



JADEPOWER

**COMPENSATION COMMITTEE  
CHARTER**

**Dated as of November 27, 2019**

## JADE POWER TRUST

### COMPENSATION COMMITTEE CHARTER

#### 1. GENERAL

The term “**Trust**” as used herein shall refer to the Jade Power Trust and include all of the direct and indirect subsidiaries of the Jade Power Trust, and the Jade Power Administrator Inc. (the “**Administrator**”), as the context so requires. The Administrator is the administrator of Jade Power Trust, and as such, the board of directors of the Administrator (the “**Board**”) is responsible for the stewardship of the affairs of the Trust and the Trust’s direct and indirect subsidiary entities.

#### 2. PURPOSE OF THE COMMITTEE

The purpose of the Committee is to advise and make recommendations to the Board with respect to the Trust’s strategy, policies and programs on the compensation and development of senior management and directors.

The Committee shall have the authority to delegate to one or more of its members, responsibility for developing recommendations for consideration by the Committee with respect to any of the matters referred to in this Charter.

#### 3. COMPOSITION, PROCEDURES AND ORGANIZATION

The Committee shall consist of at least three members of the Board, all of whom should be, in the determination of the Board, “independent” (as that term is defined by NI 58-101 – *Disclosure of Corporate Governance Practices*, as amended from time to time).

The Board, at its organizational meeting held in conjunction with each annual meeting of unitholders, shall appoint the members of the Committee (the “**Members**”) for the ensuing year. The Board may at any time remove or replace any Member and may fill any vacancy in the Committee. Any Member ceasing to be a director shall cease to be a Member.

Unless the Board shall have appointed a chair of the Committee, the Members shall select a chair from amongst their number. The chair shall be “independent” and shall not have a second, or casting, vote in addition to the chair’s initial vote.

The Committee shall meet at such times and at such locations as the chair of the Committee shall determine. Any Member may request a meeting of the Committee.

#### 4. DUTIES OF THE COMMITTEE

The duties of the Committee are as follows:

- (a) to develop and monitor the Trust’s overall approach to compensation issues and, subject to approval by the Board, to implement and administer a system of

compensation which reflects appropriate standards of compensation practices and to continue to develop the Trust's approach to compensation issues;

- (b) to undertake an annual review of compensation issues and practices as they affect the Trust and make a comprehensive set of recommendations to the Board during each calendar year;
- (c) to advise the Board or any committees of the Board of compensation issues which the Committee determines ought to be considered by the Board or any such committee;
- (d) to recommend to the directors human resources and compensation policies and guidelines;
- (e) to ensure that the Trust has in place programs to attract and develop management of the highest caliber and a process to provide for the orderly succession of management, including receipt on an annual basis of any recommendations of the Chief Executive Officer in this regard;
- (f) to develop a position description for the Chief Executive Officer and to ensure that policy guidelines and systems are in place to provide for a comprehensive annual review of the performance of the Chief Executive Officer;
- (g) to review and approve corporate goals and objectives relevant to the compensation of the Chief Executive Officer's and to evaluate the Chief Executive Officer's performance in light of these goals and objectives;
- (h) subject to any contractual arrangements, to set the annual salary, bonus and other benefits, direct and indirect, of the Chief Executive Officer and to approve compensation for all other members of the Board and such senior officers as may be designated by the Committee from time to time after considering the recommendations of the Chief Executive Officer, all within any human resources and compensation policies and guidelines approved by the directors;
- (i) to review periodically the adequacy and form of the compensation of the directors of the Administrator with a view to ensuring that such compensation realistically reflects the responsibilities and risks of being a director;
- (j) to make recommendations to the Chief Executive Officer for immediate staffing;
- (k) to implement and administer human resources and compensation policies approved by the directors concerning the following:
  - (i) executive compensation, employment and related contracts, stock option plans, deferred share plans and other incentive and equity-based plans; and

- (ii) proposed personnel changes involving officers reporting to the Chief Executive Officer;
- (l) to recommend for approval to the Board the grant of units to eligible participants under the Trust's unit purchase plan and restricted trust unit plan;
- (m) from time to time to review with the Chief Executive Officer, the Trust's broad policies on compensation for all employees and overall labour relations strategies;
- (n) to consider any other questions or matters of compensation referred to it by the directors;
- (o) to develop and implement a process for assessing the effectiveness of the compensation policies and practices of the Trust and to report and make recommendations to the Board thereon; and
- (p) to report annually to the Trust's unitholders, on the Trust's approach to compensation and to review executive compensation disclosure before the Trust publicly discloses such information.

#### 5. RESPONSIBILITIES OF THE COMMITTEE CHAIR

The fundamental responsibility of the Committee Chair is to be responsible for the management and effective performance of the Committee and provide leadership to the Committee in fulfilling its mandate and any other matters delegated to it by the Board. To that end, the Committee Chair's responsibilities include:

- (a) working with the Executive Chairman and the Secretary to establish the frequency of Committee meetings and the agendas for meetings;
- (b) providing leadership to the Committee and presiding over Committee meetings;
- (c) facilitating the flow of information to and from the Committee and fostering an environment in which Committee members may ask questions and express their viewpoints;
- (d) reporting to the Board with respect to the significant activities of the Committee and any recommendations of the Committee;
- (e) leading the Committee in annually reviewing and assessing the adequacy of its mandate and evaluating its effectiveness in fulfilling its mandate; and
- (f) taking such other steps as are reasonably required to ensure that the Committee carries out its mandate.

6. OTHER COMPENSATION MATTERS

In addition, the Board may refer to the Committee such other matters and questions relating to compensation as the Board may from time to time see fit.

7. ACCESS TO PERSONNEL & INFORMATION

The Committee shall have access to such officers and employees of the Trust, to the Trust's independent auditors and its legal counsel, to separate legal counsel and advisors and to such information respecting the Trust as it considers to be necessary or advisable in order to perform its duties and responsibilities.

8. MEETINGS OF THE COMMITTEE

The Committee shall meet as frequently as the Committee considers necessary.

Any director of the Administrator may request the chair of the Committee to call a meeting of the Committee and may attend at such meeting or inform the Committee of a specific matter of concern to such director, and may participate in such meeting to the extent permitted by the chair of the Committee.

The times of and places where the meetings of the Committee shall be held and the calling of and procedure at such meetings shall be determined from time to time by the Committee.

Quorum for the transaction of business at any meeting of the Committee shall be a majority of the number of members of the Committee or such greater number as the Committee shall by resolution determine.