

## SPECIFICATION OF SRA BOARD SKILLS AND EXPERIENCES 2025

(Rules 26.1 (d) and 27.3 – SRA Constitution)

SRA Board has an approved Diversity Policy in which SRA actively encourages and facilitates diversity including gender across the whole organisation to enable SRA to meet its objectives. The SRA Board aspires to meet a 50/50 gender diversity ratio for SRA Directors by 2024.

ATTRIBUTES	
<b>Location</b>	Balance across Board
<b>*Independent</b> <i>Majority of Directors to be of independent status as in the current ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (or successor documents)</i>	Majority of Directors
TECHNICAL SKILLS / EXPERIENCE	
<b>*Corporate governance</b> <i>Commitment to the highest standards of governance including experience with rigorous and sophisticated governance structures (incl. organisational/cultural change, legal and compliance).</i>	Board collectively
<b>*Chairing a Board</b> <i>Experience in chairing the Board of a corporation or governance body.</i>	Chairperson
<b>Executive and strategic leadership</b> <i>Executive and/or Board experience in developing, implementing and challenging a plan of action.</i>	All Directors
<b>Communication skills and ability to interrelate with industry and other investors</b> <i>Executive and/or Board experience in this area.</i>	Chairperson and collectively for all other Directors
EXPERTISE / KNOWLEDGE	
<b>*Sugarcane growing</b>	Board collectively
<b>*Sugarcane processing for any product</b>	Board collectively
<b>Crop-based agriculture</b>	Board collectively
<b>*National and international Research and Development and technology transfer</b> <i>Executive and/or Board experience in this area.</i>	Board collectively
<b>*Knowledge of and experience in pathways for the optimum adoption of research outcomes for potential commercialization.</b> <i>Executive and/or Board experience in this area.</i>	Board collectively
<b>*Conservation and management of natural resources</b> <i>Executive and/or Board experience in this area.</i>	Board collectively
<b>*Administration. prioritisation, oversight, monitoring of Research and Development</b> <i>Executive and/or Board experience in this area including an understanding of benefits of economic analysis in relation to R&amp;D projects.</i>	Board collectively
<b>*Finance, accounting and audit</b> <i>Executive experience and/or Board experience in financial accounting and reporting, risk (including cyber security) and internal controls.</i>	Board collectively

\*Constitutional requirement