



Board Gender & Diversity Policy

## **PATRIOT ONE TECHNOLOGIES INC.**

### **Board Gender and Diversity Policy**

Patriot One Technologies Inc. embraces diversity as a strategy to promote innovation, growth, and success. The Board recognizes that diversity among its Directors enhances decision-making by utilizing the differences in perspective of the members of the Board.

The Compensation and Nomination Committee considers qualified candidates for Board membership, and reviews Board composition and the skills and capacities of existing Directors, as well as the skills needed for continued growth and success. The Board is committed to diversity among its members by actively seeking qualified candidates who have varied professional experience, skills and functional expertise as well as representation of diverse characteristics such as gender, age, race, ethnicity, sexual orientation, education, and geographic location.

In particular, the Compensation and Nomination Committee considers the level of representation of women on the Board when identifying and nominating candidates for election or re-election. The Board seeks to attain a threshold of female representation on the Board of at least 30% women by 2022.

The Governance and Nomination Committee will periodically assess the effectiveness of the nomination process in achieving the gender target and will promote the objective.