

DIVERSITY, EQUITY AND INCLUSION POLICY

2022



NOUVEAU MONDE GRAPHITE

GENERAL PRINCIPLES

Nouveau Monde Graphite Inc. (“NMG” or the “Company”) strives to embed diversity, equity and inclusion (“DEI”) in its corporate culture and has in this regard adopted the following policy (the “Policy”) which sets out the guidelines by which NMG endeavor to promote DEI throughout the Company and within its environment.

While the Company seeks to recruit or appoint those individuals who are most qualified for the position, regardless of personal characteristics, the Company recognizes the value of diversity, which offers a depth of perspectives and enhances the Company’s operations. We know that by building a diverse and inclusive workforce, we are contributing to the Company’s success, which translates into added value for NMG and its stakeholders. Management provides the leadership framework and direction, and it is the responsibility of everyone within NMG to sustain a culture that promotes and supports principles of diversity, equity and inclusion.

NMG is an equal-opportunity employer. All decisions regarding recruitment, hiring, promotion, compensation, employee development decisions such as training, and all other terms and conditions of employment are made without regard to race, ethnic origin, color, social background, religion, age, gender, sexual orientation, family responsibilities, political opinion, civil status, or physical or mental disabilities/conditions.

RECRUITMENT

NMG promotes recruitment practices that foster DEI and remove barriers to employment. The Company is committed to building a talented workforce that strives on a variety of experiences, training, as well as personal and professional backgrounds. In its recruiting and staffing efforts, the Company promotes procedures that reduce biases and emphasizes equal opportunity for all candidates.

INTERNAL ADVANCEMENT & APPOINTMENTS

Employees represent the Company’s most valuable asset. NMG is committed to offering its employees a stimulating work environment where their entrepreneurship, initiatives, professionalism, leadership, and commitment are recognized and encouraged. In doing so, NMG endorses an organizational structure which enables professional development and internal promotion opportunities.

The Company prides itself on nurturing its employees’ strengths, reinforcing their competencies, and providing them with opportunities to grow professionally and advance in their career. NMG strives to create a workplace that enables them to reach their full potential, regardless of differences. The Company recognizes that a balanced representation of minority groups in management positions is required to drive change and foster the development of proactive and engaged leaders at every level of the organization. We believe an active group of diverse and inclusive leaders will sustain and promote our culture of DEI by inspiring others through their actions, their development and that of their team.

WORK ENVIRONMENT & CULTURE

NMG is committed to building a dynamic and innovative work environment that encourages free expression, teamwork, and creativity. NMG promotes a safe, equitable and inclusive work culture where every employee feels valued and heard. As such, we provide training to our employees to raise awareness on potential discriminatory behavior and unconscious bias. We do not tolerate any act of discrimination or



racism, and we expect the same level of awareness and respect from our partners and suppliers. We recognize culture as a determinant driver of retention and performance, and thus actively work to shape practices, common language, activities, and traditions that reflect our DEI values.

REVIEW

The Vice President, Human Resources reviews this Policy annually and recommends any changes to this Policy.

Approved by the Board of Directors on November 10, 2022.