



2025 Call for Nominations for AWA Board

Nominations from full financial members for positions on the Australian Wagyu Association Board are being called for election at the next Annual General Meeting (AGM) to be held at the Hotel Grand Chancellor Brisbane Queensland, **3:30pm on Monday 24th November 2025**.

In considering nominating for a Board position with the Australian Wagyu Association (AWA), you may wish to consider the following:

- Willing to serve for part or all of a three-year term (Nov, 2025 to Nov, 2028).
- Willing to work or take a role on projects as needed and as they develop.
- Work in structured board sub-committees as they become necessary.

Directors to retire:

Article 35.1 of the 2024 AWA Constitution which requires that:

- (1) *at each annual general meeting of the company, a minimum of three directors shall retire from office, but shall be eligible for re-election;*
- (2) *the directors to retire, shall be those who have been longest in office since their last election;*
- (3) *an elected director, subject to the members' ability to remove a director and the director's ability to resign, holds an office for the maximum term of three years and may nominate for re-election;*
- (4) *should the number of directors to retire as a result of holding office for the maximum term of three years exceed three directors, the three directors to retire shall be the longest serving directors provided that if they were appointed on the same day the retiring director will be decided by lot; and*
- (5) *for directors decided by lot not to retire under 35.1(4) whose term of office would then exceed three years, these directors shall be permitted to serve for a maximum term of four years and shall be first to retire immediately prior to the following years election.*

As a result, a total of three (3) Board positions are made vacant and are available for nomination and election. The Directors to retire this year are:

1. Director Dean Pollard (served 6 years, last elected 23 Nov 2021)
2. Director Adam Withers (served 3 years, last elected 15 Nov 2022)
3. Director Gina Lincoln (served 6 years, last elected 15 Nov 2022)



Number of Director vacancies:

There are three (3) Director vacancies currently on the AWA Board.

Information about working on the AWA Board:

As a Board of Directors acting under the 2001 Corporations Act, the Board is responsible for setting the policy and strategy of the Association, and so a diversity of skill sets is needed as indicated in the Director Skills Matrix attached.

The role of a Board Member is unpaid but is a very rewarding experience. The Board has four whole-day meetings per annum, held via Zoom if face to face meetings are not possible. Face to face meetings rotate between Armidale and major centres such as Brisbane, Sydney and Melbourne. AWA covers the cost of accommodation, an evening meal and reasonable expenses incurred in travel to the meeting.

In addition, the Board meets via Zoom as required. The Board also convenes quarterly sub-committee meetings of approximately two-three hours. Board members are actively involved in sub-committees during the year depending on the list of projects at hand, with subcommittee Zoom meetings as required.

The Chief Executive Officer is the Company Secretary, responsible for convening meetings and communication with the Board. Most communication is by email and teleconference. When on the Board, Board members must take off their *“own individual business hats”* and make decisions which are in the best interests of the Australian Wagyu Association Ltd and its members.

A Consent to Act as a Director form must be completed by all successful nominees and a Code of Conduct and Letter of Appointment is signed by all Board members.

All new Board members will undertake a board induction session on joining the Board. Please feel free to contact myself or President Laird Morgan (0428 281 190) if you have any questions. The Nomination Form is on the final page. Nominations must be lodged at the Association’s Office no later than 5:00 p.m. AEDT, Monday 20th October 2025. Article 32.4 states that *“A nomination of a candidate for election must be received at the registered office of the Company not later than 5pm on the day that is 42 days prior to the annual general meeting at which the candidate seeks election”*.

Article 33 of the Constitution states at 33.1 *“If the number of candidates for election as directors is equal to or less than the number of vacancies of elected directors on the board, the chair of the annual general meeting must declare those candidates to be duly elected as directors”*.

Article 33 of the Constitution states as 33.2 *“If the number of candidates for election as directors is greater than the number of vacancies on the board, a ballot must be held for the election of the candidates”*.



NOMINATIONS must be lodged at the Association's Office no later than 5:00 p.m. AEDT, Monday 20th October 2025 by email to membership@wagyu.org.au using the nomination form attached to this notice.

Kind regards

Dr Mathew McDonagh

Chief Executive Officer and Company Secretary



Current Board Directors for the AGM of 24 November 2025

Elected positions not being vacated at the AGM and so will remain on Board:

Jeremy Cooper
Robyn Elphick
Steve Gibbons
Hamish McIntyre
Laird Morgan
Nathan Roberts

Total non-vacated positions: Six (6)

Elected positions to be declared vacant at the AGM through retirement and available for re-election:

Gina Lincoln
Dean Pollard
Adam Withers

Total positions to be declared vacant for election: Three (3)



Director Skills Matrix

The following are skills required of company directors in general plus those specific to the Australian Wagyu industry. The Board is seeking a mix of skills across its elected members and so nominees need not hold all these skills, but should consider the skills they have to offer if elected. Incoming Board members will complete a summary of their skills so gaps in the entire Board may be identified.

Risk & Compliance	Identify key risks to the organisation related to each key area of operations. Ability to monitor risk and compliance and knowledge of legal and regulatory requirements.
Financial & Audit	Experience in accounting and finance to analyse statements, assess financial viability, contribute to financial planning, oversee budgets, and oversee funding arrangements.
Legal	Experience in the law and legal regulatory framework, assess legal agreements, and contribute to drafting of agreements, by-laws and policy.
Strategy	Ability to identify and critically assess strategic opportunities and threats to the organisation. Develop strategies in context to our policies and business objectives.
Policy Development	Ability to identify key issues for the organisation and develop appropriate policy parameters within which the organisation should operate.
Personal Contribution	Ability to constructively contribute to board committee activities by undertaking a role that can assist management in fulfilling the necessary task.
Technology	Knowledge of IT Governance including privacy, data management and security.
Executive Management	Experience in evaluating performance of senior management, and oversee strategic human capital planning. Experience in industrial relations and organisational change management programmes.

Industry Specific Skills

Genetic Analysis

Experience in striving for genetic improvement in the traits identified as economically important for both the current and future performance of the Wagyu herd.

Breeding

Experience in animal breeding, husbandry, conformation appraisal, animal welfare, health and disease to enhance the efficiency of production and the quality of the product for the end-consumer. Experience of choice whether to straight breed or cross breed related to the cattle, the environment and the market.

Feedlot

Experience in the feedlot complex including: cattle management, cattle feeding, nutrition and water delivery, pen sizes, handling yards, drainage systems and ponds, stock lanes and feed alleys, manure stockpile and composting pads, feed mill and feed storage facilities and stock and vehicle wash down facilities.

Processing

Experience in the cattle processing industry handling the slaughtering, processing, packaging, and distribution of boxed beef. Knowledge of the various cuts of a Wagyu carcass and value adding.

Marketing & Sales

Experience in branding, market development, pricing, direct sales, export protocols and supply chain development.

Retail

Experience in the selling to end user consumers of Wagyu beef, though, wholesale, retail outlets, restaurants, supermarkets and speciality beef resellers.

Interpersonal Skills (all Board members should have these skills)

Leadership

Make decisions and take necessary actions in the best interest of the organisation, and represent the organisation favourably. Analyse issues and contribute at board level to solutions.

Ethics and Integrity

Understand role as director and continue to self-educate on legal responsibility, ability to maintain Board confidentiality, declare any conflicts.

Contribution

Ability to constructively contribute to Board discussions and communicate effectively with management and other directors.

Negotiation

Possess excellent negotiation skills, with the ability to drive stakeholder support for Board decisions.

Crisis Management

Ability to constructively manage crisis, provide leadership around solutions and contribute to communications strategy with stakeholders.

Diversity & Other Aspects to Assess

Gender Diversity

Equal gender representation should be a priority as diversity leads to better Board outcomes.

Age Diversity

Age diversity should be considered to bring different perspectives to Board discussions. Include your actual age.

Previous Board Experience

The Board's directors should have extensive director experience and have completed formal training in governance and risk.



NOMINATION FORM FOR AWA BOARD ELECTION 2025

To commence duties from the closure of the AGM 24 November 2025. You may nominate yourself or any other eligible member for membership of the Board.

I, the undersigned, being a Full Financial or Honorary Life Member of the Australian Wagyu Association Ltd, hereby nominate:

NAME: _____ AGE: _____ GENDER (Male/Female): _____
BLOCK LETTERS

ADDRESS: _____ HERD IDENT: _____

For election as Director on the Board of the AUSTRALIAN WAGYU ASSOCIATION LTD

PROPOSER:

NAME: _____ SIGNATURE: _____ HERD IDENT: _____
BLOCK LETTERS

SECONDER:

NAME: _____ SIGNATURE: _____ HERD IDENT: _____
BLOCK LETTERS

I, _____, hereby agree to stand for election as Director on the Board of the AUSTRALIAN WAGYU ASSOCIATION LTD.

PERSONAL DETAILS: (50 words maximum)

PROFESSIONAL DETAILS: Please provide a brief resume using the 2024 Director Nomination and Election Resume template (up to 1-page) – which will be made available to members.

Signature of Nominee: _____ DATE: _____

IMPORTANT NOTE:

Members nominated for election to the Board and those proposing and seconding them must be FULL FINANCIAL or LIFE MEMBERS of the Association at the date on which nominations close. Nominees will also be required to complete a 'Consent to Act as a Director' form.

CLOSING DATE FOR NOMINATIONS:

NOMINATIONS must be lodged at the Association's Office no later than **5:00 p.m. AEDT, Monday 20th October 2025** by email to membership@wagyu.org.au



2025 Director Nomination and Election Resume

(for electronic copy, email membership@wagyu.org.au)

NOMINEE'S STATEMENT (50 Words max. Can address goals and aspirations as an AWA Director)

WAGYU INDUSTRY POSITIONS or EXPERIENCE

1. First
2. Second (delete as necessary)
3. Third (delete as necessary)

OTHER CAREER/PROFESSIONAL EXPERIENCE

- | | | | | |
|----|---|-------------|----|--------------------------------------|
| 1. | Position Title –
Core duties/Results delivered | Month, Year | to | Month, Year |
| 2. | Position Title –
Core duties/Results delivered | Month, Year | to | Month, Year
(delete as necessary) |
| 3. | Position Title –
Core duties/Results delivered | Month, Year | to | Month, Year
(delete as necessary) |

EDUCATION and TRAINING

1. Relevant qualifications
2. Professional training / courses completed

COMPETENCIES – AWA DIRECTOR SKILLS MATRIX

1. First
2. Second (delete as necessary)
3. Third (delete as necessary)

OTHER AWARDS (Optional: Personal, Community Or Business Achievements)

1. First (delete as necessary)
2. Second (delete as necessary)