



BOARD DIVERSITY POLICY



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DEFINITIONS

In this diversity policy (the “**Policy**”), the term “**diversity**” refers to all the criteria that make individuals different from one another. It includes, but is not limited to, criteria such as sex, gender, geographic representation, education, background, regional and industry experience, ethnicity, age, disability and other distinctions.

OBJECTIVES

The Governance, Compensation and Nominating Committee (the “**Committee**”) of Jamieson Wellness Inc. (the “**Company**”) recognizes the value of diversity at the board of directors (the “**Board**”) level. The Committee is of the view that selection of candidates to join the Board will be based upon merit and the contribution the nominee will bring to the Board, with due regard to the benefits of diversity and the needs of the Board when identifying suitable candidates including possession of the necessary skills, knowledge and experience relevant to position effectiveness.

POLICY STATEMENT

The Committee remains committed to basing Board nominations on merit and selecting the best person to fulfill these roles. Within this framework, to support the Company’s Board diversity objectives, the Committee, the Board, the Chair of the Board and the CEO will, as applicable, when identifying and considering the selection of candidates for director positions:

- consider the benefits of all aspects of diversity, including, but not limited to, those described above;
- consider the level of representation of women on the Board; and
- in addition to its own searches, if necessary, engage independent external advisors to conduct a search for candidates who meet the Board’s expertise, skills and diversity criteria to achieve the Company’s diversity goals.

MEASURABLE OBJECTIVES

The Committee also recognizes that gender diversity is a significant aspect of diversity and acknowledges the important role that women, with appropriate and relevant skills and experience, can play in contributing to the diversity of perspectives on the Board.

Within the context of diversity, the Board is committed to ensuring that gender diversity is actively pursued. To this end, the Company has committed to:

- a. maintaining at least 25% of Board positions filled by women; and
- b. monitoring the effectiveness of, and continuing to expand on, initiatives designed to identify and attract talented women to the Board.

REVIEW OF THE POLICY

The Committee will review the Policy annually, which will include an assessment of the effectiveness of the Policy. The effectiveness of the policy will be measured by assessing whether women have been considered for Board positions in the preceding year and assessing whether the objectives discussed in “Measurable Objectives” above have been met. The Company will report on annual and cumulative progress in achieving the objectives of the Policy in its annual management information circular. The Committee will discuss any revisions that may be required to both the policy and objectives and recommend any such revisions to the Board for approval.

Adopted by the Board as of March 21, 2019.