



CHIEF EXECUTIVE OFFICER POSITION DESCRIPTION

1. Purpose

1.1 The primary responsibility of the Chief Executive Officer (the “CEO”) of Detour Gold Corporation (“Detour Gold” or the “Company”) is to oversee the operations and affairs of the Company, to provide leadership to management and to provide vision for future growth opportunities to enhance the Company’s short and long-term performance. The CEO plays a critical role in guiding the Company in the realization of its goals. Critical to fulfilling this role is the CEO’s relationship with Detour Gold’s board of directors (the “Board”), its employees, shareholders and potential investors, the communities impacted by the Company’s operations, the financial community, the government, other stakeholders and the general public.

2. Appointment

2.1 The CEO is appointed as CEO by the Board and shall be a duly elected or appointed member of the Board. The CEO is not considered to be independent under standards for director independence adopted by the Board and, accordingly, shall not be a member of any committee of the Board but is expected to attend all Board committee meetings.

3. Duties and Responsibilities

3.1 The CEO has a responsibility to act in the best interests of Detour Gold and its shareholders in accordance with applicable legislation and the corporate governance practices that Detour Gold has adopted. The CEO has statutory responsibilities as a director of Detour Gold, as provided in the *Canada Business Corporations Act* (the “Act”), and is also subject to the responsibilities set out in the Company’s by-laws. In addition, the CEO shall have the specific duties set out below and shall have such other powers and duties as the Board may from time to time specify.

3.2 The CEO shall have the following specific responsibilities:

- **Reporting to the Board.** The CEO must ensure that the Board is kept informed of the overall business operations and major issues facing Detour Gold on a timely basis. In carrying out this responsibility, the CEO shall regularly communicate with the Board to provide timely updates. The CEO shall set meeting agendas in collaboration with the Chair and Lead Director and ensure that the Board is provided with reports from management that adequately cover agenda items.
- **External Spokesperson.** The CEO is Detour Gold’s primary external spokesperson and leads the Company’s relationships with its shareholders and potential investors, the communities

impacted by the Company's operations, the financial community, the government, other stakeholders and the general public.

- **Corporate Strategy and Objectives.** The CEO shall lead the development of a strategic plan for Detour Gold taking into account, among other things, the opportunities and risks of the Company's business and affairs. The CEO shall submit the strategic plan for review and approval by the Board on at least an annual basis, and shall, during the course of the year, implement the strategic plan and monitor the Company's performance against such strategic plan. The CEO shall also lead the development of the Company's annual corporate objectives for review and approval by the Board and overseeing achievement of such objectives.
- **Corporate Governance and Social Responsibility.** The CEO will ensure compliance with the corporate governance practices established by the Board. The CEO is also responsible for ensuring that policies and procedures designed to ensure that the Company operates at all times in compliance with applicable laws and regulations and in accordance with high standards of ethics and corporate governance are being followed. The CEO will lead the Company in support of its commitment to corporate social responsibility, set the ethical tone for Detour Gold and its management and foster ethical and responsible decision-making by management.
- **Risk Management.** The CEO is responsible for ensuring that the principal risks of the Company's business, including, but not limited to, environmental, operating, political, financial, geological, legal and regulatory risks, are identified and that appropriate systems are in place which effectively monitor and manage those risks.
- **Senior Management.** The CEO is responsible for developing and leading a strong organization with the right people in the right positions. This includes ensuring that a competitive compensation program is in place as well as an appropriate system to evaluate the performance of senior management. The CEO is also responsible for developing a succession plan and recommending appointments of senior management to the Board.
- **Supervision and Management.** The CEO is responsible for providing general supervision and management of the day-to-day affairs of Detour Gold. In doing so, the CEO shall, among other things, ensure that the policies and procedures adopted by the Company are properly implemented, understood and followed by senior officers and other employees.