

## **BOARD DIVERSITY POLICY**

The Human Resources, Compensation & Governance Committee (“HRCGC”) of the board of directors (“Board”) of McCoy Global Inc. (“McCoy” or the “Company”) regularly reviews the skills and competencies of the Company’s directors including to assess alignment with McCoy’s current and longer term strategic vision and business strategy.

When recruiting to fill a vacant Board position or to add or enhance Board skills and competencies, the HRCGC considers candidates with the attributes, knowledge and experience that are aligned with, and will further and enhance the execution of, McCoy’s strategic vision and business strategy.

The Board recruiting process administered by the HRCGC also considers diversity as an important element when identifying suitable candidates. The Company seeks to maintain a Board in which at least one member of the Board is a woman by its annual meeting in 2022, and thereafter maintain a Board with at least one member of the Board being a woman. At least annually, the Board or a committee of the Board will review this policy and assess its effectiveness in promoting a diverse Board and the progress of the Company in achieving objectives set out in this policy.

## **MANAGEMENT DIVERSITY POLICY**

Diversity is essential to any management team and the Company recognizes the value of a broad range of skills and diversity of background, race and gender among the executive leadership team.

McCoy’s executive and senior leadership group reflects these attributes and the Company will continue to assess candidates on these merits when recruiting or promoting from within to leadership positions.

Although no specific targets for female management roles have been adopted, the Company’s track record has consistently reflected gender diversity as, and it will continue to be, one of the important considerations in appointing candidates to management roles.