

TASK GROUP

Board skills and diversity matrix

MAY 2023

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Board skills and diversity matrix

The Board of TASK Group Holdings Limited (TASK) 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 is primarily established for internal purposes to enable the Board to form a view as to its effectiveness in discharging its obligations. Further it serves as a board renewal and succession planning tool, assisting the Board with respect to the recruitment and selection of new directors. It may also be used in the annual performance evaluation of the Board to review the existing skills and capabilities of the Directors and to identify any gaps in those collective skills and experience.

This Board Skills and Diversity Matrix is disclosed on the Company's website <https://tasksoftware.com/investors> as required by the Board Charter.

Skill and Experience	Reason for this skill or experience	Does the collective TASK Board currently have these skills and experience?	Is there any identified gap in the collective skills and experience of the TASK Board?
Strategic Capability and Leadership	Required for all boards.	Yes	No
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	N/A
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
Technology and Innovation	An understanding of technology and technological development including an understanding of cloud-based solutions is desirable.	Yes	No
Industry and Customer	Experience in the development and deployment of cloud-based solutions for customers operating internationally in the Hospitality sector is desirable.	Yes	No

Skill and Experience	Reason for this skill or experience	Does the collective TASK Board currently have these skills and experience?	Is there any identified gap in the collective skills and experience of the TASK Board?
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	Yes
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
Corporate Governance and ESG	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 and considers its commitment to diversity and inclusion when filling director vacancies.

The current Board representation statistics reflecting gender, cultural background (which is defined by the Australian Human Rights Commission as a person's ethnicity and ancestry) and international experience are as follows:

Diversity	Result
Gender Diversity	Male 80% Female 20%
Cultural Background	Australia 80% New Zealand 20%
International Experience	Australia 40% New Zealand 20% Europe 0% North America 20% Asia 20%

Approved by the TASK Group Holdings Limited Board on 5 May 2023.