

RONA INC.

MANDATE OF THE PRESIDENT AND CHIEF EXECUTIVE OFFICER

The President and Chief Executive Officer is responsible for the management of the Company's strategic and operational plan and for the execution of the resolutions and policies of the Company's Board of Directors (the "**Board**").

The responsibilities of the President and Chief Executive Officer include:

With respect to strategic direction:

- Formulating and recommending to the Board a long-term strategy, the main objective of which is the creation of shareholder value;
- Ensuring preservation of the corporate culture;
- Ensuring the implementation of the corporate strategy and policies, and, where appropriate, communicating them to the Company's key internal and external stakeholders;
- Formulating and recommending to the Board an annual business plan and budget in keeping with the corporate strategy, and, where approved by the Board, ensuring the implementation of the business plan within the parameters of the Company's budget.

With respect to the Company's operations:

- Managing the Company's operations and internal affairs;
- Ensuring the continuous improvement of the quality and value of the Company's products and services;
- Identifying and managing the Company's risks in the normal course of its business;
- Formulating and updating a succession plan;
- Overseeing the hiring, compensation and evaluation of competent human resources, subject to the Board's approval;
- Maintaining a positive atmosphere and business ethics that allow the Company to attract, retain and motivate top-notch employees at every level;
- Managing and directing the Company's operations so as to achieve the corporate objectives and use the Company's assets in the shareholders' best interest.

With respect to corporate governance:

- Acting as the Company's main spokesperson with respect to all material issues;
- Maintaining effective lines of communication with the Chairman of the Board and all the directors;
- Taking reasonable measures to ensure an open and positive climate between the Company and the public.

Evaluation of the President and Chief Executive Director's Performance

Each year, the Human Resources and Compensation Committee, together with the President and Chief Executive Officer, determines the President and Chief Executive Officer's objectives, and submits them to the Board for review and approval. Each year, the President and Chief Executive Officer is assessed against such objectives and any other criterion deemed relevant. Once the Human Resources and Compensation Committee has evaluated the performance of the President and Chief Executive Officer, the Committee Chair and the Chairman of the Board meet with the President and Chief Executive Officer to discuss the evaluation. After the meeting, the Chair of the Human Resources and Compensation Committee reports to the Board on the results of the evaluation and submits the recommendations for the objectives to be attained by the President and Chief Executive Officer in the following fiscal year to the Board for approval.

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