

## Board of Directors Compensation Policy

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### Board of Directors Compensation

Effective January 1, 2026, and as permitted by Colorado State law, Ent Credit Union will compensate its Board of Directors for performance and considerable hours of service to the credit union.

### Background

As the largest credit union in Colorado, and one of the largest credit unions in the country, Ent is nationally recognized as a high-performing credit union of considerable size and sophistication. Being part of an already complex and rapidly changing industry demands highly accomplished and adept Directors with strong business acumen, broad-ranging skillsets, and a passion for service.

Directors must commit significant time to their role in order to serve the best interests of the credit union and its membership. The considerable time commitment for Directors to prepare for and attend board and committee meetings, obtain, and maintain the requisite regulatory training, and meet board continuing education requirements warrants fair and reasonable compensation. Director compensation also ensures Ent's ability to attract and retain highly qualified individuals to serve on this critical credit union governing body.

### Compensation Schedule

Based on extensive research, guidance from an external board compensation expert and a commitment to accountability, Ent Credit Union compensates Directors based on both participation and performance. Directors are paid monthly, with compensation prorated based on positions held by Directors during the year as needed. In total, the maximum annual compensation levels for fully engaged Board members who are meeting participation requirements and are performing at a peak level are:

- Director: \$66,000
- Board Officer (excluding Board Chair): \$76,000
- Board Chair: \$86,000

Note: Excluding the Board Chair and Audit Committee Chair, any Director who also serves as a Committee Chair will earn an additional \$5,000 annually.

Ent's board compensation policy is reviewed annually to ensure it is reasonable and fair for the commitment and results.