

## Enwin Utilities Ltd.

### Executive Salary and Taxable Benefit Disclosure 2023

Cal Year	Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
2023	ROSSI	GARRY	President/Chief Executive Officer.....	\$ 295,217	\$ 13,219
2023	BROWN	JAMES	CHIEF OPERATING OFFICER - HYDRO.....	\$ 243,900	\$ 9,973
2023	CARLINI	MATTHEW	CHIEF FINANCIAL OFFICER.....	\$ 235,159	\$ 9,955
2023	GLEASON	PAUL	CHIEF RISK OFFICER.....	\$ 226,724	\$ 9,792
2023	TAYLOR	KRISTOPHER	CHIEF BUSINESS DEVELOPMENT OFFICER.....	\$ 224,389	\$ 9,788
2023	SPAGNUOLO	ROBERT	CHIEF OPERATING OFFICER - WATER.....	\$ 201,410	\$ 10,054

This record has been approved by:

Matthew Carlini  
**Name**

Chief Financial Officer  
**Position Title**

519-251-7300 ext 869  
**Phone Number**

March 22, 2024  
**Date**

Pursuant to ENWIN Utilities Ltd Board Resolution dated April 19, 2013 approving the disclosure of compensation paid to ENWIN senior executives and in accordance with TSX Corporate Governance Guidelines.