

## FDV Board Skills Matrix Review (March 2023)

<b>Combined – All Directors</b>					<b>Aggregate Score**</b>	<b>Company Assessment***</b>
<b>Category</b>	<b>AK</b>	<b>SdG</b>	<b>ML</b>	<b>FP</b>		
<b>Strategic Skills</b>					<b>Directors' self-rating*</b>	
Strategy Implementation - ability to challenge management on agreed strategic planning objectives	1	1	1	2	6	High
Future Vision - recognising and positioning for market opportunities	2	1	1	3	7	Medium
Understanding current market including competitors	2	1	2	2	7	Medium
Innovation	2	1	2	2	7	Medium
Business Development	2	1	1	2	6	High
<b>Corporate Government Skills</b>						
Board Experience/Governance	1	1	1	1	4	High
Chair Experience	1	2	1	3	7	Medium
Compliance	2	1	1	2	6	High
Legal/ Regulatory	1	1	1	3	6	High
Government Relations	3	2	2	3	10	Low
Risk (Operational and strategic)	2	1	1	2	6	High
Human Resources	2	1	1	2	6	High
Diversity	2	1	1	2	6	High
Team Contribution	1	1	1	1	4	High
<b>Financial Skills</b>						
Finance/Audit	2	2	1	1	6	High
Capital & Investments Markets	1	1	1	2	5	High
Profit & Loss Responsibility	2	1	1	1	5	High
<b>Industry Specific Skills</b>						
E-Commerce applications	2	1	2	2	7	Medium
On-line/digital market place businesses	1	1	2	3	7	Medium
Emerging markets in e-commerce	1	1	2	2	6	High
E-commerce Technology	2	2	2	3	9	Medium
Experience in global and international markets	2	1	2	2	7	Medium
Experience in classifieds (global online)	3	1	2	3	9	Medium
Other:						
<b>Additional Individual Skills not Listed above</b>						
Ethics and Integrity	1					
Negotiation	1					
Executive Management	1					
Marketing/Promotion			1			
Taxation				1		

\* **Rating (individual):** 1=High; 2=Medium/Moderate; 3= Little or None

\*\* **Aggregate Score** – is calculated by adding the assessment numbers for each director (the lower the score, the higher the skill level; the higher the score, the lower the skill level; a score of 4 is the highest possible rating; a score of 12 is the lowest possible rating);

\*\*\* **Assessment** – gives a colour-coded rating based on score; High (green) 4-6; Medium (orange) 7-9; Low (red) 10-12