

Board Skills Matrix

The Board of Flexiroam Limited (**Company**) (ASX: FRX) is comprised of directors with a broad range of technical, commercial, financial and other skills, experience and knowledge relevant to overseeing the business.

The composition of the Board will be reviewed on an annual basis with reference to the Company's skills matrix which is used as a tool to assess the appropriate balance of skills, experience, independence and diversity necessary for the Board to discharge its duties and responsibilities effectively.

A summary of the collective skills, experience, independence and diversity of the Board is set out below and is current as at 8 May 2023.

The Company seeks to achieve a collectively "high" level of skill, professional experience or expertise across all of the categories identified in its matrix. Where there are gaps in the skills of the Board, these are sought to be filled through the employment of a suitably experience and qualified senior executives and/or the engagement of professional experts and consultants.

	Board of Directors			
	TAT SENG KOH	MARC BARNETT	JEFREY ONG	STEPHEN PICTON
Independent (Yes / No)	No	No	No	Yes
Professional Director Skills				
Risk and Compliance	●	●	●	●
Financial and Audit	●	●	●	●
Strategy	●	●	●	●
Business Operations	●	●	●	●
Capital Markets	●	●	●	●
People and Performance	●	●	●	●
Executive Management	●	●	●	●
Corporate Governance	●	●	●	●
Legal	●	●	●	●
Industry Specific Skills				
Industry Knowledge				
- Telecommunications	●	●	●	●
- Travel	●	●	●	●
- Internet of Things Applications	●	●	●	●
- Multinational Business	●	●	●	●
Technology Strategy	●	●	●	●
Shareholder Engagement	●	●	●	●
Industry Relations	●	●	●	●
Interpersonal Skills				
Leadership	●	●	●	●
Ethics and Integrity	●	●	●	●
Board Contribution	●	●	●	●
Negotiation	●	●	●	●
Critical Thinker	●	●	●	●
Crisis Management	●	●	●	●
Other				
Previous Board Experience	●	●	●	●
Corporate History	●	●	●	●

Demographic Background				
Gender	Male	Male	Male	Male
Age	40 to 55	40 to 55	40 to 55	56 to 60
Ethnicity	Asian	Caucasian	Asian	Caucasian

Skills Ratings

- High level of skill, professional experience or expertise
- Competent level of skill, professional experience or expertise
- Developing level of skill, professional experience or expertise
- Little or no skill, experience or expertise

