

ASX:JAN – BOARD SKILLS MATRIX

The Board of Janison Education Group Limited (**Company**) (ASX:JAN) is comprised of directors with a broad range of technical, commercial, financial and other skills, experience and knowledge relevant to overseeing the business of an online education software company.

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 24 August 2021.

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/or the engagement of professional experts and consultants.

		Skills, Experience and Expertise													Diversity		
Name	Position	Independent	Strategy	Corporate Governance	Risk & Compliance	Legal	Health/Safety/Environment	Investor / Public Relations	Industry			Finance			Ethnicity	Age	Gender
									Technical	Product Development	Commercial / Operational	Financial/Accounting	Capital Markets	Mergers & Acquisitions			
Board of Directors																	
Michael Hill	Non-Executive Chairman	Yes	3	2	2	2	2	3	3	3	3	2	3	3	Aust	49	M
Wayne Houlden	Non-Executive Director	No	3	2	2	2	2	2	3	3	2	1	1	1	Aust	60	M
Brett Chenoweth	Non-Executive Director	Yes	3	3	3	3	2	3	2	2	3	3	3	3	Aust	52	M
David Willington	Non-Executive Director	Yes	3	2	2	2	2	3	3	2	3	3	3	3	Aust	49	M
Allison Doorbar	Non-Executive Director	Yes	3	2	2	2	1	2	1	2	3	2	1	2	British	55	F
Average		80%	3.0	2.2	2.2	2.2	1.8	2.4	2.4	2.4	2.8	2.2	2.2	2.4			80% M 20% F

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