



ADVANZ PHARMA

Human Resources and Compensation Committee Charter



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NOTICE

The information in this document is proprietary to Advanz Pharma ("Advanz Pharma"). This document is classified "Open Access". Access to this document is provided freely to all employees and other interested parties through the organization's website.

This Policy applies to directors, officers and employees of Advanz Pharma and all of its subsidiaries. The CFO of Advanz Pharma is the owner of this document. The CEO of Advanz Pharma is the official spokesperson for Advanz Pharma.

This Policy was ratified by the Board of Directors of Advanz Pharma on December 11, 2014 and amended on March 7, 2017, March 8, 2018 and September 6, 2018.



1. PURPOSE AND RESPONSIBILITIES

Purpose

The Committee's purpose is to assist Board oversight of executive and Director compensation, including with respect to:

1. reviewing compensation and human resources issues in support of the achievement of the Corporation's business strategy and making recommendations to the Board as appropriate;
2. reviewing and approving corporate goals and objectives relevant to CEO compensation, evaluating the CEO's performance in light of these goals and objectives and recommending to the Board the CEO's compensation level based on this evaluation;
3. recommending to the Board incentive-based plans and equity-based plans;
4. reviewing compensation disclosure in public documents, and producing for inclusion in the Committee's annual report and other public documents a summary report on executive compensation, in accordance with applicable rules and regulations;
5. establishing a plan of continuity and development of senior management for the Corporation; and
6. performing any other activities consistent with this Charter.

2. DEFINITIONS AND INTERPRETATION

Definitions

In this Charter:

1. "Board" means the board of directors of the Corporation;
2. "CEO" means Chief Executive Officer;
3. "Chair" means the chair of the Committee;
4. "Committee" means the Human Resources and Compensation Committee of the Board;
5. "Director" means a member of the Board;
6. "Stock Exchange" means at any time, the Toronto Stock Exchange and any other stock exchange on which any securities of the Corporation are listed for trading at the applicable time; and
7. the "Corporation" means Advanz Pharma

Interpretation

The provisions of this Charter are subject to the provisions of the articles and by-



laws and to the applicable provisions of the *Canada Business Corporations Act*, and any other applicable legislation.

3. ESTABLISHMENT AND COMPOSITION OF COMMITTEE

Establishment of Compensation Committee

The Committee is hereby constituted with the constitution, function and responsibilities herein set forth.

Appointment and Removal of Members of the Committee

The Committee shall consist of three or more Directors who shall be appointed by the Board, having considered the recommendation of the Nominating and Corporate Governance Committee.

The appointment of members of the Committee shall take place annually at the first meeting of the Board after a meeting of the shareholders at which Directors are elected, provided that if the appointment of members of the Committee is not so made, the Directors who are then serving as members of the Committee shall continue as members of the Committee until their successors are appointed.

The Board may appoint a member to fill a vacancy which occurs in the Committee between annual elections of Directors.

Any member of the Committee may be removed from the Committee by a resolution of the Board.

Qualification and Independence of Members

A Director is not required to have any specific qualifications in order to serve as a member of the Committee. All of the members of the Committee should be independent for the purposes of all applicable regulatory and Stock Exchange requirements subject to the determination by the Board, in limited circumstances, that the Committee may be composed of a majority of non-independent Directors.

Committee Chair

The Board shall appoint the Chair from the members of the Committee (or if it fails to do so, the members of the Committee shall appoint the Chair of the Committee from among its members).

The designation of the Committee's Chair shall take place annually at the first meeting of the Board after a meeting of the shareholders at which Directors are elected, provided that if the designation of Chair is not so made, the Director who is then serving as Chair shall continue as Chair until his or her successor is appointed.

If the Chair of the Committee is unavailable or unable to attend a meeting of the Committee, the Chair shall ask another member to chair the meeting, failing which a member of the Committee present at the meeting shall be chosen, by a majority of members of the Committee present at such meeting, to preside over the meeting.

4. COMMITTEE MEETINGS



Quorum

A quorum of the Committee shall be two members.

Secretary

The Chair shall designate from time to time a person who may, but need not, be a member of the Committee, to be Secretary of the Committee.

Time and Place of Meetings

The time and place of the meetings of the Committee and the calling of meetings and the procedure in all things at such meetings shall be determined by the Committee; provided, however, the Committee shall meet at least once per year.

Notice of the time and place of each Committee meeting may be given orally, or in writing, or by facsimile, or by electronic means to each Committee member at least 48 hours prior to the time fixed for such meeting.

A Committee member may in any manner waive notice of the meeting. Attendance of a Committee member at a meeting shall constitute waiver of notice of the meeting, except where a Committee member attends a meeting for the express purpose of objecting to the transaction of any business on the grounds that the meeting was not lawfully called.

Right to Vote

Each member of the Committee shall have the right to vote on matters that come before the Committee.

Invitees and Attendees

The Committee may invite Directors, officers and employees of the Corporation or any other person to attend meetings of the Committee to assist in the discussion and examination of the matters under consideration by the Committee.

The Committee shall have the right to determine who shall and who shall not be present at any time during a meeting of the Committee.

Minutes

Minutes of Committee meetings shall be sent to all Committee members. The full Board shall be kept informed of the Committee's activities by a report to the Board following each Committee meeting.

5. AUTHORITY OF COMMITTEE

Retaining and Compensating Advisors

The Committee shall have the sole authority to retain and terminate any firm engaged to assist in the evaluation of Director, CEO or senior executive compensation and to retain outside counsel and any other advisors as the Committee may deem appropriate in its sole discretion. The Committee shall have sole authority to approve related fees and retention terms of any such firm and other advisors.



Subcommittees

The Committee may form and delegate authority to subcommittees if deemed appropriate by the Committee.

Recommendations to the Board

The Committee shall have the authority to make recommendations to the Board, but shall have no decision-making authority other than as specifically contemplated in this Charter.

6. REMUNERATION OF COMMITTEE MEMBERS

Members of the Committee and the Chair shall receive such remuneration for their service on the Committee as the Board may determine from time to time.

7. COMPENSATION MATTERS

Specific Responsibilities

In carrying out its mandate with respect to human resources and compensation issues, the Committee is expected to:

1. Review and approve corporate goals and objectives relevant to compensation of the CEO, and evaluate the performance of the CEO in light of these corporate goals and objectives.
2. Review corporate goals and objectives relevant to compensation of the officers and employees of the Corporation who report directly to the CEO (each, a "Direct Report"), as approved by the CEO, and receive a report from the CEO annually of the performance of the Direct Reports against such goals and objectives.
3. Ensure that the Corporation's security-based compensation plans and all amendments to such plans which require the approval of the Corporation's shareholders are approved by the Board and by shareholders, as may be required.
4. Approve and evaluate performance measures for executive incentive plans.
5. Review and monitor the status of compliance with the Corporation's share ownership guidelines, if any.
6. Review any proposed disclosure of executive compensation. Without limiting the foregoing, annually review any report on executive compensation (including any discussion or analysis thereof) and recommend to the Board that it be included in the Corporation's annual report, management information circular or other documents prepared for its annual meeting of shareholders.

Compensation of Chief Executive Officer

The Committee shall:

1. review and approve corporate goals and objectives relevant to CEO compensation;
2. oversee the design and implementation of a process for CEO evaluations;



3. evaluate the CEO's performance in light of those corporate goals and objectives;
4. recommend to the Board for approval the CEO's compensation level (considering all elements of the compensation package) based on this evaluation; and
5. in determining the long-term incentive component of the CEO's compensation, consider:
 - (i) the Corporation's performance and relative shareholder return;
 - (ii) the value of similar incentive awards to CEOs at comparable companies; and
 - (iii) the awards given to the CEO of the Corporation in past years.

Senior Management Compensation

The Committee shall:

1. receive and review the CEO's recommendations for total compensation for each of the Direct Reports, including salaries, short term incentive awards and long-term incentive awards, including employment agreements, if applicable, (collectively, "CEO Proposals");
2. review the corporate goals and objectives relevant to compensation of the Direct Reports, as approved by the CEO;
3. receive a report from the CEO annually on the performance of the Direct Reports against such goals and objectives (the "CEO Report"); and
4. make recommendations to the Board with respect to the CEO Proposals based on the Committee's review of the corporate goals and objectives relevant to compensation of the Direct Reports and the CEO Report.

Non-CEO Compensation Matters

The Committee shall make recommendations to the Board with respect to:

1. appointment of corporate officers;
2. reservation of shares for the Corporation's security-based compensation plans, subject to shareholder approval, where required;
3. the adoption of new security-based compensation plans or other long-term incentive plans, subject to shareholder approval, where required;
4. amendments to the Corporation's Stock Option Plan, and any other previously approved employee security-based compensation plan(s) or long-term incentive plan(s), subject to shareholder approval of such amendments, where required;
5. annual compensation budget for employees;
6. incentive compensation plans;
7. actions with respect to any of the Corporation's security-based compensation plans or long-term incentive plans referred to herein; and
8. succession plans in respect of the Corporation's officers.



Review of Bonuses Paid

The Committee will monitor the administration of the Corporation's executive officer incentive and other compensation related plans and shall report to the Board annually on whether incentives and bonuses awarded or paid to the CEO and each of the Direct Reports have been awarded or paid in accordance with the applicable plans.

8. DISCLOSURE AND REPORTING TO THE BOARD

Executive Compensation Disclosure

The Committee shall review and recommend to the Board for approval any public disclosure of information relating to the Corporation's executive compensation, including the disclosure to be included in the Corporation's information circular.

Report of the Compensation Committee

The Committee shall prepare and recommend to the Board for approval the report of the Compensation Committee to be included in the Corporation's annual report, information circular or other public documents of the Corporation.

Regular Reporting

The Committee shall report to the Board at the Board's next meeting the proceedings at the meetings of the Committee and all recommendations made by the Committee at such meetings.

9. ANNUAL PERFORMANCE EVALUATION

On an annual basis, the Committee shall follow the process established by the Nominating and Corporate Governance Committee of the Board for assessing the performance and effectiveness of the Committee.

10. CHARTER REVIEW

The Committee shall review and assess the adequacy of this Charter annually and recommend to the Nominating and Corporate Governance Committee any changes it deems appropriate.

11. CONTACT US

Requests for further information should be referred to Advanz Pharma's CFO as follows:

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5770 Hurontario Street, Suite 310
Mississauga ON L5R 3G5

Attention: Chief Financial Officer
Telephone: (905) 842-5150