



# Board Skills Matrix

**East 33 Limited**  
ACN 636 173 281  
**(Company)**

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## 1 Purpose

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### 1.1 Purpose

The board of the Company (**Board**) is comprised of directors with a broad range of technical, commercial, financial, and other skills, experience, and knowledge relevant to overseeing the business of the Company. This Board skills matrix (**Matrix**) is used to ensure that the Board has the right balance of directors to set and achieve the organisation's strategic goals and to direct the Company's growth and development.

The Board has identified this Matrix as a useful tool to assist with recruitment and professional development initiatives for directors. As such, the Nomination and Remuneration Committee is expected to have regard to this Matrix when nominating any potential directors for election or re-election to the Board or identifying professional development targets.

## 2 Skills, Experience, Expertise, and Diversity

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The Matrix is contained in the **Annexure**.

### 2.1 Principles

Each director is not expected to achieve a high rating across all competencies contained in the Matrix. Instead, the Company seeks to achieve a high level of skill, professional experience, or expertise across all of the categories identified in the Matrix.

Given the size and age of the Company, it is expected that there will be gaps in the skills of the Board. Where these gaps exist, they are filled through the employment of suitably experienced senior executives and/or the engagement of professional advisers and consultants.

The skills and attributes identified by the Company can be broadly categorised as follows:

- (a) governance skills;
- (b) industry skills; and
- (c) diversity.

Due to the Company's age, it is currently unable to set specific diversity targets in relation to the composition of the Board. However, the Company values and is conscious of the importance of diversity in the Board and will strive to achieve a diverse Board in the future.

## 3 Review and publication of Matrix

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The Board will review this Matrix annually to ensure it remains relevant to the current needs of the Company. The Matrix may be amended by resolution of the Board.

Key features are published in:

- (a) either the annual report or on the Company's website; and
- (b) in the Appendix 4G to be lodged with the ASX at the same time as lodgement of the annual report.

**Approved by the Board on 14 October 2020**

**4 Annexure – Board Matrix**

**[TG note to East 33: Please fill out this table once you have reviewed the skills, experience, and expertise detailed below. Noting that these are general expectations for Board members of a listed entity and are not specific to East 33. Please let us know if you would like any amendments to add some more East 33 specific skills.]**

East 33 Limited Board Matrix		Skills, Experience, and Expertise											Diversity				
		Independent	Strategy	Corporate Governance	Risk & Compliance	Legal	Health/Safety/Environment	Investor/Public Relations	Industry			Finance			Ethnicity	Age	Gender
Technical	Product Development								Commercial/Operational	Financial/Accounting	Capital Markets	Mergers & Acquisitions					
Name	Position																
<b>Board of Directors</b>																	
Guy Burnett	Executive Director																
James Garton	Executive Director																
Mark Nagy	Executive Director																
Xingqi Gao	Non-Executive Director																
Kara Hurry Walker	Non-Executive Director																
Philip Corne	Non-Executive Director																
Georgina Williams	Non-Executive Director																
Geoffrey Erby	Non-Executive Director																

**Skills Ratings:**

- 3** High level of skill, professional experience or expertise
- 2** Competent level of skills, professional experience or expertise
- 1** Developing level of skill, professional experience or expertise
- 0** No skill, professional experience or expertise

Average																
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