

## **POSITION DESCRIPTION FOR THE PRESIDENT AND CHIEF EXECUTIVE OFFICER**

### **I. Accountability**

Reports to the Chairman of the Board and Board of Directors.

### **II. General Responsibility**

Reporting to the Chairman of the Board and Board of Directors, the President & Chief Executive Officer is responsible for developing and executing strategic business plans in order to meet the goals and objectives of the Company. Provides leadership to Management in achieving the company's goals and objectives in accordance with the Board's expectations of Management. Sets the tone for the Company's culture, leadership and values while ensuring the Company is able to attract, retain and develop the human resources talent necessary to execute the strategy.

### **III. Committee Responsibility**

Not a member of any Committee.

### **IV. Key Responsibilities**

- Articulates and executes a strategic plan and vision for the organization and ensures goals and objectives are being met in accordance with the Board's expectations.
- Ensures that a Business Plan, Capital Plan and Succession Plans are in place and aligned with the organization's strategic plan
- Embraces world-leading safety and environmental standards, sets Company-wide targets and strives for continuous improvement in operational safety and environmental performance.
- Instills and maintains a results and values-based culture while ensuring a focus on disciplined execution and commitment to continuous improvement.
- Ensures the Company's strategic focus is effectively communicated to employees, shareholders, customers, investors and related stakeholders.
- Recommends to the Board and maintains an organizational structure that is designed to enable the Company to efficiently operate and fulfil its stewardship responsibilities.
- Recommends a talent development and succession strategy to the MRCC that aligns with the Company's strategic plan.
- Recommends to the MRCC a compensation strategy for all Management positions.
- Ensures that all major risks including environmental, health and safety risks have been identified and the appropriate systems and policies are in place to minimize those risks.
- Manages and oversees all communications and other liaisons between shareholders, industry groups, government agencies, the public and other applicable stakeholders.
- Ensures that a system of internal controls over financial reporting has been established and is operating effectively.

- Leads by example as a visible, hard-working and down-to-earth leader who employees admire for his/her commitment to the Company's core values.
- Meets regularly with the financial community and demonstrates a deep understanding of the factors that influence the markets in which the Company operates.
- Represents the Company on various provincial, national and international associations related to public policy, trade and markets that shape the macro-economic environment within which Interfor operates.

**Approved by the Board of Directors May 2, 2019.**