



FRONTERA ENERGY CORPORATION

INCLUSION DIVERSITY POLICY

1. BACKGROUND

Frontera Energy Corporation (the “**Corporation**”) recognizes the benefits of inclusion and diversity at all levels of the organization and is committed to fostering an inclusive and diverse culture and providing equal opportunities for individuals who have the necessary qualifications for employment and advancement within the Corporation.

2. POLICY

Frontera believes that inclusion and diversity across the organization fosters a healthy, productive and positive workplace. This Policy supports Frontera’s commitment to be an equal opportunity employer. Frontera’s commitment to inclusion and diversity is applied at all levels of the organization and in all aspects of employment including hiring, promotion and compensation.

For the purposes of this Policy, diversity includes, but is not limited to, age, race, gender, sexual orientation, beliefs, mental and physical ability, ethnicity, skills, educational background, nationality, language, social background, experience and personal characteristics.

At Frontera we are committed to fostering an inclusive work environment that:

- is based on mutual respect;
- ensures employees and contractors are empowered, valued, heard, and supported;
- actively welcomes people with diverse backgrounds;
- celebrates differences and views diverse perspectives and experiences as valuable tools for success; and
- is free of discrimination, violence and harassment.

The Corporation seeks to maintain a Board that possesses a suitable mix of qualifications, experience, skills, expertise and background to bring value to the Corporation and its shareholders and is fully committed to increasing diversity on the Board over time. When assessing Board composition or identifying suitable candidates for appointment to the Board, the Corporate Governance, Nominating and Sustainability Committee will consider candidates on merit against objective criteria having due regard to the benefits of diversity and the needs of the Board.

The Corporation also recognizes the importance of promoting and maintaining a diverse workforce, including a diverse senior leadership team. Inclusion and Diversity is one component of the Corporation’s Human Talent Policy. As part of its mandate to monitor the Human Talent Policy, the Compensation and Human Resources Committee will ensure that the objectives of the Policy are applied when making hiring and advancement decisions for those in senior leadership roles. The Corporation’s objectives, as outlined in its Code, include providing a work environment that is free of discrimination and harassment.

The Board may from time to time to establish objective targets and measurements to assist in the implementation of this Policy.

3. SCOPE AND MONITORING

The Board will review the effectiveness of this Policy annually.

4. CURRENCY OF POLICY

This is a Board Policy and it was approved effective January 15, 2020.