

**Alpine Canada - Board Competency & Skills Matrix**

Experience & Competencies													Total
Top Executive Experience	Top Executive – Significant Corporation <i>(select one or the other):</i>												
	<ul style="list-style-type: none"> <li>CEO of a significant corporation</li> <li>Other top executive or leader</li> </ul>												
Governance skills and Experience*	Corporate Governance												
	Legal												
	Finance / Professional designation												
	Risk Management												
Other Related Competencies*	High Performance Sport – Athlete, Coach, Sport Science etc												
	Government Relations & Public Policy												
	Marketing, Communications, PR in a digital world												
	Philanthropy & Fundraising												
	Talent / People Management												
	Business Transformation & Revenue Generation												
	Information Technology / Data Management												
	Not for profit / charitable organizations												
	Athlete Experience (national/international experience in the past eight years)												
	International Sport												
Diversity	Age												
	Years on Board												
	Gender - M/F/Other												
	Language - EN, FR, EN/FR, other												
	<sup>(1)</sup> Other Diversity												
Geography	AB												
	B.C.												
	QC												
	ON												
	Other Canada												
	Other Global												
Core Director Attributes	Significant executive leadership experience, including proven experience developing vision and strategy, achieving operational effectiveness and fostering an ethical and performance-based culture.												
	Highly capable demonstration of integrity, intellectual curiosity and interpersonal and judgement qualities necessary to engage effectively with management and board stakeholders.												
	Exceptional standard of performance and achievement, collegial, good judgement and free of conflicts of interest.												
	Politically and environmentally sensitive to the organization's governance structure and mandate, with demonstrated understanding of government and public policy												

\* Self assessed ranking where 1= limited or no experience; 2= good/developing experience and competency; 3= advanced/leading experience and competency

<sup>(1)</sup> Includes self-declared diversity such as visible minority, persons with disability, of an ethnic or cultural group, indigenous, LGBTQ+, etc.

<sup>(2)</sup> A director may select more than one description for geography. In addition to current place of residency, other declarations may reflect circumstances where one had/has a significant affiliation with a region, such as: 1) having been born, raised and educated, 2) having spent a significant amount of time in a particular region during his/her related career, etc.