# EXCO TECHNOLOGIES LIMITED MANAGEMENT INFORMATION CIRCULAR

## **SOLICITATION OF PROXIES**

This management information circular is furnished in connection with the solicitation by the management of Exco Technologies Limited (the "Corporation") of proxies to be used at the annual meeting of shareholders of the Corporation to be held on Wednesday, January 30, 2008, at 4:30 p.m., and at all adjournments thereof, for the purposes set forth in the accompanying notice of meeting. It is expected that the solicitation will be made primarily by mail but proxies may also be solicited personally or by telephone by regular employees of the Corporation. The shareholder materials are being sent to both registered and non-registered owners of the securities. If you are a non-registered owner, and the issuer or its agent has sent these materials directly to you, your name and address, and information about your holdings of securities, have been obtained in accordance with applicable securities regulatory requirements from the intermediary holding on your behalf. The cost of solicitation of proxies will be borne by the Corporation.

#### APPOINTMENT AND REVOCATION OF PROXIES

The persons named in the accompanying form of proxy are directors of the Corporation. A shareholder has the right to appoint a person to represent such shareholder at the meeting other than the persons designated in the accompanying form of proxy. Such right may be exercised by inserting in the space provided the name of the other person the shareholder wishes to appoint. Such other person need not be a shareholder of the Corporation.

To be valid, proxies must be deposited with Equity Transfer and Trust Company 200 University Avenue, Suite 400, Toronto, Ontario, M5H 4H1, not later than the close of business (Toronto time) on January 28, 2008.

A shareholder who has given a proxy has the power to revoke it as to any matter on which a vote shall not already have been cast pursuant to the authority conferred by such proxy and may do so (1) by completing and signing a proxy bearing a later date and depositing it as described above; (2) by depositing an instrument signed (in writing or by electronic signature) by such shareholder or by such shareholder's attorney authorized in writing at the registered office of the Corporation at any time up to and including the last business day preceding the day of the meeting, or any adjournment thereof, at which the proxy is to be used or with the chair of the meeting at the meeting, or (3) in any other manner permitted by law.

## **VOTING OF PROXIES**

The shares represented by the accompanying form of proxy will be voted or withheld from voting in accordance with the instructions of the shareholder on any ballot that may be

called for and, if the shareholder specifies a choice with respect to any matter to be acted upon, the shares will be voted accordingly. If no specification has been made with respect to any such matter, such shares will be voted by the management representatives for the election of directors, for the appointment of auditors and the determination of their remuneration, each as described in this information circular.

The accompanying form of proxy confers discretionary authority upon the management representatives named therein with respect to amendments or variations to matters identified in the notice of meeting and other matters which may properly come before the meeting. At the date of this information circular, the management of the Corporation knows of no such amendments, variations or other matters. If matters which are not known at the date hereof should properly come before the meeting, the form of proxy will be voted on such matters in accordance with the best judgment of the person voting it.

## **VOTING SHARES AND PRINCIPAL HOLDERS THEREOF**

As of the date hereof, the Corporation has outstanding 41,221,176 common shares. Each holder of record of a common share ("Common Share"), as of the close of business on December 14, 2007, (the "Record Date") will be given notice of the meeting and will be entitled to one vote for each Common Share held as of the Record Date on all matters to come before the meeting, or any adjournment thereof.

Corporations owned or controlled by Brian A. Robbins of which the beneficiaries are Brian A. Robbins, his wife and children beneficially own 8,500,546 Common Shares. Brian A. Robbins and his wife also beneficially own an additional 800,612 Common Shares, which together with the Common Shares referred to in the immediately preceding sentence, represent approximately 22.6% of the issued and outstanding Common Shares. In addition, the Corporation has been advised that Howson Tattersall Investment Counsel Limited, a registered investment counsel and portfolio manager, holds, as manager in one or more of its pension fund and mutual fund clients' accounts, 6,506,530 Common Shares, representing approximately 15.8% of all the issued and outstanding Common Shares. The Corporation has also been advised that Kernwood Limited, a private investment company controlled by Edward J. Kernaghan, holds 4,770,800 Common Shares representing approximately 11.6% of all the issued and outstanding Common Shares. To the knowledge of the directors or officers of the Corporation, no other person beneficially owns, or exercises control or direction over more than 10% of the issued and outstanding Common Shares.

#### **ELECTION OF DIRECTORS**

The articles of the Corporation provide for a minimum of 3 and a maximum of 15 directors and the Board of Directors is empowered to determine the number of directors from time to time. The Board currently consists of 7 members and at the Board meeting on November 22, 2007 the Board determined that the number of directors to be elected at this meeting would be 6.

The persons named in the enclosed form of proxy intend to vote for the election of the nominees whose names are set forth below. Management does not contemplate that any of the nominees will be unable to serve as a director but, if that should occur for any reason prior to the meeting, the persons named in the enclosed form of proxy reserve the right to vote for

another nominee at their discretion. Each director elected will hold office until the next annual meeting or until his successor is elected or appointed unless his/her office is earlier vacated.

The following summary sets forth the names of all persons proposed to be nominated for election as directors, all other major positions and offices with the Corporation now held by them, their principal occupations, their periods of service as directors of the Corporation and the number of Common Shares of the Corporation beneficially owned, directly or indirectly, or over which control or direction is exercised by each of them. All directors are residents of Ontario, Canada.

Nominee for Election as Director	Director Since	Principal Occupation	Other Positions and Offices Presently Held With Corporation	Common Shares Beneficially Owned or Controlled (4)
Laurie Bennett (1) (2)	January 2005	Corporate Director	None	18,500
Geoffrey F. Hyland (1) (2)	January 2001	Corporate Director	None	141,400
Richard D. McGraw (1) (2) (3)	January 1992	President Lochan Ora Group of Companies	None	163,900
Brian A. Robbins	January 1972	President & Chief Executive Office The Corporation	er None	9,301,158 *
Stephen Rodgers (1) (3) (5)	April 26, 2007	President GS Global Solutions	None	-
Peter van Schaik (2) (3)	October 2006	Founder & Chief Executive Office Van-Rob Inc.	r None	-

- (1) Member of the Audit Committee
- (2) Member of the Human Resources and Compensation Committee
- (3) Member of the Governance and Nominating Committee
- (4) Information as to shares beneficially owned or over which control or direction is exercised is furnished by each director individually and is as of December 10, 2007.
- (5) Prior to Mr. Rodgers occupation with GS Global Solutions he was Vice President Marketing and Business Development for various business units of Magna International since September 2001.

## **APPOINTMENT OF AUDITORS**

The persons named in the enclosed form of proxy intend to vote for the reappointment of Ernst & Young LLP, Chartered Accountants, Toronto, Ontario as auditors of the Corporation to hold office until the next annual meeting of shareholders at a remuneration to be determined by the directors of the Corporation. Ernst & Young LLP were first appointed auditors of the Corporation on January 22, 1992. For the fiscal year ended September 30, 2007, the Corporation incurred \$348,260 in fees from Ernst & Young LLP for audit, audit related, tax and other fees.

<sup>\* 8,500,546</sup> of these shares are held by Corporations owned by or on behalf of Brian A. Robbins and his family. See section headed "Voting Shares and Principal Holders Thereof".

Audit	\$287,500
Audit Related	\$ 37,600
Tax	\$ 11,160
Other	\$ 12,000
Total	\$348,260

## **EXECUTIVE COMPENSATION**

## **Summary Compensation Table**

The following table provides a summary of compensation earned during each of the last 3 fiscal years by the Chief Executive Officer, Chief Financial Officer and the 3 most highly compensated executive officers who served as executive officers of the Corporation at the end of the fiscal year ended September 30, 2007 (the "Named Executive Officers").

	Aı	nnual Compe	ensation	Long-Term Compensation Awards	
V	G-1	<b></b>	Other Annual Compensation	Securities Under Options Granted	All Other Compensation
Year	•			#	
2007	400,000	125,000	80,075	-	
2006	387,031		130,014	100,000	
2005	348,128	366,360	1,145,161 <b>(2)</b>	-	
2007	220,000	110,000	-	10,000	
2006	210,000	110,000	_	10,000	
2005	175,000	90,000	77	10,000	
2007	328,016	137,183	An	8,824	All Million Control Co
2006	313,075	380,574	-	41,322	
2005	268,300	361,482	-	56,877	
2007	290,000	46,806	-	-	
2006	285,000	56,455	-	1,076	
2005	270,000	55,810	-	969	
2007	220,000	110,000	-	10,000	What was a second of the secon
2006	220,000	110,000	-	10,000	
2005	217,500	90,000	44	10,000	
	2006 2005 2007 2006 2005 2007 2006 2005 2007 2006 2007 2006	Year Salary \$ 2007 400,000 2006 387,031 2005 348,128  2007 220,000 2006 210,000 2005 175,000  2007 328,016 2006 313,075 2005 268,300  2007 290,000 2006 285,000 2005 270,000  2007 220,000 2006 220,000	Year         Salary \$ \$         Bonus \$ \$           2007         400,000         125,000           2006         387,031         -           2005         348,128         366,360           2007         220,000         110,000           2006         210,000         110,000           2005         175,000         90,000           2007         328,016         137,183           2006         313,075         380,574           2005         268,300         361,482           2007         290,000         46,806           2006         285,000         56,455           2005         270,000         55,810           2007         220,000         110,000           2006         220,000         110,000	Year         Salary \$         Bonus \$         Compensation (1) \$           2007         400,000         125,000         80,075           2006         387,031         -         130,014           2005         348,128         366,360         1,145,161(2)           2007         220,000         110,000         -           2006         210,000         110,000         -           2005         175,000         90,000         -           2007         328,016         137,183         -           2006         313,075         380,574         -           2005         268,300         361,482         -           2006         285,000         56,455         -           2005         270,000         55,810         -           2007         220,000         110,000         -           2006         220,000         110,000         -	Annual Compensation         Compensation Awards           Year         Salary \$ 8         Bonus \$ \$ \$         Compensation Compensation (1) #         Securities Under Options Granted (2006)           2007         400,000         125,000         80,075         -           2006         387,031         -         130,014         100,000           2005         348,128         366,360         1,145,161(2)         -           2007         220,000         110,000         -         10,000           2006         210,000         110,000         -         10,000           2005         175,000         90,000         -         10,000           2007         328,016         137,183         -         8,824           2006         313,075         380,574         -         41,322           2005         268,300         361,482         -         56,877           2007         290,000         46,806         -         -           2006         285,000         56,455         -         1,076           2005         270,000         55,810         -         969           2007         220,000         110,000         -         10,000

<sup>(1)</sup> The value of annual perquisites and benefits for each of the Named Executive Officers is shown only when the value exceeds the lesser of \$50,000 and 10% of the total annual salary and bonus. Other Annual Compensation for the CEO relates to personal use of the Corporation's aircraft.

<sup>(2)</sup> Included in this amount is \$1,036,541 which represents the taxable benefit on the exercise of stock options (the difference between the market price of the Corporation's shares on the date of exercise and the option exercise price, multiplied by the number of shares purchased).

NB: None of the Named Executive Officers has received any shares or units subject to resale restrictions or LTIP payouts as defined in National Instrument Form 51-102F6 and accordingly the columns have been deleted for presentation purposes.

#### **Executive Contracts**

The Chief financial Officer is the only Named Executive Officer with a written employment contract. This employment contract provides for a base salary of \$220,000.00 plus a discretionary bonus up to a maximum of 50% of the base salary. The employment contract has no fixed term, however, provides for notice, or payment in lieu of notice, in the event of termination without cause in the amount of one month and accrued bonus for every year of service. No change of control provision exists.

## Option Grants During the Most Recently Completed Financial Year

	0	ption Grants During	the 2007 Financia	al Year	
Name	Securities Under Options Granted	% of Total Options Granted to Employees in Financial Year	Exercise or Base Price (\$/Security)	Market Value of Securities Underlying Options on the Date of Grant (\$/Security)	Expiration Date
Brian A. Robbins	100,000	81	4.00	3.85	Nov. 23, 2016
Paul Riganelli	10,000	2	4.00	3.85	May 31, 2012
Jan Tesar	41,322	7	4.00	3.85	Nov. 23, 2016
Paul Robbins	1,076	0.2	4.00	3.85	Nov. 23, 2016
Bonnie Cartwright	10,000	2	4.00	3.85	May 31, 2012

## Aggregated Option Exercises During the Most Recently Completed Financial Year and Financial Year-End Option Values

The following table summarizes for each of the Named Executive Officers, the number of stock options exercised during the financial year ended September 30, 2007, the aggregate value realized upon the exercise and the total number and value of unexercised options held at September 30, 2007.

				Value of Unexercised in- the-Money Options
Name	Shares Acquired On Exercise	Aggregate Value Realized (1)	Unexercised Options at  FY-End  (#) Exercisable/Unexercisable	at FY-End (2) (\$) Exercisable/Unexercisable
Brian A. Robbins	0	0	249,820/100,000	280,716/100,000
Paul Riganelli	0	0	6,000/24,000	2,000/8,000
Jan Tesar	0	0	581,173/84,163	495,432/45,502
Paul Robbins	0	0	86,064/4,732	107,131/775
Bonnie Cartwright	20,000	16,800	28,400/19,600	2,000/8,000

<sup>(1)</sup> Aggregate value realized is the difference between the market value, based on the closing price of the common shares on the Toronto Stock Exchange (the "TSX") on the exercise date and, respectively, the exercise or base price of the option.

<sup>(2)</sup> Aggregate value of unexercised in-the-money options at financial year-end is the difference between the market value of the underlying common shares at financial year-end, based on the closing price of the common shares on the TSX, and, respectively, the exercise or base price of the option.

## **Report on Executive Compensation**

The Human Resources, Compensation and Governance Committee was in existence up to October 12, 2006 and consisted of three directors, Richard D. McGraw (Committee Chairman), Helmut Hofmann, and Geoffrey F. Hyland. On October 12, 2006 this Committee continued as the Human Resources and Compensation Committee ("HRC Committee") and now consists of Geoffrey Hyland (Committee Chair), Peter van Schaik, Richard McGraw and Laurie Bennett. These members are all independent as defined in Multilateral Instrument 52-110. To assist it in achieving its goals, the HRC Committee retained the services of Mercers, a compensation consultant, to review the Corporation's senior executive compensation arrangements during the last fiscal year. The consultant concluded that the Corporation's senior executive compensation arrangements are competitive and reasonable for companies of the Corporation's size and industry type. The consultant concluded that the Corporation's senior executive compensation arrangements were competitive and reasonable. The HRC Committee is responsible for recommending, for approval by the Board of Directors, the remuneration package of the senior officers and business unit managers of the Corporation. remuneration of the senior officers and business unit managers of the Corporation consists of four components: base salary, annual bonus program, long-term stock option program and in certain cases long term incentive arrangements.

## **Base Salary**

The Corporation pays base salaries that the HRC Committee believes are competitive with salaries paid for similar positions within the North American and European marketplace for public companies of relatively comparable size. These salaries are reviewed annually and in certain cases are set for multi year periods.

#### **Annual Bonus Program**

The annual bonus program is designed to compensate business unit managers for the financial performance of the operations for which they are responsible. Accordingly, the annual bonus payable is based upon a percentage of the pre-tax profit of the relevant operation(s). The amount of the bonus increases as the percentage of pre tax profit to sales increases. The annual bonus program varies in detail between segments and divisions to suite particular circumstances but is uniform in basic philosophy and design. The bonus is paid in cash or cash and Options in cases where the bonus exceeds \$50,000. See 'Stock Option Program' below. The Board retains discretion to award cash bonuses in addition to the requirements of the annual bonus program in keeping with its philosophy of ultimate control over executive compensation and the need, from time to time, to deal with exceptional circumstances.

The annual bonus program of the Chief Executive Officer is 3% of the adjusted consolidated pre-tax profit of the Corporation. The adjustment to pre tax profit is in the form of a capital charge. The capital charge consists of the Corporation's percentage cost of borrowing multiplied by the prior year-end shareholders' equity. As a result of the Corporation's performance in 2007 this formula yielded no annual bonus for the Chief Executive Officer. A discretionary bonus was awarded in recognition of significant strategic initiatives taken during the year which were not adequately rewarded by the traditional CEO annual bonus program outlined above.

## **Stock Option Program**

Where the annual bonus payable to business unit managers exceeds \$50,000 the entitled individual is required to accept, in lieu of cash, Options equal to ¼ of the bonus entitlement exceeding \$50,000. These Options are 10-year stock options granted at the market price at the time of grant. The Corporation also retains the discretion to grant options with 5 year duration. This discretion is used from time to time to provide additional long term incentives to key members of management.

The performance of the Corporation and continued growth in the value of its shares is dependent on striking a balance between short-term and long-term objectives. The HRC Committee believes that the remuneration of its senior executives and business unit managers should mirror these objectives. The Committee believes that the Corporation's remuneration package consisting of competitive base salaries, annual bonus program and its stock option plan ("SOP") achieves this goal.

## Long Term Incentive Plan (LTIP)

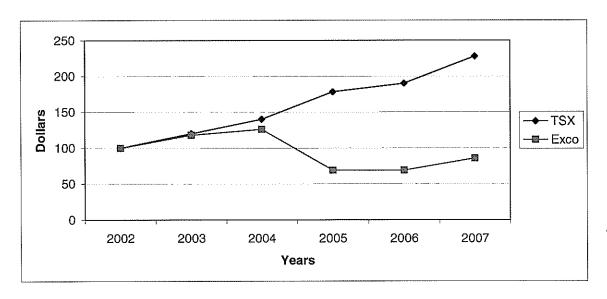
In cases where there are prospects of significant sales growth in the medium term (5 years) the Corporation extends to those business unit managers bonuses based on achieving certain sales and earnings (before interest, taxes and depreciation) ("EBITDA") targets. The size of the bonus increases with the growth in sales and EBITDA achieved in the 5<sup>th</sup> year after the grant of the LTIP. The LTIP bonus can be paid in cash or 50% cash and 50% Exco stock and is in all cases capped. No Named Executive Officer has a LTIP.

Submitted by the Human Resources, Compensation and Governance Committee of the Board of Directors.

Geoffrey Hyland - Chairman Laurie Bennett Richard McGraw Peter van Schaik

## **PERFORMANCE GRAPH**

The following graph illustrates the five-year cumulative total shareholder return (assuming reinvestment of dividends) of a \$100 investment in shares on September 30, 2007 compared with the return on the S&P/TSX Composite Index.



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	Sept 30/02	Sept 30/03	Sept 30/04	Sept 30/05	Sept 29/06	Sept 28/07
TSX	100	120	140	178	190	228
Exco	100	118	126	69	69	86

#### **COMPENSATION OF DIRECTORS**

In fiscal 2007, each director who was not an employee of the Corporation (an 'Eligible Director') was paid as remuneration for services as a director of the Corporation the amounts set forth below:

Annual Board Retainer	\$22,500 and \$10,000 DSU allocation
Annual Board Chair Retainer	\$15,000
Annual Audit Chair Retainer	\$7,500
Annual Governance & Nominating	
Committee Chair	\$5,000
Annual HRC Chair	\$5,000
Board Meeting – Attendance	\$1,500
Committee Meeting – Attendance	\$1,500

Effective October 1, 2006 the Annual Board Retainer was raised to \$22,500 and an annual fee of \$5,000 was approved for the Chair of the Governance and Nominating Committee. The total amount of directors fees paid to Eligible Directors during fiscal 2007 was \$245,875.

The directors, other than Brian A. Robbins, hold in the aggregate 55,000 stock options pursuant to the Corporation's SOP. The Board on January 26, 2005 amended the SOP to ensure that at no time will the aggregate of stock options held by all Eligible Directors exceed 1% of the Corporations issued and outstanding stock. On November 18, 2005 the Board adopted a Deferred Share Unit Plan ("DSU Plan") for Eligible Directors. The deferred share units will be redeemed by the Corporation in cash payable after the Eligible Director departs from the Board. The DSU Plan has replaced the past practice of granting Eligible Directors stock options under the SOP. No options under the SOP have been granted to Eligible Directors during the 2007 fiscal year.

Securities Authorized for Issuance Under Equity Compensation Plans

	Number of Securities to be Issued Upon Exercise of Outstanding Options	Weighted-Average Exercise Price of Outstanding Options	Number of Securities Remaining Available for Future Issuance Under Equity Compensation Plans (excluding securities reflected in column (a))
Plan Category	(a)	(b)	(c)
Equity compensation plan approved by security holders (stock option plan)	2,410,849	\$4.50	522,517
Equity compensation plan approved by security holders (employee share purchase plan)	319,464	\$4.04	198,392
Equity compensation plans not approved by security holders	nil	nìl	nil
Total	2,730,313	\$4.45	720,909

## **DESCRIPTION OF EQUITY COMPENSATION PLANS**Stock Option Plan

Pursuant to the terms of the Corporation's SOP, the Board of Directors is authorized to issue options to officers and employees to acquire common shares at such prices as the Board may determine, provided the price is less than the minimum price permitted by the Toronto Stock Exchange. Directors who are not officers are not eligible to receive stock options under the SOP. At present the Toronto Stock Exchange requires the price to be no less than the weighted average price of the last 5 trading days before the day of the grant by the Board.

Options granted under the SOP must expire no later than 10 years after the date of grant and are not transferable or assignable other than by will or other testamentary instrument or the laws of succession. Options vest at the rate of 20% per annum. If a participant under the SOP is dismissed for cause, all unexercised options of the participant immediately terminate. If a participant under the SOP ceases to be a director, officer or employee of the Corporation or its subsidiaries, each option held by such participant will cease to be exercisable 30 days thereafter. If a participant under the SOP dies, the legal representative of the participant may exercise the participant's options for a period of 6 months following the date of the participant's death, but only up to the original option expiry date. The Board retains discretion to extend these time limits.

The SOP provides that the number of common shares reserved for issuance to any one person under the Plan may not exceed 5% of the outstanding common shares at the relevant time. It also provides no option will be granted to non employee Directors if the grant would result in the number of shares reserved for issuance for all non employee Directors collectively would exceed 1% of the number of issued and outstanding shares at the proposed time of grant.

At the time the SOP was established, 820,177 common shares were reserved for issuance. Adjustments were made for a stock split in 1998 (3 for 2) and a stock dividend in 2003 (2 for 1). Additional stock was reserved thereafter. Most recently, in January 2005

shareholders approved an amendment to the SOP to increase the number of common shares reserved thereunder by 760,000 to 6,080,118. The SOP provides that the Board may amend it with the prior approval of the Toronto Stock Exchange. The Corporation does not provide financial assistance in connection with the exercise of options under the SOP but retains the discretion to do so in appropriate circumstances.

At fiscal year-end, the Corporation has options outstanding under the SOP to purchase 2,410,849 common shares at exercise prices ranging from \$3.00 to \$7.60 per share, representing 5.8% of the Corporation's outstanding common shares. 522,517 common shares (representing 1.3% of outstanding common shares) are available for future grants under the SOP as set forth in the table below:

Common Shares currently reserved:	6,080,118
Common Shares previously issued on exercise of options:	3,146,752
Common Shares reserved for issue pursuant to outstanding options:	2,410,849
Common Shares available for future options:	522,517

## **Employee Payroll Deduction Share Purchase Plan**

The Corporation maintains an employee payroll deduction stock purchase plan ("ESP Plan"). Funds are deducted from participant wages and used to exercise options. If the options are not exercised by the participant the Corporation returns the funds plus interest to the participant. The Board of Directors is authorized to issue options to acquire common shares at prices equal to the weighted average of trading prices on the TSX on the last five trading days before the date of grant.

Options granted under the ESP Plan must expire no later than 1 year after the date of grant and are not transferable or assignable. Options can only be exercised on a date determined by the Corporation, usually a year after the date of grant. If a participant under the ESP Plan is terminated for whatever reason, including death, the balance of accumulated funds will be immediately refunded together with interest and the option cancelled.

The ESP Plan provides that no insiders of the Corporation or employees with less than three months seniority may participate in the ESP Plan.

At the time the ESP Plan was established, 100,000 common shares were reserved for issuance. Adjustments were made for a stock split in 1998 (3 for 2) and a stock dividend in 2003 (2 for 1). Additional stock was reserved thereafter. Most recently, in January 2005, shareholders approved an amendment to the ESP Plan to increase the number of common shares reserved thereunder by 266,122 to 1,500,000. The ESP Plan provides that the Board may amend it with the prior approval of the Toronto Stock Exchange. The Corporation does not provide financial assistance in connection with the exercise of options under the ESP Plan but retains the discretion to do so in appropriate circumstances.

At fiscal year-end, the Corporation has options outstanding under the ESP Plan to purchase 319,464 common shares at exercise price of \$4.04 per share, representing less than 1% (0.008) of the Corporation's outstanding common shares. 198,392 common shares (representing less than 1% [0.005]) of outstanding common shares) are available for future grants under the ESP Plan as set forth in the table below:

Common Shares currently reserved:	1,500,000
Common Shares previously issued on exercise of options:	982,144
Common Shares reserved for issue pursuant to outstanding options:	319,464
Common Shares available for future options:	198,392

## **NORMAL COURSE ISSUER BID**

On May 8, 2007 the Toronto Stock Exchange approved the Corporation's request to renew its normal course issuer bid. During the fiscal year the Corporation purchased 156,700 common shares at an average price of \$3.86 per share. All shares have been cancelled. Since year end the Corporation has purchased an additional 111,400 shares at an average price of \$3.63 per share, which will also be cancelled. The normal course issuer bid expires on May 7, 2008 and may be renewed at that time for another year if the Board so determines and subject to the approval of the Toronto Stock Exchange.

#### MANAGEMENT CONTRACTS

The Corporation has entered into a management contract with WS Enterprises Inc. and William Schroers for management services relating to the Automotive Solutions segment. Both parties are domiciled in the State of Michigan, USA. The amount paid to WS Enterprises Inc. under this contract by the Corporation for the fiscal year ended September 30, 2007 was US\$589,705 and 55,044 options under the Corporation's SOP. There is no indebtedness owing to the Corporation by parties to this management contract. This contract also contains a long-term incentive plan which may in 2010 entitle the consultant to a payment (see Long Term Incentive Plan).

#### **DIRECTORS' AND OFFICERS' LIABILITY INSURANCE**

The Corporation has taken out directors' and officers' liability insurance in an amount of U.S. \$10,000,000 for annual premiums of approximately U.S. \$48,600. The Corporation will pay the first U.S. \$100,000 of any claim made under the policy.

## REPORT ON CORPORATE GOVERNANCE

All directors other than Mr. Robbins, who is the President and CEO of the Corporation and who holds in excess of 10% of the Corporation's issued and outstanding shares, are independent within the meaning of Section 1.4 of MI 52-110. Accordingly a majority of the directors, including the Chairman, are independent. A description of the Chairman's role is set out in Schedule A hereto. Several directors are presently directors of other public companies, however, no conflicts exist. Below are the public company directorships currently held by the Corporation's directors.

Directors	Public Companies
Newyana Transition of the Authority of t	
Brian A. Robbins	Heroux-Devtek Inc. (TSX: HRX)
	Air Boss of America Corp. (TSX: BOS)
Stephen Rodgers	Zenn Motor Corporation (TSXV:ZNN)
Ralph Zarboni	BAM Investments Corp. (TSX: BNB)
Geoffrey F. Hyland	Fortis Inc. (TSX: FTS)
,	Enerflex Systems Income Trust (TSX: EFXUN)
	Shawcor Ltd. (TSX: SCL)
	SCITI Total Return Trust (TSX: STF.UN)
Richard D. McGraw	Vitran Corporation (NASDAQ: VTNC)
	(TSX: VTN)
	Zenn Motor Corporation (TSXV: ZNN)
	Outdoor Partners Media Corp. (TSXV: OPX)
	Bayview Public Ventures Inc. (CNDX; BPV-P.V)

During the 2007 Fiscal year five Board meetings, including four regular quarterly meetings and one budget meeting, were held. Independent directors convene *in camera* meetings at the end of each Board meeting. Non-independent directors and members of management are not in attendance at these *in camera* sessions. In Fiscal 2007 *in camera* meetings took place at all Board meetings. The following table outlines the attendance, in person or by telephone, of directors at Board meetings in Fiscal 2007.

	Meetings Attended
Stephen Rodgers*	2 of 2
Peter van Schaik**	3 of 4
Richard D. McGraw	5 of 5
Brian A. Robbins	5 of 5
Ralph J. Zarboni	5 of 5
Laurie Bennett	5 of 5
Geoffrey Hyland	5 of 5

<sup>\*</sup>Mr. Rodgers joined the Corporation's board in the third quarter of the fiscal year (April 26, 2007).

The Board has a written charter, the text of which is set forth in Schedule A hereto. The Corporation has also developed a position description for the Chairman and the President and Chief Executive Officer which are set forth in Schedule A.

Orientation of new directors is accomplished by ensuring that they attend at the Corporation's various production facilities and meet local management. Meetings with the Corporation's executives ensure that new directors are aware of the Corporation's policies, practises and major business issues. Given that the Corporation's directors are accomplished business executives who are generally engaged in the broader business community the Corporation does not have a formal continuous education policy. The Corporation does however make the Board and committees aware of emerging governance, legal and financial reporting issues that are relevant to the Corporation's affairs.

The Corporation has adopted a written code of conduct ('Code') for directors and employees of the Corporation. All directors shall receive a copy of the Code each year. Employees of the Corporation can obtain a copy from management at their place of work. The Board relies primarily on feedback from management, the Corporation's outside auditors and the whistleblower hotline in order to detect and deal with any infractions of the Code. A copy of the Code is also available on the SEDAR website. Directors who have any interest in any

<sup>\*\*</sup>Mr. van Schaik joined the Corporation's board in the first quarter of the fiscal year (October 12, 2006).

potential transaction or contract being considered by the Corporation are required to declare their interest in the matter and refrain from voting thereon.

The Corporation has 3 standing committees. These are the Audit Committee, the Human Resources and Compensation Committee and the Governance and Nominating Committee. These committees consist exclusively of independent directors. For Committee membership please see "Election of Directors". For further information regarding the composition and qualifications of the Audit Committee please see the Corporation's 2007 Annual Information Form, section "Audit Committee Composition and Qualifications".

The full Governance and Nominating Committee is responsible for reviewing, assessing and ultimately recommending to the Board suitable candidates for Board membership. The Chairman of the Board is ultimately responsible for initiating any Board changes. The HRC Committee is responsible for initiating, reviewing and recommending to the Board compensation arrangements for directors and officers. The Board is ultimately responsible for adopting these recommendations if it deems fit to do so.

The Board also has conducted regular assessments of its effectiveness and the effectiveness of individual directors through confidential surveys conducted by the HRC Committee.

#### **GENERAL**

Information contained herein is given as of December 10, 2007. The management of the Corporation knows of no matter to come before the annual meeting of shareholders other than the matters referred to in the notice of meeting. The contents and the sending of this management information circular have been approved by the Board of Directors of the Corporation.

Additional financial information is provided in the Corporation's comparative financial statements and Management Discussion & Analysis for Fiscal 2007. Further information relating to the Corporation is available on SEDAR at 'www.sedar.com'. Security holders may request copies of the Corporation's financial statements and management discussion and analysis for fiscal 2007 by contacting the Corporation at its corporate offices at 130 Spy Crt., 2<sup>nd</sup> Floor, Markham, Ontario, L3R 5H6, Phone 905-477-3065, Fax 905-477-2449.

Toronto, Ontario December 10, 2007 Paul Riganelli VP Finance, CFO & Secretary

#### Schedule A

#### Role of the Chairman of the Board

The Chairman of the Board of Directors (the "Board") of Exco Technologies Limited manages the business of the Board and ensures that the Board and its committees are effectively carrying out the functions identified. In addition to ensuring the operation of the Board, the Chairman performs the following functions:

- 1. in consultation with the President, Chief Executive Officer & CFO prepares the agenda for each meeting of the Board;
- 2. ensures that all directors receive the information required for the proper performance of their duties
- 3. ensures that the appropriate committee structure is in place and makes initial recommendations for appointment to such committees;
- 4. in consultation with the Chair of the Human Resource and Governance Committee, ensures that an appropriate system is in place to evaluate the performance of the Board as a whole, the Board's committees and individual directors, which may include the use of director questionnaires and interviews of each director on his or her performance, and makes recommendations for changes when appropriate; and
- works with the President, Chief Executive Officer and senior management to monitor progress on strategic planning, policy implementation and succession planning.

#### Role of the President and Chief Executive Officer

The President and Chief Executive Officer ("CEO") of Exco Technologies Limited (the "Company") provides leadership of the Company and, subject to approved policies and direction by the Board of Directors (the "Board"), manages the business and affairs of the Company and oversees the execution of its strategic plan. In addition, to managing the business and affairs of the Company, the CEO performs the following functions:

- presents to the Board for approval a strategic plan for the Company including the strategies to achieve that plan, the risks and alternatives to these strategies and specific steps and performance indicators, which will enable the Board to evaluate progress on implementing such strategies;
- proposes to the Board for approval annual capital and operating plans to implement the Company's strategies together with key financial and other performance goals for the Company's activities and reports regularly to the Board on the progress against these goals:
- 3. acts as primary spokesperson for the Company and all its stakeholders;
- assesses the senior management of the Company and provides for the orderly succession of senior management including the recruitment, training and development required;
- 5. recommends to the Board the appointment or termination of any officer of the Company other than the Chair;
- together with the Company's Chief Financial Officer, establishes and maintains disclosure controls and procedures, and internal
  controls and procedures for financial reporting appropriate to ensure the accuracy and integrity of the Company's financial reporting
  and public disclosures; and
- 7. ensures that the Company is in full compliance with applicable laws and regulations and with its own policies.

#### **Board of Directors Charter**

#### 1. Role of the Board

The Board of Directors of Exco Technologies Ltd. (the "Company") is elected by the Company's shareholders to supervise directly and through its committees, the management of the business and affairs of the Company, which are conducted by its officers and employees under the direction of the President and Chief Executive Officer ("CEO").

The primary stewardship responsibility of the Board of the Company is to ensure that Management conducts the business and affairs of the Company with the main objectives to enhance shareholder value in a manner that recognizes the concerns of other stakeholders in the Company, including its employees, suppliers, customers and the communities in which it operates, to continuously improve the Company's performance and quality of its products and services, and to ensure its continuous growth and development.

#### 2. Duties and Responsibilities of the Board

The Board shall meet regularly to review reports by management on the performance of the Company. In addition to the general supervision of Management, the Board performs the following functions:

- a) strategic planning -overseeing the strategic planning process within the Company and reviewing, approving and monitoring the Company's strategic plan, including fundamental financial and business strategies and objectives, taking into account, among other things, the opportunities and risks of the business, market and product global trends, and growth potential;
- risk assessment monitoring and assessing the principal risks of the Company's business and ensuring the implementation of appropriate systems to manage these risks;
- c) integrity of CEO and other executive officers –to the extent feasible, satisfying itself as to the integrity of the CEO and other executive officers and satisfying itself that the CEO and other executive officers create a culture of integrity throughout the organization.
- d) senior management overseeing the selection, evaluation and compensation of the CEO and senior management and monitoring succession planning;
- maintaining integrity -reviewing and monitoring the controls and procedures within the Company to maintain the integrity and accuracy
  of its financial reporting, internal controls, disclosure controls, management information systems and compliance with its Conflict of
  Interest Policy.
- expectations -cnsuring that its expectations of Management are understood, that the appropriate matters come before the Board and that the Board is kept informed of shareholder feedback
- g) CEO -reviewing and approving, upon the recommendation of the Human Resource and Compensation Committee ('HRC Committee'), the appointment, compensation, and performance of the CEO and the succession plan for him and senior managers;
- h) Selection of Board nominees -selecting, upon the recommendation of the Governance and Nominating Committee nominees for election as directors;
- Compensation of non-management directors -reviewing and approving upon the recommendation of the HRC Committee, the
  compensation of non-management directors, and ensuring that their compensation adequately reflects the risks and responsibilities, and time
  commitment involved in being an effective director;
- j) Independent functioning -ensuring that appropriate structures and procedures are in place so that the Board and its committees can function independently of Management.
- Approval of key policies -reviewing and approving the key policy statements developed by Management for issues such as conflicts of interest, compliance, communications, environment, health and safety, and public disclosure;
- Approval of disclosure documents -reviewing and approving the contents of the annual information form, annual and quarterly
  management's discussion and analysis, press releases in connection with quarterly and annual financial results and the corresponding
  financial statements, and the management proxy circular;
- m) Approval of financial activities- reviewing and approving significant capital expenditures, raising of capital, significant loans and other major financial activities;
- n) Approval of significant operations -reviewing and approving significant reorganizations, restructuring, acquisitions, and divestitures; and

 Corporate governance monitoring –developing and monitoring, through the Governance and Nominating Committee, the systems of corporate governance of the Company.

#### 3. Composition and Procedures

- a) Size of Board and selection process The size of the Board must be sufficient in number to ensure diversity of skills and perspectives and to provide useful experience to the Board supervising the management of the Company as well as to staff on the various Board committees, while allowing the Board to function efficiently and effectively. The Board reviews and approves the choice of candidates for nomination and election by the shareholders. Between annual meetings, the Board may appoint directors to service until the next annual meeting.
- b) Qualifications -Directors should have the highest personal and professional ethics and values and be committed to advancing the best interests of the shareholders of the Company. They should possess skills and competencies in areas that are relevant to the Company's activities, solid business experience, good judgment, integrity, financial literacy and the ability to allocate the necessary time and effort to perform Board and committees duties. A majority of the Board shall be composed of independent directors within the meaning of section 1.4 of Multilateral Instrument 52-110 Audit Committee.
- c) Chairman of the Board -The Board shall appoint a director to be Chairman of the Board. At all times the same person may not occupy the position of Chairman of the Board and of President and/or CEO.
- d) Director orientation -Management is responsible for providing an orientation and education program for new directors with a view to ascertaining that all new directors fully understand the role of the Board and its committees, as well as the contribution individual directors are expected to make (including, in particular, the commitment of time and energy that the Company expects from its directors), and the nature and operation of the Company's business.
- e) Meetings -The Board has at least five scheduled meetings a year. Additional meetings may be held when required. The Board is responsible for its agenda. Materials for each meeting will be distributed to the directors in advance of the meetings. At each of the five scheduled meetings, the final agenda item is an "in-camera' session which excludes management and non independent directors.
- f) Committees -The Board has established three standing committees to assist the Board in discharging its responsibilities: the HRC Committee, the Governance and Nominating Committee and the Audit Committee. Special committees may be established from time to time to assist the Board in connection with specific matters. The chair of each committee reports to the Board following meetings of the committee.
- g) Evaluation -The HRC Committee bears the responsibility to assess the Board's performance as a whole as well as that of individual directors, the committees of the Board and the contributions of individual directors.
- h) Compensation -The HRC Committee recommends to the Board the compensation for non-management directors. In reviewing the adequacy and form of compensation, the committee seeks to ensure that the compensation reflects the responsibilities and risks involved in being a director of the Company and aligns the interests of the directors with the best interests of the shareholders.
- Access or independent advisors the Board, any committee and/or any director may at any time retain outside financial or legal advisors at the expense of the Company. The retention and the terms and conditions of the retention of external advisors shall receive prior approval by the HRC Committee.