

BOARD SEARCH STATEMENT

Date: September 2025

Background/Introduction

AusTriathlon Ltd. ABN 67 007 356 907 is a national sporting organisation (NSO) and not-for-profit company, limited by guarantee responsible for the operation of the sport of triathlon across Australia representing and promoting the interests of its members to World Triathlon.

AusTriathlon is committed to having a diverse Board that reflects the Australian community and has the skills, competencies, qualifications, and experience to lead the growth and development of multi-sport Australia-wide.

The Board of Directors

AusTriathlon is led by a skills-based board of elected and appointed directors. The Board's role encompasses the governance of the organisation and providing strategic leadership.

AusTriathlon strives to support and promote excellence in board service through the recruitment of qualified, experienced directors from diverse backgrounds.

We want members of the AusTriathlon Board to be advocates for best practice, innovation, and fiscal responsibility across all key strategic imperatives. We want people who can question and challenge constructively, who bring diverse views, who can influence others and find solutions. AusTriathlon is committed to having a diverse and inclusive culture on our Board, in our organisation and in our sport.

Director positions are voluntary. Board meetings are held bi-monthly via Teams with 1-2 face-to-face meetings per year to coincide with strategic planning, the AGM, or other important events.

The Process

The Board Search Statement is to advise AusTriathlon members and the broader community of the upcoming Director vacancies.

There are two (2) elected positions which will become vacant at the Annual General Meeting (AGM) on Friday 28 November 2025, for a term of three (3) years.

The terms of the following Directors expire at the AGM:

- Mr Stuart Corbishley
- Mr Alexander Gosman

The two (2) incumbent Directors eligible to nominate for re-election have indicated they will not be seeking re-election.

In accordance with the AusTriathlon Constitution, the Board may consist of nine (9) members comprising six (6) elected Directors, and up to three (3) appointed Directors.

These two (2) vacancies will be filled by election of the members, noting, the AusTriathlon Board now comprises three (3) Appointed Directors in accordance with our Constitution.

Eligibility

To be eligible for appointment a nominee must:

- meet the qualifications and key selection criteria (contained in the Director Position Description; and the 'Call for Directors Nominations document') and;
- agree to be bound by the Constitution and the Policies of the organisation; and
- not be an office bearer for the organisation or any STTAs.

Skill set being sought

The specific Director skill sets sought for the Board will be determined based on AusTriathlon's current strategic priorities and the Board Skills Matrix of the continuing Board Directors.

Nominees will be requested to provide information as to how they meet the desired skills and experience (demonstrate suitability) for a position on the Board. The Nominations Committee has assessed composition and is keen to see candidates come forward who bring skills in:

- Commercial partnerships
- Legal
- Risk management
- Government and government relations
- Financial management
- Public relations, media and communications
- High performance sport
- Community sport
- Information technology & digital innovation

AusTriathlon Annual AGM - Call for Nominations

AusTriathlon AGM will fall on Friday 28 November 2025.

AusTriathlon will call for nominations for two (2) elected vacancies prior to the AGM. This will be communicated by the Company Secretary via a Notice of AGM and Call for Nominations which will be advertised on the AusTriathlon website, sent to voting members and shared widely across media channels. Additionally, it will be advertised on Director Registries such as SportAUS National Sports Directorship Registry, Women on Boards, etc.

The term of the Board Director vacancies is three (3) years and Directors are eligible for re-election/appointment.

If you are interested, please respond through the call for nominations process and complete the required nomination forms and supply any additional information as requested (e.g., cover letter, CV/Resume and Selection Criteria Form).

Nominations close midnight (AEDT) on **Saturday 3 October 2025** and must be submitted to the Company Secretary via lori.organ@triathlon.org.au

Consideration and review of the nomination

AusTriathlon's Nominations Committee is responsible for the assessment of all applications and determination of those persons considered suitable and eligible.

The Nominations Committee shall consist of a minimum of three (3) persons, appointed annually by the Board, with due consideration given to gender representation:

- *One (1) Independent Chair*
- *Two (2) Members assessed on merit by the AusTriathlon Board*
- *One (1) AusTriathlon Staff Member - Executive Support*

The Nominations Committee will determine who will be put forward for the position of Director of AusTriathlon, rank and recommend candidates to the voting members, etc. As part of this process, applicant's CV's may be provided to the voting members. There will be no opportunity for appeal in respect of the assessment undertaken by the Nominations Committee.

Applicants will be notified regarding whether their application has been deemed eligible by **20 October 2025**.

For all enquiries, please contact Lori Organ via lori.organ@triathlon.org.au