



Altius Minerals Corporation

ALTIUS MINERALS CORPORATION
NOTICE OF ANNUAL AND SPECIAL MEETING OF SHAREHOLDERS
May 12, 2021

NOTICE IS HEREBY GIVEN that the annual and special meeting (the “**Meeting**”) of the holders of common shares (“**Common Shares**”) of Altius Minerals Corporation (“**Altius**” or the “**Corporation**”) will be held at the Corporation’s head office at 2nd Floor, 38 Duffy Place,, St. John’s, NL at 1:00 p.m. (NLT) on Wednesday, May 12, 2021. **In light of the continued public health concerns related to COVID-19 and in order to comply with the measures imposed by the federal and provincial governments, the Corporation is encouraging shareholders and others not to attend the meeting in person.** Altius is offering its shareholders the option to listen and participate (but not vote) at the Meeting in real time by conference call or webcast at the following coordinates:

CONFERENCE CALL

Dial 1-(866) 521-4909 (international toll free) OR 1-(647) 427-2311, ID: 1771416

WEBCAST LINK

<https://onlinexperiences.com/Launch/QReg/ShowUUID=99C8ED7C-9E1E-47D7-9FDC-D7D8602D5ADD>

While as of the date of this Circular we are intending to hold the Meeting in physical face to face format with a conference call and webcast feature for participation, we are continuously monitoring the current coronavirus (COVID-19) outbreak. In light of the rapidly evolving news and guidelines related to COVID-19, we ask that, in considering whether to attend the Meeting in person, shareholders follow, among other things, the instructions of the Public Health Agency of Canada (<https://www.canada.ca/en/public-health/services/diseases/coronavirus-disease-covid-19.html>) and any applicable additional provincial and local instructions. You should not attend the Meeting in person if you are experiencing any cold or flu-like symptoms, or if you or someone with whom you have been in close contact has travelled to/from outside of Canada within the 14 days prior to the Meeting. **In order to minimize group sizes and respect social distancing regulations, all shareholders are urged to vote on the matters before the Meeting by proxy which can be submitted electronically, by mail, or by phone as further described herein.** If voting in advance by proxy is difficult, please call the transfer agent or Altius Investor Relations at the numbers provided on the Altius website (<http://altiusminerals.com/>) or as disclosed herein. We reserve the right to take any additional precautionary measures we deem appropriate in relation to the Meeting in response to further developments in respect of the COVID-19 outbreak. Changes to the Meeting date and/or means of holding the Meeting may be announced by way of press release which would be filed on SEDAR. Please monitor the Corporation’s press releases as well as the Corporation’s website for updated information up until the date of the Meeting.

Meeting Business

The Meeting will be held for the following purposes:

1. to receive the annual consolidated financial statements of the Corporation for its financial year ended December 31, 2020, together with the report of the auditors thereon;
2. to appoint the auditors of the Corporation and to authorize the directors to fix the auditors’ remuneration;



3. to elect members of the board of directors of the Corporation;
4. to consider and, if thought advisable, pass an advisory resolution on the Corporation's approach to executive compensation ("Say on Pay");
5. to transact such other business as may properly be brought before the Meeting or any adjournment(s) or postponement(s) thereof.

Notice-and-Access and Voting

Particulars of the foregoing matters are set forth in the accompanying Corporation's management information circular (the "**Circular**"). The Corporation has elected to use the notice-and-access provisions under National Instrument 54-101 - *Communication with Beneficial Owners of Securities of a Reporting Issuer* and National Instrument 51-102 - *Continuous Disclosure Obligations* (collectively, the "**Notice-and-Access Provisions**") of the Canadian Securities Administrators for this Meeting. The Notice-and-Access Provisions are a set of rules developed by the Canadian Securities Administrators that reduce the volume of materials that must be physically mailed to shareholders of the Corporation by allowing the Corporation to post the Circular and any additional meeting-related materials online. Shareholders will still receive this Notice of Meeting and a form of proxy and may elect to receive a hard copy of the Circular. Shareholders will receive paper copies of a notice package via prepaid mail containing a notice with information prescribed by the Notice and Access Provisions and a form of proxy (if you are a registered shareholder) or a voting instruction form (if you are a non-registered shareholder), in each case with a supplemental mail list return box for shareholders to request they be included in the Corporation's supplementary mailing list for receipt of the Corporation's annual and interim financial statements for the year ended December 31, 2020.

Please review the Circular carefully and in full prior to voting in relation to the matters set out above as the Circular has been prepared to help you make an informed decision on such matters. The Circular is available on the website of the Corporation at <http://www.altiusminerals.com> and under the Corporation's profile on SEDAR and on the Notice and Access Website at <http://docs.tsxtrust.com/2020>. Any shareholder who wishes to receive a paper copy of the Circular should contact the Corporation's transfer agent, TSX Trust Company at 301 - 100 Adelaide Street West, Toronto, Ontario, M5H 4H1, Facsimile: (416) 595-9593, Toll-free: 1-866-600-5869. A shareholder may also use the toll-free number noted above to obtain additional information about the Notice-and-Access Provisions.

DATED at St. John's, Newfoundland and Labrador, March 24, 2021.

By Order of the Board,



John Baker, Chairman of the Board



Notes

1. **Registered shareholders who are unable or choose not to be present in person at the Meeting are requested to sign and return the form of proxy in the envelope provided for that purpose. Any proxy must be deposited at the principal office of TSX Trust Company at 301 – 100 Adelaide Street West, Toronto, Ontario, M5H 4H1, by facsimile transmission to (416) 595-9593 or on the internet at <http://www.voteproxyonline.com> prior to 11:00 AM (NLT) on Monday, May 10, 2021, or at any time not less than 48 hours (excluding Saturdays, Sundays and holidays) before the time of any adjournment or postponement of the Meeting.**
2. **Only holders of Common Shares of record at the close of business on March 23, 2021 will be entitled to vote at the Meeting, except to the extent that a holder of record has transferred any of such Common Shares after that date and the transferee of such Common Shares establishes proper ownership and requests not later than ten (10) days before the Meeting that the transferee's name be included in the list of shareholders eligible to vote at the Meeting, in which case such shareholder shall be entitled to vote such Common Shares at the Meeting.**
3. **A shareholder desiring to appoint another proxyholder (who need not be a shareholder of Altius) may do so either by inserting such person's name in the blank space provided in the form of proxy or by completing another proper form of proxy and, in either case, depositing the completed proxy at the principal office of TSX Trust Company, 301 – 100 Adelaide Street West, Toronto, Ontario M5H 4H1, by facsimile transmission to 1-416-595-9593 or on the internet at <http://www.voteproxyonline.com> prior to 11:00 AM (NLT) on Monday, May 10, 2021, or at any time not less than 48 hours (excluding Saturdays, Sundays, and holidays) before the time of any adjournment or postponement of the Meeting.**
4. **If you are a non-registered shareholder and have received this Notice and the accompanying Circular from your broker or another intermediary, please complete and return the proxy or voting instruction form provided to you by your broker or other intermediary in accordance with the instructions provided to you.**



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1.0 General

1.1 Solicitation of Proxies

This management information circular (the “**Circular**”) is furnished in connection with the solicitation of proxies by and on behalf of Management of the Corporation for use at the annual and special meeting of holders of Common Shares of the Corporation (the “**Meeting**”) to be held at 2nd Floor, 38 Duffy Place, St. John's, NL at 1:00 PM (NLT) on Wednesday, May 12, 2021 and at any adjournment or postponement thereof. Proxies must be deposited with TSX Trust Company, 301 – 100 Adelaide Street West, Toronto Ontario M5H 4H1, by facsimile transmission to (416) 595-9593 or on the internet at www.voteproxyonline.com prior to 11:00 AM (NLT) on Monday, May 10, 2021, or at any time not less than 48 hours (excluding Saturdays, Sundays and holidays) before the time of any adjournment or postponement of the Meeting. Shareholders of the Corporation (“**Shareholders**”) of record at the close of business on March 23, 2021 will be entitled to vote at the Meeting, except to the extent that a holder of record has transferred any of such Common Shares after that date and the transferee of such Common Shares establishes proper ownership and requests not later than ten (10) days before the Meeting that the transferee’s name be included in the list of Shareholders eligible to vote at the Meeting, in which case such Shareholder shall be entitled to vote such Common Shares at the Meeting. The proxy must be in writing and must be executed by you or your attorney authorized in writing or, if you are a corporation, under your corporate seal or by an authorized officer or attorney of the corporation.

The persons named in the enclosed form of proxy are officers or directors of the Corporation (the “Management Proxyholders”). As a Shareholder, you have the right to appoint a person other than the Management Proxyholders, who need not be a Shareholder, to represent you at the Meeting. To exercise this right, you should insert the name of your representative in the blank space provided on the form or submit another appropriate proxy.

1.2 Notice and Access

The “Notice-and-Access Provisions” are those provisions concerning the delivery of proxy-related materials to Shareholders found in section 9.1.1 of National Instrument 51-102 - *Continuous Disclosure Obligations* (“**NI 51-102**”), in the case of registered Shareholders, and section 2.7.1 of National Instrument 54-101 - *Communication with Beneficial Owners of Securities of a Reporting Issuer* (“**NI 54-101**”), in the case of non-registered Shareholders, which allow an issuer to deliver a management information circular forming part of its proxy-related materials to Shareholders by certain specified electronic means, provided that the conditions of NI 51-102 and NI 54-101 are met.

The Notice-and-Access Provisions are a mechanism which allows reporting issuers other than investment funds to choose to deliver proxy-related materials to registered shareholders and non-registered shareholders by posting such materials on a non-SEDAR website (usually the reporting issuer’s website and sometimes the transfer agent’s website) rather than delivering such materials by mail. The Notice-and-Access Provisions can be used to deliver materials for both special and general meetings. Reporting issuers may still choose to continue to deliver such materials by mail, and beneficial owners will be entitled to request delivery of a paper copy of the management information circular at the reporting issuer’s expense.

Shareholders will receive paper copies of a notice package (the “**Notice Package**”) via prepaid mail containing a notice with information prescribed by NI 54-101, a letter to Shareholders and a form of proxy (if you are a registered Shareholder) or a voting instruction form (if you are a non-registered Shareholder), in each case with a supplemental mail list return box for Shareholders to request that they be included in the Corporation’s supplementary mailing list for receipt of the Corporation’s annual and interim financial statements.



Shareholders can access the material online at: <http://docs.tsxtrust.com/2020> and also on SEDAR under the Corporation's profile.

Notice and Access details:

Issuer mailing directly to NOBOs: YES

Issuer paying cost of delivery to OBOs: YES

Use of Stratification: NO

Shareholders may obtain a paper copy of this Circular or address any questions about the Notice and Access Provisions by contacting the Corporation's transfer agent, TSX Trust Company at 301 – 100 Adelaide Street West, Toronto, Ontario, M5H 4H1, Facsimile: (416) 595-9593, Toll-free: 1-866-600-5869. In order to receive paper copies of these materials in time to vote before the Meeting, your request should be received by May 3, 2021.

1.3 Voting of Shares – Registered Shareholders

You are a registered Shareholder if your name appears on your share certificate or on the list of registered Shareholders maintained by the Corporation's transfer agent. If you are a registered Shareholder of Common Shares, the form of proxy will have been included in the Notice Package. If you are a registered Shareholder, you can vote in person at the Meeting or by proxy. Voting by proxy means that you are giving the Management Proxyholders or another proxyholder that you may designate the authority to vote your Common Shares for you at the Meeting or any adjournment or postponement thereof.

1.3.1 How to Vote in Person

As described on page 1, this year we are encouraging Shareholders to vote in advance of the Meeting by proxy in order to comply with social distancing regulations and norms related to COVID-19 that are in place at the time of publication. However, the Meeting does have a physical location and will, if you choose, allow you to be present and vote in person at the Meeting. In this scenario, you do not need to complete or return your form of proxy. Voting in person at the Meeting can revoke any proxy you completed earlier upon your request.

1.3.2 How to Vote by Proxy

If you intend to vote by proxy, you should complete and return the form of proxy provided in the Notice Package in the return envelope provided. The form of proxy must be executed by the registered Shareholder or the attorney of such registered Shareholder.

If you vote by proxy, the Management Proxyholders will vote your Common Shares for you, unless you appoint someone else to be your proxyholder. If you appoint someone else, he or she must be present at the Meeting to vote your Common Shares. This person does not have to be a Shareholder. You may write the name of the person you are appointing in the space provided. Complete your voting instructions and date and sign the form. Make sure that the person you appoint is aware that he or she has been appointed and attends the Meeting.

If you are voting your Common Shares by proxy, the Corporation's transfer agent, TSX Trust Company, must receive your signed proxy by mail at 301 – 100 Adelaide Street West, Toronto, Ontario, M5H 4H1, by facsimile at (416) 595-9593 or on the internet at www.voteproxyonline.com, prior to 11:00 a.m. (NLT) on Monday, May 10, 2021, or at any time not less than 48 hours (excluding Saturdays, Sundays and holidays) before the time of any adjournment or postponement of the Meeting. Failure to properly complete or deposit a proxy may result in its invalidation.

The Common Shares represented by any proxy received by management will be voted for or against or withheld from voting, as the case may be, by the persons named in the form of proxy in accordance with the direction of the Shareholder appointing them. In the absence of any direction to the contrary, it is



intended that the Common Shares represented by proxies received by management will be voted on any ballot “FOR”: (1) the election of each of the directors referred to in this Circular; (2) the appointment of the auditor of the Corporation; and (3) the adoption of the advisory resolution on the Corporation’s approach to executive compensation.

1.3.3 How to Change your Vote

A registered Shareholder executing the form of proxy may revoke it at any time before it has been exercised by:

- completing a proxy form that is dated later than the proxy form you are revoking and mailing it to TSX Trust Company so that it is received before 11:00 a.m. (NLT) on May 10, 2021;
- sending a revocation notice in writing to the Corporate Secretary of the Corporation at its registered office so that it is received at any time up to and including the last business day before the date of the Meeting. The notice can be from the Shareholder or the authorized attorney of such Shareholder; or
- attending the Meeting and providing a revocation notice to the chair of the Meeting before any vote in respect of which the proxy has been given.

1.4 Voting by Non-Registered Shareholders

You are a non-registered Shareholder if your bank, trust company, securities dealer, broker or other intermediary holds your Common Shares for you. In that case, you will likely not receive a form of proxy.

If you are a non-registered Shareholder, and the Corporation or its agent has sent the Notice Package 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. By choosing to send the Notice Package to you directly, the Corporation (and not the intermediary holding on your behalf) has assumed responsibility for (i) delivering the Notice Package to you, and (ii) executing your proper voting instructions. Please return your voting instructions as specified in the request for voting instructions delivered to you.

If you are not sure whether you are a registered Shareholder or a non-registered Shareholder, please contact the Corporation’s transfer agent, TSX Trust Company, at 301 – 100 Adelaide Street West, Toronto, Ontario, M5H 4H1 or by e-mail at TMXEInvestorServices@tmx.com.

1.4.1 How to Vote by Voting Instruction Form

Non-registered Shareholders who receive a voting instruction form in the Notice Package should carefully follow the instructions provided to ensure their vote is counted.

Subject to the terms of your voting instruction form, if you do not specify how you want your Common Shares voted, they will be voted “FOR”: (1) the election of each of the directors referred to in this Circular; (2) the appointment of the auditor of the Corporation; (3) the adoption of the advisory resolution on the Corporation’s approach to executive compensation. See “Business of the Meeting”.

1.4.2 How to Vote in Person

If you are a non-registered Shareholder and wish to vote in person at the Meeting, please write your name in the space provided on the voting instructions provided to you or contact your broker or agent well in advance of the Meeting to determine how you can do so. At the Meeting, you should contact the scrutineer.

1.4.3 How to Change your Vote

A non-registered Shareholder may change or revoke a voting instruction at any time by following the instructions on the voting instruction form in sufficient time prior to the Meeting.



Only registered Shareholders, or the persons they appoint as their proxyholders, are permitted to vote at the Meeting.

1.5 Voting Shares and Principal Shareholders

The Corporation is authorized to issue an unlimited number of Common Shares. As at March 24, 2021, 41,477,653 Common Shares were issued and outstanding. As a Shareholder, you are entitled to one vote for each share you own. Under the by-laws of the Corporation, the quorum for the Meeting is Shareholders or duly appointed proxyholders personally present not being less than one in number, and holding or representing by proxy, not less than five percent (5%) of the issued Common Shares. To the knowledge of the directors and senior officers of the Corporation, the only corporation beneficially owning directly or indirectly, or exercising control or direction over, shares carrying more than 10% of the voting rights attaching to all outstanding shares of the Corporation is:

	Shares Held	% Issued and Outstanding
EdgePoint Investment Group Inc.	6,070,865	14.6

This information has been disclosed by EdgePoint Investment Group Inc. in an Alternative Monthly Report filed to SEDAR on December 10, 2020.

2.0 Business of the Meeting

2.1 Receipt of Financial Statements

The audited annual consolidated financial statements of the Corporation for the financial year ended December 31, 2020, together with the report of the auditors thereon, will be submitted at the Meeting, but no vote thereon is required. These audited annual consolidated financial statements, together with the Management's Discussion and Analysis thereon, are available on SEDAR at <http://www.sedar.com> on the Corporation's website at <http://www.altiusminerals.com>.

2.2 Appointment and Compensation of Auditors

Management is proposing the re-appointment of the firm of Deloitte LLP, St. John's, NL as auditors, to hold office until the next annual meeting or until their successor is appointed and the authorization of the directors to fix their remuneration. Deloitte LLP has been the Corporation's auditors since August 2006.

Information on compensation paid to the auditors is disclosed in the Corporation's 2021 Annual Information Form for the year ended December 31, 2020, which is available on the Corporation's website at <http://www.altiusminerals.com> and was also filed on SEDAR on March 10, 2021.

Unless authority is withheld, the Common Shares represented by the accompanying form of proxy will be voted FOR the re-appointment of Deloitte LLP as auditors of the Corporation to hold office until the next annual meeting of Shareholders and authorizing the directors of the Corporation to fix their remuneration.

2.3 Election of Directors

Directors are elected at each annual meeting of the Shareholders and hold office until the next annual meeting or until their successors are otherwise elected or appointed. The board of directors of the Corporation (the "Board") has fixed the number of directors to be elected at the Meeting at nine (9). The Board has adopted a majority voting policy stipulating that any nominee proposed for election as a director who receives, based on the shares voted at the Meeting in person or by proxy, a greater number of shares withheld than shares voted in favour, must promptly tender his or her resignation to the Chairman of the Board, to take effect on acceptance by the Board. The Board will consider the tendered resignation and

make a determination, in a timely manner, whether or not to accept it, which decision will be disclosed to the public. The director in question will not participate in any Board or committee of the Board deliberations while the resignation is under consideration.

The Corporation has adopted a by-law requiring advance notice for director nominations (the “**Advance Notice By-Law**”). Shareholders who wish to nominate candidates for election as directors must provide timely notice in writing to the Corporation at its principal offices at 2nd Floor, 38 Duffy Place, St. Johns, NL, A1B 4M5, Canada, attention: Secretary and include the information set forth in the Advance Notice By-Law.

The Advance Notice By-Law requires that notice must be given not less than 30 days and not more than 65 days prior to the date of the relevant meeting; provided, however, that in the event that the annual meeting is to be held on a date that is less than 40 days after the date on which the first public announcement of the date of the annual meeting was made, notice may be made not later than the close of business on the 10th day following such public announcement. These provisions may preclude Shareholders from making nominations for directors at an annual or special meeting of Shareholders. The Board may, in its sole discretion, waive any requirement of the Advance Notice By-Law. For the purposes of the Advance Notice By-Law “public announcement” means disclosure in a press release reported by a national news service in Canada, or in a document filed by the Corporation for public access under its profile on SEDAR at <http://www.sedar.com>.

The following table sets forth for each nominee for election as director: such nominee’s age; such nominee’s place of residence; such nominee’s present principal occupation and principal occupations held in the last five years, if applicable; a brief description of the nominee’s principal directorships; the number of Common Shares, stock options, DSUs and RSUs held, directly or indirectly, by the nominee; the date the nominee became a director of Altius; such nominee’s current membership on committees of the Board; such nominee’s record of attendance at meetings of the Board and its committees during the year ended December 31, 2020; whether or not the Board has determined such nominee to be independent; and whether the nominee is indebted to the Corporation.

Unless authority is withheld, the Common Shares represented by the accompanying form of proxy will be voted FOR the election of the nominees specified herein. Management does not contemplate that any of the proposed nominees will be unable to serve as a director but, if that should occur for any reason prior to the Meeting, it is intended that the discretionary power granted by the accompanying form of proxy shall be used by the Management Proxyholders to vote at their discretion for any other person or persons as directors.

<p>Nicole Adshead-Bell, PhD, 47 <i>President Cupel Advisory Corporation</i> Vancouver, B.C., Canada</p> <p>Committees: Corporate Governance and Nominating</p> <p>Common Shares: nil</p> <p>Options: nil DSUs: nil RSUs: nil</p>	<p>Nicole is a geologist with 26 years of combined capital markets and mining sector experience, including fourteen years cumulative as an independent director for Canadian, Australian, US and UK listed mining companies with participation across the spectrum of board committee functions: audit, compensation, nominating, ESG, technical and special committees. Her career includes CEO of Australian listed Brazilian gold producer Beadell Resources Ltd prior to its acquisition by a Canadian mining company; Director of Research, Sun Valley Gold LLC, a SEC registered precious metals fund and Managing Director Investment Banking, Haywood Securities Inc. More recently she established Cupel to focus on investments and advisory services in the mining sector. She is currently a director of ASX-listed Matador Mining Ltd. and has been a director of Altius since October 2020.</p> <p>Board Details:</p> <ul style="list-style-type: none"> • Director since October 1, 2020; • Meetings attended¹: - Board: 3 of 3 • Independent Board Member • Indebtedness to Corporation: <i>nil</i>
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<p>John Baker, Q.C., 67 <i>Executive Chairman of the Corporation</i> St John's, Newfoundland and Labrador, Canada</p> <p>Committees: N/A</p> <p>Common Shares: 622,398²</p> <p>Options: 189,750 DSUs: 20,085 RSUs: 26,767</p>	<p>John was a co-founder of Altius in 1997, has been the Chairman of the Board since 2006 and was appointed as Executive Chairman in June 2014. John was a senior partner in a leading St. John's law firm until June 2014. He has served on numerous public company and volunteer boards and has received several awards for public service.</p> <p>Board Details:</p> <ul style="list-style-type: none"> • Director since 1997; Chairman since November 2006; Executive Chairman since June 2014 • Meetings attended: - Board: 7 of 7 • Non-independent Board Member (Executive Chairman of the Corporation) • Indebtedness to Corporation: <i>nil</i>
<p>Teresa Conway, CPA, 62 Vancouver, B.C., Canada</p> <p>Committees: Audit</p> <p>Common Shares: 3,000</p> <p>Options: nil DSUs: nil RSUs: nil</p>	<p>Teresa is a Chartered Professional Accountant with over 25 years' experience in power, gas and renewable energy. She is currently a Director and member of the Audit Committee of Eldorado Gold. Ms Conway was the President and CEO of Powerex (2005-2017) and held various executive positions, including CFO, since joining Powerex in 1993. Prior to that Ms. Conway was with PriceWaterhouseCoopers (PWC) from 1985-1992. Ms. Conway has the professional designation ICD.D from the Institute of Corporate Directors. She has been a director of Altius since October 2020.</p> <p>Board Details:</p> <ul style="list-style-type: none"> • Director since October 1, 2020; • Meetings attended¹: - Board: 3 of 3 • Independent Board Member • Indebtedness to Corporation: <i>nil</i>
<p>Brian Dalton, 48 <i>President and Chief Executive Officer of the Corporation</i> St. John's, Newfoundland and Labrador, Canada</p> <p>Committees: N/A</p> <p>Common Shares: 1,355,615³</p> <p>Options: 338,262 DSUs: nil RSUs: 49,702</p>	<p>An entrepreneur in the mining industry, Brian built a successful group of private mineral exploration and exploration service companies prior to co-founding Altius. Brian is an active member of various industry organizations and volunteer boards and has been honoured with numerous awards for his entrepreneurial leadership. He is also President and CEO of Altius Renewables Royalties Corp. and a director of Adventus Mining Corporation.</p> <p>Board Details:</p> <ul style="list-style-type: none"> • Director since 1997 • Meetings attended: - Board: 7 of 7 • Non-independent Board Member (President and CEO of the Corporation) • Indebtedness to Corporation: <i>nil</i>
<p>Anna El-Erian, 55 <i>Executive Independent Director of Eco Oro Minerals Corp.,</i> Vancouver, Canada and California, USA</p> <p>Committees: Corporate Governance and Nominating*</p> <p>Common Shares: 45,099</p> <p>Options: nil DSUs: 41,317 RSUs: nil</p>	<p>Anna joined the Board in 2015 as part of the successful acquisition of Callinan Royalties. Anna has over 25 years of experience in the global capital markets having spent much of her career in investment banking, private equity, and corporate management and restructuring. She is currently a Director of Eco Oro Minerals Corp. (formerly Greystar Gabriel Resources), Ltd, Entrée Gold Resources, Altius Renewable Royalties Corp, Sabina Gold & Silver, Capfin Partners, and the Fraser Institute.</p> <p>Board Details:</p> <ul style="list-style-type: none"> • Director since 2015; Chair of the Corporate Governance and Nominating Committee since 2017 and previous member of the Audit Committee until 2017 • Meetings attended: - Board: 7 of 7 - Corporate Governance and Nominating Committee: 14 of 14 • Independent Board Member • Indebtedness to Corporation: <i>nil</i>
<p>André Gaumond, 59 Quebec City, Canada Committees: Compensation</p> <p>Common Shares: 139,242⁴</p>	<p>André was President and CEO of Virginia Gold Mines, which discovered the Éléonore deposit, and was later sold to Goldcorp Inc. and similarly CEO of successor company Virginia Mines Inc that was acquired by Osisko Gold Royalties in 2014. Andre is currently a director of Harfang Exploration Inc. and advisor of Dore Copper Mining Inc. and most recently was appointed a director of Altius Renewable Royalties Corp.</p>



Options: nil DSUs: 29,533 RSUs: nil	Board Details: <ul style="list-style-type: none"> • Director and Compensation Committee member since September 2017; • Meetings attended: <ul style="list-style-type: none"> - Board: 7 of 7 - Compensation Committee: 5 of 5 • Independent Board Member • Indebtedness to Corporation: <i>nil</i>
Roger Lace, 70 <i>Chairman, Hamblin Watsa Investment Counsel Ltd.</i> Toronto, Ontario, Canada Committees: Audit Common Shares: 30,000 Options: nil DSUs: 18,846 RSUs: nil	Roger is currently Chairman of Hamblin Watsa Investment Counsel Ltd., a wholly owned subsidiary of Fairfax Financial Holdings Limited. responsible for managing Fairfax’s global investments. He has over 40 years’ experience in the investment management industry and has been with Fairfax for more than 30 years. He has served on the boards of public resource companies as well as several investment advisory boards including the Ben Graham Centre for Value Investing at Western University. Board Details: <ul style="list-style-type: none"> • Director and Audit Committee member since 2019; • Meetings attended: <ul style="list-style-type: none"> - Board: 7 of 7 - Audit Committee: 7 of 7 • Independent Board Member • Indebtedness to Corporation: <i>nil</i>
Fred Mifflin, 61 <i>Vice Chair, Blair Franklin Capital Partners Inc</i> Toronto, Ontario, Canada Committees: Audit*, Compensation, Corporate Governance and Nominating Common Shares: 45,000 ⁵ Options: nil DSUs: 65,166 RSUs: nil	Fred is Vice Chair with Blair Franklin Capital Partners, an independent investment banking firm. He is currently a Director and a member of the Audit and Governance and Nominating Committees of Uni-Select Inc. and a former Director of AIMIA Inc. Board Details: <ul style="list-style-type: none"> • Director since 2006; Lead Director since 2014; Chair of the Audit Committee and member of the Compensation Committee since 2006; and currently “ex officio” member of the Corporate Governance and Nominating Committee • Meetings attended: <ul style="list-style-type: none"> - Board: 7 of 7 - Audit Committee: 7 of 7 - Compensation Committee: 5 of 5 - Corporate Governance and Nominating Committee: 14 of 14 • Independent Board Member • Indebtedness to Corporation: <i>nil</i>
Jamie Strauss, 51 <i>Founder & CEO, Digbee Ltd</i> London, UK Committees: Compensation*, Corporate Governance and Nominating Common Shares: 28,890 Options: nil DSUs: 62,682 RSUs: nil	Jamie is the founder and CEO of Digbee Ltd, a data, research and ESG disclosure platform for the mining industry. Jamie is also a partner in Strauss Partners, a UK regulated mining finance boutique firm. He has over 30 years in the finance industry. He is a non-executive director at Bacanora Lithium Plc and Gold Standard Ventures Corp. Board Details: <ul style="list-style-type: none"> • Director since 2010; Chair of the Compensation Committee since 2015 and member of the Corporate Governance and Nominating Committee since 2010; • Meetings attended: <ul style="list-style-type: none"> - Board: 7 of 7 - Compensation Committee: 5 of 5 - Corporate Governance and Nominating Committee: 14 of 14 • Independent Board Member • Indebtedness to Corporation: <i>nil</i>

Notes

* Denotes Committee Chair.

¹ Dr. Adshead-Bell and Ms. Conway were appointed to the Board on October 1st, 2020 and each of their respective attendance at Board and Committee meetings reflects their timing of joining the Board.

² 88,104 Common Shares are held by Brightsun Holdings Inc., a private Newfoundland corporation, wholly owned by John Baker

³ 250,000 Common Shares are held by 10587 Nfld. Ltd., a private Newfoundland corporation, wholly owned by Brian Dalton.

⁴ 33,460 Common Shares are held by 9163-9971 Québec Inc., 10,000 Common Shares are held by 9227-7094 Québec Inc. and 4,500 Common Shares are held by Mincor Québec Inc, all of which are private Québec corporations, wholly owned by André Gaumond.



⁵ 45,000 Common Shares are held by Trinity Investments Holdings Inc., an Ontario corporation, wholly controlled by Fred Mifflin with a 72% beneficial interest.

As at the date of this Circular, the directors and executive officers of the Corporation as a group beneficially own, directly or indirectly, or exercise control or direction over, an aggregate of 2,536,045 Common Shares representing approximately 6.1% of the issued and outstanding Common Shares.

2.3.1 Cease Trade Orders or Bankruptcies

Except as otherwise disclosed in this Circular, to the knowledge of the Corporation, no proposed director:

- (a) is, as at the date of this Circular, or has been, within the 10 years before the date of this Circular, a director, chief executive officer or chief financial officer of any company (including the Corporation) that,
 - (i) was subject to an order that was issued while the proposed director was acting in the capacity as director, chief executive officer or chief financial officer; or
 - (ii) was subject to an order that was issued after the proposed director ceased to be a director, chief executive officer or chief financial officer and which resulted from an event that occurred while that person was acting in the capacity as a director, chief executive officer or chief financial officer, or
- (b) is, as at the date of this Circular, or has been within the 10 years before the date of this Circular, a director or executive officer of any company (including the Corporation) that, while that person was acting in that capacity, or within a year of that person ceasing to act in that capacity, became bankrupt, made a proposal under any legislation relating to bankruptcy or insolvency or was subject to or instituted any proceedings, arrangement or compromise with creditors or had a receiver, receiver manager or trustee appointed to hold its assets; or
- (c) has, within the 10 years before the date of this Circular, become bankrupt, made a proposal under any legislation relating to bankruptcy or insolvency, or become subject to or instituted any proceedings, arrangement or compromise with creditors, or had a receiver, receiver manager or trustee appointed to hold the assets of the proposed director.

For the purposes of the paragraphs above, order means: (i) a cease trade order; (ii) an order similar to a cease trade order; or (iii) an order that denied the relevant company access to any exemption under securities legislation that was in effect for a period of more than 30 consecutive days.

Brian Dalton and John Baker were directors of Newfoundland and Labrador Refining Corporation (“NLRC”) which, on June 18, 2008, filed a Notice of Intention to Make a Proposal with the Office of the Superintendent of Bankruptcy. On October 17, 2008, NLRC submitted a Proposal to its creditors for a maintenance and care plan for up to 36 months. On November 20, 2009, the Supreme Court of Newfoundland and Labrador accepted the Proposal. The project did not obtain financing and on July 30, 2014 the Supreme Court of Newfoundland and Labrador ordered the discharge of Ernst & Young Inc. as the trustee under the Proposal. No further proceedings have been taken by creditors to place NLRC into bankruptcy, and the company is currently dormant.

2.3.2 Penalties and Sanctions

No proposed director has been subject to:

- (a) any penalties or sanctions imposed by a court relating to securities legislation or by a securities regulatory authority or has entered into a settlement agreement with a securities regulatory authority; or
- (b) any other penalties or sanctions imposed by a court or regulatory body that would likely be considered important to a reasonable security holder in deciding whether to vote for a proposed director.



2.3.3 Indemnification and Insurance

The by-laws of the Corporation provide an indemnity to the directors and officers of the Corporation in certain circumstances. In addition, the Corporation has a director and officer insurance program in place along with indemnification agreements with each of its directors and officers. The indemnification agreements generally require that the Corporation indemnify and hold the indemnitees harmless to the greatest extent permitted by applicable law for liabilities arising out of the indemnitees' service to the Corporation as directors and officers, if the indemnitees acted honestly and in good faith with a view to the best interests of the Corporation and, with respect to criminal and administrative actions or proceedings, if the indemnitee had reasonable grounds for believing that his or her conduct was lawful.

2.4 Summary of the Omnibus Long-Term Incentive Plan

As of December 31, 2020, the Corporation had an omnibus long-term incentive plan (the "LTIP") which was approved by the Board on November 7, 2019 and the Corporation's shareholders on May 12, 2020.

The LTIP is intended to advance the interests of the Corporation by: (i) providing eligible participants with additional incentives; (ii) rewarding performance of eligible participants; (iii) increasing the proprietary interest of the eligible participants in the success of the Corporation; (iv) encouraging the eligible participants to remain with the Corporation or its affiliates; and (v) attracting new directors, employees, officers, consultants and service providers to the Corporation or its affiliates. The material features of the LTIP are summarized below. The following summary of the LTIP is reflective of amendments made to the LTIP to provide for the granting of Performance Share Units ("PSUs") as well as certain other housekeeping and administrative amendments (collectively, the "LTIP Amendments") that were made to the LTIP effective March 21, 2021 as further described below. The LTIP Amendments did not require the approval of the Corporation's shareholders. The following summary is subject to, in its entirety, the full text of the LTIP.

Any existing awards that were granted prior to the effective date of the LTIP pursuant to the Corporation's prior long-term incentive plan, as amended (the "Initial Incentive Plan"), or the Corporation's prior option plan, as amended (the "Initial Option Plan" and together with the Initial Incentive Plan, the "Initial Plans"), each of which was confirmed by the Board on March 24, 2019, and approved by shareholders on May 8, 2019, will continue in accordance with their terms however, incentive awards are no longer granted pursuant to the Initial Plans and are only granted pursuant to the LTIP.

Administration and Eligibility

Under the LTIP the Board may, from time to time, grant options ("Options"), Deferred Share Units ("DSUs") and Restricted Share Units ("RSUs"), and effective March 21, 2021, PSUs ("PSUs", and collectively with Options, DSUs, and RSUs, the "Awards" and each, an "Award") to the directors, officers, employees, consultants and service providers of the Corporation and any of its affiliates, as applicable, as may be designated by the Board, from time to time, in its sole discretion (collectively, "Eligible Persons"), in accordance with the terms and provisions governing each such Award. Notwithstanding the foregoing, Options and PSUs may not, at any time, be granted to any non-executive director of the Corporation.

In particular, RSUs may be granted to any Eligible Person, as designated by the Board in a resolution (the "RSU Participants"), upon the terms and conditions set forth in an RSU grant agreement. DSUs may be granted to directors (the "Director DSU Participants") and to other Eligible Persons who are not directors of the Corporation and who have purchased Common Shares in the market within a prescribed period of time (the "Non-Director DSU Participants", and together with the Director DSU Participants, the "DSU Participants"), upon the terms and conditions set forth in a DSU grant agreement. Options may be granted to Eligible Persons except for non-executive directors of the Corporation who are expressly excluded from receiving Option grants (the "Option Participants"). PSUs may be granted to any Eligible Person (other



than non-executive directors), as designated by the Board (the “**PSU Participants**”), upon the term and conditions set out in the LTIP and any applicable PSU grant agreement. DSU Participants, RSU Participants, Option Participants, and PSU Participants are collectively referred to herein as the “**Participants**”.

The LTIP is administered by the Board, and the Board has, in its discretion, delegated its administrative powers under the LTIP to the Corporation’s compensation committee. The Board is responsible for, among other things, (i) granting Options to Option Participants, RSUs to RSU Participants, and DSUs to DSU Participants, (ii) determining the terms and vesting of such grants, and (iii) interpreting the LTIP and all agreements entered into thereunder.

Shares Subject to the LTIP and Participant Limits

The maximum number of Common Shares issuable under the LTIP and pursuant to any other security-based compensation arrangement of the Corporation cannot exceed 5% of the issued and outstanding Common Shares from time to time on a non-diluted basis (representing an aggregate of 2,073,883 Common Shares as of March 24, 2021, which number of Common Shares will change as the capitalization of the Corporation changes).

Common shares that are subject to any grants of Awards (or portions thereof) that have vested and been settled, or have expired or been canceled, will automatically become available for new grants under the LTIP. In addition, the number of Common Shares subject to any Award (or portions thereof) that the Corporation settles in cash (in lieu of settlement in Common Shares) will automatically become available for new grants under the LTIP.

The number of Common Shares that may be (i) issued to insiders of the Corporation within any one-year period, or (ii) issuable to insiders of the Corporation at any time, in each case, under the LTIP and any other security-based compensation arrangement of the Corporation, cannot exceed 5% of the Corporation’s issued and outstanding Common Shares from time to time (calculated on a non-diluted basis). Further, the aggregate number of Common Shares issuable to all non-employee directors of the Corporation shall not exceed 1% of the Corporation’s issued and outstanding Common Shares from time to time (calculated on a non-diluted basis), and the total annual grant to any one non-employee director cannot exceed a grant value of \$100,000 of Options and \$150,000 in total equity, excluding any one-time initial equity grant made to a director at the time such director joins the Board.

Options

The exercise price for Options will be determined by the Board at the time of each such grant, which may not be less than the fair market value of a Common Share (being the volume weighted average trading price of all Common Shares traded on the Toronto Stock Exchange (“**TSX**”) for the five (5) trading days immediately preceding the relevant date (“**Market Value**”)) on the date the Option is granted. Options will vest in accordance with the vesting schedule established by the Board on the grant date. No fractional Common Shares will be issued upon the exercise of any Option granted under the LTIP.

Options must be exercised within a period fixed by the Board that may not exceed 10 years from the date of grant, provided that if the expiry date falls during or within nine business days immediately following a blackout period or other trading restriction imposed by the Corporation, the expiry date will be automatically extended until 10 business days after the end of such blackout period or trading restriction. The LTIP also provides for earlier expiration of the Options upon the occurrence of certain events, including: (i) the termination of a Participant’s employment for cause, (ii) the resignation, retirement or termination of a Participant’s employment other than for cause; and (iii) the death or disability of a Participant, in each case, as further described below.



A Participant may, instead of exercising an Option for cash, elect to exercise an Option in consideration for the issuance of that number of Common Shares equal to the amount by which (i) the aggregate Market Value of the Common Shares issuable under such Option on the exercise date, exceeds (ii) the aggregate exercise price for such Option (the “**In-the-Money Amount**”). The Corporation will satisfy payment of the In-the-Money Amount by: (i) remitting to the relevant taxation authority the amount the Corporation is required to withhold and remit on account of taxes in connection with such surrender under applicable law (the “**Remittance Amount**”), and (ii) delivering to the Participant, at the sole discretion of the Corporation, either (a) cash in an amount equal to the amount by which the In-the-Money Amount exceeds the Remittance Amount, or (b) such number of Common Shares (rounded down to the nearest whole number) having a Market Value equal to the amount by which the In-the-Money Amount exceeds the Remittance Amount.

No fractional Common Shares will be issued to a Participant. If the number of Common Shares to be issued to the Participant would otherwise include a fractional Common Share, the Corporation will, within ten (10) Business Days after the applicable exercise date, pay a cash amount in lawful money of Canada to such Participant equal to: (i) the fractional Common Share otherwise issuable on the exercise date, multiplied by (ii) the Market Value of a Common Share, provided that the Corporation will not be required to make any payment that is less than \$10.00.

Exercise of the Options (whether by way of cashless exercise or otherwise) may be subject to applicable withholding taxes.

RSUs and DSUs

Each RSU and DSU represents a right to acquire a Common Share, or a cash payment equal to the Market Value thereof, or a combination thereof, but that are subject to different vesting schedules. Pursuant to the LTIP, the number of RSUs or DSUs (including fractional RSUs or DSUs) granted at any particular time is calculated by dividing (i) the dollar amount of such grant by (ii) the Market Value of a Common Share on the grant date. The terms and conditions of grants of RSUs or DSUs, including the quantity, type of award, grant date, vesting conditions, vesting periods, settlement date and other terms and conditions with respect to such Awards, will be set out in the Participant’s grant agreement.

With respect to RSUs, unless otherwise approved by the Board and except as otherwise provided in an RSU Participant’s grant agreement or any other provision of the LTIP, RSUs will vest as to one-third on June 30 in each on the first, second and third calendar years following their date of grant. The settlement date of any RSU will be no later than three calendar years following the end of the RSU Service Year (as defined in the LTIP). RSUs will be settled on the vesting date provided that if such date falls during, or within nine business days immediately following a blackout period or other trading restriction imposed by the Corporation, the vesting date will be automatically extended until 10 business days after the end of such blackout period or trading restriction. Vested RSUs will be settled at the Corporation’s election through delivery of (i) in the case of settlement for Common Shares, a share certificate to the RSU Participant representing the relevant number of Common Shares issued from treasury (net of any applicable withholding taxes); or (ii) in the case of settlement for their cash equivalent, a cheque to the RSU Participant representing the cash equivalent (net of any applicable withholding taxes); or (iii) in the case of settlement for a combination of Common Shares and the cash equivalent, a combination of (i) and (ii) above.

DSUs granted to directors vest on the last day of the Corporation’s fiscal year in which they are granted. In the event a DSU Participant’s termination from participation in the LTIP falls before the last day of such fiscal year, one-twelfth of the DSUs granted for such fiscal year will vest for each completed month in that fiscal year prior to the date of termination, and all remaining unvested DSUs will be forfeited. DSUs granted to Non-Director DSU Participants will vest to the extent of one-third on the first, second and third anniversaries following the calendar year in which the applicable grant date falls, provided that the Non-Director DSU Participant continues to be employed by the Corporation and (ii) at all times following the



grant date beneficially owns, directly or indirectly, and controls at least the same number of Common Shares as he or she beneficially owned, directly or indirectly, and controlled on the applicable grant date. On the date of a Non-Director DSU Participant's termination from participation in the LTIP, all remaining unvested DSUs will be forfeited. Vested DSUs will be settled on the first business day which falls 30 days following the DSU Participant's termination date, at the election of the Corporation, through delivery of (i) in the case of settlement for Common Shares, a share certificate to the DSU Participant, a dependent or relation of the DSU Participant or the DSU Participant's duly authorized legal representative, as the case may be, representing Common Shares issued from treasury (net of any applicable withholding taxes); or (ii) in the case of settlement for their cash equivalent, a cheque to the DSU Participant, a dependent or relation of the DSU Participant or the DSU Participant's duly authorized legal representative, as the case may be, representing the cash equivalent (net of any applicable withholding taxes); or in the case of settlement for a combination of Common Shares and the cash equivalent, a combination of (i) and (ii) above; provided that if such date falls during, or within nine business days immediately following a blackout period or other trading restriction imposed by the Corporation, the vesting date will be automatically extended until 10 business days after the end of such blackout period or trading restriction.

PSUs

Effective March 21, 2021, the LTIP was amended to provide for the granting of PSUs. Each PSU represents a right to acquire a Common Share, or a cash payment equal to the Market Value on the relevant settlement date multiplied by the number of vested PSUs in the Participant's notional account (net any applicable withholding taxes) (or a combination thereof), as determined in the sole discretion of the Board and subject to the terms of the LTIP. At the time of grant of any PSUs, the Board will establish performance criteria to be met by the Corporation at any particular time or times during the applicable performance cycle in order for the applicable PSUs to vest (collectively, the "**PSU Vesting Criteria**"), which criteria will be set forth in an exhibit to the applicable PSU grant agreement. The Corporation will maintain a notional account for each PSU Participant in which the number of vested and unvested PSUs granted to a PSU Participant will be recorded.

Following the end of each performance cycle, the Board will determine, in its sole discretion, whether the applicable PSU Vesting Criteria have been achieved and whether any performance multiplier is applicable. If the applicable PSU Vesting Criteria have been achieved, the relevant PSUs will vest to the PSU Participant on the applicable vesting date. If the applicable PSU Vesting Criteria have not been achieved, the Board may, in its sole discretion, determine that all or a portion of any PSUs will vest on such vesting date. Unless otherwise determined by the Board, all PSUs for which the PSU Performance Criteria have not been achieved shall automatically be forfeited and cancelled. PSUs will be settled on the second business day following the applicable PSU vesting date (provided that if such vesting date falls during, or within nine (9) business days immediately following the end of a blackout period or other trading restrictions imposed by the Corporation, the settlement date will be extended to the tenth (10th) business day immediately following the last day of the blackout period or other trading restriction period and further provided that a PSU settlement date is within three (3) calendar years immediately following the year in which the PSUs were granted) by delivery to the PSU Participant of cash (in an amount equal to the Market Value on the relevant settlement date multiplied by the number of vested PSUs in the Participant's notional account (net any applicable withholding taxes)) or Common Shares, or a combination thereof, at the sole discretion of the Board.

Dividend Equivalents

If a dividend becomes payable on the Common Shares, then on the payment date for such dividend, each Participant's notional account shall, unless otherwise determined by the Board in respect of any grant of Units and except for a PSU Participant who has ceased to be an Eligible Person as a result of the PSU Participant's retirement, dismissal without cause, resignation for good reason, disability or death, be credited with additional applicable RSUs, DSUs or PSUs (collectively, the "**Units**") (including fractional



Units, as applicable). The calculation for additional Units, as applicable, will be determined by dividing: (i) the amount determined by multiplying (a) the number of Units, as applicable, in such Participant's account (whether vested or unvested) on the record date for the payment of such dividend by (b) the dividend paid per Common Share, by (ii) the closing price of a Common Share on the applicable dividend payment date for such dividend. Any such additional Units (including fractional Units), as applicable, if credited, shall vest on the same basis as the underlying Units. Dividend equivalents do not apply to Options.

Compensation Clawback Policy

All Awards granted under the LTIP to executive officers of the Corporation shall be subject to the Corporation's Executive Compensation Clawback Policy (the "**Clawback Policy**"), whereby subject to the terms of such policy, all current and former (within the last two years) executive officers of the Corporation compensated through the Corporation's short-term and long-term incentive plans, including the LTIP and the Initial Plans, are subject to a clawback of their incentive compensation (including by way of reimbursement or cancellation) if the Board (or a committee delegated by the Board) determines that the Corporation's financial statements are required to be restated for reasons other than changes in accounting policy, rules or interpretations, including due to material error, gross negligence, fraud, willful blindness, or intentional or egregious misconduct of such executive officer, and if the value of the incentive compensation paid to the executive officer would have been lower under the restated financials.

Termination

If an RSU Participant is terminated for cause or resigns without good reason, any unvested RSUs shall expire on the date of termination. If an RSU Participant retires, is terminated without cause or resigns with good reason, or as a result of such RSU Participant's death or disability, any unvested RSUs shall, at the discretion of the Board, either (i) vest and be settled on any date on or after the termination date, or (ii) continue to vest and be settled in accordance with the grant agreement relating to such RSUs.

Effective March 21, 2021, the termination provisions with respect to RSUs will be revised to provide that if an RSU Participant is terminated without cause, resigns for good reason or retires with the concurrence of the Board, the number of such RSU Participant's unvested RSUs which will vest as of the date of termination will be subject to pro ration over the applicable vesting period and will be net of previously vested RSUs. Any portion of such RSU Participant's unvested RSUs which do not so vest will expire on the date of termination.

If a Non-Director DSU Participant is terminated for cause or resigns without good reason, any unvested DSUs shall expire on the date of termination. If a Non-Director DSU Participant retires, is terminated without cause or resigns with good reason, or as a result of such Non-Director DSU Participant's death or disability, any unvested DSUs shall, at the discretion of the Board, either (i) vest and be settled on any date on or after the termination date or (ii) continue to vest and be settled in accordance with the grant agreement relating to such DSUs. For greater certainty, unless otherwise determined by the Board, the above termination provisions for DSU Participants shall only apply to Non-Director DSU Participants.

Effective March 21, 2021, if a PSU Participant is terminated for cause or resigns without good reason, all unvested PSUs held by such PSU Participant will expire on the date of termination. If a PSU Participant retires with the concurrence of the Board, is terminated without Cause, resigns for good reason or disability, subject to the determination of the Board that achievement of the applicable PSU Vesting Criteria have been met in respect of any particular unvested PSUs held by such PSU Participant, or subject to a determination by the Board in accordance with the LTIP, the number of vested PSUs that such PSU Participant will be entitled to receive in respect of such unvested PSUs will be prorated based on that portion of the applicable Performance Cycle during which the PSU Participant was an active employee of the Corporation and the balance of such unvested PSUs relating to such Performance Cycle shall automatically be forfeited and cancelled. The Board is entitled to determine whether all or any part of any Performance



Multiplier (as defined in the LTIP) that would otherwise be applicable to such unvested PSUs shall apply in such circumstances to all or any part of such unvested PSUs. In the event of death of a PSU Participant, any unvested PSUs held by the PSU Participant will vest on a date determined by the Board.

In each case subject to the terms of an Option Participant's employment agreement or Option agreement, and except as otherwise determined by the Board: (i) if an Option Participant is terminated for cause, all unexercised Options, whether vested or unvested, granted to such Option Participant shall terminate on their termination date; (ii) if an Option Participant resigns, retires or is terminated without cause, unless the Board determines otherwise, all vested Options shall terminate on the earlier of (a) ninety (90) days after the applicable termination date and (b) the expiry date of such Option, and all unvested Options granted to such Option Participant shall terminate on the effective date of such resignation, retirement or termination; and (iii) if the Option Participant dies or is disabled, unless the Board determines otherwise, all vested Options shall terminate on the earlier of: (a) in respect of a death, twelve (12) months after the effective date of such death, and in respect of a disability, six (6) months after the effective date of such disability, and all unvested Options granted to such Option Participant shall terminate on the effective date of such death or disability.

Assignment and Transfer

In no event may the rights or interests of a Participant under the LTIP be assigned, encumbered, pledged, transferred or alienated in any way, except to the extent that certain rights may pass to a beneficiary or legal representative upon death of a Participant, by will or by the laws of succession and distribution. Except as otherwise provided in the LTIP, the Awards are not transferable, and may only be exercised by the Participant to whom the Awards were granted, upon the Participant's death, by the legal representative of the Participant's estate, or upon the Participant's incapacity, by the legal representative having authority to deal with the property of the Participant.

Change of Control

In the event of a change of control of the Corporation, all unvested Awards then outstanding will, as applicable, be substituted by or replaced with awards of the surviving corporation (or any affiliate thereof) or the potential successor (or any affiliate thereto), on the same economic terms and conditions as the original Awards, subject to appropriate adjustments that do not diminish the value of the original Awards. In the event of a potential change of control of the Corporation, the Board has the authority to modify the terms of the LTIP and/or the Awards to assist the Participants in tendering to a take-over bid or other transaction leading to a change of control of the Corporation.

Adjustments

In the event of any merger, amalgamation, arrangement, rights offering, subdivision, consolidation, spin-off or reclassification of the Common Shares, or other relevant change in the capitalization of the Corporation, or stock dividend, stock split or other distribution (excluding dividends or distributions which may be paid in cash or in Common Shares at the option of the shareholder), or combination or exchange of the Common Shares for other securities or property or any other change in the Common Shares, subject to any required stock exchange approvals, the Board will make such proportionate adjustments, if any, as it deems appropriate to reflect such change with respect to the number or kind of securities reserved for issuance pursuant to the LTIP, the number or kind of securities subject to unexercised Awards previously granted and the exercise price of outstanding Options, in order to preserve the value of the Awards.

Amendment or Discontinuance

The Board may suspend or terminate the LTIP, or amend the terms and conditions of the LTIP, or any Award granted under the LTIP or any grant agreement relating thereto, subject to applicable law and stock



exchange rules that requires the approval of shareholders or any regulatory body, provided that no such action may be taken that adversely alters or impairs any Award previously granted under the LTIP or any grant agreement relating thereto, except as permitted under the terms of the LTIP or with the consent of such affected Participant(s) or as permitted by the Corporation's Clawback Policy.

Notwithstanding the above, the Board will be able to make certain amendments to the LTIP or to any Award outstanding thereunder without seeking shareholder approval, including: (i) housekeeping amendments; (ii) amendments to the vesting provisions of any Award; (iii) amendments to the effect of the termination provisions; (iv) amendments (including to grant agreements) necessary to comply with applicable law or stock exchange rules; (v) amendments regarding the administration of the LTIP; (vi) amendments necessary for the Awards to qualify for more favourable tax treatment under applicable tax laws; and (vii) other amendments that do not expressly require shareholder approval under the LTIP.

However, the following types of amendments will not be able to be made without obtaining shareholder approval:

- any increase to the maximum number of Common Shares that may be issuable from treasury under the LTIP pursuant to Awards granted under the LTIP;
- any extension to the expiry date of an Award beyond the original expiry date, except in case of an extension due to a blackout period;
- any amendment to remove or exceed the participation limits;
- any reduction in the Option price for an Option or exercise price of a DSU or RSU, cancellation and reissue of Awards, extension of the expiry date of Awards or a substitution of Awards with cash or other awards on terms that are more favorable to the Participant;
- any amendment to the types of amendments that require Board approval (without shareholder approval) or that expressly require shareholder approval;
- any expansion to the definition of Eligible Participants; and
- any amendment that would permit Awards to be transferable or assignable other than as set forth in the LTIP, including for normal estate settlement purposes.

LTIP Amendments

In addition to amendments to the LTIP to provide for the granting and terms of PSUs, as noted above, effective March 21, 2021, the Board approved certain housekeeping and administrative amendments to the LTIP. In accordance with the terms of the LTIP, the Amendments did not require the approval of the Corporation's shareholders as they did not (i) increase the maximum number of Common Shares issuable from treasury pursuant to Awards granted under the LTIP, (ii) extend the expiry date of an Award beyond the original expiry date, (iii) remove or exceed the participation limits of the LTIP, (iv) reduce the Option price for an Option or exercise price of a DSU or RSU, cancel or reissue an Award, extend the expiry date of an Award or substitute an Award with cash or other awards on terms more favourable to Participants, (v) amend the types of amendments that would require Board approval or that expressly require shareholder approval; (vi) expand the definition of Eligible Participants, or (vii) amend the transfer and assignment provisions of the LTIP.

For greater certainty, the following specific amendments were made to the LTIP:



- Certain clarifications and clerical changes were made to the definitions relating to DSUs and RSUs, including that the definition of DSU Termination Date in the LTIP was replaced with the following definition:
 - “DSU Termination Date” means, as applicable, (i) the earliest date on which both the following conditions are met: (1) the DSU Participant has ceased to be employed by the Company (or a “related” corporation, as that term is defined in the ITA) for any reason whatsoever, and, for greater certainty, shall not be before the date on which the DSU Participant’s employment with the Company cease under applicable law, and (2) the DSU Participant is not a member of the Board of the Company (or a “related” corporation, as that term is defined in the ITA); or (ii) if such DSU Participant is a Consultant, the date on which the DSU Participant has ceased to be a Consultant for any reason whatsoever.
- The definition of “Disability” in the LTIP was replaced with the following definition:
 - “Disability” means that the Participant: (i) is to a substantial degree unable, due to illness, disease, affliction, mental or physical disability or similar cause, to fulfill their obligations as an officer or employee of the Company or an Affiliate either for any 12-month period or for any period of 18 months (whether or not consecutive) in any consecutive 24-month period, that cannot be reasonably accommodated by the Company or an Affiliate, as applicable; or (ii) is declared by a court of competent jurisdiction to be mentally incompetent or incapable of managing their affairs.
- The definition of “Executive Compensation Clawback Policy” was revised to reflect that the Corporation’s clawback policy may change from time to time;
- A new definition of “Option Agreement” was added to the LTIP as such term had been used in the LTIP but was not previously defined;
- Revisions to the treatment of RSUs upon an RSU Participant being dismissed for cause, resigning for good reason or retiring with the concurrence of the Board; and
- The schedules to the LTIP were revised to eliminate minor variations between the schedules and the LTIP.

Issued Awards and Annual Burn Rate

As at December 31, 2020, 1,203,029 RSUs, DSUs and Options were outstanding under the Initial Plans (representing 2.9%% of the Corporation’s outstanding Common Shares) and 279,879 RSUs, DSUs and Options were granted under the LTIP (representing 0.7% of the Corporation’s outstanding Common Shares). A further 590,974 Common Shares remain issuable under the LTIP in the form of either RSUs, DSUs, PSUs or Options (representing 1.4% of the Corporation’s outstanding Common Shares). As noted above, incentive awards are no longer being issued under the Initial Plans and will only be granted pursuant to the LTIP. The breakdown of granted Options, RSUs and DSUs under the Initial Plans and the LTIP are tabled below:

Granted	Quantity	%
Options (Initial Option Plan)	813,976	1.96
Options (LTIP)	161,401	0.39
RSUs (Initial Incentive Plan)	86,566	0.21
RSUs (LTIP)	53,209	0.13
DSUs (Initial Incentive Plan)	302,487	0.73
DSUs (LTIP)	65,269	0.16
Total	1,482,908	3.58



The Corporation's annual burn rate, as described in Section 613(p) of the TSX Company Manual, under the Initial Plans and the LTIP are as follows:

Financial Year End	Burn Rate (%)
December 31, 2020	1.4%
December 31, 2019	0.7%
December 31, 2018	0.4%

The burn rate is subject to change from time to time, based on the number of restricted share units, deferred share units and stock options granted, and the total number of Common Shares issued and outstanding. For purposes of the foregoing, "burn rate" is calculated by dividing the number of RSUs, DSUs and Options granted during the applicable fiscal year over the weighted average number of issued and outstanding Common Shares for that year. The 2020 burn rate for the total between RSU, DSU and Option grants is the quotient of 577,656 RSUs, DSUs and Options granted in 2020 divided by 41,636,128 weighted average issued and outstanding Common Shares, or 1.42% on a combined basis.

2.5 Advisory Resolution on Approach to Executive Compensation ("Say on Pay")

The Corporation believes that its compensation objectives and approach to executive compensation appropriately align the interests of management with the long-term interests of shareholders. Details of the Corporation's approach to executive compensation is disclosed in the "Statement of Executive Compensation - Discussion and Analysis" immediately following this section of the Circular.

The Corporation adopted on March 10, 2021 a policy providing that Shareholders shall have the opportunity to cast an advisory vote on the Corporation's approach to executive compensation on an annual basis. This policy reflects the Corporation's ongoing efforts to meet its governance objectives and ensure a high level of shareholder engagement.

The Board, with Messrs. Baker and Dalton abstaining, unanimously recommends that Shareholders vote in favour of the following advisory resolution (the "Say on Pay Resolution"):

Resolved, on an advisory basis and not to diminish the role and responsibilities of the Board, that the Shareholders accept the approach to executive compensation disclosed in this Circular.

On any ballot that may be called for on the Say on Pay Resolution, the management representatives designated on the form of proxy intend to cast the votes to which the shares represented by such proxy are entitled FOR the Say on Pay Resolution, unless the shareholder has specified in the form of proxy that the shares represented by such proxy are to be voted against the Say on Pay Resolution.

Advisory Vote

The Say on Pay Resolution is an advisory vote and, accordingly, the results are not binding upon the Board. However, the Board and the Compensation Committee of the Board will take the results of the vote into account when considering future compensation policies, procedures and decisions. The Board welcomes comments and questions on the Corporation's executive compensation practices. Shareholders who wish to contact the Chair or other Board members can do so through the Corporate Secretary of the Corporation.

3.0 Statement of Executive Compensation – Discussion and Analysis

3.1 Introduction

Under applicable securities legislation, the Corporation is required to disclose certain financial and other information relating to the compensation of its Chief Executive Officer ("CEO"), Chief Financial Officer

(“CFO”), and the three most highly compensated executive officers (other than the CEO and CFO) whose total compensation for the most recently completed fiscal year exceeds \$150,000 (together, the Named Executive Officers, or “NEOs”).

This compensation discussion and analysis (“CD&A”) is intended to provide Shareholders with an understanding of Altius’ approach to compensation, including a description of the decisions and processes involved, the different components of the compensation program, what was paid to NEOs for the financial year ended December 31, 2020 and why. The NEOs for the financial year ended December 31, 2020 were:

- Brian Dalton, President & Chief Executive Officer
- John Baker, Executive Chairman
- Ben Lewis, Chief Financial Officer
- Chad Wells, Vice President Business Development
- Lawrence Winter, Vice President Exploration

This CD&A also describes and explains the compensation program for Board members.

3.2 Role and Composition of the Compensation Committee

The Board’s current Compensation Committee consists of Jamie Strauss (Chair), Fred Mifflin, and André Gaumond. The recommendations of the Compensation Committee are presented to the Board for approval.

For the year ended December 31, 2020, none of the members of the Compensation Committee was an officer or employee of Altius or its subsidiaries and each member of the Committee met the Board’s independence standards derived from the corporate governance guidelines established by National Instrument 58-101 – *Disclosure of Corporate Governance Practices* (“NI 58-101”). Biographies for each member of the Committee can be found under section 2.3 of this proxy. Altius believes its Compensation Committee members have the knowledge and experience required to perform their duties effectively and make executive compensation decisions in the best interests of the Corporation and its Shareholders.

The purpose of the Compensation Committee is to assist the Board in discharging its oversight responsibilities relating to the attraction, compensation, evaluation and retention of key senior management employees, and in particular the CEO and the Executive Chair, with the skills and expertise needed to enable the Corporation to achieve its goals and strategies at fair and competitive compensation and with appropriate performance incentives.

The following is a summary of the Compensation Committee charter, which can be viewed in its entirety on the website at www.altiusminerals.com/esg under Environmental, Social and Governance. The Compensation Committee is responsible for, among other duties:

- reviewing annually and recommending to the Board for approval corporate goals and objectives relevant to Management (the “Objectives”);
- reviewing annually the performance of each member of Management in light of the Objectives, and, in cooperation with the Executive Chair, reviewing the compensation level of each member of Management other than the Executive Chair based on this evaluation;
- in cooperation with the Lead Director, reviewing the compensation of the Executive Chair based on the Objectives;
- in determining such compensation, considering the Corporation’s performance and total shareholder return related to the compensation of Management as well as to comparable companies;



- reviewing and recommending to the Board for approval perquisites and supplemental benefits granted to Management;
- reviewing annually the compensation system that is in place for employees of the Corporation in order to ensure that it meets the goals and objectives for which it was designed and is in line with the philosophy of senior management;
- administering and making recommendations to the Board regarding the adoption, amendment or termination of the Corporation’s incentive compensation plans and equity-based plans for its directors, officers, employees and consultants (collectively, the “Plans”);
- reviewing annually the appropriateness of allocation of benefits under the Plans and the extent to which the Plans are meeting their intended objectives and, as appropriate, recommending that the Board make modifications to the Plans;
- undertaking a thorough review of the compensation system at least once every five years in order to ensure that internal and external fairness and competitiveness exists in the compensation of all employees, including all Plans;
- in cooperation with the Executive Chair, reviewing annually the Independent Board of Directors’ compensation package and recommending to the Board any appropriate revisions, and undertaking a thorough review of such compensation at least once every five years to ensure that it is meeting the goals for which it was intended. (Directors who are employees of the Corporation are not compensated for their services as Directors);
- approving all awards pursuant to the Plans, including all awards of shares, options or other securities pursuant thereto, unless otherwise indicated in the Plans; and
- retaining and terminating any compensation consultant to be used to assist in the evaluation of Management or director compensation, with sole authority to approve the consultant’s fees and other retention terms.

The Compensation Committee generally meets at least twice annually, and more frequently as required, in the absence of management unless their input is required on specific matters. The Committee bases its compensation recommendations on Altius’ established policies, on the ability of each individual to meet established goals as well as the requirements of the job description, and on the performance of the Corporation. The CEO and Executive Chairman provide input to the Compensation Committee with respect to the compensation of their direct reports.

The Committee’s mandate also requires the Committee to evaluate the functioning of the Committee on an annual basis.

Compensation Committee Meetings held and attendance:

Committee Member	2020	2019
Jamie Strauss	5	3
Fred Mifflin	5	3
André Gaumond	5	3



3.2.1 Role of Management in Compensation Decisions

The CFO assists the CEO and Executive Chairman in developing and presenting to the Compensation Committee all of management’s recommendations and supporting material pertaining to the compensation of the NEOs and other senior executives. The CEO and Executive Chairman are invited to attend meetings of the Committee when their input is required on specific matters.

3.2.2 Appointment and Role of Compensation Consultants

The Committee, through its Charter, is empowered to retain and terminate any external compensation consultant and has the sole authority to approve the relevant fees and terms.

The mandate of the Committee grants it sole authority to retain and terminate legal or other advisors to the Committee, including compensation consultants, as well as sole authority to approve the advisors’ fees and other retention terms. In the latter part of 2019 and continuing into 2020, the Committee retained Hugessen Consulting Inc. (“**Hugessen**”) to perform a standard 5-year governance review of the Corporation’s compensation policy and practices with the intention that implementation of the scheme will commence in 2021. The review considered all elements including peer group review, executive and director salary relative to benchmark, executive compensation structure, executive compensation clawback policy, minimum share ownership targets, adoption of a Say-on-Pay motion, and severance and change of control provisions including equity treatment. The comprehensive review was completed in December 2020 and was duly approved by the Board in March 2021 for implementation in the current 2021 year. The details of the new plan will be comprehensively discussed in detail in the 2021 Management Information Circular. Compensation for 2020 is based upon the Corporation’s prior plan, but a number of the items considered during Hugessen’s review and the recently adopted plan have been incorporated into the Corporation’s current remuneration structure.

The last formal Say-on-Pay motion was approved by shareholders at the 2015 Annual and Special Meeting, and a similar motion outlined in section 2.4 of this Circular is being presented for shareholder vote at this Meeting encompassing new compensation elements recommended by Hugessen in their review and recently approved by the Board.

As part of the recent comprehensive review by Hugessen a benchmarking review of NEO compensation as well as a peer benchmarking evaluation of director compensation was completed. The peer group for these purposes was also reviewed as part of the current 5-year review by Hugessen.

Compensation Consultants Fees:

	2020	2019
Fees paid	\$41,391	\$3,593

3.3 Executive Compensation Philosophy (2020)

The Corporation’s executive compensation philosophy for executives is based on three core principles, namely:

- (i) to provide a compensation package that is commensurate with an entrepreneurial environment, and that encourages and motivates performance;
- (ii) to be competitive with companies of similar size and scope of operations; and
- (iii) to align the interests of its executive officers with the interests of the Corporation and the Shareholders.



The Compensation Plan (the “**Compensation Plan**”) emphasizes pay-for-performance to align the interests of senior executives with the long-term interests of Shareholders. It also measures performance over different time horizons to reflect a range of investment/asset profiles, includes retentive aspects for senior executives and is tied to affordability for the Corporation. The plan is competitive with other similar firms, is flexible to better adjust to the Corporation’s evolving growth strategies and is calibrated so that superior individual performance by the Corporation and its senior executives results in above-market median compensation and, conversely, under performance results in below-market compensation.

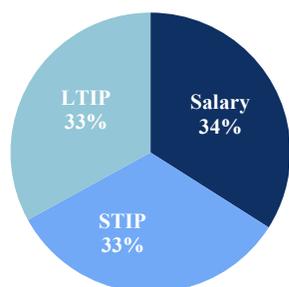
Components of Altius’ Executive Compensation Program in Fiscal 2020

Compensation Component	Objectives	Form
Base salary	Provide fixed compensation reflecting the role, skills, and experience of the executive.	Cash
Short-term Incentive Plan (“STIP”)/bonus	Provide a short-term performance-based incentive plan to reward executives to maximize year-by-year profitability and enhance long-term shareholder value	Cash
Long-term Incentive Plan (“LTIP”) and Stock Option Plan	Provide long-term performance-based compensation linked to increases in the share price, to enhance long-term shareholder value, to better align the interests of executives with those of shareholders and to encourage retention of talented executives	Restricted Share Units (RSUs) and Options

The compensation mix varies by executive level to reflect the higher at-risk proportion of compensation for the CEO compared to other Named Executive Officers. The base salary portion of executive compensation is fixed while the value of the long-term incentives is performance-based and is at risk. In the pie chart below the difference is illustrated, as the CEO has a higher portion of compensation being at risk, while other Named Executive Officers have a lower portion than the CEO, but still a significant portion being at risk and therefore aligned with shareholders.

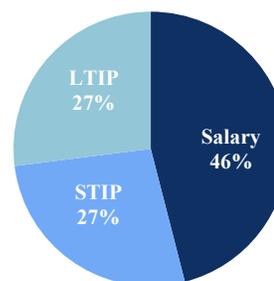
The pay mix of the primary compensation components for the NEOs in the year ended December 31, 2020 is shown in the following chart:

Compensation Components - CEO



At risk compensation (LTIP+STIP) = 66%

Compensation Components - Other NEOs



At risk compensation (LTIP+STIP) = 54%

Notes

Percentages have been rounded to the nearest whole number.

3.3.1 Competitive Benchmarking

In order to attract and retain key executive leadership, Altius seeks to ensure that executive compensation remains market competitive. Accordingly, the Compensation Committee periodically undertakes a market



review of total compensation levels and practices at comparator companies, although it does not attempt to target pay levels at a specific percentile relative to the comparator group. The most recent review (other than that described above) was in 2018 and formed part of the interim review of compensation within its standard five-year cycle. The more recent comprehensive review undertaken by Hugessen included changes to this comparator group for the purposes of salaries, bonus opportunity and Total Direct Compensation, which new group will be utilized in 2021 and beyond.

3.3.2 Share Price Performance Comparator Group

The share performance comparator group used by the Committee for the 2020 Compensation bonus review was consistent with the group approved by the Board previously and is set out below.

Company	Primary Industry	Headquarters
Anglo Pacific Group	Royalty	United Kingdom
Capstone Mining	Copper Mining	Canada
Franco-Nevada Corporation	Royalty	Canada
Osisko Gold Royalties	Royalty	Canada
Sandstorm Gold Royalties	Royalty	Canada
Trevali Mining	Zinc Mining	Canada
S&P/TSX Global Mining		

3.3.3 Compensation Risk Management

- The compensation scheme considers the implications of the maximum cost both on a cash and dilution basis under a number of scenarios. In 2019, an Executive Compensation Clawback Policy was approved.
- The Committee believes the culture of the Company, its overall executive bonus structure and the goals set do not encourage excessive risk taking.

3.4 Key Activities Undertaken by the Compensation Committee

The Compensation Committee is responsible for reviewing and making recommendations to the Board with respect to senior management compensation and succession planning for the CEO and other senior executives. In keeping with its charter, the Committee annually reviews the compensation plan to determine its appropriateness to changing situations.

- At the start of the year the committee discusses with the CEO and Executive Chairman targets and an appropriate scorecard for the targets, which all relate to the Company's short, medium- and long-term corporate strategy. Amongst other items it incorporates: a specific "Adjusted EBITDA per share" target based on the previous year's reported earnings before interest, taxes, depreciation and amortization ("EBITDA") plus an 8% hurdle (+/- adjustments as agreed by the committee); total shareholder return based on absolute and relative performance; a set of goals tied to business development; a requirement to pass certain criteria in health, safety & environmental; and a self-assessment process that is managed between the Executive Chairman, CEO and the Committee.
- In the third quarter, the Chairman of the Committee reviews the scorecard with the Executive Chairman to identify likely outcomes relative to the scorecard, ensure appropriate communication and identify potential issues.
- At the end of the year, following input by senior management into the achievement of objectives and the appropriate grading of the scorecard, the Committee reviews the input, which is then translated into appropriate rewards under both the STIP and the LTIP as determined by the Committee. Before concluding its recommendation to the Board, the Committee asks itself the following questions:
 - What is the total cost to the Corporation and is it affordable?



- Is it appropriate under the circumstances?
- How does it affect dilution?
- Have there been any significant sector changes that need to be considered?
- Is the proportion of performance-weighted compensation compared to time-weighted compensation appropriate and aligned with shareholder objectives?

The Committee articulates where and why discretion may have been used in assessing the achievement of stated objectives. The Committee will then present its recommendation to the Board.

2020 Performance Assessment

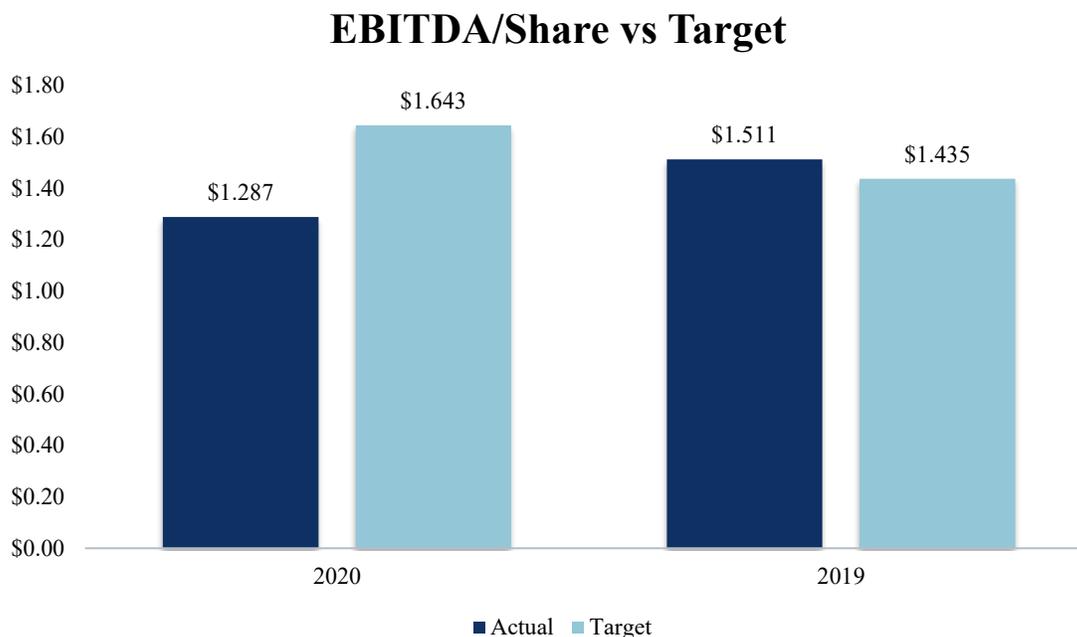
For the year ended December 31, 2020, the Committee applied the above structure in establishing compensation.

Financial

For the Financial Criteria, which has the highest weighting of 50% in determining compensation payouts for both the STIP and LTIP, the Committee assigned a score of 29%.

- The Committee set an EBITDA per share target of +8% over the previous year actual (subject to +/- adjustments as applicable) as well as absolute and relative performance of total shareholder return.
- The Corporation failed to reach the EBITDA target resulting in a score of zero for that component. On the other hand, the Altius share price increased by 9.5%, against a target 5% share price increase. Despite the share price increase, the share price underperformed the peer group, as peers experienced an average share price increase of 23.2%.

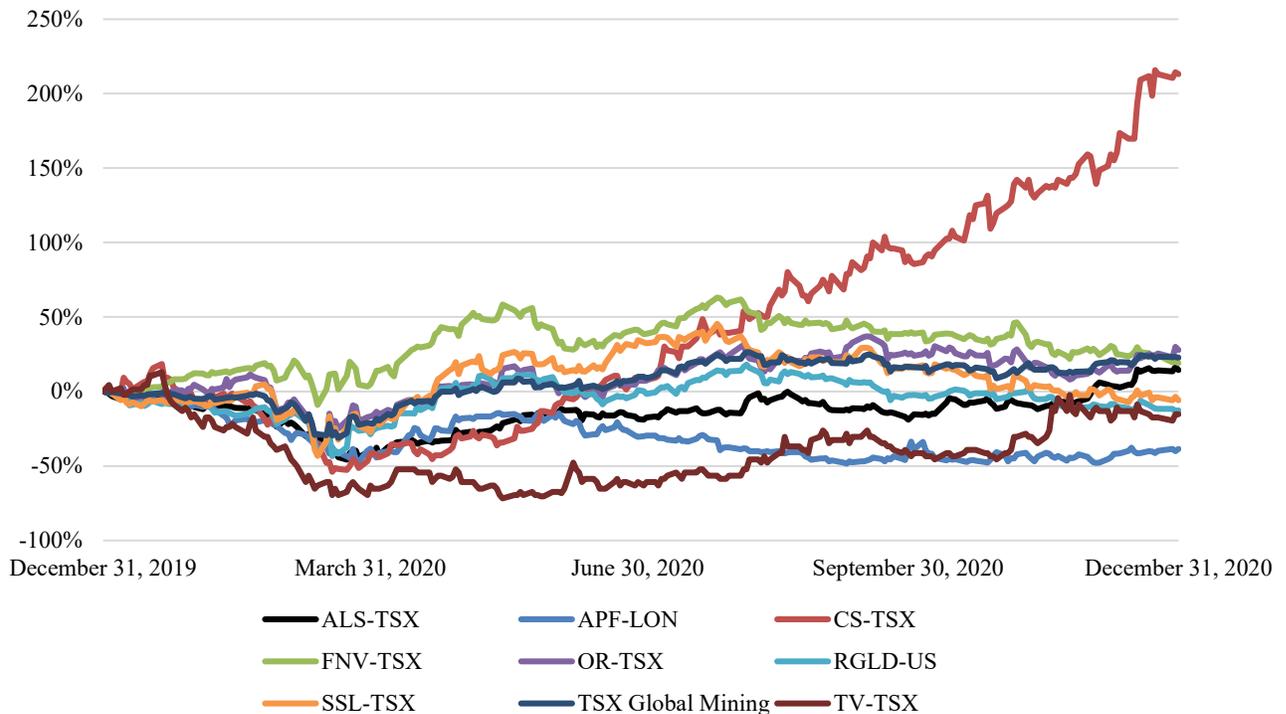
For the financial score for the year ended 2020, the Committee applied an EBITDA/share metric, with results as follows:



The Committee believes the EBITDA/share metric is an easily measurable approximation of operating cash flow given the absence of sustaining capital in the royalty business and that the use of a built-in hurdle rate of 8% matches the objectives of shareholders by incentivizing earnings growth over time.



Altius Minerals Relative Share Price Performance For 2020



As the table showing relative performance indicates, Altius shares traded within the general range of peers and closest to the Small Cap Index for the majority of the 2020 year, with some positive divergence starting at the end of 2020 and continuing into 2021 on the strength of rising copper and iron ore and copper prices and the IPO of Altius Renewable Royalties Corp, including the investment of Apollo Funds.

Developmental

- The Developmental criteria (40% weighting) evaluates specific, measurable goals agreed by management and the Committee at the beginning of the year and executed throughout the year.
- The criteria also encompass Sustainability and Health & Safety objectives on a pass/fail basis, judged as a “pass” in 2020.
- In a simplified scorecard management exceeded target on four specific goals (of a total of 5). Taking into account the weighting of the specific goals for relevance and giving a pass for health & safety, environmental and sustainability, the Committee concluded that the Developmental element should be scored 152.3.

Individual

- Individual performance is reported through self-assessments (10% weighting) managed by the Executive Chairman and shared with the CEO and the Committee. The Executive Chairman has his Assessment managed by the CEO and shared with the Committee. The Executive Chairman (and CEO if applicable) follow up in personal meetings with each individual on their submitted assessments.
- Introduction of self-assessments in FY2016 has led to a number of areas of improvement throughout the organization. The Committee concluded that all NEOs scored at an average of 125 for the current year.
- The Committee has indicated to management that they will initiate a biennial 360-degree performance review which will be in addition to the annual self-assessment.



The committee considered advice by their consultants, Hugessen, in a webinar specifically set up to discuss use of discretion due to COVID. Following initial discussions with senior management and subsequently within the committee it was agreed that no specific discretion would be applied to the financial targets that were missed. The committee then discussed the appropriateness of an additional award added to the final scorecard and it was agreed that given the flexibility of management to address the negative implications of COVID combined with the value driven effort in many areas of the business, that an additional 7.1% would be added to the score, equating to an additional C\$90,000 cash bonus to be distributed across the full Named Executive Officer group.

3.4.1 Base Salary

Individual executive salaries are typically set with a view towards offering market-competitive fixed compensation in order to attract and retain leaders with the appropriate skill sets. The Compensation Committee, following discussions with the Executive Chairman and CEO, makes an annual recommendation to the Board for each NEO's base salary, taking into consideration the position of the NEO's salary against salaries for similar roles at comparator companies, the NEO's experience, knowledge and performance, and the NEO's total direct compensation. Automatic annual or inflation-based adjustments to executive salaries are not typically made.

During the financial year that ended December 2020, the Committee engaged Hugessen to conduct a salary review for Management, which was presented to the Committee in 2021. This review is part of the five-year compensation cycle and will be implemented for the 2021 year and beyond.

As part of the Hugessen review, it was agreed to develop a comparator group for the purposes of benchmarking executive pay, that differed from the group used to benchmark annual bonus award performance. The criteria used to narrow the comparator group by size was to include companies that were both smaller and larger than Altius, i.e. from \$250 million to \$2.0 billion in market cap at the end of 2019. This executive pay comparator group is as follows and is also used for Non-Executive Director pay review as described below.

Osisko Gold Royalties	Mountain Province Diamonds
Sandstorm Gold	Sabina Gold & Silver
Largo Resources	Sierra Metals
Impala Canada	Anglo Pacific Group
Maverix Metals	Polymet Mining

3.4.2 Short-term Incentives

Under the current Compensation Plan, a target cash bonus consisting of a percentage of the base salary is set for each of the senior executives based on actual performance and measured using the annual scorecard made up of meeting pre-determined objectives within financial, developmental and individual components.

The following table further describes the objectives and the weightings of each component. If annual targets are met, 100% of the target STIP is awarded; if the annual targets are exceeded, the payout increases proportionally up to a maximum threshold of 250% of target.

Component	Measurement and Evaluation Basis
	Financial performance combines three factors: <ul style="list-style-type: none"> Adjusted EBITDA per share (30% of the allocation) - Committee sets an 8% hurdle over the previous corresponding period (+/- adjustments approved by the Committee) to incentivize earnings growth.



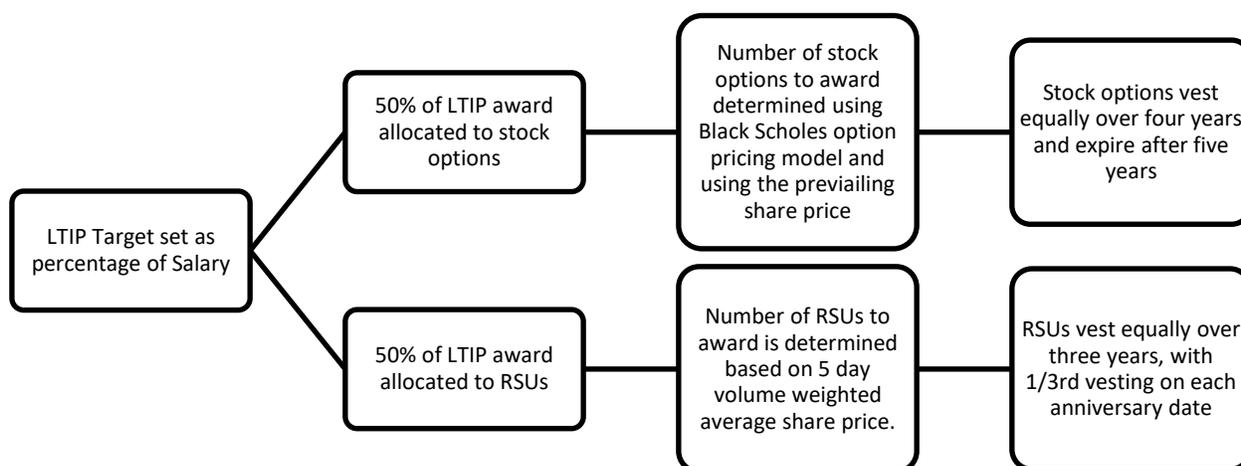
Component	Measurement and Evaluation Basis
	<p>Performance measurement of Adjusted EBITDA is determined on a graduated scale with 0% payout for 0% growth compared to the previous year.</p> <ul style="list-style-type: none"> • Absolute Total Return (10% of allocation) – Measurement of share price (including dividends) over the 12-month period, using VWAP20 for end of year. In the event of absolute performance falling below 0% then there is 0% payout. • Relative Total Shareholder Return (10% of allocation) – Measurement of share price (incl dividends) relative to the agreed peer group over the 12-month period, using VWAP20 for start and end of year
	<p>The developmental metric measures non-recurring and recurring activities that lead to sustainability and growth of the Corporation’s business that may not be necessarily measurable in immediate financial performance metrics. Categories include capital structure, Altius Renewable Royalties, cash flowing royalties, project generation and ESG which also includes Health & Safety.</p> <p>Each individual objective is weighted by the Committee in terms of relevance and importance to the Corporation as a whole when setting targets.</p> <p>The Compensation Committee sets specific, measurable objectives at the beginning of the fiscal year in conjunction with the CEO and Executive Chairman. At the end of the fiscal year, the Compensation Committee determines actual performance measurement through a review of whether the specific objectives were met and to what degree specific targets are met.</p>
	<p>Individual performance is evaluated by the Compensation Committee following completion of self-assessment forms and discussions with the CEO/Executive Chairman on leadership, teamwork, individual growth, and commitment to Corporation growth and good governance. The Executive Chairman’s assessment is discussed by the CEO and the Committee and the CEO’s assessment is discussed with the Executive Chairman and the Committee.</p>

In addition to the above, senior executives, excluding the CEO and Executive Chair, have an option to participate in a share purchase matching program that is intended to increase their respective equity ownership in the Corporation on an individual basis. If they meet their target bonus, up to 50% of their after-tax cash bonus can be used to purchase Common Shares in the open market, which will be matched for each share purchased with one DSU from the Corporation. The matching DSUs for each participating senior executive vest over a three-year period and are subject to the maintenance of minimum share ownership conditions. It is important to note that vested DSUs can only be settled upon the termination date of the senior executive - they are meant to increase share ownership with the shares not available to be sold until the employee resigns or is terminated. The share matching program will be discontinued in the new scheme being launched in 2021.

3.4.3 Long-term Incentives

The Compensation Committee’s mandate includes a review of, and recommendations on, long-term incentives, including stock option grants under the Corporation’s Stock Option Plan.

For the year ended December 31, 2020, the LTIP was a target award set as a percentage of salary, which is the same as the STIP and is based on the achievement of objectives. The LTIP award is split into 50% RSUs and 50% stock options. The RSUs vest equally over three years and are paid out in common shares issued from treasury or are settled in cash at the discretion of the Board. The options are valued at the time of the award based on the Black Scholes option pricing model and vest equally over four years. At exercise time, the options are settled in shares on a gross or net (cashless) basis at the discretion of the option holder.



The LTIP and STIP participation levels as a percentage of base salary for each NEO are as follows:

	LTIP	STIP
CEO	100%	100%
Executive Chair	60%	60%
CFO	60%	60%
VP Corporate Development	60%	60%
VP Exploration	60%	60%

3.4.4 Perquisites & Benefits

Altius pays no perquisites or benefits to the NEOs nor are there any pension plans in place for NEOs.

3.4.5 Year Ended December 31, 2020 Performance & Compensation Decisions

The Committee reviewed the performance of Altius relative to the scorecard for the year ended December 31, 2020.

Management failed to reach the Adjusted EBITDA target hurdle threshold (being 8% growth on prior year), and also underperformed the peer group for measurement of Total Shareholder Return but achieved a 9.5% share price increase over last year. As a result, the financial score was 29%.

Progress on its developmental scorecard objectives was very positive with a score of 152%. The highlights were:

- Altius Renewable Royalties– Attracted co-investor Apollo Funds in October 2020 for a US\$80 million earn-in, which exceeded the target raise of US\$75 million and was done at a valuation of \$1.21 compared to the initial seed investment at \$1.00 per share. The target valuation for the co-investor process was a 25% increase, but the committee recognized the quality of the investor (Apollo) along with the significant adoption of future non-diluting structures in the form of sidecar vehicles as benefits that added value beyond the initial targets. Management had also met its target of deploying or identifying appropriate projects and of converting projects into royalties along with identifying greater opportunities than originally designed. In addition, it had readied the company for an IPO in early 2021.
- Cash flowing Royalties – Management exceeded its goal (\$3 million per annum) of pro-rata royalty acquisition through coal and potash royalty purchases. In addition, the net present value of the royalty portfolio was net positive over the year, based on internal calculations.



- Project Generation – Management achieved cash sales adding to the portfolio of \$6.7 million net of new additions, exceeding the target of \$5 million. It also generated and sold 4 projects and has a further two projects generated and close to completion (Goal was for 3+). Management also ensured the portfolio (based on 3-year cash flows) remained self-sufficient from a funding perspective.
- ESG – management had zero safety and environmental issues, published its inaugural Sustainability Report and initiated initial meetings with multiple ESG type investors. The committee noted the wide difference between the MSCI and Sustainalytics reviews but considered this as a starting point given the material misunderstanding of the Altius business model by comparing it directly to operating mining companies which will be addressed through engagement and the Sustainability Report.

Personal assessments account for 10% of the scorecard weighting and are an important and valuable process that has now become an engaging and constructive exercise to identify strengths and weaknesses on the management team, for professional development and to monitor succession planning.

When reviewing the scorecard, readers should note that a score of 100 is considered as meeting target, with a maximum of 250 for exceeding target. The payout ratio was determined as follows:

Component	Outcome
Financial component (50% weighting)	29.0%
Developmental (40% weighting)	152.3%
Individual (10% weighting)	125%
Overall Ratio	87.92%
Additional Performance Bonus	7.08%
Overall Payout Ratio	95.0%

Short Term Incentive Plan (STIP) Payout

Executive	Salary \$	Actual STIP \$	Target STIP \$
Brian Dalton	450,000	427,500	450,000
John Baker	400,000	228,000	240,000
Ben Lewis	280,000	159,600	168,000
Chad Wells	225,000	128,250	135,000
Lawrence Winter	225,000	128,250	135,000

Long Term Incentive Plan (LTIP) Award

Executive	Salary C\$	Actual LTIP \$	Target LTIP \$
Brian Dalton	450,000	427,500	450,000
John Baker	400,000	228,000	240,000
Ben Lewis	280,000	159,600	168,000
Chad Wells	225,000	128,250	135,000
Lawrence Winter	225,000	128,250	135,000

Share Matching Program

The Committee notes the share matching program introduced in 2015 has been taken up in full by all eligible senior management members through to the current period ended December 31, 2020. The intention was to encourage further equity participation by those members below the level of CEO and Executive



Chairman. The Committee regards this participation as very positive, however with the introduction of a new 5-year scheme that incorporates other forms of equity participation, it will be discontinued in 2021.

Equity Ownership Guidelines

In November 2020, the Board approved adoption of a Share Ownership Policy that provides for mandatory minimum levels of share ownership for directors and management (Please see section 7.16 - Share Ownership Policy of this document for additional information). The policy sets mandatory minimum share ownership levels and a 5-year timeframe from the date of adoption to achieve the threshold. The policy applies to independent directors and to officers and senior management (“Participants”).

In determining the number of Common Shares owned, DSUs issued to a NEO with the Corporation’s share matching program shall be considered Common Shares for this limited purpose. Stock options, RSUs, DSUs and any other share unit that may be introduced by the Corporation as part of its compensation plan shall not be considered Common Share ownership unless and until they are exercised or settled by delivery of Common Shares. The following table shows equity ownership for all Participants as at December 31, 2020. It also shows in the “Additional Investment Required” column the dollar amount of investment remaining for directors and NEOs under the plan to meet their minimum share ownership targets. As shown in the table, all of the directors and NEOs meet the requirement, except for the two new directors who have more than four years remaining to acquire shares to meet the minimum level of share ownership.

Name	Equity Ownership (Dec 31, 2020)		Value (Dec 31, 2020)	Additional Investment Required
	Common shares	DSUs		
Nicole Adshead-Bell	-	-	-	\$ 135,000
John Baker	622,398	20,085	8,520,629	Nil
Teresa Conway	2,000	-	27,380	\$ 107,620
Brian Dalton	1,355,615	-	18,558,369	Nil
Anna El-Erian	45,099	41,317	617,405	Nil
Andre Gaumond	138,000	29,533	1,889,220	Nil
Roger Lace	30,000	18,846	410,700	Nil
Ben Lewis	50,831	21,888	1,036,593	Nil
Fred Mifflin	45,000	65,166	616,050	Nil
Jamie Strauss	28,890	62,862	395,504	Nil
Chad Wells	119,227	17,512	1,907,277	Nil
Lawrence Winter	87,599	17,215	1,468,266	Nil

CEO Alignment of Pay and Performance over the Long Term

The Committee believes strongly that the RSU and option package to the CEO, through the LTIP award, is in strong alignment with shareholder experience given that it constitutes on a combined basis 66% of the CEO’s 2020 yearly payout. The structure also serves as an incentive to long term share price appreciation.

Conclusion

The Board and Compensation Committee have an ongoing commitment to monitor the compensation plans to ensure they are working as expected to align management and shareholder interests as well as provide an appropriate balance of fixed/variable compensation and risk/reward.

3.5 Performance Graph

The following graph illustrates the Corporation’s shareholder return on a yearly basis with the starting point being January 1, 2015, assuming an initial investment of \$100 compared to the S&P/TSX Global Mining Index and Small Cap Index, for the comparable period.



5 Year Performance Graph Compared to S&P/ TSX Global Mining Index and S&P/ TSX Small Cap Index

Performance Graph 2015-2020



Over the past 5 years, Altius has performed in alignment with the Small Cap Index and has relatively underperformed the Global Mining Index, however in late 2020 and continuing into 2021 Altius shares have increased commensurate with the Small Cap Index and are currently outperforming on the strength of copper and iron ore prices and the success of the Altius Renewable Royalties IPO and the Apollo investment as discussed above. A major cyclical downturn between 2011 and early 2016 allowed Altius to deploy significant amounts of capital in acquiring diversified mining royalties at depressed prices. In 2016-17 most mined commodities began cyclical price recoveries, however 2018-19 were generally challenging years for commodities and related companies in the sector aside from a strengthening in gold prices in the second half of 2019. 2020 was a very strong year for gold prices from April onwards in a safe haven and fiat currency related response to global financial uncertainties related to the Covid-19 pandemic. In the final quarter of the year investor interest returned to the broader cyclical and minerals sector in anticipation of global infrastructure spending driving commodity prices significantly higher including equities, like Altius, with exposure to copper, iron and potash.

3.6 Comparison of Performance Trend to Executive Compensation

In order to better incentivize the achievement of long-term shareholder value appreciation in the future, as well as the achievement of short-term gains, the Corporation utilizes a pay-for performance approach to compensation based on meeting specific targets and financially rewards overachievement through a combination of STIP and LTIP incentives.

In 2019-20 the Board, in consultation with Hugessen, undertook a comprehensive review of Executive Compensation to align with the current 5-year framework of executive employment agreements. This review considered all elements of the compensation policy and practice, including the executive compensation clawback policy, newly adopted minimum share ownership targets, adoption of a Say on Pay motion, adoption of performance share units as a major component of the long term incentive plan, severance entitlements and change of control provisions. The review concluded in late 2020 with the Board



ratifying a revised and enhanced executive compensation plan that is aligned with shareholder returns. The Plan implementation commenced in 2021 on a similar 5-year framework as 2015-2020.

3.7 Summary Compensation Table

The following compensation information relates to amounts paid to our NEOs for the three most recent fiscal years.

Name & Principal Position	Year	Salary (\$)	Share-Based Awards (\$)	Option-Based Awards ¹ (\$)	Non-Equity Incentive Plan Compensation		Pension Value (\$)	All Other Compensation ³ (\$)	Total (\$)
					Annual Incentive Plans (\$)	Long-Term Incentive Plans (\$)			
Brian Dalton, <i>President & CEO/Director</i> ²	2020	450,000	213,750	213,750	427,500	-	-	-	1,305,000
	2019	450,000	243,400	243,400	486,800	-	-	-	1,423,600
	2018	450,000	239,522	239,522	479,043	-	-	-	1,408,087
John Baker, <i>Executive Chairman</i> ²	2020	400,000	114,000	114,000	228,000	-	-	-	856,000
	2019	400,000	129,800	129,800	259,600	-	-	-	919,200
	2018	400,000	127,745	127,745	255,490	-	-	-	910,980
Ben Lewis, <i>Chief Financial Officer</i>	2020	280,000	79,800	79,800	159,600	-	-	43,000	642,200
	2019	280,000	90,850	90,850	181,700	-	-	47,000	690,400
	2018	280,000	89,422	89,422	178,843	-	-	46,000	683,687
Chad Wells, <i>V.P. Business Development</i>	2020	225,000	64,125	64,125	128,250	-	-	35,000	516,500
	2019	225,000	73,000	73,000	146,000	-	-	38,000	555,000
	2018	225,000	71,857	71,857	143,713	-	-	37,000	549,427
Lawrence Winter, <i>V.P. Exploration</i>	2020	225,000	64,125	64,125	128,250	-	-	35,000	516,500
	2019	225,000	73,000	73,000	146,000	-	-	38,000	555,000
	2018	225,000	71,857	71,857	143,713	-	-	37,000	549,427

Notes

¹The Fair market value of option-based awards is determined using the Black Scholes pricing model using assumptions as disclosed in the consolidated annual financial statements.

²None of Mr. Dalton's and Mr. Baker's compensation is for their role as a director of the Corporation.

³All Other Compensation includes the Share Matching Program, whereby certain NEOs may receive matching DSUs if they reinvest a portion of their cash bonus in the Company's common shares.

4.0 Incentive Plan Awards

4.1 Outstanding Share-Based Awards and Option-Based Awards

The following table provides information for each NEO for all awards outstanding at December 31, 2020, the end of the most recently completed fiscal year.

Name & Principal Position	Option-Based Awards (includes stock options and SARs)				Share-Based Awards		
	Number of Securities Underlying Unexercised Options (#)	Option Exercise Price (\$)	Option Expiration Date	Value of Unexercised In-the-Money Options (\$)	Number of Shares or Units of Shares That Have Not Vested (#)	Market or Payout Value of Share-Based Awards That Have Not Vested (\$)	Market or Payout Value of Vested Share-Based Awards Not Paid out or Distributed (\$)
Brian Dalton, <i>President & Chief Executive Officer</i>	138,938	10.79	26/03/2025	402,920	49,270	674,506	5,914
	58,162	12.91	25/03/2024	45,366			
	36,558	13.91	8/4/2023	-			
	65,897	10.65	3/7/2022	200,327			
	38,707	10.62	6/7/2021	118,830			
John Baker, <i>Executive Chairman</i>	74,100	10.79	26/03/2025	214,890	26,534	363,250	278,153
	31,020	12.91	25/03/2024	24,196			
	21,868	13.91	8/4/2023	-			
	39,538	10.65	3/7/2022	120,196			
	23,224	10.62	6/7/2021	71,298			
Ben Lewis, <i>Chief Financial Officer</i>	51,870	7.39	26/03/2025	326,781	26,248	359,336	195,069
	21,714	12.91	25/03/2024	16,937			
	14,137	13.91	8/4/2023	-			
	25,417	10.65	3/7/2022	77,268			
	14,930	10.62	6/7/2021	45,835			
Chad Wells, <i>V.P. Business Development</i>	41,681	7.39	26/03/2025	262,590	21,103	288,900	154,916
	17,449	12.91	25/03/2024	13,610			
	10,934	13.91	8/4/2023	-			
	19,769	10.65	3/7/2022	60,098			
	11,612	10.62	6/7/2021	35,649			
Lawrence Winter, <i>V.P. Exploration</i>	41,681	7.39	26/03/2025	262,590	20,978	287,189	155,477
	17,449	12.91	25/03/2024	13,610			
	10,934	13.91	8/4/2023	-			
	19,769	10.65	3/7/2022	60,098			
	11,612	10.62	6/7/2021	35,649			

4.2 Incentive Plan Awards - Value Vested or Earned During the Year

The following table provides information on the value of vested options and share-based awards vested or earned during the most recently completed fiscal year for each NEO.



Name	Option-Based Awards -Value Vested During the Year ¹ (\$)	Share-Based Awards -Value Vested ¹ During the Year (\$)	Non-Equity Incentive Plan - Value Earned During the Year (\$)
Brian Dalton	-	154,284	-
John Baker	-	92,853	-
Ben Lewis	-	95,889	-
Chad Wells	-	76,008	-
Lawrence Winter	-	75,110	-

Note

¹The “value vested” is based on the dollar value that would have been realized if the options had been exercised on the date vested. This is calculated by determining the difference between the market price of the Common Shares on the vesting date and the exercise price of the options that vested. The value vested for RSUs and DSUs is calculated by multiplying the market price of the Common Shares on the vesting date by the number of units that vested. The value vested for options was nil for the year because the common share price was out of the money on the vesting dates of the various stock options. The common share price has since recovered to more typical levels.

5.0 Director Compensation

The Compensation Committee reviews the compensation of the directors of the Corporation from time to time to ensure that it properly reflects the responsibilities associated with being an effective director. The Committee last carried out a formal review of Director remuneration in 2018 relative to a peer group as follows:

Osisko Gold Royalties	Mountain Province Diamonds
Sandstorm Gold	Sabina Gold & Silver
Largo Resources	Sierra Metals
Impala Canada	Anglo Pacific Group
Maverix Metals	Polymet Mining

Based on the findings by Hugessen, the Board adopted a compensation structure for the Non-Executive Directors in 2020 that was in-line with its peer group.

The Board adopted the following structure, which will be independently reviewed at the interim review during 2022.

Position	Annual Retainer (C\$)	Annual DSU Grant (C\$)
Board Member	40,000	100,000
Lead Director	20,000	
Audit Chair	15,000	
Remuneration – Chair	12,000	
Corporate Governance - Chair	10,000	
Audit – Member	7,500	
Remuneration – Member	6,000	
Corporate Governance - Member	5,000	

Subsequent to the year end, in recognition of the increasing workload of the Corporate Governance committee, which now includes sustainability, the Board agreed to increase the annual retainer for the Chair of this Committee to \$12,000 and the member retainer to \$6,000.

In the year ended December 31, 2020, non-executive Board members received compensation by way of payment per annum, with Committee chairs and members receiving an additional payment per annum as described above. The directors were reimbursed for expenses incurred in carrying out their duties as directors, including attending meetings.

No director compensation is paid to directors who are members of management of Altius or any of its subsidiaries.

None of the directors were compensated in their capacity as a director by Altius or any of its subsidiaries during the year pursuant to any other arrangement or in lieu of any standard compensation arrangement. Dr. Adshead-Bell and Ms. Conway were appointed to the Board on October 1st, 2020 so their respective compensation reflects their timing of joining the Board.

The following table provides information regarding compensation paid to the directors of Altius for acting in such capacity during the year ended December 31, 2020.

Name	Fees Earned (\$)	Share-Based Awards-DSUs (\$)	Option-Based Awards (\$)	Non-Equity Incentive Plan Compensation (\$)	Retirement Fund Value (\$)	All Other Compensation (\$)	Total Compensation (\$)
Nicole Adsead-Bell	11,500	-	-	-	-	-	11,500
Teresa Conway	11,500	-	-	-	-	-	11,500
Anna El_Erian	50,000	108,774	-	-	-	-	158,774
André Gaumont	46,000	106,445	-	-	-	-	152,445
Roger Lace	47,500	104,332	-	-	-	-	151,832
Fred Mifflin	86,000	113,487	-	-	-	-	199,487
Jamie Strauss	57,000	112,997	-	-	-	-	169,997
Don Warr	47,500	113,487	-	-	-	-	160,987

5.1 Outstanding Share-Based Awards and Option-Based Awards

The following table provides information for each director for all awards outstanding as at December 31, 2020, the end of the most recently completed fiscal year.

Name & Principal Position	Option-Based Awards (includes stock options and SARs)				Share-Based Awards		
	Number of Securities Underlying Unexercised Options (#)	Option Exercise Price (\$)	Option Expiration Date	Value of Unexercised In-the-Money Options (\$)	Number of Shares or Units of Shares That Have Not Vested (#)	Market or Payout Value of Share-Based Awards That Have Not Vested (\$)	Market or Payout Value of Vested Share-Based Awards not Paid out or Distributed (\$)



Nicole Adsead-Bell	-	-	-	-	-	-	-
Teresa Conway	-	-	-	-	-	-	-
Anna El-Erian	-	-	-	-	3,468	47,477	518,153
André Gaumond	-	-	-	-	3,468	47,477	356,830
Roger Lace	-	-	-	-	3,468	47,477	210,525
Fred Mifflin	-	-	-	-	3,468	47,477	844,646
Jamie Strauss	-	-	-	-	3,468	47,477	810,640
Donald Warr	-	-	-	-	3,468	47,477	844,646

5.2 Incentive Plan Awards – Value Vested or Earned During the Year

The following table provides information on the value of vested options and share-based awards vested or earned during the most recently completed fiscal year for each non-executive director.

Name	Option-Based Awards -Value Vested During the Year¹ (\$)	Share-Based Awards -Value Vested During the Year (\$)	Non-Equity Incentive Plan - Value Earned During the Year (\$)
Anna El-Erian	-	108,774	-
André Gaumond	-	106,445	-
Roger Lace	-	104,332	-
Fred Mifflin	-	113,487	-
Jamie Strauss	-	112,997	-
Donald Warr	-	113,487	-

Note

¹The “value vested” is based on the dollar value that would have been realized if the option-based awards and share-based awards had been exercised on the date vested. The value vested for stock options is calculated by determining the difference between the market price of the Common Shares on the vesting date and the exercise price of the options that vested. The value vested for DSUs is calculated by multiplying the market price of the Common Shares on the vesting date by the number of units that vested.

5.3 Equity Investment Requirements

With a view to aligning the interests of directors and officers with those of shareholders, the Corporation adopted a new Share Ownership Policy in 2020. Please see section 7.16 - Share Ownership Policy of this document for additional information.

The value of the equity investment of a director at any time will be defined as the greater of: (a) the original amount paid or deemed to have been paid by the Participant to acquire the Common Shares and (b) the current market value of those shares and units at the point of measurement, normally the last trading day of the year. Based on the Minimum Annual Retainer for fiscal 2020, the minimum equity investment is \$135,000. The table summarizing equity investment in the Corporation by the directors and NEO’s as at December 31, 2020 is in section 3.4.5 Equity Ownership Guidelines on page 34.

6.0 Securities Authorized for Issuance Under Equity Compensation Plans

As of December 31, 2020, the Corporation had an omnibus long-term incentive plan (the “LTIP”) that had been approved by shareholder in May 2019. The maximum number of Common Shares which may be reserved for issuance under the LTIP cannot exceed 5% of the issued and outstanding Common Shares of the Corporation on a non-diluted basis. The following table sets forth information with respect to the options and rights outstanding under the LTIP as at the date of the circular.

Plan Category	Number of Common Shares to be Issued Upon Exercise of Outstanding Options and Rights (#)	Weighted-Average Exercise Price of Outstanding Options (\$)	Number of Securities Remaining Available for Future Issuance Under Equity Compensation Plans (#)
Equity Compensation Plans Approved by Security Holders	1,482,908	12.35	590,974
Equity Compensation Plans Not Approved by Security Holders	-	-	-
TOTAL	1,482,908	12.35	590,974⁽¹⁾

Note

(1) Includes Common Shares issuable under the LTIP

6.1 Option Re-pricings

The Corporation re-priced 213,038 stock options during the 12 months ended December 31, 2020 which were originally granted to the CEO (138,938) and Executive Chairman (74,100) in March 2020 at \$7.39 per share as part of their 2019 compensation package. However, at the request of the named executives the option exercise price was increased to \$10.79 per share. The original exercise price was determined in accordance with the Corporation’s LTIP as consistently applied each year based on the relevant volume weighted average trading price. Notwithstanding this, and at the request of the named executives, the exercise price was increased to equal that of the Corporation’s closing share price on February 20, 2020, being the date immediately before major North American equity markets began to decline rapidly on COVID-19 related economic concerns.

6.2 Employment Contracts and Termination of Employment Arrangements

The Corporation has entered into written employment agreements with the NEOs on terms and conditions comparable to the practice of other public issuers in the same industry and market. The agreements include roles and responsibilities, confidentiality and termination in accordance with existing laws and change in control.

For all NEOs, termination provisions are included to provide a payment of two (2) times annual base salary plus the award of pro-rated STIP and LTIP to reflect service in the fiscal year in which termination occurs in the event of a termination without cause or a termination following a change of control of the Corporation (a “**Change of Control**”). In addition, the Corporation shall continue the participation of the NEOs in the medical benefit plans sponsored by the Corporation until the end of the severance period or until the NEO secures alternate employment with comparable benefit coverage.

In the case of a Change of Control, the above noted payments, awards and benefits are payable if the Corporation terminates an NEO’s employment or the NEO submits his resignation as a result of an event of good reason (being a material change in responsibilities, authority or status, a reduction in base salary or benefits, or a requirement to relocate outside the Province of Newfoundland and Labrador). No other conditions apply to the receipt of such payments or benefits.



The incremental payments, payables and benefits to NEOs in the event of termination without cause or termination following a Change of Control are estimated to be as follows assuming that the triggering event took place on the last business day of the Corporation's most recently completed financial year:

Name & Principal Position	Cash Severance		Unvested Equity Acceleration ³		Total
	Base Salary ¹	Bonus ²	Stock Options	Share-based awards	
Brian Dalton <i>President & Chief Executive Officer</i>	900,000	855,000	389,626	680,420	2,825,046
John Baker <i>Executive Chairman</i>	800,000	456,000	210,464	366,440	1,832,904
Ben Lewis <i>Chief Financial Officer</i>	560,000	319,200	287,045	361,539	1,527,784
Chad Wells <i>V.P. Corporate Development</i>	450,000	256,500	230,256	290,680	1,227,436
Lawrence Winter <i>V.P. Exploration</i>	450,000	256,500	230,256	288,950	1,225,706

Notes:

1. All NEOs are entitled to receive two times their annual base salary in the event of termination without cause or termination subsequent to a change of control.
2. Bonus LTIP and STIP is negotiated in the event of a termination payment. The estimate provided is based on last fiscal year's payout.
3. In the event of a termination without cause, all share based compensation units will vest for an additional 2 years. In the event of a termination following a change of control of the Corporation, all unvested share-based units will vest immediately.

7.0 Corporate Governance

7.1 Board of Directors

The Board is currently comprised of ten directors, two of whom (John Baker and Brian Dalton) have been directors since the Corporation was founded in 1997 and two of whom are new directors (Nicole Adshead-Bell and Teresa Conway) appointed on October 1st, 2020. Current director Don Warr is retiring this year and not standing for re-election. The Company is proposing nine directors for election at this Annual & Special Meeting. Brian Dalton, the CEO, and John Baker, the Executive Chairman, are members of management and therefore are not considered independent for purposes of NI 58-101. Current directors Nicole Adshead-Bell, Teresa Conway, Anna El-Erian, André Gaumond, Roger Lace, Fred Mifflin, and Jamie Strauss are independent for purposes of NI 58-101. The independent directors hold a minimum of four scheduled and minuted in-camera meetings per year following regularly scheduled Board meetings, at which non-independent directors and members of management are not in attendance. Independent directors of the Board can also meet at the request of any independent director. The independent directors exercise their responsibilities for independent oversight of management and provide leadership through their majority position on the Board and ability to meet independently of management whenever deemed necessary.

Fred Mifflin acts as lead director and in such capacity chairs the meetings of the independent directors and reports to the Board as required. In addition, the lead director is charged with the responsibility of assisting the independent directors with fulfilling their governance responsibilities and overseeing obligations of the Board and its committees generally.

In 2019-2020, a formal search process for a new independent board member was commenced by the Corporate Governance and Nominating Committee. The search criteria were closely aligned with overall Board renewal and succession planning as well as the Company's Anti-Discrimination, Inclusion and Diversity Policy. Altius has two independent directors, Fred Mifflin, and Don Warr, who joined the Board in 2006 and 2005 respectively. Fred Mifflin has served since 2006 as Audit Committee Chair, and since 2015 as Lead Director. Don Warr has been an Audit Committee member since joining the Board in 2005 and will be retiring and not standing for re-election at this meeting. The new director search was focused on attracting a candidate who fulfilled the diversity mandate and who also had the necessary skills, experience and background to join the Audit Committee, and following an orderly transition, to potentially qualify to chair the Audit Committee. The search was successful in identifying two suitable candidates, and on October 1st, 2020 both candidates were duly appointed to the Board and are being proposed for election at the meeting.

7.2 Definition of “Independent” Board Member

Consistent with NI 58-101, in order for a director to be considered “independent” the Board must make an affirmative determination, by a resolution of the Board as a whole, that the director being reviewed has no material relationship with the Corporation other than as a director, either directly or indirectly (such as through being a partner, shareholder or officer of another entity that has a relationship with the Corporation). In each case, the Board broadly considers all relevant facts and circumstances.

Generally, a director will not be deemed to be “independent” if, within the preceding three years:

- (a) the director was an executive officer or employee of the Corporation or any of its subsidiaries;
- (b) an immediate family member of the director was employed by the Corporation as an executive officer;
- (c) the director, or an immediate family member, was a current partner of a firm that is the Corporation's internal or external auditor or within the last three years (but no longer) a partner or employee of such a firm and personally worked on the Corporation's audit within that time;
- (d) the director was a current employee of the Corporation's internal or external auditor;
- (e) an immediate family member of the director was a partner of the Corporation's internal or external auditor, was an employee of that firm and participates in the firm's audit, assurance or tax compliance (but not tax planning) practice, or was within the last three years a partner or employee of that firm and personally worked on the Corporation's audit within that time; or
- (f) a director, or an immediate family member, received more than CAD\$75,000 annually in direct compensation from the Corporation, other than director and committee fees and pensions or other forms of deferred compensation, so long as such compensation was not contingent on continued service.

An “immediate family member” includes a director's spouse, parents, children, siblings, mothers- and fathers-in-law, sons- and daughters-in-law, brothers- and sisters-in-law, and anyone (other than domestic employees) who shares such director's home.

Based on this definition, seven of the nine proposed board members are independent with Executive Chair John Baker and President and CEO Brian Dalton being the two non-independent directors.



7.3 Committees of the Board of Directors

The Board functioned under three established committees for the year ended December 31, 2020, all of which had written mandates. Such mandates included a description of the role and responsibilities of the Chair of the committee, which include presiding over committee meetings, reporting to the Board with respect to the activities of the committee, and leading the committee in regularly reviewing and assessing the adequacy of its mandate and its effectiveness in fulfilling its mandate. All committees were comprised of a minimum of three board members, all of whom were independent.

A copy of the respective position descriptions for the Executive Chairman, the chair of each Committee and the CEO, together with the rest of the Board mandate, can be found at <http://altiusminerals.com/esgesg>. These position descriptions are reviewed by the Corporate Governance and Nominating Committee on a bi-annual basis.

7.3.1 Corporate Governance and Nominating Committee

Responsibility for monitoring and assessing the effectiveness of the Board, its committees and directors' rests with the Corporate Governance and Nominating Committee. The Committee assists the Board in developing the Corporation's approach to its own governance by:

- regularly updating and overseeing the Corporation's governance policies and making corporate governance policy recommendations aimed at enhancing Board effectiveness;
- annually reviewing the Board and its members in terms of their composition, structure, and size as well as effectiveness, knowledge and contribution to the governing of the Corporation;
- annually reviewing each director's status to determine whether he/she remains independent as that term is defined in NI 58-101;
- ensuring Board members participate in appropriate continuing education programs;
- identifying and recommending individuals qualified to become members of the Board;
- overseeing the succession planning for the Corporation's CEO and other senior executive officers; and
- bi-annually reviewing all Committee Charters and Terms of Reference as to their applicability;

The Corporate Governance and Nominating Committee is comprised of three directors, each of whom, in the judgement of the Board, meets the independence requirements of applicable securities legislation and policies for nominating committee members. For the year ended December 31, 2020, the Corporate Governance and Nominating Committee was comprised of Anna El-Erian (Chair), Jamie Strauss and Fred Mifflin as lead director serving as an ex-officio member. Nicole Adshead-Bell was also appointed to the Committee on March 10, 2021.

7.3.2 Audit Committee

The purpose of the Corporation's Audit Committee is to provide assistance to the Board in fulfilling its legal and fiduciary obligations with respect to matters involving the accounting, auditing, financial reporting, internal control and legal compliance functions of the Corporation, which will be provided to Shareholders of the Corporation and others. The Audit Committee oversees the Corporation's financial reporting process on behalf of the Board and reports the results to the Board. While the Audit Committee has the responsibilities and powers set forth in its mandate, it is not the duty of the Committee to plan or conduct audits or to determine if the Corporation's financial statements are complete and accurate and are prepared in accordance with International Financial Reporting Standards.

Management is responsible for preparing the Corporation's financial statements and the independent auditors are ultimately accountable to the Board and the Committee, as representatives of the Shareholders.



It is the objective of the Audit Committee to maintain free and open communications among the Board, the independent auditors and the financial and senior management of the Corporation.

For the year ended December 31, 2020, the Audit Committee was comprised of Fred Mifflin (Chair), Don Warr, and Roger Lace. All members are financially literate and are independent, as defined under Sections 1.4 and 1.5 of National Instrument 52-110 - *Audit Committees*. For further information on the Audit Committee policy and charter, please refer to the Corporation's Annual Information Form dated March 10, 2021, which is available on SEDAR or posted on the Company's website at <http://altiusminerals.com/esgesg>. Given the impending retirement of Don Warr, on March 10, 2021 Teresa Conway, who is considered independent, was appointed to this Committee.

7.3.3 Compensation Committee

As discussed above in the CD&A, the Corporation has established a Compensation Committee that annually reviews the compensation of senior management and the directors. The recommendations of the Compensation Committee are presented to the Board for approval.

For the year ended December 31, 2020 and at the date of this circular the Compensation Committee was comprised of Jamie Strauss (Chair), André Gaumond and Fred Mifflin, all of whom are independent.

7.4 Board Committee Meetings

The Audit Committee and independent directors meet at least four times annually; the Compensation Committee and the Corporate Governance and Nominating Committee each meets at least twice annually.

7.5 Orientation and Continuing Education

Proposed new directors are provided with an information package regarding the business and operations of the Corporation which fully apprises them of such matters and of the duties and responsibilities of the directors pursuant to applicable law and policy. Orientation of new directors includes briefings with the Chair of the Board, the Audit, Compensation and Corporate Governance and Nominating Committees and the independent directors. New directors also receive access to senior management through an orientation session to discuss operations, current business strategies and historical information about the Corporation. They are also provided with a binder of all corporate charters, position descriptions and policies. The orientation program is reviewed bi-annually by the Corporate Governance and Nominating Committee. In 2018, the Corporate Governance and Nominating Committee introduced a skills matrix and self-assessment process which has been used constructively in evaluation, succession planning and addressing Board renewal.

The Corporation encourages and supports Board members to pursue available continuing education opportunities, including opportunities within the mineral industry and with respect to their corporate governance responsibilities. The approach was developed to help directors maintain and enhance their skills and abilities and update their knowledge and understanding of the Company and its industry. Key components of the program include regular briefings through bi-monthly written reports of activities to directors, quarterly operations' reports and specific presentations to the Board. Directors also participate in external education seminars at the Corporation's expense that are relevant to their role on the board such as the PDAC Conference in Toronto and the Newfoundland and Labrador Mineral Resources Review in St. John's. In addition, several directors attend Deloitte's Corporate Governance Seminar Series, Beyond Compliance, as well as the Institute of Corporate Directors corporate governance series.

7.6 Ethical Business Conduct

The Corporation will only nominate to its Board individuals who personify a culture of ethical business conduct. The Board at all times expects management to operate the business of the Corporation in a manner consistent with the highest level of integrity such that the Corporation may serve as an example within its



industry group. Board members are expected to comply at all times with the highest standards respecting conflicts of interest imposed by applicable corporate law.

The Corporation has adopted a written business Code of Conduct and Ethics posted on its corporate website at <http://www.altiusminerals.com/esg>. The Code of Conduct and Ethics applies to employees, officers, directors and consultants of Altius, and to anyone retained by Altius in a similar capacity. Altius and its subsidiaries and affiliates are committed to conducting business with people in the same respectful manner and applying the same ethical principles and standards that would be expected and sought from others, and free from all forms of discrimination and harassment. The employees, officers and consultants that represent Altius are expected to always act in a manner that enhances the reputation of the Corporation for honesty, fairness, competency and professionalism. The integrity of Altius relies upon the uncompromising personal integrity of each employee.

The Code of Conduct and Ethics is reviewed bi-annually by the Corporate Governance and Nominating Committee and is monitored for compliance by senior management of the Corporation. The Code of Conduct and Ethics policy was updated, and SEDAR filed, in August 2019 with updates pertaining to the Company's recent adoption of an ESG Investment Policy and Sustainability Report.

7.6.1 Whistleblower Policy

The Canadian Securities Administrators include in their audit committee and certification rules for reporting issuers a requirement that reporting issuers have a whistleblower policy that provides procedures for the handling of complaints regarding accounting, internal control and auditing matters, and confidential, anonymous submissions by employees of the issuer regarding concerns about questionable accounting or auditing matters.

Altius is in compliance with Canadian whistleblower regulations, and in 2019 enhanced its provisions with adoption of the service referenced above. Employees, directors and contractors are able to make complaints online or by phone, with the complainant electing to pursue his or her complaint anonymously or directly. All complaints are passed on by the third-party service to the Chair of the Audit Committee. There have been no complaints received since implementation of the whistleblower service.

7.7 ESG Investment and Sustainability Policy

During 2019 and 2020, the Company was active in enhancing its ESG best practices and significantly improving its past and current public disclosure of its related data and vision concerning the energy transition to clean renewable energy, food security including efforts to improve agricultural yield, and the production of steel using higher quality, lower impurity iron ore. In October 2019, the Company engaged a third-party consultant after a series of meetings with ESG analysts and teams of existing and prospective institutional shareholders as well as engagement with ratings agencies ISS, MSCI and Sustainalytics.

The Board determined that the Corporate Governance and Nominating Committee would have Board oversight in enhancing its ESG policies, practices and disclosure while regularly engaging and making recommendations to the full Board. Various policies were updated and enhanced while others were formally adopted, including: anti hedging clarification within the insider trading section of the Code of Conduct, majority voting, the amended LTIP including clarification of no option grants to independent directors, a new and expanded ESG policy replacing the former CSR policy, and the adoption of a Share Ownership Policy. In addition, the Board concluded a new director search by adding Nicole Adshead- Bell and Teresa Conway to the Board and to allow for the orderly retirement of long tenured director Don Warr.

Another main deliverable from the 2019 and continued ESG review was determination of ESG risks by materiality, with new risk factors incorporated into the yearly Management Discussion and Analysis (MDA) and Annual Information Form (AIF), with both documents filed on SEDAR on March 11, 2020

The Company's new ESG Policy was approved by the Board of Directors on March 11, 2020.

7.8 Nomination of Directors

The size and current membership of the Board is reviewed each year when the directors fix the number of directors to sit on the Board, taking into account the number of directors required to carry out the Board's duties effectively and to maintain a diversity of views and experience. The Corporate Governance and Nominating Committee, which is comprised of independent directors, serves the function of a nominating committee and is formally responsible for coordinating the recruitment and recommendation of new candidates and for recommending such candidates to the Board.

When considering a new Board member, the Corporate Governance and Nominating Committee considers the qualities and skills that the Board as a whole, needs and assesses the competencies and skills of the current Board members. Based on the expertise already represented on the Board, the Corporate Governance and Nominating Committee then identifies specific skills, personal qualities or experiences that a candidate should possess in light of the opportunities and risks facing the Corporation. Potential candidates are screened to ensure they possess the requisite qualities including integrity, business judgment and experience, business or professional experience, mining and/or natural resource experience, ESG experience, independence from management, international experience, financial literacy, communications skills and the ability to work well with the Board and management. The Corporate Governance and Nominating Committee considers existing commitments of each potential candidate to ensure that such a candidate will be able to fulfill his or her obligations as a Board member.

The Corporate Governance and Nominating Committee maintains a list of potential director candidates for its future consideration and may engage outside advisors to assist in identifying other potential candidates.

7.9 Assessments

The Corporate Governance and Nominating Committee meets a minimum of twice per year and the Corporation has quarterly meetings of its independent directors to discuss the effectiveness of the Board and its committees, identify weaknesses and areas of opportunity and where procedural or substantive changes are needed to increase the effectiveness of the Board and its committees. Any identified improvements are discussed with the Chairman of the Board and implemented and overseen by the Board and the Corporate Governance and Nominating Committee. The Skills Matrix and Board Self-Assessment that was introduced by the Corporate Governance and Nominating Committee in 2018 are both essential tools in this ongoing evaluation process. In identifying and considering potential new candidates for the Board when vacancies arise and as part of the Company's ongoing Board succession plan, and when evaluating directors, the Corporate Governance and Nominating Committee has access to the skills matrix to identify and assess the Board's skills. The director nominees have the skills and experience shown in the following matrix:

BOARD OF DIRECTORS EXPERTISE MATRIX

BOARD OF DIRECTORS EXPERTISE MATRIX	
Skill/Experience	
Public Company Board Experience Prior experience as a board member of a publicly listed company (other than Altius) and knowledge of public company regulatory compliance.	9/9
Mining Industry Experience Knowledge of the mining industry, market and business imperatives, international regulatory environment and stakeholder management.	9/9
Mergers & Acquisitions Experience in mergers and acquisitions.	9/9
Mining Finance Experience in finance for the mining industry.	9/9
Joint Ventures	7/9



Experience negotiating and operating in a joint venture environment.	
International Experience Experience working in an organization that has business in one or more developing nations.	7/9
Dealing with Governments Experience in, or a good understanding of, the workings of governments and public policy domestically and internationally.	6/9
Executive Experience Experience working as a senior officer of a publicly listed company or major organization.	8/9
Legal Experience on legal matters with a publicly listed company or major organization including drafting and negotiating contracts, conducting financings, dealing with regulatory bodies on securities, corporate or other regulatory matters.	5/9
Corporate Governance Knowledge of good corporate governance practices and policies and experience in implementing them.	8/9
Financial Literacy The ability to read and understand a set of financial statements that present a breadth and level of complexity of accounting issues faced by the Company, or experience in financial accounting and reporting and corporate finance (familiarity with internal financial controls, Canadian or US GAAP and/or IFRS).	9/9
Risk Management Experience in overseeing policies and processes to identify a resource company's principal business risks and to confirm that appropriate systems are in place to mitigate these risks.	7/9
Renewable Energy Experience Experience working inside or on the board of a renewable energy company.	5/9
U.S. Compliance Knowledge of U.S. compliance issues.	6/9
Corporate Responsibility and Sustainable Development Understanding and experience with corporate responsibility practices and the constituents involved in sustainable development policies.	8/9
Media Relations Experience in dealing with the media on matters relating to operations and public relations issues.	6/9
Human Resources Prior or current experience in executive compensation and the oversight of succession planning, talent planning and retention programs.	7/9

As noted above, the Board believes that good corporate governance improves corporate performance and benefits all shareholders. National Policy 58-201 - *Corporate Governance Guidelines* provides non-prescriptive guidelines on corporate governance practices for reporting issuers such as the Corporation.

7.10 Disclosure Policy

It is fundamental to securities regulation that everyone investing in securities has equal access to information that may affect their investment decisions. Altius is required by applicable securities laws and timely disclosure policies of the TSX to disclose publicly through the news media all material information relating to Altius immediately upon the information becoming known to management or, if the information is already known to management, immediately upon management becoming aware that the information is material. In certain limited circumstances, disclosure of material information may be delayed for reasons of corporate confidentiality. In these cases, the Investment Industry Regulatory Organization of Canada ("IIROC") will be notified and, if the material information is also a material change, a confidential material change report will be filed.

Except in limited circumstances where disclosure would be unduly detrimental to Altius (and then subject to the requirements of applicable securities laws), Altius will immediately disclose all material information by way of a press release. Altius will follow up the press release by filing with applicable securities regulators a material change report where required under applicable securities laws. Both the press release and, where applicable, the material change report, must be filed with securities regulatory authorities via SEDAR.

In 2019-20, as part of a broader policy review to examine and, where appropriate, update Altius's ESG policies, Altius clarified aspects of its insider trading policy, including anti-hedging provisions. Specifically,



employees are prohibited from short selling or using derivatives to achieve the same effect as short selling Altius common shares.

For further information on corporate disclosure, confidentiality and insider trading, please refer to the Corporation's Corporate Disclosure Policy and Code of Conduct and Ethics on the investor information section of the Corporation's website at <http://www.altiusminerals.com/esg>.

7.11 Director Term Limits and Other Mechanisms of Board Renewal

The Board undertakes a robust annual assessment process that includes director reviews conducted through completion of an annual assessment questionnaire regarding the performance and effectiveness of the Board, each committee and each director, and one-on-one conversations between the Executive Chair of the Board and the chair of the Corporate Governance and Nominating Committee. The Executive Chair of the Board will have informal discussions with directors on a selective basis, as required, to fully understand any concerns raised or recommendations advanced in the assessment process. Based on the results of the questionnaire and the skills matrix identified above, the Corporate Governance and Nominating Committee may recommend adjustments from time to time to ensure necessary and desirable competencies and characteristics are represented on the Board and the Board is of a size and composition that facilitates effective decision making.

The Company is sensitive to the issue of long-tenured directors but has not adopted a mandatory retirement age for directors or imposed any formal term limits on directors. The Company is of the opinion that imposing such formal restrictions could put the Company at risk of losing longer serving directors who have an in-depth knowledge and understanding of the Company and its business, but recognizes that it must balance this with the need for board renewal and fresh perspectives and that prolonged membership on a board may jeopardize independence. Don Warr, a long tenured director of the Company is retiring this year. Two new directors were appointed during the current year and are now being nominated for election.

To balance the benefits of experience with the need for new perspective, the Board Anti-Discrimination, Inclusion and Diversity Policy provides that annually the Board will consider the need for and, if deemed necessary, implement a renewal program intended to achieve what the Board believes to be a desirable balance of skills, experience, expertise, gender, age and other diversity criteria. In considering and identifying new directors for nomination, the Corporate Governance and Nominating Committee will meet to identify the particular skills needed of new recruits. Among other things, the Corporate Governance and Nominating Committee uses the skills matrix identified above and the results of the assessment questionnaire and, together with input from the Executive Chair of the Board and, if appropriate, the CEO, determines the necessary attributes and experience required of a new member which would represent the best fit for the Board and future needs of the Company. Once a list of key attributes, skills and competencies for a potential new director is identified, the Corporate Governance and Nominating Committee then creates a list of possible candidates for consideration and evaluation, which are then presented to the full Board for further discussion and evaluation. After rigorous discussion by the Corporate Governance and Nominating committee and the Board - a short-list of potential Board candidates is agreed upon and created, following which the Board works together with the Corporate Governance and Nominating Committee to develop the best plan to recruit the preferred candidate(s).

7.12 Policies Regarding the Representation of Women on the Board

In 2017, the Corporation adopted formal board diversity and management diversity policies, which was an initial step in the Company's commitment to achieving and maintaining diversity on the Board, with a specific emphasis on gender diversity. In 2020, the Board appointed two new female Board members with the relevant skills and experience to contribute and enhance the diversity of perspective on the Board. The Company recognizes and embraces the benefits of having a diverse Board that may draw on a variety of perspectives, skills, experience and expertise to facilitate effective decision making. The Company also views diversity at the Board level as an important element in strong corporate governance.



The Company recognizes that gender diversity is a significant aspect of diversity and acknowledges the important role that women with appropriate and relevant skills and experience can play in contributing to the diversity of perspective on the Board. Candidates will be recommended for appointment or election as directors based on merit considered against objective criteria, having due regard for the benefits of diversity. The Company believes other aspects of diversity must also be considered, including skills, experience, education, age, ethnicity, and geographical and cultural background, to ensure that the Board, as a whole, reflects a range of viewpoints, background, skills, experience and expertise. The Corporate Governance and Nominating Committee generally identifies, evaluates and recommends candidates to become members of the Board with the goal of creating a Board that, as a whole, consists of individuals with various and relevant career experience, industry knowledge and experience, and financial and other specialized expertise.

Under the Board Anti-Discrimination, Inclusion and Diversity Policy, the Corporation aspires to attain and maintain Board composition in which at least 20% of the independent directors are women. In 2020, the Board achieved and exceeded its Board composition goal. With the addition of two women directors (Nicole Adshead-Bell and Teresa Conway) and with long standing director, Anna El-Erian, women will compose 33% of the nine-member Board, or 43% of the seven independent directors anticipated following this meeting.

7.13 Consideration of the Representation of Women in Executive Officer Appointments

The Corporation is sensitive to the representation of women when making executive officer appointments. As of the date of this Circular, no women occupy executive officer positions within the Corporation. However, in 2017 the Corporation adopted the aforesaid Management Diversity Policy, which has not set numeric targets, but which seeks to recognize the importance of continuing advancement of women in current management positions. As of December 31, 2020, the Corporation had 20 full-time employees including 5 women, two of which are at the management level. Under the policy, the Corporation has a succession plan in place in which those women who are currently in management positions will receive full consideration for advanced management and related skills training and have full consideration in any opening in the executive officer positions. The Corporation will undertake a number of initiatives that will help women within the organization to advance within the workplace. This will include internal or external training, mentorship, networking programs as well as external diversion and inclusion committees and flexible and work/family arrangements. The objective of this increased training is to increase the number of women among the executive officers going forward.

7.14 The Corporation's Targets Regarding the Representation of Women on the Board of Directors and in Executive Officer Positions

Under the Board Anti-Discrimination, Inclusion and Diversity Policy, the Corporation aspires to ensure that it maintains at least 30% of the independent directors are women, and 25% of the full Board membership, of which 33% and 43% representation respectively is anticipated following the meeting. The Corporation has not adopted a formal target regarding women in executive officer positions, but the Management Diversity Policy demonstrates the commitment to advance women toward the fulfillment of executive officer roles.

8.0 Indebtedness of Directors and Senior Officers

Management is not aware of any indebtedness outstanding by any of its directors, executive officers or any of their associates, or any guarantees, support agreements, letters of credit or similar arrangements provided by the Corporation or any subsidiaries, to these individuals, at any time since the commencement of the last completed financial year.



9.0 Interests of Informed Persons in Material Transactions

Management is not aware of any material interest, direct or indirect, by way of beneficial ownership of securities or otherwise, of any person who has been a director or executive officer of the Corporation at any time since the beginning of the last financial year, of any proposed nominee for election as a director, or any associates or affiliates of any of these individuals, in any matter to be acted on at the Meeting other than the election of directors.

10.0 Directors' and Officers' Liability Insurance

The Corporation carries directors' and officers' liability insurance covering acts and omissions of the directors and officers of the Corporation. The policies have a combined aggregate limit of \$40 million over a term of one year. The premium paid by the Corporation was \$131,365 in respect of its directors and officers as a group for the 12 months ending December 31, 2020. The corporate policy provides for the Corporation to absorb a deductible amount of \$25,000 on each loss and \$50,000 with respect to securities and oppressive conduct claims.

11.0 Other Business

Management knows of no amendment, variation or other matter to come before the Meeting other than the matters referred to in the Notice of Annual and Special Meeting. If any other matter properly comes before the Meeting, any proxy in the form provided by management will be voted on those matters in accordance with the best judgment of the Management Proxyholders.

12.0 Additional Information

Additional financial information regarding the Corporation's business is contained in the audited consolidated financial statements and management's discussion and analysis for the year ended December 31, 2020. These statements and all the continuous disclosure documents submitted to the Canadian securities regulatory authorities can be found on SEDAR at <http://www.sedar.com>. Shareholders may request a copy of the financial statements and management's discussion and analysis at P.O. Box 8263, Station "A", St. John's, NL, A1B 3N4, Canada, or 2nd Floor, 38 Duffy Place, St. Johns, NL, A1B 4M5 Canada.

13.0 Approval of Directors

The contents of this Circular and the sending, communication or delivery thereof to the shareholders entitled to receive the Notice of the Meeting, to each director of the Corporation, to the auditors of the Corporation and to the appropriate governmental agencies have been approved and authorized by the directors of the Corporation.

DATED March 24, 2021



Brian Dalton, Chief Executive Officer

