

# LABRADOR IRON ORE ROYALTY CORPORATION

## DIVERSITY AND INCLUSION POLICY

### 1. Diversity and Inclusion

Labrador Iron Ore Royalty Corporation (“**LIORC**”) is committed to creating a workplace environment that promotes dignity and respect for all directors and officers of LIORC in which individual differences and the contributions of all members are recognized and valued and this Diversity and Inclusion Policy (the “**Policy**”) sets out the Company’s commitments with respect to diversity and inclusion.

### 2. Diversity at the Board of Directors (the “Board”) and Executive Officer Level

At the Board and executive officer levels, the Board believes that highly qualified individuals of diverse backgrounds are important elements in achieving strong corporate performance as well as good governance.

The Governance and Human Resources Committee actively considers diversity matters in its annual review of the composition of the Board. LIORC believes that diversity in composition, together with diversity in certain identified attributes, skills and competencies deepens insight and decision-making capability. Leveraging diverse perspectives, backgrounds, skills and talents contributes to the best outcomes in Board discussions and in serving a diverse population of stakeholders.

The Governance and Human Resources Committee discusses and considers the level of representation by women, aboriginal peoples, persons with disabilities and members of visible minorities (“**designated groups**”) on the Board at meetings held to identify and nominate candidates for election to the Board. The Board has adopted a current target of having at least 30% of the directors be women, and an aspirational target of having at least 40% of the directors be from designated groups.

LIORC has four executive officer positions, one of which (25%) is held by a woman. The Chief Executive Officer and the Board actively consider representation of the designated groups when making senior management appointments for reasons substantially similar to those discussed above with respect to the composition of the Board. Considering the reasonable level of representation of women in senior executive positions as well as the small team of executive officers, which consists of all three of the Company’s employees, no target regarding the representation of members of the designated groups in executive officer positions has been adopted at this time. The Board is committed to ensuring that persons from designated groups will be included in any pool of candidates being considered for appointment/election to the Board and for appointment to any senior management position.

### 3. Administration of the Policy

#### 3.1 *Changes to the Policy*

The Board will review this Policy annually to ensure that it is effective in achieving its objectives and may recommend changes to such objectives or this Policy, or may recommend additional objectives, as appropriate.

**3.2 *Responsible Officer***

The Chief Executive Officer has been designated as the individual responsible to oversee this Policy.

**4. Date**

Current as of March 7, 2023.