
HOME CAPITAL GROUP INC. CHIEF EXECUTIVE OFFICER POSITION DESCRIPTION

ROLE

The Chief Executive Officer has responsibility for managing the operations, business objectives, strategies, and policies and practices of the Corporation and is responsible for the implementation of the resolutions, policies and directives of the Board of Directors (“Board”) of the Corporation with the goal of enhancing long-term shareholder value.

APPOINTMENT

The Board shall appoint the Chief Executive Officer of the Corporation (“CEO”).

ACCOUNTABILITIES AND RESPONSIBILITIES

The CEO shall have the accountabilities and responsibilities set out below and shall perform the duties required of a chief executive officer under the Corporation’s governing legislation, binding requirements of the stock exchange on which the securities of the Corporation are listed and all other applicable laws. In addition, the CEO shall be responsible for any other matters delegated to the CEO by the Board.

Operational Direction

- The CEO shall supervise the day-to-day operations of the Corporation either directly or through senior management duly appointed by the Board. The CEO shall supervise senior management and the discharge of their responsibilities.

Delegation to Senior Management

- The CEO has delegated duties and responsibilities to senior management as necessary and appropriate for the effective operation of the business of the Corporation.

Senior Management Committee

- The CEO has established a Senior Management Committee (“Committee”). The Committee meets on a regular basis to discuss matters relating to the overall

management of the Corporation. The Committee provides a forum for the CEO and senior management to communicate and share information.

- The CEO chairs the Committee meetings and the Corporate Secretary, his or her designate, acts as secretary to the Committee and records decisions that are made by the Committee.

Strategic Planning

- The CEO shall 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.

Risk Management

- The CEO is responsible for providing the Board with reports regarding business and operational material risks and the implementation of systems to manage these risks.
- The CEO is responsible for the establishment of internal, financial, non-financial and business control and information systems.

Financial Information

- The CEO is responsible for maintaining appropriate standards for all financial management and regulatory reporting. Such standards must include preparing reports that meet audit, Board and regulatory requirements.

Human Resources

- The CEO is responsible for the Corporation's approach to human resource management and senior management compensation.
- The CEO is responsible for annually presenting the Board with appropriate senior management succession plans for the Corporation.
- The CEO is responsible for fostering a culture of integrity throughout the Corporation.

Governance

- The CEO is responsible for the development, monitoring and management of an effective governance framework throughout the Corporation and the Corporation's wholly owned subsidiaries.

Communication

- The CEO is the chief spokesperson for communicating with the Corporation's shareholders, customers, employees and regulators and for maintaining productive and effective corporate relations.

CEO AND THE BOARD

Board Consideration and Approval

- The CEO shall submit recommendations to the Board for the Board's approval with respect to matters requiring Board approval under applicable law, matters which the CEO deems appropriate to be brought forward for Board consideration and approval, or as required by the Board Charter or requested by the Board.

Board Committees

- The CEO, in conjunction with the Chair of the Board, shall determine whether the Board Committees are provided with the resources to fulfill their respective responsibilities, including, when requested, access to senior management and to external advisors.

Interaction with the Chair of the Board

- The CEO shall work with the Chair to develop agendas for Board and Committee meetings, provide opportunities for the Board to evaluate senior management and review the Corporation's strategic direction and strategic planning initiatives.

Succession Reports

- The CEO shall annually present for Board consideration and approval a formal succession plan for the CEO position and other senior management positions.

This Position Description was approved by the Board on February 13, 2006.

This Position Description was approved by the Board on February 13, 2007.

This Position Description was reviewed by the Board on February 11, 2008.

This Position Description was reviewed by the Board on December 3, 2008.

This Position Description was reviewed by the Board on December 2, 2009.