

2021

Annual Report



Darke Hall

conexus
Credit Union

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Note: Visit conexus.ca to view the audited consolidated financial statements and management discussion and analysis.

Francis, Corporate Services



Message from the Board Chair

At Conexus, we are united in working toward achieving our purpose – *To improve the financial well-being of our members and our communities*. It is engrained into the very fabric of the organization. Our purpose is delivered through Conexus' values to Be Authentic, Be Bold & Creative, and Be Responsible. With every interaction it is our goal to always act with honesty, openness and integrity.

Conexus is Saskatchewan's largest credit union, serving over 133,000 members across the province. Nearly 900 employees work to provide personal, wealth management, business and agricultural financial services through multiple service delivery channels to meet our members' needs. With an 85-year history in our province, members can be proud of the credit union created - a credit union that continues to reinvest to ensure it will serve us for generations to come.

Similar to 2020, COVID-19 continued to cast a shadow over our province. The ebbs and flows of the virus (and resulting public health measures) disrupted our daily lives at work, home, school and more. This story was no different at Conexus as we worked through the volatility of the year and the day-to-day impact to operations.

On behalf of the entire board, I would like to take this opportunity to once again say, "Thank you," to the entire Conexus team for their efforts to serve members through another year of twists and turns. While challenging, I am proud to say that Conexus and its employees continued to come together to serve our members and communities.

In 2021, we continued to monitor our members' financial well-being through the Conexus Financial Health Indicator metric (a score used to measure members' financial health and well-being). The Financial Health Indicator metric did decrease last year from 1,512 to 1,488 as many members' spending patterns returned to a more normal state after the initial onset of the pandemic. While we're proud to have this proprietary indicator to help assess members overall financial health, it isn't lost on us the toll the pandemic has taken. Conexus will continue to work hard to improve its ability to deliver advice that makes a difference to our members' lives. (More on this on pages 7 & 14)

As a Board, we are pleased to report that over the course of the past five years, Conexus, on behalf of each of you, has invested over \$9.5 million into causes and initiatives in communities across Saskatchewan. Last year we invested \$1.9 million into our communities by supporting 56 organizations through our Community Investment Program. In addition, last year Conexus waived over \$190,000 in banking fees for non-profit and charitable organizations.

During 2021, the Board was able to turn our attention to understanding the impact of the pandemic on the future of Conexus. To that end, the Board actively engaged with management to refresh the comprehensive, long-term strategy of the organization. The

refreshed strategy considers the changes in our operating environment and focuses on innovation and transformation in how to continually improve the delivery of advice and services, while keeping our overall purpose clearly in focus. The refreshed strategy now includes the following three strategic themes:

1. Insight driven advice
2. Exceptional member experience
3. Authentic community builder

Everything Conexus does will focus on supporting and aligning to one of those strategic themes.

I would be remiss to not mention the departure of Eric Dillon as CEO after his 11 years of leadership to Conexus. Eric's leadership helped transform Conexus into the nationally recognized, award-winning organization it is today. His passion and deep belief in Conexus' purpose was always present in every action he took. From the Board and I, we wish him well in his future endeavors.

We remain committed to serving you, our members, and appreciate the confidence and trust that you have placed in the Board to oversee Conexus on behalf of all members.



A handwritten signature in black ink, appearing to read 'Joel Mowchenko'.

Sincerely,
Joel Mowchenko
Chair, Conexus Board of Directors

Message from the CEO

I want to take a moment and thank Eric Dillon for over 10 years of dedicated service to our credit union. His leadership through the past decade has led Conexus to some groundbreaking initiatives and reimagining the value a credit union brings to its community, some of which I proudly get to share in this annual report. Conexus will continue to focus on innovation and committed support for our members and communities through the purpose the credit union has lived during Eric's leadership – financial well-being.

We had hoped to say this year that the pandemic was over and that we are working with members to help them reset plans to meet their financial goals. Unfortunately, as we all know, the pandemic continues to be a presence in our daily lives. We can proudly say that Conexus was able to rely on the structures and processes put in place in 2020, to effectively support our members during the various waves of the pandemic. We worked hard to keep our members and our employees safe while ensuring that access to the essential service of banking continued throughout the pandemic.

At Conexus we think differently. We're reimagining what a financial institution is and should be and this is core to how we want to envision our future with members. Not just be there for them as we always have, but in new and unique ways to support the changing needs of our members.

Traditionally, a member may have had several contacts and advisors with a financial institution, aligned to the business line or product offered (mortgage, wealth, business, agriculture, etc.). Wouldn't it be amazing if accessing the advice

and information you need was made simpler? At Conexus, we're focused on understanding our members and how we can help them design the life they want to have in 2022 and beyond.

In 2021 we began experimenting with a new web-based application – Balanced. The goal of Balanced is to provide rich insights to our members, so people can learn more about their own financial habits and have more control over their financial well-being. The initial release was limited as we tested, improved, and streamlined the system, and we're looking forward to making the insights from this work available to you both digitally and in your interactions with our Team.

The impact of the pandemic has reminded us of how important small and medium sized businesses are to support the vitality of our local community. Several years ago, we envisioned what fostering this economic engine would look like and developed plans to launch two new ventures – Cultivator and Conexus Venture Capital Inc. (CVC) – to support new businesses. Today we can say Cultivator, Canada's first credit union led business incubator, has supported the creation of more than 80 companies and 300+ well-paying jobs in Saskatchewan. In

addition, CVC's first fund has seen unprecedented levels of success in helping to fuel the growth of these companies.

Emmertech, our newest venture capital fund launched in late 2021, and the Agtech Accelerator (the newest Cultivator program) were created to support the growth of agriculture innovation in the Canadian prairies. Saskatchewan is a leader in agriculture, and we believe there is no better time than now and no better place than here to lead the growth of agtech in Canada and beyond. These initiatives will provide world-leading agtech and food-tech companies with the resourcing, programming and funding needed to take their startup to the next level.

Eighty-five years ago, credit unions were created to pool capital to fuel the local economy and I'm proud to say we've created a modern-day version of that in 2021.

Being a credit union matters greatly to us. We take seriously our responsibility to help our members succeed financially while helping support a more local, sustainable economy for all of us.

Thank you for your continued support of our credit union.



Neil Cooper,
Interim Chief Executive Officer,
Conexus Credit Union



Who We Are

We're a forward-thinking, Saskatchewan-based credit union committed to our members and their financial well-being.

We're Saskatchewan's largest credit union with 30 branches and nearly 900 employees across the province. In 2021, we managed \$9.36 billion in total funds and delivered personalized banking services to over 133,000 individuals, small and medium-sized commercial, and agriculture business members.

Our Purpose

We're passionate about our purpose: to improve the financial well-being of our members and communities. It's not just something we say, it's what guides us in all our decisions and actions as we move forward.

Our Values

Our values are the behaviours we demonstrate when we deliver our purpose and promise.



Be Authentic – We create open and trusting relationships through communication, empathy, and deep respect for all people inside and outside Conexus.



Be Bold & Creative – We act with courage, curiosity and are willing to challenge the status quo to create new ways to grow our credit union, members, communities, and each other.



Be Responsible – We're accountable for our actions and are good stewards of our members' resources. As stewards, we're careful and responsible managers of what has been entrusted to our care.



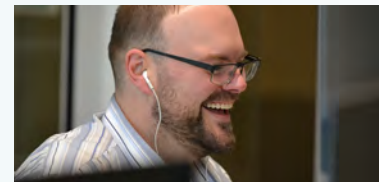
Over **\$1.9M**
invested back into
Saskatchewan communities

59 initiatives supported
through our Community
Investment Program



2,500+
net new members

133,000
members served



Nearly **900**
employees

\$9.36B
in funds managed



Awards and Recognitions

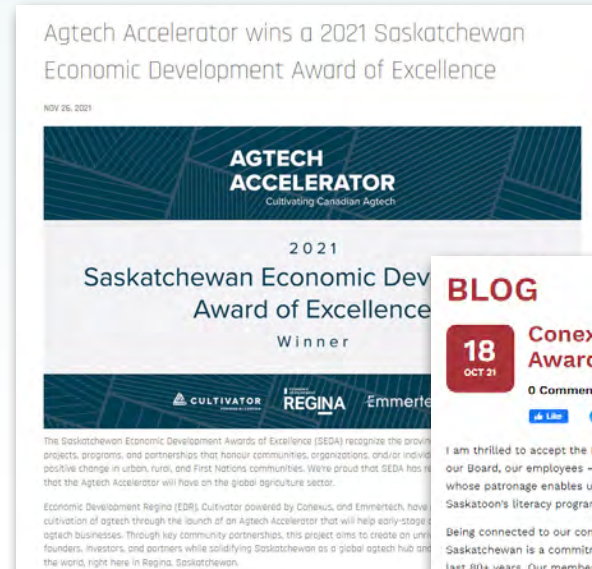
Awards and recognitions confirm we're on the right track in delivering our purpose and the difference we're making in our communities. In 2021, we were honoured to receive several local and national awards, including:

Community + Economic Drivers:

- Three 2021 Canadian Credit Union Association (CCUA) awards:
 - Innovation Award for the creation, innovation, and results of Cultivator powered by Conexus (Cultivator)
 - Social Responsibility Award for our Conexus Kindness Capital Fund initiative
 - National Young Leaders Award presented to Jordan McFarlen, Business Incubator Manager at Conexus.
- SEDA Award of Excellence awarded to the Agtech Accelerator, founded by Cultivator, Economic Development Regina, and Emmertech
- READ Saskatoon Community Builder Award

Service:

- 2021 Survisor Best Customer Service Experience Award, ranking #1 amongst Canadian digital banking firms
- Regina Prairie Dog Best Credit Union Branch – Crossing Branch
- Prince Albert BOB Award for best financial institution
- Canadian credit unions collectively won several 2021 Ipsos Financial Service Excellence Awards including:
 - Customer Service Excellence Award (17th consecutive year)
 - Values My Business Award
 - Branch Service Excellence Award
 - Online Banking Excellence Award
 - ATM Banking Experience Award
 - Live Agent Telephone Banking Excellence Award



Canada's BEST and WORST Consumer Banking Customer Service Experiences

Jan 30, 2022 • 0 Comments • Review

Conexus Credit Union provides the Best Consumer Banking Service Experience in Canada

For years, Canadian financial services firms loved to differentiate themselves from the pack using customer service excellence, especially credit unions that desperately needed an angle to differentiate themselves from the big bad banks, as the reason to trust that hard-earned money with them. Then came the adoption of technology through digital innovations, the game changer, which made it easier for the big banks to sell the story as they expanded outside of traditional banking products. That was short lived as the discount brands and credit unions kept pace with some level of innovation. Today, the credit union system may not be the best choice when it comes to digital usage experience, but they are when it comes to offering, and delivering, a better service offering for Canadian consumer banking. #ServiceServiceService



Member First Approach

Financial Health
+ Financial Wellness

Financial Well-Being

Financial health is the behaviours and habits that support you in reaching your financial goals.

Financial wellness is the emotional connection to my money and how confident, secure, and satisfied you feel.

Measuring Financial Well-Being

For us, financial well-being isn't just a statement, but a concept we live by that motivates us to bring our very best every day. We have gone "all in" on this concept. Our member's financial well-being, measured by a proprietary Financial Health Indicator (FHI), is a measure on our Strategy Map and the primary method for measuring financial advisor success. When our members succeed, we succeed.

Our proprietary FHI is an internal tool that looks at nine specific drivers that lead to improved financial well-being for our members:

1. Spending so that I have something left at the end of the month
2. Access to \$2,000 emergency fund
3. Not going overdrawn in the past year
4. Savings to cover three months expenses
5. Have financial ability to save 10% in the month at least once a quarter
6. Transferring money into a savings account at least once a quarter
7. Effectively managing my debt
8. Diverse savings vehicles to support medium and long-term financial goals
9. Working towards saving for retirement

Improving Our Members' Financial Well-Being

We put our members' financial well-being above everything else. Through Balanced and What Is Advice, we are making banking more simple, human, and transparent, helping our members make better financial decisions, feel less financial stress, and live the life they desire.

Balanced is a web application for digital members that provides deep and unique insights into your financial behaviours and tips for how to get to a better place financially. It focuses on four core areas: spend, debt, emergency, and save. We currently have 1,000 members testing the platform and are looking to integrate it into our digital banking platform allowing all our members to see insights and take action to improve their financial well-being.

In 2020, we launched What is Advice, an initiative helping us to understand our members better. This includes identifying challenges and barriers that prevent our members from reaching out to us for advice, preferred communication methods, and more. In 2021, we developed a high level vision for the outcomes we want to create from this initiative, and will use these to design and test experiences that align with our vision and explore how we can provide meaningful advice to support and empower all Saskatchewan people and communities.



Tina, Conexus Member

Meaningful Advice

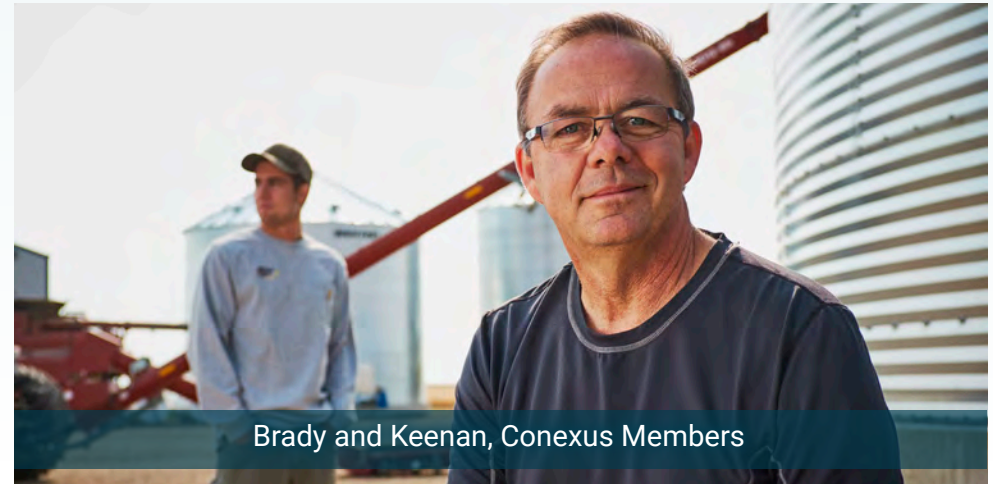
We're continually looking at ways we can better serve our members in branch. We know that the advice we provide, not the transactions that we process, is what makes the difference for our members.

In 2021, we experimented with an advice and education focused branch where members had immediate access to a financial advisor for all their financial needs. When a member walked into the branch, they did not see a reception desk but instead individual workstations, and employees asked member-centric questions to ensure our members were receiving the advice and service they needed.

As a result, we saw an increase in positive member interactions and overall improvement in our members' financial well-being. This experience showed us that we are moving in the right direction. In 2022, we'll continue to experiment with different ways of delivering advice and services to our members as directed by our vision to build a credit union of the future that best meets the needs of our members and communities.



Verna, Personal Banking



Brady and Keenan, Conexus Members

Navigating Through the Unexpected

The last two years have been difficult for many due to unexpected situations including COVID-19 and extreme weather. Whatever the situation, we stand by our members and provide support to help them navigate through.

2021 continued to be a difficult year financially for many due to the ongoing COVID-19 pandemic. We continued to work with our personal and business members directly to understand their individual situations and provided them with solutions to meet their individual needs, including options to skip payments, monthly deferral plans, and more.

Weather also had an impact on our agriculture community in 2021, with drought conditions affecting many parts of our province. We worked with our producers to understand what their growing conditions were like and how the drought was personally impacting them. Where support was needed, we worked directly with them to find solutions unique to their situation such as skip payments, interest only, refinancing, and cash injections.

Ease & Access

Banking is no longer a place you go, but a thing you do – we get it. As banking continues to evolve, so do we, and we're continually looking at ways we can serve our members in the ways they want and when they want.

In 2021, we launched several new products and solutions for our members as well as made updates to a few existing products. This included:

- Opening our Open Anywhere™ portal allowing potential members to enjoy the convenience of applying for membership and opening a No Fee Account online.
- Launched two new mortgage options - Flex Feature Mortgage and Value Mortgage – providing more mortgage solutions to our members that fit their needs.



Brandon, Personal Banking

- Expanded the hours of our Member Contact Centre, including being available to our members on statutory holidays.
- Launched Google Pay and Samsung Pay for Conexus Mastercard product users.
- Introduced SmartControls feature for Conexus Mastercard members allowing you to monitor, control and protect your Mastercard and its activity.



Credit Union Dealer Finance Program (CUDF)

CUDF is owned by Conexus along with Innovation Credit Union and Affinity Credit Union and supports credit unions with financing their members' automotive and recreational vehicle needs in over 600 dealerships across Saskatchewan, Manitoba, Alberta and Ontario. In 2021, CUDF launched a partnership with Meridian Credit Union, the second largest credit union in Canada, to service additional members in Ontario.

Through CUDF, our members have quick and easy access to competitive financing to complete their purchases at their preferred dealership without a separate trip to the branch. When members choose CUDF financing at a local dealership, the financing also stays in the community.

Thrive Wealth Management

Thrive Wealth Management (Thrive) is a local, credit union company, helping to grow our members' wealth and financial well-being. As of January 1, 2021, Thrive Wealth Management became a wholly-owned subsidiary of Conexus, and will continue to serve its partner credit unions' members through a Management Services Agreement.

Thrive shares the values of the credit union while providing the expertise and professionalism of an accredited team that is vital for investment management. It understands that investing money can be overwhelming and its goal is to simplify this for everyone who walks through their door.

Conexus and Thrive work together as advice-based teams providing our members with financial advice focusing on their future goals, and tailoring solutions unique to them. Conexus members can access Thrive for all their wealth services needs including financial planning, wealth management, success and estate planning, and wealth protection.



Karmin, Thrive Wealth Management

Credit Union Deposit Guarantee Corporation

Deposits Fully Guaranteed

Credit Union Deposit Guarantee Corporation (the Corporation) is the deposit guarantor for Saskatchewan credit unions. The corporation is also the primary regulator for credit unions and Credit Union Central of Saskatchewan (SaskCentral). Together, these entities are considered Provincially Regulated Financial Institutions or "PRFIs." The Corporation is mandated through provincial legislation, *The Credit Union Act, 1998 and The Credit Union Central of Saskatchewan Act, 2016* in performing its duties. Provincial legislation also assigns responsibility for oversight of the Corporation to the Registrar of Credit Unions at the Financial and Consumer Affairs Authority of Saskatchewan.



The Corporation was the first deposit guarantor in Canada and has successfully guaranteed deposits since it was established in 1953. By promoting responsible governance and prudent management of capital, liquidity and guaranteeing deposits, the Corporation contributes to confidence in Saskatchewan PRFIs.

For more information about the Corporation's responsibilities and its role in promoting the strength and stability of Saskatchewan PRFIs, consult the Corporation's web site at www.cudgc.sk.ca.

Team Conexus

With nearly 900 employees across the province, our teams work tirelessly in delivering our purpose and ensuring the financial well-being of our members and communities. They're more than just individuals who come to work each day. Each employee is a vital part of our organization.

Our Team

Our employees are authentic, bold, creative, and responsible. Delivering an exceptional member experience requires a dedicated and engaged team, which is why we feel the employee experience is important at Conexus.

We incorporate various measures such as personal growth, employee knowledge defined by our members, and employee retention as part of our balanced scorecard. We continue to improve how we measure the experience of our employee-focus in the areas that are critical to our transformation.



Rishika, Corporate Services

Inclusion and Diversity

As an organization, we're focused on learning and understanding how we can become stronger allies and contribute to positive change through diversity and inclusion across Saskatchewan and the communities we serve.

There's always room for growth and improvement, and we're taking many steps to advance as an organization. In 2021, a few strides we made included:

- To honour Indigenous community members, we:
 - Closed all Conexus locations on Sept. 30, 2021 for the National Day for Truth and Reconciliation.
 - Teamed up with two local, Indigenous, female-owned Saskatchewan businesses, Four Fawns and SheNative, to purchase orange shirts for our entire organization.
 - Pre-registered all Conexus and Thrive employees and directors for the First Nations University of Canada's Four Seasons Reconciliation Course, which 94% of employees completed in 2021. We also offered this course to all Cultivator powered by Conexus founders and team members.
- To support our LGBTQ2+ community members, we:
 - Shared educational resources and events for Pride Month with our employees to engage with and learn from.
 - Offered several courses for leaders and employees to take that educate on different topics surrounding pride and the LGBTQ2+ community.

We will continue living our values and doing our part as a co-operative organization to raise consciousness.



Learning and Development

The world of banking is changing quickly. We don't want to keep up but instead be the ones to set the pace, and our employees are key in delivering that.

We invest in our employees to ensure their skills and expertise are growing at the same rate that we're redefining banking. We're building leaders that have the skills to not only face today's unique challenges but also tomorrow's challenges to successfully lead us through our transformation.

By empowering our teams in their learning and development, it increases their ability to deliver an exceptional member experience.

In 2021, our employees spent over 31,000 hours advancing their expertise and skillset.



We are Conexus...

Luke Antonini,

Organizational Development Specialist

"I found participating in the mentorship program incredibly valuable. It was an opportunity to build a new relationship, it gave me a better perspective on other parts of our organization and it allowed me to develop myself while supporting my mentee in their development."



We are Conexus...

Janelle Lindsey,

Enterprise Communications Manager

"This program is an amazing opportunity to form deeper relationships with other team members you might not ever cross paths with and with that comes additional learning from another area of the organization."

Mentorship Program

We believe it's important to share skills and knowledge to support others in their learning. That's why we offer a Mentorship Program that selectively matches mentors with mentees to mutually build professional and interpersonal skills.

Through purposeful conversations and intense curiosity, the mentee works with the mentor to establish goals and a personalized career development plan to enhance the mentee's learning.

In 2021, over 175 employees took part in our Mentorship Program.

U-inspire

Everyone deserves to know how much they are appreciated. Our U-inspire employee recognition program provides a way for our employees to give virtual feedback to one another for living our values, going above and beyond, or giving a special thanks.

Our annual U-inspire and Dedication Awards allows us to reflect and celebrate the accomplishments of our employees from the past year. Each year, employees nominate one another for a variety of award categories including Ambassador of the Year, Community Hero, Rookie of the Year, and more. In 2021, over 315 nominations were made recognizing exceptional performance.

In 2021, over 11,700 recognitions were given!



Living our values



Steph Reimer,

Human Resources Advisor
Be **Bold** & *Creative* Award Winner

“Being nominated for the Bold and Creative U-inspire Award was extremely humbling and flattering – being the winner of that award even more so. Receiving that recognition and the comments that came with it gave me the confidence and drive to continue to deliver on our purpose and be the best I can be.”



Living our values...



Kaitlin Oancia,

Financial Advisor, Assiniboia Branch
Be **Responsible** Award Winner

“It felt great to be recognized for the hard work I put in for the branch and our members.”

Measuring Our Performance

Similar to 2020, COVID-19 cast a shadow over our province and across the world. The ebb and flow of the virus (and the resulting public health measures) disrupted our workplaces, schools, businesses, social activities, and many other aspects of our day-to-day lives.

For many Saskatchewan people, this contributed to economic uncertainty and a need to double down on budgeting, saving, and giving up major purchases. Others, however, saw reduced spending and increased savings as an opportunity to make a major investment (i.e., getting into the booming housing market to take advantage of record-low interest rates).

While the volatility of 2021 also had an impact on the day-to-day operations of Conexus, we remained committed to our purpose of improving the well-being of our members and communities, and on advancing our long-term strategy to build the credit union of the future. Throughout the past year, we continued to move ahead on many of our most critical future-focused projects such as enhancing digital tools available to members, improving internal processes to improve service delivery, leveraging data and analytics throughout the business, and enhancing our ability to provide individualized advice.

Our areas of focus in 2021 were captured in the Conexus Balanced Scorecard. Of the 15 measures, we met or exceeded our targets on ten of the measures. Some key highlights included:

- Gaining over 2,500 net new members.
- Seeing the average Financial Health Indicator score across our membership base remain stable though a challenging economic environment.
- Remaining focused on the growth and development of our employees, as well as maintaining a positive employee experience.
- Simplifying business processes that will allow us to save more than 10,000 hours a year and better serve our members.
- Achieving positive financial results.



Crossing Branch, Regina

2021 Conexus Balanced Scorecard

Our Purpose

Improving the financial well-being of our members and our communities.

Our Values

Our values govern how we act, make decisions and communicate; they are the basis of our culture. Every day, every interaction we will...

Be Authentic

Be Responsible

Be Bold & Creative

Conexus' long-term strategy is overseen by the Board of Directors and guides where we are going and how we are evolving to meet the needs of our members.

- Result is at the mid-point of the target range or above.
- Result is between the mid-point and minimum of the range.
- Result is below the minimum of the range.



Measure	2021 Target	2021 Results
• % of Member Wealth Relationships	10.19% - 10.64% - 11.09%	10.59%
• Member Growth	2,100 - 2,600 - 3,120	2,506
• Financial Health Indicator	1,476 - 1,506 - 1,536	1,486
• Contribution to Community	Below - Achieving - Exceeding	Exceeding

• Net Promoter Score	57.8 - 58.8 - 59.8	57.5
• Personal Growth	80.0% - 100.0% - 120.0%	105.0%
• Aggregate Employee Knowledge	67.0 - 69.0 - 71.0	70.3
• Turnover Less Than 1 Year	12.0% - 10.0% - 8.0%	10.67%

• Digital Transactions	90.0% - 91.0% - 92.0%	91.65%
• Process Time (hours)	2,000 - 2,500 - 3,000	10,577
• Volume of Paper (millions of pages)	4.27 - 3.87 - 3.47	3.15

• Return on Assets	0.41% - 0.51% - 0.61%	0.71%
• On-Book Asset Growth	-2.44% - -0.85% - 4.0%	0.47%
• Operating Expense Ratio	2.12% - 2.10% - 2.06%	2.00%
• Non-Interest Revenue/Asset	0.39% - 0.43% - 0.47%	0.78%

Reported results are reflective of the calculation of the balanced scorecard (BSC) measure as targeted. BSC measures are used for internal performance reporting and are not comparable to the ratios presented in the Management Discussion and Analysis. Ratios reported in the Management Discussion and Analysis are reflective of the Audited Consolidated Financial Statements.

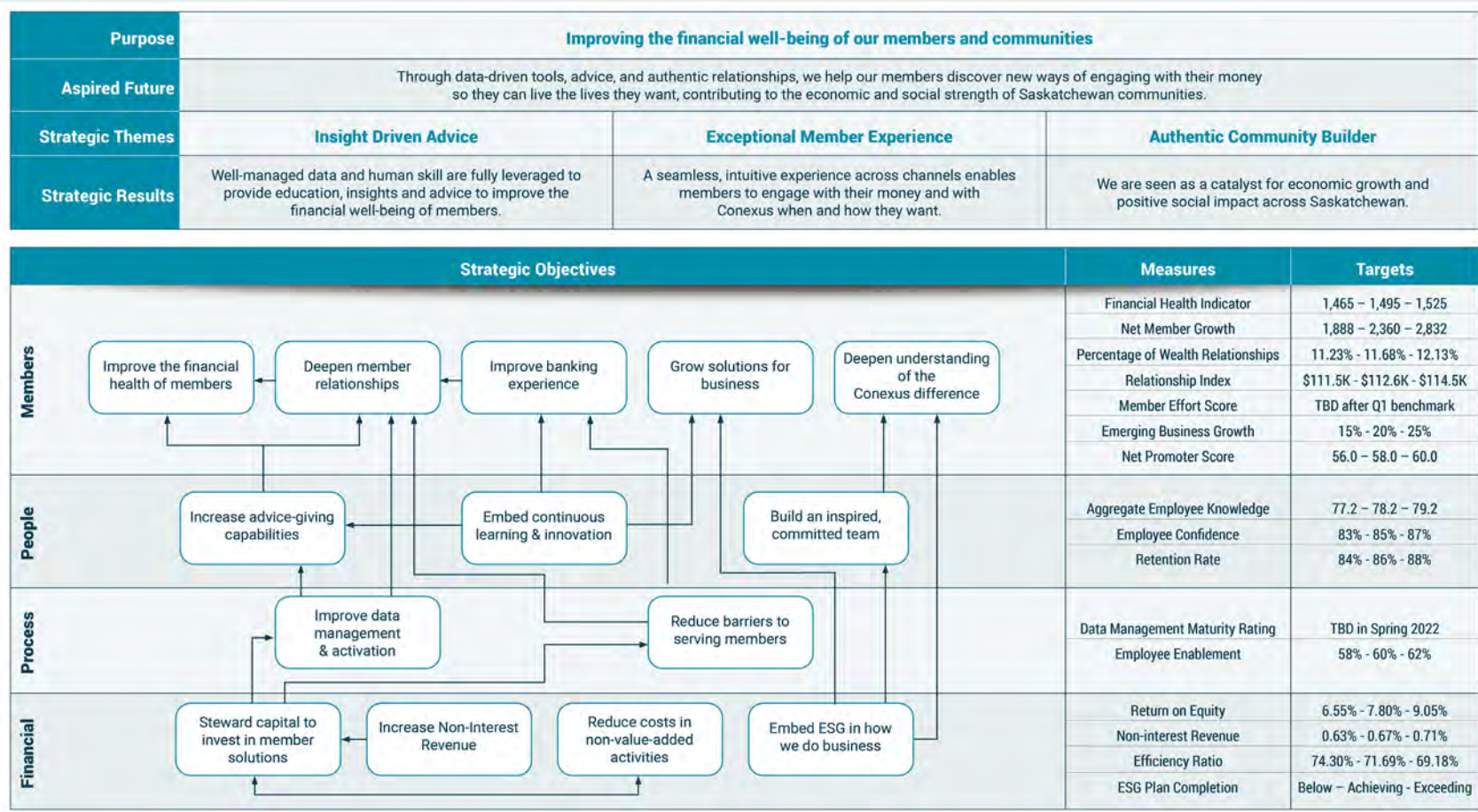
2022 Strategy Map

In 2022, we're rolling out a refreshed strategy. While the Strategy Map may look different and have a few new things, our overall direction and purpose have not changed. We are continuing to build the credit union of the future for our members.

The refreshed strategy provides a clear picture of the unique value we want to create for members and gives a roadmap for how we're going to get there, and what we all need to focus on to make it happen. The Strategy Map has three big themes: insight driven advice, exceptional member experience, and authentic community builder. The bubbles within the Strategy Map

identify all the big pieces of work (or continuous improvements we need to focus on over the next several years) and all lead back to at least one of the three themes. The arrows showcase how everything we do is linked together to ultimately create value for our members. We have a series of measures that will help us all see how we're doing on the strategy throughout the year.

2022 Strategy Map: Be Authentic. Be **BOLD** & Creative. Be Responsible.



Financial Literacy

Financial literacy is a critical life skill. It's the foundation to navigating the financial world; having the tools, knowledge, confidence, and resources enabling you to make informed, responsible decisions with your money. We aim to educate and bring awareness to financial literacy within our communities and do so through a variety of programs, initiatives, and tools.

Financial Literacy Partnerships

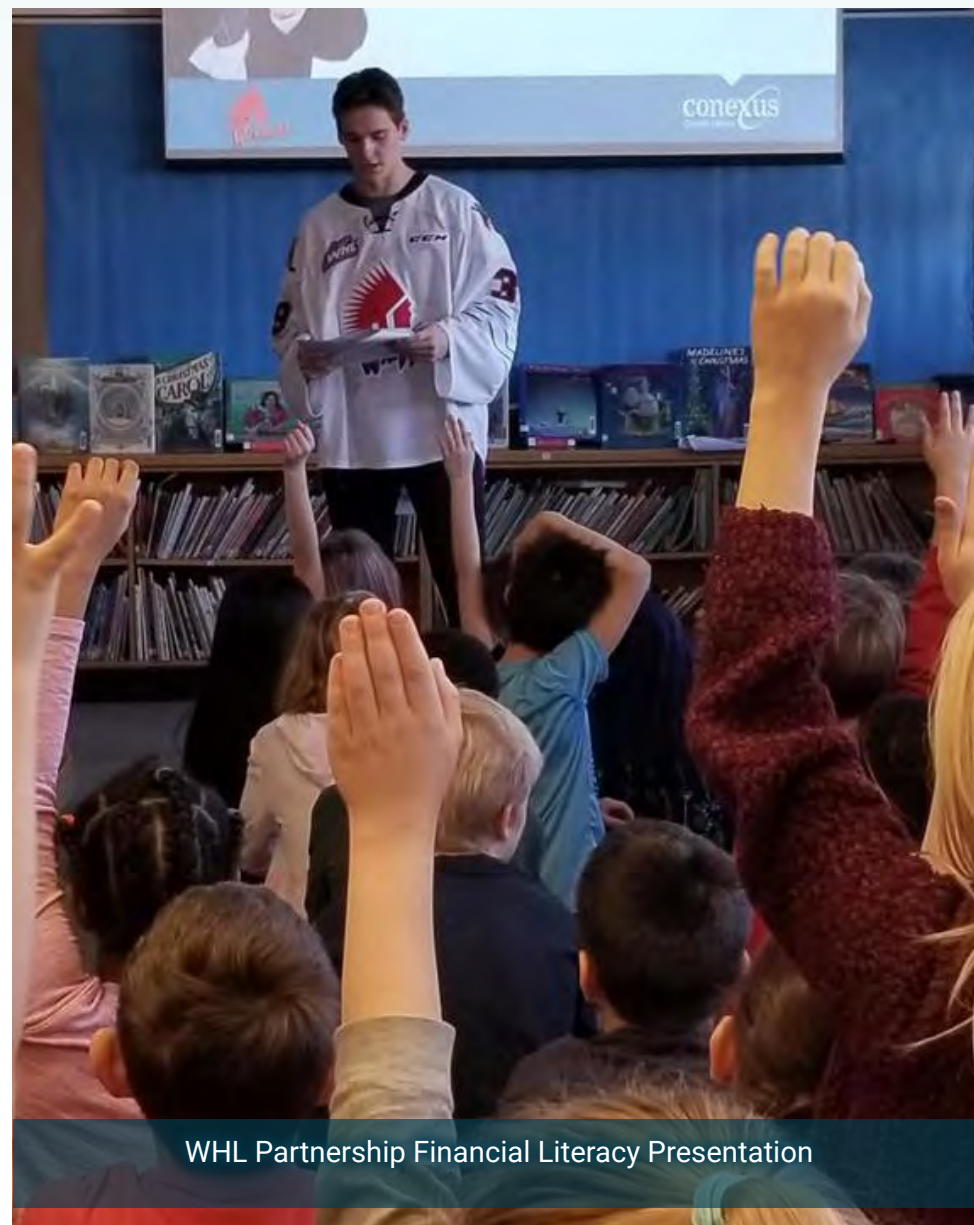
In 2021, 16 of our Community Investment Program partnerships included a financial literacy program or a Conexus employee facilitated presentation. A few of our partners included:

- Saskatchewan WHL and SJHL hockey teams
- Food banks across Saskatchewan
- Prince Albert Literacy Network
- READ Saskatoon

Each One Teach One

Each One Teach One (EOTO) is a national program led by the Canadian Credit Union Association (CCUA) that trains and certifies credit union employees across Canada to teach financial literacy workshops in local communities using basic and plain language.

In 2021, 30 Conexus employees were certified EOTO trainers. Due to COVID-19, all presentations were delivered virtually, and Conexus EOTO trainers delivered 49 presentations across the province.



WHL Partnership Financial Literacy Presentation

Innovative Tools & Resources

Our goal is to provide meaningful advice to help our members improve their overall financial well-being. Two ways we do this is through our Conexus #MONEYTALK blog and What Connects Us podcast.

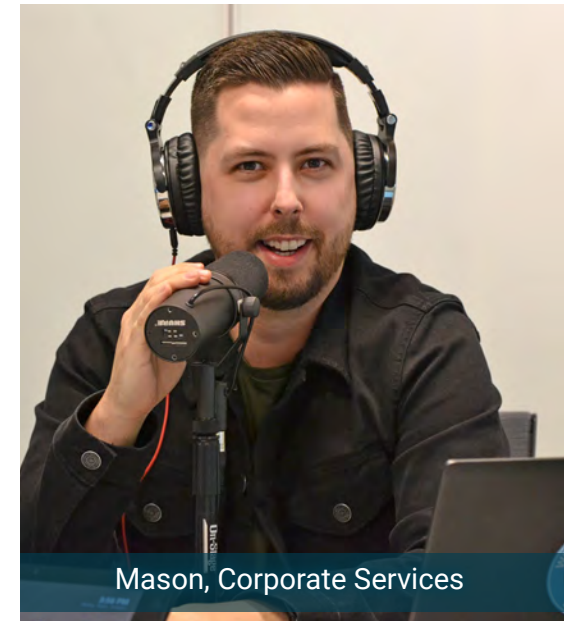
Launched in 2017, Conexus #MONEYTALK shares expert advice, practical help, and solutions on topics related to money including budgeting, investing, retirement, and more.



Local stories of courage, risk and transformation

LISTEN HERE > [LISTEN ON Spotify](#) [Listen on Apple Podcasts](#) [Listen on Google Podcasts](#)

Launched in 2020, Conexus launched the What Connects Us podcast that sparks human connection through authentic conversation, personal stories, and a hint of financial literacy. To-date, we have produced over 25 episodes and have had over 15,000 listeners, resulting in nearly 815,000 minutes listened to the podcast. You can find What Connects Us on all major music streaming platforms including Spotify, Apple Podcasts, and Anchor.



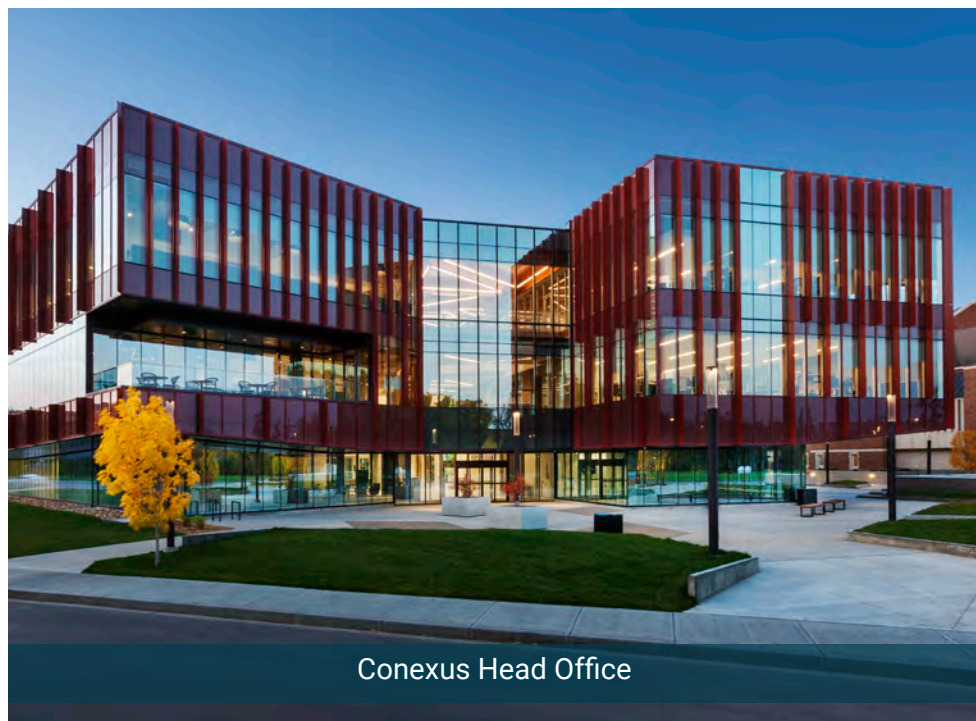
Mason, Corporate Services

Contribution to Community

Conexus Building Communities

We believe strongly in building and supporting communities. That's why when the University of Regina put out a call for a development partner for its College Avenue Renewal Project, we knew we had to answer. Our partnership with the University is an example of what's possible when the community comes together to collaborate and solve problems.

Through our partnership, we were able to support the University in saving College Avenue campus and the restoration of Darke Hall, which included building a link space which increases the accessibility



and expands the functionality of Darke Hall. We have also created a new public space within our head office building on College Avenue for the community to enjoy for many more years to come. More than 20% of our building is shared, public space and includes public washrooms, seating areas, water fountains, a living plant wall, and more.

In 2021, the on-going pandemic continued to impact the use of the public space including a grand opening of our space and the construction and re-opening of Darke Hall. In 2022, we look forward to the opening of Darke Hall and celebrating our new space with our members and community once it is safe to do so again.

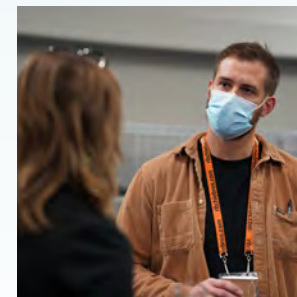
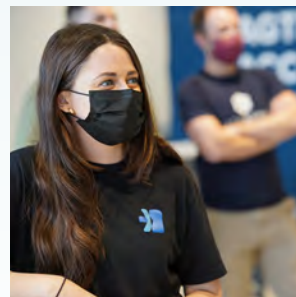
Growing Tech Innovation

Saskatchewan's tech ecosystem is flourishing. Contributing to this growth is the innovative work being done by our tech incubator Cultivator powered by Conexus (Cultivator).



Launched in 2019, Cultivator is Canada's first credit union led business incubator, that provides the space, resources, mentors, programming, and more to local tech startups helping them launch, grow and scale from right here in Saskatchewan.

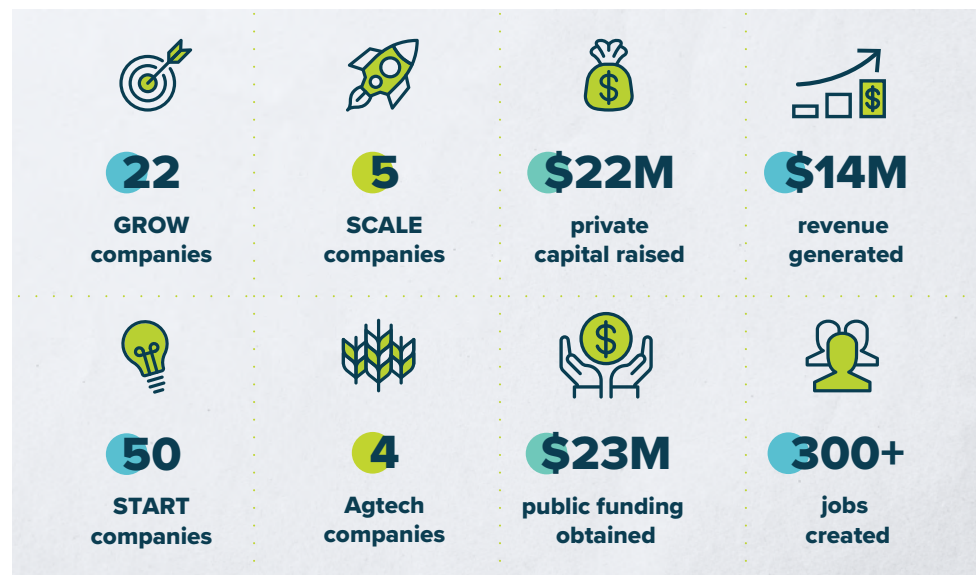
In just three years, Cultivator has incubated over 80 companies who have in turn raised \$22.8 million in private capital, obtained \$23.1 million in government funding, generated over \$14 million in revenue, and created over 300 jobs.



In 2021, Cultivator continued to deliver digital by default programming and hosted several virtual high impact ecosystem events such as the 24 Hour Startup and Sask Startup Summit. Cultivator companies also hit some major milestones, including:

- Capital raises by several companies including Budsense, Limbus AI, StoreToDoor, HomeTeam Live, Prairie Robotics, Precision AI, and Brew Ninja.
- GROW company, Prairie Robotics received SDTC (Sustainable Development Technology Canada) Seed Funding – the first Saskatchewan tech company to ever receive this funding.
- Citrus Technology hit \$1 million in processed sales.
- Beautiful Mood app has over 100,000 downloads, and after turning on subscriptions, has subscribers from almost every country in the world.
- StoreToDoor took home first place at Startup TNT Investment Summit.
- Limbus AI received CE Mark Certification for Limbus Contour.
- Offstreet Technology passed 200 active locations on its platform.
- memoryKPR won the Valhalla Investment Summit.
- myComply was selected to provide New York City with a safety database and connect 150,000+ construction workers to smart technology.

We are as committed as ever to helping founders start, grow and scale globally successful companies through Cultivator's programming and global network. To learn more, visit cultivator.ca.



Pooling Capital to Fuel the Economy

Conexus Venture Capital Inc. (CVC) extends our efforts to put Saskatchewan and Canadian innovation on the map and contribute to economic growth. It was founded with a mission to connect local capital to local founders and in turn contribute to economic growth. Currently CVC manages two funds – CVC Fund #1 and Emmertech.

CVC Fund #1 is a \$32 million fund with the entirety of investors being from Saskatchewan, representing a strong mix of credit unions, business leaders, and a Saskatchewan-based retail venture capital fund. The Fund invests in a diversified portfolio of Saskatchewan-based high-growth companies, as well as invests a small percentage into non-Saskatchewan startups that help drive profitability of the fund. The Fund's portfolio companies include:

- SalonScale
- 7Shifts
- Coconut Software
- Taiv Inc.
- SafetyTek
- Curatio
- 54e Dev Studios Inc.
- Callia Flowers
- ServiceBox
- Curbie Cars
- Rivercity Innovations
- Prairie Robotics
- Pivot Subscriptions
- Cubbi (previously known as ArcticShelf)

Though the CVC Fund #1 is still in its early days, it's already seeing unprecedented levels of success. Since launching, the fund has seen a 38% internal rate of return and is performing in the top quartile of North American venture capital funds launched in 2019.

Emmertech is CVC's newest fund launched in 2021 that focuses on agtech and agribusiness innovation. This \$60 million fund was built from an industry-first approach with investors being some of Canada's most innovative farmers, agribusiness owners and agriculturally-centered



GrainWorks Agtech Panel, 2021 Canadian Western Agribition

financial institutions. Innovation Saskatchewan is the Fund's largest investor with a \$15 million contribution.

Emmertech threw out the Canadian playbook when it comes to venture capital and rebuilt a new investment approach to fit the world of agtech. Agtech requires companies that can build highly reliable products that deliver an immediate return on investment to the farm and, as a result, they need investors to bet bigger and earlier than typically seen in the tech space. This is exactly what Emmertech plans to do – when we find a company we want to invest in, we're going to invest big. The Fund has invested in two companies – Lucent BioSciences in British Columbia and Ukko Agro in Ontario – and expects to announce several new investments in 2022.

To learn more, visit conexus.ca/venturecapital.

Accelerating the Growth of Canadian Agtech

Saskatchewan is home to a vibrant startup culture and a strong ecosystem of world-leading agriculture and food companies. In 2021, Cultivator, Economic Development Regina (EDR) and Emmertech partnered together to launch an Agtech Accelerator. What makes the Agtech Accelerator unique is that it is venture capital backed. Companies selected to participate will receive a minimum \$100,000 equity investment at intake via Emmertech – a first for an accelerator in Saskatchewan and Canada.



Agtech Accelerator Founding Partners

This community initiative is poised to cultivate early-stage agtech companies from right here in Canada, and from across the globe, and build Saskatchewan as a global agtech hub. To do so, we've entered several strategic partnerships to help deliver on this vision including:

- Innovation Saskatchewan
- Innovate UK
- University of Regina
- University of Saskatchewan
- Saskatchewan Polytechnic
- Prairies Economic Development Canada

By partnering with local, national, and international partners, the Agtech Accelerator will have access to other ecosystems around the world, helping accelerate innovation, commercialize game-changing technologies, and build globally competitive leaders within the agtech space.

In 2022, we will welcome our first cohort consisting of 15 companies. Cohort companies will be from across Canada and will include up to five international companies, recruited and selected through our partnership with Innovate UK.

To learn more about the Agtech Accelerator, visit cultivator.ca/agtech.

Investing in Our Communities

Being connected to our communities across Saskatchewan is a commitment we have upheld for the last 80+ years – it's part of our fabric and our Community Investment Program reflects just that.

We partner with community and non-profit organizations that are making a meaningful difference in the well-being of communities across our province.

Our Community Investment Program aligns with our purpose to improve our members' and communities' financial well-being. We know it's only when someone's basic human needs are met that they can become financially well, which is why we provide financial support in three key focus areas:

- Financial literacy education programs
- Basic human needs programs: food, shelter, education, and health services
- Capital projects, specifically facilities that directly impact, improve, or benefit lives in the community and contribute to its economic growth and sustainability



Friendship Inn, Saskatoon and Food Bank, Regina, Community Partners



United Way Saskatoon, Community Partner

Our program remained closed from Jan. 1 – Aug. 31, 2021 due to the on-going pandemic. During this time, we focused on supporting our multi-year partners as they adapted their services to continue helping their communities. We reopened our program for applications through two intake periods from Sept. 1 – Oct. 15 and Oct. 16 – Dec. 1.

In 2021, we remained committed to our members and communities, and supported 56 organizations and 59 initiatives through our Community Investment Program. In total, we invested over \$1.9 million back into our communities. Beyond financial support, we also waived \$190,000 in banking fees for unincorporated non-profits and charitable organizations, allowing them to use these savings to deliver additional care to clients who depend on their services.

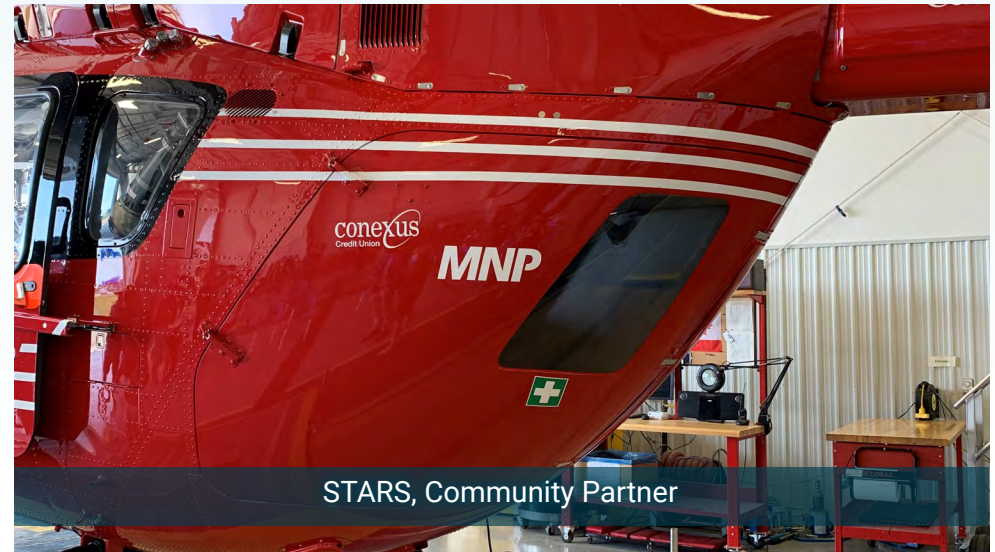
Lung Association of Saskatchewan

Breathing makes us strong – it's the life force that gives us energy. But for one in five people affected by lung disease in Saskatchewan, every breath can be a struggle. The Lung Association plays a vital role for those not only experiencing lung concerns but as a valuable resource for education, research, support programs, and more. One way they offer support to individuals and families is through the Caring Breaths Financial Assistance Program (Caring Breaths). Caring Breaths helps ease the financial burden that lung disease can bring to patients and their families.

Partnering with the Lung Association of Saskatchewan, through a \$15,000 per year over three year partnership, to administer such an impactful program enables us to deliver on our purpose of improving the financial well-being of our members and our communities. We are proud to work alongside them to fulfill their mission to improve lung health one breath at a time.



Lung Association of Saskatchewan, Community Partner



STARS, Community Partner

STARS

We have been a proud sponsor of STARS for the last several years, including providing \$500,000 to the STARS Keep the Fight Flight capital campaign in 2020, as well as extending our support as the title sponsor of the Pegasus Project.

The Pegasus Project involves a completely custom-built, one-of-a-kind, 1968 Ford Mustang 427 coupe. In June of 2021, the car embarked on a Road Show across Saskatchewan to help raise funds for new helicopter equipment, and in January 2022 was auctioned off for an incredible \$1 million at the Barret-Jackson auction in Scottsdale, Arizona. This is only the second time a charity vehicle from Canada has been auctioned at this event.

Critical health care services are foundational to our purpose. We invest in STARS because they can provide the very best in care when time is of the essence for our members, our employees, and all the people of Saskatchewan.

Habitat for Humanity

In 2021, Habitat for Humanity merged all its chapters from Prince Albert, Regina, and Saskatoon to form Habitat for Humanity Saskatchewan (Habitat Saskatchewan). Its mission of Habitat for Humanity is to bring communities together to help families build strength, stability, and independence through affordable housing. It knows that a safe, decent, affordable home is fundamental to a family forging a path out of poverty. In a Habitat Saskatchewan home, families find better health, more financial freedom, independence, and a stability and security that far too many families simply cannot achieve without a helping hand. Habitat Saskatchewan believes this merger will allow the organization to provide that helping hand to more families in need.

There is a natural alignment with Habitat Saskatchewan's mission of promoting homeownership to break the cycle of poverty, and Conexus has pledged \$1,000,000 to build 80 homes across the province over four years.



Habitat Saskatchewan Family, Community Partner



READ Saskatoon, Community Partner

READ Saskatoon

READ Saskatoon is a community-based volunteer literacy organization that offers literacy services to adults, families, and community. Since 1979 they have been providing literacy services for adults and families through the work of staff, trained volunteers, and community partners.

With Conexus' financial support of \$55,000 per year for four years, READ Saskatoon continues to address and support the advancement of literacy and learning in our community. Through our partnership and shared passion for creating stronger communities together, we have contributed to the economic, social, health, and wellness of Saskatchewan residents. Conexus has worked with READ Saskatoon since 2014 supporting family literacy program development to currently strengthening the financial literacy work to create awareness of the importance of strong money management skills through both in person and virtual workshops.

Boys & Girls Club of Saskatoon

The Boys & Girls Club of Saskatoon's mission is to provide a safe, supportive place where children and youth can experience new opportunities, overcome barriers, build positive relationships, and develop confidence and skills for life.

They know that when families are supported, stronger families are created. Having a safe and positive place for parents to learn, feel supported, and get connected to their community will help children and youth become kids of privilege. Now, more than ever, children, youth, and families are facing increased isolation, uncertainty, lack of connection, and a daily struggle to meet their basic needs. Even though mental health needs are immediate, parents aren't accessing the support they need due to cost, transportation, wait lists, and comfort levels in seeking help.

With the support of Conexus' \$36,000 three-year partnership, the Boys & Girls Club of Saskatoon was able to start a Parenting Program at St. Mary's Wellness & Education Centre located in the Pleasant Hill Community in Saskatoon, which it has since expanded to include mental health support.



Boys & Girls Club, Community Partner



Feeding Our Future, Community Partner

Feeding our Future

Feeding Our Future is a food program created by four local business owners that provides emergency lunches for students who do not have one at schools in Prince Albert. This program is sponsored by local partners Lake Country Co-operative Association Limited, Lakeland Ford and Hyundai, the Broda Group, B&B Construction Group, and Conexus Credit Union. Conexus currently has a \$25,000 per year, three-year partnership with Feeding Our Future. Since launching in December 2016, this joint venture has provided over 250,000 lunches to students.

Conexus Board of Directors 2021



Governance at Conexus

Our Board of Directors (Board) is committed to governance excellence and is representative of the 133,000 members we serve. Made up of our members and voted by our members – our Board keeps us grounded to our commitment and purpose of putting our members first.

2021 continued to be a year of unpredictability, resiliency, and determination. Throughout, our Board ensured it continued its governance responsibilities and was accountable for our credit union's strategy, risk management framework, senior management oversight, and internal controls.

Our Board met their expectations to execute its essential duties, and in 2021 accomplished the following deliverables:

- Approving a refreshed strategy for the organization.
- Updating and approving a variety of policies to reflect a commitment to continuous improvement and adjusting to our fiduciary environment.
- Review and updates of Board operations including updating its competencies and the Board's aspirational competency make-up, as well as updates to its Board Roles and Responsibilities, and the Board Chair and Vice-Chair Role Description.
- Review and approval of key plans related to operation and transformation of our credit union including 2021-2023 internal audit plan, 2022 budget, quarterly financial reports, 2022 Balanced Scorecard, and more.

Throughout the year, our Board remained focused on sustainability and the transformation needed to ensure Conexus continues its support for our members and our communities across Saskatchewan – both today and well into the future.

In the coming year, our Board will continue its commitment to strong governance by participating in annual planning sessions to set the future direction of Conexus; engaging in strategic discussions; participating in credit union system initiatives; and, continuing to assess its own performance.

Elections and Member Engagement

The election of Conexus' Board of Directors is an important component of democratic co-operative governance. By participating in the democratic process, our members shape and direct our future.

Our members elect our Board of Directors through a one-member, one-vote process following our bylaws. Each director is elected for three-year staggered terms and may serve up to a maximum of three consecutive terms.

Our Board is composed of 11 directors, elected to serve the interests of our membership in all its diversity. We believe a Board that is inclusive, while reflecting the diversity of our membership, helps ensure it can provide better oversight of Conexus while also expressing the needs of the members we serve. For clarity, at Conexus diversity is defined to include abilities and challenges, age, ethnicity, gender and sexuality, geography (rural, urban, north, south), and personal life experiences.

The Board's Nominations Committee is responsible for overseeing the nomination process, recommending candidates, and the election of directors per provincial legislation. Voting is done by electronic ballot or in-branch by paper ballot. We announce election results yearly at our Annual General Meeting.

Approach to Governance and Board Responsibilities

Our Board has overall responsibility for the stewardship of Conexus and ensuring our credit union can successfully meet the challenges of the rapidly changing financial services industry and its growing regulatory requirements. Our Board of Directors has a fiduciary responsibility to Conexus and follows all laws and standards set out in The Credit Union Act, 1998, The Credit Union Regulations, 1999, and the Standards of Sound Business Practice. The day-to-day management is delegated to Conexus' Chief Executive Officer (CEO).

Our Board ensures we are managed and operated in a sound and prudent manner, and its responsibilities include:

- Ensuring our Board is a qualified and independent board elected by members that is representative of the members we serve. This includes considering the legitimate business interests of members and stakeholders and being accountable to them.
- Demonstrating our commitment to ethical leadership consistent with our purpose, values, and code of conduct.
- Managing the Board's affairs, determining the mandate and composition of board committees, and setting the governance practices, policies, and processes to guide the Board's work and meet all legislative and regulatory obligations.
- Assessing the performance of the Board, with a commitment to ongoing director education and competencies needed to inform the call for nominations.
- Selecting a qualified and dynamic CEO to lead our credit union, establishing performance objectives and compensation, and evaluating performance.
- Clearly defining roles and responsibilities and a collaborative relationship with executive management.
- Ensuring an effective organizational structure that appropriately balances separation between operations and risk management control functions. This includes deliberate strategic planning, setting performance measures for the organization in the balanced scorecard, monitoring risks, and overseeing progress towards achieving strategic objectives.

- Reviewing and approving financial statements, annual budgets, regulatory filings, and overseeing timely and accurate reporting to members and the regulator regarding performance.
- Providing transparent disclosure of notable corporate information to members.

The Board's Governance and Human Resources Committee works to ensure we evolve and maintain high standards of credit union governance. Collaboratively, management and the committee monitor the regulatory environment and corporate governance best practices to identify opportunities for continuous improvement.

Board Committees

Our Board enhances its efficiency and effectiveness through well-appointed and structured committees. Committee memberships are reviewed annually, taking into consideration the competencies and preferences of directors. Each committee is composed of four directors with the board chair as an ex officio member on each committee.

Each committee has a mandate outlining its purpose and responsibilities. Committees meet quarterly throughout the year and provide meeting minutes and reports to the entire Board. Outside advisors may be independently engaged to assist as needed.

Audit and Conduct Review Committee assists in the oversight of Conexus' financial performance, the integrity of the financial reporting, the effectiveness of internal controls, and the performance of internal and external audit functions. It also is responsible for conduct review oversight and the approval of related party transactions.

Governance and Human Resources Committee assists the board in developing and maintaining effective corporate structures and processes to direct and oversee the organization and its subsidiaries. It is also responsible for facilitating the process to develop performance objectives for the CEO, evaluating performance, and recommending the CEO's compensation.

Nominations Committee leads the board renewal process, based on the direction, and thought leadership from the Governance and Human Resources Committee, as approved by the board. This includes overseeing the annual nomination, recommending candidates and director election process, proactively searching for nominees, and leading the review and interviewing of qualified candidates process.

Risk Committee assists the Board in its oversight of Conexus' risk management framework and provides reasonable assurance that strategic, operational, financial, and regulatory objectives are achieved in the creation and protection of member value.

Board Effectiveness and Renewal

Our Board is committed to excellence through effective credit union governance and building a board that oversees Conexus and acts as a strategic resource. It strives toward continuous improvement.

The Board's Governance and Human Resources Committee facilitates an annual board evaluation process to assess the effectiveness of board operations. Results of the evaluation form the basis of recommendations to the Board for improving governance practices, opportunities for board development, and helps determine the competencies the Board is seeking to support the call for nominations. The Board's Governance and Human Resources Committee monitors progress against these plans.

Each director possesses a diverse combination of competencies, knowledge, and experiences, and are further committed to continuous learning. Plans for renewal and succession are part of Conexus' ongoing governance journey.

Orientation and Director Education

Directors participate in education sessions tailored to meet the development needs and interests of the Board. Each director is provided with a learning and development allowance to encourage their participation in continuing education opportunities that support their personal development goals. Additionally, directors are offered opportunities to attend a variety of community, member, and employee events throughout

the year. Due to the continued impact of COVID-19, all learning and development and event participation were done virtually in 2021.

Education is important in helping directors understand the operations and emerging issues affecting our business, in addition to maintaining and building governance skills. An orientation program is provided to familiarize new directors with business operations and the expectations of our directors.

The Director Orientation and Continued Learning and Development Policy is designed to combine required and elective opportunities. The range of learning and development pursued by Conexus' Board of Directors includes and is not limited to:

- Institute of Corporate Directors (ICD.D) University of Toronto – Rotman School of Management.
- Chartered Director Program (C.Dir) – DeGroote School of Business at McMaster University.
- Credit Union Executives Society (CUES) Governance Leadership Institute (CCD).
- CUSource Foundations of Governance.
- Various in-house training such as financial literacy, director orientation, and more.

Remuneration and Attendance

The Governance and Human Resource Committee is responsible for reviewing director remuneration, ensuring it's competitive and appropriate. Starting in 2021, the director remuneration policy is to be reviewed triennially, following the board policy review cycle or as needed. The Director Remuneration policy is reviewed biennially.

Preparation, attendance, and active participation in regular board and committee meetings, strategic planning sessions, and other special meetings are an expectation of our directors. Accountability is integral, and a minimum attendance rate of 75 percent is required, except where the Board's Governance and Human Resources Committee determines that special circumstances prevented a director from meeting this minimum threshold.

Board of Directors



Board Members	Joel Mowchenko	Bradyn Parisian	Annette Bester	Mark Borgares	Cindy Fuchs	Karla Hardcastle	Adam Hicks
	Chair	Vice-Chair	Director	Director	Director	Director	Director
Year First Elected¹	2015	2021	2020	2020	2021	2017	2019
Year Current Term Ends	2024	2024	2023	2023	2024	2023	2022
Committee Assignments (Pre AGM 2021 – April 12, 2021)	Ex officio member of all committees except Nominations		Member of Audit and Conduct Review Committee	Member of Nominations and Risk Committees		Chair of Governance and Human Resources, and Member of Nominations Committee	Member of Audit and Conduct Review Committee
Committee Assignments (Post AGM 2021)	Ex-officio member of Risk, Audit and Conduct Review and Governance and Human Resources Committee. Member of Nominations Committee	Vice Chair, Member of Audit and Conduct Review Committee and Governance and Human Resources Committee	Chair of Risk Committee	Chair of Nominations Committee, Member of Risk Committee	Member of Governance and Human Resources and Nominations Committee	Chair of Governance and Human Resource and Member of Nominations Committee	Member of Audit and Conduct Review, and Risk Committees
Meeting Attendance²	28/28	9/9	12/12	19/19	20/20	20/20	16/16
Remuneration							
<i>Honorarium & Per Diems</i>	\$48,750.00	\$18,625.00	\$25,625.00	\$26,875.00	\$15,416.67	\$26,625.00	\$23,125.00
<i>Expenses³</i>	\$1,755.03	\$2,877.50	\$10,539.98	\$220.89	\$819.13	\$10,444.33	\$9,383.25
Total	\$50,505.03	\$21,502.50	\$36,164.98	\$27,095.89	\$16,235.80	\$37,069.33	\$32,508.25

¹ Terms are three years. Directors may serve up to three consecutive terms (if elected). Director terms begin at the close of the Annual General Meeting.

² In 2021, the total number of meetings for the board and each committee were: Board (8), Audit and Conduct Review (4), Governance and Human Resources (5), Nominations (7), and Risk (4).

³ Includes out of pocket expenses, learning & development, Conexus paid benefits.

Board of Directors (Continued)



Board Members	Sandra Kitts	Ken Kosolofski	Kara Marchand	Kathryn Pollack	Leah Clement	Karin Ferris
	Director	Director	Director	Director	Outgoing Director	Outgoing Director
Year First Elected¹	2019	2020	2016	2019	2018	2018
Year Current Term Ends	2022	2023	2022	2022	Apr 2021	Apr 2021
Committee Assignments (Pre AGM 2021 – April 12, 2021))	Chair of Nominations, and Member of Governance and Human Resources Committees	Chair of Audit and Conduct Review Committee	Member of Audit and Conduct Review and Risk Committees	Chair of Risk Committee	Member of Governance and Human Resource, and Risk Committees	Member of Governance and Human Resources Committee
Committee Assignments (Post AGM 2021)	Member of Governance and Human Resource Committee	Chair of Audit and Conduct Review Committee	Member of Audit and Conduct Review Committee	Member of Risk Committee		
Meeting Attendance²	12/12	12/12	12/12	12/12	1/4	3/3
Remuneration						
<i>Honorarium & Per Diems</i>	\$22,500.00	\$25,500.00	\$20,000.00	\$20,500.00	\$5,833.33	\$6,583.33
<i>Expenses³</i>	\$0.00	\$9,745.40	\$750.00	\$8,386.00	\$250.00	\$250.00
Total	\$22,500.00	\$35,245.40	\$20,750.00	\$28,886.00	\$6,083.33	\$6,833.33

¹ Terms are three years. Directors may serve up to three consecutive terms (if elected). Director terms begin at the close of the Annual General Meeting.

² In 2021, the total number of meetings for the board and each committee were: Board (8), Audit and Conduct Review (4), Governance and Human Resources (5), Nominations (7), and Risk (4).

³ Includes out of pocket expenses, learning & development, Conexus paid benefits.

Contacting the Board

Members and other interested parties may communicate with our Board of Directors through our Governance Office by:

Email: contacttheboard@conexus.ca

Mail: Attention: Corporate Secretary
Conexus Credit Union
P.O. Box 1960 Stn Main
Regina, SK S4P 4M1

For further information visit
conexus.ca/aboutconexus/leadership

