

**BOARD SKILLS MATRIX**



**MGC PHARMACEUTICALS LTD**

**ACN 116 800 269**

**(Company)**

**Current as at 30 September 2020**

<b>SKILL</b>	<b>REQUIREMENTS OVERVIEW</b>	<b>WEIGHTING</b>	<b>TOTAL</b>
<b>Risk &amp; Compliance</b>	Identify key risks to the organisation related to each key area of operations. Ability to monitor risk and compliance and knowledge of legal and regulatory requirements.	High	5
<b>Financial &amp; Audit</b>	Experience in accounting and finance to analyse statements, assess financial viability, contribute to financial planning, oversee budgets, oversee funding arrangements.	High	5
<b>Strategy</b>	Ability to identify and critically assess strategic opportunities and threats to the organization. Develop strategies in context to our policies and business objectives.	High	6
<b>Policy Development</b>	Ability to identify key issues for the organisation and develop appropriate policy parameters within which the organization should operate.	Medium	6
<b>Executive Management</b>	Experience in evaluating performance of senior management, and oversee strategic human capital planning. Experience in industrial relations and organizational change management programmes.	Medium	5
<b>Industry Specific Skills</b>	Knowledge within the pharmaceutical industry, including but not limited to cannabis for medicinal use	High	5
<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 board level to solutions.	Medium	6
<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	6
<b>Contribution</b>	Ability to constructively contribute to board discussions and communicate effectively with management and other directors.	Medium	6
<b>Negotiation</b>	Possess excellent negotiation skills, with the ability to drive stakeholder support for board decisions.	High	6
<b>Crisis Management</b>	Ability to constructively manage crisis, provide leadership around solutions and contribute to communications strategy with stakeholders.	High	6
<b>Previous Board Experience</b>	The board's directors should have extensive director experience and have completed formal training in governance and risk.	Medium	6