



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 August 2023.

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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