

ASX:BEX – BOARD SKILLS MATRIX

The Board of BikeExchange Limited (**Company**) (ASX:BEX) is comprised of directors with a broad range of technical, commercial, financial and other skills, experience and knowledge relevant to overseeing the business of a bike online marketplace.

The composition of the Board will be reviewed on an annual basis with reference to the Company's skills matrix which is used as a tool to assess the appropriate balance of skills, experience, independence and diversity necessary for the Board to discharge its duties and responsibilities effectively.

A summary of the collective skills, experience, independence and diversity of the Board is set out below and is current as at 30 June 2023.

The Company seeks to achieve a collectively "high" level of skill, professional experience or expertise across all of the categories identified in its matrix. Where there are gaps in the skills of the Board, these are filled through the employment of suitably experienced senior executives and/or the engagement of professional experts and consultants.

	Skills, Experience and Expertise												Diversity	
	Independent	Strategy	Corporate Governance	Risk & Compliance	Legal	Health/Safety/Environment	Investor / Public Relations	Industry			Finance			Gender
								Technical	Product Development	Commercial / Operational	Financial/ Accounting	Capital Markets	Mergers & Acquisitions	
	Yes	3	2	2	2	2	3	3	3	3	1	2	3	Male
	Yes	3	3	3	2	1	2	2	1	3	3	3	3	Female
	Yes	2	3	2	2	2	3	2	2	2	2	3	3	Male
	No	3	2	2	2	2	2	2	2	3	2	2	2	Male
Average	3/4	2.75	2.5	2.25	2	1.75	2.5	2.25	2	2.75	2	2.5	2.75	1 Female 3 Male

Skills Ratings:

- 3** High level of skill, professional experience or expertise
- 2** Competent level of skill, professional experience or expertise
- 1** Developing level of skill, professional experience or expertise
- 0** No skill, professional experience or expertise