



## **PAREX RESOURCES' DIVERSITY POLICY**

### **Board Diversity**

The Board of Directors (the "**Board**") of Parex Resources Inc. (the "**Corporation**") embraces the benefits of having an inclusive culture and a diverse Board. For the purposes of Board composition, diversity includes but is not limited to, business and industry skills and experience, gender, ethnicity, nationality, age, geographic background, and other personal characteristics. Consideration for nominations to the Board will be made based on capability, diversity and the needs of the Board at the applicable time. As a result, the Board is, and will be, comprised of highly qualified directors from diverse backgrounds. The goal of increasing diversity at the Board is to maximize its effectiveness, while providing for better corporate governance and decision making for the Corporation.

The Corporation also recognizes that gender diversity is an important aspect of diversity on the Board, and we are committed to act diligently. As a result, the Board has established an objective to achieve and maintain a Board in which each gender represents at least 30% of such individuals. Significant efforts will be made to achieve this target by May 2022, with a commitment to achieve it no later than May 2023.

### **Board Selection**

The Corporate Governance and Nominating Committee of the Board (the "**Committee**") is responsible for identifying and recommending candidates as directors. The Committee's recommendations are then considered and approved by the Board. All members of the Board are encouraged to identify skill sets that are important in filling any director vacancies and to become actively involved in identifying suitable candidates to fill such vacancies. The Committee shall maintain a list of potential candidates and such list shall include candidates across genders, with the eventual goal of having a gender balanced list of potential candidates.

The Committee is authorized under its mandate and terms of reference to retain persons having special expertise and may obtain independent professional advice to assist in fulfilling its responsibilities to identify qualified candidates for Board. When engaging external advisors, they will be advised of this Policy, the Corporation's diversity goals, and such external advisors shall identify both female and male candidates for Board positions.

### **Corporation Diversity**

The Board and the Committee are further committed to ensuring a diverse and inclusive culture across our organization by promoting equality of opportunity, in terms of employment, development, promotion and reward opportunities. The Board and the Committee, as required, will support the Corporation's efforts to attract and retain highly skilled individuals that can add value to the Corporation's business while always having due regard to the benefits of diversity in our workplace.

### **Review of Diversity Policy and Adherence to this Policy**

Annually the Committee will review this Policy, monitor progress, and assess the Policy's effectiveness in achieving the Policy's objectives. Adherence to this Policy will also be taken into account as part of the annual performance and effectiveness evaluations of the Board and the Committee.