



2025

**Notice of Annual  
Meeting of Shareholders  
and Management  
Information Circular**

**Renewable Energy.**

Today, Tomorrow and for Future Generations.™



# Polaris At-a-Glance



**183 MW**  
GENERATING  
CAPACITY



**7**  
COUNTRIES

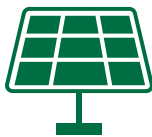


**345,923 t CO<sub>2</sub>**  
AVOIDED  
EMISSIONS IN 2024



**204**  
EMPLOYEES

## Our Technologies:



Solar PV



Geothermal



Hydroelectric



Wind

## Why invest?



### Quality Portfolio

High quality, diversified  
technologies and jurisdictions



### Financial Strength

Solid balance sheet and  
increasing cash flow



### Management Strength

Experienced board and  
senior management



### Stakeholder Value

Sustainable dividend and  
community investment



### Sustainability Strategy and Performance

Commitment to highest standards

# Letter to shareholders of Polaris Renewable Energy Inc.

May 16, 2025

Dear Shareholder:

The board of directors (the “**Board**”) and management of Polaris Renewable Energy Inc. (the “**Corporation**”) hereby invite you to attend the 2025 Annual Meeting of Shareholders (the “**Meeting**”) to be held in a virtual-only format as follows:

**When:** June 19, 2025 at 9:00 a.m. (Toronto time).

**Where:** Via live webcast at <https://virtual-meetings.tsxtrust.com/1773> password: “polaris2025”

**Business of the Meeting:** The notice of annual meeting of shareholders of the Corporation and the accompanying management information circular describes the business to be conducted at the Meeting, provide information on director and executive compensation, and explain the Corporation’s governance practices.

Item #	Business of the Meeting	Board’s Voting Recommendation	Details (pg. #)
1	Receipt of the Corporation’s Financial Statements for the year ended December 31, 2024 and related auditor’s report.	FOR ✓	21
2	Election of Board of Directors.	FOR ✓	21
3	Appointment of Auditors.	FOR ✓	31

**Your vote is important:** Please take the time to review this circular and execute your vote on the business items of the Meeting. Your vote and participation are very important. Regardless of whether you plan to attend the Meeting, please participate by completing and sending us the enclosed proxy (full voting instructions are provided inside).

On behalf of the Corporation, I would like to thank all shareholders for their ongoing support.

*Yours very truly,*  
*(signed) “Marc Murnaghan”*  
Marc Murnaghan  
Chief Executive Officer

# Notice of annual meeting of shareholders

NOTICE IS HEREBY GIVEN that the Annual Meeting (the “**Meeting**”) of the holders (the “**Shareholders**”) of common shares in the capital of Polaris Renewable Energy Inc. (the “**Corporation**”) will be held at 9:00 a.m.(Toronto time) on June 19, 2025 for the following purposes:

1. to receive the consolidated financial statements of the Corporation for the year ended December 31,2024, together with the report of the auditors thereon;
2. to elect directors of the Corporation;
3. to reappoint PricewaterhouseCoopers LLP, Chartered Accountants, as the auditors of the Corporation and to authorize the directors of the Corporation to fix their remuneration;
4. to transact such other business as may be properly brought before the Meeting or any postponement or adjournment thereof.

The Corporation is holding the Meeting as a virtual only meeting, which will be conducted via live webcast, where all Shareholders regardless of geographic location and equity ownership will have an equal opportunity to participate in the Meeting. As the Meeting will be in virtual-only format, Shareholders will not be able to attend the Meeting in person. Registered Shareholders and duly appointed proxyholders will be able to attend, participate and vote at the Meeting online at <https://virtual-meetings.tsxtrust.com/1773> password: “polaris2025”. Non-registered Shareholders (being Shareholders who hold their shares through a broker, investment dealer, bank, trust company, custodian, nominee or other intermediary) who have not duly appointed themselves as proxyholder will be able to attend as a guest but will not be able to participate or vote at the Meeting.

This notice is accompanied by a form of proxy, a supplemental mailing return list card and request for paper copies. Reference should be made to the Circular, which provides information relating to the matters to be dealt with at the Meeting and forms part of this notice.

## Notice-and-Access

The Corporation is utilizing the notice-and-access mechanism (the “**Notice-and-Access Provisions**”) under National Instrument 54-101 – Communication with Beneficial Owners of Securities of a Reporting Issuer and National Instrument 51-102 – Continuous Disclosure Obligations, for distribution of Meeting materials to registered and beneficial Shareholders.

## Website Where Meeting Materials are Posted

The Notice-and-Access Provisions are a set of rules that allow reporting issuers to post electronic versions of proxy- related materials and annual financial statements (including management proxy circulars) on-line, via the System for Electronic Document Analysis and Retrieval + (“SEDAR+”) and one other website, rather than mailing paper copies of such materials to Shareholders. Electronic copies of the Circular, the annual audited consolidated financial statements of the Corporation for the year ended December 31, 2024 (“**Financial Statements**”) and management’s discussion and analysis of the Corporation’s results of operations and financial condition for the year ended December 31, 2024 (“**MD&A**”) may be found on the Corporation’s SEDAR+ profile at [www.sedarplus.ca](http://www.sedarplus.ca) and the Corporation’s website at <https://polarisrei.com>. The Corporation will not use the procedures known as “stratification” in relation to the use of Notice-and-Access Provisions. Stratification occurs when a reporting issuer using the Notice-and-Access Provisions provides a paper copy of the Circular to some Shareholders with the notice package.

## Obtaining Paper Copies of Materials

The Corporation anticipates that using the Notice-and-Access Provisions for delivery will directly benefit the Corporation through a substantial reduction in both postage and material costs and also promote environmental responsibility by decreasing the large volume of paper documents generated by printing proxy-related materials. Shareholders with fulfilment requests can call our transfer agent, TSX Trust Company (“**TSX Trust**”), toll-free at 1-888-433-6443 or send an e-mail to [tsxtfulfilment@tmx.com](mailto:tsxtfulfilment@tmx.com). Shareholders may also obtain paper copies of the Circular, Financial Statements and MD&A free of charge by contacting TSX Trust at the same toll-free number or upon request to the Corporation’s Corporate Secretary at +1 647-245-7199 (which is not a toll-free number) or by email at [info@Polarisrei.com](mailto:info@Polarisrei.com).

## Voting

Registered Shareholders who are unable to attend the Meeting online are requested to complete, date, sign and return the proxy form to TSX Trust Company Proxy, by mail, at P.O. Box 721, Agincourt, Ontario, M1S 0A1, not later than 9:00 a.m. (Toronto time) on June 17, 2025 or, if the Meeting is adjourned or postponed, no later than 48 hours prior to the time of such postponed or adjourned meeting (excluding Saturdays, Sundays and holidays).

Non-registered Shareholders receiving these materials through their broker or other intermediary should complete and return the voting instruction form provided to them by their broker or other intermediary in accordance with the instructions provided therein, or otherwise follow the instructions provided by their broker or other intermediary.

## Please review the Circular prior to voting

The board of directors of the Corporation (the “**Board**”) has fixed the close of business on April 30, 2025 as the record date for the determination of Shareholders entitled to notice of, and to vote at, the Meeting, and any adjournment or postponement thereof.

DATED this 16th day of May, 2025

*By order of the Board,  
(signed) “Jaime Guillen”  
Jaime Guillen  
Board Chair*

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# PART ONE

## Cautionary Statement with Respect to Forward Looking Statements

This management information circular (the “**Circular**”) contains certain forward-looking information within the meaning of applicable Canadian securities law (“forward-looking statements”) which may include, but are not limited to, statements with respect to future events or future performance and management’s expectations regarding: Polaris Renewable Energy Inc.’s (the “**Corporation**”) growth, and results of operations, performance, business prospects and opportunities, the Corporation’s environmental, social and governance practices, and the committees of the Corporation and their roles in the governance of the Corporation. Such forward-looking statements reflect management’s current beliefs and is based on information currently available to management. Often, but not always, forward-looking statements can be identified by the use of words such as “plans”, “expects”, “is expected”, “budget”, “scheduled”, “estimates”, “forecasts”, “predicts”, “intends”, “targets”, “aims”, “anticipates” or “believes” or variations (including negative variations) of such words and phrases or may be identified by statements to the effect that certain actions “may”, “could”, “should”, “would”, “might” or “will” be taken, occur or be achieved. A number of known and unknown risks, uncertainties and other factors, may cause the actual results or performance to materially differ from any future results or performance expressed or implied by the forward-looking information. Such factors include, among others, general business, economic, competitive, political and social uncertainties; the actual results of current geothermal and hydro energy production, development and/or exploration activities and the accuracy of probability simulations prepared to predict prospective geothermal resources; changes in project parameters as plans continue to be refined; possible variations of production rates; failure of plant, equipment or processes to operate as anticipated; accidents, labour disputes and other risks of the geothermal and hydro power industries; political instability or insurrection or war; labour force availability and turnover; delays in obtaining governmental approvals or in the completion of development or construction activities, or in the commencement of operations; the ability of the Corporation to continue as a going concern and general economic conditions, as well as those factors discussed in the section entitled “Risk Factors” in the Corporation’s Annual Information Form dated February 20, 2025 and filed on Electronic Document Analysis and Retrieval + (“**SEDAR+**”). The following Circular should be read in conjunction with the audited consolidated financial statements, annual information form and the annual management’s discussion and analysis of the Corporation filed on SEDAR+ at [www.sedarplus.ca](http://www.sedarplus.ca).

# General Information

The information contained in this Circular is presented as at April 30, 2025, unless otherwise indicated herein, and is furnished in connection with the solicitation of proxies by or on behalf of management of the Corporation for use at the annual meeting (the “**Meeting**”) of the holders (the “**Shareholders**”) of common shares in the capital of the Corporation (the “**Common Shares**”) to be held on June 19, 2025 at 9:00 a.m. (Toronto time). The Meeting will be held as a virtual only meeting, which will be conducted via live webcast. Shareholders will not be able to attend the Meeting in person. A summary of the information Shareholders will need to attend the Meeting online is provided below. In this document, “you” and “your” refer to the Shareholders, and “we”, “us” and “our” refer to the Corporation.

## Who can vote?

Shareholders who are registered at the close of business on April 30, 2025 (the “**record date**”) will be entitled to vote at the Meeting online or at any adjournment or postponement thereof. As of the close of business on April 30, 2025, there were 21,039,365 Common Shares issued and outstanding. Each Common Share entitles the holder thereof to one (1) vote at the Meeting.

## What information is in this Circular?

This Circular contains the information we are required by law to provide to you as well as other information we believe may be useful to you in order for you to make a well-informed decision when you vote on the matters put forth at the Meeting. Such information includes, but is not limited to, director personal information, director compensation, meeting information for the board of directors of the Corporation (the “**Board**”) and Board committees, our compensation philosophy, our performance, and our named executive officers’ compensation, information relating to certain governance matters, as well as information relating to the specific matters to be considered at the Meeting. All references to dollars and compensation amounts in this Circular are to U.S. dollars unless otherwise indicated.

## What will I be voting on?

Shareholders will be voting to (i) elect directors of the Corporation, (ii) reappoint PricewaterhouseCoopers LLP as the auditors of the Corporation and approve their remuneration for the upcoming year.

## How will these matters be decided at the Meeting?

All of the matters to be considered at the Meeting are to be approved by ordinary resolutions. Approval by ordinary resolution requires that a simple majority of the votes cast in respect of a resolution by or on behalf of the Shareholders present online or represented by proxy at the Meeting be voted in favour of the resolution.

## Who is soliciting my proxy?

The solicitation of proxies by this Circular is being made by or on behalf of the management of the Corporation. Proxies will be solicited primarily by mail, but may also be solicited personally, by telephone, or by facsimile by regular employees of the Corporation at nominal costs, which shall be borne by the Corporation.

## Who may I call with questions?

If you have questions about the information contained in this Circular or require assistance in completing your form of proxy, please contact the Corporation's Corporate Secretary, at +1 647-245-7199 or by email at [info@Polarisrei.com](mailto:info@Polarisrei.com).

## How can I contact the transfer agent?

You can contact the Corporation's transfer agent by mail at **TSX Trust Company** ("TSX Trust"), at P.O. Box 721, Agincourt, Ontario, M1S 0A1, by telephone at 1-800-387-0825, by telephone at 1-800-387-0825, or by e-mail at [shareholderinquiries@tmx.com](mailto:shareholderinquiries@tmx.com).

## How do I vote?

If you are eligible to vote and your Common Shares are registered in your name, you can vote your Common Shares by completing a ballot online during the Meeting, or by proxy as explained below. If your Common Shares are held in the name of a nominee, please see the instructions below under "How do I vote if I am a non-registered Shareholder."

## How do I attend and vote at the virtual-only Meeting if I am a registered Shareholder?

The Corporation is holding the Meeting as a virtual only meeting, which will be conducted via live webcast. Shareholders will not be able to attend the Meeting in person.

Registered Shareholders and duly appointed proxyholders will be able to attend, participate and vote at the Meeting online at <https://virtualmeetings.tsxtrust.com/1733>. Such persons may enter the Meeting by clicking “I have a control number” and entering a valid control number and the Password: “polaris2025” (case sensitive) before the start of the Meeting. Guests, including non-registered (beneficial) Shareholders who have not duly appointed themselves as a proxyholder, can login to the meeting by clicking “I am a guest” and completing the online form.

If you attend the Meeting online, is it important that you are connected to the internet at all times during the Meeting in order to vote when balloting commences. You should ensure you have a strong, preferably high-speed, internet connection wherever you intend to participate in the Meeting. The Meeting will begin promptly at 9:00 a.m. (Toronto time) on June 19, 2025, unless otherwise adjourned or postponed. Online check-in will begin one hour prior to the Meeting, at 8:00 a.m. (Toronto time). You should allow ample time for online check-in procedures. For any technical difficulties experienced during the check-in process or during the Meeting, please see <https://www.tsxtrust.com/vagm-faq> for frequently asked questions. It is important that you have this information accessible when joining the Meeting in the event of any technical difficulties.

## Voting Online

You are a registered Shareholder if your name appears on your share certificate. If this is the case, you may attend and vote online at the Meeting. Simply login to the Meeting and complete a ballot online during the Meeting. The control number located on the proxy form or in the email notification you received is your control number for purposes of logging in to the Meeting.

## Voting by Proxy

As a registered Shareholder, you may also appoint someone else as your proxy holder to attend and vote at the Meeting online by using the enclosed form of proxy. The persons currently named as proxies in such form of proxy are the Chief Executive Officer and Chief Financial Officer of the Corporation. A Shareholder has the right to appoint a person or company (who need not be a Shareholder) other than the persons designated in the enclosed form of proxy to attend the Meeting and to vote and act for and on behalf of such Shareholder at the Meeting, and any adjournment or postponement thereof.

Shareholders who wish to appoint a third-party proxyholder to represent them at the Meeting MUST submit their form of proxy appointing that third-party proxyholder AND register that third-party proxyholder online, as described below. Registering your third-party proxyholder is an additional step to be completed AFTER you have submitted your form of proxy. Failure to register the proxyholder will result in the proxyholder not receiving a control number that is required for them to vote at the Meeting.

**Step 1: Submit your form of proxy** - To appoint a third-party proxyholder, insert such a person's name in the blank space provided in the form of proxy and follow the instructions for submitting such proxy. This must be completed prior to registering such proxyholder, which is an additional step to be completed once you have submitted your form of proxy.

**Step 2: Register your proxyholder** - To register a third-party proxyholder, Shareholders must call TSX Trust at 1-866-751-6315 by 9:00 a.m. (Toronto Time) on June 17, 2025, or, if the meeting is adjourned or postponed, not less than 48 hours (excluding Saturdays, Sundays and holidays) before the time and date of the adjourned or postponed Meeting, and provide TSX Trust with the required proxyholder contact information so that TSX Trust may provide the proxyholder with a control number via email. Without a control number, proxyholders will not be able to vote or ask questions at the meeting but will be able to participate as a guest.

## How do I ask questions at the Meeting?

Registered Shareholders or duly appointed proxy holders may submit a question in respect of a motion being put forward at the Meeting using the instant messaging service of the TSX Trust platform. Before terminating the Meeting, the chair of the Meeting will ask whether there is any additional business to bring forward to the Meeting, giving registered Shareholders or duly appointed proxy holders an opportunity to present a proposal. Further, at the end of the formal portion of the Meeting, the Corporation will have a brief question and answer period where any registered Shareholder or duly appointed proxy holder can submit a question via the TSX Trust platform. Management will try to answer as many questions as time permits.

## How can I send in my form of proxy?

Registered Shareholders who cannot attend and vote at the Meeting are urged to complete, sign, date and return the enclosed proxy form in one of the manners set out in the form of proxy. Only persons that were Shareholders as at the close of business on the record date are entitled to attend and vote at or appoint a proxy holder to attend and vote at the Meeting.

## What is the deadline for receiving the form of proxy?

The deadline for receiving duly completed forms of proxy is 9:00 a.m. (Toronto time) on June 17, 2025, or no later than 48 hours (excluding Saturdays, Sundays and holidays) before the time of any adjourned or postponed Meeting.

## How will my Common Shares be voted if I give my proxy?

Your Common Shares will be voted or withheld from voting in accordance with your instructions indicated on the proxy. If no instructions are indicated, the Common Shares represented by such proxy will be voted FOR or IN FAVOUR of each matter identified in the Meeting Notice.

The enclosed form of proxy confers discretionary authority upon the persons named in the form of proxy with respect to amendments to or variations of matters identified in the Meeting Notice and with respect to other matters, if any, which may properly come before the Meeting. As at the date of this Circular, the management of the Corporation knows of no such amendments, variations, or other matters to come before the Meeting, other than the matters referred to in the Meeting Notice. However, if any other matters which at present are not known to management should properly come before the Meeting, the proxy will be voted on such matters in accordance with the best judgment of the named proxy.

## If I change my mind, how can I revoke my proxy?

A registered Shareholder who has given a proxy may revoke it (a) by depositing an instrument in writing executed by such Shareholder or by such Shareholder's attorney authorized in writing, or, if the Shareholder is a corporation, by an officer or attorney thereof duly authorized indicating the capacity under which such officer or attorney is signing (i) at the offices of TSX Trust, by mail at Suite 301, 100 Adelaide Street West, Toronto, at any time up to 9:00 a.m. (Toronto time) on the second business day preceding the date of the Meeting or any adjournment or postponement thereof or (ii) with the chairman of the Meeting prior to the commencement of the Meeting on the day of the Meeting or any adjournment or postponement thereof by e-mailing the chairman at [info@Polarisrei.com](mailto:info@Polarisrei.com); or (b) in any other manner permitted by law.

If you login to the Meeting using your control number and you accept the terms and conditions, you will be revoking any and all previously submitted proxies and will be provided the opportunity to vote online by ballot.

## How do I vote if I am a non-registered Shareholder?

Only registered Shareholders or the persons they appoint as their proxies are permitted to vote at the Meeting. In many cases, however, Common Shares beneficially owned by a person (a "**Non-Registered Holder**") are registered either:

in the name of an intermediary such as a bank, trust company, securities dealer, trustee or administrator of self-administered RRSPs, RRI's, RESPs and similar plans (each an "**Intermediary**") that represents the Non-Registered Holder in respect of its Common Shares; or

- (a) in the name of a depository (such as CDS Clearing and Depository Services Inc.) of which the Intermediary is a participant.

In accordance with the requirements of National Instrument 54-101 - Communication with Beneficial Owners of Securities of a Reporting Issuer ("**NI 54-101**"), the Corporation will have distributed copies of the Meeting Materials (as defined herein) to the

Intermediaries for onward distribution to Non-Registered Holders. The Corporation is not using the notice-and- access delivery procedures defined under NI 54-101 and National Instrument 51-102 – Continuous Disclosure Obligations ("**NI 51-102**") as a means of sending the Meeting Materials to Non-Registered Shareholders.



Intermediaries are required to forward the Meeting Materials to Non-Registered Holders unless a Non-Registered Holder has waived the right to receive such materials. Intermediaries often use service companies to forward the Meeting Materials to Non-Registered Holders. Generally, Non-Registered Holders who have not waived the right to receive the Meeting Materials will receive a package from their Intermediary containing either:

- (a) a voting instruction form that must be properly completed and signed by the Non-Registered Holder and returned to the Intermediary in accordance with the instructions on the voting instruction form; or, less typically,
- (b) a form of proxy that has already been stamped or signed by the Intermediary that is restricted as to the number of Common Shares beneficially owned by the Non-Registered Holder but which otherwise has not been completed. In this case, the Non-Registered Holder who wishes to submit a proxy should properly complete the form of proxy and deposit it with TSX Trust at the address set forth in the Meeting Notice.

The purpose of these procedures is to permit Non-Registered Holders to direct the voting of Common Shares that they beneficially own. Should a Non-Registered Holder, who receives either a voting instruction form or a form of proxy, wish to attend and vote at the Meeting online (or have another person attend and vote on behalf of the Non-Registered Holder), the Non-Registered Holder should strike out the names of the persons named in the proxy and insert the Non-Registered Holder's (or such other person's) name in the blank space provided or, in the case of a voting instruction form, follow the corresponding instructions on the form. In either case, Non-Registered Holders should carefully follow the instructions of their Intermediaries and service companies. If you are a Non-Registered Holder and have not received a package containing a form of proxy or voting instruction form, please contact your Intermediary. The Corporation does not intend to pay for Intermediaries to forward to objecting beneficial owners under NI 54-101 the Meeting Materials and Form 54-101F7 – *Request for Voting Instructions Made by Intermediary*. The objecting beneficial owners will not receive the Meeting Materials unless the objecting beneficial owner's Intermediary assumes the cost of delivering the Meeting Materials.

A Non-Registered Holder may revoke a proxy or voting instruction form which has been given to an Intermediary by written notice to the Intermediary or by submitting a proxy or voting instruction form bearing a later date. In order to ensure that an Intermediary acts upon a revocation of a proxy or voting instruction form, the written notice should be received by the Intermediary well in advance of the Meeting.

## How can a Non-Registered Holder Appoint a Third-Party Proxy

A Non-Registered Holder has the right to appoint a person or company (who need not be a Shareholder) other than the persons designated in the voting instruction form to attend the Meeting and to vote and act for and on behalf of such Shareholder at the Meeting, and any adjournment or postponement thereof. Non-Registered Holders who wish to appoint a third-party proxyholder to represent them at the Meeting MUST submit their voting instruction form appointing that third party proxyholder AND register that third party proxyholder online, as described below. Registering your third-party proxyholder is an additional step to be completed AFTER you have submitted your voting instruction form. Failure to register the proxyholder will result in the proxyholder not receiving a control number that is required for them to vote at the Meeting.

**Step 1: Submit your voting instruction form** - To appoint a third-party proxyholder, insert such a person's name in the blank space provided in the voting instruction form and follow the instructions for submitting such proxy. This must be completed prior to registering such proxyholder, which is an additional step to be completed once you have submitted your voting instruction form.

**Step 2: Register your proxyholder** - To register a third-party proxyholder, Non-Registered Holders must call TSX Trust at 1-866-751-6315 by 9:00 a.m. (Toronto Time) on June 17, 2025, or, if the meeting is adjourned or postponed, not less than 48 hours (excluding Saturdays, Sundays and holidays) before the time and date of the adjourned or postponed Meeting, and provide TSX Trust with the required proxyholder contact information so that TSX Trust may provide the proxyholder with a control number via email. Without a control number, proxyholders will not be able to vote or ask questions at the meeting but will be able to participate as a guest.

## How can a Non-Registered Holder Appoint Himself or Herself as Proxy

If you are a Non-Registered Holder and wish to vote at the meeting, you have to insert your own name in the space provided on the voting instruction form sent to you by your intermediary, follow all of the applicable instructions provided by your intermediary AND register yourself as your proxyholder, as described above. By doing so, you are instructing your intermediary to appoint you as proxyholder. It is important that you comply with the signature and return instructions provided by your intermediary.

## Meeting Materials

### (i) Notice-and-Access

The Corporation has decided to use the notice and access mechanism (the "**Notice-and-Access Provisions**") under NI 54-101 for the delivery of the Circular, the annual audited consolidated financial statements of the Corporation for the year ended December 31, 2024 ("**Financial Statements**") and management's discussion and analysis of the Corporation's results of operations and financial condition for the year ended December 31, 2024 ("**MD&A**") (collectively, the "**Meeting Materials**") to Shareholders for the Meeting. The Corporation has adopted this alternative means of delivery in order to further its commitment to environmental sustainability and to reduce its printing, materials and mailing costs.

Under the Notice and Access Provisions, instead of receiving printed copies of the Meeting Materials, Shareholders will receive a notice ("**Notice**") with information on the Meeting date, location and purpose, as well as information on how they may access the Meeting Materials electronically and how they may vote. Meeting Materials may be found on the Corporation's SEDAR+ profile at [www.sedarplus.ca](http://www.sedarplus.ca) and the Corporation's website at <https://polarisrei.com/>.

The Corporation will not use the procedures known as “stratification” in relation to the use of Notice-and- Access Provisions meaning that all shareholders will a Notice in accordance with the Notice-and-Access Provisions.

## Requesting Printed Meeting Materials

Shareholders can request that printed copies of the Meeting Materials be sent to them by postal delivery at no cost to them up to one year after the date the Circular was filed on SEDAR+ by calling our transfer agent, TSX Trust, toll-free at 1-888-433-6443 or by e-mail at [tsxt-fulfilment@tmx.com](mailto:tsxt-fulfilment@tmx.com) or upon request to the Corporation’s Corporate Secretary at +1 647-245-7199 (which is not a toll free number) or by email at [info@Polarisrei.com](mailto:info@Polarisrei.com).

Shareholders can also request paper copies in advance of the Meeting, the full details of which are set out on the accompanying Notice of Meeting under the heading “*Obtaining Paper Copies of Materials*”

## Voting Securities and Principal Holders of Voting Securities

As of the close of business on the record date, there were 21, 039,365 issued and outstanding Common Shares, being the only class of shares outstanding and entitled to vote at the Meeting. Each Shareholder on the record date will be entitled to one (1) vote for each Common Share held by such holder on all matters proposed to come before the Meeting. The Corporation has made a list of all persons who are registered holders of Common Shares as of the close of business on the record date, and the number of Common Shares registered in the name of each person on that date.

To the knowledge of the directors and executive officers of the Corporation, no persons, firms or corporations beneficially own, directly or indirectly, or exercise control or direction over, more than 10% of the total number of issued and outstanding Common Shares.





# **PART TWO**

## Business of the Meeting

### **ITEM #1 - Receipt of Financial Statements**

The Board will place the Financial Statements before the Meeting. The Board has approved the Financial Statements, copies of which have been delivered to registered Shareholders.

### **ITEM #2 - Election of the Board of Directors**

The tables below set forth the following information for each individual that the Corporation has nominated for election as a director: (i) name, positions held with the Corporation, municipality of residence and age; (ii) period of service as a director of the Corporation, if any; (iii) whether such individual has been determined by the Board to be independent (see a discussion of independence below under the heading “Statement of Corporate Governance Practices”); (iv) the principal occupation, and other biographical information of each nominee indicating the experience and qualifications of each nominee to serve as a director of the Corporation; (v) membership on committees of the Board and attendance at meetings of the Board and such committees during the year ended December 31, 2024, as applicable; and (vi) the number of Common Shares that are beneficially owned, controlled or directed by each nominee as of the date of this Circular, and the number of Common Shares that are subject to unexercised options or other awards granted under the Corporation’s Omnibus Long-Term Incentive Plan dated June 18, 2012, as amended and restated on June 20, 2017, June 24, 2021 and June 20, 2024 (the “Omnibus Plan”) or other convertible securities beneficially owned, controlled or directed as of the date of this Circular. All current directors of the Corporation hold a term that ends at the close of the Meeting and all nominated directors who are elected at the Meeting will hold a term that will end at the close of the next annual meeting of Shareholders or until their successors are duly elected or appointed, or until a director vacates his office or is replaced in accordance with the articles of the Corporation.

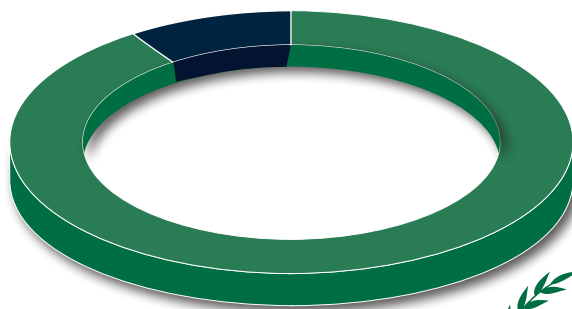
## Board Nominees: Highlights

	Age at AGM	Committee(s)	Date initially elected	Independence	Board meetings attendance	Committee meetings attendance
<b>Jaime Guillen</b> ( <i>Board chair</i> )	63	Audit (chair)	Jun - 15	✓	100%	100%
<b>Jim Lawless</b> ( <i>Director</i> )	74	ESG & HR	Jun - 11	✓	100%	100%
<b>Marcela Paredes de Vasquez</b> ( <i>Director</i> )	62	ESG & HR (chair)	Jun - 19	✓	100%	100%
<b>Adarsh Mehta</b> ( <i>Director</i> )	53	Audit	Jun - 24	✓	100%	100%
<b>Catherine Fagnan</b> ( <i>Director</i> )	47	ESG & HR and Audit	Jun - 23	✓	100%	100%
<b>Marc Murnaghan</b> ( <i>Director &amp; CEO</i> )	53	n/a	Jun - 15		100%	n/a

### Board Independence

17 %  
Non - independent

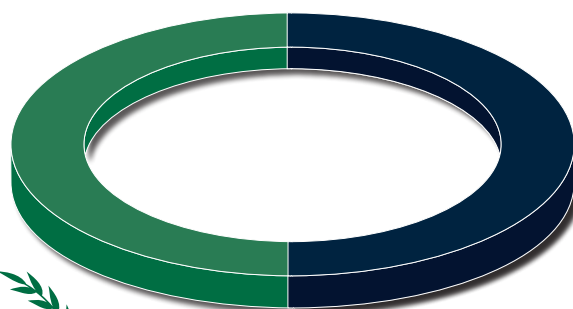
83 %  
Independent



### Gender Diversity

50 %  
Female

50 %  
Male



## Board Skills Sets and Experience

As detailed in the matrix below, the Corporation's nominees for director bring a comprehensive and diverse array of skills and experience. The Corporation considers these skills and experiences to be well aligned with the strategic objectives, operational requirements, and overarching best interests of the Corporation.

Polaris Board Competency Matrix	Jaime Guillen	Jim Lawless	Marcela Paredes	Adarsh Mehta	Catherine Fagnan	Marc Murnaghan
Board Position	Board Chair	Director	Director	Director	Director	Director
COMMITTEE(S)	Audit (Chair)	ESG & HR	ESG & HR (Chair)	Audit	ESG & HR and Audit	n/a
<b>Core Competencies/Experience</b>						
<b>Audit and Compliance</b>						
- General Audit	✓			✓	✓	✓
- Public Company Compliance	✓					
<b>Board and CEO Performance</b>						
- Board experience	✓		✓	✓	✓	✓
- CEO performance evaluation	✓			✓	✓	
<b>Sustainability</b>						
- Environmental	✓	✓	✓	✓	✓	✓
- Social	✓	✓	✓	✓	✓	✓
- Human Resources	✓		✓	✓	✓	✓
- Information Technology (including cybersecurity)	✓		✓	✓		
- Corporate Ethics	✓	✓	✓	✓	✓	✓
- Health and Safety	✓	✓	✓	✓	✓	
<b>Financial Literacy</b>						
- Corporate Finance	✓	✓	✓	✓	✓	✓
- Accounting and taxation	✓			✓	✓	✓
<b>Industry</b>						
- Renewable Energy	✓	✓	✓	✓		✓
- Energy Sector	✓	✓	✓	✓		✓
- LATAM Region	✓	✓	✓	✓	✓	✓
<b>Leadership and other</b>						
- Experience in senior level management	✓	✓	✓	✓	✓	✓
- Mergers & Acquisitions	✓	✓		✓	✓	✓
- Risk Management	✓	✓		✓	✓	✓
- Legal	✓				✓	
- Strategic Planning	✓	✓	✓	✓	✓	✓
<b>Other Competencies/Experience</b>						
- Regulatory Environment	✓	✓		✓	✓	
- Government Relations	✓	✓	✓	✓	✓	✓
- Public/Investor Relations	✓			✓		✓
- Entrepreneurship	✓			✓	✓	✓
- Academic Environment		✓	✓	✓	✓	
- NGO Experience		✓	✓	✓		



## Jaime Guillen

Chair of the Board

**Age:** 63

**Residence:** London, United Kingdom

**Initially elected:** June 2015

**Independent**

Mr. Guillen is the Managing Partner at Faros Infrastructure Partners LLC ("FIP"), an investment firm with offices in United Kingdom and United States. He has over 25 years of experience in the development, investment, financing, management and divestiture of energy and infrastructure projects. His experience ranges across Europe, North & Latin America, Middle East, and Asia and includes significant dealings with investors, developers, governments, and industry players. He serves on the Investment and Asset Management Committee member of the various energy and infrastructure funds in Latin America managed by FIP's affiliate, Mexico Infrastructure Partners. He also serves as a director of the Board and chairman of the audit committee of Gevo, Inc. Mr. Guillen previously served as the Chief Executive Officer of Alterra Partners, an investment joint venture between Singapore Changi Airport and Bechtel, a United States engineering company. He also previously served as the Managing Director of Bechtel Enterprises in Latin America, President of Bechtel Enterprises in Brazil, and Director of Bechtel Enterprises of Mexico – responsible for developing, investing in and managing infrastructure investments. Mr. Guillen earned a BS in Nuclear Engineering from Massachusetts Institute of Technology and an MBA from Stanford University.

Year:	2024	Amounts in USD unless otherwise noted		
Board/Committee Membership	Meeting Attendance	Meeting Attendance %	Total value of Compensation Received (USD)	
Chair, Board of Directors	7/7	100%	\$ 76,418	
Audit Committee	4/4	100%		
Securities Held as at December 31, 2024				
Common Shares	Deferred Share Units	Total	Market Value (USD)	Share Ownership Requirement
10,516	11,383	21,899	\$ 202,884	142%





## James V. Lawless

Director

**Age:** 74

**Residence:** Auckland, New Zealand

**Initially Elected:** June 2011

**Independent**

Mr. Lawless was a Geothermal Practice Leader with Sinclair Knight Mertz Pty Ltd. ("SKM") from 2008 through 2010. Mr. Lawless was an Earth Science Manager with Kingston Morrison Limited from 1993 through 1999. Mr. Lawless worked for KRTA Limited as a Senior Geologist from 1985 through 1993.

Board/Committee Membership		Meeting Attendance	Meeting Attendance %	Total value of Compensation Received (USD)
Board of Directors		7/7	100%	\$49,413
HR & ESG Committee		4/4	100%	
Securities Held as at December 31, 2024				
Common Shares	Deferred Share Units	Total	Market Value (USD)	Share Ownership Requirement
4,848	7,699	12,547	\$ 116,239	126%



## Marc Murnaghan

Director

**Age:** 53

**Residence:** Ontario, Canada

**Initially Elected:** June 2015

**Not Independent**

Mr. Murnaghan has been Chief Executive Officer of Polaris since May 13, 2015. Mr. Murnaghan has over 20 years of experience in the investment banking business and was Co-Head of the Investment Banking group at Cormark Securities Inc. Prior to his role as Co-Head of Investment Banking, Mr. Murnaghan ran the Power and Alternative Energy group where he helped raise equity capital for companies in the sector in areas such as solar, wind, hydro, geothermal, biomass, power electronics, battery technologies and fuel cells. Over his career, Mr. Murnaghan has also acted as advisor to companies on strategic transactions, including corporate sales, asset sales and strategic investments

Year:		Amounts in USD unless otherwise noted		
Board/Committee Membership		Meeting Attendance	Meeting Attendance %	Total value of Compensation Received (USD)
Board of Directors		7/7	100%	\$ 625,889
N/A				
Securities Held as at December 31, 2024				
Common Shares	Restricted Share Units	Total	Market Value (USD)	Share Ownership Requirement
496,206	16,921	513,127	\$ 4,753,788	1172%



## Marcela Paredes de Vásquez

Director

**Age:** 62

**Residence:** Panama City,  
Republic of Panama

**Initially Elected:** June 2019

**Independent**

Ms. Paredes de Vásquez is currently Titular Professor at the Technological University of Panama. She was previously the Ambassador of Panama to Chile, a post she held from October 2018 until July 2019. Prior to this, Ms. Paredes de Vásquez was the Minister of Education for Panama from 2014 through 2018, and held various positions, including President, at the Technological University of Panama from 1989 through 2013. Ms. Paredes de Vásquez holds a DHL from Wilkes University, a MS in Electric Power Engineering from Rensselaer Polytechnic Institute, and a BS in Electromechanical Engineering from Technological University of Panama.

Year:	2024	Amounts in USD unless otherwise noted		
Board/Committee Membership	Meeting Attendance	Meeting Attendance %	Total value of Compensation Received (USD)	
Board of Directors	7/7	100%	\$ 56,185	
Chair, HR & ESG Committee	4/4	100%		
Securities Held as at December 31, 2024				
Common Shares	Deferred Share Units	Total	Market Value (USD)	Share Ownership Requirement
-	10,640	10,640	\$ 98,572	96%



## Catherine Fagnan

**Director**

**Age:** 47

**Residence:** Ontario, Canada

**Initially Elected:** June 2023

**Independent**

Catherine Fagnan is a seasoned legal executive and corporate governance expert with extensive experience in mergers and acquisitions, regulatory compliance, and strategic risk management. As a leader, she has held significant roles across infrastructure industries, including her most recent position as Associate General Counsel at Green Infrastructure Partners Inc., where she played a pivotal role in corporate governance, litigation management, and compliance, while also leading efforts to enhance diversity and empower women through her leadership in the “Women@GIP” initiative.

Prior to this role, Ms. Fagnan was Associate General Counsel with TELUS Communications; Senior Counsel at Lafarge Canada (Holcim); and senior business and tax law associate at McCarthy Tetrault LLP.

Ms. Fagnan is trilingual and holds a joint MBA from Kellogg Schulich as well as her ICD.D designation obtained from the Rotman/Institute of Corporate Directors program. Ms. Fagnan’s areas of expertise range from navigating regulated environments, M&A, negotiating sensitive corporate and commercial agreements, competition law, litigation, ethics & compliance, and corporate governance.

Ms. Fagnan is actively involved in diversity initiatives to promote, amongst other things, the inclusion and retention of women within the construction industry. Ms. Fagnan sat on the board of Comtech Fire Credit Union (Audit and Human Resources/Compensation Committees) from 2021 to April 2023. In 2021, Ms. Fagnan became a limited partner in the newly formed Women’s Equity Lab (WEL) fund (Toronto), which purpose is to invest in new ventures with other female investors

Year:	2024	Amounts in USD unless otherwise noted		
Board/Committee Membership	Meeting Attendance	Meeting Attendance %	Total value of Compensation Received (USD)	
Board of Directors	7/7	100%	\$ 46,632	
Audit, HR & ESG Committees	4/4; 4/4	100%		
Securities Held as at December 31, 2024				
Common Shares	Deferred Share Units	Total	Market Value (USD)	Share Ownership Requirement
-	3,023	3,023	\$ 28,007	30%



## Adarsh P. Mehta

Director

**Age:** 52

**Residence:** Ontario,  
Canada

**Initially Elected:** June  
2023

**Independent**

Ms. Mehta is VP of Business Development for Jenner Renewable Consulting, where she provides renewable energy analysis to mining companies to assist them in achieving their ESG goals. For the past 20 years Ms. Mehta has led technical reviews, diligence, and development in various capacities on more than 2000 Megawatts of wind and solar energy projects in North and South America.

Ms. Mehta also serves as a Director of the Board and member of the Audit Committee of Next Hydrogen Solutions Inc. Ms. Mehta served as a member of the Board of Directors of the Canadian Wind Energy Association (CanWEA) from 2008-2015. She became Chairperson of the CanWEA Board in 2011 where she spearheaded the promotion and guidance for wind energy growth in Canada. Ms. Mehta is a volunteer and co-founder of My 100 Percent, a registered Canadian charity which assists disadvantaged children and women globally to rise out of poverty. Ms. Mehta holds a Bachelor of Mathematics degree from the University of Waterloo, a Master of Science degree from the University of Alberta, and a joint MBA degree from the Kellogg School of Management and Schulich School of Business.

Year:	2024	Amounts in USD unless otherwise noted		
Board/Committee Membership	Meeting Attendance	Meeting Attendance %	Total value of Compensation Received (1)	
Board of Directors	7/7	100%	\$ 45,000	
Audit Committee	4/4	100%		
Securities Held as at December 31, 2024				
Common Shares	Deferred Share Units	Total	Market Value (2)	Share Ownership Requirement (3)
131,100	-	131,100	\$ 1,214,556	1318%

## Orders, Bankruptcies, Penalties or Sanctions

As of the date of this Circular, none of the Corporation's directors or proposed directors is or has been, within 10 years before the date of this Circular, a director, chief executive officer or chief financial officer of any corporation (including the Corporation) that (a) was subject to a cease trade order, an order similar to a cease trade order, or an order that denied the relevant company access to any exemption under securities legislation (collectively, an "order") that was issued while the proposed director was acting in the capacity as director, chief executive officer or chief financial officer; or (b) was subject to an order that was issued after the proposed director ceased to be a director, chief executive officer or chief financial officer and which resulted from an event that occurred while that person was acting in the capacity as director, chief executive officer or chief financial officer.

None of the Corporation's directors or proposed directors: (a) is as at the date of this Circular, or has been within 10 years before the date of this Circular, a director or executive officer of any corporation (including the Corporation) that, while that person was acting in that capacity, or within a year of that person ceasing to act in that capacity, became bankrupt, made a proposal under any legislation relating to bankruptcy or insolvency or was subject to or instituted any proceedings, arrangement or compromise with creditors or had a receiver, receiver manager or trustee appointed to hold its assets; or (b) has, within the 10 years before the date of this Circular, become bankrupt, made a proposal under any legislation relating to bankruptcy or insolvency, or become subject to or instituted any proceedings, arrangement or compromise with creditors, or has a receiver, receiver manager or trustee appointed to hold the assets of the proposed director.

None of the Corporation's directors or proposed directors have been subject to: (a) any penalties or sanctions imposed by a court relating to securities legislation or by a securities regulatory authority, or has entered into a settlement agreement with a securities regulatory authority; or (b) any other penalties or sanctions imposed by a court or regulatory body that would likely be considered important to a reasonable securityholder in deciding whether to vote for a proposed director.

## ITEM #3 Appointment of Auditors

PricewaterhouseCoopers LLP, Chartered Accountants will be proposed by management of the Corporation for re-appointment as auditors of the Corporation, to hold office until the next annual meeting of Shareholders, with their remuneration to be approved by the Board. PricewaterhouseCoopers LLP was first appointed as auditors of the Corporation on September 25, 2015.

Certain information regarding the audit committee of the Corporation (the “**Audit Committee**”), including fees paid to the auditors of the Corporation in the recently completed financial year, that is required to be disclosed in accordance with National Instrument 52-110 – *Audit Committees* (“**NI 52-110**”) is contained in the Corporation’s Annual Information Form for the year ended December 31, 2024, dated February 20, 2025, an electronic copy of which is available on the Corporation’s SEDAR+ profile at [www.sedarplus.ca](http://www.sedarplus.ca).

**In the absence of instructions to the contrary, the Common Shares represented by proxies in favour of management proxyholders will be voted FOR the resolution re-appointing PricewaterhouseCoopers LLP as auditors of the Corporation at remuneration to be approved by the Board.**





## PART THREE

# Corporate Governance Practices

The Corporation and the Board recognize the importance of corporate governance to the effective management of the Corporation and to the protection of its employees, Shareholders and other stakeholders. The Corporation's approach to significant issues of corporate governance is designed with a view to ensuring that the business and affairs of the Corporation are effectively managed so as to enhance Shareholder value while taking into account the interests of other stakeholders. National Instrument 58-101 – *Disclosure of Corporate Governance Practices* requires the Corporation to disclose its approach to corporate governance. National Policy 58-201 – *Corporate Governance Guidelines* is not intended to be prescriptive but encourages the Corporation to apply the guidelines set out therein to the development of the Corporation's governance practices.

## Constitution of the Board of Directors

As at the date of the Circular, the Board is comprised of six (6) directors. The composition of the Board reflects a breadth of backgrounds and experience that is important for effective governance and oversight of an international corporation in the geothermal and hydroelectric energy industries. Management and the Board believe that given the size of the Corporation and the geographic span of its business, it is appropriate to have six (6) members of the Board.

In accordance with securities laws applicable in Canada, a director is "independent" if he or she has no direct or indirect material relationship with the Corporation. Applicable Canadian securities laws outline certain situations in which a director is considered to be in a material relationship with the Corporation. In addition, the Board may determine that a director is not "independent" if, in the view of the Board, the director has a relationship which could be reasonably expected to interfere with the exercise of such director's independent judgement.

Currently, the majority of the Board is independent with five (5) of the six (6) directors being independent. Mr. Murnaghan, the sole non-independent director, is not independent by virtue of him being the Chief Executive Officer of the Corporation. In order to facilitate the exercise of independent judgment, the independent members of the Board may schedule meetings as they see fit at which the non-independent directors and members of management are not in attendance. In addition, the Board reviews the need and often holds in camera sessions for independent members during each Board meeting to facilitate open and candid discussion amongst the independent directors.

# Charter of the Board of Directors

The Board is responsible for the stewardship of the Corporation and for the supervision of the management of the business and affairs of the Corporation. The Board has adopted a formal Chair of the Board charter setting out the role and responsibilities of the Board, a text of which is set out in Appendix “A” to this Circular (the “**Board Charter**”).

## Chair of the Board

The role of the Chair is to provide leadership to the Board, manage the affairs of the Board and seek to ensure that the Board is organized properly, functions effectively and meets its obligations and responsibilities. The Chair presides at each meeting of the Board and is responsible for coordinating with management to seek to ensure that documents are delivered to the directors in sufficient time in advance of Board meetings for a thorough review, that matters are properly presented for the Board’s consideration at meetings and that the Board has an appropriate opportunity to discuss issues at each meeting, such that the Board is able to carry out its duties to oversee the management of the business and affairs of the Corporation. The Chair is responsible for communicating with each Board member, seeking to ensure that each director has the opportunity to be heard, that each director is accountable to the Board and that the Board and each committee is discharging its duties. The Chair is also responsible for organizing the Board to function independently of management and arranging for the independent directors to meet without non-independent directors and management present. Mr. Guillen has been Chair of the Board since March 4, 2020.

## Position Descriptions

The Board has adopted a written position description for the Chair, each of its committee chairs and the Chief Executive Officer.

The position description for the Chair sets out the Chair’s key responsibilities, including, among others, duties relating to (i) providing overall leadership and enhancing the effectiveness and performance of the Board, (ii) fostering ethical and responsible decision making by the Board, and (iii) other duties relating to setting Board meeting agendas, chairing Board and shareholder meetings, director development and communicating with shareholders and regulators.

The position description for the chair of each committee of the Board sets out the key responsibilities of such chair, including, among others, duties relating to setting committee meeting agendas, chairing committee meetings and working with the respective committee and management to ensure, to the greatest extent possible, the effective functioning of the committee.

The position description for the Chief Executive Officer sets out the key responsibilities of the Chief Executive Officer, including, among other duties in relation to providing overall leadership, ensuring the development of a strategic plan and recommending such plan to the Board for consideration, ensuring the development of an annual corporate plan and budget that supports the strategic plan and recommending such plan to the Board for consideration, and supervising day-to-day management and communicating with shareholders and regulators.

# Orientation and Education

New members of the Board are provided with the necessary information about the role of the Board and its committees and the Corporation, its business and the factors that affect its performance by management and by other members of the Board. In addition, the Board and the committees receive updates as necessary with respect to applicable regulatory or other requirements relating to the role and responsibilities of directors, the Board or the relevant committee. As part of their continuing education, the Board and the committees also receive regular presentations from management, related to specific aspects of the Corporation's business.

The Human Resources and Environmental, Social and Governance Committee ("**HR & ESG**

**Committee**"), by its charter, is responsible for considering, organizing, reviewing and recommending to the Board continuing education programs and policies. The

Corporation intends to provide all directors with appropriate opportunities when required to maintain or enhance their skills and abilities as directors and ensure that their knowledge and understanding of the Corporation's business remains current. A full text of the charter is available on the Corporation's website at <https://polarisrei.com/>.

In 2024, the Board received externally provided training on Mergers & Acquisition Preparedness and Cybersecurity.

In addition, management of the Corporation regularly meets with external counsel to discuss regulatory changes and corporate governance best practices that affect the Corporation and occasionally will ask external counsel to present to the Board on relevant topics.

# Ethical Business Conduct

The Corporation has adopted a Code of Business Conduct and Ethics (the "**Code**"). The Code applies to all directors, officers, employees and consultants/contractors of the Corporation and its subsidiaries. The Code provides a framework of guidelines and principles to encourage ethical and professional behaviour in conducting the business of the Corporation and its subsidiaries. The full text of the Code is available at [www.sedarplus.ca](http://www.sedarplus.ca) and on the Corporation's website at <https://polarisrei.com/>.

Those that are subject to the Code are expected to be familiar with the Code and may be required, from time to time, to affirm their agreement and compliance with the Code. The Code includes procedures for reporting suspected violations of the Code. The Board expects management to operate the business of the Corporation in a manner that enhances Shareholder value and is consistent with the highest levels of integrity.

The Code was developed by the Corporation in consultation with the HR & ESG Committee. The Audit Committee exercises oversight with respect to the Code and receives periodic reports from management with respect to any reports of alleged violations of the Code. Employees are

required to complete annual certification confirming that they understand and agree to abide by the requirements of the Code, that they are in compliance with the requirements of the Code and that they are not aware of any potential misconduct under the Code that has not been reported to appropriate Corporation management.

## Nomination of Directors

In making recommendations to the Board regarding individuals qualified to become directors, the HR & ESG Committee considers the desired qualifications, skills and attributes for service on the Board. These include:

- high personal and professional ethics, integrity, practical wisdom and mature judgement;
- board training or prior public company board service, and/or senior executive experience in business, government or energy;
- willingness to devote the required amount of time to carrying out the duties and responsibilities of Board service; and
- willingness to represent the best interest in the Corporation and its operations and objectively appraise management's performance.

The HR & ESG Committee will also consider additional attributes such as other directorships, change in employment status, the competencies and skills that the Board considers each existing director to possess, and the competencies and skills each new nominee would bring to the Board. In carrying out its responsibilities, the HR & ESG Committee is expected to have the authority to retain an outside advisor to assist in its duties.

## Committees of the Board

The Board has approved a charter for each committee and delegated responsibilities as set out in those charters. Every year, each committee reviews its charter and determines whether it has fulfilled that charter. Any revisions to a charter are also reviewed annually by the HR & ESG Committee and approved by the Board. For the financial year ended 2024, each committee is satisfied that it has fulfilled its charter.

### Audit Committee

NI 52-110 requires issuers to include the charter of the Audit Committee and disclose information with respect to the composition, education and experience of the members of the Audit Committee, as well as all fees paid to external auditors in their annual information form.

Please refer to our website at <https://polarisrei.com/> for a copy of the Audit Committee charter.

The Audit Committee is charged with a mandate of assisting the Board in overseeing the financial reporting and disclosure of the Corporation. This oversight includes (a) reviewing the financial statements and the financial disclosure that is provided to the Shareholders and disseminated to the public, (b) reviewing the systems of internal controls to maintain integrity in the financial reporting of the Corporation, and (c) overseeing and monitoring the independence and performance of the Corporation's external auditors and reporting directly to the Board on the work of the external auditors.

In addition, the Audit Committee holds regular *in camera* sessions following regularly scheduled Audit Committee meetings, during which it meets separately with the Chief Financial Officer and the head of the external financial auditors separately as a committee. The charter of the Audit Committee grants it sole authority to retain and terminate any legal, financial or other advisors, consultants and experts to the Audit Committee, including sole authority to approve the advisors' fees and other retention terms. The Audit Committee's charter also requires that it periodically review the adequacy of its charter and recommend any proposed changes to the Board for consideration.

## 2025 Responsibilities and Highlights

Financial Reporting	External Auditors	Internal Controls
<ul style="list-style-type: none"> <li>■ Review the integrity of the Corporation's financial statements and financial disclosure and recommend for Board approval;</li> <li>■ Review the consolidated annual and interim financial statements, external auditors' report and management's discussion and analysis and recommend for Board approval; and</li> <li>■ Review any material changes in accounting policies and practices.</li> </ul>	<ul style="list-style-type: none"> <li>■ Review and approve the external auditors' annual audit plan;</li> <li>■ Review the qualifications and performance of the external auditors annually;</li> <li>■ Review the external auditor's compensation and recommend compensation for the external auditors for Board approval annually;</li> <li>■ Review and approve non-audit services to the Corporation or its subsidiaries by the external auditors; and</li> <li>■ Select and recommend external auditors for appointment by shareholders annually.</li> </ul>	<ul style="list-style-type: none"> <li>■ Monitor the Corporation's system of internal controls; and</li> <li>■ Review the effectiveness of the design and operation of the Corporation's system of internal controls annually.</li> </ul>

The Board believes that the composition of the Audit Committee reflects a high level of financial literacy and experience. All members of the Audit Committee are "financially literate" as required by securities laws applicable in Canada. The Board has made such a determination based on the experience and education of each Audit Committee member. The current members of the Audit

Committee are Mr. Guillen (Chair), Ms. Paredes de Vásquez, Ms. Mehta, and Ms. Fagnan each of whom is independent under NI 52-110. The following is a description of the education and experience of each current member of the Audit Committee as at the date of this Circular that is relevant to the performance of his or her responsibilities as a member of the Audit Committee.

## HR & ESG Committee

The current members of the HR & ESG Committee are: Ms. Paredes de Vásquez (Chair), Mr. Lawless, and Mrs. Fagnan. All members of the HR & ESG Committee are required to be independent.

The Board has adopted a written charter setting forth the purpose, composition, authority and responsibility of the HR & ESG Committee. The HR & ESG Committee's purpose is to assist the Board in:

- the appointment, performance, evaluation and compensation of senior executives;
- the recruitment, development and retention of senior executives;
- maintaining talent management and succession planning systems and processes relating to executive executives;
- developing compensation structure for senior executives including salaries, annual and long-term incentive plans including plans involving equity issuances and other equity-based awards;
- establishing policies and procedures designed to identify and mitigate risks associated with compensation policies and practices;
- assessing the compensation of directors;
- adopting benefit retirement and savings plans;
- developing corporate governance guidelines and principles;
- identifying individuals qualified to be nominated as members of the Board;
- overseeing director orientation and continuing education;
- administering the Corporation's equity incentive plans;
- reviewing the structure, composition and mandate of committees of the Board;
- evaluating the performance and effectiveness and the Board and committees of the Board;
- monitoring safety, environmental and social responsibility performance; and
- monitoring compliance with applicable laws related to safety, cybersecurity, environment and social responsibility.

The HR & ESG Committee is responsible for establishing and implementing procedures to evaluate the performance and effectiveness of the Board, committees of the Board and the contributions of individual Board members, as well as review, monitor and ensure compliance with safety, environmental and social responsibility laws and guidelines. The HR & ESG Committee also takes reasonable steps to evaluate and assess, on an annual basis, directors' performance and effectiveness of the Board, committees of the Board, individual Board members, the Chair and committee chairs.

The assessment addresses, among other things, individual director independence, individual director and overall Board skills, and individual director financial literacy. The Board receives and considers the recommendations from the HR & ESG Committee regarding the results of the evaluation of the performance and effectiveness of the Board, committees of the Board, individual members, the Chair and committee chairs. The HR & ESG Committee is also responsible for orientation and continuing education programs for the directors (see also “— Orientation and Education”) as well as reviewing risks related to health, safety and the environment and the procedures management has designed to manage such risks. Further particulars of the process by which compensation for the Corporation’s executive officers is determined is provided under “Compensation Discussion and Analysis”.

## Board and Committee Self Evaluation

The annual Board and committee self-evaluation process was adopted by the Board based on the review and recommendation of the HR & ESG Committee. The process considers such matters as: participation and involvement of Board and committee members; oversight and effectiveness of the Board and its committees as to key functions; quality and adequacy of materials and information provided to the Board and committees, both for and between meetings; Board and committee composition; and, with respect to the committees, fulfillment of accountabilities delegated from the Board and outlined in the individual committee charters. Feedback is solicited from Board and committee members on these and other important areas formally and informally by the Corporation’s Corporate Secretary.

The feedback solicited by the Corporation’s Corporate Secretary is designed to solicit responses related to the performance of individual directors and members of senior management. Board members are free to provide any additional comments directly to the Chief Executive Officer or Corporate Secretary at any time.

The feedback is reviewed by the HR & ESG Committee to fulfill its oversight role, to facilitate the evaluation process, and so that any areas of improvement for the Board and/or any committee surface through the self-evaluations, including any suggestions for improvement in the self-evaluation process, are reviewed and, if appropriate, addressed.

The HR & ESG Committee reviews the Board and committee self-evaluation process annually and conducts its own evaluation of the performance and effectiveness of the Board and committees. As a result of this review, the HR & ESG Committee may revise aspects of the overall process to reflect changing circumstances, to include feedback from directors, or to incorporate modifications designed to improve the overall process.



## Term Limits

Industry and institutional knowledge along with commitment and expertise are vital to the successful functioning of the Board. Given the nature and size of the Corporation's business and its industry, the Board has determined that while it is committed to fostering diversity among Board members, it would be unduly restrictive and not in the best interest of the Corporation to adopt specific director term limits. Diversity and Board renewal will be supported through the other mechanisms designed to address the needs of the Corporation (as described below under the heading "*Board and Senior Executive Diversity*") and not through the imposition of term limits on directors. The Corporation takes the view that term limits are an arbitrary mechanism for removing directors which can result in valuable, experienced directors being forced to leave the board solely because of length of service. It is in the best interest of the Corporation not to have a mandatory retirement requirement for directors.

## Board and Senior Executive Diversity

The Corporation recognizes the importance and benefit of having a Board and senior management comprised of highly talented and experienced individuals having regard to the need to foster and promote diversity among board members and senior management with respect to attributes such as gender, ethnicity and other factors.

In support of this goal, when identifying candidates to nominate for election to the Board or appoint as senior management, the HR & ESG Committee:

- considers individuals who are highly qualified, based on their talents, experience, functional expertise and personal skills, character and qualities having regard to the Corporation's current and future plans and objectives, as well as anticipated regulatory and market developments;
- considers criteria that promote diversity, including with regard to gender, ethnicity, and other dimensions;
- considers the level of representation of women on the Board and in senior management positions, along with other markers of diversity, when making recommendations for nominees to the Board or for appointment as senior management and in general with regard to succession planning for the Board and senior management; and
- as required, engages qualified independent external advisors to assist the Board in conducting its search for candidates that meet the Board's criteria regarding skills, experience and diversity.

The Corporation has adopted a formal policy for the representation and nomination of women on the Board and in senior management positions consistent with the Corporation's commitment to diversity described above. The Corporation will strive to ensure that the Corporation has no less than 30% of the Board comprised of members who are women or, where there are fewer than 8 members, no less than 25% of the Board.

As of the date of this Circular, there are three (3) women on the Board, representing 50% of the directors. None of the Corporation's executive officers are women.



# Majority Voting Policy

The Board has adopted a majority voting policy to ensure that each member of the Board carries the confidence and support of the Shareholders (the “**Majority Voting Policy**”). In an uncontested election of directors of the Corporation to which the Majority Voting Policy applies, each director should be elected by the vote of a majority of the Common Shares represented online by registered shareholder or by proxy at the Shareholders meeting convened for such election of directors. If any nominee for director receives a greater number of votes “withheld” from his or her election than votes “for” such election, the Majority Voting Policy requires that such director promptly tenders his or her resignation to the Board following the meeting, to be effective upon acceptance by the Board. In such a case, the HR & ESG Committee will review the circumstances of the election and make a recommendation to the Board as to whether or not to accept the tendered resignation. Any director who has tendered his or her resignation may not participate in the deliberations of the HR & ESG Committee or the Board. The Board must accept the tendered resignation, except in situations where exceptional circumstances would warrant the director to continue to serve on the Board, as soon as reasonably possible and in any event within 90 days of the election and announce its decision through a press release.

Subject to any corporate law restrictions or requirements, if a resignation is accepted, the Board may leave the resulting vacancy unfilled until the next annual meeting of Shareholders.

Alternatively, it may fill any resulting vacancy through the appointment of a new director whom the Board considers meriting the confidence of the Shareholders, or it may call a special meeting of Shareholders at which there will be presented a management nominee or nominees to fill the vacant position or positions. The Majority Voting Policy does not apply in circumstances involving contested director elections.







## PART FOUR

# Compensation of Directors

## Compensation of the Chair

The HR & ESG Committee is responsible for reviewing and making recommendations to the Board in respect of the compensation of directors, including the Chair. The HR & ESG Committee is also responsible for evaluating the Chair's performance in light of the achievement of the Corporation's goals and objectives and making recommendations to the Board with respect to the Chair's compensation level.

## Director Compensation Program

The Board, with the assistance of the HR & ESG Committee reviews its director's compensation periodically to conform to the evolving needs of the Corporation. The HR & ESG Committee recommends changes in director compensation to the Board for approval when considered appropriate or necessary to:

- recognize the workload, time commitment and responsibility of Board and committee members;
- align the interests of members of the Board with the Shareholders through equity incentives; or
- recruit and retain qualified individuals to serve as members of the Board and to contribute to the overall success of the Corporation.

# Equity Ownership Policy

The Board believes in aligning the interests of directors and executive officers and its Shareholders. Upon recommendation of the HR & ESG Committee, the Board has adopted an equity ownership policy (the “**Equity Ownership Policy**”) requiring directors to hold at least two (2) times the total value of their annual retainer in Common Shares or DSUs. Directors must meet the requirement within five (5) years from the later of June 23, 2023, or the date of their appointment to the Board. Those directors who are not in compliance with their respective ownership requirements are given the option to elect to receive not less than 40% of their annual retainer in the form of DSUs or retain an amount equal to 40% of their net Common Shares received as a result of the exercise of stock options or the vesting of any share-based awards.

## Director Compensation Components

Our non-executive directors are paid an annual retainer which is payable part in cash, and part in equity awards as set out below. Further, an additional cash retainer is paid to the Chair as well as to the chair of each committee of the Board as set out below. The following table sets out the annual retainer that was paid quarterly to each of the directors in 2024 as well as the additional retainer paid to the Chair’s of each committee. No retainer or other compensation are paid to executive directors for their role as a director.

*Compensation amounts in USD, unless otherwise noted.*

Board Member Annual Retainer	\$45,000
Chair Additional Annual Retainer	\$20,000
Committee Chair Additional Annual Retainer	\$5,000

# Director Summary Compensation

The following table sets forth all compensation provided to the non-executive directors for the Corporation's most recently completed financial year.

*Compensation amounts in USD, unless otherwise noted.*

Name	Fees earned	Share-based awards <sup>(1)</sup>	Option-based awards	Non-equity incentive plan compensation	Pension value	All other comp.	Total
Jaime Guillen	\$38,500	\$37,918	-	-	-	-	\$76,418
James V. Lawless	\$39,375	\$10,038	-	-	-	-	\$49,413
Marcela Paredes de Vásquez	\$30,000	\$26,185	-	-	-	-	\$56,185
Catherine Fagnan	\$27,000	\$19,632	-	-	-	-	\$46,632
Adarsh Mehta	\$45,000	-	-	-	-	-	\$45,000

**Notes:**

1. Share-based awards are in respect of DSUs including related in-kind dividends (additional DSUs) paid in the period.



# PART FIVE

## Executive Compensation

### HR & ESG Committee's Letter to Shareholders

Dear Shareholders,

As part of the HR & ESG Committee's mandate, the fundamental component of our strategy is the ongoing measurement of performance, and that compensation should be aligned with performance. Over the past year, the Corporation has made noteworthy progress in expanding best practices and driving measurable progress in its commitment to "pay for performance".

In 2024 the Corporation, through the leadership of its named executives, achieved both quantitative and qualitative targets including, among others:

- Private placement of a \$175M senior secured green bond,
- Concluded its phase 1 optimization project in the Dominican Republic, consisting of replacing approximately 50% of its photovoltaic ("PV") panels at the solar plant Canoa 1 with expected productivity improvements.
- Signed a binding agreement for a strategic acquisition in a new jurisdiction and new technology with the Punta Lima Wind Farm in Puerto Rico.
- Continued to generate net cash from operating activities through high plant availability, cost containment and executing robust maintenance programs.

The HR& ESG committee will continue to review best practices on executive compensation and related governance trends in an effort to continually develop our programs and practices over time. As part of this process, in late 2024, we hired Willis Towers Watson ("**WTW**"), a leading independent consulting firm, to assist and advise us with respect to executive, director compensation and related governance practices. This enhances our disclosure of compensation programs and demonstrates the alignment of these programs with our business strategy, the attraction and retention of executives to successfully execute our strategy, and fulfillment of long-term shareholder value creation.

In order to continue to create shareholder value, while keeping the interests of our other stakeholders in mind in a very fluid and dynamic environment, the Corporation continues to be focused on managing assets, business and investments related to the production, delivery and sale of renewable energy. The focus continues on key strategic objectives to successfully execute on the Corporation's strategy continuously striving for excellence.

*Members of the HR & ESG Committee*



# Compensation Discussion and Analysis

This compensation discussion and analysis describes and explains the Corporation's policies and practices with respect to evaluating compensation of its named executive officers (the "NEOs"). The Corporation has three NEOs as set out in the table below. All amounts are in US Dollar, unless otherwise specified.

## Named Executive Officers

Name	Title
Marc Murnaghan	Chief Executive Officer
Anthony Jelic	Chief Financial Officer
Alexis Osorno	SVP, Latin America

## Objectives of Compensation Program

The Corporation operates in a complex and demanding industry in multiple foreign jurisdictions. To succeed in this environment and to achieve our business and financial objectives, we need to attract, retain and motivate a highly talented team of executive officers. It is expected that the team possess and demonstrate strong leadership and management capabilities with a view to optimizing Shareholder value.

The executive officer compensation program is designed to achieve the following objectives:

- provide compensation opportunities in order to attract and retain talented, high performing and experienced executive officers, whose knowledge, skills and performance are critical to the success of the Corporation;
- reward executive officers for their contribution to the overall success of the Corporation and motivate them to achieve the Corporation's stated business and financial objectives;
- align the interests of our executive officers with those of our Shareholders by tying a meaningful portion of compensation directly to the long-term value and growth of the business; and
- provide incentives that encourage appropriate levels of risk-taking by our executive officers and provide a strong pay-for-performance relationship.

The Corporation offers the executive officers cash compensation in the form of base salary and an annual bonus, and equity-based or equity-like compensation.

While it has been determined that the current executive officer compensation program is effective at attracting and maintaining executive officer talent, the Corporation continues to evaluate its philosophy and compensation program as circumstances require and plans to continue to review compensation on an annual basis. To that end, the HR&ESG committee, as part of its mandate, is involved in the selection process of the advisor providing compensation related services and the HR& ESG committee must also pre-approve other services the advisor provides to the Company at the request of management.



## Executive Compensation Related Fees

The following table outlines the aggregate advisor fees (WTW) related to Executive Compensation approved by the HR&ESG committee for each of the two most recently completed financial years “(in USD)”:

Advisor Fees	Year ended December 31,	
	2024	2023
Executive Compensation Related Fees	-	\$45,535
All Other Fees	-	-

## Compensation Risk

The HR & ESG Committee is responsible for establishing policies and procedures designed to identify and mitigate risks associated with the Corporation’s compensation policies and practices. The Corporation mitigates executive compensation risk through such corporate governance oversight and policies, as well as the design of executive compensation.

## Hedging/Anti-Hedging Policy

The NEOs and the directors are, as a matter of policy, not permitted to purchase financial instruments designed to hedge or offset a decrease in the market value of shares, including shares granted as or underlying share-based compensation or otherwise held directly or indirectly by a NEO or a director. The full text of this policy is included in the *Corporate Policy Manual – Insider Trading Policy*, which is available on the Corporation’s website at <https://polarisrei.com/>.

## Equity Ownership Policy

As noted in Part Four – Compensation of Directors, the Board has adopted the Equity Ownership Policy setting out certain equity ownership requirements for directors and executive officers. As for executive officers, the CEO is required to hold at least three (3) times the total value of their annual base salary, and the CFO is required to hold at least one and a half (1.5) times the total value of their annual base salary. The SVP, LATAM is not yet subject to share ownership guidelines. Executive officers must meet the requirement within five (5) years from June 23, 2023. Those executive officers who are not in compliance with their respective ownership requirements are given the option to elect to receive not less than 40% of their annual short-term bonus in the form of restricted share units or retain an amount equal to 40% of their net Common Shares received as a result of the exercise of stock options or the vesting of any share-based awards.

# Compensation Components

The compensation of the Corporation's NEOs includes three major components: (i) base salary; (ii) annual bonus; and (iii) long-term equity incentives. Perquisites and personal benefits are not a significant part of compensation for our NEOs.

## Base Salary

The primary element of the Corporation's compensation program for our NEOs is base salary. Base salaries provide annual earnings that are reasonably competitive to support the attraction and retention of key executives and to reflect the knowledge, expertise and responsibilities of the role when compared to market, individual performance, and internal equity.

## Short-Term Incentive Compensation: Bonus Program

The Corporation's short-term incentives are based on quantifiable objectives included in a balanced scorecard that includes result-driven targets in aspects such as operational, financial including cash flow related, growth both organic and M&A, Sustainability, Human Resources, Risk and IT Management.

The HR & ESG Committee assigns relative weightings to each of the quantitative and qualitative objectives and targets at the beginning of the year based on the strategic planning process. Each quantitative and qualitative objective is assessed at the end of the year relative to the target and a score, relative to 1.0, is given. This results in a weighted average performance score for the year, relative to target, and is applied to calculate the percentage of the bonus relative to the executive officer's base salary based on a target percentage level.

For 2024, the bonuses paid to the abovementioned NEOs were materially in line with their target levels.

For the year 2025, the target incentive compensation is as follows:

Name	Incentive Target as a Percentage of Salary	Incentive Target Payout Form	
		Cash	Equity
MARC MURNAGHAN	75%	60%	40%
ANTHONY JELIC	40%	50%	50%
ALEXIS OSORNO	Note 1	Note 1	Note 1

**Notes:**

1. Mr. Osorno's incentive compensation is not based on specifically defined targets.

## Long-Term Equity Incentive Compensation

Long-term incentive compensation awards provide motivation for our officers, employees, consultants and directors to achieve our business and financial objectives and also align their interests with the long-term interests of our Shareholders. Our HR & ESG Committee reviews, evaluates and considers equity grants to NEOs annually both as an important component of the NEO’s overall compensation package and to ensure appropriate levels of share ownership.

The HR & ESG Committee realizes the importance of aligning long-term incentive compensation for the NEOs with the long-term strategic objectives and value creation goals of the Corporation. Long-term equity compensation is delivered by granting awards under the Omnibus Plan. As part of the engagement by the Corporation of WTW, the HR & ESG Committee will be reviewing its long-term incentive policy in 2025 to ensure it better aligns with the interests of our shareholders.

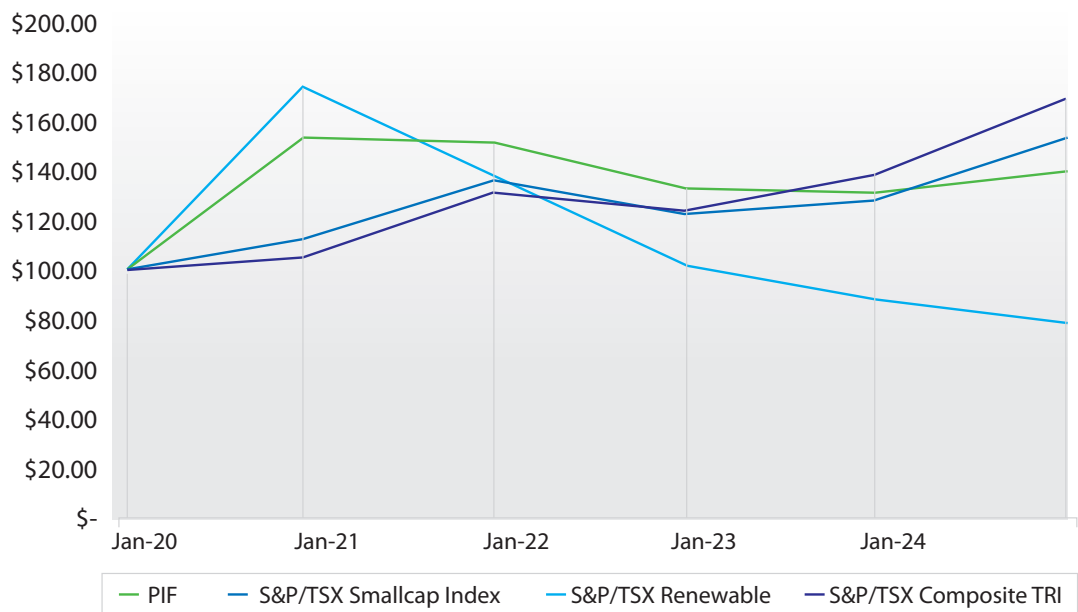
## Share-Based and Option Based Awards

The granting of share-based and option-based awards to NEOs are approved by the Board, upon recommendation from the HR & ESG Committee subsequent to discussions with Management. Previous grants of share-based or option-based awards may be taken into account when considering new grants, however, varying circumstances are also considered.

# Performance Graph

The following graph illustrates over the period January 1, 2020 to December 31, 2024, the total cumulative Shareholder return of an investment in Common Shares compared to the cumulative return of an investment in the S&P/TSX Renewable Energy and Clean Technology Index, the S&P/TSX SmallCap Index and the S&P/TSX Composite Index, assuming that C\$100 was invested on January 1, 2020.

The market price for the Common Shares is impacted by a number of external factors including the overall market sentiment and confidence in the future of the alternative energy technology sector.



# Summary Compensation Table

The following table sets forth information with respect to executive compensation paid to the NEOs for services rendered in all capacities to the Corporation and its subsidiaries for the three (3) most recently completed fiscal years.

Other than those individuals who are included in the following table, no other individuals are considered “NEOs” as such term is defined in Form 51-102F6 – Statement of Executive Compensation.

*Compensation amounts in USD, unless otherwise noted.*

Name and Principal Position	Year	Salary <sup>(1)</sup>	Non-equity incentive plan compensation		Share-based awards <sup>(3)</sup>	Option-based awards <sup>(4)</sup>	All other compensation <sup>(5)</sup>	Total compensation
			Annual incentive plans <sup>(2)</sup>	Long term incentive plans				
MARC MURNAGHAN, Chief Executive Officer	2024	\$383,355	\$116,321	-	\$118,000	-	\$8,213	\$625,889
	2023	\$396,953	\$120,447	-	\$79,143	\$79,001	\$8,503	\$684,047
	2022	\$403,830	\$245,183	-	-	-	\$7,348	\$656,361
ANTHONY JELIC, Chief Financial Officer	2024	\$215,637	\$50,274	-	\$14,000	\$12,667	\$8,213	\$300,792
	2023	\$223,286	\$52,057	-	\$9,010	\$26,001	\$8,503	\$283,846
	2022	\$227,154	\$86,535	-	-	-	\$7,348	\$321,037
ALEXIS OSORNO, SVP Latin America	2024	\$180,000	\$15,000	-	-	-	\$25,592	\$220,592
	2023	\$180,000	\$12,000	-	\$47,940	-	\$22,087	\$262,027
	2022	\$168,000	\$10,802	-	-	-	\$21,087	\$199,889

## Notes:

- Salary compensation is paid in Canadian Dollars and reported in U.S. Dollars and is impacted by exchange rate year over year.
- The annual incentive plan compensation relates to a cash bonus in the fiscal year.
- On February 9, 2024, the Company granted a total of 13,570 RSUs at a price of \$13.1 CAD of which 12,131 RSUs were to Mr. Murnaghan and 1,439 RSUs were to Mr. Jelic. The grants have a three-year vesting period starting on the first anniversary of the grant. On August 8, 2023, the Company granted a total of 8,003 RSUs at a price of \$14.77 CAD of which 7,185 RSUs were to Mr. Murnaghan and 818 RSUs were to Mr. Jelic. The grants have a three-year vesting period starting on the first anniversary of the grant. On January 31, 2023, the Company granted a total of 4,500 RSUs at a price of \$14.22 CAD to Mr. Osorno with a three-year vesting period starting on the first anniversary of the grant.
- Stock options granted during the year ended December 31, 2024 and in previous periods were valued using pricing models. Where relevant, the expected life used in the model was adjusted based on management's best estimate for the effects of non-transferability, exercise restrictions (including the probability of meeting market conditions attached to the option), and behavioural considerations. Volatility is estimated based on the historical volatility of the Company's common shares. There are no differences between the Black Scholes inputs between the grant and accounting purposes. Inputs into the model are as follows:

Grant date	Grant date Share Price (CDN)	Exercise Price (CDN)	Volatility	Expected Life	Risk – Free Interest Rate	Expected Dividend Yield	Revised Forfeiture Percentage
August 10, 2023 \$	14.77 \$	14.77	30%	5.00	3.91%	5.40%	0%
February \$	13.10 \$	13.10	27%	4.00	3.73%	6.11%	0%

5. Where not separately disclosed, all other compensation represents health and insurance premiums, and employer taxes paid. In the case of Mr. Osorno, it also includes the “Aguinaldo”, a legislated 13th month payment in the jurisdiction in which he is employed.

## Named Executive Officer Outstanding Share-Based Awards and Option-Based Awards

Compensation amounts in USD, unless otherwise noted.

Name	Number of securities underlying unexercised options	Option-based Awards			Share-based Awards		
		Option exercise price	Option expiration date	Value of unexercised in the-money options <sup>(1)</sup>	Number of shares or units of shares not vested	Market value or payout value of share-based awards not vested <sup>(2)</sup>	Market value or payout value of share-based awards not paid out or distributed
MARC MURNAGHAN	40,499	C\$14.77	10-Aug-28	-	16,921	\$161,366	-
ANTHONY JELIC	13,329	C\$14.77	10-Aug-28	-	1,984	\$18,923	-
	9,271	C\$13.10	09-Feb-28	\$ 271			
ALEXIS OSORNO	30,000	C\$18.44	09-Aug-26	-	3,000	\$ 28,609	-

### Notes:

- Value based on the ‘in the money’ amount (the difference between the closing price of the Common Shares on the TSX on December 31, 2024 of C\$13.06 and the exercise price of the option) of options held as of December 31, 2024.
- Market value or payout value of share-based awards not vested of RSUs held as of December 31, 2024 vest in equal tranches over the three-year vesting period.



# Named Executive Officer Incentive Plan Awards – Value Vested or Earned During Year

For each NEO, the following table sets forth the value vested or earned on option-based, share based and non-equity incentive plan awards during the most recently completed financial year.

*Compensation amounts in USD, unless otherwise noted.*

Name	Option-based awards – Value vested during the year	Share-based awards – Value vested during the year	Non-equity incentive plan compensation – Value earned during the year
MARC MURNAGHAN	-	\$20,846	\$116,321
ANTHONY JELIC	-	\$2,376	\$50,274
ALEXIS OSORNO	-	\$14,852	\$15,000

## Pension Plan Benefits

The Corporation does not offer pension plan benefits to its NEOs.

## Deferred Compensation Plans

The Corporation does not offer deferred compensation plan benefits to its NEOs.

## Termination and Change in Control Provisions

The Employment Agreements for Mr. Murnaghan and Mr. Jelic. provide for certain payments in connection with the termination of the NEO, including in relation to a termination following a change in control of the Corporation.

The table below sets out the compensation payable to an NEO upon termination / change in control in various circumstances.

No incremental amounts are triggered by the other termination scenarios. Pursuant to the applicable employment agreement, each NEO is only awarded payments in relation to a change of control (as defined in the employment agreement) of the Corporation if the NEO is terminated or resigns for Good Reason (as defined in the employment agreement) within 12 months of the change of control.

Com- pen- sa- tion Ele- ment	Resigna- tion	Retire- ment	Termina- tion with- out Cause	Termination without Cause or within 12 months of Change in Control	Termi- nation with Cause	Death	Disability
Sever- ance	None	None	CEO: 1 full year of base salary  CFO: four months' base salary plus one (1) additional month per year of service until a maximum of twelve (12) months	CEO: 2 full years of base salary  CFO: 18 months of base salary	None	None	None
Base Salary	Ends on resigna- tion	Ends on retire- ment	Ends on termination	Ends on ter- mination	Ends on termina- tion	Ends on death or disability	
STIP	Award forfeited	Award prorated (TBC)	Award pro- rated (TBC)	Award pro- rated (TBC)	Award forfeited	Award prorated (TBC)	Award prorated (TBC)
RSUs	Regular Vesting Schedule	Regular Vesting Schedule	Regular Vesting Schedule	Regular Vest- ing Schedule	Award forfeited	Regular Vesting Schedule	Regular Vesting Schedule
Options / SARs and Re- tention Awards	Expires on the earlier of :  (i) sixty (60) days after the date the Participant ceases to be an Eligible Participant or  (ii) the expiry date of the Award set forth in the agreement pursuant to which the Award was granted expires on the earlier of (i) sixty (60) days after the date the Participant ceases to be an Eligible Participant or (ii) the expiry date of the Award set forth in the agreement pursuant to which the Award was granted				Award forfeited	Vested options must be exer- cised (i) within one (1) year of the Partic- ipant's death or (ii) prior to the expiration of the original term of such Vested Award, whichever is earlier	Award must be exercised (i) with- in three (3) years of the disability, (ii) until the Partic- ipant becomes eli- gible for long-term disability benefits, or (iii) prior to the expiration of the original term of the Award, whichever is earlier

The following table sets out the amount that the above-named NEO would have been paid had they been terminated without cause on December 31, 2024, as well as the payment had the termination occurred in conjunction with a change of control.

Compensation amounts in USD, unless otherwise noted.

Compensation Element	Resignation (\$)	Termination without Cause (\$)	Termination without Cause / Resignation following a Change in Control (\$) <sup>(1)</sup>	Termination with Cause (\$)
Marc Murnaghan	-	\$ 1,243,105	\$ 1,243,105	-
Anthony Jelic	-	\$ 312,109	\$ 468,163	-
Alexis Osorno	\$87,750	\$180,000	\$180,000	\$12,750

**Notes:**

(1) This figure includes Base Salary and Bonus only.

## Securities Authorized for Issuance under Equity Compensation Plans

### Equity Compensation Plan Information

The following table sets forth certain summary information concerning the Omnibus Plan as at December 31, 2024. The Omnibus Plan is the only equity compensation plan that the Corporation has in effect.

Plan Category	(a) Number of securities to be issued upon exercise of outstanding options, warrants and rights	(b) Weighted-average exercise price of outstanding options, warrants and rights <sup>(1)</sup>	(c) Number of securities remaining available for future issuance under equity compensation plans (excluding securities reflected in column (a)) <sup>(2)</sup>
Equity compensation plans approved by securityholders	297,449	C \$17.28	702,551
Equity compensation plans not approved by securityholders	N/A	N/A	N/A
Total	297,449	C \$17.28	702,551

**Notes:**

- Does not include RSUs and DSUs.
- As at December 31, 2024, the maximum aggregate number of Common Shares which were reserved and available for grant and issuance under the Omnibus Plan was 1,000,000, representing approximately 4.75% of the total issued and outstanding Common Shares.

# Aggregate Dilutive Impact of Equity-based Compensation Arrangements

The Corporation's annual burn rate, as described subject to change from time to time, based on in Section 613(d) of the TSX Company Manual, the number of options, DSUs, RSUs and SARs, under the Omnibus Plan for the past three years as applicable, granted and the total number of is set out in the table below. The burn rate is Common Shares issued and outstanding.

Year ended	December 31, 2024	December 31, 2023	December 31, 2022
Weighted average number of outstanding Common Shares for the fiscal year	21,155,652	21,049,775	20,127,720
Securities granted during the fiscal year	32,963	102,907	45,423
Annual burn rate	0.16%	0.49%	0.23%







# PART SIX

## Sustainability and Other Matters

### Approach to Sustainability and Climate Change

As the Corporation continues to grow, it remains committed to the belief that long-term returns are bolstered by a healthy balance among all stakeholders, including equity and debtholders, employees, customers, the communities in which our business operates, and the environment. Our commitment to sustainability is rooted in our business strategy and our corporate values. The Board has oversight over climate-related issues as it pertains to new opportunities and growth of renewable energy projects as well as other related risks and opportunities. This oversight is part of their overall ESG related activities.

The Corporation's four (4) pillars of sustainability, by which our strategy will be governed, are "Our Practice", "Our People", "Our Partners", and "Our Planet". The Corporation's sustainability strategy is divided into these four key areas, which address governance, social (internal and external), and environmental aspects that are relevant to our business as well as to internal and external stakeholders. The scope of Polaris' strategy encompasses all of our project sites, technologies, and geographies while focusing on meeting targets that align to our Sustainability Strategy. The Corporation is targeting to contribute to fifteen (15) of the UN's seventeen (17) sustainable development goals.

### Sustainability Metrics and 2024 Executive Scorecard

One of the primary ways the Corporation focuses on Sustainability is through an explicit link to compensation by a direct inclusion in the evaluation scorecards. Annually, the Corporation has Health, Safety and Sustainability objectives that drive improvement in key areas including related reporting, Health and Safety, Cybersecurity management, Human Resources and the environment.

# Annual Sustainability Report (“Sustainability Report”)

The Corporation’s Sustainability Report sets out its commitment to the sustainability of energy and water by communicating the Corporation’s strategies, initiatives, and goals relating to our sustainability strategy. The Board reviews the annual sustainability and climate-related disclosures which demonstrate progress towards our stated targets. The 2024 report sets out its commitment to the sustainability of energy and water by communicating the Corporation’s strategies, initiatives, and goals relating to the three elements of sustainability: the environment; the social matters important to the Corporation’s strategy and the Corporation’s relationship with its key stakeholder groups including employees, customers and the communities in which it operates and serves; and the governance framework under which the Corporation operates.

Key highlights of the Corporation’s initiatives in the jurisdictions in which it operates include:

- Training employees including Code of Business Conduct and Ethics, Human Rights including Modern Slavery and Child Labour, Harassment and Violence at the Workplace; Cybersecurity & Ransomware awareness; Environmental Education & Health and Safety education; diversity and inclusion, among others.
- Contributions to local educational organizations such as sponsorship of a robotics project, laptops and server donations, monthly internet payment for local schools, donations of school and sports supplies.
- Continuing the support for local water and sanitation committees, through technical workshops and assistance to strengthen their management; donation of water consumption meters to new houses in the communities, to guarantee the sustainability of the water system that was donated several years ago.
- Awareness campaigns with employees and the local communities in connection with International Women’s Day, Earth Day, World Day for Safety and Health at Work, World Environmental Day and World Habitat Day, including tree donation and reforestation campaigns, waste management awareness and hosting Environmental Fairs in some of the jurisdictions where we operate.
- Supporting local community agricultural projects such beekeeping, coffee and watermelon production.
- Donations of infrastructure improvements and medical supplies to certain communities including renovations to local schools and their computer lab.
- Engaging our employees and local communities by hosting activities including reforestation and cleaning campaigns; and sports tournaments.
- Continued development of the Company’s Integrated Management System, stakeholder engagement and community grievance mechanisms.
- Compensation of the own Company’s emissions (Scope 1 & 2) with carbon credits.

Readers are encouraged to read our Annual Sustainability Report available on our website at <https://PolarisREI.com/>.

# Other Matters

## Indebtedness of Directors and Executive Officers

No director, proposed nominee for director, executive officer, employee or former director, executive officer or employee of the Corporation or its subsidiaries nor any of their associates or affiliates, is, or has been at any time since the beginning of the last completed financial year, indebted to the Corporation or its subsidiaries nor has any such person been indebted to any other entity where such indebtedness is the subject of a guarantee, support agreement, letter of credit or similar arrangement or understanding, provided by the Corporation.

## *Interest of Informed Persons in Material*

### Transactions

As of the date of this Circular, no informed person (as defined in NI 51-102) or proposed nominee for director of the Corporation and no associate or affiliate of the foregoing persons has or has had any material interest, direct or indirect, in any transaction since the commencement of the Corporation's most recently completed financial year or in any proposed transaction which in either such case has materially affected or would materially affect the Corporation or any of its subsidiaries.

## Additional Information

The Corporation regularly files quarterly and annual financial statements, as well as material change reports, management's discussion and analysis, and other important information with the securities commissions or similar authorities in each of the provinces of Canada. Financial information of the Corporation is contained in the Financial Statements and the MD&A. Copies of such documents are available on SEDAR+ at [www.sedarplus.ca](http://www.sedarplus.ca). Election cards have been delivered to Shareholders with this Circular whereby Shareholders can elect to receive interim financials and/or Financial Statements and the corresponding management's discussion and analysis, including the MD&A.

## ***Approval of circular by the corporation's board of directors***

The contents of this Circular and its sending to the Shareholders have been unanimously approved by the Board.

Dated this 16<sup>th</sup> day of May, 2025.

**BY ORDER OF THE BOARD OF DIRECTORS,**

(signed) *"Jaime Guillen"*

Jaime Guillen  
**Board Chair**

# Appendix





# Appendix A

## Charter of the Board of Directors

### Section 1. - Purpose

This charter prescribes the role of the board of directors (the “**Board**”) of Polaris Renewable Energy Inc. (the “**Company**”). The Company considers good corporate governance to be essential to the director’s fiduciary obligations to the shareholders of and integral to the ongoing good management and development of the Company. The Board has developed this Charter to set describe the principal duties and responsibilities of the Board, as well as some of the policies and procedures that apply to the Board in discharging its duties and responsibilities. This Charter is subject to the provisions of the Company’s articles of incorporation, bylaws and to applicable laws. This Charter is not intended to limit, enlarge or change in any way the responsibilities of the Board as determined by the Company’s articles of incorporation, bylaws and applicable laws.

### Section 2. - Role

The Board is responsible under law for the stewardship of the Company and its business and affairs. This requires the Board to oversee the conduct of the business and affairs of the Company. The Board discharges some of its responsibilities directly and discharges others through committees of the Board. The Board is not responsible for the day-to-day management and operation of the Company’s business, as this responsibility has been delegated to management. The Board is, however, responsible for supervising management in carrying out this responsibility.

### Section 3. - Composition

The Board shall be comprised of that number of directors as shall be determined from time to time by the Board, in accordance with the Company’s notice of articles and articles. To the extent possible, a majority of the members of the Board shall be independent directors. An “independent director” means directors that have no direct or indirect material relationship with the Company, where a material relationship is a relationship which could, in the view of the Board, be reasonably expected to interfere with the exercise of a director’s independent judgment. Schedule “A” to this Charter sets out guidance on what would be considered a material relationship in accordance with *National Policy 58-201 Corporate Governance Guidelines*. As the guidelines set out in Schedule “A” to this Charter may be revised, updated or replaced from time to time, the Board shall update such schedule as required.

The chair of the Board (the “**Chair**”) shall be appointed annually by the Board to oversee the Board in carrying out its responsibilities effectively.

Each member of the Board shall have the skills and abilities appropriate to his or her appointment as a director, as shall be determined by the Board.

## Section 4. - Responsibilities

### Section 4.1 - General

The Board's fundamental responsibilities are to foster the long-term success of the Company consistent with the Board's fiduciary responsibility to the Company, to enhance and preserve long-term shareholder value and to provide stewardship in order that the Company meets its obligations on an ongoing basis and operates in a reliable and safe manner. In performing its functions, the Board should also consider the legitimate interests that its other stakeholders, such as employees, customers and local communities, may have in the Company.

The Board has the oversight responsibility to direct the activities of management such that the Company meets its legal and regulatory requirements and that the appropriate documents and records are properly prepared, approved and maintained.

The Board has the statutory responsibility to:

- i. manage or supervise the management of the business and affairs of the Company; ii. act honestly and in good faith with a view to the best interests of the Company;
- ii. exercise the care, diligence and skill that a reasonably prudent individual would exercise in comparable circumstances;
- iii. act in accordance with its obligations contained in the *Business Corporations Act* (Ontario) ("OBICA") and the regulations thereto, the securities legislation of each province and territory in which it is a reporting issuer, other relevant legislation and regulations applicable to the Company, and the Company's articles and by-laws; and
- iv. on the recommendation of the Audit Committee, recommend to the shareholders the appointment of an external auditor and fix the remuneration of the external auditor if it has not been fixed by the shareholders.

Without limiting the Board's statutory obligations, the Board responsibilities shall include the following:

- (a) approving a corporate philosophy and mission;
- (b) selecting, monitoring, advising, evaluating, compensating, and, if necessary, replacing the Chief Executive Officer (the "CEO") and other senior executives and ensuring orderly and proper management succession;
- (c) reviewing and approving management's strategic and business plans, including developing an in-depth knowledge of the business being served, understanding and questioning the plan's assumptions, and reaching an independent judgment as to the probability that the plans can be realized;

- (d) reviewing and approving the Company's financial objectives, plans, and actions, including significant capital allocations and expenditures;
- (e) reviewing and approving material transactions not in the ordinary course of business;
- (f) monitoring corporate performance against the strategic business plans, including overseeing operating results on a regular basis to evaluate whether the business is being properly managed;
- (g) ensuring ethical behaviour and compliance with laws and regulations, auditing and accounting principles, and the Company's own governing documents;
- (h) assessing its own effectiveness in fulfilling these and other Board responsibilities; and
- (i) performing such other functions as are prescribed by law, or assigned to the Board in the Company's constating documents.

## Section 4.2 - Composition of Board

The Board shall from time to time examine its size and composition and undertake, on the recommendation of the HR & ESG Committee and where it considers appropriate, a program to reduce or increase the number of directors to a number which facilitates more effective decision making.

## Section 4.3 - Compensation of Directors

The HR & ESG Committee shall from time to time review the adequacy and form of the compensation of the directors so that such compensation realistically reflects the responsibilities and risks involved in being a director of the Company.

## Section 4.4 - Outside Advisers

The Board shall implement a system whereby individual directors may engage, at the expense of the Company, an outside advisor (including legal counsel) to provide consultation and advice in appropriate circumstances, subject to approval by the CEO of the Company or the Board.

## Section 4.5 - Independence

The Board has the responsibility to implement appropriate structures and procedures to permit the Board to function independently of management. Such structures and procedures shall, at a minimum, include:

- (a) the appointment of a Chair, who to the extent possible, shall be independent of the Company and who shall be responsible for ensuring that the Board discharges its responsibilities independently of management;
- (b) in the absence of an independent Chair, nominate an independent director to act as lead director;

- (c) the requirement that, to the extent possible, a majority of the members of the Board shall be independent; and
- (d) the adoption of alternative means of ensuring independence from management such as, when appropriate, assignment of responsibility to a committee of the Board.

## **Section 4.6 - Strategy Determination**

The Board has the responsibility:

- (a) to determine long-term goals, to establish a strategic planning process for the Company, and to participate with management directly or through its committees in approving the mission of, and the annual strategic plan for the Company; and
- (b) to monitor progress in respect of the achievement of the goals established in the strategic plan and to initiate corrective action when required.

## **Section 4.7 - Committees of the Board**

The Board shall appoint committees of directors and such committees shall have the responsibilities of meeting regularly and carrying out the duties and powers delegated to them by the Board. The committees of the Company shall at a minimum consist of the following:

- (a) Audit Committee; and
- (b) HR & ESG Resources and Environmental, Social and Governance Committee.

## **Section 4.8 - Managing Risk**

The Board has the responsibility to understand the principal risks of the business in which the Company is engaged, to achieve a proper balance between risks incurred and the potential return to shareholders, and to confirm that there are systems in place which effectively monitor and manage those risks with a view to the long-term viability of the Company. The Board also has a responsibility to understand and review, where applicable, the derivative and hedge policies of the Company.

## **Section 4.9 - Appointing, Training and Monitoring Directors and Management**

The Board has the responsibility:

- (a) to appoint the CEO, to monitor and assess the CEO's performance, to determine the CEO's compensation in conjunction with recommendations from the HR & ESG
- (b) Committee, and to provide advice and counsel in the execution of the CEO's duties;
- (c) to consider the advice of the CEO and the recommendations of the HR & ESG Committee in approving the appointment and remuneration of all Company officers;

- (d) to consider the advice and recommendation of the HR & ESG Committee to satisfy itself that adequate provision has been made for the training, development, continuing education, and, when appropriate, the orderly succession of management;
- (e) to consider the advice and recommendation of the HR & ESG Committee to satisfy itself that adequate provision has been made for the orientation and continuing education of directors; and
- (f) to satisfy itself as to the integrity of the CEO, the integrity of the other executive officers of the Company, and to satisfy itself that the CEO and other executive officers seek to maintain a culture of integrity throughout the Company.

## Section 4.10 - Reporting and Communication

The Board will seek to ensure that corporate disclosure of the Company complies with all applicable laws, rules and regulations and the rules and regulations of the stock exchanges upon which the Company's securities are listed. In addition, the Board shall adopt appropriate procedures designed to permit the Board to receive feedback from shareholders on material issues.

## Section 4.11 - Monitoring and Acting

The Board has the responsibility:

- (a) to verify that the Company operates at all times within applicable laws and regulations and to the highest ethical and moral standards;
- (b) to approve and monitor compliance with significant policies and procedures by which the Company is operated, including its Code of Business Conduct and Ethics;
- (c) to review and approve the annual budget, annual financing plans, any payment of dividends and any new financings;
- (d) to review and approve quarterly financial reports and the annual report;
- (e) to verify that the Company sets high environmental standards in its operations and is in compliance with environmental laws and legislation;
- (f) to verify that the Company has in place appropriate programs and policies for the health and safety of its employees in the workplace;
- (g) to monitor the Company's progress towards its goals and objectives and to revise and alter its direction through management in response to changing circumstances;
- (h) to take action it deems appropriate when performance falls short of its goals and objectives or when other special circumstances warrant;
- (i) to review and direct management to establish the necessary processes and procedures to meet the Board's expectations regarding timely scheduling of Board and committee meetings and receipt of materials, reports, presentations and other information from management in a



timely and efficient manner, in order to permit the Board to properly carry out its duties and responsibilities; and

- (j) to verify that the Company has implemented adequate internal control and information systems which assist in the effective discharge of its responsibilities.

## Section 5. - Review of Charter

The Board may, from time to time, permit departures from the terms of this Charter, either prospectively or retrospectively. This Charter is not intended to give rise to civil liability on the part of the Company or its directors or officers to shareholders, security holders, customers, suppliers, partners, competitors, employees or other persons, or to any other liability whatsoever on their part.

The Board may review and recommend changes to this Charter from time to time and the HR & ESG Committee may periodically review and assess the adequacy of this Charter and recommend any proposed changes to the Board for consideration.

## Section 6. Meetings of the Board

In accordance with the constating documents of the Company, meetings of the Board may be held at such times and places as the Chair may determine and as many times per year as necessary to effectively carry out the Board's responsibilities.

The Chair shall be responsible for establishing or causing to be established the agenda for each Board meeting, and for ensuring that regular minutes of Board proceedings are kept and circulated on a timely basis for review and approval.

The Board may invite, at its discretion, any other individuals to attend its meetings. Senior executives of the Company shall attend a meeting if invited by the Board.

A quorum for the transaction of business at a meeting of the Board shall consist of a majority of the members of the Board and such quorum of directors may exercise all the powers of the directors.

In the absence of the Chair, the directors present at any such meeting shall choose one of the directors present at the meeting to be chair of the meeting and, in the absence of the Corporate Secretary, the Board shall choose one of the directors present at the meeting to be the corporate secretary of the meeting.

Minutes shall be kept of all meetings of the Board and shall be signed by the chair and corporate secretary of the meeting. The minutes shall be maintained with the Company's records, shall include copies of all resolutions passed at each meeting, and shall be available for review by members of any committee, the Board and management.

The independent directors should meet separately for part of each Board Meeting and otherwise as required.

