

RECKON Summary of Board Skills (as at 26 March 2021)

Skill area	Description	E (Essential) D (Desirable) O (Optional /other sources)	Summary of Collective Skills
			Current board 2021
Strategy	Ability to think strategically and identify and critically assess strategic opportunities and threats and develop effective strategies in the context of the strategic objectives of Reckon.	E	Y
Financial performance	Qualifications and experience in accounting and/or finance and the ability to: <ul style="list-style-type: none"> analyse key financial statements critically assess financial viability and performance contribute to strategic financial planning analyse and critically assess budgets and the efficient use of resources analyse and critically assess funding/financing arrangements 	E	Y
Risk and compliance oversight	Ability to identify and understand key risks to the organisation in a wide range of areas including legal and regulatory compliance, and monitor risk and compliance management frameworks and systems	E	Y
Information technology strategy and governance	Knowledge and experience in the strategic use and governance of information management and information technology and infrastructure including: <ul style="list-style-type: none"> particularly in the context of corporate compliance, and delivery of Reckon's hosted, cloud and desktop solutions to accounting/ /bookkeeping professional including to micro and SMEs businesses including personal information privacy and security risk management 	D	Y
Executive management	Experience at an executive level including the ability to: <ul style="list-style-type: none"> appoint and evaluate the performance of the CEO and senior executive managers oversee implementation of Reckon's strategy oversee senior executive managers 	E	Y
Commercial experience	A broad range of commercial/business experience, in areas including retail, online businesses, communications, marketing, corporate compliance, document management, branding and business systems, practices and improvement, in diverse market sectors, such as retail, professional services, IT, property, infrastructure, international markets, especially the US, UK and Europe markets.	E	Y
Financial, tax and accounting services	Knowledge and experience relating to financial, banking tax and accounting services, both retail/ commercial and governance purposes.	E	Y
New markets/ product Development	Knowledge, experience and the ability to oversee R&D strategies, product development cycles, identifying and entering new market strategies	D	Y

Skill area	Description	E (Essential) D (Desirable) O (Optional /other sources)	Summary of Collective Skills
			Current board 2021
Hosted/cloud businesses	Knowledge and experience to oversee the IT infrastructure, security and compliance requirements to deliver online products /services (cloud or hosted)	E	Y
Start-up/innovative businesses	Knowledge and experience relating to identifying and establishing start up/new businesses, particularly technology, or online related businesses, e-businesses, micro/SME businesses	D	Y
International business	Knowledge and experience in setting up and operating businesses in the US, UK and Europe	D / O	Y
Software publishing	Knowledge and experience in software publishing particularly relating to accounting/bookkeeping, practice management, document management and micro/SMEs	E	Y
Community and stakeholder engagement	Ability to effectively engage and communicate with the stakeholders, such as accounting/bookkeeping professionals, micro/SME business owners, education/training institutions, investor representatives /proxy advisors.	E	Y