



FIBREK INC.

PRESIDENT AND CHIEF EXECUTIVE OFFICER

Rationale for the position

The President and Chief Executive Officer handles the general management of Fibrek and, in conjunction with the Board, develops Fibrek's strategic orientation. r also prepares and implements plans, policies, strategies, and budgets with the goal of ensuring Fibrek's profitability and growth.

The President and Chief Executive Officer sits on the Board of Directors of Fibrek Inc.

Specific responsibilities

In order to fulfil his primary responsibilities, the President and Chief Executive Officer:

1. Develops strategic plans for the company and submits them to the Board of Directors for discussion and approval;
2. Defines policies to be implemented with a view towards organizational health and in order to execute the strategic plan;
3. Submits to the Board the scope of authority to be established;
4. Submits to the Board of Directors, for approval, operating and major expenditures' budgets;
5. Directs, manages, and coordinates the activities of the company according to the strategies and directions outlined by the Board of Directors. This implies:
 - Insuring that reliable systems for accounting, internal controls, and communications are implemented within the company and that, where required, measures are taken to improve them;
 - Insuring that any information released to the public provides a fair, exact, and current representation of Fibrek's business activities, financial situation, and operating results;
 - Implementing corporate governance policies and guidelines applicable to Fibrek;
 - Promoting a favourable business culture,

- Establishing a fair and ethical working environment;
 - Assigning the most qualified individuals to management positions in order to promote Fibrek's growth and conducting their performance evaluations annually;
 - Planning for the transition to future employees.
6. Follows general business trends, as well as those relevant to the pulp and paper industry, in order to maintain and improve Fibrek's competitive position;
 7. Identifies, evaluates, and manages risks related to Fibrek activities and informs the Board of Directors of major risks and the measures taken and to be taken to avoid or mitigate their repercussions;
 8. Acts as main spokesperson for Fibrek and represents the company in all forums and in any situation where it is relevant to the interests of the company;
 9. Develops projects for future mergers, acquisitions, or organizational changes and submits them to the Board for discussion; and
 10. Establishes and maintains efficient lines of communication with the Chairman of the Board, Committee Presidents, and other members of the Board and makes sure to provide them, directly or through intermediates, the support and services they need in order to fulfil their responsibilities to the best of their capacity.