

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

Minutes of a meeting of the Board of Directors of the Company held at 101 New Cavendish Street, London, W1W 6XH and by video conference on 1 May 2025.

Directors Present:

- Jason Cobbold (JC or Chairman)
- Vicky Gosling (VG)
- Greg Bennett (GB)
- Michael Oesterlin (MO)
- Dominic McGonigal (DM)
- Robin Kellen (RK)
- Martin Carr (MC)
- Ian Findlay (IF)
- Steven Seligmann (SS)
- Simon Ferrington (SF)
- Helen Oldfield (HO)
- Juliet Foster (JF)

In attendance:

- Andrew Coulson (AC)
- Ronan Gara (RG)
- Kearnan Myall (KM)
- Pat Sharples (PS)
- Claire Briegal (External Board Evaluation Consultant)
- John Harrison (UK Sport)
- Andy McSweeney (UK Sport)

1. Introduction and Declarations of Interest

The Chair welcomed all attendees, no new declarations of interest were made. Claire Briegal was welcomed as an observer, attending as part of the external board evaluation. Timings to be confirmed and shared.

2. Welcome and Confirmation of Appointment

The appointment of Helen Oldfield as a new Independent Director was ratified by the AGM and formally welcomed by the board.

3. Minutes of the Previous Meeting

The minutes of the previous meeting were approved. The board noted that paperwork would be circulated to renew declarations of potential conflicts of interest.

Revised invitations for the next board meeting on 3 July to be sent.

4. UK Sport Update

John Harrison and Andy McSweeney introduced themselves as the new UK Sport governance and performance leads respectively. They provided an overview of their roles and the intention to support GB Snowsport closely in both governance and performance strategy.

Key points:

- UKS governance code compliance confirmed.
- Remaining item: Diversity and Inclusion Action Plan (extension granted).
- Discussion of future funding for the French Alps cycle. Indications that early commitment could be possible by October.
- Positive feedback on performance director engagement.
- GB Snowsport acknowledged for improved partnership and transparency.
- Facility investment interest, including potential for a UK airbag training site.

5. End of Season Review & APA performance

KM and PS provided a detailed performance review:

- Zoe Atkin became World Champion in Halfpipe.
- Three Crystal Globes: Zoe Atkin, Mia Brookes, and Jaz Taylor.
- Other highlights: Charlotte Bank's multiple World Cup golds and silver at Worlds; Kirsty Muir returned from injury with World Cup gold.
- Alpine and Para Alpine success noted including medals from Dave Ryding, Scott Meenagh, James Barnes-Miller, and Neil Simpson.
- Talent pathway discussed: strong junior results at Youth Olympic Games and junior events. Most top prospects are progressing through private academies.
- Olympic qualification on track for most athletes.
- Effective cost management and commercial fundraising to close budget gaps
- Development of Les Deux Alpes as a central summer training base
- Continued challenges in para disciplines due to injuries and limited events
- Les Deux Alpes training facility commended, especially Moguls camp success.
- Discussions underway about a UK-based airbag training facility. Possibility of Sheffield Ski Village redevelopment with commercial and UKS co-funding support explored.
- UK Sport confirmed openness to co-funding elite training environments.

The board acknowledged the resilience of the performance teams amid financial pressure.

6. CEO Report

VG discussed ongoing sponsorship discussions. Challenges around accepting sponsorship from oil and gas companies raised with reference to the Nordic Programme. Board agreed to review and potentially formalise a policy on sponsorship exclusions at the next Audit and Risk Committee.

7. Report from Fundraising Committee

- Continued progress in closing commercial deals
- Potential for sponsorship of infrastructure projects (e.g., airbag training site)
- Importance of educating athletes on commercial obligations

8. Climate Change & Approach to Sustainability Plan

Discussed under CEO report. Board reiterated the importance of this area. VG to explore resource-sharing opportunities with Snowsport England.

9. Finance

Financial review was led by GB and AC:

- Position improved due to commercial income and disciplined management.
- Cashflow sustainable to end of cycle with ongoing prudence needed.
- Sponsorship: significant revenue from new partners; ongoing efforts to expand.
- A long-term financial sustainability roadmap will be developed by September/October.
- Nordic funding resolution prioritised.

10. Policy Approvals

The following policies were formally approved:

- Conflict of Interest
- Remuneration Policy
- Safeguarding Policies:
- Safeguarding Policy
- Child Safeguarding Policy
- GBS Disclosure Policy
- Safeguarding Case Management Panel Terms of Reference
- Succession Policy noted for updates.

11. Safeguarding

Board discussed DBS requirements for board members; noted current exemption due to no direct contact with minors. Safeguarding training and audit performance remain strong.

12. Clean Sport Report

Noted continued strong compliance and culture across disciplines.

13. Home Nations

- Positive updates from Snowsport England, Scotland, and Wales.
- Continued collaboration encouraged.

14. Nordic/Cross-country

Simon Ferrington highlighted ongoing Olympic qualification and funding challenges in Cross Country.

15. AOB

- AGM was held earlier in the day with associated notices issued in accordance with GBS Articles.

Action Items

- Long-term financial sustainability roadmap to be developed by September/October.
- Strategy session to be scheduled on financial roadmap (exact date TBD).
- Sponsorship exclusions policy to be discussed at next ARC.
- Immediate follow-up on cross-country funding situation (TAD sponsorship).
- Conflict of interest paperwork to be circulated before next meeting.
- Revised invite to be sent for next board meeting (rescheduled to July 3rd).

There being no further business, the Chair closed the meeting.