



xtract o|n|e

BOARD GENDER AND DIVERSITY POLICY

APPROVED BY THE BOARD OF DIRECTORS - JUNE 10, 2026



Board Gender and Diversity Policy

Xtract One Technologies Inc. embraces diversity as a strategy to promote innovation, growth, and success. The Board of Directors (the “**Board**”) recognizes that diversity among its directors enhances Board discussion and decision-making by utilizing the differences in perspective of the members of the Board.

The Governance and Nomination Committee (the “**Committee**”) considers qualified candidates for Board membership, and reviews Board composition and the skills and capacities of existing Directors, as needed for continued growth and success. The Board is committed to diversity among its members by actively seeking qualified candidates who have varied professional experience, skills, and functional expertise as well as representation of diverse characteristics with regard to gender, age, members of visible minorities, sexual orientation, persons with disabilities, and geographic representation.

In particular, the Committee considers the level of representation of women on the Board when identifying and nominating candidates for election or re-election. The Board has established the objective that at least 30% of the independent directors are women. The Committee will review this objective and this policy annually and may recommend changes or additional objectives, as appropriate.

The Committee will report and make recommendations to the Board regarding any changes required to Board composition or to the Board recruitment process to achieve the goals outlined in this policy.