

AVADA Group Limited (ASX:AVD)

Board Skills Matrix

Background

Board composition is reviewed periodically and when a vacancy arises or where the Board considers it would benefit from the services of a new Director. This review considers the existing skills and expertise of the Board, upcoming changes in the business outlook and Board, and the mix needed to meet the strategic objectives of the Company.

During 2022 the Board undertook its annual review of skills based on the Board approved skills matrix. In October 2022, each member was asked to rate themselves and their colleagues against the matrix. The purpose of this exercise was threefold:

1. To gauge the extent to which the current members, collectively, demonstrate the required skills;
2. To provide each director with guidance as to how they might enhance their personal skill set to be in a better position to add value to AVADA Group Limited, and
3. To assist with the Boards Succession and renewal initiatives by providing an indication of the skill set that might be searched for in the event of adding an additional director or replacing an existing director.

Board Skills Matrix

The Board Skills Matrix identifies the following skills:

- Strategy
- Financial Performance
- Risk and Compliance
- Corporate Governance
- Traffic Management
- Executive Management
- Environment and Social
- Commercial Experience
- Mergers and Acquisitions
- Business Development
- Safety
- Stakeholder Management

AVADA Group Limited provides in its Annual Report information about the skills, experience and expertise relevant to the position held by each Director.

About AVADA Group Limited

AVADA is Australia's largest listed integrated traffic management provider, with established operations throughout Queensland, NSW and Victoria servicing major public and private sector clients.

With an extensive network of 27 Depots, more than 900 vehicles and 1,900 dedicated employees the Group is well positioned in the integrated traffic management and associated civil sectors.

Visit us at avadagroup.com.au

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