

PTB Group Limited
Board Skills Matrix

Introduction

This Board skills matrix has been adopted by the board of PTB Group Limited (PTB) to ensure the board maintains an appropriate mix of skills, knowledge, experience, personal attributes and other criteria appropriate for the governance of the Group.

Principles

The PTB Board is a skills-based board comprising directors who *collectively* have the skills, knowledge and experience to effectively govern and direct the organisation including governance skills, industry skills and personal attributes.

Policy

The skills, knowledge and experience required on the Board will change as the organization evolves. The Board will assess whether they consider each identified skill as 'essential' on the Board, 'desirable' on the Board, or 'purchasable' by the Board (meaning that the skill can be 'brought' or 'bought' into the Board as and when required).

These skills have been set out in a matrix form and are reviewed and assessed annually as part of the board evaluation process. Individual board member skills are updated annually as part of the director evaluation process.

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COLLECTIVE SKILLS

| Skill | Details | E (Essential) D (Desirable) P (Purchasable) | Directors | | | | | |
|-----------------------|---|---|-------------|---------------|-------------|--------------|-------------------|--|
| | | | Craig Baker | Stephen Smith | Andrew Kemp | Russell Cole | Prince Gunasekara | |
| Strategy | Expertise and experience with strategic management and direction of business organisations and ability to think strategically and critically assess opportunities and threats and develop effective strategies in the context of the strategic objectives of PTB. | E | ✓ | ✓ | ✓ | ✓ | ✓ | |
| Financial Literacy | Qualifications and/or experience in accounting and/or finance and the ability to: <ul style="list-style-type: none"> - analyse financial reports - critically assess financial viability and performance - contribute to strategic financial planning - oversee budgets and the efficient use of resources - oversee funding arrangements and accountability | E | ✓ | ✓ | ✓ | ✓ | | |
| Risk and Compliance | Expertise and/or experience with identifying key risks to business organisations in a wide range of areas including legal, regulatory and compliance. | E | ✓ | ✓ | ✓ | ✓ | | |
| Executive Management | Experience at an executive level including the ability to: <ul style="list-style-type: none"> - Appoint and evaluate the performance of the CEO and senior executive managers - Oversee strategic human resource functions - Manage large scale organisational change | E | ✓ | ✓ | ✓ | ✓ | ✓ | |
| Commercial Experience | Broad commercial and business experience. | E | ✓ | ✓ | ✓ | ✓ | ✓ | |

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|------------------------|--|------|---|---|---|---|---|--|
| Legal | Formal legal qualifications and experience relevant to corporations operating in similar environments to PTB. | D, P | | | | | | |
| ASX | Experience with other ASX listed companies in terms of roles as a director, senior management or advisor. | E | | | ✓ | ✓ | | |
| FX Risk Management | Experience with entities operating in cross-border environments in terms of the risks associated with currency. | E | ✓ | ✓ | ✓ | ✓ | ✓ | |
| Industry Knowledge | Experience and knowledge of the industry in which PTB operates. | E | ✓ | ✓ | ✓ | ✓ | ✓ | |
| Information Technology | Expertise and experience with the oversight of information management and information technology in commercial operations. | D, P | | | ✓ | | | |