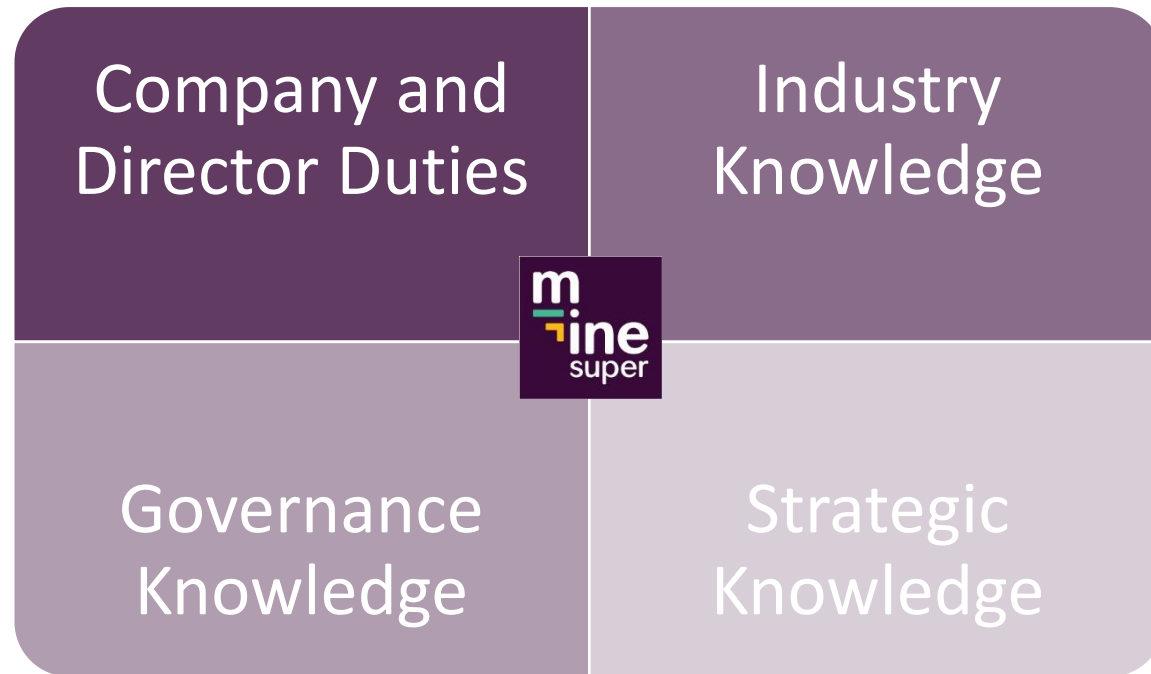




Mine Super Board Skills



Company and Director Duties

- + Integrity - fulfilling a director's duties and responsibilities, putting the organisation's interests before personal interests and acting ethically
- + Curiosity and courage – having the curiosity to ask questions and persist in challenging management and peers
- + Interpersonal skills – working well in a group, listening well, being tactful but frank, being able to communicate a point of view
- + Genuine interest – having a genuine interest in the Mine Group, its members, clients and business
- + Instinct – having good business instinct and acumen, having the ability to get to the crux of an issue quickly
- + Strategic thinking- having a strategic mindset, being able to apply strategic considerations
- + Contribution – being an active contributor

Governance Knowledge

- + Trustee duties and responsibilities – understanding of superannuation law requirements and duties for directors and the trustee
- + Director Duties – understanding corporations law requirements for directors and the company
- + Regulatory knowledge - understanding of the licensing, legal and regulatory environment applicable to superannuation and financial advice operations
- + Board Committees - understanding of the role, requirements and duties of the board's committees for the Mine Group
- + Governance Frameworks - understanding of the Mine Group's governance frameworks including investments, insurance, risk management, conflicts of interest and fit and proper
- + Financial statements – understanding of financial statements and financial and accounting risks
- + People – understanding of people related issues, prudential requirements, WHS laws

Industry Knowledge

- + Superannuation and financial planning – having a broad knowledge of superannuation and financial advice products, services and features
- + Investments – having a broad knowledge of the investment environment, principles of investment risk and return, liquidity, diversification, attributes of core asset classes and investment governance
- + Insurance – having a broad knowledge of the features and benefits provided under Group insurance policies, risks of insurance and insurance governance

Strategic Knowledge

- + Mine Super - understanding of Mine Super products including key features and nuances
- + Coal Mining Industry - understanding of the coal mining industry, its participants, superannuation related challenges and opportunities
- + Technology - understanding of technological developments, requirements, risks and opportunities
- + Competitors – understanding of the superannuation competitive landscape, trends and future directions
- + Financial services – understanding of the broader financial services industry, its products and services