



FORM 51-102F6V
STATEMENT OF EXECUTIVE COMPENSATION
for the fiscal year ended December 31, 2020

During the fiscal year ended December 31, 2020, two individuals were “named executive officers” of Radius Gold Inc. (the “**Company**”) within the meaning of the definition set out in National Instrument Form 51-102F6V, “Statement of Executive Compensation – Venture Issuers” (“**Form 51-102F6V**”). As required by Form 51-102F6V, the following includes disclosure of the compensation paid or payable by the Company to Simon Ridgway, its President and Chief Executive Officer (“**CEO**”), and Kevin Bales, its Chief Financial Officer (“**CFO**”) (hereinafter together referred to as “**NEOs**”), and to its directors.

Compensation Excluding Compensation Securities

The following summarizes compensation, excluding Compensation Securities (as defined below), paid or payable to NEOs and directors of the Company during the fiscal years ended December 31, 2020 and 2019:

COMPENSATION EXCLUDING COMPENSATION SECURITIES							
Name and Position	Year	Salary, Consulting Fee, Retainer or Commission (\$)	Bonus (\$)	Committee or Meeting Fees (\$)	Value of Perquisites (\$)	Value of All Other Compensation (\$)	Total Compensation (\$)
Simon Ridgway Director and former President & CEO ⁽²⁾	2020	97,750 ⁽¹⁾	Nil	Nil	Nil	Nil	97,750
	2019	102,000 ⁽¹⁾	Nil	Nil	Nil	Nil	102,000
Kevin Bales CFO	2020	22,733 ⁽³⁾	Nil	Nil	Nil	Nil	22,733
	2019	34,375 ⁽³⁾	Nil	Nil	Nil	Nil	34,375
Mario Szotlender Director	2019	Nil	Nil	Nil	Nil	Nil	Nil
	2018	Nil	Nil	Nil	Nil	Nil	Nil
Bradford Cooke Director	2019	Nil	Nil	Nil	Nil	Nil	Nil
	2018	Nil	Nil	Nil	Nil	Nil	Nil
William Katzin Director	2019	Nil	Nil	Nil	Nil	Nil	Nil
	2018	Nil	Nil	Nil	Nil	Nil	Nil

Notes:

- (1) Paid to Mill Street Services Ltd. (“**Mill Street**”) for the corporate development and financial advisory services of Simon Ridgway.
- (2) Mr. Ridgway resigned as President and CEO on January 4, 2021.
- (3) Paid or payable to Gold Group Management Inc. (“**Gold Group**”) for the services of Kevin Bales as CFO of the Company.

Compensation Securities

The Company did not grant or issue any stock options, convertible securities, exchangeable securities or similar instruments including stock appreciation rights, deferred share units or restricted stock units (collectively “**Compensation Securities**”) to its NEOs and directors during the fiscal year ended December 31, 2020.

NEOs or directors of the Company exercised Compensation Securities during the fiscal year ended December 31, 2020 as follows:

EXERCISE OF COMPENSATION SECURITIES BY DIRECTORS AND NEOS							
Name and Position	Type of Compensation Security	Number of Underlying Securities Exercised	Exercise Price Per Security (\$)	Date of Exercise	Closing Price per Security on Date of Exercise (\$)	Difference Between Exercise Price and Closing Price on Date of Exercise (\$)	Total Value on Exercise Date (\$)
Bradford Cooke Director	Stock Option	150,000 common shares	0.15	July 10, 2020	0.345	0.195	29,250

The total number of Compensation Securities, and underlying securities, held by each NEO and director as at December 31, 2020 are:

Simon Ridgway	750,000 stock options (and underlying common shares)
Kevin Bales	400,000 stock options (and underlying common shares)
Mario Szotlender	450,000 stock options (and underlying common shares)
Bradford Cooke	300,000 stock options (and underlying common shares)
William Katzin	450,000 stock options (and underlying common shares)

Stock Option Plans and Other Incentive Plans

The Company has a stock option plan (the “**Option Plan**”) which was approved by the shareholders of the Company on December 9, 2020. The TSX Venture Exchange (the “**Exchange**”) requires that the Company obtain shareholder approval to its stock option plan yearly at its annual general meeting. The material terms of the Option Plan are as follows:

1. the Option Plan reserves a rolling maximum of 10% of the issued capital of the Company at the time of granting of each option, with no vesting provisions other than the vesting restrictions required by the Exchange for options granted to investor relations consultants;
2. no more than 5% of the issued capital may be reserved for issuance to any one individual in any 12 month period;
3. no more than 2% of the issued capital may be reserved for issuance to any Consultant (as defined by the Exchange) or to an optionee providing investor relations services in any 12 month period;
4. the minimum exercise price of an option cannot be less than the Market Price (as defined by the Exchange) of the Company’s shares;
5. options will be granted for a period of up to ten years;
6. options are non-assignable and non-transferable;
7. unless otherwise determined by the Company’s Board of Directors (“**Board**”), a vested option is exercisable for up to 90 days from the date the optionee ceases to be a director, officer, employee or service provider of the Company or of its subsidiaries, unless: (i) such optionee was terminated for cause, in which case the option

- shall be cancelled, or (ii) if an optionee dies, the legal representative of the optionee may exercise the option for up to one year from the date of death;
8. unless otherwise determined by the Board, if an optionee's employment or service with the Company is terminated by the Company without cause, by the optionee for "Good Reason" (as defined in the Option Plan) or due to disability or death, a portion of the unvested options held by such optionee shall immediately vest according to a set formula;
 9. unless otherwise determined by the Board, where an optionee's employment is terminated by the Company within 12 months after a change of control of the Company, the optionee resigns for Good Reason within 12 months after a change of control, or if the optionee dies while performing his or her regular duties as a director, officer and/or employee of the Company or its subsidiaries, then all of his or her outstanding options shall immediately vest; and
 10. there are provisions for adjustment in the number of shares issuable on exercise of options in the event of a share consolidation, split, reclassification or other relevant change in the Company's corporate structure or capitalization.

Compensation Agreements or Arrangements

Pursuant to an agreement dated effective June 1, 2019, Mill Street is paid a monthly fee for the corporate development and financial advisory consulting services of Simon Ridgway, a director and former President and CEO of the Company. The agreement has no fixed expiry date and contains provisions regarding fees and expenses, and termination of services. The agreement may be terminated by the Company without cause on 12 months' notice and by Mill Street on three months' notice. If, on December 31, 2020, the Company had terminated the agreement without cause, \$25,500 would have been payable to Mill Street. Mill Street is controlled by Mr. Ridgway.

Pursuant to an agreement dated July 1, 2012, as amended June 1, 2019, Gold Group is reimbursed by the Company on a monthly basis for certain shared costs and other business related expenses paid by Gold Group on behalf of the Company, including the services of the Company's Chief Financial Officer. The agreement may be terminated by Gold Group on three months' notice and by the Company on 12 months' notice. Gold Group is controlled by Simon Ridgway, a director and former President and CEO of the Company.

Oversight and Description of Director and NEO Compensation

The Compensation Committee of the Company's Board is responsible for ensuring that the Company has appropriate procedures for making recommendations to the Board with respect to the compensation of the Company's executive officers and directors. The Compensation Committee consists of William Katzin, Mario Szotlender and Bradford Cooke, all of whom are independent directors.

The general philosophy of the Company's compensation strategy is to: (a) encourage management to achieve a high level of performance and results with a view to increasing long-term shareholder value; (b) align management's interests with the long-term interest of shareholders; (c) provide a compensation package that is designed to attract and retain highly qualified executives and directors; and (d) ensure that total compensation paid takes into account the Company's overall financial position.

Compensation of the Company's NEOs is comprised of salaries and/or incentive stock options. The compensation to the Company's NEOs for the fiscal year ended December 31, 2020 consisted solely of cash salaries. The Company may in the future grant stock options to its NEOs and directors.

In establishing levels of cash compensation and the granting of stock options, the individual's performance, level of expertise, and responsibilities are considered. Stock options are generally granted at the time of the individual's appointment and periodically thereafter. Previous grants of options are taken into account by the Board when it considers the granting of new stock options.

Incentive stock options are granted pursuant to the Company's stock option plan which is designed to encourage share ownership on the part of the Company's management, directors, employees and consultants. The Board believes that the stock option plan aligns the interests of the Company's personnel with shareholders by linking

compensation to the longer term performance of the Company's shares. The granting of incentive stock options is an important component of executive compensation as it allows the Company to reward an individual's efforts to increase shareholder value without requiring the use of the Company's cash reserves.

2021 Compensation

On January 4, 2021, Bruce Smith was appointed President and CEO of the Company in the place of Simon Ridgway. Mr. Smith was also appointed to the Board.

Pursuant to agreements dated effective January 1, 2021:

- (a) Bruce Smith is paid a monthly fee of \$15,000 for his services as President and CEO of the Company. The agreement has no fixed expiry date and contains provisions regarding fees and expenses, and termination of services. The agreement may be terminated by the Company without cause on six months' notice and by Mr. Smith on three months' notice. If the Company terminates the agreement due to a change of control of the Company, Mr. Smith is entitled to a cash payment equal to 18 months of his monthly fee.
- (b) The Company has agreed to issue to Bruce Smith for his services as President and CEO of the Company a total of 500,000 common shares of the Company over a period of two years. The agreement is subject to approval by the Exchange.
- (c) The Company has agreed to issue to Bruce Smith as a bonus 500,000 common shares of the Company in the event that as a result of exploration work conducted on any property in which the Company has an interest, the Company publishes a mineral resource calculated in accordance with National Instrument 34-101 having an equivalent gross metal value greater than US\$1.0 billion. The share issuance will be subject to Exchange approval, and to Mr. Smith's being engaged or employed by the Company at the time the mineral resource is published.