

Frontier Digital Ventures Limited (ASX: FDV)
Board Skills Matrix Review – 2024

Category	Aggregate Score ** (Combined all directors)	Company Assessment***
Strategic Skills		
Strategy Implementation - ability to challenge management on agreed strategic planning objectives	5	
Future Vision - recognising and positioning for market opportunities	7	
Understanding current market including competitors	9	
Innovation	8	
Business Development	7	
Corporate Government Skills		
Board Experience/Governance	6	
Chair Experience	10	
Compliance	8	
Legal/ Regulatory	9	
Government Relations	13	
Risk (Operational and strategic)	8	
Human Resources	8	
Diversity	8	
Team Contribution	5	
Financial Skills		
Finance/Audit	8	
Capital & Investments Markets	7	
Profit & Loss Responsibility	6	
Industry Specific Skills		
E-Commerce applications	8	
On-line/digital marketplace businesses	7	
Emerging markets in e-commerce	8	
E-commerce Technology	11	
Experience in global and international markets	9	
Experience in classifieds (global online)	10	
Other: None		
Additional Individual Skills not Listed above		
Ethics and Integrity	NA	NA
Negotiation	NA	NA
Executive Management	NA	NA
Marketing/Promotion	NA	NA
Taxation	NA	NA

****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 5 is the highest possible rating; a score of 15 is the lowest possible rating);

*****Assessment** – gives a colour-coded rating based on score;

- High (green) 5 – 7;
- Medium (orange) 8 – 10; and
- Low (red) 11 – 15.