



EXCELLON'S COMPENSATION COMMITTEE

In 2022, the Compensation Committee of the Corporation was composed of Brendan Cahill (Chair), Zoya Shashkova, and Roger Norwich. With Mr. Norwich's departure in the fourth quarter, a vacancy in the committee occurred. Such vacancy will be filled in due course. The Compensation Committee is responsible for making recommendations to the Board with respect to the compensation of the Corporation's directors, Named Executive Officers and employees. The Compensation Committee works in conjunction with the Chairperson and the President on the review and assessment of the performance of executive officers and other employees in accordance with the Corporation's compensation practices. The Corporation weighs compensation to corporate performance metrics, specifically regarding safety, cost performance and certain specific corporate and strategic objectives. Please refer to the Statement of Executive Compensation, and Directors Compensation sections of our Management Information Circular for the fiscal year 2021.