

**AUSCANN GROUP HOLDINGS LTD**  
**ACN 008 095 207**  
**(Company)**  
**Board Skills Matrix**  
**Current as at 9 June 2017**

|                                       |  |   | <b>RATING FOR THE BOARD<br/>(LOW/MODERATE/HIGH)</b> |
|---------------------------------------|--|---|---|
| <b>1. RISK &amp; COMPLIANCE</b>       | <b>1a. Operational Risk &amp; Compliance</b> | Identify key risks to the organisation related to each key area of operations.  | Moderate/<br>High                                   |
|                                       | <b>1b. Legal Risk &amp; Compliance</b>       | Ability to monitor risk and compliance and knowledge of legal and regulatory requirements.  | Moderate/<br>High                                   |
|                                       | <b>1c. Financial &amp; Audit</b>             | Experience in accounting and finance to analyse statements, assess financial viability, contribute to financial planning, oversee budgets and oversee funding arrangements.               | Moderate/<br>High                                   |
|                                       | <b>1d. Technology</b>                        | Knowledge of IT governance and systems including privacy, data management and security.   | Moderate  |
| <b>2. STRATEGY &amp; POLICY</b>       | <b>2a. Strategy</b>                          | Ability to identify and critically assess strategic opportunities and threats to the organisation. Develop strategies in context to our policies and business objectives.                 | Moderate/<br>High                                   |
|                                       | <b>2b. Policy Development</b>                | Ability to identify key issues for the organisation and develop appropriate policy parameters within which the organization should operate.   | Moderate/<br>High                                   |
|                                       | <b>2c. Crisis Management</b>                 | Ability to constructively manage crisis, provide leadership around solutions and contribute to communications strategy with stakeholders.   | High  |
| <b>3. INDUSTRY</b>                    | <b>3a. Industry Specific Skills</b>          | Experience and knowledge with respect to the industry in which the Company operates.  | Moderate/High                                       |
| <b>4. MANAGEMENT &amp; LEADERSHIP</b> | <b>4a. Executive Management</b>              | Experience in evaluating performance of senior management, and oversee strategic human capital planning.  | Moderate/<br>High                                   |
|                                       | <b>4b. Leadership</b>                        | 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. | Moderate/<br>High                                   |
|                                       | <b>4c. Negotiation</b>                       | Possess excellent negotiation skills, with the ability to drive stakeholder support for board decisions.  | High  |
| <b>5. BOARD CONDUCT</b>               | <b>5a. Ethics and Integrity</b>              | Understand role as director and continue to self-educate on legal responsibility, ability to maintain board confidentiality, declare any conflicts.                                       | High  |
|                                       | <b>5b. Contribution</b>                      | Ability to constructively contribute to board discussions and communicate effectively with management and other directors.  | High  |
| <b>6. PERSONAL</b>                    | <b>6a. Diversity</b>                         | Adds gender, age and/or ethnic diversity to the Board. Diversity can lead to better board outcomes.   | High  |
|                                       | <b>6b. Previous Board Experience</b>         | Has director experience (past or present) on other public company or private company Boards.  | High  |
|                                       | <b>6c. Board Training</b>                    | Has completed formal training in director role and duties including training in governance and risk.  | High  |