# 2019 Altium Limited Board Skills Matrix

## Financial Acumen
- Financial accounting & reporting
- Mergers & acquisitions
- Capital management

## Technology
- Software engineering
- Product development/management
- EDA/PCB industry knowledge
- General technology/IT
- Innovation & disruption
- Cloud computing

## Strategy
- Corporate strategy development & implementation (incl. vision)
- International perspective
- Strategy communication
- Process development/efficiencies

## Leadership
- C-suite
- Listed company
- High performance company
- International
- Significant growth of a company
- M&A integration

## People
- People/talent development
- Organizational design, health & insight
- Values development & culture change
- Remuneration practices
- HR policies/procedures development

## Risk Management
- Strategic
- Operational (HR, tech, etc.)
- Financial
- Regulatory & Compliance
- Legal perspectives/insight

## External Relationships
- Regulators
- Investors & shareholders
- Market
- Professional advisors

## Key Personal Attributes
- Collegiality
- Wisdom
- Inquisitive mind
- Trust
- Integrity

The Board believes that the above skills are desirable amongst the Directors for the Company to achieve its 2025 strategic vision for the “transformation of electronic design and realisation” and that of the listed criteria, at least one member of the board and in most cases more than one have the requisite skill set.

Reviewed & Amended 19 August 2019