



## **Nano One Materials Corp. Diversity Policy**

### **I. INTRODUCTION**

Nano One Materials Corp. (the "Company" or "Nano One") is committed to supporting an inclusive and diverse workplace that recognizes and values difference. The Company strives to create and maintain an inclusive culture based on merit and free of conscious or unconscious bias; where team members feel valued and respected as their authentic selves and can apply their unique perspectives and skills to drive the Company's success. The Company values the benefits that diversity can bring to the team, as it promotes the inclusion of different perspectives and ideas, mitigates against group think and improves oversight, decision-making and governance.

### **II. PURPOSE**

The People, Compensation and Governance Committee (the "PC&G Committee") of the Company's Board of Directors is responsible for the oversight of developing, establishing and maintaining the Nano One Diversity Policy (the "Diversity Policy"). The Diversity Policy applies to the Board of Directors, Executive team and all team members and is reviewed annually. The Diversity Policy is intended to ensure a continual focus on achieving an employee group and Board of Directors comprised of talented and dedicated individuals with a diverse mix of experience, skills and backgrounds that collectively reflect the strategic needs of the business and nature of the environment in which the Company operates.

### **III. DIVERSITY, EQUITY AND INCLUSION COUNCIL**

The Company has appointed a Diversity, Equity and Inclusion (DE&I) Council comprised of representatives across the Company (with diverse backgrounds, roles, seniority and locations) to drive the Company's DE&I vision, strategies and metrics. The Council works to increase awareness, understanding, representation and belonging. These inclusivity measures include but are not limited to, expanding recruitment, career development and promotion processes, supporting continuous education and open communication as well as providing opportunities for self-identifying, providing feedback on Company practices and assessing satisfaction and belonging.

### **IV. BOARD OF DIRECTORS**

The commitment to inclusion and diversity is reflected in all levels of the Company, beginning with the Board of Directors, which considers diversity in the selection criteria for new Board members and senior management team appointments. When assessing Board of Directors composition or identifying suitable candidates for appointment or re-election to the Board, the Board will consider candidates using objective criteria having due regard to the benefits of diversity and the needs of the Board of Directors.

## v. EXECUTIVE AND TEAM COMPOSITION

When assessing the composition of the Company, the principal focus is on ensuring the Company has the diversity of experiences, skills and backgrounds needed to oversee collectively the business of the Company and the Company is committed to providing equal opportunity for all applicants for new positions and promotions.

## vi. MONITORING AND ACCOUNTABILITY

Progress towards DE&I goals is monitored regularly. The People and Culture team, in conjunction with the DE&I Council, is accountable for driving DE&I initiatives and compiles an annual report on DE&I goals, which is reviewed by the Board of Directors. The PC&G Committee of the Board of Directors is responsible for overseeing the implementation of the Diversity Policy.

*This Diversity Policy was adopted by the Board of Directors on June 17, 2024 and again on August 12, 2025.*