

OR ROYALTIES INC.
(the “Corporation”)

**PRESIDENT AND CHIEF EXECUTIVE OFFICER
DESCRIPTION OF ROLE AND RESPONSIBILITIES**

I. MANDATE

The President and Chief Executive Officer (the “CEO”) develops and provides the strategic direction for the Corporation, and manages, directly or through delegated authority, the operations of the business and affairs of the Corporation in accordance with ethical conduct and applicable legislation, regulations, industry standards, contracts and agreements. The CEO is responsible for the sound administration, management and financial sustainability of the Corporation consistent with the interests of shareholders, employees and other stakeholders. The CEO acts in conformity with the corporate policies and administrative directives and within the general parameters of the approved annual operating plan and budget. The CEO provides direction and leadership to the Corporation’s employees towards the achievement of the Corporation’s mission, strategy, philosophy, and its annual objectives. The CEO reports to and is accountable to the Board of Directors of the Corporation (the “Board”)⁽¹⁾ for the achievement of corporate objectives. In discharging its duties, the CEO collaborates closely with the Chair of the Board of Directors of the Corporation (the “Chair”).

II. RESPONSIBILITIES

The President and Chief Executive Officer, more specifically assumes responsibility for:

Board Support

- a) Providing timely advice to the Board, on both internal and external matters, that the Board may require to make fully-informed decisions regarding the Corporation’s business or affairs;
- b) Ensuring that the Board is kept informed of the Corporation’s and, as applicable, its subsidiaries’ overall business operations and of major issues facing the Corporation;
- c) Providing reports that allow the Board to assess the financial status of the Corporation, the general status of its workforce and progress in meeting its corporate objectives;
- d) Conceiving, and recommending Board and Committee approval of key policy statements, and overseeing their implementation, and taking all reasonable steps to inform the Board of all material deviations from said policies;
- e) Acting as the principal representative of management and as intermediary between management and the Board;

⁽¹⁾ Unless otherwise indicated, the terms “Board” also include, where applicable, the Committees of the Board of Directors and the Chair of such Committees.

- f) Undertaking the lead on any corporate governance matter that the Board may request from time to time;
- g) In the absence of the Chair, chairing Board meetings, including, providing adequate time for discussion of issues, facilitating consensus, encouraging full participation and discussion by individual directors and confirming that clarity regarding decision-making is reached and accurately recorded;
- h) In the event of the absence or disability of the Chair, presiding at all meetings of the Corporation's shareholders in accordance with the by-laws;
- i) Enabling, with the Chair, the Board to fulfill its supervision function;
- j) Working closely with the Chair in order to ensure that the focus of Board meetings is on the right issues and information is available in a timely and effective manner;

Human Resources Management and Integrity

- k) Providing leadership to the management team;
- l) Effectively managing the Corporation's human resources;
- m) Promoting a culture within the Corporation which supports the highest ethical standards, encourages personal integrity and assumes social responsibility;
- n) Effectively engaging and communicating across the organization through all levels;
- o) Assisting the Board and the Human Resources Committee in appointing, training, and monitoring senior management; evaluating senior management and making recommendations for their compensation;
- p) Ensuring an effective organizational structure and planning for the development, retention and continuity of corporate talent;
- q) Planning for succession of the senior management team to provide the continuity of leadership required by the Corporation for the future;
- r) Assuming other directorship positions, including with affiliated companies, as applicable, authorized by the Governance, Nomination and Sustainability Committee, or delegating such duty to an officer of the Corporation;

Strategic, Financial, Risk and Asset Management

- s) Conceiving, and recommending to the Board for approval, a long-term vision and strategic plan for the Corporation, and annual strategic plans and budgets to enhance shareholder value and, once approved, ensuring that said plans are implemented;
- t) Implementing appropriate internal control and management information systems that enable the preparation of financial statements that presents fairly, in all material respects, the Corporation's financial position, financial performance and cash flows, and be responsible for the public disclosure of the Corporation's financial information, in accordance with the Disclosure Policy;
- u) Identifying and securing financial resources;
- v) Overseeing the management of the Corporation's non-public subsidiaries, as applicable, to ensure that their operations are in line with the Corporation's strategic plan;
- w) Assisting the Board in identifying the principal risks associated with the Corporation's business and assets and in implementing appropriate systems to effectively manage these risks;

Environmental, Social and Governance ("ESG") and Public Relations

- x) Implementing appropriate policies and management systems to protect the environment, ensure safe working conditions and encourage sustainable development practices in all locations where the Corporation operates.
- y) Providing guidance regarding the Corporation's standards or initiatives related to ESG factors and in achieving its goals;
- z) Overseeing the implementation of and compliance with the Corporation's policies and processes for assessing, monitoring and managing ESG risks and opportunities;
- aa) Effectively managing the relationship between the Corporation and the communities where it does business, as applicable;
- bb) Ensuring that commitments to social, cultural, and environmental sustainability are met while maintaining a culture of honest and fair dealings with all stakeholders;
- cc) Acting as the principal spokesperson of the Corporation and communicating effectively with the financial and investment community, shareholders, the public in general and key stakeholders more specifically; and
- dd) Performing such other duties as are prescribed from time to time by the Board.

III DIRECTORSHIP

The President and Chief Executive Officer shall submit to the Governance, Nomination and Sustainability Committee and the Chair of the Board any offer to join an outside board of directors that is within the industry, provided that it furthers the interest of the Corporation or his professional development, in order to ensure that such additional directorship will not impair the ability to adequately fulfill the responsibilities assigned to the President and Chief Executive Officer by the Corporation.

This Position Description of the President and Chief Executive Officer was adopted by the Board of Directors on December 5, 2014 and was last reviewed and amended on November 5, 2025.