

**BLUMETRIC ENVIRONMENTAL INC.
BOARD AND EXECUTIVE DIVERSITY POLICY**

1 PURPOSE

This Policy sets forth the approach of BluMetric Environmental Inc. (the “Corporation”) to achieving and maintaining diversity on its Board of Directors (the “Board”) and in its officer positions (the “Executive”). The Corporation believes that highly qualified individuals from diverse backgrounds who reflect the demographics of the Corporation’s markets, clients and employees, promotes better corporate governance.

2 POLICY STATEMENT

The Corporation believes that it is important to ensure that members of the Board and the Executive provide the necessary range of perspectives, experience and expertise required to achieve the Corporation’s objectives and deliver for the Corporation’s stakeholders. The Corporation also recognizes that the Board and its Executive appointments must be based on performance, ability, merit and potential.

The Board has delegated the responsibility of overseeing the implementation of this Policy to the HR & Governance Committee.

3 BOARD NOMINATIONS AND EXECUTIVE CANDIDATE EVALUATIONS

The Board and the HR & Governance Committee will recognize diversity of experience, perspective, education, background, race, gender and national origin as part of its overall evaluation of director nominees for election or re-election, as well as candidates for Executive positions. This will be achieved through:

1. Only considering candidates who are highly qualified based on their experience, expertise and personal skills;
2. Ensuring that diversity considerations are taken into account to fill Board and Executive vacancies and new positions;
3. Continuously monitoring the level of women, visible minorities, Indigenous peoples and persons with disabilities (collectively, “Designated Persons” as defined in the *Employment Equity Act* (Canada)) represented on the Board and on the Executive;
4. Continuing to broaden recruiting efforts to attract and interview qualified Designated Person candidates; and
5. When deemed appropriate, engaging qualified independent external advisors to conduct a search for candidates who meet the Corporation’s criteria for experience, expertise, skills and diversity to assist the Corporation to achieve inclusion and diversity on the Board and Executive.

4 COMPLIANCE WITH LAW

The HR & Governance Committee may adopt such procedures as deemed necessary or advisable to assist it in determinations with respect to the implementation and administration of this Policy. To the extent any provision in this Policy conflicts with the Corporation's constating documents or applicable law, such provision in the constating documents or applicable law, as the case may be, will govern.

This Policy is not intended to give rise to civil liability on the part of the Corporation or its directors or officers to shareholders, other security holders, customers, suppliers, competitors, employees or other persons or to any other liability whatsoever on their part.

Effective Date: January 26, 2023