



ASPIRE

**Board Skills Matrix
Aspire Mining Limited
ACN 122 417 243
(Company)**

	Skill	Requirements overview	Collective
Personal/ Behavioural	Ethics and Integrity	Understand role as director and continue to self educate on legal responsibility, ability to maintain board confidentiality, declare any conflicts.	Yes
	Gender Diversity	Equal gender representation should be a priority as diversity leads to better board outcomes.	Yes
	Other Diversity	Does the Board exhibit other diversity characteristics including a range of cultural and age differences.	Yes
	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.	Yes
	Contribution	Ability to constructively contribute to board discussions and communicate effectively with management and other directors.	Yes
	Previous Board Experience	The board's directors should have extensive director experience.	Yes
	Commercial Experience	Ability to think commercially and holistically.	Yes
	Qualifications	The board's directors should have completed formal training in governance and risk.	Yes
Technical and Industry Specific Skills	Industry Knowledge	The Board should have a range of experience in various professions, including but not limited to legal, accounting/finance, mining/geology, engineering, marketing and communications as deemed relevant to the Company and its operations.	Yes
	Negotiation	Possess excellent negotiation skills, with the ability to drive stakeholder support for board decisions.	Yes
	Crisis Management	Ability to constructively manage crisis, provide leadership around solutions and contribute to communications strategy with stakeholders.	Yes

	Skill	Requirements overview	Collective
	Technology	Knowledge of IT governance including privacy, data management and security.	Yes
Governance	Strategy	Ability to identify and critically assess strategic opportunities and threats to the organization. Develop strategies in context to our policies and business objectives.	Yes
	Executive Management	Experience in evaluating performance of senior management, and oversee strategic human capital planning. Experience in industrial relations and organizational change management programmes.	Yes
	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.	Yes
	Financial & Audit	Experience in accounting and finance to analyse statements, assess financial viability, contribute to financial planning, oversee budgets, oversee funding arrangements.	Yes
	Policy Development	Ability to identify key issues for the organisation and develop appropriate policy parameters within which the organization should operate.	Yes