

COMPENSATION COMMITTEE CHARTER

This Charter establishes the composition, role, responsibilities and operations of the Compensation Committee (the “Committee”).

1. COMPOSITION

The Committee shall be composed of at least three (3) members. In accordance with this, the members of the Committee may be removed or replaced, and any vacancies on the Committee shall be filled by the Board of Directors (the “Board”).

2. ROLE

The Committee’s role is to decide, determine and approve, by a majority vote of all of its members, matters relating to the compensation, remuneration and benefits of the Corporation’s officers and directors; and to provide communications with the Board and, as appropriate, communications with shareholders and regulators.

3. RESPONSIBILITIES

The responsibilities of the Committee are:

- 3.1. Establish a formal and transparent procedure for developing a policy on executive remuneration and for fixing the remuneration packages of corporate officers and directors, and provide oversight over remuneration of senior management and other key personnel, ensuring that compensation is consistent with the Corporation’s culture, strategy and control environment;
- 3.2. Designate the amount of remuneration, which shall be in a sufficient level to attract and retain directors and officers who are needed to run the Corporation successfully; and
- 3.3. Disallow any director to decide his/her own remuneration;

4. PROCEEDINGS

The Committee shall meet at least twice a year or as often as it considers necessary. Any member may call a meeting of the Committee. A quorum for a meeting of the Committee is two (2) members. A duly convened meeting of the Committee at which a quorum is present is competent to exercise all or any of the authorities, powers or discretions vested in the Committee.

The Corporate Secretary shall be the Committee Secretary, unless otherwise determined by the Committee. The Committee Secretary, under the direction of the Committee Chairman shall prepare the agenda and provide the Committee members advance notice of meetings, the agenda, along with

appropriate briefing materials. Minutes of the meeting shall be provided to the members within days after the said meeting.

5. REPORTING RESPONSIBILITIES

The Committee Chairman shall report to the Board of Directors regarding the Committee actions and activities. The Committee shall make recommendations to the Board of Directors as and when it considers appropriate in relation to its duties and responsibilities.

6. ANNUAL REVIEW OF CHARTER

The Committee shall conduct an annual review of this Charter and propose any enhancements as may be deemed necessary for Board approval.

