

SKILLS										
Directors	Years of Directorship	Financial ⁽¹⁾	M&A ⁽²⁾	Technical/ Mining ⁽³⁾	Government Relations ⁽⁴⁾	International ⁽⁵⁾	Governance ⁽⁶⁾	Human Resources ⁽⁷⁾	Sustainability ⁽⁸⁾	Management ⁽⁹⁾
Jean Martineau	8	✓			✓	✓	✓	✓	✓	✓
René Branchaud	8	✓	✓		✓	✓	✓	✓		
Eddy Canova	6	✓		✓	✓	✓	✓	✓	✓	✓
Richard Devitre	8	✓			✓	✓	✓	✓	✓	✓
Roger Demers	6	✓	✓				✓	✓		
Jean Depatie	0	✓	✓	✓	✓	✓	✓	✓	✓	✓
Marc Duchesne	0	✓	✓		✓	✓	✓	✓		✓
Pierre Lépine	1	✓	✓			✓	✓	✓		✓

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 M&A.
- (3) **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.
- (4) **Government Relations:** Understanding of: (i) legislative and decision-making process of governments; and (ii) experience in dealing with governments (policy making, lobbying, etc.).
- (5) **International Experience:** Consists of: (i) experience in dealing with different legislative and cultural environments; (ii) understanding foreign legislative process; and (iii) understanding opportunities and risk in non-Canadian jurisdictions.
- (6) **Governance:** Understanding of (i) the requirements/process for oversight of management; (ii) various stakeholder requirements; and (iii) evolving trends with respect to governance of public companies.
- (7) **Human Resource:** 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 plan, operate and control various activities of a business.