



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.

This Board Skills Matrix was reviewed by the Board in June 2022.

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
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