

## HANSEN TECHNOLOGIES LIMITED

### DIRECTOR SKILLS MATRIX

Name: Aggregated

Year: 2025

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.				x		xxxxxx
<b>Financial/ Accounting</b> Qualification/experience in accounting, taxation, 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.		xx		xxx	x	x
<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.		x		xxx	x	xx

<b>Corporate Governance and ESG</b> Knowledge of corporate governance regulations and practices, including taxation governance and ESG regulations and principles required to drive responsible and sustainable operations.		xx		xxx	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.				xxxx		xxx
<b>ASX/ Listed Company Experience</b> Understanding of regulatory requirements and governance practices specific to publicly listed companies.		x		x		xxxxx
<b>Governance and Board</b> Prior experience as a Board member, industry or membership of governance bodies.				xxxx		xxx
<b>International Business</b> Knowledge of global business practices, cultural differences, and international market dynamics to enable effective expansion and operations across				xxxxx		xx

borders.						
<b>People and Culture</b> Understanding of human resources management, organisational culture, remuneration and incentive programs and ethical conduct to foster a positive and high-performance work environment.				xxxx		xxx
<b>Remuneration</b> Remuneration Committee membership or experience in relation to remuneration, including incentive programs.		x				xxxxxx
<b>Sales, Marketing, Communications</b> Knowledge and experience in sales, marketing and communications strategies.		x		xx		xxxx
<b>Industry – IT</b> Knowledge and experience in IT industry.	x	xx	x	xx		x
<b>General Commercial experience / Business Acumen</b>				x		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