

ALTIUS MINERALS CORPORATION

BOARD ANTI-DISCRIMINATION, INCLUSION AND DIVERSITY POLICY

I. INTRODUCTION

1. Altius Minerals Corporation (the “Company”) does not tolerate discrimination based on any personal attribute such as race, ethnic origin, colour, nationality, disability, religion, age, gender, sexual orientation or gender identity in all employment practices including recruitment, promotions, training, and pay, The Company is committed to a merit based system for Board composition within a diverse and inclusive culture which solicits multiple perspectives and views and I is free of conscious or unconscious bias and discrimination.
2. The Company believes in diversity and values the benefits that diversity can bring to its Board of Directors (the “Board”). Diversity promotes the inclusion of different perspectives and ideas, mitigates group think and ensures that the Company has the opportunity to benefit from all available talent. The promotion of a diverse Board makes prudent business sense and makes for better corporate governance.
3. The Company seeks to maintain a Board comprised of talented and dedicated directors with a diverse mix of expertise, experience, skills and backgrounds. The skills and backgrounds collectively represented on the Board should reflect the diverse nature of the business environment in which the Company operates. For purposes of Board composition diversity includes, but is not limited to, business experience, geography, age, gender, and ethnicity and aboriginal status. In particular, the Board should include an appropriate number of women directors.
4. When assessing Board composition or identifying suitable candidates for appointment or re-election to the Board, the Company will consider candidates on merit against objective criteria having due regard to the benefits of diversity and the needs of the Board.

II. POLICY

In furtherance of Board diversity, the Company aspires to attain by its 2019 annual meeting, and thereafter maintain, a Board composition in which at least 20% of its directors are women.

III. GUIDELINES

1. The Company will periodically assess the expertise, experience, skills and backgrounds of its directors in light of the needs of the Board, including the extent to which the current composition of the Board reflects a diverse mix of knowledge, experience, skills and backgrounds, including an appropriate number of women directors.
2. Any search firm engaged to assist the Board or a committee of the Board in identifying candidates for appointment to the Board will be specifically directed to include diverse candidates generally, and multiple women candidates in particular.

IV. REVIEW

The Corporate Governance Committee will regularly review this Policy and assess its effectiveness in promoting a diverse Board.

V. HISTORY

This Policy was:

- (a) Initially approved by the Board on January 22, 2018
- (b) Reviewed and approved by the Board on March 11, 2020

Signed 

Executive Chair of the Board of Directors