

Directors' Report

Cardno Limited and its Controlled Entities for the year ended 30 June 2010

Director	Experience	Special Responsibilities
Andrew D Buckley BE(Hons), FIEAust, FAICD, CPEng, RPEQ Managing Director Age 53	<p>Andrew was appointed Managing Director of the Cardno Group in 1997. He has thirty years' experience in executive management, project management, design and implementation of engineering and development assistance projects. Andrew has worked in the management, design and construction of mining, engineering and infrastructure projects in Australia, Africa, USA and Asia. For the last 15 years he has worked in executive management roles in the engineering, construction and development assistance sectors with a special focus on growth. Under Andrew's leadership the Cardno Group has grown from an annual turnover of approximately \$14 million in FY1997 to \$477 million in FY2010 and from less than 200 people to over 3,700.</p> <p>Andrew was a Non-executive Director of CBD Professional Services Pty Ltd, which is associated with Carter Newell Lawyers until December 2009.</p>	Andrew is a member of the Nominations Committee
Anthony H (Tony) Barnes BCom Non-executive Director Age 60	<p>Tony Barnes has been a non-executive Director of Cardno since 31 July 2008. He was formerly the Chief Financial Officer of Zinifex Limited, an international mining, exploration and development company. Mr Barnes also held the position of Chief Executive Officer of Zinifex Limited during a management change. Mr Barnes played a key role in the successful IPO of Zinifex Limited in May 2004 and its subsequent restructure culminating in the merger with Oxiana Limited in July 2008 to form Oz Minerals Limited. He has extensive financial experience following a career which included more than 32 years with BHP, both within Australia and Internationally.</p> <p>Tony is also a Director of the Victorian Rugby Union.</p>	Tony is Chairman of the Board's Audit, Risk & Compliance Committee, the Standing Due Diligence Committee and a member of the Remuneration Committee.
Peter J Cosgrove AC, MC ndc (Ind), jssc, psc (US), Dip Mil Stud, FAICD Non-executive Director Age 63	<p>Retired General Peter Cosgrove joined Cardno as a Non Executive Director on 26 March 2007, bringing with him a wealth of experience and credentials. Peter is a Director of Qantas Airways Limited and Qantas Superannuation Limited, and a Fellow of the Australian Institute of Company Directors. Peter was a director of Australian Rugby Union Limited until April 2010. He also holds a number of prestigious memberships and board appointments. Peter was Chief of the Australian Defence Force from July 2002 until July 2005. In 1999 he was appointed as Commander of the International Forces in East Timor and helped the country transition to independence. Peter was awarded the Military Cross in Vietnam and he was appointed as a Companion of the Military Division of the Order of Australia, Companion of the New Zealand Order of Merit (CNZM) and Commander of the United States Legion of Merit. In 2001 Peter was the Australian of the Year.</p>	Peter is a member of the Nominations Committee