

Libro Credit Union Limited

# Director Recruitment and Nomination Sub-Committee

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Candidate Information Guide 2026

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## About Libro

Libro is a 100% Canadian-owned credit union, investing in local people, businesses, and communities while helping members build financial well-being with expert advice and personalized service. On January 1, 2026, Libro and Kawartha Credit Union\* merged, bringing together more than 180,000 members, with financial solutions delivered through 57 locations and robust digital platforms.

Libro strengthens financial well-being for a better tomorrow. We believe that financial well-being:

- enables people to live their most fulfilled lives and empowers businesses.
- leads to sustainable economic growth and contributes to the vitality of communities.
- is connected to a healthy planet.

And this is how, together, we shape a better tomorrow.

*\*Now operating as Kawartha Financial Services, a division of Libro Credit Union.*

## About the Sub-Committee

The Director Recruitment and Nomination Sub-Committee (DRNC) supports the Board's Human Resources and Governance Committee (HRGC).

It plays an important role in shaping the future of the Board by supporting strong succession planning and helping to identify and recommend new Directors.

The Sub-Committee:

- guides the Director recruitment and nomination process;
- helps ensure alignment with Libro's governance approach and strategic direction;
- supports fair, transparent, and competency-based practices; and
- contributes to the integrity and public confidence of the Board election process.

## Who Can Apply (Eligibility Criteria)

To be eligible as a Member Representative, an individual must:

- be at least 18 years old; and
- be a member in good standing of the credit union for at least 6 months.

An individual is not eligible if they are:

- current employee, or a former employee within the past 3 years;
- director, or intending to run for the Board during the term;
- involved in legal, credit, or criminal matters involving the credit union; or

- an immediate family member of an employee or Director of the credit union.

## Term and Commitment

- Serve a 3-year term, staggered for continuity;
- Attend at least 5 meetings per year, plus additional meetings during recruitment cycles;
- Review materials in advance and participate in discussions and interviews.

## Competencies, Skills, and Governance Principles

Applicants will be assessed by HRGC based on:

- governance experience or understanding of Board roles;
- experience in recruitment, interviewing, or selection (an asset);
- good judgment and decision-making skills;
- ability to keep information confidential;
- independence and ability to remain unbiased; and
- alignment with Libro's values.

## Compensation

Members are compensated according to Libro's Non-Director Governance Roles Compensation Policy.

## Why This Role Matters

This role gives members a meaningful way to contribute to Libro's governance and future leadership.

By serving on the Sub-Committee, you help:

- support a fair and independent Director selection process;
- bring a member perspective to recruitment and nomination decisions;
- encourage inclusive and thoughtful Board renewal; and
- help strengthen the future leadership of the credit union.

## How to Apply

Interested in applying? We'd be pleased to hear from you.

To apply, please email [governance@libro.ca](mailto:governance@libro.ca) and include:

- your resume or
- a summary outlining your background and interest.

*Deadline: May 15, 2026*

Applications are reviewed by the Governance team and HRGC.

#### Important Notes

- This is an appointment-based process (not an election).
- Applicants cannot run for the Board while serving on the Sub-Committee.
- All applications are handled in a confidential and professional manner.

#### Contact Information

For questions, please contact: [governance@libro.ca](mailto:governance@libro.ca)