

The Nominating and Corporate Governance Committee reviews annually the credentials of the members of the Board. The following table exemplifies the current skills that each nominee possesses:

<i>Directors</i>	<i>SKILLS</i>									
	<i>Months of Directorship</i>	<i>Financial<sup>(1)</sup></i>	<i>M&amp;A<sup>(2)</sup></i>	<i>Industry Knowledge<sup>(3)</sup></i>	<i>Technical /Mining<sup>(4)</sup></i>	<i>Government Relations<sup>(5)</sup></i>	<i>Governance<sup>(6)</sup></i>	<i>Human Resources<sup>(7)</sup></i>	<i>Sustainability<sup>(8)</sup></i>	<i>Management<sup>(9)</sup></i>
<b>Mario Caron</b>	83	✓	✓	✓	✓		✓	✓	✓	✓
<b>Alexander Dann</b>	20	✓	✓	✓	✓	✓	✓	✓	✓	✓
<b>Claude Dufresne</b>	10	✓	✓	✓	✓	✓	✓	✓	✓	✓
<b>Paola Farnesi</b>	71	✓	✓	✓			✓	✓	✓	✓
<b>Luc Lessard</b>	94			✓	✓	✓		✓	✓	✓
<b>Chantal Sorel</b>	65	✓		✓	✓		✓	✓	✓	✓

**NOTES:**

- (1) **Financial:** Ability to understand: (i) financial statements; (ii) financial controls and measures; (iii) capital markets; and (iv) financing options.
- (2) **Mergers and Acquisitions:** Understanding of: (i) capital markets in friendly and unfriendly transactions; (ii) complexity of integration post-business continuation; and (iii) general legal requirements in mergers and acquisitions ("M&A").
- (3) **Industry Knowledge:** Understanding of the mining industry globally and the associated risks (including price and currency volatility, future growth, global supply, capital access, social license to operate and productivity).
- (4) **Technical/Mining:** Understanding of: (i) exploration activities; (ii) mine operations, including risks/challenges/opportunities (mining, milling); (iii) ability to have knowledge of construction/development/planning/scheduling/monitoring of construction/contract administration/forecasting; and (iv) understanding of marketing of metals.
- (5) **Government Relations:** Understanding of: (i) legislative and decision-making process of governments; and (ii) experience in dealing with governments (policy making, lobbying, etc.).
- (6) **Governance:** Understanding of (i) the requirements/process for oversight of Management; (ii) ethical conduct and responsibilities; (iii) various stakeholder requirements; (iv) commitment of directorship; and (v) evolving trends with respect to governance of public companies.
- (7) **Human Resources:** Ability to: (i) review management structure for large organization; (ii) develop/assess/monitor remuneration packages (salary, benefits, long-term and short-term incentives); and (iii) understand how to motivate people.
- (8) **Sustainability:** Understanding of (i) environmental risks in the mining industry; (ii) government regulations with respect to environmental, health & safety; and (iii) understanding of and experience in community relations and stakeholder involvement.
- (9) **Management:** Ability to (i) plan, operate and control various activities of a business; (ii) experience as a senior officer; (iii) lead growth.