

Board of Directors Skills Matrix

The EBOS Group Limited Board is structured to bring to its deliberations a range of experience and skills relevant to the Company's operations.

The Board comprises eight independent non-executive Directors.

Liz Coutts

Independent Chair
ONZM, BMS, FCA



Stuart McLauchlan

Independent Director
BCOM, FCA, CF. Inst.D.



Dr Tracey Batten

Independent Director
MBBS, MHA, FRACMA, MBA(Harvard), FAICD



Sarah Ottrey

Independent Director
BCOM



Mark Bloom

Independent Director
BCom, BAcc, CA



Julie Tay

Independent Director
BA, MBA (Curtin)



Stuart McGregor

Independent Director
BCOM, LLB, MBA











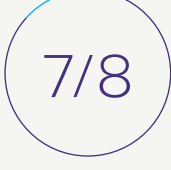




Peter Williams

Independent Director









Core skills

 <p>Governance</p> <ul style="list-style-type: none"> • Board experience (NZX50 or equivalent other than EBOS) or experience as an adviser to Boards for at least 5 years. • Experience in setting and implementing corporate governance standards and commitment to the highest standards of governance. 	
 <p>Finance and Accounting</p> <ul style="list-style-type: none"> • Senior executive or Board experience in financial accounting, taxation, external and/or internal audit and reporting. 	
 <p>Risk Management</p> <ul style="list-style-type: none"> • Developing and overseeing an appropriate risk framework and culture. • Experience evaluating and managing financial and non-financial risks. 	
 <p>Capital markets and M&A</p> <ul style="list-style-type: none"> • Experience with equity and debt markets and mergers & acquisitions. 	
 <p>Health and Safety</p> <ul style="list-style-type: none"> • Experience in, and strong understanding of, health, safety and wellbeing obligations and practices. 	
 <p>Regulatory knowledge and experience</p> <ul style="list-style-type: none"> • Experience in, or understanding of, the regulatory environment in which the Group operates. 	
 <p>Human Resources</p> <ul style="list-style-type: none"> • An ability to assess senior management. • Experience in, or familiarity with, best practice in relation to human resources. 	

Delivering Growth

 <p>Growth</p> <ul style="list-style-type: none"> • A track record of developing and implementing a successful strategy. 	
 <p>Strategy</p> <ul style="list-style-type: none"> • Ability to think strategically and assess strategic options and business plans/ budgets. • Understanding of potential disruptive models that could impact the Group or its customers. 	
 <p>Operations and Supply Chain Excellence</p> <ul style="list-style-type: none"> • Experience in leading or advising on organisational change / operational and supply chain businesses. 	

Markets

 <p>Healthcare</p> <ul style="list-style-type: none"> • Experience in the Healthcare sector. 	
 <p>Customer Insight / Retail and Brand</p> <ul style="list-style-type: none"> • Experience in, or understanding of, retail brands and marketing. 	
 <p>International Experience</p> <ul style="list-style-type: none"> • Experience in international markets. 	

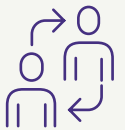
Building Successful Relationships



Government Relationships

- Experience in developing relationships with key Government stakeholders and regulators.

8/8



Investor Relationships

- Experience in developing and maintaining constructive relationships with shareholders/ investors.

5/8