Basel III Pillar 3 and Leverage Ratio disclosures of

ALTERNA BANK

December 31, 2021

ALTERNA BANK Basel III Pillar 3 and Leverage Ratio disclosures December 31, 2021

1. Scope of Application

CS Alterna Bank, a member of the Canada Deposit Insurance Corporation ("CDIC"), operates under the name "Alterna Bank". It is a Schedule 1 Bank and received letter patents from the Minister of Finance of Canada to operate under the Bank Act on October 2, 2000. Alterna Bank is regulated by the Office of the Superintendent of Financial Institutions ("OSFI").

The registered office address of Alterna Bank is 319 McRae, Ottawa, Ontario, K1Z 0B9. The nature of Alterna Bank's operations and principal activities are the provision of deposit taking facilities and loan facilities to the clients of Alterna Bank across Canada.

The Pillar 3 and Leverage Ratio Disclosures are unaudited and provide additional summary descriptions and quantitative financial information which supplements those made in Alterna Bank's audited financial statements for the year ended December 31, 2021. The disclosures produced within this document have been prepared in accordance with minimum disclosure requirements as interpreted by OSFI and established under the OSFI Advisory on Pillar 3 Disclosure Requirements (April 2017), Capital Disclosure Requirements (May 2018) and COVID – 19 Measures – FAQs for Federally Regulated Deposit-Taking Institutions (April 2020).

In response to COVID-19, OSFI introduced transitional arrangements for Expected Credit Loss (ECL) provisioning that are available under the Basel Framework. The transitional arrangements have resulted in an adjustment such that a portion of allowances that would otherwise be included in Tier 2 capital to instead be included in Common Equity Tier 1 ("CET1") capital. The adjustment to CET1 capital will need to be measured each quarter as the increase in Stage 1 and Stage 2 allowances relative to the baseline level. For Alterna Bank, the baseline level is the amount of Stage 1 and Stage 2 allowances as at the quarter ending December 31, 2020. This increased amount is adjusted for tax effects and subject to a scaling factor that will decrease over time. The scaling factor has been set at 70% in fiscal 2020, 50% in fiscal 2021 and 25% in fiscal 2022. Note 2 – Capital Structure and Note 3 – Leverage Ratio have disclosed the impacts of these transitional arrangements.

Comparison with Alterna Bank's audited financial statements for 2021

The financial statements have been prepared on a historical cost basis, except for fair value through other comprehensive income investments ("FVOCI"), derivative financial instruments and financial assets and financial liabilities held at fair value through profit or loss ("FVTPL"), which have been measured at fair value. Changes in fair value of investments designated as FVOCI are reported in accumulated other comprehensive income until sale or impairment occurs, at which time the cumulative gain or loss is transferred to the statements of income.

The preparation of financial statements in conformity with International Financial Reporting Standards ("IFRS") requires management to make estimates and assumptions that affect the application of policies and reported amounts of assets, liabilities, revenues and expenses. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances. Actual results may differ from management's estimates.

The Pillar 3 and Leverage Ratio Disclosures have been prepared in accordance with regulatory capital adequacy concepts and rules, rather than in accordance with IFRS. Therefore, some information in the Pillar 3 and Leverage Ratio Disclosures is not directly comparable with the financial information in the Alterna Bank's audited financial statements for 2021.

Significant subsidiaries

Alterna Bank has no subsidiaries or entities for consolidation.

2. Leverage Ratio

The Leverage Ratio ("LR") is calculated by dividing Tier I capital by Total Exposure and the regulatory minimum LR requirement for Alterna Bank is 3.0% (2020 - 3.0%). The calculation of Total Exposure is determined by OSFI-

prescribed rules and includes on-balance sheet derivatives and other off-balance sheet exposures. The following table summarizes the Bank's all-in Basel III Pillar 3 Leverage Ratio as at December 31, 2021 and December 31, 2020 as required by OSFI in connection with the 2015 Basel Committee on Banking Supervision Basel III Leverage Ratio Framework and Disclosure Requirement:

housands of Canadian dollars, except as noted)		
<u>Item</u>	2021	2020
On-balance sheet exposures		
1 On-balance sheet items (excluding derivatives, SFTs and grandfathered securitization exposures but including collateral)	1,077,946	1,086,274
4 (Asset amounts deducted in determining Tier 1 capital)	(165)	-
5 Total on-balance sheet exposures (excluding derivatives and SFTs) (sum of lines 1 to 4)	1,077,781	1,086,274
Derivative exposures		
6 Replacement cost associated with all derivative transactions	3,093	920
7 Add-on amounts for potential future exposure associated with all derivative transactions	368	918
11 Total derivative exposures (sum of lines 6 to 10)	3,461	1,838
16 Total securities financing transaction exposures (sum of lines 12 to 15)	-	-
Other off-balance sheet exposures		
17 Off-balance sheet exposure at gross notional amount	44,400	54,360
18 (Adjustments for conversion to credit equivalent amounts)	(38,369)	(46,238
19 Off-balance sheet items (sum of lines 17 and 18)	6,031	8,122
Capital and Total Exposures		
20 Tier 1 capital	79,441	81,141
20a Tier 1 Capital with transitional arrangements for ECL provisioning not applied	79,441	81,094
21 Total Exposures (sum of lines 5, 11, 16 and 19)	1,087,273	1,096,234
Leverage Ratios		
22 Basel III leverage ratio	7.31%	7.409
22a Leverage ratio with transitional arrangements for ECL provisioning not applied	7.31%	7.409

The on-balance sheet items exposure as per Table 1 above is reconciled to total assets as per Alterna Bank's audited financial statements in the table below:

TABLE 2: LEVERAGE RATIO FRAMEWORK - Reconciliation of on-balance sheet exposures to total assets	TABLE 2: LEVERAGE RATIO FRAMEWORK - Reconciliation of on-balance sheet exposures to total assets									
(thousands of Canadian dollars, except as noted)										
Item	2021	2020								
On-balance sheet items (excluding derivatives, SFTs and grandfathered securitization exposures but including collateral)	1,077,946	1,086,274								
Add: Derivative adjustment	2,630	660								
Less: Collective allowance	(8)	(119)								
Total Assets as per Alterna Bank's audited financial statements	1,080,568	1,086,815								

3. Capital Structure

OSFI's regulatory capital guidelines under Basel III allow for two tiers of capital. Total capital includes Tier 1 and Tier 2 capital, net of certain deductions. Tier 1 capital represents more permanent forms of capital, and includes Common Equity Tier 1 ("CET1") capital less deductions required under Basel III. CET1 capital primarily includes common shareholder's equity and preferred shares. Tier 2 capital is typically comprised of subordinated debentures and the eligible portion of the general loss allowance. The Tier 1 Capital Ratio and Total Capital Ratio are the primary capital measures monitored by Alterna Bank's regulator. Alterna Bank's Tier 1 capital which includes common shares, retained earnings, other comprehensive income and regulatory adjustments for deferred tax assets, and Tier 2 capital which includes stage 1 and stage 2 loan allowances.

The risk-based regulatory capital ratios are calculated by dividing CET1, Tier 1 and Total capital by Risk-Weighted Assets ("RWA"). The calculation of RWA is determined by the OSFI-prescribed rules relating to on-balance sheet and off-balance sheet exposures and includes amounts for operational risk exposure associated with the risk of loss resulting from inadequate or failed internal processes, people and systems, or from external events. In addition, OSFI formally establishes risk-based capital minimums for deposit-taking institutions. These minimums are currently at CET1 capital ratio of 7.0%, Tier 1 capital ratio of 8.5% and a Total capital ratio of 10.5%.

The table below provides the modified minimum composition of capital disclosures under Basel III as required by OSFI for the year ended December 31, 2021 and December 31, 2020.

(thousands of Canadian dollars, except as noted)		
	2021	2020
Transitional Common Equity Tier 1 capital: instruments and reserves		
1 Directly issued qualifying common share capital (and equivalent for non-joint stock companies) plus related stock surplus	57,000	57,000
2 Retained earnings	23,386	23,251
3 Accumulated other comprehensive income (and other reserves)	(780)	843
6 Common Equity Tier 1 capital before regulatory adjustments	79,606	81,094
Common Equity Tier 1 capital: regulatory adjustments		
9 Other intangibles other than mortgage-servicing rights (net of related tax liability)	(165)	-
26 Other deductions or regulatory adjustments to CET1 as determined by OSFI	-	47
28 Total regulatory adjustments to Common Equity Tier 1	(165)	47
29 Common Equity Tier 1 capital (CET1)	79,441	81,141
29a Common Equity Tier 1 Capital (CET1) with transitional arrangements for ECL provisioning not applied	79,441	81,094
Additional Tier 1 capital: regulatory adjustments		
43 Total regulatory adjustments to Additional Tier 1 capital	-	-
44 Additional Tier 1 capital (AT1)	-	-
45 Tier 1 capital (T1 = CET1 + AT1)	79,441	81,141
45a Tier 1 Capital with transitional arrangements for ECL provisioning not applied	79,441	81,094
Tier 2 capital: instruments and allowances		
50 Collective allowances	8	72
51 Tier 2 capital before regulatory adjustments	8	72
Tier 2 capital: regulatory adjustments		
57 Total regulatory adjustments to Tier 2 capital	-	-
58 Tier 2 capital (T2)	8	72
59 Total capital (TC = T1 + T2)	79,449	81,213
59a Total Capital with transitional arrangements for ECL provisioning not applied	79,449	81,213
60 Total risk-weighted assets	147,772	195,758
Capital ratios		
61 Common Equity Tier 1 (as percentage of risk-weighted assets)	53.76%	41.45%
61a CET1 Ratio with transitional arrangements for ECL provisioning not applied	53.76%	41.439
62 Tier 1 (as percentage of risk-weighted assets)	53.76%	41.459
62a Tier 1 Capital Ratio with transitional arrangements for ECL provisioning not applied	53.76%	41.439
63 Total capital (as percentage of risk-weighted assets)	53.76%	41.499
63a Total Capital Ratio with transitional arrangements for ECL provisioning not applied	53.76%	41.439
OSFI target		
69 Common Equity Tier 1 capital all-in target ratio	7.0%	7.09
70 Tier 1 capital all-in target ratio	8.5%	8.59
71 Total capital all-in target ratio	10.5%	10.59

Alterna Bank is in compliance with the imposed regulatory capital requirements.

4. Capital Adequacy

Under Section 485(1) of the Bank Act and OSFI Capital Adequacy Requirements, Alterna Bank must maintain minimum capital requirements to support its ongoing operations. These capital requirements are based on total assets and types of assets that Alterna Bank owns and operational risk arising from its business activities and operating environment. As a general rule, the larger the total assets or riskier the asset types, the greater the capital required. The regulatory minimum leverage ratio for all banks is prescribed by OSFI. As at December 31, 2021, the prescribed regulatory minimum leverage ratio is 3.0%.

In assessing the risk associated with Alterna Bank's assets, OSFI Capital Adequacy Requirements provides guidance on the risk weights for each asset type. Capital required for risk-based assets is referred to as the Basel III Pillar 1 risk-based capital requirement. Alterna Bank's policy minimum is set in accordance with its Internal Capital Adequacy Assessment Process ("ICAAP").

Basel III Pillar 1 does not capture all aspects of the overall risk profile and Pillar 2 addresses these limitations. Alterna Bank is tasked with implementing an ICAAP to enhance its capital management practices. Alterna has also developed and employed robust risk management techniques to ensure it has adequate capital in relation to its risk profile and a strategy for maintaining its capital levels. In assessing Alterna Bank's capital requirements, management captures all risks across the enterprise and provides capital accordingly. The capital management planning ensures that the organization is well capitalized to manage in times of economic difficulty.

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Alterna Bank uses the standardized approach for credit risk for all on-balance sheet portfolios and the basic indicator approach for all components of operational risk. Alterna Bank does not have any trading book assets or liabilities and therefore no capital is required for market risk.

The following table provides an overview of the movement in the risk-weighted assets by risk type during the year ended December 31, 2021:

TABLE 4: RISK WEIGHTED ASSETS					
(thousands of Canadian dollars, except as noted)					
Risk weighted assets	Dec 31, 2020	Mar 31, 2021	June 30, 2021	Sep 30, 2021	Dec 31, 2021
Credit risk	173,794	182,854	137,171	140,833	130,324
Market risk	-	-	-	-	-
Operational risk	21,964	21,539	20,427	18,953	17,448
Total risk weighted assets	195,758	204,393	157,598	159,786	147,772

For further information regarding Alterna Bank's risk management framework and processes, please refer to Note 5 of Alterna Bank's 2021 audited financial statements.

5. Credit Risk: General Disclosures

For qualitative disclosures with respect to definitions of past due and impaired loans, description of approaches followed for assessment of individual and collective allowances, and discussion of the credit risk management policy, refer to the following notes to Alterna Bank's 2021 audited financial statements:

Notes:	Reference
Impairment of financial assets	2(e)
Nature and extent of risks arising from financial instruments	5

6. Credit Risk: Disclosures by Counterparty type, Geography and Industry

The following table reconciles the total gross credit exposure to the total assets as per Alterna Bank's audited financial statements for the year ended December 31, 2021 and December 31, 2020:

(thousands of Canadian dollars, except as noted)						
	 De	cemb	er 31, 2021	Dec	embe	r 31, 2020
	 Total		RWA	Total		RWA
Total Gross Credit Exposure	\$ 1,051,855	\$	99,600	\$ 1,060,263	\$	138,692
Off-Balance Sheet Gross Credit Exposure	(6,643)		(758)	(7,211)		(484)
On-Balance Sheet Gross Credit Exposure	1,045,212		98,842	1,053,052		138,208
Individual Allowance	(42)		-	(33)		-
On-Balance Sheet Gross Credit Exposure (net of individual allowance)	1,045,170		98,842	1,053,019		138,208
Other Assets (not included in Standardized Approach)	35,406		30,724	33,915		35,102
Total Assets subject to Credit Risk (net of individual allowance)	1,080,576		129,566	1,086,934		173,310
Collective Allowance	(8)		-	(119)		0
Operational Risk	0		17,448	0		21,964
Total On-Balance Sheet Assets/Risk-Weighted Assets	\$ 1,080,568	\$	147,014	\$ 1,086,815	\$	195,274

The breakdown of total gross credit exposure by counterparty, and by major types of exposure as at December 31, 2021 and December 31, 2020 is provided in the table below:

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TABLE 6: TOTAL GROSS CREDIT EXPOSURE BY COUNTERPARTY TYPE

(thousands of Canadian dollars, except as noted)

							Dece	mbe	er 31, 2021		Dec	emb	per 31, 2020
		Drawn	Com	mitments		OTC	Total	RWA		Total		RWA	
	E	xposure	(Uı	ndrawn)	Der	ivatives*	Total						
Standardized													
Sovereign	\$	62,397	\$	-	\$	-	\$ 62,397	\$	-	\$	31,749	\$	-
Bank		98,474		-		3,461	101,935		20,387		256,175		51,235
Corporate		21,263		-		-	21,263		21,263		23,332		23,332
Retail Residential Mortgages		862,096		3,182		-	865,278		57,301		747,637		63,208
Other Retail (excl. SBEs)		982		-		-	982		649		1,370		917
Total Gross Credit Exposure	\$ 1	,045,212	\$	3,182	\$	3,461	\$ 1,051,855	\$	99,600	\$	1,060,263	\$	138,692

^{*} includes replacement values

The geographic distribution of the total gross credit exposures broken down by major types of credit exposure as at December 31, 2021 and December 31, 2020 is provided in the table below:

TABLE 7: TOTAL GROSS CRI	EDIT EX	KPOSUREB	ΥG	EOGRAPHY							
(thousands of Canadian dollar	s, excep	ot as noted)									
		Drawn	(Commitments	OTC						
		Exposure		(Undrawn)	Derivatives*	December 31, 2021			December 31, 2020		
Standardized											
Canada											
Ontario	\$	443,475	\$	3,182	\$ 3,461	\$ 450,118	42.9	%	\$ 593,039	56.0 %	
Quebec		99,890		_	_	99,890	9.5		92769	8.7	
British Columbia		210,386		_	_	210,386	20.0		215,672	20.3	
Alberta		156,081		_	_	156,081	14.8		113476	10.7	
Saskatchewan		28,751		_	_	28,751	2.7		29,509	2.8	
Manitoba		35,924		_	_	35,924	3.4		12,589	1.2	
Nova Scotia		42,437		_	_	42,437	4.0		1,376	0.1	
Newfoundland		19,043		_	_	19,043	1.8		814	0.1	
New Brunswick		8,115		_	_	8,115	0.8		1019	0.1	
Prince Edward Island		1,110		-	_	1,110	0.1		0	0.0	
Total Gross Credit Exposure	\$	1,045,212	\$	3,182	\$ 3,461	\$ 1,051,855	100.0	%	\$ 1,060,263	100.0 %	

^{*} includes replacement values

The industry distribution of total gross credit exposure broken down by major types of credit exposure as at December 31, 2021 and December 31, 2020 is provided in the table below:

TABLE 8: TOTAL GROSS CREDIT EXPOSURE BY INDUSTRY

(thousands of Canadian dollars, except as noted)

				Decemb	er 31, 202	21	Decemb	er 31, 2020
	Drawn Exposure	Commitments (Undrawn)	OTC Derivatives*	Total	Exposur	es	Total	Exposures
Standardized	_				_			
Sovereign	\$ 62,397 \$	_	\$ -	\$ 62,397	5.9	%\$	31,749	3.0 %
Bank								
Financial Services	98,474	-	3,461	101,935	9.7		256,175	24.2
Corporate								
Financial Services	0	_	-	0	0.0		8,934	0.8
Real Estate	21,149	_	-	21,149	2.0		12,486	1.2
Services	_	_	_	0	_		1,850	0.2
Other	117	_	=	117	_		60	0
Retail Residential Mortgages	862,093	3,182	-	865,275	82.3		747,639	70.5
Retail (excl. SBEs)	982	_	-	982	0.1		1,370	0.1
Total Gross Credit Exposure	\$ 1,045,212 \$	3,182	\$ 3,461	\$ 1,051,855	100.0	%\$	1,060,263	100.0 %

^{*} includes replacement values

For residual contractual maturity of the total portfolio segregated by major types of credit exposure, refer to Note 5 of Alterna Bank's 2021 audited financial statements.

The lifetime expected credit losses ("ECL") on the credit-impaired loans were approximately \$43,000 (2020 – \$33,000) or 0.004% (2020 – 0.003%) of total gross credit exposure at December 31, 2021. Therefore, no additional disclosures related to industry and geographic areas of these loans have been presented. For the accounting policy on the measurement of the ECL, refer to Note 2(e) of Alterna Bank's 2021 audited financial statements.

For credit-impaired loans and reconciliation of changes in the loss allowance, refer to Note 4 and Note 5 of Alterna Bank's 2021 audited financial statements.

7. Credit Risk: Disclosures for Portfolios Subject to the Standardized Approach

The External Credit Assessment Institutions ("ECAI") used by Alterna Bank are Dominion Bond Rating Service ("DBRS"), Standard & Poor's ("S&P"), Moody's Investors Services ("Moody's", and Fitch Rating Services ("Fitch"). DBRS, S&P, Moody's, and Fitch ratings are recognized by OSFI as eligible ECAI's and are used to assess the credit quality of all exposure classes, where applicable, using the credit quality assessment scale that is set out by OSFI in its 'Capital Adequacy Requirement – Standardized Approach'. It is Alterna Bank's Investment/Derivative policy that investments held to fund normal course of operations must be rated 'A' or better, and investments held above the requirement amount to fund normal course of operations must be rated 'BBB' or better.

The table below provides the amount of bank's outstanding credit exposure in each risk bucket.

TABLE 9: TOTAL GROSS C	REDIT	EXPO	SURE	SUBJECT TO STAI	NDARDIZED API	PROACH BY RISK	WEIG	HT			
(thousands of Canadian doll	ars, exc	cept as	noted)							·
		-						Dece	mber 31, 2021		December 31, 2020
		Risk		Drawn	Commitments	OTC Derivatives		Total		Total	
	W	eight		Exposure	(Undrawn)	OTC Derivatives		Total	RWA	Total	RWA
Standardized											
Sovereign	0	%	\$	62,397 \$	-	\$ -	· \$	62,397 \$	-	\$ 31,749	\$ -
Bank											
AAA to AA-	20			98,474	-	3,461		101,935	20,387	256,175	51,235
Corporate											
AAA to AA-	20			-	_	_		-	_	0	-
BBB+ to BB- or Unrated	100			21,263	_	_		21,263	21,263	23,332	23,332
Retail Residential Mortgages											
Qualifying Insured	0			672,222	2,871	_		675,093	0	546,818	-
Qualifying Insured	20			61,462	288	-		61,750	12,350	47,169	9,434
Qualifying Uninsured	35			128,412	23	-		128,435	44,951	153,650	53,774
Other Retail **	20			108	-	-		108	22	168	34
Other Retail **	75	%		874	-	-		874	627	1,202	883
Total Gross Credit Exposure			\$	1,045,212 \$	3,182	\$ 3,461	\$	1,051,855 \$	99,600	\$ 1,060,263	\$ 138,692

^{*} includes replacement values

8. Credit Risk Mitigation

General qualitative disclosures with respect to credit risk mitigation are presented in Note 5(a) of Alterna Bank's 2021 audited financial statements. The following information gives details of the exposure (including those on balance sheet and/(or) off-balance sheet, where netting is not applicable) covered by eligible financial collateral and by guarantees/credit derivatives.

^{**} RWA based on net credit exposure of \$944

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TABLE 10: TOTAL GROS	SS CI	REDIT EXPOSUR	E, FINANCIAI	L COLLATERAL	AND GUARAN	TEE				
(thousands of Canadian e	dollar	s, except as noted)							
				Dece	mber 31, 2021				Dece	ember 31, 2020
				Financial					Financial	
Standardized		Total	RWAs	Collateral	Guarantees		Total	RWAs	Collateral	Guarantees
Sovereign	\$	62,397 \$	- 9	- \$	-	\$	31,749 \$	- \$	- \$	-
Bank		101,935	20,387	-	-		256,175	51,235	-	-
Corporate		21,263	21,263	-	-		23,331	23,331	-	-
Retail Residential										
Mortgages		865,278	57,301	-	733,685		747,638	63,209	-	588,641
Other Retail (excl. SBEs)		982	649	-	-		1,370	917	-	-
Total Gross Credit										
Exposure	\$	1,051,855 \$	99,600	- \$	733,685	\$	1,060,263 \$	138,692 \$	- \$	588,641

9. Counterparty Credit Risk

All of Alterna Bank's derivative contracts are Over-the-Counter ("OTC") call option and forward contracts that are privately negotiated between Alterna Bank and the counterparty to the contract.

For qualitative and quantitative disclosures relating to fair value methodology, hierarchical classification, credit risk mitigation and maturities of derivative portfolio, refer to the following notes to Alterna Bank's 2021 audited financial statements:

Notes:	Reference
Derivatives and Hedging	2(h)
Fair Value of Financial Instruments	18
Nature and Extent of Risks arising from Financial Instruments	5
Derivative Financial Instruments	19

10. Operational Risk

Alterna Bank has adopted the basic indicator approach in determining its operational risk capital requirement.

Operational risk is the risk of loss resulting from failed or inadequate infrastructure, including internal or outsourced processes, people, information technology, and customer management.

Operational risk is inherent in all of its activities, including the practices and controls used to manage other risks such as credit, market, and liquidity risk. Failure to manage operational risk can result in significant financial loss, reputational harm, or regulatory disapproval and penalties.

Alterna Bank has established policies that have been approved by the Board to manage and control operational risk. The Board policies govern the activities relating to oversight of business continuity, incident management and operational processes pertaining to third party, data, financial crime and fraud, on-going projects, technology, information and cyber security. Operations and the handling of day-to-day risks are the responsibility of management. In this regard, detailed operating procedures have been developed to successfully execute business strategies, operate efficiently and provide reliable, secure, and convenient access to financial services. One of the key controls built into the procedures is the concept of segregation of duties, whereby transactions of any consequence require the interaction of more than one person. Furthermore, appropriate insurance policies are used as a risk mitigation strategy where appropriate to lower risk.

11. Remuneration

Alterna Bank is a wholly-owned subsidiary of Alterna Savings and Credit Union Limited, a credit union operating in the province of Ontario. Alterna Bank due to its small size and to reduce its need for capital expenditures outsources certain management and other services to assist in conducting its business. These services are provided by Alterna Savings, and are identified in the Outsourcing Agreement between Alterna Bank and Alterna Savings.

There are no executives employed by Alterna Bank; rather, executive services are included in the Outsourcing Agreement. Payments for these services include those made to executives overseeing branch operations and finance.

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Compensation costs attributable to other senior executives, such as the President & CEO, Senior Vice President & Chief Administrative Officer, and Senior Vice President & Chief Information Officer are allocated to Alterna Bank as part of an overhead component attached to the price charged by Alterna Savings for various transactions.

The employees of Alterna Bank are governed by the remuneration policies of Alterna Savings. In addition to their salaries, Alterna Bank's employees participate in Alterna Saving's group benefits plans (which provides certain health care, dental care, life insurance, and other benefits), as well as Alterna Savings' pension plan and corporate bonus plan.

Alterna Savings' executive compensation program is overseen by the Governance Committee of its Board (the "Committee"). The Committee is comprised of five (5) Directors, they convene at a minimum on a quarterly basis, and in 2021 one meeting was held at which compensation matters were addressed. The Committee, among other duties, is responsible for reviewing the remuneration structure for Alterna Savings' executive management to the Alterna Savings Board of Directors, as defined in an Executive Compensation Policy (the "Policy"). The objectives of the Policy address the key risks related to remuneration and are as follows: support the attraction and retention of high caliber executives; provide competitive total rewards that encourage high levels of group and individual performance, and align the interests of Alterna Savings' executives with those of its members. The Policy is reviewed annually by the Committee for approval by the Board of Directors. The current year Policy review was completed on December 3, 2021.

Alterna Savings' executives participate in a short-term incentive plan ("STIP") based on key organizational value drivers that include, but are not limited to, financial and strategic measures. The STIP is offered at the discretion of the CEO and Board of Directors. The Board of Directors may seek the advice of external compensation experts to ensure that total remuneration for executives remains aligned with the Policy. Alterna Savings currently doesn't have a long-term incentive plan.

For the different forms of remuneration that Alterna Bank utilizes and for quantitative disclosures, refer to Note 25(a) of its 2021 audited financial statements.