

2025 Annual Report





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Shruti Miyashiro and Jeff Hank

To Our Members

**Dear Members, Community Partners,
and Employees,**

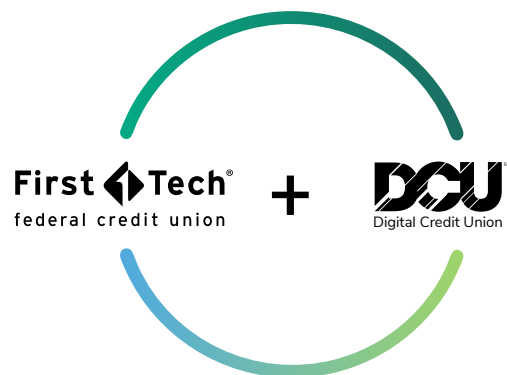
This past year marked a history-making moment for our credit union. With overwhelming member approval, First Technology Federal Credit Union (First Tech) and Digital Federal Credit Union (DCU) officially came together on January 1, 2026 to form one, united First Tech—a merger of equals grounded in shared values, long-term stability, and a deep commitment to the people we serve.

As we move through our integration journey, our purpose is clearer than ever: create a purposefully built, always improving, and fiercely supportive credit union that expands access, enhances financial well-being, and delivers more value to every member coast to coast. The combination of our two organizations allows us to pair strength in digital innovation with long-standing service excellence, expanding opportunities while maintaining continuity in what matters most to you. As members, you can take comfort knowing that your accounts, services, and access remain unchanged during the integration period, which is expected to last throughout this year.

Investing in Our Members

Throughout this process, one thing has remained non-negotiable: people come first. This year, employees across both organizations have worked to ensure a smooth experience for you, from member-focused communications to frontline readiness. These efforts were designed to give you clarity, confidence, and steady access to your accounts and services.

Since our combination, we delivered meaningful financial value to our members, including saving more than \$6 million through lowered fees across key products. These real savings reflect our commitment to improving the everyday financial lives of our members.



As we continue integrating, we're already laying the groundwork for additional member benefits—enhanced digital experiences, expanded access to financial tools and services, and so much more. Our focus remains clear that every step of the merger is designed to give members more: more value, more convenience, and more opportunities to thrive.

Building a Shared Future

As we look ahead, our new vision guides everything we're creating together: "Setting a new standard in people-first solutions." This vision isn't just aspirational; it reflects who we are at our core. It calls us to raise the bar for what a member-centric financial institution can be: more personalized, more intuitive, and more attuned to the ways people live, work, and plan for the future.

Our teams are already working to bring this vision to life. This includes strengthening our technology foundation, aligning products and services, and designing member-friendly updates that we will communicate clearly and well in advance.

On behalf of the entire team of our newly combined First Tech, thank you. Thank you for your trust and your continued engagement as we take this next step as one unified credit union. We're honored to serve you, and we're excited for what the future holds.

Sincerely,

Shruti Miyashiro
President and CEO

Jeff Hank
Chair, Board of Directors

“

Thank you for your trust and your continued engagement as we take this next step as one unified credit union.

We're honored to serve you, and we're excited for what the future holds.

”



Who We Are:

Introducing Our New Vision

Every great journey begins with a bold idea—and ours is no different. First Tech and DCU were founded on the belief that financial solutions should put people first. That belief has fueled decades of innovation and service, rooted in the tech sector (including Digital Equipment Corporation, HP Inc., Tektronix, Inc., and many more), and expanding to support members from all walks of life. Today, our members share something powerful: big dreams and ambitions.

Whether launching a business, buying a home, or securing a future, we're committed to helping our members. And as your goals evolve, we continue to deepen our expertise, strengthen our tools, and broaden our support, ensuring that every member has the resources, guidance, and partnership you need to move forward with confidence.

Our Vision

Setting a New Standard in People-First Solutions

- **Purposefully Built**
For our members, this means creating tools and experiences that empower you to achieve what matters most.
- **Always Improving**
For our employees, it means being part of a culture that values innovation, collaboration, and growth.
- **Fiercely Supportive**
For our communities, it means driving progress and opportunity so everyone can thrive.



First Tech & DCU: Our Journey to Become One



In September 2024, Digital Federal Credit Union (DCU) and First Tech Federal Credit Union announced our intent to merge two strong, like-minded credit unions with a shared purpose of putting members first. From the beginning, the vision was clear. Together, we could bring greater value to every member we serve by expanding access, deepening resources, and strengthening our ability to support the growing needs of the technology community and the diverse neighborhoods we call home.

The proposed merger represented an extraordinary opportunity. By uniting First Tech and DCU, the combined credit union would serve more than **two million members**, hold **\$28 billion in assets**, and offer an expanded branch network of **more than 50 locations across the country**.

Throughout 2025, members remained at the forefront of every conversation, decision, and milestone. Member voices ultimately shaped the future. In December 2025, First Tech Division members voted in favor of the proposed merger, affirming a shared belief in what we could achieve together.

On January 1, 2026, First Tech and DCU officially became one organization, opening the door to a new chapter built on stronger capabilities, broader reach, and a deeper commitment to serve.

We extend our heartfelt thanks to our members whose trust made this moment possible. Our confidence in the future of First Tech fuels our purpose and drives every improvement we make.

As we integrate the strengths of two exemplary credit unions, one commitment remains unwavering: deliver experiences that make you feel that all our resources are focused on you. This dedication will continue to guide us as we build a unified First Tech—one that sets a new standard in people-first solutions.

Together, we're building a First Tech where every member feels fiercely supported, valued, and empowered at every step of their financial journey.

We extend our heartfelt thanks to our members whose trust made this moment possible. Your confidence in the future of First Tech fuels our purpose and drives every improvement we make.



\$28B+

With more than **\$28 billion in assets**, our strong financial stewardship ensures we remain stable, flexible, and prepared to support members like you, no matter the economic climate.

2M+

With more than **2,000,000 members worldwide**, our growing field of membership reflects the trust you place in First Tech to help you navigate every stage of your financial journey.

54

With a **footprint of 54 branches**, we're bringing personalized financial services closer to the communities we serve.

31M+

Members relied on First Tech's digital tools more than ever, **logging into our online banking platform 31 million times** to manage finances securely and seamlessly.

Since our combination, we delivered meaningful financial value to our members, including saving more than \$6 million through lowered fees across key products. These real savings reflect our commitment to improving the everyday financial lives of our members.

750K+

Across our branch network, we supported members more than **750,000 times**, showing how essential human, face-to-face service continues to be in financial services.

550K+

Our remote service channels remained a vital lifeline, providing **more than half a million phone and eSupport interactions to help members like you** whenever and wherever you needed us.

\$5.8M+

In 2025, the First Tech Division and DCU Division contributed more than **\$5.8 million to over 300 nonprofit organizations**.

\$28M+

Since 2020, the two Divisions have **invested more than \$28 million** to support hundreds of community organizations.

88%

88% of our employees participated in community engagement opportunities in 2025, directing dollars and time to nonprofit partners.

3,000+

More than **3,000 employees** make everything possible for our members, bringing service, innovation, and heart to every interaction.

2025–2026 Board of Directors

Led by People. Not Profit.

Our Board of Directors governs the general direction and affairs of the credit union in accordance with our Bylaws. First Tech’s Board brings deep, cross-industry expertise spanning global technology, financial services, payments, retail, legal, and Fortune 100 leadership, blending insights from innovation-driven enterprises to guide the credit union’s member-first strategy.



Jeff Hank
Chair



Wayne Haubner
Vice Chair



Rajeev Agarwal
Director



Baba Bedi
Director



Jason Collier
Director



Margo Fowler
Director; Chair,
Nom. / Gov.
Committee



Camille Glover
Director; Chair,
Human Capital
Committee



Greg Gillas
Director



Todd Hauschildt
Treasurer; Chair,
Enterprise Risk
Committee



Paula Hunter
Secretary



David Keenan
Director



Kumar Kittuswamy
Director; Chair,
Finance Committee



Phil Roush
Director; Chair,
Supervisory
Committee

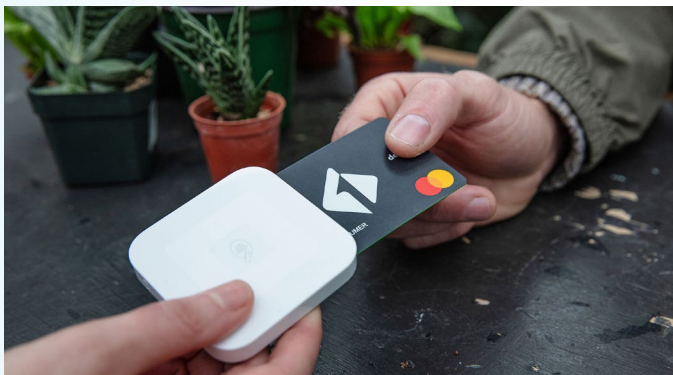
Financially Strong, Safe & Sound

A Well Capitalized Credit Union

For 2025, assets for the First Tech Division ended at **\$16.4 billion**, and lending totaled **\$12.0 billion** at year end. We maintained strong credit quality, as evidenced by our delinquency ratio (loans 60 days delinquent or greater to total loans) of **1.53%**. The First Tech Division also continued to serve as a safe space for member savings, ending the year with **\$12.3 billion** in total deposits. Through core earnings of **\$34.6 million**, the First Tech Division increased regulatory capital to **\$1.69 billion**, or **10.27%** of assets.

For 2025, assets for the DCU Division increased by **3.5%**, reaching **\$13.1 billion** at year end, with **\$10.6 billion** in lending. Strong credit quality was maintained, reflected in a delinquency ratio (loans 60 days delinquent or greater to total loans) of **1.23%**. The DCU Division also remained a safe harbor for member savings, with total deposits of **\$11.7 billion**. Through core earnings of **\$88.5 million**, the DCU Division increased regulatory capital to **\$1.27 billion**, or **9.69%** of assets, with **\$90.9 million** in surplus regulatory capital.

To put this in context, the National Credit Union Administration (NCUA) considers a credit union well capitalized if its regulatory capital ratio exceeds 7%. This capital strength provides resilience during integration and supports continued investment in members and communities. We have **\$538.4 million** in regulatory capital above well capitalized thresholds, ensuring we remain safe, sound, and positioned for the future. Together, both divisions remain financially strong as we operate through integration.



Consolidated Statements of Financial Condition - First Tech



Dollars in thousands

	As of December 31	
Assets	2025	2024
Cash And Cash Equivalents	\$504,641	\$762,768
Investments		
Available for sale, measured at fair value (amortized cost of \$3,527,077 and \$4,719,516 as of December 31, 2025 and 2024, respectively)	3,326,082	3,880,734
Other, measured at fair value (amortized cost of \$200 and \$3,495 as of December 31, 2025 and 2024, respectively)	200	10,074
Loans Held For Sale	12,326	7,625
Loans, net of allowance for credit losses of \$172,449 and \$146,137 as of December 31, 2025 and 2024, respectively	11,966,831	12,049,203
Accrued Interest Receivable		
Loans	56,252	49,896
Investments	8,203	26,111
Federal Home Loan Bank Stock	74,834	81,707
Prepaid And Other Assets	246,693	247,857
Property And Equipment, Net	76,781	77,437
National Credit Union Share Insurance Fund Deposit	99,706	105,930
Goodwill	74,237	74,237
Total Assets	\$16,446,786	\$17,373,579
Liabilities	2025	2024
Members' Share And Savings Accounts	\$12,337,335	\$12,874,448
Borrowed Funds	2,401,855	2,909,221
Accounts Payable And Other Liabilities	162,634	163,481
Total Liabilities	\$14,901,824	15,947,150
Member's Equity	2025	2024
Undivided Earnings	1,451,515	1,419,824
Equity Acquired Through Merger	300,000	300,000
Accumulated Other Comprehensive Loss	(206,553)	(293,395)
Total Members' Equity	1,544,962	1,426,429
Total Liabilities And Members' Equity	\$16,446,786	\$17,373,579

Consolidated Statements of Income - First Tech



Dollars in thousands

	For the Years Ended December 31	
	2025	2024
Interest Income		
Loans	\$691,957	\$653,711
Investments	182,229	180,598
Total Interest Income	874,186	834,309
Interest Expense		
Members' Share And Savings Accounts	254,331	301,073
Borrowed Funds	130,719	102,493
Total Interest Expense	385,050	403,566
Net Interest Income	489,136	430,743
Provision For Credit Losses	187,506	132,530
Net Interest Income After Provision For Credit Losses	301,630	298,213
Non-Interest Income		
Interchange Income, Net	22,124	22,230
Sales Of Insurance And Investment Products	43,268	39,724
Fees And Service Charges	17,204	17,440
Mortgage Servicing Revenue, Net	5,563	7,072
Gain On Sale Of Loans, Net	3,770	3,492
Gain/(Loss) On Investments, Net	3,998	8,246
Other Income, Net	42,490	10,974
Total Non-Interest Income	138,417	109,178
Income Before Non-Interest Expense	440,047	407,391
Non-Interest Expense		
Compensation And Employee Benefits	234,413	217,548
Loan Servicing And Lending Expense	23,930	23,330
Professional And Outside Services	78,337	70,025
Marketing And Promotional	15,838	13,762
Office Operations	25,928	26,434
Office Occupancy	17,586	17,070
Other	12,324	10,426
Total Non-Interest Expense	408,356	378,595
Net Income	\$31,691	\$28,796

Consolidated Statements of Financial Condition - DCU



Dollars in thousands

	As of December 31,	
	2025	2024
Assets		
Cash And Cash Equivalents	\$1,583,176	\$1,349,403
Deposits In Corporate Federal Credit Union	10,000	10,000
Debt Securities - Available-For-Sale	563,593	228,817
Other Investments	9,254	24,222
Loans, Net	10,569,064	10,701,484
Accrued Interest Receivable	44,980	42,227
Premises And Equipment, Net	61,566	76,117
NCUSIF Deposit	105,421	99,779
Other Assets	134,744	108,674
Total Assets	\$13,081,798	\$12,640,723
Liabilities		
Members' Share And Savings Accounts	\$11,698,255	\$10,977,432
Borrowed Funds	0	375,000
Accrued Expenses And Other Liabilities	110,112	109,526
Total Liabilities	\$11,808,367	\$11,461,958
Members' Equity		
Undivided Earnings	\$1,268,224	\$1,179,725
Accumulated Other Comprehensive Income (Loss)	5,207	(960)
Total Members' Equity	\$ 1,273,431	\$1,178,765
Total Liabilities And Members' Equity	\$13,081,798	\$12,640,723

Consolidated Statements of Income - DCU



Dollars in thousands

	For the years ended December 31	
	2025	2024
Interest Income		
Loans	\$650,613	\$612,808
Debt Securities, Interest-Bearing Deposits, And Cash Equivalents	71,760	42,962
Total Interest Income	722,373	655,770
Interest Expense		
Members' Share And Savings Accounts	209,534	179,656
Borrowed Funds	3,712	12,280
Total Interest Expense	213,246	191,936
Net Interest Income	509,127	463,834
Provision For Credit Losses	126,162	110,000
Net Interest Income After Provision For Credit Losses	382,965	353,834
Non-Interest Income		
Service Charges And Fees	14,448	14,658
Interchange Income	40,354	41,196
Other Non-Interest Income	10,921	8,302
Income On Deposit Daily Sweep Activity	6,218	7,624
Net Gain On Sale Of Loans	621	809
Total Non-Interest Income	72,562	72,589
Income Before Non-Interest Expense	455,527	426,423
Non-Interest Expense		
Employee Compensation And Benefits	203,491	175,271
Office Occupancy And Operations	92,453	91,656
Other Operating Expenses	68,857	87,040
Net Loss On Sale Of Assets	2,227	-
Total Non-Interest Expense	367,028	353,967
Net Income	\$88,499	\$72,456



**It all starts
with *you*.**

Celebrating First Tech
Success Stories



The Value Behind the Credit Union Difference

Choosing a credit union means choosing a financial system built on community cooperation, and people helping people.

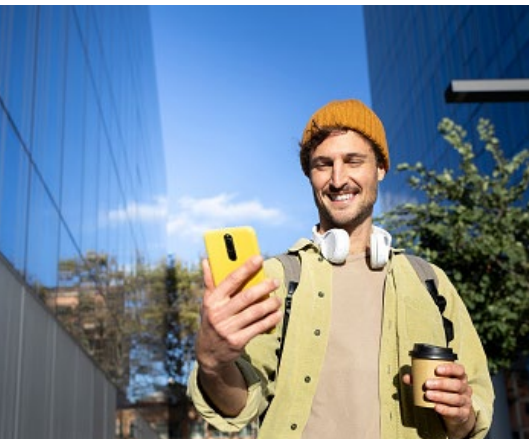
We hope you've experienced the meaningful advantages that set credit unions apart from traditional banks—things like lower fees, better savings rates, and a member-first mindset. Choosing a credit union means choosing to be part of a broader movement built around cooperation and community.

At First Tech, we take pride in being a member-owned, not-for-profit financial cooperative. Everything we do is centered on serving our members and the communities across our footprint. Because credit unions are not for profit, we're able to stay true to our core purpose of people helping people in every decision we make. On a larger scale, we're committed to helping ensure that credit unions remain strong well into

the future. Throughout the year, First Tech works closely with members of congress who understand and champion the credit union model. Their support helps safeguard the credit union system nationwide, ensuring that institutions like First Tech can continue offering the best possible financial options for members. In turn, we're able to stay focused on what matters most: serving you and strengthening our communities.

We hope you continue to feel the impact of these efforts through our competitive savings rates, lower loan rates, and reduced fees. Our commitment also extends beyond financial services into the many communities where we live and work.

Thank you to our members for supporting the credit union movement today and for generations to come.



Turning Hardship Into Reassurance

Brent, Senior Manager of Loan Workouts at First Tech, is accustomed to guiding members through difficult financial situations. His work often requires balancing complex regulations with empathy and urgency—especially during times of personal hardship.

That balance was critical when Brent recently assisted a member who had experienced a sudden and devastating loss. Their partner, the family's primary source of income, had died unexpectedly, leaving them to care for four children while facing immediate financial uncertainty. They contacted the organization to request mortgage forbearance, hoping for time to relocate and sell their home without the pressure of ongoing payments.

After being informed of the member's situation, Brent drew on his expertise and collaborated with the mortgage servicing team. He moved quickly to initiate the forbearance process and ensure the necessary paperwork was sent without delay.

The swift action turned a potentially prolonged and stressful situation into one of relief for the member, living our fiercely supportive commitment in action. Brent later learned the member he had assisted was a former colleague, though he said that knowledge did not change his approach.

“This was about doing the right thing and working together to support someone during one of the most difficult moments of their life,” Brent said.

Through collaboration and decisive action, teams across the organization helped turn a moment of hardship into reassurance—reinforcing the importance of putting people first.

“This was about doing the right thing and working together to support someone during one of the most difficult moments of their life.”



Small Business, Big Impact: **AnJen Finishing**

As an engineering major at UMass Lowell (formerly University of Lowell), Scott got into the metal finishing business with a part-time job at a family friend's startup. That job progressed to full-time after graduation, and he learned all about the company, as its general manager, over the next 18 years. Through connections and good fortune, fast forward to Scott's opportunity to leverage his experience to run his own small business, Marlborough, MA-based AnJen Finishing, Inc. where he serves as the President and Owner.

Scott quickly learned that starting and managing a business can't be done alone. You need to be flexible and learn to rely on the people around you. Like having good accountants, good employees, and a good banking partner, all of those components are instrumental.

With the help of the DCU Division's Commercial Lending Team, Scott was able to migrate his initial business operations in Charlestown, MA to a building in Marlborough, with his first commercial

mortgage. The team was extremely helpful in that process, combined with long-term business goals and objectives.

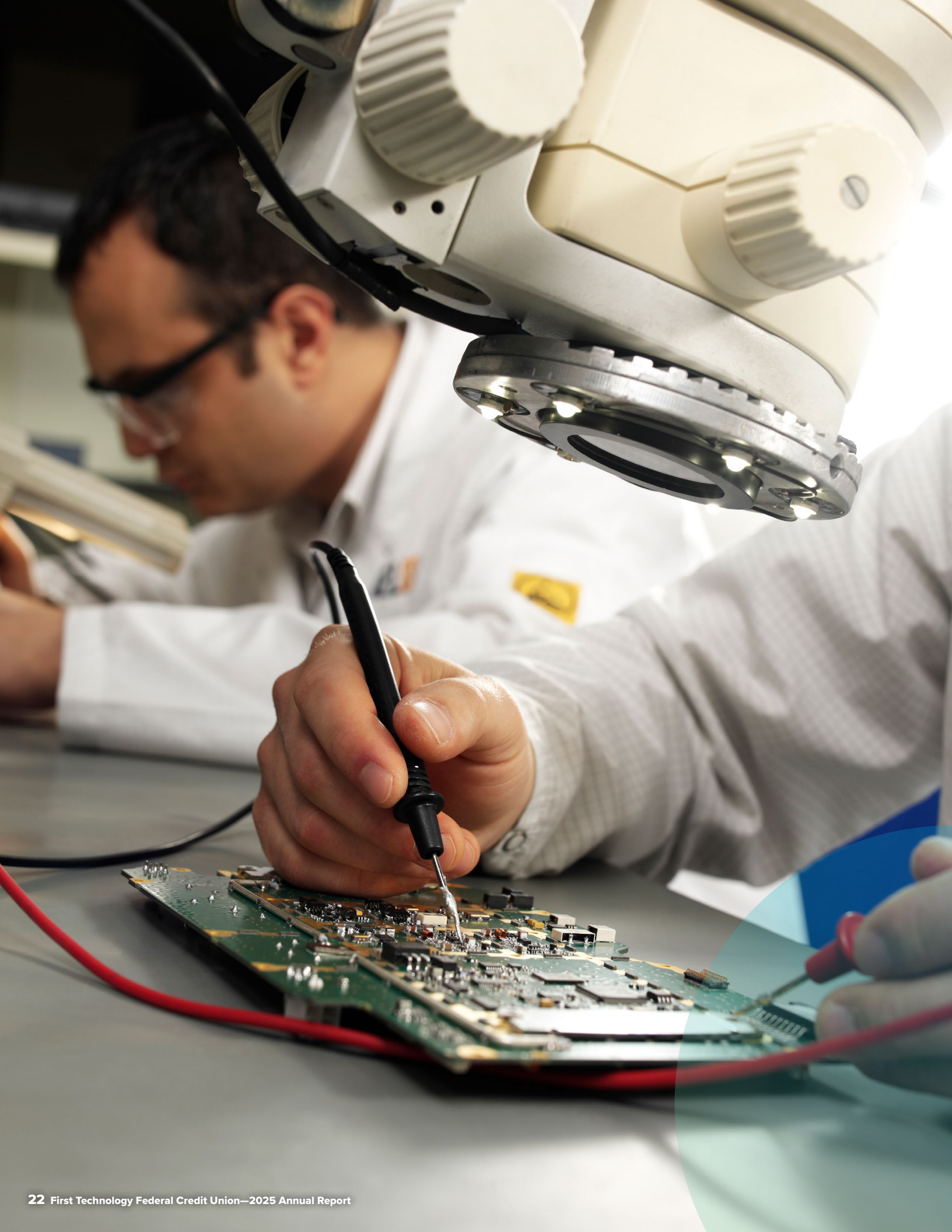
With Scott's leadership and partnership with the DCU Division, the relationship with AnJen widened and deepened. From an assortment of vehicle and equipment loans to a business line of credit and deposit accounts, AnJen Finishing has established itself as a valued business partner in Central Massachusetts, offering a variety of powder coating, painting, conversion coating, and silk-screening services.

What's made the DCU Division such a solid financial partner for AnJen, Scott said, "The understanding of DCU with our needs has been great. Past, present, and future, we utilize their resources, whether it is for accounts, loans, or member service, the people continue to be incredibly helpful, and instrumental in keeping our business going and growing here in Marlborough."



“The understanding of DCU with our needs has been great. Past, present, and future, we utilize their resources, whether it is for accounts, loans, or member service, the people continue to be incredibly helpful, and instrumental in keeping our business going and growing here in Marlborough.”





Member Spotlight

From the Beginning

For members like Vik, First Tech has been part of their story since the early days—back when the credit union was known as Tektronix Federal Credit Union, founded in 1952.

In 1978, Vik moved from Santa Clara, California, to Oregon to begin working at Tektronix as a facility planner. Soon after, he became a First Tech member.

Vik worked for Tektronix for nearly 30 years and says, “the company cared for its employees, and I felt I was part of the Tektronix family.”

Over the years, Vik has been an ardent First Tech member. Whether stopping by our Cedar Hills Experience Center in Beaverton or connecting with one of our representatives over the phone, Vik says one thing has never changed: “I’ve always felt like First Tech was my credit union. They are very friendly, welcoming and eager to respond to my needs.”

Recently, he took time to recognize one of our representatives, Shari, for helping him set up a certificate (CD) for himself and a joint CD with his daughter who lives in Boston.

“She went through the process so patiently and explained everything so well, which made me feel supported. She is so knowledgeable and knew exactly what she was doing. Shari took a complex situation and made it an easy process,” said Vik.

“I’ve always felt like First Tech was my credit union. They are very friendly, welcoming and eager to respond to my needs.”



A person's arm and hand in a light-colored jacket are visible on the right side of the page, set against a background of a blue sky and a mountain range. A large white curved line separates the text area from the image.

Setting a foundation for a better future.

2025 Community **Impact Report**



Our Approach to Community Funding



We know that our greatest strength comes from what we accomplish together. As a leading financial institution, we take our role seriously in supporting communities and helping them navigate challenges so we can all thrive. Each year, we put this belief into action. When we invest in our communities, our priority is to help remove obstacles and create pathways to a brighter, more equitable future for the places our employees and members call home.

First Tech's giving strategies center on key focus areas: Education (including STEM, early childhood literacy, financial education, and scholarships), Fundamental Needs (such as housing, hunger, and health), and support for Credit Unions for Kids and Children's Miracle Network. In 2025 alone, First Tech contributed more than **\$5.8 million** to over **300 nonprofit organizations**. Together, as one organization, we remain deeply committed to giving back and making a meaningful impact. The following highlights showcase how our two divisions contributed to our collective community support.

Powered by People

Part of the credit union difference is the unwavering spirit of people helping people. From funding nonprofits to supporting employees' involvement in their local communities, we ensure that we're showing up as a committed community partner. First Tech's Community Engagement programs aim to make the biggest impact we can with every dollar we invest in the community.

Since 2020, First Tech has proudly invested over **\$28M** into the community. Not only that, but over **88%** of First Tech Division employees participated in community engagement opportunities in 2025, directing dollars and time to nonprofit partners, ensuring that children have the tools they need to learn, be healthy, and succeed.

DCU Division employees demonstrated this same commitment to service in 2025, reinforcing our shared dedication to the communities we serve. More than **200 employees** volunteered their time through DCU's standalone events, contributing to local organizations and causes throughout the year. During DCU's second annual company-wide Day of Service, nearly **700 employees** came together to donate blood, pack hygiene kits for families in need, create toys for shelter dogs, and more.

Employees also stepped up across **18 off-site events**, volunteering at food banks and pantries, community centers, and other nonprofit organizations across Massachusetts, New Hampshire, Florida, and Georgia. Their efforts highlight the same spirit of collective impact that drives First Tech's long-standing community engagement approach.



DCU | DCU
People helping
people.

DCUSM
Gives



Record-Breaking Support for Children's Hospitals Across Our Communities

In 2025, First Tech achieved remarkable new heights in our commitment to helping children and families access life-saving care. Each June, our annual Credit Unions for Kids (CU4Kids) campaign unites employees, members, and partners around a shared purpose: supporting Children's Miracle Network (CMN) Hospitals across our footprint. In 2025, that shared purpose transformed into our most successful campaign yet.

Fueled by creativity and generosity, over **900 First Tech employees** across multiple teams raised an extraordinary **\$320,481** during the CU4Kids campaign. That's more than double the original goal of **\$150,000**. From car shows and bake sales to water balloon challenges and countless imaginative "friendraisers," employees across the organization came together to celebrate giving and inspire one another. In total, 926 employees participated in **92 fundraising events**, each contributing to a culture of compassion and community spirit.

Our commitment didn't end with June's activities. First Tech also hosted the annual NW Classic golf tournament, a cornerstone event that brings together partners and community leaders to support CMN Hospitals. Combined, the CU4Kids campaign and the NW Classic generated a record-setting **\$2,134,809**, surpassing our ambitious \$2 million fundraising goal. Each hospital received essential support for research advancements, innovative technologies, specialized treatments, and programs that bring comfort and healing to young patients and their families.

The record-breaking year represents far more than dollars raised. It reflects First Tech's deep commitment to making a meaningful difference, driven by the compassion and determination of our employees and partners.

Every dollar raised helps bring hope, healing, and world-class care to children and families across our footprint.

Furthering our support for children's causes, DCU For Kids Foundation hosted our annual Charity Golf Tournament to support children in need and the Boomer Esiason Foundation. Their 2025 event raised an impactful **\$675,000**, which enabled the DCU For Kids Foundation to provide financial support to nonprofit community partners to enhance programs for youth education, enrichment, essential services, and medical research.

DCU Division employees also demonstrated commitment to children's health in 2025 through their participation in Boston Children's Hospital's annual Corporate Cup. Twenty employees represented DCU at the event, an energetic "adult field day" that brings together companies across the region to raise funds for life-saving pediatric care and research.

This work contributed to an inspiring **\$1 million** raised overall, supporting breakthrough treatments and essential resources for children and families in need. Events like the Corporate Cup highlight First Tech's passion for strengthening communities and helping local children thrive.

First Tech is helping ensure that children across our communities have access to the highest quality care and services when they need it most.

Investing in the Next Generation



“This scholarship allows me to pursue my educational and professional aspirations with reduced financial stress, enabling me to focus on making a meaningful impact in technological design, development, and policy. It gives me the freedom to shift my interests in technology toward the public sector, ensuring that human needs and ethical considerations remain at the forefront of innovation. Thank you, First Tech!”

Afifah Kashif
2025 Scholarship Recipient

At First Tech, strengthening communities means investing in the potential of the people who will shape the future. One of the most meaningful ways we do this is through our annual Scholarship Programs, which help offset the rising cost of post-secondary education for promising students who demonstrate academic excellence, leadership, and a commitment to giving back.

Our Scholarship Programs offer significant support for those seeking higher education. In 2025, the First Tech Division scholarship focused exclusively on students pursuing degrees in science, technology, engineering, and mathematics (STEM)—fields that continue to drive innovation, fuel economic growth, and shape experiences of credit union members and communities alike. The response was extraordinary: applications increased by 42% over the previous year, underscoring both the growing interest in STEM careers and increasing need for financial support among students.

We were proud to award **12 outstanding members** with **\$5,000 scholarships**: ten scholarships to students with a STEM-focused major and two scholarships to family members of First Tech employees with a STEM-focused major. By supporting these students, First Tech continues to demonstrate its unwavering commitment to education, innovation, and community advancement.

The DCU Division also made an incredible impact on students looking to access higher education through their scholarship program. Each year, DCU for Kids—our nonprofit charitable foundation—helps graduating high school seniors with the cost of higher education through the DCU for Kids Annual Memorial Scholarship Program. To date, over **\$2.1 million in scholarships have been awarded through this program**, giving students a much-needed financial boost as they pursue their dreams.

In 2025, we were proud to award 80 students with **\$1,500 - \$2,500 scholarships, totaling \$150,000**. Additionally, the DCU Division awards one child of an employee with a scholarship to pursue higher education. Together, these programs illustrate our shared dedication to investing in young leaders—helping them pursue their goals, unlock their potential, and build a brighter future for us all.

Employee Spotlight: A Real Credit Unions for Kids Champion



You couldn't find a more fearless adventurer powered by wonder than 6-year-old Izzy. She plays tee ball, dabbles in cheerleading, and last summer, learned to ride a bike with no training wheels, all of which her parents weren't sure she'd ever be able to do when she was born.

Izzy's mother, Caira, has been with the Bank Secrecy Act (BSA) department of the First Tech Division for 10 years and finds the alignment of her personal and professional life unmatched. In 2019, she and her husband got the news that they were expecting a girl. This would be their fifth in a blended family that included another girl of their own. "We were stoked about starting our own basketball team," said Caira.

But after a routine 36-week ultrasound, Caira and her husband received news that no parent would expect to hear: Izzy had had a stroke at some point between 20 and 36 weeks and had developed hydrocephalus, abnormal buildup of cerebrospinal fluid (CSF) within brain ventricles, causing increased pressure. An emergency C-Section was scheduled. The high-risk pregnancy doctor at OHSU was very transparent, telling Caira and her husband that she may not come out looking like a normal baby and she may not even make it.

"As luck would have it, she came out looking perfect," said Caira. But there was still a long road ahead to recovery. They spent the first week in the neonatal intensive care unit (NICU), followed by a week at home. Izzy would then undergo brain surgery, the first of six that she would have before turning 3.

None of that could slow her down. "The crazy thing about Izzy is that she still walked on time, she talked on time and just blew the minds of every person that ever cared for her," said Caira.

Caira and Izzy would spend a lot of time at Doernbecher with overnight stays and 3 am visits to the MRI. During one of those visits, Caira would become moved by the magic of Children's Hospitals in supporting those they care for. "I have been with her for almost every MRI she's ever had, which is probably close to 20 now," said Caira. The support and resources that Credit Unions for Kids and First Tech provide allow care providers to be there for the children in any way they need, including holding a hand.

Her family's own experience with children's hospitals has made Caira an enthusiastic supporter for CU4Kids and Children's Miracle Network, so much so that this year they became the CU4Kids Champion Family for Doernbecher Children's Hospital.

"Working for First Tech as a fierce supporter of CU4Kids and supporting children's hospitals, I am able to put my personal advocacy into action and provide a positive impact on families far beyond my own," said Caira. Meanwhile, Izzy is currently thriving and living her best 6-year-old life. "She is really pretty remarkable at everything she tries to do!" said Caira.

Belonging in Action: Growing Connection & Engagement



In 2025, we continued to invest in a workplace where people feel they belong and can bring their authentic selves to work. Guided by our culture of Belonging and Engagement, we strengthened connections, amplified employee voices, and created opportunities for growth within our organization and the communities we serve.

The First Tech Division’s Inclusion Networks played a key role in fostering connections. With the launch of three new Networks, participation in the program grew to over 25% of employees—well above the industry average. These Networks hosted cultural celebrations, learning opportunities, and events that helped employees build understanding and community across teams and locations.

The Hispanic/Latinx Inclusion Network launched in September and quickly built momentum across locations. During Día de los Muertos, the Network hosted an ofrenda event spanning corporate offices, Experience Centers, and remote employees. “We weren’t just hosting an event; we were building bridges,” said Mireya, the Network’s Culture Lead. “Our goal is to foster connection and celebrate the unique voices that make our cultures thrive.”

The DCU Division also launched the Veterans Network, a dedicated space for employees with military backgrounds, their families, and allies. The group focuses on supporting the transition to civilian careers, encouraging professional development, and building awareness of military culture—strengthening collaboration and respect across First Tech.

Professional growth remained a priority through initiatives like DCU Division’s Mentorship Pilot Program, which connected employees across teams for guided learning and development.

Senior leaders stepped into sponsor roles at First Tech, ensuring belonging is shaped by voices from all levels of the organization.

As we closed the year with our merger, we strengthened our foundation for the future—ready to make 2026 our most connected and engaged year yet.



Anayeli's Journey Through First Tech's Tuition Reimbursement Program

“I am proof of the importance of a strong community—one that supports and aids in the academic dreams of those who pursue them.”



At First Tech, we believe education can empower and change lives. We're proud to offer our employees a Tuition Reimbursement Program that helps remove financial barriers and supports them as they grow.

In 2025, **84 employees participated in the program to pursue college degrees, certificates, and professional certifications.** One of those employees is Anayeli, Specialist II, Human Resources, who used education reimbursement to earn both her bachelor's and master's degrees. Anayeli's dreams of pursuing higher education started long before she joined the First Tech team.

“I was first in my family to graduate high school and attend college, and while in college, I was exposed first-hand to the inequalities students face in higher education.

During her undergraduate studies, she became heavily involved in student advocacy. She was passionate about creating opportunities for more affordable and accessible higher education.

“However, my enthusiasm for student advocacy led to an unforeseen burnout and forced me to drop out of college. My dream of obtaining a higher education degree was placed on hold,” she shared.

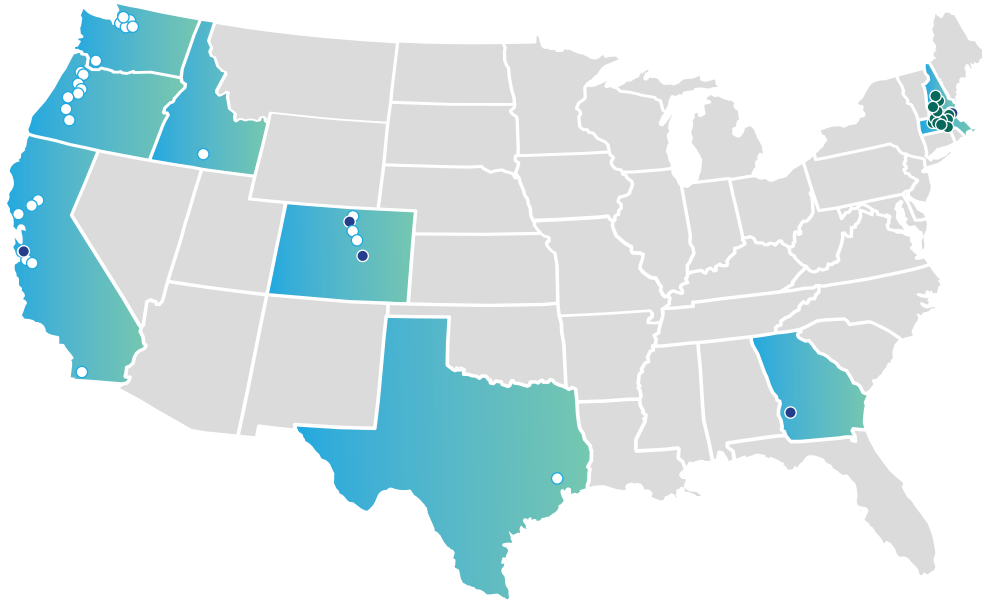
With her dreams on pause, she joined First Tech in 2019, where she learned about the Tuition Reimbursement Program. After three months of employment, she became eligible and began taking courses to get back on track. While working full-time at First Tech, she attended school part-time. After years of hard work, she completed her bachelor's degree in business administration with a focus on management and leadership from Portland State University in 2022. Just one month later, she started a graduate program and earned her Master of Human Resource Management in 2024.

“I am proof of the importance of a strong community—one that supports and aids in the academic dreams of those who pursue them. We cannot do this alone, and although the journey is tougher as an immigrant, programs like the Tuition Reimbursement Program prove that we are not alone,” said Anayeli.

From Coast to Coast: First Tech Locations

First Tech has 54 branches and several professional service centers, that provide services such as investments, insurance and mortgage support, from coast to coast.

- First Tech Federal Credit Union
- Addison Avenue
- Digital Federal Credit Union



California (6)

- Cupertino
- Roseville
- San Diego
- San Jose
- Santa Rosa
- Palo Alto

Colorado (3)

- Boulder
- Denver
- Fort Collins
- Loveland
- Colorado

Georgia (1)

- Alpharetta

Idaho (1)

- Boise

Massachusetts (19)

- Acton
- Andover
- Burlington
- Fitchburg

Massachusetts (Continued)

- Framingham
- Franklin
- Leominster
- Lexington
- Littleton
- Lowell
- Marlborough (Solomon Pond)
- Marlborough (East)
- Methuen
- Tyngsborough
- Waltham
- Westborough
- Worcester (Shrewsbury Street)
- Worcester (Gold Star Blvd)
- Worcester (Worcester Crossing)

New Hampshire (4)

- Hudson
- Manchester
- Merrimack
- Nashua

Oregon (11)

- Cedar Hills
- Cornell Road

Oregon (Continued)

- Corvallis
- Keizer Station
- Nimbus
- Oakridge
- Ronler Acres
- State Street
- Tanasbourne
- West 11th
- Wilsonville

Texas (1)

- Houston

Washington (9)

- Bella Bottega
- Downtown Bellevue
- Kirkland Urban
- RidgePointe
- Sammamish
- South Lake Union
- Studios West
- Terry Avenue
- Vancouver

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standard in
people-first
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