

## POLICY ON BOARD DIVERSITY



### 1. Purpose

This sets out the approach of Vivant Corporation (“Vivant”) to have the right balance of skills, knowledge, and experience, as well as gender, racial, and other forms, of diversity in its Board of Directors (the “Board”).

### 2. Policy Statement

Vivant believes in diversity and values the benefits that diversity can bring to its Board. Diversity promotes the inclusion of different perspectives and ideas, mitigates against groupthink and ensures that the Company has the opportunity to benefit from all available talent. The promotion of a diverse Board makes an essential element in maintaining competitive advantage, achieving sustainable and balanced growth, and better corporate governance.

### 3. Implementation

All subsequent nominations of candidates for election to the Board shall be based primarily on merit, having regard to those competencies, expertise, skills, background and other qualities identified by the Board as important in fostering a diverse and inclusive culture in the business environment in which the Company operates.

For purposes of Board composition, the Corporate Governance Committee shall also take due consideration of diversifying factors such as, but not limited to, professional experience, gender, geographic representation, ethnicity and age.

When assessing Board composition or identifying suitable candidates for appointment or re-election to the Board, the Corporate Governance Committee will consider candidates on merit against objective criteria having due regard to the benefits of diversity and the needs of the Board.

### 4. Monitoring and Reporting

The Corporate Governance Committee shall report annually to the Board on the composition of the Board, highlighting the factors considered for diversification vis-à-vis the performance of the Board, and the extent of compliance with this Policy.

### 5. Review of the Policy

The Board shall review this Policy every three (3) years to ensure that its principles are abreast with contemporary standards.