

2026 AusCycling Limited
Annual General Meeting
Director Election Nominees



1. Dr Stephen Baveling

Dr Steven Berveling

29 April 2026

AusCycling

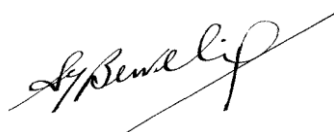
Attention: Nominations Sub-Committee

By email

NOMINATION FOR DIRECTOR

- 1) This letter is in support of my nomination for Director of AusCycling. Requisite with this letter.
- 2) As can be seen from the attached CV I have substantial relevant experience and I believe that I can contribute effectively towards AusCycling's fundamental strategy: to ensure that current and future generations are able to ride a bike in whatever discipline, and at whatever level, they choose.
- 3) Relevant experience includes:
 - a) as a director for 15yrs of an NFP organisation with activities in NSW, other states, and nationally and a budget of about \$35 million;
 - b) as a director for 5yrs of a national NFP organisation;
 - c) in both the administration and governance of cycling at a club and state level.
- 4) I have read your Non-Executive Director Position Description and understand and accept the commitments expected from a director.
- 5) My passion for cycling shows in my long history of cycling in various forms:
 - a) School: I rode my bike unsupervised to and from primary school;
 - b) Commute: My bike was my mode of transport at university;
 - c) Race: I have raced my bike very competitively; and
 - d) Fun: I keep riding – regardless of having had some serious accidents!
- 6) If elected, I would be a new Director able to assist in improving Member concerns.
- 7) I look forward to hearing further.

Yours
faithfully



S M Berveling
AusCycling
Member 151954



Qualifications:

Bachelor of Science, University of Melbourne, 1978

Bachelor of Laws, Australian National University, 1981

Doctor of Juridical Studies, University of Sydney, 2003

Skills:

- Outstanding analysis and strategy skills to determine relevant facts and the real issues of concern, as well as future ramifications of the options.
- Excellent communication skills, both written and oral, as shown in:
 - drafting complex advice for clients and associations, and submissions to the Courts;
 - negotiating mediations and settlements to achieve positive results; and
 - comprehensive yet succinct oral presentations, to Courts and to groups of all sizes.
- Superior Governance Skills to ensure proper, fair and transparent actions in work, organisations and social situations.
- Great Social Skills and a Team player.
- Detailed and long-term experience in legal practice (town planning, local government and environmental law) and its practical effects.

Work and Other Relevant Experience

Legal: Steven Baveling has practised law since 1982, initially for the Australian Government and subsequently in private practice, firstly in Adelaide and since 1989 in Sydney.

Steven joined the bar in February 2003 and practises as a barrister predominantly in land use, property and development matters in the Land and Environment Court of NSW and the Supreme Court.

Also: Various projects for UNIDO (United Nations Industrial Development Organisation), in Madagascar and China:

- 1995: In Madagascar, to draft that country's industrial anti-pollution legislation (in French).
- 2001 and 2007: In China, to draft statutes and contracts for the establishment of mechanisms to reduce greenhouse gas emissions from town village enterprises, and (2007) to advise in relation to Contaminated Sites.

Community Involvement

- *ACON Health Ltd*
 - Director of ACON Health Ltd, a not-for-profit community health organisation with an annual budget currently of about \$35M, 2011 - 2025.
 - Member of ACON Audit & Finance Committee, 2019 – 2025.

- *Cycling*

2009-2015: Captain and President Sydney Cycling Club Inc with ~550 members.
2015-2019: de facto Chairman of Cycling NSW Disciplinary Committee.
(2020 onwards: Member of Appeals Panel – selection of Cyclists for Australian Olympics and World Championships Teams – but no appeals.)

Achievements:

 - Race Across America – 2011, 2012, 2014, 2016, 2017.
 - National Record for the Hour Record (Age 60-65) – June 2019.
 - Gay Games Cologne 2010 – only cyclist to win 3 x Gold.
 - Gay Games Paris 2018 – only cyclist to win 4 races: 1 x Gold & 3 x Silver.

- *Dogs NSW*

2005 and continuing, judicial member of Dogs NSW Disciplinary Committee

- *Rolls-Royce Owners Club of Australia*

2020-2023. Federal Council representative for NSW.
2022-2023 Chairman, Corporations Committee (resulting in incorporation as a company limited by guarantee)
2023-2026 Director RROCA Ltd

References

- ACON: Dr Justin Koonin, President
[REDACTED]

- Cycling:
 - Mr Graham Seers, CEO of former CyclingNSW
[REDACTED]
 - Mr Peter Barnard
[REDACTED]

- RROCA Ltd:
Mrs Louise Matthews, Federal President
[REDACTED]



2. Craig Bingham

Dear Members of The AusCycling Board and Nominations Committee

I am writing to nominate for re-election to the AusCycling Board as a Non-Executive Director

It has been a privilege to serve the organisation during a period of significant consolidation, growth and change, and I am keen to continue contributing my experience, perspective and commitment to AusCycling's long term success

During my current term, I have worked closely with fellow Directors, management and stakeholders to strengthen governance foundations, support strategic execution of our long term plans, and ensure the organisation remains financially disciplined, value-led and member focused. I have sought to bring an independent, constructive voice to Board deliberations, while always supporting collective decision-making.

My contribution has been shaped by more than three decades of senior executive and board experience across complex, regulated environments, including over 23 years as a Chief Executive Officer operating internationally. This background has enabled me to add value in areas of strategic oversight, financial management, risk assessment and organisational sustainability, while remaining mindful of the unique responsibilities of a national sporting organisation spanning grassroots participation through to high-performance outcomes.

I currently Chair a small Bank and a Property business and continue to draw on extensive governance experience to support AusCycling in navigating a complex stakeholder environment, including government, commercial partners, members and the broader cycling community. I remain deeply committed to high standards of integrity, transparency and ethical leadership, and to fostering a Board culture that is inclusive, respectful and focused on long-term impact

Importantly, I believe there is a strong continuity value in the current Board as AusCycling enters the next phase of its strategic horizon toward Brisbane 2032. I am motivated to continue contributing to this journey, supporting management as initiatives mature and helping ensure AusCycling remains well-positioned to deliver sustainable participation growth, strong community outcomes and elite performance success.

I remain passionate about cycling's role in building healthier, more connected communities and strongly aligned to AusCycling's vision and values. I would welcome the opportunity to continue serving the organisation and its members through a further term on the Board

Yours Sincerely
Craig Bingham

Profile – Craig Bingham

Senior executive with over 35 years experience in Financial services .23 years experience as a CEO. Strong leadership, business strategy, business development and change management skills gained across Australia, Asia, UK, Middle East, Europe and the US. A deep knowledge of these different geographical markets and how to operate effectively within them. A leader who is driven by creating environments where people can flourish, where respect and communication prevail and where teams come together to create extraordinary things

Key Competencies

- Proven ability to build businesses across the globe
- Proven ability to develop business strategy for global and boutique financial services businesses
- Demonstrable business transformation, restructuring and change management skills
- Well developed understanding of investment and savings markets across Australia, Asia, UK, Europe and US
- Strong people and culture focus. Ability to share a vision and get people behind it
- Strong relationship skills with diverse stakeholders across Boards, executive and client groups
- Hands on startup experience

I want to work with a broad range of people. To inspire and lead by example, to motivate and engage and to learn by a continuous curiosity mindset I want to create high performance teams that never lose sight of the need for compassion and empathy.

Professional Career summary

Present

Chair Forza Capital from 2013

An unlisted Property syndicate group with \$500M is assets across Australia

Chair AusCycling since January 2022

The governing body for all cycling disciplines in Australia. With 60,000 members, 450 clubs across all States and territories. Member of the Australian Olympic Organisation, Commonwealth Games Australia and the world governing body, the UCI

Board member of the Australian Olympic Committee

Including sitting on the Investment, Foundation, culture and Nominations and Finance Committees

Director Australian Cricketers retirement account since 2200

This fund looks after Retirement funds on behalf of 350 Australian cricketers. The role requires an understanding of investments finance compliance and risk

Strategic consultant/mentor for several Founders

Advisory Board member for Perennial NZ

A New Zealand Regenerative Dairy Farm project

Previous Roles

September 2014 to February 2023 - Bennelong Funds Management Global CEO

In 2014 Bennelong had four Australian equity boutiques which managed just under 4 billion dollars in assets under management and employed 35 staff, over the next seven years the company grew to 11 boutiques 135 staff ,21 billion in assets under management and offices located in Melbourne, Sydney, London, Edinburgh and Boston. In 2022 Morningstar awarded Bennelong Funds Management Fund Manager of the Year. Several of the boutiques also won awards for best funds of the year during this 7 year period.

The role of the global CEO also required me to sit on 17 boards and be the holder of licences in Australia, in London with the FCA and the United States with the SEC

August 2012 to September 2014 - Federated investors Asia Pacific CEO

This role involved exploring investment opportunities outside of America for Federated. New entities were created in Australia, Hong Kong and Singapore during this time. 12 acquisition targets were identified. Director roles were established in Australia, Singapore and Hong Kong and I also sat on the global executive.

January 2001 to September 2011 - Aviva Investors - Asia Pacific CEO (included The Middle East)

Initially as CEO Portfolio Partners my job was to stop the outflow of assets, turn around performance and take the business into profitability. Once this was achieved, we used the profits to expand throughout Asia. We opened businesses in China, Taiwan, Singapore, India, Japan and Abu Dhabi. The Australian business grew to \$10B in AUM I was a member of the global executive and was a director for the entities in each Country. In addition, I was Chair of the Regional Risk Committee and Due Diligence Committee. My role was responsible for developing the Asia Pacific business We integrated ESG into our process and was the first Manager in Australia to sign the UN PRI. Rebranded the business to Aviva Investors.

In 2011 was awarded the Morningstar Fund Manager of the year.

In 2011 and 2009 won the MFSS investment stewardship award.

In 2006 won the Australian Business Award for innovation, for employer of choice and for the environment.

During this period, I also sat on The Epworth Hospital Foundation.

1996 to December 2000 Bankers Trust Head of Institutional Business Development

I was the National Leader of the business development team of 15. Prior to this role I was the Head of Corporate Investment services. This business created the BT superannuation master trust, corporate saving plans, education services and strategic alliances.

1991 to 1996 - Armstrong Jones - Head of Sales, Product and Marketing

The role focused on developing the retail business outside of the property division. Created a range of equity and fixed interest products. During this time the property trust industry faced a crisis, and the industry had to delay or freeze redemptions. An invaluable learning in matching assets and liabilities.

1989 to 1991 - Financial Foundations Financial Advisor

Obtained my financial planners certificate and worked in an accounting practice to provide investment services to the client base.

1987 to 1989 - JB Were Assistant General Manager

After the 1987 stock market crash, I assisted the General Manager in a range of operational and debt recovery matters.

1984 to 1987 - Wesley College Head of Commerce ~Middle School

Designed and implemented the commerce curriculum for the Middle School and was voted by my peers to be the Head of the staff Association.

Qualifications

Bachelor of Education Deakin University (formally Victoria College) 1984

Certificate of Financial Planning 1989

Association of Independent Financial Planning

Successful Marketing strategies 1991 - The Graduate School of Management. Melbourne

Managing for competitive advantage 1994 - Harvard Business school

Reinventing strategy 2002 - Columbia Business school New York

Learnings that power performance 2004 - Columbia Business School

Adversity Quotient 2009 - PEAK Learning Dr Paul Stolz. Harvard Business School

Resilience in Companies. 2010 - Relume. UK

Interests

I run a beef cattle and equestrian farm

I'm a passionate cyclist

I have my private pilots licence

I love time with my family and enjoy good food, wine, travel and learning.



3. Lee Brentzell

Lee Brentzell



RE: AusCycling – Non-Executive Director

I am a collaborative, energetic and outcomes-focused leader with more than 20 years' experience in senior executive and non-executive roles across the oil and gas, mining, infrastructure and sporting sectors in Australia, Asia and North America. I bring a strong record of governance, strategic leadership and organisational transformation, along with a deep personal commitment to, and involvement in cycling and the riding community.

In parallel to my executive career, I have held non-executive board roles for 8 years continuously in a voluntary capacity, with the majority as Chair or Deputy Chair. Additionally I have been a member of Finance, Audit and Risk Sub-Committee's and as well as Nominations.

I am a strategically focused professional with strong technical foundations, commercial acumen and formal business qualifications. Over the course of my career, I have led major projects, complex operations and large-scale organisational change, with a particular focus over the past decade on strategy development, governance advice, and performance oversight. I bring the ability to define and test strategy through constructive challenge, while maintaining a clear separation between governance responsibilities and executive management, consistent with contemporary non-executive director practice.

As a people-oriented leader, I have a demonstrated capacity to engage with diverse stakeholders, including government agencies, peak bodies, commercial partners, volunteers, athletes and member-based organisations. I understand the complexity of AusCycling's operating environment, from grassroots participation and club sustainability through to high performance pathways, major international events and government partnerships spanning State and Federal systems. I value the importance of alignment across this ecosystem to unlock investment, advocacy outcomes and long-term sustainability.

I bring a strong commitment to contemporary governance, financial oversight, risk management and ethical leadership. I am financially literate and experienced in reviewing budgets, forecasts, business cases and performance metrics, and in identifying both emerging risks and opportunities for improvement. I am known for my ability to respectfully challenge the status quo, contribute meaningfully to robust Board discussions, and apply structured and strategic thinking to support sound decision-making. I also fully embrace collective responsibility, once decisions are made, to ensure unity of purpose and effective governance leadership.

Throughout my career, I have maintained a strong focus on continuous learning and professional development. I have undertaken governance education (AICD's company director's course and a number of ASC's sports governance courses) and continue to build my capability to serve effectively as a Non-Executive Director in complex, member-based and government-funded organisations. I am committed to upholding AusCycling's Board Charter, Code of Conduct and Constitution, and to acting at all times honestly, in good faith and in the best interests of the organisation.

Importantly, I am deeply aligned with AusCycling's vision to make Australia a nation of bike riders and with the United2032 strategy's three-horizon approach to building a vibrant, inclusive and sustainable organisation while driving elite performance. I strongly support AusCycling's commitment to diversity and inclusion, integrity and clean sport, and to achieving excellence in the right way. I understand the opportunity and responsibility that lies ahead in the lead-up to Brisbane 2032, and the need for stable, values-driven governance during a period of growth, change and heightened public visibility.

I would welcome the opportunity to further contribute as an Elected Director of AusCycling in a final term. I bring a combination of deep organisational knowledge, proven governance experience, commercial and strategic capability, and lived experience across both sport and complex industries. I am highly motivated to continue supporting AusCycling's long-term success, the welfare of our riding and cycling communities, and the delivery of enduring legacy outcomes for the sport.

Regards,

A handwritten signature in cursive script that reads "Lee Brentzell".

Lee Brentzell



LEEBRENTZELL

EXPERIENCED LEADER AND NON EXECUTIVE DIRECTOR

QUALIFICATIONS

Graduate AICD Company Directors Course (2018) – Director No. 2422217
Certificate in New Ventures Leadership MIT (2017)
Next Generation Female Leaders, Women on Boards (2015)
Change Management Accreditation PROSCI, USA (2010)
Accredited PRINCE2 & Managing Successful Programs Practitioner (2006)
MBA (Technology Management) Deakin University (2001)
Bachelor of Engineering (Civil) Queensland University of Technology (1994)

SUMMARY

Lee is an experienced Non-Executive Board member and independent advisor to Boards and Steering Committees drawing on 20+ years of professional experience where she leads the planning and delivering of large-scale and complex capital projects that transform organisations and deliver long term commercial value to shareholders and communities. A key element of these projects is the establishment of contemporary governance frameworks that guide decision making, ensure accountability and manage risks to achieve organisational objectives. Lee designs, implements and operates within these fit-for-purpose governance arrangements and has provided independent advice to MIT and QUT Entrepreneurs Committee, Brisbane2032 Games Infrastructure Delivery Authority, Queensland Government and Commonwealth Games Australia on governance related matters.

Lee brings a unique and valuable combination of technical expertise, corporate governance, and change management qualifications to her professional and volunteer work. Her varied skills set extends to strategic planning, governance, stakeholder engagement, risk management, and project and change management. As a passionate and competitive mountain biker she utilised her corporate knowledge and leadership skills to chair Mountain Bike Australia where she was involved in the creation of AusCycling and now serves as a Non-Executive Director and Deputy Chair of the Board. She was on the Finance, Audit and Risk Board Sub-Committee for both Mountain Bike Australia and AusCycling and is now on AusCycling's Nominations Sub-Committee.

Lee is well regarded for her willingness to challenge the status quo and apply strategic thinking to generate initiatives that maximise value and outcomes for public or private organisations in a structured and logical way. She has a strong commitment to positive thinking, fit for purpose governance, risk management, goal setting, on-going learning and role modelling for younger females in school, sport and engineering.

KEY SKILLS

- Corporate, Board and Project/Program Governance
- Commercial Acumen and Advice
- Financial & Risk Management
- Strategic and Operational Planning including major capital projects
- Leader of Transformational Change
- Stakeholder Engagement and People Development
- Portfolio, Program and Project definition, prioritisation, development and delivery

EXECUTIVE CAREER SNAPSHOT

KPMG

Director, Projects and Program Delivery

PwC

Senior Consultant, Transformation Assurance

BHP Billiton

Manager Strategic Contract Management

Manager Project Development Technology

Manager Business Planning

Arrow Energy

GM Business Services & Contracts

Strategic Planning Manager

Project Services Manager

Shell (Canada)

Business Leader – Operational Excellence

REFEREES

Michael Smith (NED

AusCycling and Chairman Starbucks Australia)

Shane Coppin (former CEO MTBA)

Craig Bingham (Chairman AusCycling, NED Australian Olympic Committee, Chairman Avenue Bank, NED Forza Capital)

BOARD AND EXECUTIVE COMMITTEE EXPERIENCE

- Deputy Chair and Non-Executive Director, **AusCycling**, 2020 – current
- Member of Nominations Board Sub-Committee, **AusCycling**, 2024 – current
- Member of Financial, Audit and Risk Board Sub-Committee, **AusCycling**, 2020 – 2024
- Member of Governance Advisory Board Sub-Committee, **Commonwealth Games Australia**, 2023 - 2024
- Chair, **Mountain Bike Australia**, 2018 – 2020
- Non-Executive Director and Deputy Chair, **Mountain Bike Australia**, 2017 - 2018
- Member of Audit, Risk and Remuneration Committee, **Mountain Bike Australia**, 2017 - 2018
- Member, **MIT QUT** Entrepreneurs Bootcamp Steering Committee, 2017 – 2019

EXECUTIVE EXPERIENCE

KPMG

Director, Project and Program Delivery

April 2024 – current

- Lee led the governance uplift and strategic planning for the GIIA Venues and Villages Program Management Office (PMO) supporting the Brisbane 2032 Olympic and Paralympic Games. Working closely with the Executive Leadership Team, she defined the interim and end-state governance arrangements required for the 10-year lifecycle of the \$7B Games infrastructure portfolio. Her leadership included the development of the Benefits Realisation Framework, governance protocols, and reporting guidelines to support program delivery and legacy outcomes. Lee's deep infrastructure experience and commercial acumen enabled her to align governance structures with strategic objectives, ensuring clarity of roles, prioritisation processes, and performance oversight across the PMO and delivery teams. Her work laid the foundation for integrated decision-making and assurance across a complex, multi-stakeholder environment.

Tell Advisory

Executive Advisor

July 2021 - Dec 2022

- Lee applied 25+ years international project delivery, control and planning experience to help clients plan and procure the most commercially viable, large scale and complex infrastructure projects, improving shareholder value whilst meeting community needs. She was responsible for business development activities, bid preparation as well as leading and contributing to delivery of projects with 3-5 staff and contractors engaged as subject matter experts. Lee authored the Warragamba e-Flows Business Case for WaterNSW, led the development of Queensland Treasury's Fine Modernisation Program's Business Case, was a senior Transaction Advisor on Brisbane's Cross River Rail Project and NSW Department of Planning & Environment's Wyangala and Dungowan Dam Program. She led a review of Queensland Rail's \$540M Capital Works program to identify opportunities to deliver in-flight projects with more certainty, remove risks and barriers and accelerate development of future projects to meet the capital investment plan commitments for FY23.

PwC, Australia

Senior Manager, Transformation Assurance

2019-2020

- Lee provided private and government clients with independent program and project governance and assurance reviews to identify opportunities to improve delivery of complex transformational projects, using practical expertise gained from a career defining and delivering major projects. Her clients included Stanwell, Heritage Bank, Bank of Queensland, Sinopec and Department of Agriculture and Fisheries, all of whom had project portfolio's in the order of \$20M to \$1.2B.

BHP, Australia

Manager, Strategic Contract Management

2019

- At the request of the Minerals Australia Leadership Team, Lee led a team to independently review, design and implement a new governance framework for two of BHP's significant (>\$1B/yr) mining services contracts to ensure the value identified in the investment business case was tracked and realised over the three year contract duration. Reporting directly to the CEO she provided executive level briefs to the board on a quarterly basis before approval to proceed was provided and ongoing performance reporting was required on these strategic contracts.

Manager Project Development Technology

2018

- Lee built and led a team responsible for early project definition and development including the preliminary business case, options evaluation and concept design for BHP's Coal assets. She was accountable for a budget of USD7.65M per annum to deliver the Capital portfolio valued at \$180M.

Manager Business Planning

2016 – 2018

- Reporting to the Australia President, she was responsible for the coordination, documentation, approval and submission of the five-year business plan and two-year budget, and Life of Asset Strategic plans for BHP's Coal and Copper Assets which involved over 200 stakeholders from all areas of the global business throughout the 12 month process. Lee represented BHP Mitsui Coal at the Minerals Australia reviews and was accountable for all presentation materials and written submissions to the Australian President, CEO and Minerals Australia Leadership Team.