

## CHEMTRADE BOARD & EXECUTIVE MANAGEMENT

### DIVERSITY POLICY

Chemtrade Logistics Income Fund (“**Chemtrade**”) values the benefits that diversity can bring to its Board of Trustees (the “**Board**”) and to its executive ranks. Diversity promotes the inclusion of different perspectives and ideas, mitigates against group think and improves oversight, decision-making and governance. Simply put, It is Chemtrade’s belief that diversity of thought leads to better results.

Diversity on the Board also demonstrates Chemtrade’s commitment to diversity at all levels within the organization. Chemtrade is committed to fostering an inclusive culture based on merit and free of conscious or unconscious bias.

At all times, Chemtrade seeks to maintain a Board comprised of talented and dedicated Trustees with a diverse mix of experience, skills and backgrounds collectively reflecting the strategic needs of the business and the nature of the environment in which Chemtrade operates. When assessing Board composition or identifying suitable candidates for appointment or re-election to the Board, Chemtrade will consider candidates using objective criteria having due regard to the benefits of diversity and the needs of the Board. For purposes of this policy, “**diversity**” includes age, gender, visible minorities, Indigenous peoples, persons with disabilities, sexual orientation and other personal characteristics.

The Board is required to report annually to unitholders on the diversity of its members and executive officers, including the number and percentage of women Trustees and executive officers. In addition, the Board has chosen to provide disclosure regarding diversity as it relates to the number and percentage of Trustees and executive officers who are members of each of the other “**designated groups**” as defined in the *Employment Equity Act* (in general terms, women, visible minorities, Indigenous peoples and persons with disabilities).

Trustees and executive officers are requested to identify whether they are a designated group member or have another diversity characteristic for consideration by the Board when assessing the composition of the Board and executive management and Chemtrade’s disclosure is based on such self-identification.

#### **Board Diversity**

With a view to enhancing Board diversity, the Board has adopted the following practices:

- When recruiting new candidates for the Board, search protocols will extend beyond the networks of existing Board members and will include the identification of a reasonable proportion of candidates who are women and candidates who are members of one or more of the designated groups.
- Any search firm engaged to help identify candidates for appointment to the Board will be specifically directed to include women candidates and candidates who are members of the designated groups.
- In the event the Board maintains an ongoing list of potential trustee candidates, the Board will ensure that such list includes members of the designated groups and, in particular, includes women candidates.

### *Board Targets*

Chemtrade seeks to maintain a Board in which each gender represents at least 30% of the Board.

Chemtrade aspires to attain by its annual meeting in 2024, and thereafter maintain, a Board composition of which at least 50% of the Board are members of the designated groups.

The Board seeks to maintain diversity in membership of its committees and in Board leadership roles and will consider diversity when assigning chair roles for the Board and its committees.

### ***Executive Management Diversity***

With a view to enhancing diversity of its executive management, Chemtrade has adopted the following practices:

- When recruiting new candidates for executive officer roles, search protocols will include the identification of a reasonable proportion of candidates who are women and candidates who are members of one or more of the designated groups.
- Any search firm engaged to help identify candidates for executive officer roles will be specifically directed to include women candidates and candidates who are members of the designated groups

### *Executive Officer Targets*

Chemtrade seeks to maintain representation of an executive management team in which each gender represents at least 30%.

Chemtrade aspires to maintain an executive team in which at least 50% are members of the designated groups.

Annually, the Board or a committee of the Board will review this policy and assess its effectiveness in promoting a diverse Board and executive management team and Chemtrade's progress in achieving target(s) (if any) set out in this policy.

Effective: January 1, 2022

Approved by the Board on February 22, 2022.