

**SOON MINING LIMITED**

**ACN 603 637 083**

**BOARD SKILLS MATRIX**

## **1 OVERVIEW**

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- 1.1 Soon Mining Limited ACN 603 637 083 (**Company**) is committed to ensuring that it adopts best practice in corporate governance.
- 1.2 In accordance with its Board Charter, the board of directors (**Board**) of the Company has established this Board Skills Matrix, which sets out the mix of skills and diversity that the Board currently has or is looking to achieve in its Board membership. The Board has identified the below list as the current optimum skills and diversity for the Company.
- 1.3 The Board will use the Board Skills Matrix to identify gaps in skills of its membership, as well as for succession planning from time to time.
- 1.4 The Board will also review this Board Skills Matrix from time to time to ensure that it remains relevant in relation to the operations of the Company evolves.

## **2 BOARD SKILLS MATRIX**

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### **General and governance skills**

- Management experience
- Listed company board experience
- Legal understanding (including ethical and fiduciary duties)
- Risk management
- Corporate governance committee experience

### **Specific skills**

- Legal qualifications
- Financial/accounting qualifications
- Geological qualifications
- Mining and resources experience
- Industry experience
- Experience in the West African mining region

### **Diversity**

- Gender (male and female)
- Language (English, Chinese and other)
- Caucasian and non-Caucasian ethnicity