

ADVERTITAS LIMITED (COMPANY)
ACN 156 377 141
BOARD SKILLS MATRIX
Current as at 12 October 2023

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

Ratings

5 = all of the time/fully satisfactory

4 = most of the time/above average

3 = some of the time/average

2 = occasionally/below average

1 = hardly ever/poor