



## COMPENSATION COMMITTEE CHARTER

- I. **Purpose of Committee.** The Compensation Committee (the “Committee”) is appointed by the Board of Directors (the “Board”) of Investors Title Company (the “Company”) for the primary purposes of reviewing and overseeing Company compensation policies and their application to members of the Board and the executive officers of the Company.
- II. **Organization.** The Committee will be composed of at least three Directors. Information regarding Committee member qualifications, Committee member appointment and removal, committee structure and operations, and Committee reporting to the Board are set forth in the Company’s Board of Directors Standard Committee Charter Provisions.
- III. **Duties and Responsibilities.** The committee’s duties and responsibilities are set forth below.
- A. **General.** In general the Committee is responsible for:
1. approving compensation principles that apply generally to Company employees;
  2. making recommendations to the Board with respect to incentive compensation plans and equity-based plans;
  3. administering and otherwise exercising the various authorities prescribed for the Committee by the Company’s stock option and restricted stock plans;
  4. performing any other activities that the Committee deems appropriate, or that are requested by the Board, consistent with this Charter, the Company’s By-laws, and applicable laws and regulations; and
  5. reviewing this Charter at least annually to ensure that it is effective and in compliance with applicable laws and regulations and recommending any changes to the Board.
- B. **Executive Officers.** With respect to the Company’s executive officers, the Committee is responsible for:
1. reviewing and approving corporate goals and objectives relevant to the compensation of the Executive Officers;
  2. evaluating the performance of the Executive Officers in light of the approved corporate goals and objectives;
  3. reviewing and determining, or recommending to the full Board for its determination, each element of compensation for the Executive Officers.
- NOTE:** The Chief Executive Officer of the Company may not be present during voting or deliberations with respect to his or her compensation.
- C. **Disclosure of Executive Compensation.** With respect to executive compensation disclosure, the Committee is responsible for:
1. Reviewing and discussing with management the Compensation Discussion and Analysis (“CD&A”) section of the Company’s proxy statement.
  2. Preparing a Compensation Committee Report stating that the Committee has (a) reviewed and discussed the CD&A with management, and (b) based on such review and discussions, recommended to the Board that the CD&A be included in the Company’s proxy statement and Form 10-K.