

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 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 17 August 2022.

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												
Name	Position	Independent	Strategy	Corporate Governance	Risk & Compliance	Legal	Health/Safety/Environment	Investor / Public Relations	Industry			Finance		
									Technical	Product Development	Commercial / Operational	Financial/ Accounting	Capital Markets	Mergers & Acquisitions
Michael Hill	Non-Executive Chairman	Yes	3	2	2	2	2	3	3	3	3	2	3	3
David Caspari	CEO and Managing Director	No	3	2	2	2	2	3	2	2	3	2	2	2
Vicki Aristidopoulos	Non-Executive Director	Yes	3	2	2	1	2	3	1	2	3	2	1	1
Kathleen Bailey-Lord	Non-Executive Director	Yes	3	3	3	1	2	2	2	2	3	2	1	2
Brett Chenoweth	Non-Executive Director	Yes	3	3	3	3	2	3	2	2	3	3	3	3
Allison Doorbar	Non-Executive Director	Yes	3	2	2	2	1	2	1	2	3	2	1	2
Wayne Houlden	Non-Executive Director	No	3	2	2	2	2	1	3	3	2	1	1	1
Average		71.4%	3.0	2.3	2.3	1.9	1.9	2.4	2.0	2.3	2.9	2.0	1.7	2.0

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