

Member Voters' Guide

First Tech Federal Credit Union and
Digital Federal Credit Union





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Merger of First Technology Federal Credit Union, dba First Tech Federal Credit Union (First Tech), and Digital Federal Credit Union (DCU).

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A Letter From Our CEO: Voting For The Future Of First Tech

I'm writing today to once again thank you for your membership and to invite you to join me, and the more than 700,000 other First Tech members, in shaping an even brighter future through approval of the proposed merger between First Tech and Digital Federal Credit Union (DCU).

During our 70+ year history, we've built upon the ambitious dreams of just five volunteers with \$1,000 and a shoe box and now stand strong as a \$17 billion enterprise with members in all 50 states and 93 countries around the world. During that same period, we've become a leader in innovation and service while materially enriching the personal and financial lives of our member owners. Through the proposed merger, we're positioned to combine America's leading tech-forward credit unions, while creating an even better First Tech with the resources and geographic footprint needed to serve America's rapidly growing tech workforce whenever, wherever, or however they'd like to be served.

Why Do We Need To Vote?

In late 2024, First Tech announced plans to merge with DCU and filed an application for approval of the merger with the National Credit Union Administration (NCUA). The NCUA has approved our application, leaving us one step closer to creating a stronger, more impactful organization. As a member-owned and managed cooperative, we are now seeking approval from our owners—that's you! Your vote matters and will determine whether this merger proceeds or fails.

Why This Merger Matters

This combination has the full support of First Tech's Board of Directors and leadership team. If approved by our members, it will result in a well-capitalized, future-ready credit union with the scale and resources to deliver even greater value. Here's what you can expect:

- **Service and Simplicity:** While First Tech will reach \$28 billion in assets serving nearly two-million members, we'll remain obsessed with making the banking experience simple while delivering personalized experiences.
- **Improved Experiences:** Significant annual reinvestments will be made into research and development aimed at accelerating and simplifying technology, products and digital experiences for members across the globe.
- **Expanded Access:** You'll have access to an expanded branch network, including 54 branches operating in eight states, extended service hours, best-in-class technologies, access to premier financial products and a dedicated team ready to serve your needs now and into the future.



- **Strength and Stability:** First Tech and DCU are two of the strongest credit unions in the country. If combined, we will continue to have very strong capital and loan-to-deposit ratios, ensuring members' savings are safe and secure.
- **Positive Community Impact:** Our new organization will become the largest philanthropic leader in the industry, investing over \$4 million to improve the lives of others in our communities.
- **Employee Growth:** The expanded organization will allow opportunities for career development with robust employee benefits.

Your Voice, Your Vote

As a member, your voice is essential. With your vote, you have an opportunity to make a material difference in the lives of your fellow members and our communities by uniting the capabilities of the nation's two leading technology-forward credit unions. You'll find more details about the timing and voting process in this Voters' Guide, and all merger-related documents are posted on our website at FirstTechFed.com/Merger. If you have any questions or would like further information on voting, visit FirstTechFed.com/Merger or email us at Merger@firsttechfed.com. As always, if you have any questions about your banking, insurance, or investment relationships, please do not hesitate to contact us.

I'm confident this opportunity is in the best interest of our collective membership, and I'm excited about the possibilities that lie ahead for you, your families, our team members, and the communities where we live and work. Thank you for your continued trust and membership.

The best is yet to come!
Greg Mitchell
President and CEO
First Tech Federal Credit Union



Summary Overview

The following guide outlines important information regarding the proposed merger (Merger) of First Technology Federal Credit Union, dba First Tech Federal Credit Union (First Tech) with Digital Federal Credit Union (DCU), including merger benefits, structure, key considerations and financial data.

How to Vote

Please review this plan and cast your vote in one of three ways:

- **Online**

The simplest way to vote is online. Vote securely online by clicking on the voting link found at firsttechfed.cuballot.com. Please note that you will need either the Voter Election Identification Number assigned to you on the enclosed Ballot for Merger Proposal or your Account Number on your member combined statement in the upper right corner and the last four digits of your social security number to cast your vote. Unless you attend the Special Membership Meeting [in-person](#) or [virtually](#), you must cast your vote by 4:30pm PT on Monday, December 8.

- **By Mail**

If you prefer to vote by mail, please locate the Ballot for Merger Proposal included with this letter. Please return your completed Ballot in the postage-paid envelope provided. Your completed Ballot must be received by 4:30pm PT on Monday, December 8, at the address listed below:

CUBallot - Election Processing
E Space Communications Inc.
P.O. Box 3156
Dublin, OH 43016

Because the vote is being administered by an independent, third-party firm, ***please do not use any other First Tech postage-paid envelope nor return your completed Ballot to any other address.***

- **In-Person at the Special Membership Meeting**

You may vote in-person at the Special Membership Meeting held at 4 – 5pm PT on Monday, December 8, at First Tech's Hillsboro corporate office located at 5100 NE Dawson Creek Dr, Hillsboro, OR 97124. Please RSVP to vote at our Special Membership Meeting at FirstTechFed.com.

Eligibility to Vote

The Board of Directors of First Tech has fixed September 15, 2025, as the record date as of which a person must have been a member of First Tech to be eligible to vote on the proposed Merger.



If you have any questions or would like further information, visit FirstTechFed.com/Merger or email us at Merger@firsttechfed.com.

Merger Benefits Summary

Digital Federal Credit Union (DCU) and First Technology Federal Credit Union, dba First Tech Federal Credit Union (First Tech), share a common heritage, strategic vision, and culture. While these attributes support a compelling case for the Merger, they are also a reflection of the key common denominator between our organizations – our members. Both credit unions' members are very similar in terms of our demographics, product preferences, and digital engagement. By combining resources to serve this unique membership base, this merger benefits our four major constituencies – the combined credit union, members, employees, and the communities we serve.

Upon member approval and close of the merger, First Technology Federal Credit Union will be the official name of the combined credit union and will operate under the assumed name of First Tech Federal Credit Union ("First Tech 2.0"). Information in this guide about First Tech 2.0 refers to the name of the merged, combined credit union.

Merger Benefits Summary

- **Greater Financial Strength**

Through strong growth and lending and deposit gathering, we are expected to generate more than \$1.6B in revenue in the first full year following the completion of the Merger while increasing pro forma Prompt Corrective Action (PCA) capital ratio from 9.26% at closing to more than 10% following our first year of sustained operations. We expect to maintain this ratio while producing modest annual asset growth and providing sustained investment in support of our infrastructure, product/service set and new memberships.

- **Stronger Risk Management Discipline**

We understand and embrace demands for the development and ongoing improvement of a highly effective risk management culture and systems aimed at understanding, measuring, monitoring, reporting, and mitigating all forms of risk. We will continue to invest in the tools and human expertise required to maintain disciplined credit and risk management performance.

- **Expanded Geographic Diversity**

A more evenly dispersed membership and loan portfolio will reduce risk resulting from isolated or regional natural disasters, disruption in core industries and other adverse



economic conditions.

- **Increased Balance Sheet Diversity**

First Tech 2.0 will benefit from a well-diversified and stable base of core deposits, along with a well-balanced and diverse loan portfolio.

- **Reduced Operating Expenses**

We expect to materially lower operating expenses through technology consolidation, reduced operating redundancies and improved vendor pricing. These savings are expected to be reinvested into people, process, product and technology solutions designed to enrich member benefits.

Member Benefits

- **Expanded Branch Network**

Through this combination, our members will have increased access to an expanded branch network, including 54 branches with ATM capability, seven financial advisory locations, and a combined operating footprint in eight states. There is no location overlap, and therefore, there are no expected location reductions related to the Merger. In addition to expanded locations for our members, we'll also retain shared branching services while delivering access to more than 5,000 branches within the Co-Op Shared Branching Network.

- **Expanded Access**

With a strong West and East Coast presence, we'll have the ability to deliver expanded service hours, creating greater access for our members when they need it.

- **Expanded Products and Services**

When combined, the complementary strengths of the two institutions will result in the ability to deliver an even stronger suite of products, including consumer lending, enhanced commercial and business lending, premier financial products through Addison Avenue Investment Services, and the best protection through a leading independent insurance agency, First Tech Insurance Services.

- **Best-in-Class Digital Experience**

Together, we'll have the ability to make material investments in research and development to deliver best-in-class solutions to make banking simple and easy to meet the needs of a geographically dispersed and digital-preferred membership.

Employee Benefits

- **Competitive Total Rewards Package**



By leveraging the advantages of scale and our expansive footprint, we'll use our buying power to negotiate and deliver competitive health care, retirement, and education programs at the most affordable cost for our employees. We'll also enhance other well-being programs that will deliver meaningful benefits to employees and their families. By investing in our people, First Tech 2.0 will be better positioned to attract, engage, and retain top talent.

- **Career Growth and Mobility**

With greater scale, we expect employees to see opportunities for increased career growth and personal development. The Merger will bring new experiences and the need for unique expertise and specialization, which will provide opportunities for existing and future employees. As a combined organization, we'll have the resources to offer additional learning channels and cross-functional training opportunities, creating pathways for employees to progress in their careers, seek promotional opportunities, or alter career paths. With a more expansive operating footprint, First Tech 2.0 will have opportunities for greater mobility while improving support for hybrid and remote employees to access corporate offices on both coasts.

- **Belonging & Engagement Commitment**

First Tech 2.0 intends to carry forward our shared commitment of fostering belonging & engagement (BE) in the workplace and the communities we live and work in. We will continue supporting employees showing up as their authentic selves at work because we know when they feel their best, they do their best work. We expect this environment to fuel creativity and innovation at an even larger scale. This will not only benefit the organization but will drive increased levels of employee satisfaction and engagement.

Community Benefits

- **Philanthropic Giving**

Collectively, DCU and First Tech invest more than \$4 million annually to improve the lives of others in our communities, with a common focus on supporting children and families. First Tech 2.0 will maintain a focus on supporting essential needs like food insecurity and shelter, financial and fundamental literacy, and supporting the education of underserved youth, specifically in the areas of science, technology, engineering, and math (STEM).

- **Corporate Engagement and Volunteerism**

With more than 3,000 employees working nationwide and more than 250 non-profit partners, First Tech 2.0 will promote employee volunteerism through paid time off programs, days of impact, and non-profit board service.



- **Industry Leadership**

Both DCU and First Tech are leading advocates for the national Credit Union for Kids cause. Once combined, we'll maintain our commitment to delivering meaningful funding to more than 20 Children's Miracle Network (CMN) Hospitals nationwide for research, medical innovations, and uncompensated care, to ensure that every child receives the lifesaving treatments necessary to get them out of hospital beds and back on the playground. As the single largest contributor within the credit union industry, First Tech 2.0 will also assume a larger role in promoting higher levels of industry and partner engagement to capitalize on the power of the collective credit union movement.

- **Corporate Citizenship**

First Tech 2.0 will continue to pursue efforts to reduce our carbon footprint through thoughtful business practices in the construction and maintenance of our facilities and reduction of waste in our operating practices. In addition, we'll continue to forge key partnerships with non-profit partners, technology companies, and members to support community initiatives such as technology equipment recycling and reuse campaigns.

Combined Credit Union Structure

Board of Directors

The new First Tech 2.0 Board of Directors will be comprised of 13 members. On the closing date of the Merger (Merger Effective Date), seven current First Tech Board members and six current DCU Board members will combine to form the new Board of Directors. All Board members are and will continue to remain uncompensated volunteers.

Board Officers

It is anticipated that the following Board Officers will be appointed at the first Board meeting following the Merger Effective Date: Jeff Hank, Chair (current Chair at First Tech), Wayne Haubner, Vice Chair (current Chair at DCU), Todd Hauschildt, Treasurer (current Treasurer at First Tech), and Paula Hunter, Secretary (current Board member at DCU).

Supervisory Committee

The Supervisory Committee of First Tech 2.0 will be comprised of five voting members (three existing First Tech Supervisory Committee members and two existing DCU Supervisory Committee members). Supervisory Committee members will be appointed by the new First Tech 2.0 Board of Directors.

President and CEO

DCU President and CEO Shruti Miyashiro will become CEO of the newly combined credit union upon approval and closing of the Merger. First Tech President and CEO Greg Mitchell is expected to retire on, or shortly after, the Merger Effective Date.



Management and Employees

First Tech 2.0 is expected to retain all employees as of the proposed Merger Effective Date, subject to First Tech's and DCU's current employment policies and practices and the combined organization's future business needs.

Current First Tech employees will maintain existing pay and benefits programs through the end of 2025. As the various compensation, benefit and rewards programs from both organizations are brought together, First Tech 2.0 will provide market competitive pay and benefits to all employees under a total rewards philosophy that is comparable and draws from the programs offered to First Tech and DCU employees today. First Tech 2.0 will manage any cross functional duplication by leveraging employee talent across the organization and through normal attrition over time.

Upon review and alignment of executive compensation structures, there may be some level of compensation changes to the CEO and other executives selected to lead First Tech 2.0. These changes may include base salary adjustments, annual bonus target modifications and/or long-term incentive target adjustments based on the go-forward compensation structure for First Tech 2.0. Upon completion of the Merger, the Board of Directors and/or President and CEO of First Tech 2.0 will review compensation and benefits packages from time-to-time consistent with standard operating practices.

Financial Information

Share Insurance Coverage

Both DCU and First Tech are federally insured credit unions through the National Credit Union Share Insurance Fund (NCUSIF). Until member approval and close of the Merger, there will be no changes to the share insurance coverage of First Tech or DCU member share accounts. Once the credit unions have combined, each member of the combined credit union will have up to \$250,000 in share insurance coverage across all accounts through the NCUSIF. This means that for individuals who hold memberships and accounts at both First Tech and DCU prior to the close of the Merger, their accounts will be held by a single financial institution after the close of the Merger and their total share insurance coverage will be reduced.

Share Adjustment

First Tech will not distribute a portion of its net worth to its members in the Merger. The Board of Directors has determined a share adjustment, or other distribution of First Tech's net worth is unnecessary because the credit unions have determined that the shares in First Tech and DCU are substantially equal in value, therefore the credit unions do not propose any share adjustments as part of the Merger.



Financial Analysis Summary

DCU and First Tech engaged an independent third party, ALM First, to review and analyze the current and prospective combined financial statements of each credit union. Based on the preliminary financial analysis of ALM First, the combination will result in a combined credit union that is financially safe and sound:

- The combined credit union will be well capitalized, and stress testing of the planned enterprise risk oversight/management demonstrates that the planned capital level is more than adequate.
- The combined credit union will have a diversified asset mix including well underwritten mortgage loans, secured and unsecured consumer loans and lines of credit and commercial loans secured by real estate. This will ensure stability of earnings and appropriate balancing of credit risk of these portfolios.
- The combination is expected to result in an increase in earnings for the combined credit union that can be invested in continued technology and product research and development, and the combination is also expected to create an opportunity to reduce operating expense after the Merger Effective Date by as much as ten percent of the combined operating budget. As a result, the combined credit union and its member benefit from operating results at a level that neither credit union could create on a standalone basis.
- The Credit Union's balance sheet will provide adequate on-balance sheet and off-balance sheet liquidity to satisfy liquidity ratios required by applicable regulations.



Individual and Combined Financial Statements of First Tech and DCU

Combined Balance Sheets as of June 30, 2025

\$ in 000's

	DCU	First Tech	Combined
Cash & Investments	1,847,304	4,387,690	6,234,995
Total Loans	10,720,404	12,200,191	22,920,595
Allowance for Credit Losses	-177,439	-125,416	-302,855
Other Assets	332,719	587,184	919,902
Total Assets	12,722,988	17,049,650	29,772,637
Liabilities & Borrowings	111,057	3,787,867	3,898,923
Shares	11,377,797	11,764,922	23,142,719
Equity	1,234,135	1,496,861	2,730,995
Liabilities & Capital	12,722,988	17,049,650	29,772,638
Loan/Share	94.22%	103.70%	99.04%
Loan/Assets	84.26%	71.56%	76.99%
ACL/Loans	-1.66%	-1.03%	-1.32%
Net Worth Ratio	9.68%	9.82%	9.76%

Combined Income Statement for six months ending June 30, 2025

\$ in 000's

	DCU	First Tech	Combined
Interest Income	354,885	436,153	791,038
Interest Expense	105,764	199,374	305,138
Net Interest Income	249,121	236,779	485,900
Provision for Credit Losses	58,255	72,706	130,962
Non-Interest Income	37,785	54,732	92,517
Non- Interest Expense	176,912	199,429	376,341
Net Income	51,739	19,375	71,114



Additional Considerations

Credit Union Name

After member approval and close of the Merger, First Technology Federal Credit Union will be the official name of the combined entity and will operate under the assumed name First Tech Federal Credit Union. Addison Avenue Investment Services and First Tech Insurance Services will continue to operate and conduct business under their independent business names.

Corporate Office, Branch, and Investment Advisory Locations

At this time, no current First Tech branches will close as a result of the proposed Merger. First Tech 2.0 will have 54 branches, five corporate offices, and seven financial advisory locations. For regulatory purposes First Tech 2.0's official headquarters will remain in First Tech's present location at 2890 Zanker Road, Ste 120, San Jose, CA 95134.

First Tech Offices and Branch Locations

Corporate	
San Jose Corporate Headquarters	2890 Zanker Road, Ste 120, San Jose, CA 95134
Hillsboro Corporate	5100 NE Dawson Creek Dr, Hillsboro, OR 97124-5704
Rocklin Corporate	1011 Sunset Blvd Ste 210, Rocklin, CA 95765
Branches	
Alpharetta – Addison Avenue Only	12600 Deerfield Pkwy., Ste 100, Alpharetta, GA 30004
Andover – Addison Avenue Only	300 Brickstone Square, Ste 201, Andover, MA 1810
Bella Bottega	8862 161st Ave NE, Ste 108, Redmond WA 98052
Bellevue	555 108th Ave NE, Ste 110, Bellevue, WA 98004
Boise	47 E. Riverside Dr, Eagle, ID 83616
Boulder	2317 30th Street Unit 2C, Boulder, CO 80301
Cedar Hills	2929 SW Cedar Hills Blvd, Bldg. 19, Beaverton, OR 97005
Colorado Springs – Addison Avenue Only	5725 Mark Dabbling Blvd, Ste 140, Colorado Springs, CO 80919
Cornell	5860 NE Cornell Rd, Hillsboro, OR 97123
Corvallis	1044 NE Circle Blvd, Corvallis, OR 97330
Cupertino	19960 Stevens Creek Blvd, Cupertino, CA 95014-2306
Cupertino – Addison Avenue Only	19200 Stevens Creek Blvd, Ste 240, Cupertino, CA 95014
Denver Tech	6971 E Belleview Ave, Denver, CO 80237
Fort Collins	2720 Council Tree Ave, Ste 188, Fort Collins, CO 80525
Houston	1701 City Plaza Drive, Ste G-105, Spring, TX 77389
Keizer	6015 Ulali Dr NE, Keizer, OR 97303
Kirkland Professional Services Center	120 Central Way, Kirkland, WA 98033
Kirkland Urban	400 Urban Plaza, Ste 145, Kirkland, WA 98033
Lloyd District (ATM only)	650 NE Holladay St, Ste 160, Portland, OR 97232
Loveland – Addison Avenue Only	2975 Ginnala Dr, Ste 260, Loveland, CO 80538



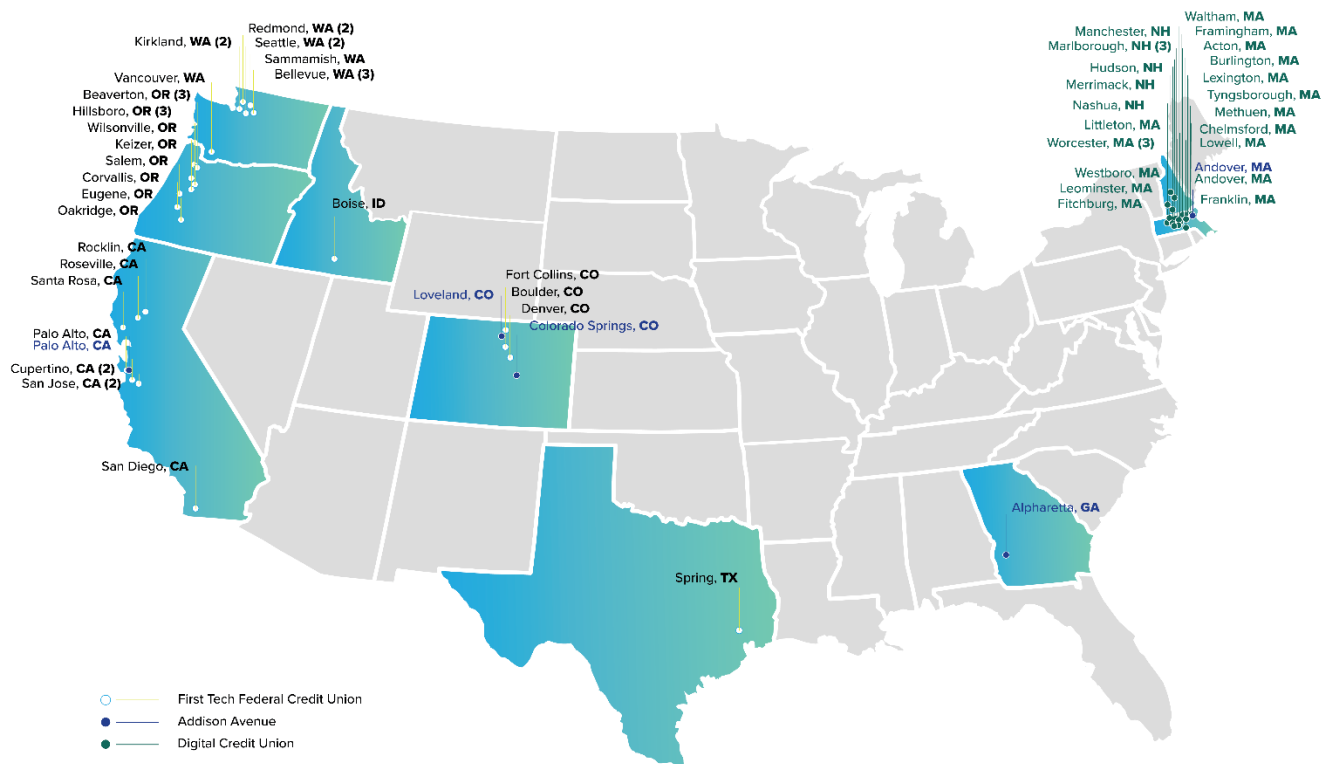
Nimbus	8700 SW Nimbus Ave, Ste A, Beaverton, OR 97008
Oakridge	48283 First St, Oakridge, OR 97463
Palo Alto	3000 El Camino Real, Ste 100, Palo Alto, CA 94306
Palo Alto – Addison Avenue Only	703 High St, Palo Alto, CA 94301
Ridgepointe	2700 156th Ave NE, Ste 100, 225/275, Bellevue, WA 98007
Ronler Acres	2501 NE Century Blvd, Intel Bldg. RA 4, Hillsboro, OR 97124
Roseville	1210 Roseville Pkwy, Ste 130, Roseville, CA 95678
Sammamish	22620 SE 4th St, Ste 100, Sammamish, WA 98074
San Diego	16399 W Bernardo Drive, San Diego, CA 92127
San Jose	181 E Tasman Dr, Ste 10, San Jose, CA 95134
Santa Rosa	2500 Mendocino Ave, Suite C, Santa Rosa, CA 95403
South Lake Union	2201 Westlake, Ste 102, Seattle, WA 98121
State St	1550 State St, Salem, OR 97301
Studios West	15255 NE 40th St, Redmond, WA 98052
Tanasbourne	17877 NW Evergreen Pkwy, Beaverton, OR 97006
Terry Avenue	555 Terry Ave North, Seattle, WA 98109
Vancouver	170 NE 192nd Ave, Ste 401, Vancouver, WA 98684
West 11th	4400 West 11 th , Eugene, OR 97402
Wilsonville	30200 SW Boones Ferry Rd, Ste 58, Wilsonville, OR 97070

DCU Offices and Branch Locations

Corporate	
Marlborough	853 Donald Lynch Blvd, Marlborough, MA 01752
Chelmsford	297 Billerica Rd, Chelmsford, MA 01824
Branches	
Acton	100 Powdermill Rd - Rte 62, Acton, MA 01720
Andover	209 North Main St - Rte 28, Andover, MA 01810
Burlington	15 Greenleaf Way, Burlington, MA 01803
Fitchburg	350 John Fitch Hwy, Fitchburg, MA 01420
Framingham	60 Worcester Rd - Rte 9 East, Framingham, MA 01702
Franklin	500 W Central St, Franklin, MA 02038
Hudson	8 Flagstone Dr, Hudson, NH 03051
Leominster	210 New Lancaster Rd, Leominster, MA 01453
Lexington	1751 Massachusetts Ave, Lexington, MA 02420
Littleton	207 Constitution Ave, Littleton, MA 01460
Lowell	564 Bridge St, Lowell, MA 01850
Manchester	369 South Willow St - Rte 28, Manchester, NH 03103
Marlborough East	279 East Main St, Marlborough, MA 01752
Marlborough SP	865 Donald Lynch Blvd, Marlborough, MA 01752



Merrimack	19 Premium Outlets Blvd, Merrimack, NH 03054
Methuen	2 Broadway - Rte 28, Methuen, MA 01844
Nashua	379 Amherst St - Rte 101A, Nashua, NH 03063
Tyngsboro	378 Middlesex Road, Tyngsboro, MA 01879
Waltham	130 Lexington St, Waltham, MA 2452
Worcester Gold Star	129 Gold Star Blvd - Rte 12N, Worcester, MA 01606
Worcester Shrewsbury St	225 Shrewsbury St, Worcester, MA 01606
Worcester Crossing	11 Tobias Boland Wy - Rte 146, Worcester, MA 01607
Westboro	18 Lyman St, Westboro, MA 01581



Questions

If you'd like additional information about the First Tech and DCU proposed Merger:

- Visit us online: FirstTechFed.com/Merger
- Email us at: Merger@firsttechfed.com
- Call us at: 855.855.8805