

BOARD SKILLS MATRIX



MGC PHARMACEUTICALS LTD

ACN 116 800 269

(Company)

Current as at 30 September 2021

| SKILL | REQUIREMENTS OVERVIEW | WEIGHTING | TOTAL |
|----------------------------------|--|------------------|--------------|
| Risk & Compliance | 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 |
| Financial & Audit | Experience in accounting and finance to analyse statements, assess financial viability, contribute to financial planning, oversee budgets, oversee funding arrangements. | High | 5 |
| Strategy | 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 |
| Policy Development | Ability to identify key issues for the organisation and develop appropriate policy parameters within which the organization should operate. | Medium | 6 |
| Executive Management | Experience in evaluating performance of senior management, and oversee strategic human capital planning. Experience in industrial relations and organizational change management programmes. | Medium | 5 |
| Industry Specific Skills | Knowledge within the pharmaceutical industry, including but not limited to cannabis for medicinal use | High | 5 |
| Leadership | 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 |
| Ethics and Integrity | Understand role as director and continue to self educate on legal responsibility, ability to maintain board confidentiality, declare any conflicts. | High | 6 |
| Contribution | Ability to constructively contribute to board discussions and communicate effectively with management and other directors. | Medium | 6 |
| Negotiation | Possess excellent negotiation skills, with the ability to drive stakeholder support for board decisions. | High | 6 |
| Crisis Management | Ability to constructively manage crisis, provide leadership around solutions and contribute to communications strategy with stakeholders. | High | 6 |
| Previous Board Experience | The board's directors should have extensive director experience and have completed formal training in governance and risk. | Medium | 6 |