

OSISKO MINING INC.
POSITION DESCRIPTION FOR CHIEF EXECUTIVE OFFICER

The Chief Executive Officer (the "CEO") primary role is to take overall supervisory and managerial responsibility for the day to day operations of the Corporation's business and to manage the Corporation in an effective, efficient and forward-looking way and to fulfill the priorities, goals and objectives determined by the Board in the context of the Corporation's strategic plans, budgets and responsibilities set out below, with a view to increasing shareholder value. The CEO reports to the Board.

Without limiting the foregoing, the CEO is responsible for the following:

- (a) develop and maintain the Corporation's goal to operate to the highest standards of the industry;
- (b) maintain and develop with the Board strategic plans for the Corporation and implement such plans to the best abilities of the Corporation;
- (c) provide quality leadership to the Corporation's staff and ensure that the Corporation's human resources are managed properly;
- (d) provide high-level policy options, orientations and discussions for consideration by the Board;
- (e) together with any special committee appointed for such purpose, maintain existing and develop new strategic alliances and consider possible merger or acquisition transactions with other mining companies which will be constructive for the Corporation's business and will help enhance shareholder value;
- (f) provide support, co-ordination and guidance to various responsible officers and managers of the Corporation;
- (g) implement, oversee and guide the investor relations program for the Corporation, which shall, among other things, ensure communications between the Corporation and major stakeholders, including and most importantly the Corporation's shareholders, are managed in an optimum way and are done in accordance with applicable securities laws;
- (h) provide timely strategic, operational and reporting information to the Board and implement its decisions in accordance with good governance, with the Corporation's policies and procedures, and within budget;
- (i) act as an entrepreneur and innovator within the strategic goals of the Corporation;
- (j) co-ordinate the preparation of an annual business plan or strategic plan;
- (k) ensure appropriate governance skills development and resources are made available to the Board;
- (l) implement workplace policies and procedures that ensure compliance with the provisions of this Manual by all the Corporation's officers, directors, employees, customers and contractors;
- (l) provide a culture of high ethics throughout the organization;
- (m) take primary responsibility for the administration of all of the Corporation's subareas and administrative practices.