



## **DREAM UNLIMITED CORP.**

### **BOARD DIVERSITY POLICY**

Dream Unlimited Corp. (“**Dream**”) believes in diversity and values the benefits diversity can bring to its Board of Directors (the “**Board**”). Diversity includes gender identity, sexual orientation, disability, age, ethnicity, business experience, functional expertise, stakeholder expectations, culture and geography. Dream seeks to maintain a Board comprised of talented and dedicated directors whose skills and backgrounds reflect the diverse nature of the business environment in which Dream operates. Accordingly, the composition of the Board is intended to reflect a diverse mix of skills, experience, knowledge and backgrounds, including an appropriate number of women directors.

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

Dream will periodically assess the skills, experience, knowledge and backgrounds of its directors in light of the needs of the 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 directors. The Board targets a Board composition in which women comprise approximately 30% of the directors.

Dream is committed to a merit based system for Board composition, which requires a diverse and inclusive culture where directors 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.

In order to further address the advancement of women both on the Board and within the corporation, the Board has established a Leaders and Mentors Committee in order to:

- Identify, mentor and champion exceptional talent within the organization;
- Oversee Dream’s commitment to being a leader in diversity and inclusion at all levels of the organization;
- Work with the Governance and Nominating Committee to identify excellent candidates for Board positions irrespective of prior board experience, who are most likely to help Dream achieve its goals; and
- Provide mentorship to new Board members.

When identifying suitable candidates for appointment to the Board, Dream will consider candidates on merit against objective criteria having due regard to the benefits of diversity and the needs of the Board. Any search firm engaged to assist the Board or the Governance and Nominating Committee in identifying candidates for appointment to the Board shall be directed to include women candidates and women candidates will be identified from time to time through the

Leaders and Mentors Committee and will be included in the Board's evergreen list of potential Board nominees.

Annually, both the Governance and Nominating Committee and the Leaders and Mentors Committee will review this policy and assess its effectiveness in promoting a diverse Board which includes an appropriate number of women directors.

Approved February 25, 2025