

LA TROBE FINANCIAL ASSET MANAGEMENT LIMITED BOARD SKILLS MATRIX

SECTION A – EXPERIENCE						
Category	Rowan Donohoue	Leonard Chersky	Christopher Paton	Martin Barry	Arlene Tansey	Christopher Andrews
Industry Experience: obtained from employment or another directorship/committee membership						
Asset management	Yes	Yes	Yes	Yes	Yes	Yes
Credit	Yes	Yes	Yes	Yes	Yes	Yes
Board, Management or Committee Experience						
Experience as a member of another board, board committee or similar governing body	Yes	Yes	Yes	Yes	Yes	Yes
CEO/C-Suite experience	Yes	Yes	Yes	Yes	Yes	Yes
Experience as a Director of a listed company, and an understanding of: <ul style="list-style-type: none"> ASX Listing Rule requirements listed company compliance requirements, including reporting and shareholder meeting requirements 	No	No	No	No	Yes	No
SECTION B – RISK, STRATEGIC & OPERATIONAL COMPETENCIES						
Management or Governance Competencies: obtained from management role or another directorship/committee membership						
Corporate governance An understanding of the design, management and delivery of effective governance and risk management systems in a corporate context	Yes	Yes	Yes	Yes	Yes	Yes

Development of business strategy Ability to think strategically and identify and critically assess strategic opportunities and threats and develop effective strategies for the company	Yes	Yes	Yes	Yes	Yes	Yes
Executive performance management Experience at an executive level including the ability to: <ul style="list-style-type: none"> • appoint and evaluate the performance of senior executive managers • oversee strategic human resource management including workforce planning. 	Yes	Yes	Yes	Yes	Yes	Yes
SECTION C – TECHNICAL SKILLS						
Technical Skills: developed from employment in the field. Answers correspond to: (1) No technical skills (2) Reasonable technical skills (3) Considerable technical skills						
Category	Rowan Donohoue	Leonard Chersky	Christopher Paton	Martin Barry	Arlene Tansey	Christopher Andrews
Accounting / corporate finance Ability to: <ul style="list-style-type: none"> • analyse key financial statements • critically assess financial viability and performance; • contribute to strategic financial planning; • oversee budgets and the efficient use of resources; and • oversee funding arrangements and accountability 	2	2	2	3	3	3
Funding, M&A and capital management	2	3	2	3	3	3
Operations	3	2	3	3	1	3

Category	Rowan Donohoue	Leonard Chersky	Christopher Paton	Martin Barry	Arlene Tansey	Christopher Andrews
Technology (including cyber risk management) Knowledge and experience in the strategic use and governance of information management and information technology, including personal information privacy and security risk management.	2	1	2	2	3	2
Risk & Compliance Ability to identify key risks in a wide range of areas including online and retail industry developments, legal and regulatory compliance, and monitor risk and compliance management frameworks and systems.	3	2	3	2	3	3
Legal Appropriate understanding of legal concepts and frameworks applicable to both the role of director and relevant industries	3	2	3	1	3	3
People management Experience at a senior level for people management and successful implementation of change	3	2	3	3	3	3
Marketing & promotion Ability to make informed strategic decisions by understanding the market and customer needs	2	1	2	2	3	3
Government or regulatory body liaison Experience in communicating with governance and/or regulatory bodies	3	2	3	2	3	2
International business Experience in global operations	2	3	2	2	3	3

SECTION D – Personal attributes						
Category	Rowan Donohoue	Leonard Chersky	Christopher Paton	Martin Barry	Arlene Tansey	Christopher Andrews
Integrity (ethics) A commitment to: <ul style="list-style-type: none"> • understanding and fulfilling the duties and responsibilities of a director, and maintaining knowledge in this regard through professional development; • putting the Company's interests before any personal interests; • being transparent and declaring any activities or conduct that might be a potential conflict; and • maintaining Board confidentiality 	Yes	Yes	Yes	Yes	Yes	Yes
Influencer and negotiator The ability to negotiate outcomes, including an ability to gain broad stakeholder support for the Board's decisions	Yes	Yes	Yes	Yes	Yes	Yes
Critical and innovative thinker The ability to critically analyse complex and detailed information, readily understand key issues and develop innovative approaches to solutions to problems	Yes	Yes	Yes	Yes	Yes	Yes
Leader Leadership skills including the ability to: <ul style="list-style-type: none"> • appropriately represent the organisation; • set appropriate Board and Company culture; and • make and take responsibility for decisions and actions 	Yes	Yes	Yes	Yes	Yes	Yes
Chairperson The ability to effectively undertake usual Chair functions such as: <ul style="list-style-type: none"> • experience in chairing Board meetings; • developing a constructive relationship with the CEO; • successfully managing Board succession planning and Board performance; and • representing/being a spokesperson for the Company 	Yes	Yes	Yes	Yes	Yes	Yes