



WHY CHOOSE PEAKSTONE GLOBAL?

OUR CREDENTIALS FOR SERVING YOU

Peakstone Global is a specialist governance and board services firm. Our overarching purpose is to enhance our client organisations by building outstanding Governance, Trust and Performance. We do this by delivering world class professional governance advice and digital services. Additionally, improving board and governance performance is most effective when all members of the board and executive team ascend together.

OUR PROFESSIONAL ADVISORY SERVICES INCLUDE:

1. Board Reviews
2. Director Assessments
3. Governance Reviews including for M&As
4. Customised Governance Development
5. Governance of Strategy
6. Governance of Risk including cyber & information management
7. Sustainability & ESG governance frameworks and reviews
8. Cultural governance frameworks and reviews
9. Remuneration governance frameworks
10. Governance Troubleshooting

FOR OUR CLIENTS, PEAKSTONE GLOBAL DELIVERS:

- Credible Expertise
- Trusted by clients with whom we've worked
- Digital Services
- Global Perspectives
- Bold and Innovative Approaches
- Future Focused Services
- Values Centred Results

OUR CAPABILITY AND EXPERTISE

Our approach is One Firm, Many Minds. As a full service Board and Governance advisory firm, we can draw on the resources of **seventeen** highly experienced governance Advisors and Associates plus Service Partners.

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OUR FOUNDING DIRECTORS



Peter Kronborg, B. Juris, LLB, MBA, FAICD, FIPAA, FGIA. Chair of Peakstone Global.

Peter has decades of experience in working on and with boards across Australia. These include previous board advisory roles for BHP, CSIRO and the Australian Olympic Committee during its difficulties. He served as a director on several boards including the Royal Flying Doctor Service (RFDS) for 12 years. Peter is experienced as a commercial lawyer, company executive, director and chair.



Simon Rumore, B.Com, CIECL, FAICD. Managing Director of Peakstone Global.

Simon has extensive experience as an executive, director and advisor across a portfolio of engineering, healthcare, financial services, information technology, resources and not-for-profit organisations. He has been Deputy Chair of Open Minds Australia and Amnesty International Australia and currently serves as a member of the Governance, Constitution & Awards Committee of RSL Queensland as well as the Independent Chair of the Governance, Nominations, and Remunerations Committee of Settlement Services International.

JOINING FORCES WITH WESTLAKE GOVERNANCE

Peakstone Global and Westlake Governance have joined forces to offer the region's most extensive professional governance advisory services



**Richard Westlake
MA (Oxon), CFInstD, MAICD, RAF(Ret)
Founder & Managing Director
Based in Wellington**

Mobile: +64 21 443 137

Email: richard@westlakegovernance.com

LinkedIn: <https://www.linkedin.com/in/richardwestlake/>

Website: <https://www.westlakegovernance.com/>

Blog: chairingtheboard.com

Richard has been an independent chair and director on many boards across a wide range of sectors, for more than 25 years. He brings this extensive practical experience to his advisory work in Westlake Governance Limited. Working in New Zealand and internationally, he has led governance reviews for large organisations, conducted over 150 board evaluations and trained more directors than anyone else in New Zealand. He also provides expert witness evidence on good governance and directors' duties.

In 2013, the World Bank's private sector arm commissioned Richard to write 'Guidance for the Directors of Banks', and he writes possibly the world's only blog specifically for board chairs and experienced directors.

Richard currently chairs one of New Zealand's largest home loan and insurance advisory businesses, and Hospice New Zealand. Among his earlier roles, he has chaired the world's first national weather service to be fully commercialised, was the first independent director of the world's leading goat-milk infant formula manufacturer, and for six years was the only non-Asian director of one of the largest banks in the Philippines.

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OUR SPECIALIST ADVISORS & ASSOCIATES

DR MELINDA MUTH (SYDNEY)
PRACTICE DIRECTOR
BSc, MBA, PhD, FAICD



- Guiding the interface between the board and management
- Group behaviour and effective stakeholder engagement
- Governance of organisational culture for positive corporate outcomes
- Governance of non-profit sector and Indigenous organisations

DR JUDITH MACCORMICK (SYDNEY)
PRACTICE DIRECTOR
PHD, MBA, GRAD DIP SCI, BA, FAICD



- Strategic corporate governance
- Board effectiveness
- Board culture and development
- Board and leadership development and succession
- Regular commentator and speaker in Australia and internationally on issues related to Board Effectiveness

JASON WILK (PERTH)
PRACTICE DIRECTOR
FAICD, CGEIT, BSC



- Technology strategy and risk for Directors and the interface with management
- Cyber for Directors, from culture to crisis management
- Managing the interface between the board and management

DR RACHEL BAIRD (LAUNCESTON)
PRACTICE DIRECTOR
LLB, BA, LLM, MLdshp, PhD, GAICD, FGIA



- Board and committee skills and membership
- ESG strategy development, policies and reporting outcomes
- Executive and director development

GREG BROGAN (BRISBANE)
BBUS, EXECUTIVE PROGRAM (THE WHARTON SCHOOL)



- Remuneration Advice for executives and NEDs
- Remuneration Plan design and implementation (Fixed Pay, STI and LTI)
- Employee Share Plan design and Start-Up equity Plans
- Governance of remuneration (non-financial measures related to ESG)
- Strike Reversal and Avoidance Strategies

STEVEN COLE (PERTH)
LLB (HONS), FAICD



- Effective Governance for Enhanced Performance Outcomes
- Legal Perspective and Insights
- Board Dynamics and Cultural Performance and Evaluation
- Organisational Strategy and Risk Management

CHRISTINE CUSSEN (MELBOURNE)
MBA, GAICD



- Governance & strategy excellence across a diverse range of industry sectors specialising in pharmaceutical, biotechnology, medical, industrials and water
- Internationally experienced in the corporate, ASX listed, start up, private, not for profit and government sectors
- Managing the governance imperatives across all segments of the value chain, stages of investment, and risk profile from start-up to established businesses
- Board governance to enhance organisational performance, strategy and culture

CLAIRE DAVIS (BRISBANE AND UK)
GAICD, GCEL, GCBA, FCA, BA (HONS) ACCY



- Director and executive coach and mentor
- Group dynamics and influence
- Strategic risk and opportunity management
- Innovation oversight

CONNIE HOWE (MELBOURNE)
BEc, CA, GAICD, IM&A, RCA



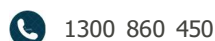
- ESG and sustainability governance and reporting
- Integration of ESG and sustainability into business practices
- Corporate reporting, audit and assurance and board responsibilities
- Superannuation and insurance governance and operation

MATTHEW KRONBORG (MELBOURNE)
LLM, B. TECH, B. BUSINESS, GAICD,
DIP. SUSTAINABILITY, CERT. ENERGY INNOVATION



- Sustainable development & cleantech strategy
- Non-profit governance
- Start-up partnerships
- Advisory Board establishment & governance
- Government & corporate affairs

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MARION MACLEOD (MELBOURNE)
BSC, MBA, FAICD



- Guiding strategy setting and risk management discussions of Board and Management
- Risk appetite frameworks
- Board governance structure and processes including; board evaluations, skills matrixes, charters and committee structures
- Constitutional, shareholder agreement, and board frameworks

ROB NEWMAN (BRISBANE)
BA, PG PSYCH, FMAPS



- Behavior and conflict in the boardroom
- Organisational Culture and Conduct Risk
- Survey analysis using advanced psychometrics and systems models

DARREN TAYLOR (MELBOURNE)
CPFA



- Board governance and compliance including the risk and audit agendas
- Internationally experienced within the corporate (ASX & NYSE) and public (Australian & UK) sectors
- Managing the interface between the Board and Management
- Assurance to Boards on governance of complex international governance frameworks, including enterprise risk management, financial reporting, cyber resilience and ESG

CLAUDIA NEMETH DE BIKAL (SYDNEY)
BA, CERT GOV PRAC & RISK MGT, GAICD



- Establishing and improving board meeting procedures and processes
- Enhancing board dynamics
- Enabling effective communication between the board and management
- Broad functional portfolio within Financial Services

WHY CHOOSE PEAKSTONE GLOBAL?

CRITERIA FOR SELECTING A SUCCESSFUL GOVERNANCE ADVISORY SERVICES PROVIDER

We are experienced non-executive directors who have created a firm specifically to best serve Boards and Directors. Our recommendation is that you seek a firm that has the following attributes:

1) Credible Expertise

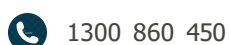
We are a team of experienced non-executive directors and governance Advisors who have the expertise to address the challenges and growth an organisation faces. Our firm is relatively new but comprises old heads and decades of experience. The majority of our Specialist Advisors have been leading members of the AICD's Board Advisory Practice. We specialise in Governance and Board services. This is our core activity.

2) Trusted by clients with whom we've worked

Our highly experienced Specialist Advisors have proven track records and are supported by world class digital services to achieve higher results in governance, trust and performance for clients. Organisations that have trusted our Advisors for credible advice include:



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The Uniting Church in Australia
QUEENSLAND SYNOD



3) Digital Services

We have assembled a stable of best of breed digital services to support board reviews and director assessments. These are affordable, university and experientially validated, plus the board review surveys are benchmarked to over 500 organisations which have completed the surveys.

4) Global Perspectives

We deliver localised services with a global perspective. Our experience and knowledge extend through Australia, New Zealand, Asia and Europe. Our aim is to assist in creating world class governance for our clients. Our commitment to the highest global standards of corporate governance and investor stewardship makes us proud, active members of the Australian Institute of Company Directors, as well as the International Corporate Governance Network.



ICGN MEMBER

Inspiring global governance standards
www.icgn.org

5) Bold and Innovative Approaches

We are pleased to take bold steps and be innovative. We are not afraid to be direct and advise on what is best for our client organisation and its Directors. Equally, we are sensitive to issues management and confidentiality requirements.

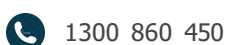
6) Future Focused Services

We have and are continuing to expand our breadth of Advisors and services. We are doing this to ensure that we can provide a continuing range of services for our clients. Clients can access these services as new governance challenges or issues arise in the future. One Firm, Many Services.

7) Values Centred Results

Our values are centred around Positivity, Insight, Directness and Understanding. Our purpose is to build outstanding Governance, Trust and Performance in our client organisations. The Peakstone Global approach to Advisory Services covers the full project lifecycle of diagnose, design, deliver and embed. We pride ourselves on adding capability to our clients on every engagement.

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WHAT SETS US APART IN THE MARKETPLACE?

In the governance advisory marketplace, the competitors of Peakstone Global fall into two main categories.

First, some large, older firms such as accounting firms, law firms and executive search firms have a non-core division that offers governance and board advisory services. Compared to these firms, our Specialist Advisors are focused on governance. Our practice is totally specialised in governance, not as an add on to a large firm. Plus our Advisors have substantive experience as non-executive directors or Chairs in the ASX, private, government and not-for-profit sectors.

Secondly, there is a myriad of sole operator or small firm practices. Compared to this category, Peakstone Global is a truly national firm with international perspectives. Our Founding Directors and Specialist Advisors have an unrivalled breadth of experiential diversity, from directors, executives, organisational psychologists, accountants and lawyers. You get one advisory firm with many minds!

Additionally, we provide a range of digital services which are world class, benchmarked and university accredited to provide meaningful quantitative insights.

FINAL THOUGHTS ...

We trust you can see we have the Credibility, People and Processes to work with you.

And as a special invitation, to help you understand how we help organisations improve Board Performance, we can schedule a private discussion with us or one of our trusted advisors.

Feel free to reach out directly via phone, email, or connect with us on LinkedIn:

Peter Kronborg

B. Juris, LLB, MBA, FAICD, FIPAA, FGIA



Chair

Based in Melbourne

Mobile: +61 (0)408 826 458

Email: pkronborg@peakstoneglobal.com

LinkedIn:

<https://www.linkedin.com/in/peterkronborg/>

Simon Rumore

B. Com, CIECL, FAICD



Managing Director

Based in Brisbane


Mobile: +61 (0)450 459 059


Email: srumore@peakstoneglobal.com

LinkedIn:

<https://www.linkedin.com/in/simonrumore/>

Connect with us

 1300 860 450

 connect@peakstoneglobal.com

 www.peakstoneglobal.com

