BOARD DIVERSITY POLICY

Owner:	Corporate Governance Committee of the Board of Directors	**Number:**	
Approvers:	Board of Directors	**Approval Date:**	November 9, 2023

1 Purpose

The purpose of this Board Diversity Policy (the "**Diversity Policy**") is to set out the approach to diversity of Trican's Board of Directors (the "**Board**").

2 Key Principles

2.1 Trican supports and promotes diversity at all levels of the company, including the Board of Directors. The Board regularly evaluates the makeup and skills of its existing membership and assesses the key attributes and skills to be sought when evaluating candidates to fill director vacancies.

2.2 The Board considers business experiences, personal backgrounds, areas of expertise, age, gender and ethnicity to be key elements when determining the appropriateness of its existing composition and evaluating potential board candidates.

2.3 30% of Trican's Board of Directors will be comprised of females and visible minority groups.

2.4 This Policy will be implemented and overseen by the Corporate Governance Committee of the Board of Directors (the "***Committee***").

3 Key Provisions to Meet the Objectives of This Policy

To meet the objectives of this Policy, the Committee will ensure:

3.1 That females, Black Indigenous Peoples of Colour ("***BIPOC***") and members of other minority groups are included as part of the criteria in assessing potential candidates for filling future board vacancies; and

3.2 That best efforts are used to ensure that at least one or more female candidates and one BIPOC or other minority groups' candidate are included in the list of candidates presented for the Committee's consideration. If no suitable female and BIPOC or other minority groups' candidates are identified, the Committee will advise the Board of the efforts undertaken to identify a female and BIPOC or other minority groups' candidates.

4 Administration

4.1 The Corporate Governance Committee will review and approve the Corporation's public disclosure regarding its diversity policies.

4.2 The Corporate Governance Committee will review this policy periodically and update as required.

5 Revision History

REV.	DOCUMENT STATUS	REVIEWER	APPROVER	DATE
1.	Created & Approved	Corporate Governance Committee	Board of Directors	12/11/2014
2.	Revised (First Amendment)	Corporate Governance Committee	Board of Directors	5/11/2022
3.	Policy Update	Corporate Governance Committee	Board of Directors	11/09/2023