



## **SEVEN GENERATIONS ENERGY LTD.**

### **Diversity Policy**

#### **Purpose**

This Diversity Policy (“**Policy**”) sets out the approach to diversity in respect of appointments to the Board of Directors (the “**Board**”) of Seven Generations Energy Ltd. (“**Seven Generations**”, the “**Corporation**”, the “**organization**” or “**we**”) and regarding the promotion or hiring of individuals into executive officer and other senior management (“**Management**”) positions within the organization.

#### **Policy Statement**

At Seven Generations, we recognize the benefits of diversity with respect to nominations to the Board and the promotion and hiring of individuals into the Management team. We are committed to a merit-based system for such appointments and aim to increase the diversity of our Board and Management team over time.

#### **Implementation**

We believe that the Corporation’s needs are best served by identifying and screening fully qualified candidates for Board and Management roles, with reference to the skills, experience, expertise and leadership qualities that will be required in order for the individual to be effective in the role for which they are a candidate.

The Governance and Nominating Committee (the “**G&N Committee**”) is responsible for reviewing and assessing Board composition and effectiveness and recommending the appointment of new directors to the Board. In making such recommendations, the G&N Committee’s primary focus is to find the most qualified individuals available with skills, expertise, experience and leadership qualities that will complement the Board and assist it in providing strong stewardship for the Corporation. To ensure that Seven Generations has access to a broad pool of the most qualified individuals, the G&N Committee will generally retain an external search firm to identify outstanding candidates and will require that every search for new directors include candidates that would enhance the diversity of the Board, including gender diversity.

For appointments to the Management team, Management and the Human Resources and Compensation Committee are focused on identifying and recommending the most qualified individuals with skills and experience that will be of greatest benefit to the Corporation. When external search firms are engaged to assist with identifying such candidates, they will be required to include candidates that would enhance the diversity of the management team, including gender diversity.

#### **Aspirational Board Gender Diversity Target**

Seven Generations aspires to achieve a Board composition in which at least 30 percent of the members are women.

#### **Monitoring and Reporting**

The G&N Committee is responsible for monitoring compliance with the Policy and for reviewing and assessing the effectiveness of the Policy in promoting diversity to the Board on an annual basis. To measure the effectiveness of the Policy, the G&N Committee will, among other things:

- assess the effectiveness of this Policy;
- monitor and review the Corporation’s progress in achieving gender diversity and other forms of diversity for the benefit of the organization;
- monitor the implementation of this Policy; and
- report to the Board, at least annually, to recommend any revisions that may be necessary.

**Approved: February 27, 2019**