



## ALTIUS RENEWABLE ROYALTIES CORP.

### ANTI-DISCRIMINATION, DIVERSITY AND INCLUSION POLICY

#### I. POLICY

1. Altius Renewable Royalties Corp. (the “**Company**”) does not tolerate discrimination based on any personal attribute such as race, ethnic origin, geographical and cultural background, colour, indigenous status, nationality, disability, religion, age, gender, sexual orientation or gender identity in any employment practices including recruitment, promotions, training, and pay. The Company is committed to fostering a diverse and inclusive culture which solicits multiple perspectives and views and is free of conscious or unconscious bias and discrimination.
2. The Company believes in diversity and values the benefits that diversity can bring to its Board of Directors (the “**Board**”), management and to all employees in the Company. Diversity promotes the inclusion of different perspectives and ideas, mitigates group think and ensures that the Company has the opportunity to benefit from all available talent. In particular, promoting a diverse Board and a diverse management team makes prudent business sense and makes for better corporate governance.
3. The Company seeks to maintain and encourage a diverse Board and management team which includes, but is not necessarily limited to, the personal characteristics and attributes set out above. Directors and management should also have a diverse mix of expertise, experience, education skills and backgrounds. The skills and backgrounds collectively represented on the Board and in management should reflect the diverse nature of the business environment in which the Company operates.
4. When assessing Board or management composition or identifying suitable candidates for appointment or re-election to the Board or appointment to management positions, the Company will consider candidates on merit against objective criteria having due regard to the benefits of diversity and the needs of the Board.

## **II. GUIDELINES**

1. The Company will periodically assess the expertise, experience, skills, and backgrounds of its directors in light of the needs of the Board.
2. Any search firm engaged to assist the Board or a committee of the Board in identifying candidates for appointment to the Board or management, will be specifically directed to include diverse candidates generally, including for greater certainty, female and racially diverse candidates.
3. In furtherance of Board diversity, the Company will endeavour to maintain a diverse Board reflecting the above listed personal characteristics and attributes, and will endeavour to have a minimum of 30% female directors.

## **III. REVIEW**

The Corporate Governance Committee will regularly review this Policy and assess its effectiveness in promoting a diverse Board.

## **IV. HISTORY**

This Policy was:

- (a) Reviewed and approved by the Board on Feb 9, 2021

Signed \_\_\_\_\_  
Chair of the Board of Directors