GLEN EAGLE RESOURCES INC. (the "Company")

2700-1000 Sherbrooke Street West
Montreal, Quebec H3A 3G4

Form 51-102F6V

STATEMENT OF EXECUTIVE COMPENSATION – VENTURE ISSUERS
(Financial Year Ended December 31, 2025)

GENERAL

The following information, dated as of June 25, 2026, is provided as required under Form 51-102F6V *Statement of Executive Compensation*, for Venture Issuers (the "**Form**"), as such term is defined in National Instrument 51-102 *Continuous Disclosure Obligations*.

For the purposes of this Form:

"**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;

"**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, including an individual performing functions similar to a chief executive officer;

(b) each individual who, in respect of the company, during any part of the most recently completed financial year, served as chief financial officer, 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 $150,000;

(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.

COMPENSATION DISCUSSION AND ANALYSIS

During financial year ended December 31, 2025, the NEOs of the Company were: Karl Trudeau, Chief Executive Officer and Daniel Bélisle, Chief Financial Officer and Corporate Secretary. The Directors of the Company who were not NEOs during financial year ended December 31, 2025 were: Armando Farhate, Guy Chamard, and Michel Serres.

Philosophy and Objectives

The compensation program for the executive officers of the Company is designed to ensure that the level and form of compensation achieves certain objectives, mainly: to attract and retain qualified executive officers; to have compensation competitive within the marketplace; to align executives' interests with those of the shareholders; and to reward demonstration of both leadership and performance of agreed upon responsibilities. In compensating its senior management, the Company has employed a base salary.

Director Compensation

The Company currently does not have a compensation committee. Compensation awarded or paid to the Company's directors and NEOs consists primarily of management fees or salary, stock options and bonuses. Payments may be made from time to time to NEOs, or companies they control, for the provision of consulting or management services. Such services are paid for by the Company at competitive industry rates for work of a similar nature by reputable arm's length services providers. In addition, the board of directors of the Company (the "**Board**") may award bonuses, in its sole discretion, to NEOs from time to time.

Compensation payable to directors and NEOs is approved by the independent members of the Board. The Company has not established any specific performance criteria or goals to which total compensation or any significant element of total compensation to be paid to any NEO is dependent. NEOs' performance is reviewed in light of the Company's objectives from time to time and such officers' compensation is also compared to that of executive officers of companies of similar size and stage of development in the industry.

Compensation

The Company is a mineral exploration company. At present, the independent members of the Board determine the compensation of the Company's CEO and CFO and do so with reference to industry standards and the financial situation of the Company. The Board has the sole responsibility for determining the compensation of the directors of the Company. Given the Company's size and lack of revenues, the Board does not plan to form a compensation committee to monitor and review the salary and benefits of the executive officers of the Company at the present time. The Board will carry out these functions until such time as it considers the formation of a compensation committee to be warranted.

Base Salary or Consulting Fees

In the Board's view, paying base salaries which are reasonable in relation to the level of service expected while remaining competitive in the markets in which the Company operates is a first step to attracting and retaining qualified and effective executives.

Base salary ranges for the executive officers were initially determined upon a review of companies within the industry, which were of the same size as the Company, at the same stage of development as the Company and considered comparable to the Company.

In determining the base salary or consulting fees of an executive officer, the Board considers the following factors:

(a) the particular responsibilities related to the position;

(b) the resources and financial position of the Company;

(c) salaries paid by other companies in the same industry which were similar in size as the Company;

(d) the experience level of the executive officer;

(e) the amount of time and commitment which the executive officer devotes to the Company; and

(f) the executive officer's overall performance and performance in relation to the achievement of corporate milestones and objectives.

Bonus Incentive Compensation

Performance bonuses are payable in cash or through equity-based compensation and the amount payable is based on the Board's assessment of the Company's performance for the year. Factors considered in determining bonus amounts generally include individual performance, financial criteria (such as successful financings, project management performance) and operational criteria (such as significant mineral property acquisitions, successful mineral property exploration and development, resource growth and the attainment of other corporate milestones). The process to determine the performance bonus payments consist only of discussions among the independent Board members.

Equity Participation

The Company provides for participation in the Company's Stock Option Plan (the "**Stock Option Plan**"). The granting of stock options of the Company (the "**Options**") is intended to encourage the maximization of shareholder value by better aligning the interests of the executive officers with the interests of shareholders. The Options are granted by the Board at any given time at its discretion when deemed appropriate. The number of Options granted is determined by taking into consideration assigned responsibilities and the performance of each of the executive officers. Previous grants of Options are also taken into account when considering new grants. There is no specific time periods or circumstances which might trigger a grant of Options. The process to determine the number of Options granted consists only of discussions among the Board.

DIRECTOR AND NEO COMPENSATION, EXCLUDING OPTIONS AND COMPENSATION SECURITIES

The following table sets forth, for the years ended December 31, 2025 and December 31, 2024, all compensation (other than stock options and other compensation securities) paid, payable, awarded, granted, given or otherwise provided, directly or indirectly, by the Company to each NEO and director, in any capacity.

TABLE OF COMPENSATION EXCLUDING COMPENSATION SECURITIES							
Name and Position	**Year**	**Salary, consulting fee, retainer or commission ($)**	**Bonus ($)**	**Committee or meeting fees ($)**	**Value of perquisites(1) ($)**	**Value of all Other Compensation ($)**	**Total Compensation ($)**
Karl Trudeau *CEO and Director*	2025 2024	120,000 120,000	- -	- -	- -	- -	120,000 120,000
Daniel Belisle *CFO and Corporate Secretary*	2025 2024	80,400 80,400	- -	- -	- -	- -	80,400 80,400
Armando Farhate *Director*	2025 2024	- -	- -	- -	- -	- -	- -
Guy Chamard *Director*	2025 2024	- -	- -	- -	- -	- -	- -
Michel Serres *Director*	2025 2024	- -	- -	- -	- -	- -	- -
Jean Labrecque *Director (former President)*(1)	2025 2024	- 38,000	- -	- -	- -	- -	- 38,000

Notes:

(1) Mr. Labrecque resigned as President of the Company on April 20, 2023.

COMPENSATION SECURITIES

Outstanding Share-based Awards and Option-based Awards

During financial years ended December 31, 2025 and December 31, 2024, the Company did not grant any stock options of the Company pursuant to its stock option plan.

As at December 31, 2025, the Company had 1,550,000 Options outstanding as detailed in the following table.

Compensation Securities							
Name and position	**Type of compensation security**	**Number of compensation securities, number of underlying securities, and percentage of class[1]**	**Date of Issue or Grant D/M/Y**	**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 ($)[2]**	**Expiry Date D/M/Y**
Karl Trudeau *CEO and Director*	Options	400,000 .002%	28/07/2021	$0.07	$0.04	$0.01	28/07/2026
Daniel Bélisle *CFO and Corporate Secretary*	Options	850,000 .006%	30/08/2021	$0.10	$0.095	$0.01	30/08/2026
Guy Chamard *Director*	Options	200,000 .001%	30/08/2021	$0.10	$0.095	$0.01	30/08/2026

Notes:
(1) Represents the percentage of compensation securities out of 145,801,985 outstanding Common Shares as of December 31, 2025.
(2) Closing price of the Common Shares as at December 31, 2025.

Exercise of Compensation Securities by NEOs and Directors

There were no Options exercised by NEOs of the Company or directors of the Company who were not NEOs in the most recently completed financial year ended December 31, 2025.

Stock Option Plan

On May 18, 2023, the Board approved the Stock Option Plan, which was approved by shareholders on June 22, 2023. The following is a summary of the Stock Option Plan and Options granted under the plan:

i) unless disinterested shareholder approval is obtained, the maximum number of common shares issuable to insiders as a group may not exceed 10% of the issued shares at any point in time or in any 12-month period,
ii) the maximum aggregate number of common shares issuable to any one Person (as defined in the TSX Venture Exchange ("**TSXV**" policies) in any 12-month period must not exceed 5% of the issued shares,
iii) the Company must obtain disinterested shareholder approval if it wishes to reduce the exercise price or to extend the term of options granted to an insider, and
iv) no acceleration of vesting provisions on investor relations options without prior acceptance by the TSXV, as applicable.

A copy of the Stock Option Plan is available on the Company's SEDAR+ profile as www.sedarplus.ca.

Employment, Consulting and Management Agreements

Other than as described below, as at December 31, 2025, none of the NEOs or directors of the Company have been retained or employed by an external management company which has entered into an understanding, arrangement or agreement with the Company to provide executive management services to the Company, directly or indirectly.

Karl Trudeau

Karl Trudeau has been employed as CEO of the Company since April 20, 2023. The Company entered into an executive employment agreement with Karl Trudeau dated April 20, 2023 between the Company and Karl Trudeau for a monthly fee of

$10,000. Karl Trudeau reports to the Board for his duties, responsibilities and authority, which includes matters normally associated with his position as CEO of a listed mining company. Upon a Change of Control, Karl Trudeau may terminate this agreement by providing 30 days' written notice to the Company within 90 days after a Change of Control has been effected – in such event, the Company will pay Karl Trudeau eighteen (18) months of his base fee (i.e., aggregate total of $180,000) from the effective date of the termination.

Daniel Bélisle

On July 1st, 2019, the Company contracted a consulting services agreement with a private company owned by Daniel Bélisle, the Chief Financial Officer. These services consist of providing information to the external auditors, production of annual and quarterly financial statements and management discussion & analysis, preparation of legal material and the financial evaluation of projects the Company is being presented. Upon a Change of Control, Daniel Bélisle may terminate this agreement by providing 30 days' written notice to the Company within 90 days after a Change of Control has been effected – in such event, the Company will pay Daniel Bélisle twelve (12) months of his base fee (i.e., aggregate total of $80,400) from the effective date of the termination.

For purposes of this section "**Change of Control**" means: (i) merger or acquisition in which the Company is not the surviving entity; (ii) the sale, transfer or other disposition of all or substantially all of the assets of the Company; or (iii) any other corporate reorganization or business combination in which 50% or more of the outstanding voting stock of the Company is transferred or exchanged through merger to different holders in a single transaction or in a series of related transactions over 12 months.

Risks Associated with the Company's Compensation Program

The Company's directors have not considered the implications of any risks to the Company associated with decisions regarding the Company's compensation program. The Company did not retain a compensation consultant during the financial year ended December 31, 2025.

Benefits and Perquisites

The Company does not, as of the date hereof, offer any benefits or perquisites to its NEOs other than potential grants of incentive options as otherwise disclosed and discussed herein.

Hedging by Directors or NEOs

The Company has not, to date, adopted a policy restricting its executive officers and directors from purchasing financial instruments, including, for greater certainty, prepaid variable forward contracts, equity swaps, collars, or units of exchange funds, which are designed to hedge or offset a decrease in market value of equity securities granted as compensation or held, directly or indirectly, by executive officers or directors. The Company is not, however, aware of any directors or officers having entered into this type of transaction.

As of the date hereof, entitlement to grants of Options under the Stock Option Plan is the only equity security elements awarded by the Company to its executive officers and directors.

Pension Disclosure

The Company does not currently provide any pension plan benefits for directors or NEOs.