

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 July 2025.

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.

			Michael Hill	Emma Gray	Brad Lancken	James Birch	Andy Hardy	Average
			Non-Executive Director	Non-Executive Chairperson	Non-Executive Director	Non-Executive Director	Non-Executive Director	
Skill, Experience and Expertise		Position	26/06/2018	24/11/2022	18/10/2019	17/03/2021	31/3/2025	
		Appointment Date	Yes	Yes	Yes	Yes	Yes	
		Independent	3	3	3	3		
		Strategy	3	3	2	3		
		Corporate Governance	2	2	2	2		
		Risk and Compliance	2	2	2	2		
		Legal	1	2	2	3		
		Health/Safety/Environment	3	2	2	2		
		Investor / Public Relations	2	3	1	2		
	Industry	Customer	2	2	1	2		
		Technical	2	2	1	2		
		Product Development	2	2	1	2		
		Commercial/Operational	2	3	3	3		
	Finance	Financial/Accounting	3	3	3	3		
		Capital Markets and Mergers & Acquisitions	3	2	3	2		
Diversity	Diversity	Ethnicity	Aust	Aust/Irish	Aust	Aust		-
		Age	52	55	45	69	55	
		Gender	M	F	M	M	M	

Skills Ratings

- | | |
|----------|---|
| 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 |