ASX: DWG – BOARD SKILLS MATRIX

The Board of DataWorks Group Limited (Company) (ASX:DWG) is comprised of directors with a broad range of technical, commercial, financial and other skills, experience and knowledge relevant to overseeing the business of a technology 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 30 June 2026 (approved and ratified 28 July 2026).

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							Industry			Finance					
Name	Position	Formal Qualifications	Independent	Strategy	Corporate Governance	Audit, Risk & Compliance	Legal	Health/Safety/Environment	Investor / Public Relations	Technical	Product Development	Commercial / Operational	Financial/ Accounting	Capital Markets	Mergers & Acquisitions	Age	Gender
Board of Directors																	
Julian Babarczy	Executive Chairman		Y	3.0	3.0	3.0	2.5	2.0	3.0	1.5	2.0	3.0	3.0	3.0	3.0	49	Male
Freya Smith	Non-Executive Director		Y	2.0	3.0	3.0	3.0	2.0	2.0	1.0	1.0	2.0	2.0	3.0	3.0	42	Female
Ian Penrose	Non-Executive Director		Y	3.0	3.0	2.0	2.0	2.0	3.0	2.0	2.0	3.0	2.0	3.0	3.0	61	Male
Average				2.7	3.0	2.7	2.5	2.0	2.7	1.5	1.7	2.7	2.3	3.0	3.0	50.7	