



SOUTHLEA'S EXECUTIVE COMPENSATION DASHBOARD PROVIDES THE MOST RELEVANT AND CURRENT MARKET COMPENSATION DATA FOR CANADIAN CEOS AND OTHER EXECUTIVE OFFICERS

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Southlea is focused on leveraging technology and data to create innovative and customized solutions for our clients. Working in partnership with ESGAUGE, a data analytics firm, we are pleased to provide the first interactive dashboard on executive compensation for CEOs and other executive officers in Canada.

The dashboard includes market compensation data for companies in the S&P/TSX 60 Index and provides continuously updated, interactive information "at a glance" that can be sliced by business sector and size. Quickly access details on the latest market trends in your industry in support of effective decision-making for your Human Resources and Compensation Committee.

Executive compensation is highly scrutinized, and it is important to stay on top of the latest trends in order to proactively address potential concerns about your programs from plan participants and/or other stakeholders including investors.

Use our executive compensation benchmarking dashboard to collect quick insights into the latest trends in compensation levels in total and by compensation element (e.g., salary, bonuses and long-term incentives). Historical comparisons over the past four years allow you to understand long-term trends in pay levels to gauge future directions in executive compensation or one-year anomalies.

By providing an interactive dashboard, you can "slice and dice" the executive compensation data by business sector – including energy, mining and financial services – or company size to understand the differences specific to your business.



ABOUT SOUTHLEA

[Southlea Group](#) is a national independent compensation advisory firm that provides global perspectives as a [GECN Group](#) company. We are headquartered in Toronto with an office in Montreal serving clients across Canada, representing all industries and organization structures. Our team of advisors is multi-disciplined with diverse backgrounds and experiences. We are proud to be a certified Women's Business Enterprise by WBE Canada and to be Rainbow Registered as an LGBT+ friendly organization.

CONTACT US

Amanda Voegeli
416-901-4858
amanda@southlea.com

Alex Pattillo
647-278-2948
alex@southlea.com

Ryan Resch
416-456-0179
ryan@southlea.com

Tara Armstrong
416-575-3261
tara@southlea.com