



Last Amended: May 2021
Adopted: December 8, 2005

Position Description: President and Chief Executive Officer (the “CEO”)

Introduction:

The CEO of the Company is responsible to the board of directors (the “Board”) and the Company’s stakeholders for the effective development and use of the resources of the Company through a combination of leadership, strategic ability and innovative thinking. To achieve this it is essential that the CEO develops a good working relationship with the Board, other employees of the Company, shareholders and other stakeholders.

Accountabilities of the CEO are as follows:

A. Responsibilities to the Board

1. Meets regularly with the Chair (the “Chair”), Deputy Chair and other Board members to review material issues relating to the Company.
2. Ensures that the Board is provided with all information, and access to management, necessary for the Board to fulfill its statutory and other obligations, in a timely manner.
3. With the Chair, Deputy Chair and the Board, develops strategic and other plans and, in a timely way, implements those plans as approved by the Board. Communicates any major proposed changes to these plans to the Chair, Deputy Chair and to the Board.

B. Responsibilities in managing the Company

1. Leads and manages the Company within the guidelines and strategic direction approved by the Board.
2. Grows the Company’s portfolio of assets through acquisitions and investment opportunities; advances projects through early stage to operation; and continues to develop an exploration pipeline for long term growth.
3. Develops strategic and other plans and budgets for the Company in cooperation with the Chair, the Board and senior management and, as required, regularly presents these plans, status updates and budgets to the Board for approval.
4. Develops and implements operational policies to ensure that the Company operates in accordance with the legal and regulatory requirements of the countries in which it has operations and other assets.
5. Ensures the Company is considered the "partner of choice" in every country and community in which it operates, to create a sustainable future for local communities. Ensures safe operations, employee well-being and advances the overall ESG strategy.

6. Leads a strong high performing leadership team; structures the executive and management team to carry out the strategy, support the Company's goals and deliver high performance; and develops internal succession potential and leadership pipeline.
7. Custodian of the company's culture; aligned to a strong set of Values and defined Purpose; create a workplace culture and environment where people willingly give their very best.
8. Identifies operational enhancements through innovation, digitization and continuous improvement projects to optimize performance of the operations, projects and exploration targets.
9. Continues to advance the investor relations and branding strategy to attract new investors, maintain current investors and support market position.
10. With the Chief Financial Officer, certifies the Company's annual and interim financial statements, MD&A and the Annual Information Form and ensures the content of the certifications meets all legal and regulatory requirements.

C. Responsibilities towards Shareholders, Stakeholders and other Interested Parties

1. Builds and promotes an effective program of communication with shareholders, investors, other stakeholders and the public.
2. Establishes and promotes a good working relationship with government and regulatory bodies at all levels in each of the countries in which the Company operates, with particular emphasis on being a good corporate citizen and compliance with all environmental regulations.