



POLICY ON THE PRINCIPLES GOVERNING THE EXERCISE OF VOTING RIGHTS OF PUBLIC COMPANIES

PR-07 EXECUTIVE COMPENSATION

PR-07-05 Recovery

The board of directors should adopt a policy or any measure that will allow for the recovery of incentive compensation paid to executive officers in cases of accounting restatements, fraudulent acts, negligence or wilful misconduct. Following the issuance of misstated financial results, the executive officers should be required to reimburse any compensation related to performance objectives that were not actually attained. The company should disclose these aspects.