LEFROY EXPLORATION LIMITED
ARBN 052 123 930
BOARD SKILLS MATRIX
Current as at 23 September 2026

SKILL AREA	SPECIFIC SKILL	REQUIREMENTS OVERVIEW	RATING FOR THE CURRENT BOARD – D. KELLY, G. GRIBBIN, T. FRENCH, J. KNOWLES & M. DAVIES (LOW/MODERATE/HIGH)
1. RISK & COMPLIANCE	**1a. Operational Risk & Compliance**	Identify key risks to the organisation related to each key area of operations.	High
	1b. Legal Risk & Compliance	Ability to monitor risk and compliance and knowledge of legal and regulatory requirements.	High
	1c. Financial & Audit	Experience in accounting and finance to analyse statements, assess financial viability, contribute to financial planning, oversee budgets and oversee funding arrangements.	High
	1d. Technology	Knowledge of IT governance and systems including privacy, data management and security.	Moderate/High
2. STRATEGY & POLICY	**2a. Strategy**	Ability to identify and critically assess strategic opportunities and threats to the organisation. Develop strategies in context to our policies and business objectives.	High
	2b. Policy Development	Ability to identify key issues for the organisation and develop appropriate policy parameters within which the organization should operate.	High
	2c. Crisis Management	Ability to constructively manage crisis, provide leadership around solutions and contribute to communications strategy with stakeholders.	High
3. INDUSTRY	**3a. Industry Specific Skills**	Experience and knowledge with respect to the industry in which the Company operates.	High
4. MANAGEMENT & LEADERSHIP	**4a. Executive Management**	Experience in evaluating performance of senior management, and oversee strategic human capital planning. Experience in industrial relations and organisational change management programmes.	High
	4b. 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.	High
	4c. Negotiation	Possess excellent negotiation skills, with the ability to drive stakeholder support for board decisions.	High
5. BOARD CONDUCT	**5a. Ethics and Integrity**	Understand role as director and continue to self-educate on legal responsibility, ability to maintain board confidentiality, declare any conflicts.	High
	5b. Contribution	Ability to constructively contribute to board discussions and communicate effectively with management and other directors.	High
6. PERSONAL	**6a. Diversity**	Adds gender, age and/or ethnic diversity to the Board.	Moderate/High
	6b. Previous Board Experience	Has director experience (past or present) on other public company or private company Boards.	High
	6c. Board Training	Has completed formal training in director role and duties including training in governance and risk.	Moderate