

# GENERATION MINING LIMITED

## CHARTER OF THE COMPENSATION COMMITTEE OF THE BOARD OF DIRECTORS

### 1. PURPOSE OF THIS CHARTER

The Compensation Committee (the “**Committee**”) is appointed by the Board of Directors (the “**Board**”) of Generation Mining Limited (the “**Corporation**”) to assist in setting director and senior executive compensation, and to develop and submit to the Board recommendations with respect to other employee benefits as the Committee sees fit. In the performance of its duties, the Committee will be guided by the following principles:

- a) offering competitive compensation to attract, retain and motivate the very best qualified executives in order for the Corporation to meet its goals; and
- b) acting in the interests of the Corporation and its shareholders by being fiscally responsible.

### 2. COMPOSITION AND MEETINGS

- a) The Committee and its membership shall meet all applicable legal, regulatory and listing requirements including, without limitation, those of the Ontario Securities Commission, the *Business Corporations Act* (Ontario), any stock exchange upon which the securities of the Corporation trade, and all other applicable securities regulatory authorities.
- b) The Committee members will be elected annually at the first meeting of the Board following the annual general meeting of shareholders.
- c) The Committee shall be composed of no less than three independent directors, which requirement may be changed by the Board from time to time. The members of the Committee shall appoint from among themselves a member who shall serve as Chair. The position description and responsibilities of the Chair are set out in Schedule A attached hereto.
- d) All members of the Committee shall be “independent” (as defined under National Instrument 52-110 – *Audit Committees*). For greater certainty, if the Committee is comprised of two members, both members shall be “independent”.
- e) Each member of the Committee shall serve at the appointment of the Board. The Committee shall report to the Board.
- f) The Committee shall meet at least annually, at the discretion of the Chair or a majority of its members, as circumstances dictate or as may be required by applicable legal or listing requirements. A majority of the members of the Committee shall constitute a quorum. For greater certainty, if the Committee is comprised of two members, both members shall constitute a quorum.
- g) If within one hour of the time appointed for a meeting of the Committee a quorum is not present, the meeting shall stand adjourned to the same hour on the second business day following the date of such meeting at the same place. If at the adjourned meeting a quorum as hereinbefore specified is not present within one hour of the time appointed for such adjourned meeting, such meeting shall stand adjourned to the same hour on the second business day following the date of such meeting, at the same place. If at the second adjourned meeting a quorum as hereinbefore specified is not present, the quorum for the adjourned meeting shall consist of the members then present.
- h) If and whenever a vacancy shall exist, the remaining members of the Committee may exercise all of the Committee’s powers and responsibilities so long as a quorum remains in office.

- i) The time and place at which meetings of the Committee shall be held, and the procedures at such meetings, shall be determined from time to time by the Committee. A meeting of the Committee may be called by letter, telephone, facsimile, email or other communication equipment by giving at least 48 hours' notice, provided that no notice of a meeting shall be necessary if all of the members are present either in person or by means of conference telephone, or if those absent have waived notice or otherwise signified their consent to the holding of such meeting.
- j) Any member of the Committee may participate in a meeting of the Committee by means of telephone conference or other communication equipment, and the member participating in a meeting pursuant to this paragraph shall be deemed, for purposes hereof, to be present in person at the meeting.
- k) The Committee shall keep minutes of its meetings which shall be submitted to the Board. The Committee may from time to time appoint any person, who need not be a member, to act as a secretary at any meeting.
- l) The Committee may invite such officers, directors and employees of the Corporation and its subsidiaries, as the Committee may see fit from time to time, to attend meetings of the Committee.
- m) Any matters to be determined by the Committee shall be decided by a majority of votes cast at a meeting of the Committee called for such purpose; actions of the Committee may be taken by an instrument or instruments in writing signed by all of the members of the Committee, and such actions shall be effective as though they had been decided by a majority of votes cast at a meeting of the Committee called for such purpose. The Committee shall report its determinations to the Board at the next scheduled meeting of the Board, or earlier as the Committee deems necessary. All decisions or recommendations of the Committee shall require the approval of the Board prior to implementation.
- n) The Board may at any time amend or rescind any of the provisions hereof, or cancel them entirely, with or without substitution.

### 3. RESPONSIBILITIES

The responsibilities of the Committee shall be:

- a) having regard to competitive position and individual performance, annually review, approve and recommend to the Board for approval the remuneration of the senior executives of the Corporation, namely any executives in the offices of Chief Executive Officer, President, Vice-Presidents, Chief Financial Officer and any senior executives of the Corporation having comparable positions as may be specified by the Board from time to time (collectively, the "**Senior Executives**"). The remuneration of the Senior Executives other than the Chief Executive Officer shall be subject to review by the Committee in consultation with the Chief Executive Officer;
- b) to review the Chief Executive Officer's goals and objectives for the upcoming year and to provide an appraisal of his or her performance at the end of the year;
- c) to meet with the Chief Executive Officer to discuss the goals and objectives of other Senior Executives, their compensation and performance;
- d) to review and recommend to the Board for approval any special employment contracts, including employment offers, retiring allowance agreements, or any agreements to take effect in the event of a termination or change in control affecting any Senior Executives;
- e) to annually review and recommend to the Board for its approval the remuneration of directors. The Committee will seek to ensure that such compensation and benefits reflect the responsibilities and risks involved in being a director of the Corporation, and align the

interests of the directors with the best interests of the Corporation;

- a) to develop and submit to the Board recommendations with regard to bonus entitlements, other employee benefits and bonus plans. The Committee may employ independent experts periodically as determined necessary to review remuneration policies for directors and Senior Executives;
- b) to compare on an annual basis the total remuneration (including benefits) and the main components thereof for the Senior Executives with the remuneration practices of peers in the same industry;
- c) to review periodically bonus plans and the omnibus equity incentive plan, and to consider these in light of new trends and practices of peers in the same industry;
- d) to review and recommend to the Board for its approval the disclosure, in any management information circular of the Corporation relating to annual and/or special meetings of the shareholders of the Corporation, with respect to executive compensation as may be required pursuant to any applicable securities regulations, rules and policies, and to review and finalize the report on executive compensation required in any management information circular of the Corporation;
- e) to determine those directors, officers, employees and consultants of the Corporation who will participate in long-term equity incentive plans; to determine the number of shares, options, RSUs and DSUs of the Corporation allocated to each participant under such plan; to determine the time or times when ownership of such securities will vest for each participant; and to administer all matters relating to any long-term equity incentive plan or employee bonus plan to which the Committee has been delegated authority pursuant to the terms of such plans or any resolutions passed by the Board;
- f) to determine annually the Chief Executive Officer's entitlement to be paid a bonus under any employee bonus plan; and
- g) to adopt such policies and procedures as the Committee deems appropriate to operate effectively.

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*As approved by the Board of Directors on March 28, 2024*

## **Schedule A**

### **GENERATION MINING LIMITED POSITION DESCRIPTION FOR THE CHAIR OF THE COMPENSATION COMMITTEE**

#### **1. PURPOSE**

The Chair of the Committee shall be an independent director who is elected by the Board to act as the leader of the Committee in, among other things: (i) assessing the effectiveness of the Board and the Corporation's governance; and (ii) reviewing Board compensation on at least an annual basis.

#### **2. WHO MAY BE CHAIR**

The Chair will be selected from amongst the independent directors of the Corporation who have a sufficient level of experience with corporate governance and compensation issues to ensure the leadership and effectiveness of the Committee. The Chair will be selected annually at the first meeting of the Board following the annual general meeting of shareholders.

#### **3. RESPONSIBILITIES**

The following are the primary responsibilities of the Chair:

- a) Chairing all meetings of the Committee in a manner that promotes meaningful discussion.
- b) Ensuring adherence to the Committee's Charter and that the adequacy of the Committee's Charter is reviewed annually.
- c) Providing leadership to the Committee to enhance its effectiveness, including:
  - i) ensuring that the responsibilities of the Committee are well understood by its members;
  - ii) providing information to the Board with respect to the Committee's issues and initiatives, and reviewing and submitting to the Board recommendations concerning compensation and benefits programs for employees and management;
  - iii) ensuring that the Committee works as a cohesive team with open communication;
  - iv) ensuring that the resources available to the Committee are adequate to support its work and to resolve issues in a timely manner; and
  - v) ensuring the appropriate research and peer group review is done to identify and assess trends in employment benefits and other compensation data.

- d) Managing the Committee, including:
  - i) adopting procedures to ensure that the Committee can conduct its work effectively and efficiently, including procedures relating to Committee structure and composition, scheduling, and management of meetings;
  - ii) preparing the agenda for Committee meetings and ensuring pre-meeting material is distributed in a timely manner, is appropriate in terms of relevance and is efficient in format and detail;
  - iii) ensuring meetings are appropriate in terms of frequency, length and content;
  - iv) overseeing and participating in the review and approval, on an annual basis, of a report of the Committee on executive compensation to be disclosed in the Corporation's annual reporting materials in connection with the Corporation's annual meeting;
  - v) ensuring that the Committee reviews all executive compensation disclosure before it is publicly disclosed; and
  - vi) annually reviewing with the Committee its own performance.