

# EXECUTIVE TEAM



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**MICHAEL HAWKER** BSc, ASIA, FAICD, MCT  
Chief Executive Officer

Mr Michael Hawker was appointed Chief Executive Officer of IAG in December 2001. He has more than 18 years experience in the financial services industry. Before joining IAG, Mr Hawker was Group Executive, Business and Consumer Banking at Westpac Banking Corporation. Previous positions include Executive Director of Citibank International PLC in Europe and Deputy Managing Director of Citibank Limited in Australia. He was previously the Chairman of the Australian Financial Markets Association. Mr Hawker was listed by Euromoney as one of the top 50 bankers under 40, and in 2000, he was awarded the Australian Banking & Finance Magazine – Millennium Banker of the Year Award. He is a member of the Australian Rugby Union Board and is a recipient of an Australian Sports Medal.

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**DOUGLAS PEARCE** BSc, MBA, ASA, MACS, FCIS  
Group Executive, Personal Injury, Health & Commercial Insurance

Mr Douglas Pearce has been with IAG for 23 years. He is responsible for commercial, CTP, health and workers' compensation insurance.

He has also held General Manager positions at IAG in a number of areas, and has been responsible for insurance research, information services, internal audit, finance, taxation, road service and motor and home insurance.

Mr Pearce is a member of the Motor Accident Council and Chairman of the Motor Accidents Insurers Standing Committee. He is a Director of NRMA CareFlight, NRMA Superannuation Pty Limited, NRMA Staff Superannuation Pty Limited, NRMA Financial Management Limited, NRMA Insurance International Pty Limited, NRMA Insurance Group Finance Limited, NRMA Life Limited and NRMA Workers Compensation (NSW) Pty Limited.

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**TONY COLEMAN** BA, MBA, FIA, FIAA  
Chief Risk Officer and Group Actuary

Mr Tony Coleman has more than 26 years experience in the insurance, investment and finance sectors. Mr Coleman is responsible for the overall risk management, capital allocation, research and development, and actuarial functions of IAG.

This includes the operating risk, fraud, and security risk and compliance functions. He joined IAG in December 2000 after holding the position of senior partner at PricewaterhouseCoopers.

Mr Coleman serves on the Board of NRMA Life Limited and is a former President of the Institute of Actuaries of Australia.

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**DAVID SMITH** BBus, MBA, FAIM  
Chief Executive Officer,  
NRMA Insurance NZ Limited

Mr David Smith has 23 years experience in financial services. He joined NRMA Insurance Limited in 1999 as General Manager, Human Resources. In February 2001, Mr Smith was appointed Chief Executive Officer of NRMA Insurance NZ Limited. Prior to joining IAG, Mr Smith held senior positions with Westpac Banking Corporation, including Regional General Manager, Retail Banking Queensland.

He is a Director of NRMA Woden Pty Limited, NRMA (NZ) Holdings Limited, NRMA Insurance NZ Limited, State Insurance Limited, New Zealand Car Parts Limited and Direct Insurance Services Limited. Mr Smith is also a Director of First Rescue Emergency NZ Limited and is the Chairman of Loyalty New Zealand Limited.

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**IAN BROWN** ANZIF, FAIM  
Deputy Chief Executive Officer

Mr Ian Brown has 36 years experience in the general insurance sector. He was the Acting CEO of IAG from April to December 2001, and before this was IAG's Chief General Manager, International and Corporate Services.

Prior to joining IAG in 1999, Mr Brown held the position of Managing Director of SGIO Insurance Limited. Previously, he was General Manager for New Zealand at Security & General Insurance (The Lumley Group) and State Manager Western Australia for QBE Insurance Limited and General Manager of Western Underwriters Insurance Limited.

Mr Brown serves on a number of IAG subsidiary Boards, including SGIO Insurance Limited and is currently a Board member of the Insurance Council of Australia (ICA). He is the former President of the ICA and the Australian Institute of Management – Western Australia.

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**KARYN BAYLIS**  
Group Executive, Sales & Marketing

Ms Karyn Baylis has extensive experience in both marketing and general management. Ms Baylis is responsible for the strategic direction of IAG's sales and marketing division including the distribution network and branding activities. Prior to her appointment at IAG in February 2002, Ms Baylis led Qantas' largest overseas operation as Senior Vice President and Regional General Manager, The Americas. Before this, she was General Manager, Customer and Marketing Services for Qantas. During her seven years with Qantas, Ms Baylis had responsibility for product and brand management, market research, customer strategy, customer relations and internal communication.

Prior to joining Qantas, Ms Baylis was the principal of her own marketing consultancy and also held a number of management positions with Australian Airlines (formerly Trans Australian Airlines).

Ms Baylis is a Director of NRMA Life Nominees Pty Limited and NRMA Financial Management Limited.

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**RICK JACKSON** DipT, BEd, AAIBF (Snr), GradDipMan (Bus)  
Chief Operating Officer, Insurance  
Manufacturers of Australia Pty Limited (IMA)

Mr Rick Jackson has more than 15 years experience in the financial services, banking and general insurance sectors. He is currently Chief Operating Officer of IMA and is responsible for the manufacture of personal lines general insurance products, both within IMA and nationally.

Prior to joining the Company in 1999, Mr Jackson held several senior positions with RACV, including Executive General Manager, Sales & Marketing and Executive General Manager, Commercial Services.

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**MARIO PIRONE** BBus, DipInsMgt, FCPA  
Group Executive, Asset Management  
& Retirement Services

Mr Mario Pirone has 23 years experience in general insurance and financial services. He has held several senior positions with IAG and is currently responsible for asset management, retirement services, group strategy and technology.

Before joining IAG in 1999, Mr Pirone held senior positions with SGIO Insurance Limited and was involved in the listing of SGIO in 1994.

Mr Pirone is a Director on a number of IAG subsidiary Boards including NRMA Asset Management Limited, NRMA Insurance International Pty Limited, NRMA (Western Australia) Pty Limited, NRMA Financial Planning Pty Limited and SGIC Insurance Limited.

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**GEORGE VENARDOS** BCom, FCA, FCIS, FTIA, MAICD  
Chief Financial Officer

Mr George Venardos joined IAG in 1998. He oversees all aspects of the Group's finances as well as the legal, company secretarial, investor relations and corporate services areas of the business.

Prior to joining IAG, Mr Venardos held the position of Executive Director and General Manager, Finance and Corporate Services, with the Legal & General Group.

He serves on most of the NRMA Insurance Boards and is the Chairman of the Finance and Accounting Standing Committee for the Insurance Council of Australia.

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**SAM MOSTYN** BA, LLB  
Group Executive, Culture & Reputation

Ms Sam Mostyn has an extensive background in law, corporate affairs, human resources and politics. She is responsible for managing the corporate affairs, government and policy, social responsibility, and human resources functions of IAG.

Most recently, Ms Mostyn was the Director of Corporate Development and Acting Human Resources Director at Cable & Wireless Optus. She also spent two years in London in the role of Group Director, Human Resources for Cable & Wireless Plc. Prior to joining Cable & Wireless Optus, she was a senior adviser (communications) to the former Australian Prime Minister, The Hon. P.J. Keating.

Ms Mostyn is legally trained and serves on the Academic Advisory Board of the Australian Institute of Management and the Board of the State Rail Authority of New South Wales.

She is a Director of Insurance Australia Group Services Pty Limited, NRMA Life Limited and NRMA Staff Superannuation Pty Limited.