

Name	Gavin Loyden	David Fitch	Tim Wall	Daniel Harris	Tony Pearson
Title	Managing Director	Non-Executive Director	Non-Executive Director	Non-Executive Director	Non-Executive Director
Independent	N	Y	Y	Y	Y
Age	58	45	59	68	49
Gender	M	M	M	M	M
<b>Experience</b>	<b>2.2</b>	<b>1.9</b>	<b>2.6</b>	<b>2.5</b>	<b>2.5</b>
Corporate leadership	3	2	3	3	3
International experience	1	2	3	3	3
Industry & sector experience	2	2	2	3	3
Board experience	2	2	3	3	3
Capital projects	1	1	3	3	2
Strategy Development	3	2	3	3	3
Finance & Accounting	1	3	2	3	3
Legal & Regulatory	2	2	2	2	3
Digital & Information Technology	1	1	2	1	1
Human Resources & People	3	2	3	3	1
Public Relations, Marketing & Communications	3	2	2	2	2
Risk & Compliance	2	2	3	3	3
Capital Markets	2	2	2	2	3
Stakeholder engagement	3	2	3	2	3
Environment & Climate	3	2	3	2	2
Social & Sustainability	3	2	3	2	2
<b>Governance Competencies</b>	<b>2.7</b>	<b>2.3</b>	<b>2.8</b>	<b>2.8</b>	<b>2.8</b>
Financial literacy	2	3	3	3	3
Strategic thinking	3	3	3	3	3
Executive performance management	2	2	3	3	3
Risk management and mitigation	3	2	3	3	3
Compliance focus	3	2	3	2	3
Profile / reputation	3	2	2	3	2
<b>Behavioural Competencies</b>	<b>3</b>	<b>2.1</b>	<b>2.8</b>	<b>3</b>	<b>2.6</b>
Team player / collaborative	3	2	3	3	3
Ability and willingness to challenge and probe	3	2	3	3	3
Common sense and sound judgement	3	3	3	3	3
Integrity and high ethical standards	3	2	3	3	3
Mentoring abilities	3	2	3	3	2
Interpersonal relations	3	2	2	3	2
Listening skills	3	2	2	3	2
Verbal communication skills	3	2	3	3	2
Understanding of effective decision-making process	3	2	3	3	3
Willingness and ability to devote time and energy to the role	3	2	3	3	3

SKILL/ATTRIBUTE/EXPERIENCE/KNOWLEDGE	AVERAGE
Independent	80%
Age	56
Gender	0% Female 100% Male
Corporate leadership	2.8
International experience	2.4
Industry & sector experience	2.4
Board experience	2.6
Capital projects	2.0
Strategy Development	2.8
Finance & Accounting	2.4
Legal & Regulatory	2.2
Digital & Information Technology	1.2
Human Resources & People	2.4
Public Relations, Marketing & Communications	2.2
Risk & Compliance	2.6
Capital Markets	2.2
Stakeholder engagement	2.6
Environment & Climate	2.4
Social & Sustainability	2.4
Governance Competencies	2.3

Level of board skills and experience	<b>Strong: 3</b>
	<b>Good: 2</b>
	<b>Limited: 1</b>