

BOARD SKILLS MATRIX

The Board of WA1 Resources Ltd (**Company**) is comprised of directors with a broad range of technical, commercial, financial and other skills, experience and knowledge relevant to overseeing the business of a mining company.

The composition of the Board will be reviewed on an annual basis with reference to the Company's skills matrix which is used as a tool to assess the appropriate balance of skills, experience, independence and diversity necessary for the Board to discharge its duties and responsibilities effectively.

A summary of the collective skills, experience, independence and diversity of the Board is set out below and is current as at 1 July 2025.

The Company seeks to achieve a collectively "high" level of skill, professional experience, or expertise across all of the categories identified in its matrix. Where there are gaps in the skills of the Board, these are filled through the employment of suitably experienced senior executives and/or the engagement of professional experts and consultants.

The Board skills matrix is available on the Company's website at www.wa1.com.au.

Skills Ratings:

3 High level of skill, professional experience or expertise

2 Competent level of skill, professional experience or expertise

1 Developing level of skill, professional experience or expertise

0 No skill, professional experience or expertise

Board Skills Matrix

Board of Directors		Skills, Experience & Expertise														Diversity		
Name	Position	Independent	Strategy	Corporate Governance	Risk & Compliance	Legal	Health, Safety & Environment	Cultural Heritage	Investor & Public Relations	Industry			Finance			Ethnicity	Age	Gender
										Technical	Product Development	Commercial & Operational	Financial & Accounting	Capital Markets	Mergers & Acquisitions			
Kathleen Bozanic	Non-Executive Chair	Yes	3	3	3	2	2	1	3	1	2	2	3	2	3	Aust. Croat'n	51	Female
Paul Savich	Managing Director	No	3	2	3	2	2	3	3	2	2	2	2	3	3	Aust.	39	Male
Tom Lyons	Executive Director	No	3	2	2	2	2	3	2	3	2	2	1	2	1	Aust.	38	Male
Rhys Bradley	Non-Executive Director	No	3	3	3	2	2	2	3	2	1	2	3	3	2	Aust.	37	Male
Lee Bowers	Non-Executive Director	Yes	3	3	2	2	2	1	3	2	1	2	3	3	3	Aust.	44	Male
Average		40% Ind.	3	3	3	2	2	2	3	2	2	2	2	3	2			80% Male