THE ROLE OF THE CEO

The President and CEO (the "CEO") is appointed by and answerable to the Board for every aspect of the direct management and administration of the Company. The CEO's primary responsibilities include the following:

- Developing and recommending to the Board a strategic plan consistent with the vision of the Board and the Executive Chairman and the annual business plans and budgets that support the Company's long-term strategy;
- Ensuring the Company's balance sheet is managed to optimize the cost of capital and to ensure that sufficient liquidity exists to execute the corporate vision;
- Monitoring the performance of the Company against the strategic plan, the business plan, the capital plan and the budgets and reporting to the Board on such performance at meetings of the Board;
- Ensuring that all financial reports and any capital projects coming to the Board for either review or approval are first vetted by the Executive Chairman to ensure that the directors are given sufficient time to review and consider projects that are submitted for approval;
- Ensuring that the day-to-day business affairs of the Company are appropriately managed, and delineating the specific responsibilities of management;
- Striving to achieve the Company's financial and operating goals and objectives;
- Ensuring, as part of their overall responsibility for human resources strategy, that the Company has an effective management team below the level of the CEO and that it has an active plan for its development, succession and compensation;
- Striving to achieve for the Company a strong competitive position within its industries;
- Formulating and overseeing the implementation of major corporate policies;
- In collaboration with the Executive Chairman, serving as the chief spokesperson for the Company, representing the Company to the financial community, industry groups, key customers, representatives of government and regulatory agencies and the general public;
- Certifying financial disclosure and reporting documents in accordance with rules and guidelines promulgated by the applicable securities regulators from time to time; and
- Identifying and managing risks and opportunities facing the Company.

Approved by the Board on November 10, 2026.