



## Board Skills Matrix

The Board of Pantoro Gold Limited has set the following skills matrix for each Director to self-assess their skills and experience. The Board of Pantoro considers the following skills best meet the current needs of the Company and enable it to achieve its strategies and goals.

|                                    |  |  |  |  |  |  |
|------------------------------------|--|--|--|--|--|--|
| Technical Skills                   |  |  |  |  |  |  |
| Commodities Exposure               |  |  |  |  |  |  |
| Finance, Commerce & Accounting     |  |  |  |  |  |  |
| Environmental, Social & Governance |  |  |  |  |  |  |
| Legal and Regulatory               |  |  |  |  |  |  |
| HR, Workplace Relations            |  |  |  |  |  |  |
| Previous Board Experience          |  |  |  |  |  |  |
| HSE, Risk Management               |  |  |  |  |  |  |
| Major Projects                     |  |  |  |  |  |  |
| Capital Markets                    |  |  |  |  |  |  |
| Ethics & Integrity                 |  |  |  |  |  |  |
| Decision Making, Problem Solving   |  |  |  |  |  |  |

Rating per skill:

|           |        |       |         |                  |
|-----------|--------|-------|---------|------------------|
| Excellent | Strong | Solid | Average | Scope to Improve |
|-----------|--------|-------|---------|------------------|