

FREEHOLD

ROYALTIES

Freehold Royalties is a public mineral title and royalty company. It manages one of the largest non-government portfolios of oil and natural gas royalties in Canada, with an expanding land base in the United States, uniquely positioning Freehold as a North American royalty company. Freehold is focused on providing lower-risk returns and growth over the long term. The Company's shares trade on the Toronto Stock Exchange (TSX:FRU).

Senior Mineral Land Analyst

Freehold is seeking a Senior Mineral Land Analyst to join our team in Calgary, reporting to the Team Lead, Mineral Land Asset Management. In this role, you will manage and administer mineral leases and contracts across Freehold's Canadian portfolio, ensuring accurate land records, compliance with contractual and regulatory requirements, and effective communication with lessors, lessees and internal stakeholders. The ideal candidate is detail-oriented, analytical and experienced in fee title administration, with the ability to work independently and support the development of less experienced team members.

Duties and Responsibilities

- Provide mineral land expertise across the assigned area of responsibility, ensuring the accuracy, integrity and completeness of land records and data maintained in CS Land. Responsible for the setup and maintenance of mineral leases, contracts and royalty units.
- Review, coordinate and prepare fee title lease outs, amendments, expiries, renewals and surrenders.
- Complete title reviews and verify royalty interests.
- Draft and analyze contracts, including royalty agreements and government-required drilling agreements (PAUAs and Production Allocation Agreements).
- Review, track and process lease assignments and notices of assignment.
- Review, prepare and issue notices of offset obligation and lease terminations.
- Maintain well records and calculate well spacing allocations.
- Analyze land and well information to respond to Compliance team queries.
- Perform crown and freehold land searches.
- Respond to internal and external royalty queries.
- Mentor and coach less experienced team members.
- Identify and drive process improvements and efficiencies.
- Undertake other duties and projects as assigned.

Qualifications

- Petroleum Land Administration Certificate and a minimum of seven years of related experience, or an equivalent combination of education and experience.
- Strong understanding of mineral land administration, with demonstrated experience in fee title administration, including mineral lease clauses, obligations and terminology.
- Solid understanding of Canadian P&NG regulations as they apply to crown

- and freehold mineral leases and titles, including spacing units.
- Experience with CS Explorer, GeoScout, ISC, SPIN, ETS and IRIS, with proficiency in Microsoft Word and Excel.
- Strong analytical skills and attention to detail, with the ability to investigate discrepancies and maintain accurate records.
- Demonstrated ability to manage competing priorities, work independently and exercise sound judgment in a fast-paced environment.
- Strong written and verbal communication skills, with the ability to work effectively with a diverse range of internal and external stakeholders.
- Preference will be given to candidates with previous Contract Analyst and A&D experience.

Additional Requirements/Information:

All applicants must be legally entitled to work in Canada at the time of application

Additional Working Conditions:

Hybrid Work Program Information - We understand the way we do our work has changed, and our employees are looking for flexibility with a blend of in-office and remote work. Freehold currently has a hybrid work program in place allowing us to live, learn and adapt in a way that works for our business and our employees.

What does our hybrid work program look like?

- Combination of in-office and remote work: Tuesday, Wednesday, Thursday are core in-office workdays, Monday and Friday in-office or remote based on your preference
- Flexible work hours, while committing to being available during our core hours of 9:00am – 3:00pm

If you choose to participate in the hybrid work program, you will:

- Be provided with a Freehold computer or laptop when working in the office
- Require access to a personal computer when working from home

Benefits:

- Comprehensive Group Benefits program
- Health and Wellness spending account
- Employee & Family Assistance Program
- Employee savings plan
- Flex day program
- Hybrid work program

Equity, Inclusion and Diversity

Committed to attracting and retaining diverse employees, Freehold Royalties will honor your experiences, perspectives, and unique identity. Together, we strive to create and maintain a working environment that is welcoming and promotes diversity of thought, inclusivity, and equity.

We thank all applicants; however, only those selected for an interview will be contacted.