

TYMLEZ GROUP LIMITED BOARD & EXECUTIVE SKILLS MATRIX 2022 as at 1 September 2022

Personal Information		Skills & Experience & Expertise																										
Name	Position	Age (Years)	Appointment to Board	Gender	Independent	Corporate Governance	Operations Strategy & Policy	Risk & Compliance	Legal	Health & Safety	Environment	Energy	Technology	Software	Scaling IT Business	Digitalisation	Pricing Methodology	International Business Strategy	Innovation & Product Development	Investor / Public Relations	Mergers & Acquisitions	Financial / Accounting	Capital Markets	Government Relations	Global Markets North America	Global Markets Europe	Global Markets Asia/Pacific	Ethnicity
Daniel O'Halloran	Executive Director & Chair	41	2-Apr-20	M	No	2	3	2	0	2	3	3	2	2	2	2	1	3	3	2	1	2	2	1	3	2	1	Caucasian
Jason Conroy	NED & Chair Audit & Risk Committee	50	1-Nov-21	M	Yes	3	3	3	2	3	3	3	1	1	0	1	0	3	1	3	3	3	3	2	2	2	3	Caucasian
Rhys Evans	NED & Chair Nomination & Remuneration Committee	50	7-Feb-22	M	Yes	3	3	3	3	2	1	0	1	1	0	0	1	0	2	2	2	1	2	1	0	0	0	Caucasian
Eglantine Etienne	NED & Member Audit & Risk & Nom & Rem	45	29-Jun-22	F	Yes	2	3	2	0	1	1	0	3	3	3	3	1	2	2	1	2	2	1	1	2	2	2	Caucasian
Maciek Kiernikowski	CEO (Executive only)	48	N/A	M N/A	N/A	1	2	2	0	1	1	3	3	3	3	3	2	2	3	1	2	1	0	1	2	1	3	Caucasian
	NED = Non-Executive Director	50 years or less	More than 1 year	Male/Female	Independent																							
Average Ratings		100%	20%	M75% F25%	80%	2.2	2.8	2.6	1	1.8	1.8	1.8	2	2	1.6	1.8	1	2	2.2	1.8	2	1.8	1.6	1.2	1.8	1.4	1.8	100%

Ratings:

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