

TORQ RESOURCES INC.
(Formerly, Stratton Resources Inc.)
CHARTER OF THE COMPENSATION COMMITTEE

1. DEFINITIONS

1.1 In this Charter:

- (a) “**Board**” means the board of directors of the Company;
- (b) “**CEO**” means the Chief Executive Officer;
- (c) “**Company**” means Torq Resources Inc.;
- (d) “**Company Management**” means Company Officers and senior management, collectively;
- (e) “**Company Officers**” means the CEO and non-CEO Officers, collectively; and
- (f) “**Directors**” means directors of the Company;
- (g) “**non-CEO Officer**” means (i) a chair or vice-chair of the Board, a chief operating officer, chief financial officer, president, vice president, secretary, assistant secretary, treasurer, assistant treasurer and general manager; (ii) an individual who is designated as an officer under a bylaw or similar authority of the Company; and (iii) an individual who performs functions similar to those normally performed by an individual referred to in (i) or (ii) above;
- (h) “**senior management**” means members of management who are not Company Officers.

2. PURPOSE

2.1 The Compensation Committee (the “Committee”) is established by the Board to assist the Board in establishing a plan of continuity for Company Management and in fulfilling the Board’s responsibilities relating to human resources and compensation issues for Company Officers and Directors. The Committee ensures the Company has an executive compensation plan that is both motivational and competitive so that it will attract, hold and inspire performance of Company Management of a quality and nature that will enhance the sustainable profitability and growth of the Company.

3. COMPOSITION AND OPERATIONS

3.1 The Committee shall be composed of not fewer than two directors and not more than five directors, a majority who are independent, as defined in section 1.4 of National Instrument 52-110 – Audit Committee.

3.2 The Committee shall meet at least one time per year.

3.3 The Committee shall operate under the guidelines applicable to all Board committees.

3.4 Members of the Committee shall be appointed by the Board. The Board may remove members of the Committee at any time without cause.

3.5 The Chair of the Committee will be appointed by the Board.

4. DUTIES AND RESPONSIBILITIES

(a) The Committee shall review and recommend the compensation philosophy and guidelines for the Company. This shall include:

- (i) reviewing the compensation philosophy and guidelines for Company Officers and Directors, for recommendation to the Board for its consideration and approval; and
- (ii) reviewing compensation policies and guidelines relating to all employees, including annual salary and incentive policies and programs, and material new benefit programs, or material changes to existing benefit programs.

(b) Evaluation and Compensation

The Committee shall:

- (i) periodically review the terms of reference for the CEO and recommend any changes to the Board for approval;
- (ii) review corporate goals and objectives relevant to CEO and recommend them to the Board for approval;
- (iii) lead the annual CEO review/evaluation process and report the results of the process to the Board;
- (iv) based on the results of this evaluation, recommend CEO compensation to the Board for approval; and
- (v) review, and if appropriate recommend for approval to the Board, any agreements between the Company and the CEO, including those addressing retirement, termination of employment or other special circumstances, as appropriate.

(c) The Committee shall, in consultation with the CEO, review the CEO's assessment of non-CEO Officers and fix the compensation of each non-CEO Officer for recommendation to the Board for approval.

(d) The Committee shall (in consultation with the CEO where appropriate for matters involving non-CEO Officers, and in consultation with the Nominating and Governance Committee where appropriate for matters involving Directors) review and make recommendations to the Board for its approval:

- (i) all matters concerning incentive awards, perquisites and other remuneration matters with respect to Company Officers and Directors;
- (ii) benefit plans applicable to Company Officers and Directors including levels and types of benefits;
- (iii) any stock option plan, deferred share unit plan or other similar equity-based plan; and

- (iv) review and if appropriate recommend for approval to the Board, any agreements between the Company and Company Officers, including those addressing retirement, termination of employment or other special circumstances, as appropriate.
- (e) In consultation with the CEO, review the appointment or discharge of non-CEO Officers.
- (f) Following the approval of and establishment by the Board of any stock option plan, deferred share unit plan or other similar plans to be available to Company Officers and Directors and within any guidelines established by the Board, the Committee shall:
 - (i) in conjunction with management, administer the stock option plan, the deferred share unit plan and such other similar plans as determined and established by the Board to be granted to Company Officers and Directors;
 - (ii) review management's recommendations for and, subject to confirmation by the Board, recommend approval to the Board for the granting of stock options, deferred share units or other securities to Company Officers and Directors of the Company; and
 - (iii) suggest and review any amendments that the Committee considers necessary to stock option plans, deferred share unit plans or similar plans and make recommendations to the Board with respect to those amendments; provided however, that all amendments to such plans shall be subject to the consideration and approval of the Board.
- (g) The Committee shall review and recommend for approval any agreements providing for the payment of benefits following a change of control of the Company or severance of Company Officers following a termination of employment.
- (h) The Committee shall periodically review the Company's management organization structure and the CEO's proposals for changes to that structure and report any significant organizational changes, along with the Committee's recommendations, to the Board.
- (i) The Committee shall also have such other powers and duties as delegated to it by the Board.

5. ACCOUNTABILITY

5.1 The Committee Chair has the responsibility to make periodic reports to the Board, as requested, on governance and human resource matters relative to the Company.

5.2 The Committee shall report its discussions to the Board by maintaining minutes of its meetings and providing an oral report at the next Board meeting.

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COMPENSATION COMMITTEE CHECKLIST

Members of the Compensation Committee: Steve Cook (Chairman), Jeffrey Mason, Shawn Wallace

	Duties and Responsibilities	Frequency	Completed
1	review corporate goals and objectives relevant to CEO and recommend them to the Board for approval	Annually	
2	lead the annual CEO review/evaluation process and report the results of the process to the Board		
3	based on the results of this (annual CEO) evaluation, recommend CEO compensation to the Board for approval		
4	review, and if appropriate recommend for approval to the Board, any agreements between the Company and the CEO, including those addressing retirement, termination of employment or other special circumstances, as appropriate		
5	The Committee shall, in consultation with the CEO, review the CEO's assessment of non-CEO Officers and fix the compensation of each non-CEO Officer for recommendation to the Board for approval		
6	review the compensation philosophy and guidelines for Company Officers and Directors, for recommendation to the Board for its consideration and approval		
7	review compensation policies and guidelines relating to all employees, including annual salary and incentive policies and programs, and material new benefit programs, or material changes to existing benefit programs		

	Duties and Responsibilities	Frequency	Completed
1	periodically review the terms of reference for the CEO and recommend any changes to the Board for approval	As Needed	
2	review, and if appropriate recommend for approval to the Board, any agreements between the Company and the CEO, including those addressing retirement, termination of employment or other special circumstances, as appropriate		