

short-term incentives, long-term incentives, benefits and perquisites. Amounts paid to Meridian for these services during fiscal year 2014 was di minimis. Meridian did not provide any other services to the Company.

In order to ensure that any remuneration recommendations made by Meridian were free from undue influence by management, the Remuneration and Nominations Committee engaged Meridian and any advice, work or recommendations made by Meridian were provided to the committee chairman.

Elements of Remuneration

| | Component | Description |
|----------------------------|---|---|
| Cash Remuneration | Base Salary (Fixed) | Competitive pay to attract and retain talented executives. |
| | Short-Term Incentives (Performance Based) | Annual incentive plan designed to provide executives with an opportunity to earn an annual cash incentive based on Company financial and operational performance. |
| Equity Remuneration | Long-Term Incentives (Performance Based) | Restricted share awards that are tied to achievement of specific performance metrics, intended to reward strong, sustained underlying share value, and reward increasing shareholder value. Equity awards further align the interests of our executives with those of our shareholders. |
| Other Benefits | Health and Welfare Benefit Plans (Other) | Executives are eligible to participate in health and welfare benefit plans generally available to other employees. |

Base Salary

Base salaries for executives recognize their qualifications, experience and responsibilities as well as their unique value and historical contributions to Sundance. In addition to being important to attracting and retaining executives, setting base salaries at appropriate levels motivates employees to aspire to and accept enlarged opportunities. We do not consider base salaries to be part of performance-based remuneration. In setting the amount, the individuals' performance is considered as well as the length of time in their current position without a salary increase.

2013 Base Salaries and 2014 Salary Adjustments

| Name | Title | 2014 Salary | 2013 Salary | % Change | Rationale |
|--------------------|-----------------------------------|-------------|-------------|----------|---|
| E. McCrady | MD/CEO | \$370,000 | \$275,000 | 35 % | Mr. McCrady's salary was increased effective January 2014 reflecting his significant contribution to our performance and to bring his pay closer to the 25 th percentile of the Company's U.S. and Australian market peer group. This is Mr. McCrady's first base pay increase since 2011. |
| C. Anderson | CFO | \$295,000 | \$225,000 | 31 % | Ms. Anderson's salary was increased effective January 2014 to bring her closer to the 50 th percentile of the Company's U.S. market peer group. This is Ms. Anderson's first base pay increase since 2011. |
| G. Ford | VP of Exploration and Development | \$295,000 | \$230,000 | 28% | Ms. Ford's salary was increased effective January 2014 to bring her closer to the 50 th percentile of the Company's U.S. market peer group. This is Ms. Ford's first base pay increase since 2011. |