



BOARD SKILLS MATRIX

Results from February 2021

Director Skills Matrix

	Overview	Tony Fung	Alex Chow	Russell Shields	Allison Gallagher
1. Professional Skills and Experience					
Financial Acumen	Experience in accounting and finance to analyse statements, assess financial viability, contribute to financial planning, oversee budgets, oversee funding arrangements	X	X	X	X
Strategic Planning and Execution	Ability to develop and implement successful strategy and deliver agreed strategic planning objectives.	X	X	X	X
Governance	Knowledge of, and experience with, corporate governance and compliance in listed entities.	X	X	X	X
Legal & Regulatory	Ability to review and comply with legal and regulatory matters including regulatory	X	X	X	X



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	and contractual frameworks governing gaming matters.				
Risk Management	Risk management and compliance understanding and experience, including experience in highly regulated businesses	X	X	X	X
Industry experience	Relevant industry experience and understanding, including in gaming and entertainment businesses, tourism, hospitality, retail and marketing.	X	X		X
Management	General management skills	X	X	X	X
Capital Projects	Senior executive experience in executing large scale projects.	X	X	X	
People and Culture	Experience in human resource management, including workplace culture, talent development and succession, health and safety, diversity, and remuneration.	X	X	X	X

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New technology skills including business innovations	Experience and understanding of relevant new technologies and implementing for a large business		X		
Environment and sustainability	Experience and understanding of environmental and social responsibility to contribute to community development	X	X	X	X
2. Interpersonal Skills					
Leadership	Make decisions and take necessary actions in the best interest of the organisation, and represent the organisation favourably. Analyse issues and contribute at board level to solutions.	X	X	X	X
Ethics and Integrity	Understand role as director and continue to self-educate on legal responsibility, ability to maintain board confidentiality, declare any conflicts.	X	X	X	X
Contribution	Ability to constructively contribute to board discussions	X	X	X	X



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	and communicate effectively with management and other directors.				
3. Other					
Previous board experience	Experience as a director in other companies	X	X	X	X

Diversity - Adequate diversity to bring different perspectives to board discussions (age, gender, background, nationality) – to be discussed for the Board as a whole