Register of Declared Interests and Conflicts

Name	Duties relating to Company	Principal Employer and Position	Significant Share Holdings	Holdings in relevant service providers	Current Company Directorships	Memberships	Other Positions or Interests	Conflicts Identified (and Date)	Conflict management and mitigation
Stuart Snell Director ID DIR 036 56672 28890 41	**PSO** Director	Independent Consultant (TLC Consulting) since 2018			Direct Selling Australia Arrow Bone Marrow Transplant Foundation (2021)	Parkinson's NSW – Member of Finance, Audit and Risk Committee (2023) Fellow, Governance Institute of Australia Member, Institute of Community Directors Australia		N/A	N/A
Anita Talberg Director ID DIR 036 5650 28448 92	**PSO** Director	Decarbonisation Lead, Climate Resource				AICD (Feb 2023)	Honorary Fellow, University of Melbourne	N/A	N/A
Hannah Watts Director ID DIR 036 88860 01968 79	**PSO** Director	Energy Queensland (Electrical Connections Officer)				AICD (2024) GAICD APHEDA member 2018 ETU QLD/NT member (2015)	Co-founder Sparkettes QLD (2017)	N/A	N/A
John Kelly Director ID DIR 036 37832 3601610	**PSO** Director	John G Kelly & Associates Pty Ltd, Principal			John G Kelly & Associates Pty Ltd (2000) Greytaire Pty Ltd Life Sciences Australia Limited Your Side Australia Ltd IHM Pty Ltd	AICD (2011) Australian College of Nursing Institute of Managers & Leaders Australian Psychological Society Law Society of NSW (1990) ACT Veterinary Practitioners Board	Adviser, IHNA Pty Ltd	N/A	N/A

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Name	Duties relating to Company	Principal Employer and Position	Significant Share Holdings	Holdings in relevant service providers	Current Company Directorships	Memberships	Other Positions or Interests	Conflicts Identified (and Date)	Conflict management and mitigation
Kate Raymond Director Id DIR 036 84085 58831 00	**PSO Director**	CEO, Master Electricians Association			Bric Housing – Nov 2021 The Building & Construction Industry Training Fund (Qld) – Apr 2025 Director, QLeave BCI board Director, BDMEA Pty Ltd (joint venture between MEAQ and Buckham & Duffy)	AICD (Dec 2019) NAWIC (Qld Chapter – Jan 2019)	Participant - Energy Safe Victoria Industry Engagement Committee	Potential conflict: Collabaloop Pty Ltd (notified 9/2/26)	Director will not participate in any discussions or decisions involving Collabaloop Pty Ltd.
Michael John Cullen Director ID DIR 036 15286 55112 04	**PSO** Director	Executive Officer, Future Energy Skills (2018)			Institute of Electrical Inspectors (2023)	Electrical Trades Union (2017) Institute of Electrical Inspectors (2019) AICD (2024) Future Energy Skills and Energy Skills Australia (2025)		18/06/2024- Perceived conflict of interest in relations to Future Energy Skills and its relationship to the ETU and NECA	As the conflict is perceived no requirement for MC to abstain from any discussions or vote.
Michael Wright Director ID DIR 036 29038 40187 04	**PSO** Director	Divisional Secretary, Electrical Trades Union (ETU)			New Law Pty Ltd (2021) APHEDA (2019) Chifley Research Centre (2024)	Law Society of NSW (2009) Electrical Trades Union (2006) AICD (2022) Clean Energy Skills National Centre of Excellence (CESNCE) Industry Advisory Board	Australian Labor Party (General Member) Maritime Skills and Workforce Council (2024)	N/A	N/A

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						National Construction Industry Forum Ministerial Council on Skilled Migration			
Scott Campbell Olsen Director ID DIR 036 77090 42369 89	**PSO** Director	CEO, Fredon Industries (2019)	1. Sco Super Property Nominee Pty Ltd - 50 shares - 50% of share issue 2. Sco Super Pty Ltd -1 share held - 50% 3. Spouse only - 100% Acanthus Nine Pty Ltd which owns 10% Fredon Industries Pty Ltd		Aserve NSW Pty Ltd 03/08/2021 Aserve Victoria Pty Ltd 23/03/2021 Aserve Technology (VIC) Pty Ltd 06/07/2021 Fredon Air Pty Limited 11/11/2025 Fredon Air (ACT) Pty Ltd 22/04/2021 Fredon Air (NSW) Pty Limited 11/11/2025 Fredon Air (VIC) Pty Limited 11/07/2019 Fredon Air (WA) Pty Limited 11/11/2025 Fredon Industries Pty Limited 17/11/2019 Fredon Infrastructure Pty Limited 16/22/2020 Fredon Technologies Pty Limited 11/11/2025 Fredon Technology (VIC) Pt Ltd 11/11/2025 Fredon Air International Pty Limited 11/11/2025 Fredon Air Services Pty Limited 11/11/2025	AICD (2019) Roads Australia (2019)		N/A	N/A

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Name	Duties relating to Company	Principal Employer and Position	Significant Share Holdings	Holdings in relevant service providers	Current Company Directorships	Memberships	Other Positions or Interests	Conflicts Identified (and Date)	Conflict management and mitigation
					Fredon (ACT) Pty Limited 11/11/2025 Fredon Asset Services Pty Limited 11/11/2025 Fredon (VIC) Electrical Pty Ltd 11/11/2025 Fredon (WA) Electrical Pty Limited 11/11/2025 Sturdi Qld Pty Ltd 06/01/2020				
Tara Koot Director Id DIR 036 32210 96107 67	**PSO Director**	Electrical Trades Union NSW/ACT Branch - Organiser			Electrotechnology Utilities ITAB (Industry Training Advisory Body) – Jan 2019 – Deputy Chair ESI employees South Coast Labour Council (SCLC) Executive 2022	ETU NSW/ ACT (2009) Australia Labor Party member (2019) Union Aid Abroad - APHEDA member (2018)		N/A	N/A
Stewart Joyce Director ID 036817369625430	**PSO Director**	CEO/ National Secretary, NECA	Nil	Nil	NECA Legal Pty Ltd (28/7/2026)	ACCI – member Standards Australia - member		N/A	N/A

Director Gift, Benefits and Hospitality Register (GBHR)

Powering Skills Organisation Ltd

Name	Duties relating to Company	Provider of GB&H	Description of GB&H	Value of GB&H	Circumstances/ Reason for GB&H	Assessment of actual or perceived conflict of interest
Stuart Snell Director ID DIR 036 56672 28890 41	**PSO** Director					
Anita Talberg Director ID DIR 036 55650 28448 92	**PSO** Director					
Hannah Watts Director ID DIR 036 88860 01968 79	**PSO** Director					
John Kelly Director ID DIR 036 37832 3601610	**PSO** Director					
Kate Raymond Director ID DIR 036 84085 58831 00	**PSO** Director					
Michael John Cullen Director ID DIR 036 15286 55112 04	**PSO** Director					
Michael Wright Director ID DIR 036 29038 40187 04	**PSO** Director					
Scott Campbell Olsen Director ID DIR 036 77090 42369 89	**PSO** Director					

Gift, Benefits and Hospitality Register (GBHR)

Powering Skills Organisation Ltd

Name	Duties relating to Company	Provider of GB&H	Description of GB&H	Value of GB&H	Circumstances/ Reason for GB&H	Assessment of actual or perceived conflict of interest
Tara Koot Director ID DIR 036 32210 96107 67	**PSO** Director					
Stewart Joyce Director ID 036817369625430	**PSO Director**					