



PANTORO

Board Skills Matrix

The Board of Pantoro 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	Excellent	Strong	Solid	Average	Scope to Improve
Commodities Exposure	Excellent	Strong	Solid	Average	Scope to Improve
Finance, Commerce & Accounting	Excellent	Strong	Solid	Average	Scope to Improve
Environmental, Social & Governance	Strong	Solid	Average	Scope to Improve	Excellent
Legal and Regulatory	Excellent	Strong	Solid	Average	Scope to Improve
HR, Workplace Relations	Strong	Solid	Average	Scope to Improve	Excellent
Previous Board Experience	Excellent	Strong	Solid	Average	Scope to Improve
HSE, Risk Management	Strong	Solid	Average	Scope to Improve	Excellent
Major Projects	Excellent	Strong	Solid	Average	Scope to Improve
Capital Markets	Excellent	Strong	Solid	Average	Scope to Improve
Ethics & Integrity	Excellent	Strong	Solid	Average	Scope to Improve
Decision Making, Problem Solving	Excellent	Strong	Solid	Average	Scope to Improve

Rating per skill:

Excellent	Strong	Solid	Average	Scope to Improve
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