

BONAVISTA ENERGY TRUST

TERMS OF REFERENCE FOR THE COMPENSATION COMMITTEE CHAIR

The following sets forth the terms of reference of chairperson ("**Chair**") of the Compensation Committee (the "**Committee**") of the board of directors (the "**Board**") of Bonavista Petroleum Ltd. (the "**Corporation**");

Introduction

- The Chair is appointed annually by and reports to the Board;
- The Chair's primary role is managing the affairs of the Committee, including ensuring the Committee is organized properly, functions effectively and meets its obligations and responsibilities, including those matters set forth in the mandate of the Committee; and
- The Chair maintains on-going communications with the Board Chairperson of the Board, the President and Chief Executive Officer ("**CEO**") and with such other officers and employees of the Corporation as the Chair determines appropriate.

Duties and Responsibilities

Working With the Board

The Chair has the responsibility to:

- lead the Committee in overseeing the compensation programs and practices of the Corporation; and
- report to the Board after each Committee meeting at the Board's next meeting.

Managing the Committee

The Chair has the responsibility to:

- assist the Committee in understanding its obligations to the Board and pursuant to law;
- chair Committee meetings;
- establish the frequency of Committee meetings and review such frequency from time to time, as considered appropriate (provided, however, that Committee meetings shall be called by the Chair at the request of two members of the Committee);
- assist the Board in its recommendation of Committee members and its review of the performance and suitability of the Committee members;
- act as the spokesman of the Committee in dealing with outside compensation consultants;
- ensure the co-ordination of the agenda, information packages and related events for Committee meetings in conjunction with the CEO;

- maintain a liaison and communication with Committee members, other directors and the Board Chairperson to co-ordinate input from Committee members and directors, and optimize the effectiveness of the Committee; and
- in collaboration with the CEO, ensure information requested by Committee members is provided and meets their needs.