



2025 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 2025 compensation for the Tarion Board of Directors and executives.

Annual Tarion Compensation Disclosure – 2025 Board of Directors					
Director Position	Director Number	Annual Retainer (\$)	Per Diem Remuneration (\$)	Total Compensation Earned (\$)	Fraction of the Year as a Director
Chair	1	55,000	47,600	102,600	1.0
Vice-Chair	2	25,500	23,600	49,100	1.0
Director	3	25,500	29,200	54,700	1.0
Director	4	20,167	22,000	42,167	1.0
Director	5	25,500	26,000	51,500	1.0
Director	6	25,500	21,200	46,700	1.0
Director	7	17,500	25,600	43,100	1.0
Director	8	17,500	21,600	39,100	1.0
Director	9	22,833	30,000	52,833	1.0
Director	10	17,500	28,000	45,500	1.0
Director	11	17,500	28,400	45,900	1.0
Director	12	17,500	22,800	40,300	1.0
Total		287,501	326,000	613,501	

Annual Tarion Compensation Disclosure – 2025 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	535,038	108,635	643,673	1.0
Chief Operating Officer	2	342,585	66,532	409,117	1.0
Vice Presidents (2)					
	1	325,260	55,045	380,305	0.8
	2	41,279	4,858	46,137	0.2
	3	303,020	58,833	361,853	1.0
	4	327,227	52,273	379,500	1.0
	5	299,366	58,451	357,817	1.0
	6	299,301	59,863	359,164	1.0
	7	278,825	46,861	325,686	1.0
	8	245,674	42,286	287,960	1.0
	9	215,420	35,328	250,748	1.0
Total		3,212,995	588,965	3,801,960	

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, supplementary pension, car allowances, 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 individuals who joined the company or received a promotion 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 individuals who joined the

company or were promoted to an executive position during the year, this includes the compensation in which they held the Executive role only.

- 2) The Vice Presidents category includes General Counsel; Vice President of Underwriting; Chief Risk Officer; Chief Financial Officer; Vice President of Warranty Services, Vice President of Information Systems, Vice President of Human Resources and Vice President of Public Affairs.