

Select Harvests Limited 2024 Board Skills Matrix

Area of Competency							
DIRECTOR:	A	B	C	D	E	F	Total Score
1. Corporate Governance Experience (Demonstrated experience of Boards and Good Governance principles)	4	4	3	4	3	4	22
2. ASX Board Experience (Experienced Company Director at ASX level)	4	3	3	4	3	4	21
3. Stakeholder Relations (including ASX/Capital Markets)	4	3	4	3	2	3	19
4. Strategy Development and Implementation (Demonstrated ability to think strategically)	4	3	4	3	3	4	21
5. Understanding of Risk Management (including green washing)	3	3	3	4	3	4	20
6. Leadership experience (Context is around leadership as a Director, not management)	4	3	2	3	3	4	19
7. Financial Literacy and Accounting experience (Ability to read and understand all aspects of financial reporting)	3	4	4	4	3	3	21
8. Legal expertise	2	2	2	2	3	2	13
9. Agricultural Industry Experience	4	4	4	1	3	3	19
10. Human Resource and or People and Culture experience	3	3	3	3	3	4	19
11. Processing Experience/Food Industry	2	2	4	1	3	4	16
12. Cyber Security experience	2	2	2	2	2	3	13
13. Sustainability, ESG/Carbon footprint/Supply Chain	2	3	2	2	2	3	14

Select Harvests Limited 2024 Board Skills Matrix – Rating Scale

Level of Competency		
Highly Competent	4	Highly skilled, expert experience (Generally, Director will have a formal qualification or an ability to demonstrate a very high level of expertise in the field e.g. Managing Director/CEO of an ASX listed or large organisation)
Competent	3	Proficient or significant level of skill and experience (Director will have an ability to demonstrate significant experience in the area e.g. Executive level of ASX listed or large organisation)
Average	2	Some experience and understanding (Director has some knowledge on the matter but needs further exposure or understanding to build knowledge)
Limited	1	Limited or low level of skill and experience (Director has little to low level knowledge in the area concerned)
N/A	0	Not applicable (Director does not have experience/skill set in this area)