



## Board Skills Matrix

The ASX Corporate Governance Principles and Recommendations require a listed entity to have and disclose a board skills matrix setting out the mix of skills and diversity that the board currently has or is looking to achieve in its membership.

Allegiance Coal Limited periodically assesses the skills of the Board based on the following skills and expertise, with the aim of achieving a well balanced board:

- Industry Knowledge
- Exploration
- Mining
- Metallurgy and Processing
- Construction
- Production
- Business/management
- Strategic Planning
- M&A
- Legal
- Corporate Finance
- Accounting/Auditing
- Corporate Governance/Ethics
- Board Director experience
- Leadership
- Risk Management
- Environmental
- Community/Social

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This Policy was adopted by the Board of Directors on 29/6/2017.

Last reviewed by the Board of Directors on 29/6/2017.

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