

JUDY WHITEMAN

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GOVERNANCE STATEMENT

I am passionate about helping people achieve the success they desire for themselves, their people, and their organisations. Having lived and worked in Australia, UK, Hong Kong, Vanuatu and New Zealand I have a strong drive to achieve results, develop people and lead change in both executive and governance roles. My governance experiences are deep, diverse and over many years. I am part of the Superdiversity Institute's Top Diverse Board-Ready Directors List 2021. I have brought a focus to strategic planning, operationalising those plans and ensuring management are clear what is expected of them. I have guided board members to understand their role as governors (rather than as managers) and supported development of their financial literacy. I have Chair and Deputy Chair experience. I have been described as open & honest, practical & down to earth with strong leadership qualities, and the ability to challenge, question and motivate.

GOVERNANCE EXPERIENCE

Director and Chair, Carmel College Auckland Limited

2023 - current

Net assets \$20.8m. Income \$2.3m. Carmel College is a state-integrated Catholic school for girls from Year 7 to 13. The Board of Proprietors has responsibility for the Catholic character, Mercy charism, capital works and improvements to buildings.

Trustee, Whanau Mercy Ministries Trust

2022 - current

Established in late 2022, the Trust recognises a new way of sustaining the Nga Whaea Atawhai o Aotearoa Sisters of Mercy New Zealand's ministry in the fields of health, education, social and community. The Trust is a ministerial Public Juridic Person and from April 2023 the Trust will become the shareholder of the various ministries. Group net assets approx \$157m. Group income approx. \$97m.

Trustee, Debt Relief Foundation

2022 - current

Established in mid-2021, the Foundation provides independent governance and guardianship of Debtfix (established in 2018, acquired Aug 2022) - the delivery arm - which offers advice on the best solutions and service providers available to help New Zealanders deal with problem debt.

Trustee, New Zealand Housing Foundation

2021 - current

Net Assets \$94m. Revenue \$10m. Net surplus \$7m. Housing Foundation is a charitable trust that delivers affordable housing options for working New Zealand households who are finding it difficult to buy a secure, warm, dry home. Housing Foundation also collaborates and partners with Iwi and other organisations in the sector and is supported by leading philanthropic organisations within New Zealand. It is a Registered Community Housing Provider. Appointed to the Board in March 2021. Active in the recruitment of new trustees to increase the diversity of thinking around the board table.

Independent Director, Bank of India New Zealand Ltd

2014 - current

Chairperson Audit Committee (2014 - 2019)

Member, Audit & Risk Committee (2019 - current)

Total Assets \$133m. Income \$8m. RBNZ registered bank providing a range of retail and commercial banking services. Subsidiary of Bank of India. Led the development of governance policies (including board and committee charters). Guided the development of a strategic plan (including performance measures) and MD reporting to the Board.

Independent Trustee Presbyterian Support Northern (PSN)**2007 - 2019**

Deputy Chair (2015 - 2019)

Chairperson Investment Committee (2008 - 2019), Committee member (2007 - 2019)

Chairperson Impact Research (2016 - 2018), Committee member (2012 -2018)

Director Shine Foundation Ltd (2016 - 2021)

Income \$59m. Net Assets \$104m. Staff 1,000. PSN is a large regional social services provider for children through to older people and those with disabilities. Brands include Family Works, Enliven, Shine, Lifeline. Led the improvement of investment governance and adoption of Global Fiduciary Practices for Investment Stewards.

Independent Director, Te Waipuna Puawai Mercy Oasis Ltd**2014 - 2019**

Chair (2017 - 2019)

Net Assets \$112k. Income \$921k. A community development initiative in Tamaki, Auckland, working to improve the health and wellbeing of the community. Part of the Sisters of Mercy New Zealand (Nga Whaea Atiwhai o Aotearoa) Group). Guided rebuilding the board and updating strategic direction. Led the development of CEO performance measures and reporting to the board.

Board member, Dress for Success Incorporated**2004 - 2010**

President (2007 - 2009)

Secretary (2005- 2007), Committee member: Finance, Audit & Risk (2010 - 2011)

Auckland affiliate of international charity that works to empower women to achieve economic independence. Guided the board through transition from an operating committee to a governing board. Led the development of strategic and annual plans, and Executive Manager performance measures and reporting to the board.

Director, ANZ Staff Superannuation (Australia) Pty Ltd**1991 - 1995**

Superannuation scheme for current and former ANZ employees. Director of the corporate trustee (elected by members). Development of member choice was the hot topic at the time. Played an active role in the scheme developing robust investment objectives and moving away from in-house investments to a portfolio of external fund managers. At that time Funds under Management approx. AUD900m.

Various**1987 - 2000****BOARD STRENGTHS****Industry/Sector Experience**

- Banking (domestic and international)
- Social Services
- Investment Governance
- Not for Profit (governance and capacity development)
- Leadership Development

Functional Skills

- Financial
- Facilitator
- Relationship Builder
- Team Development
- Action oriented, Doer, Achieving results
- Have led large & small businesses/divisions

Governance Attributes

- Strong ability to chair
- Building board relationships and guiding board dynamics
- Have led conversations on strategy and risk assessments
- Diverse thinking
- Ability to question and challenge
- Continual learner

EXECUTIVE EXPERIENCE

Director, Judy Whiteman & Associates Ltd

2003 to current

A portfolio of work including Board member, Interim Chief Executive, Executive Coach & Mentor, Facilitator, Consultant (business and executive development).

Assignments include:

- Associate, Centre for Social Impact (2014 to current)
- Network Connector, Leadership New Zealand (2015 – 2019)
- SkillsBank Director, Leadership New Zealand (2010 – 2014)
- Interim Chief Executive, Auckland Hockey Association (April – Oct 2011)
- Interim Chief Executive, Presbyterian Support Northern (July – Sept 2006)

ANZ Banking Group (roles include)

1986-2003

- New Zealand (2000 – 2003)
 - o Chief Operating Officer/Deputy Managing Director, NZ Personal Banking
 - o Head of General Banking NZ
 - o Head of Metrobanking NZ
- International
 - o Regional Executive Projects, Pacific (2000)
 - o Managing Director, ANZ Bank (Vanuatu) Ltd (1998 – 2000)
 - o Deputy General Manager, ANZ Hong King (1995 – 1998)
- Australia
 - o Various senior roles in Corporate, Institutional, Retail and Treasury divisions

Price Waterhouse

1975 – 1986

Various roles in Australia and UK

QUALIFICATIONS AND PROFESSIONAL DEVELOPMENT

Chartered Accountants Australia and New Zealand

University of South Australia (formerly SAIT)

- Bachelor of Accounting

Australian Institute of Company Directors

- International Company Director Course

Professional development

I am committed to continuous learning and personal development. I have undertaken a variety of professional development activities and meet the Continuing Professional Development requirements of my professional memberships. I have attended development opportunities offered by a range of organisations including the Institute of Directors New Zealand, Governance New Zealand, Australian Institute of Company Directors and Better Boards Australasia. Details are available on request.

PROFESSIONAL MEMBERSHIPS

Chartered Member, Institute of Directors New Zealand

2004 to current

Fellow, Australian Institute of Company Directors

1988 to current

REFEREES

Willingly provided on request