

Schedule of Compensation 2024 calendar year

Efficiency Manitoba Inc.

Year ended December 31, 2024



KPMG LLP

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INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of Efficiency Manitoba Inc.

Opinion

We have audited the schedule of compensation equal to or in excess of \$85,000 for individuals employed or affiliated with Efficiency Manitoba Inc. (the Entity) for the calendar year ended December 31, 2024, and the note to the schedule (hereinafter referred to as the "schedule").

In our opinion, the accompanying schedule for the year ended December 31, 2024 of the Entity is prepared, in all material respects, in accordance with the financial reporting provisions of Section 2 of *The Public Sector Compensation Disclosure Act*.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the "***Auditor's Responsibilities for the Audit of the Schedule***" section of our auditor's report.

We are independent of the Entity in accordance with the ethical requirements that are relevant to our audit of the schedule in Canada and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter - Financial Reporting Framework

We draw attention to the note in the schedule, which describes the applicable financial reporting framework. The schedule is prepared to assist the Entity to comply with the requirements of *The Public Sector Compensation Disclosure Act* described in the note. As a result, the schedule may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of Management and Those Charged with Governance for the Schedule

Management is responsible for the preparation of the schedule in accordance with the financial reporting provisions of Section 2 of *The Public Sector Compensation Disclosure Act*, and for such internal control as management determines is necessary to enable the preparation of a schedule that is free from material misstatement, whether due to fraud or error.

Those charged with governance are responsible for overseeing the Entity's financial reporting process.



Auditor's Responsibilities for the Audit of the Schedule

Our objectives are to obtain reasonable assurance about whether the schedule as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the schedule.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the schedule, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

A handwritten signature in black ink that reads 'KPMG LLP'. The signature is written in a cursive, stylized font. Below the signature is a horizontal line that starts under the 'K' and ends under the 'P'.

Chartered Professional Accountants

Winnipeg, Canada

June 10, 2025

EFFICIENCY MANITOBA INC.

Schedule of Compensation

Year ended December 31, 2024

The Public Sector Compensation Disclosure Act ("The Act") requires disclosure of the aggregate compensation paid to Efficiency Manitoba Inc.'s Board members and the individual compensation paid to Board members and staff, where such compensation equals or exceeds \$85,000 per year. As applicable, and in accordance with The Act, individual compensation includes regular salary, taxable benefits, retroactive pay, and vacation pay.

In the year ended December 31, 2024, Efficiency Manitoba Inc. paid Board members \$105,975 in aggregate, with no one Board member receiving compensation equal to or greater than \$85,000.

In the year ended December 31, 2024, the following employees received compensation in excess of \$85,000:

First Name	Last Name	Position	Total Compensation
N	VOZNAK	ENERGY EFFICIENCY SPECIALIST	85,925
C	CARSON	TECHNICAL OFFICER	86,749
M	CANN	ENERGY EFFICIENCY SPECIALIST	88,284
I	GEEVES	TECHNICAL ADVISOR	88,979
S	MANIKEL	BUSINESS DEVELOPMENT	89,799
T	VEXZON	BUSINESS DEVELOPMENT	90,502
S	COY	ENERGY EFFICIENCY SPECIALIST	91,103
J	ARLT	ENERGY EFFICIENCY SPECIALIST	91,901
T	TOZER	TECHNICAL OFFICER	93,795
A	LADD	ENERGY EFFICIENCY SPECIALIST	94,382
T	MATLASHEWSKI	HUMAN RESOURCE ADVISOR	96,798
K	THOMAS	COMMUNICATIONS SPECIALIST	98,208
M	LACROIX	ENERGY EFFICIENCY PLANNING OFFICER	100,281
Z	AUNGKYAW	TECHNICAL LEAD	100,321
A	MCNEILL	PROGRAMS LEAD	100,468
M	LEE	PROGRAMS LEAD	101,041
A	LUND	ENERGY EFFICIENCY SPECIALIST	104,044
E	SOUSA	FINANCE LEAD	105,470
V	RUSSELL	PROGRAMS LEAD	105,514
L	ROBINSON	TECHNICAL LEAD	106,482
W	DERKSEN	PROCUREMENT OFFICER	107,315
R	SPEWAK	BUILDING ENCLOSURE SPECIALIST	107,473
R	BORESKY	TECHNICAL LEAD	108,479
J	TOEWS	PROGRAMS LEAD	108,931
A	NICHOL	BRAND & CUSTOMER STRATEGY LEAD	111,018
D	HANTSCHER	PROFESSIONAL ENGINEER	117,227
W	GRETSCHMANN	TECHNICAL LEAD	117,269
R	CONNOR	PROFESSIONAL ENGINEER	117,327
N	STROICH	PROGRAMS LEAD	118,384
L	JAWORSKY	MANAGER	128,165
C	PERRETT	TECHNICAL LEAD	128,237
C	PILEK	MANAGER	129,255
J	BRUNEL	MANAGER	129,471
T	MOROZ	MANAGER	129,569
T	STERDAN	MANAGER	131,925
A	TUCK	MANAGER	132,810
D	OSTROWSKY	PROFESSIONAL ENGINEER	132,866
R	MONTANINO	MANAGER	134,911
D	CHUDOBIAK	VICE PRESIDENT	165,498
M	STOCKI	VICE PRESIDENT	165,498
C	KURULUK	CHIEF EXECUTIVE OFFICER	234,049

NOTE TO SCHEDULE

Basis of accounting:

The schedule lists employees or Board compensation associated with Efficiency Manitoba Inc. where compensation and benefits received were equal to or in excess of \$85,000 for the year ended December 31, 2024. The amounts reported were calculated in accordance with the definition of compensation provided in Section 1 of *The Public Sector Compensation Disclosure Act*, which includes payment of regular salary, taxable benefits, retroactive pay, vacation pay, and other exceptional benefits not provided to the majority of employees. The amounts reported therefore do not include payments made or benefits accrued under provisions of the *Manitoba Civil Superannuation Act*.