

CHAMPION IRON

CHAMPION IRON LIMITED MANDATE OF CHIEF EXECUTIVE OFFICER

General

The Chief Executive Officer is responsible for the general direction and management of the business and affairs of Champion Iron Limited (the “Company”) in accordance with the corporate strategy and objectives approved by the Board of Directors (the “Board”) and within the authority limits delegated by the Board. In collaboration with the Executive Chairman, the Chief Executive Officer develops the strategic direction of the Company to create sustainable long-term shareholder value.

Key Responsibilities

The key responsibilities of the Chief Executive Officer include the following:

- In collaboration with the Executive Chairman, develop and recommend to the Board a corporate strategy designed to achieve sustained, profitable growth with an objective of maximizing shareholder value and ensuring the long-term success of the Company;
- Review and report regularly to the Board on the Company’s progress against its objectives, and all material deviations from such objectives and strategies, including any proposed changes as required, while informing the Board in early stages of the strategic plan development;
- Foster a corporate culture that promotes ethical practices and integrity and maintains a positive work environment in an effort to attract, motivate and retain top talent at all levels in the Company;
- Ensure that all operations and activities of the Company are conducted in accordance with sound business practice, applicable laws and regulations, the Company’s Code of Conduct and other corporate governance policies approved by the Board;
- Manage key resources of the Company including financial, human and other resources to implement and achieve the Company’s strategic plan and ensure the implementation of effective control, monitoring and performance standards and systems relative to the utilization of all corporate resources for greater success and effectiveness;
- Manage the material risks of the Company’s businesses and ensure that a proper risk management system is in place to monitor and mitigate the impact of these risks;
- Ensure that effective disclosure controls and procedures and internal control over financial reporting are designed, established and maintained;
- In collaboration with the Executive Chairman, ensure that all required matters are brought before the Board.
- Lead and oversee the required interfaces between the Company and the external constituencies, and act as the principal spokesperson for the Company;
- In collaboration with the Executive Chairman, ensure effective communication and appropriate relationships are maintained with all the stakeholders of the Company.

Board Review and Approval

This mandate shall be reviewed annually by the Board. The current version of this mandate was approved by the Board on April 23, 2024 (Montréal) / April 24, 2024 (Sydney).