

BOARD SKILLS MATRIX

The Board aims to have an appropriate mix of skills, knowledge, experience and capabilities in its composition in order to effectively discharge its responsibilities of good corporate governance and oversight for the Company and its Shareholders.

The Board is committed to having a diverse mix of experience and expertise in its composition and believes this principle enables good corporate governance and adds value for the Company's Shareholders.

The Skills Matrix below outlines the mix of skills currently comprising the Board:

SUMMARY OF EXPERTISE & EXPERIENCE	BOARD OF DIRECTORS
Strategic Skills	
Strategy setting and implementation	95%
Understanding current market and competitors	75%
Future vision (future development and recognising and positioning for market opportunities)	85%
Corporate Governance & Legal	
Board Experience/Corporate Governance	70%
Senior Leadership Experience	95%
ASX Experience	85%
Statutory/Regulatory Compliance	85%
Legal	70%
Finance	
Financial / Accounting / Audit	75%
Financial Markets & Investment	80%
Mergers & Acquisitions	85%
Statutory Reporting Requirements	85%
Risk	
Risk Management	85%
Environment & Social	85%
Health & Safety	95%
People and Culture	
Human Resource Management	80%
Diversity	80%
Investor Relations	
Shareholder Communications	80%
Periodic Reporting	85%

Industry Specific	
Environmental Management	75%
Safety Management / OH&S	80%
Stakeholder Management	95%
Other Skills	
Technology / Systems	75%
Marketing	85%
Public Relations	75%