

Board Skills Matrix

UVRE LIMITED
ACN 650 124 324
(Company)

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1 Purpose

1.1 Purpose

The board of the Company (**Board**) is comprised of directors with a broad range of technical, commercial, financial, and other skills, experience, and knowledge relevant to overseeing the business of the Company. This Board skills matrix (**Matrix**) is used to ensure that the Board has the right balance of directors to set and achieve the organisation's strategic goals and to direct the Company's growth and development.

The Board has identified this Matrix as a useful tool to assist with recruitment and professional development initiatives for directors. As such, the Remuneration and Nomination Committee (once established) is expected to have regard to this Matrix when nominating any potential directors for election or re-election to the Board, identifying professional development targets or undertaking any other duties that are relevant to the skills of the Board.

2 Skills, Experience, Expertise, and Diversity

The Matrix is contained in the **Annexure**.

2.1 Principles

Each director is not expected to achieve a high rating across all competencies contained in the Matrix. Instead, the Company seeks to achieve a high level of skill, professional experience, or expertise across all of the categories identified in the Matrix.

Given the size and age of the Company, it is expected that there will be gaps in the skills of the Board. Where these gaps exist, they are filled through the employment of suitably experience senior executives and/or the engagement of professional advisers and consultants.

The skills and attributes identified by the Company can be broadly categorised as follows:

- (a) governance skills;
- (b) industry skills; and
- (c) diversity.

Due to the Company's age, it is currently unable to set specific diversity targets in relation to the composition of the Board. However, the Company values and is conscious of the importance of diversity in the Board and will strive to achieve a diverse Board in the future.

3 Review and publication of Matrix

The Board will review this Matrix annually to ensure it remains relevant to the current needs of the Company. The Matrix may be amended by resolution of the Board.

Key features are published in:

- (a) either the annual report or on the Company's website; and
- (b) in the Appendix 4G to be lodged with the ASX at the same time as lodgement of the annual report.

Approved by the Board on 12 April 2022

4 Annexure – Board Matrix

Uvre Limited Board Matrix		Skills, Experience, and Expertise											Diversity				
		Independent (state 'Y' or 'N')	Strategy	Corporate Governance	Risk & Compliance	Legal	Health/Safety/Environment	Investor/Public Relations	Industry			Finance			Ethnicity	Age	Gender
Geological/Minerals Exploration/Other Technical	Mining/Engineering/Metallurgy								Commercial/Operational	Financial/Accounting	Capital Markets	Mergers & Acquisitions					
Name	Position																
Board of Directors																	
Mr Steven Wood	Non-Executive Chairman	Y	2	2	2	1	2	2	1	1	1	3	2	2	AU	36	M
Mr Peter Woods	Managing Director	N	3	2	2	2	2	3	2	2	2	2	3	3	AU	37	M
Mr Charles Nesbitt	Non-Executive Director	Y	2	1	2	1	3	1	3	2	2	1	0	1	AU	46	M
Mr Brett Mitchell	Non-Executive Director	N	3	3	3	3	3	3	2	2	3	3	3	3	AU	50	M
Average																	

Skills Ratings:

- 3** High level of skill, professional experience or expertise
- 2** Competent level of skills, professional experience or expertise
- 1** Developing level of skill, professional experience or expertise
- 0** No skill, professional experience or expertise