

MAG SILVER CORP. (the "Corporation")

CHIEF EXECUTIVE OFFICER TERMS OF REFERENCE

I. GENERAL

The Chief Executive Officer's ("CEO") primary role is to manage the Corporation in an effective, efficient and forward-looking way and to fulfill the priorities, goals and objectives determined by the Board of Directors in the context of the Corporation's strategic plans, budgets and responsibilities and in compliance with the Corporation's corporate governance guidelines and Code of Business Ethics, with a view to preserving and increasing corporate and stakeholder value. The CEO is responsible to the Board and acts as the liaison between management and the Board.

II. RESPONSIBILITIES

The responsibilities of the CEO include:

1. Managing the operations of the Corporation by:

- (a) formulating and recommending to the Board goals and strategies to maximize corporate and stakeholder value and promote the long-term success of the Corporation and implementing the strategies and plans as approved by the Board;
- (b) working with management to develop budgets for approval by the Board and to develop forecasts to be used as guides in the operation of the Corporation; authorizing the commitment of Corporation funds in accordance with pre-approved budgets or as approved by the Board from time to time; authorizing the commitment of human resources and corporate resources in the ordinary course of the Corporation's business; obtaining prior approval of the Board for major expenditures or use of major corporate resources; and safeguarding and optimizing the Corporation's assets;
- (c) monitoring the financial performance and overall success of the Corporation in meeting the strategies and plans approved by the Board; and
- (d) identifying the principal risks of the Corporation's business; developing and implementing appropriate systems to manage these risks;

2. Overseeing the senior management of the Corporation by:

- (a) working with the Board to establish annual objectives for the CEO;
- (b) setting annual performance objectives and responsibilities for the senior management team and monitoring success in meeting them; and
- (c) selecting and recommending to the Board candidates for senior management positions; working with the compensation committee to review and recommend to the Board appropriate compensation packages for senior management and employees;

3. Promoting high ethical standards throughout the organization and good corporate governance by:

- (a) assisting the Board in establishing and reviewing corporate guidelines and policies including the Code of Business Ethics and policies on communications and corporate disclosure, stock trading and use of

confidential information and whistle blowing; making all Corporation personnel aware of the Corporation's policies and monitoring and reviewing compliance with the guidelines and policies;

- (b) ensuring the Corporation observes all applicable laws and regulations, uses sound and sustainable business practices and provides a safe and positive environment for its employees;
- (c) maintaining and enhancing effective communications and relationships with shareholders and other stakeholders and ensuring the Corporation has a positive corporate image;
- (d) ensuring that there are effective safeguards and control mechanisms in place to ensure the integrity of the internal control and management information system and to promote the good governance of the Corporation;
- (e) reporting regularly to the Board and appropriate committees on all significant operational, financial and other matters, including legal, regulatory and governmental policy development, the Corporation's progress towards its goals and any material deviations from its goals and strategies; making appropriate information and resources available to the Board to enable it to make fully informed decisions; and
- (f) complying personally with all the Corporation's guidelines and policies and applying personally high ethical standards.

These Terms of Reference for the Chief Executive Officer, as amended from time to time, were initially adopted by the Board of Directors of **MAG Silver Corp.** on the 13th day of May 2014 and last reviewed on March 26, 2021.

By order of the Board of Directors
MAG SILVER CORP.