



UKRAINIAN CREDIT UNION LIMITED
УКРАЇНСЬКА КРЕДИТОВА СПІЛКА

УСУУКС

Director Candidate Information Package & Nomination Forms

2024 Board of Directors Elections

Completed nomination forms must be received by March 8, 2024



Message from the Nominating Committee Chair

Dear Prospective Director Candidate:

Thank you for your interest in serving as a Director of *Ukrainian Credit Union Limited* (“UCU”). For 80 years, *Ukrainian Credit Union Limited* has helped tens of thousands of Ukrainian-Canadian and other members – both those locally born and those who immigrated to Ontario – with their financial needs. As a potential Director candidate for the Board of Directors, if elected, you will play a vital role in furthering our founding principles and helping to ensure a sustainable future for our credit union.

This package provides you with the information needed to understand and complete the nomination process. Once we receive your completed nomination package, you will be invited to an interview and information session with the Nominating Committee. The session will provide an opportunity for us to share a more in-depth perspective of what it takes to be a member of our credit union’s Board of Directors, and allow you the opportunity to ask the Nominating Committee any questions you may have related to your candidacy and potential future service on the Board of Directors.

The Nominating Committee is responsible for:

- (a) ensuring a fair and transparent nominations and election process;
- (b) recruiting, assessing the qualification of, and endorsing qualified director candidates for election to the Board of Directors; and
- (c) fully informing UCU’s members about the qualifications of each director candidate, so members can make an informed choice about the election or re-election of directors.

Our primary goal is to recommend the most qualified and competent candidates for members’ election to the Board of Directors with a view to ensure the proper skills and experience are available to provide oversight and strategic direction.

If you have any questions about the enclosed information, you may contact the Nominating Committee at NominatingCommittee@ukrainiancu.com. To ensure fairness and transparency, all inquiries should be made in writing and will be responded to in a similar way.

Our vision is that *Ukrainian Credit Union Limited* will be the financial institution of choice for the Ukrainian-Canadian community and those who share its co-operative and cultural aspirations. On behalf of the Board of Directors and our entire membership, I thank you for taking the time to complete this package and putting your name forward as a candidate for election.

Co-operatively yours,

Mr. Orest Sklierenko
Chair, Nominating Committee
Ukrainian Credit Union Limited



Nomination Timeline

The 2024 nomination process and timeline are set out below. The Annual Meeting of the credit union's members is scheduled to take place during the week of April 22, 2024, subject to being formally ordered by the Board of Directors.

Dates	Details
February 8, 2024 to March 8, 2024	Nomination Period Candidates should pick up or download nominations packages and complete all required forms. Nomination Packages available at all UCU branches and on UCU's website at ukrainiancu.com/about-us/agm .
March 8, 2024	Deadline for Nominations Packages to be Received Completed packages in hard copy format <i>MUST</i> be submitted either in person or by mail by 3:00 p.m. on March 8, 2024 to UCU's Head Office at the following address: Ukrainian Credit Union Limited ATTN: Nominating Committee 300-145 Evans Ave. Etobicoke, Ontario, M8Z 5X8
March 18, 2024 to March 22, 2024	Candidate Interview & Information Sessions Prospective candidates must be available for a meeting with the Nominating Committee to review their candidacy and discuss any questions they may have, which will be scheduled for 1.5 hours in the evening. All reasonable efforts will be made to accommodate candidate scheduling requests.
April 12, 2024 <i>(on or before this date)</i>	Candidate Profiles Posted Online & In Branch Each prospective candidate who successfully completes the nomination process is required to provide their picture and a short profile to be posted on ukrainiancu.com , on the credit union's social media accounts, and in all branches so that members can be familiarized with each candidate in advance of the AGM.
Week of April 22, 2024 <i>*subject to being formally ordered by the Board of Directors</i>	Annual Meeting The Nominating Committee will present their report to the membership and outline each candidate. Each candidate will be permitted up to 5 minutes to address the members present at the meeting (if voting is required to elect directors). Voting will take place after the presentation of candidates, and the results will be announced at the conclusion of the meeting.



Nomination Process

Call for Nominations

Candidates may pick up a printed copy of the Nomination Package from any branch or the Head Office of *Ukrainian Credit Union Limited*. An electronic copy of the Nomination Package can be downloaded from our website at ukrainiancu.com.

Submission of the Nomination Package

Please consult the Candidate Checklist to ensure the submitted Nomination Package is complete. Completed packages must be submitted in hard copy format either in person or received by mail by 3:00 p.m. on March 8, 2024 to UCU's Head Office at the following address:

Ukrainian Credit Union Limited
ATTN: Nominating Committee
300-145 Evans Ave.
Etobicoke, Ontario M8Z 5X8

Candidate Interview and Information Sessions

Once we receive your completed nomination package, you will be invited to an interview and information session with the Nominating Committee. Prospective candidates must be available for a meeting with the Nominating Committee to review their candidacy and discuss any questions they may have, which will be scheduled for 1.5 hours in the evening between March 18, 2024 and March 22, 2024.

Nominating Committee Endorsement

Following candidate interviews, the Nominating Committee will decide which candidates it *will* and *will not* endorse for election by members. Endorsement is a way to let members know which candidates have the skills, experience, and behavioural competencies needed to oversee the credit union on behalf of its members. Each year,

the Board of Directors evaluates its current composition and skillset and identifies critical skills, experience, or expertise that would be beneficial to attract to the Board of Directors given changes in our market and the credit union's evolving strategic direction as well as regulatory requirements. The Nominating Committee then seeks and endorses candidates with those attributes.

Using the information gained through the materials submitted and the results of the candidate interviews, the Nominating Committee decides which candidates would bring the most overall value to the Board of Directors if elected. Depending on their qualifications, all, some, or none of the candidates may be endorsed. Incumbent candidates are not automatically endorsed; they only receive endorsement if their skills, experience, and expertise aligns with the areas identified by the Board of Directors.

The credit union's members ultimately decide who to vote for and who is elected to the Board of Directors. Members may elect candidates who are not endorsed by the Nominating Committee.

Election at the Annual Meeting

The credit union will prepare a candidate list for members, which may include the information provided by candidates in the Candidate Profile (Form 2) and the photo you submitted during the nomination process.

At the Annual Meeting, the Nominating Committee will present their report to the members and each candidate will be permitted up to 5 minutes to address the members present at the meeting (if voting is required to elect directors). Voting will take place by ranked ballot pursuant to the credit union's By-Laws and the results of the election will be announced before the conclusion of the meeting.



Important Information for Board Candidates

The following information is important for potential candidates to understand and consider before completing their Nomination Package.

Election of Directors

Each year, *Ukrainian Credit Union Limited* (“UCU”) holds Director elections as part of its Annual Meeting of members to fill vacancies for expired terms and to fill other vacancies that may have occurred on the Board of Directors.

The following Director positions are open for election at UCU’s 2024 Annual Meeting of members:

- (a) four (4) Directors each to be elected for a three-year (3-year) term ending 2027.

Board & Committee Structure

The Board of Directors has within its structure several committees which deal with specific areas of responsibility and oversight. Each Director is expected to sit on at least one committee in addition to general Board participation which includes quarterly and *ad hoc* meetings as well as video conferences and on-line consultations when necessary. Directors receive an honorarium, paid monthly, which is based on their role on the Board of Directors.

Time Commitment

Below is an estimate of the amount of time necessary to fulfill your role as a Director. Each Director is expected to be prepared for and attend Board and Committee meetings to be able to discuss the content of any of the pre-meeting packages and materials. Attendance at community events on behalf of the Board of Directors is also mandatory, as is participation in the Board of Director’s semi-annual Strategic Planning Session.

Responsibility	Estimated Time (*Excluding Travel and Preparation)
Board Meetings	Scheduled once quarterly (about 4-6 hours).
Committee Meetings	As required. Generally, once per quarter by video conference (2-3 hours).
Strategic Planning Session	Twice yearly (1 full Saturday approx. 7.5 hrs)
Director Development	Twice yearly (1 full Saturday approx. 7.5 hrs)
Independent Training	Directors are expected to attend continuing director education, training, and conference sessions to maintain oversight skills, strategies, and qualifications. Time commitment depends on Director qualifications.
Community Engagement	Directors are expected to attend at least 1 community event per quarter to promote and support UCU’s work in “Building Community” strategic objective. Participation includes member and cooperative education, cheque presentations, speeches, or general active participation in events.
Meeting Preparation	The Board of Directors has adopted a consent agenda procedure as part of its regular meeting process, which requires Directors review the meeting document package provided before Board meetings. Effective Directors are expected to have fully reviewed the Board meeting materials, so they are prepared for in-depth discussion on the matters contained in the materials during each meeting.



Ideal Director Profile

General

The ideal Director candidate should possess a high level of business acumen with at least 5 years of experience in a senior leadership role within an organization that operates in a competitive, regulated, and highly policy-driven environment. The Director candidate should be well versed in financial and general business knowledge with an understanding of corporate governance issues, which could also include experience gained in the public or not-for-profit sectors through involvement with organizations of a scale similar to that of UCU. Finally, Director candidates are expected to possess skills that allow them to act with integrity, transparency and independence, communicate in a constructive manner, build productive business relationships, and be capable of strategic and innovative thinking.

Regulated Competencies

The *Financial Services Regulatory Authority of Ontario (FSRA)* has identified nine (9) core competencies which the ideal Director candidate should have a “Strong” level of competency in. For those areas where a Director candidate may not currently have a “Strong” level of competency, the Director candidate must be prepared to dedicate the time required to achieve a strong competency within twenty-four (24) months of joining the Board of Directors. Training is self-directed with support provided by UCU.

The areas of competency are: (1) Audit and Compliance Oversight, (2) Board and CEO Performance, (3) Credit Union Operations, (4) Financial Literacy, (5) Governance and Ethics, (6) Leadership, (7) Regulatory Environment, (8) Risk Management Oversight, and (9) Strategic Planning.

UCU Vision & Mission Attributes

Ukrainian Credit Union Limited has been built on a vision and mission which have co-operative values and community development initiatives at their core. As such, the ideal Director should be able to demonstrate a high level of community involvement, either as a part of the Ukrainian-Canadian community through active membership in community organizations or on a broader community scale helping to build and improve the communities where they live.

2024 Specific Skills Gap Attributes

Each year UCU Identifies Specific Skill Gaps which will ideally be filled by incoming Director Candidates. The 2024 identified skill gaps include the following areas of oversight experience:

- 1) corporate transactions, including subsidiary affairs, mergers, and acquisitions;
- 2) financial accounting, including audit experience or an accounting designation;
- 3) risk management practices, including asset liability management and cybersecurity risk;
- 4) setting corporate strategy and provide strategic leadership and oversight; and
- 5) workforce planning, including, for example, a professional human resources designation.

An ideal Director candidate should have experience in at least one of the skills gap attributes identified above as well as experience in financial services oversight, including investment, insurance, or banking services, and experience on a board of directors gained in the corporate, not-for-profit, or charity sectors.



Director Candidate Information

Candidate Name (please print)

UCU Member No.

Mailing Address

City, Province Postal Code

Email Address

Phone Number

Eligibility for Election

I qualify for election to one of four of the Director positions eligible for election to the board of Ukrainian Credit Union Limited and accept the nominations below.

Nominations from Credit Union Members

The following members of Ukrainian Credit Union Limited hereby nominate the director candidate named above for election to the Board of Directors of Ukrainian Credit Union Limited and severally confirm that the nominating member (1) is a member of the credit union in good standing and authorized by s. 7.16(c) of the credit union’s By-Law No. 1 to nominate a candidate and (2) has not nominated more than one candidate for election unless authorized by s. 7.17 of By-Law No. 1.

First Nominator’s Name (please print)

First Nominator’s UCU Member No.

First Nominator’s Signature

Date

Second Nominator’s Name (please print)

Second Nominator’s UCU Member No.

Second Nominator’s Signature

Date

Candidate’s Acceptance of Nominations

I certify that the information included in the Nomination Forms and supporting documentation is correct, accept nomination for election to the Board of Directors of Ukrainian Credit Union Limited, and declare that I meet the eligibility requirements set out in the nomination package, the Credit Unions and Caisses Populaires Act, 2020 and regulations made thereunder, Financial Services Regulatory Authority of Ontario (FSRA) Authority Rules, and the By-Laws of the Ukrainian Credit Union Limited.

Candidate’s Signature

Date



Candidate Biography Statement

Please provide a short candidate bio (100 words or less), which may be reproduced on a candidate list provided to members.

Business Contribution Statement

Please outline in 150-300 words the areas of experience you have that are relevant to the UCU’s business and your role as a Director.

Community Contribution Statement

Please outline your membership and activities in business, credit union, and organizations both within the Ukrainian-Canadian community and the greater community of which UCU is part.

Reasons for Seeking Election

Please outline your reason for seeking election to UCU’s Board of Directors.



Candidate Skills Self-Assessment

(Form 3)

Please indicate and rate your areas of experience on the following self-assessment chart based on the rating scale on the next page. Please also include descriptive examples.

Skill Requirement	Self-Assessment Score	Descriptive Example
Senior Management/Leadership Experience		
Management of Budgets		
Risk Evaluation & Management		
Previous Board Experience		
Profit & Loss Management Experience		
IT experience, with IT Project Management or IT Business Integration Experience		
Community involvement & development		
Financial Sector Experience		
Financial Literacy		
Business Marketing & Advertising Experience		
Legal Affairs experience		
Large Project Management Experience		
Commercial Real-estate Experience (Management, Development)		
Human Resource Experience		
Executive Compensation Experience		
Strategic Planning Experience		
Regulatory Environment		
Leadership		
Governance		
Credit Union Operations		
Audit & Compliance		
Senior Management Performance Evaluation		
Other Experience (Please Specify)		

Please use the following self-assessment score rating when completing the Candidate Skills Self-Assessment form:

Rating	Description
Basic (B)	<ul style="list-style-type: none"> • Some knowledge of the competency • Understands terminology and can identify skills and attributes associated with the competency.
Good (G)	<ul style="list-style-type: none"> • Good understanding of the fundamentals of the competency gained through an appropriate combination of education, working knowledge, previous board experience and completion of introductory Director training. • Sufficient knowledge and experience to apply concepts to less complex issues
Strong (S)	<ul style="list-style-type: none"> • Significant understanding and expertise of the competency gained through an appropriate combination of education, practical work experience, previous board experience and completion of advanced Director training • Participates fully in board analysis, discussion and debate on more complex issues. • Ensures sufficient information is provided to support analysis and recommendations • Uses knowledge to mentor new Directors and provide greater understanding of competency • Challenges management’s assumptions when needed and speaks out appropriately at board meetings; • Makes significant contributions to long-range planning;
Expert (E)	<ul style="list-style-type: none"> • Expert understanding of the competency gained through an appropriate combination of direct practical working experience in a senior position or function, previous board experience, professional designation, qualification or degree in the subject matter and completion and accreditation of a Director training program • Participates fully in board analysis, discussion and debate on more complex issues. • Ensures sufficient information is provided to support analysis and recommendations • Uses knowledge to mentor new Directors and provide greater understanding of competency • Interprets complex data to contribute new knowledge in the competency areas • Provides expert analysis and advice on complex issues • Challenges management’s assumptions when needed and speaks out appropriately at board meetings; • Makes significant contributions to long-range planning;



Candidate Declaration & Undertaking

(Form 4)

I, _____, a nominee for election to the Board of Directors of *Ukrainian Credit Union Limited* (“UCU” or the “Credit Union”), **UNDERTAKE TO:**

- (a) stand for election, and, if elected, to serve as a director of *Ukrainian Credit Union Limited*;
- (b) comply with the *Credit Unions and Caisses Populaires Act, 2020* (the “Act”), regulations made thereunder, Financial Services Regulatory Authority of Ontario (FSRA) Authority Rules, and the By-Laws of the *Ukrainian Credit Union Limited* (the “By-Laws”);
- (c) comply with the directors’ conflict of interest guidelines adopted by the Board from time to time;
- (d) observe the By-Laws, and all rules relating to elections and the conduct thereof;
- (e) participate in such skill tests, evaluations and training programs as may be prescribed from time to time by the Act, a regulatory authority with jurisdiction (*e.g.*, the Financial Services Regulatory Authority of Ontario (FSRA)), and the Board, and to resign in the event that I do to meet the minimum standards established by the same;
- (f) provide such personal and financial information as may be required to comply with the risk management policies of the Credit Union as established from time to time; and
- (g) vacate my elected office in the event the Board has determined that I have ceased to meet the eligibility requirements listed in s. 4.02 of By-Law No. 1 during my term of office or have breached any of these undertakings;

AND DECLARE THAT I:

- (a) have familiarized myself with the Act, as amended, which can be accessed online at <https://www.ontario.ca/laws/statute/20c36> and understand the director liability and disclosure provisions thereof;
- (b) have read and understand the current By-Laws of UCU (provided upon request);
- (c) have read and understand the information contained in the Nomination Package, which includes the pertinent literature reasonably prescribed by the Board of Directors for members seeking a nomination for election to the Board of Directors;
- (d) am aware of the duties, legal obligations, and liabilities of a Credit Union Director and have read the background information on nomination criteria and role of a Director set out in the Nomination Package;
- (e) am willing to commit the necessary time in order to faithfully discharge the duties of a director in the best interests of UCU;
- (f) meet the criteria and am not disqualified from holding office as provided in the By-Laws and the Act and am otherwise eligible to serve in the position for which I have been nominated;
- (g) if elected I shall not receive compensation either directly, or through a partnership or corporation, for providing goods and services to UCU, and will make continuing disclosure of any conflicts of interest I may have as required by Section 111 of the Act, or as may be required by Credit Union policies;
- (h) I am not the spouse, parent, or child of an employee of UCU or of Central 1 Credit Union, or the employee of a regulator or deposit insurer of UCU;
- (i) by submitting the Nomination Form,
 - a. consent to UCU collecting my personal information, which will be used in the selection process and which personal information may be retained by the credit union indefinitely in its records;
 - b. agree and consent to UCU’s disclosure of such personal information to post and publicize for election purposes my biographical information and photograph on UCU’s website, social media accounts, branches, and in materials distributed to UCU’s members and guests attending the Annual Meeting;

- c. agree to submit to credit and criminal record checks; and
- d. agree and consent, if elected, to the disclosure of my personal information to the extent required to comply with law, regulation, or similar direct or indirect requirements both within Canada and in foreign jurisdictions connected to the Credit Union’s operations;

AND **MAKE THE FOLLOWING DISCLOSURES** of Material Interests or Interest in Material Contracts as set out in the Act:

Select one (and provide details if applicable):

I have no such disclosures to make.

I disclose the following: _____

 Candidate’s Signature

 Date

 Witness’s Signature

 Witness’s Name (Print)

 Date



Candidate Checklist

Attachments & Additional Requirements

Please ensure that the following attachments and additional requirements are included with your Nominations Form submission.

- Nomination Form (Form 1)
- Candidate Profile (Form 2)
- Candidate Skills Self-Assessment (Form 3)
- Candidate Declaration & Undertaking (Form 4)
- Candidate photo (headshot) for inclusion in the candidate list document distributed to members, on ukrainiancu.com, on the credit union's social media accounts, and posted in the credit union's branches.
- Full curriculum vitae (resume) including 3 references

To complete this nomination form, please fill in the information requested above together with all required signatures, and attachments and return them in **hard copy** format to:

Ukrainian Credit Union Limited
ATTN: Nominating Committee
300-145 Evans Ave.
Etobicoke, Ontario M8Z 5X8

by the Deadline Date noted in this Nomination Package (above).



Appendix A

Nomination Criteria, the Role, Competencies and Activities of the Board of Directors

This background information is provided for orientation purposes and is not intended to be exhaustive.

The Role of the Board of Directors

The Credit Unions and Caisses Populaires Act (2020) requires that every credit union have a Board of Directors. UCU has a classified Board and Directors are elected in rotation from the credit union's membership, subject to the exceptions set out in the credit union's By-Laws, hold office for staggered terms of three (3) years each or until their successors are elected. The Board of Directors currently consists of twelve (12) members. Each Director is elected by ballot by the general membership or as provided for under the credit union's By-Laws.

The Board of Directors is accountable to the general membership of UCU for directing the affairs of the credit union.

The Board of Directors is responsible for the strategic direction and governance of UCU and ensures that the credit union has a viable business plan in place that takes into account the requirements of the:

- (1) Credit Unions and Caisses Populaires Act (2020) (the "Act"), as amended;
- (2) Regulations made under the Act;
- (3) Directives of the Ministry of Finance;
- (4) FSRA's By-Laws and Authority Rules;
- (5) UCU's By-Laws; and
- (6) UCU's policy manual.

Skills and Competencies

The knowledge, experience and skill of each Director and the Board as a whole are important elements in the success and viability of the credit union. Desirable attributes of all Directors include good judgment, maturity, personal integrity, and financial stability. There is a preference for candidates who possess demonstrated competencies required by FSRA's Authority Rules and skills that could strengthen the Board's ability to carry out its duties (e.g. accounting, community leadership, cultural literacy, entrepreneurship, human resources, information technology, language fluency, law, marketing, strategic planning, etc.). Moreover, Directors are expected to demonstrate the following:

- an appreciation of the value of credit unions;
- strategic thinking capability that takes into account the interests of UCU members and community stakeholders, and the impacts of environmental and marketplace trends;
- experience and appreciation of working in a collaborative, collegial, and productive way with people that may have differing viewpoints;
- experience working in governance and oversight roles and fulfilling fiduciary duties in order to meet legal and regulatory requirements.

Board Activities

Board and Committee Meetings

Directors must have the time and willingness to prepare for and fully participate in Board activities. The Board meets quarterly, with individual Director preparation required prior to the meetings. The Board of Directors has adopted a consent agenda process as part of its regular meeting process, which requires that Directors review the meeting document package provided before Board meetings. Effective Directors

are expected to have fully reviewed the Board meeting materials, so they are prepared for in-depth discussion on the matters contained in the materials during each meeting.

When elected to the UCU Board of Directors, Directors will be appointed to serve on at least one committee of the Board.

Each Committee generally convenes quarterly, with preparation required prior to the meetings. The Audit Committee meets twice quarterly.

Being an Advocate

Directors represent UCU in the community. They are expected not only to be knowledgeable on its contributions to the community and its products and services, but also be regular users and enthusiastic advocates of its products and services.

Directors are also expected to attend community and industry events on behalf of UCU and may be called upon to speak at these events. Directors need to ensure that they set aside time and are available to attend and participate in these events.

Director Training

The knowledge, experience and skill of each Director and the Board as a whole are important elements in the success and viability of the credit union. It is important that Directors have appropriate competencies to effectively fulfill their responsibilities to UCU and its members and contribute to the safety and soundness of the credit union sector as a whole.

The regulator and deposit insurer of credit unions in Ontario, the *Financial Services Regulatory Authority of Ontario* (FSRA) has identified a set of core competencies that are considered critical for all Directors. As mandated by FSRA, Director candidates should be aware of these requirements and commit to any necessary training requirements as may be identified in UCU's policy within the specified timeframes as a condition of election.

All Directors are required to achieve the minimum competency requirements within the specified timeframes set out in the Table 1 below.

Directors are expected to build on and expand their competency base through continuing education and training, which is budgeted and available throughout the year.

If a nominee is unable to meet the required competency levels within the timeframe set out in the table below, this must be disclosed in an addendum to the Nomination Form.

Table 1: Required Competencies, Competency Levels and Time Frames

	All Directors	Audit Committee	Audit Committee Chair	Board Chair	Governance Committee
Competency	Competency Level				
1. Audit and Compliance Oversight	Strong	Strong	Expert	Strong	Strong
2. Board and CEO Performance	Strong	Strong	Strong	Strong	Strong
3. Credit Union Operations	Strong	Strong	Strong	Strong	Strong
4. Financial Literacy	Strong	Strong	Strong	Strong	Strong
5. Governance and Ethics	Strong	Strong	Strong	Strong	Strong
6. Leadership	Strong	Strong	Expert	Expert	Strong
7. Regulatory Environment	Strong	Strong	Strong	Strong	Strong
8. Risk Management Oversight	Strong	Strong	Strong	Strong	Strong
9. Strategic Planning	Strong	Strong	Strong	Expert	Strong
	Time frames to achieve competency level within date of election or appointment				
	24 months	12 months	6 months	6 months	6 months



Appendix B

List of Acts, Regulations, FSRA Authority Rules, and UCU By-Laws relevant to director candidacy, election, and office:

Act and Regulations

Credit Unions and Caisses Populaires Act, 2020, S.O. 2020, c. 36, Sched. 7

<https://www.ontario.ca/laws/statute/20c36>

O. Reg. 105/22: General

<https://www.ontario.ca/laws/regulation/220105>

FSRA Authority Rules

Authority Rule 2021-001: Sound Business and Financial Practices Rule

<https://www.fsrao.ca/media/6151/download>

UCU By-Laws

By-Law No. 1 of Ukrainian Credit Union Limited

a by-law relating generally to the conduct and affairs of the credit union

(available upon request by email sent to the Corporate Secretary at MMychailyshyn@ukrainiancu.com)