

COPPER STANDARD RESOURCES INC.

**FORM 51-102F6V
STATEMENT OF EXECUTIVE COMPENSATION – VENTURE ISSUERS
FOR THE FISCAL YEAR ENDED DECEMBER 31, 2023
(the “Statement of Executive Compensation”)**

General

For the purposes of this Statement of Executive Compensation:

“**Company**” means Copper Standard Resources Inc. (formerly, Level 14 Ventures Ltd.);

“**compensation securities**” includes stock options, convertible securities, exchangeable securities and similar instruments including stock appreciation rights, deferred share units and restricted stock units granted or issued by the Company or one of its subsidiaries for services provided or to be provided, directly or indirectly, to the Company or any of its subsidiaries;

“**external management company**” includes a subsidiary, affiliate or associate of the external management company;

“**named executive officer**” or “**NEO**” means each of the following individuals:

- a) each individual who, in respect of the Company, during any part of the most recently completed financial year, served as chief executive officer (“**CEO**”), including an individual performing functions similar to a CEO;
- b) each individual who, in respect of the Company, during any part of the most recently completed financial year, served as chief financial officer (“**CFO**”), including an individual performing functions similar to a chief financial officer;
- c) in respect of the Company and its subsidiaries, the most highly compensated executive officer other than the individuals identified in paragraphs (a) and (b) at the end of the most recently completed financial year whose total compensation was more than CDN\$150,000, as determined in accordance with subsection 1.3(5) of Form 51-102F6V, for that financial year; and
- d) each individual who would be a named executive officer under paragraph (c) but for the fact that the individual was not an executive officer of the Company, and was not acting in a similar capacity, at the end of that financial year;

“**plan**” includes any plan, contract, authorization, or arrangement, whether or not set out in any formal document, where cash, compensation securities or any other property may be received, whether for one or more persons;

“**Shares**” means the common shares in the authorized structure of the Company;

“**Stock Options**” or “**Options**” means the stock options of the Company issued pursuant to the Stock Option Plan (as such term is defined below); and

“**underlying securities**” means any securities issuable on conversion, exchange or exercise of compensation securities.

Based on the foregoing definitions, Marcel de Groot, as the President and CEO of the Company, Christian Uria, as CFO of the Company, are the only NEOs during the financial year ended December 31, 2023.

Compensation Discussion and Analysis

The Company's executive compensation is intended to be consistent with the Company's business plans, strategies and goals, including the preservation of working capital. The Company's executive compensation program is intended to provide appropriate compensation that permits the Company to attract and retain highly qualified and experienced senior executives and to encourage superior performance by the Company. The Company's compensation policies are intended to motivate individuals to achieve and to award compensation based on corporate and individual results.

The board of directors of the Company (the "**Board**") determines and approves the compensation of the Company's directors and NEOs and in doing so considers the risks associated with the Company's compensation policies and practices. The Board intends for executive compensation to be consistent with the Company's business plans, strategies and goals, including the preservation of working capital as the Company seeks to devote funds to exploration activities.

The compensation of the NEOs, directors and the Company's employees or consultants, if any, is reviewed, recommended and approved by the Board without reference to any specific formula or criteria. NEOs who are also directors of the Company involved in discussion relating to compensation are required to disclose their interest in and abstain from voting on compensation decisions relating to them, as applicable, in accordance with applicable corporate legislation.

The Company has adopted the Stock Option Plan (as such term is defined below) to assist the Company in attracting, retaining and motivating directors, officer, employees, consultants and contractors of the Company and of its affiliates and to closely align the personal interests of such service providers with the interests of the Company and its shareholders.

In making compensation decisions, the Board strives to find a balance between short-term and long-term compensation and cash versus equity incentive compensation. Base salaries or fees and discretionary cash bonuses primarily reward recent performance, and incentive stock options encourage NEOs and directors to continue to deliver results over a longer period of time and serve as a retention tool. The annual salary or fee for each NEO, as applicable, is determined by the Board based on the level of responsibility and experience of the individual, the relative importance of the position to the Company, the professional qualifications of the individual and the performance of the individual over time.

The NEOs' performances and salaries or fees are reviewed periodically. Increases in salary or fees are to be evaluated on an individual basis and are performance and market based. The amount and award of cash bonuses to key executives and senior management are discretionary, depending on, among other factors, the financial performance of the Company and the position of a participant.

Other than as disclosed herein, the Company has no arrangements, standard or otherwise, pursuant to which directors are compensated by the Company or its subsidiaries for their services in their capacity as directors, or for committee participation, involvement in special assignments or for services as consultant or expert during the most recently completed financial year.

Director and Named Executive Officer Compensation, Excluding Compensation Securities

The following table sets forth all direct and indirect compensation paid, payable, awarded, granted, given or otherwise provided, directly or indirectly, by the Company or any subsidiary thereof to each NEO and each director of the Company, in any capacity, including, for greater certainty, all plan and non-plan compensation, direct and indirect pay, remuneration, economic or financial award, reward, benefit, gift or perquisite paid, payable, awarded, granted, given or otherwise provided to the NEO or director for services provided and for services to be provided, directly or indirectly, to the Company or any subsidiary thereof for each of the two most recently completed financial years, other than Stock Options and other compensation securities:

Table of 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 (\$)
Andrew Swarthout <i>Chairman and Director</i> ⁽¹⁾	2023	Nil	Nil	Nil	Nil	Nil	Nil
	2022	Nil	Nil	Nil	Nil	Nil	Nil
Marcel de Groot <i>President, CEO and Director</i> ⁽²⁾	2023	Nil	Nil	Nil	Nil	Nil	Nil
	2022	Nil	Nil	Nil	Nil	Nil	Nil
Christian Uria <i>CFO and former Corporate Secretary</i> ⁽³⁾	2023	57,500	Nil	Nil	Nil	Nil	57,500
	2022	40,850	Nil	Nil	Nil	Nil	40,850
Hayley Thomasen <i>Director</i>	2023	Nil	Nil	Nil	Nil	Nil	Nil
	2022	Nil	Nil	Nil	Nil	Nil	Nil
Christian Milau ⁽⁴⁾ <i>Director</i> ⁽³⁾	2023	Nil	Nil	Nil	Nil	Nil	Nil
	2022	Nil	Nil	Nil	Nil	Nil	Nil
Dan O'Flaherty ⁽⁵⁾ <i>Director</i>	2023	Nil	Nil	Nil	Nil	Nil	Nil
	2022	Nil	Nil	Nil	Nil	Nil	Nil
Craig Rollins ⁽³⁾ <i>Corporate Secretary</i>	2023	56,647	Nil	Nil	Nil	Nil	56,647
	2022	34,625	Nil	Nil	Nil	Nil	34,625

(1) Mr. Swarthout was appointed as a Director and Chairman of the Company on September 1, 2022.

(2) The Company entered into the Services Agreement (as defined below) with Pathway Capital Ltd. ("Pathway"), an entity controlled by Mr. de Groot, pursuant to which the Company pays Pathway \$2,000 per month for administrative services and \$3,000 per month for providing management services to the Company.

(3) Mr. Uria resigned as Corporate Secretary on September 1, 2022, and was replaced by Mr. Craig Rollins, who has been acting as Corporate Secretary since then.

(4) Mr. Milau was appointed as a Director of the Company on September 25, 2023.

(5) Mr. O'Flaherty was appointed as a Director of the Company on November 27, 2023.

Stock Options and Other Compensation Securities

The following table sets out information for each of the current officers and directors of the Company concerning all option-based awards issued as of December 31, 2023:

Name and Position	Type of security	Number of compensation securities, number of underlying securities, and percentage of class	Date of issue or grant	Issue, conversion or exercise price (\$)	Closing price of security or underlying security on date of grant (\$)	Closing price of security or underlying security at year end (\$)	Expiry Dates
Andrew Swarthout <i>Chairman and Director</i> ⁽¹⁾	Options	400,000	September 1, 2022	0.60	0.465	0.60	September 1, 2027
Marcel de Groot ⁽²⁾ <i>President, CEO and Director</i>	Options	100,000	September 18, 2020	0.30	-	0.60	September 18, 2025
		333,333	September 1, 2022	0.60	0.465	0.60	September 1, 2027

Christian Uria <i>CFO</i> ⁽³⁾	Options	16,667	September 18, 2020	0.30	-	0.60	September 18, 2025
		83,333	September 1, 2022	0.60	0.465	0.60	September 1, 2027
Hayley Thomasen <i>Director</i>	Options	100,000	September 18, 2020	0.30	-	0.60	September 18, 2025
		200,000	September 1, 2022	0.60	0.465	0.60	September 1, 2027
Christian Milau ⁽⁴⁾ <i>Director</i> ⁽³⁾	Options	200,000	December 1, 2023	0.48	0.48	0.60	December 1, 2028
Dan O'Flaherty ⁽⁵⁾ <i>Director</i>	Options	200,000	December 1, 2023	0.48	0.48	0.60	December 1, 2028
Craig Rollins <i>Corporate Secretary</i> ⁽³⁾	Options	200,000	September 1, 2022	0.60	0.465	0.60	September 1, 2027

(1) Mr. Swarthout was appointed as a Director and Chairman of the Company on September 1, 2022.

(2) 300,000 options were issued to Pathway Capital Ltd., a company owned by Mr. de Groot.

(3) Mr. Uria resigned as Corporate Secretary on September 1, 2022, and was replaced by Mr. Craig Rollins, who has been acting as Corporate Secretary since then.

(4) Mr. Milau was appointed as a Director of the Company on September 25, 2023.

(5) Mr. O'Flaherty was appointed as a Director of the Company on November 27, 2023.

Exercise of Options and Compensation Securities by Directors and NEOs

During the financial year ended December 31, 2023, no NEO or director exercised compensation securities.

Stock Option Plans and Other Incentive Plans

A stock option plan was approved by the Board effective as of December 14, 2018 (the “**Stock Option Plan**”). The principal purpose of the Stock Option Plan is to advance the interests of the Company by encouraging the directors, employees and consultants of the Company and of its subsidiaries or affiliates, if any, by providing them with the opportunity to be issued with and acquire CSR Common Shares, thereby increasing their proprietary interest in the Company, and encouraging them to remain associated with the Company and furnishing them with additional incentive in their efforts on behalf of the Company in the conduct of its affairs.

The Stock Option Plan provides that the aggregate number of securities reserved for issuance will be 10% of the number of CSR Common Shares of the Company issued and outstanding from time to time.

The Stock Option Plan is administered by the Board, which has full and final authority with respect to the granting of all Options thereunder.

Options may be granted under the Stock Option Plan to such service providers of the Company and its affiliates, if any, as the Board may from time to time designate.

The number of CSR Common Shares which may be issuable under the Stock Option Plan: (a) shall not exceed 10% of the total number of the issued and outstanding CSR Common Shares; (b) to any one participant within a 12-month period shall not exceed 5% of the total number of the issued and outstanding CSR Common Shares; and (c) within a one-year period (i) to any one person, shall be no more than 5% of the total number of issued and outstanding CSR Common Shares, with the exception of a consultant who may not receive grants of more than 2% of the total number of issued and outstanding CSR Common Shares; (ii) to Insiders as a group, shall be no more than 10% of the total number of issued and outstanding CSR Common Shares; and (iii) to persons employed to conduct investor relations activities, shall be no more than an aggregate of 2% of the total number of issued and outstanding CSR Common Shares at any one time.

The exercise prices of Options will be determined by the Board, but will, in no event, be less than the closing market price of CSR Common Shares on the trading day prior to the date of grant of the Options less the maximum discount permitted under the Exchange policies. As options are generally priced at market value at the time of grant and are subject to mandatory vesting schedules, the benefits of such compensation, if any, may not be realized by the executive until a significant period of time has passed. Accordingly, the ability of executives to take inappropriate or excessive risks that are beneficial to them from the standpoint of their compensation at the expense of the Company and the CSR Shareholders is extremely limited.

All Options granted under the Stock Option Plan will expire no later than the date that is five years from the date that such Options are granted. Options granted under the Stock Option Plan are not transferable or assignable other than by testamentary instrument or pursuant to the laws of succession.

Subject to certain limitations, in the event that an Option Holder's position as a director, officer, employee or consultant is terminated for any reason other than long term disability, death or for cause, the Options held by such Option Holder may be exercised within 90 days of termination (or 30 days if the option holder was engaged in investor relations activities), provided such Options have vested and not expired. Subject to certain limitations, in the event that an Option Holder's position as a director, officer, employee or consultant is terminated as a result of his or her death or long term disability, any Options held by such Option Holder that could have been exercised immediately prior to such termination of service shall be exercisable for a period of one year following the termination of service of such Option Holder.

Subject to certain limitations, in the event that an option holder's employment is terminated for cause, the options held by such option holder shall expire and terminate on the date of such termination for cause.

External Management Companies

Other than as disclosed herein, the Company has not entered into any agreement with any external management company that employs or retains one or more of the NEOs or directors and the Company has not entered into any understanding, arrangement or agreement with any external management company to provide executive management services to the Company, directly or indirectly, in respect of which any compensation was paid by the Company.

On September 1, 2020, the Company entered into an administrative services agreement (the "**Services Agreement**") with Pathway, a company owned by Marcel de Groot and David De Witt. Under the Services Agreement, the Company pays Pathway \$2,000 per month for administrative services and \$3,000 per month for providing management services to the Company.

Employment, Consulting and Management Agreements

Other than as disclosed herein, the Company has not entered into written employment or consulting agreements under which compensation was provided during the most recently completed financial year or is payable in respect of services provided to the Company or any of its subsidiaries that were performed by a director or NEO, or by any other party but are services typically provided by a director or NEO.

Marcel de Groot will not receive an annual salary for his services as President and CEO of the Company but will be compensated exclusively in stock options.

Pension Plan Benefits

The Company does not anticipate having any deferred compensation plan or pension plan that provide for payments or benefits at, following or in connection with retirement.