



## POSITION DESCRIPTION FOR THE CHIEF EXECUTIVE OFFICER

### FUNCTION

The prime responsibility of the Chief Executive Officer is to lead Alithya Group Inc. (the “**Company**”) by providing a strategic direction that includes the development and implementation of plans, policies, strategies and budgets for the growth and profitable operation of the Company.

The CEO will report to the Company’s board of directors (the “**Board**”).

### SPECIFIC RESPONSIBILITIES

In fulfilling his or her prime responsibility, the CEO will:

1. oversee that the day-to-day business affairs of the Company are appropriately managed;
2. recommend to the Board and, following their approval by the Board, consistently strive to achieve the Company’s financial and operating goals and objectives;
3. formulate Company policies and proposed actions and present to the Board for approval the long term business plan and strategies and policies that lead to the creation of shareholder value;
4. develop and recommend to the Board annual business plans and budgets that support the Company’s long term business plan and strategies;
5. oversee the Company’s achievement and maintenance of a satisfactory competitive position within its industry, whether by strategic initiatives, including strengthening the Company’s partnerships with existing clients and fostering relationships that lead to new business, and strategic acquisitions;
6. oversee and take steps to enhance where necessary, reliable internal control systems within the Company;
7. respect the Board’s independence, including discussing major corporate commitments with the Board before they are made and respecting unrelated directors’ need to meet independently;
8. fulfil all responsibilities as assigned by the Board, in the manner expected by the Board;
9. keep the Board fully informed in a timely and candid manner of the progress of the Company towards the achievement of its established goals and of all material deviations from the goals or objectives and policies established by the Board;
10. evaluate the performance of the other officers of the Company and other senior employees and make recommendations with respect to their compensation;
11. take steps to build an effective management team reporting to the CEO, and oversee the Company’s active plan for management’s development and succession;
12. foster a corporate culture that promotes ethical practices and encourages individual integrity;
13. maintain a positive and ethical work climate that is conducive to attracting, retaining and motivating a diverse group of top-quality employees at all levels;

14. ensure the information communicated to the public fairly portrays the position of the Company;
15. represent the Company in a way that enhances and maintains the Company's reputation; and
16. serve as the chief spokesperson for the Company.

**DATED** October 30, 2018