



Chemtrade Board and Executive Officer Diversity Disclosures

As a public issuer headquartered in Canada, Chemtrade Logistics Income Fund is required to disclose certain diversity statistics in accordance with the *Securities Act (Ontario)*. Such disclosures include the representation of women on the Board, considerations regarding women during recruitment for the Board or executive officers, and any related targets.

Furthermore, Canadian federal corporations must comply with the *Canada Business Corporations Act (“CBCA”)*’s requirement to report on certain diversity statistics, specifically information about women, Indigenous peoples, persons with disabilities and visible minorities (defined collectively as “**Designated Groups**”). Chemtrade is not a corporation; however, to make it easier for unitholders and potential investors to compare Chemtrade to corporations, we have chosen to set our diversity targets with reference to the CBCA’s Designated Groups definitions.

As a result, Chemtrade’s Board has approved the targets set out below and provides the requisite annual disclosure to unitholders regarding diversity as it relates to the number and percentage of Board members and executive officers who are members of each of the Designated Groups. Chemtrade’s disclosure is based on self-identification by our Board members (Trustees) and executive officers.

I. Board Composition

Chemtrade seeks to achieve/maintain a Board in which women and gender diverse represent at least 30% of the Board.

Chemtrade aspires to achieve/ maintain a Board composition of which at least 50% of the Board are members of the Designated Groups.

The Board seeks to achieve/maintain diversity in membership of its committees and in Board leadership roles and will consider diversity when assigning chair roles for the Board and its committees. Hiring the best qualified candidates is our overriding priority.

II. Executive Officer Composition

Chemtrade seeks to achieve/maintain representation of an executive management team in which women and gender diverse represent at least 30%.

Chemtrade aspires to achieve/maintain an executive team in which at least 50% are members of the Designated Groups.

Last Revised: August, 2025