



POSITION DESCRIPTION – CHIEF EXECUTIVE OFFICER

A. INTRODUCTION

The Chief Executive Officer (the “**CEO**”) is the senior management officer of SilverCrest Metals Inc. (the “**Company**”). As such, the CEO is the leader of an effective and cohesive management team for the Company, sets the tone for the Company by exemplifying consistent values of high ethical standards, integrity and fairness, leads the Company in defining its vision, is the main spokesperson for the Company and bears the chief responsibility to ensure the Company meets its short-term operational, long-term strategic goals and objectives. The CEO works with and is accountable to the Board of Directors (the “**Board**”) of the Company with due regard to the Board’s requirement to be informed and to be independent.

B. APPOINTMENT TERMS

- (a) The CEO is appointed by the Board on such terms and conditions as the Board deems advisable.
- (b) The CEO will be accountable to and report to the Board and to the committees of the Board as requested from time to time by the Chair of the Board and the Chairs of the Board committees.
- (c) The CEO will be nominated to sit on the Board as a non-independent member. The CEO shall attend all meetings of Board committees when requested by the committee Chairs to do so.
- (d) The CEO will devote substantially all of his or her working time to the business and affairs of the Company.

C. GENERAL RESPONSIBILITIES

- (a) The CEO is primarily responsible for the overall management of the business and affairs of the Company and to provide leadership for and oversight of the Company, its strategic plan and management’s execution of that plan with a view to increasing shareholder value.
- (b) The CEO has a responsibility to act in the best interests of the Company and its shareholders in accordance with applicable legislation and best practices in corporate governance.
- (c) The CEO has a responsibility to act pursuant to the constating documents of the Company, the Board Mandate and the policies approved by the Board from time to time.

D. SPECIFIC RESPONSIBILITIES

The CEO shall be responsible for the management of the affairs of the Company. The CEO shall have the following specific responsibilities but these do not, in any way, limit or comprehensively define the CEO’s overall responsibilities for the management of the affairs of the Company:

- (a) provide the leadership and vision necessary to manage the Company;

- (b) provide general supervision and management of the daily and routine affairs of the Company within the guidelines established by the Board, consistent with decisions requiring prior approval of the Board and the Board's expectations of management;
- (c) working with the Chair of the Board in setting Board meeting agendas;
- (d) keeping the Board informed of the Company's performance and events affecting the Company's business;
- (e) developing a long-term corporate strategy for review and approval by the Board and effectively implementing such strategy;
- (f) developing the Company's annual business plans and budgets that support short-term and long-term corporate objectives for review and approval by the Board and overseeing the achievement of such objectives;
- (g) leading the Company in carrying out specific financial and business objectives for the Company as may be set by the Board;
- (h) leading management in raising capital, marketing financial offerings, and debt to potential lenders and investors;
- (i) leading management in identifying business opportunities for growth that are consistent with the vision and strategic plan of the Company;
- (j) leading management in identifying the principal risks of the Company's business and ensuring the implementation of appropriate systems to manage and mitigate these risks;
- (k) ensuring, in cooperation with the Board, that the Company has an effective senior management team and active succession plan;
- (l) setting the ethical tone for management, creating a culture of integrity within the Company, and fostering ethical and socially responsible decision making by management and staff throughout the Company; and
- (m) carrying out such other specific roles and responsibilities as may be assigned to the CEO by the Board.

E. RELATIONSHIPS WITH STAKEHOLDERS AND THE PUBLIC

The CEO plays a crucial role with the Company in communicating with its stakeholders and the public. In connection with this role, the CEO will:

- (a) work with the Board and management to develop the policies and procedures necessary to provide effective communication by the Company with its shareholders, stakeholders, and general public;
- (b) in consultation with the Board, develop and guide the communications strategy for the Company, and oversee compliance with, and suggest to the Board for approval, any revisions to the significant communications practices of the Company;

- (c) serve as chief spokesperson for the Company, and provide direction and leadership in managing relations with the Company's stakeholders, potential shareholders, investors and representatives of the mining industry, communities, governments and the media in areas where the Company is active;
- (d) participate in the preparation of and approve, as appropriate, the Company's major communications to shareholders, investing public,

provide required regulatory certifications regarding the Company and its activities, and
- (e) ensure compliance by the Company with all applicable laws, regulations and the code of Business Conduct and Ethics.

Board Approval Date: **April 1, 2022**

Effective Date: **April 1, 2022**

Due for review: **April 1, 2023**