

ASX:1ST – BOARD SKILLS MATRIX

The Board of 1ST Group Limited (**Company**) (ASX: 1ST) 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.

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 filled through the employment of suitably experienced senior executives and the engagement of professional experts and consultants.

Name and Position		Skills, Experience and Expertise											Diversity		
		Independence	Strategy	Corporate Governance	Risk & Compliance	Legal	Health/Safety/Environment	Investor/Public Relations	Industry			Finance			Gender
Technical	Product Development								Commercial/Operational	Financial/Accounting	Capital Markets	Mergers & Acquisitions			
Board of Directors															
Stephe Wilks	Independent Non-Executive Director	3	3	3	3	3	2	3	2	1	3	3	3	3	Male
Magali Azema-Barac	Independent Non-Executive Director		2	2	2	1	2	2	2	1	2	3	3	2	Female
Klaus Bartosch	CEO and Executive Director		3	3	2	2	2	3	3	3	3	2	3	3	Male
Average															

Skills 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