

CALL FOR ELECTED DIRECTOR

Introduction

AusTriathlon Ltd. ABN 67 007 356 907 is a national sporting organisation with the purpose of enabling more people to enjoy more triathlon and multisport experiences in more places. Our vision is to create a happier, healthier, and more connected nation through these experiences. AusTriathlon has three strategic priorities as outlined in the *AusTriathlon Strategic Plan 2021-2025*.

A sport for everyone – Making triathlon and multisport easier to access, more relevant and more rewarding for more people of all backgrounds, ages, genders, sexual orientations, and ability levels.

Winning well to inspire – Performance driven, athlete focused, optimised, and supported programs.

Working in harmony – Working together, through aligned structures, systems, and behaviours, to grow an industry leading national sports business.

To support these strategic priorities AusTriathlon is committed to securing and maintaining a balanced, skilled, and diverse national Board to represent its State and Territory members and their interests.

AusTriathlon is committed to providing contemporary, respected, and best practice governance and leadership. Applications are currently being sought by AusTriathlon from suitably qualified and eligible individuals who wish to be considered for election as a Director to the Board of AusTriathlon.

This is a time of substantial opportunity for the sport and in turn the organisation. Following the successful implementation of a new operating model, the sport has transformed into a responsive, member-focused structure that provides increased opportunities for government and commercial partnerships, career progression for staff and enhanced offerings to participants.

Future directors will provide continued leadership in the spaces of people and culture, best practice governance, stakeholder engagement and fiduciary compliance. Additionally, with an eye on succession planning, the Nominations Committee is seeking applicants with experience in any of the following areas:

- 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

Election of Directors

In accordance with the AusTriathlon Constitution the election of AusTriathlon Directors will take place at the Annual General Meeting on Friday 28 November 2025. There are **two (2)** Director positions to be elected by Delegates from each of the STTAs who will each be elected for a term of three (3) years to the Board of AusTriathlon.

- 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.

Eligibility Criteria

Candidates for Director positions on the Board must meet the qualifications and key selection criteria as prescribed from time to time by the Board and set out in the Policies made by the Directors that are pursuant to the objectives of the AusTriathlon Constitution.

An Elected Director is required to be a member of AusTriathlon and agrees to be bound by the Constitution and the Policies.

Candidates for Director positions on the Board of AusTriathlon must be able to demonstrate they meet the key selection criteria established by the Nominations Committee to determine eligibility and the Company's Director Qualification and constitutional obligations Procedure By-Law Policy.

The key selection criteria are contained in AusTriathlon's Director Position Description and the 'Call for Elected Director' document.

Applications for Directors must include the following four (4) documents:

- A cover letter no longer than one page
- A CV no longer than two pages
- The completed Elected Director Nominee Details Form
- Selection Criteria Form

Please note that incomplete submissions will not be considered.

If you wish to apply for the position of Director of AusTriathlon, please submit the application documents to the attention of the Company Secretary via lori.organ@triathlon.org.au by midnight (AEST) on **3 October 2025** and interviews will be scheduled Thursday 23 October commencing 4pm.

Consideration and review of applications

AusTriathlon's Nominations Committee is responsible for the assessment of all applications and determination of those persons considered eligible, and to be put forward as a recommendation to the AusTriathlon Board for final selection process.

The Nominations Committee shall consist of a minimum of three (3) persons, Elected 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 role of the Nominations Committee will be to independently assess the eligibility of candidates against the key selection criteria in the Director Position Description. There will be no opportunity for appeal in respect of the assessment undertaken by either the Nominations Committee.

Changes to 2025 Timeline

Due to the exciting and historic return of World Championships to home soil, a number of key events and celebrations have understandably impacted our scheduling capacity. As a result, the timeframe available for conducting interviews with nominees has been significantly compressed.

In order for the Nominations Committee to undertake a thorough interview process, the current circumstances necessitate a more streamlined approach. We appreciate your understanding and flexibility as we work within these constraints to ensure recommendations are finalised and communicated to the Board and voting members ahead of the AGM.

We remain committed to maintaining the integrity of the selection process and will ensure that all nominees are given fair and considered evaluation within the available time.

Thank you in advance for your cooperation and support.

Further Questions

If you have any questions about the content of this communication or the process, please contact the Chief Executive Officer and Company Secretary at AusTriathlon via lori.organ@triathlon.org.au