



(THE "COMPANY")

Share Ownership Guidelines

Objective

To align the interest of the Corporation's non-employee directors and officers with those of the Company's shareholders.

Share Ownership Requirements

1. By no later than five years after their appointment or election to the board, each non-employee director of the Corporation shall hold Common Shares or restricted share units of the Corporation ("RSUs") having a value¹ equal to three times the total annual base cash retainer then payable to a respective director at the time of their appointment or election to the board.
2. By no later than five years after their appointment as an officer of the Company, each officer shall hold Common Shares or RSUs having a value¹ equal to the annual base cash salary then payable to a respective officer at the time of their appointment as an officer.

For the purpose of determining the share ownership of a particular non-employee director, common shares of the Corporation ("**Common Shares**") owned directly by such individual, such individual's spouse, any minor children that share the same home as such individual, and any trust in which the individual is a trustee with voting and investment power, shall be treated as Common Shares owned and paid for by such individual.

These requirements will be audited annually at the end of the calendar year by the Corporate Secretary of the Corporation and reported to the Compensation Committee of the board of directors (the "**Compensation Committee**").

¹ For purposes of these requirements, the value of the share ownership is defined as the greater of: (a) the original amount paid by the director or officer to acquire the Common Shares or the grant value of the RSUs; and (b) the current market value of those shares and units at the point of measurement, normally the last trading day of the year.

Hardship Relief

The Compensation Committee may, in its discretion, determine the appropriate hardship relief, if any, for non-compliance with the share ownership guidelines.

APPROVED by the Board on December 10, 2021.