



# WHISTLEBLOWING POLICY

Dated August 6, 2020



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TABLE OF CONTENTS

	Page
I. Purpose .....	2
II. Incident Reporting.....	2
III. Retaliation and Retribution Prohibited.....	3
IV. Investigation Procedures.....	3
V. Corrective and Disciplinary Action.....	4
VI. Review.....	5

## I. PURPOSE

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- A. The purpose of this whistleblowing policy (the “**Policy**”) is to safeguard the integrity of Nomad Royalty Company Ltd. (“**Nomad**” or the “**Corporation**”) financial reporting and its business dealings and to support adherence to the Code of Ethics and Business Conduct (the “**Code**”).
- B. It is in the interest of all stakeholders of the Corporation that concerns regarding the Corporation’s financial reporting and adherence to the Code be reported so that they can be appropriately addressed.
- C. In furtherance of the foregoing, this Policy:
- provides a procedure for reporting concerns (including on an anonymous basis);
  - provides protection to those individuals reporting concerns; and
  - establishes a process for investigating reported concerns.

## II. INCIDENT REPORTING

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Employees, managers, executive officers and directors of Nomad, as well as the employees, managers, executive officers and directors of Nomad’s subsidiaries (together the “**Nomad Personnel**” or “**personnel**”), have an obligation to immediately report any situation of known or suspected acts of misconduct or other violations of the Code (any such event being referred to as an “**Incident**”). As Nomad’s agents, representatives and advisors are expected to follow the Code, they also expected to report any Incidents in accordance with the terms of this Policy.

Incidents to be reported include, but are not limited to, the following:

- a. *Financial Reporting*: concerns regarding the integrity of the Corporation’s financial statements, financial reporting, financial controls, auditing process or financial accounting. Examples include misrepresentation or suppression of financial information, non-adherence to internal financial reporting policy/controls, accounting or auditing irregularities, and auditor independence concerns;
- b. *Fraudulent Activity*: concerns regarding any fraud, theft or other deceptive conduct, including falsification of the Corporation records or theft of the Corporation’s or third-party property;
- c. *Breaches*: concerns regarding any breach or suspected breach of the Code, this policy or any other of the Corporation’s policy, or breach of any laws or regulations, including unauthorized disclosure of confidential information, workplace violence

or threats, conflicts of interest, breach of securities laws, criminal conduct, kickbacks, bribes, sexual harassment or substance abuse; and

- d. *Retaliation*: concerns regarding discrimination, harassment and/or retaliation against any employee, officer or director who, legitimately and in good faith, reports an Incident or provides information or otherwise assists in an investigation or proceeding regarding an Incident.

- B. Nomad Personnel who find their concerns about an Incident not satisfactorily addressed by their immediate supervisor (or higher-ranking persons) or who feel that the seriousness and sensitivity of the issues or people involved require that the reporting of such questionable event should neither be addressed to the attention of their immediate supervisor, nor follow the hierarchical ladder, should file a complaint, which can be filed anonymously, with the Chief Financial Officer (the “CFO” or “**Whistleblowing Officer**”) at:

Telephone: (514) 458-6840  
E-mail: [elevesque@nomadroyalty.com](mailto:elevesque@nomadroyalty.com) and  
[ethics@nomadroyalty.com](mailto:ethics@nomadroyalty.com)

Incidents, including those that may involve the CFO, should be reported anonymously through a confidential reporting system (the “**Ethics Line**”) by sending an e-mail to: [ethics@nomadroyalty.com](mailto:ethics@nomadroyalty.com) Only the Lead Director of the Board, or if no Lead Director is appointed, to the Chair of the Board, and the Chair of the Audit Committee shall have access to the emails received at such email address.

All Incidents reported to the Whistleblowing Officer, whether or not they are anonymous, are also forwarded directly to the Audit Committee Chair unless such Incident report names the Whistleblowing Officer or the Audit Committee Chair in which case the Incident Report shall be forwarded directly to the Lead Director.

### III. RETALIATION AND RETRIBUTION PROHIBITED

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Nomad does not tolerate acts of retaliation or retribution, including demotion, discharge, discipline, discrimination, harassment, suspension or threats, against any Nomad Personnel or other persons who make a good faith report of an Incident. Nomad will ensure the protection from any form of retribution or retaliation made against any Nomad Personnel or other persons as a result of any such good faith report. Personnel found to have retaliated, or sought retribution, against a person having made a good faith report of an Incident, even if such report is ultimately mistaken, will face disciplinary action, which may include termination.

### IV. INVESTIGATION PROCEDURES

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- A. The Chair of the Audit Committee and the CFO shall adhere to the investigation procedures set out in this Policy, but may, subject to approval of the Chair of the Board or Lead

Director, in appropriate circumstances recognizing the unique and sensitive circumstances that may arise with respect to an Incident, and taking into account the severity of the Incident, adopt modified procedures if determined to be in the best interests of the Corporation and the individuals involved in the Incident (for example to protect the confidentiality of the complainant).

- B. The Chair of the Audit Committee and the CFO shall also determine the internal procedures for managing the investigation, which shall include reporting of the Incident and the results of the investigation, as appropriate.
- C. The investigation generally will include, but will not be limited to, discussions with the complainant (unless the Incident was submitted on an anonymous basis), the party against whom allegations have been made, and witnesses, as appropriate, together with an examination of all relevant and appropriate documentation concerning the Incident.
- D. The Chair of the Audit Committee and the CFO may enlist Nomad Personnel and/or outside legal, accounting or other advisors, as appropriate, to conduct any investigation of an Incident.
- E. It is the obligation of all Nomad Personnel to cooperate in any investigation of an Incident. Cooperation in any investigation of an Incident will also be expected of Nomad's agents, representatives and advisors.
- F. Any person to whom an Incident is reported, or that receives reports of an investigation of an Incident, or that is otherwise involved with or becomes aware of any aspect of an Incident, will use all reasonable efforts to maintain the confidentiality of the allegations of the Incident and the identity of the persons involved, subject to the need to conduct a full and impartial investigation, remedy any violations of the Corporation's policies, or monitor compliance with or administer the Corporation's policies. Disciplinary action may be taken as appropriate in the circumstances where there is a breach of this obligation of confidentiality.

## **V. CORRECTIVE AND DISCIPLINARY ACTION**

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- A. The Corporation shall determine the appropriate steps to undertake to determine what, if any, corrective and disciplinary actions will be taken in respect of any Incident. This may include input from the Board, its committees or their respective chairs, the Lead Director, the Chief Executive Officer or the Chief Financial Officer.
- B. Corrective and disciplinary actions, if appropriate, may include, alone or in combination, a warning or letter of reprimand, demotion, loss of merit increase, bonus or stock options, suspension without pay, or termination of employment or other contractual relationship. In the event that an investigation establishes that Nomad Personnel have engaged in conduct or actions constituting discrimination, harassment and/or retaliation in violation of this Policy, the Corporation will take immediate and appropriate corrective action up to and including termination of an employee's employment.

- C. In addition to any disciplinary or corrective action taken by the Corporation, violations of some of this Policy may require restitution or may lead to civil or criminal action against individual employees, officers and directors and any company involved. Conduct contrary to some of this Policy may be in violation of federal, provincial or other law and may be the basis for legal action against the offending employee, officer or director by the Corporation and/or others.
- D. In the event that the investigation reveals that an Incident was frivolously reported or reported for improper motives or made in bad faith, disciplinary action may be taken as appropriate in the circumstances.
- E. The Corporation shall retain as a part of the records of the Corporation any reported Incidents, any resulting investigation and any corrective or disciplinary action for a period of no less than seven years.

## VI. REVIEW

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The Audit Committee will, from time to time, review and assess the adequacy of this Policy and recommend any proposed changes for consideration. The Board may amend this Policy, as required.

**This Policy was approved by the Board of Directors on August 6, 2020.**