

# Sun Life Financial Inc.

Revision: March, 2018

## Job Description: President and Chief Executive Officer

### Summary

The President and Chief Executive Officer (the "CEO") is accountable for sustained value creation for stakeholders. The CEO is entrusted with managing company resources to ensure optimal performance, developing and maintaining continuity of leadership capabilities, and providing leadership in corporate governance and regulatory compliance. The CEO is responsible for championing the global mission, vision, values, leadership and strategic capabilities of Sun Life Financial Inc. (the "company"). As a member of the Board of Directors (the "Board") and working with the Chairman, the other members of the Board, and the Executive Team, the CEO shapes, communicates and executes the enterprise-wide financial, operational and human resource strategy.

### Accountability Overview:

#### Leadership and Vision

Leads the Executive Team in developing and executing enterprise-wide strategies to optimize shareholder value by:

- Establishing strategic, operational and financial objectives which fulfill the company's overall long term position in the international financial services environment.
- Formulating enterprise-wide direction to facilitate business growth in selected markets
- Identifying, evaluating and actioning merger/acquisition/divestiture/strategic alliance opportunities.
- Enhancing organizational capability through an effective talent strategy and ensuring capable leadership is in place for the future
- Maintaining a highly effective relationship with key regulators, government and industry characterized by an open and frank dialogue and proactive attention to key issues.

#### Business Operations

Directs the business operations of the company through the senior executive, ensuring alignment with the company's overall strategic direction by:

- Setting operational principles that are conducive to stimulating premier financial, operational and individual performance.
- Monitoring progress against annual, mid – and long – term business plans
- Developing for Board/regulatory/shareholder approval (as required) all major change initiatives ensuring they align to enterprise strategy and allocating appropriate resources to assure successful conclusion.

#### Compliance and Risk Management

Ensures an effective risk management framework and compliance culture is in place by:

- Ensuring implementation of risk management practices and procedures in accordance with the risk management framework approved by the Board.
- Monitoring the SLF Legislative Compliance and Management Policy framework and ensuring corrective action is taken when required.
- Addressing capital and operational risk through documented controls and recurring audits.
- Creating a culture that fosters high ethical standards, transparency and ensures open channels to raise issues without reprisal.
- Upholding the governing principles of Sun Life Financial's Code of Conduct.
- Clearly articulating and promoting company values to sustain a superior, reputable corporate image