

POLICY DOCUMENT

Board Skills Matrix

(Board Approval Pending)

BIORTICA AGRIMED LIMITED
ACN 637 553 621
(COMPANY)

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Purpose

1.1 Purpose

The board of the Company (Board) is comprised of directors with a broad range of technical, commercial, financial, and other skills, experience, and knowledge relevant to overseeing the business of the Company. This Board skills matrix (Matrix) is used to ensure that the Board has the right balance of directors to set and achieve the organisation's strategic goals and to direct the Company's growth and development.

The Board has identified this Matrix as a useful tool to assist with recruitment and professional development initiatives for directors. As such, the Nomination and Remuneration Committee is expected to have regard to this Matrix when nominating any potential directors for election or re-election to the Board or identifying professional development targets.

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Skills, Experience, Expertise, and Diversity

The Matrix is contained in the Annexure.

2.1 Principles

Each director is not expected to achieve a high rating across all competencies contained in the Matrix. Instead, the Company seeks to achieve a high level of skill, professional experience, or expertise across all of the categories identified in the Matrix.

Given the size and age of the Company, it is expected that there will be gaps in the skills of the Board. Where these gaps exist, they are filled through the employment of suitably experienced senior executives and/or the engagement of professional advisers and consultants.

The skills and attributes identified by the Company can be broadly categorised as follows:

- a) governance skills;
- b) industry skills; and
- c) diversity.

Due to the Company's age, it is currently unable to set specific diversity targets in relation to the composition of the Board. However, the Company values and is conscious of the importance of diversity in the Board and will strive to achieve a diverse Board in the future.

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Review and publication of Matrix

The Board will review this Matrix annually to ensure it remains relevant to the current needs of the Company. The Matrix may be amended by resolution of the Board.

Key features are published in:

- a) either the annual report or on the Company's website; and
- b) in the Appendix 4G to be lodged with the ASX at the same time as lodgement of the annual report.

Approved by the Board on [TBC]:

DOCUMENT NAME:	Board Skills Matrix
IMPLEMENTATION DATE:	TBC
REVIEW DATE:	TBC
VERSION:	1.0

ALL BIORTICA AGRIMED POLICY DOCUMENTATION IS LISTED FOR REVIEW AT THE NEXT SCHEDULED BOARD MEETING.

INVESTORS WILL BE MADE AWARE OF THEIR APPROVAL AND UPDATED DOCUMENTATION WILL BE UPLOADED TO BIORTICA.COM.

Annexure – Board Matrix

BIORTICA AGRIMED BOARD MATRIX		SKILLS, EXPERIENCE & EXPERTISE												
		Independent	Strategy	Corporate Governance	Risk & Compliance	Legal	Health/ Safety/ Environment	Investor/ Public Relations	INDUSTRY			FINANCE		
									Technical	Product Development	Commercial/ Operational	Financial/ Accounting	Capital Markets	Mergers & Acquisitions
Thomas Varga	Executive Director	3	3	3	3	2	2	3	3	3	3	2	2	3
Matthew Turner	Executive Director	3	2	3	3	2	2	2	3	3	3	3	3	3
Simon Tolhurst	Non-Executive Director/ Chairman	3	3	3	3	3	2	2	1	1	1	2	2	3
Sam Feng	Non-Executive Director	3	3	2	2	2	2	2	1	1	1	2	2	3
AVERAGE														

SKILLS RATINGS	
3	High level of skill, professional experience or expertise.
2	Competent level of skill, professional experience or expertise.
1	Developing level of skill, professional experience or expertise.
0	No skill, professional experience or expertise.