

Pan American Silver (“PAAS”) was created with the intention to provide investors with the best vehicle to gain exposure to higher silver prices. Our vision is to be the world’s pre-eminent silver producer, with a reputation for excellence in discovery, engineering, and sustainable development. Pan American Silver has several underground and open pit operations in Canada, Mexico, Guatemala, Peru, Chile, Brazil, Bolivia, and Argentina.

Pan American Silver is committed to advancing diversity and developing inclusive leadership teams that are representative of the communities we serve. The Company provides equal opportunities to all persons regardless of age, color, national origin, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression or any other characteristic protected by federal, provincial, or local law.

### **Legal Counsel**

We are seeking an experienced and business-savvy Legal Counsel to support our mining operations and corporate office in Ontario and, as applicable, to provide additional support to the corporate head office legal team in Vancouver. The successful candidate will provide legal advice and strategic support on a wide range of matters, including commercial contracts, regulatory compliance, land use, labour and employment, environmental law, Indigenous engagement, and corporate law matters. This role will play an important role in managing legal risk and supporting operational and corporate business objectives. The candidate will become a member of our global legal team supporting our operations in Canada, Mexico, Peru, Brazil, Bolivia, Chile and Argentina.

This role will be full-time and based in Toronto, Ontario.

#### **Major Responsibilities:**

- Support the management of legal and commercial risks affecting the Ontario mining operations and our broader business strategy.
- Draft, review, and negotiate a variety of contracts, including:
  - Supply and procurement agreements
  - Offtake agreements
  - Land use and surface rights agreements
  - Equipment leases and service contracts
  - Acquisitions and dispositions of assets.
- Provide legal advice on existing contracts and commercial arrangements.
- Advise and provide assistance on permitting and licensing requirements, including with respect to exploration, development, and production.
- Provide legal advice and assistance with respect to labour and employment and privacy matters.
- Support the Ontario operations in compliance with applicable legislation, including the Environmental Protection Act, Occupational Health and Safety Act, and Endangered Species Act.
- Support the corporate legal team on a variety of matters, including corporate and commercial law matters.
- Provide assistance on legal matters relating to our Toronto office.

- Monitor legal and regulatory developments affecting the mining and natural resource sectors in Ontario and across Canada.
- Manage relationships with external legal counsel, ensuring effective, efficient, and cost-conscious legal support.
- Contribute to cross-functional initiatives and promoting best practices.
- Ensure adherence to the highest standards of legal and regulatory compliance, helping to build and protect the company's reputation as a responsible operator and community partner.
- Support corporate governance and compliance, including board reporting, policy development, and legal training initiatives.

#### **Qualifications:**

- LLB or JD from an accredited law school.
- Member in good standing of the Law Society of Ontario.
- Minimum 5 years post-call experience, ideally in mining or natural resources.
- Strong understanding of the regulatory environment in Ontario, including mining, environmental, and Indigenous law.
- Proven experience managing complex legal risks and providing strategic legal support to executive and operational teams.
- Exceptional drafting, analytical, and negotiation skills.
- Demonstrated ability to operate with independence and sound judgment in a fast-paced, multidisciplinary environment.

#### **Preferred Attributes:**

- Experience working within the mining industry and advising on mining-related matters.
- Familiarity with ESG frameworks and sustainability reporting obligations.
- Mining industry knowledge and familiarity, and/or background in engineering, geology, or environmental sciences is considered a plus.

#### **Salary Range:**

- \$140,000-\$160,000, plus competitive benefits package.

#### **Job Type:**

- Full-time, Permanent.

Interested candidates please apply in confidence to [hr@panamericansilver.com](mailto:hr@panamericansilver.com).

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

Pan American Silver is committed to accommodating persons with disabilities. Accommodations are available upon request for candidates taking part in all aspects of the selection process by contacting the Human Resources department.

This job posting is for an existing vacancy.