

VERANO HOLDINGS CORP.

COMPENSATION COMMITTEE CHARTER

Effective as of February 28, 2024

Purpose

The purpose of the Compensation Committee (the "Committee") of the Board of Directors (the "Board") of Verano Holdings Corp. (the "Company") is to establish and administer the Company's compensation policies, programs, and procedures. Among other things, the Committee has direct responsibility to:

- (1) review and approve corporate goals and objectives relevant to the Chief Executive Officer's compensation, evaluate the Chief Executive Officer's performance in light of these goals and objectives, and, either as a committee or together with the other independent members of the Board (as directed by the Board), determine and approve the Chief Executive Officer's compensation level (both cash-based and equity-based) based on this evaluation;
- (2) make recommendations to the Board with respect to other executive officer compensation and director compensation;
- (3) review and approve incentive-compensation plans and equity-based plans and determine whether stockholder approval should be obtained; and
- (3) produce a report on executive compensation for inclusion in the Company's combined proxy statement and circular for its annual meeting of shareholders as may be required by, and in accordance with, applicable rules and regulations.

Composition

Size. The size of the Committee will consist of a number of members as determined by the Board from time to time, subject to the applicable requirements, including phase-in rules, of the U.S. Securities and Exchange Commission ("SEC"), the Canadian Securities Administrators ("CSA"), the Nasdaq Stock Market ("NASDAQ") and Cboe Canada ("Cboe").

Qualifications. Each Committee member must have all of the following qualifications:

- (1) **Independence.** Each Committee member must satisfy the applicable independence requirements, including phase-in rules, of the SEC, CSA, Cboe and NASDAQ.
- (2) **Experience.** Desirable qualifications for Committee members include experience in business management, executive compensation, employee benefits, and human resources.
- (3) **Interlocks and Insider Participation.** In determining whether a director is eligible to serve on the Committee, the Board must also consider all factors specifically relevant to determining whether the director has a relationship to the Company that is material to the director's ability to be independent from management in connection with the duties of a Committee member or that would impair the director's ability to make

independent judgments about the Company's executive compensation. These factors must include but are not limited to:

- (a) the source of compensation of the director, including any consulting, advisory or other compensatory fee paid by the Company to the director, and
 - (b) whether the director is affiliated with the Company, a Company subsidiary or an affiliate of a Company subsidiary.
- (4) **Compensation.** Each Committee member may only receive as compensation from the Company (a) director's fees (which includes all forms of compensation paid to directors of the Company for service as a director or member of a Board committee) and/or (b) pension payments or other deferred compensation, provided that such compensation is not in any way contingent on continued service.

Selection. The Board will select the members and the Chair of the Committee. Each Committee member and Chair will serve at the pleasure of the Board for such term as the Board may decide or until such Committee member is no longer a Board member.

Duties and Responsibilities

The duties and responsibilities of the Committee will include the following:

- (1) **Oversee Executive Compensation Policies and Programs.** The Committee will develop, implement and oversee the Company's compensation policies and programs for executive officers and Board members. The Committee will determine if stockholder approval should be obtained when adopting any such policy.
- (2) **Review and Approve Compensation Goals and Objectives.** The Committee will review and approve, at least annually, corporate goals and objectives relevant to the compensation of the Chief Executive Officer and the other executive officers of the Company. The Committee will, either as a Committee or together with other independent members of the Board (as directed by the Board), evaluate the performance of the Chief Executive Officer and the other executive officers in general and in light of those corporate goals and objectives and set compensation levels for the Chief Executive Officer and make recommendations to the Board for the other executive officers based on those evaluations and any other factors as it deems appropriate.
- (3) **Review and Approve Incentive Compensation Plans.** The Committee will review and approve all cash and equity incentive compensation plans in which any executive officer of the Company participates.
- (4) **Review and Approve Equity-Based Plans.** The Committee will also review and approve all other equity compensation plans.
- (5) **CEO Incentive Compensation.** In determining any long-term incentive component of the Chief Executive Officer's compensation, the Committee will consider the Company's performance and relative shareholder return and the

awards given to the Company's Chief Executive Officer in past years. The Committee may consider other factors, such as compensation at peer companies.

- (6) **Administer Compensation Plans.** The Committee will administer the Company's equity incentive compensation plans and other compensation plans adopted by the Board that contemplate administration by the Committee. The Committee, or a subcommittee, must approve all grants of stock options, restricted stock units and other equity awards, subject to the terms and conditions of the applicable plans. The Committee's administrative authority includes the authority to approve the acquisition by the Company of shares of the Company's stock from any plan participant.
- (7) **Risk Management.** The Committee will coordinate with and assist the Board in its consideration of the Company's risk assessment and risk management as they relate to the Company's compensation policies and practices. In particular, the Committee will review and discuss, at least annually, short-term and long-term compensation incentives for management and their potential impact on managing risks facing the Company.
- (8) **Oversee Regulatory Compliance.** The Committee will, in consultation with appropriate officers of the Company, oversee regulatory compliance with respect to compensation matters.
- (9) **Review Employment Agreements and Severance Arrangements.** The Committee will review and approve any proposed employment agreement with, and any proposed severance or retention plans or agreements applicable to, any executive officer of the Company. The Committee will review and approve any severance or other termination payments proposed to be made to any executive officer of the Company.
- (10) **Review Director Compensation.** The Committee will periodically review director compensation in relation to other comparable companies and in the light of such other factors as the Committee may deem appropriate and as otherwise required by the Company's Corporate Governance Guidelines. The Committee will discuss this review with the Board.
- (11) **Review and Discuss Compensation Discussion and Analysis and Compensation Committee Report.** The Committee, with the assistance of the Company's management and any outside advisers the Committee deems appropriate, will (a) review and discuss with management the Company's disclosures regarding its Compensation Discussion and Analysis ("CD&A") and, based on this review, make a recommendation to the Board as to whether it should include the CD&A in the Company's annual report on Form 10-K and combined proxy statement and circular relating to the Company's annual meeting of shareholders, and (b) prepare a Compensation Committee Report for inclusion in the Company's annual report on Form 10-K and combined proxy statement and circular relating to the Company's annual meeting of shareholders, all in accordance with SEC, CSA and all other applicable rules and regulations.

- (12) **Board Reports.** The Committee will report its activities to the Board at least annually in such manner and at such times as the Committee or the Board deems appropriate.
- (13) **Clawback Policy.** The Committee will perform, as applicable, all duties delegated to it in the Company's Clawback Policy.
- (14) **Officer Stock Ownership Policy.** The Committee will interpret and construe the Company's Officer Stock Ownership Policy and will make all determinations necessary, appropriate or advisable for the administration of the Company's Officer Stock Ownership Policy. The Committee will recommend any changes to such policy to the Board.
- (15) **Other Delegated Duties or Responsibilities.** The Committee will perform any other duties or responsibilities delegated to the Committee by the Board from time to time.

Meetings

The Committee will meet as frequently as necessary to fulfill its responsibilities under this Charter. The Committee Chair will, in consultation with the other members of the Committee and appropriate officers of the Company, establish the agenda for each Committee meeting. Each Committee member may submit items to be included on the agenda. Committee members may also raise subjects that are not on the agenda at any meeting. The Committee Chair or a majority of the Committee members may call a meeting of the Committee at any time. A majority of the number of Committee members will constitute a quorum for conducting business at a meeting of the Committee. The act of a majority of the Committee members present at a Committee meeting at which a quorum is in attendance will be the act of the Committee, unless a greater number is required by law or the Company's articles. The Committee Chair will supervise the conduct of the meetings and will have other responsibilities as the Committee may specify from time to time.

The Committee may request any officer or the Company, or any representative of the Company's compensation consultant, legal counsel or other advisers, to attend a meeting or to meet with any members or representatives of the Committee.

Action by Written Consent

Subject to the Company's Articles and British Columbia and other applicable laws, in lieu of a meeting the Committee may fulfill its responsibilities under this Charter by written consent, provided that such consent is signed by all members of the Committee.

Delegation

The Committee may, in its discretion, delegate specific duties and responsibilities to a subcommittee or an individual Committee member, to the extent permitted by applicable law.

Resources and Authority

The Committee will have the appropriate resources and authority to discharge its responsibilities and perform its duties as required by law, including the authority to engage compensation consultants, independent counsel and other advisers, experts or consultants as it determines necessary or appropriate to carry out its duties. The Committee will be directly

responsible for the appointment, compensation and oversight of the work of any compensation consultant, independent legal counsel or other adviser retained by the Committee, including the sole authority to retain and terminate such advisers. The Company will provide for appropriate funding and resources, as determined by the Committee in its discretion, as the Committee deems necessary or advisable to discharge its duties and responsibilities, including, without limitation, , for payment of compensation to any compensation consultants, independent legal counsel or other advisers retained by the Committee.

In selecting and retaining, or receiving advice from, a compensation consultant, legal counsel or other adviser (other than in-house legal counsel or any compensation consultant, legal counsel or other adviser whose role is limited to activities for which no public disclosure would be required under applicable law), the Committee must take into consideration all factors relevant to that person's independence from management, including the following factors:

- the provision of other services to the Company by such person's employer;
- the amount of fees received from the Company by the employer of the compensation consultant, legal counsel or other adviser, as a percentage of the total revenue of the employer;
- the policies and procedures of the employer of the compensation consultant, legal counsel or other adviser that are designed to prevent conflicts of interest;
- any business or personal relationship of the compensation consultant, legal counsel or other adviser with a member of the Committee;
- any Company securities owned by the compensation consultant, legal counsel or other adviser or his or her employer; and
- any business or personal relationship of the compensation consultant, legal counsel, other adviser or his or her employer with an executive officer of the Company.

Annual Review

At least annually, the Committee will

- (1) review this Charter with the Board and recommend any changes to the Board, and
- (2) evaluate its performance against the requirements of this Charter and review this evaluation with the Board.

The evaluation will include establishment of the goals and objectives of the Committee for the upcoming year. The Committee will conduct its review and evaluation in such manner as it deems appropriate.

Other

For purposes of this Charter, the term "executive officer" means the Company's Section 16 officers, as determined by the Board, and "management," "plan participant," "officers" and "employees" include individuals that are employed by a subsidiary or affiliate of the Company.