



Board skills matrix

Apollo Tourism & Leisure Ltd ACN 614 714 742 (**Company**)

Effective date: 6 October 2016 (Revised July 2019)

Board Skills Matrix

1 INTRODUCTION

The Company and its board of directors (**Board**) is committed to ensuring that it adopts best practice in corporate governance. The Board has established a Board skills matrix (**Matrix**) in line with the ASX Corporate Governance Council's *Corporate Governance Principles and Recommendations* which sets out the mix of skills the Board current has or is looking to have. The Board has identified these skills as the current optimum categories to best operate the Company.

The Board will use the Matrix to identify gaps in skills of its memberships, as well as for succession planning from time to time.

The Board will also review this Matrix at least annually to ensure it remains relevant to the operations of the Company.

2 BOARD SKILLS MATRIX

The Matrix below identifies the mix of competencies of the current Board and Advisory Board.

Director	Corporate Governance	Financial & Audit	Legal	Industry	Public Company Leadership	Risk	Audit & Remuneration	Innovation	Capital Market Experience
Stephen Lonie	✓	✓			✓	✓	✓		✓
Luke Trouchet			✓	✓				✓	
Karl Trouchet		✓		✓				✓	
Sophie Mitchell	✓	✓			✓	✓	✓		✓
Advisory Board									

Phil Degenhardt				✓				✓	
Brett Heading	✓		✓				✓		✓
Brian Gronberg				✓	✓	✓	✓	✓	✓