

TILT HOLDINGS INC.
TERMS OF REFERENCE FOR THE COMPENSATION COMMITTEE CHAIR

Effective as and from April 17, 2019, last amended April 25, 2023

DEFINITIONS

“**Board**” means the Board of Directors of the Company.

“**Chair**” refers to the chairperson of the Committee.

“**Committee**” refers to the Compensation Committee of the Board.

“**Compensation Committee Mandate**” means the mandate of the Committee, adopted April 17, 2019, as last amended April 25, 2023.

“**Company**” means TILT Holdings Inc.

INTRODUCTION

1. The Chair is appointed annually by the Board and reports to the Board.
2. The Chair maintains on-going communications with the chair of the Board with regard to material issues as such issues arise from time to time.
3. The Chair’s primary role is managing the affairs of the Committee, including ensuring the Committee is organized properly, functions effectively and meets its obligations and responsibilities, including those matters set forth in the Compensation Committee Mandate.
4. The Chair works with the chief executive officer (the “**CEO**”) of the Company to ensure an effective working relationship with Committee members.
5. The Chair maintains on-going communications with all officers and employees of the Company as the Chair determines appropriate.

DUTIES AND RESPONSIBILITIES

Working With the Company

The Chair has the responsibility to:

1. lead the Committee in overseeing management’s formulation of human resource and compensation policies and procedures;
2. lead the Committee in overseeing the preparation of the Company’s public disclosure relating to its human resources and compensation policies and procedures, and generally relating to compliance with human resources and compensation related legal and regulatory requirements; and
3. report to the Board after each Committee meeting at the Board’s next meeting.

Managing the Committee

The Chair has the responsibility to:

1. ensure the Committee is alert to its obligations to the Board and pursuant to law;

2. chair Committee meetings;
3. establish the frequency of Committee meetings and review such frequency from time to time, as considered appropriate (provided, however, that Committee meetings shall be called by the Chair at the request of two members of the Committee);
4. assist the Board in its recommendation of Committee members and its review of the performance and suitability of the Committee members;
5. ensure the co-ordination of the agenda, information packages and related events for Committee meetings in conjunction with the CEO;
6. maintain a liaison and communication with Committee members, other directors and the chair of the Board to co-ordinate input from Committee members and directors, and optimize the effectiveness of the Committee;
7. ensure information requested by Committee members is provided and meets their needs; and
8. in conjunction with the Nominating and Corporate Governance Committee, review and assess Committee attendance, performance and compensation and the size and composition of the Committee.