SCHEDULE A

SKILLS AND EXPERIENCE PROFILE

The *Land Title and Survey Authority Act* (the "LTSA Act") establishes formal procedures by which:

- nominating entities identify nominees to the LTSA (s.7); and
- the LTSA Board selects and appoints Directors from the nominees (s.7 and s.13).

In addition to meeting statutory requirements set out at LTSA Act s.9 for eligibility to be appointed and remain eligible for appointment, Director appointments must reflect the following Board-authorized personal qualifications (described generally as the "skills and experience").

Diversity and Representation

1. The board seeks to represent, in its composition, the diversity of the people and interests served by the land title and survey systems of British Columbia, taking into consideration the board's Diversity Philosophy Statement and the requirements of Section 13 of the LTSA Act.

Personal Attributes

2. All directors should possess the following personal attributes:

   (a) High ethical standards - integrity in professional and personal dealings; trustworthy and conscientious; can be relied upon to act and speak with consistency and honesty;

   (b) Adaptability - flexible, responsive and willing to consider change; tolerance of ambiguity;

   (c) Cultural Awareness and Inclusivity – valuing reconciliation, respectful and encouraging of diverse experience, value systems, origins, culture, beliefs, race and other personal attributes; awareness and openness to the concepts of unconscious bias and systemic discrimination;

   (d) Listening Skills – actively listens and hears, seeks to understand; excellent awareness of balancing their contribution relative to others;

   (e) Broad Perspective – able to view issues from a broad range of viewpoints; and

   (f) Collaborative Approach – team-oriented contributor to consensus development.

Core Competencies and Skills

3. All directors should possess the following core competencies and skills:

(a) Strategic Thinking – understands the level of strategic management needed to achieve results and mitigate risk; an understanding of overall enterprise risk management to support the assessment of the impact of uncertainty on objectives; able to distinguish between strategic and operational matters; and articulate penetrating strategic questions;

(b) Financial Literacy – ability to read financial statements, operating and capital budgets; understands the use of financial ratios and other indices to measure performance;

(c) Critical Thinking – well-developed faculty for critical analysis; ability and willingness to raise potentially controversial issues in a manner that encourages constructive dialogue; independent thinker while maintaining positive support for Board decisions;

(d) Corporate Governance – understands fiduciary responsibilities, accountabilities and liabilities as a Director and Board member and the concept of acting in the public interest; ability to distinguish board oversight role versus management;

(e) Understanding of Statutory Context - demonstrates an appreciation of the unique role of the Authority as the entity responsible for managing, operating and maintaining the land title and survey systems of British Columbia;

(f) Technical Competency – able to read and comprehend complex documentation;

(g) Digital Dexterity - sufficient digital and administrative literacy to ensure efficacy in a paperless board environment.

Key Experience

4. The board, as a whole, must possess all of the following direct working experience, while individual directors must demonstrate expertise in more than one of the functional areas:

(a) Executive Leadership – executive/senior level leadership of a complex commercial or regulated entity.

(b) New Venture Development – experience leading or overseeing the innovation governance and start-up of new ventures within organizations; including innovation, opportunity assessment, business case and risk assessment, and implementation in a complex commercial or sizable not-for-profit entity.

(c) Board Service – participation as a member of a board of directors of a commercial organization, and/or regulated entity, and/or sizable not-for-profit / charitable organization; certification as a board director is also desirable.

(d) Business Profile – demonstrated networks at the local and national level;

(e) Accounting and Finance – a CPA or CFA designation or post graduate degree in finance, accounting or business administration or senior level experience in performing or overseeing a financial function in a complex commercial or sizable not-for-profit entity.

(f) Legal – a law degree or senior-level experience in managing legal issues of a complex regulatory/constitutional, corporate/commercial nature.

(g) Human Resources Management – senior level experience performing or overseeing human resources for a public, private, or sizable not-for-profit organization including knowledge of strategic human resources concerns such as senior executive recruitment, succession planning, executive compensation, talent management, organizational development, diversity and inclusion initiatives and labour relations practices in British Columbia.

(h) Real Property and Land Information – work in engineering, real property, real estate, land development, financing or lending or other occupations where land information products and services are applied.

(i) Information Technology – experience working in the information technology field with a demonstrated understanding of how information technology is applied to business processes; and an informed understanding of the risks, impacts, opportunities that current and emerging technology could have.

(j) Land Survey – a British Columbia Land Surveyor or experience in managing legal survey issues of a complex nature.

(k) Communications and Public Relations – strategic communications and public relations for a public, private, or not-for-profit organization.

(l) Government Relations – political or senior level experience in directing or influencing public policy agendas and/or the demonstrated ability to effectively engage with senior political and government staff in a regulatory environment.

(m) Environmental, Social and Governance (ESG) – experience overseeing ESG strategy and related risks and opportunities.