



3 YRS OWLS

GOVERNANCE

TOP 100



FINALISTS
PRESENTATION

27 OCTOBER 2023



PANELLISTS



**Ainslie
Cunningham**
Co-Founder



Hamish Park
Relationship Manager
- QLD



Tina Kokkalis
Senior Manager, Legal
& Company Secretarial



Reece Walker
Partner – Corporate and
Equity Capital Markets



Rodrigo Herrera
Sales Director – Oceania –
Governance & ESG
Solutions



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FINALISTS





Zoheb Razvi
Group Company Secretary
Ventia





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 **Computershare**

Hamish Park
Relationship Manager - QLD



Tina Kokkalis
*Senior Manager, Legal
& Company Secretarial*

SALARY GUIDE

KEY FINDINGS

▶▶ SEE BEYOND THE NUMBERS

ABOUT THE SURVEY

14,295

Responses across Australia and New Zealand.

7,392

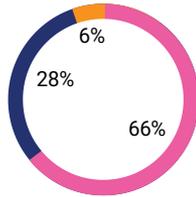
Skilled professionals

6,903

Organisations

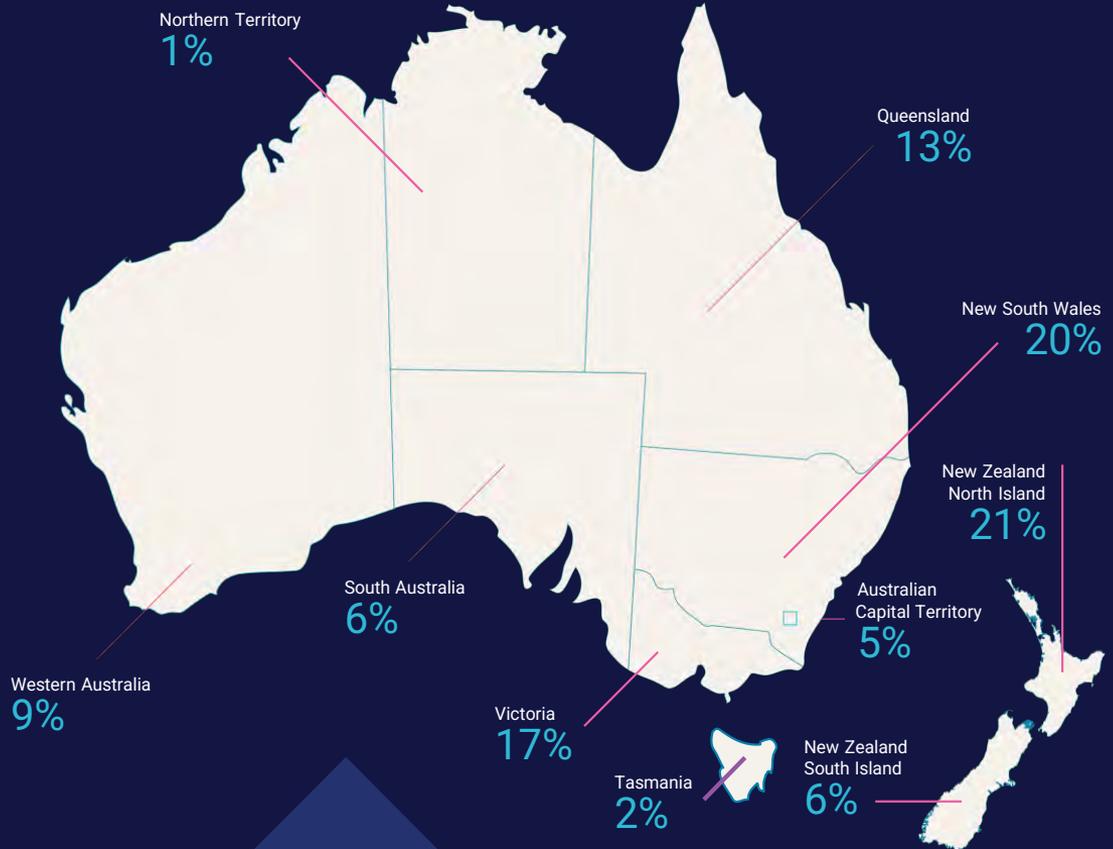
Organisations that participated

- Private sector
- Public sector
- Charity or for purpose



Top 5 industries

1. Construction
2. Technology
3. Manufacturing and Operations
4. Accountancy and Finance
5. Healthcare



STATE OF THE MARKET EMPLOYERS INVEST IN TALENT BUT EMPLOYEES KEEP OPTIONS OPEN



Employers will invest in headcounts

Employers intend to increase their permanent (46%) and temporary or contract (22%) headcount.

95%

Employers prioritise salary increases

A significant rise from last year.

66% will increase by over 3%.



Forward-thinking employers double down on talent investment

65% of employers expect business activity to increase in the year ahead and 27% expect the economy to strengthen in the next six to 12 months.

88%

Experiencing skills shortage crisis

78% state it will impact the effective operation or growth plans of their organisation.

40%

Say skills shortages have intensified

Just 13% said it eased.



Overtime culture on the upswing

In the past 12 months, overtime increased in 35% of organisations. Only 39% of pay staff for overtime.



Staff turnover slows, but loyalty hasn't returned

In the past 12 months, staff turnover increased in 45% of organisations.

Just 45% of professionals unquestionably intend to remain with their current employer.

48%

Say uncompetitive salaries motivate job switching

This is ahead of the rising cost of living (46%), a lack of promotional opportunities (42%) and a poor management style or workplace culture (38%).



Lawyers | **McCullough
Robertson**

Reece Walker
*Partner – Corporate and
Equity Capital Markets*



Rodrigo Herrera
Sales Director – Oceania
Governance and ESG Solutions



Nasdaq Governance Solutions

Your Single, Trusted Partner to Meet
the Evolving Needs of Boards

27 October 2023

Empowering Leaders with Technology and Intelligence

Nasdaq Capital Access Platforms supports business leaders with an integrated suite of market intelligence, analytics, and collaboration solutions



Governance Solutions

Powering first-class boards and leadership teams with board meeting management software, compliance solutions, and board advisory services



Corporate ESG Solutions

Helping companies of all ESG maturity levels through a unique combination of technology, tools, data, insights, and capital market solutions



Investor Relations Intelligence

Partnering with issuers from all market caps, sectors, and regions to drive valuation, discover new capital, and elevate their global brands



Listing Services

Providing end-to-end capital markets support to global companies throughout their lifecycle so they can grow, stay competitive, and thrive

Trusted Partner to Drive Governance Excellence

Nasdaq Governance Solutions provides a suite of board technologies that enable boards and leadership teams to work at peak performance



Governance Technology

The suite that powers first-class boards

Board Meeting Management Software



Compliance Solutions

Effectively and efficiently manage risk

D&O Questionnaires | Conflict of Interest Questionnaires



Board Advisory

Advisors with you every step of the way

Board & Management Evaluations | Public Company Readiness



Community Building

Deepen board and leadership engagement

Nasdaq Center for Board Excellence

Powering Board Communications Worldwide

Nasdaq Boardvantage® is trusted by public, private, and nonprofit organisations across industries and regions



4.4K
organisations¹

261K
users worldwide¹

~750-900

hours saved per year in board meeting work²

Accomplish your board actions in one place

- End-to-end security
- Easy-to-use interface
- Intuitive meetings manager
- Digital agenda builder
- Actions and tasks management
- Approvals and voting
- Customizable permission settings
- Desktop and mobile access

¹As of March 31, 2023. ²Nasdaq board management software client estimated annual working hours saved across 25 boards and 40 committees.



Nasdaq Boardvantage® in Australia & Asia-Pacific

Six local offices in Asia-Pacific for over 20+ Years

Dedicated Account and Service Teams Across 6 Countries

Dedicated Account and Service Teams Across 6 Countries

Award-Winning 24/7 Regional and Global Support



We're Elevating the Director Experience

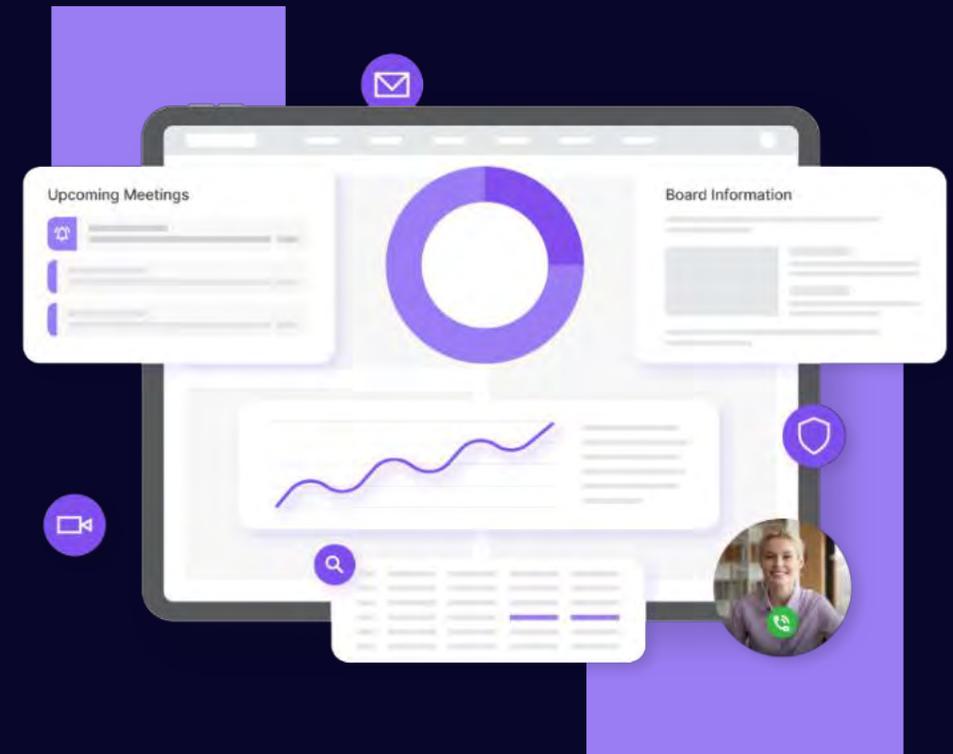
Nasdaq Boardvantage Go is an all-new iOS application, reimagining the director experience

Prepare for meetings from anywhere, so that you're always connected

Never miss important actions with improved notifications

Have the materials you need before, during, and between meetings at your fingertips

Work together more efficiently and communicate with confidence



Advancing Board Excellence, Together

The **Nasdaq Center for Board Excellence** is a convener of board members, executive leaders, governance professionals, and educators dedicated to strengthening corporate governance in the boardroom

Community

Advance professional development and establish relationships by participating in curated experiences

Content

Stay up-to-date on board trends and learn from educational resources, such as thought leadership and events

Collaboration

Elevates leaders' effectiveness by facilitating networking opportunities and providing a platform to contribute insights

“Nasdaq Center of Board Excellence stands at the forefront of version 2.0 of corporate governance. The thought leadership and collaboration, offered by diverse experiences provides a road map to address emerging regulatory, stakeholders, and challenges in corporate governance.

Chairman of the Board, Insurance Industry¹



¹The views and opinions expressed in the quote are the views and opinions of the quote's author and do not necessarily reflect those of Nasdaq, Inc. or its subsidiaries.

General Communication: This content contains non-sensitive information



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Market Insight

Key ESG Trends

[Nasdaq ESG & Climate Survey](#)

Top challenges corporates are facing when implementing an ESG and sustainability strategy



Frameworks, raters, regulatory requirements



Collecting and collating ESG data



Responding to information requests



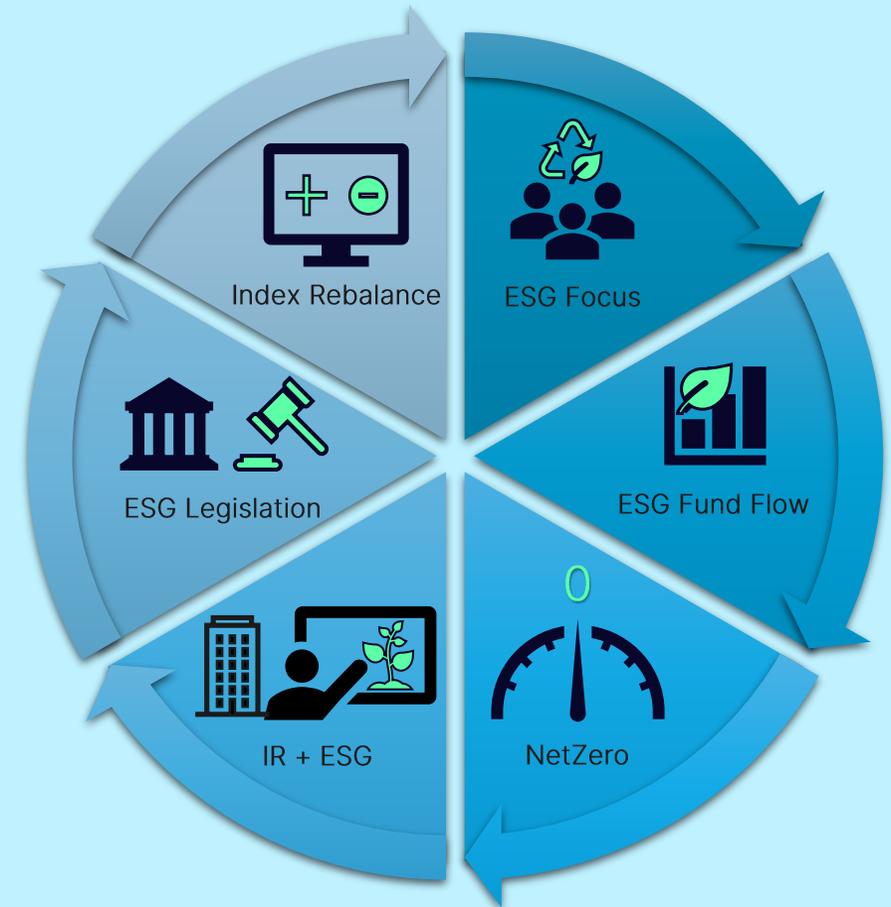
Internal communication of progress toward goals/KPIs



More than ever before, ESG is becoming central to corporate strategy. Yet, companies are navigating through this massive transition with fragmented disclosure regimes and without the right tools. We can change that.

Adena T. Friedman
President and Chief Executive Officer, Nasdaq

ESG Driving Change



Our Nasdaq ESG Solutions Ecosystem Empowers You to Scale



Nasdaq Global ESG

At Nasdaq, we are committed to catalysing progress towards a more sustainable tomorrow. At the epicenter of the capital markets and technology, we're uniquely positioned to lead the acceleration of ESG excellence by empowering our communities with strategic solutions that have measurable and lasting impact.

ESG ADVISORY SERVICES

✓ ESG Rapid Review

1. Ratings Analysis
2. Peer Benchmarking
3. ESG Fund Flow Analysis
4. Investor Priorities

+ Gap Assessment

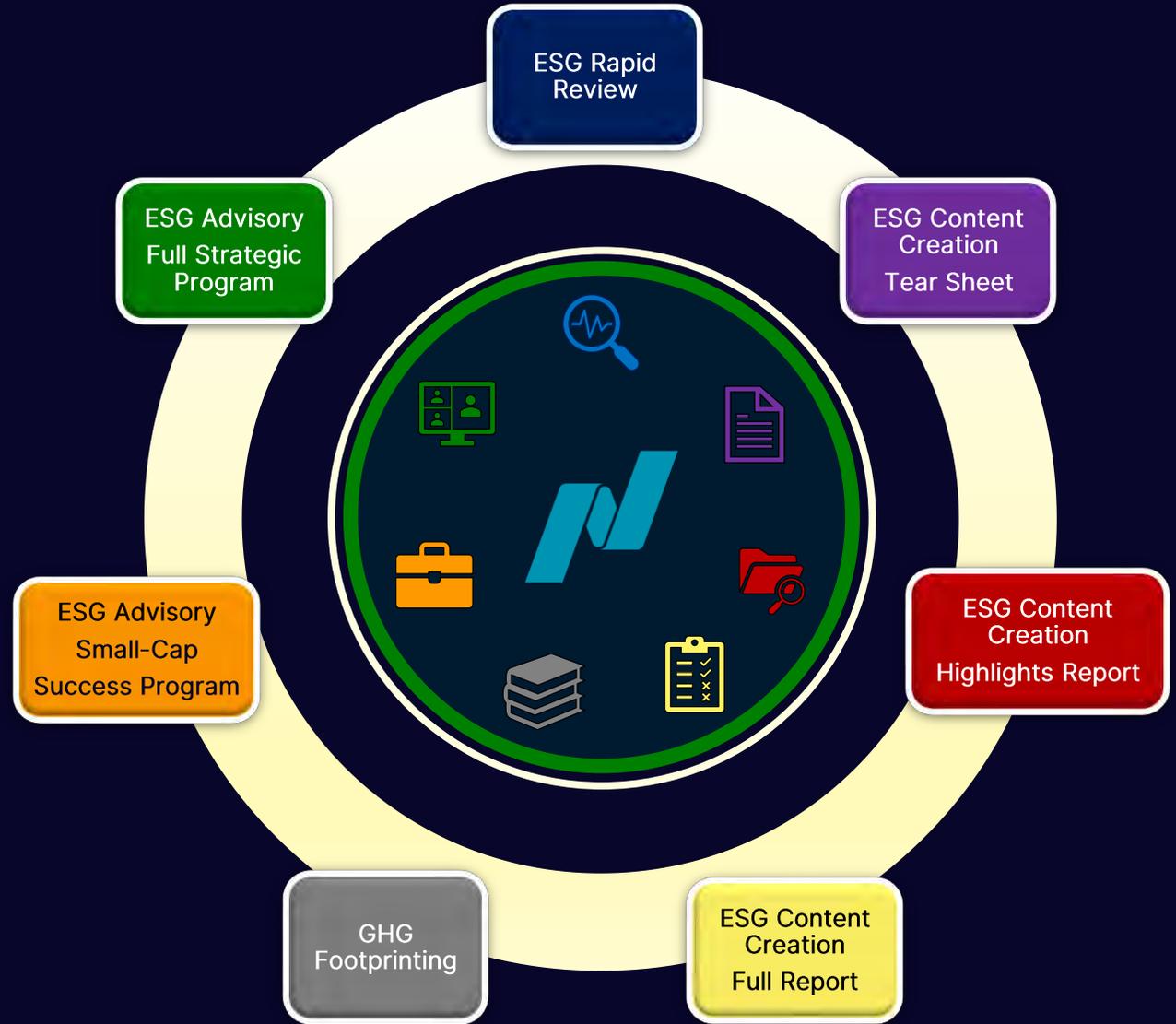
✓ GHG Footprinting

✓ ESG Content Creation

1. Tear Sheet
2. Highlights Report
3. Full Report

✓ ESG Advisory

1. Full Strategic Program
2. Small-Cap Success Program



End to End ESG Reporting Platform Built to scale to meet your evolving needs

Metrico – Capabilities at a Glance

Sustainability Data Management

One source of truth for all your ESG data with built-in automated data collection workflows, dashboards to track custom KPIs, metrics, GHG calculations, and external reporting capabilities.

Carbon Accounting & Management

Accelerate your path to net zero and accurately track against goals with granular and audit-grade GHG emissions data (scopes 1, 2 & 3).

Framework & Disclosure Management

Report to ESG rating and ranking organizations as well as one or multiple frameworks. Achieve regulatory compliance with intelligent survey workflows, guidance notes, and audit trail for disclosures.

CSR & Sustainability Communications

Build dynamic and branded corporate sustainability reports, craft one-pagers and PDFs, and even launch your own interactive microsite with traceability from a single source of truth for all data.



Partnering with organisations, Beyond the Boardroom

Nasdaq Governance Solutions is a strategic partner, offering various brand visibility opportunities

- Thought leadership
- Content dissemination
- Event exposure
- Audience reach





Thank You!

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Sales Director, Oceania

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OUTSTANDING ACHIEVERS



Allison Ferres-MacDonald
Deputy General Counsel
(Legal Services Manager),
Ipswich City Council



Andrew Heath
Board Secretary, Australian
Pesticides & Veterinary
Medicines Authority



Anthony Ingegneri
Executive Manager, Listed,
Insurance Australia Group
Limited



Beau-Jane De Costa
Head of Governance and
Enterprise Risk,
Inner West Council



Erin O'Connor
Group Company Secretary,
Orica Limited



**Kirsten
Anderson-Llewellyn**
Group Company Secretary,
Orica Limited



Greg Jacobson
Company Secretary,
Perth Airport Pty Ltd



Gregory Seeto
General Counsel and
Company Secretary,
Kilcoy Global Foods



Joshua Little
Chief Risk Officer,
Aveo Group



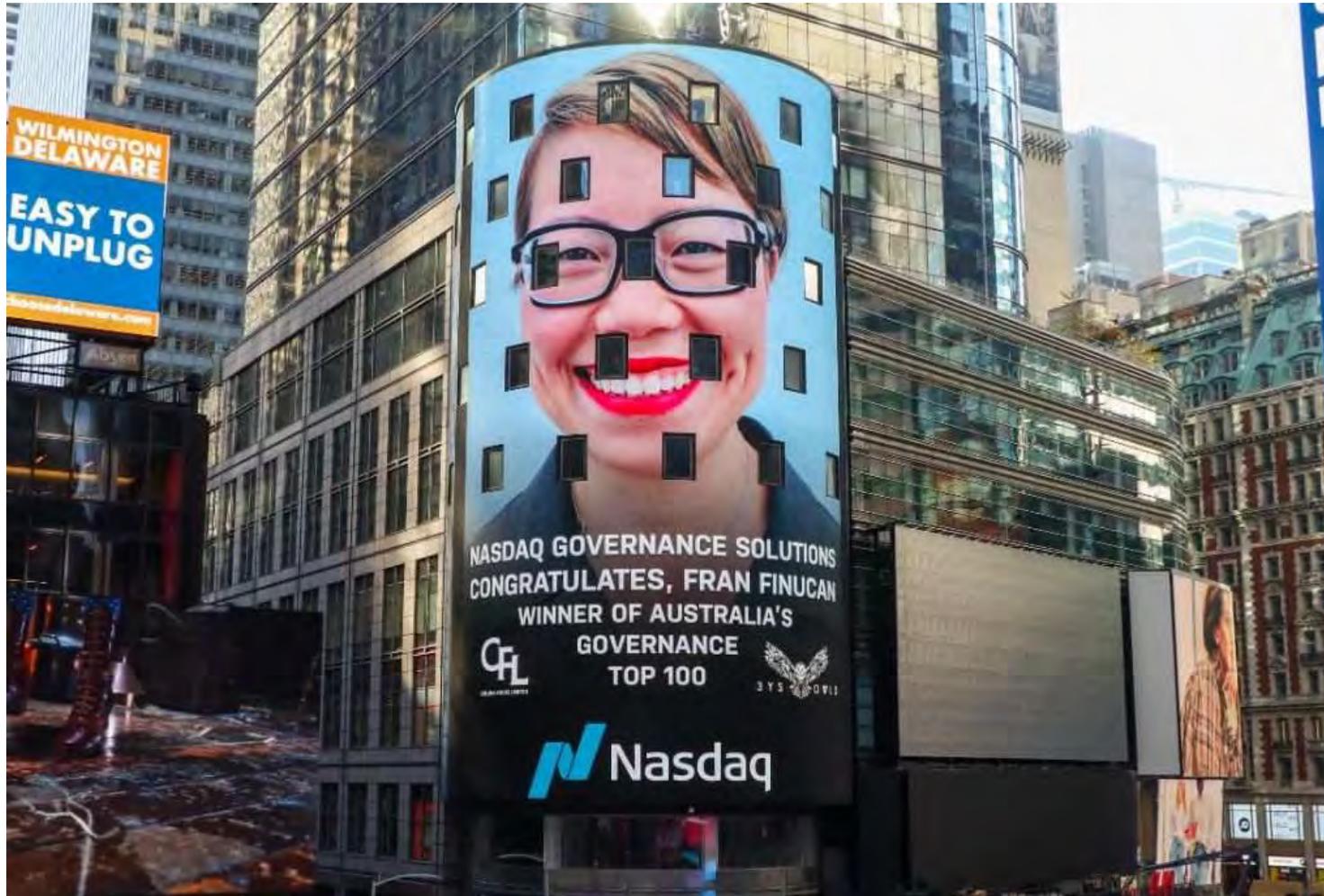
Jeremy Leong
Chief Risk Officer &
Head of Compliance,
Taishin International
Bank, Brisbane Branch



Rahul Roy
Executive Manager, Listed,
Insurance Australia Group
Limited



Fran Finucan
*Former Company Secretary
Collins Foods Limited*





AND THE WINNER IS...



ALICIA MORRIS

GENERAL COUNSEL & COMPANY SECRETARY

AUSTRALIAN VINTAGE LIMITED

WINNER



CONGRATULATIONS





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