

Position Description

Compensation Committee Chair

General

The Chair's primary role is managing the affairs of the Compensation Committee (the "**Committee**"), including ensuring the Committee is organized properly, functions effectively and meets its obligations and responsibilities as set forth in the Charter of the Committee. The Chair will maintain ongoing communication with the Board Chair, the Chief Executive Officer and with such other officers and employees of the Corporation as the Chair determines appropriate. The Chair shall also ensure that the Committee maintains ongoing and effective communication with any outside advisor engaged to assist the Committee in its duties.

Appointment and Qualifications

The Chair will be a duly elected or appointed member of the Board and be appointed as the Chair by the Board annually; provided that if the Board does not appoint the Chair in any given year the incumbent Chair will continue to serve as long as such person continues to be a member of the Board. The Chair will be independent under the standards for independence adopted by the Board and applicable law. The Chair will have the competencies and skills as determined to be necessary and desirable by the Board.

Specific Duties and Responsibilities

The Chair shall, in addition to any other duties and responsibilities specifically delegated to the Chair by the Committee or the Board, will have the following specific duties and responsibilities to:

Working with the Board

- (a) lead the Committee in overseeing and ensuring the effectiveness of the executive compensation policies, programs and practices of the Corporation;
- (b) lead the Committee in overseeing the preparation of the Corporation's public disclosure relating to executive compensation matters, and generally relating to compliance with executive compensation related legal and regulatory requirements and recommended best practices;
- (c) serve as the focal point of executive compensation matters, overseeing all aspects of direction and administration of the Committee, endeavoring to ensure that the Committee provides effective oversight of the matters set forth in the Committee Charter;

Managing the Committee

- (d) chair Committee meetings;
- (e) establish the frequency of Committee meetings and review such frequency from time to time, as considered appropriate;
- (f) ensure that the Committee meets in separate, regularly scheduled, non-management, closed sessions with internal personnel or outside advisors, as needed or appropriate;

- (g) ensure that the Committee is fulfilling its duties as set out in the Charter of the Committee and pursuant to applicable laws and ensure that the Committee members are aware of such duties;
- (h) assist the Board in its recommendation of Committee members and its review of the performance and suitability of the Committee members;
- (i) ensure the co-ordination of the agenda, information packages and related events for Committee meetings in conjunction with the Board Chair, the Chief Executive Officer and the Chief Financial Officer;
- (j) endeavour to ensure sufficient time during Committee meetings to fully discuss agenda items;
- (k) maintain a liaison and communication with Committee members, other directors and the Board Chair to co-ordinate input from Committee members and directors, and optimize the effectiveness of the Committee;
- (l) in collaboration with the Board Chair, the Chief Executive Officer and the Chief Financial Officer, ensure information requested by Committee members is provided and meets their needs;
- (m) in conjunction with the Corporate Governance and Nominating Committee, review and assess Committee attendance, performance, skills and experience, and the size and composition of the Committee; and
- (n) report to the Board after each Committee meeting at the Board's next meeting.

Approved by the Board: April 2, 2026