

Enwin Utilities Ltd.

Executive Salary and Taxable Benefit Disclosure 2021

Cal Year	Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
2021	REIDEL	HELGA	President/Chief Executive Officer.....	\$ 313,865	\$ 12,974
2021	BROWN	JAMES	Vice President Hydro Operations.....	\$ 232,583	\$ 9,884
2021	ROSSI	GARRY	Vice President Water Operations.....	\$ 224,343	\$ 9,870
2021	CARLINI	MATTHEW	Vice President Corporate Services & CFO.....	\$ 215,401	\$ 9,824
2021	GLEASON	PAUL	Vice President Customer Care & Corporate Operations.....	\$ 195,377	\$ 9,683
2021	TAYLOR	KRISTOPHER	Vice President Business Development.....	\$ 155,494	\$ 6,580

This record has been approved by:

Matthew Carlini
Name

Vice President Corporate Services & CFO
Position Title

519-251-7300 ext 869
Phone Number

March 2, 2022
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.