UNION MEDICAL BENEFITS SOCIETY LIMITED

UniMed

Nominee briefing document

31 August 2026

UniMed

Nominations for Elected Directors

UniMed is a not-for-profit mutual Society. We are proud to be New Zealand's third largest health insurer, trusted by over 130,000 members.

Since 1979 we have been helping Kiwis to access and fund the healthcare they need, when they need it. All in pursuit of our purpose to help New Zealanders stay in lifelong good health, and guided by our values of aspire, care and trust.

UniMed is committed to delivering exceptional value to its Members while ensuring the organisation remains financially sustainable and well positioned for the future. The Board plays a critical role in setting strategy, overseeing performance, managing risk and ensuring UniMed continues to meet the evolving needs of its Members.

More information about UniMed and the current Board is available on our website.

In 2026, two Elected Director positions will become vacant. These positions are currently held by Justine Gilliland and Erin Polaczuk, whose first three-year terms will come to an end at the upcoming Annual General Meeting (AGM). Justine and Erin are seeking re-election for a further term. Any other Member who is validly nominated and assessed by the Board as being Qualified may also stand for election.

Requirements to be a Qualified Elected Director

Under UniMed's Rules, all Directors are required to be Qualified Directors. A nominee will be assessed by the Board against the requirements for a Qualified Director, which for an Elected Director are:

- Meeting the requirements of UniMed's Fit and Proper Policy.
- Demonstrating the skills, independence and competencies required to govern the Society effectively.
- Not being disqualified from acting as an officer or senior manager under applicable law.
- Being a current Member of UniMed.

Members with skills and competencies in one or more of the following areas are encouraged to put themselves forward for nomination:

- Governance or executive leadership within a mutual, co-operative or membership-based organisation
- Understanding of trade unions, union members or member-based organisations.
- Strategy development, innovation and sustainable growth.
- The New Zealand health sector, including healthcare delivery, clinical practice or health policy.
- Stakeholder engagement, advocacy and regulatory or government relations.
- Sales, marketing, brand and member engagement.
- People, culture and organisational change.
- Experience within insurance or the wider regulated financial services sector, including knowledge of customer conduct obligations and legislation such as the Conduct of Financial Institutions (CoFI) regime.
- Leadership in environmental, social and governance (ESG) initiatives.
- Understanding of Te Tiriti o Waitangi, Te Ao Māori and tikanga Māori, including experience engaging with iwi and Māori communities.

Successful candidates will demonstrate integrity, sound commercial judgement, strategic thinking, independence of mind and the ability to work collaboratively within a high-performing Board. Previous governance experience is desirable; however, experienced senior executives with the capability to make the transition to governance are also encouraged to put themselves forward for nomination.

UniMed is committed to a diverse and inclusive Board and welcomes nominations from candidates who will bring a broad range of skills, backgrounds and perspectives.

The Role of a UniMed Director

UniMed is governed by a Board of Directors who are either appointed by the Board or elected by Members of the Society.

There are currently six Directors. The Board is responsible for the governance of the Society, including setting strategy, overseeing performance, managing risk and ensuring UniMed operates in accordance with its purpose, Rules and regulatory obligations. The Board is UniMed's overall and final decision-making authority on governance matters.

Due to the nature of UniMed's business and its obligations as a regulated financial services organisation, appointment as an Elected Director requires a meaningful time commitment.

As a guide, the Institute of Directors' 2025 Directors' Fees Report notes that the median annual time commitment for non-executive directors was 161 hours per year in 2025. Given UniMed's obligations as a regulated financial services organisation, nominees should expect the role to involve regular preparation, attendance at Board and Committee meetings, ongoing director development, and additional time for strategic or out-of-cycle matters.

Meeting Requirements

The Board meets six times a year in person, and has three standing Board Committees:

- Audit and Risk Committee
- People and Culture Committee
- Investment Committee.

It is anticipated that, depending on skills, an Elected Director will join one of these Committees.

The three standing Board Committees typically meet quarterly, with meetings held online. In addition, there is an annual strategic planning day and out-of-cycle meetings as required.

You will also be expected to commit to ongoing training and development, including to stay up to date with UniMed's changing business and regulatory landscape. UniMed will support you in this regard.

Election Process

Call for Nominations

Nominations must be submitted using the Nomination Form before 5pm on Friday 18 September 2026.

Nomination Review

The People and Culture Committee will receive all nominations and assess these against the requirements to be considered a Qualified Director, including Fit and Proper requirements, independence and the skills and competencies required to govern the society effectively. The Board will then review nominations and determine whether the nominee is eligible to stand for election in accordance with the Society's Rules.

Advice to Nominees

Following the Board’s assessment, nominees will be notified whether they are eligible to stand for election.

Elections

If the number of qualified candidates exceeds the number of vacancies, elections will take place at the upcoming AGM. Voting instructions for any elections will be provided in the Notice of Meeting.

UniMed
Union Medical Benefits Society Limited
165 Gloucester Street, Christchurch
PO Box 1721, Christchurch 8140

0800 600 666 | unimed.co.nz