

Board Skills Matrix

Beamtree Holdings Limited

ACN 627 071 121

BOARD SKILLS MATRIX (ASX: BMT)

The Board of Beamtree Holdings Limited (**Company**) (ASX: BMT) is comprised of directors with a broad range of technical, commercial, financial and other skills, experience and knowledge relevant to overseeing the business of a healthcare technology company.

The composition of the Board will be reviewed on an annual basis with reference to the Company's skills matrix which is used as a tool to assess the appropriate balance of skills, experience, independence and diversity necessary for the Board to discharge its duties and responsibilities effectively.

A summary of the collective skills, experience, independence and diversity of the Board is set out below and is current as at 30 June 2022.

The Company seeks to achieve a collectively "high" level of skill, professional experience or expertise across all of the categories identified in its matrix. Where there are gaps in the skills of the Board, these are filled through the employment of suitably experienced senior executives and/or the engagement of professional experts and consultants.

		Director	Michael Hill	Andy Gray	Paul Williams	Brad Lancken	Stephen Bourness	James Birch		
		Position	Non-Executive Chairman	Non-Executive Director	Non-Executive Director	Non-Executive Director	Non-Executive Director	Non-Executive Director		
Skill, Experience and Expertise	Independent	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Average	
	Strategy	3	3	3	3	3	3	3	3.00	
	Corporate Governance	2	3	2	2	2	3	3	2.50	
	Risk and Compliance	2	2	2	2	2	3	2	2.16	
	Legal	2	2	1	2	2	2	2	1.83	
	Health/Safety/Environment	1	1	2	2	2	2	3	1.83	
	Investor / Public Relations	3	2	1	2	2	2	2	2.00	
	Industry	Technical	2	3	3	1	3	3	3	2.50
		Product Development	2	3	3	3	1	3	3	2.50
		Commercial/Operational	2	3	3	3	3	3	3	2.83
	Finance	Financial/Accounting	2	3	2	3	3	3	3	2.66
		Capital Markets	3	2	1	2	2	3	1	2.00
		Mergers & Acquisitions	3	3	2	2	3	2	3	2.66
	Diversity	Ethnicity	Aust	Aust	Aust	Aust	Aust	Aust	Aust	-
		Age	50	55	73	43	59	66	66	-
		Gender	M	M	M	M	M	M	M	100% M

Skills Ratings

Skills Ratings	Description
3	High level of skill, professional experience or expertise
2	Competent level of skill, professional experience or expertise
1	Developing level of skill, professional experience or expertise
0	No skill, professional experience or expertise