Select Harvests Limited 2026 Board Skills Matrix

Area of Competency	DIRECTOR							Total Score
	1	2	3	4	5	6	7	
1. Corporate Governance Experience (Demonstrated experience of Boards and Good Governance principles)	4	4	3	4	4	4	4	**27**
2. ASX Board Experience (Experienced Company Director at ASX level)	4	3	3	4	4	4	2	**24**
3. Stakeholder Relations (including ASX/Capital Markets)	4	3	4	3	3	3	3	**23**
4. Strategy Development and Implementation (Demonstrated ability to think strategically)	4	3	4	3	4	4	4	**26**
5. Understanding of Risk Management (including green washing)	3	3	3	4	4	4	4	**25**
6. Leadership experience (Context is around leadership as a Director, not management)	4	3	2	4	3	2	4	**22**
7. Financial Literacy and Accounting experience (Ability to read and understand all aspects of financial reporting)	3	4	4	4	3	4	3	**25**
8. Legal expertise	2	2	2	2	2	2	2	**14**
9. Agricultural Industry Experience	4	4	4	2	3	4	4	**25**
10. Human Resource and or People and Culture experience	3	3	3	3	3	3	3	**21**
11. Processing Experience/Food Industry	2	2	4	2	4	4	3	**21**
12. Cyber Security experience	2	2	2	2	2	2	2	**14**
13. Sustainability, ESG/Carbon footprint/Supply Chain	2	3	2	2	3	3	4	**19**

Select Harvests Limited 2026 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)
General	**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)