

ALEAFIA HEALTH INC.
BOARD DIVERSITY POLICY

The board of directors (the “**Board**”) of Aleafia Health Inc. (the “**Corporation**”) believes that a board and a senior management team each made up of highly qualified individuals from diverse backgrounds and who reflect both the talent available and the required expertise are important elements in achieving strong corporate performance and good governance. From the Board’s perspective, diversity promotes the inclusion of different ideas, mitigates against groupthink and ensures that the organization draws upon the broadest pool of qualified candidates.

To support this, the Governance Committee of the Board will, when identifying candidates to recommend for appointment/election to the Board:

- (a) consider candidates who are highly qualified based on their experience, functional expertise, and personal skills and qualities;
- (b) consider diversity criteria including gender, age, ethnicity and geographic background; and
- (c) in addition to its own search, where appropriate, engage qualified independent external advisors to conduct a search for candidates that meet the Board’s skills and diversity criteria to help achieve its diversity aspirations.

The Board will also encourage the Corporation’s senior leadership to apply similar considerations when identifying candidates to join the senior management team.

The Board aspires towards Board composition in which at least 25% of the independent directors are women by the close of its annual meeting of shareholders to be held in June 2020.

At any given time, the Board may seek to improve one or more aspects of the Corporation’s diversity and measure progress accordingly. Any measurable objectives set by the Board and any progress towards achieving those objectives will be reported annually in the Corporation’s management information circular.

The Board recognizes the importance of diversity at the Board and in senior management and will review this policy annually to ensure that it is effective in achieving its objectives.

Adopted: May 19, 2020

Currency of Policy

Original Approval Date:	May 19, 2020
Approved by:	Board of Directors