

Efficiency Manitoba Inc.
Schedule of Compensation for the
Manitoba Public Sector Compensation Disclosure Act
December 31, 2025

Independent Auditors' Report

To the Board of Directors of Efficiency Manitoba Inc:

Opinion

We have audited the accompanying Schedule of Compensation (the "Schedule") of Efficiency Manitoba Inc. (the "Entity") for the year ended December 31, 2025.

In our opinion, the accompanying Schedule is prepared, in all material respects, in accordance with the provisions of The Public Sector Compensation Disclosure Act (the "Act") of the Province of Manitoba.

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 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 - Basis of Accounting

The Schedule is prepared to assist the Entity to meet the requirements of the Act. 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 this Schedule in accordance with the provisions of the Act, and for such internal controls as management determines is necessary to enable the preparation of the 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.

Auditors' Responsibilities for the Audit of the Schedule

Our objectives are to obtain reasonable assurance about whether the Schedule 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 this 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.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates, if any, and related disclosures made by management.
- Evaluate the overall presentation and content of the Schedule, including the disclosures, and whether the Schedule represents the underlying transactions and events in a manner that achieves fair presentation.

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We 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.

Winnipeg, Manitoba

April 16, 2026

MNP **LLP**
Chartered Professional Accountants

Efficiency Manitoba Inc.

Schedule of Compensation for the Manitoba Public Sector Compensation Disclosure Act For the year ended December 31, 2025

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, 2025, Efficiency Manitoba Inc. paid Board members \$81,939 in aggregate, with no one Board member receiving compensation equal to or greater than \$85,000.

In the year ended December 31, 2025, the following employees received compensation in excess of \$85,000:

First Name	Last Name	Position	Total Compensation
D	HARRIS	ENERGY EFFICIENCY SPECIALIST	87,543
J	ROWAN	ENERGY EFFICIENCY ANALYST	89,336
T	KING	ENERGY EFFICIENCY SPECIALIST	89,592
J	HORTON	ENERGY EFFICIENCY SPECIALIST	90,030
B	LIVINGSTONE	ENERGY EFFICIENCY SPECIALIST	91,006
R	LABELLE	ENERGY EFFICIENCY SPECIALIST	91,905
K	WINDATT	ENERGY EFFICIENCY SPECIALIST	92,347
A	SCHAPPERT	MECHANICAL SYSTEMS PROFESSIONAL	94,032
J	WALL	ENGINEERING OFFICER	94,160
S	MANIKEL	BUSINESS DEVELOPMENT	94,845
J	LANGNER	PROFESSIONAL ENGINEER	95,493
T	VEZXON	BUSINESS DEVELOPMENT	95,832
C	CARSON	TECHNICAL OFFICER	96,566
S	GAUNT	TECHNICAL OFFICER	96,679
N	VOZNAK	ENERGY EFFICIENCY SPECIALIST	97,761
M	CANN	ENERGY EFFICIENCY SPECIALIST	98,302
I	GEEVES	TECHNICAL ADVISOR	100,168
T	MATLASHEWSKI	HUMAN RESOURCE ADVISOR	100,527
J	ARLT	ENERGY EFFICIENCY SPECIALIST	102,032
T	TOZER	TECHNICAL OFFICER	103,104
E	SOUSA	FINANCE LEAD	103,536
A	LADD	ENERGY EFFICIENCY SPECIALIST	103,678
K	THOMAS	COMMUNICATIONS SPECIALIST	103,992
S	COY	PROGRAMS LEAD	106,550
R	ANDRUSHAK	INDUSTRIAL SYSTEMS PROFESSIONAL	106,857

A	LUND	ENERGY EFFICIENCY SPECIALIST	109,190
L	LEAFLOOR	ENERGY EFFICIENCY SPECIALIST	113,113
M	LEE	PROGRAMS LEAD	114,107
R	SPEWAK	BUILDING ENCLOSURE SPECIALIST	114,658
W	DERKSEN	PROCUREMENT OFFICER	114,932
M	LACROIX	PLANNING & REGULATORY LEAD	114,972
V	RUSSELL	PROGRAMS LEAD	118,826
A	NICHOL	BRAND & CUSTOMER STRATEGY LEAD	118,864
Z	AUNGKYAW	TECHNICAL LEAD	120,265
J	TOEWS	PROGRAMS LEAD	121,286
L	ROBINSON	TECHNICAL LEAD	121,563
R	BORESKY	TECHNICAL LEAD	123,743
D	HANTSCHER	PROFESSIONAL ENGINEER	125,062
R	CONNOR	TECHNICAL LEAD	126,556
N	STROICH	PROGRAMS LEAD	128,338
C	PILEK	MANAGER	137,897
C	PERRETT	PROFESSIONAL ENGINEER	140,207
L	JAWORSKY	MANAGER	149,995
J	BRUNEL	MANAGER	150,078
T	MOROZ	MANAGER	150,182
A	TUCK	MANAGER	151,352
T	STERDAN	MANAGER	152,737
R	MONTANINO	MANAGER	161,943
D	CHUDOBIAK	VICE PRESIDENT	206,183
M	STOCKI	VICE PRESIDENT	210,040
C	KURULUK	CHIEF EXECUTIVE OFFICER	267,256

Efficiency Manitoba Inc.

Schedule of Compensation for the Manitoba Public Sector Compensation Disclosure Act
For the year ended December 31, 2025

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, 2025. 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.