

Enwin Utilities Ltd.

Executive Salary and Taxable Benefit Disclosure 2019

Cal Year	Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
2019	REIDEL	HELGA	President/Chief Executive Officer.....	\$ 291,446	\$ 12,821
2019	WLADARSKI	JOHN	Vice President Customer Services, Business Development & COO....	\$ 227,123	\$ 9,778
2019	BROWN	JAMES	Vice President Hydro Operations.....	\$ 208,410	\$ 9,706
2019	ROSSI	GARRY	Vice President Water Operations.....	\$ 203,434	\$ 9,695
2019	CARLINI	MATTHEW	Vice President Corporate Services & CFO.....	\$ 178,312	\$ 3,415
2019	THOMPSON*	BYRON	Vice President Finance and Chief Financial Officer.....	\$ 126,465	\$ 4,638

* Retired

This record has been approved by:

Matthew Carlini
Name

Vice President Corporate Services & CFO
Position Title

519-255-2888 ext 869
Phone Number

March 6, 2020
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.