

# BOARD SKILLS MATRIX

## GENDER AND TENURE DIVERSITY

State Super undertakes an annual Fit and Proper Assessment consistent with APRA expectations for regulated superannuation funds so that the Board continue to have the requisite knowledge, skills and experience and act with honesty and integrity in the performance of their duties to State Super.

We show below the:



collective skills matrix of the Board members' knowledge, skills and experience across key aspects relevant to their roles as Trustees of the Schemes.



gender and tenure diversity of the nine Board members

# BOARD SKILLS MATRIX

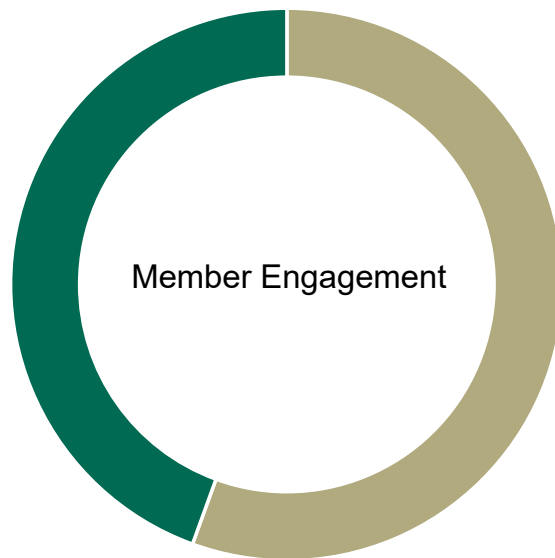
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State Super has nine skill sets to reflect the expertise required for the Board collectively to effectively and prudently supervise and govern the operations of the Schemes and fulfil its corporate plan. There are 3 skill levels for each skill set:

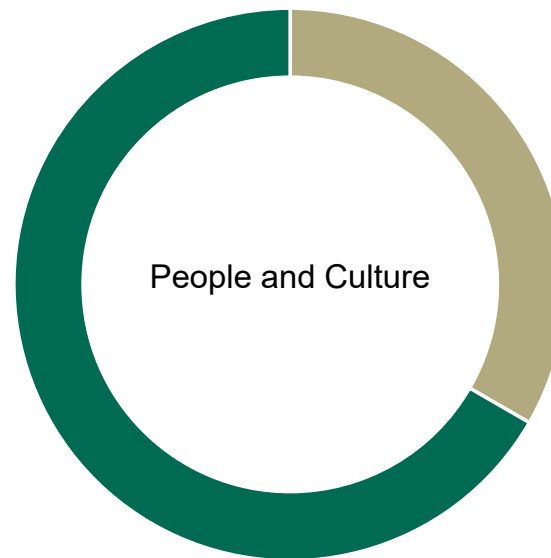
- Basic: possesses an awareness and base literacy around the subject and its relevance to State Super
- Skilled: sound working knowledge and understanding of the area through past executive or management roles, extensive on-the-job application of skills
- Expert: acknowledged as having expert proficiency, skill and experience in the area



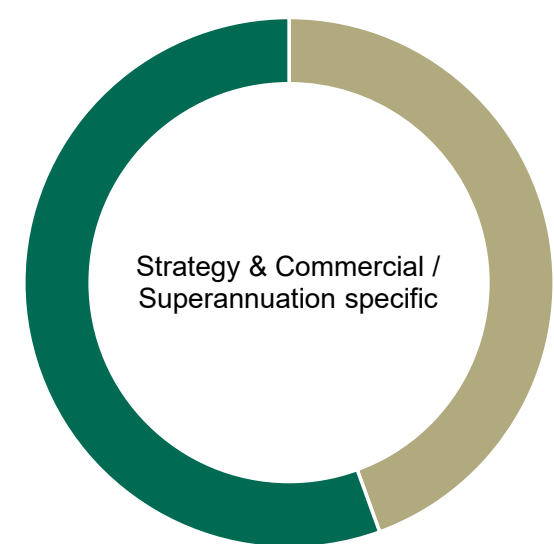
# BOARD SKILLS MATRIX 2023



■ Basic ■ Skilled ■ Expert

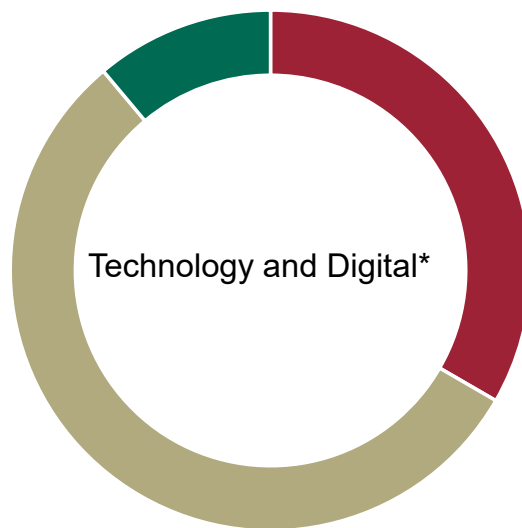


■ Basic ■ Skilled ■ Expert

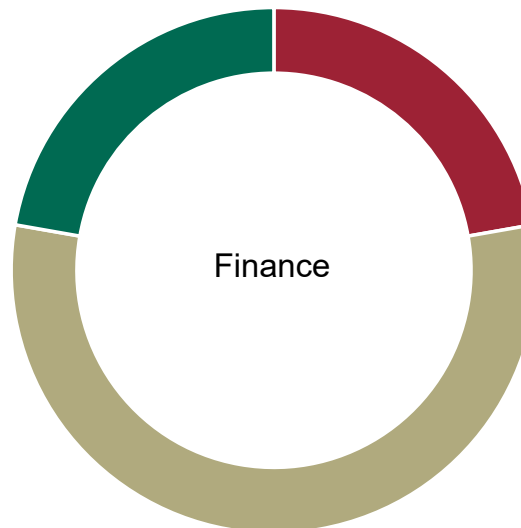


■ Basic ■ Skilled ■ Expert

# BOARD SKILLS MATRIX 2023



■ Basic ■ Skilled ■ Expert



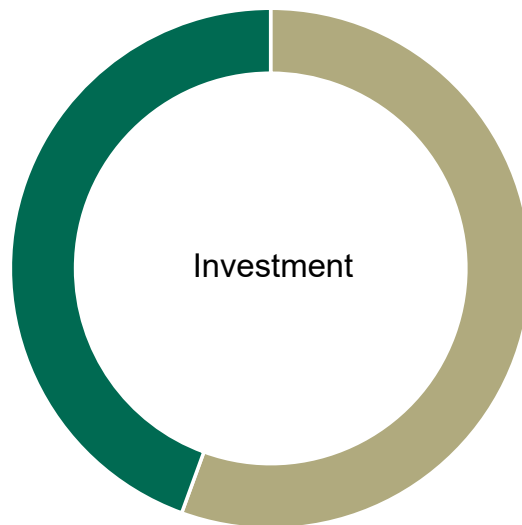
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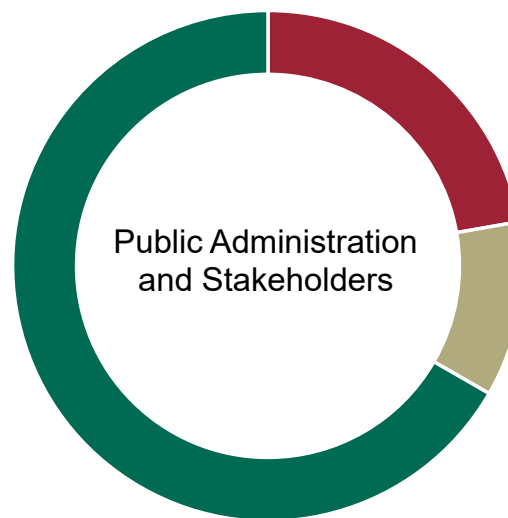
■ Basic ■ Skilled ■ Expert

\* All material projects have additional governance arrangements and external experts engaged.

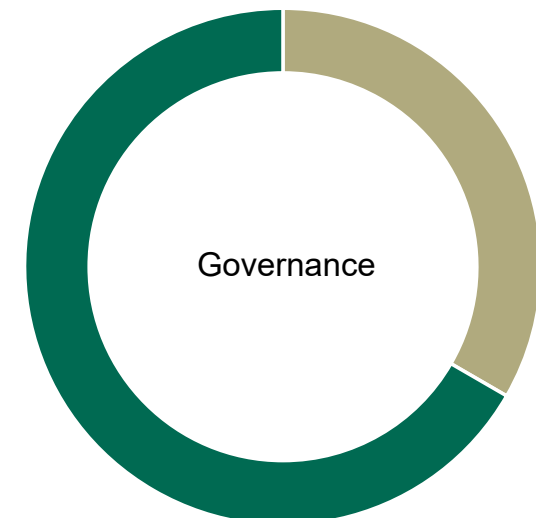
# BOARD SKILLS MATRIX 2023



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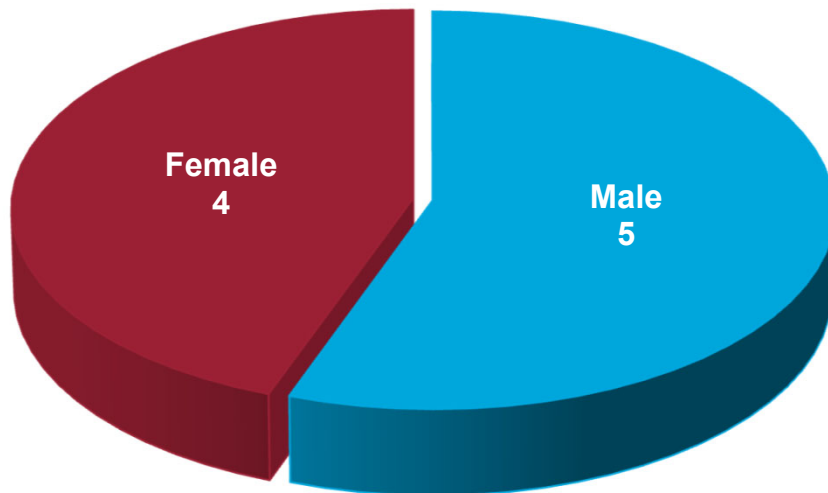


■ Basic ■ Skilled ■ Expert

# BOARD GENDER AND TENURE DIVERSITY

## Gender Diversity

We continue to exceed the diversity target set by the government to increase the number of women on a government appointed board, with no less than 40% of the board positions filled by women.



## Tenure on Board

Our Board balances fresh thinking and ideas whilst maintaining corporate memory.

