

The President and Chief Executive Officer reports to the Board of Directors, of which he is a member.

He is ultimately responsible for managing the Corporation in order to maximize shareholders' return on used capital and for ensuring the profitability of the Corporation, the proper functioning of its operations and its sustained growth.

He is responsible for developing and implementing the mission, the vision and the strategy of the Corporation approved by the Board of Directors, in accordance with the values of the Corporation: respect for others, professionalism and integrity, judgement and discipline, creativity and innovation, leadership and entrepreneurship. He must determine the short-term, mid-term and long-term objectives of the Corporation and ensure that action plans or policies are in place to meet those objectives. More precisely but without limiting the generality of the foregoing, he is responsible for the implementation of, and compliance with, policies relating to operations, finance, growth and human resources management. He is accountable for developing and maintaining sound business practises, relations with the internal and external clients of the Corporation, the financial sector, the community and governments.

His principal responsibilities are:

Definition and implementation of the mission, the vision and the strategy of the Corporation:

- Ensuring that the mission, the vision and the values of the Corporation are communicated throughout the organization and that the communication channels work at all levels and in both directions in order to favour productivity and morale;
- Inspiring and leading strategic planning, presenting it to the Executive Chairman of the Board and the Board of Directors and ensuring its implementation;
- Positioning the performance of his responsibilities within the social, economic, political, environmental and competitive environments in which the Corporation operates;
- In cooperation with the Executive Chairman of the Board, planning and leading external development initiatives, including business approaches, and supervising the execution of business acquisitions and dispositions projects approved by the Board of Directors;
- Ensuring an efficient communication with the Executive Chairman of the Board and the directors such that they are informed of all relevant information which may have a material effect on the Corporation, its resources, its capital, its employees and its shareholders;
- Assisting and cooperating with the Executive Chairman of the Board in connection with the preparation of meetings of the Board of Directors;

- In connection with his continuous work with the Executive Chairman of the Board, he may from time to time, as may be needed, delegate to the Executive Chairman of the Board certain specific responsibilities relating to specific mandates, including in connection with business acquisitions. However, he maintains the ultimate responsibility for these files in order to present them to the Board of Directors.

Constituting a performing team:

- Recruiting, developing and maintaining competent and productive management teams, ensuring they achieve the highest levels of excellence, including through training, and maintaining constructive and transparent relations with such teams;
- Ensuring the development and the recruitment of employees of the Corporation to sustain its growth, the global service offering and the positioning of the Corporation by favouring initiatives both in terms of marketing and the development of new products;
- Establishing criteria to evaluate the achievement of objectives by members of senior management and their respective business units and evaluate their performance;
- In consultation with the Executive Chairman of the Board, establishing the organizational structure within the Corporation and presenting specific limits of delegated authority as they relate to policies, contracts, expenses and personal actions;
- Reviewing and approving hires, promotions and compensation conditions for his direct reports and other key managers identified; obtaining the approval of the Board of Directors or the Human Resources and Compensation Committee with regards to some of his actions, if appropriate.

Managing the operations of the Corporation:

- Managing all of the operations of the Corporation and ensuring that excellencies components, such as operational efficiency, continuous improvement, global service offering, positioning of the Corporation arising out of initiatives both in terms of marketing and development of new products and services are maintained and developed;
- Presenting to the Executive Chairman of the Board the annual business plan for each business unit, including related budgets;
- Analyzing the operational results of the Corporation and of its principal components as they relate to established objectives and ensuring that appropriate measures are taken to resolve problematic situations;
- Ensuring that a solid and adequate financial structure is maintained within the parameters approved and supervising external financing activities of the Corporation;

- Ensuring that all actions that are necessary are taken to develop and protect the assets of the Corporation in order to maximize long-term shareholders' return on utilized capital;
- Reviewing and approving specific initiatives of the business units which require material capital expenditures while respecting the global annual capital budget;
- Representing the Corporation in its relations with important customers, suppliers, competitors, investors, the financial community, governmental agencies, professional associations and similar groups;
- Coordinating the activities of members of senior management through various committees and regular meetings and working with them in the establishment and execution of business plans and objectives of their respective business units;
- Supervising the legal affairs of the Corporation, including those where the Corporation and its directors may be held liable.