

Northgate Minerals Corporation

Compensation and Corporate Governance Committee Charter

This charter (the “Charter”) sets forth the purpose, composition, responsibilities, duties, powers and authority of the Compensation and Corporate Governance Committee (the “Committee”) of the Board of Directors (the “Board”) of Northgate Minerals Corporation (“Northgate”).

1. Purpose

The purpose of the Committee is to assist the Board in fulfilling its oversight responsibilities with respect to:

- establishment of compensation policies, including all incentive and equity based compensation plans;
- establishment of corporate goals and objectives relevant to Chief Executive Officer and senior executive compensation;
- evaluation of Chief Executive Officer’s performance and determination of the Chief Executive Officer and senior executive compensation;
- evaluation of the performance of senior management;
- evaluation of succession plans for the CEO and CFO;
- compensation of directors;
- developing and updating corporate governance guidelines and principles for Northgate;
- identifying individuals qualified to be nominated as members of the Board;
- structure and composition of Board committees; and
- evaluating the performance and effectiveness of the Board.

2. Composition and Membership

- (a) The Board will appoint the members (“Members”) of the Committee after the annual general meeting of shareholders of Northgate. The Members will be appointed to hold office until the next annual general meeting of shareholders of Northgate or until their successors are appointed. The Board may remove a Member at any time and may fill any vacancy occurring on the Committee. A Member may resign at any time and a Member will cease to be a Member upon ceasing to be a director.
- (b) The Committee will consist of at least three directors that meet the criteria for independence established by applicable laws and the rules of the stock exchanges upon which Northgate’s securities are listed.
- (c) All Members will have a general familiarity with executive compensation and corporate governance matters.
- (d) The Board will appoint one of the Members to act as the Chairman of the Committee. The secretary of Northgate (the “Secretary”) will be the secretary of all meetings and will maintain minutes of all meetings and deliberations of the Committee. In the absence of the Secretary at any meeting, the

Committee will appoint another person who may, but need not, be a Member to be the secretary of that meeting.

3. Meetings

- (a) Meetings of the Committee will be held at such times and places as the Chairman may determine, but in any event not less than two (2) times per year. Twenty-four (24) hours advance notice of each meeting will be given to each member orally, by telephone, by facsimile or email, unless all Members are present and waive notice, or if those absent waive notice before or after a meeting. Members may attend all meetings either in person or by conference call.
- (b) The Chairman, if present, will act as the Chairman of meetings of the Committee. If the Chairman is not present, then the Members present may select one of their number to act as Chairman of the meeting.
- (c) A majority of Members will constitute a quorum for a meeting of the Committee. Each Member will have one vote and decisions of the Committee will be made by an affirmative vote of the majority. The Chairman will not have a deciding or casting vote in the case of an equality of votes. Powers of the Committee may also be exercised by a written resolution signed by all Members.
- (d) The Committee may invite from time to time such persons as it sees fit to attend its meetings and to take part in the discussion and consideration of the affairs of the Committee. The Committee will meet in camera without management at each meeting of the Committee.
- (e) In advance of every regular meeting of the Committee, the Chairman, with the assistance of the Secretary, will prepare and distribute to the Members and others as deemed appropriate by the Chairman, an agenda of matters to be addressed at the meeting together with appropriate briefing materials. The Committee may require officers and employees of Northgate to produce such information and reports as the Committee may deem appropriate in order for it to fulfill its duties.

4. Duties and Responsibilities of the Committee Chair

The Chair of the Committee is responsible for:

- (a) Convening Committee meetings and designating the times and places of those meetings.
- (b) Ensuring Committee meetings are duly convened and that quorum is present when required.
- (c) Working with management on the development of agendas and related materials for the Committee meetings.
- (d) Ensuring Committee meetings are conducted in an efficient, effective and focused manner.
- (e) Ensuring the Committee has sufficient information to permit it to properly make decisions when decisions are required.
- (f) Providing leadership to the Committee and assisting it in reviewing and monitoring its responsibilities.
- (g) Reporting to the Board on the deliberations and recommendations of the Committee.
- (h) Monitoring compliance by the Committee with its duties and responsibilities as contained in this Charter.

5. Duties and Responsibilities of the Committee

The Committee will have the following duties and responsibilities:

- (a) Performance Objectives: annually review the Chief Executive Officer's and the senior executives' performance objectives and, in the Committee's discretion, recommend any changes to the Board for consideration;
- (b) Evaluation of Performance: annually review and evaluate the Chief Executive Officer's performance in light of pre-established performance objectives and report its conclusions to the Board;
- (c) Chief Executive Officer Compensation: annually review the Chief Executive Officer's compensation and, in the Committee's discretion, recommend any changes to the Board for consideration;
- (d) Executive Management Compensation: annually review the Chief Executive Officer's recommendations for the senior executives' compensation and, in the Committee's discretion, recommend any changes to the Board for consideration;
- (e) Compensation Policies: ensure compensation policies for the Chief Executive Officer and the senior executives:
 - i. properly reflect their respective duties and responsibilities;
 - ii. are competitive in attracting, retaining and motivating people of the highest quality;
 - iii. aligns the interests of the Chief Executive Officer and the senior executives with those of the Northgate shareholders; and
 - iv. are based on established corporate and individual performance objectives;
- (f) Directors' Compensation: annually review directors' compensation and, in the Committee's discretion, recommend any changes to the Board for consideration;
- (g) Compensation Disclosure: review all annual executive compensation disclosure prior to being publicly released;
- (h) Corporate Governance Practices: annually review Northgate's Board Mandate, Position Descriptions for the Chairman and Chief Executive Officer, Committee Charters and principal corporate governance policies and practices including the Code of Business Conduct and Ethics and Disclosure Policy and, in the Committee's discretion, recommend any changes to the Board for consideration;
- (i) Nomination of Directors: annually (i) review and assess the size, composition and operation of the Board to ensure effective decision making; (ii) review and assess the size, composition and Chairmen of all Board Committees; (iii) identify and review candidates for appointment or nomination to the Board based upon an assessment of the independence, skills, qualifications and experience of the candidate, and make recommendations to the Board for consideration;
- (j) Board Evaluation: annually conduct, review and report to the Board the results of an assessment of the Board's performance and effectiveness;
- (k) Succession Planning: annually prepare and review a succession plan for the Chief Executive Officer and the Chief Financial Officer of Northgate;
- (l) Investigations: direct and supervise the investigation into any matter brought to its attention within the scope of its duties;
- (m) Governance Disclosure: review and recommend to the Board for approval any governance public disclosure, including the disclosure of governance practices in the management information circular relating to the Annual Meeting of Shareholders; and

- (n) Other Duties: perform such other duties as may be assigned to it by the Board from time to time or as may be required by applicable regulatory authorities or legislation.

6. Reporting

The Chairman will report to the Board at each Board meeting on the Committee's activities since the last Board meeting. The Committee will annually review and approve the Committee's report for inclusion in the management proxy circular. The Secretary will circulate the minutes of each meeting of the Committee to the members of the Board.

7. Access to Information and Authority

The Committee will be granted unrestricted access to all information regarding Northgate and all directors, officers and employees will be directed to cooperate as requested by Members of the Committee. The Committee has the authority to retain, at Northgate's expense, independent legal, financial and other advisors, consultants and experts, to assist the Committee in fulfilling its duties and responsibilities. The Committee has the sole authority to retain and terminate any compensation consulting firm to assist the Committee in reviewing compensation matters, including sole authority to approve the fees and other terms of retention of such consulting firms.

8. Review of Charter

The Committee will annually review and assess the adequacy of this Charter and recommend any proposed changes to the Board for consideration.

Original Approval Date: ●, 2009

Last Revised and Approved: ●, 2009

Approved by: - Compensation and Corporate Governance Committee
- Board of Directors