

BOARD DIVERSITY POLICY

PURPOSE

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

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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 (the “**CGNC**”) 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, taking into account the long-term strategy and ongoing business operations of the Corporation. Within that overriding emphasis on merit, the CGNC 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 CGNC’s considerations shall include achieving an appropriate level of diversity having regard to factors such as race, gender, age, nationality, and cultural and educational background (specifically acknowledging that women, Indigenous peoples, persons with disabilities and members of visible minorities are designated groups that are included in the diversity criteria).

MEASURABLE OBJECTIVES

In reviewing the composition of the Board the CGNC will consider the benefits of diversity in order to maintain an optimum mix of skills, knowledge and experience on the Board. The CGNC 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.

The Board aspires towards board composition in which women comprise not less than 30% of the Corporation’s directors. If the percentage of women directors on the Board falls below 30% at any time, the CGNC shall take steps to re-achieve such target within a reasonable timeframe.

In addition to its own search, the CGNC may engage independent search firms to assist in identifying directors to recommend for election or appointment to the Board, to broaden its reach for qualified and diverse director candidates who are unknown to the incumbent directors.

MONITORING AND REPORTING

The CGNC will monitor the implementation and oversight 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 CGNC included in the Corporation's Management Proxy Circular.

REVIEW OF THE POLICY

The CGNC will review this Policy from time to time as considered appropriate and make recommendations on any required changes to the Board for consideration and approval.