
HOME CAPITAL GROUP INC.

HOME TRUST COMPANY

HOME BANK

CHIEF EXECUTIVE OFFICER

MANDATE AND POSITION DESCRIPTION

Purpose of the Role:

The CEO has overall responsibility for the success of Home Capital Group Inc., Home Trust Company, and Home Bank (collectively, the “Corporation”) including the management of the business and affairs of the Corporation. As such, the CEO is responsible for establishing the strategy of the Corporation, providing leadership and vision for the management, ensuring profitability, increasing shareholder value and growing the Corporation. The CEO is responsible for acting in the long-term best interests of the Corporation, in conformity with the Corporation’s sustainable risk culture. The CEO is the chief spokesperson for the Corporation, responsible for determining and delivering messaging to the Corporation’s shareholders, customers, employees, regulators, and other stakeholders.

Scope

The CEO shall perform his/her duties under the Corporation’s governing legislation, requirements of the stock exchange upon which the securities of the Corporation are listed, applicable regulatory requirements and expectations along with other applicable laws. The CEO must demonstrate commitment to high standards of ethical behaviour and business conduct and is responsible for setting the appropriate and consistent ‘tone at the top.’

In addition, the CEO shall be responsible for any other matters delegated by the Board of Directors of the Corporation (the “Board”).

Specifically, in collaboration with the Board, the CEO shall:

Leadership

- Create a culture within the Corporation that supports the achievement of strategic and operational objectives by ensuring rigor in the recruitment, selection, individual development and the monitoring of Leadership Team members and other senior management personnel.
- Provide leadership and vision for the Corporation and promote the Corporation’s goals of profitability and growth in a sustainable and responsible manner.
- Maintain an awareness of global trends in the Corporation’s lines of business to manage for rapid technological developments.
- Establish the Corporation’s approach to human resource management, including diversity and inclusion and senior management compensation.
- Appoint, evaluate, and determine compensation and termination for direct reporting members of the Leadership Team / make recommendations associated to Control Function Heads.

Sustainable Risk Culture

- Establish appropriate “tone from the top” to support the Corporations’ sustainable risk culture.

- Manage the material risks of the Corporation and integrate consideration of these risks into all aspects of the Corporation's business.
- Define the Corporation's risk appetite including the level and type of risks the Corporation is willing to take in achieving its strategic objectives.
- Establish internal, financial, non-financial, business control and information systems.
- Report to the Board on the material business and operational risks of the Corporation and the implementation of systems to manage these risks.

Business Management

- Provide general supervision and management of the day-to-day business and affairs of the Corporation.

Governance and Policies

- Model behaviours reflecting the highest level of ethical business conduct and personal integrity and values.
- Establish the Corporation's Environmental, Social and Governance journey.
- Develop, monitor, and manage an effective governance framework throughout the Corporation.
- Oversee the development and implementation with corporate policies as well as compliance with applicable legislative and regulatory requirements.
- Ensure that the Board is apprised, in a timely manner, of the business operations and key issues facing the Corporation and ensure there is an effective relationship and communication between management and the Board.

Strategy, Risks and Budget

- Develop the Corporation's strategic planning initiatives and annually present the Corporation's strategic, financial and capital plans to the Board for review and approval.
- Implement such plans and provide regular reports on such implementation to the Board.
- Identify, and develop plans to manage the principal risks of the Corporation and its businesses.

Disclosure & Financial Information

- Maintain appropriate standards for all financial management and regulatory reporting (such standards include meeting audit, Board, legal and regulatory requirements).

Together with the Chief Financial Officer:

- Establish and maintain the Corporation's disclosure controls and procedures through appropriate policies and processes.
- Together with the Disclosure Committee and the Chief Financial Officer, ensure appropriate and timely disclosure of material information.
- Establish and maintain the Corporation's system of internal controls over financial reporting through appropriate policies and procedures.

This Position Description was reviewed by the Board on February 10, 2016.

This Position Description was reviewed by the Board on February 8, 2017.

This Position Description was reviewed by the Board on February 14, 2018.

This Position Description was reviewed by the Board on July 27, 2020.

This Position Description was reviewed by the Board on August 12, 2021.