

POLICY ON REMUNERATION OF BOARD AND/OR KEY OFFICERS

In accordance with the Corporation's Manual on Corporate Governance and Board Charter, the Board shall adopt a policy which shall specify the relationship between the remuneration and performance of directors. The same policy shall be applied for purposes of determining the remuneration and performance of employees and Management. The level of remuneration should always be commensurate to the responsibilities of the role.

The Personnel and Compensation Committee shall assist the Board in all matters relating to remuneration. The Board shall determine a level of remuneration for directors that shall be sufficient to attract and retain directors and compensate them to attend the meetings of the Board and Board Committees, and perform the responsibilities and assume certain risks as a board member. The compensation may be in the form of cash remuneration and/or stock option plan (if available). No director shall be involved in deciding his own remuneration during his incumbent term.

The Corporation's non-executive directors, including the independent directors, do not receive options, performance shares or bonuses other than their per diem remuneration as directors. The remuneration of the top executive officers is disclosed in the Information Statement.