

Strong: 3 Good: 2 Limited: 1

Title         Managing Moneton         Non-Executive Objection         Root- Director Protector Director         Proceity Director Director         Annual Proceity Director	Name	Gavin Loyden	David Fitch	Tim Wall	Daniel Harris	Tony Pearson
Age   58	Title	Managing		Non-Executive	Non- Executive	Executive
Segretarion	Independent	N	Y	Y	Y	Y
Page   Page	Age	58	45	59	68	49
Corporate leadership         3         2         3         3           International experience         1         2         3         3           Industry & sector experience         2         2         2         3         3           Board experience         2         2         2         3         3         3           Capital projects         1         1         1         3         3         2           Strategy Development         3         2         3         3         3         3           Legal & Regulatory         2         2         2         2         2         2         3         3         3         3         3         1         1         1         3         2         3         3         3         1	Gender	М	М	М	М	М
International experience	Experience	2.2	1.9	2.6	2.5	2.5
Industry & sector experience	Corporate leadership	3	2	3	3	3
Board experience   2	International experience	1	2	3	3	3
Capital projects         1         1         3         3         2           Strategy Development         3         2         3         3         3           Finance & Accounting         1         3         2         3         3           Legal & Regulatory         2         2         2         2         2         2         3         3           Digital & Information Technology         1         1         1         2         1 </td <td>Industry &amp; sector experience</td> <td>2</td> <td>2</td> <td>2</td> <td>3</td> <td>3</td>	Industry & sector experience	2	2	2	3	3
Strategy Development   3	Board experience	2	2	3	3	3
Finance & Accounting  1 3 2 3 3 3  Legal & Regulatory  2 2 2 2 2 2 2 3  Digital & Information Technology  1 1 1 2 1 1  Human Resources & People  3 2 3 3 3 1  Public Relations, Marketing & Communications  3 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Capital projects	1	1	3	3	2
Legal & Regulatory         2         2         2         2         2         3           Digital & Information Technology         1         1         1         2         1         1           Human Resources & People         3         2         3         3         1           Public Relations, Marketing & Communications         3         2         3         2         2         2         2         3         3         2         2         3         3         3         2         2         3         3         3         3         2         2         3         3	Strategy Development	3	2	3	3	3
Digital & Information Technology	Finance & Accounting	1	3	2	3	3
Human Resources & People 3 2 3 3 3 1 Public Relations, Marketing & Communications 3 2 2 2 2 2 Risk & Compilance 2 2 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	Legal & Regulatory	2	2	2	2	3
Public Relations, Marketing & Communications         3         2         2         2         2         2         2         3         2         3         2         2         3         3         2         2         3         3         2         2         3         3         2         2         3         3         2         2         3         3         2         2         3         3         2         2         3 <td>Digital &amp; Information Technology</td> <td>1</td> <td>1</td> <td>2</td> <td>1</td> <td>1</td>	Digital & Information Technology	1	1	2	1	1
Risk & Compliance	Human Resources & People	3	2	3	3	1
Capital Markets         2         2         2         2         3           Stakeholder engagement         3         2         3         2         3           Environment & Climate         3         2         3         2         2           Social & Sustainability         3         2         3         2         2           Governance Competencies         2.7         2.3         2.8         2.8         2.8           Financial literacy         2         3         <	Public Relations, Marketing & Communications	3	2	2	2	2
Stakeholder engagement         3         2         3         2         3           Environment & Climate         3         2         3         2         2           Social & Sustainability         3         2         3         2         2           Governance Competencies         2.7         2.3         2.8         2.8         2.8           Financial literacy         2         3         2         3         3         2	Risk & Compliance	2	2	3	3	3
Environment & Climate 3 2 3 2 2 2 3 2 2 3 2 2 3 3 2 2 2 3 3 2 3 2 2 3 3 2 3 2 2 3	Capital Markets	2	2	2	2	3
Social & Sustainability   3	Stakeholder engagement	3	2	3	2	3
Governance Competencies         2.7         2.3         2.8         2.8           Financial literacy         2         3         3         3         3           Strategic thinking         3         3         3         3         3         3           Executive performance management         2         2         3         2         3         3         2         3         3         2         3         3         2         3         3         3         3         3         3         3         3         3         3         3         3         3         3	Environment & Climate	3	2	3	2	2
Financial literacy         2         3         3         3         3           Strategic thinking         3         2         3         3         2         3         3         2         3	Social & Sustainability	3	2	3	2	2
Strategic thinking   3   3   3   3   3   3   3   3   3	Governance Competencies	2.7	2.3	2.8	2.8	2.8
Executive performance management 2 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	Financial literacy	2	3	3	3	3
Risk management and mitigation       3       2       3       3       3         Compliance focus       3       2       3       2       3         Profile / reputation       3       2       2       3       2         Behavioural Competencies       3       2.1       2.8       3       2.6         Team player / collaborative       3       2       3       3       3         Ability and willingness to challenge and probe       3       2       3       3       3         Common sense and sound judgement       3       3       3       3       3         Integrity and high ethical standards       3       2       3       3       3         Mentoring abilities       3       2       3       3       2         Interpersonal relations       3       2       2       3       2         Listening skills       3       2       3       3       2         Verbal communication skills       3       2       3       3       3         Understanding of effective decision-making process       3       2       3       3       3	Strategic thinking	3	3	3	3	3
Compliance focus         3         2         3         2         3           Profile / reputation         3         2         2         3         2           Behavioural Competencies         3         2.1         2.8         3         2.6           Team player / collaborative         3         2         3         3         3         3           Ability and willingness to challenge and probe         3         2         3         3         3           Common sense and sound judgement         3         3         3         3         3         3           Integrity and high ethical standards         3         2         3         3         3           Mentoring abilities         3         2         3         3         2           Interpersonal relations         3         2         2         3         2           Listening skills         3         2         3         3         2           Verbal communication skills         3         2         3         3         3           Understanding of effective decision-making process         3         2         3         3         3	Executive performance management	2	2	3	3	3
Profile / reputation         3         2         2         3         2           Behavioural Competencies         3         2.1         2.8         3         2.6           Team player / collaborative         3         2         3         3         3           Ability and willingness to challenge and probe         3         2         3         3         3           Common sense and sound judgement         3         3         3         3         3         3           Integrity and high ethical standards         3         2         3         3         3           Mentoring abilities         3         2         3         3         2           Interpersonal relations         3         2         2         3         2           Listening skills         3         2         2         3         2           Verbal communication skills         3         2         3         3         2           Understanding of effective decision-making process         3         2         3         3         3	Risk management and mitigation	3	2	3	3	3
Behavioural Competencies         3         2.1         2.8         3         2.6           Team player / collaborative         3         2         3         3         3           Ability and willingness to challenge and probe         3         2         3         3         3           Common sense and sound judgement         3         3         3         3         3         3           Integrity and high ethical standards         3         2         3         3         3           Mentoring abilities         3         2         3         3         2           Interpersonal relations         3         2         2         3         2           Listening skills         3         2         2         3         2           Verbal communication skills         3         2         3         3         2           Understanding of effective decision-making process         3         2         3         3         3	Compliance focus	3	2	3	2	3
Team player / collaborative         3         2         3         3         3           Ability and willingness to challenge and probe         3         2         3         3         3           Common sense and sound judgement         3         3         3         3         3         3           Integrity and high ethical standards         3         2         3         3         3           Mentoring abilities         3         2         3         3         2           Interpersonal relations         3         2         2         3         2           Listening skills         3         2         2         3         2           Verbal communication skills         3         2         3         3         2           Understanding of effective decision-making process         3         2         3         3         3	Profile / reputation	3	2	2	3	2
Ability and willingness to challenge and probe  3 2 3 3 3  Common sense and sound judgement  3 3 3 3 3  Integrity and high ethical standards  3 2 3 3 3  Mentoring abilities  3 2 3 3 3  Interpersonal relations  3 2 2 3 2  Interpersonal relations  3 2 2 3 2  Uverbal communication skills  3 2 3 3 3  2 Understanding of effective decision-making process  3 3 3 3 3  3 3 3 3 3  3 3 3 3 3  3 3 3 3 3  3 3 3 3 3  4 3 3 3 3	Behavioural Competencies	3	2.1	2.8	3	2.6
Common sense and sound judgement       3       2       3       3       2       3       2       3       2       3       2       3       2       3       2       2       3       2       2       3       2       2       3       2       2       3       2       2       3       2       3       2       3       2       3       2       3       3       2       3       3       3       3       3       3       3       3       3       3       3       2       3       3       3       2       3       3       3       2       3       3       3       2       3       3       3       3       2       3	Team player / collaborative	3	2	3	3	3
Integrity and high ethical standards       3       2       3       3         Mentoring abilities       3       2       3       3       2         Interpersonal relations       3       2       2       3       2         Listening skills       3       2       2       3       2         Verbal communication skills       3       2       3       3       2         Understanding of effective decision-making process       3       2       3       3       3	Ability and willingness to challenge and probe	3	2	3	3	3
Mentoring abilities         3         2         3         2           Interpersonal relations         3         2         2         3         2           Listening skills         3         2         2         3         2           Verbal communication skills         3         2         3         3         2           Understanding of effective decision-making process         3         2         3         3         3	Common sense and sound judgement	3	3	3	3	3
Interpersonal relations	Integrity and high ethical standards	3	2	3	3	3
Listening skills         3         2         2         3         2           Verbal communication skills         3         2         3         3         2           Understanding of effective decision-making process         3         2         3         3         3	Mentoring abilities	3	2	3	3	2
Verbal communication skills         3         2         3         3         2           Understanding of effective decision-making process         3         2         3         3         3	Interpersonal relations	3	2	2	3	2
Understanding of effective decision-making process 3 2 3 3 3	Listening skills	3	2	2	3	2
	Verbal communication skills	3	2	3	3	2
Willingness and ability to devote time and energy to the role 3 2 3 3 3	Understanding of effective decision-making process	3	2	3	3	3
	Willingness and ability to devote time and energy to the role	3	2	3	3	3

SKILL/ATTRIBUTE/EXPERIENCE/KNOWLEDGE	AVERAGE
Independent	80%
Age	56
Gender	0% Female
	100% Male
Corporate leadership	2.8
International experience	2.4
Industry & sector experience	2.4
Board experience	2.6
Capital projects	2.0
Strategy Development	2.8
Finance & Accounting	2.4
Legal & Regulatory	2.2
Digital & Information Technology	1.2
Human Resources & People	2.4
Public Relations, Marketing & Communications	2.2
Risk & Compliance	2.6
Capital Markets	2.2
Stakeholder engagement	2.6
Environment & Climate	2.4
Social & Sustainability	2.4
Governance Competencies	2.3

Level of board skills and experience	Strong: 3
	Good: 2
	Limited: 1