

Candidates for Board of Directors positions

Desjardins Ontario Credit Union



Every January, Desjardins Ontario Credit Union puts out a call for nominations for the vacant seats on its Board of Directors, based on the Board's group profile. The Board is specifically looking for candidates with the skills and perspectives needed to round out the existing team and to reflect the diversity of the community the Credit Union serves.

This year, the Board is looking for candidates who meet the following criteria:

Skills in at least one of the following areas

- Accounting
- Financial management
- Entrepreneurship
- Sustainable Development

Other representation needs

Knowledge in the following economic sectors:

- Agriculture
- Automotive (manufacturing component)
- Mining (mines and services)
- Health professionals
- Technology

Member representation

Gender (to maintain gender parity on the board)

- Female: 3
- Male: 3

Age groups

- 35 to 49 years: 2 members
- 50 years & over: 4 members

Governance

A balanced distribution between experienced Directors and new candidates is recommended in order to promote a healthy continuity in the governance of the Credit Union.

At this year's Annual General Meeting, which will be held on April 16, 2024, there are 6 seats* to be filled with a 3-year term. The nomination period is now closed.

	Ottawa Region	Eastern Ontario Region	Toronto Southwestern Region	Sudbury-North Region
Number of seats available	1	3	1	1
Number of candidates received	6	1	1	0
Election		Elected by acclamation	Elected by acclamation	Vacant seat

Please read each candidate's profile to get to know them better. A summary table of candidates is included at the end of the document. It shows how each candidate meets the target profile for the Board of Directors. These profiles only highlight the skills the Board is looking for in 2024.

*The number of positions to be filled per region may be different if an amendment to the by-laws is adopted by the members at the Annual General Meeting.

Candidate for a position on the Board of Directors¹

OTTAWA REGION



Jean-Marc Baker

Occupation : Real Estate Agent

Sex : Male

Age group : 50 - 64 years

Skill that match the board's criteria for 2024:

Entrepreneurship

Reasons for running

I would like to become a member of Caisse Populaire Board of Director, because I would like to bring to the table the expertise and knowledge I have acquired over the years. Since my adolescence I have always had the entrepreneurial spirit; I have been a store owner, a Landlord, a real estate Broker (to name a few), that allowed me to acquire lots of general knowledge in many fields. I believe that these knowledge and experiences would be an asset for this role.

I have received a lot from my community through the years and I believe that I can give back and advance the Desjardins group structure. Listening to customers' needs, guiding integrity, drafting contracts, analyzing, promoting, managing, applying policies are some examples of my skills.

The goal of my candidacy is to bring a little of myself to the success of my Caisse and to meet and collaborate with people who will have a common goal of making our Caisse prosper in the future.

¹ The information in this profile was provided by the candidate, who is responsible for its accuracy. It has not been verified by the Credit Union. Translation from the candidate's original French document. In case of discrepancies, the French version is the reference.

Candidate for a position on the Board of Directors¹

OTTAWA REGION



Nene Salimatou Barry

Occupation : Entrepreneur

Sex : Female

Age group : 35 - 49 years

Skill that match the board's criteria for 2024:

Entrepreneurship

Reasons for running

I am very passionate about understanding finances, administrations, in a word, economic functions and especially how to achieve this in entrepreneurial matters. Being an entrepreneur myself, a self-employed worker, I see an opportunity to understand and above all learn from great personalities like you. I find it necessary to come to you for this great school. I remain very attentive and wish to work with you. The fund is recognized for these qualities of work and above all the great services to the communities is well recognized in our region. Not only do I plan to study and learn with you but above all also help you in the same logic. The reason is very simple; we often say you have to rub shoulders with intellectuals if you want to be the same. So I am applying and I want to be part of of this great company to be a director.

Please believe in my deep and great sympathy for the fund.

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Candidate for a position on the Board of Directors¹

OTTAWA REGION



Abderrahmane Hocine

Occupation : Economic Analyst, Statistics Canada

Sex : Male

Age group : 35 - 49 years

Skill that match the board's criteria for 2024:

Financial Management

Reasons for running

The major points, which enhance my candidacy for an administrator position are:

- 1) My expertise in risk management, compliance, and internal banking control, associated with evolving economic trends.
- 2) The realisation of several projects as part of business solutions, and continuous improvement processes.
- 3) Monitoring the evolution of the quality of credit portfolios, financial issues, and applications of the financial institution's regulatory frameworks.
- 4) Involvement in the overall reorganisation of the administrative structure.
- 5) Development of several recreational projects within the community of Orléans such as: the establishment of volleyball activities (9-14 years old), soccer for children (8-11 years old), gym lessons for women, soccer for adults (45 years and older) , and paintball outings for teenagers.

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Candidate for a position on the Board of Directors¹

OTTAWA REGION



Martine Nolin-Simard **Outgoing Board Member**

Occupation : Owner-Operator, Gestion POM Management Inc.

Sex : Female

Age group : 50 - 64 years

Skills that match the board's criteria for 2024:

Financial Management / Entrepreneurship

Reasons for running

I have been a Desjardins member for over 40 years and I believe in the cooperative values it advocates. Having already taken an administrator's role in a local credit union (Trillium), and with Desjardins Ontario, I recognize the benefits of a cooperative in a community. I also learned a lot as administrator and I would like to continue my growth while bringing my knowledge and skills to the benefit of OUR credit union members. As a business leader for 30 years, and for the last 11 years as the president of a small company with 8 employees in real estate and condo management, I recognize the needs of our members and our communities.

I acquired sharp skills in business management, human resources, customer service, finance and governance. Throughout the years, I have also learned the importance of teamwork.

Having grown up in the Sudbury region, and developed my businesses in the Ottawa and Eastern Ontario regions, I am knowledgeable about the large territory of Caisse Desjardins Ontario Credit Union.

Co-founder and former president of the Clarence-Rockland Chamber of Commerce, I understand the needs and challenges of small and medium-sized businesses in the region. I would like to share his knowledge and my contacts to help our credit union be a better tool for merchants in our area. I believe it is important to encourage our local businesses and Desjardins Ontario Credit Union is a key player!

My professional path is a reflection of my determination and my commitment to the projects I undertake. Leadership, entrepreneurship, administration, management and planning are all areas in which I have gained experience and developed talents which will be available to the Board of Directors to continue to help our Credit Union to be the leader!

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Candidate for a position on the Board of Directors¹

OTTAWA REGION



Augustin Nzindukiyima

Occupation: Teacher, Insitu Language Services

Sex: Male

Age group: 65 + years

Skill that match the board's criteria for 2024:
Entrepreneurship

Reasons for running

Being useful to the community is one of the justifications for our ephemeral passage on this planet. Although individualism pushes collective life to its limits, the fact remains that solidarity represents a certain guarantee of security in a community environment. Desjardins and Raiffeisen quickly understood the need to reinforce this spirit by creating in spaces that had nothing in common other than culture and contemporariness. The concept of cooperation through savings and credit, of which they are initiators, has expanded rapidly and has gone beyond the limits of the West to reach the African continent. The Union of People's Banks of Rwanda, an inspiration from the Raiffeisen system, opened its doors in Rwanda in 1975. These savings and credit cooperatives have made a remarkable contribution to the economic and social development of this small country, which is poor in human resources and densely populated.

In addition to his high-level functions in the central administration, the candidate for the position of director at Caisse Desjardins, Ottawa Region, had the privilege of drawing on a wealth of experience in the management of savings and credit banks through the functions he held, namely the chairmanship of the board of local banks and the vice-presidency and secretariat of the board of the Union of People's Banks of Rwanda. This experience supports a solid education in law and business administration, which are essential for the successful performance of the tasks of supervising financial activities and supervising credit administration. It will not be in vain to mention the short sessions which are important in capacity building such as the economics of corruption, business promotion, organizational behavior, corruption and ombudsman law, active listening,...

In view of the duties assigned to this position and in view of my abilities and skills, I have no doubt that I am the only suitable candidate for the position in competition. I like to work in a team, I look for results and am able to deliver performance under pressure.

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Candidate for a position on the Board of Directors¹

OTTAWA REGION



Denis Panneton

Occupation : Entrepreneur, MDA Aviation

Sex : Male

Age Group : 65 + years

Skill that match the board's criteria for 2024:
Entrepreneurship

Reasons for running

Good day;

In a few lines here is a short summary of my years of work and business experience. I am a person who has always been involved in major projects and has been for decades. From a young age I worked as a peddler 6 days a week for years in addition to several other small part-time jobs. At the age of 16, I joined the military reserve after the cadets until the age of 22 to finally join the ranks in the Canadian Forces (FAC) for professional pilot training. I served a total of 11 years in the regular forces and 11 years in the Canadian reserve forces from 1974 to 1996. My functions were pilot, instructor, air safety officer... After my commitment to the FAC I served more than 13 years within Transport Canada and NAV Canada as a professional pilot, civil aviation inspector and instrument approach designer specialist at airports.

Following this commitment I created the company MDA Aviation and since 1999 has worked as an aviation consultant for a large number of airports in the country and abroad. At the start of the pandemic I sold part of my assets to NAV Canada. I am still involved in a review committee for the airport approach standards manual where I give several days per year to Transport Canada to keep this manual up to date with the criteria of the United States Federal Aviation Administration.

Since 1982 I have invested in real estate to manage various projects, a 3-unit house and two 6-unit properties. My wife and I have owned more than 6 properties or we were project managers for the construction of 3 of these properties. My company has also owned 3 condos and 5 vacant lots. On a business or leisure level I have visited over 31 countries, and served for the CAF with the North Atlantic Treaty Organization.

The reasons that encourage me to apply to become a member of the Caisse's board of directors are the entrepreneurial aspect and general experience that I have acquired over the years. This could contribute to the benefit of the Fund and its members.

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Candidate for a position on the Board of Directors¹

ELECTED BY ACCLAMATION AT THE AGM

EASTERN REGION



Sylvain Charlebois **Outgoing Board Member**

Occupation : Retired

Sex : Male

Age group : 50 - 64 years

Skills that match the board's criteria for 2024:

Entrepreneurship / Accounting

Reasons for running

I am soliciting your support for the renewal of my mandate as an administrator for Caisse Desjardins Ontario Credit Union for the eastern region. The mission of our credit union is to contribute to the economic and social well-being of individuals and communities. The values include integrity, rigour and solidarity. All of this has guided me in my decision process. I have put forward my knowledge in accounting, governance and cooperation to benefit the board of directors.

I was chair of the Board for Caisse Populaire Hawkesbury and also chair of the Audit Committee. With that experience, I was able to contribute to the success of the Desjardins Ontario Credit Union. I was a member of the transition committee that led to the Desjardins Ontario Credit Union. I am Acting Secretary of the Board, member of the Executive Committee and the Audit Committee.

I worked for the Conseil scolaire de district catholique de l'Est ontarien as Director of finance, payroll and purchasing for 20 years. I was in charge of the budget process, the financial statements, payroll and purchasing. I am now retired.

I was born and raised in eastern Ontario. I was a member of the Prescott-Russell Community Development Corporation from 1996 to 2019. I acted as treasurer, vice-chair and chair of the Board. I am a member of the Board for Groupe Convex Prescott-Russell since 2020, a non-profit organization that manages social enterprise network that offer employment opportunities to people living with a disability. I am also a member of the board of Collège La Cité since September 2022. I am a member of the Executive Committee as 2nd vice-chair and of the Audit Committee. La Cité est le plus grand collège d'arts appliqués et de technologie de langue française en Ontario.

Thank you for your support.

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Candidate for a position on the Board of Directors¹

ELECTED BY ACCLAMATION AT THE AGM

TORONTO - SOUTHWESTERN REGION



Philippe Pépin

Occupation : President and Manager of Givic Construction Entreprise

Sex : Male

Age group : 35 - 49 years

Skill that match the board's criteria for 2024:

Entrepreneurship

Reasons for running

Thank you for providing me with this opportunity to introduce myself as a candidate for the board of administration of Caisse Ontario.

I have always been proud of the Franco Canadian cause and am very proud of Desjardins' reputation.

As a businessman conducting business in Ontario, I would be very proud to be a board member of Caisse Ontario.

I consider that my competences are particularly well adapted to fill this commitment as a board member since Caisse Ontario conducts business with many small to medium size businesses.

To this point, I understand very well small business management in Ontario and the challenges faced by them.

I am president and CEO of Givic Construction Enterprise since 2009 and I have worked in this industry since 1995. Givic is a construction company that serves the southern Ontario regions, and we fully adhere to good management practices. Our annual sales are around 2M.

Thank you for your consideration.

Philippe Pepin

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Summary table of candidates for the Board of Directors

Collective Profile of the Board Criterias sought:			BAKER, Jean-Marc	BARRY, Nene Sa limatou	HOCINE, Abderrahmane	NOLIN-SIMARD, Martine	NZINDUKI YIMA, Augustin	PANNETON, Denis	CHARLEBOIS Sylvain	PÉPIN, Philippe	NO CANDIDATES
Competency Criterias	Skills	Target	Ottawa Region						Eastern Region	Toronto Southwestern Region	Sudbury-North Region
	Accounting	1							✓		
	Financial Management	1			✓	✓					
	Sustainable Development	1									
	Cooperation				✓		✓				
	Entrepreneurship	1	✓	✓		✓	✓	✓	✓	✓	
	Governance					✓	✓	✓	✓		
	Deontology										
	Information Technology										
	Customer Service		✓					✓			
Human Ressources Management									✓		
Other Criterias	Gender	Target									
	Male	3	✓		✓		✓	✓	✓	✓	
	Female	3		✓		✓					
	Other gender identity or prefer not to answer										
	Age Group	Target									
	18-34 years										
	35-49 years	2		✓	✓					✓	
	50-64 years	4	✓			✓			✓		
	65 years et +					✓	✓				
	Cultural Diversity	Target									
Anglophone functional in French	1										
Other criteria - Economic Sectors	Other criteria - Economic Sectors	Target									
	Agriculture	1									
	Automobile (manufacturing)	1									
	Mining (mines and services)	1									
	Health Professionals	1									
	Technology	1									
	Continuity of Governance										
	Currently members of the Board of Directors					✓			✓		