



**Spectur Limited**  
Board Skills Matrix Analysis

Using this Matrix Analysis tab, a board may be able to identify existing capabilities as well as areas where board development or additional qualifications are needed. It imports data inputted in Tab 1 ("Matrix") and ultimately relates that information to determine recruitment priorities for the board.

**Directions:** Rate the level of importance for each skill and experience and demographic area as it pertains to your board. Then, see how that compares to your current board representation. Finally, determine recruitment priorities based on this comparison. Ratings to be used for level of importance and priority are a scale of High(3) to Low/Not Applicable (1).

Priority Legend	
High	3
Medium	2
Low/NA	1

	Level of Importance	Current Board Representation	Recruitment Priority
<b>Skills &amp; Experience</b>			
Strategy Formulation / execution	● 3	● 3	● 1
Board of Director Experience	● 3	● 3	● 2
CEO Succession Planning	● 1	● 3	● 1
ASX Listed Company experience	● 3	● 2	● 3
International Business	● 3	● 3	● 3
Financial / Accounting/Corporate Finance Experience	● 3	● 2	● 3
Fundraising / Capital Markets	● 3	● 2	● 3
Health Safety and Environment	● 2	● 2	● 2
Human Resource Management	● 2	● 3	● 1
Industry Knowledge	● 3	● 2	● 3
Executive Leadership	● 3	● 3	● 2
Legal	● 1	● 1	● 1
Corporate Governance and Compliance	● 2	● 3	● 2
Marketing/PR	● 3	● 2	● 1
Organisational Management	● 2	● 3	● 2
Growth	● 3	● 2	● 3
Risk Management	● 3	● 3	● 2
Strategy and Development	● 3	● 3	● 2
Technology/IT	● 3	● 2	● 2
Remuneration	● 2	● 2	● 2
Innovation, R&D and Commercialisation	● 3	● 2	● 2
Market (Customers)	● 3	● 3	● 2
Location - East Coast	● 3	● 2	● 2
<b>Demographic Background</b>			
<b>Gender</b>			
Male	● 2	2	● 2
Female	● 2	1	● 2