



MIND MEDICINE (MINDMED) INC.

POLICY WITH RESPECT TO THE DIVERSITY OF EXECUTIVE OFFICERS

The purpose of this policy is to express the importance Mind Medicine (MindMed) Inc. (the “**Corporation**”) places on the diversity of its executive officers (as defined below). Diversity enriches discussions among executive officers and better reflects the Corporation’s relationship with its other employees, third parties and various stakeholders. The Board of Directors is guided by the following principles when identifying candidates for appointment as executive officers:

- (a) seeking executive officers who in addition to having extensive knowledge and competencies in their respective necessary areas of expertise also have diverse points of view, enabling each of them to make an active, informed and positive contribution to the day to day 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 the executive officers to help management fulfil its responsibilities in all respects; and
- (c) considering diversity criteria by seeking executive officers who represent both genders and various cultural communities.

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

For the purposes of this policy “executive officer” means an individual who is:

- (a) the chief executive officer or chief financial officer of the Corporation;
- (b) a vice-president of the Corporation in charge of a principal business unit, division or function including sales, finance or production; or
- (c) performing a policy-making function in respect of the Corporation.

February 27, 2020.