



## Board Member Skill Matrix

	Tim Goyder	Brendan Bradley	Bryn Jones	Richard Hacker	Gap Analysis
<b>Work experience</b>					
Board members should have a depth of experience across diverse fields which may include board, business, professional, and public sector experience, all of which will add to the dynamics of the board	✓	✓	✓	✓	Board has strong capability in this area.
<b>Directors duties</b>					
Board members should fully understand the legal and other responsibilities of a director	✓	✓	✓	✓	Board has strong capability in this area.
<b>Ethics and integrity</b>					
Board members should have the highest moral and ethical character	✓	✓	✓	✓	Board has strong capability in this area.
<b>Board participation</b>					
Board members should have the courage to ask tough questions and to voice their support of, or opposition to, proposals and actions. Board members should have personal qualities to be able to make a substantial active contribution to board deliberations	✓	✓	✓	✓	No gaps identified

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<b>Availability and dependability</b>					
Board members must have sufficient time available to discharge duties of board membership. Not only should they attend meetings, but they should fully review materials and actively participate in the meetings.	✓	✓	✓	✓	No gaps identified
<b>Compatibility</b>					
Board members should be able to develop a good working relationship with other board members and management	✓	✓	✓	✓	No gaps identified
<b>Good judgement</b>					
Board members should be able to focus on the important issues and base their decisions and actions on wisdom, sound business practice and common sense.	✓	✓	✓	✓	No gaps identified
<b>Skills</b>					
• <b>Geology</b> (mineral exploration, resource definition, project economics)	☑	✓	☑	☑	Board has strong capability in this area.
• <b>Engineering and processing</b> (feasibility studies, mining methods, plant design)			✓		Board has sufficient skill set for Company's current stage.
• <b>Accounting and Financial</b> (financial statements, auditing, performance measurement, risk management, taxation, merger/acquisitions and sources of finance, project economics)	☑	☑	☑	✓	Board has strong capability in this area.
• <b>Legal</b> (corporate law, mergers and acquisition, contracts, regulation, and intellectual property)	☑	☑	☑	☑	Board has sufficient skill set for Company's current stage with support from external legal providers if required.

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<b>Skills (continued)</b>					
• <b>Human Resources</b> (compensation, employee relations, performance evaluation, and succession planning)	☑	☑	☑	☑	Board has sufficient skill set for Company's current stage with support from external human resources providers if required
• <b>Operations</b> (production processes, quality management, supply chain management)	✓	☑	☑	☑	Board has sufficient skill set for Company's current stage.
• <b>Business Planning</b> (Business Plans, Market Analysis, and Strategy Development and Implementation)	✓	✓	✓	✓	Board has strong capability in this area.
• <b>Governance Skills</b> (roles and responsibilities of Directors, Board leadership/effectiveness, and Corporate Governance Legislation)	✓	✓	✓	✓	Board has strong capability in this area.
• <b>Strategic Fit</b> (Board capabilities fit with company's current strategic objectives)	✓	✓	✓	✓	Board has strong capability in this area.
• <b>Diversity</b> (Board complies with diversity policies)					Diversity is part of the Board recruitment policy (although the Board's primary objective will be to secure the best person for the job).

KEY:



Board member has specific skills, education and experience in the area



Board member has some general skills but has no specific education or experience in the area