

ANNUAL REPORT 2024

Annual General Meeting 2024 Wednesday,
11th December 2024, At 7:00pm Virtual Agm

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APR*

LIVE YOUR BEST LIFE WITH A ONCE IN A LIFETIME LOAN

Borrow up to €120,000 at 5.9% APR*

*APR = Annual Percentage Rate. The example shown is based on a typical APR. Normal lending criteria, terms and conditions apply.

Representative Example: A typical Once in a Lifetime Loan of €50,000 over a term of 10 years with an interest rate of 5.9% APR* would mean that you would make 120 monthly repayments of €550. The cost of credit would be €15,966 and the total amount repayable would be €65,966.

Warning: If you do not meet the repayments on your loan, your account will go into arrears. This may affect your credit rating which may limit your ability to access credit in the future.

First Tech Credit Union Ltd is regulated by the Central Bank of Ireland.

■ AGM 2024 TABLE OF CONTENTS

Contents

FAQ's for Participants in Virtual AGM	4
Credit Union Invocation	6
AGM Agenda 2024	7
2024 Officers & Committee Members	8
Report of the Board of Directors	9
Report of the CEO	13
Important Information Notices	15
Report of the Nomination Committee 2024	16
Directors' Report	21
Directors' Responsibility Statement	23
Board Oversight Committee's Responsibilities Statement	23
Independent Auditor's Report to Member's of First Tech Credit Union	24
Income & Expenditure Account	27
Statement of Other Comprehensive Income	28
Balance Sheet	29
Statement of Changes In Reserves	30
Statement of Cash Flows	31
Notes to the Financial Statements	32
Schedule to the Income & Expenditure Account	45
Board Oversight Committee Report 2024	47
Report of the Credit Committee	48
Report of the Credit Control Committee	50
Report of the Membership Committee	51
Director Attendance Sheet 2023 – 2024	52
Donations to Registered Charities	53
Member Age Breakdown	55
Deposit Guarantee Scheme	56
Deceased Members	57

▪ FAQ'S FOR PARTICIPANTS IN VIRTUAL AGM

Registration process:

All members will need to register for the AGM using this link: <https://hub.firsttech.ie/agm>.

To register for the event, you will need to provide some details including your name, membership number and contact number. The Credit Union will then verify your information and issue you with a unique link to join the event. The AGM will be hosted through a third party called AVC. Registration closes at 5pm on Sunday the 8th December 2024.

When will I receive the link to attend the virtual AGM?

Your name will be cross checked against the Credit Union's list of participants first. If your name is on the list, your registration will be accepted, and you will be sent an email with the link to join the AGM a few days beforehand. It is important to keep this email safe as you will need the link to join the AGM. If your name is not on the list, your registration will be declined, and you will receive an email to this effect.

Can I register from my phone?

Yes, you can register from any smart device by clicking on the registration link.

Who can register for the virtual AGM?

Only members of First Tech Credit Union will be approved to join the meeting.

What personal data will be used?

Participant name and email address are required to attend the virtual AGM. It is necessary for First Tech Credit Union to share this data with Zoom/AVC in order to run the AGM. AVC will not share this data with any other party and it will be deleted once the AGM takes place. AGM's can be recorded on request. Please note that all participants will join the meeting with their cameras off. Only, if requested and approved will they be allowed to turn on their camera.

How do I join the AGM?

Zoom is the platform used by AVC to host the meeting but loading Zoom to your PC, laptop or tablet is not required. All you need to do is click on the link that you will receive after registration which will bring you straight to the event.

Can I log in several times using multiple devices?

No. The link is unique per member and works only on a "one click" basis – if the link is forwarded to another member it will not work for them.

Can I use my phone to join the remote AGM?

Yes, you can use any smart device to view and participate in the AGM once you have the link. If you do not have a smart device, you can "dial in" to the AGM using a traditional phone. This will be audio only. On your smart device you will only be allowed to mute/un-mute yourself and raise and lower your hand. Please note that you will not be able to participate in the voting/ polling during the virtual AGM, if you are using a phone.

FAQ'S FOR PARTICIPANTS IN VIRTUAL AGM

A group of us are meeting in one place to watch the AGM together. Can we watch on one big screen?

Yes, each delegate should bring a device so they can register individually and so that each participant can cast a vote/poll.

I don't have access to 3G/4G, or I have poor broadband. What should I do?

You can join the AGM by audio, but functionality is limited. The numbers to dial will be available in the email with the details on how to join the AGM.

How do I vote?

Voting will be done by Electronic Polling. A poll will appear on your screen, click on your answer and press submit. You will be given sufficient time to cast your vote (the length of time allowed will be advised on the day). The poll will close after that time and the result will be shared to all delegates in due course.

I wish to speak at the AGM. How do I do this?

Participants at the meeting can use an inbuilt Q&A function to ask a question of the main speakers and presenters. There is a Q&A function on the Zoom platform. You can use this to indicate that you wish to speak. Apart from providing your name, you may be required to state your reason for speaking such as:

- whether you are proposing someone
- whether you are seconding someone
- speaking for or against a motion
- challenging a report or ruling/making a point of order, etc.

Please also indicate if you wish us to connect you to the webcam while you speak.

You will be able to speak at the appropriate time in line with the normal requirements regarding allotment of time for speakers as directed by the Chair of the AGM. We will temporarily unmute you while you speak. Once you have finished speaking, you will be muted again and will be unable to unmute yourself. We will be using a countdown clock. When a speaker has 30 seconds left, the clock will appear briefly on the screen.

■ CREDIT UNION INVOCATION

Lord, make me an instrument of your peace:

where there is hatred, let me sow love;

where there is injury, pardon;

where there is doubt, faith;

where there is despair, hope;

where there is darkness, light;

where there is sadness, joy.

O divine Master, grant that I may not so much seek

to be consoled as to console,

to be understood as to understand,

to be loved as to love.

For it is in giving that we receive,

it is in pardoning that we are pardoned,

and it is in dying that we are born to eternal life.

Amen.

It is with great sadness we note that 110 of our members passed away during the last year.

▪ ANNUAL GENERAL MEETING

Wednesday December 11th, 2024 at 7pm
Virtual AGM

AGENDA 2024

1. Acceptance by the Board of the authorised representatives of members that are not natural persons
2. Ascertainment of quorum
3. Adoption of standing orders
4. Minutes of last AGM
5. Report of the Board of Directors
 - A. Report of the CEO
 - B. Financial Report
 - C. Report of the Board of Directors
 - D. Report of the Credit Control Committee
 - E. Report of the Credit Committee
6. Report of the Membership Committee
7. Report of the Independent Auditor
8. Report of the Board Oversight Committee
9. Report of the Nomination Committee
10. Appointment of Tellers
11. Election of Auditor
12. Election of Member of the Board Oversight Committee
13. Election of Directors
14. Other Business
15. Election Results
16. Close Meeting

2024 OFFICERS & COMMITTEE MEMBERS

CEO

Brendan Synnott

DIRECTORS

John Hall *(Chair)*

Bill Cronin *(Vice-Chair)*

Noel Donnelly *(Secretary)*

Gerry Ryan

Barry Kilcline

Mark Kenny

Breda Crowe

Sakinah Abdul-Ibiyeye

Alan Brown

Ian Moore

Claire Gillanders

RESIGNED

25th September 24



BOARD OVERSIGHT COMMITTEE

Caitriona O'Brien *(Chair)*
Alan McDonald *(Secretary)*
Alessia Braeutigam



MEMBERSHIP COMMITTEE

Godfrey Lydon *(Chair)*
Ailish Kiernan *(Secretary)*
Karina Malocca



CREDIT COMMITTEE

Jacqui Griffin *(Chair)*
Niamh Howe *(Secretary)*
Brendan Synnott



CREDIT CONTROL COMMITTEE

Mick Maguire *(Chair)*
Julia Medelo *(Secretary)*
Richard McMurtry

■ REPORT OF THE BOARD OF DIRECTORS

Dear Members,

It is my pleasure and privilege, on behalf of the Board of Directors, to present the First Tech Annual Report for the year ended 30 September 2024. The Report of the Board of Directors focusses on strategy and governance and outlines anticipated future challenges. Our Chief Executive Officer, Brendan Synnott, has provided comprehensive details on the financial and operational performance of the Credit Union in his report in the following pages.

The impact of the COVID-19 pandemic has diminished very substantially with society returning to almost pre-pandemic levels of activity. The effect of the invasion of Ukraine and the very high rates of price inflation diminished somewhat for business and consumers. This has been reflected in the interest rate environment with the ECB cutting the base interest rate at its last two meetings. Consumer confidence has improved and First Tech was able to grow its loans to members by 6% in the year. First Tech's priority is on ensuring continuity of essential services to our members and the sustainability of the credit union which is in the long-term interests of all our members. I want to acknowledge the tremendous dedication of all our staff in ensuring the progress that the credit union made this year. With their help, we continued to develop our online channels to facilitate members and cater for those who preferred to do business in person.

Your Credit Union made good progress during the year and key developments are set out below.

Membership Growth. A total of 926 new members joined First Tech within the last financial year, further improving the age profile of our membership. Some 21% of new members took out loans. Family memberships continue to constitute an important source of new members and accounted for 14% of new loans issued in the year. First Tech attracts new members in the ICT sector from a combination of direct marketing activities and from established affinity companies. First Tech has affinity relationships with over 38 companies in the ICT sector some of which are amongst the largest employers in the country. Our fully automated online member sign-up facility enables new members to join the Credit Union easily and over 98% of new members used the facility in the period. Encouragingly, we continue to attract members from across our extended common bond in increasing numbers.

Loan Book Growth. With the recovery to near-normal economic conditions and the strong programme of marketing led by our staff, there was a strong demand for loans this year. As a result, we issued loans in the amount of €15m in the year and our total loan book was €32.5m at year end, an increase of 6% compared to last year. The incidence of early repayment of loans continued at more normal patterns this year also. Our volume of new loans issued represents an excellent achievement, helped by our on-line automated loan application facility. We received over 1,650 loan applications through this channel last year representing almost 98% of all applications. We recommend that members should avail of this easy-to-use facility when applying for loans.

Investment Performance. A significant source of income for all Credit Unions comes from the investment of surplus funds. This accounted for €3.3m to First Tech this year which equates to 62% of total income, up from 56% last year and reflects the global increase in interest rates which has begun to reverse during 2024, with a number of interest rate reductions. First Tech continually reviews its investment portfolio to ensure the best achievable return while always having due regard to risk and the security of members' funds and compliance with the applicable regulations laid down by the Central Bank. First Tech's portfolio has delivered a strong performance in its investments in recent years, achieving a return of 1.7% this year. First Tech will continue to manage its investment portfolio to maximise returns while maintaining the security of members' funds.

REPORT OF THE BOARD OF DIRECTORS *(continued)*

Member Savings. Whilst First Tech continues to offer a secure home for member savings, we are also mindful of different saving requirements from our members. During the year we introduced two new saving products to provide a greater choice to our members. The first new product is a one year fixed term deposit which is suitable for those members who do not wish to access their savings during the term. The product offers a very competitive rate of 2% AER. Secondly, FTCU has introduced a regular savers deposit which allows members to save up to €1,000 per month for one year at a rate of 2.75% AER. First Tech will continue to look at new saving products and would welcome any suggestions from members in this area.

Financial performance. While conditions in the year overall remained challenging, we were able to demonstrate a resilient business performance, delivering a surplus of €1.9M. Our Balance Sheet also remains strong with Total Assets of €222m and Capital Reserves at €41.3m.

Further details can be found in the CEO's Report.

Marketing Strategy. We continued to focus on the development of our marketing and sales approach, involving enhanced use of social media, email and similar digital channels to communicate with our members, again with notable success. Targeted marketing campaigns to serve members' needs for loans related to car and motoring, back-to-school, holiday, home improvement (including energy efficiency) were used successfully during the year. Our Welcome loan product, specifically designed for members who have recently joined First Tech or who have not borrowed previously, was a major contributor to our loan growth in the year and attracted numerous applications and subsequent successful loans. The Once-in-a-Lifetime Loan designed for members who wish to fulfil a long-held cherished objective also attracted a good number of applications this year. The more traditional loan categories related to car purchase, home improvements etc. also performed well. We expect all these loan products to attract further members in future together with the growing interest in energy efficiency.

We continued to refine our marketing strategy to reflect membership needs and the prevailing economic conditions. We utilised the output from last year's research project to enable us to better understand the needs and priorities of our members. These insights already gained have helped us to develop more targeted ways to improve our service to you. We are continuing to conduct research to enhance your First Tech experience. We are happy to acknowledge the contribution of all our staff for their engagement and support of these initiatives.

Common Bond. Our Common Bond allows us to interact with and market to employees within the whole ICT sector, estimated to be around 100,000 in total. The opportunity to attract increased business from members within the ICT sector is a significant advantage for First Tech. On-site visits to companies within the sector have proved successful in attracting new members. During the year First Tech resumed a programme of on-site visits and this again proved successful in attracting new members. This programme will be expanded as more employees return to working sites.

Restructuring. The Board remains open to restructuring opportunities, including mergers and other collaborations, should it be in the best interest of the members. Given the need to focus our resources on maintaining our services to you during the period and the critical importance of achieving our strategy on loan book growth, this activity will be pursued as opportunity arises.

REPORT OF THE BOARD OF DIRECTORS *(continued)*

Corporate Governance, Risk and Compliance. Good corporate governance is a key requirement of First Tech. The skills matrix of the current Board reflects the need for the right balance of skills, experience and outlook to meet the changing needs of our Credit Union. Corporate governance requires a regular review of Board Performance. During the year, evaluations of the Board and individual Directors were completed by the Chair to review performance and identify potential development needs. The process was also carried out by Board Committees this year. I am glad to confirm that the results were positive and evidence that the Board and its Committees deliver optimum performance. Separately, we continued to enhance our Compliance and Risk capability during the year, and I thank those involved for their work during the year; this area remains a particular focus for the Board.

Credit Union Policy Framework Review and Regulation. The Government have passed the Credit Union (Amendment) Act 2023. First Tech participated in the consultation process for the review via our membership of CUDA. The proposed legislation includes a number of changes to the regulatory regime governing the operation of Credit Unions which are designed to update the regime to reflect the issues faced by all Credit Unions in the current environment. The changes enabled by the Act will come into effect over the course of the coming year and will broaden the scope of Credit Unions to work together, and make some governance changes.

Board and BOC Changes. Unfortunately Claire Gillanders has had to resign as a director. During the year Bill Cronin and Breda Crowe advised that they wish to step down from the Board. We greatly appreciate the diligence, effort and time spent by Claire, Bill and Breda in their various, voluntary, roles. Separately, Alessia Braeutigam has decided to step down from the Board Oversight Committee (BOC). We appreciate the diligence, effort and time spent by Alessia in her role on the BOC.

Strategic Review. The Board continues to pursue its vision for First Tech, viz.

“Our vision is to have a diverse, online and sustainable Credit Union that is the preferred provider of loans, financial products and services to our members and their families in the ICT sector”

The Board will continue to implement the following strategic objectives as laid out in the Strategic Plan for 2024 to 2026:

- a. Develop financial sustainability by developing a diversified member base leading to increased income from lending and other services, stabilising the cost base, and managing growth in members’ savings.
- b. Deliver operational excellence by aligning the people, systems, processes and partners of the Credit Union to drive an efficient and effective member-centric service offering.
- c. Continue the development and implementation of a digital strategy which will enable us to deliver new, existing and complementary Credit Union services to our members via modern digitally enabled channels.
- d. Develop and implement a business development and marketing strategy to increase income from our products and services.

The Board continually monitors the implementation of the measures necessary to achieve these objectives at its regular Board Meetings.

REPORT OF THE BOARD OF DIRECTORS *(continued)*

Future Outlook. The ongoing conflicts in Ukraine and the Middle East continue to exacerbate the level of uncertainty. More positively, some aspects of the Irish economy continue to perform well with high levels of employment and tax revenue generated. As with other Credit Unions, this environment presents First Tech with many challenging issues to overcome to provide a return to members. Good progress on developing our loan book continues attracting loan applications from both long-standing and new members and this performance was encouraging. Our strategy prioritises substantially increasing membership and the loan book growth in future years and we must therefore continue to allocate our resources to support this critical requirement. The Board thanks members for their loyalty and support but highlights that a member owned organisation such as First Tech, must make decisions that are in the best interests of all members. The Board will continue to closely monitor the strategy implementation to ensure speedy reaction to key developments by implementing appropriate contingency plans.

Dividend. Our auditors, Grant Thornton, have audited the financial accounts of First Tech. Reflecting the steady financial performance this year and the strength of the Credit Union's reserves, I am pleased to say that the Board of Directors wishes to propose for your ratification the payment of a dividend of 1%; given the very competitive interest rates offered for loans, the Board does not consider it appropriate to offer a loan interest rebate this year.

AGM. I am glad to be able to confirm that the AGM will be held on 11th December this year, in line with previous practice. Since the COVID-19 pandemic, FTCU has held it's AGM remotely and whilst this originated as a means of safeguarding members health, it has proved to be popular, efficient and more inclusive for members who are geographically dispersed. As such, the Board has arranged to hold the AGM remotely using the IT Communications system used for our last three AGMs in December 2021, 2022 and 2023.

Finally, First Tech is **your** Credit Union and I would encourage all members to support it by making us your first choice for loans and savings.

On Behalf of the Board

John Hall

Chairperson

▪ FIRST TECH CREDIT UNION REPORT OF THE CEO

Dear Members

2024 has been another good year for FTCU as we continue to build the credit union. A slow start in the first quarter led to a strong rebound in the second half of the year resulting in €15m in new loans being issued with the loan book increasing by €1,940k and a strong surplus of €1,880k for the year.

It is fantastic to see that credit unions are again the most trusted brand in Ireland and are now considered as genuine challengers to the main banks in what is a much-reduced market due to bank exits. There is significant political goodwill for the expansion of CU balance sheets and services and long may that remain the case. The personal touch that we provide, which is now nearly absent in the banks, is a great motivator for people to deal with CUs and this is totally reflected in the feedback that we receive from members. Members of CUs like the comfort of being able to look for assurance when making financial decisions particularly on the type of loan and length of the loan. Our CU will work with you on the suitability of any loan based on your circumstances and ability to repay.

Our social responsibilities and green agenda remain particularly important to our beliefs at FTCU. We support numerous charities with all big donations chosen by our members in our annual social media campaign where members vote for their favourite charity. This has proved immensely popular with members being able to make a positive difference to many other people's lives.

We have become very conscious of our green agenda at our investment committee when looking for suitable counterparties to invest with. We score all counterparties on their green qualifications before a decision is made. We are well ahead of the average in this sector and will remain mindful when investing always striving to get the commercial and green balance right for FTCU.

The situations in the Ukraine and Israel are still a concern and we must remain vigilant on any market effects. The ECB have a good handle on inflation and interest rates are being cut in the eurozone which should lead to a period of stability. We have now lifted the cap on balances that can be held at the FTCU and reverted to the regulatory limit of €100k per member. The historic cap of €70k served us well over the period of negative interest rates and prevented our balance sheet being compromised.

FTCU were actively involved in discussions on the mortgage market for CUs and retain our watching brief to determine if there is an opportune time to offer this product to members. A lot will depend on the ability to hedge interest rate exposures generated from longer dated lending. The Credit Union (Amendment) Act 2023 commenced with phase one in February 2024, There are a number of options for credit unions to collaborate, share resources and generate economies of scale. These changes may give FTCU the ability to compete in the mortgage market.

Our digital offering continues to go from strength to strength and we have migrated our systems to the cloud which will give us greater resilience and security from cyber threats. A significant monthly digital security training programme has also been implemented for all staff.

New members are the lifeblood of FTCU and I would like to welcome the 926 members who joined this year. An ever increasing share of our loans are being issued to members who joined in the last 2 years to compliment the traditional base of Eir members and their families. As always I encourage members to recommend FTCU to family members so that more and more people can benefit from our service and great rates.

FIRST TECH CREDIT UNION REPORT OF THE CEO

(continued)

Key highlights for the year include



Surplus of €1,880k

926 new members

Loans issued €15m

Loan book growth €1,940k

Strong capital ratio of 18.6%

A distribution will be made to members from the strong surplus after a very good year for FTCU as we grew the loan book to €32.5m. This growth is significant and reinforces the performance of recent years. We will continue to develop this trend as we have the key digital enablers in place to deliver further growth.

This performance could not be achieved without the dedication and support from staff, directors and the board oversight committee and I would like to thank one and all for their contribution to FTCU in the past year.

IMPORTANT INFORMATION NOTICES:

Inactive ('Dormant') Accounts:

We wish to advise all members that accounts that have had no transactional activity for a period of at least 36 months will be classified as inactive/dormant. Accounts can be re-activated by providing up to date documentation where required i.e., proof of identification and proof of address. A transaction on the account will also be required.

Please note that funds held on an inactive account remain the property of the member and all member benefits continue to apply.

Member Death Benefit Insurance Programme

The Board of Directors are pleased to announce the continued availability of the Member Death Benefit Insurance Programme to our members. In conjunction with our insurance providers Cuna Mutual Insurance Services (Ireland) we are in a position to offer life cover for each member who joins the programme and pays the full cost of their premium to the credit union. The cost of the premium is **€88.00 per annum** and the programme provides €3,000 of life insurance cover. *

If you are not already a member of the programme, you can join by completing an application form. Application forms and further information on the programme is available online at www.firsttech.ie or in our branch at 55 Dawson Street, Dublin 2. Members opt-in to the programme by providing their written consent and understand that the premium will be deducted from their Share Account on an annual basis thereafter, typically January of each year.

*Terms & Conditions Apply

Nomination

When you join First Tech Credit Union Ltd. you will be asked to nominate a beneficiary on application. This nomination is a legally binding, written instruction that tells the credit union what to do with your money after your death. The person(s) nominated will benefit from your shares when you die up to **a maximum of €27,000**. Any balance over €27,000 will form part of your estate.

It is important to keep your nomination up to date and to amend it should any changes occur e.g., if a nominated person dies or if there is a change in your marital status.

You may revoke or vary your nomination at any time by completing a new Nomination Form. Should you choose not to make a nomination, the proceeds of your account will form part of your estate on death.

For your peace of mind and that of your family, please ensure that you have a completed an up-to-date Nomination Form. Forms are available online at www.firsttech.ie or in our branch at 55 Dawson Street, Dublin 2.

■ REPORT OF THE NOMINATION COMMITTEE 2024

Dear Member,

I am pleased to present the report on behalf of the Nomination Committee.

Auditors

The Nomination Committee recommend that Grant Thornton be elected as First Tech Auditors for the coming financial period. This recommendation was endorsed by the Board at its meeting on 4th November 2023.

Board of Directors and Board Oversight Committee

The Nomination Committee is responsible for identifying suitable candidates for nomination to the Board of Directors and the Board Oversight Committee along with carrying out Fitness and Probity due diligence on all candidates being put forward for election. In line with the Central Bank Reform Act 2010, the necessary fitness and probity procedures were conducted with all successful applicants.

Applications were reviewed to determine the skills and experience to identify suitable candidates to bring forward to nomination stage.

There was a significant response to the letter of invitation with eight candidates nominated to go forward for election to the Board of Directors and two to the Board Oversight Committee. We would like to thank all the respondents for their courtesy and cooperation with the selection process.

Vacancies

There are vacancies for five (5) Director positions on the Board and one (1) position on the Board Oversight Committee. A short profile of each candidate being proposed is outlined below:

Board of Directors Candidates



BETTIROSE NGUGI

Bettirose is a seasoned product management professional with a proven track record of executing strategic product initiatives at leading global organizations like Microsoft and Oracle. In her current role as Product Manager for Microsoft's Commerce Financial Services, she leads critical projects that enhance payment collection efficiency and regulatory compliance, driving significant operational gains projected to save millions annually. With expertise in Product Strategy, Agile methodologies, and Team Leadership, Bettirose excels at aligning technical solutions with customer needs and strategic business objectives—skills that would be invaluable in shaping First Tech Credit Union's member-focused initiatives and growth.

Bettirose also serves as the Career Lead for the Blacks at Microsoft Ireland chapter, where she supports the community by providing resources for career development and actively contributes to Microsoft's mission of diversity and inclusion. Her previous achievements include expanding Microsoft Graph API adoption, and her work at Oracle positioned her as a thought leader in cloud and blockchain solutions across East Africa.

Holding a BSc in Computer Science from Jomo Kenyatta University of Agriculture and Technology and an MSc in Telecommunications and Innovation from

REPORT OF THE NOMINATION COMMITTEE 2024

(continued)

Strathmore University in Kenya, Bettirose combines technical expertise with a global perspective. She is also a dedicated wife and mom to a lively two-year-old son. When she's not keeping up with his boundless energy, Bettirose enjoys reading, traveling, and experimenting with new recipes in the kitchen.



DARREN CORLEY

Having taken a nontraditional path, building my career from the ground up rather than following the usual degree-to-career track, Darren started with volunteer work at Fujitsu Ireland, leading to roles on the IT desk and Project Management. Darren currently holds the role of Vice President of Global Projects at Citi Bank.

Darren would welcome the opportunity to experience the more personalized, community-focused approach of a credit union, and to bring his skills to bear in driving meaningful, local impact.

Outside of work, life is a fast-paced adventure. Married with five kids, Darren spends nearly every spare moment on the road, supporting Irish dancing, soccer, and Gaelic games. Darren likes to unwind with a late-night gym session – an opportunity to recharge and refocus.



DEIRDRE RYAN

Deirdre is an accomplished HR professional with over twenty years' experience in designing and executing comprehensive Reward programs that drive organisational success and enhance employee satisfaction. Deirdre is currently the Head of Reward in eir and is responsible for the design and implementation of all compensation and benefit programs.

Having earned a BA in HRM from the National College of Ireland, Deirdre launched her career in human resources in Oracle. From here she discovered a passion for designing reward programs that not only attract top talent but also enhance employee retention and satisfaction.

Throughout her career she has successfully led reward initiatives that has enabled organisations to align their compensation strategies with business goals across Ireland and EMEA. Deirdre has previously worked in London and UAE supporting large global organisations deliver on their Reward agenda.



GERRY RYAN *For re-election*

Gerry retired in 2017 from his position as an Executive Director and Company Secretary of Bord na Mona plc, where he was responsible for its Land and Property portfolio including the rehabilitation of peatlands. He was also a Trustee of the Bord na Mona Defined Contribution Pension Scheme and of the Bord na Mona Employee Share Ownership Plan (ESOP). He previously held many senior positions in eircom and its predecessor, Telecom Eireann, including Company Secretary and Administrator of the eircom Superannuation Funds. Gerry served as Chairman of the Irish Association of Pension Funds and as a Director of the Pensions Board. He holds B. Comm. degree from NUI (UCD); Masters' degree in Management from Trinity College, Dublin and a certificate and diploma from the Institute of Directors in Ireland. Gerry was elected to the First Tech Board in 2014 and has served the

REPORT OF THE NOMINATION COMMITTEE 2024

(continued)

members since, as Vice Chairman from 2016 to 2018 and was Chair of the Board from July 2019 to end 2021.



HEMANT AJMANI

Hemant is a seasoned financial services and operations leader with over 20 years of experience in global business management, strategic planning and operational excellence. Throughout his career, Hemant has held senior leadership roles at as Lloyds Bank, Microsoft and TikTok, where he has consistently demonstrated his ability to deliver impactful results. With Lloyds Bank's offshore operations, Hemant led the payments team and was responsible for driving process automation to reduce operational losses, and at Microsoft, Hemant led a global team to implement digital transformation initiative. Hemant is currently pursuing ACCA qualifications.

Hemant has been a member of First Tech for 6 years, and is keenly aware of the credit unions commitment to co-operation, inclusion and member support.



JOHN HALL (CHAIRPERSON) *For re-election*

John has held various positions during his 35-year career in eircom which included responsibility for financial management, corporate finance, business development, strategy planning, regulatory compliance and business management. Prior to his retirement John held numerous roles in eircom which included Head of Wholesale Billing and Settlement; National Directory Database (NDD) Manager; Head of Programme Management - Wholesale Regulatory Operations; Head of Programme Management - Business Development; Commercial Manager and later Group Head of Global Carrier Services; Finance Manager International along with Engineering (Data Engineer and Transmission and Broadband Engineer). John is a Chartered Engineer and a Chartered Management Accountant.

John was first elected to the board of First Tech in 2018, again in 2021 and currently holds the role of Chairperson of the Board, and has served on numerous board sub-committees



JOSEPH WALSH

With over two decades of marketing experience in the telecom and tech sectors, Joseph has built a notable career with brands like eir, Vodafone, British Telecom, Tesco Mobile, and GoTo Technologies. His expertise is bolstered by serving on the boards of GoTo Technologies Ireland and Technological University Dublin.

A 15-year member of First Tech Credit Union, Joseph is eager to join the board of directors. He brings energy, enthusiasm, and keen attention to detail, due diligence, and ethics. Focused on enhancing customer experience, he aims to improve service for First Tech Credit Union members.

Joseph holds an M.Sc in Marketing and a B.Sc. in Management from Technological University Dublin, showcasing his skills in marketing innovation and strategy. He has also recently completed Executive Education in Behavioural Economics at Harvard Business School. As a board member, Joseph would welcome the opportunity to elevate the member experience and keep First Tech Credit Union at the forefront of delivering exceptional value.

REPORT OF THE NOMINATION COMMITTEE 2024

(continued)



PAUL GILL

With nearly a decade of experience at PayPal, Paul brings a strong financial technology background specialising in workforce management, process improvement, and program leadership. Currently serving as a Business Program Manager within the Service Experience, Business Operations team, Paul leads initiatives that drive cost savings and operational efficiencies while enhancing team and customer experiences. Previously, as part of the Servicing Strategy and Transformation Office, Paul led strategic projects to redefine consumer and merchant service experiences, collaborating with key departments—including Risk, Finance, Product, and operations—to deliver impactful, cohesive solutions.

Paul is also an active volunteer in PayPal's University Leadership Program, where he mentors young interns by sharing experiences and insights to support their early careers. His commitment to continuous learning recently led me to complete a Master's in Project Management with first-class honours from TU Dublin.

Paul would welcome the opportunity to work with First Tech to empower members in reaching their financial goals, fostering financial well-being, and supporting community growth.

Outside of work, Paul enjoys spending time with family and is an avid sports enthusiast, embracing teamwork and resilience in every aspect of life.

Board Oversight Committee Candidates



LINDA O'DWYER

Linda has been an IT Project Manager for over 25 years both as an employee and as a contractor in multiple industries, from corporate, public sector to SME's in highly regulated environments in finance, insurance, lottery, pharmaceutical, telco, airline & travel, public sector, manufacturing & retail. Managing projects from request for proposal (RFP) through the full software development lifecycle to the product or service.

Linda has been working in business transformation and compliance areas ensuring that business strategic plans are implemented within the required regulations.

Linda has a keen interest in how our world is evolving through the adoption of technology and the changes in the way we live. Linda holds a number of undergraduate and post graduate degrees as well as certificates, Professional Certificate in International Financial Service, Post Graduate Certificate in Management & Enterprise Development, Applied Economics Certificate in Sustainable Economics, Agile Project Manager, BA in Photography, Film and Television, MSc Multimedia Systems & MSc Environmental Science.

In the past Linda has been a director and treasurer of the Irish Surfing Association and a board member of Coastwatch Europe and continues as volunteer member in this environmental NGO that works to safeguard and enhance the coastal zone for humans, marine & wildlife.

Linda spends much of her free time on the beach or in the water enjoying Irelands coast.

REPORT OF THE NOMINATION COMMITTEE 2024

(continued)



STEPHEN KELLY

Stephen Kelly is an accomplished process improvement specialist with over 20 years of experience in driving operational excellence, risk management, and strategic transformation, holding a Lean Sigma Six Black Belt qualification. Currently serving at Vodafone, Stephen has led high-value projects that have delivered multimillion-euro cost savings, improved governance, and enhanced customer experiences. Recognized with Outstanding High achievements Awards, Stephen is skilled in data-driven solutions, cross-functional collaboration, and implementing effective controls.

Dedicated to continuous improvement and customercentric solutions, Stephen looks forward to contributing to First Tech Credit Union's mission and strategic growth

Our committee would like to thank CUDA for their training support and hosting of number of excellent courses for the Board, Board Oversight and staff throughout the year.

To conclude I would like to thank committee members Breda Crowe, Mark Kenny and Alan Brown and the management of First Tech for their ongoing support and dedication.

Barry Kilcline

Chairperson

Nomination Committee

Barry Kilcline, Breda Crowe, Mark Kenny, Alan Brown

■ DIRECTORS' REPORT

For the financial year ended 30 September 2024

The directors present their annual report and the audited financial statements for the financial year ended 30 September 2024.

Principal activities

The principal activity of the business continues to be the operation of a credit union.

Authorisation

The credit union is authorised as follows:

- Insurance, reinsurance or ancillary insurance intermediary under the European Union (Insurance Distribution) Regulations, 2018.
- Entitled under the European Union (Payment Services) Regulations 2018 to provide payment services.

Business review

The directors acknowledge the results for the year and the year-end financial position of the credit union. The directors expect to develop and expand the credit union's current activities and they are confident of its ability to continue to operate successfully in the future.

Dividends

The directors are proposing a dividend in respect of the financial year ended 30 September 2024 of €1,728,206 (1.00%) (2023: €704,959 (0.40%)).

Principal risks and uncertainties

The principal risks and uncertainties faced by the credit union are:

Credit risk

Credit risk is the risk that a borrower will default on their contractual obligations relating to repayments to the credit union, resulting in financial loss.

Lack of loan demand

Lending is the principal activity of the credit union and the credit union is reliant on lending for generating income to cover costs and generate a surplus.

Market risk

Market risk is the risk that the value of an investment will decrease. This risk can arise from fluctuations in values of, or income from, assets or changes in interest rates.

Liquidity risk

Liquidity risk is the risk that the credit union will not have sufficient cash resources to meet day to day running costs and repay members' savings when demanded.

Operational risk

Operational risk is the risk of loss resulting from inadequate or failed processes or systems of the credit union, any failure by persons connected with the credit union or from external events.

Global macro-economic risk

There is an economic and operational risk relating to disruption to global supply chains and a general uncertainty in the markets as a result of the changing geopolitical landscape.

DIRECTORS' REPORT *(continued)*

For the financial year ended 30 September 2024

These risks and uncertainties are managed by the board of directors as follows:

Credit risk

In order to manage this risk, the board of directors regularly reviews and approves the credit union's credit policy. All loan applications are assessed with reference to the credit policy in force at the time. Subsequently loans are regularly reviewed for any factors that may indicate that the likelihood of repayment has changed.

Lack of loan demand

The credit union provide lending products to its members and promote these products through various marketing initiatives.

Market risk

The board of directors regularly reviews and approves the credit union's investment policy and funds are invested in compliance with this policy and regulatory guidance.

Liquidity risk

The credit union's policy is to maintain sufficient funds in liquid form at all times to ensure that it can meet its liabilities as they fall due.

Operational risk

The operational risk of the credit union is managed through the employment of suitably qualified staff to ensure appropriate processes, procedures and systems are implemented and are further supported with a robust reporting structure.

Global macro-economic risk

The board of directors and management closely monitor the disruption to global supply chains and markets and continue to take appropriate actions to mitigate any possible adverse effects on the credit union.

Accounting records

The directors believe that they comply with the requirements of Section 108 of the Credit Union Act, 1997 (as amended) with regard to books of account by employing accounting personnel with appropriate expertise and by providing adequate resources to the finance function. The books of account of the credit union are maintained at the credit union's premises at 55 Dawson Street, Dublin 2.

Events after the end of the financial year

There have been no significant events affecting the credit union since the year end.

Auditors

In accordance with Section 115 of the Credit Union Act, 1997 (as amended), the auditors Grant Thornton offer themselves for re-election.

This report was approved by the board and signed on its behalf by:

John Hall

Chairperson of the board of directors

Noel Donnelly

Member of the board of directors

Date: 21 November 2024

■ DIRECTORS' RESPONSIBILITY STATEMENT

For the financial year ended 30 September 2024

The directors are responsible for preparing the financial statements in accordance with applicable Irish law and regulations. The directors have elected to prepare the financial statements in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102). The directors are also responsible for preparing the other information included in the annual report. The Credit Union Act, 1997 (as amended) requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the credit union and of the income and expenditure of the credit union for that period.

In preparing those financial statements the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and reason for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the credit union will continue in business.

The directors are responsible for ensuring that the credit union keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the credit union, enable at any time the assets, liabilities, financial position and income and expenditure of the credit union to be determined with reasonable accuracy, enable them to ensure that the financial statements comply with the Credit Union Act, 1997 (as amended) and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the credit union and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The directors are responsible for the maintenance and integrity of corporate and financial information included on the credit union's website.

On behalf of the board:

John Hall

Chairperson of the board of directors

Noel Donnelly

Member of the board of directors

Date: 21 November 2024

■ BOARD OVERSIGHT COMMITTEE'S RESPONSIBILITIES STATEMENT

For the financial year ended 30 September 2024

The Credit Union Act, 1997 (as amended) requires the appointment of a board oversight committee to assess whether the board of directors has operated in accordance with part iv, part iv(a) and any regulations made for the purposes of part iv or part iv(a) of the Credit Union Act, 1997 (as amended) and any other matter prescribed by the Central Bank of Ireland in respect of which they are to have regard to in relation to the board of directors.

On behalf of the board oversight committee:

Catriona O'Brien

Chairperson of the board oversight committee

Date: 21 November 2024

■ INDEPENDENT AUDITOR'S REPORT TO MEMBERS OF FIRST TECH CREDIT UNION

Opinion

We have audited the financial statements of First Tech Credit Union Limited for the financial year ended 30 September 2024, which comprise:

- the Income and expenditure account;
- the Statement of other comprehensive income;
- the Balance sheet;
- the Statement of changes in reserves;
- the Statement of cash flows; and
- the related notes 1 to 26, including a summary of significant accounting policies as set out in note 2.

The financial reporting framework that has been applied in the preparation of the financial statements is Irish law including the Credit Union Act, 1997 (as amended) and accounting standards issued by the Financial Reporting Council including FRS 102 (as amended) "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (Generally Accepted Accounting Practice in Ireland).

In our opinion, First Tech Credit Union Limited's financial statements:

- give a true and fair view in accordance with Generally Accepted Accounting Practice in Ireland of the state of the credit union's affairs as at 30 September 2024 and of its income and expenditure and cash flows for the year then ended; and
- have been properly prepared so as to conform with the requirements of the Credit Union Act, 1997 (as amended).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) ('ISAs (Ireland)') and applicable law. Our responsibilities under those standards are further described in the 'Responsibilities of the auditor for the audit of the financial statements' section of our report. We are independent of the credit union in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the ethical pronouncements established by Chartered Accountants Ireland, applied as determined to be appropriate in the circumstances for the entity. We have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the director's use of going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the credit union's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITOR'S REPORT TO MEMBERS OF FIRST TECH CREDIT UNION *(continued)*

Other information

Other information comprises information included in the annual report, other than the financial statements and our auditor's report thereon. The directors are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed on the other information, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by the Credit Union Act, 1997 (as amended)

Based solely on the work undertaken in the course of the audit, we report that:

- we have obtained all the information and explanations which, to the best of our knowledge and belief, were necessary for the purposes of our audit;
- in our opinion proper accounting records have been kept by the credit union;
- the financial statements are in agreement with the accounting records of the credit union;
- the financial statements contain all primary statements, notes and significant accounting policies required to be included in accordance with section 111(1)(c) of the Act.

Responsibilities of directors for the financial statements

As explained more fully in the Directors' responsibilities statement, the directors are responsible for the preparation of the financial statements which give a true and fair view in accordance with Generally Accepted Accounting Practice in Ireland, including FRS 102 (as amended), and for such internal control as they determine necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the credit union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intends to liquidate the credit union or to cease operations, or has no realistic alternative but to do so.

Responsibilities of the auditor for the audit of the financial statements

The auditor's 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 their opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

INDEPENDENT AUDITOR'S REPORT TO MEMBERS OF FIRST TECH CREDIT UNION *(continued)*

Responsibilities of the auditor for the audit of the financial statements (continued)

As part of an audit in accordance with ISAs (Ireland), the auditor will exercise professional judgement and maintain professional scepticism throughout the audit. The auditor will also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for their opinion. 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.
- 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 credit union's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the credit union's ability to continue as a going concern. If they conclude that a material uncertainty exists, they are required to draw attention in the auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify their opinion. Their conclusions are based on the audit evidence obtained up to the date of the auditor's report. However, future events or conditions may cause the credit union to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves a true and fair view.

The auditor communicates with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that may be identified during the audit.

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the credit union's members, as a body, in accordance with section 120 of the Credit Union Act, 1997 (as amended). Our audit work has been undertaken so that we might state to the credit union's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the credit union and the credit union's members as a body, for our audit work, for this report, or for the opinions we have formed.

C Rogers

Christopher Rogers FCA
for and on behalf of

Grant Thornton

Chartered Accountants
& Statutory Audit Firm Limerick

Date: 21 November 2024

INCOME & EXPENDITURE ACCOUNT

For the financial year ended 30 September 2024

		2024	2023
Income	Schedule	€	€
Interest on members' loans		2,058,234	1,940,335
Interest payable and similar charges (note 20)		(16,326)	(848)
Other interest income and similar income	1	3,277,318	2,531,486
Net interest income		5,319,226	4,470,973
Other income	2	23,443	24,465
Total income		5,342,669	4,495,438
Expenditure			
Employment costs		1,431,867	1,247,267
Other management expenses	3	1,864,944	1,809,128
Depreciation		103,283	82,567
Net impairment losses/(gains) on loans to members (note 5)		62,818	78,678
Total expenditure		3,462,912	3,217,640
Surplus for the financial year		1,879,757	1,277,798

The financial statements were approved and authorised for issue by the board and signed on behalf of the credit union by:

John Hall

Member of the board of directors

Brendan Gynnott

CEO

Date: 21 November 2024

■ STATEMENT OF OTHER COMPREHENSIVE INCOME

For the financial year ended 30 September 2024

	2024	2023
	€	€
Surplus for the financial year	1,879,757	1,277,798
Other comprehensive income	-	-
Total comprehensive income for the year	<u>1,879,757</u>	<u>1,277,798</u>

The financial statements were approved and authorised for issue by the board and signed on behalf of the credit union by:

John Hall
Member of the board of directors

Brendan Gynnett
CEO

Date: 21 November 2024

The notes on pages 32 to 44 form part of these financial statements.

■ BALANCE SHEET

As at 30 September 2024

		2024	2023
Assets	Notes	€	€
Cash and balances at bank	6	563,926	612,168
Deposits and investments – cash and cash equivalents	7	30,021,403	29,190,235
Deposits and investments – other	7	158,379,032	165,777,280
Loans to members	8	32,520,214	30,579,637
Provision for bad debts	9	(1,827,344)	(1,803,594)
Tangible fixed assets	10	1,531,247	1,473,471
Debtors, prepayments and accrued income	11	648,150	733,939
Total assets		<u>221,836,628</u>	<u>226,563,136</u>
Liabilities			
Members' shares	12	167,485,715	175,859,446
Members' deposits	12	11,239,017	8,543,841
Members' money management accounts	12	1,318,417	1,374,347
Other liabilities, creditors, accruals and charges	13	427,727	615,978
Other provisions	14	23,019	21,516
Total liabilities		<u>180,493,895</u>	<u>186,415,128</u>
Reserves			
Regulatory reserve	16	25,593,789	25,593,789
Operational risk reserve	16	2,300,000	2,300,000
Other reserves			
- Realised reserves	16	12,066,381	11,497,029
- Unrealised reserves	16	1,382,563	757,190
Total reserves		<u>41,342,733</u>	<u>40,148,008</u>
Total liabilities and reserves		<u>221,836,628</u>	<u>226,563,136</u>

The financial statements were approved and authorised for issue by the board and signed on behalf of the credit union by:

John Hall
Member of the board of directors

Brendan Gynnott
CEO

Date: 21 November 2024

The notes on pages 32 to 44 form part of these financial statements.

■ STATEMENT OF CHANGES IN RESERVES

For the financial year ended 30 September 2024

	Regulatory reserve	Operational risk reserve	Realised reserves	Unrealised reserves	Total
	€	€	€	€	€
As at 1 October 2022	25,293,789	2,300,000	11,429,354	273,835	39,296,978
Surplus for the financial year	-	-	783,891	493,907	1,277,798
Transfers between reserves	300,000	-	(289,448)	(10,552)	-
Dividend paid	-	-	(426,768)	-	(426,768)
As at 1 October 2023	25,593,789	2,300,000	11,497,029	757,190	40,148,008
Surplus for the financial year	-	-	1,254,384	625,373	1,879,757
Transfers between reserves	-	-	-	-	-
Dividend paid	-	-	(685,032)	-	(685,032)
As at 30 September 2024	25,593,789	2,300,000	12,066,381	1,382,563	41,342,733

- The regulatory reserve of the credit union as a percentage of total assets as at 30 September 2024 was 11.54% (2023: 11.30%).
- The operational risk reserve of the credit union as a percentage of total assets as at 30 September 2024 was 1.04% (2023: 1.02%).

The notes on pages 32 to 44 form part of these financial statements.

■ STATEMENT OF CASH FLOWS

For the financial year ended 30 September 2024

		2024	2023
	Notes	€	€
Opening cash and cash equivalents		29,802,403	29,389,779
Cash flows from operating activities			
Loans repaid by members	8	12,883,549	11,743,664
Loans granted to members	8	(14,972,936)	(14,492,396)
Interest on members' loans		2,058,234	1,940,335
Other interest income and similar income		3,277,318	2,531,486
Bad debts recovered and recoveries		109,742	175,020
Other income		23,443	24,465
Interest payable and similar charges		(16,326)	(848)
Operating expenses		(3,296,811)	(3,056,395)
Movement in other assets and liabilities		(100,959)	162,308
Dividend payment		<u>(685,032)</u>	<u>(426,768)</u>
Net cash flows from operating activities		<u>(719,778)</u>	<u>(1,399,129)</u>
Cash flows from investing activities			
Fixed asset (purchases)/disposals		(161,059)	(47,071)
Net cash flow from other investing activities		<u>7,398,248</u>	<u>685,833</u>
Net cash flows from investing activities		<u>7,237,189</u>	<u>638,762</u>
Cash flows from financing activities			
Members' shares received	12a	39,002,549	38,040,372
Members' deposits received	12b	5,161,159	1,948,602
Members' shares withdrawn	12a	(47,376,280)	(36,657,439)
Members' deposits withdrawn	12b	(2,465,983)	(2,193,143)
Net cash flow from members' money management accounts	12c	<u>(55,930)</u>	<u>34,599</u>
Net cash flows from financing activities		<u>(5,734,485)</u>	<u>1,172,991</u>
Net increase/(decrease) in cash and cash equivalents		<u>782,926</u>	<u>412,624</u>
Closing cash and cash equivalents	6	<u>30,585,329</u>	<u>29,802,403</u>

The notes on pages 32 to 44 form part of these financial statements.

■ NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 30 September 2024

1. Legal and regulatory framework

First Tech Credit Union Limited is registered with the Registry of Credit Unions and is regulated by the Central Bank of Ireland. The registered office of the credit union is 55 Dawson Street, Dublin 2.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with applicable Irish accounting standards, including Financial Reporting Standard 102, the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland and Irish statute comprising of the Credit Union Act, 1997 (as amended). The financial statements have been prepared on the historical cost basis.

The financial statements are presented in Euro (€) which is also the functional currency of the credit union.

The following principal accounting policies have been applied:

2.2 Statement of compliance

The financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102).

2.3 Going concern

After reviewing the credit union's projections, the directors have a reasonable expectation that the credit union has adequate resources to continue in operational existence for the foreseeable future. The credit union therefore continues to adopt the going concern basis in preparing its financial statements.

2.4 Income

Interest on members' loans

Interest on members' loans is recognised on an accruals basis using the effective interest method.

Deposit and investment income

Deposit and investment income is recognised on an accruals basis using the effective interest method.

Other income

Other income is recognised on an accruals basis.

2.5 Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and deposits and investments with a maturity of less than or equal to three months.

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

For the financial year ended 30 September 2024

2. Accounting policies *(continued)*

2.6 Deposits and investments

Held at amortised cost

Investments designated on initial recognition as held at amortised cost are measured at amortised cost using the effective interest method less impairment. This means that the investment is measured at the amount paid for the investment, minus any repayments of the principal; plus or minus the cumulative amortisation using the effective interest method of any difference between the amount at initial recognition and the maturity amount, minus, in the case of a financial asset, any reduction for impairment or uncollectability.

Central Bank deposits

Credit unions are obliged to maintain certain minimum deposits with the Central Bank but may also hold an excess over the regulatory minimum. The regulatory minimum deposits are technically assets of the credit union but to which the credit union has restricted access. The regulatory minimum portion will not ordinarily be returned to the credit union while it is a going concern and is separately identified in note 7, Deposits and investments - other. Funds held with the Central Bank in excess of the regulatory minimum requirements are fully available to the credit union and are therefore treated as cash equivalents and are separately identified in note 7, Deposits and investments – cash equivalents. The amounts held on deposit with the Central Bank are not subject to impairment reviews.

2.7 Financial assets – loans to members

Loans are financial assets with fixed or determinable payments. Loans are recognised when cash is advanced to members and measured at amortised cost using the effective interest method.

Loans are derecognised when the right to receive cash flows from the asset has expired, usually when all amounts outstanding have been repaid by the member.

2.8 Provision for bad debts

The credit union assesses if there is objective evidence that any of its loans are impaired with due consideration of economic factors. The loans are assessed collectively in groups that share similar credit risk characteristics. Individually significant loans are assessed on a loan by loan basis. In addition, if there is objective evidence that any individual loan is impaired, a specific loss will be recognised. Bad debt provisioning is monitored by the credit union, and the credit union assesses and approves its provisions and the adequacy of same on a regular basis.

Any bad debts/impairment losses are recognised in the income and expenditure account.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been, had the impairment not previously been recognised. The impairment reversal is recognised in the income and expenditure account.

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

For the financial year ended 30 September 2024

2. Accounting policies *(continued)*

2.9 Tangible fixed assets

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

The credit union adds to the carrying amount of an item of fixed assets the cost of replacing part of such an item when that cost is incurred, if the replacement part is expected to provide incremental future benefits to the credit union. The carrying amount of the replaced part is derecognised. Repairs and maintenance are charged to the income and expenditure account during the period in which they are incurred.

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Premises	2% straight line per annum
Office equipment	25% straight line per annum
Computer equipment	25% straight line per annum

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date. Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the income and expenditure account.

2.10 Impairment of assets

At each reporting date assets are reviewed to determine whether there is any indication that those assets have suffered an impairment loss. If there is an indication of possible impairment, the recoverable amount of any affected asset is estimated and compared with its carrying amount. If the estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in the income and expenditure account. If an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but not in excess of the amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised immediately in the income and expenditure account.

2.11 Other receivables

Other receivables such as prepayments are initially measured at transaction price including transaction costs and are subsequently measured at amortised cost using the effective interest method.

2.12 Financial liabilities – members' savings

Members' savings are redeemable and therefore are classified as financial liabilities. They are initially recognised at the amount of cash deposited and subsequently measured at amortised cost.

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

For the financial year ended 30 September 2024

2. Accounting policies *(continued)*

2.13 Members' deposits

Interest on members' deposits is recognised on an accruals basis using the effective interest method.

2.14 Other payables

Short term other liabilities, creditors, accruals and charges are measured at the transaction price.

2.15 Pension

The credit union operates a defined contribution pension scheme. The assets of these schemes are held separately from those of the credit union in independently administered funds. Employer contributions to the scheme are charged to the income and expenditure account in the period to which they relate. The amount payable at the year end in respect of same was €2,773 (2023: €8,317).

2.16 Holiday pay

A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the balance sheet date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement so accrued at the balance sheet date.

2.17 Derecognition of financial liabilities

Financial liabilities are derecognised when the obligations of the credit union specified in the contract are discharged, cancelled or expired.

2.18 Regulatory reserve

The Credit Union Act 1997 (Regulatory Requirements) Regulations 2016 requires credit unions to establish and maintain a minimum regulatory reserve requirement of at least 10 per cent of the assets of the credit union. In instances where the credit union has been approved for long term lending, a minimum regulatory reserve of 12.5 per cent is required. This reserve is to be perpetual in nature, freely available to absorb losses, realised financial reserves that are unrestricted and non-distributable.

2.19 Operational risk reserve

Section 45(5)(a) of the Credit Union Act, 1997 (as amended) requires each credit union to maintain an additional reserve that it has assessed is required for operational risk having regard to the nature, scale and complexity of the credit union. Credit unions are required to maintain a minimum operational risk reserve having due regard for the sophistication of the business model.

The directors have considered the requirements of the Act and have calculated the operational risk reserve requirement by reference to the predicted impact of operational risk events that may have a material impact on the credit union's business.

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

For the financial year ended 30 September 2024

2. Accounting policies *(continued)*

2.20 Other reserves

Other reserves are the accumulated surpluses to date that have not been declared as dividends returnable to members. The other reserves are subdivided into realised and unrealised. In accordance with the Central Bank Guidance Note for Credit Unions on Matters Relating to Accounting for Investments and Distribution Policy, investment income that has been recognised but will not be received within 12 months of the balance sheet date is classified as unrealised and is not distributable. A reclassification between unrealised and realised is made as investments come to within 12 months of maturity date. The directors have deemed it appropriate that interest on loans receivable at the balance sheet date is also classified as unrealised and is not distributable. All other income is classified as realised.

2.21 Distribution policy

Dividends are made from the current year's surplus or reserves set aside for that purpose. The board's proposed dividend to members each year is based on the distribution policy of the credit union.

The rate of dividends and loan interest rebates recommended by the board will reflect:

- the risk profile of the credit union, particularly in its loan and investments portfolios;
- the board's desire to maintain a stable rather than a volatile rate of dividend each year; and
- members' legitimate dividend and loan interest rebate expectations;

all dominated by prudence and the need to sustain the long-term welfare of the credit union.

For this reason the board will seek to build up its reserves to absorb unexpected shocks and still remain above minimum regulatory requirements.

The credit union accounts for dividends and loan interest rebates when members ratify such payments at the Annual General Meeting.

2.22 Taxation

The credit union is not subject to income tax or corporation tax on its activities.

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

For the financial year ended 30 September 2024

3. Judgements in applying accounting policies and key source of estimation uncertainty

Preparation of the financial statements requires the directors to make significant judgements and estimates. The items in the financial statements where these judgements and estimates have been made include:

Determination of depreciation, useful economic life and residual value of tangible assets

The annual depreciation charge depends primarily on the estimated lives of each type of asset and, in certain circumstances, estimates of residual values. The directors regularly review these useful lives and change them if necessary to reflect current conditions. In determining these useful lives management consider technological change, patterns of consumption, physical condition and expected economic utilisation of the assets. Changes in the useful lives can have a significant impact on the depreciation charge for the financial year. The net book value of tangible fixed assets subject to depreciation at the year end was €1,531,247 (2023: €1,473,471).

Provision for bad debts

The credit union's accounting policy for impairment of loans is set out in note 2.8. The estimation of loan losses is inherently uncertain and depends upon many factors, including loan loss trends, credit risk characteristics in loan classes, local and international economic climates, conditions in various sectors of the economy to which the credit union is exposed, and, other external factors such as legal and regulatory requirements. The provision for bad debts in the financial statements at the year end was €1,827,344 (2023: €1,803,594) representing 5.62% (2023: 5.90%) of the total gross loan book.

Operational risk reserve

The directors have considered the requirements of the Credit Union Act, 1997 (as amended) and have considered an approach to the calculation of the operational risk reserve. The operational risk reserve of the credit union at the year end was €2,300,000 (2023: €2,300,000).

Adoption of going concern basis for financial statements preparation

The credit union continue to closely monitor developments within the global macro-economic environment. The directors have prepared projections and cash flows for a period of at least twelve months from the date of the approval of the financial statements which demonstrate that there is no material uncertainty regarding the credit union's ability to meet its liabilities as they fall due, and to continue as a going concern. On this basis the directors consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the credit union was unable to continue as a going concern.

4. Key management personnel compensation

The directors of the credit union are all unpaid volunteers. The key management personnel compensation is as follows.

	2024	2023
	€	€
Short term employee benefits paid to key management	695,640	643,858
Payments to pension schemes	81,920	78,827
Total key management personnel compensation	777,560	722,685

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

For the financial year ended 30 September 2024

5. Net impairment losses on loans to members

	2024	2023
	€	€
Bad debts recovered	(82,887)	(150,435)
Impairment of loan interest reclassified as bad debt recoveries	(26,855)	(24,585)
Movement in bad debts provision during the year	23,750	-
Loans written off during the year	<u>148,810</u>	<u>253,698</u>
Net impairment losses on loans to members	<u>62,818</u>	<u>78,678</u>

6. Cash and cash equivalents

	2024	2023
	€	€
Cash and balances at bank	563,926	612,168
Deposits and investments – cash equivalents (note 7)	<u>30,021,403</u>	<u>29,190,235</u>
Total cash and cash equivalents	<u>30,585,329</u>	<u>29,802,403</u>

7. Deposits and investments

	2024	2023
	€	€
Deposits and investments – cash equivalents		
Accounts in authorised credit institutions (Irish and non-Irish based)	11,329,549	23,159,671
Irish and EEA state securities	18,684,962	5,974,884
Central Bank deposits	<u>6,892</u>	<u>55,680</u>
Total deposits and investments – cash equivalents	<u>30,021,403</u>	<u>29,190,235</u>
Deposits and investments – other		
Accounts in authorised credit institutions (Irish and non-Irish based)	76,351,564	86,933,907
Irish and EEA state securities	6,439,940	-
Bank bonds	73,867,639	77,072,272
Central Bank deposits	<u>1,719,889</u>	<u>1,771,101</u>
Total deposits and investments – other	<u>158,379,032</u>	<u>165,777,280</u>
Total deposits and investments	<u>188,400,435</u>	<u>194,967,515</u>

The rating category of counterparties with whom the investments were held at 30 September 2024 and 30 September 2023 is as follows:

	2024	2023
	€	€
Aaa	11,216,384	3,495,108
Aa2	12,026,150	4,993,248
Aa3	44,481,921	38,016,242
A1	95,440,786	109,859,194
A2	23,508,413	33,231,942
A3	-	3,545,000
Central bank	<u>1,726,781</u>	<u>1,826,781</u>
Total	<u>188,400,435</u>	<u>194,967,515</u>

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

For the financial year ended 30 September 2024

8. Financial assets – loans to members

	2024	2023
	€	€
As at 1 October	30,579,637	28,084,603
Loans granted during the year	14,972,936	14,492,396
Loans repaid during the year	(12,883,549)	(11,743,664)
Gross loans and advances	32,669,024	30,833,335
Bad debts		
Loans written off during the year	(148,810)	(253,698)
As at 30 September	32,520,214	30,579,637

9. Provision for bad debts

	2024	2023
	€	€
As at 1 October	1,803,594	1,803,594
Movement in bad debts provision during the year	23,750	-
As at 30 September	1,827,344	1,803,594

The provision for bad debts is analysed as follows:

	2024	2023
	€	€
Grouped assessed loans	1,827,344	1,803,594
Provision for bad debts	1,827,344	1,803,594

10. Tangible fixed assets

	Premises	Office equipment	Computer equipment	Total
	€	€	€	€
Cost				
As at 1 October 2023	3,093,370	272,997	682,558	4,048,925
Additions	-	-	161,059	161,059
Disposals	-	-	(490,650)	(490,650)
As at 30 September 2024	3,093,370	272,997	352,967	3,719,334
Depreciation				
As at 1 October 2023	1,678,380	269,662	627,412	2,575,454
Charge for year	61,872	1,625	39,786	103,283
Disposals	-	-	(490,650)	(490,650)
As at 30 September 2024	1,740,252	271,287	176,548	2,188,087
Net book value				
As at 30 September 2024	1,353,118	1,710	176,419	1,531,247
As at 30 September 2023	1,414,990	3,335	55,146	1,473,471

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

For the financial year ended 30 September 2024

11. Debtors, prepayments and accrued income

	2024	2023
	€	€
Prepayments	151,248	178,587
Other debtors	431,461	496,223
Loan interest receivable	65,441	59,129
As at 30 September	648,150	733,939

12. Members' savings

Members' savings are analysed as follows:

	2024	2023
	€	€
Members' shares	167,485,715	175,859,446
Members' deposits	11,239,017	8,543,841
Members' money management accounts	1,318,417	1,374,347
Total members' savings	180,043,149	185,777,634

12a. Members' shares

	2024	2023
	€	€
As at 1 October	175,859,446	174,476,513
Received during the year	39,002,549	38,040,372
Withdrawn during the year	(47,376,280)	(36,657,439)
As at 30 September	167,485,715	175,859,446

12b. Members' deposits

	2024	2023
	€	€
As at 1 October	8,543,841	8,788,382
Received during the year	5,161,159	1,948,602
Withdrawn during the year	(2,465,983)	(2,193,143)
As at 30 September	11,239,017	8,543,841

12c. Members' money management accounts

	2024	2023
	€	€
As at 1 October	1,374,347	1,339,748
Net movement during the year	(55,930)	34,599
As at 30 September	1,318,417	1,374,347

13. Other liabilities, creditors, accruals and charges

	2024	2023
	€	€
Accruals	379,244	547,667
PAYE/PRSI	36,193	39,252
Creditors	12,290	29,059
As at 30 September	427,727	615,978

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

For the financial year ended 30 September 2024

14. Other provisions

	2024	2023
Holiday pay accrual	€	€
At 1 October	21,516	18,077
Charged to the income and expenditure account	1,503	3,439
As at 30 September	23,019	21,516

15. Financial instruments

Financial assets	2024	2023
	€	€
Financial assets measured at amortised cost	<u>220,088,692</u>	<u>224,851,949</u>
Financial liabilities	2024	2023
	€	€
Financial liabilities measured at amortised cost	<u>180,493,895</u>	<u>186,415,128</u>

Financial assets measured at amortised cost comprise of cash and balances at bank, deposits and investments, loans and other debtors.

Financial liabilities measured at amortised cost comprise of members' savings, other liabilities, creditors, accruals and charges and other provisions

16. Reserves

	Balance 01/10/23	Payment of dividend	Appropriation of current year surplus	Balance 30/09/24
	€	€	€	€
Regulatory reserve	<u>25,593,789</u>	-	-	<u>25,593,789</u>
Operational risk reserve	<u>2,300,000</u>	-	-	<u>2,300,000</u>

Other reserves				
Realised				
General reserve	8,273,022	-	1,254,384	9,527,406
Dividend reserve	<u>3,224,007</u>	<u>(685,032)</u>	-	<u>2,538,975</u>
Total realised reserves	<u>11,497,029</u>	<u>(685,032)</u>	<u>1,254,384</u>	<u>12,066,381</u>

Unrealised				
Interest on loans reserve	59,129	-	6,312	65,441
Investment income reserve	<u>698,061</u>	-	<u>619,061</u>	<u>1,317,122</u>
Total unrealised reserves	<u>757,190</u>	-	<u>625,373</u>	<u>1,382,563</u>
Total reserves	<u>40,148,008</u>	<u>(685,032)</u>	<u>1,879,757</u>	<u>41,342,733</u>

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

For the financial year ended 30 September 2024

17. Credit risk disclosures

In line with regulatory requirements, the credit union:

- restricts the concentration of lending by the credit union within certain sectors or to connected persons or groups (concentration limits);
- restricts the absolute amount of lending to certain sectors to a set percentage of the regulatory reserve (large exposure limit);
- restricts the loan duration of certain loans to specified limits (maturity limits); and
- requires specified lending practices to be in place where loans are made to certain sectors such as house loans, business loans, community loans or loans to another credit union.

The carrying amount of the loans to members represents the credit union's maximum exposure to credit risk. The following provides information on the credit quality of loan repayments. Where loans are not impaired it is expected that the amounts repayable will be received in full.

	2024	2024	2023	2023
	€	%	€	%
Loans not impaired				
Total loans not impaired, not past due	29,738,606	91.45%	27,633,873	90.37%
Impaired loans:				
Not past due	64,184	0.20%	61,148	0.20%
Up to 9 weeks past due	2,142,467	6.59%	2,297,778	7.51%
Between 10 and 18 weeks past due	105,577	0.32%	153,562	0.50%
Between 19 and 26 weeks past due	20,173	0.06%	45,427	0.15%
Between 27 and 39 weeks past due	156,922	0.48%	47,729	0.16%
Between 40 and 52 weeks past due	39,530	0.12%	189,973	0.62%
53 or more weeks past due	252,755	0.78%	150,147	0.49%
Total impaired loans	<u>2,781,608</u>	<u>8.55%</u>	<u>2,945,764</u>	<u>9.63%</u>
Total loans	<u>32,520,214</u>	<u>100.00%</u>	<u>30,579,637</u>	<u>100.00%</u>

18. Related party transactions

18a. Loans

	2024	2024	2023	2023
	No. of loans	€	No. of loans	€
Loans advanced to related parties during the year	1	14,800	4	71,000
Total loans outstanding to related parties at the year end	4	76,789	8	73,050
Total provision for loans outstanding to related parties		3,105		3,096

The related party loans stated above comprise of loans outstanding to directors and the management team (to include their family members or any business in which the directors or management team had a significant shareholding). Total loans outstanding to related parties represents 0.24% of the total loans outstanding at 30 September 2024 (2023: 0.24%).

18b. Savings

The total amount of savings held by related parties at the year end was €473,808 (2023: €496,825).

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

For the financial year ended 30 September 2024

19. Additional financial instruments disclosures

19a. Financial risk management

The credit union manages its members' savings and loans so that it earns income from the margin between interest receivable and interest payable. The main financial risks arising from the credit union's activities are credit risk, market risk, liquidity risk and interest rate risk. The board of directors reviews and agrees policies for managing each of these risks, which are summarised below.

Credit risk: Credit risk is the risk that a borrower will default on their contractual obligations relating to repayments to the credit union, resulting in financial loss. In order to manage this risk the board of directors regularly reviews and approves the credit union's credit policy. Credit risk mitigation may include the requirement to obtain collateral as set out in the credit union's credit policy. Where collateral or guarantees are required, they are usually taken as a secondary source of repayment in the event of the borrower's default. The credit union maintains policies which detail the acceptability of specific classes of collateral. The principal collateral types for loans are: an attachment over members' pledged shares; personal guarantees; and charges over assets. The nature and level of collateral required depends on a number of factors such as the term of the loan and the amount of exposure. All loan applications are assessed with reference to the credit policy in force at the time. Subsequently loans are regularly reviewed for any factors that may indicate that the likelihood of repayment has changed. The credit union is also exposed to counterparty credit risk pertaining to its deposit and investment portfolio. In order to manage this risk the board of directors regularly reviews and approves the credit union's investment policy and funds are invested in compliance with this policy and regulatory guidance.

Market risk: Market risk is the risk that the value of an investment will decrease. This risk can arise from fluctuations in values of, or income from, assets or changes in interest rates. The board of directors regularly reviews and approves the credit union's investment policy and funds are invested in compliance with this policy and regulatory guidance.

Liquidity risk: Liquidity risk is the risk that the credit union will not have sufficient cash resources to meet day to day running costs and repay members' savings when demanded. The credit union's policy is to maintain sufficient funds in liquid form at all times to ensure that it can meet its liabilities as they fall due.

Interest rate risk: The credit union's main interest rate risk arises from adverse movements in interest rates receivable which would affect investment income. The credit union reviews any potential new investment product carefully to ensure that minimum funds are locked in low yielding long term investments yet at the same time maximising investment income receivable.

19b. Liquidity risk disclosures

The credit union's policy is to maintain sufficient funds in liquid form at all times to ensure that it can meet its liabilities as they fall due. The credit union adheres on an ongoing basis to the minimum liquidity ratio and minimum short term liquidity ratio as set out in regulatory requirements.

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

For the financial year ended 30 September 2024

19c. Interest rate risk disclosures

The following shows the average interest rates applicable to relevant financial assets and financial liabilities.

	2024	2024	2023	2023
	€	Average interest rate %	€	Average interest rate %
Gross loans to members	32,520,214	6.54%	30,579,637	6.70%

Any dividends payable are at the discretion of the directors and are therefore not a financial liability of the credit union until declared and approved at the AGM.

20. Interest payable and similar charges

	2024	2024	2023	2023
	%	€	%	€
Fixed Term	2.00%	15,379	-	-
Instant Access	0.01%	811	0.01%	848
Regular Saver	2.75%	136	-	-
		<u>16,326</u>		<u>848</u>

21. Dividends

The following distributions were paid during the year:

	2024	2024	2023	2023
	%	€	%	€
Dividend on shares	0.40%	685,032	0.25%	426,768

The directors are proposing a dividend in respect of the financial year ended 30 September 2024 of €1,728,206 (1.00%) (2023: €704,959 (0.40%)).

22. Events after the end of the financial year

There have been no significant events affecting the credit union since the year end.

23. Insurance against fraud

The credit union has Insurance against fraud in the amount of €6,000,000 (2023: €6,000,000) in compliance with Section 47 of the Credit Union Act, 1997 (as amended)

24. Capital commitments

There were no capital commitments at 30 September 2024.

25. Contingent liabilities

There is a contingent liability included in the Letter of Authority held by Bank of Ireland with regard to a Visa Business Card in the amount of €12,500 and an Electronic Fund Transfer in the amount of €50,000.

26. Approval of financial statements

The board of directors approved these financial statements for issue on 21 November 2024.

SCHEDULE TO THE INCOME & EXPENDITURE ACCOUNT

For the financial year ended 30 September 2024

The following schedules do not form part of the statutory financial statements which are the subject of the Independent Auditor's report on pages 6 to 8.

Schedule 1 – Other interest income and similar income

	2024	2023
	€	€
Investment income received/receivable within 1 year	2,658,257	2,037,579
Investment income receivable outside of 1 year	619,061	493,907
Total per income and expenditure account	<u>3,277,318</u>	<u>2,531,486</u>

Schedule 2 – Other income

	2024	2023
	€	€
Fee income and service charges from members' money management accounts	23,443	24,465
Total per income and expenditure account	<u>23,443</u>	<u>24,465</u>

SCHEDULE TO THE INCOME & EXPENDITURE ACCOUNT *(continued)* For the financial year ended 30 September 2024

Schedule 3 – Other management expenses

	2024	2023
	€	€
Printing and stationery	12,384	22,844
Debt collection	2,219	738
Recruitment expenses	21,031	36,711
Training costs	16,969	11,684
AGM expenses	11,310	19,584
Board and committee expenses	529	3,110
Lighting, heating and cleaning	39,222	46,542
I.T. equipment repairs and renewals	473,770	375,803
Security	2,526	4,972
Audit fee	30,135	30,135
Postage and telephone	32,217	33,673
General insurance	69,712	75,054
Share and loan insurance	459,187	440,804
Bank charges	12,641	13,216
Donations	17,400	19,400
Rent and rates	25,132	24,741
Advertising and promotion	97,360	69,248
Legal and professional	267,474	118,365
Sponsorship	300	2,750
Sundry expenses	19,749	20,462
Regulation levies and charges	253,677	439,292
Total per income and expenditure account	<u>1,864,944</u>	<u>1,809,128</u>

■ BOARD OVERSIGHT COMMITTEE REPORT 2024

In accordance with section 760 of the Credit Union Act 1997 (as amended) the Board Oversight Committee met with the Board of Directors on a quarterly basis. The purpose of these meetings was to review the performance of the Board of Directors in relation to the above Act.

The Board Oversight Committee (BOC) are satisfied that the actions and decisions of the Directors were compliant with the current rules and legislation.

The BOC compliment the Board on the inclusion and integration of new Board members, maintaining professional, open, and constructive dialogue with the Management team to support the continuing excellent service to FirstTech members and in exploring new opportunities to build membership and build the First Tech brand.

The Board met in person and online during the current year with Board Committees continuing to meet remotely. There was a strong attendance and participation at each meeting.

The BOC met remotely on a monthly basis within two weeks of the Board meetings during the year to meet its obligations to carry out a review of the Board performance. The committee members undertook all required training delivered by CUDA, the LIA and in house training modules.

We would like to extend our sincere thanks to the Board of Directors, Management Team and Staff for their co-operation and assistance throughout the year.

There is one vacant position on the Board Oversight Committee for the coming year.

Our sincere thanks to Alessia Braeutigam for her commitment to the BOC over the last year as Secretary.

Caitriona O'Brien,

Chairperson

REPORT OF THE CREDIT COMMITTEE

Despite the growth in the domestic economy our members were faced with continued challenges arising from ongoing geopolitical tensions, high inflation, higher interest rates and fluctuating energy prices. Notwithstanding this economic backdrop the Credit Committee is pleased to report that the credit union continued to experience a positive growth in demand for lending in 2023/2024. With 1,531 loans issued to a value of €14,972,936 within the last 12 months, First Tech's Loan Book now stands in excess of €32.5 million.

Loan Value €		Loans Paid Out	
From	To	Number	Amount (€)
1	500	39	18,000
501	2000	330	453,715
2,001	5000	411	1,595,135
5,001	10,000	303	2,434,302
10,001	15,000	159	2,169,896
15,001	25,000	169	3,456,963
25,001	50,000	107	3,818,925
50,001	120,000	13	1,026,000
Total:		1,531	14,972,936

As a credit union, our members financial needs are at the core of all our activities but advancing loans to members is a primary service. We offer our members a variety of loan products with **extremely competitive interest rates**. Loan repayments are designed to be flexible and there is no penalty for early repayment. Repayments can be made via payroll, direct debit, debit card, electronic funds transfer or in our branch at 55 Dawson Street. Additionally, First Tech members have the unique added benefit of **loan protection insurance benefits of up to €70,000**.

The role of the Credit Committee is to ensure that loan decisions are made on a consistent basis and in line with policy, legislation, and regulation. In this respect we applaud the Lending Team for their continued professionalism and steadfast dedication to meeting members' borrowing needs. Feedback from members continues to be extremely positive, acknowledging the team's commitment to an outstanding personal service. Members are particularly pleased with the ability to discuss their loan requirements in person with one of our Lending Officers. This ensures that members avail of the loan product best suited to their individual needs and circumstances. Our online loan application facility is very popular with 98% of loans applied for online. The online process supports the timely approval of loans, and an increasing number of **loans are approved and issued within 24 hours** of receipt of the loan application & the required supporting documentation.

The Credit Committee is pleased to see a continued demand for larger value longer term loans, with members recognising the excellent value the credit union offers for loans of this nature. To underpin our commitment to assisting our members in making sustainable choices to fight climate change, our **Green Loan at 5.9% APR** compares favourably with rates offered by the main banks. Our **Welcome Loan at 5.5% APR** continues to be positively received.

REPORT OF THE CREDIT COMMITTEE *(continued)*

When evaluating loan applications, the credit union is always conscious of the fact that we are lending members' funds. All loan applications are individually assessed by a member of the Lending Team. Whilst every effort is made to approve each application, there are rare occasions when we have to refuse a loan to ensure there is no undue risk to the individual borrower or the credit union as a whole. The most common reasons for such an outcome are either a member's credit history, their overall indebtedness and/or their inability to repay.

Finally, I would like to take the opportunity to thank my fellow Committee Members and acknowledge the wider team for their support and commitment throughout the year. As always, I extend a special thank you to you our borrowing members. As a member owned financial institution the ongoing viability of the credit union is very much dependant on your consistent loyalty and support. Given the competitive lending rates on offer we ask that you encourage your family members and colleagues to consider First Tech as their first choice also.

Jacqui Griffin

Chair - Credit Committee

■ REPORT OF THE CREDIT CONTROL COMMITTEE

Credit Control Committee Report September 2024 Year End

The role of the Credit Control Committee is to protect members interests by ensuring the repayment of loans by members is in accordance with the terms of their respective loan agreements. As a regulated entity the credit union must meet its regulatory obligations.

We understand that times remain challenging for our members with higher mortgage costs and increased costs of living. Therefore, it is important for members to know that an understanding staff member is ready to assist should you encounter financial difficulties. In assisting members each member's individual circumstances are considered when trying to accommodate a solution that is mutually acceptable. Repayment options can assist with difficulties that are short or long-term in nature. Such options include temporary reductions for short term challenges or loan rescheduling to assist with long term difficulties. As a member's circumstances change, the optimum solution for their financial commitments may also change.

It is important for members to understand however that any forbearance measures may affect your credit rating, which may limit your ability to access credit in the future.

The credit union is a familiar and comfortable place for its members. Members are requested to contact the credit union as soon as possible if they feel themselves coming under any financial strain. We would recommend that you avoid getting involved with debt management companies or money lenders who can charge very high fees and interest rates. Please talk to the credit union first.

In the course of the year, the Board agreed to write off 19 loans to the value of €149k (2023: €253k). Written off loans are referred to the credit union's solicitors for legal action to recover the outstanding loan, loan interest and legal costs. A total of 82 member's accounts are subject to legal proceedings. Bad debts recovered in the year were €110k (2023: €175k).

The Credit Control Committee met on 12 occasions during the year and reported to each monthly Board Meeting. The Credit Control Committee wish to gratefully acknowledge the dedicated work carried out on behalf of the members and the assistance given to the committee by the Credit Control team.

Mick Maguire

Chairperson,

Credit Control Committee

■ REPORT OF THE MEMBERSHIP COMMITTEE

The role of the Membership Committee is to review applications for membership of the credit union that have been rejected in line with policy and procedures. The Membership Committee also assists in promoting membership growth in the credit union.

The Committee has been working hard to promote the benefits of membership to ICT professionals and have recruited members from 112 companies in 2024 of which 47 are new companies. These companies range in size from large multinationals to SMEs with less than 50 employees. It is our intention to build on this success in the coming year.

With the majority of ICT companies encouraging employees back to the office for at least 3 days a week in 2024, we reached out to affinity companies to arrange site visits to meet their staff. We liaised with our key contacts in HR and Benefits Teams to arrange the dates for visits when staff numbers onsite would be highest.

Our Business Development Manager, Darren Sullivan, continued to develop relationships with many new companies and recruited them onto the calendar for regular, scheduled site visits. On some recent site visits, he experimented with giving presentations to groups of staff at intervals and this worked very well. In total, there were 140 staff engagement events during the year of which 130 were site visits and 10 were webinars. If you would like to receive a presentation on the benefits of credit union membership in your workplace, please contact Darren on 01-6427900.

New members join the credit union by downloading our Mobile App. The ease of use of the app allows applicants to apply for membership online and to upload required customer due diligence documentation. First Tech Credit Union welcomed 926 new members during the year. The table below sets out the change in membership:

Membership Report	
Membership at start of year	15,263
New members during the year	926
Accounts closed during the year (including deceased members)	454
Total number of members at year end	15,735

Finally, we wish to convey our thanks to the Board of Directors, our Membership Officer, and the wider team for their assistance during the year.

Godfrey Lydon

Chairperson
Membership Committee

■ DIRECTOR ATTENDANCE SHEET 2023 – 2024

SURNAME	FIRST NAME	POSITION	BOARD MEETINGS	COMMENTS
Hall	John	Chair	11	
Cronin	Bill	Vice-Chair	11	
Donnelly	Noel	Sec/Director	11	
Ryan	Gerry	Director	11	
Barry	Kilcline	Director	10	
Kenny	Mark	Director	9	
Crowe	Breda	Director	11	
Abdul-Ibiyeye	Sakinah	Director	11	
Brown	Alan	Director	8	Elected December 2023
Moore	Ian	Director	7	Elected December 2023
Gillanders	Claire	Director	6	Elected December 2023; Resigned September 2024
Brophy	Sinéad	Vice-Chair	1	Resigned December 2023
Ruane	Ciara	Director	3	Resigned December 2023
O Sullivan	Pat	Director	1	Resigned December 2023

■ DONATIONS TO REGISTERED CHARITIES

During 2024, First Tech was pleased to be able to assist the work of the following charities with charitable donations:

- Irish Cancer Society
- The Alzheimer Society of Ireland
- Jack and Jill Children's Foundation
- Pieta
- Alone
- Walk for Diabetes

The Credit Union continues its commitment to supporting the work of charitable and voluntary organisations. This year the Board of Directors would like to offer our members the opportunity to put forward suitable recipients to avail of assistance from the Credit Union throughout the year. To allow this to happen it is proposed that a special fund of €25,000 is created for charitable purposes during the next year.

☎ 01 642 7900



SCAN TO LEARN MORE

NEW & PREVIOUS BORROWERS**

**5.5%
APR***

SAY HELLO AGAIN TO OUR WELCOME LOAN!

For New & Previous Borrowers - 5.5% APR*

*APR = Annual Percentage Rate. The example shown is based on a typical APR. Normal lending criteria, terms and conditions apply.

**The Welcome Loan is available to members who are borrowing for the first time or whose last loan repayment was more than 3 years ago.

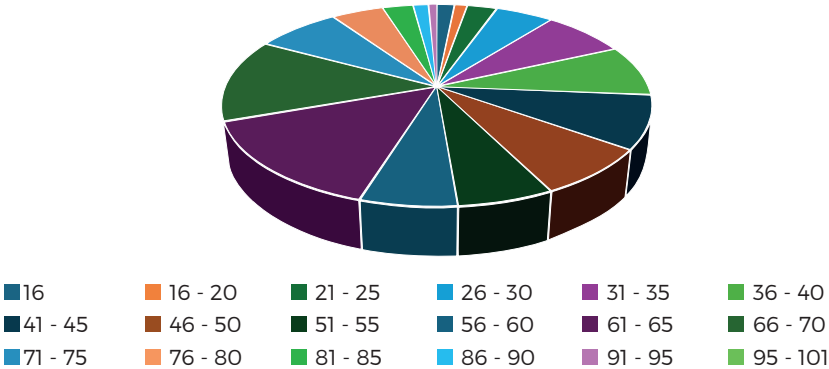
Representative Example: : A typical Welcome Loan of €20,000 over a term of 5 years with an interest rate of 5.5% APR* would mean that you would make 60 monthly repayments of €381. The cost of credit would be €2,849 and the total amount repayable would be €22,849.

Warning: If you do not meet the repayments on your loan, your account will go into arrears. This may affect your credit rating which may limit your ability to access credit in the future.

First Tech Credit Union Ltd is regulated by the Central Bank of Ireland.

MEMBER AGE BREAKDOWN

Age	Number
< 16	253
16 - 20	179
21 - 25	419
26 - 30	818
31 - 35	1,193
36 - 40	1,283
41 - 45	1,335
46 - 50	1,218
51 - 55	963
56 - 60	968
61 - 65	2,314
66 - 70	2,102
71 - 75	1,184
76 - 80	740
81 - 85	437
86 - 90	217
91 - 95	100
95 - 101	12



■ DEPOSIT GUARANTEE SCHEME

DEPOSITOR INFORMATION SHEET

BASIC INFORMATION ABOUT THE PROTECTION OF YOUR ELIGIBLE DEPOSITS

Eligible deposits in First Tech Credit Union Ltd are protected by:	The Deposit Guarantee Scheme ("DGS") (1)
Limit of protection:	€100,000 per depositor per credit institution (2)
If you have more eligible deposits at the same credit institution:	All your eligible deposits at the same credit institution are 'aggregated' and the total is subject to the limit of €100,000. (2)
If you have a joint account with other person(s):	The limit of €100,000 applies to each depositor separately. (3)
Reimbursement period in case of credit institution's failure:	10 working days. (4)
Currency of reimbursement:	Euro
To contact First Tech Credit Union Ltd for enquiries relating to your account:	First Tech Credit Union Ltd, 55 Dawson Street, Dublin 2 Tel: 01 6427900, Email: info@firsttech.ie
To contact the DGS for further information on compensation:	Deposit Guarantee Scheme Central Bank of Ireland, New Wapping Street North Wall Quay Dublin 1 D01F7X3. Tel: 0818 681 681 Email: info@depositguarantee.ie
More information:	www.depositguarantee.ie

1 Scheme responsible for the protection of your deposit

Your deposit is covered by a statutory Deposit Guarantee Scheme. If insolvency should occur, your eligible deposits would be repaid up to €100,000.

2 General limit of protection

If a covered deposit is unavailable because a credit institution is unable to meet its financial obligations, depositors are repaid by the Deposit Guarantee Scheme. This repayment covers at maximum €100,000 per person per credit institution. This means that all eligible deposits at the same credit institution are added up in order to determine the coverage level. If, for instance a depositor holds a savings account with €90,000 and a current account with €20,000, he or she will only be repaid €100,000.

In some cases, eligible deposits which are categorised as "temporary high balances" are protected above €100,000 for six months after the amount has been credited or from the moment when such eligible deposits become legally transferable. These are eligible deposits relating to certain events which include:

- certain transactions relating to the purchase, sale, or equity release by the depositor in relation to a private residential property;
- sums paid to the depositor in respect of insurance benefits, personal injuries, disability and incapacity benefits, wrongful conviction, unfair dismissal, redundancy, and retirement benefits;
- the depositor's marriage, judicial separation, dissolution of civil partnership and divorce;
- sums paid to the depositor in respect of benefits payable on death; claims for compensation in respect of a person's death or a legacy or distribution from the estate of a deceased person.

More information can be obtained under www.depositguarantee.ie

3 Limit of protection for joint accounts

In case of joint accounts, the limit of €100,000 applies to each depositor. However, eligible deposits in an account to which two or more persons are entitled as members of a business partnership, association or grouping of a similar nature, without legal personality, are aggregated and treated as if made by a single depositor for the purpose of calculating the limit of €100,000.

4 Reimbursement

The responsible Deposit Guarantee Scheme is Deposit Guarantee Scheme, Central Bank of Ireland, New Wapping Street, North Wall Quay, Dublin 1,

Tel: 0818 681 681

Email: info@depositguarantee.ie

It will repay your eligible deposits (up to €100,000) within 7 days from 1 January 2024 onwards, save where specific exceptions apply. Where the repayable amount cannot be made available within seven working days depositors will be given access to an appropriate amount of their covered deposits to cover the cost of living within five working days of a request. Access to the appropriate amount will only be made on the basis of data provided by the credit institution.

If you have not been repaid within these deadlines, you should contact the Deposit Guarantee Scheme. Further Information can be obtained under www.depositguarantee.ie

Other important information

In general, all retail depositors and businesses are covered by Deposit Guarantee Schemes. Exceptions for certain deposits are stated on the website of the responsible deposit guarantee scheme: www.depositguarantee.ie Your credit institution will also inform you on request whether certain products are covered or not. If deposits are eligible, the credit institution shall also confirm this on the statement of account.

■ DECEASED MEMBERS

John Behan
Maurice Bowles
Ronan Bracken
Patrick Brennan
Kevin Brennan
Julia Brennan
Nancy Mulcahy
Laurence A Brophy
Adeline Brophy
James Cahill
Marie Carbin
William Cashman
Dolores Chalke
Francis Cleary
Joe Coleman
Dolores Conlan
Mary Connell
Barry O Connor
Breda Conroy
John P. Cosgrove
J.M. Coyne
Michael Cyril Hogan
Arthur Daly
John P Darcy
George Donagher
Sean Donohoe
Gerard Doran
Brian Doyle
David Egan
William C Ennis
Leo Farrell
Thomas Fitzsimons
Martin Flaherty

William Flood
Margaret Flynn
John Flynn
Noel Francis Compelli
Michael Furlong
Patrick Gallagher
Agnes Galvin
Patrick Gerard Kelly
John Greaney
Anthony Grehan
Thomas Gunning
Thomas Hamill
Geraldine Hanley
John Hannon
Michael Harney
Aidan Hoey
Patrick Howe
Micheal Ivory
Josephine Ivory
John Joyce
Thomas M Kearon
Patrick Keenan
Micheal B. Kelly
James J. Kelly
Gabrielle Kennedy
Frank Kennedy
Damian Kindlon
Jim King
Elizabeth Kirk
Lucy Lannin
Mary G Linnane
Daithi Mac Carthaigh
Olive Maguire

DECEASED MEMBERS *(continued)*

Ann Marie Gill
Ann Marie Broderick
Peter Masterson
James Mc Nicholas
Matthew J Mc Guinness
Brian Mc Loughlin
Thelma Mc Gibney
Joseph Mc Carthy
Eileen Mc Kenna
Hugh Mc Callion
Mary Mc Auley
Pat Molan
Bernard Mulligan
Patrick Murphy
Teresa Murphy
Gerard C. Murphy
Elizabeth Murphy
Joseph Nolan
Sarah Noonan
William Noonan
Mary O'Sullivan
Thomas O'Brien
Frank O'Loughlin
Doreen O'Dowda
Patrick O'Neill
Maureen O'Reilly
Anna O'Rourke
Philip O'Brien
Helen O'Sullivan
Thomas G Phelan
Mary Power
Mick Quinn
Fiona Reid

Claire Rooney
Joan Saunders
Brigid Smith
Edward Tobin
James Tone
Martin Travers
Denis Treacy
John Tynan
John Walker
Mary Whelehan
Patrick White

01 642 7900



SCAN TO LEARN MORE



VISIT OUR WEBSITE & APPLY TODAY!

5.9%
APR*

UPGRADE YOUR HOME WITH OUR GREEN LOAN

Go Green with our Fantastic Rate of 5.9% APR*

*APR = Annual Percentage Rate. The example shown is based on a typical APR. Normal lending criteria, terms and conditions apply.

Representative Example: A typical Green Loan of €25,000 over a term of 5 years with an interest rate of 5.9% APR* would mean that you would make 60 monthly repayments of €481. The cost of the credit would be €3846 and the total amount repayable would be €28,846.

Warning: If you do not meet the repayments on your loan, your account will go into arrears. This may affect your credit rating which may limit your ability to access credit in the future.

First Tech Credit Union Ltd is regulated by the Central Bank of Ireland.



Contact Details:

Address: 55 Dawson Street, Dublin 2, D02 X449

Tel: 01 642 7900

E-mail: info@firsttech.ie **Web:** www.firsttech.ie