

**DREAM IMPACT TRUST**

**AND**

**DREAM IMPACT MASTER GP INC.**

**BOARD DIVERSITY POLICY**

Dream Impact Trust (the “**Trust**”) and Dream Impact Master GP Inc. (the “**Impact Master GP**”, and together with the Trust, Dream Impact) believe in diversity and value the benefits diversity can bring to the Board of Trustees of the Trust (the “**Board of Trustees**”) and the Board of Directors of the Impact Master GP (the “**Board of Directors**”, and together with the Board of Trustees, the “**Boards**”). Diversity includes gender identity, sexual orientation, disability, age, ethnicity, business experience, functional expertise, stakeholder expectations, culture and geography. Each of the Trust and the Impact Master GP seeks to maintain a Board comprised of talented and dedicated trustees or directors whose skills and backgrounds reflect the diverse nature of the business environment in which Dream Impact operates. Accordingly, the composition of the Boards is intended to reflect a diverse mix of skills, experience, knowledge and backgrounds, including an appropriate number of women trustees and women directors.

Board diversity promotes the inclusion of different perspectives and ideas, and ensures that Dream Impact has the opportunity to benefit from all available talent. The promotion of diverse Boards makes prudent business sense, helps maintain a competitive advantage and makes for better corporate governance.

Each of the Trust and the Impact Master GP will periodically assess the skills, experience, knowledge and backgrounds of its trustees or directors, as applicable, in light of the needs of the relevant Board, including the extent to which the current composition of the Board reflects a diverse mix of skills, experience, knowledge and backgrounds, including an appropriate number of women trustees. Each of the Trust and the Impact Master GP will target a Board composition in which women comprise approximately 30% of the trustees or directors, as applicable.

Dream Impact is committed to a merit based system for Board composition, which requires a diverse and inclusive culture where trustees believe that their views are heard, their concerns are attended to and they serve in an environment where bias, discrimination and harassment on any matter are not tolerated.

Each the Trust and the Impact Master GP is committed to the advancement of women on their respective Boards and within the Dream Impact business as a whole and the Boards each oversee the commitment of the Dream Impact business to being a leader in diversity and inclusion at all levels. In connection therewith, when identifying suitable candidates for appointment to the Boards, the Trust and the Impact Master GP will consider candidates on merit against objective criteria having due regard to the benefits of diversity and the needs of the respective Board. Any search firm engaged to assist the Boards or any committees thereof in identifying candidates for appointment to the Boards shall be directed to include women candidates and women candidates will be identified from time to time through by the Boards and will be included in each of the Boards’ evergreen list of potential nominees. In addition, the Boards shall periodically review with the President and Chief Executive Officer of the Impact Master GP the succession plans relating to the position of the President and Chief Executive Officer of the Impact Master GP and

other senior positions to ensure that qualified personnel, reflecting a diverse population, will be available for succession to senior management positions.

Annually, the Board of Trustees of the Trust and the Board of Directors of the Impact Master GP will review this policy and assess its effectiveness in promoting a diverse Board of Trustees and Board of Directors which includes an appropriate number of women trustees and directors.

Approved May 3, 2021