

AVALON ADVANCED MATERIALS INC.
Compensation, Governance, and Nominating Committee Charter

1. PURPOSE

- (a) The Compensation, Governance and Nominating Committee (the "Committee") is appointed by the Board of Directors (the "Board") of Avalon Advanced Materials Inc. (the "Company") to assist the Company and the Board in fulfilling their respective corporate governance responsibilities under applicable securities laws, instruments, rules and mandatory policies and regulatory requirements (collectively "Applicable Laws"), to assist the Board in identifying and recommending new nominees for election to the Board and to assist the Board in setting director and senior officer compensation and to develop and submit to the Board recommendations with respect to other employee benefits considered advisable.

The Committee will be guided by the following principles:

- (i) to offer competitive compensation to attract, retain and motivate qualified executives in order for the Company to achieve the strategic plan and budgets approved by the Board;
- (ii) act in the interests of the Company by being financially responsible; and
- (iii) to promote a culture of integrity throughout the Company.

2. COMPOSITION

- (a) The Committee shall be composed of three or more directors as designated by the Board from time to time.
- (b) The Chair of the Committee shall be designated by the Board or the Committee from among the members.
- (c) The Committee shall meet all applicable securities laws, instruments, rules and mandatory policies and regulatory requirements including relating to independence within the meaning of Applicable Laws. Each member shall be independent within the meaning of Applicable Laws.
- (d) Each member of the Committee shall be appointed by, and serve at the pleasure of, the Board. The Board may fill vacancies in the Committee by appointment from among the Board.

3. MEETINGS

- (a) The Committee shall meet at least twice in each financial year of the Company and otherwise at the discretion of the Chair or a majority of the members or as may be required by Applicable Laws.
- (b) A majority of the members of the Committee shall constitute a quorum.

- (c) The Committee shall hold an in-camera session without any senior officers present at each meeting, as determined necessary
- (d) The time and place at which meetings of the Committee are to be held, and the procedures at such meetings, will be determined from time to time by the Chair. A meeting of the Committee may be called by notice, which may be given by written notice, telephone, facsimile, email or other communication equipment, given at least 48 hours prior to the time of the meeting, provided that no notice of a meeting shall be necessary if all of the members are present either in person or by means of conference telephone or if those absent waive notice or otherwise signify their consent to the holding of such meeting.
- (e) Members may participate in a meeting of the Committee by means of conference telephone or other communication equipment.
- (f) The Committee shall keep minutes of its meetings, excluding, when the Committee deems it expedient to do so, minutes of in-camera sessions, which shall be available for review by the Board.
- (g) The Committee may appoint any individual, who need not be a member, to act as the secretary at any meeting.
- (h) The Committee may invite such directors, senior officers and other employees of the Company and such other advisors and persons as is considered advisable to attend at any meeting of the Committee.
- (i) Any matter to be determined by the Committee shall be decided by a majority of the votes cast at a meeting of the Committee called for such purpose. Any action of the Committee may also be taken by an instrument or instruments in writing signed by all of the members of the Committee (including in counterparts) and any such action shall be as effective as if it had been decided by a majority of votes cast at a meeting of the Committee called for such purpose.
- (j) The Committee shall report its definitive determinations and recommendations to the Board.

4. REOURCES AND AUTHORITY

- (a) The Committee has the authority to:
 - (i) engage, at the expense of the Company, independent counsel and other experts or advisors as is considered advisable, including compensation consultants to assist in determining appropriate compensation policies and levels, provided that any services to be provided by any such compensation consultants must be pre-approved by the Committee and, any services to be provided by any such compensation consultants at the request of the senior officers, must be pre-approved by the Chair;

- (ii) determine and pay the compensation for any independent counsel and other experts and advisors, including compensation consultants, retained by the Committee;
- (iii) conduct any investigation related to its mandate as it determines is appropriate; and
- (iv) request any senior officer or other employee, or outside counsel for the Company, to attend any meeting of the Committee or to meet with any members of, or independent counsel or other experts or advisors to, the Committee.

5. RESPONSIBILITIES

Related Party Transactions

- (a) The Committee is responsible for:
 - (i) Considering, or presenting to the Board for consideration, any material transaction of which it is aware involving the Company and any "related party" as that term is defined in Applicable Laws (each a "Related Party Transaction").
 - (ii) Monitoring any material Related Party Transaction of which it is aware and reporting to the Board on a regular basis regarding the status of any material Related Party Transaction.
 - (iii) If considered advisable, establishing guidelines and parameters within which the Company shall be entitled to engage in Related Party Transactions without the specific prior approval of the Committee or the Board.

Directors

- (b) The Committee is responsible to:
 - (i) Monitor the appropriateness of implementing structures, or of the structures implemented, from time to time to ensure that the Board can function independently of the senior officers of the Company.
 - (ii) Provide an orientation and education program for new directors that are not familiar with the Company and its business and affairs which advises them of (i) the role of the Board and its committees, (ii) the nature of the business and affairs of the Company, and (iii) the contribution which individual directors are expected to make to the Board in terms of both time and resource commitments.
 - (iii) Provide continuing education opportunities to existing directors so that individual directors can maintain and enhance their abilities and ensure that their knowledge of the business and affairs of the Company remains current.

- (iv) Respond to, and if appropriate, authorize requests by, individual directors to engage independent counsel or other experts or advisors at the expense of the Company.
- (v) Review annually, together with the Audit Committee of the Board, the directors' and officers' third-party liability insurance of the Company.

Board Effectiveness

- (c) The Committee should annually assess and report to the Board on the effectiveness of the Board as a whole, its committees and individual directors based upon (i) for directors and committees, the mandate of the Board and the mandate of the applicable committee respectively, and (ii) for individual directors, their respective position descriptions (if any) as well as the skills and competencies which such director is expected to bring to the Board.

Committees

- (d) In consultation with the Chair of the Board and the Lead Director, if any, the Committee should review the composition of the committees of the Board, the performance of the Chairs of such committees and make such recommendations thereon to the Board as considered advisable.

Code of Conduct and Ethics

- (e) With regard to the Code of Business Conduct and Ethics of the Company (the "Code"), the Committee, with management of the Company, should, periodically:
 - (i) review, and recommend to the Board any amendments in respect of the Code and monitor the policies and procedures established by the senior officers to ensure compliance with the Code;
 - (ii) review actions taken by the senior officers to ensure compliance with the Code and the results of the confirmations, and any violations, of the Code;
 - (iii) monitor the disclosure of the Code, any proposed amendments to the Code and any waivers to the Code granted by the Board; and
 - (iv) review the material policies and procedures instituted to ensure that any departure from the Code by a director or senior officer which constitutes a "material change" within the meaning of Applicable Laws is appropriately disclosed in accordance with Applicable Laws.

Remuneration of Senior Officers

- (f) The Committee is responsible for:
 - (i) reviewing and making recommendations to the Board with respect to the compensation policies and practices of the Company;
 - (ii) annually reviewing and recommending to the Board for approval the remuneration of the senior officers of the Company, namely, the Chief

Executive Officer (the "CEO"), the Chief Financial Officer (the "CFO"), any Vice-President and any other employee of the Company having a comparable position as may be specified by the Board (collectively the "Senior Executives"), with such review being carried out in consultation with the CEO, other than the remuneration of the CEO;

- (iii) reviewing the goals and objectives of the CEO for the next financial year of the Company and providing an appraisal of the performance of the CEO following the completion of each financial year;
- (iv) meeting with the CEO on at least an annual basis to discuss goals and objectives for the other Senior Executives, their compensation and performance;
- (v) reviewing and making a recommendation to the Board on the hiring or termination of any Senior Executive or on any special employment contract containing, or including, any retiring allowance or any agreement to take effect, or to provide for the payment of benefits, in the event of a termination or change of control of the Company affecting a Senior Executive or any amendment to any such contract or agreement;
- (vi) making, on an annual basis, a recommendation to the Board as to any incentive award to be made to the Senior Executives under any incentive plan or under any employment contract of a Senior Executive;
- (vii) on an annual basis, comparing the total remuneration (including benefits) and the main components thereof of the Senior Executives with the remuneration of peers in the same industry;
- (viii) annually identifying any risks associated with the compensation policies and practices of the Company that are reasonably likely to have a material adverse effect on the Company, considering the implications of any such risks and, to the extent deemed necessary by the Committee, establishing practices to identify and mitigate compensation policies and practices that could encourage Senior Executives to take inappropriate or excessive risks; and
- (ix) reviewing and making recommendations to the Board with respect to any employment contracts and other contractual arrangements between the Company and senior management of the Company involving compensation, including with respect to severance or termination settlement payments that may be paid to Senior Executives.

Remuneration of Directors

- (g) On an annual basis, the Committee should review and make a recommendation to the Board with respect to the remuneration of directors.

Share Ownership Guidelines

- (h) The Committee should review and make a recommendation to the Board with respect to any share ownership guidelines applicable to the Senior Executives and

the directors and review the shareholdings of the Senior Executives and directors based on such guidelines established from time to time.

Equity Based Compensation Plans

- (i) The Committee is responsible for:
 - (i) ensuring that any required regulatory approval and shareholder approval is obtained for any equity-based compensation plan of the Company;
 - (ii) overseeing the equity-based compensation plans of the Company; and
 - (iii) determining those directors, Senior Executives, other employees and consultants of the Company who are entitled to participate in the equity based incentive plans of the Company, the number of options, common shares or other equity based securities of the Company allocated to each participant under each such plan, if any, the time or times when the ownership of such common shares or other equity based securities will vest for each participant and administer all matters relating to any equity based incentive plan of the Company and any employee bonus plan of the Company to which the Committee has been delegated authority pursuant to the terms of such plan or by a resolution passed by the Board.

Public Disclosure

- (j) The Committee should review, and make a recommendation to the Board with respect to, any disclosure related to executive compensation and corporate governance included in any management information circular of the Company for any meeting of the shareholders of the Company, including the review and approve the statement on executive compensation and the corporate disclosure required by Applicable Laws to be included in the annual management information circular of the Company.

Nominations

- (k) The Committee should:
 - (i) consider from time to time the desirable number of directors of the Company;
 - (ii) identify and recommend to the Company and the Board from time to time proposed nominees to be directors of the Company, based upon the following considerations:
 - (A) the competencies and skills necessary for the Board as a whole to possess,
 - (B) the competencies and skills necessary for each individual director to possess,
 - (C) the competencies and skills which each new nominee to the Board is expected to bring,

- (D) whether each proposed nominee to the Board will be able to devote sufficient time and resources to the Company; and
 - (E) the diversity of the Board; and
- (iii) consider a skills matrix for the Board which should include the competencies and skills which each individual director possesses.

Other Responsibilities

- (l) The Committee should review and assess the adequacy of this mandate periodically and submit any proposed amendments to the Board for consideration. The Committee should review and assess the adequacy of any other mandate, code or policy of the Company as specifically requested by the Board, including, without limitation, assisting with developing, implementing and maintaining appropriate policies with respect to disclosure, confidentiality and insider trading.

6. CHAIR

- (a) The Chair of the Committee should:
- (i) provide leadership to the Committee and oversee the functioning of the Committee;
 - (ii) chair meetings of the Committee, unless not present, including in-camera sessions, and report to the Board following each meeting of the Committee on the activities, and any material recommendations and decisions, of the Committee and otherwise at such times and in such manner as the Chair considers advisable;
 - (iii) ensure that the Committee meets at least twice per financial year of the Company and otherwise as is considered advisable;
 - (iv) in consultation with the Chair of the Board and the members, establish dates for holding meetings of the Committee;
 - (v) ensure that Committee materials are available to any director upon request;
 - (vi) act as liaison and maintain communication with the Chairman of the Board, the Lead Director, if any, and the Board;
 - (vii) report annually to the Board on the role of the Committee and the effectiveness of the Committee in contributing to the effectiveness of the Board;
 - (viii) attend, or arrange for another member of the Committee to attend, each meeting of the shareholders of the Company to respond to any questions from shareholders which may be asked of the Committee; and
 - (ix) perform such other duties as may be delegated to the Chair by the Committee or the Board from time to time.

Approved by the Board of Directors on October 21, 2020