

The Company

Founded in 1994, Pan American Silver (PAAS) is both a TSX and NYSE listed company consisting of a diversified silver, lead, and zinc portfolio of mining and exploration assets located throughout the Americas. With its head office located in Vancouver, PAAS owns and operates mines in Mexico, Peru, Canada, Bolivia, Brazil, Chile, Guatemala and Argentina and has a 30-year history of operating in Latin America, earning an industry-leading reputation for operational excellence and corporate social responsibility.

The Company Values

Health & Safety: We commit to providing a safe and healthy workplace for all of our employees and contractors.

Honest & Fair: We promise to conduct our business affairs free from favoritism, fear, coercion, discrimination, or harassment.

Responsible Operations: We pledge to operate in a responsible and ethical manner.

Clear Communication: We aim to give full, fair, accurate, timely and understandable disclosure to our stakeholders.

The Project

La Colorada Skarn (LCS) is a large, silver-bearing polymetallic deposit discovered by PAAS in 2018 through brownfield exploration near the La Colorada Vein Mine in Zacatecas, Mexico.

The site is accessible by combination of air and road transportation and is situated approximately 125 km southeast of the Durango Airport, and 850 km north-west of Mexico City. The mine is an operational mine with existing infrastructure and facilities.

The LCS Project PEA (completed in 2023) proposes to develop a mine that uses a sublevel cave (SLC) mining method at 50,000 tpd. The development phase is anticipated to last four years after full permit approval and project sanction and approval to proceed into execution. Future expansion and better definition of mineralization could complement and expand the initial SLC minable inventory and mining method to other mining methods. The Skarn Project design will leverage the existing infrastructure at the La Colorada Property whenever feasible. The new facilities, including new processing and tailings storage facilities will be designed to focus on automation, electrification, energy efficiency, and renewable energy sources to reduce the carbon footprint. Please refer to the Pan-American-Silver-La-Colorada-NI-43-101-2024 for further information.

PAAS issued an RFP for a Prefeasibility Study in November 2024, and the study activities anticipated to initiate in early Q2 2025.

The Position:

Position Title	Project Controls Manager, La Colorada Skarn (LCS) Project
Department	Projects
Location	Global
Travel (<i>amount/primary locations</i>)	Travel to Site
Reporting To	LCS Project Director
Direct Reports	Schedule Specialist & Cost Specialist

Position Purpose & Overview

- Leads the LCS Project planning process for costs, schedule and change control, including the Early Works from PFS to commercial production, in compliance with industry standards, PAAS risk management program, and company policies.
- Oversees the preparation and monitoring of the project budgeting, cost estimating, forecasting, integrated project scheduling, and related risks, mitigation actions and opportunities.
- Coordinates and provides support to the Project Manager, Early Works Site Project Manager, Commercial & Procurement Manager, PAAS procurement and technical teams, contractors and consultants on all planning aspects, including reporting.
- Lead and develop the project controls team to perform at highest standards within the company governance and risk management.
- Lead the development and implementation of fully integrated project controls systems across the project.
- Maintain stakeholder relationships within a culture of sustainability, innovation and continuous improvement.

Key Accountabilities & Communications

- **Safety Leadership:** Support the LCS Project proactive world class safety culture, embedded project-wide, to drive behaviors that prioritize employee and contractor well-being across the project. Ensure safety regulations, company standards and industry best practices are incorporated into the planning of the project.
- **Ethical Approach:** Follow the company's stringent principles and standards as outlined in the Global Code of Ethical Conduct and Global Anti-Corruption Policy to

create a transparent and honest approach while fostering accountability within the team, suppliers and contractors.

- **Stakeholder Management:** Facilitate stakeholder engagement for coordination and alignment of all LCS project planning activities including technical, environmental, sustainability and regulatory issues.
- **Project Governance:** Prepare for and attend appropriate committees for all LCS project cost & schedule reviews. Ensure all schedule and cost deliverables are completed and maintained in a timely manner and of the appropriate quality.
- **Strategy:** Develop the processes to monitor, forecast and control the LCS costs and schedule with the ability to analyze trends and variances to recover and optimize project delivery. Ensure strong communication links between the project controls team and the LCS project members, PAAS technical team, consultants and contractors to operate as an integrated team.
- **Team Development:** Mentor and implement strategies to ensure that the project controls team maintains the highest possible level of engagement in the project and each function's specific role and accountabilities are well-understood.
- **Project Performance:** Implement fully integrated project control systems, including earned value and change management, key performance indicators' (KPIs), and develop and oversee risk assessments that ensure transparency on cost and schedule.
- **Quality & Innovation:** Actively seek out opportunities for improvement, foster a culture of innovation, and implement quality management in the planning aspects of the project by empowering the team to work collaboratively towards best practices.
- **Reporting:** Develop and maintain LCS project dashboard reporting. Oversee the preparation of project cost and schedule reports that monitor and analyze costs, variances, trends and progress; identify risks (financial and schedules) and mitigation strategies; and leverage opportunities.
- **Communications:** Support and facilitate clear communications with stakeholders, including key consultants, contractors and suppliers, and internally with LCS project team, PAAS technical team and other leaders.

Required Skills, Experience & Qualifications

- University degree in Engineering, Business or related field

- 20+ years of mining project controls experience, including mega-projects
- More than 10 years in leading project controls teams
- Experience in greenfield industrial projects and associated infrastructure
- Risk Management program expertise
- Strong financial literacy, budget management, contract administration and tendering documents expertise, and understanding of engineering practices
- Strong project scheduling and planning background
- Advanced proficiency in project controls software (Hexagon, Prism, Primavera, etc.)

Additional Skills, Experience & Qualifications

- Professional certification in project controls or project management
- Experience in greenfield underground mining projects and associated infrastructure
- Knowledge of mining regulations and safety standards
- Business Improvement skills
- Spanish proficiency

Competencies

- Visible safety leadership with all team members, peers, and contractors
- Exceptional organizational skills and the ability to prioritize
- Excellent communication and presentation skills
- Self-starter with a strong use of delegation leverage
- Focused on holding all team members, peers and consultants accountable to their commitments
- Inspire, guide, coach, and mentor team members to full potential in a variety of cultures
- Strategic lateral thinker who is able to respond in a timely manner
- Tenacious, creative and collaborative problem-solver
- Proactive conflict resolution approach and strong ethical negotiation ability
- Curious and innovative with the ability to navigate and lead change
- Strong commitment to precision and regulatory compliance
- Balanced approach to driving project performance and effectively managing risks

Interested candidates please apply in confidence to hr@panamericansilver.com by
Monday, August 11, 2025.

*We thank all applicants for showing an interest. Only candidates under consideration will
be contacted.*