

## **LARAMIDE RESOURCES LTD.**

### **REMUNERATION POLICY**

Laramide Resources Ltd. (“Laramide” or the “Company”) chooses to remunerate and reward its directors, officers and employees in accordance with the following policy.

Emoluments of Directors and senior executives are set by reference to payments made by other companies of similar size and industry, and by reference to the skills and experience of the Directors and executives. Details of the nature and amount of emoluments of each Director of the Company are disclosed annually in the Company’s Annual Information Form.

#### **Non Executive Director**

The Company’s policy is to remunerate non executive directors at market rates (for comparable companies) for time, commitment and responsibilities. Fees for non-executive directors are not linked to the performance of the Company. Given the Company’s stage of development, activities and financial restrictions, the Company may consider it appropriate to issue stock options to non-executive directors, subject to obtaining the relevant approvals. This Policy is subject to annual review. All of the directors' option holdings are fully disclosed.

#### **Executives Directors and Senior Executives**

Executive pay and reward consists of a base salary and performance incentives. Long term performance incentives may include options granted at the discretion of the Board and subject to obtaining the relevant approvals. The grant of options is designed to recognise and reward efforts as well as to provide additional incentive and may be subject to the successful completion of performance hurdles.

Executives are offered a competitive level of base pay at market rates (for comparable companies) and are reviewed annually to ensure market competitiveness.

Executives are prohibited from entering into transactions or arrangements which limit the economic risk of participating in unvested entitlements.

#### **Laramide Resources Directors and Employees Incentive Plans ("Plans")**

To ensure that the Company has appropriate mechanisms to continue to attract and retain the services of directors and employees of a high calibre, the Company has established a stock option plan.

The Directors, employees and consultants of the Company have been, and will continue to be, instrumental in the growth of the Company. The Directors consider that the Plan is an appropriate method to:

- (a) reward Directors, consultants and employees for their past performance;
- (b) provide long-term incentives for participation in the Company’s future growth;

- (c) motivate Directors and generate loyalty from senior employees and consultants; and
- (d) assist to retain the services of valuable employees and consultants.