

MAJORITY VOTING POLICY BOARD OF DIRECTORS

Nominees for election to the Board of Directors (the "Board") of Black Diamond Group Limited ("Black Diamond") will be asked annually to subscribe in writing to this Policy before their names are put forward by the Board.

Forms of proxy for the vote at shareholders' meetings where directors are to be elected will enable shareholders to vote "for", or to "withhold" from voting, separately for each nominee. At the shareholders' meeting, the chairman of the meeting will call for a vote by ballot on the election of directors. The scrutineers will record with respect to each nominee the number of votes cast "for" or "withheld" from a nominee, such numbers to be adjusted if required in accordance with the share provisions, by-laws, policies and procedures of Black Diamond.

This policy applies only to uncontested elections. An "uncontested election" means any election of directors where the election does not involve the circulation of proxy material required by applicable securities legislation in support of one or more nominees who are not part of the slate supported by the Board).

In an uncontested election, any nominee for director who receives a greater number of votes "withheld" from his or her election than votes "for" his or her election (a "majority withhold vote") shall tender his or her resignation for consideration by the Board to the Chairman of the Compensation, Nominating and Corporate Governance Committee immediately following certification of the shareholder vote. If the Chairman of the Compensation, Nominating and Corporate Governance Committee received a majority withhold vote, then he or she shall tender his or her resignation to the Chairman or Lead Director of Black Diamond.

The Compensation, Nominating and Corporate Governance Committee will promptly consider the tendered resignation and is expected to recommend acceptance of the resignation except in situations where exceptional circumstances would warrant the director to continue to serve on the Board. In determining whether to recommend acceptance or rejection of the tendered resignation, the Compensation, Nominating and Corporate Governance Committee will consider all factors it deems relevant including, without limitation:

- (a) the reasons, if known, why shareholders "withheld" or were requested to "withhold" votes from the director. In particular, the Compensation, Nominating and Corporate Governance Committee will consider if shareholders "withheld" or were requested to "withhold" votes from the director for reasons other than the qualifications or individual actions of the director;
- (b) the impact with respect to covenants in agreements or plans; and
- (c) legal requirements, policies or guidelines (regulatory, securities or corporate laws, or stock exchange rules) for director numbers and qualifications.

The Board will consider the Compensation, Nominating and Corporate Governance Committee's recommendation not later than 90 days following the date of the shareholders' meeting at which the election occurred. In deciding whether to accept or reject the tendered resignation, the Board will consider the factors considered by the Compensation, Nominating and Corporate Governance Committee and any additional information and factors the Board believes to be relevant.

Promptly following the Board's decision, Black Diamond will disclose either: (i) the resignation of the director; or (ii) an explanation of the process and reasons the decision was reached to reject the tendered

resignation, in a press release, which must first be provided to the Toronto Stock Exchange prior to its dissemination. Any resignation will be effective when accepted by the Board. If the Board decides to accept the director's resignation, the Compensation, Nominating and Corporate Governance Committee will recommend to the Board whether to fill the resulting vacancy or to continue with the reduced size of the Board.

Any director who tenders his or her resignation pursuant to this Policy will not participate in the Compensation, Nominating and Corporate Governance Committee recommendation or the Board consideration whether to accept or reject the tendered resignation. If a majority of the members of the Compensation, Nominating and Corporate Governance Committee received a majority withhold vote at the same election, then the directors who did not receive a majority withhold vote will appoint a Board committee among themselves solely for the purpose of considering the tendered resignations and such special committee will recommend to the Board whether to accept or reject them within the 90 day period. Except as set forth in this paragraph, a director who tenders his or her resignation pursuant to this Policy will continue to participate in all meetings of the Board and any applicable committees of the Board on which such director serves until such time, if applicable, as the Board decides to accept the director's tendered resignation.

In the event that any director who received a majority withhold vote does not tender his or her resignation in accordance with this Policy, he or she shall not be re-nominated by the Board and shall not be entitled to any benefits (financial or otherwise) of a director or past director of Black Diamond.

The Board and the Compensation, Nominating and Corporate Governance Committee may adopt such procedures as it sees fit to assist in its determinations under this Policy.

This Policy will be summarized or included in each management proxy circular relating to an election of directors of Black Diamond.