SLANG WORLDWIDE INC.

DIVERSITY POLICY

1. **DEFINITIONS**

- (a) **"Board"** means the board of directors of the Company.
- (b) "Company" means SLANG Worldwide Inc.
- (c) **"Designated Groups"** include women, Aboriginal peoples (First Nations, Inuit and Métis), persons with disabilities and members of visible minorities.
- (d) **"Executive Officer**" means an individual who is (a) a chair, vice-chair or president, (b) a chief executive officer or chief financial officer, (c) a vice-president in charge of a principal business unit, division or function, or (d) performing a policy making function at the Company.
- (e) "Policy" means this policy regarding diversity on the Board and in Executive Officer positions.

2. PURPOSE

This Policy sets forth the Company's approach to achieving and maintaining diversity on its Board and in Executive Officer positions, with a specific emphasis on Designated Groups.

3. POLICY STATEMENT

The Company is of the view that Board member and Executive Officer appointment decisions should be based on merit and remains committed to selecting the best person to fulfill these roles. At the same time, the Company recognizes that diversity is important to ensure that the profiles of Board members and Executive Officers provide the necessary range of perspectives, experience and expertise required to achieve effective stewardship and management. The Company is also committed to fostering an inclusive merit-based culture free of conscious or unconscious bias.

In an increasingly complex global marketplace, the ability to draw on a wide range of viewpoints, backgrounds, skills, and experience reflecting the strategic needs of the business and the nature of the environment in which is critical to the Company's success. By bringing together individuals from diverse backgrounds and giving each person the opportunity to contribute their skills, experience and perspectives in an inclusive workplace, the Company believes that it is better able to develop solutions to challenges and deliver sustainable value for the Company and its stakeholders. The Company considers diversity to be an important attribute of a well-functioning Board and an efficient team of Executive Officers, and will assist the Company to achieve its goal of becoming a leading cannabis corporation in its sector.

The Board is committed to ensuring that diversity is actively pursued and seeks to ensure that Designated Groups are represented on the Board, giving due consideration to all other factors set forth in this Policy.

For the purposes of Board composition and composition of the team of Executive Officers, diversity includes, but is not limited to, gender, ethnicity, aboriginal status, physical disabilities and age. In particular, the Company recognizes that diversity is a significant aspect of good corporate governance and

acknowledges the important role that Designated Groups play in contributing to the diversity of perspective on the Board and in Executive Officer positions.

4. BOARD APPOINTMENTS

The Company has a stand-alone nominating and governance committee. The nominating and governance committee is responsible for identifying qualified persons for Board nominations that possess the appropriate experiences, skills and characteristics and level of commitment required of a director to fulfill Board responsibilities. Self-disclosed diversity of directors is considered in assessing the skills matrix of the Board. The nominating and governance committee recognises that the evolution of the mix of skills and diversity is a long-term process and weighs the various factors relevant to board balance and diversity when vacancies arise.

In the process of searching for qualified persons to serve on the Board, the nominating and governance committee strives for the inclusion of diverse groups, knowledge and viewpoints. To accomplish this, the nominating and governance committee may retain an executive search firm, and consult representatives of the industry to help meet the Board's diversity policy.

In connection with its efforts to create and maintain a diverse Board, the nominating and governance committee:

- (a) develops recruitment protocols that seek to include diverse candidates in any director search. These protocols take into account that qualified candidates may be found in a broad array of organizations, including academic institutions, privately held businesses, non-profit organizations and trade associations, in addition to the traditional candidate pool of corporate directors and officers;
- (b) strives to use, to their fullest potential, the current network of organizations and trade groups that may help identify diverse candidates;
- (c) periodically reviews Board recruitment and selection protocols to ensure that diversity remains a component of any director search; and
- (d) in order to support the specific objective of diversity, considers the level of representation of Designated Groups on the Board and will seek to include Designated Groups in the short list of candidates being considered for a Board position.

5. EXECUTIVE OFFICER APPOINTMENTS

The Board in connection with fulfilling its role to recommend Executive Officers:

- (a) considers candidates that are highly qualified based on their experience, education, expertise, personal qualities, and general and sector-specific knowledge;
- (b) reviews potential candidates from a variety of backgrounds and perspectives, with the Company's diversity objectives in mind including, without limiting the generality of the foregoing, the specific objective of promoting the participation of Designated Groups; and

(c) considers the level of representation of Designated Groups in Executive Officer positions when making Executive Officer appointments and will seek to include Designated Groups in the short list of candidates being considered for an Executive Officer position.

6. ANNUAL REVIEW

On an annual basis, the Board:

- (a) assesses the effectiveness of the nomination process at achieving the Company's diversity objectives outlined in this Policy;
- (b) measures the annual and cumulative progress in achieving its diversity objectives; and
- (c) monitors the implementation of this Policy.

7. DISCLOSURE OF POLICY

The Company shall disclose annually to shareholders, among other things:

- (a) a short summary of the Policy's objectives and key provisions;
- (b) the measures taken to ensure that the Policy has been effectively implemented;
- (c) annual and cumulative progress in achieving the Policy's objectives;
- (d) whether, and if so how, the Board measures the effectiveness of the Policy;
- (e) how the Board considers the level of representation of Designated Groups on the Board in identifying and nominating candidates for election or re-election to the Board;
- (f) how the Board considers the level of representation of Designated Groups in Executive Officer positions when making Executive Officer appointments;
- (g) whether the Company has adopted a target regarding Designated Groups on the Board and, if not, the reasons why it has not done so;
- (h) whether the Company has adopted a target regarding Designated Groups in Executive Officer positions and, if not, the reasons why it has not done so;
- (i) the number and proportion (in percentage terms) of directors on the Board who are Designated Groups; and
- (j) the number and proportion (in percentage terms) of Executive Officers of the Company, including all major subsidiaries of the Company (as such term is defined in Section 1.1 of National Instrument 58-101 – *Disclosure of Corporate Governance Practices*), who are Designated Groups.

This Policy will be published on the Company's website for public information.

Approved by the Board May 11, 2023.