

ADVERTITAS LIMITED
ACN 156 377 141
(Company)
Current as at 27 August 2021

| | | | RATING FOR THE CURRENT BOARD – S. Belben, M. Ratty, M. McConnell, A. Stoff and R. Besnard (LOW/MODERATE/HIGH) |
|---------------------------------------|--|---|--|
| 1. RISK & COMPLIANCE | 1a. Operational Risk & Compliance | Identify key risks to the organisation related to each key area of operations. | Moderate/ High |
| | 1b. Legal Risk & Compliance | Ability to monitor risk and compliance and knowledge of legal and regulatory requirements. | Moderate/ High |
| | 1c. Financial & Audit | Experience in accounting and finance to analyse statements, assess financial viability, contribute to financial planning, oversee budgets and oversee funding arrangements. | Moderate/ High |
| | 1d. Technology | Knowledge of IT governance and systems including privacy, data management and security. | Moderate/ High |
| 2. STRATEGY & POLICY | 2a. Strategy | Ability to identify and critically assess strategic opportunities and threats to the organisation. Develop strategies in context to our policies and business objectives. | Moderate/ High |
| | 2b. Policy Development | Ability to identify key issues for the organisation and develop appropriate policy parameters within which the organization should operate. | Moderate/ High |
| | 2c. Crisis Management | Ability to constructively manage crisis, provide leadership around solutions and contribute to communications strategy with stakeholders. | High |
| 3. INDUSTRY | 3a. Industry Specific Skills | Experience and knowledge with respect to the industry in which the Company operates. | Moderate/ High |
| 4. MANAGEMENT & LEADERSHIP | 4a. Executive Management | Experience in evaluating performance of senior management, and oversee strategic human capital planning. | Moderate/ High |
| | 4b. 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. | Moderate/ High |
| | 4c. Negotiation | Possess excellent negotiation skills, with the ability to drive stakeholder support for board decisions. | High |
| 5. BOARD CONDUCT | 5a. Ethics and Integrity | Understand role as director and continue to self-educate on legal responsibility, ability to maintain board confidentiality, declare any conflicts. | High |
| | 5b. Contribution | Ability to constructively contribute to board discussions and communicate effectively with management and other directors. | High |
| 6. PERSONAL | 6a. Diversity | Adds gender, age and/or ethnic diversity to the Board. Diversity can lead to better board outcomes. | Low / Moderate |
| | 6b. Previous Board Experience | Has director experience (past or present) on other public company or private company Boards. | Moderate/ High |
| | 6c. Board Training | Has completed formal training in director role and duties including training in governance and risk. | Moderate |