



IRIS METALS

## IRIS METALS LIMITED (ASX:IR1) – BOARD SKILLS MATRIX SUMMARY

The Board of Iris Metals Limited (“Iris Metals” or “the Company”) (ASX: **IR1**) is comprised of directors that possess the requisite skills to competently oversee the business of a resources company. The Board’s skills span the full spectrum of technical, financial, commercial and operational knowledge and experience necessary to guide a company of IR1’s size and stage of growth.

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 on the next page and is current as at 31 March 2022 as approved by the Board on 20 May 2022.

The assessment process involves the following steps:

1. Determination of relevant skills required by the Company;
2. Assessing each Director on who has those specific skills; and
3. Collating and summarising the data into the Board Skills Matrix Summary.

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### Directors

Simon Lill, Non-Executive Chairman  
Tal Paneth, Executive Director  
Peter Marks, Executive Director  
Chris Connell, Non-Executive Director  
David Franks, Company Secretary

### IRIS Metals Limited

#### Registered Office

Level 6, 400 Collins Street  
MELBOURNE VIC 3000

### Contact Details

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[www.irismetals.com](http://www.irismetals.com)

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<b>BOARD SKILLS MATRIX</b>	
<b>SKILL</b>	<b>NO. OF DIRECTORS WITH THIS SKILL (out of possible 4)</b>
<b>Managing and Leadership</b>	
Holds senior management positions outside the Company (past and present)	3
<b>Resource Industry Experience</b>	
Management/board representation on other resource entities (past and present)	3
Experience in resource-based transactions, joint ventures, acquisitions and/or disposals	4
Management of exploration and development activities – drilling, surveying, etc	3
<b>Governance or regulatory</b>	
Experience in governance of listed organisations (past and present)	2
Board membership of other listed entities (past and present)	2
<b>Strategy</b>	
Experience in growing the business, assessing value-based opportunities, thinking strategically and review and challenge management in order to make informed decisions and assess performance against strategy	4
Experience in identifying, negotiating and executing transactions including the acquisition of desirable opportunities	4
<b>Financial acumen</b>	
Financial literacy	4

**Directors**

Simon Lill, Non-Executive Chairman  
 Tal Paneth, Executive Director  
 Peter Marks, Executive Director  
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