



Position Description Chief Executive Officer

The principal role of the Chief Executive Officer (“CEO”) is to take overall supervisory and managerial responsibility for the day-to-day operations of Orezone Gold Corporation’s (the “Company”) business. The CEO will manage the Company in an effective and, efficient way to fulfil the priorities, goals and objectives as determined by the Board of Directors (the “Board”) in the context of the Company’s strategic plans and budgets. The CEO works with and is responsible to the Board.

More specifically, the duties and responsibilities of the CEO are as follows:

- a) foster a corporate culture that promotes ethical practices, encourages integrity and fulfills social responsibility;
- b) maintain and develop with the Board, corporate objectives and strategic plans for the Company and successfully implement such plans;
- c) ensure, in cooperation with the Board, that the Company has an effective management team below the level of CEO, with an active succession plan. All members of the senior management team report directly to the CEO, who is responsible for appraising their performance and encouraging their development and further training, and when necessary replacing them. The CEO is also responsible for formulating remuneration proposals for the Compensation Committee to review and recommend to the Board;
- d) develop and recommend for approval by the Board, annual operating plans and budgets that support the Company’s long-term strategy. Once adopted, the CEO is responsible for their implementation and delivery and will report to the Board on progress at regular intervals and at least quarterly;
- 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 could be constructive for the Company’s business and will help enhance shareholder value;
- f) ensure communications between the Company and major stakeholders, including and most importantly the Company’s shareholders, are managed in an optimum way and are done in accordance with applicable securities laws;
- g) ensure, in cooperation with the Board, that there is an effective disclosure policy for the Company;
- h) identify the principal risks of the Company’s business and ensure implementation of appropriate systems to manage these risk; and

- i) take primary responsibility for the management of all of the Company's subsidiaries and administrative practices.

**Reviewed and approved by the Board of Directors
June 28, 2018**