



## DIVERSITY POLICY

(Adopted by the Board of Directors of Metalla Royalty & Streaming Ltd. (the “**Company**”) with immediate effect on January 19, 2021)

### INTRODUCTION

The Company is committed to diversity and inclusion at all levels in the workplace, on the board of directors (the “**Board**”) and all executive officers. This includes a commitment to ensuring that there are no systemic barriers or biases in the Company’s policies, procedures and practices and that the Company and its personnel continue to respect and value the perspectives, experiences, cultures and essential differences of all persons. The promotion of a work environment that respects and appreciates all differences in gender, age, ethnic origin and other distinctions is an important element in the Company’s practice of good corporate governance.

### EFFECT AND APPLICABILITY

This Diversity Policy sets out the guidelines by which the Company will endeavor to achieve diversity throughout the Company, including at the Board level, and applies to executive and non-executive directors and full-time, part-time and casual employees of the Company.

This Diversity Policy does not condone engagement in actions that would violate any anti-discrimination, equal employment or other laws and regulations.

Employees and directors will be recruited and promoted based primarily upon their ability and contributions. Diversity will be considered as an element in the overall selection criteria of new Board members and executive officer appointments. In this respect, the Company places great emphasis on hiring and retaining individuals with particular experiences that add value to the Company’s business and that provide skills and knowledge that add value to the Company’s workforce.

#### *Board Responsibilities*

The Board is dedicated to cultivating an environment where individual differences are respected, the ability to contribute and access employment opportunities is based on performance, skill and merit, and inappropriate attitudes, behaviours and stereotypes are confronted and eliminated.

The Board will proactively monitor the Company’s performance in meeting the standards outlined in this Diversity Policy.

The Board, with the assistance of the Corporate Governance and Nominating Committee (the “**Committee**”), will consider diversity as an element in the overall selection criteria of new Board members and executive officer appointments. Specifically, the Committee is tasked with considering diversity (including gender, as well as age, ethnic origin and other distinctions) as an element in the identification and selection criteria and when reviewing qualified candidates for recommendation for appointment or election to the Board and as executive officers.

*Responsibilities of Management*

Management is charged with the responsibility of implementing this Diversity Policy, achieving diversity initiatives determined by the Board and reporting to the Board on the progress towards and achievement of diversity initiatives.

Management is responsible for recommending executive officers for appointment by the Board in accordance with the criteria set out above.

Management is responsible for recruiting personnel and fostering a diverse and inclusive culture within the Company and will consider the criteria set out above in making hiring decisions.

**REPORTING**

In its Information Circular for use at each annual meeting of the Company's shareholders, the Company will disclose the proportion of female executive officers and directors on the Board.

**EFFECTIVE DATE**

This Diversity Policy was approved and adopted by the Board on January 19, 2021 and is and shall be effective and in full force and effect in accordance with its terms and conditions from and after such date.

**GOVERNING LAW**

This Diversity Policy shall be interpreted and enforced in accordance with the laws of the Province of British Columbia and the federal laws of Canada applicable in that province.

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