

Policy Title	Board Diversity Policy
Policy Owner	Legal
Policy Approver(s)	General Counsel & Corporate Secretary
Effective Date	
Country	Global
Next Review Date	

PURPOSE

This Policy is intended to set out a framework to achieve diversity on the Board of Directors of the Corporation (the “**Board**”).

POLICY STATEMENT

As a Corporation with multiple offices around the world, including Canada, the United States, the United Kingdom, Australia and Asia Pacific, Altus Group Limited (the “**Corporation**”) has a diverse client base and draws on employees possessing expertise from a variety of professional disciplines. The Corporation recognizes that a diverse Board will enhance decision making by the Board by utilizing the difference in perspective of the members of the Board which in turn is important for the effective corporate governance and commercial success of the Corporation.

The Corporate Governance and Nominating Committee’s (the “**Committee**”) mandate includes assisting the Board by identifying individuals qualified to become members of the Board and overseeing an annual evaluation of Board performance. The selection of candidates for appointment to the Board will be based on merit. Within that overriding emphasis on merit, the Committee shall seek to fill Board vacancies by considering candidates that bring a diversity of background and industry or related expertise and experience to the Board. The Committee’s considerations shall include achieving an appropriate level of diversity having regard to factors such as race, gender, age, nationality, cultural and educational background.

MEASUREABLE OBJECTIVES

In reviewing the composition of the Board the Committee will consider the benefits of diversity in order to maintain an optimum mix of skills, knowledge and experience on the Board. The Committee will annually discuss and agree on the relevant measurable objectives for promoting diversity on the Board and make recommendations for consideration and approval by the Board. In identifying candidates for appointment as directors the Board will consider candidates on merit with regard to the benefits of diversity on the Board.

MONITORING AND REPORTING

The Committee will monitor the implementation of this Policy and report to the Board on the achievement of the measurable objectives for promoting diversity described herein. A summary of this Policy along with the measurable objectives set for implementing this Policy, and the progress made towards achieving those objectives, will be included on an annual basis in the Report of the Committee included in the Corporation's Management Information Circular.

REVIEW OF THE POLICY

The Committee will review this Policy from time to time as necessary, and make recommendations on any required changes to the Board for consideration and approval.

Revision History

Version	Change	Author	Date of Change