

Board Skills Matrix

30 JUNE 2022



AREA	OVERVIEW	KIMLEY WOOD	STEVEN METTER	MARTIN GREEN
Professional Skills and Experience				
Financial and Audit	Experience in accounting and finance to analyse statements, assess financial viability, contribute to financial planning, oversee budgets, oversee funding arrangements.	Yes	Yes	Yes
Strategy	Ability to identify and critically assess strategic opportunities and threats to the organisation Develop strategies in context to our policies and business objectives.	Yes	Yes	Yes
Remuneration	Ability to review and make recommendations regarding remuneration structures, including equity incentives.	Yes	Yes	Yes
Risk Management	Identify and monitor key risks to the organisation related to each key area of operations.	Yes	Yes	Yes
Legal and Governance	Ability to review legal, regulatory and governance developments and impact on the company.	Yes	Yes	Yes
Industry Experience	Experience in evaluating performance of senior management, and oversee strategic human capital planning.	Yes	Yes	Yes
Interpersonal Skills				
Leadership	Make decisions and take necessary actions in the best interest of the organisation and represent the Organisation favourably. Analyse issues and contribute to board level to solutions.	Yes	Yes	Yes
Ethics and Integrity	Understand role as director and continue to self-educate on legal responsibility, ability to maintain board confidentiality, declare any conflicts.	Yes	Yes	Yes
Contributions	Ability to constructively contribute to board discussions and communicate effectively with management and other directors	Yes	Yes	Yes
Diversity and Other				
Diversity	Adequate diversity to bring different perspectives to board discussions (age, gender, background, Nationality)	No	No	No
Previous Board Experience	Experience as a Director in other companies	Yes	Yes	Yes