

**VHM LIMITED**
**BOARD SKILLS MATRIX - JUNE 2024**

Rated between 1 - 10 (1 being lowest and 10 being highest)

<b>Professional Director Skills</b>	<b>Description</b>	<b>Average</b>
Risk & Compliance	Ability to identify key risks to the Company related to each key area of operations. Ability to monitor risk and compliance frameworks. Knowledge of legal and regulatory requirements.	7.5
Financial & Audit	Ability to analyse financial statements and reporting, assess financial viability, contribute to financial planning, oversee budgets and funding arrangements.	6.8
ASX Governance	Knowledge and experience in best practice ASX and Corps Act governance structures, policies and processes.	7.0
Strategy	Ability to identify and critically assess strategic opportunities and threats to the Company. Develop strategies in context to Company policies, business objectives and changing market conditions.	7.5
Business Operations	A broad range of experience in business systems, operations, practices and exploration activities	7.3
Policy Development	Ability to identify key issues for the Company and develop appropriate policy parameters within which the Company should operate.	7.5
Capital Markets	Experience in considering and implementing efficient capital management including alternative capital sources, yields and markets.	6.3
People and Performance	Appreciation for the best practices in HR planning and management with familiarity in employment legislation and labour relations, recruitment, compensation, performance reviews and conflict management.	7.5
Executive Management	Experience in evaluating performance of senior management and oversee strategic human capital planning. Experience in industrial relations and organizational change management programmes.	7.3
<b>Industry Specific Skills</b>		
Exploration and Development of Mineral Resources	Experience in exploration and development of Mineral Resources.	7.0
Safety, Social and Environmental Responsibility	Experience in implementation of health and safety management systems across an organisation, and development / implementation of relevant policies and practices.	7.5
Stakeholder Engagement	Good reputation and networks with relevant industry organisations, consumer or business groups and the ability to effectively engage and communicate with those stakeholders.	7.5
Industry Relations	Expertise in the industry in terms of policy development, interest group input and legislation. Effective networks and engagement with experts.	7.5

<b>Professional Director Skills</b>	<b>Description</b>	<b>Average</b>
<b>Interpersonal Skills</b>		
Leadership	Make decisions and take necessary actions in the best interest of the Company and represent the Company favourably. Analyse issues and contribute at board level to solutions.	8.3
Ethics and Integrity	Understanding and fulfilling the duties and responsibilities of a director, putting the Company's interests before personal interests, ability to maintain board confidentiality and declare any potential conflicts.	8.3
Contribution	Ability to constructively contribute to board discussions and communicate effectively with other directors and management.	8.3
Negotiation	Ability to negotiate and influence outcomes, including an ability to gain stakeholder support for board decisions.	7.8
Critical Thinker	Ability to analyse detailed information, identify key issues and develop approaches and solutions to problems.	8.0
Crisis Management	Ability to constructively manage crisis, provide leadership around solutions and contribute to communications strategy with stakeholders.	8.0
<b>Diversity &amp; Other Aspects to Assess</b>		
Previous Board Experience	The board's directors should have extensive director experience and have completed formal training in governance and risk.	7.8
Corporate History	A good understanding of recent corporate background including organisational structure, litigation, key contracts and relationships, performance and capital structures.	7.5