

Board Skills Matrix

	James Mactier (Chairman)	Fiona Morgan	Jim Beyer (Managing Director and CEO)	Steve Scudamore	Lynda Burnett	Russell Barwick
Appointment Date						
Month/Year	Feb 2016	Nov 2016	Oct 2018	May 2019	Nov 2019	Mar 2020
Skills and Experience						
Other ASX Listed Board of Director Experience	-	-	-	√	√	√
Corporate Finance Experience	√	-	√	√	-	√
Accounting Qualification	-	-	-	√	-	-
Exploration/Geology Experience	-	-	√	-	√	√
Natural Resources Engineering and Operational Management Experience	-	√	√	-	-	√
Project Development and Construction Experience	-	√	√	-	-	√
Risk Management and Compliance Experience	√	√	√	√	√	√
Workplace Health, Safety, Environment and Community (“HSEC”) Experience	-	√	√	-	√	√
Ability to Chair Audit Committee*	-	-	-	√	-	-
Ability to Chair Remuneration, Nomination and Diversity Committee	-	√	-	√	√	√
Ability to chair Risk, Safety, Environment & Community Committee	-	√	-	√	√	√

*Preference is for the Committee Chair to have formal accounting qualifications and experience

NB Committee Chairperson not to be the Managing Director and preferably not the Board Chairperson