Chief Executive Officer

Position Description

1. Appointment Terms

The Chief Executive Officer (the "CEO") is appointed by the Board of Directors ("Board") of Endeavour Silver Corp. (the "Company") on such terms and conditions as the Board deems advisable.

The CEO is accountable to and reports to the Board and to the committees of the Board as management's leader.

The CEO can 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.

The CEO devotes substantially all working time to the business and affairs of the Company and does not pursue outside business activities that could reasonably be perceived as unrelated, non-supportive, or a distraction to serving the best interests of the Company.

2. Responsibilities

(a) **General Responsibilities**

(i) The CEO's primary role is to provide leadership for and oversight of the Company; developing and executing its strategy, with a view to maximizing the long-term value of the business to deliver increasing shareholder value.

(ii) The CEO has a responsibility to act in the best interests of the Company, its shareholders and other stakeholders critical to its success, in compliance with applicable legislation and best practices in corporate governance.

(iii) The CEO has a requirement to conduct the business and affairs of the Company pursuant to the constating documents of the Company, the Board Mandate and the policies approved by the Board from time to time.

For the purposes of this document, references to "the Company" refers to all subsidiaries of the Company unless the context otherwise requires.

(b) **Specific Responsibilities**

The CEO's primary responsibilities are:

(i) executive responsibility for oversight of the day-to-day operations and affairs of the Company;

(ii) collaborate with the Chair of the Board in setting Board meeting priorities and agendas;

(iii) keep the Board regularly informed of the Company's performance with timely, disclosure of events or developments that may reasonably be expected to materially affect the Company's business;

(iv) In collaboration with the Board, develop a compelling long-term vision, with related objectives, underlying a corporate strategy and plan for their achievement; such strategy and plan to be reviewed for approval by the Board on an ongoing basis as the business environment evolves;

(v) Consistent with the Company's strategic plan, develop the Company's annual or short-term corporate objectives for review and approval by the Board, and oversee the achievement of such objectives;

(vi) In collaboration with the Board, lead the Company in identifying and assessing strategic risks (financial and other), to establish acceptable risk thresholds necessary to bear in order to achieve strategic objectives; .;

(vii) acting as the principal spokesperson for the Company to build and maintain relationships with shareholders, investors, lenders, employees, and representatives of the mining industry, communities, governments and the media in areas where the company is active

(viii) lead management in raising capital and marketing financial offerings to potential lenders and investors, including engagement with credit rating

agencies and other agencies critical to preserving the Company's access to capital;

(ix) lead management in identifying business opportunities for growth that are consistent with the vision and strategic plan of the Company;

(x) lead management in identifying and overseeing the principal ongoing risks to the Company's business, and ensure the implementation of appropriate systems to manage and mitigate risks to within acceptable tolerances consistent with the Company's approved strategic plan;

(xi) ensure, in collaboration with the Board, that the Company has an effective senior management team and active succession plan;

(xii) set the ethical tone for management, creating a culture of integrity within the Company, to foster ethical and socially responsible decision making by management and staff throughout the Company; and

(xiii) carry out such other specific roles and responsibilities as may be assigned to the CEO by the Board.

3. Qualifications and Experience

(a) a minimum of 15 years of extensive experience in a senior executive role within the mining industry;

(b) Perceived within the industry as having strong management and leadership skills with a high degree of accountability, and unquestioned integrity and resolve;

(c) demonstrated industry knowledge and experience in developing and implementing strategic plans, assessing strategic risks and opportunities, and establishing management policies, controls and systems needed to successfully execute the strategy of the Company;

(d) excellent interpersonal, communication and consultative skills, with qualities of gravitas, humility and resolve needed to interact effectively with board members, senior people in the company, and influential private and public sector constituents;

(e) highly analytic and strategic with the ability to appreciate the big picture and context, and effectively communicate and implement the same in practical terms;

(f) strong financial acumen including the ability to assess budgets and plans, monitor business performance and accept accountability for outcomes;

(g) a proven track record leading improvements in mine site processes with a focus on safety, effective business controls and financial performance; and

(h) Inspiring leadership qualities with demonstrated ability to foster a proud culture of accountability for business performance, safe and ethical behaviour, and mutual respect.

4. Revisions

Last Approved by the Board on August 4, 2022 (Reviewed on July 29, 2026).