Strata Investment Holdings plc

Skill		CH	MM	TOTAL
Strategy	Ability to think strategically and identify and critically assess opportunities and threats and develop effective strategies in the context of changing market conditions.	H	H	H
Finance	The ability to analyse financial statements and reporting, critically assess the financial performance of the Group, contribute to budget planning and efficient use of capital and resources.	H	H	H
Operations	A broad range of commercial and business experience in business systems, practices, improvements, risk and compliance, marketing, technology and human resources.	H	H	H
Industry experience	Experience and broad understanding of the resources industry , particularly in developing nations, including socio-political risks and market drivers, risks and trends including policies, competitors, regulatory policy and framework.	M	H	H

- Board Skills Matrix

Please mark each skill with your individual ranking of (H)igh (M)edium (L)ow

Skill		CH	MM	TOTAL
Exploration	Clear understanding of price and demand drivers in the metals industry, managing exploration risks and recruiting appropriate expertise, understanding of processing, pricing export and sales of minerals, safety risks and setting explorations and production budgets and targets.	M	H	H
Capital markets	Expertise in considering and implementing efficient capital management including alternative capital sources and distributions, yields and appropriate markets.	M	H	H
Corporate Transactions	Experience in all aspects of the assessment, negotiation, structuring and risk management of corporate actions, acquisitions and divestments, joint ventures and earn-in / out arrangements	M	H	H
People and performance	Appreciation of the best practices in HR planning and management, with familiarity in employment legislation and labour relations, recruitment, compensation, performance reviews and conflict management. Ability to understand and react to changing social expectations and oversee the creation of a safe workplace in which employees are engaged. Understanding of workplace health and safety issues, anti-discrimination and bullying laws.	H	M	M

Skill		CH	MM	Total
Legal and compliance	Ability to identify key risks to the Group in a wide range of areas, including safety, legal and regulatory compliance and to monitor risk and compliance management frameworks and systems.	M	H	M
ASX governance	Knowledge and experience in best practice implementation of ASX and Corporations Act governance structures, policies and processes. Working knowledge of ASX Corporate Governance Council's Principles and Recommendations.	M	M	M
Environment	Expertise in managing environmental programmes, and community and regulatory expectations and understanding of environmental impact of the Group's activities.	M	M	M
Corporate History	Good understanding of recent corporate background including organisational structure, litigation, key contracts and relationships, performance and capital structures.	M	H	H

Skill		CH	MM	TOTAL
Innovation	Ability to spot trends, identify alternative markets, formulate and implement “disruptive” strategies, be agile in strategy, ability to be adaptive, social media skills and awareness of influencers and trends.	M	H	M
Social Licence to Operate	Experience in understanding and analysing trends in public policy and community sentiment, experience and skill in promoting and implementing sustainability initiatives, environmental and social awareness, ability to innovate around corporate citizenship.	M	M	M
Communications and Investor Engagement	Experience in engagement with key investors, influencers and proxy advisors in the industry, understanding of market and investment drivers, ability to formulate and communicate key messaging, ability to tap into industry networks.	H	H	H
Risk Management	Ability to identify industry-specific, general and emerging risks. Experience in overseeing implementation and reporting against risk management systems. Understanding of emerging risks, including ESG, climate change and coronavirus risks.	H	M	H