

GB SNOWSPORT LIMITED (the “Company” or “GBS”)

Minutes of a meeting of the Board of Directors of the Company held by video conference on 22 June 2023 at 9.00 a.m.

DIRECTORS PRESENT

Rory Tapner (RT or Chairman)
Greg Bennett (GB)
Martin Carr (MC)
Juliet Foster (JF)
Vicky Gosling (VG)
Richard Leman (RL)
Dominic McGonigal (DM)
Michael Oesterlin (MO)

APOLOGIES

Christian Ewald
Anna Lees Jones (ALJ)
Mel Nicci
Scott Simon

IN ATTENDANCE

David Young (DY)
John Wade (JW)

1. OPENING OF MEETING

It was resolved that RT be appointed chairman of the meeting and it was noted that a quorum was present in accordance with clause 6.9 of the Company’s Articles of Association. RT said that, as at previous meetings, he would take declarations of interests as being those who are employed by GBS (who should bear in mind any current conversations concerning the shape of the organisation) and those who are representing particular parts of the GBS operations, such as the disciplines, and the Home Nations. If any items are discussed for which a person feels he/she is conflicted, or should declare an interest, then they must specifically do so at that time and not rely just on the introductory statement. He reminded everyone in attendance that matters discussed at the meeting were confidential.

2. ACCOUNTS TO 30 SEPTEMBER 2022: UPDATE

GB reported on the audit of the accounts to 30 September 2022.

3. BOARD COMPOSITION

RL said that RT had informed the board and membership in the summer of 2022 that this would be his final year as chairman. In late autumn of last year, after the appointments of MO and GB, the Nominations Committee did some preliminary planning and looked at the existing board skills matrix, the skills that GBS would be losing as well as the additional skills needed by the business in the coming years and as a result an advertisement for a new chair was drafted. It had been planned to issue the advertisement at the start of 2023 but this was deferred because of the uncertainty caused by Sport Organisation. If the GBS world class programmes had been put into Sport Organisation the chair role would have looked substantially different.

RL added that the advertisement was finally published in March and 14 applications were received, and 10 of the candidates were interviewed across two days in May by ALJ, GB, MO, DM and himself. Simon Morton of UK Sport (UKS) attended all those interviews but took no part in the decision making. From those interviewees 3 candidates were asked to return for a second interview lasting approximately 75 minutes. Each of them was asked to draft an agenda for a strategy day which they might wish to hold if they were to be appointed and they were given an open invitation to talk to RT, VG and Pat Sharples as part of their research to find our strengths

and weaknesses. The draft agenda enabled them to hold a discussion with the Nominations Committee about GBS and how they might approach key issues.

The second interviews were all attended by Katherine Grainger of UKS who indicated that each of the candidates was appointable. The Nominations Committee then left a few days before convening to share views on the candidates and everyone was unanimous in believing Jason Cobbold to be the best candidate. That view was backed up by feedback from those GBS staff members who met the candidates; all the necessary forms re propriety and register of interests had been received and were in order.

RL said that the Nominations Committee recommended that the Jason Cobbold be appointed to the board and that he is appointed as chair of GBS upon the retirement of RT at the 2023 AGM.

After discussion, the Nominations Committee's recommendation was adopted. VG said that a press announcement and communications plan would be shared with Board members.

RT added that RL had indicated that he wished to resign from the Board at the end of the 2023 annual general meeting.

4. ANY OTHER BUSINESS

There being no further business the meeting closed at 9:55 a.m.

Rory Tapner

27 July 2023

Chairman