

PAINCHEK LIMITED BOARD SKILLS AND DIVERSITY MATRIX

The Board of Painchek Limited (PCK) has identified the skills, experience and diversity below as being required for the Board as a whole to meet its strategic objectives.

This Board Skills and Diversity Matrix will also assist the Board to recruit and select new directors. It may also be used in annual performance reviews of the Board to review the existing skills and capabilities on the Board and to identify any gaps in those collective skills and experience.

This Board Skills and Diversity Matrix is disclosed on the Company's website as recommended by Principle 2.2 of the ASX Corporate Governance Principles and Recommendations (4th Edition).

Skill and Experience	Reason for this skill or experience	Does the collective PCK Board currently have these skills and experience?	Is there any identified gap in the collective skills and experience of the PCK Board?
Strategic Capability and Leadership	Required for all boards.	Yes	Digital healthcare in international markets
Independence	Required for all boards of listed entities. Directors must bring their own critical and independent judgement to matters before the board. Directors must also question management on matters that may not be before the board.	4 out of 5 directors are independent of management	No
Financial Management, Accounting and Audit	Required for all boards.	Yes	No
Commercial Focus and Knowledge of Business Practices	Required for all boards.	Yes	No
Capital Markets and Financing	Required for all boards.	Yes	No

Skill and Experience	Reason for this skill or experience	Does the collective PCK Board currently have these skills and experience?	Is there any identified gap in the collective skills and experience of the PCK Board?
Technology and Innovation	For PCK, an understanding of technology and technological development including an understanding of the research and development lifecycle is desirable.	Yes	No
Legal and Regulatory	An understanding of the legal framework in which the entity operates and when to seek legal advice is critical for all boards.	Yes	No
Risk Management	An understanding of risk management and discharge of oversight responsibilities is critical for all boards.	Yes	No
Compliance	An understanding of its compliance obligations and discharge of oversight responsibilities is critical for all boards.	Yes	No
Governance	An understanding of best practice governance principles is critical for all boards.	Yes	No
Digital Media and Communications	An understanding of digital media and communications is critical for all boards to maintain communication with its shareholders and other stakeholders.	Yes	No

The Board is continually looking to promote both gender and cultural diversity. When filling director vacancies the Board looks to appoint the most appropriate candidate to the role.

Diversity	Result
Gender Diversity	Male 80% Female 20%
International Experience	N.America – 25% Europe- 75% Australia- 100%