

BOARD DIVERSITY POLICY



KNIGHT THERAPEUTICS INC.

MARCH 2022

Knight Therapeutics Inc. Board Diversity Policy

Approved by Compensation, Corporate Governance & Nomination Committee:
March 2022

Approved by Board of Directors: March 2022

Board of Directors Diversity Policy

The Board of Directors believes that a board made up of highly qualified directors from diverse backgrounds and who reflect the changing population demographics of the markets in which the Knight Therapeutics Inc. (“the Company”) operates, the talent available with the required expertise, and the Company’s evolving customer and employee base, promotes better corporate governance. To support this, the Compensation, Corporate Governance and Nominating Committee will, when identifying candidates to recommend for appointment/election to the Board:

- a. consider only candidates who are highly qualified based on their experience, functional expertise, and personal skills and qualities;
- b. consider diversity criteria including gender, age, ethnicity, sexual orientation, members of visible minorities, indigenous peoples, persons with disabilities, and geographic background; and
- c. conduct searches for candidates that meet the Board’s skills and diversity criteria to help achieve its diversity aspirations, including but not limited to the following measures:
 - provide instructions to any external firm retained to support Director recruitment efforts to integrate diversity as one of key selection criterion;
 - implement the Director diversity skills matrix using to identify Director candidates whose profile complements and integrates effectively with the Board; and
 - maintain an evergreen list of potential candidates for the Board of Directors with a view to reflect the various dimensions of diversity.

The Board aspires towards board composition in which:

- each gender comprises at least thirty percent of the directors;
- at least two directors identifying as either a visible minority, indigenous, person with a disability and/or LGBTQ+.

Annually, the Board will review this policy and assess its effectiveness in promoting a diverse Board by assessing: (i) the mix of diversity, skill and expertise on the Board and the Executive Team, (ii) the measurable objectives set pursuant to this Policy, and (iii) progress in achieving such measurable objectives, including any targets. At any given time, the Board may seek to improve one or more aspects of its diversity policy and measure progress accordingly.