



## BOARD SKILLS MATRIX

In considering the appointment or recommendation for election or re-election of Directors to the Board of Limeade Inc. (**Limeade** or the **Company**), the Limeade Board has regard to the Board Skills Matrix set out below. The Board seeks to collectively possess and leverage across its members a range of skills and experience relevant to the Limeade business and strategy.

In addition, all Directors are expected to actively support and model the core values of the Company (<https://investors.limeade.com/investor-relations/?page=corporate-governance>), and to work diligently to safeguard the long-term interests of the Company and its value to Shareholders and other stakeholders.

Particular skills and experience which need to be adequately represented include (not in priority order):

- Each Director completed an online survey rating their skills level out of three (with three being the highest) in each of the following eighteen identified skill areas:
- Strategic and Commercial Acumen - the ability to define strategic objectives, constructively question business plans and implement strategy using commercial judgement
- Experience in negotiating and executing complex agreements
- Good judgements and timely decisions in understanding and dealing with a business situation
- Financial Acumen - Financial knowledge, accounting or related financial management qualifications and experience
- Risk & Compliance - An understanding of compliance matters and risk management, including environmental, technological and governance risk
- Qualification or experience with relevant legal matters, governance structures, standards and compliance requirements
- Executive Leadership - Experience in senior leadership roles
- International/Global - Senior Leadership experience across a range of international businesses and exposure to a range of political, cultural, regulatory and business environments
- Experience as a board member of a listed company
- Diversity - The ability to contribute to inclusion and diversity
- Experience related to occupational health and safety environment
- Experience related to social responsibility or sustainability initiatives
- Experience in capital management strategies, including capital partnerships, debt financing, banking and capital raisings
- Experience in the application of technology to process information and data in the context of a business enterprise
- Experience related to management of IP including protection and development
- Experience related to succession planning and the remuneration of personnel
- Experience in foreign exchange
- Experience in sales and marketing