



MIND MEDICINE (MINDMED) INC.

POLICY WITH RESPECT TO THE DIVERSITY OF THE BOARD OF DIRECTORS

The purpose of this policy is to express the importance Mind Medicine (MindMed) Inc. (the “**Corporation**”) places on the diversity of its Board of Directors (the “**Board**”). Diversity enriches discussions among directors and better reflects the Corporation’s relationship with its employees, shareholders and other stakeholders. The Compensation, Nomination and Governance Committee (the “**Committee**”) is guided by the following principles when identifying candidates to recommend for election or appointment to the Board:

- (a) an intention that the Board be composed of directors who possess extensive knowledge and competencies, diverse points of view, and relevant expertise, enabling each director to make an active, informed and positive contribution to the management of the Corporation, the conduct of its business and its future development;
- (b) seeking a balance in terms of the knowledge and competencies of directors to help the Board fulfil its responsibilities in all respects; and
- (c) considering diversity criteria by seeking directors who represent both genders and various ages, cultural communities and geographic areas.

The Committee and the Board may, if needed, engage external advisors to conduct a search for Board candidates to help achieve Board diversity as above described.

February 27, 2020.