



ANAERGIA INC.

Diversity Policy

Approved by the Board of Directors on June 16, 2021

Anaergia Inc. (“**Anaergia**”) believes that a board constituted of highly qualified directors from diverse backgrounds furthers better decision making and outcomes. Different perspectives and experiences enhance corporate governance. Anaergia also believes that diversity at the management level fosters better leadership and an inclusive culture, strengthening areas that need improvement and inspiring creative solutions. We believe the attention given to diversity and inclusion will make Anaergia more agile, trustworthy and innovative.

In assessing qualified candidates for nomination to the board, Anaergia’s Governance, Compensation and Nominating Committee (the “**Committee**”) will give due consideration to candidates’ skills and competencies on an objective basis; legal and regulatory requirements, such as those relating to residency and independence; and the diversity of board and the candidate pool. Diversity, in this context, includes taking into account characteristics such as gender, age, ethnicity, disability, sexual orientation and geographic representation.

In overseeing talent appointment, recruitment, succession planning and processes relating to senior executives, the Committee will take into account diversity, in addition to the skills, competencies, performance and evaluation of senior executives.

The Committee may, in addition to conducting its own search, engage qualified independent advisors to assist in identifying prospective director and senior executive candidates that support Anaergia’s diversity objectives. Anaergia will attempt to recruit and select board and management candidates that represent both diversity and business understanding and experience. However, the board does not support fixed percentages for any selection criteria, as the composition of the board and management is based on the numerous factors established by the selection criteria and it is ultimately the skills, experience, character and behavioural qualities that are most important to determining the value which an individual could bring to the board or management.

Adherence to this diversity policy will be part of the reporting obligations of the Committee to the board. The Committee will review the effectiveness of this policy annually and may recommend changes as appropriate.