



## **PHOENIX METALS CORP.**

### **DIVERSITY AND INCLUSION POLICY**

#### **1. Introduction**

The Board of Directors of Phoenix Metals Corp. (“**Phoenix**”) has determined that Phoenix should formalize its policy on diversity and inclusion.

#### **2. Purpose of Diversity and Inclusion Policy**

The purpose of this policy is to provide diversity and inclusion to all current and prospective employees, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, marital status and social class.

“Diversity” by definition is any dimension that can be used to differentiate groups and people from one another and includes gender and age, race, nationality, culture, language and other ethnic distinctions, education, regional and industry experience, and expertise. Inclusion is a collaborative, supportive, and respectful environment that increases the participation and contribution of all employees.

Phoenix is committed to fostering diversity and eliminating discrimination in the workplace.

#### **3. Reporting of Discrimination**

Employees are encouraged to report any incidents of discrimination in the workplace to any member of management. All such reports & complaints will be treated in a confidential manner. Any employee found to have engaged in discrimination in the workplace will be subject to corrective action appropriate to the circumstances, including termination of employment if warranted.

Dated: May 15, 2026

Approved by: Board of Directors