

Corporate Governance Statement

NTAW Holdings Limited ("NTAW Holdings" or "the Company") is committed to achieving and demonstrating effective standards of corporate governance. NTAW Holdings has reviewed its corporate governance practices against the Corporate Governance Principles and Recommendations (4th edition) published by the ASX Corporate Governance Council ("the Recommendations").

This Corporate Governance Statement was approved by the Board on 27 August 2025 and reflects the corporate governance practices in place from 1 July 2024 until 30 June 2025 ("the Reporting Period").

This Corporate Governance Statement discloses the extent to which NTAW Holdings complies with the Recommendations and if it does not, why not. The commentary addresses the reasons for any departure from the requirements.

NTAW Holdings' Corporate Governance Statement can be viewed at <https://ntawholdings.com.au/investors-asx-announcements/corporate-governance>.

Corporate Governance Principles and Recommendations (4 th Edition)	Compliance during year ended 30 June 2025	Explanation
Principle 1 – Lay solid foundations for management and oversight <i>A listed entity should clearly delineate the respective roles and responsibilities of its board and management and regularly review their performance</i>		
Recommendation 1.1 A listed entity should have and disclose a board charter setting out: (a) the respective roles and responsibilities of its board and management; and (b) those matters expressly reserved to the board and those delegated to management.	Complies	The roles and responsibilities of the Board and management and the matters expressly reserved by the Board and those delegated to management are disclosed in the Company's Board Charter. A copy of the Board Charter is available on the Company's website .
Recommendation 1.2 A listed entity should: (a) undertake appropriate checks before appointing a director or senior executive or putting someone forward for election as a director; and (b) provide security holders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director.	Complies	The process for selection and appointment of new directors is detailed in the Remuneration and Nominations Committee Charter. A copy of the Remuneration and Nominations Committee Charter is available on the Company's website . The Company undertakes appropriate checks before appointing a director or senior executive, including in relation to criminal record, character and experience. Shareholders are provided with all material information in the Company's possession relevant to a decision on whether to elect or re-elect a director including biographical details, qualifications and a statement as to whether the Board supports the nomination of the director. Information about each director's qualifications, skills and experience is also available on the Company's website and in the Company's annual reports.
Recommendation 1.3 A listed entity should have a written agreement with each director and senior	Complies	The Company has written agreements with each director and senior executive setting out the terms of their appointment.

Corporate Governance Principles and Recommendations (4 th Edition)	Compliance during year ended 30 June 2025	Explanation												
executive setting out the terms of their appointment.														
Recommendation 1.4 The company secretary of a listed entity should be accountable directly to the board, through the chair, on all matters to do with the proper functioning of the board.	Complies	The Company Secretaries are accountable to the Board, through the Chair, on matters to do with the proper functioning of the Board. The role of the Company Secretary is outlined in the Board Charter which is available on the NTAW Holdings' website.												
Recommendation 1.5 A listed entity should: (a) have and disclose a diversity policy; (b) through its board or a committee of the board set measurable objectives for achieving gender diversity in the composition of its board, senior executives and workforce generally; and (c) disclose in relation to each reporting period: (1) the measurable objectives set for that period to achieve gender diversity; (2) the entity's progress towards achieving those objectives; and (3) either: (A) the respective proportions of men and women on the board, in senior executive positions and across the whole workforce (including how the entity has defined "senior executive" for these purposes); or (B) if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators", as defined in and published under that Act. If the entity was in the S&P / ASX 300 Index at the commencement of the reporting period, the measurable objective for achieving gender diversity in the composition of its board should be to have not less than 30% of its directors of each gender within a specified period.	Complies	The Company has a Diversity policy which is available on the Company's website. The Board is responsible for setting and reviewing measurable objectives for achieving gender diversity. The Board is currently setting measurable objectives, taking into account the significant change in NTAW Holdings' operations and workforce as a result of acquisitions and restructuring undertaken in recent years. The following table shows the respective proportions of men and women in the Group as at 30 June 2025: <table border="1"> <thead> <tr> <th>Level</th><th>Men</th><th>Women</th></tr> </thead> <tbody> <tr> <td>Board</td><td>100%</td><td>0%</td></tr> <tr> <td>Senior executives¹</td><td>92%</td><td>8%</td></tr> <tr> <td>Whole organisation</td><td>86%</td><td>14%</td></tr> </tbody> </table> 1 Senior Executives include the CEO, heads of business units and certain direct reports. The Board will endeavour to improve the diversity of the Board and senior executive group at any time positions are vacant, based upon qualifications, experience and, in the case of Board positions, the ability to add diversification of experience to the Board. NTAW Holdings was not in the S&P / ASX 300 Index during the Reporting Period.	Level	Men	Women	Board	100%	0%	Senior executives ¹	92%	8%	Whole organisation	86%	14%
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Recommendation 1.6 A listed entity should: (a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and (b) disclose for each reporting period whether a performance evaluation has	Complies	The Board has developed a framework to facilitate an annual review of the performance of the Board, its committees and individual directors against the relevant charters, corporate governance policies and agreed goals and objectives. These reviews were not undertaken during the Reporting Period due to Board and management changes and high levels of corporate activity occupying Board and management resources.												

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been undertaken in accordance with that process during or in respect of that period.		Following the 2025 AGM, the Board will evaluate the performance of the Board, its committees and individual directors.
Recommendation 1.7 A listed entity should: (a) have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and (b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.	Complies	As outlined in the Board Charter, the Board is responsible for conducting an annual performance evaluation of the CEO, which is led by the Chair of the Board. The Chair and CEO have regular discussions about the business and the CEO's performance. The CEO's entitlement to short-term incentives for the Reporting Period was dependent upon the achievement of financial KPIs which have been assessed. The CEO is responsible for conducting the annual performance reviews of other senior executives and providing feedback to the Remuneration and Nominations Committee so they may consider targets, KPIs and remuneration changes. The Remuneration and Nominations Committee will report to the Board on the outcomes. Performance reviews of the CEO and other senior executives have been conducted for the Reporting Period. Measurable KPIs, having regard to the objectives and strategies of the business, will be set for the following year, against which the performance of senior executives can be measured.

Principle 2 – Structure the board to add value <i>The board of a listed entity should be of an appropriate size and collectively have the skills, commitment and knowledge of the entity and the industry in which it operates, to enable it to discharge its duties effectively and to add value</i>		
Recommendation 2.1 The board of a listed entity should: (a) have a nomination committee which: (1) has at least three members, a majority of whom are independent directors; and (2) is chaired by an independent director, and disclose: (3) the charter of the committee; (4) the members of the committee; and (5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or (b) if it does not have a nomination committee, disclose that fact and the processes it employs to address board	Complies	The Board has formed a Remuneration and Nominations Committee (RNC) that oversees the remuneration, selection and appointment practices of the Company. Membership of the RNC during the Reporting Period comprised of the following directors: • Ken Gunderson-Briggs (Committee Chair) • Murray Boyte • Terry Smith (resigned as member on 17 January 2025) • Tynan Young (appointed as member on 17 January 2025) In accordance with the Recommendations, the RNC has had at least three members for the whole Reporting Period, a majority of whom are independent directors. Ken Gunderson-Briggs, Murray Boyte and Tynan Young were considered independent for the Reporting Period. Terry Smith was considered non-independent for the Reporting Period.

Corporate Governance Principles and Recommendations (4 th Edition)	Compliance during year ended 30 June 2025	Explanation
succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively.		Information about directors' independence is contained in Recommendation 2.3 below. A copy of the Remuneration and Nominations Committee Charter is available on the Company's website. The Company has disclosed the number of times the RNC met during the Reporting Period, and the individual attendances of the members at those meetings, in its 2025 Annual Report.
Recommendation 2.2 A listed entity should have and disclose a board skills matrix setting out the mix of skills that the board currently has or is looking to achieve in its membership.	Complies	The matrix of skills the Board has and is seeking to achieve in its membership is included in the Appendix to this Corporate Governance Statement. The Board refers to the matrix when considering whether its composition, size, diversity and skills are sufficient to discharge its responsibilities and duties effectively. It is also used by the Board to identify any gaps in the skills or experience of the Board. The Board, having regard to the Company's stage of development and the collective experience and expertise of the directors, considers that the current composition of the Board (and its committees) is appropriate. The Board conducted a review of the skills matrix during the Reporting Period.
Recommendation 2.3 A listed entity should disclose: (a) the names of the directors considered by the board to be independent directors; (b) if a director has an interest, position or relationship of the type described in Box 2.3 but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position or relationship in question and an explanation of why the board is of that opinion; and (c) the length of service of each director.	Complies	The Company assesses the independence of its directors against the requirements for independence set out in the Board Charter which reflect the independence criteria set out in the Principles and Recommendations. The Board considers each of the directors below to be independent: • Murray Boyte: 24 October 2017 to present • Ken Gunderson-Briggs: 13 December 2023 to present • Tynan Young: 30 January 2024 to present Mr Ludemann (appointed 5 October 2012) was the Chief Executive Officer and Managing Director (until 31 December 2024) and Executive Director of the Company up until his resignation on 30 June 2025. Mr Ludemann was assessed as non-independent due to his executive responsibilities. Mr Smith (appointed 8 February 2001) is a Non-Executive Director and was assessed as non-independent as he is a substantial holder of the Company. Mr Hummer (appointed 13 December 2023) is the Managing Director of Dynamic Wheel Co, a subsidiary of the Company and was assessed as non-independent due to his executive responsibilities. Mr Warwick Hay was appointed CEO of the Company on 1 January 2025 and appointed

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		Managing Director from 1 July 2025, immediately subsequent to the end of the Reporting Period.
Recommendation 2.4 A majority of the board of a listed entity should be independent directors.	Does not comply	The Board did not have a majority of independent Directors during the Reporting Period. At the end of the Reporting Period, there were three (3) independent Directors and three (3) non-independent Directors.
Recommendation 2.5 The chair of the board of a listed entity should be an independent director and, in particular, should not be the same person as the CEO of the entity.	Complies	Mr Boyte was appointed as Non-Executive Chair of the Board on 24 October 2017 and is not the CEO of the Company. Mr Boyte was assessed as being independent at the time of his appointment to the Board and continues to be considered independent.
Recommendation 2.6 A listed entity should have a program for inducting new directors and for periodically reviewing whether there is a need for existing directors to undertake professional development to maintain the skills and knowledge needed to perform their role as directors effectively.	Complies	The Company has a program for inducting new directors and provide appropriate professional development opportunities for directors to develop and maintain the skills and knowledge needed to perform their role as directors effectively.
Principle 3 – Act ethically and responsibly <i>A listed entity should instil and continually reinforce a culture across the organisation of acting lawfully, ethically and responsibly</i>		
Recommendation 3.1 A listed entity should articulate and disclose its values.	Complies	The Company has adopted a Statement of Values, a copy which is available on the Company's website .
Recommendation 3.2 A listed entity should: (a) have and disclose a code of conduct for its directors, senior executives and employees; and (b) ensure that the board or a committee of the board is informed of any material breaches of that code.	Complies	The Company has adopted a Code of Conduct that has been endorsed by the Board and applies to all directors, senior executives and employees. In accordance with the terms of the Code of Conduct, breaches may result in disciplinary action including dismissal and will be reported to the Board. A copy of the Code of Conduct is available on the Company's website .
Recommendation 3.4 A listed entity should: (a) have and disclose an anti-bribery and corruption policy; and	Complies	The Board has adopted an Anti-Bribery and Corruption policy and is available on the Company's website . The Board is informed of material breaches of this policy as part of regularly held board meetings.

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(b) ensure that the board or committee of the board is informed of any material breaches of that policy.		
Principle 4 – Safeguard integrity in financial reporting <i>A listed entity should have appropriate processes to verify the integrity of its corporate reports</i>		
Recommendation 4.1 The board of a listed entity should: (a) have an audit committee which: (1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and (2) is chaired by an independent director, who is not the chair of the board, and disclose: (3) the charter of the committee; (4) the relevant qualifications and experience of the members of the committee; and (5) in relation to each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or (b) if it does not have an audit committee, disclose that fact and the processes it employs that independently verify and safeguard the integrity of its corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.	Partially	The Board has formed an Audit and Risk Committee (ARC). Membership of the ARC during the Reporting Period comprised of the following directors: • Ken Gunderson-Briggs (Committee Chair) • Murray Boyte • Tynan Young (resigned as member on 17 January 2025) • Chris Hummer (appointed as member on 17 January 2025) The ARC has had at least three members, a majority of whom are independent Directors, and the ARC was at all times chaired by an independent Director who is not the Chair of the Board. Although Mr Hummer is an Executive Director, the Board considered that Mr Hummer has a strong understanding of risk management across the Group and he has the relevant skills and expertise suitable as a member of the ARC. Information about directors' independence is contained in Recommendation 2.3 above. A copy of the Audit and Risk Committee Charter is available on the Company's website. The Company has disclosed the relevant qualifications and experience of the ARC members on its website and in its 2025 Annual Report. The number of times the ARC met during the Reporting Period, and the individual attendances of the members at those meetings, is also disclosed in the 2025 Annual Report.
Recommendation 4.2 The board of a listed entity should, before it approves the entity's financial statements for a financial period, receive from its CEO and CFO a declaration that, in their opinion, the financial records of the entity have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of the entity and that the opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.	Complies	Prior to the Board approving the Company's financial statements for a financial period, the Board requires the CEO and CFO to provide a declaration confirming that in their opinion: • the financial records of the entity have been properly maintained; • the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of the entity; and • that the opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.

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		This declaration has been provided for both the half-year and full-year financial statements for the Reporting Period.
Recommendation 4.3 A listed entity should disclose its process to verify the integrity of any periodic corporate report it releases to the market that is not audited or reviewed by an external auditor.	Complies	All periodic corporate reports that have been released to the market have been audited or reviewed by an external auditor. The periodic reports are also reviewed by the Board, and where relevant, by the ARC, prior to their release to market.
Principle 5 – Make timely and balanced disclosure <i>A listed entity should make timely and balanced disclosure of all matters concerning it that a reasonable person would expect to have a material effect on the price or value of its securities</i>		
Recommendation 5.1 A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1.	Complies	The Board has established a written policy for complying with its continuous disclosure obligations under the Listing Rules. At each Board meeting, the Board considers whether any continuous disclosure issues arose during the course of the meeting. A copy of the Continuous Disclosure policy is available on the Company's website .
Recommendation 5.2 A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.	Complies	The Board receives copies of all market announcements promptly after they have been made.
Recommendation 5.3 A listed entity that gives a new and substantive investor or analyst presentation should release a copy of the presentation materials on the ASX Market Announcements Platform ahead of the presentation.	Complies	In accordance with the Company's Continuous Disclosure policy, the Board and Senior Executives ensure that all investors have equal and timely access to material information by releasing a copy of all presentations made to analysts or substantive investors that includes information that has not been previously released to the market.
Principle 6 – Respect the rights of security holders <i>A listed entity should provide its security holders with appropriate information and facilities to allow them to exercise their rights as security holders effectively</i>		
Recommendation 6.1 A listed entity should provide information about itself and its governance to investors via its website.	Complies	The Company's website is a key communication tool between NTAH Holdings and its shareholders. The website provides investors with information about the Company including its business, people and products. It also has an Investors section that contains the Company's key governance policies and copies of all ASX announcements made. The website address is https://ntahholdings.com.au .

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Recommendation 6.2 A listed entity should have an investor relations program that facilitates effective two-way communication with investors.	Complies	The Company has a Shareholder Communication policy, a copy of which is available on the Company's website. NTAW Holdings is committed to facilitating effective communication with investors as a means of providing a greater understanding of the Company's business, governance, financial performance and prospects. The Company's website is the primary source for communication with shareholders. The investor relations framework also includes: - access to the Board and executives at general meetings; - contact details are provided on market announcements where investors can seek further information; - direct correspondence with shareholders on matters relating to dividends and corporate updates; and - periodic investor relations roadshows for institutional investors.
Recommendation 6.3 A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.	Complies	All shareholders are invited to attend the Company's shareholder meetings either in person or by proxy, attorney or representative. Shareholders are encouraged to actively participate by asking questions of the Board and management. Shareholders also have an opportunity to submit questions to the Board or to the Company's external auditor, regardless of whether the shareholder is able to attend.
Recommendation 6.4 A listed entity should ensure that all substantive resolutions at a meeting of security holders are decided by a poll rather than by a show of hands.	Complies	The Company ensures that all substantive resolutions at any meeting of shareholders are decided by a poll rather than by a show of hands.
Recommendation 6.5 A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.	Complies	The Company's contact details are available on its website and the Company encourages shareholders to submit questions or requests for information directly to the Company via the website or contact its registry, Computershare. The Company's preference is to communicate with shareholders electronically whenever possible and gives all shareholders the option to receive communications by email.

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Principle 7 – Recognise and manage risk <i>A listed entity should establish a sound risk management framework and periodically review the effectiveness of that framework</i>		
Recommendation 7.1 The board of a listed entity should: (a) have a committee or committees to oversee risk, each of which: (1) has at least three members, a majority of whom are independent directors; and (2) is chaired by an independent director, and disclose: (3) the charter of the committee; (4) the members of the committee; and (5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or (b) if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the processes it employs for overseeing the entity's risk management framework.	Complies	As noted in Recommendation 4.1 above, the Board has formed an Audit and Risk Committee which is tasked with overseeing risk. Membership of the ARC during the Reporting Period comprised of the following directors: • Ken Gunderson-Briggs (Committee Chair) • Murray Boyte • Tynan Young (resigned as member on 17 January 2025) • Chris Hummer (appointed as member on 17 January 2025) In accordance with the Recommendations, the ARC has had at least three members, a majority of whom are independent Directors, and the Committee was at all times chaired by an independent Director who is not the Chair of the Board. Information about directors' independence is contained in Recommendation 2.3 above. A copy of the Audit and Risk Committee Charter is available on the Company's website. The Company has disclosed the relevant qualifications and experience of the ARC members on its website and in its 2025 Annual Report. The number of times the ARC met during the Reporting Period, and the individual attendances of the members at those meetings, is also disclosed in the 2025 Annual Report.

Corporate Governance Principles and Recommendations (4 th Edition)	Compliance during year ended 30 June 2025	Explanation
Recommendation 7.2 The board or a committee of the board should: (a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound and that the entity is operating with due regard to the risk appetite set by the board; and (b) disclose, in relation to each reporting period, whether such a review has taken place.	Complies	The Audit and Risk Committee is responsible for reviewing the Company's risk management framework at least annually to satisfy itself that it continues to be sound. The Audit and Risk Committee has reviewed the entity's risk management framework during the Reporting Period to ensure that the Company is operating with due regard to the risk appetite set by the Board. Material business risks are reported to the Board on a regular basis. The Board acknowledges that risk management is an ongoing process, necessary to ensure that material business risks are identified, assessed and appropriately controlled. The framework will continue to be monitored, reviewed and evolve over time. As part of the risk management framework, the CEO and CFO provide the declaration required under section 295A of the <i>Corporations Act 2001</i>.
Recommendation 7.3 A listed entity should disclose: (a) if it has an internal audit function, how the function is structured and what role it performs; or (b) if it does not have an internal audit function, that fact and the processes it employs for evaluating and continually improving the effectiveness of its governance, risk management and internal control processes.	Complies	Due to the Company's current size and business circumstances, the Company does not have an internal audit function. The Audit and Risk Committee Charter discloses the processes it employs for evaluating and continually improving the effectiveness of its governance, risk management and internal control processes. During the reporting period, the Board considered that no efficiencies or other benefits would be gained by introducing an internal audit function having regard to the current size and business circumstances of the Company, and the engagement of the external audit function. The Board will continue to consider the introduction of an internal audit function on a periodic basis.
Recommendation 7.4 A listed entity should disclose whether it has any material exposure to environmental or social risks and, if it does, how it manages or intends to manage those risks.	Complies	The Company's 2025 Annual Report discloses the Company's exposures to risks that are considered to be material, including sustainability risks and the mitigations in place to manage those risks. The Company is not subject to any significant environmental regulation under Australian Commonwealth or State law. The Company has a Modern Slavery policy and has issued a Modern Slavery Statement in respect of the years ended 30 June 2020 to 2024. These are available on the Company's website. The Board acknowledges that risk management is an ongoing process and the Company's will continue to assess, implement actions and measure effectiveness regarding Modern Slavery risks within the operations and supply chain of the Company

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Principle 8 – Remunerate fairly and responsibly <i>A listed entity should pay director remuneration sufficient to attract and retain high quality directors and design its executive remuneration to attract, retain and motivate high quality senior executives and to align their interests with the creation of value for security holders and with the entity's values and risk appetite</i>		
Recommendation 8.1 The board of a listed entity should: (a) have a remuneration committee which: (1) has at least three members, a majority of whom are independent directors; and (2) is chaired by an independent director, and disclose: (3) the charter of the committee; (4) the members of the committee; and (5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or (b) if it does not have a remuneration committee, disclose that fact and the processes it employs for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive.	Complies	As noted in Recommendation 2.1 above, the Board has formed a Remuneration and Nominations Committee that oversees the remuneration, selection and appointment practices of the Company. The disclosures in section 2.1 are also applicable to this Recommendation 8.1 The composition of the RNC complies with Recommendation 8.1.
Recommendation 8.2 A listed entity should separately disclose its policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives.	Complies	The RNC makes recommendations to the Board in relation to the policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives. The Remuneration Report contained within the 2025 Annual Report discloses the remuneration of executive and non-executive directors, as well as the remuneration of the Company's senior executives.
Recommendation 8.3 A listed entity which has an equity-based remuneration scheme should: (a) have a policy on whether participants are permitted to enter into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme; and (b) disclose that policy or a summary of it.	Complies	The Company has a Securities Trading policy which does not prohibit participants from entering into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme. A copy of the Securities Trading policy is available on the Company's website .

Appendix Board Skills Matrix

Skill	Description
Strategy	Ability to think strategically and identify and critically assess opportunities and threats and develop effective strategies in the context of changing market conditions, business and brands, including the capacity to challenge management on the delivery of strategic objectives.
Corporate Governance	Director and board experience and commitment to the highest standards of governance and ability to assess the effectiveness of management.
Stakeholder Relations	Expertise in stakeholder relations including with shareholders, investors, suppliers and customers.
Personal Qualities	Professional qualifications; integrity; willingness to question and challenge; innovation and critical thinking; executive leadership.
Tyre industry experience	Experience and broad understanding of the tyre industry including market drivers, risk and trends including policies, competitors, customers, regulatory policy and framework.
Operations	Expertise in operations including importing, warehousing, logistics and inventory management.
Retail Sales, Marketing, Communications and Customer service	Clear understanding of developing and implementing brand strategy, setting sales budgets and targets, marketing and communications experience.
Mergers and Acquisitions (M&A)	Experience in negotiation, structuring, risk management and assessment of both acquisitions and divestments.
Capital Markets and Treasury	Expertise in efficient capital management, investment banking, capital raisings, debt structures, off balance sheet financing, corporate advisory and markets.
Financial Literacy	Ability to analyse financial statements and reporting, critically assess the financial performance of the Company, contribute to budget planning and efficient use of capital and resources. Familiarity with accounting standards.
Legal, Risk and Compliance	Ability to identify key risks to the Company, including legal and regulatory compliance and monitor risk and compliance management frameworks and systems.
People and Culture	HR planning and management experience in employment legislation, recruitment, compensation, performance reviews, conflict management, diversity and workplace culture.
Workplace Health & Safety, Environment & Sustainability	Experience with workplace health and safety, environmental and sustainability policies, practices and reporting.
Technology	Expertise in technology projects to improve operational efficiency and keeping abreast of emerging technology relevant to the Company, cyber security, privacy, social media and digital marketing.