

Travel Manitoba
Schedule of Compensation for the
Manitoba Public Sector Compensation Disclosure Act
December 31, 2025

Independent Auditors' Report

To the Members of Travel Manitoba:

Opinion

We have audited the accompanying Schedule of Compensation (the "Schedule") of Travel Manitoba (the "Organization") for the calendar year ended December 31, 2025.

In our opinion, the accompanying Schedule is prepared, in all material respects, in accordance with the provisions of The Public Sector Compensation Disclosure Act (the "Act") of the Province of Manitoba.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Schedule* section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the Schedule in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter - Basis of Accounting

The Schedule is prepared to assist the Organization to meet the requirements of the Act. As a result, the schedule may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of Management and Those Charged with Governance for the Schedule

Management is responsible for the preparation of this Schedule in accordance with the provisions of the Act, and for such internal controls as management determines is necessary to enable the preparation of the Schedule that is free from material misstatement, whether due to fraud or error.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

Auditors' Responsibilities for the Audit of the Schedule

Our objectives are to obtain reasonable assurance about whether the Schedule is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this Schedule.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the Schedule, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates, if any, and related disclosures made by management.

MNP LLP

True North Square

242 Hargrave Street, Suite 1200, Winnipeg MB, R3C 0T8

1.877.500.0795 T: 204.775.4531 F: 204.783.8329

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Winnipeg, Manitoba

June 17, 2026

MNP LLP

Chartered Professional Accountants

Travel Manitoba

Schedule of Compensation for the Manitoba Public Sector Compensation Disclosure Act For the calendar year ended December 31, 2025

Basis of Accounting

Pursuant to Section 2 of The Public Sector Compensation Disclosure Act, the entity shall disclose to the public in accordance with the Act the amount of compensation it pays or provides in the year directly or indirectly. Compensation means compensation pursuant to any arrangement, including an employment contract, calculated to include the total value of all cash and non-cash salary or payments, allowances, bonuses, commissions or perquisites. The amounts meeting the requirements for disclosure are listed below.

- a) Chairperson of the Board of Directors (over \$85,000): \$ Nil
- b) Aggregate compensation of all Board Members: \$17,276
- c) Compensation of Officers and Employees over \$85,000:

Name	Position	Compensation
Colin Ferguson	President and CEO	\$281,373
Angela Cassie	Chief Operating Officer	230,255
Cody Chomiak	Vice President, Marketing	211,342
Heidi Thomas	Vice President, Finance, Operations & Visitor Services	187,511
Jacqueline Tenuta	Vice President, Tourism Growth & Research	185,173
Louise Waldman	Vice President, Communications & Strategic Engagement	159,159
Jennifer Mallare	Human Resources Business Partner	152,653
Linda Whitfield	Vice President, Communications and Stakeholder Engagement	151,059
Melanie Swenarchuk	Senior Manager, Marketing – Market Development	139,249
David Wolodarsky	Director, Marketing	134,229
Lindsay Egan	Senior Manager, Partnership and Industry Relations	118,023
Elise Wood	Manager, Tourism Growth Initiatives	117,135
Lauren Reeves	Senior Advisor, Policy and Government Relations	109,295
Ryan Schultz	Specialist, Database Management & Information Systems	108,379
Abhijeet Ranga	Senior Specialist, Digital Experience	105,385
Jessica Hassard	Specialist, Communications	100,249
Alexis Gaston	Manager, Operations and Visitor Services	99,784
Samantha Dawson	Specialist, Tourism Growth Initiatives	99,418

Mark Remoquillo	Senior Graphic Designer	96,875
Allison Dalke Friesen	Team Lead, Marketing – Content	96,077
Glenda Sprowl	Finance Officer	92,020
Kit Muir	Specialist, Marketing – Content, Travel Media & Influencer Relations	90,349
Yan Cong	Research Analyst	85,162