

KINAXIS INC.
(together with its affiliates, the “Corporation”)

MANAGEMENT DIVERSITY POLICY

1. Purpose

This Management Diversity Policy (the “**Policy**”) sets out the approach to diversity at the management level of the Corporation comprising executive officers (as defined in National Instrument 51-102 – *Continuous Disclosure Obligations*) and non-executive managers (the “**Management Group**”).

2. Scope of Application

The Policy applies to the Management Group only, and does not apply to diversity in relation to other employees of the Corporation.

3. Policy Statement

The Corporation is committed to the value of diversity and inclusion and seeks to maintain a Management Group comprised of talented and dedicated leaders. All Management Group appointments are made with regard to the skills, expertise, and knowledge which the Corporation as a whole requires to be effective.

Executive leadership of the Corporation hires or promotes individuals to the Management Group and considers prospective candidates based on their balance of skills, background, experience, and knowledge. This includes diversity and inclusion considerations such as gender, age, disability, sexual orientation, Indigeneity, ethnicity and geographic representation, with a view to ensuring that the Corporation as a whole benefits from a broad range of perspectives and experience to assist in mitigating against bias and discrimination.

4. Measurable Objectives

Executive leadership of the Corporation will discuss and agree annually on any and all measurable objectives for achieving greater diversity within the Management Group. At any given time executive leadership of the Corporation may seek to improve one or more dimensions of diversity and measure progress accordingly.

5. Monitoring and Reporting

Executive leadership will report annually to the Board of Directors of the Corporation (the “**Board**”) on the progress it has made in respect of any diversity targets and the process it has used in relation to Management Group appointments. Such report will include any measurable objectives set for implementing this Policy and progress made towards achieving those objectives.

6. Review of the Policy

Executive leadership will review this Policy annually, which will include an assessment of the effectiveness of the Policy. Executive leadership will discuss any revisions that may be required and recommend any such revisions to the Board for approval.

Approved by the Board on February 25,
2020, amended on March 1, 2023.