



ANTI-DISCRIMINATION, INCLUSION AND DIVERSITY POLICY

1. INTRODUCTION

- (a) District Metals Corp. (together with its subsidiaries, the “**Company**” or “**District**”) does not tolerate discrimination based on any personal attribute such as race, ethnic origin, colour, nationality, disability, religion, age, gender, sexual orientation or gender identity in all employment practices including recruitment, promotions, training, and compensation. The Company is committed to a merit-based system for Management within a diverse and inclusive culture which solicits multiple perspectives and views. The Company operates within a system that strives to be free of conscious or unconscious bias and discrimination, particularly with regard to diversity and pay equity.
- (b) The Company believes in gender and ethnic diversity, equity and inclusion (“**diversity**”) and values the benefits that diversity can bring. Diversity promotes the inclusion of different life experiences, perspectives and ideas, mitigates group think and ensures that the Company has the opportunity to benefit from all available talent. The promotion of a diverse and equitable work force makes prudent business sense, enhances corporate governance and drives growth and increases value for all stakeholders.
- (c) The Company seeks to maintain a workforce comprised of comprised of talented and dedicated members with a diverse mix of expertise, experience, skills and backgrounds. The skills and backgrounds collectively represented by its workforce should reflect the diverse nature of the business environment within which the Company operates. Group diversity includes, but is not limited to, business experience, geography, age, gender, ethnicity and aboriginal status.
- (d) When assessing and identifying suitable candidates District will consider candidates on merit against objective criteria having due regard to the benefits of diversity and the needs of the Company as a whole.

2. POLICY

All employees will equally receive full consideration for advancement and related skills training. The Company will continue to undertake a number of initiatives that will help women and minorities within the organization to advance within the workplace. This will include internal or external training, mentorship, networking programs as well as external diversity and inclusion committees and flexible work/family arrangements.

The Company's Board of Directors will periodically call on its external compensation consultants to provide a benchmark compensation industry study in order to ensure that pay equity is fostered and maintained.

3. GUIDELINES

- (a) The Company will periodically assess the expertise, experience, skills and backgrounds of its workforce in light of the needs of the organization, including the extent to which the current composition of managers reflects a diverse mix of knowledge, experience, skills and backgrounds.
- (b) Any search firm engaged to assist the Company in identifying candidates at any level will be specifically directed to include diverse candidates.

4. REVIEW

The Board of Directors will review this Policy annually to assess its effectiveness in helping to recruit, retain and promote a diverse Management group.

Effective Date

This Policy was adopted by the Board of Directors on June 7, 2024.

- *Reviewed & Re-approved by the Board on May 28, 2025.*
- *Reviewed & Re-approved by the Board on June 26, 2026.*