



Imricor Medical Systems, Inc. ARBN 633 106 019

BOARD SKILLS MATRIX

Objectives

The objectives of this skills matrix are to:

- Identify the skills, knowledge, experience and capabilities that are considered to be desired of the Board of Imricor Medical Systems, Inc. (**Company**) as a whole, in order for the Board to fulfil its role and in light of the Company's strategic direction;
- Ascertain the current skills, knowledge, experience and capabilities of the Board, and provide the incumbent Directors with an opportunity to reflect upon and discuss the current composition of the Board; and
- Identify any gaps in skills or competencies that can be addressed in future director appointments.

Review

It is intended that this skills matrix will be reviewed at least annually by the Nomination and Remuneration Committee to ensure that the current needs in relation to supervising the Company and its operations are being met, and to take into account any changes in the Company's circumstances and strategic priorities.

Completion instructions

Each Director is requested to self-assess and rate his own competencies by filling out the relevant column (relating to his own skills) in the Board Skills Matrix and return a completed version to the Company Secretary.

All Directors' responses will be collated into a combined version which will be tabled for discussion at a Board meeting.

Versions

Adopted on 12 January 2026

BOARD SKILLS MATRIX

INSTRUCTIONS FOR COMPLETION

Please indicate your knowledge, skills, and experience for each category

Advanced = 3 Intermediate = 2 Beginner = 1

SKILLS AND EXPERIENCE	SW	MT	AM	JL	PM	AD	Average
Executive leadership and Board experience							
Senior executive experience	3	3	3	2	3	3	2.8
Experience as board member of a listed company	3	3	2	2	3	2	2.5
Financial literacy							
Qualifications or experience in financial accounting and reporting, corporate finance, risk and internal controls	3	2	2	3	3	3	2.7
Legal, governance and compliance							
Qualifications or experience with relevant legal matters, governance structures standards and compliance requirements	3	3	3	1	3	2	2.5
Strategy							
Experience in developing, implementing a plan of action to achieve the Company's long-term objectives	3	3	3	3	3	3	3
Experience and ability to make good judgments and timely decisions in understanding and dealing with a business situation	3	3	3	3	3	3	3
Health, safety, environment and sustainability							
Experience related to health, safety, environmental, social responsibility, or sustainability initiatives	3	2	3	3	2	2	2.5

Risk and Oversight Compliance							
Ability to identify key risks to the organization in a wide range of areas including regulatory compliance, and monitor risk and compliance management frameworks and systems.	3	3	2	2	2	3	2.5
Capital management							
Experience in capital management strategies, including capital partnerships, debt financing and capital raisings	3	3	3	2	3	2	2.7
Experience in equity capital markets and M&A including cross-border transactions	3	3	3	1	3	3	2.7
People and Culture							
Experience in HR policy and procedures, and in remuneration principles and practice.	3	3	3	1	2	3	2.5
Experience in international workforce management and creation of a diversified workforce.	3	3	3	1	2	3	2.5
Sales and Marketing							
Experience in sales, branding and marketing	3	3	3	2	1	3	2.5
Technology							
Experience in the application of technology to process information and data in the context of a business enterprise	3	3	3	1	2	3	2.5
Experience and a breadth of knowledge with new disruptive technologies in the medical devices space	3	3	2	1	1	3	2.2
Industry							
Experience in medical device industry	3	3	2	3	1	3	2.5
Intellectual Property (IP)							
Experience related to management of IP including protection and development	3	2	3	1	2	3	2.3
Disruptive Technologies							
Experience identifying and capitalizing on the potential efficiencies, cost-savings, or new marketing opportunities created by new technologies	3	3	3	2	2	3	2.7