



Janus Electric Holdings Limited

Board Skills Matrix

Personal Attributes and Competencies

Legend: E=Essential / D=Desirable / H=Helpful (Leave blank if not applicable)

Ranking: 10=Highly Skilled / 5=Limited Knowledge / 1-4=Training Needed

		Dennis Lin Chairman	Kristy Carr Non-Executive Director	Tony Fay Non-Executive Director	Ian Campbell Managing Director
Age Diversity	Board is comprised of individuals that bring a range of perspectives and opinions from different generations	✓	✓		✓
Gender Diversity	Board is comprised of a balance of gender diversity that is in line with best practice of nominations (at a minimum 30 per cent of members)	✓	✓		25% Diversity
Cultural Diversity	Board is comprised of individuals with diversity in ethnicity, culture and geographic presence	✓	✓		✓
Tenure Spread	Board has a process/policy that results in rotation of corporate knowledge with fresh perspectives	N/A	N/A		N/A
Succinct Contributions	Ability to digest, analyze and synthesize large amounts of information	✓	✓		✓
Inquisitive Mindset	Ability to ask insightful questions that provide a better understanding of issues	✓	✓		✓
Open Mindedness	Holding strong views lightly and open to being influenced by other perspectives	✓	✓		✓
Respectful	Being respectful of alternative views	✓	✓		✓