

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.

Eligibility to Vote

The Board of Directors of First Tech has set 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.

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 \$30 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.

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](https://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, 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 4pm 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 the Special Membership Meeting at [Firsttechfed.com](https://firsttechfed.com).

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 the merger-related documents posted on our website at FirstTechFed.com/Merger. If you have any questions or would like further information on voting, visit FirstTechFed.com/Merger, email us at Merger@firsttechfed.com or call 855.855.8805. 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

First Technology Federal Credit Union

Notice of Meeting of the Members of First Technology Federal Credit Union

The Board of Directors of First Technology Federal Credit Union have called a special meeting of the members of this credit union at 5100 NE Dawson Creek Drive, Hillsboro, OR 97124 on Monday, December 8, 2025, from 4:00 to 5:00pm PT. The purpose of this meeting is:

1. To consider and act upon a plan and proposal to combine through a merger of equals First Technology Federal Credit Union and Digital Federal Credit Union, whereby First Technology Federal Credit Union will merge with and into Digital Federal Credit Union (resulting in the "Combined Credit Union"), all assets and liabilities of First Technology Federal Credit Union will be assigned to and assumed by the Combined Credit Union, and the Combined Credit Union shall assume and use the name First Technology Federal Credit Union. All members of First Technology Federal Credit Union will become members of the Combined Credit Union and will be entitled to and will receive shares in the Combined Credit Union for the shares they own in First Technology Federal Credit Union on the effective date of the merger.
2. To ratify, confirm and approve the action of the Board of Directors in authorizing the officers of First Technology Federal Credit Union, subject to the approval of members, to do all things and to execute all agreements, documents, and other papers necessary to carry out the proposed merger.

The Board of Directors of First Technology Federal Credit Union encourages you to attend the meeting and vote on the proposed merger. Whether or not you expect to attend the meeting, we urge you to vote online pursuant to the directions in the enclosed letter from our CEO or sign, date and promptly return the enclosed ballot to vote on the proposed merger.

If you wish to submit comments about the merger to share with other members, you may submit them to the National Credit Union Administration (NCUA) at:

<https://ncua.gov/support-services/credit-union-resources-expansion/credit-union-merger-resources/comments-proposed-credit-union-mergers>

or mail to:

NCUA - Office of Credit Union Resources and Expansion

1775 Duke Street

Alexandria, VA 22314

RE: Member-to-Member Communication for First Technology Federal Credit Union

The NCUA will post comments received from members on its website, along with the member's name, subject to the limitations and requirements of its regulations.

Additional Information Related to the Proposed Merger

The Board of Directors has carefully evaluated and analyzed the assets and liabilities of the credit unions and the value of shares in both credit unions. The financial statements of both credit unions, as well as the projected combined financial statement of the combined credit union, follow as separate documents (attached to this notice as Schedule I). In addition, the following information applies to the proposed merger.



CORRESPONDENCE

PO Box 2100 | Beaverton, OR 97075-2100
firsttechfed.com | 855.855.8805

CORPORATE HEADQUARTERS

2890 Zanker Road, Ste 120 | San Jose, CA 95134-2118

Merger Benefits

The Board of Directors has concluded that the proposed merger is desirable and in the best interests of members because combining two strong credit unions will deliver:

- **Service and Simplicity:** While First Tech will reach \$30 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.
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Net Worth

The net worth of a merging credit union at the time of a merger transfers to the combined credit union. Digital Federal Credit Union has a marginally higher net worth ratio than First Technology Federal Credit Union, with the Combined Credit Union remaining "well capitalized" under current regulatory standards.

Share Adjustment or Distribution

First Technology Federal Credit Union 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 Technology Federal Credit Union's net worth is unnecessary because the credit unions have determined that the shares in First Technology Federal Credit Union and Digital Federal Credit Union are substantially equal in value, therefore the Credit Unions do not propose any share adjustments as part of the merger.

First Technology Federal Credit Union Locations

First Technology Federal Credit Union's headquarters and main office at 2890 Zanker Road, Ste 120, San Jose, CA 95134 will remain open and unchanged as the headquarters and main office of the Combined Credit Union. All other existing locations will remain open and unchanged, including corporate offices in Hillsboro, Oregon and Rocklin, California, 31 branch locations and 71 ATMs. All existing corporate office, branch, and ATM locations are listed on Schedule II attached to this notice. Members of First Technology Federal Credit Union will also continue to have access to more than 5,600 CO-OP Shared Branch locations and 30,000 CO-OP ATMs.

Changes to Services and Member Benefits

Following integration of operations in early 2027, members of First Technology Federal Credit Union will benefit from expanded service hours and increased access to 23 additional branches located in Massachusetts and New Hampshire, resulting in an expanded branch network of 54 branches operating in eight states. Members will continue to benefit from best-in-class technologies and access to premier financial products including insurance and investment services. All existing corporate office, branch, and ATM locations for DCU are also listed on Schedule II attached to this notice. As such, First Technology Federal Credit Union members will see minimal disruption to their existing accounts or to the products and services that the Credit Union offers today.

Merger-related Financial Arrangements

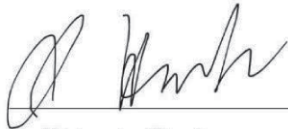
NCUA Regulations require merging credit unions to disclose certain increases in compensation that any of the merging credit union's officials or the five most highly compensated employees have received or will receive in connection with the merger. The following individuals have received or will receive such compensation:

Name	Title	Description of Increase	Maximum Amount
Greg Mitchell	President & CEO	Mr. Mitchell is expected to retire on or about December 31, 2025 upon the completion of the term of employment contained in his existing employment agreement. Mr. Mitchell will not receive any merger-related compensation.	\$0
Marito Domingo	Chief Financial Officer	Mr. Domingo will receive between \$0 and \$1,365,000, comprised of a possible retention bonus or severance payment and the accelerated vestment of any long-term incentive plan bonus.	\$1,365,000
Jason Heupel	Chief Experience Officer	Mr. Heupel will receive between \$0 and \$1,053,000, comprised of a possible retention bonus or severance payment and the accelerated vestment of any long-term incentive plan bonus.	\$1,053,000
Brandon Hunt	Chief Marketing Officer	Mr. Hunt will receive between \$0 and \$984,000, comprised of a possible retention bonus or severance payment and the accelerated vestment of any long-term incentive plan bonus.	\$984,000
Monique Little	Chief People and Administrative Officer	Ms. Little will receive between \$0 and \$875,000, comprised of a possible retention bonus or severance payment and the accelerated vestment of any long-term incentive plan bonus.	\$875,000

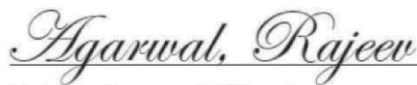
Please note that the proposed merger must have the approval of the majority of members who vote.

Enclosed with this Notice of Special Meeting is a Ballot for Merger Proposal. If you cannot attend the meeting, please vote online pursuant to the directions in the enclosed letter from our CEO, or complete the Ballot and return it to CUBallot - Election Processing, E Space Communications Inc., P.O. Box 3156, Dublin, OH 43016. To be counted, your online vote or mailed Ballot must be received by Monday, December 8, at 4:30pm PT.

By the order of the Board of Directors:



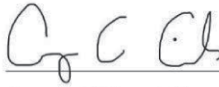
Jeff Hank, Chair



Rajeev Agarwal, Director



Kathy Farmer, Vice Chair



Greg Gillas, Director



Todd Hauschildt, Treasurer



Dave Keenan, Director



Margo Fowler, Secretary



Phil Roush, Director



Greg Mitchell, Director

Schedule I

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

Schedule II

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 Dabling 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

