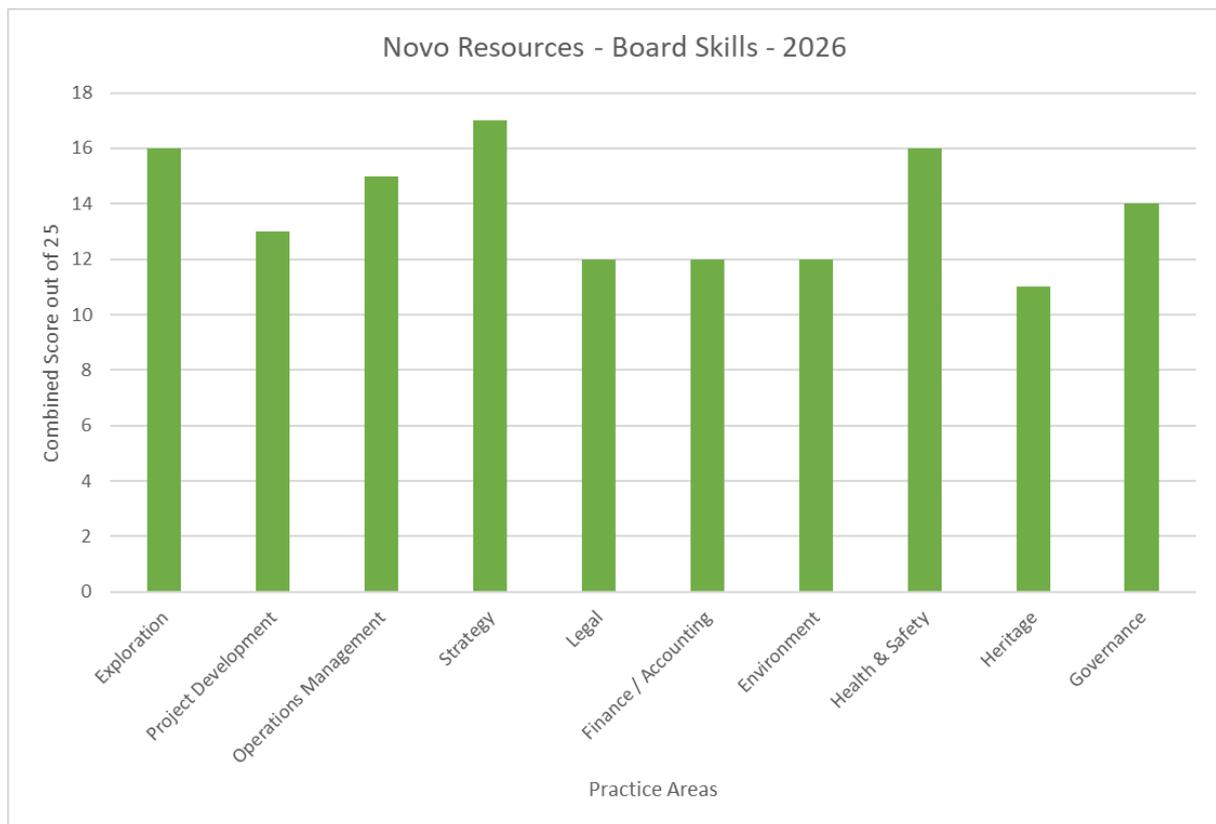


BOARD SKILLS MATRIX

The Skills Matrix represents the key skills and experience that the Board seeks to achieve through its membership. Director skills are assessed with reference to the matrix on a collective basis and the results are compiled into the Board Skills Matrix reflecting the background, knowledge and experience of the relevant membership of the Board as at the reporting date.

The practice areas utilised by the Board to compile the skills matrix are relevant to the Company's strategic and operational objectives. Directors rate their experience from one to five, one being basic knowledge and five being in depth knowledge. The collective experience of the Board of Directors in relation to each area is reflected as a score out of 25.

Skill levels of the Directors on the Board as at 20 March 2026.



This matrix will be reviewed at least annually.