

The following outlines the position description and duties for the President and Chief Executive Officer of Suncor Energy Inc. ("Suncor").

General Description of Role:

1. Highest authority in Suncor.
2. Accountable for Suncor's financial performance.
3. Ensures Suncor's assets are efficiently utilized in a responsible manner with a view to maximizing shareholder value.
4. Directs Suncor's strategic planning activities and provides leadership and overall guidance in both the administration and operation of the corporation.
5. Leads Suncor with a clearly defined sense of business direction and purpose. Serves as a role model for Suncor's vision and values and creates and fosters a culture of integrity among other executive officers and throughout the organization.

Specific Accountabilities:

Strategic Planning

- Develops a well defined strategy for the corporation.
- Establishes management processes and specific performance measures that clearly support the long-term strategy.
- Assesses performance and makes timely changes in strategy, structure and resource allocations.

Financial Results

- Defines appropriate long-term financial objectives and sets annual goals consistent with the business strategy.
- Establishes, monitors and maintains appropriate management systems to provide effective control of operations.
- Demonstrates diligence in making the appropriate certifications required under any governing securities and corporate legislation.

Leadership

- Leads the corporation with a clearly defined sense of business direction and purpose.
- Effectively communicates Suncor's vision and values to all employees. Serves as a role model for the vision and values and creates and fosters a culture of integrity throughout the organization.
- Ensures that there is in operation an effective framework of governance which provides the direction and parameters within which business is to be conducted, aligns accountabilities and authorities and defines any required policies, standards and guidelines.
- Ensures programs are in place that will aid in retaining and motivating the top management team, and attracting new executives as needed. Identifies and develops the next generation of senior managers.



- Promotes the development of effective recruiting, training, retention and management development programs for all employees.
- Effectively serves as Suncor's liaison with the industry and the investor communities.

Safety

- Defines the strategic direction for safety, establishing performance targets for the operating businesses and ensuring adherence to established policies and standards.

Government, Environment and Social Relations

- Effectively engages in dialogue with environmental, social, government and other stakeholder groups to understand their issues and concerns. Ensures they have an appreciation for Suncor's vision, values, business goals, challenges & achievements.
- Ensures that programs are in place to maintain effective relations with such groups and the local communities served by the corporation.

Board of Directors Relationship

- Establishes effective working relationships collectively and individually with the Board of Directors.
- Keeps the Board kept fully informed on all-important issues facing the corporation (internal and external).
- Recommends appropriate policies for Board consideration.

Last updated on November 18, 2020