



ACN 644 982 123

BOARD SKILLS MATRIX

The ACDC Metals Ltd (ACDC) 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 Security Holders.

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

The Skill Matrix below outlines the mix of skills and capabilities currently comprising the ACDC Board:

	BOARD OF DIRECTORS – ACDC			
Summary of Expertise and Experience	Andrew Shearer	Richard Boyce	Ivan Fairhall	Mark Saxon
Risk & Compliance				
Identify key risks to the organisation related to each key area of operations. Ability to monitor risk and compliance and knowledge of legal and regulatory requirements.	5	5	3	4
Financial & Audit				
Experience in accounting and finance to analyse statements, assess financial viability, contribute to financial planning, oversee budgets, oversee funding arrangements.	3	5	3	3
Strategy				
Ability to identify and critically assess strategic opportunities and threats to the organisation. Develop strategies in context to our policies and business objectives.	5	5	5	5
Policy Development				
Ability to identify key issues for the organisation and develop appropriate policy parameters within which the organisation should operate.	5	5	2	3

Summary of Expertise and Experience	Andrew Shearer	Richard Boyce	Ivan Fairhall	Mark Saxon
Technology				
Knowledge of IT governance including privacy, data management and security.	3	5	4	2
Executive Management				
Experience in evaluating performance of senior management and oversee strategic human capital planning. Experience in industrial relations and organisational change management programmes.	5	5	4	4
Industry Specific Skills				
Level of understanding of the formation of mineral sands deposits	5	1	5	5
Leadership				
Make decisions and take necessary actions in the best interest of the organisation and represent the organisation favourably. Analyse issues and contribute at board level to solutions.	5	5	5	5
Ethics and Integrity				
Understand role as Director and continue to self-educate on legal responsibility, corporate governance, confidentiality, continuous disclosure and declaration of conflicts.	5	5	4	4
Contribution				
Ability to constructively contribute to Board discussions and communicate effectively with Management and other Directors.	5	5	5	5
Negotiation				
Possess excellent negotiation skills, with the ability to drive stakeholder support for board decisions.	5	5	5	4
Crisis Management				
Ability to constructively manage crisis, provide leadership around solutions and contribute to communications strategy with stakeholders.	5	5	4	3
Diversity				
Equal gender representation should be a priority as diversity leads to better board outcomes.	5	5	3	5
Previous Board Experience				
Experience as a Director and has completed formal training in governance and risk.	5	5	3	5