

## Build Nova Scotia Statement of Compensation 2025-26

Required Pursuant to the Public Sector Compensation Disclosure Act

Year Ended March 31, 2026

Section 3 of the Public Sector Compensation Disclosure Act of the Province of Nova Scotia, requires public sector bodies to publicly disclose the amount of compensation it pays or provides, directly or indirectly, to any person in the fiscal year if the amount of compensation to that person is one hundred thousand dollars or more including compensation paid to, or for the benefit of, each of its board members, officers, employees, contractors and consultants.

### Auditor Comments

The information presented below has been disclosed in note 20 of the audited financial statements of Build Nova Scotia Limited for the year ending March 31, 2026.

### Board Members, Officers, and Employees, Contractors and Consultants

For the year ended March 31, 2026, the following board members, officers, and employees received compensation of \$100,000 or more:

| Board Members, Officers, Employees, Contractors and Consultants |         |
|-----------------------------------------------------------------|---------|
| David Benoit                                                    | 250,690 |
| Joyce Diamond                                                   | 220,789 |
| Bonnie Dobson                                                   | 220,465 |
| Jonathan Veale                                                  | 201,380 |
| Michael Morgan                                                  | 198,120 |
| Andrew Feener                                                   | 177,130 |
| Donald Burke                                                    | 173,510 |
| Scott Jackson                                                   | 170,681 |
| Nicholas Goodine                                                | 167,154 |
| Kristin O'Toole                                                 | 165,481 |
| Kenneth Swain                                                   | 148,621 |
| Roy MacDonald                                                   | 144,083 |
| Andrew Campbell                                                 | 144,080 |
| Michael Munday                                                  | 144,080 |
| Nancy Soliman                                                   | 144,340 |

|                     |         |
|---------------------|---------|
| Gail MacDonald      | 139,021 |
| Denis Pellichero    | 137,956 |
| Eva Hislop          | 136,816 |
| Teri-Lynn Chetwynd  | 135,713 |
| Peter MacDonald     | 133,945 |
| Angela Swaine       | 133,201 |
| Sabine Wilkie       | 129,797 |
| Nicholas MacMillan  | 127,740 |
| Ryan Flinn          | 125,898 |
| Paul Frank          | 127,072 |
| Omar Khartabil      | 125,558 |
| Robbi Hill          | 125,419 |
| Richard Rout        | 125,419 |
| Cory Macphee        | 123,895 |
| David Finlayson     | 123,580 |
| Randolph Vallis     | 123,580 |
| Clifford Delaney    | 122,280 |
| Beverley Kays       | 120,945 |
| Kelly Rose          | 120,060 |
| Kevin Kline         | 120,060 |
| Kyle Miller         | 120,021 |
| Michael Shoveller   | 118,105 |
| Catherine Kieran    | 115,566 |
| George Carr         | 114,051 |
| Alexandria Chaddock | 114,819 |
| James Webster       | 112,666 |
| Daniel Khan         | 111,612 |
| Jessica McNeil      | 111,471 |
| Shady Tawadrous     | 110,431 |
| Craig Reath         | 109,976 |
| Theodore Plomske    | 110,447 |
| Rory Hastey         | 110,045 |
| Juliet Egbulefu     | 109,725 |
| Lana LeBlanc        | 109,582 |
| Lauren Dunn         | 108,825 |
| Darren Lawless      | 108,825 |
| Curtis McInnis      | 107,870 |

|                   |         |
|-------------------|---------|
| Madison LeVatte   | 106,941 |
| Karen Borgal      | 106,171 |
| Hamzeh Khammash   | 105,035 |
| Ibrahim Yousef    | 104,993 |
| Leah Baillie      | 104,158 |
| Courtney Ordway   | 104,039 |
| Robyn Seale       | 103,921 |
| Kimberley Conway  | 103,410 |
| Courtney McCardle | 102,494 |
| Russell White     | 102,091 |
| Scott Lewis       | 102,958 |
| Patrick Hickey    | 101,791 |
| Moetree Gophane   | 101,667 |
| Qi Liu            | 101,688 |

#### Basis of Reporting

This statement has been prepared by **Build Nova Scotia**, a public sector body, required to report compensation information pursuant to the Public Sector Compensation Disclosure Act (the Act) of the Province of Nova Scotia.

The management of **Build Nova Scotia** is responsible for the preparation of this statement in accordance with the Act.

Section 4 of the Act requires that the information reported in this statement be disclosed in the body of the audited financial statement of **Build Nova Scotia** or in a statement prepared for the purposes of the Act and certified by its auditors.

#### Compensation

Section 2(b) of the Act defines compensation as the total amount or value of all cash and non-cash salary, wages, payments, allowances, bonuses, commissions and perquisites, other than a pension, pursuant to any arrangement, including an employment contract, and includes without restricting the generality of the foregoing,

- i. All overtime payments, retirement or severance payments, lump-sum payments and vacation payouts,
- ii. The value of loan or loan-interest obligations that have been extinguished and of imputed-interest benefits from loans,

- iii. Long-term incentive plan earnings and payouts,
- iv. The value of the benefit derived from vehicles or allowances with respect to vehicles,
- v. The value of the benefit derived from living accommodation provided or any subsidy with respect to living accommodation,
- vi. Payments made for exceptional benefits not provided to the majority of employees,
- vii. Payments for memberships in recreational clubs or organizations, and
- viii. The value of any other payment or benefit prescribed in the regulations.

**Prepared by:** Tara Ivanko, Financial Analyst

**Reviewed by:** Scott Lewis, Director of Corporate Finance

**Date:** June 29, 2026