



Compensation Reporting

**Atlantic Lottery Corporation
Reporting for Fiscal Year 2025/26**

June 2026

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, 2026. 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 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 & Purpose (P&P) Committee have oversight of AL's executive compensation. The terms of reference as they pertain 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 plans for the executive team (salary, benefits, 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 & Purpose budgets (i.e., salaries & benefits budget) as part of the annual business planning process.

People & Purpose 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.
- Recommend for Board approval, a performance evaluation process for the President & CEO and when approved, ensure the process is implemented.
- Lead annual performance review process of the President & CEO, which may include the review and recommendation for Board approval of the President & CEO's compensation (e.g. salary, benefits), and retirement plans.
- Review and recommend for Board approval, any arrangement with the President & CEO relating to employment terms, termination, severance, change in control or any similar arrangements.
- Lead the succession and/or recruitment process, as required, for the position of President & CEO, including review and recommend for Board approval the job description/profile and skills requirements for the role.

People & Purpose Specific

- 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 & Benefits budget.
- Review and recommend for Board approval, the year-end results for the Corporate Balanced Scorecard related to the non-financial measures.
- 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), as well as any temporary living or one-time payments, where applicable. A summary of compensation earned during FY2025/26 for executive positions actively employed as of March 31, 2026, can be found in Table 1.

SALARY DISCLOSURE

Table 2 discloses employees actively employed as of March 31, 2026, with an earned base salary of \$100,000 or more, during FY2025/26.

Table 1: Summary of Executive Compensation Earned

(For the year ending March 31, 2026)

Name	Title	Salary Earned ¹	Total Benefits Earned ²	Total 2025/2026
Aucoin, Robert *	VP, Technology	95,308	14,404	109,712
French DeMille, Shannon *	VP, Products & Growth	44,381	10,173	54,554
Jewer, Michelle *	Chief Financial Officer	144,231	43,942	188,173
Kidney, Meredith	VP, Brand and Communications	202,953	30,048	233,001
Lordon, Brian	Chief Products & Technology Officer	315,134	34,055	349,189
MacKinnon, Michael	Chief Player Experience Officer	246,141	31,827	277,968
McCready, Dallas	President & CEO	399,000	30,712	429,712
Richardson, Jennifer	VP, Risk and Assurance	178,817	28,658	207,475
Stultz, Alison	Chief People & Purpose Officer	261,608	31,917	293,525
Wojick, Maureen	VP, Player Experience	206,031	27,302	233,333

¹ This summary of salary earned includes all executive incumbents actively employed as of March 31, 2026. The amounts represent 12 months of salary, except for executives hired during the year (noted by *), whose salary is calculated from their start date in this role.

² Total benefits earned include employer contributions for Flex Benefits, Executive Health Allowance, Pension, Vehicle Allowance and Statutory Benefits (CPP/QPP, EI, WCB), as well as any temporary living or one-time payments, where applicable.

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

(For the year ending March 31, 2026)

Name	Title at March 31, 2026	Name	Title at March 31, 2026
Adetoye, Fisayo	Digital Product Manager	Kenny, Penny	Director, Supply Chain
Adiraju, Srinivasulu	Database Administrator	Kulakevich, Alexander	Senior Developer
Albert, Stephanie	Enterprise Business Analyst	Lalonde, Robert	Director, iGaming
Anderson, Darren	Lead, Integration	LeBlanc, Renee	Agile Delivery Manager
Arsenault, Jill	Manager, UX Design	Legacy, Gino	ITIL Process Analyst
Arsenault, Rachel	Director, Human Resources & Facilities	Leger, Marc	Information Security Analyst III
Bastarache, Denis	Product Specialist	Legge, Timothy	Manager, Cybersecurity Risk
Bell, Michael	Agile Delivery Manager	L'Italien, Nancy	Manager, Marketing Communications
Belliveau, Julien	Manager, Retail Evolution & Strategic Accts	Little, Bobby	IT Operations Specialist
Blasko, Sean	Technical Lead	Logue, Amanda	Senior Test Lead
Boudreau, Michel	IT Operations Specialist	Lussier, Louis-Philippe	Director, Web and Mobile Apps
Bourque, Bristen	Agile Lead	Mabey, Wayne	Systems Analyst
Bourque, Carla	Experience and Communications Specialist	MacKay, Andrew	Manager, Planning & Projects
Bowdridge, Anne	Enterprise Business Analyst - Lead	MacKenzie, David	General Manager
Bowen, Norman	Infrastructure Architect	MacLellan, Megan	Director, Development and Operations
Bradley, Jody	Manager, Enterprise Change Management	MacLeod, Jonathan	Digital Product Manager
Brown, Richard	Manager, Enterprise Data Solutions	Madden, Cheryl	Manager, Lottery Sales
Burgess, Todd	Senior Developer	Mahjoob Nia, Ruhullah	Project Manager
Burke, Jonathan	UX Designer	Mazerolle, Wayne	Lead Digital Product Manager, Platforms
Burke, Samantha	Manager, eCommerce	McCafferty, James	Manager, Destination
Byers, Patrick	Manager, Corporate Accounting & Reporting	McCluskey, David	Manager, Architecture
Campbell, Angela	Manager, Customer Care	McDowell, James	Manager, Video Lottery Sales
Caul, James	Manager, Financial Gaming Integration	McGuigan, Ashley	Director, Healthy Play
Chisholm, Kimberly	Manager, Quality Assurance	McKnight, Angela	Category Sourcing Manager
Cormier, Heather	Analyst, Service Transformation	Meek, Scott	Director, Regional
Cormier, Jason	Sales Operations Manager	Melanson, Michel	Architect
Cowan, David	Technical Lead	Merritt, Jay	Director, Risk & Assurance
Dastous, Sonia	Research Manager	Montgomery, Katelyn	Technical Lead
Deslauriers, Manon	Manager, Player Engagement & Retention	Moore, Elaine	Change Management Specialist
DeWolfe, Sandra	Manager, Lottery	Nicholl, Joshua	Manager, Casino
Diotte, Bruno	Network Architect	Noel, Shana	Project Manager
Drake, Lee	Manager, Racing, Marketing & Sales	O'Connor, Adam	Video Lottery Territory Manager
Dzwolak, Tanya	Manager, Lottery Sales	O'Neill, Chris	Senior Developer
Eagles, Scott	Director, Sports Betting	O'Quinn, Sean	Manager, Technical Services
Earle, Steven	Category Sourcing Manager	Otis, Veronique	Legal Counsel
England, Troy	Manager, Delivery and Performance	Ouellette, Andy	Manager, Analytics and BI
Estabrooks, Cynthia	Senior Accountant	Parlee, Andrew	Manager, Business Analysis & Resourcing
Feng, Yuanyuan	Data Scientist	Parsley, William	General Counsel
Freake, Darren	Data Engineer	Pedersen, Anna-Maria	Director, Architecture and Delivery
Fullerton, Ryan	Manager, Development Services	Porelle-Bourque, Brigitte	Product Manager
Gagnon, Heather	Senior Accountant	Redick, Angie	Manager, Customer Engagement Solutions
Gaudet, Jean-Robert	Manager, Video Lottery Sales	Richard, Martin	Manager, Channel Strategy
Gaudet, Solange	Director, Financial Performance & Insights	Robichaud, Louis	Enterprise Security Architect
Gawde, Manisha	Project Manager	Robinson, Angela	Manager, Talent Programs
Geldart, Alison	Supervisor, Customer Care	Rose, Glen	Manager, Video Lottery Sales
Ghosh, Arindam	Digital Product Manager	Ryan, Stephanie	Director, Talent, CSR & Enterprise Change
Goodwin, Pamela	Enterprise Business Analyst	Saulnier, Julien	Manager, Digital Payments
Gould, Shaun	Manager, IT Service Delivery	Sherwood, Reginald	Architect
Grant, Scott	Director, Regional	Slupsky, Aislynn	Financial Gaming Integration Lead
Harris, Tom	Director, Regional	Smith, Deanna	Manager, Finance Planning & Analysis
Harrison, Krista	Director, Marketing	Spencer, Dean	Manager, Risk and Compliance
Hebert, Rejeanne	Financial Systems Specialist	St Amand, Eric	Senior Advisor
Hoben, Vernon	Manager, Lottery Sales	Steeves, Denise	Program Manager, Healthy Play
Hodd, Kevin	Manager, Infrastructure and Operations	Sullivan, Allan	Director, External Affairs
Hopey, Peter	Project Manager - Level I	Sweetapple, David	Project Manager
Iragavarapu, Sree	Digital Product Manager	Waldron, Theresa	Project Manager
Jeong, Hee	Senior Developer	Webster, Sandra	Manager, Human Resources & PlayWise
Karthik, Suchindra	Marketing Automation Specialist	Wilson, Ian	Data Scientist
Keddy, Bruce	Director, Cybersecurity	Woodburn, Melanie	Manager, Internal Audit
Keenan, Michael	Manager, Cybersecurity Governance	Yvonne, Scott	BI Business Analyst - Lead
Keirstead, Jeffrey	Category Sourcing Manager		

¹ This summary includes employees actively employed in above role as of March 31, 2026, with an earned base salary of \$100,000 or more during FY2025/26.