

## **Board Skills Matrix**

**(Assessed 30 September 2026)**

Enterprise Metals Limited (ASX: ENT) (“Enterprise” or the “Company”) places a high standard on corporate governance and adopts best practice as set out in the ASX Corporate Governance Principles and Recommendations (Corporate Governance Principles).

The Board has adopted a Board Skills Matrix that sets out the mix of skills and diversity that the Board currently has or is looking to achieve and will regularly assess the independence of each non-executive director.

The Board Skills Matrix sets out the skills and experience which, in the opinion of the Directors of Enterprise, are required for the proper functioning of the Board of Enterprise.

To ensure that the current Directors possess the skills and experience required by the Board Skills Matrix, the Board will periodically assess each Director’s skills and experience, as well as the collective skills and experience of the current Directors, against the Board Skills Matrix.

It is not a requirement that each individual Director present all the skills and experience listed in the Board Skills Matrix; however, the Board collectively should present all the skills and experience listed in the Board Skills Matrix.

The Board will take into account the Board Skills Matrix and gaps or weaknesses in the Board Skills Matrix when applying it to the existing Directors when filling any Board vacancies.

Please refer to Appendix 1 with respect to the current Board Skills Matrix and current assessment.

## BOARD SKILLS MATRIX (AS AT 30 SEPTEMBER 2026)

Current Board assessed: Phillip Gallagher (Executive Chairman), Dermot Ryan (Non-Executive Director), Stuart Ausmeier (Non-Executive Director) and Steven Zaninovich (Non-Executive Director). The 2026 assessment reflects the Board's strengthened technical, mining, project development, corporate strategy, finance and capital markets experience.

|                                    |                                          |                                                                                                                                                                                               | <b>Skills, Experience and Expertise Ranking<br/>(Low / Moderate / High)</b> |
|------------------------------------|------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------|
| <b>RISK &amp; COMPLIANCE</b>       | <b>Operational Risk &amp; Compliance</b> | Identify key risks to the organisation related to each key area of operations.                                                                                                                | High                                                                        |
|                                    | <b>Legal Risk &amp; Compliance</b>       | Ability to monitor risk and compliance and knowledge of legal and regulatory requirements.                                                                                                    | Moderate                                                                    |
|                                    | <b>Financial &amp; Audit</b>             | Experience in accounting and finance to analyse statements, assess financial viability, contribute to financial planning, oversee budgets and oversee funding arrangements                    | High                                                                        |
|                                    | <b>Technology</b>                        | Knowledge of IT governance and systems including privacy, data management and security.                                                                                                       | Moderate                                                                    |
| <b>STRATEGY &amp; POLICY</b>       | <b>Strategy</b>                          | Ability to identify and critically assess strategic opportunities and threats to the organisation. Develop strategies in context to our policies and business objectives.                     | High                                                                        |
|                                    | <b>Policy Development</b>                | Ability to identify key issues for the organisation and develop appropriate policy parameters within which the organisation should operate.                                                   | High                                                                        |
|                                    | <b>Crisis Management</b>                 | Ability to constructively manage a crisis, provide leadership around solutions and contribute to the communications strategy with stakeholders.                                               | High                                                                        |
| <b>INDUSTRY</b>                    | <b>Industry Specific Skills</b>          | Experience and knowledge with respect to the industry in which the Company operates.                                                                                                          | High                                                                        |
| <b>MANAGEMENT &amp; LEADERSHIP</b> | <b>Executive Management</b>              | Experience in evaluating the performance of senior management and overseeing strategic human capital planning.                                                                                | High                                                                        |
|                                    | <b>Leadership</b>                        | Make decisions and take necessary actions in the best interest of the organisation, and represent the organisation favourably. Analyse issues and contribute at the board level to solutions. | High                                                                        |
|                                    | <b>Negotiation</b>                       | Possess excellent negotiation skills, with the ability to drive stakeholder support for board decisions.                                                                                      | High                                                                        |
| <b>BOARD CONDUCT</b>               | <b>Ethics and Integrity</b>              | Understand role as director and continue to self-educate on legal responsibility, ability to maintain board confidentiality declare any conflicts.                                            | High                                                                        |
|                                    | <b>Contribution</b>                      | Ability to constructively contribute to board discussions and communicate effectively with management and other directors.                                                                    | High                                                                        |
| <b>PERSONAL</b>                    | <b>Diversity</b>                         | Adds gender, age and/or ethnic diversity to the Board. Diversity can lead to better board outcomes.                                                                                           | Moderate                                                                    |
|                                    | <b>Previous Board Experience</b>         | Has director experience (past or present) on other public company or private company Boards.                                                                                                  | High                                                                        |
|                                    | <b>Board Training</b>                    | Has completed formal training in the director role and duties, including training in governance and risk.                                                                                     | High                                                                        |