

BONTERRA ENERGY CORP.
(the “Corporation”)

POSITION DESCRIPTION

CHIEF EXECUTIVE OFFICER

1. General

The President and Chief Executive Officer (the “**CEO**”) reports to the Board of Directors (the “**Board**”) of Bonterra Energy Corp. (“**Bonterra**” or the “**Company**”). The primary responsibilities of the CEO include:

- (a) providing overall leadership and vision in developing Bonterra’s strategic direction and the tactics and business plans necessary to realize organizational objectives; and
- (b) ensuring strategic and business plans are effectively implemented, financial and operational objectives are attained, and the results are monitored and reported to the Board.

2. Duties and Responsibilities

The CEO’s duties and responsibilities include, but are not limited to the following:

- (a) providing leadership and ensuring the senior management team successfully implements business and operational plans, evaluates business development opportunities, and maintains safety and environmental standards;
- (b) Overseeing Bonterra’s strategic direction, ensuring business plans are executed, and monitoring progress to achieve financial and operational goals, with regular updates to the Board;
- (c) Collaborating with the Chief Financial Officer to manage the Company’s financial strategy and capital structure to optimize the cost of capital and ensure sustainable financial health;
- (d) Developing and recommending annual budgets, long-term forecasts, and strategic plans that contribute to Bonterra’s profitability and success;
- (e) Maintaining a sound organizational structure, ensuring capable management succession, and implementing progressive employee training and development programs;
- (f) Fostering a corporate culture that encourages performance, ethical practices, individual integrity, and social responsibility;
- (g) Identifying principal risks to Bonterra’s business and ensuring the implementation of appropriate systems to manage these risks;

- (h) Acting as the principal spokesperson for Bonterra and managing disclosure and communication with shareholders, stakeholders, and the public;

3. Reporting and Compliance

- (a) Keeping the Board fully informed on all aspects of Bonterra's operational, financial, business development, and investor relations affairs, including matters of significant relevance;
- (b) Regularly reviewing and reporting to the Board on overall progress, results against operating and financial objectives, and initiating corrective actions when needed;
- (c) Ensuring Bonterra's compliance with all internal policies, including the Code of Business Conduct and Ethics, Diversity Policy, and other Board-approved practices;
- (d) Ensuring the Company's operations comply with all applicable laws, regulations, and listing standards, while promoting sound business practices and ethical behavior;

Approved by the Board effective March 13, 2025.