

30 August 2023

## ASX ANNOUNCEMENT

### Response to Notice 249D from ImpediMed's Executive Leadership Team

**This action brings serious risk to the recruitment and retention of key U.S. leaders in the organisation.**

As Executive leaders and shareholders of ImpediMed, we are stating our full and categorical support for the existing Board of ImpediMed.

We urge shareholders to **vote against** all eight proposed resolutions:

- four resolutions are proposed for the removal of each of Don Williams, Amit Patel, David Anderson, and Daniel Sharp as directors of the Company; and
- four resolutions are proposed for the appointment of each of McGregor Grant, Christine Emmanuel-Donnelly, Andrew Grant, and Janelle Delaney as directors of the Company.

The Management team has experienced firsthand the existing Board's skills in helping to lead the strategic direction of the Company. We value this Board immensely and believe it to be a critical driver of the successful culture and business execution currently occurring at ImpediMed.

We would consider it a huge loss and disruption to the Company should the Board members be removed.

The Board's support of the Company's near-term, laser focus on cancer-related lymphoedema is allowing us to leverage our first-mover advantage in the space and create a strong commercial footing for the organisation for years to come. **The opportunity in front of us to rapidly scale this business is so large, and so imminent, that a disruption to our strategy and execution would be frustratingly damaging.**

As an example, with the recent capital raise completed and a strong balance sheet, the Company has been very successful in its process of attracting world-class talent to the organisation, the likes of which would not have previously been available to the Company. Discussions with these individuals have largely been delayed due to the threat of disruption to the business and a change of board control.

A small percentage of shareholders have handpicked four Nominated Directors who will, if four of the existing seven directors are removed, take majority control of the Board and therefore the strategy and direction of the Company without any insight into their views of the Company's strategy and direction, nor have they indicated a proposed Chairperson. This is of enormous concern to us, the Senior Management team of ImpediMed.

We are seeing first-hand the uncertainty and confusion this action has brought to our internal teams and to our recruiting of key new hires.

**This action brings serious risk to the recruitment and retention of key U.S. leaders in the organisation at a time when the Company is executing at an extremely high level with a massive opportunity directly in front of it.**

**Please join us in voting against all eight proposed resolutions.**



Yours sincerely,

The ImpediMed Senior Management team

A handwritten signature in blue ink, appearing to read "Tim Cruickshank".

Tim Cruickshank  
Chief Financial Officer

A handwritten signature in blue ink, appearing to read "Shashi Tripathi".

Shashi Tripathi  
Chief Operating Officer

A handwritten signature in blue ink, appearing to read "Joann Yao".

Joann Yao  
Chief Strategy Officer

A handwritten signature in blue ink, appearing to read "Dennis Schlaht".

Dennis Schlaht  
SVP R&D and Technology

A handwritten signature in blue ink, appearing to read "Lisa Prom".

Lisa Prom  
Vice President, Sales