

ECOSYNTHETIX INC.

DIVERSITY POLICY

PURPOSE

EcoSynthetix Inc. (the “**Corporation**”) recognizes that a diverse workforce is a competitive advantage. The Corporation consciously works to create an environment that respects and values the diversity of the people and world around it, including differences in gender identity and expression, age, ethnicity, physical attributes, beliefs, language, sexual orientation, education, nationality, social background and culture or other personal characteristics. To this end, the Board of Directors (the “**Board**”) of the Corporation has adopted this Diversity Policy (the “**Policy**”) to set out a framework to promote diversity on the Board and on the senior management team of the Corporation.

POLICY OBJECTIVES

The Corporation’s overall strategy includes pursuing the following objectives:

1. identify relevant factors to be taken into account in the employee selection process and develop practices to limit potential unconscious bias;
2. except where affirmative action is required by law or by agreement, recruit, manage and promote on the basis of an individual’s competence, qualification, experience and performance, regardless of gender identity and expression, age, ethnicity, physical attributes, beliefs, language, sexual orientation, education, nationality, social background, culture, other personal characteristics or any other basis;
3. foster a diverse environment where the ability to contribute and access employment opportunities is based on performance, skill and merit, while actively promoting diversity in leadership positions throughout the organization, including at the Board level and in senior management positions;
4. identify and address systemic barriers that negatively impact diversity within the organization;
5. provide appropriate work practices and policies to support employees;
6. create a workplace characterized by inclusive practices and behaviours for the benefit of all staff and stakeholders, which is free from bullying, harassment and discriminatory behaviours; and
7. establish procedures for monitoring, encouraging and assessing diversity within the Corporation that recognize and respect privacy issues and laws.

IMPLEMENTATION

To support increased diversity at the Board and senior management level:

- In reviewing Board and senior management team composition and assessing effectiveness, the Board and the Corporate Governance and Nominating Committee (the

“Committee”) will consider the benefits of diversity and the diversity of the Board members and members of the senior management team.

- At least annually, the Board and the Committee will review and discuss the level of representation of women, visible minorities and indigenous persons on the Board and at the senior management level. This review will include consideration of the effectiveness of this Policy in increasing such representation as new members join the Board and/or senior management team over time, which will be assessed based on the number of female, visible minority and indigenous director and/or senior management team candidates identified, the number of such candidates that advance in the director and/or senior management team selection process and the number that are appointed or nominated to the Board and/or senior management team.
- In an effort to increase the representation of women, visible minorities and indigenous persons on the Board and at senior management levels, when identifying new candidates to recommend for election or appointment to the Board or appointment to the senior management team, the Board (or the Committee) will consider engaging qualified external advisors to conduct a search for candidates that meet the Board’s and/or senior management team’s criteria. If such external advisors are engaged, they will be instructed to put forward a diversity of candidates, including female, visible minority and indigenous candidates.

The Board hereby sets a target to continue to have at least two female members of the Board, or a minimum 30% female member representation, whichever is greater. While the Corporation endeavours to also promote diversity on the senior management team, this Policy does not mandate quotas based on any specific area of diversity and specifically does not set targets for women, visible minorities or indigenous persons in senior management positions at the Corporation nor does this Policy purport to condone activity that might violate any anti-discrimination, equal employment or other laws and regulations. Similarly, except as set out above, this Policy does not mandate quotas or set targets for the number of visible minorities or indigenous persons on the Board. All Board and senior management team appointments will be made on merit, in the context of the skills, experience, independence, knowledge and other qualities which the Board and senior management team, each as a whole, requires to be effective, with due regard for the benefits of diversity (including the level of representation of women, visible minorities and indigenous persons on the Board and/or senior management team). In addition to the foregoing, the Board recognizes that it is the responsibility of everyone at the Corporation to sustain a culture that promotes and supports principles of diversity and inclusivity.

REVIEW AND AMENDMENT OF POLICY

The Committee and the Board will proactively monitor the Corporation’s performance in meeting the standards outlined in this Policy. This Policy is subject to change from time to time by the Board. Any departure from this Policy may only be approved by the Board.

Dated: March 2, 2020, as amended January 14, 2022 and February 28, 2023.