

| Board Meeting | Board Decision Made                                                                                                                                                                                   | Instigated by | Comments          |
|---------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|-------------------|
| January 2026  |                                                                                                                                                                                                       |               |                   |
|               | Decision: The Board agreed in principle to adopt "GAS – Growth, Add Value, Simplify" as the strategic focus for the coming year.                                                                      | YE            |                   |
|               | Decision: The ESY competition and First Timers' session will be free but ticketed events.                                                                                                             | YE            |                   |
|               | Decision: The proposal to move the Foundation dinner and auction to a separate evening will be noted for further consideration, with no decision taken at this stage.                                 | DH / ADH      |                   |
|               | Decision: The RP role will continue to be framed as a one to two-year role with the second year being optional, subject to review and agreement.                                                      | AG            |                   |
|               | Decision: Regional Presidents will be offered complimentary access to Virtual Region meetings as part of their role.                                                                                  | OG            |                   |
|               | Decision: The PSY semi-finals will take place on the Thursday evening of SBS26, following the Professionals' and Fellows' sessions, rather than on the Friday morning.                                | AG            |                   |
|               | Decision: PSA membership fees will remain unchanged for the coming year.                                                                                                                              | PI            |                   |
|               | Decision: The Board agreed that no immediate change would be made to the PSA governance structure at this stage.                                                                                      | YE            |                   |
|               | Decision: The Board supported the revised MMC approach, with support focused on consistency, coordination and practical delivery within the existing financial arrangement.                           | YE            |                   |
|               | Decision: The Board agreed in principle that individuals should not normally hold two significant PSA roles concurrently, except for a short transition period of approximately three to four months. | YE            |                   |
|               | Decision: The Board agreed in principle to proceed with recruitment for the identified Q1 roles, with only the two Marcoms roles and the L&D / HR role being treated as additional Board positions.   | YE            |                   |
| February 2026 |                                                                                                                                                                                                       |               |                   |
|               | The Board agreed that the risk register should be substantially simplified to create a practical and regularly usable governance tool.                                                                | PI            |                   |
|               | The Board agreed to divide the initial review between directors according to relevant expertise, whilst retaining collective Board responsibility for the complete risk register.                     | YE            |                   |
|               | The Board agreed that a functioning risk register was required irrespective of the outcome of the wider governance review.                                                                            | PI            |                   |
|               | The Board noted that the Association's current and forecast cash position remained sufficient to support planned operations during 2026.                                                              | PI            |                   |
|               | The Board agreed that the total cash position should be treated as the principal high-level indicator when reviewing the cash flow forecast.                                                          | PI            |                   |
|               | The Board agreed that a one-way PSA WhatsApp group will not be set up at this stage, to be reviewed once a robust membership system can integrate with it.                                            | YE            | Member suggestion |

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| <b>March 2026</b> |                                                                                                                                                                                                                                                                                     |                 |  |
|                   | <ul style="list-style-type: none"> <li>Continue with Impact on the basis of the existing programme and current booking arrangements.</li> </ul>                                                                                                                                     | MMP             |  |
|                   | <ul style="list-style-type: none"> <li>Permit a separate WhatsApp group for the Sunday post-Impact activities, subject to appropriate oversight.</li> </ul>                                                                                                                         | AG              |  |
|                   | <ul style="list-style-type: none"> <li>The Board agreed that historic debtor balances should be written off against the existing bad debt provision, with the exception of outstanding live cases.</li> </ul>                                                                       | PI              |  |
|                   | <ul style="list-style-type: none"> <li>The Board agreed that future financial reporting should place greater emphasis on a concise set of key performance indicators to support strategic decision-making.</li> </ul>                                                               | PI              |  |
|                   | <ul style="list-style-type: none"> <li>Subject to final consultation with Ed Kaye and confirmation of administrative capacity, move regional event bookings from Sport80 back to Eventbrite as an immediate stabilising measure.</li> </ul>                                         | YE              |  |
|                   | <ul style="list-style-type: none"> <li>Continue using Sport80 for membership administration for the time being.</li> </ul>                                                                                                                                                          | LB              |  |
|                   | <ul style="list-style-type: none"> <li>Keep Impact bookings on Sport80 because of the proximity of the event.</li> </ul>                                                                                                                                                            | YE              |  |
|                   | <ul style="list-style-type: none"> <li>Continue administering SBS through the existing Stripe/manual process rather than transferring bookings onto Sport80.</li> </ul>                                                                                                             | LB              |  |
|                   | <ul style="list-style-type: none"> <li>Pass the Eventbrite booking cost through regional event ticket pricing rather than absorbing the full additional cost centrally.</li> </ul>                                                                                                  | PI              |  |
|                   | <ul style="list-style-type: none"> <li>Review the longer-term event booking solution after an initial period of operation outside Sport80.</li> </ul>                                                                                                                               | YE              |  |
|                   | <ul style="list-style-type: none"> <li>Develop formal, merit-based and transparent criteria for future PSAE awards.</li> </ul>                                                                                                                                                      | YE/Julie Holmes |  |
|                   | <ul style="list-style-type: none"> <li>Do not assume that exactly one PSAE must be awarded each year; awards should depend upon candidates meeting the agreed criteria.</li> </ul>                                                                                                  | YE              |  |
|                   | <ul style="list-style-type: none"> <li>Adopt the direction of travel that future major-event dates and host cities should be communicated earlier to facilitate member travel planning.</li> </ul>                                                                                  | DF              |  |
|                   | <ul style="list-style-type: none"> <li>Showcase participants may be named in event copy provided that the developmental nature of the showcase is made clear.</li> </ul>                                                                                                            | AG              |  |
|                   | <ul style="list-style-type: none"> <li>Do not give showcase participants equivalent prominence to keynote or invited speakers in promotional graphics.</li> </ul>                                                                                                                   | AG              |  |
|                   | <ul style="list-style-type: none"> <li>Retain showcases primarily as a member development benefit involving constructive feedback.</li> </ul>                                                                                                                                       | AG              |  |
|                   | <ul style="list-style-type: none"> <li>Proceed with an initial facilitated online strategy session followed by a face-to-face strategy day.</li> </ul>                                                                                                                              | YE              |  |
|                   |                                                                                                                                                                                                                                                                                     |                 |  |
| <b>May 2026</b>   |                                                                                                                                                                                                                                                                                     |                 |  |
|                   | <ul style="list-style-type: none"> <li>The Board recognised a gap between the standard of professionalism the association claims and the standard it currently delivers, particularly at regional level. No change to the published identity was agreed at this meeting.</li> </ul> | PM              |  |

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|                  | <ul style="list-style-type: none"> <li>The identity document is an internal working document to guide the charters. It is not an external announcement.</li> </ul>                                                                                                                                          | YE    |  |
|                  | <ul style="list-style-type: none"> <li>The Board reached working conclusions on the definition of the qualifying activity for membership. These are recorded in the confidential minutes and remain subject to further work</li> </ul>                                                                      | YE    |  |
|                  | <ul style="list-style-type: none"> <li>The next strategy session, covering customer needs, will be held on Thursday 11 June 2026 from 9.00am to 10.00am, facilitated by Sue Evans.</li> </ul>                                                                                                               | YE/SE |  |
|                  | <ul style="list-style-type: none"> <li>Non-member tickets will be made available for SBS26 once a price has been set.</li> </ul>                                                                                                                                                                            | AG    |  |
|                  | <ul style="list-style-type: none"> <li>Regional events will remain on Eventbrite, with the association continuing to absorb the internal fees. The decision point on the future events platform is pushed out to November 2026</li> </ul>                                                                   | LB    |  |
|                  | <ul style="list-style-type: none"> <li>The Board will document its business requirements and the operational impact of the current platform, and will discuss these with the supplier.</li> </ul>                                                                                                           | LB    |  |
|                  | <ul style="list-style-type: none"> <li>The application deadline is extended by one week to Friday 29 May 2026, applying to all roles.</li> </ul>                                                                                                                                                            | YE    |  |
|                  | <ul style="list-style-type: none"> <li>Phase 2 will launch on Friday 29 May 2026, with the Podium post following on the Monday.</li> </ul>                                                                                                                                                                  | YE    |  |
|                  |                                                                                                                                                                                                                                                                                                             |       |  |
|                  |                                                                                                                                                                                                                                                                                                             |       |  |
| <b>June 2026</b> |                                                                                                                                                                                                                                                                                                             |       |  |
|                  | <ul style="list-style-type: none"> <li>The €12,900 balance will be converted to sterling and transferred to the savings account once MO has signed on the account transfer. The euro account will be retained.</li> </ul>                                                                                   | PI    |  |
|                  | <ul style="list-style-type: none"> <li>The proposal for members in Ireland to pay in euros is deferred to the July board meeting, pending analysis of the mechanics and specialist VAT advice.</li> </ul>                                                                                                   | PI    |  |
|                  | <ul style="list-style-type: none"> <li>The £399 super early bird rate will not be extended to members in Ireland as a blanket concession.</li> </ul>                                                                                                                                                        | DF    |  |
|                  | <ul style="list-style-type: none"> <li>The 2026 Annual General Meeting will be held on Monday 28 September 2026 at approximately 6.00pm, online.</li> </ul>                                                                                                                                                 | YE    |  |
|                  | <ul style="list-style-type: none"> <li>The Friday Night Fringe will run as three simultaneous options: a comedy club, a music club and a quiz club, with delegates free to move between them. No objection was raised</li> </ul>                                                                            | AG    |  |
|                  | <ul style="list-style-type: none"> <li>The comedy club will be hosted by Alan Stevens subject to the stated conditions: no competitive element, free movement, and no humour at the expense of any community, with the host stopping anyone who crosses that line and notices displayed outside.</li> </ul> | AG    |  |
|                  | <ul style="list-style-type: none"> <li>The PSY final will move from Saturday to Friday afternoon, with the semi-finals remaining on Thursday. Speaker booker involvement to be settled between YE and MMP.</li> </ul>                                                                                       | AG    |  |
|                  | <ul style="list-style-type: none"> <li>Introductions passed to PM for sponsorship purposes will be accompanied by context on the individual and their relationship to the Association.</li> </ul>                                                                                                           | PM    |  |
|                  | <ul style="list-style-type: none"> <li>Directors will add their thoughts on identity to the shared document on Google Drive within the next two weeks, with the charters to follow once identity is settled. Progress to be reviewed at the July board meeting.</li> </ul>                                  | YE    |  |