

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 believes having a diverse mix of experience and expertise in its composition 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	90%
Understanding current market and competitors	65%
Future vision (future development and recognising and positioning for market opportunities)	70%
Corporate Governance & Legal	
Board Experience/Corporate Governance	75%
Senior Leadership Experience	90%
ASX Experience	85%
Statutory/Regulatory Compliance	90%
Legal	70%
Finance	
Financial / Accounting / Audit	75%
Financial Markets & Investment	80%
Mergers & Acquisitions	80%
Statutory Reporting Requirements	85%
Risk	
Risk Management	95%
Environment & Social	80%
Health & Safety	90%
People and Culture	
Human Resource Management	80%
Diversity	80%
Investor Relations	
Shareholder Communications	85%
Periodic Reporting	85%

Industry Specific	
Environmental Management	70%
Safety Management / OH&S	70%
Stakeholder Management	85%
Other Skills	
Technology / Systems	65%
Marketing	70%
Public Relations	60%