

REPORT OF CFA UK NOMINATING COMMITTEE TO MEMBERS

October 2026

Introduction

CFA UK's nominating committee is appointed annually to support effective board succession and governance. Its responsibilities include considering officer succession planning and making recommendations on candidates standing for election or re-election to the board of directors at the annual general meeting. This report summarises the committee's work during 2026 and sets out its recommendations to members.

Membership of the committee

The members of the committee are determined by the board in accordance with the society's articles of association. As immediate past chair of the society, I, Hilary Eastman, CFA, was appointed chair of the committee and was joined on the committee by three of the society's directors: Kieran Ferguson, CFA, Philippe Lenoble, CFA, and Sylvia Solomon, ASIP. The role of the independent member of the nominating committee was fulfilled by Debbie Clarke, ASIP.

Committee's role

This year the committee has held six meetings.

The committee is guided by the requirements of the society's articles.

The committee reviews proposals relating to board appointments and succession. It considers directors who are due to stand down and seek re-election at the AGM, as well as candidates proposed for election as new directors. The committee then makes recommendations to the board accordingly. Under article 56 of the articles of association, the board comprises of a maximum of ten members.

The committee also considers officer succession and appointments. Additionally, each year, the committee recommends the appointment of an independent committee member to serve in the following year.

Directors standing for election

One-third of the remaining directors, rounded up, are required to retire from the board at each AGM. With four directors stepping down this year, none of the current directors will be standing for re-election at this year's AGM.

The directors retiring from office at this year's AGM are Alistair Byrne, CFA, Kieran Ferguson, CFA, Suzanne Hsu, CFA and Katerina Kosmpoulou CFA. We thank all four retiring directors for their service and contributions to the society.

Selection process and recommendations for election

The committee reviewed the collective skills and experience of the board, including the expertise that would be lost through the departure of outgoing board members in 2026. Having received input from the board, it determined that the priority attributes for this year's director selection process should include experience in information technology (including cyber security and digital transformation), product development, marketing and customer experience. Priorities also included relevant board-level experience, senior leadership and/or operational oversight, oversight of qualifications delivery and experience in portfolio management, wealth and asset management and private markets. Financial oversight experience remained important, alongside client engagement, volunteering experience and education and opportunities assessment experience.

The committee conducted an open recruitment process. As in previous years, the calibre of nominees was exceptionally high, and the committee thanks all those who applied and engaged in the selection process.

The committee reviewed all applications following a comprehensive vetting process for each candidate, enabling the committee to identify nominees whose skills and experience most closely aligned with the priority attributes agreed by both the committee and the board for this selection cycle. Applicants selected for the initial interview round were invited to discuss their experience, qualifications and the contribution they hoped to make to the society if appointed. A shortlist was then agreed, followed by further discussions between shortlisted applicants and committee members.

Additionally, the committee assessed the current board, taking into consideration written proposals from board members outlining their contributions and future aspirations. In forming its recommendations, the committee considered the board's overall composition and the skills and experience of the directors.

Following this thorough assessment and selection process, the committee is pleased to confirm that the board has approved its recommendation to propose Ben Ashby, ASIP, Raj Gohil, CFA, Samuel Livingstone, CFA and Jayne Winthrop, CFA, ASIP, for election to the board. I am glad to report that all proposed directors have confirmed both their willingness to serve and their ability to devote the necessary time and commitment to the role. Accordingly, the four new recommended directors are now formally proposed to members for election at the AGM. The committee is delighted that the board has attracted such a strong field of talent to serve the society as members of its board.

Brief biographies for Ben, Raj, Samuel and Jayne who are standing for election can be found in the letter from the society's chair, Sylvia Solomon, ASIP, which accompanies the AGM notice.

Independent nominating committee member

The tenure of Debbie Clarke as independent nominating committee member will conclude this year following her service in the role since 2023. The committee undertook a process to identify her successor and recommended Tony English, ASIP, for appointment with effect from the 2026 AGM and the board has approved his appointment.

As this is Debbie's final year serving on the committee, I would like to express the committee's sincere thanks for her thoughtful contributions and the time she has dedicated to supporting the society in this important role. Her wisdom has played a significant part in helping to shape the board to lead the society into the future.

Recommendation of examinations and education committee chair

This year, the committee was also asked by the board to consider a recommendation for a successor to the current examinations and education committee chair. The committee was pleased to support a recommendation for the appointment of Al Denholm, CFA, with his succession to this position to commence immediately after this year AGM.

Future committee membership

I am pleased to confirm that I will remain chair of the nominating committee for 2027. I look forward to being joined next year by Tony English as well as members of the board to continue the committee's work.

Selecting the individuals who will join the society's board is an important part of ensuring strong governance and leadership of the society for the benefit of all members. I would like to express deep appreciation to my fellow committee members for their significant contributions to the committee's work this year.

Hilary Eastman, CFA
Chair, Nominating Committee
16th October 2026