

**Altus Group Limited**  
**Board Diversity Policy**

**Purpose**

Altus Group Limited (“**Altus Group**” or the “**Corporation**”) is committed to diversity, creating equity across our systems, and fostering and advancing a culture of inclusion. Altus Group knows that having a mix of qualified directors from varied backgrounds who bring a diverse range of perspectives and insights fosters enhanced decision-making, promotes better corporate governance and builds board capacity. For this reason, this Policy has been created to set out a framework to achieve diversity on the Board of Directors of Altus Group (the “**Board**”).

**Recruitment**

The Corporate Governance and Nominating Committee (“**CGNC**”) has been delegated responsibility for assessing Board composition, identifying Board candidates and recommending Board nominees. In furtherance of the Corporation’s diversity commitment, the CGNC considers diversity criteria when assessing Board candidates and developing the Board’s evergreen list including, but not limited to, experience, geography, race, culture, ethnicity, colour, religion, age, sex, sexual orientation, gender identity and disability.

The CGNC may engage qualified independent external advisors to conduct a search for candidates. Such advisors shall be directed to consider diversity criteria when searching for candidates including Altus Group’s composition targets described below.

**Composition Targets**

The Corporation has established the following Board composition targets:

- At least 30% of the Board will self-identify as women; and
- At least one director will self-identify as racially or ethnically diverse

If the Board composition ever falls below any of the above targets, the CGNC will take steps to re-achieve the applicable target within a reasonable timeframe.

**Monitoring and Reporting**

The CGNC will review this Policy annually and report to the Board on the following:

- the measures taken by the Corporation to effectively implement this Policy;
- the annual and cumulative progress of the Corporation in achieving the diversity composition targets specified above;
- the effectiveness of this Policy as a whole in promoting diversity and how such effectiveness is measured; and
- any changes to the Policy or Board recruitment processes that are recommended to promote diversity.