorded in the investments of the Master Trust because

6. Securities Lending (continued)

the Master Trust does not have the right to resell or pledge the investment. The collateral is marked to market on a daily basis. The Master Trust maintains full ownership rights to the securities loaned and accordingly, classifies loaned securities as investments. Securities lending income earned by the Master Trust under the securities lending program with the Trustee for the years ended December 31, 2025 and 2024 was $424,392 and $767,923, respectively.

7. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

8. Income Tax Status

The Plan has received its most recent determination letter from the Internal Revenue Service (the IRS) dated June 24, 2015, stating that the Plan is qualified under Section 401(a) of the Code and, therefore, the related trust is exempt from taxation. Subsequent to the determination by the IRS, the Plan was amended. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualified status. The Plan administrator believes the Plan is being operated in compliance with the applicable requirements of the Code and, therefore, believes that the Plan, as amended, is qualified and the related trust is tax exempt.

Accounting principles generally accepted in the United States require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. Plan management has analyzed the tax positions taken by the Plan and has concluded that there are no uncertain positions taken or expected to be taken. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

9. Transactions With Parties-In-Interest

Transactions with parties-in-interest include purchases and sales of assets through the Trustee, contributions from the Company, and fees paid during the year for accounting and other services. Such transactions are in accordance with ERISA provisions.

10. Reconciliation Between Financial Statements and Form 5500

The following tables provide reconciliations between the financial statements and the Form 5500:

	December 31, 2025	December 31, 2024
Net assets available for benefits per the financial statements	**$ 26,905,518,961**	$ 23,821,477,752
Less: Deemed distributions of participant loans	**(10,785,626)**	(9,024,849)
Net assets per the Form 5500	**$ 26,894,733,335**	$ 23,812,452,903

	Year Ended December 31, 2025
Net increase per the financial statements	$ 3,084,041,209
Less: Transfers into plan	(2,360,849)
Less: Deemed distributions per the Form 5500	(1,760,777)
Net income per the Form 5500	$ 3,079,919,583

11. Subsequent Events

The Plan evaluated all events or transactions that occurred after December 31, 2025, through September 23, 2026, the date these financial statements were available to be issued.

Supplemental Schedule

HCA 401(k) Plan

EIN #75-2497104 Plan #004

Schedule H, Line 4i – Schedule of Assets
(Held at End of Year)

December 31, 2025

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(e) Current Value
*	Participant loans	Interest ranging from 3.25% to 9.50%, maturing through September 3, 2050	$ 523,807,006

*Indicates party in interest to the Plan.
Note: Column (d) is not included as the investments are participant directed.

Financial Statements and Supplemental Schedule

HCA 401(k) Plan
Years Ended December 31, 2025 and 2024
With Report of Independent Auditors

HCA 401(k) Plan

Financial Statements and
Supplemental Schedule

Years Ended December 31, 2025 and 2024

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Report of Independent Auditors

The Plan Administration Committee and Plan Participants
HCA Healthcare, Inc.

Opinion

We have audited the financial statements of the HCA 401(k) Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes (collectively referred to as the "financial statements").

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan at December 31, 2025 and 2024, and the changes in its net assets available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

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Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Supplemental Schedule Required by ERISA

Our audits were conducted for the purpose of forming an opinion of the financial statements as a whole. The supplemental schedule of assets (held at end of year) as of December 31, 2025 (referred to as the "supplemental schedule"), is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the supplemental schedule is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Ernst & Young LLP

September 23, 2026

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HCA 401(k) Plan

Statements of Net Assets Available for Benefits

	December 31,	
	2025	**2024**
Assets		
Participation interest in HCA Inc. Master Retirement Trust, at fair market value	**$ 24,159,286,587**	$ 21,406,890,948
Participation interest in HCA Inc. Master Retirement Trust, at contract value	**1,448,767,970**	1,242,757,916
Participant loans	**523,807,006**	446,319,138
Participant contributions receivable	**57,894,479**	57,003,519
Employer contributions receivable	**719,294,902**	677,040,456
Participant rollover contributions receivable	**1,874,140**	315,898
Total assets	**26,910,925,084**	23,830,327,875
Liabilities		
Accrued expenses	**5,406,123**	8,850,123
Net assets available for benefits	**$ 26,905,518,961**	$ 23,821,477,752

See accompanying notes.

HCA 401(k) Plan

Statements of Changes in Net Assets Available for Benefits

	Year Ended December 31, 2025	2024
Additions to net assets attributed to:		
Participant contributions	**$ 1,369,902,915**	$ 1,295,092,990
Employer contributions	**707,560,007**	671,251,989
Participant rollover contributions	**106,557,899**	129,855,100
Participant loan interest	**38,176,245**	30,669,073
Transfers into plan	**2,360,849**	-
Net investment gain from HCA Inc. Master Retirement Trust	**3,537,080,541**	2,724,573,915
Total additions to net assets	**5,761,638,456**	4,851,443,067
Deductions from net assets attributed to:		
Benefits paid to participants	**2,664,619,450**	2,560,056,424
Administrative expenses	**12,977,797**	8,900,196
Total deductions from net assets	**2,677,597,247**	2,568,956,620
Net increase	**3,084,041,209**	2,282,486,447
Net assets available for benefits:		
Beginning of year	**23,821,477,752**	21,538,991,305
End of year	**$ 26,905,518,961**	$ 23,821,477,752

See accompanying notes.

HCA 401(k) Plan

Notes to Financial Statements

December 31, 2025

1. Description of the Plan

The following description of the HCA 401(k) Plan (the Plan) provides only general information. Participants should refer to the Plan document and summary plan description for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan, established January 1, 1983, which provides retirement benefits for all eligible employees of HCA Inc. and its affiliates that participate in the Plan (the Company), and is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA). Participants are generally eligible to participate on the first day of the month following two months of continuous employment and upon attaining age 18, subject to special rules for certain temporary employees and certain graduate medical education employees.

Contributions and Vesting

Participants may defer from 1% to 75% of eligible salary to the Plan, on a before-tax or Roth after-tax basis, subject to Internal Revenue Code (the Code) limitations. Such amounts, along with earnings thereon, are fully vested at all times. The Company, in its sole discretion, may limit the contributions of highly compensated employees. Participants who have attained age 50 before the close of the Plan year are eligible to make catch-up contributions, subject to Code limitations.

The Company matching contribution equals 100% of the participant's salary deferral contribution for the applicable period, up to the following maximum percentages:

Years of Service as of End of Plan Year	Maximum Match of Eligible Salary for Plan Year
0–4	3%
5–9	4%
10–14	6%
15–19	7%
20–24	8%
25 or more	9%

1. Description of the Plan (continued)

Contributions and Vesting (continued)

The Company matching contribution vests ratably, beginning with the completion of two years of service, and becomes 100% vested upon completion of six years of service. Forfeited balances of terminated participants' nonvested accounts are used to reduce future Company contributions. Unallocated forfeiture balances were $54,578,027 and $59,428,749 as of December 31, 2025 and 2024, respectively. During 2025 and 2024, Company contributions were reduced by forfeitures of $54,407,732 and $59,652,343, respectively.

Participant Loans

Participants may borrow from their accounts a minimum of $1,000, but borrowings may not exceed the lesser of $50,000, or 50% of the participant's total vested account balance. Loan terms range from one to five years (except generally 10 years, if the loan is used to acquire a principal residence). A participant may generally not have more than two loans outstanding at any point in time. The loans are secured by the balance in the respective participant's account and bear interest at rates commensurate with local prevailing rates. Principal and interest are paid ratably through payroll deductions. If a participant terminates employment with the Company, the outstanding balance (plus accrued interest) may be repaid in full or through continued payments within the period permitted by the Plan. Otherwise, the loan balance will be treated as a distribution to the participant.

Participant Accounts

Each participant's account is credited with the participant's contributions and allocations of the Company's contributions. Additionally, each participant's account is credited/charged with Plan earnings/losses and charged with an allocation of administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Benefit Payments

Generally, a participant receives a distribution in the form of a lump sum payment. Upon the death of a participant, the vested account balance will generally be distributed in a lump sum payment. Hardship withdrawals are permitted under the Plan.

1. Description of the Plan (continued)

Administrative Expenses

In accordance with the Plan document, expenses incurred to administer the Plan are paid by the Plan unless paid by the Company, at the Company's discretion. Expenses paid by the Company are excluded from these financial statements.

Plan Termination

Although it has not expressed any intent to do so, the Company has the right to terminate the Plan, subject to the provisions of ERISA. Upon termination of the Plan, each participant would be fully vested in the value of his/her account after payment of any accrued expenses and liabilities of the Plan.

Plan Merger

On July 28, 2025, the Envision Healthcare Operating Inc. 401(k) Plan (Envision) was merged into the Plan. As a result of the merger, net assets of $2,360,849 (including $64,846 of participant loans) were transferred into the Plan. The investment funds that were held by participants in the Envision were converted into the investment funds available in the Plan that best corresponded to the participants' investments at the time of the merger into the Plan.

2. Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements are prepared on the accrual basis in accordance with accounting principles generally accepted in the United States.

Valuation of Investments and Income Recognition

The Plan's investments in the HCA Inc. Master Retirement Trust (Master Trust) are stated at fair value (see Note 4 – Fair Value Measurements) with the exception of fully benefit-responsive investment contracts that are presented at contract value. The fair value of participation units owned by the Master Trust in the collective trust pools are based on net asset value (NAV) on the last business day of the Plan year as provided by the Trustee. Securities traded on a national securities exchange are valued at the last reported sales price of the primary exchange on the last business day of the Plan year. Investments traded in the over-the-counter market and listed securities for which no sale was reported on that date are valued at the average of the last reported bid and ask prices. When such prices are unavailable, The Northern Trust Company (the Trustee) obtains a value from the market maker dealing in that particular security.

2. Summary of Significant Accounting Policies (continued)

Valuation of Investments and Income Recognition (continued)

The Plan's investments in the Master Trust also include fully benefit-responsive synthetic investment contracts (SICs) reported at contract value. An investment contract is permitted to be valued at contract value, rather than fair value, to the extent it is fully benefit-responsive, because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan. Contract value represents contributions made to the contract, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investments at contract value.

Purchases and sales of securities are recorded on a trade date basis. Interest is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) includes the Plan's interest in the Master Trust's unrealized gains and losses on investments held at year end as well as the realized gains and losses on investments sold during the year.

Contributions

Participant contributions and the matching Company contributions are recorded in the year in which the participant compensation is earned.

Payment of Benefits

Benefits are recorded when paid.

Participant Loans

Participant loans are recorded at their unpaid balance. Interest income on loans to participants is recorded over the term of the applicable loan. Related fees are recorded as administrative expenses when they are incurred. No allowance for credit losses has been recorded as of December 31, 2025 or 2024. If a participant ceases to make loan repayments and the Plan administrator deems the participant loan to be a distribution, the participant loan balance is reduced and a benefit payment is recorded.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

3. Investments

All of the Plan's investments are in the Master Trust, which provides a variety of investment alternatives and was established for the investment of the assets of the Plan and another Company-sponsored retirement plan. The Master Trust includes several Master Trust Investment Accounts (or Investment Pools). At December 31, 2025 and 2024, the Plan's interest in the net assets of the Master Trust was approximately 97.05% and 96.93%, respectively. Investment income (loss) and expenses are allocated based upon each plan's share of selected investments and the related income (loss) and expenses on those investments. The following table presents the net assets of the Master Trust and the Plan's interest in those balances at December 31, 2025 and 2024:

	2025	
	Master Trust Balances	**Plan's Interest in Master Trust Balances**
Investments at fair value:		
Interest in common/collective trusts	$ 24,742,886,179	$ 24,001,045,528
Securities lending cash collateral	39,431,350	31,877,039
Corporate bonds	153,588,698	124,163,970
Corporate bonds – loaned	38,632,228	31,231,014
Corporate stock – common	1,607,618	1,299,628
Total investments at fair value	24,976,146,073	24,189,617,179
Investments at contract value:		
Synthetic investment contracts	1,448,767,970	1,448,767,970
Total investments	26,424,914,043	25,638,385,149
Income receivable	3,583,465	2,885,272
Total assets	26,428,497,508	25,641,270,421
Obligations under securities lending agreements	(39,431,350)	(31,877,039)
Other liabilities	(1,561,139)	(1,469,212)
Pending trades	161,286	130,387
Total net assets	$ 26,387,666,305	$ 25,608,054,557

3. Investments (continued)

	2024	
	Master Trust Balances	**Plan's Interest in Master Trust Balances**
Investments at fair value:		
Interest in common/collective trusts	$ 21,244,338,582	$ 20,574,522,629
Securities lending cash collateral	170,491,247	161,216,344
Corporate bonds	700,910,315	662,780,058
Corporate bonds – loaned	166,595,879	157,532,888
Corporate stock – preferred	1,159,200	1,096,138
Corporate stock – common	1,045,786	988,894
Other investments	17,850	-
Total investments at fair value	22,284,558,859	21,558,136,951
Investments at contract value:		
Synthetic investment contracts	1,242,757,916	1,242,757,916
Total investments	23,527,316,775	22,800,894,867
Income receivable	14,755,526	13,900,223
Total assets	23,542,072,301	22,814,795,090
Obligations under securities lending agreements	(170,491,247)	(161,216,344)
Other liabilities	(1,276,052)	(1,218,133)
Pending trades	(2,867,758)	(2,711,749)
Total net assets	$ 23,367,437,244	$ 22,649,648,864

3. Investments (continued)

The following table presents investment income for the Master Trust for the years ended December 31, 2025 and 2024:

	2025	2024
Net appreciation (depreciation) in the fair value of investments:		
Interest in common/collective trusts	**$ 3,533,496,585**	$ 2,669,276,670
Corporate bonds	**7,487,014**	12,173,710
Corporate stock − preferred	**11,938**	315,736
Corporate stock − common	**370,878**	(2,089,405)
U.S. government securities	**10,695,035**	—
Other investments	**(160,111)**	789,144
Total net appreciation	**3,551,901,339**	2,680,465,855
Interest and dividends	**92,626,032**	115,364,546
Investment management fees	**(6,361,902)**	(7,823,372)
Total net investment income	**$ 3,638,165,469**	$ 2,788,007,029

4. Fair Value Measurements

Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (i.e., an exit price). The fair value hierarchy prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets and liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described below:

Level 1 – Unadjusted quoted prices in active markets that are accessible at the measurement date for identical assets and liabilities.

Level 2 – Inputs other than quoted prices in active markets for identical assets and liabilities that are observable either directly or indirectly for substantially the full term of the asset or liability.

Level 3 – Unobservable inputs for the assets or liabilities (i.e., supported by little or no market activity).

The level in the fair value hierarchy within which the fair value measurement is classified is determined based on the lowest level input that is significant to the fair value measure in its entirety.

4. Fair Value Measurements (continued)

Following is a description of the valuation methodologies used for major categories of assets measured at fair value by the Plan.

Common/collective trusts and securities lending collateral: Common/collective trusts are traded in an active market and are generally classified within Level 1 of the fair value hierarchy. These investments are valued using the readily determinable fair value (RDFV) provided by the issuer, trustee, or manager of the fund. The RDFV is used if the fair value per share is determined and published daily and is the basis for current transactions. The NAV of these funds is based on the fair value of the underlying investments held by the fund. The underlying investments of the funds generally include investments in equity and debt securities held to replicate the performance of a specific equity or bond market index. Securities lending collateral investments are generally classified within Level 1 of the fair value hierarchy as these investments represent cash or common/collective trusts that have a RDFV.

Corporate bonds, corporate stock - preferred and corporate stock - common: These investments are generally classified within Level 1 and Level 2 of the fair value hierarchy because they are valued using quoted market prices, broker or dealer quotations, or alternative pricing sources with reasonable levels of price transparency. Certain types of these instruments are classified within Level 3 of the fair value hierarchy because they trade infrequently and therefore have little or no price transparency.

Other investments: These investments are generally classified within Level 1, Level 2 or Level 3 of the fair value hierarchy. These investments include money market securities and interest-bearing cash accounts which are classified within Level 1 of the fair value hierarchy. Certain types of these investments relate to escrow positions due to bankruptcy, corporate action or corporate reorganization which are classified within Level 2 or Level 3 of the fair value hierarchy.

Instruments classified within Level 3 of the fair value hierarchy are priced using certain unobservable inputs. Key assumptions and inputs used by the Plan to value these investments were developed in conjunction with the Master Trust's investment managers and include: prices and quotes from independent third-party brokers, transactional data from new issuances and secondary trades, benchmark yields, risk-free interest rates, risk premiums and other factors which may or may not reflect those of an active market.

The methods described above may produce fair value calculations that may not be indicative of net realizable value or future fair value. The Plan believes its valuation methods are appropriate and consistent with other market participants, however the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in different fair value measurements at the reporting date.

4. Fair Value Measurements (continued)

The following tables set forth by level, within the fair value hierarchy, the Master Trust's assets at fair value:

	December 31, 2025			
	Fair Value Measurements Using			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Interest in common/collective trusts	**$24,742,886,179**	**$ –**	**$ –**	**$ 24,742,886,179**
Securities lending cash collateral	**39,431,350**	**–**	**–**	**39,431,350**
Corporate bonds	**–**	**192,040,391**	**180,535**	**192,220,926**
Corporate stock – common	**–**	**–**	**1,607,618**	**1,607,618**
Total assets at fair value	**$24,782,317,529**	**$ 192,040,391**	**$ 1,788,153**	**$ 24,976,146,073**

	December 31, 2024			
	Fair Value Measurements Using			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Interest in common/collective trusts	$21,244,338,582	$ –	$ –	$ 21,244,338,582
Securities lending cash collateral	170,491,247	–	–	170,491,247
Corporate bonds	–	867,303,440	202,754	867,506,194
Corporate stock – preferred	1,159,200	–	–	1,159,200
Corporate stock – common	–	873,888	171,898	1,045,786
Other investments	17,850	–	–	17,850
Total assets at fair value	$21,416,006,879	$ 868,177,328	$ 374,652	$ 22,284,558,859

5. Investment Contracts Held by Master Trust

The Interest Income Fund Investment Pool within the Master Trust is comprised of cash equivalents and insurance and bank wrap contracts supported by diversified portfolios of fixed income securities.

5. Investment Contracts Held by Master Trust (continued)

The SICs provide a fixed return over a period of time through fully benefit-responsive contracts or wrapper contracts. The SIC portfolios include government treasuries, government agency securities, corporate bonds, mortgage-backed securities and asset-backed securities. SICs provide for a variable crediting rate, which typically resets at least quarterly, and the issuer of the wrapper contract provides assurance that future adjustments to the crediting rate cannot result in a crediting rate less than zero. The contract value of the SICs held by the Plan totaled $1,448,767,970 and $1,242,757,916, respectively, as of December 31, 2025 and 2024.

The Plan's ability to receive amounts due in accordance with fully benefit-responsive investment contracts is dependent on the third-party issuers' ability to meet their financial obligations. The issuers' ability to meet their contractual obligations may be affected by future economic and regulatory developments.

Certain events might limit the ability of the Plan to transact at contract value with the contract issuers. These events may be different under each contract. Examples of such events include the Plan's failure to qualify under Section 401(a) of the Code or the failure of the trust to be tax-exempt under Section 501(a) of the Code, premature termination of the contracts, plan termination or merger, changes to the Plan's prohibition on competing investment options, or bankruptcy of the plan sponsor or other plan sponsor events that significantly affect the Plan's normal operations.

No events are probable of occurring that might limit the ability of the Plan to transact at contract value with the contract issuers and that also would limit the ability of the Plan to transact at contract value with the participants.

In addition, certain events allow the issuers to terminate the contracts with the Plan and settle at an amount different from contract value. Those events may be different under each contract. Examples of such events include an uncured violation of the Plan's investment guidelines, breach of material obligation under the contract, material misrepresentation, or a material amendment to the agreements without the consent of the issuer.

6. Securities Lending

Securities lending is an investment management enhancement that utilizes certain existing securities of the Master Trust to earn additional income. Securities lending involves the loaning of securities to approved banks and broker/dealers. The fair value of the securities on loan was $38,632,228 and $166,595,879, respectively, and the fair value of the related cash collateral was $39,431,350 and $170,491,247, respectively, at December 31, 2025 and 2024. The fair value of noncash collateral provided to the Master Trust at December 31, 2025 and 2024 was $430,160 and $1,585,241, respectively, and was not recorded in the investments of the Master Trust because

6. Securities Lending (continued)

the Master Trust does not have the right to resell or pledge the investment. The collateral is marked to market on a daily basis. The Master Trust maintains full ownership rights to the securities loaned and accordingly, classifies loaned securities as investments. Securities lending income earned by the Master Trust under the securities lending program with the Trustee for the years ended December 31, 2025 and 2024 was $424,392 and $767,923, respectively.

7. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

8. Income Tax Status

The Plan has received its most recent determination letter from the Internal Revenue Service (the IRS) dated June 24, 2015, stating that the Plan is qualified under Section 401(a) of the Code and, therefore, the related trust is exempt from taxation. Subsequent to the determination by the IRS, the Plan was amended. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualified status. The Plan administrator believes the Plan is being operated in compliance with the applicable requirements of the Code and, therefore, believes that the Plan, as amended, is qualified and the related trust is tax exempt.

Accounting principles generally accepted in the United States require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. Plan management has analyzed the tax positions taken by the Plan and has concluded that there are no uncertain positions taken or expected to be taken. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

9. Transactions With Parties-In-Interest

Transactions with parties-in-interest include purchases and sales of assets through the Trustee, contributions from the Company, and fees paid during the year for accounting and other services. Such transactions are in accordance with ERISA provisions.

10. Reconciliation Between Financial Statements and Form 5500

The following tables provide reconciliations between the financial statements and the Form 5500:

	December 31, 2025	December 31, 2024
Net assets available for benefits per the financial statements	**$ 26,905,518,961**	$ 23,821,477,752
Less: Deemed distributions of participant loans	**(10,785,626)**	(9,024,849)
Net assets per the Form 5500	**$ 26,894,733,335**	$ 23,812,452,903

	Year Ended December 31, 2025
Net increase per the financial statements	$ 3,084,041,209
Less: Transfers into plan	(2,360,849)
Less: Deemed distributions per the Form 5500	(1,760,777)
Net income per the Form 5500	$ 3,079,919,583

11. Subsequent Events

The Plan evaluated all events or transactions that occurred after December 31, 2025, through September 23, 2026, the date these financial statements were available to be issued.

Supplemental Schedule

HCA 401(k) Plan

EIN #75-2497104 Plan #004

Schedule H, Line 4i – Schedule of Assets
(Held at End of Year)

December 31, 2025

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(e) Current Value
*	Participant loans	Interest ranging from 3.25% to 9.50%, maturing through September 3, 2050	$ 523,807,006

*Indicates party in interest to the Plan.
Note: Column (d) is not included as the investments are participant directed.

Financial Statements and Supplemental Schedule

HCA 401(k) Plan
Years Ended December 31, 2025 and 2024
With Report of Independent Auditors

HCA 401(k) Plan

Financial Statements and
Supplemental Schedule

Years Ended December 31, 2025 and 2024

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Report of Independent Auditors

The Plan Administration Committee and Plan Participants
HCA Healthcare, Inc.

Opinion

We have audited the financial statements of the HCA 401(k) Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes (collectively referred to as the "financial statements").

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan at December 31, 2025 and 2024, and the changes in its net assets available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

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Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Supplemental Schedule Required by ERISA

Our audits were conducted for the purpose of forming an opinion of the financial statements as a whole. The supplemental schedule of assets (held at end of year) as of December 31, 2025 (referred to as the "supplemental schedule"), is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the supplemental schedule is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Ernst & Young LLP

September 23, 2026

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HCA 401(k) Plan

Statements of Net Assets Available for Benefits

	December 31,	
	2025	**2024**
Assets		
Participation interest in HCA Inc. Master Retirement Trust, at fair market value	**$ 24,159,286,587**	$ 21,406,890,948
Participation interest in HCA Inc. Master Retirement Trust, at contract value	**1,448,767,970**	1,242,757,916
Participant loans	**523,807,006**	446,319,138
Participant contributions receivable	**57,894,479**	57,003,519
Employer contributions receivable	**719,294,902**	677,040,456
Participant rollover contributions receivable	**1,874,140**	315,898
Total assets	**26,910,925,084**	23,830,327,875
Liabilities		
Accrued expenses	**5,406,123**	8,850,123
Net assets available for benefits	**$ 26,905,518,961**	$ 23,821,477,752

See accompanying notes.

HCA 401(k) Plan

Statements of Changes in Net Assets Available for Benefits

	Year Ended December 31, 2025	2024
Additions to net assets attributed to:		
Participant contributions	**$ 1,369,902,915**	$ 1,295,092,990
Employer contributions	**707,560,007**	671,251,989
Participant rollover contributions	**106,557,899**	129,855,100
Participant loan interest	**38,176,245**	30,669,073
Transfers into plan	**2,360,849**	-
Net investment gain from HCA Inc. Master Retirement Trust	**3,537,080,541**	2,724,573,915
Total additions to net assets	**5,761,638,456**	4,851,443,067
Deductions from net assets attributed to:		
Benefits paid to participants	**2,664,619,450**	2,560,056,424
Administrative expenses	**12,977,797**	8,900,196
Total deductions from net assets	**2,677,597,247**	2,568,956,620
Net increase	**3,084,041,209**	2,282,486,447
Net assets available for benefits:		
Beginning of year	**23,821,477,752**	21,538,991,305
End of year	**$ 26,905,518,961**	$ 23,821,477,752

See accompanying notes.

HCA 401(k) Plan

Notes to Financial Statements

December 31, 2025

1. Description of the Plan

The following description of the HCA 401(k) Plan (the Plan) provides only general information. Participants should refer to the Plan document and summary plan description for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan, established January 1, 1983, which provides retirement benefits for all eligible employees of HCA Inc. and its affiliates that participate in the Plan (the Company), and is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA). Participants are generally eligible to participate on the first day of the month following two months of continuous employment and upon attaining age 18, subject to special rules for certain temporary employees and certain graduate medical education employees.

Contributions and Vesting

Participants may defer from 1% to 75% of eligible salary to the Plan, on a before-tax or Roth after-tax basis, subject to Internal Revenue Code (the Code) limitations. Such amounts, along with earnings thereon, are fully vested at all times. The Company, in its sole discretion, may limit the contributions of highly compensated employees. Participants who have attained age 50 before the close of the Plan year are eligible to make catch-up contributions, subject to Code limitations.

The Company matching contribution equals 100% of the participant's salary deferral contribution for the applicable period, up to the following maximum percentages:

Years of Service as of End of Plan Year	Maximum Match of Eligible Salary for Plan Year
0–4	3%
5–9	4%
10–14	6%
15–19	7%
20–24	8%
25 or more	9%

1. Description of the Plan (continued)

Contributions and Vesting (continued)

The Company matching contribution vests ratably, beginning with the completion of two years of service, and becomes 100% vested upon completion of six years of service. Forfeited balances of terminated participants' nonvested accounts are used to reduce future Company contributions. Unallocated forfeiture balances were $54,578,027 and $59,428,749 as of December 31, 2025 and 2024, respectively. During 2025 and 2024, Company contributions were reduced by forfeitures of $54,407,732 and $59,652,343, respectively.

Participant Loans

Participants may borrow from their accounts a minimum of $1,000, but borrowings may not exceed the lesser of $50,000, or 50% of the participant's total vested account balance. Loan terms range from one to five years (except generally 10 years, if the loan is used to acquire a principal residence). A participant may generally not have more than two loans outstanding at any point in time. The loans are secured by the balance in the respective participant's account and bear interest at rates commensurate with local prevailing rates. Principal and interest are paid ratably through payroll deductions. If a participant terminates employment with the Company, the outstanding balance (plus accrued interest) may be repaid in full or through continued payments within the period permitted by the Plan. Otherwise, the loan balance will be treated as a distribution to the participant.

Participant Accounts

Each participant's account is credited with the participant's contributions and allocations of the Company's contributions. Additionally, each participant's account is credited/charged with Plan earnings/losses and charged with an allocation of administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Benefit Payments

Generally, a participant receives a distribution in the form of a lump sum payment. Upon the death of a participant, the vested account balance will generally be distributed in a lump sum payment. Hardship withdrawals are permitted under the Plan.

1. Description of the Plan (continued)

Administrative Expenses

In accordance with the Plan document, expenses incurred to administer the Plan are paid by the Plan unless paid by the Company, at the Company's discretion. Expenses paid by the Company are excluded from these financial statements.

Plan Termination

Although it has not expressed any intent to do so, the Company has the right to terminate the Plan, subject to the provisions of ERISA. Upon termination of the Plan, each participant would be fully vested in the value of his/her account after payment of any accrued expenses and liabilities of the Plan.

Plan Merger

On July 28, 2025, the Envision Healthcare Operating Inc. 401(k) Plan (Envision) was merged into the Plan. As a result of the merger, net assets of $2,360,849 (including $64,846 of participant loans) were transferred into the Plan. The investment funds that were held by participants in the Envision were converted into the investment funds available in the Plan that best corresponded to the participants' investments at the time of the merger into the Plan.

2. Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements are prepared on the accrual basis in accordance with accounting principles generally accepted in the United States.

Valuation of Investments and Income Recognition

The Plan's investments in the HCA Inc. Master Retirement Trust (Master Trust) are stated at fair value (see Note 4 – Fair Value Measurements) with the exception of fully benefit-responsive investment contracts that are presented at contract value. The fair value of participation units owned by the Master Trust in the collective trust pools are based on net asset value (NAV) on the last business day of the Plan year as provided by the Trustee. Securities traded on a national securities exchange are valued at the last reported sales price of the primary exchange on the last business day of the Plan year. Investments traded in the over-the-counter market and listed securities for which no sale was reported on that date are valued at the average of the last reported bid and ask prices. When such prices are unavailable, The Northern Trust Company (the Trustee) obtains a value from the market maker dealing in that particular security.

2. Summary of Significant Accounting Policies (continued)

Valuation of Investments and Income Recognition (continued)

The Plan's investments in the Master Trust also include fully benefit-responsive synthetic investment contracts (SICs) reported at contract value. An investment contract is permitted to be valued at contract value, rather than fair value, to the extent it is fully benefit-responsive, because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan. Contract value represents contributions made to the contract, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investments at contract value.

Purchases and sales of securities are recorded on a trade date basis. Interest is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) includes the Plan's interest in the Master Trust's unrealized gains and losses on investments held at year end as well as the realized gains and losses on investments sold during the year.

Contributions

Participant contributions and the matching Company contributions are recorded in the year in which the participant compensation is earned.

Payment of Benefits

Benefits are recorded when paid.

Participant Loans

Participant loans are recorded at their unpaid balance. Interest income on loans to participants is recorded over the term of the applicable loan. Related fees are recorded as administrative expenses when they are incurred. No allowance for credit losses has been recorded as of December 31, 2025 or 2024. If a participant ceases to make loan repayments and the Plan administrator deems the participant loan to be a distribution, the participant loan balance is reduced and a benefit payment is recorded.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

3. Investments

All of the Plan's investments are in the Master Trust, which provides a variety of investment alternatives and was established for the investment of the assets of the Plan and another Company-sponsored retirement plan. The Master Trust includes several Master Trust Investment Accounts (or Investment Pools). At December 31, 2025 and 2024, the Plan's interest in the net assets of the Master Trust was approximately 97.05% and 96.93%, respectively. Investment income (loss) and expenses are allocated based upon each plan's share of selected investments and the related income (loss) and expenses on those investments. The following table presents the net assets of the Master Trust and the Plan's interest in those balances at December 31, 2025 and 2024:

	2025	
	Master Trust Balances	**Plan's Interest in Master Trust Balances**
Investments at fair value:		
Interest in common/collective trusts	$ 24,742,886,179	$ 24,001,045,528
Securities lending cash collateral	39,431,350	31,877,039
Corporate bonds	153,588,698	124,163,970
Corporate bonds – loaned	38,632,228	31,231,014
Corporate stock – common	1,607,618	1,299,628
Total investments at fair value	24,976,146,073	24,189,617,179
Investments at contract value:		
Synthetic investment contracts	1,448,767,970	1,448,767,970
Total investments	26,424,914,043	25,638,385,149
Income receivable	3,583,465	2,885,272
Total assets	26,428,497,508	25,641,270,421
Obligations under securities lending agreements	(39,431,350)	(31,877,039)
Other liabilities	(1,561,139)	(1,469,212)
Pending trades	161,286	130,387
Total net assets	$ 26,387,666,305	$ 25,608,054,557

3. Investments (continued)

	2024	
	Master Trust Balances	**Plan's Interest in Master Trust Balances**
Investments at fair value:		
Interest in common/collective trusts	$ 21,244,338,582	$ 20,574,522,629
Securities lending cash collateral	170,491,247	161,216,344
Corporate bonds	700,910,315	662,780,058
Corporate bonds – loaned	166,595,879	157,532,888
Corporate stock – preferred	1,159,200	1,096,138
Corporate stock – common	1,045,786	988,894
Other investments	17,850	-
Total investments at fair value	22,284,558,859	21,558,136,951
Investments at contract value:		
Synthetic investment contracts	1,242,757,916	1,242,757,916
Total investments	23,527,316,775	22,800,894,867
Income receivable	14,755,526	13,900,223
Total assets	23,542,072,301	22,814,795,090
Obligations under securities lending agreements	(170,491,247)	(161,216,344)
Other liabilities	(1,276,052)	(1,218,133)
Pending trades	(2,867,758)	(2,711,749)
Total net assets	$ 23,367,437,244	$ 22,649,648,864

3. Investments (continued)

The following table presents investment income for the Master Trust for the years ended December 31, 2025 and 2024:

	2025	2024
Net appreciation (depreciation) in the fair value of investments:		
Interest in common/collective trusts	**$ 3,533,496,585**	$ 2,669,276,670
Corporate bonds	**7,487,014**	12,173,710
Corporate stock − preferred	**11,938**	315,736
Corporate stock − common	**370,878**	(2,089,405)
U.S. government securities	**10,695,035**	—
Other investments	**(160,111)**	789,144
Total net appreciation	**3,551,901,339**	2,680,465,855
Interest and dividends	**92,626,032**	115,364,546
Investment management fees	**(6,361,902)**	(7,823,372)
Total net investment income	**$ 3,638,165,469**	$ 2,788,007,029

4. Fair Value Measurements

Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (i.e., an exit price). The fair value hierarchy prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets and liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described below:

Level 1 – Unadjusted quoted prices in active markets that are accessible at the measurement date for identical assets and liabilities.

Level 2 – Inputs other than quoted prices in active markets for identical assets and liabilities that are observable either directly or indirectly for substantially the full term of the asset or liability.

Level 3 – Unobservable inputs for the assets or liabilities (i.e., supported by little or no market activity).

The level in the fair value hierarchy within which the fair value measurement is classified is determined based on the lowest level input that is significant to the fair value measure in its entirety.

4. Fair Value Measurements (continued)

Following is a description of the valuation methodologies used for major categories of assets measured at fair value by the Plan.

Common/collective trusts and securities lending collateral: Common/collective trusts are traded in an active market and are generally classified within Level 1 of the fair value hierarchy. These investments are valued using the readily determinable fair value (RDFV) provided by the issuer, trustee, or manager of the fund. The RDFV is used if the fair value per share is determined and published daily and is the basis for current transactions. The NAV of these funds is based on the fair value of the underlying investments held by the fund. The underlying investments of the funds generally include investments in equity and debt securities held to replicate the performance of a specific equity or bond market index. Securities lending collateral investments are generally classified within Level 1 of the fair value hierarchy as these investments represent cash or common/collective trusts that have a RDFV.

Corporate bonds, corporate stock - preferred and corporate stock - common: These investments are generally classified within Level 1 and Level 2 of the fair value hierarchy because they are valued using quoted market prices, broker or dealer quotations, or alternative pricing sources with reasonable levels of price transparency. Certain types of these instruments are classified within Level 3 of the fair value hierarchy because they trade infrequently and therefore have little or no price transparency.

Other investments: These investments are generally classified within Level 1, Level 2 or Level 3 of the fair value hierarchy. These investments include money market securities and interest-bearing cash accounts which are classified within Level 1 of the fair value hierarchy. Certain types of these investments relate to escrow positions due to bankruptcy, corporate action or corporate reorganization which are classified within Level 2 or Level 3 of the fair value hierarchy.

Instruments classified within Level 3 of the fair value hierarchy are priced using certain unobservable inputs. Key assumptions and inputs used by the Plan to value these investments were developed in conjunction with the Master Trust's investment managers and include: prices and quotes from independent third-party brokers, transactional data from new issuances and secondary trades, benchmark yields, risk-free interest rates, risk premiums and other factors which may or may not reflect those of an active market.

The methods described above may produce fair value calculations that may not be indicative of net realizable value or future fair value. The Plan believes its valuation methods are appropriate and consistent with other market participants, however the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in different fair value measurements at the reporting date.

4. Fair Value Measurements (continued)

The following tables set forth by level, within the fair value hierarchy, the Master Trust's assets at fair value:

	December 31, 2025			
	Fair Value Measurements Using			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Interest in common/collective trusts	**$24,742,886,179**	**$ –**	**$ –**	**$ 24,742,886,179**
Securities lending cash collateral	**39,431,350**	**–**	**–**	**39,431,350**
Corporate bonds	**–**	**192,040,391**	**180,535**	**192,220,926**
Corporate stock – common	**–**	**–**	**1,607,618**	**1,607,618**
Total assets at fair value	**$24,782,317,529**	**$ 192,040,391**	**$ 1,788,153**	**$ 24,976,146,073**

	December 31, 2024			
	Fair Value Measurements Using			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Interest in common/collective trusts	$21,244,338,582	$ –	$ –	$ 21,244,338,582
Securities lending cash collateral	170,491,247	–	–	170,491,247
Corporate bonds	–	867,303,440	202,754	867,506,194
Corporate stock – preferred	1,159,200	–	–	1,159,200
Corporate stock – common	–	873,888	171,898	1,045,786
Other investments	17,850	–	–	17,850
Total assets at fair value	$21,416,006,879	$ 868,177,328	$ 374,652	$ 22,284,558,859

5. Investment Contracts Held by Master Trust

The Interest Income Fund Investment Pool within the Master Trust is comprised of cash equivalents and insurance and bank wrap contracts supported by diversified portfolios of fixed income securities.

5. Investment Contracts Held by Master Trust (continued)

The SICs provide a fixed return over a period of time through fully benefit-responsive contracts or wrapper contracts. The SIC portfolios include government treasuries, government agency securities, corporate bonds, mortgage-backed securities and asset-backed securities. SICs provide for a variable crediting rate, which typically resets at least quarterly, and the issuer of the wrapper contract provides assurance that future adjustments to the crediting rate cannot result in a crediting rate less than zero. The contract value of the SICs held by the Plan totaled $1,448,767,970 and $1,242,757,916, respectively, as of December 31, 2025 and 2024.

The Plan's ability to receive amounts due in accordance with fully benefit-responsive investment contracts is dependent on the third-party issuers' ability to meet their financial obligations. The issuers' ability to meet their contractual obligations may be affected by future economic and regulatory developments.

Certain events might limit the ability of the Plan to transact at contract value with the contract issuers. These events may be different under each contract. Examples of such events include the Plan's failure to qualify under Section 401(a) of the Code or the failure of the trust to be tax-exempt under Section 501(a) of the Code, premature termination of the contracts, plan termination or merger, changes to the Plan's prohibition on competing investment options, or bankruptcy of the plan sponsor or other plan sponsor events that significantly affect the Plan's normal operations.

No events are probable of occurring that might limit the ability of the Plan to transact at contract value with the contract issuers and that also would limit the ability of the Plan to transact at contract value with the participants.

In addition, certain events allow the issuers to terminate the contracts with the Plan and settle at an amount different from contract value. Those events may be different under each contract. Examples of such events include an uncured violation of the Plan's investment guidelines, breach of material obligation under the contract, material misrepresentation, or a material amendment to the agreements without the consent of the issuer.

6. Securities Lending

Securities lending is an investment management enhancement that utilizes certain existing securities of the Master Trust to earn additional income. Securities lending involves the loaning of securities to approved banks and broker/dealers. The fair value of the securities on loan was $38,632,228 and $166,595,879, respectively, and the fair value of the related cash collateral was $39,431,350 and $170,491,247, respectively, at December 31, 2025 and 2024. The fair value of noncash collateral provided to the Master Trust at December 31, 2025 and 2024 was $430,160 and $1,585,241, respectively, and was not recorded in the investments of the Master Trust because

6. Securities Lending (continued)

the Master Trust does not have the right to resell or pledge the investment. The collateral is marked to market on a daily basis. The Master Trust maintains full ownership rights to the securities loaned and accordingly, classifies loaned securities as investments. Securities lending income earned by the Master Trust under the securities lending program with the Trustee for the years ended December 31, 2025 and 2024 was $424,392 and $767,923, respectively.

7. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

8. Income Tax Status

The Plan has received its most recent determination letter from the Internal Revenue Service (the IRS) dated June 24, 2015, stating that the Plan is qualified under Section 401(a) of the Code and, therefore, the related trust is exempt from taxation. Subsequent to the determination by the IRS, the Plan was amended. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualified status. The Plan administrator believes the Plan is being operated in compliance with the applicable requirements of the Code and, therefore, believes that the Plan, as amended, is qualified and the related trust is tax exempt.

Accounting principles generally accepted in the United States require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. Plan management has analyzed the tax positions taken by the Plan and has concluded that there are no uncertain positions taken or expected to be taken. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

9. Transactions With Parties-In-Interest

Transactions with parties-in-interest include purchases and sales of assets through the Trustee, contributions from the Company, and fees paid during the year for accounting and other services. Such transactions are in accordance with ERISA provisions.

10. Reconciliation Between Financial Statements and Form 5500

The following tables provide reconciliations between the financial statements and the Form 5500:

	December 31, 2025	December 31, 2024
Net assets available for benefits per the financial statements	**$ 26,905,518,961**	$ 23,821,477,752
Less: Deemed distributions of participant loans	**(10,785,626)**	(9,024,849)
Net assets per the Form 5500	**$ 26,894,733,335**	$ 23,812,452,903

	Year Ended December 31, 2025
Net increase per the financial statements	$ 3,084,041,209
Less: Transfers into plan	(2,360,849)
Less: Deemed distributions per the Form 5500	(1,760,777)
Net income per the Form 5500	$ 3,079,919,583

11. Subsequent Events

The Plan evaluated all events or transactions that occurred after December 31, 2025, through September 23, 2026, the date these financial statements were available to be issued.

Supplemental Schedule

HCA 401(k) Plan

EIN #75-2497104 Plan #004

Schedule H, Line 4i – Schedule of Assets
(Held at End of Year)

December 31, 2025

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(e) Current Value
*	Participant loans	Interest ranging from 3.25% to 9.50%, maturing through September 3, 2050	$ 523,807,006

*Indicates party in interest to the Plan.
Note: Column (d) is not included as the investments are participant directed.