

2024 CALL FOR NOMINATIONS PACKAGE

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INTRODUCTION

First West Credit Union’s (“First West” or “the Credit Union”) Board of Directors (“Board”) is recruiting qualified candidates for four positions on the Board in the upcoming 2024 nominations and elections process. The Board is responsible for the stewardship of First West and overseeing the management of the Credit Union’s business, including shaping its strategic direction, setting the risk appetite, and ensuring appropriate processes and controls are in place to identify, manage and monitor applicable risks.

First West is one of Canada’s leading member-owned financial co-operatives and is nearing the point when it will become federally regulated, subject to achieving the necessary regulatory approvals. Notably, at the commencement of the nominations and elections process, First West’s Rules will apply. However, should First West receive regulatory approval and commence operating federally during this process, First West’s Bylaws will take effect. To learn more about First West’s journey to become federally regulated, visit keepgrowing.ca.

The nominations and elections process is a democratic process; however, it is not without opinion on what is democratically appropriate for the size of First West and the complexity of expertise and oversight required in the Canadian financial services industry. The First West Board considers a fulsome set of competencies to provide effective stewardship and oversight of the Credit Union, narrowing down specific competencies that must be recruited for in any given year. Directors on the First West Board are expected to contribute a significant amount of time and expertise, while still remaining committed to the co-operative principles, which are at the heart of what it means to be a credit union.

This package provides information to First West Credit Union members who are interested in a Director position on the First West Board, including details on the competencies being recruited for, and the comprehensive nominations and elections process. If after reading this information you have any questions, just reach out.

Leslie Castellani
Corporate Secretary, Chief Governance & Corporate Affairs Officer
e: governance@firstwestcu.ca

OVERVIEW

NOMINATIONS TASK FORCE

The Credit Union has established a Nominations Task Force ("Task Force") to conduct and oversee the nominations and election process. This year, the Task Force is comprised of three Directors, whose terms are not expiring, and two members-at-large. A consultant from Tekara Organizational Effectiveness Inc. ("Tekara") will assist the Task Force with candidate interviews, reference validations, and general guidance on Board effectiveness.

KEY COMPETENCIES THE BOARD IS LOOKING FOR IN 2024

Annually, the Board assesses existing and emerging factors affecting the Credit Union's ability to achieve its strategic plan. The Board then determines the expertise and experience required to address these factors. For 2024, the Board is seeking candidates who possess well-established professional expertise in:

- Environmental, Social and Governance (ESG) expertise
- Real estate lending/development expertise
- Law expertise

Additional details on competencies may be found on page eight.

DESIRED DIVERSITY PERSPECTIVES

The Board seeks to attract a diverse array of high-calibre candidates in accordance with [First West's Board Equity, Diversity and Inclusion Policy](#), and recognizing that competence is paramount, the Board is particularly seeking expressions of interest from:

- Women
- Indigenous Peoples
- Other equity deserving groups

AVAILABLE SEATS IN 2024

Four Board positions are available in 2024 with each position being for a three-year term. Three incumbent Directors have confirmed they will be seeking re-election and one incumbent director has confirmed they will not be seeking re-election.

First West may receive regulatory approval and commence operating as a federally regulated credit union during the call for nominations process. If this were to occur, First West will need to comply with the Bank Act and address the requirements of Section 196(1) of the Bank Act which mandates that directors must appoint a Chief Executive Officer (CEO) from among their members. As such, the Board may elect to increase its composition in order to meet Bank Act requirements and an additional Board position may become available in 2024 for which the current CEO may seek election. Any such decision by the Board would be intended to address the requirements of section 196(1) of the Bank Act.

THE PROCESS AT A GLANCE

The nominations and election process spans several months. The table below outlines key dates, actions prospective candidates should take, and references to supporting materials or additional information.

2023 – 2024 DATES	FIRST WEST EVENT	CANDIDATE ACTION	RELATED MATERIALS
Dec. 1 at 9 a.m. PT	Call for Nominations opens	Candidate application available on the First West and divisional websites.	firstwestcu.ca , islandsavings.ca , envisionfinancial.ca , valleyfirst.com , enderbyfinancial.com
Jan. 9	Candidate Information Session	Learn more at the online information session: 5 to 6 p.m. PT.	Page 5
Jan. 11	Candidate applications due	Final date for candidates to submit applications and required materials.	Page 5
Jan. 18 at 12 p.m. PT	Call for Nominations closes; Final day to submit five member nominators	Ensure the five members in good standing have submitted their nomination forms.	Page 5
Feb. 8 and 9	Candidate interviews	Attend interview with the Nominations Task Force. Location will be communicated to applicants selected for an interview.	Page 6
Feb. 9	Task Force endorsement meeting	Candidates will be notified of their endorsement status within two business days.	Page 6
April 11 to May 5	Campaign and voting period	Campaign per the guidelines.	Pages 6-7
May 15	Election results announced at First West's Annual General Meeting (AGM)	Candidates will be informed of the election results before the meeting; all candidates are invited to attend the AGM.	Page 7

THE PROCESS IN DETAIL

CALL FOR NOMINATIONS OPENS

To apply to join the Board, you must be nominated by First West members. In accordance with First West Credit Union's Rules, The Task Force will accept nominations for at least 30 days starting no less than 90 days prior to the AGM.

The nominations period opens at 9 a.m. PT on Dec. 1, 2023, and continues until 12 p.m. PT on Jan. 18, 2024.

CANDIDATE INFORMATION SESSIONS

If you have further questions regarding the nominations and election process, you are invited to attend *the Candidate Information Session, which will be held online Jan. 9, 2024, from 5 to 6 p.m. PT.*

SUBMISSION OF INTENT TO STAND FOR ELECTION

Candidates should review this information package thoroughly to ensure the competencies, expertise and experience being sought are understood. Following this review, *candidates should submit their application form online no later than 5 p.m. PT, Jan. 11, 2024.* Candidates must include a candidate statement, curriculum vitae (CV), photograph, and three references who can speak to how your expertise and experience are a fit for the Director competencies being sought by the Board for this year.

Every new Director on the First West Board is subject to applicable background checks and approvals by the regulatory authorities. Since First West is going through the process to be federally regulated, this includes an extensive security check by the federal regulator— The Office of the Superintendent of Financial Institutions (OSFI). Additionally, given the size of First West, our requirement to meet the standards outlined in the OSFI Corporate Governance Guideline, and the fiduciary and duty of care requirements as a Director, all candidates must hold, or be willing to complete Director accreditation, such as ICD.D or C.Dir.

SUBMISSION OF NOMINATIONS AND END OF THE NOMINATIONS PERIOD

Candidates must secure *the nominations of five members in good standing and ensure the nominations are submitted no later than 12 p.m. PT on Jan. 18, 2024.*

What does a "member in good standing" mean? It means the member who nominates you holds at least five Class A membership shares and is not more than 90 days delinquent in any obligation (such as a loan payment) to the Credit Union.

Note: A member may only nominate one candidate. Additionally, First West's Rules require that candidates must be nominated either by the Governance and Nominations Committee or by five members of First West who are of the age of majority and in good standing. To avoid any actual or perceived conflicts of interest, the corporate secretariat, senior management and members of the Task Force are prohibited from nominating candidates for Director. Additionally, candidates are encouraged to only contact individual members they know personally to serve as a nominator.

WHY DOES THE NOMINATIONS TASK FORCE ASK FOR SO MUCH INFORMATION?

The Task Force must assess whether a candidate is eligible to stand for election. The Task Force also considers whether to endorse a candidate based on the competencies, expertise, experience and desired perspectives sought by the Board. To assist the Task Force in making this determination, candidates are asked to provide information including their membership, employment history, and the expertise and experience they can offer the Board. The Task Force also considers the insights provided by the candidate's three references.

Candidates are asked to supply a candidate statement that can be shared with all First West members so members can make an informed voting decision.

CANDIDATE INTERVIEWS

Once the nomination period ends, the Task Force will review a candidate's application eligibility. After the Task Force confirms a nomination is in order, a representative from Tekara will contact the submitted references.

Incumbent and new candidates identified as possessing the expertise, experience and attributes identified by the Board may be contacted to *attend an interview with the Task Force, held on Feb. 8 or 9, 2024*. The interview will be an opportunity for the candidate to share more about themselves and their qualifications.

ENDORSEMENT

Following the completion of the candidate interviews, the Task Force will decide which candidates it will endorse. Endorsement is a way to let members know which candidates have the expertise, experience and personal qualities needed to oversee the Credit Union on behalf of the membership. Every year, the Board evaluates its current composition, along with the experience and expertise that would position the Board to steward First West and its strategic direction.

The Task Force uses materials gathered from candidate submissions, candidate interviews and references in its assessment. The Task Force will endorse at least as many candidates as the number of positions available; additional endorsements may occur if it is in the best interest of the Credit Union. Candidates who are not endorsed may still choose to continue in the election.

Endorsement is not a popularity contest; Task Force members work hard to remain impartial and objective. Incumbent candidates, for example, are not automatically endorsed; they are evaluated using the same criteria applied to new candidates. No matter who is endorsed, during an election, the membership ultimately decides who to vote for and who is elected.

Do we need to hold an election?

Following the endorsement period, if the number of candidates is equal to or fewer than the number of Board vacancies available, the candidates will be declared elected by acclamation. This means members do not vote. If the number of candidates is greater than the number of Board vacancies available, an election will be held.

CAMPAIGNING

Following the endorsement process, and if an election is required, you may wish to campaign for member votes. First West has developed a set of principles and guidelines to ensure campaigning is conducted fairly and equally by all candidates. As a general principle, campaigning for a Board seat is not the same as running for political office. There are no rallies, no attack ads, and no lawn signs. It is a process conducted individually and professionally. It is also a process we want to help you with to ensure your candidacy is known to members when it is time to vote.

How will we assist your campaign?

- Every member eligible to vote will receive a Notice of AGM, Election and Voting that includes your photograph and candidate statement with information about the competencies, skills and experience you believe you can bring to the Board. If you have been endorsed by the Task Force, this information will also be included, as well as an explanation of what being endorsed does and does not mean.
- Our regional websites will notify members to vote during the campaign period and will include information about your candidacy on the online voting site.
- We will monitor your campaign activities and let you know if we have any concerns or feedback.

Tips for conducting your campaign

DO:

- Conduct your campaign on your own; if you seek help from others, focus on people such as family, friends, or colleagues.
- Engage with members you personally know and inform them you are running for election for the Board.
- Share how your qualifications would enhance the Board in overseeing the Credit Union. If you are endorsed by the Task Force, it is appropriate to mention this during your campaign.
- Use social media but follow the guidelines about how to speak about your candidacy included in this section.
- Share your social media links with governance@firstwestcu.ca so the Task Force may follow along.
- Share your perspective on the Credit Union's future, but make it clear these are your ideas alone and they have not been endorsed by the Credit Union, its Board or management.

DON'T:

- Campaign on Credit Union premises, including branches, collaboration centres, or ATM locations.
- Ask Credit Union management or employees to assist with your campaign, this includes developing materials, writing candidate statements, taking photographs or campaigning on your behalf.
- Make promises about how the Board will act in the future.
- Do not use any logos, phrases or other elements of First West, Envision Financial, Island Savings, Enderby & District Financial or Valley First branding in your campaign materials; as a candidate you are not a representative of the Credit Union, you are simply asking members to support you in becoming a Director.
- Campaign negatively or use negative comments about First West, its divisions, other candidates, management and staff, or the Board.

THE VOTING PERIOD

The Credit Union will send all members that are eligible to vote a Notice of AGM, Election and Voting as per applicable requirements. In accordance with First West's Rules, the Credit Union will send all members that are eligible to vote a Notice of AGM, Election and Voting ("the Notice") at least 18 days before the AGM. Members will be advised how many vacant seats are on the Board, how many candidates are standing for election, and which candidates have been endorsed. If candidates were declared elected by acclamation, the Notice will inform members.

In 2024, voting will be held from April 11 to May 5. Members will have the option to vote online, by text message or on the voting feature on the Credit Union's mobile banking apps. Full instructions on how to vote and who is eligible to vote will be included in the Notice.

ELECTION RESULTS

Once the voting period ends, ballots will be counted. You will be notified of your candidacy results, prior to the announcement to our membership at our AGM, and to the public through our websites.

The 2024 AGM will be held on May 15 in person at First West's head office in Langley, B.C., and can also be viewed through webcast. Elected candidates are expected to attend the AGM in person and to take part in a Board reorganization meeting immediately following the AGM. Candidates who are not elected are also invited to attend the AGM.

WHAT THE BOARD IS LOOKING FOR: 2024

GENERAL CHARACTERISTICS SOUGHT

Generally, the Board is seeking Directors with a broad range of business knowledge and depth of experience, as well as an understanding of the Credit Union's strategic direction and co-operative principles. Potential candidates should review the governance materials located on the First West website including:

- [The Board Charter](#)
- [The Individual Director Position Description](#)
- [The Board Effectiveness and Renewal Policy](#)

SPECIFIC EXPERTISE AND EXPERIENCE REQUIRED

For 2024, the Board is specifically looking for candidates who have significant expertise in the following areas:

Environment, Social and Governance (ESG)

A proven leader who has served on a board and has deep awareness and understanding of ESG best practices and opportunities, and a comprehensive understanding of the environmental and social issues inherent to the financial services sector. Ideally, this individual would bring expertise on how to strategically implement ESG best practices, foster ethical business practices throughout the organization, and assess the reputational impacts of social and environmental issues to ensure alignment with evolving governance standards and the organization's strategic direction.

This individual brings thought leadership and is able to contribute advice, derived from experience and/or observation, on how First West can advance its equity, diversity and inclusion strategy and foster its relationships with equity deserving groups, including, but not limited to, those who identify as Racialized, Indigenous, Black, and People of Colour and people with diverse abilities.

Real estate lending/development

A proven leader with more than 10 years' experience as a key decision maker in a commercial real estate lending, commercial real estate brokerage and market research business, commercial construction development business or a proven leader who brings lending expertise gained in a federally regulated financial services environment. This individual knows what is happening in the real estate market, understands its complexity, and has their pulse on the trends shaping consumer and business demand for real estate.

This individual provides thought leadership in real estate industry trends, latest building and market insights (i.e., construction input costs, supply chain issues, labour shortages) and is able to provide guidance on the current and long-term risks and opportunities in the market.

Law

A practicing lawyer or a lawyer who has recently left the practice of law and who has broad legal experience (private practice or in-house) advising or working with organizations of similar size, scope and complexity as First West.

This individual provides thought leadership on legal strategies and trends as they pertain to Director competencies and can advise on legal and regulatory risks regarding First West's business. Has experience negotiating material contracts and agreements and can provide effective challenge, advice and guidance to senior management with respect to such contracts and agreements. Understands and is familiar with capital raising transactions, complex mergers and acquisitions including the combining of different financial institutions, companies and/or similar entities.

REQUIREMENTS UNDER FIRST WEST'S RULES

A candidate must be:

- At least 19 years old
- A member in good standing for 12 months preceding the close of nominations (unless this requirement is waived by the Task Force)
- Eligible to hold office as a Director under the requirements of the *Financial Institutions Act* and the *Credit Union Incorporation Act*

A candidate must not be:

- An employee of the Credit Union, or an immediate family member of a Credit Union employee
- An owner, partner, employee, agent, representative or a Director of a bank, trust company, loan company, savings and loan association, lending institution, or any other business or organization that is in the same or similar business as or in competition with First West or its subsidiaries
- An employee of any other credit union or an affiliate of any other credit union, and have not been an employee of any other credit union or an affiliate of any other credit union in the five-year period prior to the date that nominations for the office of Director closes
- Disqualified under Rule 5.9 of First West's Rules

REQUIREMENTS UNDER FIRST WEST'S BYLAWS (EFFECTIVE UPON FEDERAL CONTINUANCE)

A candidate must be:

- At least 19 years old
- A member in good standing for 12 months preceding the close of nominations (unless this requirement is waived by the Task Force)
- Eligible to hold office as a Director under the requirements of the *Bank Act (Canada)*

A candidate must not be:

- An employee of the Credit Union, or an immediate family member of a Credit Union employee
- An owner, partner, employee, agent, representative or a Director of a bank, trust company, loan company, savings and loan association, lending institution, or any other business or organization that is in the same or similar business as or in competition with First West or its subsidiaries
- An employee of the Credit Union or an affiliate of the Credit Union during the three-year period prior to the date that nominations for the office of Director closes
- Disqualified under Section 6.5 of First West's Bylaws

LEGAL REQUIREMENTS

Candidates should familiarize themselves with relevant credit union legislation, including the *Credit Union Incorporation Act*, the *Financial Institutions Act*, and the *Bank Act (Canada)*. First West will conduct background checks as stated in the declaration within the candidate application form. These checks include civil court search, education verification, credential verification, disciplinary action search, targeted media search, credit history, bankruptcy and insolvency search, and criminal record check. If the results from these checks and searches deem a prospective candidate ineligible or raises concerns about suitability, the prospective Director will be advised of their ineligibility.

All candidates are also subject to applicable background checks and approvals by regulatory authorities. Such results may deem a prospective Director to be ineligible or require an elected Director to resign (as all results may not be available by the date the Director assumes the role).

TIME

First West's Directors are required to attend several scheduled meetings each year. These meetings include quarterly Board meetings, a budget meeting, planning sessions, and several other planned or unplanned special meetings. In addition, each Director is required to serve on at least two Board committees, which meet quarterly. Directors should anticipate at least 15 days of meetings throughout the year, in addition to time required to travel to and from meeting locations. Thorough preparation and regular attendance at Board and committee meetings is required for acceptable Director performance.

First West Directors have shared they spend approximately three hours of prep time to review and read materials thoroughly for every one hour of meeting time. Directors are expected to arrange their schedules so they are available for all regular Board and committee meetings. Participation is mandatory for the AGM and annual planning session.

TRAINING

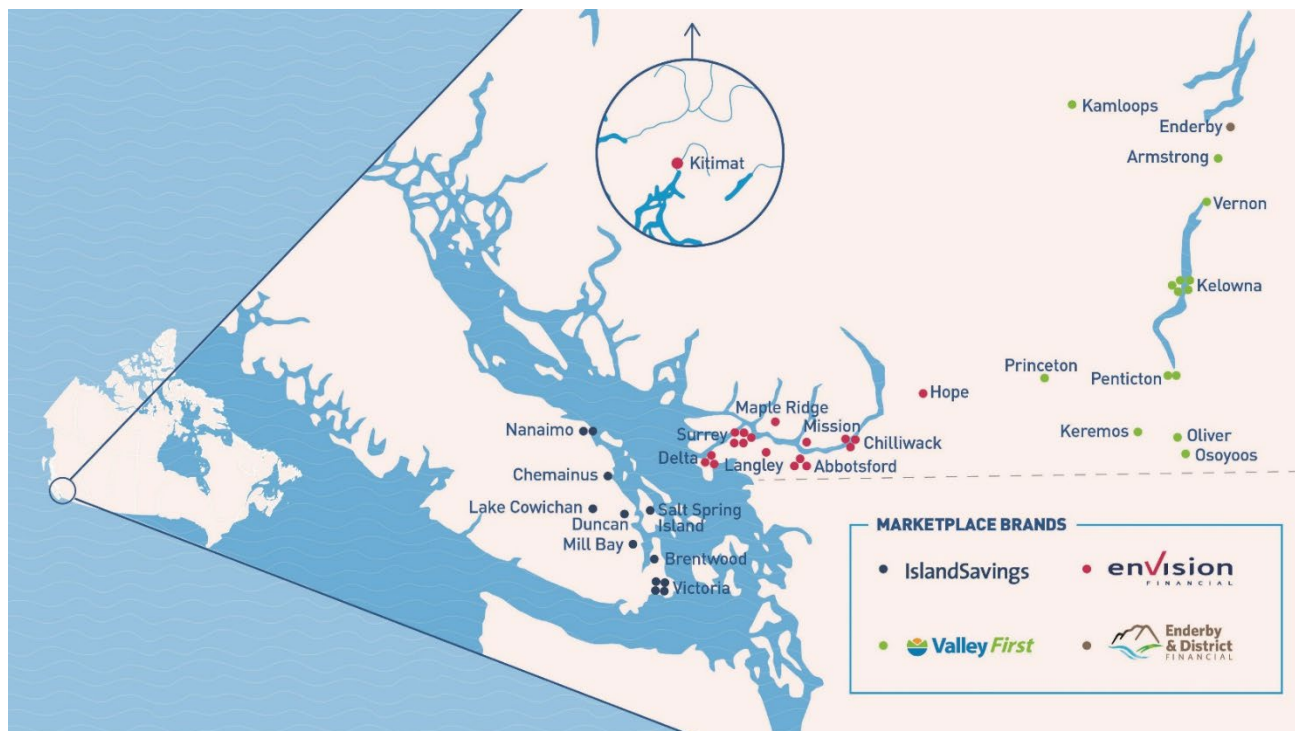
Directors are expected to complete any mandatory training and participate in ongoing Director education as determined by the Board and as may be required by applicable legislation and regulation. The Corporate Secretariat will brief new Directors on mandatory training requirements during onboarding and orientation.

OVERVIEW OF FIRST WEST CREDIT UNION

First West offers members the financial strength, comprehensive product selection and extended branch network of a large financial institution while maintaining local brand identities and a unique grassroots approach to service. Led by Chief Executive Officer, Launi Skinner, First West is British Columbia's third-largest credit union with nearly \$17.4 billion in total assets and assets under administration, more than 250,000 members and approximately 1,250 employees.

First West operates 45 branches throughout British Columbia under the following divisions (brands):

- Island Savings (Vancouver Island and Gulf Island communities)
- Envision Financial (Lower Mainland, Fraser Valley and North Coast communities)
- Valley First (Southern Interior communities)
- Enderby & District Financial (North Okanagan communities)



OUR WHY: WE SIMPLIFY LIVES, HELPING MEMBERS AND COMMUNITIES THRIVE

As a member-owned financial co-operative, First West is intentional in fulfilling its vision to simplify lives and helping members and communities thrive. The Credit Union seeks to create value for its membership through simple banking. Delivering on this objective, First West offers low or no-cost daily account products, competitive lending facilities, segment-tailored service, and innovative online and digital experiences.

The Credit Union delivers products and services to its members through locally trusted brands. These brands have been part of their communities for generations and have attained considerable brand affinity with consumers. The Credit Union has successfully leveraged the brand equity of the divisional names in their respective markets: competitive products and pricing made possible through the larger Credit Union are effectively marketed through the trusted divisional brands.

FINANCIALLY STRONG AND STABLE

With its localized, multi-brand growth approach, First West has grown to become a financially strong and stable credit union. Notably, credit rating agency DBRS Morningstar has assigned a long-term issuer rating of BBB (high) and both a short-term instruments rating and short-term issuer rating of R-1 (low), noting the trend on all ratings is stable.

The ratings reflect First West's position as the third-largest credit union in B.C. and the fifth largest in Canada, with total assets and assets under administration of nearly \$17.4 billion. Notably, the ratings highlight First West's strong earnings power, and solid liquidity and capital positions.

MAKING A POSITIVE IMPACT

Knowing that First West is strong and prepared to grow responsibly, our members and capital investors can feel confident that our credit union continues to be a safe place for their money.

We measure our environmental, social and governance risk through an annual ESG rating conducted by Morningstar Sustainalytics, a leading global provider of ESG research, ratings and data. In our third consecutive year, we again improved our risk management in these areas by lowering our rating by an incredible 32% from the previous year. This places First West in the upper echelon of global financial institutions with a rating of 11.3, classified as “low” risk. By striving to maintain and better our score, we are ensuring consistent financial stability for our credit union as we grow.

Our dedication to creating positive change for our members, communities, employees and our planet also includes committing to six Sustainable Development Goals (SDGs) as an official signatory to the UN Principles for Responsible Banking (UN PRB). This framework for a sustainable banking industry aligns with the vision society has set out for its future and embeds these ambitious strategies into the heart of our business. First West is the third credit union in Canada to sign the UN PRB.

First West has also signed the Charter for Innovation in Indigenous Employment and Workplace Inclusion Strategies (Charter) in the Canadian Banking and Financial Sector. Created by Indigenous Works and the Canadian Human Rights Commission (CHRC), the Charter aims to design a new generation of Indigenous employment and workplace strategies, practices, and systems based on a strong foundation of research and innovation.

OUR MODEL

First West is the legal entity, which provides financial strength, diversifies and manages risk, and creates efficient, standardized back-office functions (known as “shared services”). The divisional brands serve as the marketing and sales delivery channels of the Credit Union’s products and services.

As the legal entity, First West has one Board and holds all memberships and shares; the divisional brands do not. Treasury, governance, financial management, corporate strategy, and policies and procedure management are managed at the corporate level. Risk management frameworks and controls and external and internal audit functions are also led and managed by First West.

While consumers may identify with divisional brands, all deposits, loans and mortgages are disclosed to them as being held with First West. Internally, all systems, technologies, data management and reporting have centralized executive oversight and continue to be standardized, harmonized and rationalized as the Credit Union grows and responds to market needs. First West also holds all material consumer, supplier and employment agreements.

First West’s divisional brands market and promote the Credit Union’s products and services and serve as the face of the Credit Union’s community investment outreach, social responsibility endeavors and philanthropic actions.

OUR BIG IDEALS

We embrace four principles—we call them our Big Ideals—that enable us to change the way Canadians think about banking.

1. **Succeed together:** We bring real value to members by reinventing ourselves and our business again and again. Only by working together can we offer innovative solutions that help local communities thrive.
2. **Act local:** Our focus is on making decisions as close to members as possible. We work big to act local, which means using our scale and resources to meet members’ needs.
3. **Create remarkable experiences:** As a co-operative, we treat everyone with dignity, respect, and honesty. As stewards for our members’ financial assets, we protect them from risk and provide thoughtful advice to meet their unique needs.
4. **Lead with courage:** We’re forward thinking when it comes to serving members and communities. Every day we make courageous decisions keeping their best interests at heart.

BOARD OF DIRECTORS

The Board is responsible for the stewardship of First West and overseeing the management of the Credit Union's business, including shaping the strategic direction, setting the risk appetite, and ensuring appropriate processes and controls are in place to identify, manage and monitor applicable risks.

The Board delegates certain duties to committees of the Board and to management. The specific duties delegated to each Committee of the Board are outlined in their respective Charters, which are available on the [First West website](#). These Committees include:

- Audit and Conduct Review
- Governance and Nominations
- Government Relations and Partnership
- Human Resources
- Risk, Investment and Loan

EXECUTIVE TEAM

The Chief Executive Officer appoints an executive team and from time to time may make changes to the executive team's composition and size. First West's executive team currently includes:

- Chief Credit Officer
- Chief Financial Officer
- Chief Governance & Corporate Affairs Officer
- Chief Member Officer
- Chief People & Culture Officer
- Chief Risk Officer
- Chief Strategy & Market Growth Officer
- Chief Transformation Officer

Full biographies are available on the [First West website](#).

FIRST WEST'S IMPACT

MEMBERS

The First West team works every day to anticipate members' needs—no matter their financial life stage or situation—and improve members' experiences through enhancements to products, services and locations. For example, more than \$100 million has been kept in members' pockets through First West's Simply Free Account®, which features no monthly fee and offers free and unlimited Interac® e-Transfers within Canada. Launched in 2012 as a best-in-class everyday chequing account, the Simply Free Account® continues to be a market leader today, saving members up to \$200 in banking fees each year. Learn more about our member focus in First West's [2022 Annual Report](#). First West continues to advance its mobile and digital capabilities.

Learn more about our member experience, starting on page 18 of First West's [2022 Annual Report](#).

EMPLOYEES

First West aims to be an amazing place to work. We foster collaborative innovation, an entrepreneurial mindset, employee involvement and consultative leadership. Wherever our employees imagine their careers going, we aim to help them toward their goals, support them in doing things that matter and celebrate their accomplishments. *The Power of You*, our employee value proposition, commits us to ensuring every employee can: Elevate their potential, thrive in an inclusive environment, make a meaningful impact and feel genuinely rewarded. We routinely gather employee feedback to help leadership understand how employees feel about working at First West and to guide efforts to advance the employee experience. Learn more about our employee experience in First West's [2022 Annual Report](#).

COMMUNITIES

First West believes in supporting local non-profit and charitable organizations that serve the most vulnerable, which is why the Credit Union has invested more than \$32.6 million into its local communities since 2010. First West also seeks to create capacity in the social sector by leveraging its financial strength and social vision, *Lead Well*. Through *Lead Well*, employees volunteer their knowledge and skills to help local communities thrive. In 2022, First West employees contributed 6,268 hours of community leadership to more than 40 non-profit and charitable organizations throughout British Columbia. This is only one of the many ways First West helps our communities thrive. Learn more about First West's community leadership in First West's [2022 Annual Report](#).

FIRST WEST FOUNDATION

The First West Foundation cares about the well-being of the communities served by First West Credit Union and its regional divisions, Envision Financial, Valley First, Island Savings and Enderby & District Financial. The Foundation, with assets over \$18 million, uses income generated from its endowments to help communities thrive. Granting is the cornerstone of its community work which is delivered through the lens of trust-based philanthropy. Since 1996, the First West Foundation has donated more than \$10.5 million in grants to local community groups and projects. The Foundation grows its endowments through charitable gifts and bequests. Learn more about First West Foundation, visit firstwestfoundation.ca or visit the First West's [2022 Annual Report](#).