

**ISLAND PHARMACEUTICALS LIMITED
DIRECTORS' SKILLS MATRIX**

Competencies rated on a scale of 1 to 10, where 10 is expert:

Job-Related Competencies of Board Members

Strategic expertise – the ability to review the strategy through constructive questioning and suggestion;

Accounting and finance – the ability to read and comprehend the company's accounts, financial material presented to the Board, financial reporting requirements and some understanding of corporate finance;

Legal – the Board's responsibility involves overseeing compliance with numerous laws as well as understanding an individual director's legal duties and responsibilities;

Managing risk – experience in managing areas of major risk to the organisation;

Managing people and achieving change;

Experiences with financial markets;

Industry knowledge – experience in similar organisations or industries.

The need for other skills, knowledge and experience will depend on the size and type of company, the markets it operates in and its line of business. The Board has appointed a qualified Chief Financial Officer and uses other external advisers to boost the accounting and finance experience available for access by the Board.

