| JOB DESCRIPTION | |
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| **POSITION:** Chief Executive Officer | **INCUMBENT:** Paul Tomory |
| **DEPARTMENT:** Executive | **DATE: October 29, 2026** |

## GENERAL ACCOUNTABILITY

Reporting to the Chair and the Board of Directors, the **CEO** is responsible for the successful development, management and implementation of Centerra's mission, short-term and long-term strategies and objectives, plans and programs.

The CEO, with the Chair, must enable the Board to fulfill its governance function and facilitate the optimum performance by the Board, its committees and individual members by ensuring day to day compliance with the company's overall obligations, global strategy and standards, as well as strict adherence to all operational, environmental, legal, financial and social responsibility policies and standards, practices and requirements.

The primary responsibility of this position is to provide the necessary direction and leadership to the organization by balancing the right amount of attention to day-to-day management accountabilities with strategic planning to fit the company's size and state of development. In so doing the CEO will work with the organization's mission, short-term and long-term strategies and objectives, plans and programs, within budget. This position is a member of the Centerra Board of Directors.

## PRIMARY RESPONSIBILITIES

The **CEO** is accountable for the growth and success of the company and is measured against both accordingly. The key challenges to the position are to:

- Within longer term strategy, set the annual objectives and budgets regarding Centerra's business as approved by the Board. Ensure all are executed accordingly.
- Focuses on developing and / or identifying merger, acquisition or partnership opportunities that fit the Company's strategic direction, and will clearly enhance shareholder value.
- Identify trends, issues, risks and opportunities, address them, regularly advise and inform Board and its committees and facilitate discussion and deliberation regarding any pertinent issues which may have a material impact on Centerra's business results and public reputation and ensure Centerra's compliance with good governance practises, regulatory legislation and international standards.
- While balancing internal focus with external relations promote the company and act as chief spokesperson and representative of the company to shareholders, stakeholders and the investment community, and within the mining industry.
- Build a specific organizational culture and a work environment that is supportive in achieving the business goals and objectives.

- Recruit, select, rigorously evaluate performance and coach the development of the leadership capabilities of all executive team members.
- Effectively ensure the management processes are in place to manage employees to produce results in a style that reflects reality and fosters high morale, collaboration, team building, high ethical standards and the promotion of entrepreneurial and creative behaviours.
- Promote effective communication and relations with all governments and local communities.
- Oversee company operations to ensure production efficiency, quality, and cost-effective management of resources. Through the actions of direct reports ensure that employees incorporate into their planning and work the actions necessary to fulfil Centerra's commitment to the protection of life, health and the environment for present and future generations. Ensures that the highest standards for environmental protection, operational safety and technical process are implemented and maintained.
- Regularly report to the Board and its committees on company performance.
- Approve Centerra corporate policies, procedures and standards (subject to Board of Director oversight)
- Member of the Board of Directors. Represent the company at Annual General Meeting.

## RELATIONSHIPS

Works with the Chair, Board of Directors, all levels of executives, senior management and personnel at various locations.

Directly Reporting to this position is:

- Executive Vice President & Chief Financial Officer
- Executive Vice President & Chief Operating Officer
- Executive Vice President, People, Technology & Supply Chain
- Executive Vice President, Legal and Public Affairs and Corporate Secretary
- Executive Vice President, Strategy, Corporate Development and President US Moly
- Executive Vice President, Major Projects
- Vice President, Regulatory & Public Affairs, BC
- Vice President, Exploration & Resources
- Vice President, Investor Relations

## EDUCATION & QUALIFICATION

The position calls for significant industry experience, preferably in the mining or resources industry, and several years of experience in a general management role. This must include experience interacting with, and/or reporting to, the Board of Directors, CFO, COO, as well as senior executive management of a publicly traded mining company.

- The incumbent requires considerable experience/expertise in strategic planning, execution and change management; negotiating and merger / acquisitions within the mining industry.
- Substantive senior executive experience in the mining industry.

## SPECIAL ATTRIBUTES

The incumbent must have a demonstrable track record of, strong leadership, team building, decision making skills at a senior executive level within the mining industry; must be creative and innovative with strong financial acumen; excellent oral and written communication skills for effective communication at the level of a Board of Directors of a public company; highly developed interpersonal and negotiation/influence skills; and a sense of urgency.

Personal characteristics include:

- A high level of personal and business integrity, and demands it of others.
- Pragmatic visionary, and able to communicate possibilities with conviction and enthusiasm to all stakeholders.
- Strong intellectual capacity, creative and innovative.
- Strong business acumen and business savvy.
- Interpersonal relations skills that create broad effectiveness.
- Encourages collaboration and team building.

The incumbent must be able to deal effectively with the stress of multiple demands and time pressures required to meet deadlines. Considerable international and remote travel, sometimes on short notice, may be required.