



# Diversity Policy

(Effective Date: 2022-04-20)

## **1.0 Introduction**

The Board of Directors (the “**Board**”) of Moneta Gold Inc. (“**Moneta**” or the “**Company**”) has determined that the Company formalize and adopt a Diversity Policy (“**Policy**”), representing the Company’s commitment to increased diversity on the Board of Directors and in senior leadership positions.

## **2.0 Policy**

The Company believes that diversity enriches discussions among directors and senior leadership positions and better reflects the Company’s relationship with all of its stakeholders. To ensure sound corporate governance, the Compensation and Nominating Committee is guided by the following principles in recommending candidates to the Board of Directors:

- (a) ensuring that the Board of Directors of the Company is composed of directors who possess extensive knowledge, skills and competencies, diverse points of view, and relevant expertise, enabling them to make an active, informed and positive contribution to the management of the Company, the conduct of its business and the orientation of its development;
- (b) seeking a balance in terms of the knowledge and competencies of directors to ensure that the Board of Directors can fulfil its role in all respects;
- (c) to the extent practicable seeking directors and managers who represent different genders, ages, ethnicity, disability, cultural communities, geographical, industry background, and other characteristics of the communities in which the Company conducts its business.

## **3.0 Targets**

The Company has set an objective of reaching 30% representation of women on the Board of Directors by its annual general meeting in 2024. In order to achieve this goal, the Compensation and Nominating Committee shall:

- (a) maintain an evergreen list of potential candidates for election to the Board of Directors which includes parity between men and women candidates; this list shall take into account that qualified candidates may be found in a broad array of organizations;

- (b) periodically assess the effectiveness of the nomination process at achieving the Company's diversity objectives outlined in this Policy; and
- (c) in order to support the specific objective of gender diversity, consider the level of representation of women on the Board and ensure that women are included in the short list of candidates being considered for a Board position.

When identifying potential candidates for the Board of Directors, the Compensation and Nominating Committee considers the selection criteria approved by the Board, as well as its analysis of the Board's needs based on the above criteria. These selection criteria are reviewed periodically.

#### **4.0 Senior Leadership Diversity**

Moneta is committed to promoting diversity in its senior leadership and will consider the level of female representation based on years of service, merit, experience, and qualifications, among other elements of diversity described above, when considering hiring and promotions for senior leadership positions.

The diversity of the Company's senior leadership team is driven by factors, some outside of the control of the Company, including the Company's ability to raise funds as a junior mineral exploration Company, staff turnover, hiring and promotion opportunities, the available pipeline of staff with the necessary skills and experience, and various other factors.

#### **5.0 Review of Policy**

The Board will review the Policy annually to assess the Company's progress on diversity at the Board and senior leadership level. This review will enable the Board to assess the effectiveness of the diversity policy on an ongoing basis, with progress to be reported in our annual information circular.