

BOARD SKILLS MATRIX

The Board of WA1 Resources Ltd (**Company**) comprises directors with a broad range of technical, commercial, financial, strategic and governance expertise relevant to the oversight of an exploration and development mining company.

The Nomination, Remuneration & People Committee reviews the composition of the Board annually and assesses whether, collectively, the Board has an appropriate balance of skills, experience, expertise, independence and diversity to effectively discharge its responsibilities and support the Company's strategy.

As part of this process, each Director completes a self-assessment against the skill categories identified in the Board Skills Matrix using the rating scale outlined below. Assessments are supported by objective criteria, including professional qualifications, relevant industry and leadership experience, training and years of practice.

The Company aims to maintain a Board that, collectively, demonstrates a high level of capability, experience and expertise across all identified skill categories. Where opportunities exist to further enhance the Board's skills profile, these are complemented through the expertise of senior executives and the engagement of external advisers and technical specialists.

A summary of the Board's collective skills, experience and expertise is set out below and is current as at 18 September 2026.

Board Skills Matrix

	Skills, Experience & Expertise												
	Strategy	Corporate Governance	Risk & Compliance	Legal	Health, Safety & Environment	Cultural Heritage	Investor & Public Relations	Industry			Finance		
								Technical	Product Development	Commercial & Operational	Financial & Accounting	Capital Markets	Mergers & Acquisitions
Average Skills Rating of the Board of Directors	3	3	3	2	2	2	3	2	2	2	2	3	2

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
-  No skill, professional experience or expertise