

**HILLCREST ENERGY TECHNOLOGIES LTD.**  
(the "Company")

**DIVERSITY, EQUITY AND INCLUSION POLICY**

The Company is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and the Company's achievements as well.

The Company embraces and encourages differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our Company Personnel unique.

**APPLICATION**

This Policy sets out the guidelines by which the Company will strive to increase diversity, equity and inclusion throughout the Company, and applies to the directors, officers and employees of the Company and its subsidiaries ("**Company Personnel**").

**BOARD AND MANAGEMENT RESPONSIBILITIES**

The Board is committed to fostering a diverse, equitable and inclusive workplace environment where:

- a. Individual differences and opinions are heard and respected;
- b. Employment opportunities are based on the qualifications required for a particular position at a particular time, including training, experience, performance, skill and merit;
- c. Consideration of the need for work/life balance through flexible work schedules to accommodate employees' varying needs;
- d. Employer and employee contributions to the communities we serve are encouraged to promote a greater understanding and respect for diversity, equity and inclusion;
- e. Inappropriate attitudes, behaviors, actions and stereotypes are not tolerated and will be addressed and eliminated.

Management is charged with the responsibility of implementing this Policy and reporting to the Board on the progress toward and achievement of diversity, equity and inclusion initiatives. Management is therefore responsible for recruiting and fostering a diverse, equitable and inclusive culture in the workplace.

Management will promote a work environment that values and utilizes the contributions of Company Personnel with a variety of backgrounds, experiences, and perspectives through awareness of the benefits of and successful management of a diverse, equitable and inclusive workforce.

The Company does not support the adoption of quotas to support its diversity policy. The Board and Management will actively consider all qualified female and diverse candidates in the selection criteria for all positions throughout Hillcrest. The ultimate decision will be based on merit and the overall contribution the chosen candidate will bring to Hillcrest.

All Company Personnel have a responsibility to treat others with dignity and respect at all times. All Company Personnel are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other Company-sponsored and participative events.

Any Company Personnel found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Company Personnel who believe they have been subjected to any kind of discrimination that conflicts with this Policy and other Company policies and initiatives should seek assistance from a supervisor/manager or the CEO.

This Policy was approved by the Board on August 26, 2021.