



WHITE ENERGY COMPANY LIMITED (ASX:WEC) – BOARD SKILLS MATRIX SUMMARY

The Board of White Energy Company Limited (“White Energy” or “the Company”) (ASX:WEC) is comprised of directors that possess the requisite skills to competently oversee its business of its exclusive worldwide licensee of a patented technology which upgrades high moisture, low value sub-bituminous and lignite coals through a low cost process of dehydration and compaction (“BCB technology”) and identifying good quality coal properties for acquisition, where the BCB technology can be utilised to add value to projects. The Board’s skills span the full spectrum of technical, financial, commercial and operational knowledge and experience necessary to guide a company of White Energy’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 September 2022.

The Company seeks to achieve or exceed the targets set for each skill through the Board’s collective professional experience and 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 advisers.

The assessment process involves the following steps:

1. Determination of relevant skills
2. Weighting those skills according to the requirements of the Company and establishing specific rating criteria to determine the performance target for each skill
3. Completing an individual assessment for each Director against each skill
4. Calculating the collective result of the Board against the rating criteria for each skill, with **RED** being low target, **BLUE** being on target and **GREEN** being above target
5. Noting and assessing any additional factors against each skill
6. Calculating the combined result of the Board and any Additional Factors against each skill’s rating criteria with **RED** being low target, **BLUE** being on target and **GREEN** being above target



BOARD PERFORMANCE AGAINST TARGETS SET FOR EACH SKILL					
SKILL	INITIAL ASSESSMENT WITHIN BOARD			FINAL ASSESSMENT INCLUDING ADDITIONAL FACTORS	
GENERAL SKILLS AND EXPERIENCE					
Financial/Audit		✓			✓
Legal/Governance		✓			✓
Investor Relations		✓			✓
Risk Management and Compliance		✓			✓
Human Resources/Remuneration		✓			✓
IT/Technology		✓			✓
Marketing/Social Media		✓			✓
Strategic Planning		✓			✓
Government Affairs		✓			✓
Policy Development		✓			✓
Executive Management		✓			✓
International Experience		✓			✓
Listed Company Director experience		✓			✓
INDUSTRY SPECIFIC SKILLS AND EXPERIENCE					
Mining Industry		✓			✓
Coal Specific Industry		✓			✓
Coal Technology incl BCBC Tech		✓			✓