The Candidate Attestation, Candidate Self-Assessment and optional Board Diversity Census are provided below for your review and preparation. These materials must be completed and submitted through the online application portal only. If you require an accessible format, accommodation, or another way to complete the application, please contact the Returning Officer (Returning.Officer@MeridianCU.ca) for assistance, including a fillable PDF version of the application where appropriate.

CANDIDATE ATTESTATION

The undersigned applies to be considered as a candidate for nomination and/or election to the Board of Directors of Meridian Credit Union Limited ("Meridian" or the "Credit Union"). If you are unable to attest to any item below, please provide a written explanation with your application.

VERACITY OF INFORMATION

a. I attest to the veracity of the information provided in this Candidate Application Form and agree that if this information is at any time found to be false, or has been deliberately omitted, such information may be sufficient to disqualify me as a candidate.

GENERAL ACKNOWLEDGEMENT:

I do, or solemnly undertake to:

a. stand for election, if named a Recommended Candidate, and, if elected, to serve as a Director;
b. observe the provisions of the Credit Unions and Caisses Populaires Act, ("the Act"), as applicable, including those outlined on pages 6-7.
c. observe the Credit Union's By-Laws, and the rules relating to the elections and the conduct thereof. Links are included in Reference Documents on page 17;
d. submit my resignation from the Board in the event the Board has determined that as a Director, I have ceased to meet the eligibility and qualification requirements, as set out in the Act, regulatory guidance and the Credit Union's By-Laws.

ELIGIBILITY REQUIREMENTS

For items e) through j), I hereby attest that:

e. I meet the criteria to be eligible to be a Director of a credit union as defined under the Credit Unions and Caisses Populaires Act, 2020, section 83;
f. I am not a disqualified individual under O. Reg. 105/22, section 29(1);
g. I have obtained approval from my employer or other stakeholders before submitting this application, to ensure that no conflict would exist from their perspective should I be elected;
h. I have never been convicted of, and am not currently charged with, an offence under the Criminal Code of Canada, provincial/territorial legislation or any other jurisdiction outside Canada, including impaired driving but excluding minor traffic offences; and
i. I have never had a civil judgment or disciplinary action taken against me by any professional or self-regulated body.

CONFLICT OF INTEREST

I hereby attest,

j. I am not aware of any situations, relationships or interests — personal or professional — that could give rise to an actual or perceived conflict of interest between me and Meridian Credit Union. I further affirm that should any potential conflict arise in the future, I will promptly disclose it in accordance with Meridian Credit Union's policies.

PERSONAL INFORMATION

I hereby consent to:

1. the collection, use and disclosure of credit and/or personal information to, or from Meridian;
2. the collection, use and disclosure of credit and/or personal information to or from any background check firm and/or credit-reporting agency;
3. the completion of a background check which includes a credit check, education, credential and employment verification, criminal/police check and social media review to be administered by an external firm for the purpose of determining eligibility of the proposed Candidate for election to the Board; and
4. Meridian, the Governance and Nominating Committee, and/or an external advisor retained by either Meridian or the Governance and Nominating Committee, searching all available and relevant public records including sources on social media such as Facebook, Google and LinkedIn, and thereby obtaining personal and business information about me, and to the Committee using any such information so obtained, but only for the purpose of evaluating my suitability as a Director and the likelihood that I would, if elected, perform my duties as a Director to the level expected of such a Director.

In addition, I acknowledge that I must be available during December 2026 to February 2027 to participate in the evaluation process by the Governance and Nominating Committee and/or its advisor. The advisor may conduct preliminary interviews in December and January, and the Governance and Nominating Committee will conduct interviews with finalists on February 22 and 23, 2027.

CANDIDATE SELF-ASSESSMENT

The Candidate Self-Assessment includes three areas: (1) About Your Candidacy; (2) Director Selection Criteria; and (3) Director Attributes and Knowledge. Please complete each section in the online application.

(1) About Your Candidacy

Why are you interested in serving on Meridian Credit Union's Board of Directors at this time?

(2) Director Selection Criteria

The Board of Directors has approved the following selection criteria for this year's nomination process:

Talent Management / People & Culture Leadership

- Experience overseeing workforce transformation, leadership development, executive succession, organizational culture and change.

Regulatory/Compliance/Legal

- Senior experience in regulatory, compliance, legal, audit or risk oversight within a complex, regulated environment.

Transformation Leadership

- Experience leading large-scale organizational transformation, operating model redesign, digital modernization or growth initiatives in a regulated environment.

In applying these priority areas, particular consideration will be given to candidates with experience outside the financial services sector, including real estate or construction.

Complete a self-rating achieving the Director Selection Criteria using the following scale: 1 = Limited or no experience; 2 = Foundational understanding; 3 = Practical experience; 4 = Significant experience; 5 = Expert-level experience. Where possible, include examples that support your rating.

	1	2	3	4	5
Talent Management / People & Culture Leadership - Experience overseeing workforce transformation, leadership development, executive succession, organizational culture and change.					
Regulatory / Compliance / Legal - Senior experience in regulatory, compliance, legal, audit or risk oversight within a complex, regulated environment.					
Transformation Leadership - Experience leading large-scale organizational transformation, operating model redesign, digital modernization or growth initiatives in a regulated environment.					

Do you have experience outside the financial services sector, including real estate or construction?

(3) Director Attributes and Knowledge

Please indicate "Yes" or "No" regarding whether you demonstrate the following attributes:

ATTRIBUTE	YES / NO
Demonstrate a high standard of personal values and ethics, including integrity, accountability, commitment and courage.	
Demonstrate excellent business and professional judgment.	
Think strategically and problem solve. Demonstrate mature and cooperative leadership.	
Have a strong understanding of fiduciary duty.	
Have strong communication skills, including the ability to listen, speak independently and respectfully, and contribute constructively to Board deliberations.	
Demonstrate a willingness and ability to commit the required time to the role and actively participate in meetings.	
Commit to ongoing training and education for Board skills and duties.	
Align with Meridian's purpose and values, and demonstrate a willingness to act in Meridian's best interest at all times.	
Bring a perspective of external business, finance, and social issues to Board deliberations.	

Uphold the values of teamwork demonstrating the ability to operate as "a team" at Board level and "speak with one voice" once full discussion has been undertaken and a decision made by the Board.	
Generally have senior executive or governance experience with organizations that operate in a competitive environment, senior executive or governance experience with public, non-profit or cooperative organizations of a scale and complexity similar to the Credit Union.	
Have a demonstrated reputation of valuable community involvement.	

Please indicate whether you would rate yourself as Basic (B), Good (G), Strong (S), or Expert (E) on the Areas of Knowledge listed below.

Rating Scale Definitions:
Expert: Extensive (10+ years) experience (or combination of experience and professional development) in skill as senior leader in one or more external organizations with characteristics similar in complexity to Meridian Credit Union. "You Can Teach It"

Strong: Significant (3+ years) experience (or combination of experience and professional development) in skill as senior leader in one or more external organizations with characteristics similar in complexity to Meridian Credit Union. "You Can Do It"

Good: Some (up to 3 years) experience (or combination of experience and professional development) in skill as senior leader in organizations with well-developed governance structure and practices. "You Can Explain It"

Basic: Little to no prior experience or professional development in this skill as a senior leader. "You Know About It"

AREA OF KNOWLEDGE	DEFINITION	SELF RATING
Audit and Compliance	Knowledge of the role of an independent audit function including the control environment. Knowledge of monitoring and auditing processes required to ensure compliance with the credit union's policies, standards of sound business practices and regulatory requirements.	
Credit Union Expertise and Financial Services Expertise	Knowledge of credit union and/or cooperative operations; banking, mortgages, lending, and investing; and key customers/stakeholders, Cooperative Principles and subsidiary oversight.	
Environmental, Social and Governance	Knowledge and understanding of ESG principles, risks and disclosures and how they integrate across broader board responsibilities. Knowledge of community impact, labour practices, consumer protection, and financial inclusion Knowledge of sustainability and environmental management within the financial services industry.	

AREA OF KNOWLEDGE	DEFINITION	SELF RATING
Financial Acumen	Expertise and knowledge in financial literacy, accounting, treasury, understanding financial statements, forecasting, budgeting, strategic planning, financial risk assessment, and resource allocation.	
Information Technology/Cybersecurity/Digital	Knowledge of system information technology and systems development; use and leveraging of current and emerging technology including artificial intelligence to further the business goals of the organization; digital transformation. Knowledge of information technology risks, including cyber risks. Knowledge of developing, implementing and overseeing data strategy; leveraging and analyzing data to increase the performance of MCU.	
Marketing, Brand Development and Customer Insights and Experience	Knowledge of delivering value to Members, engagement, brand positioning, innovation and marketing technology. Experience in marketing, brand development and customer insights.	
Mergers and Acquisitions/Capital Markets	Knowledge and experience in mergers and acquisitions; understanding of capital markets.	
Regulatory/Compliance/Legal	Knowledge and understanding of the regulatory environment, fiduciary responsibility, policy development and policies to meet legal, regulatory and legislative requirements specific to MCU. Experience in government relations or public relations.	
Risk Management (including financial risks and non-financial risks)	Knowledge and understanding of an independent risk management function, including risk management models and methods. Understanding of scenarios and modeling Advanced knowledge of financial risks including credit risk, capital risk , liquidity risk, funding risk, capital risk; Anti-money laundering (AML), anti-terrorism funding (ATF), Understanding of securitization principles and how it contributes to the funding objectives of MCU. Knowledge of operational risk, third party risk, business continuity risk and risks related to the credit union business model.	
Talent Management	Knowledge and understanding of remuneration and rewards design; leadership development and workforce planning and strategy and experience in regulatory requirements related to MCU's people function.	
Strategy	Demonstrated strategic acumen and business insight, including experience evaluating business strategy, supporting transformation, and implementing strategic direction, core values, goals and objectives in the credit union or financial services industry.	

BOARD DIVERSITY CENSUS (OPTIONAL)

At Meridian, we believe diverse skills, experiences, backgrounds and perspectives strengthen our Board and help us better understand and represent the Members and communities we serve today and into the future.

Candidates recommended for election will be those best qualified based on the experience, skills and perspectives needed to strengthen our Board. As part of Meridian's long-term diversity goals, candidates are also invited to voluntarily self-identify through the Board Diversity Census.

Self-identification is voluntary and confidential and will not impact your application or consideration for election.

Gender Identity

- ☐ Man
- ☐ Non-Binary
- ☐ Transgender
- ☐ Two-Spirit
- ☐ Woman
- ☐ Prefer not to answer
- ☐ Prefer to self-describe: _____

Race/Ethnicity

- ☐ Arab
- ☐ Black
- ☐ Chinese
- ☐ Filipino
- ☐ Japanese
- ☐ Korean
- ☐ Latin American
- ☐ South Asian
- ☐ Southeast Asian
- ☐ West Asian
- ☐ White
- ☐ Prefer not to answer
- ☐ Prefer to self-describe: _____

Indigenous Identity

- ☐ First Nations
- ☐ Inuit
- ☐ Metis
- ☐ Prefer not to answer
- ☐ Prefer to self-describe: _____

2SLGBTQIA+

- ☐ No
- ☐ Yes

- ☐ Prefer not to answer
- ☐ Prefer to self-describe: _____

Person with Disabilities

- ☐ No
- ☐ Yes
- ☐ Prefer not to answer

Immigrant

- ☐ No
- ☐ Yes
- ☐ Prefer not to answer

By voluntarily self-identifying, you help Meridian better understand representation and advance the Credit Union's DEIBR goals.

- ☐ I understand that the information I provide is collected for the purpose of supporting Meridian's DEIBR objectives. I understand that my self-identification information will be treated as strictly confidential and will not be disclosed without my knowledge and consent, except where required by law. I may withdraw my consent at any time by providing written notice to Meridian. All information will be handled in accordance with applicable privacy and data protection legislation.