



DIVERSITY POLICY

1. Purpose and Scope

Bitfarms Ltd., its subsidiaries, and affiliated companies (hereinafter jointly referred to as “**Bitfarms**” or the “**Corporation**”) recognize the benefits of promoting diversity among our employees, management team and the Board of Directors of Bitfarms Ltd. (the “**Board**”) as a way to enhance organisational strength, problem solving ability and opportunity for innovation.

“Diversity” by definition is any dimension that can be used to differentiate groups and people from one another and includes gender and age, race, nationality, culture, language and other ethnic distinctions, education, regional and industry experience, and expertise. Inclusion is a collaborative, supportive, and respectful environment that increases the participation and contribution of all employees.

Bitfarms is committed to fostering diversity and eliminating discrimination in the workplace.

2. Diversity Commitment to all Employees

As a **Corporation** with operations in multiple jurisdictions, we encourage the diversity of ideas, perspectives, skills, knowledge and cultures of our employees in the places we operate. Bitfarms strives to provide equal employment and advancement opportunities to all individuals. Although the primary focus of employment decisions are merit, qualifications and abilities, we see diversity as a contributor to the further success of the **Corporation** in achieving the following objectives:

- (a) attracting, developing and retaining a high performance workforce;
- (b) actively fostering a productive work environment where individual and cultural differences are respected and valued; and
- (c) identifying and developing leadership capabilities to excel in a global environment.

3. Management Diversity

The **Corporation** and its Governance and Nominating and Compensation Committees (the “**Committees**”) recognize and embrace the benefits of having a diverse leadership team, and acknowledge increasing diversity at the executive management level, particularly with respect to gender, as important to maintaining a competitive advantage at a global level. As such, diversity is one of several factors that the **Corporation** and the Committees will consider during the recruitment and selection process of all **Corporation** executives and other senior management.

4. Diversity on the Board of Directors

Bitfarms and the Committees recognise that a Board composed of appropriately qualified people with a broad range of experience relevant to the business is important for effective corporate governance and the sustained commercial success of the **Corporation**. Diversity, including but not limited to gender diversity, may also contribute to this success.

In the context of the knowledge, skills, competencies and experiences required by the **Corporation**, and recognizing the potential benefits of diverse and fresh perspectives, where Board renewal or expansion is to be considered, the Board, through the Committees will prioritize the identification, recruitment and nomination of qualified female and other diverse candidates.



5. Monitoring, Reporting and Accountability

As part of the **Corporation's** commitment to diversity, the **Corporation** will regularly measure and monitor the effectiveness of its efforts to create and promote a fair and diverse workforce. On an annual basis, the Human Resources department will review the diversity of the **Corporation's** workforce and leadership structure and provide a report to the President. The report will then be reviewed with the President, the Chief Executive Officer and the Vice President and Corporate Secretary.

Board diversity will be monitored by the Committees. The Committees will assess the level of diversity on the Board and will report to the Board on an annual basis.

Dated:	February 17, 2022
Revised & Updated:	December 11, 2023
Approved by:	Board of Directors by the recommendation of the Governance and Nominating Committee