



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

## **PR-07 EXECUTIVE COMPENSATION**

### PR-07-08 Golden parachutes

We are opposed to excessive departure bonuses paid to a director or executive in the event of a merger, acquisition or similar financial transaction that results in a change in control of the company.

We are also opposed to departure bonuses or the acceleration of securities held when these incentives are triggered by a single event. We favour provisions calling for two triggering events, i.e. a change of control and an employment termination or major change in the person's functions.

Recruitment premiums are evaluated on a case-by-case basis. We notably take into consideration the performance of the company, internal vs. external recruitment, the other compensation components, and industry practices. If external recruitment is involved, we take into account any loss incurred by an individual who had to leave a job for the new position.