



the INFINIT FOUNDATION

COMPENSATION COMMITTEE CHARTER OF **THE INFINIT FOUNDATION, INC.**

ARTICLE I PURPOSE

The Compensation Committee ("Committee") of The Infnit Foundation, Inc. ("Foundation") is established to oversee and guide the compensation policies of the Foundation. This committee ensures that compensation packages align with the Foundation's mission, goals, and regulatory requirements while reflecting the organization's commitment to fairness, integrity, and stewardship.

ARTICLE II RESPONSIBILITIES

- 1. Compensation Strategy:** Develop and recommend to the Board of Directors comprehensive compensation strategies that attract and retain top talent.
- 2. Executive Compensation:** Review and approve compensation packages for the Foundation's executives, including salaries, bonuses, and incentive plans.
- 3. Performance Metrics:** Establish performance-based incentives that support the Foundation's long-term goals.
- 4. Regulatory Compliance:** Ensure all compensation programs comply with applicable laws and regulations.
- 5. Review and Evaluation:** Periodically review compensation policies and practices to ensure they are effective in achieving the Foundation's objectives.

ARTICLE III

COMPOSITION AND STRUCTURE

The Committee will consist of no fewer than 3 members and no more than 12, appointed by the Board of Directors. All members must qualify as independent directors and possess knowledge in compensation, finance, or human resources.

ARTICLE IV

PROCEDURES

- 1. Meetings:** The Committee shall meet at least once a year, with additional meetings as required to fulfill its duties.
- 2. Reporting:** Regular reports will be made to the Board of Directors following each committee meeting, outlining recommendations and any significant changes proposed.
- 3. Decision Making:** Decisions are reached through consensus or majority vote, with all decisions being documented and included in the minutes of each meeting.

ARTICLE V

AMENDMENTS

This charter may be amended or revised by the Board of Directors to reflect changes in the strategic direction of the Foundation or in response to legislative changes affecting compensation practices.

ARTICLE VI

ADOPTION OF THE COMPENSATION COMMITTEE CHARTER

This charter has been approved and adopted by the Board of Directors of The Infnit Foundation, Inc. on April 26th, 2024, signifying the commitment to ethical leadership and effective governance.