



Position Description for the Chief Executive Officer

Introduction

The primary role of the Chief Executive Officer (the “CEO”) of FLINT Corp. (the “Company”) is to provide leadership and direction to the Company and its subsidiary entities. The CEO is expected to lead a program of growth, portfolio optimization, prudent capital allocation and innovation, including identifying new complementary lines of business and strategies that leverage the Company’s reputation and brand strength, with the objective of improving the Company’s financial performance. The CEO plays a crucial role in leading the organization towards its purpose, mission and values. They are also responsible for developing and implementing strategies and plans that align with the Company’s purpose, mission and values, while promoting organizational integrity and sound decision-making.

The CEO is expected to identify, attract, develop and retain the next generation of senior leaders and be an outstanding mentor. The CEO shall maintain on-going communications with the Board of Directors of the Company (the “Board”), the employees of the Company and its subsidiary entities and all stakeholders.

Duties and Responsibilities

The CEO shall have the following duties and responsibilities:

1. Executive Accountability:
 - i. Develop a corporate strategy in consultation with the Board that achieves sustained, profitable growth and maximizes shareholder value while considering business opportunities and risks. They must also develop and recommend annual operating and capital budgets and corporate objectives for approval by the Board.
 - ii. Establish a system to identify all significant risks to the Company’s business and, to the extent practicable, develop processes and procedures to mitigate the impact of such risks.
 - iii. Manage all strategic and day-to-day operational aspects of the Company within the authority limits delegated by the Board. They must drive the execution of current operating and capital budgets with a focus on performance improvement, productivity, generating year-on-year organic growth in revenue and profits to create shareholder value, and promoting teamwork and communication at all levels.
 - iv. Report to the Board on actual results compared to the established corporate strategy, operating and capital budgets, and corporate objectives. They must also ensure that the Board receives sufficient, timely information on all material aspects of the Company’s operations and financial affairs, as well as other matters having material relevance to the Company, such as external governmental or regulatory initiatives and market evolution and trends.



- v. Communicate a clear vision for the Company to shareholders, customers, business partners and employees to enhance the Company's credibility with stakeholders. Additionally, they must champion and foster a safety culture to ensure that the Company's operations are conducted safely and efficiently.
 - vi. Lead the process of acquiring complementary businesses and successfully integrating acquisitions, capturing synergies and savings, improving the acquired businesses' operating profit levels and creating additional value by leveraging the Company's reputation and brand strength.
 - vii. Manage relationships with external capital providers and oversee the execution of capital market transactions.
 - viii. Ensure the Company maintains a positive commitment to customer satisfaction and continuous quality improvement.
2. Internal Controls and Reporting:
- i. Develop disclosure controls and procedures to ensure that material information relating to the Company is known and communicated. They must also ensure that effective control and coordination mechanisms for all operations and activities are in place, including the establishment and development of effective internal controls over financial reporting. Additionally, they must institute and monitor processes and systems designed to ensure compliance with applicable laws by the Company and its officers and employees.
 - ii. Provide recommendations to the Board concerning the limits of authority to be delegated to management.
3. Continuous Improvement:
- i. Promote and drive continuous improvement throughout the organization. Create a culture of continuous improvement, where all employees are encouraged to identify areas for improvement and suggest solutions.
 - ii. Ensure that the organization has the necessary resources and processes in place to support continuous improvement efforts.
4. Leadership & Culture:
- i. Foster a culture of organizational capability by building a highly committed and capable management team, coaching and mentoring the team, and bringing in additional talent as needed. This includes providing employees with the authority, accountability, training, information, and resources they need to achieve their full potential and successfully drive the Company's performance.



- ii. Develop senior management succession and development plans to meet the future needs of the Company. By prioritizing a culture of growth and development, they can ensure that the Company has the necessary talent to achieve its goals and succeed in a rapidly changing business landscape.

- iii. Provide clear lines of decision-authority, develop leaders with a keen sense of shared responsibility and heightened client-focus, and personally model collaborative, credible, and respectful leadership behaviors across the Company. Additionally, they are culturally dexterous and value diversity and inclusion.

In addition, the CEO shall have such other duties and responsibilities as the Board may delegate from time to time.

This Position Description was approved by the Board of Directors on September 21, 2023.