

Kiwetinohk Energy Corp.

Diversity, Equity, Inclusion and Belonging Policy

1.0 Purpose and Scope

The skills, experience and competitiveness of the stakeholders Kiwetinohk engages contribute to our success and forms a key part of Kiwetinohk's competitive advantage.

Talent and skill, and opportunity, come in many different packages. In fact, Kiwetinohk views diversity as an important factor in aggregate creativity and good will, qualities that are important to the success of our business. As such, we work every day to ensure Kiwetinohk is inclusive and respectful as a place to work, as a supplier of energy to customers, as a community member, and as a business partner.

This Diversity, Equity, Inclusion and Belonging Policy outlines our diversity, equity, inclusion and belonging goals, which are set by the CEO and Board. The Diversity, Equity, Inclusion and Belonging Policy highlights why we place high value on diversity and inclusion, and how we set about making progress and continuous improvements.

2.0 Definitions

"Board" means Kiwetinohk's board of directors.

"CEO" means the Chief Executive Officer

"Kiwetinohk" or the "Corporation" means Kiwetinohk Energy Corp. and its subsidiaries

3.0 Principles and Rules

3.1 Inclusion and belonging

Kiwetinohk values a respectful and inclusive culture and we benefit when all people fully contribute their way of thinking, experience and skills to our business.

We acknowledge that biases exist and these can create barriers for some people to fully develop and contribute their skills, abilities and talent.

As such, Kiwetinohk works to be inclusive in our hiring and human resources practices, and our Board nomination practices and to provide a workplace that encourages mutual respect and positive working relationships where everyone can succeed and feel a sense of belonging to the Kiwetinohk team and a sense of ownership of our business.

3.2 Equity and creating access to opportunities

In the future world we envision, people openly and fairly compete for career development, job opportunities and Board appointments regardless of physical or mental disability, race, gender, colour, religion, gender expression, age, ancestry, place of origin, marital status, place of origin, family status, or sexual orientation.

Systemic barriers, such as access to education, may exist that prevent the people of diverse backgrounds from accessing available resources and opportunities, including

opportunities to work with Kiwetinohk.

Kiwetinohk promotes opportunities with our company to diverse people to attract the most qualified candidates, regardless of background. Kiwetinohk provides equal opportunity for consideration for employment and advancement based on business needs, job requirements, skills, abilities and potential, that are compliant with laws and regulations that apply to individuals who are qualified to perform certain job requirements.

3.3 Diversity

To achieve the future vision, Kiwetinohk encourages open competition for contract and employment opportunities, and Board nominations, without regard to any of the irrelevant points of discrimination (physical or mental disability, race, gender, colour, religion, gender expression, age, ancestry, place of origin, marital status, place of origin, family status, sexual orientation) that have historically contributed to the barriers to participation. Kiwetinohk's Board of Directors' Governance and Nominating Committee reviews and assesses Board composition on behalf of the Board and recommends the nomination or appointment of new directors. The Governance and Nominating Committee also oversees the annual review of Board effectiveness.

In identifying suitable candidates for nomination or appointment to Kiwetinohk's Board, the Governance and Nominating Committee will consider candidates on merit against objective criteria and considering the benefits of diversity on the Board

Kiwetinohk seeks to measure and report diversity through Board and workforce voluntary self-disclosure surveys.

3.4 Eliminate Discrimination and Create Inclusiveness

We eliminate discrimination and integrate inclusiveness across Board and management policies, practices and procedures, including hiring, contracting, talent management, training, community investments, and procurement.

Kiwetinohk educates our Board and staff on the potential for bias in the workplace and in business decisions and take measures to prevent it

We foster a culture of respect and positive interaction and are intolerant of negative, disrespectful and bullying behaviour.

4.0 Other Matters

N/A

5.0 Related Policies and Mandates

Prime Directive

Code of Conduct

Respectful Workplace and Violence Prevention Policy

Whistleblower Policy

Governance and Nominating Committee Mandate

6.0 Review and Modification

The Governance and Nominating Committee may revise and modify the Inclusion, Equity and Diversity Policy as required. The policy is reviewed annually, at minimum.

Reviewed and approved by the Board of Directors on March 4, 2024.