



Position Description Chief Executive Officer

1. Mandate

The Chief Executive Officer (the "**CEO**") is the senior management officer of Kirkland Lake Gold Ltd. (the "**Company**"). As such, the CEO is to: (i) be the leader of an effective and cohesive management team for the Company; (ii) lead the Company in defining its vision; (iii) be the main spokesperson for the Company; (iv) bear the chief responsibility to ensure the Company meets its short-term operational and long-term strategic goals; and (v) set the tone for the Company by exemplifying consistent values of high ethical standards and fairness. The CEO works with and is accountable to the Board of Directors of the Company (the "**Board**") with due regard to the Board's requirement to be informed and to be independent.

2. Duties and Responsibilities

The CEO's primary duties and responsibilities are to:

- (a) Develop and recommend to the Board long-term strategies and a vision for the Company that leads to creation of shareholder value;
- (b) Develop and recommend to the Board annual business plans and budgets that support the Company's long-term strategy;
- (c) Foster a corporate culture that promotes ethical practices, encourages individual integrity and fulfills social responsibility;
- (d) Serve as the chief spokesperson for the Company;
- (e) Develop for approval by the Board the corporate objectives which the CEO is responsible to meet;
- (f) Identify the principal risks of the Company's business and ensure the implementation of appropriate systems to manage these risks;
- (g) Ensure that personnel and systems are in place so that the day-to-day business affairs of the Company are appropriately managed;
- (h) Consistently strive to achieve the Company's strategic, financial and operating goals and objectives;
- (i) Ensure that appropriate personnel and systems are in place for the integrity and adequacy of the Company's internal control and management information systems;

- (j) Ensure that the Company achieves and maintains a satisfactory competitive position within its industry and a high standard for its products and services;
- (k) Ensure, in cooperation with the Board, that there is an effective succession plan in place for the CEO position;
- (l) Ensure, in cooperation with the Board, that the Company has an effective management team below the level of the CEO and has an active succession plan, including the appointment, training and monitoring of senior management;
- (m) Formulate and oversee the implementation of major corporate policies;
- (n) Ensure, in cooperation with the Board, that there is an effective disclosure policy for the Company; and
- (o) Comply at all times with the Company's Code of Business Conduct and Ethics and other Corporate Governance policies.

Reviewed and approved by the Board on August 1, 2018.