



Compensation Reporting

**Atlantic Lottery Corporation
Reporting for Fiscal Year 2024/25**

July 2025

PURPOSE

Given the Atlantic Lottery Corporation's (AL) commitment to transparency, as well as that of its shareholders, the four provincial governments, the corporation is publishing this report. This report discloses the compensation earned by its executive positions, as well as those employees with an earned base salary of \$100,000 or over, for the fiscal year (FY) ending March 31, 2025. It also includes the philosophy and design of its compensation program.

TOTAL COMPENSATION

AL's compensation philosophy is an integral and foundational part of AL's People Strategy, which is derived from its business strategy as a commercially competitive agent of the crown.

Total Rewards Philosophy

To attract, motivate, engage, and retain a qualified and diverse workforce by creating a comprehensive Total Rewards Strategy that is aligned with the business strategy, operating principles, and communicates the value of working for Atlantic Lottery (AL). It is designed to:

- **Motivate** excellent performance by individuals and the corporation.
- **Promote** teamwork and collaboration.
- **Reward** accountability for appropriate actions as well as timely and informed decisions.
- **Support** development of individuals and our business practices.
- **Adaptable, flexible and scalable.**
- **Encourage innovation** through measured risk taking.

Total Rewards Principles

Differentiated Based on Performance. Reward accountability and results at both corporate and individual performance levels. Key performance measures: financial results, and adherence to AL's core values and operating principles. AL will recognize, reward, and develop employees who demonstrate actions that support business process renewal/innovative practices. The relative value of performance will vary by position within the organization.

Adaptable, Flexible and Scalable. Responsive to the needs of a fast-moving organization. Compensation strategy will reflect how markets value different skill sets. Programs will be designed, implemented, and administered to allow for alignment with business strategy and the changing marketplace, while being fiscally responsible, to reflect the commitments made to our shareholders and the interdependency between how employee performance drives business results.

Market Competitive. The overall Total Rewards package (i.e., compensation, benefits, learning and development, career opportunities, and work/life management programs and policies) will be market competitive at the 50th percentile of our market comparator group.

Openness, Simplicity and Clarity. Promote an employee's total rewards package and its connection to both corporate and individual performance. AL will create simplicity and clarity in program design and communication to build employee awareness of how their behaviors and performance can influence results. To reinforce employee trust and engagement, these principles will be shared in an open and direct manner.

GOVERNANCE

The Board of Directors (Board) and the People & Culture (P&C) Committee have oversight of AL's executive compensation. The terms of reference as it pertains to total compensation are outlined below.

Board of Directors (Human Resources Management)

- Review AL's approach to human resource management, including AL's overall compensation policies.
- Approve the performance goals for the President & CEO annually. And at least annually, review the President & CEO's performance against agreed upon annual objectives.
- Approve the President & CEO's compensation philosophy and principles, including the President & CEO's compensation, including salary, benefits and retirement plans.
- Approve any arrangement with the President & CEO relating to employment terms, termination, severance, change in control or any similar arrangements.
- Approve changes to the executive team structure.
- Approve executive rewards philosophy and principles, including compensation plan for the executive team (salary, benefit and pension plans) to ensure AL can attract and retain qualified candidates.
- Approve AL's performance targets in the form of a corporate balanced scorecard as part of the annual business planning process.
- Approve the People & Culture budgets (i.e., salaries & benefits budget) as part of the annual business planning process.

People & Culture Committee

President & CEO Specific

- Review and recommend for Board approval the performance goals for the President & CEO.
- Develop and recommend for Board approval, the President & CEO compensation philosophy and principles. On matters of President & CEO and executive compensation, select and retain advice from an independent consultant, legal counsel or other subject matter expert as required.
- Review and recommend for Board approval the President & CEO's compensation, including salary, benefits and retirement plans.
- Recommend for Board approval a performance evaluation process for the President & CEO and when approved, ensure the process is implemented (at least, annually).
- Lead the annual and mid-year performance review process of the President & CEO.
- Review and recommend for Board approval any arrangement with the President & CEO relating to employment terms, termination, severance, change in control or any similar arrangement.

People & Culture Specific

- Works with the President & CEO to develop and recommend for Board approval executive rewards philosophy and principles.
- Review and recommend for Board approval, AL's total rewards philosophy and principles.
- Review and recommend for Board approval, the corporate balanced scorecard for the next fiscal year.

- Review and recommend for Board approval, the salary and benefits budget.
- Review and recommend for Board approval, changes to the executive team structure. Review with the President & CEO, the executive team's skill requirements/assessments, and the overall executive team total rewards allocation according to the total rewards philosophy and principles.

FORMS OF COMPENSATION FOR EXECUTIVE POSITIONS

Total compensation for executive positions includes base pay, benefits, executive health allowance, pension, supplemental pension, vehicle allowance and Statutory Benefits (CPP/QPP, EI, WCB). The summary of compensation earned during FY2024/25 for executive positions actively employed as of March 31, 2025, can be found in Table 1.

SALARY DISCLOSURE

Table 2 discloses those employees actively employed as of March 31, 2025, with an earned base salary of \$100,000 or more, during FY2024/25.

Table 1: Summary of Executive Compensation Earned

(For the year ending March 31, 2025)

Name	Title	Salary Earned ¹	Total Benefits Earned ²	Total 2024/2025
Cable, Warren	Chief Marketing Officer	299,956	39,008	338,964
Cormier, Joey	VP, Channels	194,965	25,377	220,342
Hutchinson, Chad *	Chief Financial Officer	52,885	13,302	66,187
Kidney, Meredith	VP, Brand & Communications	196,662	30,931	227,593
Lordon, Brian	Chief Information Officer	287,764	32,631	320,395
MacKinnon, Michael	VP, Gaming	220,104	30,575	250,679
McCready, Dallas	President & CEO	311,463	34,136	345,599
Richardson, Jennifer	VP, Risk & Assurance	176,386	29,512	205,898
Stultz, Alison	VP, People & Culture	243,868	30,702	274,570
Wojick, Maureen	VP, Customer Engagement	194,965	27,386	222,351

¹ This summary of compensation earned includes all executive incumbents actively employed as of March 31, 2025. The amounts represent 12 months of compensation, except for executives hired during the year (noted by *), whose compensation is calculated from their start date in role.

² Total Benefits earned includes employer contributions for Flex Benefits, Executive Health Allowance, Pension, Vehicle Allowance and Statutory Benefits (CPP/QPP, EI, WCB).

Table 2: Employees with an Earned Base Salary of \$100,000 or more¹

(For the year ending March 31, 2025)

NAME	Title	NAME	Title
Adetoye, Fisayo	Digital Product Manager	Hopey, Peter	Project Manager - Level I
Adiraju, Srinivasulu	Database Administrator	Iragavarapu, Sree Venkatesh	Digital Product Manager
Albert, Stephanie	Enterprise Business Analyst	Jeong, Hee Seob	Senior Developer
Anderson, Darren	Lead, Integration	Karthik, Suchindra	Marketing Automation Specialist
Arsenault, Jill	Manager, UX Design	Keddy, Bruce	Director, Customer Operations
Arsenault, Rachel	Director, Human Resources & Facilities	Keenan, Michael	Manager, Cybersecurity Governance
Aucoin, Robert	Director, Architecture and Delivery	Keirstead, Jeffrey	Category Sourcing Manager
Bastarache, Denis	Project Manager	Kenny, Penny	Director, Supply Chain
Beaulieu, Nicole	Director, BPM & Financial Systems	Kulakevich, Alexander	Senior Developer
Belbin, Cyra	Manager, Loyalty	Lalonde, Robert	Director, iGaming
Bell, Michael	Agile Delivery Manager	LeBlanc, Renee	Project Manager
Belliveau, Julien	Manager, Retail Evolution & Strategies	Legge, Timothy	Manager, Cybersecurity Risk
Blasko, Sean	Technical Lead	L'italien, Nancy	Manager, Marketing Communications
Bourque, Bristen	Agile Lead	Little, Bobby	IT Operations Specialist
Bowdridge, Anne	Enterprise Business Analyst - Lead	Logue, Amanda	Senior Test Lead
Bowen, Norman	Infrastructure Architect	Loughery, Kristen	Project Manager
Bradley, Jody	Manager, Enterprise Change Management	Lussier, Louis-Philippe	Director, Web and Mobile Apps
Brown, Richard	Manager, Enterprise Data Solutions	MacKay, Andrew	Manager
Burgess, Todd	Senior Developer	MacKenzie, David	General Manager
Burke, Jonathan	UX Designer	MacLellan, Megan	Director, Development and Operations
Byers, Patrick	Manager, Corp. Accounting & Reporting	Madden, Cheryl	Key Accounts Manager
Campbell, Angela	Manager, Customer Care	Mahjoob Nia, Ruhullah	Project Manager
Caul, James	Financial Gaming Integration Lead	Mazerolle, Wayne	Lead Digital Product Manager, Platforms
Chisholm, Kimberly	Manager, Quality Assurance	McCafferty, James	Manager, Destination
Cormier, Heather	Analyst, Service Transformation	McCluskey, David	Manager, Architecture
Cormier, Jason	Sales Operations Manager	McDowell, James	Video Lottery Sales Supervisor
Cormier, Molly	Director, Brand & Communications	McGuigan, Ashley	Manager, Healthy Play
Cowan, David	Technical Lead	McKnight, Angela	Category Sourcing Manager
Deslauriers, Manon	Manager, Player Engagement & Retention	McQuillan, Amy	Site Controller
DeWolfe, Sandra	Manager, Lottery	Meek, Terrence	Director, Regional NS
Diotte, Bruno	Network Architect	Melanson, Michel	Architect
Drake, Lee	Manager	Mellish, Dean	Product Integration Specialist
Eagles, Scott	Director, Sports Betting	Merritt, Jay	Director, Risk & Assurance
Earle, Steven	Category Sourcing Manager	Montgomery, Katelyn	Technical Lead
England, Troy	Manager, Delivery and Performance	Nicholl, Joshua	Senior Manager
Estabrooks, Cynthia	Senior Accountant	O'Neill, Chris	Senior Developer
Feng, Yuanyuan	Data Scientist	O'Quinn, Sean	Manager, Technical Services
Freake, Darren	Data Engineer	Otis, Veronique	Legal Counsel
French DeMille, Shannon	Director, Lottery & Destination	Ouellette, Andy	Manager, Analytics and BI
Fullerton, Ryan	Manager, Development Services	Parlee, Andrew	Manager, Bus. Analysis & Resourcing
Gaudet, Solange	Director, Financial Performance & Insights	Parsley, William	General Counsel
Gawde, Manisha	Project Manager	Pedersen, Anna-Maria	Release Manager
Ghosh, Arindam	Digital Product Manager	Porelle-Bourque, Brigitte	Product Manager
Goodwin, Pamela	Enterprise Business Analyst	Redick, Angie	Manager, Cust. Engagement Solutions
Gould, Shaun	Manager, IT Service Delivery	Richard, Martin	Manager, Channel Strategy
Grant, Scott	Director, Regional NP/PE	Robichaud, Louis	Enterprise Security Architect
Harris, Tom	Director, Regional NL	Robinson, Angela	Manager, Business Process Management
Harrison, Krista	Director, Marketing	Rose, Glen	Video Lottery Sales Supervisor
Hebert, Rejeanne	Financial Systems Specialist	Ryan, Stephanie	Director, CSR and Talent Management
Hoben, Vernon	Lottery Sales Supervisor	Saulnier, Julien	Lead Product Manager, Mobile and Web
Hodd, Kevin	Manager, Infrastructure and Operations	Sherwood, Reginald	Architect

¹ This summary includes employees actively employed in above role as of March 31, 2025, with an earned base salary of \$100,000 or more during FY2024/25.

NAME	Title	NAME	Title
Slupsky, Aislynn	Manager, Financial Gaming Integration	Sweetapple, David	Project Manager
Smith, Deanna	Manager, Finance Planning & Analysis	Waldron, Theresa	Project Manager
Spencer, Dean	Manager, Risk and Compliance	Webster, Sandra	HR Manager
St Amand, Eric	Director, Corporate Planning & Strategy	Wilson, Ian	Data Scientist
Steeves, Denise	Human Resources Business Partner	Yvonne, Scott	BI Business Analyst - Lead
Sullivan, Allan	Director, Public Affairs		