

ASX: BLG – BOARD SKILLS MATRIX

The Board of BluGlass Limited (Company) (ASX: BLG) 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 global semiconductor developer.

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 26 August 2025.

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 Ratings Description

- 4 Expert or Specialist professional experience
- 3 High level of skill and professional experience
- 2 Competent level of skill and professional experience
- 1 Developing a level of skill and professional experience
- 0 No skill or professional experience in the field

Skills Aerea	1	2	3	4	5	6	7	8	9	10	11	12	13
	Risk Management	Financial & Audit	Regulatory & Industry Compliance	Strategy	Capital Markets & Funding	People, Culture & Performance	Executive Management	Stakeholder Engagement	Sustainability & Environmental Stewardship	Climate Change Reporting	Ethics & Integrity	Previous Board Experience	Corporate History
Board Average	3.25	3.25	3.25	3.5	3.5	3	3.5	3	2.75	2	4	3.75	3.5
Diversity	100% Male 50% (46-55) / 25% (56-65) / 25% (66-75) 50% Australian 50% Residing in Australia												