

FRESHLOCAL SOLUTIONS INC.

COMPENSATION COMMITTEE CHARTER

1. Purpose and Scope

The Compensation Committee (the “**Committee**”) of Freshlocal Solutions Inc. (the “**Company**”) is a committee of the Board of Directors (the “**Board**”). As delegated by the Board, the Committee shall attend to the responsibilities set out in this charter (the “**Charter**”).

Number of Members

The Committee shall be composed of two or more members of the Board.

Independence of Members

Each member of the Committee shall be independent within the meaning of the provisions of National Instrument 58-101 – *Disclosure of Corporate Governance Practices*, as may be amended or replaced from time to time.

Term of Members

The members of the Committee shall be appointed annually by the Board, provided that if the composition of the Committee is not so determined, each director who was then serving as a member of the Committee shall continue as a member of the Committee until his or her successor is appointed. Each member of the Committee shall serve at the pleasure of the Board until the member resigns, is removed, or ceases to be a member of the Board.

Committee Chair

In consultation with the Sustainability and Governance Committee, at the time of the annual appointment of the members of the Committee, the Board may appoint a Chair of the Committee (the “**Chair Committee**”). If a Committee Chair is not appointed by the Board, the members of the Committee shall designate a Committee Chair by majority vote of the full Committee membership, provided that if the designation of the Committee Chair is not made, then the director who was then serving as Committee Chair shall continue as Committee Chair until his or her successor is appointed. Notwithstanding any of the foregoing, the Committee Chair must be a member of the Committee.

In the absence of the Committee Chair at a meeting of the Committee, the members of the Committee present may appoint a chair from their number for such meeting.

2. Meetings

Frequency of Meetings

The Committee shall meet as often as the Committee considers appropriate to fulfill its responsibilities, and in any event, no less than at least once per fiscal year.

Quorum

No business may be transacted by the Committee at a meeting unless a quorum of the Committee is present. A majority of members of the Committee shall constitute a quorum.

Calling of Meetings

The Committee Chair, any member of the Committee, the Chair of the Board or the Lead Director (if applicable) may call a meeting of the Committee by notifying the Company's Corporate Secretary who will notify the members of the Committee.

Minutes; Reporting to the Board

The Committee may maintain minutes or other records of meetings and activities of the Committee in sufficient detail to convey the substance of all discussions held. Upon approval of the minutes by the Committee, the minutes, if applicable, may be circulated to the members of the Board. However, the Committee Chair may report orally to the Board on any matter in their view requiring the immediate attention of the Board.

Attendance of Non-Members

The Committee may invite to a meeting any officers or employees of the Company, legal counsel, advisors and other persons whose attendance it considers necessary or desirable in order to carry out its responsibilities, provided that the Chief Executive Officer and other executives may not be present during any voting or deliberations on compensation of the Chief Executive Officer or such other executives, respectively.

Meetings Without Management

The Committee shall hold an *in camera* session regularly, at which management and non-independent directors of the Board are not present, and the agenda for each Committee meeting will afford an opportunity for such a session.

Access to Management and Books and Records

The Committee shall have free and unrestricted access at all times, either directly or through its duly appointed representatives, to the Company's management and employees and the books and records of the Company.

3. Responsibilities

The Committee shall have the responsibilities set out below as well as any other responsibilities that are specifically delegated to the Committee by the Board which the Board is authorized to delegate by applicable laws and regulations.

In addition to these responsibilities, the Committee shall perform the functions and responsibilities required of a compensation committee by the Company's governing corporate statute, applicable Canadian securities laws, any exchange upon which securities of the Company are listed, or any

governmental or regulatory body exercising authority over the Company, as are in effect from time to time (collectively, the “**Applicable Requirements**”) or as the Board otherwise deems necessary or appropriate.

Compensation Matters

To fulfil its responsibilities with respect to compensation matters, the Committee shall establish a workplan to:

- (a) periodically review and advise the Board (supported in the discretion of the Committee, by internal or external experts) on (i) current trends in industry-wide compensation practices in the Company’s industry and such jurisdictions as a material portion of its business is conducted, and (ii) how the Company’s compensation programs and practices compare to those of comparable companies in the industry, and in discharging this responsibility, the Committee shall take into account factors it deems appropriate from time to time, including the Company’s business strategy and whether the effects of the compensation program create risks that are reasonably likely to have a material adverse effect on the Company and its business;
- (b) review and make recommendations to the Board with respect to organizational goals and objectives relevant to Chief Executive Officer compensation;
- (c) evaluate the Chief Executive Officer’s performance in light of those organizational goals and objectives, and make recommendations to the Board with respect to the Chief Executive Officer’s compensation level based on this evaluation;
- (d) review and recommend for Board approval, the appointment and other terms of employment (including any severance arrangements or plans and any benefits to be provided in connection with a change in control) for the Chief Executive Officer, including the adoption, amendment and termination of such agreements, arrangements or plans;
- (e) review the recommendations to the Committee of the Chief Executive Officer respecting the appointment of the Chief Financial Officer, all senior management reporting directly to the Chief Executive Officer and all other officers appointed by the Board (collectively “**Senior Management**”) and, if advisable, after consideration of the objectives of the Diversity and Inclusion Policy of the Company, make recommendations to the Board with respect to any such appointment;
- (f) review the recommendations to the Committee of the Chief Executive Officer respecting the compensation and other terms of employment (including any severance arrangements or plans and any benefits to be provided in connection with a change in control) of members of Senior Management and, if advisable, make recommendations to the Board with respect to such compensation and other terms of any employment agreements and any severance arrangements or plans;
- (g) periodically review and make recommendations to the Board with respect to succession planning matters concerning the Chief Executive Officer and members of Senior

Management, as well as general executive development programs, after consideration of the objectives of the Diversity and Inclusion Policy of the Company;

- (h) review and recommend for Board approval, the remuneration (fees and/or retainer) to be paid, and the benefits to be provided, to members of the Board and each of its committees;
- (i) review and approve any compensation disclosure of the Company before it is publicly disclosed, including disclosure of the process undertaken by the Committee in respect of compensation matters;
- (j) review and recommend for Board approval the adoption or amendment of equity-based compensation plans of the Company and make recommendations to the Board with respect to any grants under equity-based compensation plans of the Company;
- (k) oversee the administration of any equity-based compensation and pension and benefit plans of the Company;
- (l) periodically review policies in the area of management perquisites;
- (m) review on a periodic basis the operation of the Company's executive compensation programs to determine whether they are properly coordinated and administered; and
- (n) consider the potential risks associated with the adoption of the Company's compensation policies and practices and the adoption of particular organizational and individual objectives under such policies and practices.

Human Resource Matters

To fulfil its responsibilities with respect to human resource matters, the Committee shall establish a workplan to annually review:

- (a) the human resources, compensation philosophies and policies for the Company, to be satisfied that the Company's long-term human resource strategies are appropriate and that they reflect a proper balance between the Company's short and long-term performance and recommend any changes to the Board for consideration;
- (b) the Company's plan which include people capabilities and skills required to support the strategy, engagement, executive development and diversity; and
- (c) the position description for the CEO and recommend any changes to the Board for consideration.

Talent Management and Succession Matters

The Committee has oversight on succession planning and the performance assessment of the CEO and the CEO Direct Reports (defined below). The Committee shall establish a workplan to annually review:

- (a) the executive management succession and talent management plans, including monitoring the development and performance of the executives, and make recommendations to the Board for consideration with respect to the CEO and such persons that report directly to the CEO (the “**CEO Direct Reports**”); and
- (b) review matters relating to organizational structure at the officer level of the Company and its businesses, including monitoring the Company’s progress in respect of its leadership diversity initiatives, and recommend the appointment of officers of the Company to the Board for its consideration and decision.

4. Outside Advisors

The Committee may conduct or authorize investigations into or studies of matters within the Committee’s scope of responsibilities and duties as described above, and shall have the authority to seek, retain and terminate external legal counsel, consultants, accountants or other advisors from a source independent of management, with notice to either the Chair, or Lead Director (if applicable), of the Board or the Chief Executive Officer of the Company, as deemed appropriate by the Committee, to assist it in fulfilling its responsibilities and to set and pay the respective compensation for these advisors. The Company shall provide appropriate funding, as determined by the Committee, for the services of these advisors.

5. No Rights Created

This Charter is a statement of broad policies and is intended as a component of the flexible governance framework within which the committees of the Board assist the Board in directing the affairs of the Company. While it should be interpreted in the context of all applicable laws, regulations and listing requirements, as well as in the context of the Company’s Articles and it is not intended to establish any legally binding obligations.

6. Charter Review

The Committee shall review and update this Charter annually and present the updated Charter to the Board for approval.

This Charter was recommended for approval by the Company’s Sustainability and Governance Committee and made effective by the Board of Directors as of April 16, 2021.