

ASX:OPY – BOARD SKILLS MATRIX

The Board of Openpay Group Limited (**Company**) (ASX:OPY) 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 and payments 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, and diversity necessary for the Board to discharge its duties and responsibilities effectively.

A summary of the collective skills, experience, and diversity of the Board is set out below and is current as at 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.

The Board has reviewed the competence of the FY2022 directors and is satisfied that they have the necessary skills, experience and diversity to perform their duties. The Board has determined that the directors collectively have a high level of skill, professional experience or expertise across all categories in the matrix.

| No. | Skills/Attributes | Within Director Competence |
|-----|---------------------------|----------------------------|
| 1 | Strategy | ✓ |
| 2 | Corporate Governance | ✓ |
| 3 | Risk & Compliance | ✓ |
| 4 | Legal | ✓ |
| 5 | Health/Safety/Environment | ✓ |
| 6 | Investor/Public Relations | ✓ |
| 7 | Start-up Scaling | ✓ |
| 8 | Technical | ✓ |
| 9 | Product Development | ✓ |
| 10 | Commercial/Ops | ✓ |
| 11 | Financial/Accounting | ✓ |
| 12 | Capital Markets | ✓ |
| 13 | Mergers & Acquisitions | ✓ |