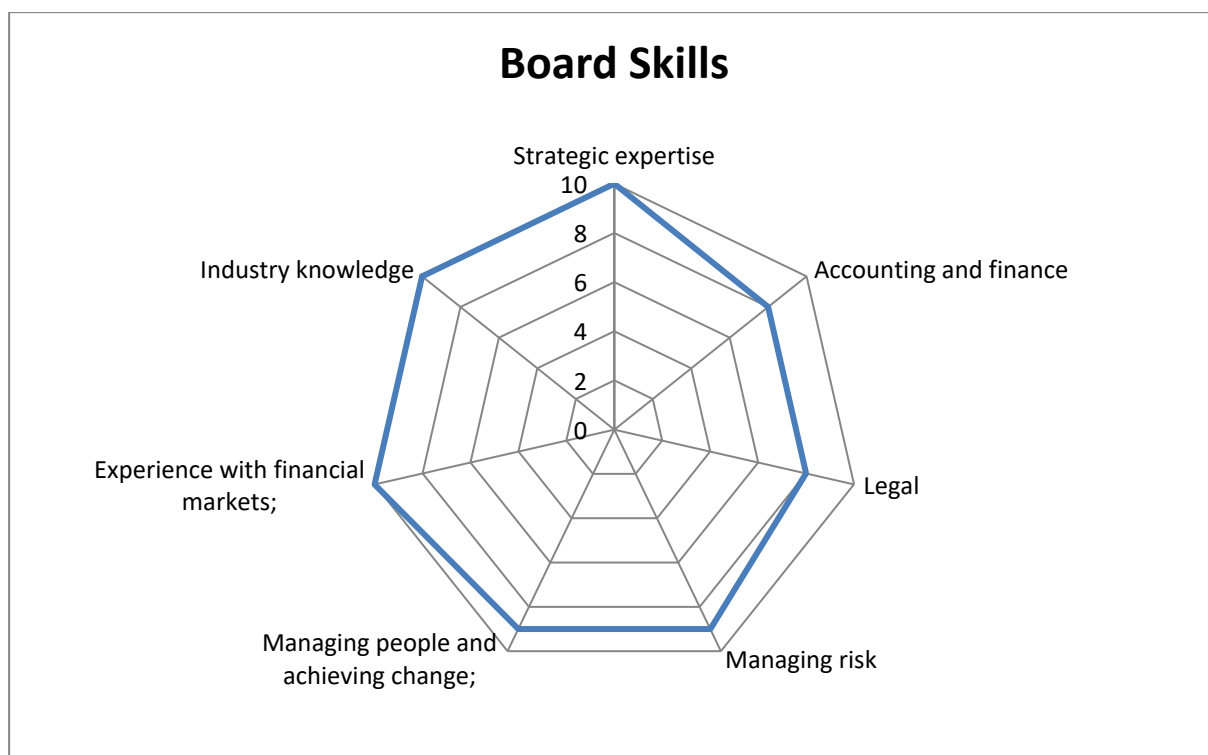

DIRECTORS' SKILLS MATRIX

The ASX Corporate Governance Principles and Recommendations (4th Edition), Principle 2.2 states "A listed entity should have and disclose a board skills matrix setting out the mix of skills and diversity that the board currently has or is looking to achieve in its membership."

In July 2023, each director self-assessed their competency within seven categories rating themselves on a scale of one to ten, with ten being expert. To demonstrate the skills possessed by the Board as a whole, the highest rating for each category is presented below.



Competency categories:

1. Strategic expertise – the ability to review the strategy through constructive questioning and suggestion;
2. Accounting and finance – the ability to read and comprehend the Company's accounts, financial material presented to the board, financial reporting requirements and some understanding of corporate finance;
3. Legal – the board's responsibility involves overseeing compliance with numerous laws as well as understanding an individual director's legal duties and responsibilities;
4. Managing risk – experience in managing areas of major risk to the organisation;
5. Managing people and achieving change;
6. Experience with financial markets;
7. Industry knowledge – experience in similar organisations or industries.