



## 2023 Compensation Disclosure

In accordance with the Minister’s Order for Disclosure of Compensation and Other Payments under the Ontario New Home Warranties Plan Act, we are providing the following breakdown of 2023 compensation for the Tarion Board of Directors and executives.

<b>Annual Tarion Compensation Disclosure - 2023</b>					
<b>Board of Directors</b>					
<b>Director Position</b>	<b>Director Number</b>	<b>Annual Retainer (\$)</b>	<b>Per Diem Remuneration (\$)</b>	<b>Total Compensation Earned (\$)</b>	<b>Fraction of the Year as a Director</b>
Chair	1	45,167	69,200	114,367	1.0
Vice Chair	2	25,500	29,200	54,700	1.0
Director	3	19,000	18,000	37,000	0.3
Director	4	5,833	9,200	15,033	0.3
Director	5	22,833	21,200	44,033	1.0
Director	6	25,500	30,000	55,500	1.0
Director	7	25,500	29,600	55,100	1.0
Director	8	22,833	23,600	46,433	1.0
Director	9	11,667	16,800	28,467	0.7
Director	10	17,500	25,200	42,700	1.0
Director	11	17,500	28,800	46,300	1.0
Director	12	11,667	22,000	33,667	0.8
Director	13	11,667	22,800	34,467	0.8
Director	14	11,667	25,600	37,267	0.8
Director	15	5,833	9,600	15,433	0.3
<b>Total</b>		<b>279,667</b>	<b>380,800</b>	<b>660,467</b>	

## Annual Tarion Compensation Disclosure - 2023 Executives

Position	Position Number	Cash Compensation (\$) (a)	Pension and Other Compensation (\$) (b)	Total Compensation Earned (\$) (a+b)	Fraction of the Year in the Position (1)
President & Chief Executive Officer, Registrar	1	496,876	89,741	586,617	1.0
Vice Presidents and Assistant Vice President (2)					
	1	374,511	64,446	438,958	1.0
	2	305,229	50,586	355,816	1.0
	3	279,897	53,195	333,092	1.0
	4	279,786	49,874	329,660	1.0
	5	279,786	47,127	326,913	1.0
	6	244,116	45,195	289,311	1.0
	7	215,215	36,648	251,863	1.0
<b>Total</b>		<b>2,475,417</b>	<b>436,813</b>	<b>2,912,230</b>	
<b>Retired Executives (3)</b>					
Vice President	1	318,867	121,973	440,840	1.0

Definitions:

- (a) Cash compensation consists of base salary and incentive paid in respect of the reported year.  
(b) Pension and Other Compensation include pension contributions, separation amounts, and other perquisites paid by Tarion in the reported year.

Notes:

- 1) The fraction of the year for the Position represents the portion of the year that the individual held that position. This includes those who were promoted part way through the year and those who were with the organization for a portion of the year. For employees who were terminated, this includes all associated payouts such as pension contributions and any severance payments. For employees promoted to an executive position during the year, the amounts above include compensation for the full year.
- 2) This Vice presidents and Assistant Vice President category includes General Counsel; Chief Financial Officer; Chief Administration Officer, VP of Warranty Services, VP of Underwriting, Assistant Vice President, Finance and Assistant Vice Presidents, Information Systems.
- 3) This category includes payments to retired executive.