

## HANSEN TECHNOLOGIES LIMITED

### DIRECTOR SKILLS MATRIX

Name: Aggregated - 2024

Skills and Experience Board Representation	Rating					
	1	2	2.5	3	3.5	4
<b>Executive and strategic leadership</b> Senior executive experience including decision making, management and performance evaluation of senior executive and strategic direction setting.				XX		XXXXXX
<b>Financial and risk management</b> Qualification/experience in accounting and/or finance and the ability to analyse and critically assess financial statements, viability and performance; contribute to strategic financial planning and oversee budgets and funding arrangements		X	X	XXX	X	XX
<b>Risk Management/Legal &amp; Compliance</b> Legal background or experience and knowledge to identify, assess and monitor key risks, legal risks, and regulatory compliance in the company.		XXX	X	X	X	XX
<b>Corporate Governance and ESG</b> Knowledge of corporate governance regulations and practices, including ESG regulations and principles required to drive responsible and sustainable operations.		XXXX		XX	X	X
<b>Acquisitions/Business Development</b> Experience in M&A and implementation, and knowledge and experience in business development, including corporate restructuring to support strategic growth.		X		XXXXX		XX
<b>ASX/Listed Company Experience</b> Understanding of regulatory requirements and governance practices specific to publicly listed companies.		X		X		XXXXXX
<b>Governance and Board</b> Prior experience as a Board member, industry or membership of governance bodies.		X		XXXX		XXX

<b>International Business</b> Knowledge of global business practices, cultural differences, and international market dynamics to enable effective expansion and operations across borders.				XXXXX		XXX
<b>People and Culture</b> Understanding of human resources management, organizational culture, remuneration and incentive programs and ethical conduct to foster a positive and high-performance work environment.		XX		XXX	X	XX
<b>Remuneration</b> Remuneration Committee membership or experience in relation to remuneration, including incentive programs.				XXX	X	XXXX
<b>Sales, Marketing, Communications</b> Knowledge and experience in sales, marketing, and communications strategies.		XXX		XXX	X	X
<b>Industry – IT</b> Knowledge and experience in IT industry	X	XXXX		X		XX
<b>General Commercial Experience/Business Acumen</b>				XX		XXXXXX

4 – [VERY STRONG] Very considerable experience, demonstrated capability in this area at highest professional level

3 – [STRONG] Considerable experience, strong knowledge/ capability in this area

2 – [MEDIUM] Reasonable working knowledge/reasonably experienced

1 – [SOME] Some experience/capability in this area

0 – [NO] No knowledgeable/no significant experience in this area