



**ECN CAPITAL CORP.**

**NOTICE OF  
ANNUAL MEETING OF SHAREHOLDERS  
TO BE HELD ON THURSDAY, MAY 22, 2025**

**AND**

**MANAGEMENT INFORMATION CIRCULAR**

April 22, 2025



## ECN CAPITAL CORP.

### Invitation to Fellow Shareholders

On behalf of the board of directors and management of ECN Capital Corp. (“**ECN Capital**” or the “**Corporation**”), we are pleased to invite you to our annual meeting (the “**Meeting**”) of holders of common shares and mandatory convertible preferred shares, Series E (collectively, the “**Shareholders**”) of the Corporation. The Meeting will be held by way of a live audio webcast utilizing the MeetNow meeting platform at <https://meetnow.global/MKWLQ5> on Thursday, May 22, 2025 at 8:30 a.m. (Toronto time).

#### 2024 Overview

ECN Capital had approximately \$6.9 billion in managed loan assets as at December 31, 2024, \$5.6 billion at our Manufactured Housing segment, and \$1.3 billion at our RV and Marine Finance segment, compared to \$4.9 billion managed loan asset for the previous financial year. During 2024, ECN Capital loan originations were \$2.264 billion, an increase of 5% from 2023, despite the impact of several natural disasters experienced in the U.S. (flooding and other severe weather disruptions) in 2024. Originations combine with our asset servicing offering to provide stable, recurring revenue and foster deeper relationships with our financial partners.

2024 was both a transitional and foundation building year for ECN Capital following a challenging 2023. Triad developed new “take share and make share” loan programs to strengthen its originations. Management reporting systems at Triad were re-evaluated which resulted in operational changes to materially shorten loan approval response times. Risk management practices were designed and implemented to assist in improved monitoring of interest rate risk, by producing timely data to facilitate interest rate risk management hedges. ECN Capital’s joint venture with Champion Homes, Champion Financing, was foundational as it entered its first full year operations with promising results and a very favourable outcome in its first year.

In the RV and Marine segment, activity was foundational at Source One to strengthen the sales organization. Institutional funding alternatives were added which supported larger origination volumes. A loan servicing loan business was acquired to address the strategic objective to establish servicing capabilities for the segment, which ECN Capital believes will strengthen and diversify the RV and Marine business.

We believe that ECN Capital has streamlined and strengthened its durable business platforms through our business decisions and transformational changes. These strong businesses are well positioned in attractive and growing markets to deliver exceptional value to our shareholders.

#### Strategic Update

The Manufactured Housing Finance segment successfully implemented several important changes to address key objectives in 2024. Following from the Champion Homes strategic equity investment in ECN Capital in Q3-2023, Champion Financing, a captive finance company owned 51% by Champion and 49% by ECN Capital, was established. Champion Financing launched its retail and commercial product offerings in early 2024 and experienced early success to meaningfully grow share of home sales and associated financing. This joint venture positions the partners to capture incremental market share by offering a comprehensive enhanced customer solution while generating strong dealer financing loyalty through floor

plan financing. ECN Capital's relationship with Champion Homes is both operationally and financially strategic.

ECN Capital's review of strategic alternatives for the RV and Marine Finance segment was concluded in early 2024. A strategic objective was to establish servicing capabilities for the segment. On August 31, 2024, ECN Capital acquired a 54% majority interest in Paramount Servicing Holdings, LLC which operates Paramount Servicing Group a consumer loan servicing company. Loan servicing strengthens and diversifies the RV and Marine business.

Overall, the strategic review and planning provided the Company with feedback from our institutional funding partners that indicated a preference in favor of the scale and diversity of ECN Capital's combined business.

### **Funding and Interest Rate Environment**

ECN Capital made significant progress in addressing its interest rate risk management process involving improved timely information on both commitments and pipeline rate sets, and design and implementation of an active interest rate risk hedge management program.

Banks and credit unions returned to the funding market in 2024. ECN Capital pursued its initiative to diversify and broaden its institutional funding programs. Our customers now include more than 100 North American based institutional investor, insurance company, pension plan, bank and credit union partners. Our partners are the decision makers inside each institution who are seeking optimal portfolio solutions to match customer deposits, term insurance and other liabilities.

ECN Capital achieved full funding for its 2024 originations and is fully funded for the 2025 growth plans in its business plan. During 2024, ECN Capital secured \$1.875 billion in funding commitments from Blackstone's Asset-Based Finance Group, Carlyle Global Credit Group, and Munroe Capital for Triad originated and serviced consumer loans. In addition, during 2024, ECN Capital also secured \$250 million in financing for RV & Marine from a AAA rated mutual insurance company for the purpose of originating high grade consumer loans that will be served by Source One.

### **Capital Stewardship**

During 2024, ECN Capital reduced its balance sheet asset utilization for held for trading assets by \$185 million, to \$413 million, largely driven by the sale of finance receivables.

In October 2024, ECN Capital executed an extension of its term senior credit facility which provides for \$770 million in revolving funding through October 2027. ECN Capital believes the extended credit facility and available funds (including from reduced balance sheet usage) provide it with financial flexibility and ability to fund new opportunities and growth plans.

In March 2025, ECN Capital completed a C\$83 million offering of unsecured subordinated convertible debentures due April 30, 2030, to refinance the early redemption of its C\$75 million unsecured subordinated debentures due December 31, 2025, which redemption will be completed on April 25, 2025. The financing represented a timely anticipatory capital markets financing in an illiquid Canadian capital market instrument.

ECN Capital continued its C\$.01 per common share quarterly dividend (C\$.04 per common share annually).

## **Executive Leadership Developments**

ECN Capital benefits from an experienced management team with significant equity ownership in the Company. Our CEO, Steve Hudson, continues to be one of the Corporation's largest shareholders and increased his shareholder position in 2025. In addition, all of our named executive officers have met our equity ownership requirements. This demonstrates leadership and conviction in the business and the prospects for the Company.

## **Director Engagement**

ECN Capital benefits significantly from its diverse Board of Directors. All Board members are actively engaged with 100% meeting participation. Committee Chairs demonstrate leadership and provide direction for the Company. Tawn Kelly joined the Board and Credit Committee as a director nominee for Champion Homes in late 2023 and has brought her real estate insight to our manufactured housing business and has helped ECN Capital formulate our business planning and strategic outlook. Director retainers are funded with DSU's with no cash paid to Directors.

We have nominated a new Director for election at the Meeting. Tarun Mehta is retiring from a senior executive position at Truist. Tarun was most recently a Member of the Operating Council of Truist holding the title of Head of Strategy, Transformation and Corporate Development since 2022. Tarun is well known to ECN Capital. As a senior investment banker he developed strong interest in the Home Improvement finance business. Tarun became actively involved with ECN Capital through our ownership in and subsequent sale of Service Finance Company. Shareholders will recall that ECN Capital sold Service Finance to Truist in 2021 for approximately US\$2 billion and distributed the entire after-tax proceeds to shareholders in the form of a C\$7.50 distribution. We strongly support the addition of Tarun to the ECN Capital's board of directors.

## **ESG Commitment**

ECN Capital continues to support Environmental, Social and Corporate Governance initiatives and strategies.

Our CEO is a founding member of the Canadian chapter of the 30% Club, whose mission is for women to represent at least 30% of board members. Our current proposed board nominee candidates consist of 38% female representation.

Triad's business fits strongly into the affordable housing initiatives and recognizes the importance of environmental and sustainable commitments. New manufactured homes cost less than one third the price of site-built homes with 30% less waste. Factory built homes are built in a controlled environment and made to withstand high winds during transportation.

## **Shareholder Engagement**

Strong governance and shareholder engagement is key to our partnership with shareholders. We have ongoing engagement with all stakeholders including meeting in 2024 with shareholders representing approximately 60% of our total shareholders and 80% of our actively managed institutional shareholder base.

Shareholder feedback on the Corporation's goals, initiatives and commitments is important to us. We provide our shareholders with an annual "Say-on-Pay" advisory vote in respect of our approach to executive compensation. The approach and structure of executive compensation is designed to establish a direct link

between performance and compensation. ECN Capital's compensation model is based on pay for performance. Although the "Say-on-Pay" vote is advisory only, the vote is important, as it allows our shareholder to express their views. The vote will influence how the Compensation and Corporate Governance Committee considers executive compensation matters in the future.

Following this letter is the formal Notice of the Meeting and our management information circular dated April 22, 2025 (the "**Circular**"). The Circular provides important information about the matters to be voted on at the Meeting.

As a Shareholder, you have the right to vote your shares on the matters that are to be considered at the Meeting. Please take the time to consider the information in the accompanying Circular. It is important that you exercise your vote at the Meeting or by internet, telephone or completing and sending in your proxy.

If you have any questions or require more information with regard to voting your shares, Shareholders may contact Kingsdale Advisors, the Corporation's strategic advisor, by telephone at 1-855-682-4840 (toll-free in North America) or 1-437-561-5009 (text and call enabled outside North America), or by email at [contactus@kingsdaleadvisors.com](mailto:contactus@kingsdaleadvisors.com).

**Shareholders should read the Circular carefully and consult with their advisors before casting their vote.**

Thank you for your continued support. We look forward to welcoming you at our annual shareholders meeting on Thursday, May 22, 2025.

*"William Lovatt"*

**William Lovatt**  
*Chairman of the Board*

*"Steven Hudson"*

**Steven Hudson**  
*Chief Executive Officer*



### Notice of Annual Meeting of Shareholders

Notice is hereby given that the annual meeting of the holders of common shares and mandatory convertible preferred shares, Series E (collectively, the “**Shareholders**”) of ECN Capital Corp. (“**ECN Capital**” or the “**Corporation**”) will be held by way of a live audio webcast utilizing the MeetNow meeting platform at <https://meetnow.global/MKWLKQ5> on Thursday, May 22, 2025 at 8:30 a.m. (Toronto time) (the “**Meeting**”) for the following purposes:

1. to receive the Corporation’s audited annual consolidated financial statements as at and for the financial year ended December 31, 2024 and the auditors’ report thereon;
2. to elect the directors of the Corporation;
3. to re-appoint auditors and to authorize the board of directors of the Corporation to fix their remuneration;
4. to consider and, if deemed advisable, approve the non-binding advisory resolution on the Corporation’s approach to executive compensation;
5. to consider and, if deemed advisable, to pass, with or without variation, an ordinary resolution (the “**Option Plan Resolution**”) to approve unallocated options under the share option plan of the Corporation, as described in the accompanying Circular (as defined herein);
6. to consider and, if deemed advisable, to pass, with or without variation, an ordinary resolution (the “**DSU Plan Resolution**”) to approve unallocated awards under the deferred share unit plan of the Corporation, as described in the accompanying Circular;
7. to consider and, if deemed advisable, to pass, with or without variation, an ordinary resolution (the “**Unit Plan Resolution**”) to approve unallocated awards under the share unit plan of the Corporation, as described in the accompanying Circular; and
8. to transact such other business as may properly come before the Meeting or any adjournment or postponement thereof.

Please refer to the accompanying management information circular dated April 22, 2025 (the “**Circular**”) and Virtual Meeting User Guide for specific details of the foregoing matters.

The Corporation will be convening and conducting the Meeting in a virtual-only format, which will be conducted via live audio webcast online at <https://meetnow.global/MKWLKQ5>. During the audio webcast, Shareholders will be able to listen to the Meeting live and registered Shareholders and duly appointed and registered proxyholders will be able to submit questions and vote while the Meeting is being held. Shareholders will not be able to attend the Meeting in person but will have equal opportunity to participate online in the virtual-only Meeting, engage with management and director nominees, ask questions and vote on matters described in the accompanying Circular, regardless of their geographic location. We hope that hosting the Meeting virtually helps enable greater Shareholder participation by allowing Shareholders that might not otherwise be able to travel to a physical meeting to attend online.

Please refer to the accompanying Circular and Virtual Meeting User Guide for access details with respect to the Meeting.

Shareholders are invited to attend the Meeting. The Circular includes important information about the items to be considered at the Meeting and how to exercise your vote. Registered Shareholders and duly appointed and registered proxyholders will be able to virtually attend, participate in and vote at the Meeting at <https://meetnow.global/MKWLKQ5>. Non-registered Shareholders who receive this notice of annual meeting of Shareholders and related materials through their broker, investment dealer, bank, trust company, custodian, nominee or other intermediary, should carefully follow the instructions of their intermediary to ensure that their common shares of the Corporation (the “**Common Shares**”) or mandatory convertible preferred shares, Series E (the “**Series E Shares**”) and, together with the Common Shares, the “**Shares**”), as applicable, are voted at the Meeting in accordance with such Shareholders’ instructions.

Non-registered Shareholders (being Shareholders who hold their Shares through an investment dealer, trust company, custodian, nominee or other intermediary) are advised that voting through a proxyholder at the Meeting will include, as a result of the virtual nature of the Meetings, an additional step of registering proxyholders with the transfer agent of the Corporation, Computershare Investor Services Inc., after submitting their form of proxy or voting instruction form (“**VIF**”), as applicable. Failure to register the proxyholder with the transfer agent will result in the proxyholder not receiving an “Invitation Code” via email to participate in and vote at the Meeting and only being able to attend as a guest. Non-registered Shareholders who have not duly appointed themselves as proxyholder will be able to attend the Meeting as guests but will not be able to vote or submit questions at the Meeting.

If you plan to vote at the Meeting, it is important that you are connected to the internet at all times during the Meeting in order to vote when balloting commences. It is your responsibility to ensure internet connectivity for the duration of the Meeting. You should allow ample time to log in to the Meeting online and complete the check-in procedures.

Shareholders are encouraged to submit their vote in advance of the Meeting by completing the form of proxy or VIF provided to them.

The Shares represented by properly executed proxies given in favour of the persons named in the form of proxy will be voted at the Meeting in accordance with the instructions indicated thereon. If no instructions are given, the Shares represented by properly executed proxies given in favour of the persons named in the form of proxy will be voted **FOR** each of the nominated directors, to re-appoint auditors and to authorize the board of directors of the Corporation to fix their remuneration, to approve the advisory Say-on-Pay (as defined in the Circular) vote, the Option Plan Resolution, the DSU Plan Resolution and the Unit Plan Resolution, each as further described in the Circular.

If you have any questions regarding the forms, please contact your broker or intermediary or Kingsdale Advisors, the Corporation’s strategic advisor by telephone at 1-855-682-4840 (toll-free in North America) or 1-437-561-5009 (text and call enabled outside North America), or by email at [contactus@kingsdaleadvisors.com](mailto:contactus@kingsdaleadvisors.com).

**Your proxy or VIF must be received not later than Tuesday, May 20, 2025 at 8:30 a.m. (Toronto time), or in the case of any adjournment or postponement of the Meeting, not less than 48 hours, Saturdays, Sundays and holidays excepted, prior to the time of the adjournment or postponement.**

**DATED** the 22<sup>nd</sup> day of April, 2025.

By Order of the Board of Directors

Jacqueline Weber  
*Chief Financial Officer*





ECN CAPITAL CORP.

**Management Information Circular for the Annual Meeting of Shareholders**

**VOTING INFORMATION AND GENERAL PROXY MATTERS**

**Solicitation of Proxies**

This Management Information Circular (the “Circular”) is furnished in connection with the solicitation, by or on behalf of the management of ECN Capital Corp. (“ECN Capital” or the “Corporation”), of proxies to be used at the Corporation’s annual meeting of the holders of common shares and mandatory convertible preferred shares, Series E of the Corporation (collectively, the “Shareholders”) to be held on Thursday, May 22, 2025 at 8:30 a.m. (Toronto time) (the “Meeting”) or at any adjournment or postponement thereof. The Meeting will be held in virtual-only format, which will be conducted by way of a live audio webcast at <https://meetnow.global/MKWLKQ5>. It is expected that the solicitation of proxies for the Meeting will be primarily by mail, but proxies may also be solicited personally, by advertisement or by telephone, by directors, officers or employees of the Corporation without special compensation, or by the Corporation’s transfer agent, Computershare Investor Services Inc. (“Computershare”) at nominal cost. The Corporation has also retained Kingsdale Advisors to provide a broad array of strategic advisory, governance, strategic communications, digital and investor campaign services on a global retainer basis in addition to certain fees accrued during the life of the engagement upon the discretion and direction of the Corporation, which may include fees in respect of proxy advisory and solicitation services if requested by the Corporation. The cost of solicitation will be borne by the Corporation. Shareholders may contact Kingsdale Advisors, the Corporation’s strategic advisor by telephone at 1-855-682-4840 or 1-437-561-5009 (text and call enabled outside North America), or by email at [contactus@kingsdaleadvisors.com](mailto:contactus@kingsdaleadvisors.com).

**Appointment of Proxyholder**

The persons designated by management of the Corporation in the form of proxy are directors or officers of the Corporation. **Each Shareholder has the right to appoint as proxyholder a person or company (who need not be a Shareholder of the Corporation) other than the persons designated by management of the Corporation in the form of proxy to attend and act on the Shareholder’s behalf at the Meeting or at any adjournment or postponement thereof.** Such right may be exercised by inserting the name of the person or company in the blank space provided in the form of proxy or by completing another form of proxy.

In the case of a Registered Shareholder (as defined herein), the completed, dated and signed form of proxy should be sent in the envelope provided or otherwise to Computershare Investor Services Inc., 100 University Avenue, 8<sup>th</sup> Floor, North Tower, Toronto, Ontario, M5J 2Y1, fax number 1-866-249-7775. In the case of Non-Registered Holder (as defined herein) who receive these materials through their broker or other intermediary, the Shareholder should complete and send the form of proxy or voting instruction form, as applicable, in accordance with the instructions provided by their broker or other intermediary. **To be effective, a proxy must be received by Computershare not later than Tuesday, May 20, 2025 at 8:30 a.m. (Toronto time) (unless such proxy submission deadline is waived by Chair of the Meeting), or in the case of any adjournment or postponement of the Meeting, not less than 48 hours, Saturdays, Sundays and holidays excepted, prior to the time of the adjournment or postponement. The time limit**

**for deposit of proxies may be waived or extended by the Chair of the Meeting at his or her discretion without notice.**

**Registering the proxyholder is an additional step that must be taken once a Shareholder has submitted the form of proxy.** Failure to register a duly appointed proxyholder will result in the proxyholder not receiving an invitation code from Computershare to participate in the Meeting. To register a proxyholder after submitting the form of proxy, Shareholders must visit <http://www.computershare.com/ECNCapital> and provide Computershare with their proxyholder's contact information **no later than Tuesday, May 20, 2025 at 8:30 a.m.** so that Computershare may provide the proxyholder with an invitation code via email. **Without an invitation code, proxyholders will not be able to vote at the Meeting.**

### **Revocation of Proxy**

A Shareholder who has given a proxy may revoke it by depositing an instrument in writing signed by the Shareholder or by the Shareholder's attorney, who is authorized in writing, or by transmitting, by telephonic or electronic means, a revocation signed by electronic signature by the Shareholder or by the Shareholder's attorney, who is authorized in writing, to or at the registered office of the Corporation at any time up to and including the last business day preceding the day of the Meeting, or in the case of any adjournment or postponement of the Meeting, the last business day preceding the day of the adjournment or postponement, or with the Chair of the Meeting on the day of, and prior to the start of, the Meeting or any adjournment or postponement thereof. A Shareholder may also revoke a proxy in any other manner permitted by law.

If a Registered Shareholder who has submitted a form of proxy attends the Meeting via webcast and proceeds with voting at the Meeting, any and all previously submitted proxies will be revoked. If you do not wish to revoke all previously submitted proxies, do not vote at the Meeting.

### **Voting of Proxies**

On any ballot that may be called for, the common shares of the Corporation (the "**Common Shares**") or mandatory convertible preferred shares, Series E of the Corporation (the "**Series E Shares**") and, together with the Common Shares, the "**Shares**"), as applicable, represented by a properly executed proxy given in favour of the persons designated by management of the Corporation in the form of proxy will be voted in accordance with the instructions given on the form of proxy, and if the Shareholder specifies a choice with respect to any matter to be acted upon, the Shares will be voted accordingly. If no instructions are given, the Shares represented by properly executed proxies given in favour of the persons named in the form of proxy will be voted **FOR** each of the nominated directors, to re-appoint auditors and to authorize the board of directors of the Corporation (the "**Board**") to fix their remuneration, to approve the advisory Say-on-Pay (as defined herein) vote, the Option Plan Resolution (as defined herein), the DSU Plan Resolution (as defined herein) and the Unit Plan Resolution (as defined herein), each as further described in this Circular.

The form of proxy confers discretionary authority upon the persons named therein with respect to amendments or variations to matters identified in the accompanying Notice of Meeting and with respect to other matters which may properly come before the Meeting or any adjournment or postponement thereof. As of the date of this Circular, management of the Corporation is not aware of any such amendment, variation or other matter to come before the Meeting. However, if any amendments or variations to matters identified in the accompanying Notice of Meeting or any other matters which are not now known to management should properly come before the Meeting or any adjournment or postponement thereof, the Shares represented by properly executed proxies given in favour of the persons designated by management

of the Corporation in the form of proxy will be voted on such matters pursuant to the discretionary authority provided for in the form of proxy.

### **Registered Shareholders**

A registered holder of Shares (a “**Registered Shareholder**”) may vote in any of the ways set out below.

**On the Internet:** A Registered Shareholder can go to the website at [www.investorvote.com](http://www.investorvote.com) and follow the instructions on the screen. The Registered Shareholder’s voting instructions are then conveyed electronically over the internet. The Registered Shareholder will need the 15-digit Control Number found on his or her proxy.

**By Telephone:** A Registered Shareholder can call the number located on such Registered Shareholder’s proxy. The Registered Shareholder will need the 15-digit Control Number found on his or her proxy.

**By Mail:** A Registered Shareholder can complete the proxy as directed and return it in the business reply envelope provided to Computershare Investor Services Inc., 100 University Avenue, 8th Floor, North Tower, Toronto, Ontario, M5J 2Y1.

**By Fax:** A Registered Shareholder may submit his or her proxy by facsimile by completing, dating and signing the enclosed form of proxy and returning it by facsimile to Computershare at 1-416-263-9524 or toll free (within North America) at 1-866-249-7775.

**At the Meeting:** If a Registered Shareholder plans to vote during the Meeting, such Registered Shareholder does not need to do anything except attend the Meeting and vote via online ballot, when prompted, as outlined under “*Participation at the Virtual-only Meeting*” below.

Shareholders may contact Kingsdale Advisors, the Corporation’s strategic advisor by telephone at 1-855-682-4840 or 1-437-561-5009 (text and call enabled outside North America), or by email at [contactus@kingsdaleadvisors.com](mailto:contactus@kingsdaleadvisors.com).

### **Non-Registered Holders**

**Only Registered Shareholders or duly appointed proxyholders are permitted to vote at the Meeting. Most Shareholders of the Corporation are “non-registered” Shareholders because the Shares they own are not registered in their names but are instead registered in the name of the brokerage firm, bank or trust company through which they purchased the Shares.**

A holder of Shares is a non-registered (or beneficial) Shareholder (a “**Non-Registered Holder**”) if the Shareholder’s Shares are registered either: (a) in the name of an intermediary (an “**Intermediary**”) that the Non-Registered Holder deals with in respect of the Shares, such as, among others, banks, trust companies, securities dealers or brokers and trustees or administrators of self-administered registered retirement savings plans, registered retirement income funds, registered education savings plans, registered disability savings plans, tax-free savings accounts, first home savings accounts and similar plans; or (b) in the name of a clearing agency (such as CDS & Co.) of which the Intermediary is a participant.

Non-Registered Holders who have not objected to their Intermediary disclosing certain ownership information about them to the Corporation are referred to as non-objecting beneficial owners (“**NOBOs**”). Those Non-Registered Holders who have objected to their Intermediary disclosing ownership information

about them to the Corporation are referred to as objecting beneficial owners (“**OBOs**”). In accordance with the requirements of National Instrument 54-101 – *Communication with Beneficial Owners of Securities of a Reporting Issuer* (“**NI 54-101**”), the Corporation has elected to send copies of the proxy-related materials, including a form of proxy or voting instruction form (“**VIF**” and collectively, the “**meeting materials**”) indirectly through Intermediaries for onward distribution to the NOBOs and OBOs. ECN Capital will also pay the fees and costs of Intermediaries for their services in delivering the meeting materials to OBOs in accordance with NI 54-101. Intermediaries must forward the meeting materials to each Non-Registered Holder (unless the Non-Registered Holder has waived the right to receive such materials), and often use a service company (such as Broadridge Investor Communication Solutions, Canada), to permit the Non-Registered Holder to direct the voting of the Shares held by the Intermediary on behalf of the Non-Registered Holder.

A Non-Registered Holder may vote in any of the ways set out below.

**On the Internet:** A Non-Registered Holder can go to the website at [www.proxyvote.com](http://www.proxyvote.com) and follow the instructions on the screen. The Non-Registered Holder’s voting instructions are then conveyed electronically over the internet. The Non-Registered Holder will need the 16-digit Control Number found on his or her VIF.

**By Telephone:** A Non-Registered Holder can call the number located on such Non-Registered Holder’s VIF. The Non-Registered Holder will need the 16-digit Control Number found on his or her VIF.

**By Mail:** A Non-Registered Holder can complete the VIF as directed and return it in the business reply envelope provided by the Non-Registered Holder’s nominee’s cut-off date and time.

**At the Meeting:** A Non-Registered Holder can vote in virtually at the Meeting by following the instructions as outlined under “*Appointment of Proxy*” below.

ECN Capital may utilize the Broadridge QuickVote™ service to assist Non-Registered Holders who do not object to their name being made known to the Corporation with voting their Shares over the telephone. Alternatively, Kingsdale Advisors may contact such Non-Registered Holders to assist them with voting their Shares directly over the phone.

Shareholders may contact Kingsdale Advisors, the Corporation’s strategic advisor by telephone at 1-855-682-4840 (toll-free in North America) or 1-437-561-5009 (text and call enabled outside North America), or by email at [contactus@kingsdaleadvisors.com](mailto:contactus@kingsdaleadvisors.com).

### ***Electronic Delivery of Meeting Materials***

Non-registered Holders are asked to consider signing up for electronic delivery (“**E-delivery**”) of the meeting materials (as defined herein). E-delivery has become a convenient way to make distribution of materials more efficient and is an environmentally responsible alternative by eliminating the use of printed paper and the carbon footprint of the associated mail delivery process. Signing up is quick and easy, go to [www.proxyvote.com](http://www.proxyvote.com) and sign in with your control number, vote for the resolutions at the Meeting and following your vote confirmation, you will be able to select the electronic delivery box and provide an email address. Having registered for electronic delivery, going forward you will receive your meeting materials by email and will be able to vote on your device by simply following a link in the email sent by your financial intermediary, provided your intermediary supports this service.

## ***Appointment of Proxy***

Generally, Non-Registered Holders who have not waived the right to receive meeting materials will either:

- (a) be given a proxy which has already been signed by the Intermediary (typically by a facsimile, stamped signature), which is restricted as to the number of Shares beneficially owned by the Non-Registered Holder, but which is otherwise uncompleted. This form of proxy need not be signed by the Non-Registered Holder. In this case, the Non-Registered Holder who wishes to submit a proxy should otherwise properly complete the form of proxy and deposit it with Computershare, as described above under “*Registered Shareholders*”; or
- (b) more typically, be given a VIF which must be completed and signed by the Non-Registered Holder in accordance with the directions on the VIF. Non-Registered Holders should submit VIFs to Intermediaries in sufficient time to ensure that their votes are received from the Intermediaries by the Corporation.

The purpose of these procedures is to permit Non-Registered Holders to direct the voting of the Shares they beneficially own. Should a Non-Registered Holder who receives either a proxy or a VIF wish to attend and vote at the Meeting (or have another person attend and vote on behalf of the Non-Registered Holder), the Non-Registered Holder should strike out the names of the persons named in the form of proxy and insert their own (or such other person’s) name in the blank space provided in the form of proxy or, in the case of a VIF, follow the corresponding instructions on the VIF, to appoint themselves as proxyholders, and deposit the form of proxy or submit the VIF in the appropriate manner noted above. Non-Registered Holders should carefully follow the instructions on the form of proxy or VIF that they receive from their Intermediary in order to vote the Shares that are held through that Intermediary. **Therefore, Non-Registered Holders should ensure that instructions respecting the voting of their Shares are communicated to the appropriate persons, as required.**

**Registering a duly appointed proxyholder (whether the Non-Registered Holder itself or another person) is an additional step that must be taken once a Non-Registered Holder has submitted the form of proxy.** Failure to register the proxyholder will result in the proxyholder not receiving a username from Computershare to participate in the Meeting. To register a proxyholder after submitting the form of proxy, Shareholders must visit <http://www.computershare.com/ECNCapital> and provide Computershare with their proxyholder’s contact information **no later than Tuesday, May 20, 2025 at 8:30 a.m.** so that Computershare may provide the proxyholder with an invitation code via email. **Without an invitation code, proxyholders will not be able to vote at the Meeting.**

Meeting materials are being sent to both Registered Shareholders and Non-Registered Holders of the Shares. If you are a Non-Registered Holder, and the Corporation or its agent has sent these meeting materials directly to you, your name and address and information about your holdings of securities have been obtained in accordance with applicable securities regulatory requirements from the Intermediary holding on your behalf. By choosing to send these meeting materials to you directly, the Corporation (and not the Intermediary holding on your behalf) has assumed responsibility for (i) delivering these meeting materials to you, and (ii) executing your proper voting instructions. Please return your voting instructions as specified in the request for voting instructions.

The Corporation is not sending the meeting materials to Registered Shareholders or Non-Registered Holders using notice-and-access delivery mechanisms defined under NI 54-101 and National Instrument 51-102 – *Continuous Disclosure Obligations*.

Shareholders may contact Kingsdale Advisors, the Corporation's strategic advisor by telephone at 1-855-682-4840 (toll-free in North America) or 1-437-561-5009 (text and call enabled outside North America), or by email at [contactus@kingsdaleadvisors.com](mailto:contactus@kingsdaleadvisors.com).

### ***United States Non-Registered Holders***

To attend and vote at the Meeting, a U.S.-resident Non-Registered Holders must first obtain a valid legal proxy from their broker, bank or other agent appointing him or herself as proxyholder and subsequently register in advance of the Meeting.

If you are a U.S.-resident Non-Registered Holder, follow the instructions from your broker or bank included with the meeting materials, or contact your broker or bank to request a legal proxy form. After obtaining a valid legal proxy from your broker, bank or other agent, you must submit a copy of your legal proxy appointing yourself as proxyholder to Computershare at 100 University Avenue, 8th Floor, Toronto, Ontario, M5J 2Y1, Canada or by email at [uslegalproxy@computershare.com](mailto:uslegalproxy@computershare.com). **Requests for registering legal proxies must be labeled as "Legal Proxy" and be received no later than Tuesday, May 20, 2025 at 8:30 a.m.** You will receive a confirmation of your proxy registration by email.

After receiving confirmation of your proxy registration by email, you must visit <http://www.computershare.com/ECNCapital> and provide Computershare with your contact information **no later than Tuesday, May 20, 2025 at 8:30 a.m.** so that Computershare may provide you with an invitation code via email. **Without an invitation code, you will not be able to vote at the Meeting.**

If you have any questions about the information contained in this Circular or require assistance, shareholders may contact Kingsdale Advisors, the Corporation's strategic advisor by telephone at 1-855-682-4840 (toll-free in North America) or 1-437-561-5009 (text and call enabled outside North America), or by email at [contactus@kingsdaleadvisors.com](mailto:contactus@kingsdaleadvisors.com).

### **Participation at the Virtual-Only Meeting**

The Meeting will be hosted online by way of a live audio only webcast, in accordance with the Virtual Annual Meeting of Shareholders Code of Procedure, which was adopted by the Board and attached to this Circular as Exhibit "E". Shareholders will not be able to attend the Meeting in person, but will have equal opportunity to participate online in the virtual-only Meeting, engage with management and director nominees, ask questions and vote on matters described in this Circular, regardless of their geographic location.

Each year, the Board considers the appropriate format for the Corporation's annual meeting of Shareholders. Similar to last year, ECN Capital is pleased to continue to embrace the latest technology to provide expanded access, improved communication, and cost savings for its shareholders and ECN Capital by holding this year's meeting in a virtual format. The virtual format allows Registered Shareholders and duly appointed and registered proxyholders, including Non-Registered Holders who have duly appointed themselves as proxyholder, to virtually attend and to submit questions and comments and/or to vote, all in real time, provided they are connected to the internet, log in using their Control Number or invitation code and complete a ballot virtually during the Meeting. The Chair of the Meeting will indicate the time of opening and closure of the polls. Voting options will be visible on your screen.

Registered Shareholders and duly appointed and registered proxyholders, including Non-Registered Holders who have duly appointed themselves as proxyholders, will be afforded the same rights and opportunities to participate as they would at an in-person meeting: (i) those who have submitted a proposal will be able to present it orally live at the Meeting; (ii) they will be able to vote at the Meeting;



and (iii) they will be allowed to ask questions of interest to all Shareholders and not of a personal nature, in compliance with our code of conduct for annual meetings of Shareholders, either orally live at the meeting, or in writing prior to or during the Meeting.

Non-Registered Holders who have not duly appointed themselves as proxyholders may still attend the Meeting as a guest. Guests will be able to listen to the Meeting but will not be able to submit questions or vote at such Meeting.

Registered Shareholders that have a 15-digit Control Number located on their form of proxy, along with duly appointed and registered proxyholders who were assigned an invitation code by Computershare, and guests, including Non-Registered Holders who have not duly appointed themselves as proxyholder, can log in to the Meeting as set out below. Guests can listen to the Meeting but are not able to vote.

1. Log in online at <https://meetnow.global/MKWLKQ5>. We recommend that you log in at least 15 minutes before the Meeting starts. You should allow ample time to check in to the Meeting and complete the related procedures. Please refer to the accompanying Virtual Meeting User Guide for access details with respect to the Meeting.
2. Read and accept the Terms and Conditions.
3. Click on “Shareholder” and then enter your Control Number (see below) or “Invitation” and enter your invitation code,

OR click “Guest” and then complete the online form.

Please refer to the accompanying Virtual Meeting User Guide for further information regarding accessing the Meeting.

### ***Questions at the Meeting***

Registered Shareholders and duly appointed proxyholders may submit questions during the Meeting by utilizing the “Q&A” function on the web portal, prior to the opening of the polls. In order to facilitate a respectful and effective Meeting, only questions of general interest to all Shareholders in respect of the business properly brought before the Meeting will be answered during the Meeting. If several questions relate to the same or very similar topic, the Corporation will group the questions and state that it has received similar questions. General questions not relating directly to the formal business of the Meeting will be addressed by Management following the termination of the Meeting. Management will acknowledge receipt of all questions prior to the opening of the polls and will address those questions which are pertinent to the formal business of the Meeting prior to voting. Any questions pertinent to the formal business of the Meeting that cannot be answered during the Meeting due to time constraints will be posted online and answered as soon as practical after the Meeting at <https://www.ecncapitalcorp.com/general-meeting/> and will remain available for one week after posting. Posted questions may be summarized or grouped together, as applicable. In addition, the Corporation does not intend to address questions that:

- are irrelevant to the Corporation’s operations;
- are related to non-public information about the Corporation;
- constitute derogatory references to individuals or that are otherwise offensive to third parties;  
or
- are out of order or not otherwise appropriate as determined by the Chair or Secretary of the Meeting in their reasonable judgment.

Management will confirm that general questions not relating to the formal business of the Meeting will be answered following termination of the Meeting. At this time, Management will also identify any questions relating to individual matters and confirm that a representative will directly respond to the Registered Shareholder or duly appointed proxyholder following the Meeting. Shareholders may also contact the Corporation by email at [generalinfo@ecncapitalcorp.com](mailto:generalinfo@ecncapitalcorp.com) or contact the Board by email at [board@ecncapitalcorp.com](mailto:board@ecncapitalcorp.com).

### ***Registered Shareholders***

The 15-digit Control Number located on the form of proxy or in the email notification you received is your Control Number for the purposes of logging in to the Meeting.

### ***Duly Appointed Proxyholders***

Computershare will provide proxyholders with an invitation code by email once the proxyholder has been duly appointed and registered in accordance with the instructions provided above under “Appointment of Proxy”.

### ***Remaining Connected and Troubleshooting***

In the event of technical malfunction or other significant problem that disrupts the Meeting, the Chair of the Meeting may adjourn, recess, or expedite the Meeting, or take such other action as the Chair determines is appropriate considering the circumstances.

If you attend the Meeting, it is important that you are connected to the internet at all times during the Meeting in order to vote when balloting commences. It is your responsibility to ensure connectivity for the duration of the Meeting. You should allow ample time to check in to the Meeting online and complete the related procedures. Please refer to the accompanying Virtual Meeting User Guide for specific details of the foregoing matters and for access details with respect to the Meeting.

If you have any difficulties accessing the Meeting, please contact our webcast provider at 1-888-724-2416 or 1-781-575-2748.



## VOTING SHARES

### **Voting Shares**

As at April 22, 2025, the Corporation had 281,418,870 Common Shares and 27,450,000 Series E Shares outstanding. Each Common Share carries the right to one vote per share. Each Series E Share carries the right to one vote per share and each holder of Series E Shares will be deemed to hold such number of Series E Shares that is equal to the number of Common Shares into which the Series E Shares are convertible pursuant to their terms as of April 22, 2025, the record date for the Meeting. Except as otherwise required by law, the holders of the Series E Shares and the Common Shares will vote together as a single class on all matters submitted to a vote at the Meeting.

A simple majority of the votes cast at the Meeting, whether by proxy or otherwise, will constitute approval of each matter to be acted upon at the Meeting.

### **Record Date**

The Board has fixed April 22, 2025 as the record date for the purpose of determining holders of Shares entitled to receive notice of and to vote at the Meeting. Any holder of Shares of record at the close of business on the record date is entitled to vote the Shares registered in such Shareholder's name at that date on each matter to be acted upon at the Meeting.

### **Principal Shareholders**

As of April 22, 2025, to the knowledge of the directors and executive officers of the Corporation, no person or company beneficially owns, controls or directs, directly or indirectly, voting securities of the Corporation carrying 10% or more of the voting rights attached to any class of voting securities of the Corporation, other than:

- Champion Homes, Inc. (formerly, Skyline Champion Corporation) (“**Champion**”) directly or indirectly, exercises control or direction over 33,550,000 Common Shares and 27,450,000 Series E Shares,<sup>1</sup> representing 100% of the issued and outstanding Series E Shares and approximately 19.75% of the voting rights attached to the issued and outstanding Shares as of April 22, 2025;
- North Peak Capital Management, LLC, on behalf of the investment funds over which it has discretionary trading authority, directly or indirectly, exercises control or direction over 41,887,874 Common Shares,<sup>2</sup> representing approximately 13.56% of the voting rights attached to the issued and outstanding Shares as of April 22, 2025; and
- Voss Capital LLC, on behalf of the investment funds over which it has discretionary trading authority, directly or indirectly, exercises control or direction over 32,087,963 Common Shares,<sup>3</sup> representing approximately 10.39% of the voting rights attached to the issued and outstanding Shares as of April 22, 2025.

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<sup>1</sup> Such information is based on Champion's early warning report dated September 28, 2023, which was filed on the Corporation's SEDAR+ profile on September 28, 2023.

<sup>2</sup> Such information is based on North Peak Capital Management, LLC's alternative monthly report dated January 8, 2024 which was filed on the Corporation's SEDAR+ profile on January 8, 2024.

<sup>3</sup> Such information is based on Voss Capital LLC's alternative monthly report dated May 10, 2023, which was filed on the Corporation's SEDAR+ profile on May 9, 2023.

## CURRENCY

All dollar amounts in this Circular are expressed in U.S. dollars unless otherwise indicated.

## MATTERS TO BE ACTED UPON AT THE MEETING

### **1. Financial Statements**

No vote with respect to the Corporation's audited annual consolidated financial statements as at and for the financial year ended December 31, 2024 and the auditors' report thereon is required or proposed to be taken.

### **2. Election of Directors**

The Corporation's articles provide for a minimum of 1 director and a maximum of 14 directors. The Board has fixed the number of directors to be elected at the Meeting at eight (8). Under the by-laws of the Corporation, directors of the Corporation are elected annually. Each director will hold office until the next annual meeting or until the successor of such director is duly elected or appointed, unless such office is earlier vacated in accordance with the by-laws.

The Corporation's investor rights agreement with Champion dated September 26, 2023 (the "**Investor Rights Agreement**") provides that, for so long as Champion beneficially owns at least 10% of the outstanding Common Shares (on a non-diluted basis, but assuming the conversion of all Series E Shares into Common Shares in accordance with the terms of the Series E Shares), Champion will have the right to designate one nominee for election or appointment to the Board (the "**Champion Nominee**") and for the Champion Nominee to serve as a member of the Credit and Risk Committee (the "**C&R Committee**"). Tawn Kelley is the Champion Nominee.

**In the absence of a contrary instruction, the persons designated by management of the Corporation in the form of proxy intend to vote FOR the election as directors of each of the proposed nominees whose names are set forth below.** Management does not contemplate that any of the proposed nominees will be unable to serve as a director, but if that should occur for any reason prior to the Meeting, the Shares represented by properly executed proxies given in favour of such nominee(s) may be voted by the persons designated by management of the Corporation in the form of proxy, in their discretion, in favour of another nominee.

The director nominee profiles set out in this Circular provide detailed information about each nominee for election to the Board, including their expertise, committee memberships, meeting attendance, public board memberships and voting results for last year's director elections, the number of securities beneficially owned, directly or indirectly, or over which control or direction was exercised, by such person or the person's associates or affiliates as of December 31, 2024, and total compensation received in the 2024 financial year, as applicable. The information as to securities beneficially owned or over which control or direction is exercised, not being within the knowledge of the Corporation, has been furnished by the respective proposed nominees individually.

### **3. Re-appointment of Auditors**

Ernst & Young LLP are the current auditors of the Corporation. At the Meeting, the holders of Shares will be requested to re-appoint Ernst & Young LLP as auditors of the Corporation to hold office until the next annual meeting of Shareholders or until a successor is appointed, and to authorize the Board to fix the auditors' remuneration.

**In the absence of a contrary instruction, the persons designated by management of the Corporation in the form of proxy intend to vote FOR the re-appointment of Ernst & Young LLP as auditors of the Corporation to hold office until the next annual meeting of Shareholders or until a successor is appointed and the authorization of the Board to fix the remuneration of the auditors.**

#### **4. Advisory Vote on the Corporation's Approach to Executive Compensation**

The governing objective of the Corporation's executive compensation program is to align executive interests with Shareholders' interests. This objective is reflected in the Corporation's philosophy of pay for performance, based on competitive market practice, without encouraging excessive or inappropriate risk taking. Details of the Corporation's executive compensation program are provided in this Circular, including the Compensation Discussion and Analysis starting on page 51.

The Corporation believes that its approach to executive compensation is in the Shareholders' best interests, because executives and Shareholders share the common goal of success and improved Shareholder value. At the 2023 and 2024 annual meetings of Shareholders, the Corporation's Say-on-Pay (as defined herein) vote resulted in Shareholders casting, respectively, 90.57% and 99.43% of the votes in favour of the Corporation's approach to executive compensation. The Board believes that the Corporation's compensation philosophy and system will be viewed positively by Shareholders once again this year.

At the Meeting, the holders of Shares will be requested to vote on the way the Corporation compensates its executives ("**Say-on-Pay**"). The Say-on-Pay vote is advisory only and non-binding on the Corporation and the Board. However, it will influence how the Compensation and Corporate Governance Committee ("**C&CG Committee**") considers executive compensation matters in the future. The ordinary resolution, which needs a majority vote to be approved, is:

"RESOLVED, on an advisory basis and not to diminish the role and responsibilities of the Board of Directors, that the Shareholders accept the approach to executive compensation disclosed in the management information circular delivered in advance of the 2025 annual meeting of Shareholders of the Corporation."

**In the absence of a contrary instruction, the persons designated by management of the Corporation in the form of proxy intend to vote FOR this advisory resolution.**

As this is an advisory vote, the results will not be binding upon the Board. However, the Board will take the results of the vote into account, as it deems appropriate, when considering future compensation policies, procedures and decisions. The Corporation will disclose the results of the Shareholder advisory vote results as part of its reporting on voting results for the Meeting.

#### **5. Re-Approval of Share Option Plan**

In accordance with the requirements of the Toronto Stock Exchange (the "**TSX**"), every three years after institution, all unallocated options, rights or other entitlements under a "security-based compensation arrangement" which does not have a fixed maximum aggregate of securities issuable must obtain approval from both a majority of the issuer's board of directors and a majority of the issuer's security holders (the "**Equity Plan Re-approvals**"). The Corporation's stock option plan dated July 21, 2016, as amended and restated March 26, 2019, April 7, 2022 and April 21, 2025 (the "**Option Plan**"), requires the Equity Plan Re-approvals as it is a "rolling" option plan whereby currently the maximum number of shares issuable upon the exercise of all options granted under the Option Plan ("**Options**") (cumulatively with any other security-based compensation arrangements of the Corporation, being the DSU Plan (as defined herein) and the Unit Plan (as defined herein)) shall not exceed 8% of the issued and outstanding Common Shares at the

time of any grant of Options. As a result, should the Corporation issue additional Common Shares in the future, the number of Common Shares issuable under the Option Plan will increase accordingly. The Option Plan allows the number of Common Shares covered by the Options which have been exercised to again be available for subsequent grants under the Option Plan. Any Option that has been granted under the Option Plan and that is subsequently cancelled or terminated for any reason without having been exercised will also again be available for subsequent grants under the Option Plan.

The Option Plan was last re-approved by Shareholders at the 2022 annual meeting of Shareholders held on April 7, 2022. As a result, a resolution will be placed before Shareholders for their approval at the Meeting (the “**Option Plan Resolution**”), effective for three years from the date of the Meeting, in respect of any unallocated Options under the Option Plan as they become available for allocation during such effective period. In accordance with the requirements of the TSX, the Board re-approved the Option Plan. If approval is not obtained at the Meeting, any unallocated Options as of April 7, 2025 and Options which were outstanding as of April 7, 2025 and are subsequently cancelled, terminated or exercised will not be available for a new grant of Options. Previously allocated Options will be unaffected by the outcome of the vote on this resolution. As of April 7, 2025, there were 17,060,008 Options outstanding, representing approximately 6.06% of the number of Common Shares issued and outstanding on April 7, 2025, and there were 5,453,502 Common Shares remaining available for future issuance of Options, representing approximately 1.94% of the number of Common Shares issued and outstanding on April 7, 2025; however, for illustrative purposes, given the 8% global limit across all security-based compensation arrangements of the Corporation, if the Common Shares that remain available for issuance pursuant to such plans under the 8% limit were allocated equally across the Option Plan, the DSU Plan and the Unit Plan, there would have been 1,817,834 Common Shares remaining available for future issuance of Options, representing approximately 0.65% of the number of Common Shares issued and outstanding on April 7, 2025.

The Board has approved the amendment and restatement of the Option Plan to incorporate the Option Plan Amendments (as defined herein), which amendments did not require Shareholder approval.

A copy of the Option Plan, as so amended, is attached hereto as Exhibit “A”. For additional information, please see “*Additional Disclosure – Longer-Term Incentive Plan Descriptions – Option Plan*”.

The TSX has conditionally approved all unallocated Options under the Option Plan, subject to approval of the Option Plan Resolution by a majority of votes cast on the resolution at the Meeting and satisfaction of its other usual conditions. As a result, the Corporation’s shareholders are being asked at the Meeting to approve the Option Plan Resolution.

The Board believes that approval of unallocated Options under the Option Plan is in the Corporation’s and Shareholders’ best interests. The Option Plan and the other long-term incentive plans of the Corporation are an integral part of the Corporation’s compensation programs, which are designed to incentivize management in a manner aligned with Shareholder interests. The Board unanimously recommends that Shareholders vote **FOR** the approval of the Option Plan Resolution.

At this Meeting, Shareholders will be asked to consider and, if thought advisable, approve the following Option Plan Resolution:

“RESOLVED, as an ordinary resolution of the shareholders (the “**Shareholders**”) of ECN Capital Corp. (the “**Corporation**”) that:

- (1) the share option plan (the “**Option Plan**”) of the Corporation, as described in the Corporation’s management information circular dated April 22, 2025 (the “**Circular**”) and substantially in the form set out in Exhibit “A” of the Circular, is re-approved as the share

option plan of the Corporation and the Corporation has the ability to continue granting options under and in accordance with the terms and conditions of the Option Plan until May 22, 2028, which is the date that is three (3) years from the date of the meeting of Shareholders at which re-approval by the Shareholders of the Option Plan is being sought (the “**Effective Period**”);

- (2) the unallocated options under the Option Plan during the Effective Period be and are hereby approved; and
- (3) any director or officer of the Corporation be and is hereby authorized and directed, on behalf of the Corporation, to execute and deliver all such documents and to do all such other acts or things as he or she may determine to be necessary or advisable to give effect of this resolution.”

Approval of the Option Plan Resolution will require that it be passed by a majority of the votes cast by Shareholders thereon in person and by proxy.

**In the absence of a contrary instruction, the persons designated by management of the Corporation in the enclosed form of proxy intend to vote FOR the Option Plan Resolution.**

## **6. Re-Approval of Deferred Share Unit Plan**

In accordance with the requirements of the TSX, the Corporation’s Deferred Share Unit Plan dated July 21, 2016 as amended and restated on April 7, 2022 (the “**DSU Plan**”) requires the Equity Plan Re-approvals as it is a “rolling” deferred share unit plan whereby the maximum number of shares issuable upon the settlement of all deferred share units (“**DSUs**”) that may be settled in Common Shares granted under the DSU Plan shall not exceed 3% of the issued and outstanding Common Shares at the time of a grant of DSUs. As a result, should the Corporation issue additional Common Shares in the future, the number of Common Shares issuable under the DSU Plan will increase accordingly. The DSU Plan allows the number of Common Shares covered by the DSUs that have been settled in Common Shares to again be available for subsequent grants under the DSU Plan. Any DSU that has been granted under the DSU Plan and that is subsequently cancelled or terminated for any reason without having been settled will also again be available for subsequent grants under the DSU Plan.

The DSU Plan was last re-approved by Shareholders at the 2022 annual meeting of Shareholders held on April 7, 2022. As a result, a resolution will be placed before Shareholders for their approval at the Meeting (the “**DSU Plan Resolution**”), effective for three years from the date of the Meeting, in relation to any unallocated DSUs under the DSU Plan as they become available for allocation during such effective period. In accordance with the requirements of the TSX, the Board re-approved the DSU Plan. If shareholder approval is not obtained at the Meeting, any unallocated DSUs as of April 7, 2025 and DSUs which were outstanding as of April 7, 2025 and are subsequently cancelled, terminated or settled will not be available for a new grant of DSUs. Previously allocated DSUs will be unaffected by the outcome of the vote on the DSU Plan Resolution. Given the 8% global limit across all security-based compensation arrangements of the Corporation and as of April 7, 2025, there were 6,608,010 DSUs outstanding, representing approximately 2.35% of the number of Common Shares issued and outstanding on April 7, 2025, and there were 8,442,566 Common Shares remaining available for future issuance of DSUs, representing approximately 3.00% of the number of Common Shares issued and outstanding on April 7, 2025; however, for illustrative purposes, given the 8% global limit across all security-based compensation arrangements of the Corporation, if the Common Shares that remain available for issuance pursuant to such plans under the 8% limit were allocated equally across the Option Plan, the DSU Plan and the Unit Plan, there would have been 1,817,834 Common Shares remaining available for future issuance of DSUs,

representing approximately 0.65% of the number of Common Shares issued and outstanding on April 7, 2025.

A copy of the DSU Plan, is attached hereto as Exhibit “B”. For additional information, please see “*Additional Disclosure – Longer-Term Incentive Plan Descriptions – Deferred Share Unit Plan*”.

The TSX has conditionally approved all unallocated entitlements under the DSU Plan, subject to approval of the DSU Plan Resolution by a majority of votes cast on the resolution at the Meeting and satisfaction of its other usual conditions. As a result, Shareholders are being asked at the Meeting to approve the DSU Plan Resolution.

The Board believes that approval of the awards under the DSU Plan is in the Corporation’s and the Shareholders’ best interests. The DSU Plan is the only security-based compensation plan of the Corporation used for the purposes of compensating non-employee directors (see “*Directors - Directors’ Compensation for 2024 and 2025*” and “*Additional Disclosure – Longer-Term Incentive Plan Descriptions – Deferred Share Unit Plan*”). The Board unanimously recommends that Shareholders vote FOR the approval of the DSU Plan Resolution.

At the Meeting, Shareholders will be asked to consider and, if thought advisable, approve the following DSU Plan Resolution:

“RESOLVED, as an ordinary resolution of the shareholders (the “**Shareholders**”) of ECN Capital Corp. (the “**Corporation**”) that:

- (1) the deferred share unit plan (the “**DSU Plan**”) of the Corporation, as described in the Corporation’s management information circular dated April 22, 2025 (the “**Circular**”) and substantially in the form set out in Exhibit “B” of the Circular, is re-approved as the deferred share unit plan of the Corporation and the Corporation has the ability to continue granting deferred share units under and in accordance with the terms and conditions of the DSU Plan until May 22, 2028, which is the date that is three (3) years from the date of the meeting of Shareholders at which re-approval by the Shareholders of the DSU Plan is being sought (the “**Effective Period**”);
- (2) the unallocated deferred share units that may be settled in common shares of the Corporation under the DSU Plan during the Effective Period be and are hereby approved; and
- (3) any director or officer of the Corporation be and is hereby authorized and directed, on behalf of the Corporation, to execute and deliver all such documents and to do all such other acts or things as he or she may determine to be necessary or advisable to give effect of this resolution.”

Approval of the DSU Plan Resolution will require that it be passed by a majority of the votes cast by Shareholders thereon in person and by proxy.

**In the absence of a contrary instruction, the persons designated by management of the Corporation in the enclosed form of proxy intend to vote FOR the DSU Plan Resolution.**

## 7. Re-Approval of Share Unit Plan

In accordance with the requirements of the TSX, the ECN Capital Share Unit Plan dated July 21, 2016, as amended and restated on April 7, 2022 and April 21, 2025 (the “**Unit Plan**”) requires the Equity Plan Re-approvals as it is a “rolling” share unit plan whereby the maximum number of shares issuable upon the settlement of all restricted share units (“**RSUs**”) and performance share units (“**PSUs**” and, together with the RSUs, the “**Share Units**”) that may be settled in Common Shares granted under the Unit Plan (and any other security-based compensation arrangements of the Corporation) shall not exceed 3% of the issued and outstanding Common Shares at the time of a grant of Share Units. As a result, should the Corporation issue additional Common Shares in the future, the number of Common Shares issuable under the Unit Plan will increase accordingly. The Unit Plan allows the number of Common Shares covered by the Share Units that have been settled in Common Shares to again be available for subsequent grants under the Unit Plan. Any Share Unit that has been granted under the Unit Plan and that is subsequently cancelled or terminated for any reason without having been settled will also again be available for subsequent grants under the Unit Plan.

The Unit Plan was last re-approved by Shareholders at the 2022 annual meeting of Shareholders held on April 7, 2022. As a result, a resolution will be placed before Shareholders for their approval at the Meeting (the “**Unit Plan Resolution**”), effective for three years from the date of the Meeting, in relation to any unallocated Share Units under the Unit Plan as they become available for allocation during such effective period. In accordance with the requirements of the TSX, the Board re-approved the Unit Plan. If shareholder approval is not obtained at the Meeting, any unallocated Share Units as of April 7, 2025 and Share Units which were outstanding as of April 7, 2025 and are subsequently cancelled, terminated or settled will not be available for a new grant of Share Units. Previously allocated Share Units will be unaffected by the outcome of the vote on the Unit Plan Resolution. Given the 8% global limit across all security-based compensation arrangements of the Corporation and as of April 7, 2025, there were 13,516,948 PSUs and RSUs outstanding, representing approximately 4.80% of the number of Common Shares issued and outstanding on April 7, 2025, and there were 8,442,566 Common Shares remaining available for future issuance of PSUs/RSUs, representing approximately 3.00% of the number of Common Shares issued and outstanding on April 7, 2025; however, for illustrative purposes, given the 8% global limit across all security-based compensation arrangements of the Corporation, if the Common Shares that remain available for issuance pursuant to such plans under the 8% limit were allocated equally across the Option Plan, the DSU Plan and the Unit Plan, there would have been 1,817,834 Common Shares remaining available for future issuance of PSUs and RSUs, representing approximately 0.65% of the number of Common Shares issued and outstanding on April 7, 2025.

The Board has approved the amendment and restatement of the Unit Plan to incorporate the Unit Plan Amendments (as defined herein), which amendments did not require Shareholder approval.

A copy of the Unit Plan, as so amended, is attached hereto as Exhibit “C”. For additional information, please see “*Additional Disclosure – Longer-Term Incentive Plan Descriptions – Share Unit Plan*”.

The TSX has conditionally approved all unallocated entitlements under the Unit Plan, subject to approval of the Unit Plan Resolution by a majority of votes cast on the resolution at the Meeting and satisfaction of its other usual conditions. As a result, the Shareholders are being asked at the Meeting to approve the Unit Plan Resolution.

The Board believes that approval of the unallocated awards under the Unit Plan is in the Corporation’s and the Shareholders’ best interests. The Unit Plan and the other long-term incentive plans of the Corporation are an integral part of the Corporation’s compensation programs, which are designed to

incentivize management in a manner aligned with Shareholder interests. The Board unanimously recommends that Shareholders vote **FOR** the approval of the Unit Plan Resolution.

At the Meeting, Shareholders will be asked to consider and, if thought advisable, approve the following Unit Plan Resolution:

“RESOLVED, as an ordinary resolution of the shareholders (the “**Shareholders**”) of ECN Capital Corp. (the “**Corporation**”) that:

- (1) the share unit plan (the “**Unit Plan**”) of the Corporation, as described in the Corporation’s management information circular dated April 22, 2025 (the “**Circular**”) and substantially in the form set out in Exhibit “C” of the Circular, is re-approved as the share unit plan of the Corporation and the Corporation has the ability to continue granting restricted share units and performance share units under and in accordance with the terms and conditions of the Unit Plan until May 22, 2028, which is the date that is three (3) years from the date of the meeting of Shareholders at which re-approval by the Shareholders of the Unit Plan is being sought (the “**Effective Period**”);
- (2) the unallocated restricted share units and performance share units under the Unit Plan during the Effective Period be and are hereby approved; and
- (3) any director or officer of the Corporation be and is hereby authorized and directed, on behalf of the Corporation, to execute and deliver all such documents and to do all such other acts or things as he or she may determine to be necessary or advisable to give effect of this resolution.”

Approval of the Unit Plan Resolution will require that it be passed by a majority of the votes cast by Shareholders thereon in person and by proxy.

**In the absence of a contrary instruction, the persons designated by management of the Corporation in the enclosed form of proxy intend to vote FOR the Unit Plan Resolution.**

## **8. Other Business**

The Corporation is not aware of any other business that may be raised at the Meeting. If any other matters do arise, the members of management that are named in the proxy intend to vote on any other matter using their best judgment. They will exercise discretionary authority when considering any amendments or variations on matters set out in the Notice of Meeting, or other matters that may properly come before the Meeting or any adjournment thereof.



**CAUTIONARY NOTE REGARDING  
FORWARD-LOOKING INFORMATION**

Certain statements in this Circular, other than statements of historical fact, constitute “forward-looking information.” Within the meaning of applicable securities laws. When used in this Circular, the words “may”, “would”, “could”, “will”, “intend”, “plan”, “anticipate”, “believe”, “estimate”, “expect”, “occur” and similar expressions, as they relate to ECN Capital, or its management, are intended to identify forward-looking information. Such statements are not guarantees of future performance with respect to future events and are subject to inherent risks, uncertainties and numerous assumptions, including, without limitation, strategic plans, the expected growth of the Corporation, general economic and industry conditions, reliance on debt financing, dependence on borrowers, dependence on financing the Corporation’s business through funding commitments and the sale of loan portfolios to banks and other financial institutions, inability to recover receivables, competition, interest rates, regulation, demand for financing in the specialty finance sector, insurance, failure of key systems, debt service and future capital needs, and such other risks or factors described from time to time in reports of ECN Capital. Such inherent risks, uncertainties and numerous assumptions may cause actual results or events to differ materially from those anticipated in the forward-looking information. Undue reliance should not be placed on the forward-looking information included in this Circular, as there can be no assurance that the plans, intentions or expectations upon which they are based will occur.

By their nature, forward looking information involves numerous assumptions, known and unknown, risks and uncertainties, both general and specific, which contribute to the possibility that predictions, forecasts, projections and other forms of forward-looking information may not be achieved. Many factors could cause the Corporation’s actual results, performance, or achievements to be materially different from any future results, performance or achievements that may be expressed or implied by such forward-looking information and readers are cautioned that the list of factors in the foregoing paragraph is not exhaustive. Should one or more of these risks or uncertainties materialize, or should assumptions underlying the forward-looking information prove incorrect, actual results may vary materially from those described herein as intended, planned, anticipated, believed, estimated or expected. Accordingly, readers are cautioned not to place undue reliance on forward looking information or interpret or regard forward-looking information as guarantees of future outcomes.

The forward-looking information contained herein represents ECN Capital’s views only as of the date hereof. Forward-looking information contained herein is based on management’s current plans, estimates, projections, beliefs and opinions and the assumptions related to these plans, estimates, projections, beliefs and opinions may change and are presented for the purpose of assisting the Shareholders in understanding management’s current views regarding those future outcomes and may not be appropriate for other purposes. Except as may be required by applicable Canadian securities laws, ECN Capital does not intend and disclaim any obligation to update or rewrite any forward-looking information whether oral or written as a result of new information, future events or otherwise.

## DIRECTORS

### Nominees for Election to the Board of Directors

#### **William Lovatt – Chairman of the Board and Independent Director**

Winnipeg, Manitoba, Canada | Director since 2016 | Age 71



Mr. Lovatt is the Chairman of ECN Capital’s Board. Mr. Lovatt serves as a member of the Audit Committee of the Board (the “**Audit Committee**”), the C&CG Committee and the C&R Committee. Mr. Lovatt previously served as Chairman of the board of directors for Element Fleet Management Corp. (“**EFN**”) and continued as a director through 2018. He brings with him 40 years of investment and senior management expertise. Mr. Lovatt is one of Canada’s most respected financial services executives having served as Executive Vice President and Chief Financial Officer of Great-West Lifeco Inc., The Great-West Life Assurance Company, London Life Insurance Company and The Canada Life Assurance Company (collectively, “**Great-West Life**”). Mr. Lovatt worked at the Bank of Canada in Ottawa from 1975 to 1979 when he joined Great West-Life in 1979, serving in various positions in the insurer’s investments department prior to being appointed Chief Financial Officer. Mr. Lovatt served as a member of the Accounting Standards Oversight Council from 2000 to 2008 and in 2009, following the global financial crisis, was asked to serve the Canadian Government on the Department of Finance’s Advisory Committee on Liquidity in the Financial Markets. Mr. Lovatt received his Bachelor of Commerce (Hons.) degree from the University of Saskatchewan in 1975, his Chartered Financial Analyst designation in 1983 and became a Fellow Certified General Accountant in 2003, and became an FCPA upon amalgamation.<sup>(1)</sup>

Board/Committee Memberships/2024 Attendance:	Board (6/6), Audit (4/4), C&R (4/4), C&CG (4/4)
Public Board Memberships in last five (5) years:	None
2024 Votes For:	98.35%
2024 Compensation:	\$448,200 <sup>(1)</sup> (100% in share-based awards)

#### **Securities held at fiscal year end**

Fiscal Year	Shares (#)	DSUs (#)	Total Value of Securities <sup>(2)</sup>	Meets equity ownership policy <sup>(3)</sup>	Multiple of Annual Retainer
2024	1,000,000	3,314,546	\$9,475,270	Yes	23.4x

- (1) Mr. Lovatt is a former Chief Financial Officer (“CFO”) of a public company and is therefore considered an “audit financial expert” as defined by the proxy advisory firm, Glass Lewis, in its 2025 Benchmark Policy Guidelines (the “Glass Lewis Guidelines”). The Glass Lewis Guidelines define an audit financial expert as one or more of the following: (i) a chartered accountant; (ii) a certified public accountant; (iii) a former or current CFO of a public company or corporate controller of similar experience; (iv) a current or former partner of an audit company; or (v) having similar demonstrably meaningful audit experience.
- (2) Represents the value of Common Shares and DSUs based on the closing price of the Common Shares on the TSX on December 31, 2024 and converted to U.S. dollars based on a \$1.4389 USD/CAD exchange rate on December 31, 2024.
- (3) See “*Director Compensation and Required Equity Ownership*” for more information about equity ownership.

**Steven Hudson – Director and Chief Executive Officer**  
Palm Beach, Florida, United States | Director since 2016 | Age 66



Mr. Hudson is the Chief Executive Officer of ECN Capital and serves as a member of the Board as well as the C&R Committee. Mr. Hudson previously served as a member of EFN’s board, and as its chief executive officer from March 2011 to October 2016. Mr. Hudson is also the founder and principal of Cameron Capital Corporation, a private investment firm established more than 20 years ago, and the founder and former chief executive officer of Newcourt Credit Group Inc. An entrepreneur, investor and operator of successful businesses, Mr. Hudson has a distinguished track record across several business sectors. For over three (3) decades, Mr. Hudson has led an operating commercial finance business with assets exceeding \$100 billion. Mr. Hudson has been an active director on numerous boards of both public and private companies across several business sectors and an active community leader and philanthropist. Mr. Hudson received his Fellowship with the Institute of Chartered Accountants of Ontario in 2000 and graduated from York University in 1981 with an Honours Bachelor of Business Administration degree. In 1996, Mr. Hudson was named one of Canada’s Top 40 Under 40. In 2016, Mr. Hudson was named EY’s Entrepreneur of the Year.

Board/Committee Memberships/2024 Attendance:	Board (6/6), C&R (4/4)
Public Board Memberships in last five (5) years:	None
2024 Votes For:	98.52%
2024 Compensation:	Board compensation is not paid to executive officers. See “ <i>Compensation Discussion and Analysis – Summary Compensation Table</i> ” for Mr. Hudson’s compensation as Chief Executive Officer (“CEO”) of ECN Capital.

**Securities held at fiscal year end**

Fiscal Year	Shares (#)	RSUs (#)	PSUs (#)	Total Value of Securities <sup>(1)</sup>	Meets equity ownership guideline	Multiple of Base Salary <sup>(2)</sup>
2024	15,794,545	-	2,359,204	\$39,867,848	Yes	66.4x

- (1) Represents the value of Common Shares and DSUs based on the closing price of the Common Shares on the TSX on December 31, 2024 and converted to U.S. dollars based on a \$1.4389 USD/CAD exchange rate on December 31, 2024.
- (2) As Mr. Hudson is both a director and Chief Executive Officer of ECN Capital, the table above provides his equity holdings as a multiple of his base salary for fiscal 2024 in order to provide a more meaningful measure to readers. See “*Compensation Discussion and Analysis – Equity Ownership Requirement*” for more information about equity ownership.

**Paul Stoyan – Independent Director**

Toronto, Ontario, Canada | Director since 2016 | Age 66



Mr. Stoyan is the Chairman of Gardiner Roberts LLP, a Canadian law firm. He is Chair of the C&CG Committee. Mr. Stoyan previously served as the Chairman of the Compensation and Corporate Governance Committee, member of the Audit Committee, and board member of EFN. Mr. Stoyan practices business law with a special emphasis on mergers and acquisitions, corporate finance and corporate governance. Mr. Stoyan serves on the board of directors of Enghouse Systems Limited, a publicly-traded software company listed on the TSX. He is also a member of the board of directors and Vice-Chair of the Alcohol and Gaming Commission of Ontario and previously served as a director of the National Ballet School of Canada, and the Canadian Centre for Ethics and Corporate Policy. Mr. Stoyan is also a former Chair of the Business Law Section of the Ontario Bar Association and previously served as a director of Open Text Corporation, a publicly-traded software company listed on the NASDAQ and TSX. Mr. Stoyan holds a bachelor of laws from the University of Toronto and a bachelor of arts from the University of Toronto, where Mr. Stoyan was the Gold Medalist. Mr. Stoyan has earned the professional independent director designation (ICD.D) from the Institute of Corporate Directors and the University of Toronto’s Rotman School of Management.

Board/Committee Memberships/2024 Attendance:	Board (6/6), C&CG (4/4)
Public Board Memberships in last five (5) years:	Axis Auto Finance Inc. (2018-2023), Enghouse Systems Limited (2006-present)
2024 Votes For:	98.43%
2024 Compensation:	\$151,200 <sup>(1)</sup> (100% in share-based awards)

**Securities held at fiscal year end**

Fiscal Year	Shares (#)	DSUs (#)	Total Value of Securities <sup>(1)</sup>	Meet equity ownership policy <sup>(2)</sup>	Multiple of Annual Retainer
2024	848,488	684,904	\$3,367,516	Yes	26.7x

(1) Represents the value of Common Shares and DSUs based on the closing price of the Common Shares on the TSX on December 31, 2024 and converted to U.S. dollars based on a \$1.4389 USD/CAD exchange rate on December 31, 2024.

(2) See “Director Compensation and Required Equity Ownership” for more information about equity ownership.

**David Morris – Independent Director**

Beaconsfield, Québec, Canada | Director since 2016 | Age 70



Mr. Morris retired as a senior audit partner at Deloitte LLP after serving over 41 years with the firm, and was appointed to ECN Capital’s Board in October 2016. He is Chair of the Audit Committee. Mr. Morris has extensive experience auditing global financial institutions and public companies. Mr. Morris has worked closely with audit committees on a number of special engagements including those relating to mergers and acquisitions, regulatory reporting, due diligence and accounting for complex transactions. Mr. Morris also has a strong background with U.S. Securities and Exchange Commission registrants, including internal controls over financial reporting. Mr. Morris previously served as a director of Laurentian Bank of Canada, a Schedule 1 Canadian bank listed on the TSX. Mr. Morris has acted as an advisor to senior management and directors throughout his career. Mr. Morris is a graduate of McGill University.<sup>(1)</sup>

Board/Committee Memberships/2024 Attendance:	Board (6/6), Audit (4/4), C&R (4/4)
Public Board Memberships in last five (5) years:	Laurentian Bank of Canada (2017-2022)
2024 Votes For:	98.49%
2024 Compensation:	\$176,400 <sup>(1)</sup> (100% in share-based awards)

**Securities held at fiscal year end**

Fiscal Year	Shares (#)	DSUs (#)	Total Value of Securities <sup>(2)</sup>	Meet equity ownership policy <sup>(3)</sup>	Multiple of Annual Retainer
2024	60,000	823,613	\$1,940,522	Yes	15.4x

(1) Mr. Morris is a Chartered Professional Accountant (“CPA”) and a former partner of an audit company and is therefore considered an “audit financial expert” as defined in the Glass Lewis Guidelines.

(2) Represents the value of Common Shares and DSUs based on the closing price of the Common Shares on the TSX on December 31, 2024 and converted to U.S. dollars based on a \$1.4389 USD/CAD exchange rate on December 31, 2024.

(3) See “Director Compensation and Required Equity Ownership” for more information about equity ownership.

**Carol E. Goldman – Independent Director**

Des Peres, Missouri, United States | Director since 2017 | Age 67



Ms. Goldman serves on the board of directors of Youth-In-Need, serving as a member of the Finance Committee, and was formerly on the board of directors of The Sheldon Concert Hall. She is a Human Resource Professional with over 30 year’s executive leadership within healthcare, manufacturing and telecommunications industries during periods of high organic and M&A driven organizational growth. Experienced in hiring and talent acquisition, performance management, benefits strategies, employee relations and organizational development, Ms. Goldman brings strong experience in coaching and consulting to clients and customers. She retired in 2018 from an 18-year career with Centene Corporation, a multi-line healthcare enterprise, as Executive Vice President and Chief Administrative Officer. During her tenure, Centene Corporation grew from 300 to 50,000 employees and \$300 million to \$60 billion in annual revenue, achieving #51 on the Fortune 500. She was nominated as one of St. Louis Business Journal Most Influential Business Women. Ms. Goldman is a graduate of Missouri State University with a Bachelor of Science in Psychology and Education, Cum Laude and Lindenwood University with a Master of Business in Human Resources Management, Magna Cum Laude.

Board/Committee Attendance:	Memberships/2024	Board (6/6), C&CG (4/4)
Public Board Memberships in last five (5) years:	None	
2024 Votes For:	98.50%	
2024 Compensation:	\$140,400 <sup>(1)</sup> (100% in share-based awards)	

**Securities held at fiscal year end**

Fiscal Year	Shares (#)	DSUs (#)	Total Value of Securities <sup>(1)</sup>	Meet equity ownership policy <sup>(2)</sup>	Multiple of Annual Retainer
2024	97,770	872,445	\$2,130,711	Yes	16.9x

(1) Represents the value of Common Shares and DSUs based on the closing price of the Common Shares on the TSX on December 31, 2024 and converted to U.S. dollars based on a \$1.4389 USD/CAD exchange rate on December 31, 2024.

(2) See “Director Compensation and Required Equity Ownership” for more information about equity ownership.

**Karen Martin – Independent Director**

Toronto, Ontario, Canada | Director since 2019 | Age 60



Ms. Martin (CPA, CFA, ICD.D) is an independent corporate director in the financial services sector. In addition to ECN Capital, Ms. Martin serves on the boards and audit committees of the mortgage investment corporation MCAN Financial Group (TSX: MKP), the network management services platform for the mortgage and insurance industries, Real Matters Inc. (TSX: REAL), and online financial technology company, Propel Holdings Inc. (TSX: PRL). Ms. Martin served in senior executive management, treasury and finance positions in growing and complex public and private financial services companies for over 35 years. Ms. Martin’s roles included Interim Chief Financial Officer of NorthWest Healthcare Properties REIT (TSX: NWH) (2023 – 2024); EVP & Treasurer (2012 – 2019) at EFN (2012 – 2019) where she oversaw the growth of EFN’s total assets from under CAD\$1 billion in mid-2012 to CAD\$18 billion in 2019; and successfully managed EFN’s transition from a non-investment grade company to an S&P investment grade rated organization. Ms. Martin management roles also include positions at Xceed Mortgage and Canadian Imperial Bank of Commerce.<sup>(1)</sup>

Board/Committee Attendance:	Memberships/2024	Board (6/6), Audit (4/4)
Public Board Memberships in last five (5) years:	Propel Holdings Inc. (2021 to Present); Real Matters Inc. (2022 to Present); MCAN Financial Group (2024 to Present)	
2024 Votes For:	98.52%	
2024 Compensation:	\$140,400 <sup>(1)</sup> (100% in share-based awards)	

**Securities held at fiscal year end**

Fiscal Year	Shares (#)	DSUs (#)	Total Value of Securities <sup>(2)</sup>	Meet equity ownership policy <sup>(3)</sup>	Multiple of Annual Retainer
2024	136,655	418,571	\$1,219,344	Yes	9.7x

(1) Ms. Martin is a CFA and CPA and is therefore considered an “audit financial expert” as defined in the Glass Lewis Guidelines.

(2) Represents the value of Common Shares and DSUs based on the closing price of the Common Shares on the TSX on December 31, 2024 and converted to U.S. dollars based on a \$1.4389 USD/CAD exchange rate on December 31, 2024.

(3) See “Director Compensation and Required Equity Ownership” for more information about equity ownership.

**Tawn Kelley – Independent Director**

Winter Park, Florida, United States | Director since 2023 | Age 61



Ms. Kelley is an Executive Vice President of Taylor Morrison Home Corporation, one of the United States’ top public, NYSE-listed homebuilders. With more than 30 years of experience in new construction mortgage financing, Ms. Kelley serves as President of Taylor Morrison’s financial services suite of companies, leading Taylor Morrison Home Funding and Inspired Title Services. In addition, she is the Chair of the company’s joint venture business, Mortgage Funding Direct Ventures which she founded in 2001 and sold to Taylor Morrison in 2009. The joint venture partners with homebuilders to provide in-house mortgage operations. In 2011, she established a free qualification improvement program to better position families for home purchase, and today her proprietary program – Able, Ready, Own – has educated and strengthened qualification for thousands of families. In 2021, Ms. Kelley joined the Mortgage Bankers Association national board (MBA), and, in addition, she currently serves on the Residential Board of Governors as well as the Affordable Homeownership Advisory Council and MBA’s Investment Committee. In 2020, she joined the board of directors for STORE Capital, a publicly traded REIT, and was named Chair of the Board in December 2021. She led the sale of STORE Capital to GIC Private Limited in February 2023 and left the board of directors at that time. In July 2023, Ms. Kelley joined the Board of Directors of Champion, a publicly traded factory-build housing company in North America, now serving as chair of the Governance and Nominating Committee. Ms. Kelley serves as the board nominee of Champion Homes, Inc. pursuant to the terms of the Investor Rights Agreement.

Board/Committee Memberships/2024 Attendance	Board (6/6), C&R (4/4)
Public Board Memberships in last five (5) years:	Champion Homes, Inc. (2023 to Present); STORE Capital Corporation (2020 to 2023)
2024 Votes For:	97.99%
2024 Compensation:	\$140,400 <sup>(1)</sup> (100% in share-based awards)

**Securities held at fiscal year end**

Fiscal Year	Shares (#)	DSUs (#)	Total Value of Securities <sup>(1)</sup>	Meet equity ownership policy <sup>(2)</sup>	Multiple of Annual Retainer
2024	-	137,475	\$301,912	N/A	2.4x

(1) Represents the value of Common Shares and DSUs based on the closing price of the Common Shares on the TSX on December 31, 2024 and converted to U.S. dollars based on a \$1.4389 USD/CAD exchange rate on December 31, 2024.

(2) Ms. Kelley has until September 2027 to meet the minimum shareholding requirement under the equity ownership policy. See “*Director Compensation and Required Equity Ownership*” for more information about equity ownership.

**Tarun Mehta – Independent Director**

Astoria, New York, United States | Proposed Nominee | Age 53



Mr. Mehta was the Head of Strategy, Transformation & Corporate Development of Truist Financial Corporation (“**Truist**”), one of the top 10 largest banks in the United States, with businesses in retail banking, corporate and investment banking, commercial banking and wealth management. Mr. Mehta has extensive experience in investment banking, assisting financial institutions with debt and equity capital raises, asset-backed security transactions and mergers & acquisitions. Mr. Mehta also has a strong background in corporate strategy and enterprise transformation, with experience developing and implementing the long-term enterprise strategic plan for Truist. He was a member of the Operating Council of Truist. Mr. Mehta is a member of the Institute of Chartered Accountants of India and the Institute of Cost and Works Accountants of India. Mr. Mehta is a graduate of St. Xavier’s College, Kolkata, with a Bachelor of Commerce and Columbia University, New York, with a Master of International Affairs, with a concentration in international finance and banking.

Board/Committee Memberships/2024 Attendance	N/A
Public Board Memberships in last five (5) years:	None
2024 Votes For:	N/A
2024 Compensation:	N/A

**Securities held at fiscal year end**

Fiscal Year	Shares (#)	DSUs (#)	Total Value of Securities	Meet equity ownership policy <sup>(1)</sup>	Multiple of Annual Retainer
2024	-	-	-	N/A	N/A

(1) As first-time proposed director nominee, Mr. Mehta is not subject to minimum shareholding requirement under the equity ownership policy. If elected at the Meeting, Mr. Mehta will have until May 2029 to meet the minimum shareholding requirement under the equity ownership policy. See “*Director Compensation and Required Equity Ownership*” for more information about equity ownership.



## Cease Trade Orders, Bankruptcies, Penalties or Sanctions

To the knowledge of ECN Capital, no proposed nominee for election as a director of ECN Capital has been, at the date of this Circular or within the last 10 years: (a) a director, chief executive officer or chief financial officer of any company that, while that person was acting in that capacity, (i) was the subject of a cease trade or similar order or an order that denied the company access to any exemption under securities legislation, for a period of more than 30 consecutive days; or (ii) was the subject of an event that resulted, after that person ceased to be a director or chief executive officer or chief financial officer, in the company being the subject of such an order; (b) a director or executive of a company that, while that person was acting in that capacity or within a year of that person ceasing to act in that capacity, became bankrupt, made a proposal under any legislation relating to bankruptcy or insolvency, or was subject to or instituted any proceedings, arrangement or compromise with creditors or had a receiver, receiver manager or trustee appointed to hold its assets, except that Steven Hudson was a director of Herbal Magic Inc. which was deemed to have made an assignment in bankruptcy pursuant to the provisions of the *Bankruptcy and Insolvency Act* (Canada) in August, 2014 and Mr. Hudson was a director until March 18, 2015 of 8942595 Canada Inc., the successor business to Herbal Magic Inc., which made a voluntary assignment into bankruptcy on August 17, 2015; or (c) has become bankrupt, made a proposal under any legislation relating to bankruptcy or insolvency, or become subject to or instituted any proceedings, arrangement or compromise with creditors, or had a receiver, receiver manager or trustee appointed to hold the assets of the proposed director.

No proposed director of the Corporation has been subject to (a) any penalties or sanctions imposed by a court relating to securities legislation or by a securities regulatory authority or has entered into a settlement agreement with a securities regulatory authority; or (b) any other penalties or sanctions imposed by a court or regulatory body that would likely be considered important to a reasonable securityholder in deciding whether to vote for a proposed director.

## Majority Voting Policy

ECN Capital has adopted a majority voting policy. The following description is a summary only and is qualified in its entirety by the full text of ECN Capital's majority voting policy which is available on ECN Capital's SEDAR+ profile at [www.sedarplus.com](http://www.sedarplus.com) and on ECN Capital's website at [www.ecncapitalcorp.com](http://www.ecncapitalcorp.com).

Pursuant to the majority voting policy, Shareholders vote for the election of individual directors at each annual meeting of Shareholders, rather than for a fixed slate of directors. Further, in an uncontested election of directors at an applicable meeting of Shareholders, the votes cast in favour of the election of a director nominee must represent a majority of the Shares voted and withheld for the election of the director. If that is not the case, that director must tender his or her resignation to the Chairman of the Board (the "**Chairman**"). The C&CG Committee will promptly consider such tendered resignation and recommend to the Board the action to be taken with respect to such tendered resignation, and the Board shall accept the resignation absent exceptional circumstances, and it must promptly disclose its decision via press release.

If the Board determines not to accept the resignation, the press release must fully state the reasons for that decision. In making its recommendation to the Board, the C&CG Committee will consider the reasons why the votes were withheld, the skills and expertise of that director, the overall composition of the Board, including the skills and the expertise of the other directors and also whether accepting the resignation would cause ECN Capital to fail to meet any applicable securities laws and rules of any provincial securities commissions or stock exchange and whether the resignation of the director could result in the triggering of change in control or similar provisions under any contract by which ECN Capital is bound or any benefit plan of ECN Capital and, if so, the potential impact thereof. If a resignation is accepted, the Board may leave the resultant vacancy in the Board unfilled until the next annual meeting of Shareholders, fill the vacancy through

the appointment of a director whom the Board considers to merit the confidence of Shareholders, reduce the size of the Board, or call a special meeting of the Shareholders to consider the election of a nominee recommended by the Board to fill the vacant position.

### **Advance Notice Provisions**

ECN Capital's by-laws contain advance notice provisions pertaining to Shareholders (who meet the necessary qualifications outlined in the by-laws) seeking to nominate candidates for election as directors (a "**Nominating Shareholder**") at any annual meeting of Shareholders, or for any special meeting of Shareholders if one of the purposes for which the special meeting was called was the election of directors (the "**Advance Notice Provisions**"). The following description is a summary only and is qualified in its entirety by the full text of the applicable provisions of ECN Capital's by-laws which are available on ECN Capital's SEDAR+ profile at [www.sedarplus.com](http://www.sedarplus.com) and on ECN Capital's website at [www.ecncapitalcorp.com](http://www.ecncapitalcorp.com).

In addition to any other applicable requirements, for a nomination to be made by a Nominating Shareholder, the Nominating Shareholder must have given timely notice thereof in proper written form to the corporate secretary of ECN Capital. To be timely, a Nominating Shareholder's notice to the corporate secretary must be made: (i) in the case of an annual meeting of Shareholders (including an annual and special meeting), not less than 30 days prior to the date of the annual meeting of Shareholders; provided, however, that in the event that the annual meeting of Shareholders is to be held on a date that is less than 50 days after the date (the "**Notice Date**") on which the first public announcement of the date of the annual meeting was made, notice by the Nominating Shareholder may be made not later than the close of business on the 10<sup>th</sup> day following the Notice Date; and (ii) in the case of a special meeting of Shareholders (which is not also an annual meeting) called for the purpose of electing directors (whether or not called for other purposes as well), not later than the close of business on the 15<sup>th</sup> day following the day on which the first public announcement of the date of the special meeting of Shareholders was made. ECN Capital's by-laws also prescribe the proper written form for a Nominating Shareholder's notice.

The chairperson of the meeting shall have the power and duty to determine whether a nomination was made in accordance with the notice procedures set forth in the by-laws and, if any proposed nomination is not in compliance with such provisions, the discretion to declare that such defective nomination will be disregarded.

Notwithstanding the foregoing, the directors of ECN Capital may, in their sole discretion, waive any requirement in the Advance Notice Provisions.

### **Director Term Limits/Mandatory Retirement**

The Board has actively considered the matters of term limits and mandatory retirement and will continue to do so. At this time, the Board feels that these types of policies would not be appropriate for the Board. In fact, the Board feels that its rigorous self-evaluation process is a more effective and transparent manner to ensure directors continue to add value and remain strong contributors, and the current constitution of the Board reflects these objectives.

### **Director Interlocks**

The Board does not set a formal limit on the number of interlocking board memberships. The C&CG Committee reviews director interlocks as part of its annual evaluation of director independence. There are no public company board interlocks among the directors.



## 2024 Director Attendance

ECN Capital had 100% director attendance for all Board meetings in 2024. The attendance record for each individual director standing for re-election at this Meeting is set out in the director profiles above. At each Board and committee meeting, *in camera* sessions of the independent directors were held to permit members who are considered independent of management to meet without the presence of management.

The C&CG Committee reviews the attendance record of each director as part of the nomination process. The Board has implemented a director attendance policy pursuant to which a director would be required to tender his or her resignation if such director did not meet a minimum attendance requirement (75% of meetings in a given year), subject to a review of extenuating circumstances for such director.

The following table sets out the attendance in 2024 of each director nominee at meetings of the Board and the respective committees noted.

Name	Board		Audit Committee		C&CG Committee		C&R Committee	
	6/6	100%	4/4	100%	4/4	100%	4/4	100%
William Lovatt	6/6	100%	4/4	100%	4/4	100%	4/4	100%
Steven Hudson	6/6	100%	-	-	-	-	4/4	100%
Paul Stoyan	6/6	100%	-	-	4/4	100%	-	-
David Morris	6/6	100%	4/4	100%	-	-	4/4	100%
Carol E. Goldman	6/6	100%	-	-	4/4	100%	-	-
Karen Martin	6/6	100%	4/4	100%	-	-	-	-
Tawn Kelley	6/6	100%	-	-	-	-	4/4	100%

## Director Skills Assessment

The Board has constituted the C&CG Committee to annually conduct a self-assessment of the Board's performance, an assessment of Board members and its committees, with each committee assessing its members, and to recommend to the Board nominees for appointment of new directors to fill vacancies or meet additional needs of the Board. Through the Board evaluation process and ongoing monitoring of the needs of the Corporation, desired expertise and skill sets are identified and individuals that possess the required experience and skills are contacted by the Chair of the C&CG Committee. Prospective new director nominees are interviewed by the Chair of the C&CG Committee, the Chairman and the CEO and considered by the entire C&CG Committee for recommendations to the Board as potential nominee directors.

The matrix below illustrates the mix of experience, knowledge and understanding possessed by the members of the Board in the categories that are relevant to the Corporation that enable the Board to better carry out its fiduciary responsibilities.

	William Lovatt	Steven Hudson	Paul Stoyan	David Morris	Carol Goldman	Karen Martin	Tawn Kelley	Tarun Mehta
Accounting	√	√	-	√	-	√	-	√
Financial Literacy	√	√	√	√	√	√	√	√

	William Lovatt	Steven Hudson	Paul Stoyan	David Morris	Carol Goldman	Karen Martin	Tawn Kelley	Tarun Mehta
Capital Markets / M&A	√	√	√	√	√	√	-	√
Executive Leadership	√	√	√	-	√	√	√	√
Economics/Business	√	√	√	√	√	√	√	√
Governance	√	√	√	√	√	-	√	√
Government/Regulatory	√	√	√	√	√	√	√	√
International Markets	√	√	-	√	√	√	√	√
Legal/Public Policy	-	-	√	-	-	-	-	-
Risk Management	√	√	-	√	√	√	-	-
Strategic Planning	√	√	√	-	√	√	√	√
Other Board Experience	-	-	√	√	√	√	√	√
Human Resources/Compensation	-	√	√	-	√	-	-	-

### **Director Compensation and Required Equity Ownership**

The Board has established a formal equity ownership policy requiring that each non-employee director hold at least five (5) times his or her annual director remuneration in Common Shares and/or DSUs based on the closing price of the Common Shares at the end of the most recently completed fiscal year. Each director is required to comply with this equity ownership requirement by no later than four (4) years from the date of becoming a director. All directors are currently in compliance with the equity ownership policy relative to the time each director was elected to the Board. Ms. Kelley has until September 2027 to meet the minimum equity ownership requirement under the equity ownership policy. Until the minimum equity ownership is achieved, each non-executive director is required pursuant to the equity ownership policy to receive all remuneration paid to him or her in the form of DSUs. Beginning in 2022, the Corporation determined that non-executive directors will receive all compensation in the form of DSUs. If elected, Mr. Mehta will have until May 2029 to meet the minimum equity ownership requirements under the equity ownership policy.

### ***Directors' Compensation for 2024 and 2025***

Based on prior advice from an independent compensation advisor on director compensation and comparable public company director fees, the C&CG Committee and the Board approved a director compensation package (for non-executive directors of the Corporation) for fiscal 2024 and fiscal 2025. The

chart below sets out the compensation paid to directors in fiscal 2024 and the compensation set for fiscal 2025:

Fee Description <sup>(1)</sup>	2024 Amount	2025 Amount
Annual Board Chair Retainer	\$405,000	\$405,000
Annual Board Member Retainer	\$126,000	\$126,000
Committee Chair Retainer	\$25,200	\$25,200
Committee Member Retainer	\$14,400	\$14,400
Meeting Fee	Nil	Nil

(1) Provided that directors must receive DSUs until they comply with the shareholding requirements of the Corporation's equity ownership policy for directors, beginning in 2022 it was determined that directors' may only receive their compensation in DSUs.

In 2022, the Corporation determined, and all directors agreed, that non-executive directors will receive all compensation in the form of DSUs, and no cash fees paid as an annual retainer.

The following table sets forth all amounts of compensation paid or earned by non-executive directors of the Corporation in fiscal 2024.

Name <sup>(1)</sup>	Fees earned (\$)	Share-based awards <sup>(2)</sup> (\$)	Option-based awards (\$)	Non-equity incentive plan compensation <sup>(2)</sup> (\$)	Pension value (\$)	All other compensation (\$)	Total (\$)
William Lovatt	-	448,200	-	-	-	-	448,200
Paul Stoyan	-	151,200	-	-	-	-	151,200
David Morris	-	176,400	-	-	-	-	176,400
Carol Goldman	-	140,400	-	-	-	-	140,400
Karen Martin	-	140,400	-	-	-	-	140,400
Tawn Kelley	-	140,400	-	-	-	-	140,400

(1) Compensation disclosure for Steven Hudson provided under the heading "Compensation Discussion and Analysis – Summary Compensation Table".

(2) DSUs were issued to directors based on the 10-day volume weighted average price of the Common Shares preceding the grant date, per the terms of the Corporation's DSU Plan (as defined herein).

### ***Outstanding Option-Based and Share-Based Awards***

The following table sets out all option-based and share-based (DSU) awards outstanding as of December 31, 2024 for all non-executive directors of the Corporation.

Name	Option-based Awards				Share-based Awards		
	Number of securities underlying unexercised options (#)	Option exercise price (\$)	Option expiration dates	Value of unexercised in-the-money options (\$)	Number of shares or units that have not vested (#)	Market or payout value of share-based awards that have not vested (\$)	Market or payout value of share-based awards not paid out or distributed <sup>(1)</sup> (\$)
William Lovatt	Nil	-	-	-	-	-	7,279,148
Paul Stoyan	Nil	-	-	-	-	-	1,504,133
David Morris	Nil	-	-	-	-	-	1,808,755
Carol Goldman	Nil	-	-	-	-	-	1,915,996
Karen Martin	Nil	-	-	-	-	-	919,233
Tawn Kelley	Nil	-	-	-	-	-	301,912

(1) The market or payout value of DSUs that are payable after the director resigns from the Board.

### ***Value Vested or Earned During the Year***

The table below sets out all Options granted under the Option Plan that vested during the year and DSUs held by non-executive directors of the Corporation that vested but have not been paid out as of December 31, 2024.

<b>Name</b>	<b>Option-based awards – Value vested during the year</b>	<b>Share-based awards – Value vested during the year (\$) <sup>(1)</sup></b>
William Lovatt	Nil	448,200
Paul Stoyan	Nil	151,200
David Morris	Nil	176,400
Carol Goldman	Nil	140,400
Karen Martin	Nil	140,400
Tawn Kelley	Nil	140,400

(1) DSUs were issued to directors based on the 10-day volume weighted average price of the Common Shares preceding the grant date, pursuant to the terms of the DSU Plan (as defined herein).

### **STATEMENT OF CORPORATE GOVERNANCE PRACTICES**

The Corporation's corporate governance disclosure obligations are set out in the Canadian Securities Administrators' National Instrument 58-101 – *Disclosure of Corporate Governance Practices* (“**NI 58-101**”), National Policy 58-201 – *Corporate Governance Guidelines* and National Instrument 52-110 – *Audit Committees* (“**NI 52-110**”). These instruments set out a series of guidelines and requirements for effective corporate governance (collectively, the “**Guidelines**”). The Guidelines address matters such as the constitution and independence of corporate boards, the functions to be performed by boards and their committees and the effectiveness and education of board members. NI 58-101 requires the disclosure by each listed corporation of its approach to corporate governance with reference to the Guidelines.

Set out below is a description of the Corporation's approach to corporate governance in relation to the Guidelines.

#### **Board of Directors**

The Board is currently comprised of seven directors: William Lovatt, Steven Hudson, Paul Stoyan, David Morris, Carol Goldman, Karen Martin and Tawn Kelley. As detailed under “*Matters to be Acted Upon at the Meeting – 2. Election of Directors*”, if each of the director nominees are elected at the Meeting, the Board will be comprised of eight directors, being the same seven directors, and Tarun Mehta who is also standing for election to the Board at the Meeting.

The primary function of the Board is to supervise the management of the business and affairs of ECN Capital, and includes the responsibility for succession planning, disclosure and communication policy, setting risk management and internal controls, corporate governance, senior management compensation and oversight, director compensation and assessment and approving material transactions and contracts. The Board is also responsible for reviewing the succession plans for ECN Capital, including appointing, training and monitoring senior management to ensure that the Board and management have appropriate skill and experience. The Board has established an Audit Committee, the C&CG Committee and the C&R Committee. See “*Audit Committee*”, “*Compensation and Corporate Governance Committee*” and “*Credit and Risk Committee*” for the membership of each of the committees of the Board.

The Board has delegated to the applicable committee those duties and responsibilities set out in each committee's mandate. The primary mandate of the Audit Committee is to provide assistance to the Board in fulfilling its financial reporting and compliance responsibility to the Corporation's shareholders, potential shareholders and the investment community, to oversee the work and review the qualifications and

independence of the external auditors of ECN Capital, to review the financial statements of ECN Capital and public disclosure documents containing financial information and to assist the Board with the legal compliance and ethics programs as established by management and by the Board and as required by law.

The primary mandate of the C&CG Committee with respect to compensation is to approve corporate goals and objectives relevant to the compensation of the CEO and to make recommendations with respect to the CEO's compensation based on its evaluation, to recommend compensation arrangements for the directors, committee members and chairs, and the Chairman, to administer and interpret the incentive compensation and equity compensation plans, and to approve the appointment, compensation and terms of employment for the CFO and senior management of ECN Capital. The primary mandate of the C&CG Committee with respect to corporate governance is to assess the effectiveness of the Board, of committees of the Board and of the directors of the Board, to recommend to the Board candidates for election as directors and candidates for appointment to Board committees and to advise the Board on enhancing ECN Capital's corporate governance through a continuing assessment of ECN Capital's approach to corporate governance.

The primary mandate of the C&R Committee is: (i) to review ECN Capital's portfolio and origination strategies and plans, to approve ECN Capital's credit risk assessment and management policies, to monitor interest rate risk in connection with ECN Capital's portfolio, and to provide advice and input respecting various matters relating to mergers and acquisitions and other strategic initiatives and investments; and (ii) to assist the Board in fulfilling its responsibilities for defining ECN Capital's risk appetite and overseeing ECN Capital's risk profile and performance against the defined risk appetite. The C&R Committee will be also responsible for overseeing the identification, measurement, monitoring and controlling of ECN Capital's principal business risks.

### ***Independence of the Board***

NI 58-101 defines an "independent director" as a director who has no direct or indirect material relationship with the Corporation. A "material relationship" is in turn defined as a relationship which could, in the view of the Board, be reasonably expected to interfere with such member's independent judgment. In determining whether a particular director is an "independent director" or a "non-independent director", the Board considers the factual circumstances of each director in the context of the Guidelines.

The Board is currently comprised of seven members, a majority of whom are "independent directors" within the meaning of NI 58-101. The six independent directors are William Lovatt (Chairman), Paul Stoyan, David Morris, Carol Goldman, Karen Martin and Tawn Kelley. Steven Hudson is not independent for the purposes of NI 58-101 as he is a member of ECN Capital's management team.

If the proposed nominees are elected to the Board (see "*Matters to be Acted Upon at the Meeting – 2. Election of Directors*"), the Board will be comprised of eight members, consisting of seven independent directors and Steven Hudson who, as CEO of the Corporation, is not independent for the purposes of NI 58-101.

### ***Independent Chairman***

The roles of the Chairman and CEO are separate. William Lovatt serves as Chairman of ECN Capital. The Chairman is independent and responsible for the management, development and effective functioning of the Board and provides leadership in every aspect of its work. The position description for the Chairman sets out the Chairman's key responsibilities, which include setting the Board meeting agenda in consultation with the CEO and chairing all Board meetings. In the absence of the Chairman, an independent director chosen by the Board will assume the responsibilities of the Chairman. The Chairman provides leadership to the directors and ensures the Board is independent from management. The Chairman and each committee can also engage

outside consultants without consulting management. This helps ensure they receive independent advice as they feel necessary.

### ***Meeting In-Camera***

The Board and Board committees meet without management and non-independent directors at the end of all meetings and, in some cases, at the beginning of meetings. These discussions generally form part of the committee chairs' reports to the Board. The Chairman encourages open and candid discussions among the independent directors by providing them with an opportunity to express their views on key topics before decisions are taken.

### ***Succession Planning***

The C&CG Committee (with the advice of the Chairman) has primary oversight of succession planning for senior management, the performance assessment of the CEO, and the CEO's assessments of the other senior officers. The C&CG Committee conducts in-depth reviews of succession options relating to senior management positions and, when appropriate, approves the rotation of senior executives into new roles to broaden their responsibilities and experiences and deepen the pool of internal candidates for senior management positions.

An emergency succession plan and contingency plan has been adopted by the C&CG Committee and the Board that contemplates a scenario in which the CEO suddenly and unexpectedly is unable to perform his duties for an extended period.

The independent directors participate in the assessment of the CEO's performance every year. The Board approves all appointments of executive officers.

### **Board Mandate**

The Board is responsible for the overall stewardship of the Corporation. The Board discharges this responsibility directly and through delegation of specific responsibilities to Board committees, the Chairman, and officers of the Corporation, all as more particularly described in the Board Mandate adopted by the Board.

As set out in the Board Mandate, the Board has established three committees to assist with its responsibilities: the Audit Committee, the C&CG Committee and the C&R Committee. Each of the Audit Committee, the C&CG Committee and the C&R Committee has a mandate defining its responsibilities. The Board Mandate also provides for the establishment of additional committees of the Board. The Board Mandate is attached as Exhibit "D".

### **Position Descriptions**

The Board has written position descriptions for the Chairman, chairs of each of the committees of the Board, and the CEO. The Board Mandate and the committee mandates for the Audit Committee, C&CG Committee and the C&R Committee set out in writing the responsibilities of the Board and the committees for supervising management of the Corporation.

## **Diversity**

### ***Board of Directors***

ECN Capital recognizes the benefits that diversity brings to the Corporation. The Board aims to be comprised of directors who have a range of perspectives, insights and views in relation to the issues affecting ECN Capital. This belief in diversity is reflected in a written diversity policy adopted by the Board. The diversity policy states that the Board should include individuals from diverse backgrounds, having regard to, among other things, gender, status, age, business experience, professional expertise, education, nationality, race, culture, language, personal skills and geographic background. Consideration of whether the diverse attributes highlighted in the policy are sufficiently represented on the Board is an important component of the selection process for new Board members.

The C&CG Committee has emphasized the Board's commitment to the recruitment of women by making the identification of candidates who are women a key search criterion in the director selection and nomination process. The C&CG Committee also recommends changes to the director selection and nomination process, as appropriate, to meet the Corporation's internal target of 30% women Board members, which is aligned with the Corporation's support of the 30% Canada Club. The Board previously committed to achieving at least 30% women Board members by the 2023 annual meeting of Shareholders. In keeping with the Board's continued commitment to its 30% internal target for women represented on its Board, three women directors are also nominees for election at this Meeting. Assuming that all nominees for director are elected, three of eight directors, representing approximately 38% of the Board, will be women. The Board recognizes the benefits that diversity, equity, inclusion and belonging bring to the success of the Corporation. In addition to supporting senior management's strong efforts to create a more diverse, equitable and inclusive culture and employee base, the Board aims to be comprised of directors who have a range of relevant professional skills, leadership and industry experiences and global and market insights.

Board member and CEO, Steven Hudson, is a member of the 30% Canada Club. The 30% Canada Club believes that gender balance on boards encourages better leadership and governance and contributes to better all-round board performance. The 30% Canada Club supports a voluntary approach based on developing gender diverse talent pools throughout all levels of the Corporation. This approach accelerates progress towards better gender balance, and ultimately, improved performance for the Corporation and its Shareholders.

### ***Management***

ECN Capital believes that diversity of backgrounds, opinions, perspectives and a culture of inclusion helps to create a productive and dynamic workplace, which improves overall business performance. ECN Capital recognizes the value of ensuring that the Corporation has leaders who are from diverse backgrounds and considers all dimensions of diversity, including gender and non-gender representation. The Corporation prides itself on developing its employees internally and providing them with opportunities to advance their careers.

In appointing individuals to its leadership teams, both at the corporate level and business level, ECN Capital weighs a number of factors, including the skills and experience required for the position and the personal attributes of the candidates. Further, the Corporation believes that the most effective way to achieve its goal of increasing the representation of diverse individuals in leadership roles at all levels of the organization is to identify diverse individuals within the Corporation and work with them to ensure they develop the skills, acquire the experience and have the opportunities necessary to become effective leaders.

ECN Capital continues to build on its strategy towards increasing the representation of women in leadership roles at all levels of the organization, including Jacqueline Weber as the CFO of ECN Capital. One of the objectives of this initiative is to ensure that there are women within ECN Capital and its operating subsidiaries available to fill vacancies in executive officer and other leadership positions. While the Corporation has not set a target with respect to the appointment of diverse executive officers, several women are represented in executive roles at both ECN Capital and its operating subsidiaries, and the Corporation is committed to providing an environment in which all employees and directors are treated with fairness and respect and have equal access to opportunities for advancement based on skills and aptitude. Two of the six executive officers of the Corporation (being 33%) are women.

## **Environmental, Social and Corporate Governance**

In 2024, the Corporation continued its commitment to improving its Environmental, Social and Corporate Governance (“**ESG**”) policies and impact from an ESG perspective via sustainability and diversity initiatives with respect to Board, management and overall employee representation. ECN Capital management and the Board continue to have ongoing engagement with stakeholders (i.e., securityholders, rating agencies, sustainability focused organizations and ESG experts) in order to enhance and evolve the Corporation’s ESG disclosure as well as its strategies, priorities and commitments.

### ***Environmental***

ECN Capital is dedicated to protecting the environment and advancing environmental sustainability for future generations. Our Environmental Health and Safety management system and framework includes robust policies and standards to guide our operations. Our employees collaborate and brainstorm to motivate and empower all staff around environmental sustainability, focusing on identifying and implementing environmentally sustainable-based projects, such as waste diversion initiatives, resource conservation and pollution prevention. In 2021, ECN Capital began exploring ways to reduce paper consumption and waste across all business units. We continued this effort in 2022 with a focus on our acquisitions in the RV & Marine segment. In the second quarter of 2023, we migrated file storage for Intercoastal Financial Group, LLC (“**IFG**”) to the cloud as part of the transition to a completely paperless process. In the third quarter of 2023, we deployed a new paperless process at Source One Financial Services, Inc. (“**Source One**”) which has substantially reduced paper consumption and waste, while improving underwriting efficiency. In the third and fourth quarters of 2023, we further reduced our carbon footprint and energy consumption by decommissioning a legacy remote back-up system in the second half of 2023. In 2024, ECN Capital focused on managing life cycle policies to make use of virtualized business environments rather than new equipment purchases.

The origination programs of Triad Financial Services, Inc. (“**Triad**”) finance sustainable housing construction with minimal waste compared to traditional site-built homes. Compared with conventional site-built homes, manufactured homes typically have a lower environmental impact as they are, among other things, constructed in efficient factories, the majority of which are ENERGY STAR rated, and consume less materials; generate ~2.5x or ~4,320 pounds less waste per home (calculated using 1,800 sq ft home) and consume 5% less energy over its life cycle. Since 2016, Triad has financed almost 100,000 manufactured homes and management estimates that approximately one-third of the manufactured homes financed by Triad are ENERGY STAR rated.

### ***Social***

Diversity of thought is integral to our Corporation and all employees are empowered to be their authentic selves each and every day. Through policy and practice, ECN Capital ensures that a safe and healthy working environment is provided to all employees. By creating an inclusive environment where employees



are engaged and feel valued, we allow each employee’s unique characteristics and life experiences to shine through and form the basis that drives our Corporation.

The Corporation is a proud supporter of and contributor to the Black Opportunity Fund, whose mandate is to dismantle anti-Black racism by establishing a sustainable pool of capital to fund Black led businesses and Black led not for profits and charities, in order to improve the social and economic well-being of Canada’s Black communities.

Everyone at ECN Capital is responsible for protecting the health and safety of our employees, our customers, and the communities in which we operate. We employ a risk reduction philosophy through our commitment to a strong management system to improve the efficiency of our operations and our processes. ECN Capital also works with individuals in the local communities to strengthen relationships with local people and businesses and to give back to the communities where our employees live and work.

ECN Capital also follows the Sustainability Accounting Standards Board (“SASB”) guidelines for the consumer finance industry. The SASB published a collection of 77 industry-specific guidelines providing guidance on: (i) disclosure topics; (ii) accounting metrics; (iii) technical protocols; and (iv) activity metrics. ECN complies with the disclosure standards set forth in the SASB consumer finance industry standard, which address (i) customer privacy; (ii) data security; and (iii) selling practices.

### ***Governance***

ECN Capital is led by a highly experienced Board and management team who are committed to innovative, transparent, and ethical business operation. The Corporation is driven by our commitment to operational excellence, integrity and adherence to our Code (as defined herein).

Our Code highlights the critical policies and regulations that impact our business operations and guide our daily activities. We instill in our employees an unwavering commitment to uncompromising values when achieving business objectives. ECN Capital is committed to ongoing compliance with all applicable securities laws and regulations, accounting standards, accounting controls and audit practices.

### **Ethics, Compliance and Sustainability Oversight**

Our Board is responsible for overseeing our ethics and compliance programs and activities related to corporate citizenship, responsibility and sustainability. More particularly, the C&CG Committee is charged with this oversight and assists the Board in managing our ethics and business conduct programs, our environmental, health and safety programs and our charitable, civic, educational and philanthropic activities. The C&CG Committee also monitors and takes appropriate action with respect to strategic issues relating to environmental, social and governance efforts and corporate citizenship and responsibility that could affect our operations, financial performance or public image.

### **Cybersecurity Risks and Artificial Intelligence Use**

ECN Capital utilizes a number of information technology systems for the management and the operation of its business. Oversight of artificial intelligence use and cybersecurity risks is integral to the reliability and security of these systems. The Board, assisted by the C&R Committee, is responsible for monitoring ECN Capital’s approach to the use of artificial intelligence and cybersecurity and for reviewing the management of risks associated with ECN Capital’s information technology systems, including the effectiveness of its cybersecurity practices, cyber security measures and controls designed to mitigate such risks (e.g., cyber-attack, cyber-fraud, security breach and destruction or interruption of ECN Capital’s information technology systems by third parties), and the identification, mitigation and oversight related to

the development, implementation and use of artificial intelligence technologies. Management regularly updates the C&R Committee and the Board on existing and emerging cybersecurity issues and artificial intelligence use and steps ECN Capital is taking to mitigate related cybersecurity risks and risks related to use of artificial intelligence.

### Orientation and Continuing Education

As set out in the Board Mandate, ECN Capital has a policy of making a full initial orientation and continuing education process available to Board members. The Board is responsible for director orientation and continuing education. All new directors are provided with an initial orientation regarding the nature and operation of ECN Capital’s business and the affairs of ECN Capital and as to the role of the Board and its committees, as well as the legal obligations of a director of ECN Capital. Existing directors are periodically updated on these matters. Board members are also encouraged to pursue further studies in corporate governance, for example, by enrolling in director education courses such as those in the Directors Education Program at the Institute of Corporate Directors. These courses and educational programs are funded by ECN Capital and several board members have enrolled in them.

In order to orient new directors as to the nature and operation of ECN Capital’s business, they are given the opportunity to meet with key members of the management team, including senior executives within ECN Capital’s operating subsidiaries, to discuss ECN Capital’s business and activities. In addition, new directors receive copies of Board materials, corporate policies and procedures, industry reports and other information regarding the business and operations of ECN Capital. ECN Capital’s Board orientation and education programs include periodic Board visits to the headquarters of its operating subsidiaries during which the Board receives detailed management presentations from senior management of such subsidiaries and are given an opportunity to tour each of the facilities.

ECN Capital’s Board members are expected to keep themselves current with industry trends and developments and are encouraged to communicate with management and, where applicable, auditors, advisors and other consultants of ECN Capital. Board members have access to ECN Capital’s external legal counsel in the event of any questions or matters relating to the Board members’ corporate and director responsibilities and to keep themselves current with changes in legislation. ECN Capital’s Board members have full access to ECN Capital’s records. The Board recognizes the importance of ongoing director education and the need for each director to take personal responsibility for this process. Each director is expected to participate in continuing education programs to maintain any professional designation that they may have and to stay current on relevant issues such as corporate governance, financial and accounting practices. In addition, each director is expected to participate in programs that would be necessary to maintain a level of expertise in order to perform his or her responsibilities as a director and to provide on-going guidance and direction to management. Directors regularly receive presentations from key management at ECN Capital or its operating companies focused on providing business updates and deepening the Board’s knowledge of the business of the Corporation.

The Corporation provides ongoing continuing education programs through key business area presentations, business updates and operations site visits as appropriate. The table below provides non-exhaustive highlights of our continuing education programs and site visits for directors in 2024 and to date in 2025:

Session <sup>(1)</sup> (Location)	Description	Date(s)	Board Attendees
<b>Business and Operations</b>			
Champion Homes, Louisville, KY	Louisville Manufactured Housing Show	January 17-18, 2024	William Lovatt Steven Hudson
ECN Capital. Triad and Champion Financing	Champion Financing Update	March 18, 2024	William Lovatt Steven Hudson

Session <sup>(1)</sup> (Location)	Description	Date(s)	Board Attendees
	Triad – Business Update and Financing Discussion		Paul Stoyan Tawn Kelley
Jacksonville, FL	Strategic Discussion	October 23, 2024	William Lovatt Steven Hudson
Champion Homes, Louisville, KY	Louisville Manufactured Housing Show	January 14-15, 2025	William Lovatt Steven Hudson Tawn Kelley
<b>Market Trends and Regulatory Updates</b>			
Structure Finance Association, Vegas, NV	Structured Finance Capital Markets	February 25-27, 2024	William Lovatt Steven Hudson
Fun Town RV, Dallas, TX	RV Show and Industry Meeting	April 11-12, 2024	William Lovatt Steven Hudson
Elkhart, IN	RV Show and Industry Meeting	September 23-26, 2024	Steven Hudson
Fun Town RV, Dallas, TX	RV Show and Industry Meeting	March 13-16, 2025	Steven Hudson

(1) The above are in addition to applicable on-going continuing education programs that our directors participate in and complete in order to maintain any professional designation they may have.

## Nomination of Directors

The C&CG Committee is responsible for recommending to the Board candidates for election as directors and candidates for appointment to Board committees as set out in the C&CG Committee Mandate. See “*Compensation and Corporate Governance Committee*”. The Chairman is also responsible for consulting with the C&CG Committee regarding candidates for nomination or appointment to the Board.

The Investor Rights Agreement provides that, for so long as Champion beneficially owns at least 10% of the outstanding Common Shares (on a non-diluted basis, but assuming the conversion of all Series E Shares into Common Shares in accordance with the terms of the Series E Shares), Champion will have the right to designate one Champion Nominee for election or appointment to the Board and for the Champion Nominee to serve as a member of the C&R Committee. Tawn Kelley is the Champion Nominee.

## Shareholder Engagement

The Board is committed to active engagement with Shareholders. The Corporation regularly meets with its Shareholders at conferences, industry events and in one-on-one meetings both virtually and in person. This dialogue with the Shareholders allows the Corporation to better understand its Shareholders’ perspectives and provides the Corporation with useful feedback to calibrate its priorities. In addition to ECN Capital management’s regular engagement with Shareholders throughout 2024, the Chairman of the Board, the Chair of the C&CG Committee, the CEO and others on the senior leadership team, met with a number of Shareholders to obtain feedback on key topics, including corporate governance practices, executive compensation, financial performance and other matters. Throughout the course of 2024, the Corporation engaged in discussions with Shareholders who represent approximately 60% of our Shareholders and 80% of our actively managed institutional Shareholder base.

ECN Capital’s current approach to executive compensation, including executive salaries and compensation packages, is the result of significant shareholder engagement through 2022 and 2023. In 2023, the Chairman, the Chair of the C&CG Committee, the CEO and others on the senior leadership team, met with a number of Shareholders to obtain feedback on key topics, including corporate governance practices, executive compensation, financial performance and other matters. These discussions included the topics of executive salaries and compensation and appropriately adjusting executive salaries in light of the reduced scope and scale of the Corporation’s business and operations following prior strategic divestitures and capital allocation decisions, and following the completion of the Corporation’s previous strategic review and the

expense reduction initiatives implemented as a result of the strategic review. For example, in connection with ECN Capital's annual compensation review and in light of these discussions, the Corporation decreased salaries for each of the CEO and CFO by 47% and 13%, respectively, in 2023. The Corporation also implemented a number of other cost reduction initiatives in 2023, including reductions in the senior executive management team, which were completed throughout 2023 and the first quarter of 2024.

The Board and ECN Capital management intend to continue to engage with Shareholders in 2025 via various planned virtual and, in person activities, including one-on-one sessions with our Shareholder base, in order to continue to understand and appreciate Shareholder perspectives and to ensure that these perspectives are taken into account in future decisions.

The Board encourages Shareholders who have any questions regarding the Corporation's governance practices to directly contact the Board via mail or email at the following addresses:

***Mail:***

Chairman of the Board  
ECN Capital Corp.  
777 S. Flagler Drive, Suite 800 East  
West Palm Beach, Florida 33401

***Email:***

[board@ecncapitalcorp.com](mailto:board@ecncapitalcorp.com)

**Ethical Business Conduct**

The Board has adopted a Code of Business Conduct and Ethics (the "**Code**"), a written code of business conduct and ethics for the Corporation's directors, officers and employees that sets out the Board's expectations for the conduct of such persons in their dealings on behalf of the Corporation. The Board has established confidential reporting procedures in order to encourage employees, directors and officers to raise concerns regarding matters addressed by the Code on a confidential basis free from discrimination, retaliation or harassment. Employees who violate the Code may face disciplinary actions, including dismissal.

The Code is designed to deter wrongdoing and promote honest and ethical conduct; avoidance of conflicts of interests; confidentiality of corporate information; protection and proper use of corporate assets and opportunities; compliance with applicable governmental laws, rules and regulations; prompt internal reporting of any violations of the Code; accountability for adherence to the Code; and ECN Capital's culture of honesty and accountability. A copy of the Code may be obtained by contacting ECN Capital and requesting a copy from its investor relations contact via ECN Capital's information email at [info@ecncapitalcorp.com](mailto:info@ecncapitalcorp.com), ECN Capital's website at [www.ecncapitalcorp.com](http://www.ecncapitalcorp.com) or by mail at 777 S. Flagler Drive, Suite 800 East, West Palm Beach, Florida 33401.

The Board monitors compliance with the Code by delegating responsibility for investigating and enforcing matters related to the Code to management, who will report breaches of the Code to the Corporation's Secretary or their respective delegate. Any such investigations and resolutions of complaints will be reviewed by the Corporation's Secretary who will report annually to the Board thereon. Certain of the matters covered by the Code are also subject to Audit Committee oversight. Any employee who becomes aware of a violation of the Code must report the violation to a member of management. Directors and executive officers are required by applicable law and the Code to promptly disclose any potential conflict of interest that may arise. If a director or executive officer has a material interest in an agreement or transaction, applicable law, the Code and principles of sound corporate governance require them to declare the interest in writing or request to have such interest entered in the minutes of meetings of directors and where required by

applicable law abstain from voting with respect to the agreement or transaction. The C&CG Committee is responsible for monitoring such conflicts of interest under the Code. The Board has delegated the communication of the Code to employees to management who are expected to encourage and promote a culture of ethical business conduct. Consistent with its mandate to periodically monitor and review the Code, on March 22, 2023, the Board approved a series of updates to its Whistleblower Policy in order to align the Code's provisions with current best practices.

### ***Insider Trading Policy***

In addition to the Code, ECN Capital has a comprehensive insider trading policy relating to the trading in securities of ECN Capital by officers, directors, and employees of ECN Capital and its subsidiaries (the “**Insider Trading Policy**”). Among other things, the following is prohibited by the Insider Trading Policy: (i) short sales of ECN Capital's securities; (ii) transactions in puts, calls or other derivative securities, on an exchange or in any other organized market; (iii) hedging or monetization transactions that allow an individual to continue to own the covered securities, but without the full risks and rewards of ownership; and (iv) the resale of securities of ECN Capital purchased in the open market prior to the expiration of three months from the purchase date. Consequently, the foregoing prohibitions in the Insider Trading Policy do not permit an ECN Capital executive officer or director to purchase financial instruments that are designed to hedge or offset a decrease in market value of ECN Capital's equity securities granted as compensation or held, directly or indirectly, by an ECN Capital executive officer or director.

### **Board and Committee Assessment**

The C&CG Committee is responsible for assessing the effectiveness of the Board as a whole, the committees of the Board and the contribution of individual directors. The assessment includes two detailed annual questionnaires that each director must complete. The annual questionnaires cover a range of topics including: (i) individual self-assessment; (ii) assessment of the Board and committee performance and effectiveness; and (iii) an assessment of peer performance at the Board level and at the committee level. The C&CG Committee reviews and analyzes the completed questionnaires. Additional feedback is often sought and received from directors. Any issues or concerns raised by the questionnaires constitutes part of the report to the Board. The C&CG Committee presents the detailed report to the Board and makes recommendations to improve the effectiveness of the Board in light of the results of the performance evaluation.

### **Audit Committee**

The Audit Committee is comprised of three directors of the Corporation, David Morris (Chair), William Lovatt and Karen Martin, all of whom are independent and financially literate for purposes of NI 52-110, and each are considered an “audit financial expert” as defined in the Glass Lewis Guidelines. No member of the Audit Committee receives, directly or indirectly, any compensation from the Corporation other than for service as a member of the Board and its committees.

The members of the Audit Committee are appointed annually by the Board, and each member of the Audit Committee serves at the pleasure of the Board until the member resigns, is removed, or ceases to be a member of the Board.

The Audit Committee is responsible for overseeing the accounting and financial reporting practices of the Corporation, the audits of the Corporation's financial statements, establishing and overseeing of any internal audit function and exercising the responsibilities and duties set out in the Corporation's Audit Committee Mandate, the text of which is included as Appendix “A” to the Corporation's Annual Information Form dated February 27, 2025, a copy of which is available on SEDAR+ at [www.sedarplus.com](http://www.sedarplus.com).

### ***Pre-Approval Policies and Procedures***

The Audit Committee adopted requirements regarding pre-approval of non-audit services as part of its Audit Committee Mandate. The Audit Committee Mandate requires that the Audit Committee must approve in advance any retainer of the auditors to perform any non-audit service for the Corporation (together with all non-audit service fees) that it deems advisable in accordance with applicable requirements and Board-approved policies and procedures. The Audit Committee must consider the impact of such service and fees on the independence of the auditor. The Audit Committee may delegate pre-approval authority to a member of the Audit Committee; however, the decisions of any member of the Audit Committee to whom this authority has been delegated must be presented to the full Audit Committee at its next scheduled Audit Committee meeting.

### **Compensation and Corporate Governance Committee**

The C&CG Committee is comprised of three directors, Paul Stoyan (Chair), William Lovatt and Carol Goldman, each of whom is considered to be “independent” as defined in NI 58-101. The C&CG Committee conducts its business on the basis of majority approval, which encourages an objective process for determining compensation.

The members of the C&CG Committee are appointed annually by the Board, and each member of the C&CG Committee serves at the pleasure of the Board until the member resigns, is removed, or ceases to be a member of the Board.

To fulfill its responsibilities and duties in developing the Corporation’s approach to compensation issues, the C&CG Committee shall:

- (i) review and approve corporate goals and objectives relevant to CEO compensation;
- (ii) evaluate the CEO’s performance in light of those corporate goals and objectives, and make recommendations to the Board with respect to the CEO’s compensation level based on its evaluation;
- (iii) review the recommendations to the C&CG Committee of the CEO respecting the appointment, compensation and other terms of employment of the CFO, all senior management reporting directly to the CEO and all other officers appointed by the Board and, if advisable, approve and recommend for board approval, with or without modifications, any such appointment, compensation and other terms of employment;
- (iv) administer and interpret ECN Capital’s share compensation agreements and its policies respecting the grant of Options or other security-based compensation or the sale of shares thereunder, and review and recommend for approval of the Board the grant of Options thereunder and the terms thereof;
- (v) review ECN Capital’s pension and retirement arrangements in light of the overall compensation policies and objectives of ECN Capital;
- (vi) review employment agreements between ECN Capital and the CEO, and between ECN Capital and executive officers, and amendments to the terms of such agreements shall be subject to review and recommendation by the C&CG Committee and approval by the Board;

- (vii) review management’s policies and practices respecting ECN Capital’s compliance with applicable legal prohibitions, disclosure requirements or other requirements on making or arranging for personal loans to senior officers or directors or amending or extending any such existing personal loans or arrangements;
- (viii) recommend to the Board for its approval the terms upon which directors shall be compensated, including the Chairman (if applicable) and those acting as committee chairs and committee members;
- (ix) review on a periodic basis the terms of and experience with ECN Capital’s executive compensation programs for the purpose of determining if they are properly coordinated and achieving the purpose for which they were designed and administered;
- (x) review executive compensation disclosure before ECN Capital publicly discloses this information;
- (xi) submit a report to the Board on human resources matters at least annually; and
- (xii) prepare an annual report for inclusion in ECN Capital’s management information circular to Shareholders respecting the process undertaken by the committee in its review of compensation issues and prepare a recommendation in respect of CEO compensation.

Further information regarding the activities and recommendations of the C&CG Committee is provided in “*Compensation Discussion and Analysis*”.

As set out in the C&CG Committee Mandate, the C&CG Committee is responsible for, with respect to corporate governance, among other things:

- (i) developing and updating a long-term plan for the composition of the Board that takes into consideration the current strengths, competencies, skills and experience of the Board members, retirement dates and the strategic direction of ECN Capital, and reporting to the Board thereon at least annually;
- (ii) undertaking on an annual basis an examination of the size of the Board, with a view to determining the impact of the number of directors, the effectiveness of the Board, and recommending to the Board, if necessary, a reduction or increase in the size of the Board;
- (iii) endeavouring, in consultation with the Chairman, to ensure that an appropriate system is in place to evaluate the effectiveness of the Board as a whole, each of the committees of the Board and each individual director of the Board with a view to ensuring that they are fulfilling their respective responsibilities and duties;
- (iv) in consultation with the Chairman and the CEO, annually or as required, recruiting and identifying individuals qualified to become new board members and recommending to the Board new director nominees for the next annual meeting of Shareholders;
- (v) in consultation with the Chairman, annually or as required, recommending to the Board, the individual directors to serve on the various committees;
- (vi) conducting a periodic review of ECN Capital’s corporate governance policies and making policy recommendations aimed at enhancing board and committee effectiveness;

- (vii) reviewing overall governance principles, monitoring disclosure and best practices of comparable and leading companies, and bringing forward to the Board a list of corporate governance issues for review, discussion or action by the Board or its committees;
- (viii) reviewing the disclosure in ECN Capital’s public disclosure documents relating to corporate governance practices and preparing recommendations to the Board regarding any other reports required or recommended on corporate governance;
- (ix) proposing agenda items and content for submission to the Board related to corporate governance issues and providing periodic updates on recent developments in corporate governance to the Board;
- (x) conducting a periodic review of the relationship between management and the Board, particularly in connection with a view to ensuring effective communication and the provision of information to directors in a timely manner;
- (xi) reviewing annually the Board Mandate and the mandates for each committee of the Board, together with the position descriptions, if any, of each of the Chairman, the CEO, director and committee chairs, and where necessary, recommending changes to the Board;
- (xii) reviewing and recommending the appropriate structure, size, composition, mandate and members for the committees, and recommending for board approval the appointment of each to board committees;
- (xiii) recommending procedures to ensure that the Board and each of its committees function independently of management;
- (xiv) monitoring conflicts of interest (real or perceived) of both the Board and management in accordance with the Code, and other policies on conflicts of interest and ethics; and
- (xv) recommending procedures to permit the Board to meet on a regular basis without management or non-independent directors.

The C&CG Committee makes recommendations for candidates to the Board and candidates for appointment to various Board committees, and in making such recommendations considers the competencies and skills that the Board considers to be necessary for the Board as a whole to possess, the competencies and skills that the Board considers each existing director to possess, and the competencies and skills each new nominee will bring to the boardroom. The responsibility for approving new nominees to the Board will fall to the full Board.

The C&CG Committee may also, where appropriate, recommend for Board approval the removal of a director from the Board or from a Board committee if he or she is no longer qualified to serve as a director under applicable requirements or for any other reason the C&CG Committee considers appropriate.

### **Credit and Risk Committee**

The C&R Committee is currently comprised of four directors, David Morris (Chair), William Lovatt, Steven Hudson and Tawn Kelley. William Lovatt, David Morris and Tawn Kelley are considered to be “independent” as defined in NI 58-101.



The C&R Committee reports to and assists the Board in: (i) overseeing and reviewing information regarding ECN Capital's credit risk management framework, including the significant policies, procedures and practices employed to manage credit risk; and (ii) overseeing and reviewing information regarding ECN Capital's risk management framework, including the significant policies, procedures and practices employed to manage risk.

The members of the C&R Committee are appointed annually by the Board, and each member of the C&R Committee serves at the pleasure of the Board until the member resigns, is removed, or ceases to be a member of the Board.

The responsibilities, powers and operation of the C&R Committee are set out in the C&R Committee Mandate. As set out in the C&R Committee Mandate, the C&R Committee is responsible for, among other things:

- (i) reviewing and assessing the effectiveness of and compliance with ECN Capital's asset and liability management, interest rate and market risk, liquidity, investment, hedging, cash management and treasury policies and/or strategies, and other asset and liability matters as the C&R Committee deems appropriate;
- (ii) reviewing the quality of ECN Capital's investment portfolio, liquidity and cash management;
- (iii) overseeing ECN Capital's credit practices, policies and procedures;
- (iv) monitoring the development, origination and performance of ECN Capital's asset portfolio from a credit risk perspective, including taking into account existing and expected market and economic trends;
- (v) reviewing recommendations of management, and considering, evaluating and approving on behalf of the Board, specified transactions above the hold limits established by the Board as a ceiling on the approval authority of ECN Capital's Chief Credit Officer; and
- (vi) providing advice and input relating to mergers and acquisitions, the integration of acquired businesses, and other strategic initiatives and investments.

In addition, as set out in the C&R Committee Mandate, the C&R Committee, with respect to ECN Capital's general management of risk, is also responsible for, among other things:

- (i) reviewing annually the report from management identifying on an enterprise basis current and emerging material risks confronting ECN Capital in terms of gross risks, measures taken and controls being applied to mitigate risks and the net of residual risks faced and ECN Capital's responses to trends affecting those exposures;
- (ii) reviewing quarterly reports on a number of the identified material risks;
- (iii) considering emerging industry and regulatory risks issues and their potential impact on ECN Capital;
- (iv) reviewing ECN Capital's Treasury and Financial Risk Management Policy and other material risk management policies annually and, if considered appropriate, recommending such policies to the Board for approval;

- (v) reviewing with management the conceptual framework for the assessment of material risks and the plans and policies to mitigate their impact on ECN Capital;
- (vi) reviewing annually and approve changes when appropriate to the policies implemented for the mitigation, management and control of risk, including risk appetite, underwriting management, asset-liability risk management, capital risk, operational risk management, and mergers and acquisitions;
- (vii) reviewing and considering with senior management ECN Capital's risk capacity, risk taking philosophy and approach to determining an appropriate balance between risk and reward;
- (viii) reviewing and evaluating ECN Capital's current exposures to funding, currency, interest rate and other market risks in relation to its capacity to bear risk, and the management of such risks;
- (ix) reviewing and discussing with senior management ECN Capital's significant financial and non-financial risk exposures, including market, credit, liquidity, operational, reputational, strategic, regulatory, and business risks, and the steps senior management has taken to mitigate, monitor and control such risk exposures;
- (x) ensuring that those managing risk within ECN Capital have adequate authority, independence and resources to perform their mandates;
- (xi) ensuring that independent reviews of the risk management functions are conducted as needed; and
- (xii) reviewing the effectiveness of those managing risk in ECN Capital and of the risk management functions annually.

## COMPENSATION DISCUSSION AND ANALYSIS

### **Introduction**

The components of direct compensation for executive officers of ECN Capital are base salary, short-term incentives and long-term incentives. The short-term incentives are based on the results of an executive's scorecard and focused on operational performance measures. Long-term incentives are primarily awarded through grants of PSUs and RSUs. PSUs have defined multi-year objectives including a component tied to total shareholder returns, as well as other appropriate operational measures. As discussed below under the heading "*Additional Disclosure – Longer-Term Incentive Plan Descriptions – Share Unit Plan*", the long-term incentive plan grant size can be increased based on exceptional performance. Short and long-term incentives have base targets for payout, as well as a maximum target.

Overall compensation for executive officers will be evaluated and calculated based on a "total annual opportunity" and evaluated with reference to the executive officer's scorecard. The "total annual opportunity" is comprised of base salary, short-term incentives and long-term incentives, and emphasizes equity compensation components tied to the long-term performance of ECN Capital.

For the 2024 financial year, the C&CG Committee determined the short-term incentives and long-term incentives to be paid or awarded, as applicable, to the named executive officers for the 2024 financial year ("NEOs"), being Steven Hudson, Jacqueline Weber, Matthew Heidelberg, Lance Hull and James Barry, based on the targets and criterion established by the C&CG Committee. Michael Lepore is also considered a NEO for fiscal 2024 for purposes of applicable securities laws because he served as CFO of the Corporation for a portion of the financial year until March 31, 2024.

The following discussion describes the significant elements of the Corporation's executive compensation program for the 2024 financial year, with particular emphasis on the process for determining compensation paid to the NEOs.

### **Approach to Compensation**

ECN Capital's success is expected to be in large part due to the entrepreneurial drive of its management team, and we structure executive compensation to maintain that spirit. The senior team are a highly qualified and proven leadership team with a substantial track record of success in the financial services industry.

We motivate ECN Capital executives to focus on the success of the Corporation by establishing a strong link between performance and compensation while building equity ownership. At the same time, we make sure compensation is in line with market practices, so we can attract executive talent when we need to and retain and motivate the highly qualified and experienced team we have now and reward them appropriately. We have adopted the following principles:

- Focus on retaining highly qualified and experienced executives who have a proven track record of performance.
- Make sure compensation is fair, reasonable to Shareholders, and takes into consideration what comparable organizations are paying for similar positions.
- Make a significant portion of total compensation variable and link it to individual, group and corporate goals and performance.

- Make an appropriate portion of total compensation equity-based, thereby further aligning the interests of our executives and Shareholders.
- Foster pay for performance in order to deliver long-term results for our Shareholders and compensate our executives competitively.
- Award a significant amount of equity-based compensation with performance based-vesting hurdles, further enhancing the pay for performance philosophy, and ensuring payouts are not guaranteed solely on the lapse of time.
- Emphasize long-term performance to better reflect the business and take the focus away from short-term performance that may not create long-term benefits and to mitigate risk.
- Maintain internal pay equity so executives in similar positions and locations are treated fairly.
- Give consideration to the Diversity Policy in our approach to compensation.
- Make sure compensation is transparent to the NEOs and to our Shareholders.
- Make sure compensation programs are flexible to adjust to changing business needs, competitive environments and market practices.

We align pay with performance using a rigorous process. We strive to achieve superior performance relative to our industry (in the top quartile) and pay our executives at the same level. This motivates our executives, rewards our Shareholders, and helps keep the focus on our long-term success.

### ***Say-on-Pay***

The Board determined to provide an advisory Say-on-Pay vote for Shareholders in respect of its approach to executive compensation and believes that Shareholders should be guided by the information set out in this “*Compensation Discussion and Analysis*” section when considering how to vote on the resolution. At the 2024 annual meeting of Shareholders, the Corporation’s Say-on-Pay vote resulted in Shareholders casting 99.43% of the votes in favour of the Corporation’s approach to executive compensation. The Board believes that the Corporation’s compensation philosophy and system will be viewed positively by Shareholders again this year.

### **Compensation Structure and Decision-Making Process**

Our compensation process starts at the beginning of every year, when we assess and confirm our philosophy, program guidelines and structure. At the end of every year, we apply a rigorous process to assess performance and award compensation. This includes individual, group and corporate performance reviews for each NEO.

In 2024, our compensation structure and decision-making process were further guided by ECN Capital’s strategic review and related cost reduction and right sizing initiatives. ECN Capital maintained its previous change to the weighting of the allocation of the components of each NEO’s “total annual opportunity”, with emphasis in weighting being placed more significantly on the equity compensation components tied to the long-term performance of ECN Capital. This resulted in the cash-based component (base salary and short-term cash bonus) of NEO compensation representing 50% of each NEO’s “total annual opportunity” in 2024 and the “at risk” components of short-term and long-term incentives representing 50% of the overall “total annual opportunity”.

## ***At The Beginning of the Year***

### *Review Structure*

- We review our overall compensation philosophy and structure for NEOs and recommend any changes to the Board for approval.

### *Confirm Peer Group*

- We review and confirm the peer group of companies we use to: (i) compare our compensation structure and levels; and (ii) assess our performance when making compensation decisions. For this exercise, ECN Capital draws on prior governance and executive compensation advice from an independent compensation advisor in confirming the appropriateness of the peer group.

### *Establish Performance Measures*

- The C&CG Committee works with the CEO and the Chairman to develop performance measures and levels that will be used to assess corporate performance and determine annual bonus payouts for the NEOs, including the detailed business plan approved by the Board. We monitor the Corporation's performance against these measures throughout the year.

### *Assess Risk and Confirm Approach*

- We review the overall incentive plan design and the selected performance measures to: (i) consider potential payouts under different scenarios; (ii) ensure a balanced approach to risk; and (iii) ensure our decision-making process, incentive plans and compensation governance do not give executives incentive to take excessive risks or make inappropriate decisions.

## ***At The Mid-Year and End of Each Year***

### *Review Performance*

- We review corporate performance at mid-year and at the end of the year. The Board and/or the C&CG Committee assess the performance of the NEOs throughout the year, during specific business reviews and Board committee meetings.
- The CEO, in conjunction with the Chairman and the C&CG Committee, completes a review of each NEO's individual performance (other than his own) against corporate and personal objectives and against targets.

### *Awards*

- The CEO reviews proposed compensation for each NEO (other than his own) using our pay for performance protocol, and recommends their annual bonuses, equity grants and the following year's salary.
- The C&CG Committee reviews each NEO's annual performance, competitive positioning, past compensation and the recommendations from the CEO, and discusses total

compensation based on performance, market practice and board-approved compensation philosophy.

- The C&CG Committee then recommends compensation for the CEO and other NEOs for final approval by the Board.

The C&CG Committee and Board believe the above process is comprehensive in providing a significant amount of market intelligence and data to the C&CG Committee, while providing multiple touchpoints for the C&CG Committee and Board to review compensation levels and corresponding performance to ensure the approach and awards remain appropriate and defensible.

### **Annual Reviews**

The C&CG Committee reviews NEO compensation packages annually to ensure that NEOs are being compensated in line with industry practices. The C&CG, in executing its responsibilities assessing compensation structure and awards, considers, among other factors, (i) prior advice from Global Governance Advisors; (ii) compensation research and data, including emerging trends and best practices; and (iii) ECN Capital's performance peer group (see "*Benchmarking Compensation and Comparator Group*"). Following its annual review, the C&CG Committee makes its recommendations for the Board to approve.

### **Benchmarking Compensation and Comparator Group**

The market for talent for ECN Capital's NEOs is largely North American as ECN Capital historically was equally likely to recruit executives from Canadian or U.S. companies. As the Corporation has grown and carried out its strategic objectives, it has become largely U.S. centric, thus impacting the recruitment and comparative needs, respectively.

During 2024, ECN Capital continued to implement its high-growth, asset light business services strategy. The peer group was developed based on a multiple criteria approach, summarized below, that was forward-looking to where the Board and management view ECN Capital competing in the future rather than historically. The Board also factored in the limited availability of senior experienced executive leaders with specific North American sector experience of the depth and calibre of ECN Capital's executive team. The deep entrepreneurial profile and proven track record of the executive team adds significant rarity which limits "comparable" data availability. The Board has determined that it is more appropriate to establish the peer group based on the real competitive landscape ECN Capital competes within, and as a result, Shareholders will see that since ECN Capital is a largely U.S. centric company, with substantially all of its revenue coming from the U.S., and the peer group is, accordingly, comprised of U.S. peers. In addition, all of ECN Capital's current NEOs reside in the U.S.

ECN Capital is aware that shareholder advisory firms do not include U.S. peers in their comparator groups for the Corporation as the Corporation's shares are not listed on a U.S. exchange and that may present a disconnect in the shareholder advisory firm's conclusions on executive compensation.

The Board recognizes that there are few publicly traded companies whose scope of operations are directly comparable to ECN Capital, or that have a similar profile of being a U.S.-focused TSX listed issuer. As a result, the formation of the comparator group takes into account peers meeting the majority, but not all, of the following criteria: (i) the company's scope of operations; (ii) companies that compete within the North American specialty finance industry; (iii) companies of similar size and/or complexity; (iv) companies that have comparable financial characteristics that investors view similarly; (v) companies that are founder operated/controlled; and (vi) companies that are listed on a stock exchange in the United States.

Additional considerations relating to the formation of the peer group included prior advice ECN Capital received from an independent compensation advisor and the peer group universe used by financial service industry analysts covering the Corporation. In addition to the criteria, potential peers are selected or removed from the screening results based on excess market cap volatilities (high or low) and/or whether they fall within ECN Capital’s core service line.

The comparator group used in fiscal 2024 for compensation benchmarking purposes was the same comparator group used for fiscal 2023 (other than Greenhill & Co., Inc., as it was acquired by Mizuho Financial Group, Inc. on December 1, 2023) and is composed of the following companies:

Compensation Peer Group		
Affiliated Managers Group, Inc.	Bread Financial Holdings, Inc. (formerly Alliance Data Systems Inc.)	Enova International, Inc.
Envestnet, Inc.	Evercore Inc.	Houlihan Lokey, Inc.
Jones Lang LaSalle Inc.	LendingClub Corp.	LendingTree, Inc.
Moelis & Company	PJT Partners, Inc.	Walker & Dunlop, Inc.

The Board also recognizes that its third-party analysts use similar criteria in determining ECN Capital’s peer group for comparison and evaluative purposes, underlining the importance of a focus on U.S. based peers within its comparator group. General survey data is incorporated within the benchmarking process to provide an added perspective. The survey data is used to complement the custom industry-specific analysis of the comparator group. General financial industry data provides an overview of compensation levels in the marketplace utilizing companies based on comparable size to ECN Capital. The peer comparator group informs the C&CG Committee’s compensation decisions having regard to practices and actual payouts by peer group comparators.

The C&CG Committee annually reviews the approach to compensation benchmarking for the NEOs and make any necessary adjustments to the comparator group in order to ensure proper alignment.

### Compensation Components

The executive compensation plan includes short-term and long-term compensation, and a benefits and perquisites package. There are no formal pension or other retirement plans at ECN Capital.

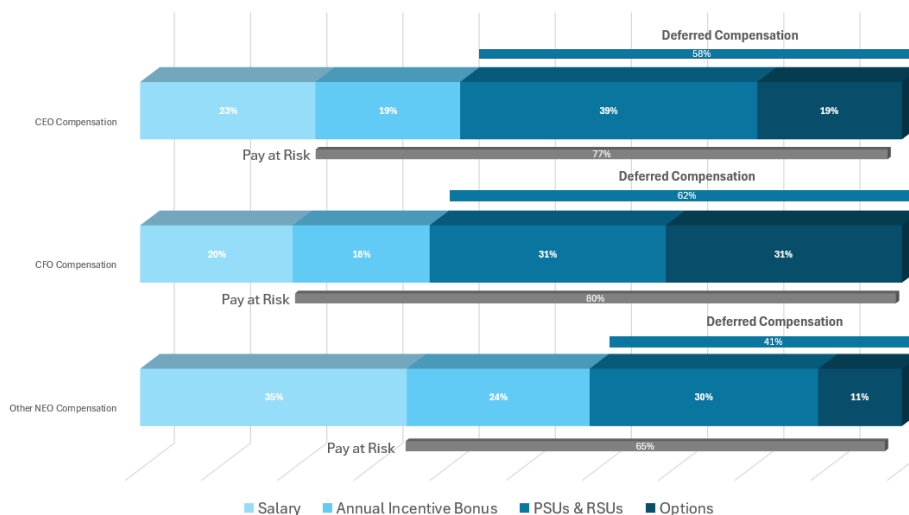
The following table explains how each component supports our compensation philosophy. We assess each element separately, and together these are considered total compensation. Short-term and long-term compensation together make up each executive’s total direct compensation.

Component	Objective/Rationale
<b>(A) Short-term Compensation</b>	<ul style="list-style-type: none"> <li>Awarded based on performance, the executive’s position in the Corporation and relative to our peer group.</li> </ul>
<b>(i) Base Salary</b>	<ul style="list-style-type: none"> <li>Forms the basis for attracting, comparing and remaining competitive with the market.</li> <li>Fixed and used to determine other elements of compensation and benefits.</li> <li>Established at the beginning of the year.</li> </ul>
<b>(ii) Annual Cash Bonus</b>	<ul style="list-style-type: none"> <li>Links pay to individual and corporate achievements.</li> <li>Variable and paid in cash at the end of the year based on the previous year’s performance. Bonuses are not paid unless a threshold level of performance is achieved with performance benchmarks being specified in detailed scorecards for each NEO.</li> <li>Target range of less than 1.0x base salary and maximum of 2.5x base salary, with annual bonuses remaining capped at a maximum of 1.0x base salary for 2024.</li> </ul>

Component	Objective/Rationale
<b>(B) Long-term Compensation</b>	<ul style="list-style-type: none"> <li>Links pay to long-term performance and promotes equity ownership.</li> <li>Awarded based on corporate performance, the executive’s potential to contribute to our future success and the executive’s position in the Corporation.</li> <li>Ultimate value is based on our share price over time.</li> <li>Options, RSUs, DSUs and PSUs.</li> <li>Target of 1.0x base salary and maximum of 2.5x base salary for 2024. In prior years, certain awards exceeded the previous targets of 2.5x base salary and maximum of 4.0x base salary in part due to reductions in base salaries.</li> </ul>
<b>(C) Other Compensation</b>	<ul style="list-style-type: none"> <li>Participation in ECN Capital’s comprehensive group benefit plan.</li> <li>A taxable cash allowance for specific perquisites is provided to certain NEOs.</li> <li>There is no formal pension plan for the NEOs.</li> <li>Awarded based on the executive’s position in the Corporation and relative to our peers.</li> <li>Other compensation is designed to be competitive overall with equivalent positions, to promote greater executive satisfaction through choice, and to manage program and administrative costs.</li> </ul>

In order to align the long-term interests of our senior executives with the long-term interests of the Corporation and its Shareholders, and to create incentives for the achievement of the performance metrics embedded in the structures of the Corporation’s long-term incentive awards, ECN Capital maintained its previous change to the weighting of the allocation of the components of each NEO’s “total annual opportunity”, with emphasis in weighting being placed more significantly on the equity compensation components tied to the long-term performance of ECN Capital. For fiscal 2024, the compensation mix for the Corporation’s CEO provided an “at risk” payout of 77%; an “at risk” payout for the Corporation’s CFO of 80%; and an aggregate “at risk” payout for the remaining NEOs of 65%. For fiscal 2024, the average performance-based portion of the equity pay mix for the NEOs was 65%.

The illustrations below outline the target total direct compensation mix – including base salary and variable incentive compensation – for the CEO, CFO and other NEOs, as well as the proportion of pay that is performance-based, and thus “at risk”, and the proportion that is deferred to align with the risk time horizon and to motivate the creation of long-term value.



## Base Salary

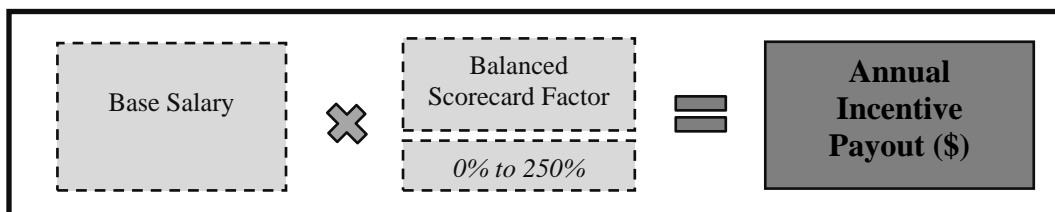
Base salaries are intended to provide ECN Capital’s NEOs with competitive base salaries. ECN Capital differentiates salary levels to reflect an NEO’s performance, experience and responsibilities. Base



salaries are reviewed annually, with any increases approved based on merit and in response to market changes. Additionally, base salaries may be changed as warranted throughout the year for promotions or other changes in the scope of an NEO's role and responsibilities.

### Short-Term Incentives – Annual Incentive

An annual performance bonus is a short-term component of compensation. Annual performance bonus payments are linked to the performance of ECN Capital and the NEO's contribution to that performance, as well as personal performance of individual NEOs. In fiscal 2024, this component was capped at 100% of base salary for NEOs.



In 2024, the C&CG Committee approved a Compensation Performance Scorecard for the CEO and CFO, based on performance measures in some or all the following categories: (i) strategic execution objectives; (ii) operational enhancements at our portfolio companies; and (iii) financial objectives.

The Compensation Performance Scorecard was designed to:

- align with our strategic plan;
- provide clear focus on key measures that will drive continued success of the business;
- increase the proportion of quantitative measures; and
- utilize publicly reported measures that are readily understood by Shareholders.

The Compensation Performance Scorecard provides a fair evaluation of corporate performance by tying closely to ECN Capital's strategic goals (including quantitative and qualitative factors) and delivery of superior long-term value creation for Shareholders.

The performance targets under ECN Capital's short-term incentive plans are designed to be challenging yet achievable, aligned with ECN Capital's strategic objectives and market conditions, and are structured to provide a score between 0% and 250%. During fiscal 2024, cash bonuses were capped at 100% of base salary. The C&CG Committee ensures targets are rigorous and relevant, with annual reviews based on business and individual performance. Annual targets incorporate short-term and long-term shareholder return objectives. The C&CG Committee responsibly manages the allocation of compensation using market research on industry, personnel data and in consideration of rigorous goals and performance expectations.

### Longer-Term Incentives (PSUs, RSUs and Options)

Long-term incentives are intended to provide ties between executive compensation and performance of the Corporation. These incentives also strengthen retention and reinforce alignment with Shareholder value. PSUs, RSUs and/or Options are granted annually to executives based on level, individual performance, potential and market competitiveness. As these incentives comprise a significant component of a senior

executive’s total compensation, target award levels are benchmarked annually to ensure competitiveness with the external market having regard to practices and actual payouts by peer group comparators.

ECN Capital can issue PSUs and RSUs as long-term incentives. PSUs are phantom shares that fluctuate with the price of Common Shares. PSUs vest within four years and pay out at the end of the vesting period, subject to the achievement of performance conditions. PSUs are designed to focus executives on key measures of business success.

ECN Capital includes PSUs, RSUs and/or Options as part of its overall long-term incentive pay-mix to executive officers, subject to vesting schedules of at least three years and, where applicable, the achievement of performance conditions, other than in limited and exceptional circumstances, based on level, individual performance, potential and market competitiveness. See “*Additional Disclosure – Longer-Term Incentive Plan Descriptions – Share Unit Plan*” for a detailed description of ECN Capital’s PSU and RSU plan.

In line with executive compensation best practices, the Corporation intends to issue all long-term equity incentive awards subject to vesting schedules of at least three years and, where applicable, the achievement of performance conditions, other than in limited and exceptional circumstances. As set out in the table below, achievement below the stipulated target shareholder return will typically result in a payout of 0% for that performance component.

Annual Metrics	Weight	Threshold	Target	Maximum
Adjusted net income applicable to common shareholders <sup>(1)(2)</sup>	50%	2025 – \$30,384 <sup>(3)</sup> (50% achievement)	2025 – \$60,768 <sup>(3)</sup> (100% achievement)	2025 – \$121,536 <sup>(3)</sup> (200% achievement)
Total shareholder return (ECN vs. S&P/TSX Composite Index)	50%	0% (Below Target)	Equal to S&P/TSX Composite Index (100% achievement)	+10% (110% achievement)

- (1) Achievement above target will be paid on a proportionate basis up to maximum 200% payout.
- (2) “Adjusted net income applicable to common shareholders” is a non-IFRS measure. See “*Non-IFRS Measures*”.
- (3) 2025 figures were determined based on Board approved annual budget for FY2025.

In aggregate, the NEOs’ long-term share-based awards were 50% of annual base salary.

In 2024, Shareholders achieved a rolling 5-year total shareholder return (for 2020 through 2024) of approximately 71% (assuming the reinvestment of all dividends and distributions), in line with the total shareholder return for the S&P/TSX Composite Index over the same period of approximately 70%. The total shareholder return payout factor is based on the measurement of the performance of the Common Shares’ total shareholder return as compared to the S&P/TSX Composite Index over a one-year period using established threshold, target and maximum measures. For 2024, the Common Shares underperformed the S&P/TSX Composite Index by 14%, which is below the achievement factor for total shareholder return. Consequently, the payout factor for the total shareholder return was nil.

As part of the annual compensation review process, the C&CG Committee, together with the Board, is considering implementing a total shareholder return payout factor to be measured over a period greater than the current one-year period used for ECN Capital’s performance-based awards. If approved, this would result in a more balanced perspective in determining long-term incentives.

## NEO Compensation and 2024 Compensation Performance Scorecards

### Chief Executive Officer

As part of his new employment arrangements established in 2021, and reflective in part of ECN Capital’s reduced operations following the Service Finance Sale in late 2021, Mr. Hudson’s base salary was reduced to \$937,500 in 2022 and for 2022 his short-term incentive plan entitlement was limited to one times his base salary. Reflective of the reduced scale of ECN Capital’s operations following the Service Finance and Kessler Group sales, and as part of the Corporation’s overall cost reduction initiatives, Mr. Hudson voluntarily agreed to reduce his base salary to \$500,000 for fiscal 2023 and to limit his maximum short-term cash bonus to 100% of his base salary for fiscal 2023 and fiscal 2024. For fiscal 2024, the C&CG Committee increased Mr. Hudson’s base salary following successive years of voluntary base salary reductions. Mr. Hudson’s salary is reviewed annually by the C&CG Committee.

For the CEO, Mr. Hudson, the overall Compensation Performance Scorecard metrics and their relative weighting for the 2024 fiscal year were as follows:

Metric	Target (100%, 1.5x) <sup>(1)</sup>	Max (200%, 2.5x)	Actual Result
<b>Strategic Execution</b>	60%	120%	<b>55%</b>
<ul style="list-style-type: none"> <li>• Capital deployment</li> <li>• Stakeholder relations</li> <li>• Credit/liquidity enhancements</li> <li>• Succession/Retention planning</li> </ul>			
2024 Adjusted net income applicable to common shareholders <sup>(2)(3)</sup>	20% \$36,680,000	40% \$55,020,000	<b>14%</b> \$25,292,000
2024 Adjusted net income per share applicable to common shareholders <sup>(3)</sup>	20% \$0.131	40% \$0.197	<b>14%</b> \$0.09
<b>Performance</b>			<b>83%</b>

(1) Achievement below a target level may result in the awarding of a partial bonus between a 0% payout and below the target 100% payout. Any determination to award such a bonus is on a discretionary basis, as determined by the Board, based upon the achievement of the individual and the level of achievement in respect of the particular metric.

(2) Target represents original FY 2024 budget. Maximum payout is based on 50% overachievement of Target.

(3) “Adjusted net income applicable to common shareholders” and “adjusted net income per share applicable to common shareholders” are non-IFRS measures. See “Non-IFRS Measures”.

For fiscal 2024, Mr. Hudson’s, short-term incentive plan entitlements were limited to one times base salary, with future year entitlements to be reviewed annually by the C&CG Committee. As set forth in the above chart, based on the actual achievement of prescribed goals in 2024, Mr. Hudson realized an achievement level of 83%. Additionally, Mr. Hudson’s performance condition based PSUs vested at 34.5% in 2024, which was based on the one-year total shareholder return underperforming the S&P/TSX Composite Index by 14% and resulting in a payout factor of 0% with respect to this annual metric component, and adjusted net income applicable to common shareholders of \$25,292,000 over the same period resulting in a payout factor of 69% with respect to this annual metric component (see the table below under “*Longer-Term Incentives (PSUs, RSUs and Options)*”). The value of Mr. Hudson’s 2024 Option awards was \$2,127,633 as of December 31, 2024.

Illustrative of ECN Capital’s focus on emphasizing the weighting of “at risk” components of short-term and long-term incentives for its NEOs to strengthen the alignment of interests with Shareholders and our long-term performance, while Mr. Hudson had “Total Compensation” (see “*Summary Compensation Table*”) of \$2,725,000 for 2024, \$1,625,000 (or approximately 60%) of his “Total Compensation” represented the “at risk” component of his compensation pursuant to share based incentive awards and cash bonus.

In addition, as a result of, among other reasons, the above noted employment arrangements established in 2021, feedback from shareholder engagement discussions, base salary reductions and “right-sizing” and limitations on maximum short-term incentive plan entitlement payouts, Mr. Hudson’s overall

“Total Compensation” decreased approximately 58% from fiscal 2022 to fiscal 2024 and decreased approximately 39.5% from fiscal 2023 to fiscal 2024.

*Chief Financial Officer*

Ms. Weber’s annual base salary is \$350,000 and is reviewed annually by the C&CG Committee. Ms. Weber is also eligible to participate in ECN Capital’s equity incentive plans, including short-term incentive plan awards of up to 100% of her annual base salary and long-term incentive plan awards of up to 100% of annual base salary, subject to metrics established by the C&CG Committee. Ms. Weber’s increased base salary and total compensation for fiscal 2024 is reflective of her promotion to CFO of ECN Capital.

Ms. Weber’s overall Compensation Performance Scorecard metrics and their relative weighting for the 2024 fiscal year were as follows:

<b>Metric</b>	<b>Target (100%, 1.5x)<sup>(1)</sup></b>	<b>Max (200%, 2.5x)</b>	<b>Actual Result</b>
<b>Strategic Execution</b>	30%	60%	<b>23%</b>
<ul style="list-style-type: none"> <li>• Credit/liquidity enhancements</li> <li>• Capital deployment</li> <li>• Operational improvements</li> </ul>			
Credit rating maintenance	10% (maintain rating)	20% (improve rating)	<b>10%</b>
2024 Income Tax Management	10% (maintain effective tax rate on adjusted operating income before tax <sup>(2)</sup> of 26%)	20% (achieve effective tax rate on adjusted operating income before tax <sup>(2)</sup> below 26%)	<b>10%</b> (actual rate 26%)
2024 Internal Controls	10% (maintain overall performance test from previous year as prepared by internal audit)	20% (significant improvement on previous year’s performance as prepared by internal audit)	<b>15%</b>
2024 Adjusted net income applicable to common shareholders <sup>(3)(4)</sup>	20% \$36,680,000	40% \$55,020,000	<b>14%</b> \$25,292,000
2024 Adjusted net income per share applicable to common shareholders <sup>(3)(4)</sup>	20% \$0.131	40% \$0.197	<b>14%</b> \$0.09
<b>Performance</b>			<b>86%</b>

- (1) Achievement below a target level may result in the awarding of a partial bonus between a 0% payout and below the target 100% payout. Any determination to award such a bonus is on a discretionary basis, as determined by the Board, based upon the achievement of the individual and the level of achievement in respect of the particular metric.
- (2) “Adjusted operating income before tax” is a non-IFRS measure. See “*Non-IFRS Measures*”.
- (3) Target represents original FY 2024 budget. Maximum payout is based on 50% overachievement of Target.
- (4) “Adjusted net income applicable to common shareholders” and “adjusted net income per share applicable to common shareholders” are non-IFRS measures. See “*Non-IFRS Measures*”.

For fiscal 2024, Ms. Weber’s short-term incentive plan entitlements were limited to one times base salary. As set forth in the above chart, based on the actual achievement of prescribed goals in 2024 Ms. Weber realized an achievement level of 86%. Additionally, Ms. Weber’s performance condition based PSUs vested at 34.5% in 2024, which was based on the one-year total shareholder return underperforming the S&P/TSX Composite Index by 14% and resulting in a payout factor of 0% with respect to this annual metric component, and adjusted net income applicable to common shareholders of \$25,292,000 over the same period resulting in a payout factor of 69% with respect to this annual metric component (see the table below under “*Longer-Term Incentives (PSUs, RSUs and Options)*”). The value of Ms. Weber’s 2024 Option awards was \$1,112,064 as of December 31, 2024.

Illustrative of ECN Capital’s focus on emphasizing the weighting of “at risk” components of short-term and long-term incentives for its NEOs to strengthen the alignment of interests with Shareholders and our long-term performance, while Ms. Weber had “Total Compensation” (see “*Summary Compensation*”).

Table”) of \$1,972,500 for 2024, \$1,150,000 (or approximately 58%) of her “Total Compensation” represented the “at risk” component of her compensation pursuant to share based incentive awards and cash bonus.

*Strategic Execution Scorecard Metric*

Our Scorecard Metric “Strategic Execution” is directly linked to the Corporation’s 2024 strategic priorities and core principles.

Strategic Execution Metrics	Target	Actual Performance <sup>(1)</sup>
<b>Execution of Strategic Plan Initiatives</b>	<b>Strategic Plan Initiatives</b> <ul style="list-style-type: none"> <li>• Build the RV &amp; Marine Finance business segment.</li> <li>• Develop the servicing business for RV &amp; Marine Finance</li> </ul>	<b>Strategic Plan Initiatives</b> <ul style="list-style-type: none"> <li>• Secured \$250 million in financing for RV &amp; Marine from a AAA rated insurance company for the purpose of originating high-grade consumer loans that will be serviced by the Corporation.</li> <li>• Completed the acquisition of Paramount Servicing which established servicing capabilities for RV &amp; Marine Finance business segment, which strengthens and diversifies the business.</li> </ul>
<b>Capital Deployment</b>	<b>Capital Management Initiatives</b> <ul style="list-style-type: none"> <li>• Maintain access to liquidity to ensure achievement of annual business plan objectives.</li> <li>• Providing business segments with access to capital and the knowledge and scale to help grow their businesses within their large addressable markets.</li> <li>• Redeploying capital into higher return, higher growth businesses.</li> </ul>	<b>Capital Management Initiatives</b> <ul style="list-style-type: none"> <li>• Secured a 3-year extension of the ECN Capital’s Term Senior Credit Facility providing for \$770 million of revolving funding through October 2027.</li> <li>• Maintained corporate credit rating and improved from Negative outlook to Stable outlook.</li> <li>• Secured \$1.875 billion in financing for Triad from Blackstone’s Asset-Based Finance Group, Carlyle Global Credit Group and Monroe Capital for the purposes of originating high-grade consumer loans that will be serviced by Triad.</li> <li>• Secured \$250 million in financing for RV &amp; Marine from a AAA rated insurance company for the purpose of originating high-grade consumer loans that will be serviced by the Corporation.</li> <li>• Completed the sale of Red Oak RV &amp; Marine Inventory Finance in the first quarter of 2024, with gross cash proceeds used to pay down the Corporation’s senior credit facility.</li> </ul>
<b>Stakeholder Relations</b>	<b>Shareholder Value</b> <ul style="list-style-type: none"> <li>• A consistent focus on specialty finance, principally originating, managing and advising on prime credit portfolios, resulting in unequalled industry experience and relationships.</li> <li>• Grow adjusted net income applicable to common shareholders<sup>(2)</sup> and adjusted net income per share applicable to common shareholders<sup>(2)</sup> to drive increase in share price.</li> </ul>	<b>Shareholder Value</b> <ul style="list-style-type: none"> <li>• ECN Capital now has managed assets<sup>(2)</sup> of approximately \$6.9 billion and has grown its customer base to include more than 100 banks, credit union partners and institutional investors, who it partners with rather than competes against.</li> <li>• 2024 adjusted net income applicable to common shareholders of \$25.3 million, or \$0.09 per share<sup>(2)</sup>.</li> </ul>

Strategic Execution Metrics	Target	Actual Performance <sup>(1)</sup>
	<b>Relationship Building</b> <ul style="list-style-type: none"> <li>Building partnerships and developing relationships (rather than competing) with U.S. financial institutions ranging from large national banks, credit unions, local community banks and institutional investment funds through the Corporation’s transition to an asset-light model that provides business services to partners through its portfolio companies.</li> <li>Building partnerships and developing relationships with manufacturers and dealer networks to drive origination growth at Triad, Source One and IFG.</li> </ul>	<b>Relationship Building</b> <ul style="list-style-type: none"> <li>Successfully deepening relationships with key partners and expanding partnership relationships to more than one product solution, including core loans, silver and bronze loans and commercial (inventory finance) loans.</li> <li>Continued to add new insurance and investment fund partners to purchase Triad loan originations and diversify our funding base away from institutions insured by the Federal Deposit Insurance Corporation.</li> <li>Continuing to develop its exclusive manufacturer relationships, particularly in recreational vehicle (“RV”) and marine, in attractive end market verticals that bring proven dealer networks to drive volume at low cost.</li> </ul>
	<b>Shareholder Engagement</b> <ul style="list-style-type: none"> <li>Continuing active engagement with Shareholders.</li> </ul>	<b>Shareholder Engagement</b> <ul style="list-style-type: none"> <li>On-going engagement with stakeholders, including meeting with Shareholders representing approximately 60% of our overall Shareholders and 80% of our actively managed institutional Shareholder base, to obtain feedback on key topics relating to corporate governance practices, executive compensation, financial performance and other matters, and reflecting Shareholder feedback in the Corporation’s goals, initiatives and commitment.</li> </ul>

(1) Refer to “Key Business Developments” section of ECN Capital’s Annual Management’s Discussion & Analysis for the year ended December 31, 2024 (the “Annual MD&A”) for a summary of the Corporation’s strategic progress and achievements in 2024.

(2) “Managed assets”, “Adjusted net income applicable to common shareholders” and “adjusted net income per share applicable to common shareholders” are non-IFRS measures. See “Non-IFRS Measures”.

### *All Other NEOs*

For the other NEOs:

- Mr. Lepore retired as the CFO of ECN Capital effective March 31, 2024. In connection with this retirement, Mr. Lepore did not receive an annual performance bonus or any equity based awards.
- Mr. Barry’s annual base salary is \$400,000 and shall be reviewed annually by the C&CG Committee. Mr. Barry is also eligible to participate in ECN Capital’s equity incentive plans, including short-term incentive plan awards of up to 100% of his annual base salary and long-term incentive plan awards of up to 100% of his annual base salary, subject to metrics established by the C&CG Committee. Mr. Barry’s annual performance bonus is comprised of (i) a discretionary bonus, as determined by the Board, based on Triad achieving certain targeted adjusted operating income before tax results, and (ii) an incremental performance-based bonus, which is based on the achievement of certain Board established performance targets for Triad, including the achievement of financial and operational objectives. For fiscal 2024, Mr. Barry received a cash performance bonus in the amount of \$350,000 due to Triad’s performance relative to budgeted adjusted operating income.
- Mr. Heidelberg’s annual performance bonus is comprised of (i) a discretionary bonus, as determined by the Board, based on Triad achieving certain targeted adjusted operating income before tax results, and (ii) an incremental performance-based bonus, which is based on the achievement of certain

Board established performance targets for Triad, including the achievement of certain origination targets, the introduction of new funding partners and the successful launch of new loan programs as part of Triad’s “take share and make share” growth strategies. For fiscal 2024, Mr. Heidelberg received a cash performance bonus in the amount of \$245,000 due to Triad’s performance relative to budgeted adjusted operating income.

- Mr. Hull’s annual performance bonus is comprised of (i) a discretionary bonus, as determined by the Board, based on Triad achieving certain targeted adjusted operating income before tax results, and (ii) an incremental performance-based bonus, which is based on the achievement of certain Board established performance targets for Triad, including the achievement of certain origination targets, the introduction of new funding partners and the successful launch of new loan programs as part of Triad’s “take share and make share” growth strategies. For fiscal 2024, Mr. Hull received a cash performance bonus in the amount of \$450,000, which was increased as compared to his pro rata 2023 performance bonus.

By placing a significant weighting on achieving our key financial objectives and execution of key strategic objectives, each of which ultimately drive the Corporation’s share price and overall total shareholder return which creates value for the Shareholders, the C&CG Committee believes that the annual incentive plan is closely aligned with Shareholder interests.

## **Additional Benefit Plans**

### ***Pension Plan Benefits***

As at December 31, 2024, ECN Capital did not have a formal pension plan or any other plan that provides payment or benefits at, following or in connection with retirement. However, the Corporation does provide retirement allowances and paid severance where applicable. The Corporation also implemented a 401(k) program which was rolled out in January 2020.

### ***Perquisites***

The NEOs are entitled to participate in all employee benefit plans offered by ECN Capital to its Canadian and U.S. employees, as applicable.

## **Risk Assessment of Compensation Programs**

The Board (through the C&R Committee) has overall responsibility for the oversight of the Corporation’s risk management, including in relation to all aspects of compensation. In this regard, the Board oversees the Corporation’s compensation programs to ensure they do not encourage individuals to take inappropriate or excessive risks that could have a materially adverse effect on the Corporation. The Board, together with the C&CG Committee, considered the compensation programs of the Corporation to ensure that controls are in place to monitor and separate decision authorities related to key risks associated with the Corporation’s compensation and incentive plans. The Board and the C&CG Committee each also sought to ensure that the size of the rewards related to any given metric within the influence of a key decision maker was not significant enough to encourage excessive risk taking, and that the Corporation’s compensation policies and practices are unlikely to have a materially adverse impact on the Corporation.

## **Equity Ownership Requirements**

In respect of the executives, the Corporation has adopted a formal equity ownership policy to ensure that senior executives of the Corporation acquire and hold a meaningful equity ownership interest in the

Corporation. Executives governed by the policy include the NEOs and such other executives as designated by the C&CG Committee. Under the policy, each executive shall attain and maintain the following equity ownership levels in the Corporation:

Position	Multiple of Base Salary
CEO	5.0x
CFO and President	3.0x
Other NEOs	2.0x

Executives have one year from becoming subject to the policy to meet these requirements. When calculating the value of any Common Share held, the share price to be used will be the greater of the original cost and the volume weighted market price for the Common Shares for the five (5) trading days preceding the measurement date. PSUs and RSUs count toward satisfying the minimum holdings above.

ECN has determined to include PSUs and RSUs towards satisfying the minimum holdings requirements as these represent “at risk” equity in the Corporation, are intended to drive performance and motivate management similar to traditional Common Share ownership and in the Corporation’s view, strengthen the alignment of interests with Shareholders and the Corporation’s performance, including long-term performance.

Executives who have passed their achievement due date and who have not achieved their ownership requirements by the end of that year will automatically have 50% of their annual incentive compensation for the upcoming performance year paid in Common Shares, PSUs or RSUs. All executives subject to the policy are currently in compliance with the equity ownership requirements, holding in each case equity ownership interests which significantly exceed the policy’s equity ownership requirements.

NEO	Total Value of Securities (Common Shares/PSUs/RSUs) <sup>(1)</sup>	Total as Multiple of Base Salary
Steven Hudson	\$35,937,509	59.9x
Jacqueline Weber <sup>(2)</sup>	\$1,223,696	3.8x
James Barry <sup>(3)</sup>	\$1,241,817	3.1x
Matthew Heidelberg	\$1,466,430	2.9x
Lance Hull	\$2,106,709	4.0x

(1) Represents total number of Common Shares, PSUs and RSUs held by the NEO as at April 14, 2025. The market value of Common Shares, PSUs and RSUs is based on the closing price of the Common Shares on the TSX on April 14, 2025 and converted to U.S. dollars based on a \$1.3890 USD/CAD exchange rate on April 11, 2025.

(2) Ms. Weber commenced her position as CFO of ECN Capital on April 1, 2024. Prior to such date, Ms. Weber served as Vice President, Controller of ECN Capital.

(3) Mr. Barry commenced his position as CFO of Triad on January 1, 2024. Prior to such date, Mr. Barry served as a Vice President of ECN Capital.

## Clawbacks

The Corporation has a clawback policy which provides the Board with discretion to recover any and all incentive compensation received or realized by an NEO if there is an incidence of misconduct by such executive resulting in the need for the Corporation to publicly issue an accounting restatement of all or a portion of its interim or annual financial statements. Misconduct is characterized as gross negligence, intentional misconduct, fraud or other misconduct or wilful act engaged in by the applicable executive which resulted in the financial restatement by the Corporation.

## Anti-Monetization

Pursuant to the Insider Trading Policy, directors and executive officers of ECN Capital are expressly prohibited from, directly or indirectly, undertaking any activities or engaging in trades in securities whereby the interests of such person making the trade are not aligned with those of ECN Capital (or would raise a particular concern regarding the same), including, but not limited to, purchasing financial instruments that



are designed to hedge or offset a decrease in the market value of ECN Capital’s Common Shares or other equity securities granted as compensation or otherwise held.

### Summary Compensation Table

The following table sets forth information regarding compensation earned by the NEOs for the Corporation’s last three (3) fiscal years.

Name and principal position	Fiscal Year	Salary (\$)	Share-based awards (\$) <sup>(1)(2)</sup>	Option-based awards (\$) <sup>(3)</sup>	Non-equity incentive plan compensation (\$)		All other compensation (\$)	Total compensation (\$)
					Annual incentive plans	Long-term incentive plans		
Steven Hudson Chief Executive Officer	2024	600,000	1,000,000	500,000	500,000	-	125,000	2,725,000
	2023	500,000	3,000,000	1,000,000	-	-	-	4,500,000
	2022	937,500	3,487,500	1,162,500	937,500	-	-	6,525,000
Jacqueline Weber <sup>(4)</sup> Chief Financial Officer	2024	322,500	500,000	500,000	300,000	-	350,000 <sup>(5)</sup>	1,972,500
	2023	236,250	112,500	37,500	150,000	-	-	536,250
	2022	218,750	262,500	87,500	70,000	-	90,000	728,750
Michael Lepore <sup>(6)</sup> Former Chief Financial Officer	2024	106,250	-	-	-	-	3,750,000 <sup>(7)</sup>	3,887,500
	2023	425,000	1,500,000	500,000	-	-	3,150,000 <sup>(8)</sup>	5,575,000
	2022	487,500	1,987,500	662,500	487,500	-	150,000	3,775,000
James Barry <sup>(9)</sup> Chief Financial Officer, Triad	2024	400,000	500,000	500,000	350,000	-	1,048,000 <sup>(10)</sup>	2,798,000
	2023	350,000	300,000	100,000	175,000	-	-	925,000
	2022	350,000	750,000	250,000	175,000	-	-	1,525,000
Matthew Heidelberg Chief Operating Officer, Triad	2024	500,000	300,000	-	245,000	-	-	1,045,000
	2023	450,000	375,000	125,000	125,000	-	-	1,075,000
	2022	400,000	650,000	-	200,000	-	-	1,250,000
Lance Hull President, Triad	2024	525,000	500,000	-	450,000	-	25,000	1,500,000
	2023	227,000 <sup>(11)</sup>	1,500,000	1,000,000	235,000	-	-	2,962,000

- (1) Under IFRS 2, ECN Capital calculates the fair value of share-based awards at the grant date, and this value is used to recognize an expense over the vesting period, with the method depending on whether the award is equity-settled or cash-settled. ECN Capital considers all non-vesting conditions when estimating the fair value on the grant date and market conditions that affect vesting (e.g., achieving a specified share price).
- (2) Share-based awards granted to NEOs during fiscal 2024 consisted only of PSUs.
- (3) ECN Capital determined the grant date fair values using the Black-Scholes option valuation model and weighted average assumptions and is consistent with IFRS 2, “Share-Based Payment”. Option-pricing models require the use of highly subjective estimates and assumptions, including the expected share price volatility. Changes in the underlying assumptions can materially affect the fair value estimates and therefore, in management’s opinion, existing models do not necessarily provide a reliable measure of the fair value of share- and option-based awards. The Corporation employed the Black-Scholes option valuation model to calculate the grant date fair value as it is a widely used and relatively objective methodology. The Black-Scholes option valuation model takes into account an option’s exercise price, its expected life, a risk-free interest rate and the expected volatility. For the fiscal year ended December 31, 2024, the grant date fair values were determined based on a Black-Scholes option value of C\$0.53 per share (assuming an average exercise price of C\$2.08, a 3-year term, a risk free rate of 3.83%, volatility of 38.84%, and an expected annual dividend yield of C\$1.93 per share) and converted to U.S. dollars based on a \$1.3582 USD/CAD exchange rate on April 8, 2024. For the fiscal year ended December 31, 2023, the grant date fair values were determined based on a Black-Scholes option value of C\$0.71 per share (assuming an average exercise price of C\$2.38, a four-year term, a risk free rate of 4.75%, volatility of 35%, and an expected annual dividend yield of C\$0.04 per share) and converted to U.S. dollars based on a \$1.3524 USD/CAD exchange rate on September 15, 2023. For the fiscal year ended December 31, 2022, the grant date fair values were determined based on a Black-Scholes option value of C\$1.60 (assuming an average exercise price of C\$6.34, a four-year term, a risk free rate of 2.49%, volatility of 29%, and an expected annual dividend yield of C\$0.04 per share) and converted to U.S. dollars based on a \$1.2765 USD/CAD exchange rate on March 15, 2022.
- (4) Ms. Weber was hired as the Assistant Controller of ECN Capital on June 10, 2019. Ms. Weber was promoted to Vice President, Controller of ECN Capital on August 31, 2021. Ms. Weber commenced her position as CFO of ECN Capital on April 1, 2024.
- (5) Amount includes a one-time discretionary promotion bonus payment equal to \$300,000 received by Ms. Weber, which is subject to vesting over a three-year period. Ms. Weber will be required to repay a pro-rated portion of the Weber Promotion Bonus (as defined herein) if she is terminated for just cause or resigns without Good Reason (as defined in her Employment Agreement (as defined herein)) before April 1, 2027. See “Compensation Discussion and Analysis – Termination, Retirement and Change of Control Benefits for NEOs – Employment Agreement of Ms. Weber.”
- (6) Mr. Lepore served as CFO of ECN Capital until March 31, 2024.
- (7) Amount includes a one-time payment equal to \$2,750,000 received by Mr. Lepore pursuant to the vesting of the remaining portion of his retiring allowance (the “Lepore Retiring Allowance”) as his departure was deemed to be a resignation for Good Reason pursuant to the terms of his employment agreement and resulted in the full vesting of the remaining amount of the Lepore Retiring Allowance. An after-tax amount of the Lepore Retiring Allowance in the amount of \$546,430 was set-off against Mr. Lepore’s shareholder loan. Amount also includes a \$1,000,000 first installment of his severance entitlement pursuant to the terms of a separation agreement between Mr. Lepore, the Corporation and ECN (US) Holdings Corp. dated March 21, 2024 (the “Separation Agreement”), and consistent with the terms and conditions of his employment agreement, that was subject to completion of certain transition services by Mr. Lepore, his compliance with the terms and conditions of his employment agreement (including post-employment covenants) and the Separation Agreement. A second and final installment in the amount of \$1,000,000 will vest and become payable to Mr. Lepore within 30 days following the first anniversary of the effective date of his separation of employment on March 31, 2024, subject to completion of certain transition services by Mr. Lepore, his compliance with the terms and conditions of his employment agreement (including post-employment covenants) and the Separation Agreement.

- (8) Amount includes a one-time payment equal to \$3,000,000 received by Mr. Lepore pursuant to the vesting of a portion of the Lepore Retiring Allowance, which was achieved by the successful completion of Champion's equity investment in ECN Capital, which provided the Corporation with approximate gross proceeds of \$138.0 million from the strategic financing, and the establishment of Champion Financing, the strategic joint venture captive financing company with Champion.
- (9) Mr. Barry was hired as a Vice President of ECN Capital in March 2017. Mr. Barry commenced his position as CFO of Triad on January 1, 2024.
- (10) Amount includes a one-time discretionary promotion bonus payment equal to \$1,000,000 received by Mr. Barry. An after-tax amount of the discretionary promotion bonus in the amount of \$473,170.68 was set-off against Mr. Barry's shareholder loan. See "Compensation Discussion and Analysis – Termination, Retirement and Change of Control Benefits for NEOs – Employment Agreement of Mr. Barry."
- (11) Mr. Hull commenced his position on August 1, 2023, with a prorated base salary of \$500,000.

### ***Outstanding Option-Based and Share-Based Awards***

The following table sets out, for each NEO, information concerning all option-based and share-based awards outstanding as of December 31, 2024.

Name	Option-based Awards				Share-based Awards		
	Number of securities underlying unexercised options (#)	Option exercise price (\$)	Option expiration dates	Value of unexercised in-the-money options (\$) <sup>(1)</sup>	Number of shares or units that have not vested (#)	Market or payout value of share-based awards that have not vested (\$) <sup>(1)</sup>	Market or payout value of share-based awards not paid out or distributed (\$) <sup>(1)</sup>
Steven Hudson	320,542	2.00	December 31, 2029	258,412	2,052,007	4,506,458	5,181,100
	634,930	2.38	September 18, 2029	344,183			
	320,542	2.00	December 31, 2030	267,977			
	634,930	2.38	September 18, 2030	344,183			
	925,837	6.34	March 16, 2030	-			
	320,542	2.00	December 31, 2031	258,412			
	634,929	2.38	September 18, 2031	344,183			
	320,542	2.00	December 31, 2032	258,413			
Jacqueline Weber <sup>(2)</sup>	23,810	2.38	September 18, 2029	12,907	374,659	822,797	914,166
	320,543	2.00	December 31, 2029	258,412			
	23,810	2.38	September 18, 2030	12,907			
	69,687	6.34	March 16, 2030	-			
	320,543	2.00	December 31, 2030	258,412			
	23,810	2.38	September 18, 2031	12,907			
	320,543	2.00	December 31, 2031	258,412			
	320,543	2.00	December 31, 2032	258,413			
Michael Lepore <sup>(3)</sup>	-	-	-	-	-	-	-
James Barry <sup>(4)</sup>	63,493	2.38	September 18, 2029	34,418	363,388	798,044	1,115,714
	320,543	2.00	December 31, 2029	258,412			
	63,493	2.38	September 18, 2030	34,418			

Name	Option-based Awards				Share-based Awards		
	Number of securities underlying unexercised options (#)	Option exercise price (\$)	Option expiration dates	Value of unexercised in-the-money options (\$) <sup>(1)</sup>	Number of shares or units that have not vested (#)	Market or payout value of share-based awards that have not vested (\$) <sup>(1)</sup>	Market or payout value of share-based awards not paid out or distributed (\$) <sup>(1)</sup>
	199,105	6.34	March 16, 2030	-			
	320,543	2.00	December 31, 2030	258,412			
	63,493	2.38	September 18, 2031	34,418			
	320,543	2.00	December 31, 2031	258,412			
	320,543	2.00	December 31, 2032	258,413			
Matthew Heidelberg	79,367	2.38	September 18, 2029	42,023	419,877	922,101	1,602,671
	79,366	2.38	September 18, 2030	42,023			
	79,366	2.38	September 18, 2031	42,023			
Lance Hull	634,930	2.38	September 18, 2029	344,183	927,560	2,037,036	2,370,430
	634,930	2.38	September 18, 2030	344,183			
	634,929	2.38	September 18, 2031	344,183			

(1) Converted to U.S. dollars based on a \$1.4389 USD/CAD exchange rate on December 31, 2024.

(2) Ms. Weber commenced her position as CFO of ECN Capital on April 1, 2024. Prior to such date, Ms. Weber served as Vice President, Controller of ECN Capital.

(3) Mr. Lepore served as CFO of ECN Capital until March 31, 2024. Pursuant to the terms of his Separation Letter dated effective March 21, 2024, the exercise periods for all outstanding options held by Mr. Lepore expired on the date that was the earlier of (a) twelve (12) months from the effective date of the Separation Letter or (b) the end of the term of the applicable option.

(4) Mr. Barry was hired as a Vice President of ECN Capital in March 2017. Mr. Barry commenced his position as CFO of Triad on January 1, 2024.

### Value Vested or Earned During the Year

The table below sets out the option-based, share-based and non-equity-based incentive plan amounts vested or earned in 2024.

Name	Option-based awards		Share-based awards – Value vested during the year <sup>(1)</sup>	Non-equity incentive plan compensation – Value earned during the year
	Value vested during the year (\$)	Value realized during the year (\$)		
Steven Hudson	602,595	Nil	1,021,175	500,000
Jacqueline Weber	271,319	Nil	105,466	300,000
Michael Lepore <sup>(2)</sup>	Nil	Nil	2,233,479	Nil
James Barry	292,380	Nil	280,291	350,000
Matthew Heidelberg	43,023	Nil	682,299	245,000
Lance Hull	344,183	Nil	312,040	450,000

(1) Converted to U.S. dollars based on a \$1.4389 USD/CAD exchange rate on December 31, 2024.

(2) Mr. Lepore served as CFO of ECN Capital until March 31, 2024.

### Equity Compensation Plan Information

The following table sets out as at December 31, 2024 the number of securities to be issued under the Corporation's equity compensation plans, the weighted-average exercise price of Options issued under the

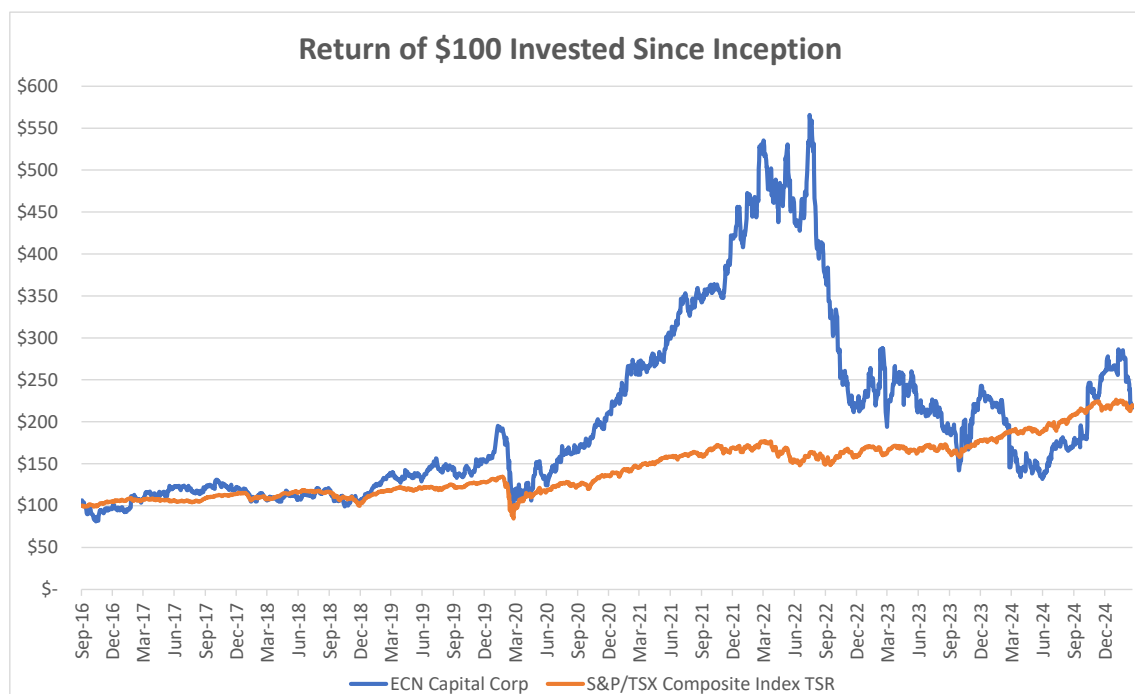
Option Plan and the number of securities remaining available for future issuance under the equity compensation plans. There are no equity-based compensation plans not approved by Shareholders.

Plan Category	Number of Common Shares to be Issued upon Exercise or Settlement of Outstanding Securities	Weighted – Average Exercise Price of Outstanding Options (C\$)	Number of Securities Remaining Available for Future Issuance Under all Equity Compensation Plans <sup>(1)</sup>
Equity Compensation Plans Approved by Securityholders			
<i>Option Plan</i>	18,899,712	2.64	1,197,234
<i>DSU Plan</i>	Nil	-	1,197,233
<i>Unit Plan</i>	Nil	-	1,197,233
Equity Compensation Plans Not Approved by Securityholders	-	-	-
<b>Total</b>	<b>18,899,712</b>	<b>2.64</b>	<b>3,591,700</b>

(1) Given the limit of 8% of issued and outstanding Common Shares that applies globally across all security-based compensation arrangements of the Corporation, for illustrative purposes all Common Shares that remain available for issuance under that 8% limit have been allocated equally across the Option Plan, the DSU Plan and the Unit Plan. All currently outstanding RSUs and PSUs may only be cash-settled and, consistent with its practice in recent years, the Corporation expects to continue to issue RSUs and PSUs that may only be cash settled.

## Performance Graph

The following graph shows the changes in the cumulative total shareholder return for \$100 invested in the Common Shares since September 28, 2016, when the Common Shares were listed and posted for trading on a “when issued” basis on the TSX to December 31, 2024, and is compared against the cumulative total shareholder returns of the S&P/TSX Composite Index, assuming the reinvestment of all dividends. The performance as set out in the graph does not necessarily indicate future price performance.



During the last five (5) year period from January 1, 2020 to December 31, 2024, total shareholder returns for ECN Capital were approximately 71% assuming reinvestment of all dividends.

In the performance graph above, the total shareholder return for the period ended December 31, 2024 reflects Shareholder participation in the special distribution paid to Shareholders on December 22, 2022 and treats the C\$7.50 per share cash distribution as a dividend reinvested in additional shares.

### **Termination, Retirement and Change of Control Benefits for NEOs**

The employment agreements that ECN Capital has entered into with its NEOs may require ECN Capital to make certain types of payments and provide certain types of benefits to the NEOs upon retirement, termination or expiry of the employment agreements, including following a change of control of the Corporation. No other amounts are payable to the NEOs other than as described below. There are no formal pension or other retirement plans at ECN Capital, except for the Lepore Retiring Allowance for Mr. Lepore and the Hudson Retiring Allowance (as defined herein) for Mr. Hudson.

#### ***Employment Agreement of Mr. Hudson***

Mr. Hudson is party to an executive employment agreement dated effective May 1, 2019 (referred to under this section, together with the 2021 Extension Agreement (as defined herein) and the 2023 Extension Agreement (as defined herein) and the 2024 Extension Agreement (as defined herein), as his “**Employment Agreement**”) with ECN Holdings (US) Corp. (“**ECN Holdings**”). The Employment Agreement amended his initial contract with the Corporation dated effective October 3, 2016, as amended and restated in early 2018. In 2021, ECN Capital and Mr. Hudson established new employment terms which amended his Employment Agreement, including Mr. Hudson’s agreement to serve as CEO until December 31, 2024, with an option to extend such service until the Corporation’s 2025 annual meeting of Shareholders (the “**2021 Extension Agreement**”). His previous employment term ended in 2023. In 2023, Mr. Hudson’s Employment Agreement was further amended to: (i) extend the term of his Employment Agreement to December 31, 2025; (ii) provide for a severance allowance of \$6,250,000 on termination of his employment (including the termination of his Employment Agreement at the end of the term) except in circumstances of termination with just cause or on a resignation without Good Reason (as defined in his Employment Agreement) and such severance allowance will be offset against the then outstanding amount of any Securities Purchase Loan (as defined herein) to Mr. Hudson; (iii) provide for his continued participation in healthcare coverage for a period of two years following termination; (iv) provide that Mr. Hudson shall be entitled to terminate his Employment Agreement for Good Reason upon completion of a Board approved Change of Control (as defined in the Employment Agreement) transaction, subject to the terms and conditions of his Employment Agreement; and (v) provide that, on the expiry of Mr. Hudson’s term as CEO or in the event the Corporation terminates Mr. Hudson’s employment (a) without cause, (b) without cause after a Change of Control transaction, or (c) for Good Reason (or he resigns for Good Reason), the Corporation shall be required to pay Mr. Hudson two equal (2) non-competition payments of \$750,000 on the nine month and eighteen month anniversary date of his termination pursuant to those circumstances (collectively, the “**2023 Extension Agreement**”). In 2024, Mr. Hudson’s Employment Agreement was further amended to: (i) extend the term of his Employment Agreement to December 31, 2027; (ii) increase his annual base salary to \$600,000 retroactive to January 1, 2024 and to \$700,000 effective January 1, 2025; (iii) provide for a retirement allowance of \$5,000,000 and such retirement allowance will be offset against the then outstanding amount of any Securities Purchase Loan to Mr. Hudson (the “**Hudson Retiring Allowance**”); and (iv) extend the term of his eligibility for applicable health benefit plans (excluding disability coverage) to five (5) years after December 31, 2027 (collectively, the “**2024 Extension Agreement**”). Mr. Hudson’s Employment Agreement reflects, in part, the unique skills and experience that Mr. Hudson brings to the Corporation, including more than 30 years of senior executive experience in the asset finance industry and the fact that he is the founder of the Corporation’s business and one of the Corporation’s largest Shareholders.

In connection with the cessation of employment at the end of the term of his Employment Agreement, ECN Holdings will provide Mr. Hudson with the following aggregate compensation and benefits: (a) a

severance allowance of \$6,250,000, to be offset against the then outstanding amount of any Securities Purchase Loan to Mr. Hudson; (b) a retirement allowance of \$5,000,000, to be offset against the then outstanding amount of any Securities Purchase Loan to Mr. Hudson; (c) certain accrued but outstanding amounts that have been accrued up to the end of the term but remain unpaid; (d) a cash bonus for the year during which the term ends prorated to the end of the term, calculated and paid by ECN Holdings in the normal course; and (e) continued participation in existing applicable benefit plans (excluding disability coverage) for a period of five (5) years.

In the circumstances where Mr. Hudson's Employment Agreement expires at the end of the term, he will also continue to participate in the applicable benefit plans (excluding disability coverage) in which he participated on the date immediately preceding the end of his employment, until the second anniversary of the end of the term, and will receive reimbursement for career transition and related services received within a period of two years following the end of the term, to a maximum annual amount of \$100,000.

Pursuant to the terms and conditions of his Employment Agreement, if the employment of Mr. Hudson is terminated without just cause, as a result of disability or he resigns for Good Reason, then ECN Holdings must provide him with a payment equal to the sum of: (a) a severance allowance of \$6,250,000, to be offset against the then outstanding amount of any Securities Purchase Loan to Mr. Hudson; (b) a retirement allowance of \$5,000,000, to be offset against the then outstanding amount of any Securities Purchase Loan to Mr. Hudson; (c) certain accrued but outstanding amounts that have been accrued up to the date of termination but remain unpaid; and (d) a cash bonus for the year of termination, calculated as follows: (i) if the termination date occurs during the first nine months of a calendar year, the pro-rated amount equal to the average of the cash bonuses paid by ECN Holdings to him in the two fiscal years prior to the date of termination of employment; or (ii) if the termination date occurs during the last three months of a calendar year, the pro-rated amount calculated and paid by ECN Holdings, as applicable, to him in the normal course. In such circumstances, any of Mr. Hudson's unvested options will automatically vest, and he will be permitted to exercise any options until expiry thereof and any unvested Share Units (including PSUs) will automatically vest on termination. If the foregoing termination would have occurred on December 31, 2024, then Mr. Hudson would have been entitled to receive, among other benefits as described below, a payment equal to an estimated \$17,901,100.

In the circumstances where Mr. Hudson is terminated without just cause, as a result of disability or he resigns for Good Reason, he will also continue to participate in the applicable benefit plans (excluding disability coverage) in which he participated on the date immediately preceding the date of termination of employment until the second anniversary of such date of termination of employment, and will receive reimbursement for career transition and related services received within a period of two years following termination of employment, to a maximum annual amount of \$100,000.

In the event that Mr. Hudson, within 12 months of a Change of Control (as defined in his Employment Agreement), is terminated without cause or resigns with Good Reason, then he will be entitled to receive a payment equal to the sum of: (a) certain accrued but outstanding amounts that have been accrued up to the date of termination but remain unpaid; and (b) a cash bonus for the year of termination, calculated as follows: (i) if the termination date occurs during the first nine months of a calendar year, the pro-rated amount equal to the average of the cash bonuses paid by ECN Holdings to him in the two fiscal years prior to the date of termination of employment; or (ii) if the termination date occurs during the last three months of a calendar year, the prorated amount calculated and paid by ECN Holdings to Mr. Hudson in the normal course. In the circumstances where Mr. Hudson is terminated without cause or resigns for Good Reason within 12 months of a Change of Control, he will also continue to participate in the applicable benefit plans (excluding disability coverage) in which he participated on the date immediately preceding the date of termination of employment until the second anniversary of such date of termination of employment, and will receive reimbursement for

career transition and related services received within a period of two years following termination of employment, to a maximum annual amount of \$100,000.

Further, unvested outstanding Options, RSUs and PSUs held by Mr. Hudson will automatically vest in such circumstances and he will be permitted to exercise any options until expiry thereof. Giving effect to the immediate vesting of all Options, RSUs and PSUs upon a Change of Control on December 31, 2024, Mr. Hudson would hold Options, RSUs and PSUs with an estimated combined “in-the-money” value of \$7,308,732.

### ***Employment Agreement of Ms. Weber***

Ms. Weber entered into an executive employment agreement dated March 19, 2024 with ECN Holdings pursuant to which Ms. Weber agreed to serve as CFO of ECN Capital, effective April 1, 2024 (the “**Original Employment Agreement**”), as amended by the letter agreements with ECN Holdings dated September 30, 2024 and April 16, 2025 amending the terms of the Original Employment Agreement (the “**Amending Agreements**”, together with the Original Employment Agreement, referred to under this section as her “**Employment Agreement**”). Ms. Weber received a one-time discretionary promotion bonus of \$300,000 (the “**Weber Promotion Bonus**”) for retention purposes, in recognition of the increased scope of assumed roles and responsibilities as CFO of the Corporation, her contributions to the Corporation and taking on a more significant leadership role at the Corporation. The Weber Promotion Bonus will vest over a three-year period from the date of Ms. Weber’s promotion, and Ms. Weber’s entitlement to retain the full amount of such bonus provided she continues to serve in the role of CFO for the full three years from the date of her promotion. Ms. Weber will be required to repay a pro-rated portion of the Weber Promotion Bonus if she is terminated for just cause or resigns without Good Reason (as defined in her Employment Agreement) before April 1, 2027.

Pursuant to the terms and conditions of her Employment Agreement, if the employment of Ms. Weber is terminated without just cause, she will be entitled to a payment equal to two times her base salary in effect as at the termination date and an amount under the short-term incentive plan at an “at target” amount of two times 100% of her base salary (the “**Weber Severance Allowance**”). Additionally, all outstanding Options and PSUs held by Ms. Weber shall immediately vest on the date of her termination and will be treated in accordance with the terms and conditions of the Option Plan or Unit Plan, as applicable. If the foregoing termination would have occurred on December 31, 2024, Ms. Weber would have been entitled to a payment equal to an estimated \$2,376,166.

In the event that Ms. Weber, within 12 months of a Change of Control (as defined in her Employment Agreement), is terminated without just cause or resigns with Good Reason (as defined in her Employment Agreement), she will be entitled to the Weber Severance Allowance and any Options and PSUs held by Ms. Weber will be treated in accordance with the terms and conditions of the Option Plan or Unit Plan, as applicable, that apply in the event of the Change of Control. If the foregoing termination would have occurred on December 31, 2024, Ms. Weber would have been entitled to a payment equal to an estimated \$2,376,166.

Ms. Weber holds Options, RSUs and PSUs with an estimated combined “in-the-money” value of \$1,954,533 as of December 31, 2024.

Ms. Weber is subject to non-competition and non-solicitation covenants, in each case, for a period of 12 months following the date of the termination of her employment, for any reason.

### ***Employment Agreement of Mr. Barry***

Mr. Barry entered into an executive employment agreement effective January 1, 2024 with ECN (Canada) Holdings Corp., pursuant to which he agreed to serve as CFO of Triad, a material subsidiary of ECN Capital (referred to under this section as his “**Employment Agreement**”). Mr. Barry received a one-time discretionary cash bonus of \$1,000,000 (the “**Barry Promotion Bonus**”) as a promotion bonus in connection with his appointment as CFO of Triad. The Barry Promotion Bonus was paid as a result of the increased scope of assumed roles and responsibilities as CFO of Triad, for retention purposes, in recognition of his contributions to the Corporation and taking on a more significant leadership role at the Corporation’s largest operating company and to partially compensate him for his required full-time relocation to Jacksonville, FL. An after-tax amount of the Barry Promotion Bonus in the amount of \$473,170.68 was applied against his Securities Purchase Loan in 2024. The Barry Promotion Bonus will vest over a four-year period from the date of the Employment Agreement, and Mr. Barry’s shall be entitled to retain the full amount of the Barry Promotion Bonus provided he continues to serve in the role of CFO of Triad for four years from the date of the Employment Agreement. Mr. Barry will be required to repay a pro-rated portion of the Barry Promotion Bonus if he is terminated for just cause or resigns without Good Reason (as defined in his Employment Agreement) before January 1, 2028.

Pursuant to the terms and conditions of his Employment Agreement, if the employment of Mr. Barry is terminated without just cause, he will be entitled to a payment equal to one times his base salary in effect as at the termination and an amount under the short-term incentive plan at an “at target” amount of 100% of his base salary (the “**Barry Severance Allowance**”). Additionally, all outstanding Options and PSUs held by Mr. Barry shall immediately vest on the date of his termination and will be treated in accordance with the terms and conditions of the Option Plan or Unit Plan, as applicable. If the foregoing termination would have occurred on December 31, 2024, Mr. Barry would have been entitled to a payment equal to an estimated \$1,945,714.

In the event that Mr. Barry, within 12 months of a Change of Control (as defined in his Employment Agreement), is terminated without just cause or resigns with Good Reason (as defined in his Employment Agreement), he will be entitled to the Barry Severance Allowance and any Options and PSUs held by Mr. Barry will be treated in accordance with the terms and conditions of the Option Plan or Unit Plan, as applicable, that apply in the event of the Change of Control. If Mr. Barry is terminated without just cause or he resigns with Good Reason before January 1, 2028, Mr. Barry will not be required to repay any of the Barry Promotion Bonus. If the foregoing termination would have occurred on December 31, 2024, Mr. Barry would have been entitled to a payment equal to an estimated \$1,945,714.

Mr. Barry holds Options, RSUs and PSUs with an estimated combined “in-the-money” value of \$2,252,618 as of December 31, 2024.

Mr. Barry is subject to non-competition and non-solicitation covenants, in each case, for a period of 18 months following the date of the termination of his employment, for any reason.

### ***Employment Agreement of Mr. Heidelberg***

Mr. Heidelberg is Chief Operating Officer of Triad, a material subsidiary of ECN Capital. Mr. Heidelberg entered into an executive employment agreement with ECN Holdings on July 1, 2021 (referred to under this section as his “**Employment Agreement**”).

Pursuant to the terms and conditions of his Employment Agreement, if the employment of Mr. Heidelberg is terminated without just cause, he will be entitled to a payment equal to one times his base salary in effect as at the termination date and the average of the annual total long-term incentive plan awards paid



in cash by ECN Holdings in the two fiscal years prior to the termination date (provided that such amount will be at a minimum of the “at target” amount of 100% for such year) (the “**Heidelberg Severance Allowance**”). If the foregoing termination would have occurred on December 31, 2024, Mr. Heidelberg would have been entitled to a payment equal to an estimated \$2,395,671. Further, Mr. Heidelberg’s entitlements with respect to all outstanding Options shall be determined in accordance with the terms and conditions of the Option Plan while his entitlements with respect to his outstanding RSUs and/or PSUs shall be determined by the Board and/or the C&CG Committee.

In the event that Mr. Heidelberg, within 12 months of a Change of Control (as defined in his Employment Agreement), is terminated without just cause or resigns with Good Reason (as defined in his Employment Agreement), he will be entitled to the Heidelberg Severance Allowance and his entitlements with respect to all outstanding Options, RSUs and/or PSUs shall be determined by the Board and/or the C&CG Committee.

Mr. Heidelberg holds Options, RSUs and PSUs with an estimated combined “in-the-money” value of \$1,731,740 as of December 31, 2024.

Mr. Heidelberg is subject to non-competition and non-solicitation covenants, in each case, for a period of 18 months following the date of the termination of his employment, for any reason.

The foregoing summary sets out the terms of Mr. Heidelberg’s Employment Agreement that was effective during ECN Capital’s fiscal year ended December 31, 2024. The Employment Agreement expired on December 31, 2024 and Mr. Heidelberg and ECN Capital are in discussions to renew the Employment Agreement.

#### ***Employment Agreement of Mr. Hull***

Mr. Hull is President of Triad, a material subsidiary of ECN Capital. Mr. Hull entered into an executive employment agreement with ECN Holdings on August 1, 2023 (referred to under this section as his “**Employment Agreement**”).

Pursuant to the terms and conditions of his Employment Agreement, if the employment of Mr. Hull is terminated without just cause, he will be entitled to a payment equal to one times his base salary in effect as at the termination date and an amount under the short-term incentive plan at an “at target” amount of 100% of his base salary (the “**Hull Severance Allowance**”). Further, upon the termination of Mr. Hull’s employment without just cause, all outstanding Options and PSUs held by Mr. Hull shall immediately vest on the date of his termination and will be treated in accordance with the terms and conditions of the Option Plan or Unit Plan, as applicable. If the foregoing termination would have occurred on December 31, 2024, Mr. Hull would have been entitled to a payment equal to an estimated \$3,395,930.

In the event that Mr. Hull, within 12 months of a Change of Control (as defined in his Employment Agreement), is terminated without just cause or resigns with Good Reason (as defined in his Employment Agreement), he will be entitled to the Hull Severance Allowance and any Options and PSUs held by Mr. Hull will be treated in accordance with the terms and conditions of the Option Plan or Unit Plan, as applicable, that apply in the event of the Change of Control. If the foregoing termination would have occurred on December 31, 2024, Mr. Hull would have been entitled to a payment equal to an estimated \$3,395,930.

Mr. Hull holds Options, RSUs and PSUs with an estimated combined “in-the-money” value of \$3,402,980 as of December 31, 2024.

Mr. Hull is subject to non-competition and non-solicitation covenants, in each case, for a period of 12 months following the date of the termination of his employment, for any reason.

### **ADDITIONAL DISCLOSURE**

#### **Longer-Term Incentive Plan Descriptions**

ECN Capital utilizes a variety of equity tools as part of its total compensation programs, which are designed to align and incentivize management in a manner aligned with Shareholder interests.

Non-employee directors are permitted to participate in the Option Plan and receive grants of Options, subject to the participation limits set forth in the Option Plan. In 2022, the Corporation determined, and all directors agreed, that non-executive directors will receive all compensation in the form of DSUs, and no cash fees paid as an annual retainer.

The Unit Plan does not permit issuances of PSUs or RSUs to non-employee directors.

#### ***Option Plan***

The Board has adopted the Option Plan. Options issued thereunder allow participants to purchase Common Shares at a specified exercise price within a specified maximum exercise period of eight (8) years. The purpose of the Option Plan is to advance the interests of ECN Capital through the motivation, attraction and retention of officers and employees of ECN Capital and such other key individuals as the Board deems reasonably appropriate.

On April 21, 2025, the Board approved the amendment and restatement of the Option Plan to incorporate (a) amendments to reflect recent developments in applicable Canadian employment case law, including to (i) clarify the impact of termination of a participant's employment on their outstanding Options; and (ii) clarify that no participant shall have a right to receive any payment or benefit with respect to any Options that have not vested in accordance with the terms of the Option Plan or applicable award agreement with such participant; and (b) amendments of a "housekeeping" nature to correct minor typographical errors and clarify the meaning of existing provisions of the Option Plan. (the "**Option Plan Amendments**"). In accordance with Section 3.3(b)(v) of the Option Plan, the Option Plan Amendments did not require shareholder approval. A copy of the Option Plan, as amended by the Option Plan Amendments, is attached hereto as Exhibit "A".

The following is a summary of the Option Plan:

- Eligible participants under the Option Plan are the employees, officers and consultants (including advisors) of ECN Capital and its affiliates.
- Options typically vest one-third per year over three years.
- Each vested portion is exercisable for five years from the vesting date.
- Exercise price is established by the Board at the time the Option is granted but shall not be less than the closing price of the Common Shares on the last trading day before the grant date.
- The Option Plan provides that the Board may make appropriate adjustments in the event of certain changes in the capital of ECN Capital.

- Maximum number of Common Shares that may be issued pursuant to all security-based compensation arrangements of ECN Capital, including the Option Plan, will not exceed 8% of the issued and outstanding Common Shares on a non-diluted basis, calculated from time to time at the date Options are granted. The Board will take into account previous grants of Options when considering future grants.
- Common Shares subject to an Option that has been granted and that is subsequently cancelled or terminated for any reason without having been exercised will again be available for grant under the Option Plan.
- Options are personal to the recipient and non-transferable except in accordance with the Option Plan and the regulations thereto.
- Subject to applicable law and upon notice to ECN Capital, a holder may transfer Options, or Common Shares received under the exercise of Options, to any registered retirement savings plan, registered retirement income fund, tax-free savings account or similar retirement or investment fund established by and for the holder or under which the holder is the beneficiary.
- Upon death of a holder, the holder's Option(s) will become part of his or her estate, and any right of the holder may be exercised by the deceased holder's legal representatives in accordance with the Option Plan, provided the legal representatives comply with all obligations of the deceased holder.
- Options cannot be granted or exercised during "blackout periods" under the Insider Trading Policy. If an Option expires during a blackout period, the expiry date for such Option will be automatically extended to the tenth (10<sup>th</sup>) business day following the end of such blackout period.
- In the case of termination of employment of any Option holder for cause, all granted Options, vested and unvested, then held by such person shall immediately terminate as of the date of termination of employment, and in the case of vested portions of Options, shall cease to be exercisable.
- In the case of termination of employment of any Option holder as a result of death or disability, all granted Options then held by such person shall cease to be exercisable as of the earlier of the expiry date for such Options or one year from the termination as a result of death or disability.
- In cases where the employment of any Option holder is terminated for reason other than cause, death or disability, all granted Options then held by such person shall cease to be exercisable as of the earlier of the expiry date for such Options or one year following the date on which the holder ceases to render services to ECN Capital.
- In the event of a change of control, the Board, having regard to its fiduciary duties and the best interests of ECN Capital, will address the economic value of the rights that participants, as a group, have in outstanding Options in whatever manner the Board deems to be reasonable in the circumstances.

The maximum number of Common Shares which may be issued to insiders of ECN Capital within a one-year period, or are issuable to such insiders at any time, under all security-based compensation

arrangements of the Corporation, including the Option Plan, is currently 10% of the Common Shares issued and outstanding at the time of the issuance. Non-employee directors are permitted to participate in the Option Plan and receive grants of Options, subject to the participation limits set forth in the Option Plan.

The following types of amendments to the Option Plan will require Shareholder approval: (i) an increase to the maximum number or percentage of securities issuable under the Option Plan; (ii) provisions granting additional powers to the Board to amend the Option Plan or entitlements thereunder; (iii) reduction in the exercise price of Options or other entitlements; (iv) any cancellation and reissue of Options or other entitlements; (v) any change to the categories of individuals eligible to be selected for grants of Options where such change may broaden or increase the participation of non-employee directors under the Option Plan; (vi) an amendment to the prohibition on transfer of Options; (vii) an amendment to the amendment provisions under the Option Plan so as to increase the ability of the Board to amend the Option Plan without the approval of Shareholders; (viii) an extension to the term of Options; (ix) any changes to participation limits applicable to insiders or non-employee directors of ECN Capital; and (x) any amendment to the amendment provisions of the Option Plan.

The Board may make the following amendments to the Option Plan or an Option granted under the Option Plan without obtaining approval of any Option holder or Shareholder: (i) amendments to the terms and conditions of the Option Plan necessary to ensure that it complies with applicable law and regulatory requirements, including the requirements of any applicable stock exchange, in place from time to time; (ii) amendments to the provisions of the Option Plan respecting administration of, and eligibility for participation under, the Option Plan; (iii) amendments to the provisions of the Option Plan respecting the terms and conditions on which Options may be granted (including the vesting schedule); (iv) the addition of, and any subsequent amendment to, any financial assistance provision; (v) amendments to the Option Plan that are of a “housekeeping” nature; (vi) amendments to the provisions relating to a change of control; and (vii) any other amendments not requiring Shareholder approval under applicable laws or the requirements of an applicable stock exchange (such as the TSX). Amendments to the Option Plan or Options that are not subject to Shareholder approval may be implemented by ECN Capital without Shareholder approval but will be subject to any approval required by the rules of the TSX and other requirements of applicable law. The Board will also have the right to amend, suspend or terminate the Option Plan or any portion of it at any time in accordance with applicable law and subject to any required regulatory, applicable exchange or Shareholder approval.

Pursuant to the Option Plan, for purposes of compliance with Section 409A of the Internal Revenue Code of 1986, as amended (“**Section 409A**”), certain terms of the Options held by U.S. taxpayers may differ from those described above.

The aggregate number of Common Shares currently reserved for issuance under the Option Plan is 22,513,510, representing 8% of the outstanding Common Shares on a non-diluted basis. In addition, pursuant to the Option Plan, the maximum number of Common Shares issuable under all security-based compensation arrangements of the Corporation, including the Option Plan, shall not exceed such number which represents 8% of the issued and outstanding Common Shares from time to time. As a result, should ECN Capital issue additional Common Shares in the future, the number of Common Shares issuable under the Option Plan and all other security-based compensation arrangements of the Corporation will increase accordingly. As of December 31, 2024, 18,899,712 Options were issued and outstanding (representing approximately 6.7% of the Common Shares outstanding) and there were 3,591,700 Options (representing approximately 1% of the outstanding Common Shares on a non-diluted basis) that remained available for issuance pursuant to the Option Plan.

### ***Deferred Share Unit Plan***

The Board has adopted the DSU Plan. Under the DSU Plan, the Board may grant DSUs to designated executives (being officers or employees designated by the Board as eligible) and non-employee directors of ECN Capital. A DSU is a right to receive an amount of shares or cash from ECN Capital equal to the value of one Common Share. DSU grants for directors and executives are approved by the Board based on the recommendation of the C&CG Committee. The C&CG Committee will take into account previous grants of DSUs when considering future grants.

The purposes of the DSU Plan are to (i) attract and retain qualified persons to serve on the Board and executive team, (ii) strengthen the alignment of interests between participants in the DSU Plan and Shareholders by requiring participants to defer receiving a portion of their compensation until their retirement or resignation and having the value of such portion fluctuate with the value of the Common Shares, and (iii) provide a compensation system for non-employee directors that, together with the other director compensation mechanisms of ECN Capital, is reflective of the responsibility, commitment and risk accompanying membership on the Board and the performance of the duties required of the various committees of the Board.

Under the terms of the DSU Plan, the number of DSUs that a participant will receive will be calculated by dividing the portion of the participant's eligible compensation by the volume weighted average trading price of the Common Shares on the TSX for the immediately preceding ten (10) days on which they were traded, as determined on the grant date (the "**DSU Fair Market Value**"). Directors may elect to receive their annual board retainer in cash, DSUs or a combination thereof, provided that directors must receive their retainer in DSUs until they comply with the shareholding requirements of the Corporation's equity ownership policy for directors. If and when cash dividends are paid with respect to Common Shares during the term of a grant, a participant will be granted a number of dividend equivalent DSUs. Such dividend equivalents shall be converted into additional DSUs (including fractional DSUs) based on the DSU Fair Market Value as of the date on which the dividends are paid.

The number of Common Shares issuable under the DSU Plan or any other security-based compensation arrangement to insiders of ECN Capital within a one-year period, or issuable to such insiders at any time, shall not exceed 10% of the Common Shares issued and outstanding at the time of the issuance.

Any increase in the Common Shares reserved shall be subject to the approval of the Shareholders in accordance with the rules of the TSX. Pursuant to the DSU Plan, the aggregate equity award value of any grants of DSUs that are eligible to be settled in Common Shares, in combination with the aggregate equity award value of any grants under any other security-based compensation arrangements of ECN Capital that may be made to a non-employee director for a year, other than awards granted in lieu of cash fees for services on the Board, shall not exceed C\$150,000 (converted to \$104,250 based on a 1.4389 USD/CAD Bank of Canada exchange rate on December 31, 2024). Since the inception of the DSU Plan, it has been the Corporation's practice to settle all DSUs in cash.

The redemption date of a participant's DSUs shall not occur until the date on which he or she ceases to provide services to ECN Capital including by reason of resignation, death, and termination with or without cause. In such case, the participant will provide ECN Capital with a written redemption notice specifying a redemption date, which shall occur no later than December 15<sup>th</sup> of the calendar year following the year in which the participant ceased to provide services.

The Board may grant awards of DSUs from time to time to each non-employee director or executive designated by the Board as eligible to participate in the plan. The Board may also determine the date on which the DSUs may be granted and the date as of which such DSUs shall be credited to the participant's account,

together with any terms or conditions with respect to the vesting of such DSUs. The DSU Plan provides that the Board may make appropriate adjustments to the DSUs in the event of certain changes in the capital of ECN Capital. In any particular year the Board may, in its sole discretion, determine not to make an award to a particular eligible director/executive or to all eligible directors/executives as a group.

The Board may specify in a DSU award agreement whether the DSUs subject to such agreement will be settled in cash or Common Shares, or a combination of both, provided that where an agreement does not provide for the settlement of the DSUs in Common Shares, such DSUs may only be settled in cash. On the redemption date, ECN Capital will: (a) if settlement is in cash, pay cash equal to the number of DSUs credited to the participant's account on the redemption date, multiplied by the DSU Fair Market Value (less any applicable withholding taxes), to the participant or the participant's legal representative, as the case may be; or (b) if settlement is in Common Shares, issue one Common Share for each DSU to the participant or the participant's legal representative, as the case may be. No fractional Common Shares will be issued and any fractional vested DSUs shall be settled in cash based on the DSU Fair Market Value on the relevant settlement date.

Except as required by law, the rights of a participant under the DSU Plan will not be transferable or assignable other than by will or the laws of descent and distribution. An eligible participant may designate in writing a beneficiary to receive any benefits that are payable under the DSU Plan upon the death of such eligible participant.

The Board may, without obtaining the approval of any eligible participant or Shareholder, make any amendments to the DSU Plan including, but not limited to, (i) amendments to the terms and conditions of the DSU Plan necessary to ensure that the DSU Plan complies with applicable law and regulatory requirements, including the requirements of any applicable stock exchange, in place from time to time; (ii) amendments to the provisions of the DSU Plan respecting administration of, and eligibility for participation under, the DSU Plan; (iii) amendments to the provisions of the DSU Plan respecting the terms and conditions on which DSUs may be granted; (iv) amendments to the DSU Plan that are of a "housekeeping" nature; (v) amendments to the provisions relating to a change of control; and (vi) any other amendments not requiring Shareholder approval under applicable laws or the requirements of an applicable stock exchange (such as the TSX). Amendments to the DSU Plan or DSUs that are not subject to Shareholder approval may be implemented by ECN Capital without Shareholder approval but are subject to any approval required by the rules of the applicable stock exchange and other requirements of applicable law. The Board also has the right to amend, suspend or terminate the DSU Plan or any portion of it at any time in accordance with applicable law and subject to any required regulatory, applicable exchange or Shareholder approval.

Notwithstanding the foregoing, the following changes to the DSU Plan will require Shareholder approval in accordance with the requirements of the TSX: (i) an increase to the maximum number or percentage of securities issuable under the DSU Plan; (ii) a change in the term of any DSUs; (iii) changes to the amendment provisions to grant additional powers to the Board to amend the DSU Plan or entitlements thereunder; (iv) a reduction in the fair market value in respect of any DSUs benefitting an insider; (v) any change to the categories of individuals eligible for grants of DSUs where such change may broaden or increase the participation of non-employee directors in the DSU Plan; (vi) any changes to the insider participation limits set forth in the DSU Plan; (vii) any amendments that increase non-employee director participation limits in the DSU Plan; (viii) an amendment to the prohibition on assignment or transfer of DSUs; and (ix) an amendment to the amending provisions in the DSU Plan. The Board may also not make any amendments to the DSU Plan or grants made pursuant to the DSU Plan without the consent of a participant if it adversely alters or impairs the rights of the participant in respect of any grant previously granted to such participant under the DSU Plan. Consent will not be required where the amendment is required for purposes of compliance with applicable laws or regulatory requirements.

The Board may terminate the DSU Plan at any time, but no such termination shall, without the consent of the eligible participant or unless required by law, adversely affect the rights of an eligible participant with respect to any amount in respect of which an eligible participant has then elected to receive in DSUs or DSUs which the eligible participant has then been granted under the plan.

Upon a change of control, any unvested DSUs will immediately and automatically vest upon the date a change of control becomes effective. In the event an eligible participant's termination date is within twelve months following a change of control, the Board may, in its discretion, determine that the eligible participant or his or her beneficiary shall receive a payment in cash of an aggregate amount equal to the product of the price attributed to the Common Shares in connection with the transaction resulting in the change of control (as determined by the Board in good faith if no Common Share price was in fact established) multiplied by the number of DSUs being settled.

Pursuant to the DSU Plan, for purposes of compliance with Section 409A, certain terms of the DSUs held by U.S. taxpayers may differ from those described above.

The aggregate number of Common Shares reserved for issuance under the DSU Plan is 8,442,566, representing approximately 3% of the outstanding Common Shares on a non-diluted basis. Pursuant to the DSU Plan, the maximum number of Common Shares issuable under all security-based compensation arrangements of the Corporation, including the DSU Plan, shall not exceed such number which represents 8% of the issued and outstanding Common Shares, calculated from time to time at the date at which the rights to acquire Common Shares under such security-based compensation arrangements are granted (subject to the DSU Plan's 3% sub-limit for any share-settled DSU award grants). As a result, should ECN Capital issue additional Common Shares in the future, the number of Common Shares issuable under the DSU Plan and all other security-based compensation arrangements of the Corporation will increase accordingly. As of December 31, 2024, 6,251,555 DSUs were issued and outstanding (representing approximately 2% of the Common Shares outstanding on a non-diluted basis). Pursuant to the terms of their respective grant agreements, all DSUs currently outstanding can only be settled in cash and, as such, 8,434,279 DSUs remain available for grant pursuant to the DSU Plan (representing approximately 3% of the Common Shares outstanding on a non-diluted basis).

Since the inception of the DSU Plan, it has been the Corporation's practice to settle all DSUs in cash and on February 27, 2019, the Board resolved to restrict the terms of any grant of DSUs during any period in which the number of Common Shares issuable under all security-based compensation arrangements of ECN Capital, including the DSU Plan, exceeds the maximum number of Common Shares issuable pursuant to ECN Capital's security-based compensation arrangements to those that may be settled in cash only and to elect to settle in cash any outstanding DSU that vests during such period.

### ***Share Unit Plan***

The Board has adopted the Unit Plan. Under the Unit Plan, both RSUs and PSUs may be granted. Eligible participants under the Unit Plan are individuals employed by ECN Capital and its subsidiaries or other controlled entities who are determined by the C&CG Committee to be in a position to contribute to the success of ECN Capital. RSU and PSU grants are approved by the C&CG Committee. The C&CG Committee will take into account previous grants of RSUs and PSUs when considering future grants. The C&CG Committee, unless otherwise determined by the Board, has the sole and absolute discretion to administer the Unit Plan and to exercise all powers and authorities granted to it under the Unit Plan, or that are necessary and advisable in the administration of the Unit Plan.

On April 21, 2025, the Board approved the amendment and restatement of the Unit Plan to incorporate (a) amendments to reflect recent developments in applicable Canadian employment case law,

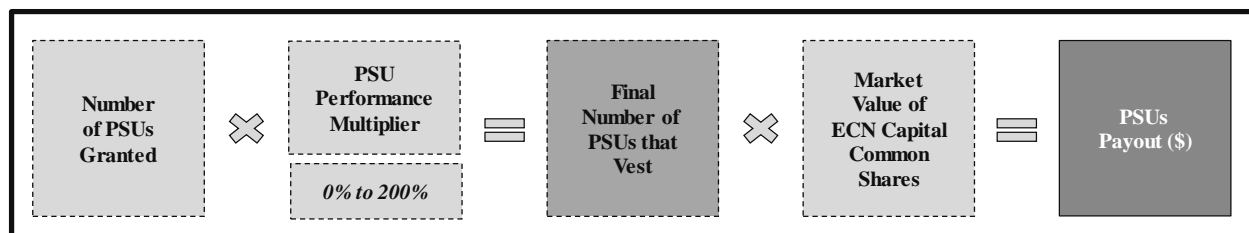
including to (i) clarify the impact of termination of a participant’s employment on their outstanding PSUs and RSUs; and (ii) clarify that no participant shall have a right to receive any payment or benefit with respect to any PSUs and RSUs that have not vested in accordance with the terms of the Unit Plan or applicable award agreement with such participant; and (b) amendments of a “housekeeping” nature to correct minor typographical errors and clarify the meaning of existing provisions of the Unit Plan. (the “**Unit Plan Amendments**”). In accordance with Section 9.5(iv) of the Unit Plan, the Unit Plan Amendments did not require shareholder approval. A copy of the Unit Plan, as amended by the Unit Plan Amendments, is attached hereto as Exhibit “C”.

RSUs and PSUs will vest in a period specified by the C&CG Committee, which, unless otherwise determined by the C&CG Committee, shall not be later than December 15<sup>th</sup> of the third year following the year in which the eligible participant performed the services to which the grant relates. PSUs will also be subject to performance conditions that are approved by the C&CG Committee. The Unit Plan provides that the C&CG Committee may make appropriate adjustments to the RSUs and PSUs in the event of certain changes in the capital of ECN Capital.

PSUs granted will be a bonus for services in the year the award is granted. Depending on the specific purpose of the award, the C&CG Committee will determine the associated performance metrics, weightings and performance period.

Under the Unit Plan, the number of units that will vest will be based on performance against metrics that are tied to ECN Capital’s strategic priorities. The PSU performance multiplier under the plan design may range from 0% to 200% dependent on actual performance. The PSU payout will be zero if performance is below the minimum threshold.

Under the Unit Plan, the payout of PSUs will be determined by multiplying the number of PSUs that vest by the volume weighted average trading price of the Common Shares for the ten (10) trading days immediately preceding the settlement date (the “**Share Unit Fair Market Value**”).



On the vesting date, the Board, in its absolute discretion, can elect one or any combination of the following payment methods for the RSUs or PSUs credited to a participant’s account: (a) pay cash, equal to the Share Unit Fair Market Value on the relevant settlement date multiplied by the number of PSUs or RSUs, as applicable, credited to the participant’s account (less any applicable withholding taxes), to the participant or the participant’s legal representative, as the case may be; or (b) issue Common Shares to the participant or the participant’s legal representative, as the case may be. No fractional Common Shares will be issued and any fractional vested PSUs or RSUs shall be settled in cash based on the Share Unit Fair Market Value on the relevant settlement date.

Except as otherwise provided in a grant agreement relating to a grant of PSUs or RSUs, if and when cash dividends (other than extraordinary or special dividends) are paid with respect to Common Shares during the term of a grant, a participant will be granted a number of dividend equivalent PSUs or RSUs in an amount equal to the aggregate amount of dividends that would have been paid on such Share Units had they been Common Shares at the time of the dividend divided by the Share Unit Fair Market Value at the time of the dividend.



The number of Common Shares issuable under the Unit Plan or any other security-based compensation arrangement to insiders of ECN Capital within a one-year period, or issuable to such insiders at any time, shall not exceed 10% of the Common Shares issued and outstanding at the time of the issuance. Non-employee directors shall not be eligible to participate in the Unit Plan and no Share Units may be granted to any such non-employee director.

Any increase in the Common Shares reserved shall be subject to the approval of the Shareholders in accordance with the rules of the TSX. The plan does not provide for a maximum number of Common Shares which may be issued to a non-insider participant pursuant to the Unit Plan and all other security-based compensation arrangements.

The Board may, without obtaining the approval of any eligible participant or Shareholder, make any amendments to the Unit Plan including, but not limited to, (i) amendments to the terms and conditions of the Unit Plan necessary to ensure that it complies with applicable law and regulatory requirements, including the requirements of any applicable stock exchange (such as the TSX), in place from time to time; (ii) amendments to the provisions of the Unit Plan respecting administration of, and eligibility for participation under, the Unit Plan; (iii) amendments to the provisions of the Unit Plan respecting the terms and conditions on which PSUs and RSUs may be granted; (iv) amendments to the Unit Plan that are of a “housekeeping” nature; (v) amendments to the provisions relating to a change of control; and (vi) any other amendments not requiring Shareholder approval under applicable laws or the requirements of an applicable stock exchange (such as the TSX). Amendments to the Unit Plan or PSUs or RSUs that are not subject to Shareholder approval may be implemented by ECN Capital without Shareholder approval but are subject to any approval required by the rules of the TSX and other requirements of applicable law. The Board also has the right to amend, suspend or terminate the Unit Plan or any portion of it at any time in accordance with applicable law and subject to any required regulatory, applicable exchange or Shareholder approval.

Notwithstanding the foregoing, the following changes to the Unit Plan will require Shareholder approval in accordance with the requirements of the TSX: (i) an increase to the maximum number or percentage of securities issuable under the Unit Plan; (ii) changes to the amendment provisions to grant additional powers to the Board to amend the Unit Plan or entitlements thereunder; (iii) any change to the categories of individuals eligible for grants of PSUs or RSUs where such change may broaden or increase the participation of non-employee directors in the Unit Plan; (iv) any changes to the insider participation limits set forth in the Unit Plan; (v) an amendment to the prohibition on assignment or transfer of PSUs or RSUs; and (vi) an amendment to the amending provisions in the Unit Plan. The Board may also not make any amendments to the Unit Plan or grants made pursuant to the Unit Plan without the consent of a participant if it adversely alters or impairs the rights of the participant in respect of any grant previously granted to such participant under the Unit Plan. Consent will not be required where the amendment is required for purposes of compliance with applicable laws or regulatory requirements.

In the case of a participant’s termination of employment for cause, or resignation of a participant, subject to the terms of the participant’s written employment agreement, and unless otherwise determined by the C&CG Committee, no PSUs or RSUs that have not yet vested and been settled prior to the date of such termination or resignation, as the case may be, including dividend equivalent PSUs and RSUs, shall vest and all such PSUs and RSUs shall be forfeited immediately.

In the case of a participant’s termination of employment without cause, subject to the terms of the participant’s written employment agreement and the relevant grant agreement, all PSUs and/or RSUs, including dividend equivalent PSUs and RSUs, that have not previously vested shall be immediately forfeited and cancelled.

In the case of death or disability, subject to the terms of a participant's written employment agreement and the relevant grant agreement, in the event of a participant's termination as a result of death or termination as a result of disability, the date of the latter as determined by the C&CG Committee, prior to the end of a vesting period for the grant, a portion of the RSUs shall vest as of such event and all other RSUs not so vested shall be forfeited immediately. The number of PSUs, if any, that vest shall be determined in accordance with the grant agreement governing such PSUs, and any PSUs that do not vest pursuant to the relevant grant agreement shall be forfeited immediately.

In the event of a change of control of ECN Capital, subject to the terms of a participant's written employment agreement with ECN Capital or its subsidiaries or other controlled entities, all PSUs and/or RSUs that have not previously vested shall vest on the effective date of the change of control, provided that in the case of PSUs, the total number of PSUs that vest shall be the number of PSUs covered by the relevant grant without giving effect to any potential increase or decrease in such number as a result of graduated performance conditions permitting the vesting of more or less than 100% of such PSUs. PSUs and RSUs that vest pursuant to a change of control shall be settled by a lump sum cash payment based on the price attributed to Common Shares in connection with the transaction giving rise to the change of control, or as determined by the C&CG Committee in good faith if no Common Share price was in fact established.

Except as required by law, and in accordance with the provisions of the plan allowing for the designation of a beneficiary, the assignment or transfer of the PSUs or RSUs or any other benefits under the plan shall not be permitted other than by operation of law. Pursuant to the Unit Plan, for purposes of compliance with Section 409A, certain terms of the PSUs and RSUs held by U.S. taxpayers may differ from those described above.

The aggregate number of Common Shares reserved for issuance under the Unit Plan is 8,442,566, representing approximately 3% of the outstanding Common Shares on a non-diluted basis. The maximum number of Common Shares issuable under all security-based compensation arrangements of the Corporation, including the Unit Plan, shall not exceed such number which represents 8% of the issued and outstanding Common Shares calculated from time to time at the date at which the rights to acquire Common Shares under such security-based compensation arrangements are granted (subject to the DSU Plan's 3% sub-limit for any share-settled DSU award grants). As a result, should ECN Capital issue additional Common Shares in the future, the number of Common Shares issuable under the Unit Plan and all other security-based compensation arrangements of the Corporation will increase accordingly. As of December 31, 2024, the Corporation had a total of 12,917,427 PSUs and RSUs issued and outstanding (representing approximately 5% of the Common Shares outstanding on a non-diluted basis). Pursuant to the terms of their respective grant agreements, all PSUs and RSUs currently outstanding can only be settled in cash and, as such, 8,434,279, PSUs and RSUs (representing approximately 3% of Common Shares outstanding on a non-diluted basis) remaining available for issuance pursuant to the Unit Plan.

Since the inception of the Unit Plan, it has been the Corporation's practice to settle all PSUs and RSUs in cash and on February 27, 2019, the Board resolved to restrict the terms of any grant of PSUs and RSUs during any period in which the number of Common Shares issuable under all security-based compensation arrangements of ECN Capital, including the Unit Plan, exceeds the maximum number of Common Shares issuable pursuant to ECN Capital's security-based compensation arrangements to those that may be settled in cash only and to elect to settle in cash any outstanding PSU or RSU that vests during such period.

## Overhang, Dilution and Burn Rates

	2022			2023			2024		
	Options	DSUs	PSUs/ RSUs	Options	DSUs	PSUs/ RSUs	Options	DSUs	PSUs/ RSUs
Overhang <sup>(1)(4)</sup>	8.0%	8.0%	8.0%	7.8%	2.9%	2.9%	8.0%	3.0%	3.0%
Dilution <sup>(2)(4)</sup>	1.2%	2.1%	0.2%	3.5%	2.0%	0.0%	6.7%	2.2%	0.0%
Burn Rate <sup>(3)(4)</sup>	1.3%	0.2%	0.0%	2.6%	0.3%	0.0%	3.8%	0.3%	0.0%

- (1) The total number of Common Shares reserved for issuance under the Corporation's security-based compensation arrangements as at December 31<sup>st</sup> of each year, expressed as a percentage of the total number of Common Shares outstanding as at December 31<sup>st</sup> of each year on a diluted basis.
- (2) The total number of Options or units outstanding, expressed as a percentage of the total number of Common Shares outstanding as at December 31<sup>st</sup> of each year on a diluted basis.
- (3) The number of Options or units granted annually, expressed as a percentage of the weighted average number of Common Shares outstanding for each financial year.
- (4) Only includes awards granted or issued pursuant to the Corporation's security-based compensation arrangements that are share-settled.

## Audit Fees

Ernst & Young LLP serves as the Corporation's auditing firm. Fees payable by ECN Capital for the fiscal years ended December 31, 2024 and December 31, 2023 to Ernst & Young LLP and its affiliates were approximately \$2.0 million and \$2.3 million, respectively, as follows:

	2024 (\$)	2023 (\$)
Audit Fees	1,247,300	1,394,000
Audit-Related Fees	350,000	811,945
Tax Fees	359,444	81,174
Other Fees	Nil	Nil
<b>TOTAL</b>	<b>1,956,744</b>	<b>2,287,119</b>

## INDEBTEDNESS OF DIRECTORS AND EXECUTIVE OFFICERS

### Aggregate Indebtedness

The following table sets forth the indebtedness incurred by all current directors, officers and employees, as well as former executive officers, of the Corporation and its subsidiaries for the purchase of securities of the Corporation and for other purposes as of April 1, 2025.

Purpose	Aggregate Indebtedness to the Corporation or its Subsidiaries <sup>(1)</sup>
Securities Purchase Program	\$21,828,487.30

- (1) As at April 1, 2025 and converted to U.S. dollars based on a \$1.4348 USD/CAD exchange rate on April 1, 2025.

### Indebtedness of Directors and Executive Officers

The following tables set out the indebtedness of directors and executive officers of the Corporation, nominees for election as directors, and any associates of any of the foregoing persons, providing the largest amount outstanding during the year ended December 31, 2024 and the amount outstanding as at April 1, 2025 to the Corporation or its subsidiaries, or to other entities if the indebtedness to such other entities is the subject of a guarantee, support agreement, letter of credit or other similar arrangement or understanding provided by the Corporation or any of its subsidiaries.

<b>Name and Principal Position</b>	<b>Involvement of Issuer</b>	<b>Largest Amount Outstanding in 2024<sup>(1)</sup></b>	<b>Amount Outstanding as at April 1, 2025<sup>(1)</sup></b>
<b><i>Current Directors and Executive Officers</i></b>			
Steven Hudson <sup>(2)</sup> <i>Chief Executive Officer</i> Palm Beach, FL	Creditor	\$18,775,560.00	\$18,857,763.00
Algis Vaitonis <i>Chief Credit Officer</i> Delray Beach, FL	Creditor	\$1,192,639.00	\$166,610.00
Matthew Heidelberg <i>Chief Operating Officer, Triad</i> Boca Raton, FL	Creditor	\$2,381,760.00	\$2,397,422.00
<b><i>Former Executive Officers</i></b>			
Michael Lepore <sup>(3)</sup> <i>Former Chief Financial Officer</i> Palm Beach Gardens, FL	Creditor	\$546,830.10	-
John Wimsatt <i>Former Chief Investment Officer</i> Naples, FL	Creditor	\$1,433,615.00	-

(1) Converted to U.S. dollars based on a \$1.4348 USD/CAD exchange rate on April 1, 2025.

(2) Pursuant to the terms of Mr. Hudson's amended Employment Agreement, if the severance allowance is payable to Mr. Hudson, such amount will be used to set-off this indebtedness.

(3) Mr. Lepore served as CFO of ECN Capital until March 31, 2024. Mr. Lepore's indebtedness has been fully repaid by way of set-off against the Lepore Retiring Allowance received in connection with his departure.

### ***Indebtedness Under Securities Purchase Program***

The Corporation established a loan program in support of securities purchase loans (the “**Securities Purchase Loans**”, and each a “**Securities Purchase Loan**”), which is capped at a maximum of \$50 million. The indebtedness reflected in the above table reflects Securities Purchase Loans provided to executive officers of the Corporation to finance the acquisition of securities in EFN prior to the completion of the separation transaction with EFN on October 3, 2016 (the “**Separation Transaction**”) and ECN Capital post-separation. All loans to ECN Capital executive officers relating to Common Shares of EFN were subsequently transferred to ECN Capital in accordance with the Separation Transaction. These loans were approved by the Board on the basis that it is important that management's interest be aligned with that of the Shareholders. Purchases of securities through the loan program occur through the secondary market in compliance with the Corporation's Insider Trading Policy and applicable TSX rules and securities laws.

In accordance with the executive share accumulation program, the Securities Purchase Loans reflect arm's length terms, including market rates of interest, principal repayment no later than seven years from advance, and the Corporation being granted a first-priority security interest in certain ECN Capital securities held by the executive and having full personal recourse to the executive as security for payment of the full amount of their indebtedness. No portion of any such outstanding loan amounts has ever been forgiven by the Corporation.

## **NON-IFRS MEASURES**

The Corporation's financial statements are prepared in accordance with International Financial Reporting Standards ("IFRS") as issued by the International Accounting Standards Board.

This Circular makes reference to certain non-IFRS measures and ratios relating to ECN Capital. These non-IFRS financial measures and ratios include "adjusted net income applicable to common shareholders", "adjusted net income per share applicable to common shareholders", "adjusted operating income before tax", "adjusted operating income" and "managed assets". These measures and ratios are not recognized under IFRS and do not have a standardized meaning prescribed by IFRS and are therefore unlikely to be comparable to similar measures or ratios presented by other issuers. Rather, these measures and ratios are provided as additional information to complement IFRS measures. Accordingly, these measures and ratios should not be considered in isolation nor as a substitute for analysis of the Corporation's financial information reported under IFRS. ECN Capital believes these non-IFRS measures are frequently used by securities analysts, investors and other interested parties as measures of financial performance and to provide supplemental measures of operating performance and thus highlight trends that may not otherwise be apparent when relying solely on IFRS financial measures.

Please refer to the "*Non-IFRS and Other Performance Measures*" section in the Annual MD&A, which section is incorporated by reference herein, for the reconciliations of these non-IFRS measures to IFRS measures and for a description of how ECN Capital calculates such non-IFRS measures. A copy of the Annual MD&A is available on SEDAR+ at [www.sedarplus.com](http://www.sedarplus.com).

## **AVAILABLE INFORMATION**

Additional information relating to the Corporation is available on SEDAR+ at [www.sedarplus.com](http://www.sedarplus.com). Securityholders of the Corporation can, upon request, obtain a copy of any such document free of charge. Financial information about the Corporation is provided in the Corporation's comparative annual financial statements for its most recently completed financial year and the Annual MD&A.

Shareholders of the Corporation may request copies of the Corporation's financial statements and the Annual MD&A by contacting the Corporation by email at [generalinfo@ecncapitalcorp.com](mailto:generalinfo@ecncapitalcorp.com) or by mail at 777 S. Flagler Drive, Suite 800 East, West Palm Beach, Florida 33401.

## **QUESTIONS AND FURTHER ASSISTANCE**

Shareholders may contact Kingsdale Advisors, the Corporation's strategic advisor by telephone at 1-855-682-4840 or 1-437-561-5009 (text and call enabled outside North America), or by email at [contactus@kingsdaleadvisors.com](mailto:contactus@kingsdaleadvisors.com).

**DIRECTORS' APPROVAL**

The contents and the sending of this Circular have been approved by the Board of the Corporation.

**DATED** the 22<sup>nd</sup> day of April, 2025.

Jacqueline Weber  
*Chief Financial Officer*

**EXHIBIT “A”**

**ECN CAPITAL CORP.  
SHARE OPTION PLAN**



**ECN CAPITAL CORP.**

**SHARE OPTION PLAN**

*Enacted July 21, 2016, amended and restated March 26, 2019,  
and April 7, 2022, and as further amended and restated April 21, 2025*

## 1. GENERAL PROVISIONS

### 1.1 Interpretation

For the purposes of the Plan (defined below), unless otherwise defined herein, the following terms have the following meanings:

- (a) “**affiliate**” has the meaning attributed to that term in the *Business Corporations Act* (Ontario);
- (b) “**Applicable Law**” means any applicable provision of law, domestic or foreign, including, without limitation, applicable securities legislation, together with all regulations, rules, policy statements, rulings, notices, orders or other instruments promulgated thereunder, and Stock Exchange Rules;
- (c) “**Black-Out Period**” means a period of time imposed pursuant to the Insider Trading Policy of the Corporation upon certain designated persons during which those persons may not trade in any securities of the Corporation;
- (d) “**Board**” means the board of directors of the Corporation;
- (e) “**Cashless Exercise**” has the meaning attributed to that term in Section 2.9(b);
- (f) “**Cause**” in respect of a Participant has the meaning ascribed thereto (or the equivalent term) in Participant’s written employment or consulting agreement with the Corporation, or, in the event the Participant is not party to any such written employment or consulting agreement containing such definition, means “just cause” or “cause” for termination of the Participant’s employment or engagement by the Corporation as determined under Applicable Law;
- (g) “**Change of Control**” means:
  - (i) the consummation of any transaction or series of transactions including any consolidation, amalgamation, arrangement, merger or issue of voting shares in the capital of the Corporation, the result of which is that any Person or group of Persons acting jointly or in concert for purposes of such transaction becomes the beneficial owner, directly or indirectly, of more than 50% of the voting shares in the capital of the Corporation, measured by voting power rather than number of shares (but shall not include the creation of a holding company or similar transaction that does not involve any material change in the indirect beneficial ownership of the shares in the capital of the Corporation);
  - (ii) the direct or indirect sale, transfer or other disposition, in one or a series of related transactions, of all or substantially all of the assets of the Corporation, taken as a whole, to any Person or group of Persons acting jointly or in concert for purposes of such transaction (other than to any affiliates of the Corporation);
  - (iii) the election at a meeting of the Corporation’s shareholders of that number of individuals that would represent a majority of the Board as directors of the Corporation, who are not included in the slate for election as directors proposed to the Corporation’s shareholders by management of the Corporation or a transaction or series of transactions as a result of which a majority of the directors of the Corporation are removed from office at any annual or special meeting of shareholders or as a result of a transaction referred to in clause (i) above, or a majority of the directors of the Corporation resign from office over a period of 60



days or less, and the vacancies created thereby are filled by nominees proposed by any Person other than directors or management of the Corporation in place immediately prior to the removal or resignation of the directors; or

- (iv) the completion of any transaction or the first of a series of transactions which would have the same or similar effect as any transaction or series of transactions referred to in clauses (i), (ii) or (iii) referred to immediately above;
- (h) “**Code**” means the United States Internal Revenue Code of 1986, as amended, and any applicable United States Treasury Regulations and other binding regulatory guidance thereunder;
- (i) “**Combination**” has the meaning attributed to that term in Section 2.11(d);
- (j) “**Committee**” has the meaning attributed to that term in Section 1.3(a);
- (k) “**Corporation**” means ECN Capital Corp., a corporation incorporated under the laws of Ontario, and includes: (i) any successor to ECN Capital Corp. resulting from any amalgamation, arrangement or other reorganization of, or involving, ECN Capital Corp. or any continuance under the laws of another jurisdiction and (ii) any affiliate of ECN Capital Corp. or any such successor;
- (l) “**Disability**” means the mental or physical state of the Participant such that, as a result of illness, disease, mental or physical disability or similar cause, the Participant has been unable to fulfil their obligations to the Corporation either for any consecutive six-month period or for any period of twelve months (whether or not consecutive) in any consecutive 24-month period, provided that, where the Participant has entered into a written employment or consulting agreement with the Corporation, “Disability” will have the meaning attributed to that term, or the term equivalent in concept, contained in that written employment or consulting agreement, and provided that the term “Disabled” has the same meaning with necessary grammatical changes;
- (m) “**ECN Capital Entity**” means any of the Corporation’s subsidiaries, partnerships, trusts or other controlled entities and “**ECN Capital Entities**” means all such entities collectively;
- (n) “**Eligible Person**” means any Employee, officer and consultant (including any advisor) of the Corporation; a Participant will cease to be an Eligible Person on their Termination;
- (o) “**Employee**” means any Person treated as an employee in the records of the Corporation;
- (p) “**Fair Market Value**” means, at any date in respect of the Shares, the closing sale price of such Shares on the Stock Exchange on the trading day immediately preceding such date. In the event that such Shares did not trade on such trading day, the Fair Market Value shall be the average of the bid and ask prices in respect of such Shares at the close of trading on such trading day. If no quotation is made for the applicable day, the Fair Market Value on such day shall be determined in the manner set forth in the preceding sentence for the next preceding trading day. Notwithstanding the foregoing, if there is no reported closing price or high bid/low asked price that satisfies the preceding sentences, the Fair Market Value on any day shall be determined by such methods and procedures as shall be established from time to time by the Board in its sole discretion. If any Stock Exchange, other than the Toronto Stock Exchange, requires a different formula for the calculation of “Fair Market Value”; the definition of Fair Market Value shall be amended accordingly. For purposes of Options granted to or held by U.S. Taxpayers, Fair Market Value shall have the meaning provided in Exhibit “A” to the Plan;

- (q) **"Insider"** has the meaning set forth in the applicable rules of the Toronto Stock Exchange or similar term on another applicable Stock Exchange, as applicable;
- (r) **"Non-Employee Director"** means a director of the Corporation, other than a director of the Corporation that is an Employee;
- (s) **"Option"** means a right granted to an Eligible Person to purchase Shares on the terms of the Plan;
- (t) **"Option Agreement"** has the meaning attributed to that term in Section 2.3;
- (u) **"Participant"** means any Eligible Person to whom an Option has been granted or, in the case of such person's death, his legal representative(s);
- (v) **"Person"** means any individual, partnership, limited partnership, joint venture, syndicate, sole proprietorship, company or corporation with or without share capital, unincorporated association, trust, trustee, executor, administrator or other legal personal representative, regulatory body or agency, government or governmental agency, authority or entity however designated or constituted;
- (w) **"Plan"** means this share option plan of the Corporation, as the same may be supplemented and amended from time to time;
- (x) **"Proposed Transaction"** has the meaning attributed to that term in Section 2.10;
- (y) **"Regulations"** means the regulations governing the Plan and made by the Board from time to time, including the regulations set out in Schedule 1.1(y) as the same may be amended or supplemented from time to time;
- (z) **"Security Based Compensation Arrangement"** has the meaning set forth in the applicable rules of the Toronto Stock Exchange or similar term on another applicable Stock Exchange, as applicable;
- (aa) **"Share"** means a common share of the Corporation and such other share as may be substituted for it as a result of any amendments to the articles of the Corporation, or consolidation, merger, amalgamation, arrangement, reorganization or otherwise involving the Corporation, including any rights that form a part of the common share or substituted share;
- (bb) **"Stock Exchange"** means the Toronto Stock Exchange, or if the Shares are not listed on the Toronto Stock Exchange, such other stock exchange on which the Shares are listed, or if the Shares are not listed on any stock exchange, then on the over-the-counter market;
- (cc) **"Stock Exchange Rules"** means the applicable rules of any stock exchange upon which shares of the Corporation are listed;
- (dd) **"Termination"** means the termination of a Participant's employment or engagement with the Corporation or an ECN Capital Entity (other than in connection with the Participant's transfer to employment or engagement with the Corporation or an ECN Capital Entity), for any reason, including without limitation by reason of resignation, death, Disability, frustration of contract, termination for Cause, termination without Cause, or constructive dismissal, whether such termination is lawful or otherwise, but, for greater certainty, a Participant's absence from active work during a period of vacation, temporary illness, maternity or parental leave, leave on account of Disability or any other authorized leave of

absence shall not be considered to be a “Termination”; and “**Terminated**” and “**Terminates**” shall be construed accordingly;

- (ee) “**Termination Date**” means, (A) in respect of a Participant who is an Employee, either (i) the date on which the Termination occurs, without regard to any pay in lieu of notice (paid by way of lump sum or salary continuance), benefits continuance or other termination or severance related payments or benefits which the Participant may then receive or be entitled pursuant to contract, the common law, civil law or otherwise, or (ii) such later date, if applicable as may be required to satisfy the minimum requirements of applicable employment or labour standards legislation, and (B) in respect of a Participant who is not an Employee, the date on which the Termination occurs, without regard to any fees in lieu of notice or otherwise the Participant may then receive or be entitled to receive pursuant to contract, the common law or otherwise.
- (ff) “**Transfer**” means any disposition, transfer, sale, exchange, assignment, gift, bequest, disposition, hypothecation, mortgage, charge, pledge, encumbrance, grant of security interest, or any arrangement by which possession, legal title or beneficial ownership passes, directly or indirectly, from one Person or entity to another, or to the same Person or entity in a different capacity, whether or not voluntary and whether or not for value, and includes any agreement to effect the foregoing; and the words “Transferred”, “Transferring” and similar words have corresponding meanings; and
- (gg) “**U.S. Taxpayer**” means a Participant who is a citizen or permanent resident of the United States for purposes of the Code or a Participant for whom the amounts payable or Shares issued or issuable under the Plan are subject to taxation under the Code.

Words importing the singular number include the plural and vice versa, and words indicating gender include all genders. The term “**including**” means “including without limitation”.

The Plan will be governed by and interpreted in accordance with the laws of the Province of Ontario and the laws of Canada applicable therein.

## 1.2 Purpose

The purpose of the Plan is to advance the interests of the Corporation through the motivation, attraction and retention of officers and employees of the Corporation and such other key individuals as the Board deems reasonably appropriate.

## 1.3 Administration

- (a) The Plan will be administered by the Board or a committee of the Board duly appointed for such purpose by the Board. To the extent permitted by Applicable Law, the Board may delegate any or all of the powers under the Plan to one or more committees or subcommittees of the Board (a “**Committee**”). Except as otherwise noted, all references in the Plan to the “Board” will mean the Board or a Committee of the Board to the extent that the Board’s power or authority under the Plan has been delegated to such Committee.
- (b) Subject to the limitations of the Plan (including Section 3.3), Applicable Law and the requirements of each applicable Stock Exchange, the Board has the authority: (i) to grant to Eligible Persons Options to purchase Shares, (ii) to determine the terms, limitations, restrictions and conditions upon such grants, including the nature and duration of any restrictions applicable to a sale or other disposition of Shares acquired upon exercise of an Option and the nature of events, if any, that may cause any Participant’s rights in respect of Shares acquired upon exercise of an Option to be forfeited and the duration of the period of such forfeiture, (iii) to interpret the Plan and to adopt, amend and rescind such

administrative guidelines and other rules and Regulations relating to the Plan as the Board may from time to time deem advisable, subject to required prior approval by any applicable regulatory authority or Stock Exchange; (iv) to correct any defect, supply any omission or reconcile any inconsistency in the Plan or any Option Agreement; and (v) to make all other determinations and to take all other actions in connection with the implementation and administration of the Plan as the Board may deem necessary or advisable. The Board's interpretation and determination of the Plan, its guidelines and rules and the Regulations will be conclusive and binding upon all parties concerned.

- (c) Every director of the Corporation will at all times be indemnified and saved harmless by the Corporation from and against all costs, charges and expenses whatsoever including any income tax liability arising from any such indemnification, which such director may sustain or incur by reason of any action, suit or proceeding, taken or threatened against such director, otherwise than by the Corporation, for or in respect of any act done or omitted in good faith by the director in respect of the Plan in the director's capacity as a director of the Corporation, such costs, charges and expenses to include any amount paid to settle such action, suit or proceeding or in any satisfaction of any judgment rendered therein.

#### 1.4 **Shares Issuable under the Plan**

The maximum number of Shares that may be issued under the Plan shall be a number equal to 8% of the number of issued and outstanding Shares on a non-diluted basis at any time, provided that the number of Shares issued or issuable under all Security Based Compensation Arrangements of the Corporation shall not exceed 8% of the issued and outstanding Shares, calculated from time to time at the date at which the rights to acquire Shares under such Security Based Compensation Arrangements are granted. Any Shares subject to an Option that has been granted under the Plan and that is subsequently cancelled or terminated for any reason without having been exercised will again be available for grants under the Plan. No fractional Shares may be issued, and the Board may determine the manner in which any fractional Share value will be treated.

## 2. **OPTIONS**

### 2.1 **Grants**

- (a) An Eligible Person may receive Options on one or more occasions under the Plan and may receive separate Options on any one occasion.
- (b) Options may be granted only to those consultants who meet the following requirements:
  - (i) the consultant must be engaged to provide on a *bona fide* basis consulting, technical, management, advisory or other services to the Corporation under a written contract between the Corporation and either the consultant or a company or partnership employing the consultant or of which the consultant is a shareholder or partner; and
  - (ii) the consultant provides such services on a continuous basis for an initial, renewable or extended period of twelve (12) months or more.
- (c) The following Insider participation limits shall apply:
  - (i) the number of Shares issuable to Insiders, at any time, pursuant to the Plan and other Security Based Compensation Arrangements shall not exceed 10% of the issued and outstanding Shares;

- (ii) the number of Shares issued to Insiders, within a one-year period, pursuant to the Plan and other Security Based Compensation Arrangements shall not exceed 10% of the issued and outstanding Shares;
- (iii) the aggregate equity value of Options granted to a Non-Employee Director within a one-year period pursuant to the Plan shall not exceed \$100,000; and
- (iv) the aggregate equity value of all awards that are eligible to be settled in Shares granted to a Non-Employee Director within a one-year period pursuant to all Security Based Compensation Arrangements (including, for greater certainty, the Plan), other than awards granted in lieu of cash fees for service on the Board, and subject to the limitation set forth in clause (iii) above, shall not exceed \$150,000.

## 2.2 Option Exercise Price

The Board will establish the exercise price of an Option at the time that the Option is granted, which exercise price must be in all cases not less than the price required by applicable regulatory authorities or any applicable Stock Exchange, which in the case of (a) the Toronto Stock Exchange or (b) any Option granted to a U.S. Taxpayer, is the Fair Market Value.

## 2.3 Option Agreements

Each Option must be confirmed by an agreement in substantially the form attached hereto as Schedule 2.3 or in such other form as is approved of by the Board from time to time (each, an “**Option Agreement**”) signed by the Corporation and by the Participant.

## 2.4 Prohibition on Transfer of Options

Options are personal to the Participant and are non-transferable except as provided herein. No Participant may Transfer any Option or any interest in any Option now or hereafter held by the Participant except in accordance with the Plan. A purported Transfer of any Option in violation of the Plan will not be valid, and the Corporation will not issue any Shares upon the attempted exercise of an improperly Transferred Option. Subject to Applicable Law and upon notice to the Corporation, substantially in the form set forth in Schedule 2.4, a Participant may Transfer Options, or Shares received under the exercise of Options, to any RRSP, RRIF, TFSA or similar retirement or investment fund established by and for the Participant or under which the Participant is the beneficiary. Upon death of a Participant, the Participant's Option(s) will become part of the Participant's estate, and any right of the Participant may be exercised by the deceased Participant's legal representatives in accordance with the Plan, provided the legal representatives comply with all obligations of the deceased Participant. If the legal representatives of a deceased Participant exercise a Participant's Option in accordance with the terms of the Plan, the Corporation will have no obligation to issue any Shares until evidence satisfactory to the Corporation has been provided by the legal representatives that they are entitled to purchase Shares under the Plan.

## 2.5 Prohibition on Pledge of Options

For greater certainty, a Participant may not mortgage, hypothecate, pledge or grant a security interest in any Option.

## 2.6 Termination, Death or Disability of a Participant

- (a) If a Termination occurs in respect of a Participant for any reason whatsoever other than a Termination with Cause or as a result of a death or Disability and subject to any determination to the contrary by the Board, each Option held by the Participant will cease to be exercisable on the earlier of (i) the expiry date of the Option and (ii) 12 months after the Participants's Termination Date. For greater certainty, the Participant will be entitled to

exercise the Option only to the extent such Option was by its terms exercisable on the Participant's Termination Date. In addition, if any portion of the Option is unvested as of such Participant's Termination Date, the Participant shall also be entitled to exercise the Option to acquire the number of Shares that would have vested on the next anniversary of the date of grant of the Option multiplied by the product of which (A) the numerator is the number of calendar days during the period commencing on the immediately prior anniversary of the date of grant and ending on the Participant's Termination Date, and (B) the denominator is 365.

- (b) If a Participant's Termination occurs as a result of death or Disability, and subject to any determination to the contrary by the Board, each Option held by the Participant will cease to be exercisable on the earlier of (i) the expiry date of the Option and (ii) 12 months after the Termination. For greater certainty, the Participant or the legal representatives of the Participant as the case may be, will be entitled to exercise the Option only to the extent such Option was by its terms exercisable on the Participant's Termination Date as a result of death or Disability. In addition, if any portion of the Option is unvested as of such Participant's Termination Date, the Participant or the legal representatives of the Participant shall also be entitled to exercise the Option to acquire that number of Shares that would have vested on the next anniversary of the date of grant of the Option multiplied by the product of which (A) the numerator is the number of calendar days during the period commencing from the immediately prior anniversary of the date of grant and ending on the Participant's Termination Date, and (B) the denominator is 365.
- (c) Notwithstanding Section 2.6(a), in the event of a Participant's Termination with Cause, all vested and unvested portions of Options held by that Participant will terminate immediately upon such termination and, in the case of vested portions of Options, cease to be exercisable.
- (d) Subject to Section 2.7(c) and if required in connection with Section 2.10, no Option may be exercised after its stated date of expiration.
- (e) For greater certainty, a Participant shall have no right to receive any payment or other benefits as compensation, damages or otherwise with respect to any Option that has not vested or is otherwise forfeited in accordance with this Plan, whether related or attributable to any contractual or common law termination entitlement or otherwise, and the Participant waives any claim or demand in relation thereto, whether related or attributable to any contractual or common law termination entitlement or otherwise.

## **2.7 Term, Vesting and Exercise of Options**

- (a) Unless otherwise determined by the Board, Options must expire no later than eight years after the date of grant or after such other period as may be required by any applicable regulatory authority or Stock Exchange.
- (b) Except as otherwise determined by the Board or as otherwise provided in any Option Agreement, (i) Options will vest yearly on a "straight line basis" as to one-third of the Shares under such Option on each anniversary of the date of grant (being the date upon which the Participant entered into an Option Agreement with the Corporation or as otherwise specified in any Option Agreement, as applicable) for a period of three years and (ii) each vested portion of such Option will be exercisable in respect of such Shares for five years after the date upon which such portion of the Option vested. For greater certainty, the Option will expire in full five years after the last of such vesting dates.
- (c) Notwithstanding Section 2.7(b), if the expiry of an Option falls during a Black-Out Period, the expiry date of the Option shall be automatically extended to the tenth business day following the end of such Black-Out Period.

- (d) An Option will be exercisable only by delivery of a written notice substantially in the form set forth in Schedule 2.7(d) to any one of the Chief Executive Officer, Senior Executive Vice President, Chief Financial Officer or a Managing Director or any other representative of the Corporation designated by the Board to accept such notices on its behalf, specifying the number of Shares for which such Option is exercised and accompanied by either (i) payment as described in Section 2.9(a), or (ii) if permitted by the Board, irrevocable instructions to a broker to promptly deliver to the Corporation full payment of the amount necessary to pay the aggregate exercise price.
- (e) By the exercise of an Option, the Participant will be deemed to have irrevocably appointed any one of the Chief Executive Officer, Senior Executive Vice President, Chief Financial Officer or a Managing Director (or failing any of them any other representative of the Corporation designated by the Board) his attorney to effect any transfer of the Shares acquired by the Participant, if required, through an Option exercise as described in this section, on the books of the Corporation.

## 2.8 Alternate Form of Purchase

In any case in which an Option is exercisable, the Corporation may elect to purchase for cancellation the Option for an amount equal to the difference between the Fair Market Value of the underlying Shares (or any lesser amount agreed upon by the Corporation and the Participant) and the aggregate exercise price of such underlying Shares, subject to the payment to the Corporation of any applicable taxes by the Participant. However, this right may be exercised by the Corporation only with the consent of the Participant, which consent may be withheld for any reason.

## 2.9 Payment of Option Price

- (a) Subject to the following, the exercise price of each Share purchased under an Option must be paid (i) in full by bank draft or certified cheque at the time of exercise; or (ii) if permitted by the Board, in such manner and on such terms prescribed by the Board for a Cashless Exercise program for Options under the Plan.
- (b) Any Participant may elect to effect a cashless exercise of any or all of such Participant's right under an Option (a "**Cashless Exercise**"). In connection with any such Cashless Exercise, the Participant shall be entitled to receive, without any cash payment (other than the taxes required to be paid in connection with the exercise which must be paid by the Participant to the Corporation in cash at the time of exercise or as otherwise provided herein), such number of whole Shares (rounded down to the nearest whole number) obtained pursuant to the following formula:

$$x = \frac{[a(b - c)]}{b}$$

where

- x = the number of whole Shares to be issued
- a = the number of Shares under Option subject to the Cashless Exercise
- b = the Fair Market Value of the Shares on the date of the Cashless Exercise
- c = the exercise price of the Option subject to the Cashless Exercise

In connection with each Cashless Exercise, the full number of Shares issuable (item (a) in the formula set forth immediately above) shall be considered to have been issued for the purposes of the reduction in the number of Shares which may be issued under the Plan, if applicable.

- (c) The Corporation reserves the right, at any and all times, in the Corporation's sole discretion and subject to Applicable Law or the requirements of any applicable Stock Exchange, to amend or terminate any program or procedure for the exercise of Options by means of a Cashless Exercise.
- (d) Upon receipt of payment in full (or as herein provided) and subject to the terms of the Plan, including Section 3.5, the number of Shares in respect of which the Option is exercised will be duly issued as fully paid and non-assessable.

#### 2.10 **Right to Terminate Option, including on Change of Control, Combination, Liquidation or Dissolution of Corporation**

Notwithstanding any other provision of the Plan, if the Board at any time determines it advisable to do so in connection with any of the following events (each, a **"Proposed Transaction"**):

- (a) any Change of Control or any proposed Combination;
- (b) any proposed dissolution, liquidation or winding-up of the Corporation, either voluntarily or involuntarily;
- (c) any other proposed distribution of the assets of the Corporation among shareholders for the purpose of winding up its affairs;
- (d) any proposed merger, consolidation, share exchange, reorganization, amalgamation, arrangement, take-over bid, reverse take-over or other business combination or other transaction or series of related transactions pursuant to which all or part of the business of the Corporation is combined with that of the any other Person (a **"Combination"**);
- (e) any proposed acquisition, directly or indirectly through any one or more transactions, by any Person other than the Corporation of: (i) any of the shares of any class of shares in the capital of the Corporation; or (ii) all or substantially all of the assets of the Corporation;
- (f) any proposed long term lease or license of all or substantially all of the assets of the Corporation or of any subsidiary of the Corporation (other than a sale, transfer or license to a wholly-owned subsidiary of the Corporation);
- (g) any combination of the foregoing; or
- (h) any like proposed transaction,

the Board, having regard to its fiduciary duties and the best interests of the Corporation, will address the economic value of the rights that Participants, as a group, have in outstanding Options in whatever manner the Board deems to be reasonable in the circumstances, including any of the following:

- (i) provide that the Options are assumed, or rights equivalent to the Options are substituted, by the acquiring or succeeding corporation (or an affiliate);
- (j) upon written notice to Participants, provide that all unexercised Options (both vested and/or unvested portions thereof) will terminate immediately prior to the consummation of the



Proposed Transaction unless those portions of Options which have vested are exercised by respective Participants within a specified number of days following the date of the notice;

- (k) in case of a Combination under the terms of which holders of Shares will receive cash and/or other consideration for each Share surrendered in the Combination, provide for the delivery to each Participant of the cash and/or other consideration that the Participant would have received had the Participant exercised all of the Participant's outstanding vested Options immediately prior to the Combination less the amount the Participant would have been required to pay to the Corporation on that exercise, in cash and/or in a portion of any other consideration having a fair market value equal to the amount, in exchange for the Participant surrendering all of their vested and unvested Options;
- (l) allow Participants to surrender their outstanding (vested and unvested) Options in exchange for a payment, in cash, Shares or other appropriate consideration as determined by the Board, in an amount equal to the amount by which the then Fair Market Value of the Shares subject to each Participant's unexercised (vested) Options exceeds the exercise price of those Options (treating all unexercised (vested) portions of Options as being fully exercisable for purposes of this calculation), in exchange for the Participant surrendering all of their vested and unvested Options;
- (m) complete a transaction or series of transactions which are intended to provide to Participants economic consequences which are substantially similar to or more favourable than those provided in Sections 2.10(i) through (l); or
- (n) complete a combination of the procedures contemplated by Sections 2.10(i) through (m), including providing on a good faith basis for certain Participants or groups of Participants to be subject to different procedures than other Participants or groups of Participants.

In the case of any Proposed Transaction, the Board may, in its discretion, advance any waiting, vesting or instalment period and exercise date.

For the purposes of this Section 2.10, if the cash and/or other consideration that the Participant is entitled to receive after deducting the amount that the Participant would have been required to pay to the Corporation on exercise of Options, if applicable, is not greater than zero, the Options shall be cancelled for no additional consideration.

## **2.11 Substitute Options upon Acquisition by the Corporation**

The Corporation may grant Options under the Plan in substitution for options held by directors, officers or employees of, or consultants to, another entity who become Eligible Persons as a result of a merger or consolidation of the other entity with the Corporation, or as a result of the acquisition by the Corporation of property or securities of the other entity. The Corporation may direct that substitute Options be granted on any terms and conditions that the Board considers appropriate in the circumstances, subject to Applicable Laws and the requirements of each applicable regulatory authority and Stock Exchange.

## **3. GENERAL**

### **3.1 Capital Adjustments**

- (a) If there is any change in the outstanding Shares by reason of a share dividend or split, subdivision, recapitalization, consolidation, combination or exchange of shares, a special dividend or other form of distribution is paid to holders of Shares outside of the ordinary course, or any other similar corporate change, subject to any prior approval required of applicable regulatory authorities or Stock Exchange, the Board may make appropriate substitution or adjustment in:

- (i) the Fair Market Value of the Shares on any relevant date and/or any exercise price of unexercised Options;
- (ii) the number or kind of shares or other securities or property issuable pursuant to the Plan; and
- (iii) the number and kind of shares subject to unexercised Options theretofore granted and in the exercise price of those Options,

provided, however, that no substitution or adjustment will obligate the Corporation to issue or sell fractional shares.

- (b) Notwithstanding anything in the Plan to the contrary, all adjustments made pursuant to Section 3.1(a) shall be made in accordance with Applicable Law, including prior approval of the Stock Exchange, as applicable, and applicable tax legislation.

### 3.2 **Non-Exclusivity**

Subject to any required regulatory, Stock Exchange or shareholder approval and Section 1.4, nothing contained herein will prevent the Board from adopting other additional security or other compensation arrangements for the benefit of any Participant.

### 3.3 **Amendment and Termination**

- (a) The Board may amend, suspend or terminate the Plan or any portion of it at any time in accordance with Applicable Law and subject to any required regulatory, applicable Stock Exchange or shareholder approval. However, except as otherwise provided in the Plan, unless consent is obtained from the affected Participant, no amendment, suspension or termination may materially impair any Options, or any rights related to Options, that were granted to that Participant prior to the amendment, suspension or termination. Any amendments to the Plan to change the maximum number of percentage of Shares issuable pursuant to Options granted under the Plan shall be deemed not to materially impair the rights of any Participant.
- (b) Without limiting the generality of the foregoing, the Board, subject to Section 3.3(c), may make the following amendments to the Plan or an Option granted under the Plan, as applicable, without obtaining approval of any Participant or shareholder of the Corporation:
  - (i) amendments to the terms and conditions of the Plan necessary to ensure that the Plan complies with Applicable Law and regulatory requirements, including the requirements of any applicable Stock Exchange, in place from time to time;
  - (ii) amendments to the provisions of the Plan respecting administration of the Plan and eligibility for participation under the Plan;
  - (iii) amendments to the provisions of the Plan respecting the terms and conditions on which Options may be granted pursuant to the Plan, including the vesting schedule;
  - (iv) the addition of, and any subsequent amendment to, any financial assistance provision;
  - (v) amendments to the Plan that are of a “housekeeping” nature;
  - (vi) amendments to the provisions relating to a Change of Control; and

- (vii) any other amendments not requiring shareholder approval under Applicable Laws or the requirements of any Stock Exchange.
- (c) Without limiting the generality of the foregoing, the Board may not, without the approval of the Corporation's shareholders, make amendments to the Plan or an Option granted under the Plan with respect to the following:
- (i) an increase to the maximum number or percentage of securities issuable under the Plan;
  - (ii) amendment provisions granting additional powers to the Board to amend the Plan or entitlements thereunder;
  - (iii) a reduction in the exercise price of an outstanding Option or other entitlements under the Plan;
  - (iv) any cancellation and reissue of Options or other entitlements;
  - (v) any change to the categories of individuals eligible to be selected for grants of Options where such change may broaden or increase the participation of Non-Employee Directors under the Plan;
  - (vi) an amendment to the prohibition on Transfer of Options in Section 2.4;
  - (vii) an amendment to the amendment provisions in this Section 3.3 so as to increase the ability of the Board to amend the Plan without the approval of the Corporation's shareholders;
  - (viii) an extension to the term of Options;
  - (ix) any changes to Insider participation limits set out in Section 2.1(c); or
  - (x) any amendment to the amendment provisions in this Section 3.3.
- (d) Notwithstanding the foregoing, no amendment to the Plan which, pursuant to: (i) the *Securities Act* (Ontario) and the regulations and rules promulgated thereunder; (ii) any rules and regulations of any applicable Stock Exchange or consolidated stock price reporting system on which prices for the Shares are quoted at any time; or (iii) any other Applicable Laws, rules and regulations of any jurisdiction requiring action by the shareholders, requires action by the shareholders may be made without obtaining, or being conditioned upon, shareholders' approval.
- (e) If the Plan is terminated, the provisions of the Plan and the Regulations and any administrative-guidelines and other rules adopted by the Board and in force at the time of implementation of the Plan will continue in effect as long as any Option remains outstanding. However, notwithstanding the termination of the Plan, the Board may make any amendments to the Plan or to any outstanding Option that the Board would have been entitled to make if the Plan were still in effect.

### 3.4 Compliance with Legislation

The Corporation will not be obligated to grant any Options, issue any Shares on the exercise of an Option, make any payments or take any other action pursuant to the Plan or an Option Agreement if, in the opinion of the Board (in this Section 3.4, "**Board**" will not include a Committee) exercising its discretion, such action would conflict or be inconsistent with any Applicable Law or regulation of any governmental agency having

jurisdiction, including, in particular, any federal, provincial or state securities laws, or the requirements of any applicable Stock Exchange, and the Board reserves the right to refuse to take such action for so long as such conflict or inconsistency remains outstanding. The Board will make reasonable efforts to resolve or remove such conflict or inconsistency. If such conflict or inconsistency remains outstanding for more than 12 months after the date of exercise of an Option, the Board will take such steps to provide the Participant with compensation which is equitable and appropriate in the circumstances, in which case the actions taken by the Corporation in consequence of such determination will be deemed to have satisfied the Corporation's obligations that would otherwise have existed.

### **3.5 Withholding Taxes**

If the Corporation is required under the *Income Tax Act* (Canada) or any other Applicable Law to remit to any governmental authority an amount on account of tax on the value of any taxable benefit associated with the exercise or disposition of Options by a Participant, then the Participant shall, concurrently with the exercise or disposition:

- (a) pay to the Corporation, in addition to the exercise price for the Options, if applicable, sufficient cash as is determined by the Corporation to be the amount necessary to fund the required tax remittance;
- (b) authorize the Corporation, on behalf of the Participant, to sell in the market on such terms and at such time or times as the Corporation determines such portion of the Shares being issued upon exercise of the Options as is required to realize cash proceeds in the amount necessary to fund the required tax remittance; or
- (c) make other arrangements acceptable to the Corporation to fund the required tax remittance.

By participating in the Plan, the Participant consents to the sale described in the foregoing clause (a), if applicable, and authorizes the Corporation to effect such sale on behalf of the Participant and remit the appropriate amount to the applicable governmental authorities. The Corporation shall not be responsible for obtaining any particular price for the Shares, and the Corporation shall not be required to issue any Shares under the Plan unless the Participant has made suitable arrangements with the Corporation to fund any withholding obligation.

Without limiting the generality of the foregoing, the Corporation will have the right to deduct from payments of any kind otherwise due to the Participant any taxes of any kind required to be withheld by the Corporation as a result of the Participant's exercise or disposition of Options. Payment of withholding taxes may be made (i) by bank draft or certified cheque or (ii) through and in accordance with the terms and conditions of any Cashless Exercise program established by the Board, subject to the discretion of the Board to require payment in cash if it determines that payment by other methods is not in the best interests of the Corporation.

### **3.6 No Rights as a Shareholder**

No Participant will have any rights as a shareholder in respect of any Shares issuable upon exercise of an Option (including the right to receive dividends or other distributions therefrom or thereon), unless and until and except to the extent that such Share has been paid for and issued and a share certificate delivered upon proper exercise of the Option.

### **3.7 Right to Terminate Service**

Nothing contained in the Plan or in any Option granted hereunder will restrict the right of the Corporation to terminate the employment, consulting or other service of any employee or consultant at any time and for any reason, with or without notice.

### **3.8 Notices**

Any notice or other communication required or permitted to be given under the Plan will be in writing and will be given by prepaid first-class mail, by electronic mail or other means of electronic communication or by hand-delivery as provided below. Any notice or other communication, if mailed by prepaid first-class mail at any time other than during a general discontinuance of postal service due to strike, lockout or otherwise, will be deemed to have been received on the fourth business day after the post-marked date, or if sent by electronic mail other means of electronic communication, will be deemed to have been received on the day of sending, or if delivered by hand will be deemed to have been received on the day on which it is delivered to the applicable address noted below either to the individual designated below or to an individual at that address having apparent authority to accept deliveries on behalf of the addressee. Notice of change of address will also be governed by this Section 3.8. Notices and other communications will be addressed, if to the Corporation, to the head office of the Corporation, Attention: Chief Executive Officer and, if to a Participant, at the last address which appears on the records of the Corporation.

### **3.9 Submission to Jurisdiction**

The Corporation and each Participant irrevocably submit to the non-exclusive jurisdiction of the courts of Ontario in respect of all matters relating to the Plan and any Option Agreement.

### **3.10 Further Assurances**

Each Participant will promptly do, make, execute or deliver, or cause to be done, made, executed or delivered, all further acts, documents and things as the Corporation may reasonably require from time to time for the purpose of giving effect to the Plan and will use reasonable efforts and take all steps as may be reasonably within the Participant's power to implement to their full extent the provisions of the Plan.

### **3.11 Counterparts**

Any Option Agreement or other document contemplated under the Plan may be signed in counterparts and each counterpart will constitute an original document and all counterparts, taken together, will constitute one and the same instrument. Counterparts may be delivered by facsimile or other means of electronic communication.

## EXHIBIT "A"

to

### ECN Capital Corp. Share Option Plan

### Special Provisions Applicable to Participants Subject to Section 409A of the United States Internal Revenue Code of 1986, as amended ("Section 409A")

This Exhibit sets forth special provisions of the ECN Capital Corp. Share Option Plan (the "**Plan**") that apply to Participants who are U.S. Taxpayers. This Exhibit shall apply to such Participants notwithstanding any other provisions of the Plan. Terms defined elsewhere in the Plan and used herein shall have the meanings set forth in the Plan, as may be amended from time to time.

#### Definitions

For purposes of this Exhibit:

**"Fair Market Value"** means, at any date in respect of the Shares, the closing sale price of such Shares on the Stock Exchange on the trading day immediately preceding such date. In the event that such Shares are listed or quoted on a Stock Exchange but did not trade on such trading day, the Fair Market Value shall be the closing sale price of such Shares on the Stock Exchange on the closest preceding date on which the Shares did trade. Notwithstanding the foregoing, if there is no reported closing price that satisfies the preceding sentences or if the Shares are no longer listed or quoted on a Stock Exchange, the Fair Market Value on any day shall be determined by such methods and procedures as shall be established from time to time by the Board in its sole discretion. If any Stock Exchange, other than the Toronto Stock Exchange, requires a different formula for the calculation of "Fair Market Value"; the definition of Fair Market Value shall be amended accordingly; provided that such definition complies with the applicable requirements under Section 409A;

**"Separation From Service"** shall mean that employment or service with the Corporation and any entity that is to be treated as a single employer with the Corporation for purposes of United States Treasury Regulation Section 1.409A-1(h) terminates such that it is reasonably anticipated that no further services will be performed.

**"Specified Employee"** means a U.S. Taxpayer who meets the definition of "specified employee," as defined in Section 409A(a)(2)(B)(i) of the Code and using the identification methodology selected by the Corporation from time to time.

#### Compliance with Section 409A

**In General.** Notwithstanding any provision of the Plan to the contrary, it is intended that any payments under the Plan either be exempt from or comply with Section 409A, and all provisions of the Plan shall be construed and interpreted in a manner consistent with the requirements for avoiding taxes or penalties under Section 409A. Each payment made in respect of Options shall be deemed to be a separate payment for purposes of Section 409A. Each U.S. Taxpayer is solely responsible and liable for the satisfaction of all taxes and penalties that may be imposed on or for the account of such U.S. Taxpayer in connection with the Plan or any other plan maintained by the Corporation (including any taxes and penalties under Section 409A), and the Corporation shall not have any obligation to indemnify or otherwise hold such U.S. Taxpayer (or any Beneficiary) harmless from any or all of such taxes or penalties.

No U.S. Taxpayer or the creditors or beneficiaries a U.S. Taxpayer shall have the right to subject any deferred compensation (within the meaning of Section 409A) payable under the Plan to any anticipation, alienation, sale, transfer, assignment, pledge, encumbrance, attachment or garnishment. Except as permitted under Section 409A, any deferred compensation (within the meaning of Section 409A) payable to any U.S. Taxpayer or for the benefit of any U.S. Taxpayer under the Plan may not be reduced by, or offset against, any amount owing by any such U.S. Taxpayer to the Corporation.

**Extensions.** Any extension of the expiry date of an Option pursuant to Section 2.7(c) of the Plan shall be subject to the requirements of United States Treasury Regulation Section 1.409A-1(b)(5)(v)(c)(1).

**Distributions to Specified Employees.** Solely to the extent required by Section 409A, any payment in respect of Options which the Corporation has determined in good faith constitutes deferred compensation subject to Section 409A and which has become payable by reason of a Separation from Service to any Participant who is determined to be a Specified Employee at the time of such Separation from Service shall not be paid before the date which is six months after such Specified Employee's Separation from Service (or, if earlier, the date of death of such Specified Employee). Following any applicable six month delay of payment, all such delayed payments shall be made to the Specified Employee in a lump sum on the earliest possible payment date. Such amount shall be paid without interest, unless otherwise determined by the Committee, in its sole discretion, or as otherwise provided in any applicable employment agreement between the Corporation and the relevant Participant.

**Amendment of Exhibit.** Subject to Applicable Law, the Board shall retain the power and authority to amend or modify this Exhibit, the Plan or any Option Agreement to the extent the Board in its sole discretion deems necessary or advisable to comply with any guidance issued under Section 409A or to avoid the imposition of taxes or penalties under Section 409A. Such amendments may be made without the approval of any U.S. Taxpayer.

## SCHEDULE 1.1(Y)

### REGULATIONS UNDER THE ECN CAPITAL CORP. SHARE OPTION PLAN

In these Regulations, unless otherwise defined herein, capitalized terms have the same meaning as set forth in the ECN Capital Corp. Share Option Plan (as the same may be supplemented and amended from time to time) (the "**Plan**").

"Year", with respect to any Option granted under the Plan, means the twelve-month period commencing on the date of the granting of the Option or on any anniversary thereof.

Not less than 100 Shares may be purchased at any one time except where the remainder totals less than 100 Shares.

Unless otherwise approved by the Board, no Option will be granted to any person who is an officer or employee of the Corporation and who has reached the age of normal retirement as fixed from time to time by the Board.



**SCHEDULE 2.3**

**OPTION AGREEMENT**

**ECN CAPITAL CORP.  
SHARE OPTION PLAN**

Participant:

\_\_\_\_\_

(name)

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

(address)

Grant:

\_\_\_\_\_

Maximum Number of Common Shares subject to  
Option (the "**Shares**")

Option Exercise Price:

\$\_\_\_\_\_ per Share

Date of Grant:

\_\_\_\_\_, 20\_\_

Vesting and Expiry Schedule:

The Options to purchase Shares vest and expire  
on the dates set out below.

**Number of Shares  
subject to Option**

**Vest Date for Shares  
identified in left column**

**Expiry Date for  
Shares identified left  
column**

Expiry Date:

\_\_\_\_\_, 20\_\_

- (1) This Option Agreement is made under and is subject in all respects to the ECN Capital Corp. Share Option Plan (as the same may be supplemented and amended from time to time) (the "**Plan**"), and the Plan and the regulations governing the Plan and made by the Board (as the same may be supplemented and amended from time to time) (the "**Regulations**") enacted in connection therewith are deemed to be incorporated in and form part of this Option Agreement. The Participant acknowledges receipt of a copy of the Plan and the Regulations, a copy of each of which is attached to this Option Agreement, and is deemed to have notice of and to be bound by all of the terms and provisions of the Plan and the Regulations, as if the Plan and the Regulations were set forth in full herein. In the event of any inconsistency between the terms of this Option Agreement and the Regulations, the terms of this Option Agreement will prevail to the extent that it is not inconsistent with the requirements of any applicable regulatory authority or Stock Exchange. The Plan and Regulations contain provisions respecting termination and/or voiding of the Plan or the Option. Capitalized terms used in this Option Agreement and not otherwise defined will have the meanings attributed to those terms in the Plan.
- (2) The Participant acknowledges that if the Participant is terminated with Cause, all vested and unvested Options held by that Participant will terminate immediately upon such termination with Cause and, in the case of vested Options, cease to be exercisable.
- (3) This Option Agreement evidences that the Participant named above is entitled, subject to and in accordance with the Plan, to purchase up to but not more than the maximum number of Shares set out above at the Option exercise price set out above upon delivery of an exercise form as annexed to the Plan duly completed and accompanied by certified cheque or bank draft for the aggregate exercise price or, if applicable and to the extent permitted, by evidence acceptable to the Corporation of irrevocable instructions to a broker to promptly deliver to the Corporation full payment in accordance with Section 2.9(a) of the Plan of the amount necessary to pay the aggregate exercise price (a "**Cashless Exercise**"). Provided that all other requirements specified in the Plan are met, Options may be exercised by Cashless Exercises.
- (4) The Option may not be transferred in any manner other than in accordance with the Plan, and may be exercised during the lifetime of the Participant only by, or for the benefit of, the Participant. The terms of the Option will be binding upon the executors, administrators, heirs, successors, and assigns of the Participant.
- (5) The vested portion of the Option may not be exercised in respect of the relevant Shares more than five years from the vesting date of such portion of the Option and may be exercised during such period only in accordance with the terms of the Plan. For greater certainty, the Option will expire in full five years after the last vesting date, being eight years after the date of grant of the Option.
- (6) The Option evidenced by this Option Agreement may not be exercised if the issuance of Shares upon such exercise would constitute a violation of any applicable securities or other law or valid regulation or the requirements of any applicable Stock Exchange. The Participant, as a condition to his exercise of the Option, represents to the Corporation that the Shares that he acquires under the Option are being acquired by him for investment and not with a present view to distribution or resale, unless counsel for the Corporation is then of the opinion that such a representation is not required under applicable securities laws, regulations, or any other law or valid rule of any governmental agency.
- (7) The Plan and each Option will be subject to the requirement that, if at any time the Board determines that the listing, registration or qualification of the Shares subject to such Option upon any applicable Stock Exchange or under any provincial, state or federal law, or the consent or approval of any governmental body, securities exchange, or the holders of the Shares generally, is necessary or desirable, as a condition of, or in connection with, the granting of such Option or the issue or purchase of Shares thereunder, no such Option may be granted or exercised in whole or in part unless such listing, registration, qualification, consent or approval will have been affected or obtained free of any conditions not acceptable to the Board.

- (8) As a condition to the exercise or disposition of Options, including the issuance of Shares upon exercise of the Option, the Participant: (a) authorizes the Corporation to withhold, in accordance with Applicable Law, any taxes of any kind required to be withheld by the Corporation under Applicable Law as a result of the Participant's exercise of the Option ("**Withholding Taxes**") from payments of any kind otherwise due to the Participant; (b) agrees, if requested by the Corporation, to remit to the Corporation at the time of exercise of the Option amounts necessary to pay any Withholding Taxes; (c) if applicable, authorizes the Corporation, on behalf of the Participant, to sell in the market such portion of Shares being issued upon exercise of the Options as is required to fund the Withholding Taxes; and/or (d) comply with other arrangements acceptable to the Corporation to fund the Withholding Taxes.
- (9) The Participant acknowledges and confirms that prior to executing this Option Agreement, the Corporation requested the Participant to obtain independent legal advice with respect to the Participant's rights and obligations under the Plan, the Regulations and related documents, including this Option Agreement. The Participant confirms and agrees that: (i) the Participant has executed this Option Agreement on his or her own volition and without any duress whatsoever from the Corporation or any other Person; and (ii) if the Participant did not obtain legal advice prior to executing this Option Agreement, the Participant will not in any proceeding relating to the enforcement of rights or obligations under the Plan, the Regulations and related documents, including this Option Agreement, raise that fact as a defence or otherwise.
- (10) Notwithstanding the foregoing, including paragraph (5) hereof, in the event of a proposed Change of Control, any Option held by any Participant that is not fully vested on the date that the Change of Control occurs shall, subject to the approval of each applicable regulatory authority or Stock Exchange and subject to the provisions of any other written agreement between the Participant and the Corporation, if applicable, vest immediately prior to the Change of Control, and all Options held by the Participant shall be immediately exercisable within a 30-day period following the Change of Control regardless of the expiry date. Upon expiration of such 30-day period, all rights of the Participant to the Option or to exercise same (to the extent not theretofore exercised) shall terminate and cease to have further force or effect whatsoever. Alternatively, the Corporation may also or instead determine in its sole discretion that all such outstanding Options may be purchased, including by the Corporation (or any of its affiliates), for an amount per Option equal to the Transaction Price (as defined below), less the applicable exercise price, as of the date such transaction is determined to have occurred or as of such other date prior to the transaction closing date as the Board may determine in its sole discretion. For purposes of this paragraph, "**Transaction Price**" means the fair market value of a Share based on the consideration payable in the applicable transaction as determined by the Board. For the purposes of this paragraph, if the cash and/or other consideration that the Participant is entitled to receive after deducting the amount that the Participant would have been required to pay to the Corporation on exercise of Options, if applicable, is not greater than zero, the Options shall be cancelled for no additional consideration.

This Option Agreement is not effective until countersigned on behalf of ECN Capital Corp. and accepted by the Participant.

Dated: \_\_\_\_\_, 20\_\_

**ECN CAPITAL CORP.**

By: \_\_\_\_\_

Accepted: \_\_\_\_\_, 20\_\_

\_\_\_\_\_  
Signature of Participant

**SCHEDULE 2.4**

**NOTICE OF TRANSFER**

**To transfer an Option(s) to permitted transferees, complete and return this form along with an original Option Agreement.**

The undersigned Participant under the ECN Capital Corp. Share Option Plan (as the same may be supplemented and amended from time to time) (the "**Plan**") hereby irrevocably elects to transfer the Option evidenced by the attached Option Agreement to the following person(s), each of whom the Participant hereby certifies is a permitted transferee in accordance with the Regulations under the Plan:

Direction as to Registration:

\_\_\_\_\_  
Name of Registered Holder

\_\_\_\_\_

\_\_\_\_\_  
Address of Registered Holder(s)

The undersigned Participant hereby directs such Option(s) to be registered in the names of such permitted transferee(s). Unless they are otherwise defined herein, any defined terms used herein shall have the meaning ascribed to such terms in the Plan.

Dated: \_\_\_\_\_, 20\_\_

\_\_\_\_\_  
Witness to the Signature of:

\_\_\_\_\_  
Name of Participant

**SCHEDULE 2.7(D)**

**NOTICE OF EXERCISE  
ECN CAPITAL CORP.  
SHARE OPTION PLAN**

**To Exercise the Option, Complete and Return this Form**

The undersigned Participant or his or her legal representative(s) permitted under the ECN Capital Corp. Share Option Plan (as the same may be supplemented and amended from time to time (the "Plan")) hereby irrevocably elects to exercise:

↑ the Option for the number of Shares as set forth below:

(a) Number of Options to be Exercised: \_\_\_\_\_

(b) Option Exercise Price per Share: \_\_\_\_\_

(c) Aggregate Purchase Price

( (a) times (b) ): \_\_\_\_\_

and hereby tenders a certified cheque or bank draft for such aggregate exercise price or, if applicable, provides evidence satisfactory to the Corporation of irrevocable instructions to a broker to promptly deliver to the Corporation full payment in accordance with the terms and conditions of any Cashless Exercise program established by the Board and directs such Shares to be issued, registered, endorsed in blank for transfer and a share certificate therefor to be issued as directed below, all subject to and in accordance with the Plan. The Participant acknowledges that arrangements must be made by the Participant to fund any withholding taxes thereon.

\_\_\_\_\_

The Participant agrees further that such Shares are being acquired by the Participant in accordance with and subject to the terms, provisions and conditions of the Plan and the Option Agreement, to each of which the Participant hereby expressly assents. Such terms, provisions and conditions will bind and inure to the benefit of the Participant's heirs, legal representatives, successors and assigns.

Capitalized terms used herein and not otherwise defined will have the meanings attributed to those terms in the Plan.

Dated: \_\_\_\_\_, 20\_\_

_____	)	_____
	)	Name
	)	
	)	
	)	
	)	
Witness of the Signature of:	)	
	)	
	)	
	)	_____
	)	Name

Direction as to Registration:

\_\_\_\_\_  
Name of Registered Holder

\_\_\_\_\_  
Address of Registered Holder

**EXHIBIT “B”**

**ECN CAPITAL CORP.  
DEFERRED SHARE UNIT PLAN**



**ECN CAPITAL CORP.  
DEFERRED SHARE UNIT PLAN**

*Enacted July 21, 2016 and amended and restated April 7, 2022*



## **Section 1**      **Interpretation**

### **1.1**            **Purpose**

The purposes of the Plan are:

- (a) to promote a greater alignment of long-term interests between Eligible Participants and Shareholders;
- (b) to provide a compensation system for Non-Employee Directors that, together with the other Director compensation mechanisms of the Corporation, is reflective of the responsibility, commitment and risk accompanying membership on the Board and the performance of the duties required of the various committees of the Board; and
- (c) in the case of Designated Executives, to attract and retain employees with the knowledge, experience and expertise required by the Corporation.

### **1.2**            **Definitions**

As used in the Plan, the following terms have the following meanings:

- (a) **“Account”** means the account maintained by the Corporation in its books for each Eligible Participant to record the DSUs credited to such Eligible Participant under the Plan;
- (b) **“Annual Remuneration”** means all amounts ordinarily payable in cash to a Non-Employee Director by the Corporation in respect of the services provided by the Non-Employee Director to the Corporation in connection with such Non-Employee Director’s service on the Board in a fiscal year, including without limitation (i) the Annual Retainer; (ii) the fee for serving as a member of a Board committee; and (iii) the fee for chairing a Board committee, which amounts shall, unless otherwise determined by the Board or the Committee, be payable Quarterly in arrears. For greater certainty, “Annual Remuneration” shall exclude any meeting fees payable in respect of attendance at individual meetings and amounts received by a Non-Employee Director as a reimbursement for expenses incurred in attending meetings;
- (c) **“Annual Retainer”** means the annual base retainer fee payable to a Non-Employee Director by the Corporation for serving as a director;
- (d) **“Applicable Law”** means any applicable provision of law, domestic or foreign, including, without limitation, applicable securities legislation, together with all regulations, rules, policy statements, rulings, notices, orders or other instruments promulgated thereunder and Stock Exchange Rules;
- (e) **“Beneficiary”** means an individual who, on the date of an Eligible Participant’s death, is the person who has been designated in accordance with Section 4.7 and the laws applying to the Plan, or where no such individual has been validly designated by the Eligible Participant, or where the individual does not survive the Eligible Participant, the Eligible Participant’s legal representative;
- (f) **“Board”** means the Board of Directors of the Corporation;
- (g) **“Change of Control”** means:
  - (i) the consummation of any transaction or series of transactions including any consolidation, amalgamation, arrangement, merger or issue of voting

shares in the capital of the Corporation, the result of which is that any Person or group of Persons acting jointly or in concert for purposes of such transaction becomes the beneficial owner, directly or indirectly, of more than 50% of the voting shares in the capital of the Corporation, measured by voting power rather than number of shares (but shall not include the creation of a holding company or similar transaction that does not involve any material change in the indirect beneficial ownership of the shares in the capital of the Corporation);

- (ii) the direct or indirect sale, transfer or other disposition, in one or a series of related transactions, of all or substantially all of the assets of the Corporation, taken as a whole, to any Person or group of Persons acting jointly or in concert for purposes of such transaction (other than to any affiliates of the Corporation);
  - (iii) the election at a meeting of the Corporation's shareholders of that number of individuals that would represent a majority of the Board as Directors of the Corporation, who are not included in the slate for election as Directors proposed to the Corporation's shareholders by management of the Corporation or a transaction or series of transactions as a result of which a majority of the directors of the Corporation are removed from office at any annual or special meeting of shareholders or as a result of a transaction referred to in clause (i) above, or a majority of the Directors of the Corporation resign from office over a period of 60 days or less, and the vacancies created thereby are filled by nominees proposed by any Person other than Directors or management of the Corporation in place immediately prior to the removal or resignation of the Directors; or
  - (iv) the completion of any transaction or the first of a series of transactions which would have the same or similar effect as any transaction or series of transactions referred to in clauses (i), (ii) or (iii), referred to immediately above;
- (h) "**Code**" means the U.S. Internal Revenue Code of 1986, as amended and any applicable United States Treasury Regulations and other binding regulatory guidance thereunder;
- (i) "**Conversion Date**" means the date used to determine the Fair Market Value of a Deferred Share Unit for purposes of determining the number of Deferred Share Units to be credited to an Eligible Participant under Section 2.3, which date shall, subject to variation as determined by the Board, generally be the last day of each Quarter and, in any event, shall not be earlier than the first business day of the year in respect of which the Deferred Share Units are being provided;
- (j) "**Corporation**" means ECN Capital Corp., a corporation incorporated under the laws of Ontario, and includes: (i) any successor to ECN Capital Corp. resulting from any amalgamation, arrangement or other reorganization of, or involving, ECN Capital Corp. or any continuance under the laws of another jurisdiction and (ii) any Related Corporation;
- (k) "**Deferred Share Unit**" or "**DSU**" means a unit credited by the Corporation to an Eligible Participant by way of a bookkeeping entry in the books of the Corporation, as determined by the Board, pursuant to the Plan, the value of which at any particular date shall be the Fair Market Value at that date;

- (l) **“Designated Executive”** means an officer (including an executive Chair or an executive Vice-Chair of the Board) or employee of the Corporation or a Related Corporation who is designated by the Board as eligible to receive Deferred Share Units under the Plan;
- (m) **“Director”** means a member of the Board;
- (n) **“DSU Award Agreement”** means a written agreement setting out the terms of any DSU award under Section 2.3.2 in the form of Schedule B hereto, or such other form as may be prescribed by the Board from time to time;
- (o) **“ECN Capital Entity”** has the meaning ascribed thereto in Section 4.12;
- (p) **“Election Notice”** means the written election under Section 2.2 to receive Deferred Share Units, in the form of Schedule A hereto, or such other form as may be prescribed by the Board from time to time;
- (q) **“Eligible Participant”** means any Non-Employee Director and any Designated Executive;
- (r) **“Entitlement Date”** has the meaning ascribed thereto in Section 3.1 or Section 3.2, as applicable;
- (s) **“Fair Market Value”** means, (a) with respect to any particular date, the volume weighted average trading price per Share on the Stock Exchange during the immediately preceding ten (10) Trading Days, or (b) in any case in which the Shares are not listed on the Stock Exchange, the value established by the Corporation acting in good faith;
- (t) **“Insider”** has the meaning set forth in the applicable rules of the Toronto Stock Exchange or similar term on another applicable Stock Exchange, as applicable;
- (u) **“Non-Employee Director”** means a Director who is not an employee of the Corporation or any Related Corporation, and includes any non-executive Chair of the Board;
- (v) **“Person”** means any individual, partnership, limited partnership, joint venture, syndicate, sole proprietorship, company or corporation with or without share capital, unincorporated association, trust, trustee, executor, administrator or other legal personal representative, regulatory body or agency, government or governmental agency, authority or entity however designated or constituted;
- (w) **“Plan”** means this deferred share unit plan of the Corporation, as the same may be supplemented and amended from time to time;
- (x) **“Quarter”** means a fiscal quarter of the Corporation, which, until changed by the Corporation, shall be the three month period ending March 31, June 30, September 30 and December 31 in any year and “Quarterly” means each “Quarter”;
- (y) **“Related Corporation”** means a corporation related to the Corporation for the purposes of the *Income Tax Act* (Canada);
- (z) **“Security Based Compensation Arrangement”** has the meaning set forth in the applicable rules of the Toronto Stock Exchange or similar term on another applicable Stock Exchange, as applicable;
- (aa) **“Share”** means a common share of the Corporation and such other share as may be substituted for it as a result of any amendments to the articles of the Corporation, or

consolidation, merger, amalgamation, arrangement, reorganization or otherwise involving the Corporation, including any rights that form a part of the common share or substituted share;

- (bb) **“Stock Exchange”** means the Toronto Stock Exchange, or if the Shares are not listed on the Toronto Stock Exchange, such other stock exchange on which the Shares are listed, or if the Shares are not listed on any stock exchange, then on the over-the-counter market;
- (cc) **“Stock Exchange Rules”** means the applicable rules of any stock exchange upon which shares of the Corporation are listed;
- (dd) **“Terminated”** means, with respect to a Designated Executive, the cessation of the provision of services by the Designated Executive, for any reason, including without limitation by reason of resignation, death, frustration of contract, termination for cause, termination without cause, or constructive dismissal, whether such termination is lawful or otherwise, without giving effect to any pay in lieu of notice (paid by way of lump sum or salary continuance), benefits continuance or other termination-related payments or benefits to which the Participant may be entitled pursuant to the common law, civil law or otherwise, except as expressly required by applicable employment or labour standards legislation;
- (ee) **“Termination Date”** means, with respect to an Eligible Participant, the earliest date on which: (i) if the Eligible Participant was a Non-Employee Director, he/she has ceased to hold the office of Director for any reason whatsoever, including the death of the Eligible Participant and is not an employee of the Corporation or a Related Corporation; (ii) if the Eligible Participant was a Designated Executive, their employment with the Corporation or any Related Corporation has been Terminated and they are not a Director or a member of the board of directors of a Related Corporation; provided that, solely with respect to any Eligible Participant who is a U.S. Taxpayer, such cessation of services is also a “separation from service” within the meaning of Section 409A of the Code such that it is reasonably anticipated that no further services will be performed;
- (ff) **“Trading Day”** means any date on which the Stock Exchange is open for the trading of Shares and on which Shares are actually traded; and
- (gg) **“U.S. Taxpayer”** means an Eligible Participant who is a citizen or permanent resident of the United States for purposes of the Code or an Eligible Participant for whom the compensation subject to deferral, the amounts payable or the Shares deliverable under the Plan are subject to taxation under the Code.

### **1.3 Effective Date**

The Corporation established the Plan effective on July 21, 2016 and amended and restated the Plan effective April 7, 2022.

### **1.4 Eligibility**

The Board may designate any officer or employee of the Corporation as eligible to receive an award of Deferred Share Units under Section 2.3.2.

If an Eligible Participant becomes an officer (other than non-executive Chair of the Board) or employee of the Corporation while remaining as a Director, his or her eligibility to receive Deferred Share Units pursuant to an election in accordance with Section 2.2 shall be suspended effective as of the date of the commencement of his or her employment and shall resume upon termination of such employment provided he or she continues as a Director of the Corporation; provided, however, that in the case of any

U.S. Taxpayer, the portion of such U.S. Taxpayer's Annual Remuneration attributable to his or her services as a Director of the Corporation shall remain subject to any election in accordance with Section 2.2 in effect as of the date of commencement of his or her employment. During the period of such ineligibility, such individual shall be entitled to continue to be credited with Deferred Share Units allocated as dividend equivalents under Section 2.5.

## **1.5 Construction**

In this Plan, words indicating gender include all genders; references to the singular shall include the plural and vice versa, as the context shall require. If any provision of the Plan or part hereof is determined to be void or unenforceable in whole or in part, such determination shall not affect the validity or enforcement of any other provision or part thereof. Headings wherever used herein are for reference purposes only and do not limit or extend the meaning of the provisions contained herein. References to "Section" or "Sections" mean a section or sections contained in the Plan unless expressly stated otherwise. All amounts referred to in this Plan are stated in Canadian dollars unless otherwise indicated.

## **1.6 Administration**

The Board shall, in its sole and absolute discretion: (i) interpret and administer the Plan; (ii) establish, amend and rescind any rules and regulations relating to the Plan; (iii) have the power to delegate, on such terms as the Board deems appropriate, any or all of its powers hereunder to any committee of the Board or officer of the Corporation; and (iv) make any other determinations that the Board deems necessary or desirable for the administration of the Plan. The Board may correct any defect or supply any omission or reconcile any inconsistency in the Plan in the manner and to the extent the Board deems, in its sole and absolute discretion, necessary or desirable. Any decision of the Board with respect to the administration and interpretation of the Plan shall be conclusive and binding on the Eligible Participant and any other person claiming an entitlement or benefit through the Eligible Participant. All expenses of administration of the Plan shall be borne by the Corporation as determined by the Board. Where the Board has delegated any of its powers with respect to any matter hereunder to any committee of the Board or officer of the Corporation any reference in the Plan to a determination, decision or other action by the Board with respect to such matter shall be construed as a reference to such committee or officer.

## **1.7 Governing Law**

The Plan shall be governed by and interpreted in accordance with the laws of the Province of Ontario and any actions, proceedings or claims in any way pertaining to the Plan shall be commenced in the courts of the Province of Ontario.

## **Section 2 Election Under the Plan and Deferred Share Unit Awards**

### **2.1 Payment of Annual Remuneration**

Subject to Section 2.2 and such rules, regulations, approvals and conditions as the Board may impose, an Eligible Participant who is a Non-Employee Director may elect to receive his or her Annual Remuneration in the form of Deferred Share Units, cash or any combination thereof.

### **2.2 Election Process**

- (a) A person who is a Non-Employee Director on the effective date of the Plan may elect to receive a percentage (as specified in the Election Notice) of his or her Annual Remuneration earned after such effective date of the Plan in Deferred Share Units, cash or combination of Deferred Share Units and cash by completing and delivering to the Secretary of the Corporation an initial Election Notice by no later than 30 days after the effective date of the Plan, which shall apply to the Non-Employee Director's Annual

Remuneration earned in Quarters that commence after the date the election is made; provided, however, that in the case of any U.S. Taxpayer who has made an election pursuant to Section 2.2 of the Element Financial Corporation Deferred Share Unit Plan for Directors and Executives that is in effect as of immediately prior to the effective date of the Plan, such election shall remain in effect with respect to the Annual Remuneration of such U.S. Taxpayer until a new election may be made in accordance with Section 2.2(c).

- (b) A person who becomes a Non-Employee Director during a year may elect to receive a percentage (as specified in the Election Notice) of his or her Annual Remuneration earned in Quarters that commence after the date the election is made in Deferred Share Units, cash or combination of Deferred Share Units and cash by completing and delivering to the Secretary of the Corporation an Election Notice. An Election Notice shall not be effective to require that Annual Remuneration earned in the year in which the individual becomes a Non-Employee Director be provided in the form of Deferred Share Units if (i) such Election Notice is not completed and delivered to the Secretary of the Corporation within 30 days after the individual becomes a Non-Employee Director; or (ii) the individual previously participated in, or was eligible to participate in, this Plan or any other plan that is required to be aggregated with this Plan for purposes of Section 409A of the Code.
- (c) A Non-Employee Director who has previously made an election under this Section 2.2, or who has never made any election under the Plan but who was previously eligible to do so, may elect to receive a percentage (as specified in the Election Notice) of his or her Annual Remuneration for subsequent Quarters in Deferred Share Units, cash or combination of Deferred Share Units and cash by completing and delivering to the Secretary of the Corporation a new Election Notice on or before the day immediately preceding the first day of the first such Quarter; provided, however, that, for greater certainty, any such new election made by a Non-Employee Director who is a U.S. Taxpayer shall only apply to Annual Remuneration payable in the subsequent calendar years (rather than subsequent calendar Quarters).
- (d) The Board may prescribe election forms for use by Non-Employee Directors who are residents of a jurisdiction other than Canada that differ from the election forms it prescribes for use by Canadian resident Non-Employee Directors where the Board determines it is necessary or desirable to do so to obtain comparable treatment for the Plan, the Non-Employee Directors or the Corporation under the laws or regulatory policies of such other jurisdiction as is provided under the laws and regulatory policies of Canada and its Provinces, provided that no election form prescribed for use by a non-resident of Canada shall contain terms that would cause the Plan to cease to meet the requirements of paragraph 6801(d) of the regulations under the *Income Tax Act* (Canada) and any successor to such provisions.
- (e) For greater certainty, if the Corporation establishes a policy for members of the Board with respect to the acquisition and / or holding of Shares and / or Deferred Share Units, each Non-Employee Director shall ensure that any election he or she makes under this Section 2.2 complies with such policy.

## **2.3 Deferred Share Unit Awards**

**2.3.1** Deferred Share Units elected by an Eligible Participant pursuant to Section 2.2 shall be credited to the Eligible Participant's Account as of the applicable Conversion Date. The number of Deferred Share Units (including fractional Deferred Share Units) to be credited to an Eligible Participant's Account as of a particular Conversion Date pursuant to this Section 2.3.1 shall be determined by dividing the portion of that Eligible Participant's Annual Remuneration for the applicable period to be satisfied by Deferred Share Units by the Fair Market Value on the particular Conversion Date.

**2.3.2** The Board may award such number of Deferred Share Units to an Eligible Participant as the Board deems advisable to provide the Eligible Participant with appropriate equity-based compensation for the services he or she renders to the Corporation as a Non-Employee Director or Designated Executive. In the case of an Eligible Participant who is a Non-Employee Director, an award of Deferred Share Units under this Section 2.3.2 may be made in addition to an award of Deferred Share Units granted pursuant to Section 2.3.1. The Board shall determine the date on which such Deferred Share Units may be granted and the date as of which such Deferred Share Units shall be credited to an Eligible Participant's Deferred Share Unit Account, together with any terms or conditions with respect to the vesting of such Deferred Share Units. The Corporation and an Eligible Participant who receives an award of Deferred Share Units pursuant to this Section 2.3.2 shall enter into a DSU Award Agreement to evidence the award and the terms, including terms with respect to vesting, applicable thereto.

**2.3.3** Deferred Share Units credited to an Eligible Participant's Account under Section 2.3.1, together with any additional Deferred Share Units granted in respect thereof under Section 2.5, will be fully vested upon being credited to an Eligible Participant's Account and the Eligible Participant's entitlement to payment of such Deferred Share Units at his or her Termination Date shall not thereafter be subject to satisfaction of any requirements as to any minimum period of membership on the Board.

**2.3.4** Deferred Share Units credited to an Eligible Participant's Account under Section 2.3.2, together with any additional Deferred Share Units granted in respect thereof under Section 2.5, will vest in accordance with such terms and conditions as may be determined by the Board and set out in the DSU Award Agreement.

**2.3.5** The Board may specify in a DSU Award Agreement entered into pursuant to Section 2.3.2 whether the Deferred Share Units subject to such agreement will be settled in cash or Shares, or both cash and Shares, provided that where a DSU Award Agreement does not provide for the settlement of the Deferred Share Units subject to such agreement in Shares, such Deferred Share Units may only be settled in cash.

## **2.4 Maximum Number of Shares and Limits**

**2.4.1** Subject to Section 2.4.2, and to adjustment pursuant to Section 2.7, the maximum number of Shares that may be issued under the Plan shall be a number equal to 3% of the number of issued and outstanding Shares on a non-diluted basis at any time, provided that the number of Shares issued or issuable under all Security Based Compensation Arrangements of the Corporation shall not exceed 8% of the issued and outstanding Shares, calculated from time to time at the date at which the rights to acquire Shares under such Security Based Compensation Arrangements are granted.

**2.4.2** All Shares subject to Deferred Share Units that terminate or are cancelled without being settled shall be available for any subsequent grant.

**2.4.3** The aggregate equity award value of any grants of Deferred Share Units under Section 2.3.2 that are eligible to be settled in Shares, in combination with the aggregate equity award value of any grants under any other Security Based Compensation Arrangement, that may be made to a Non-Employee Director for a year shall not exceed \$150,000.

**2.4.4** Under this Plan and any other Security Based Compensation Arrangements of the Corporation:

- (a) the number of Shares issuable to Insiders, and
- (b) the number of Shares issued to Insiders, within a one year period

shall not exceed 10% of the issued and outstanding Shares.

**2.4.5** Notwithstanding anything herein to the contrary, the Corporation's obligation to issue and deliver Shares in respect of any Deferred Share Unit is subject to the satisfaction of all requirements under Applicable Law in respect thereof and obtaining all regulatory approvals as the Corporation shall determine to be necessary or advisable in connection with the authorization, issuance or sale thereof and the receipt from the Eligible Participant of such representations, agreements and undertakings as to future dealings in such Shares as the Corporation determines to be necessary or advisable in order to safeguard against the violation of the securities laws of any jurisdiction or to comply with Applicable Law. In this connection, the Corporation shall take all reasonable steps to obtain such approvals and registrations as may be necessary for the issuance of such Shares in compliance with Applicable Law.

## **2.5 Dividends**

On any payment date for dividends paid on Shares, an Eligible Participant shall be credited with dividend equivalents in respect of Deferred Share Units credited to the Eligible Participant's Account as of the record date for payment of such dividends. Such dividend equivalents shall be converted into additional Deferred Share Units (including fractional Deferred Share Units) based on the Fair Market Value as of the date on which the dividends on the Shares are paid. For greater certainty, additional Deferred Share Units shall continue to be credited under this Section 2.5 with respect to Deferred Share Units that remain credited to the Eligible Participant's Account after his or her Termination Date.

## **2.6 Eligible Participant's Account**

An Eligible Participant's Account shall record at all times the number of Deferred Share Units standing to the credit of the Eligible Participant. Upon payment in satisfaction of Deferred Share Units credited to an Eligible Participant in the manner described herein, such Deferred Share Units shall be cancelled. A written confirmation of the balance in each Eligible Participant's Account shall be provided by the Corporation to the Eligible Participant at least annually.

## **2.7 Adjustments and Reorganizations**

Notwithstanding any other provision of the Plan, in the event of any change in the Shares by reason of any stock dividend, split, recapitalization, reclassification, amalgamation, arrangement, merger, consolidation, combination or exchange of Shares or distribution of rights to holders of Shares or any other form of corporate reorganization whatsoever, an equitable adjustment permitted under Applicable Law shall be made to any Deferred Share Units then outstanding. Such adjustment shall be made by the Board, subject to Applicable Law, shall be conclusive and binding for all purposes of the Plan.

Notwithstanding any other provision of the Plan, the value of a DSU shall always depend on the value of Shares of the Corporation or a Related Corporation and no amount will be paid to, or in respect of, an Eligible Participant under the Plan or pursuant to any other arrangement, and no additional DSUs will be granted to any Eligible Participant to compensate for a downward fluctuation in the price of Shares, nor will any other form of benefit be conferred upon, or in respect of, an Eligible Participant for such purpose.

## **Section 3 Redemptions**

### **3.1 Redemption of Deferred Share Units – Non-US Taxpayers**

Subject to Sections 3.4 and 3.5, an Eligible Participant who is not a U.S. Taxpayer may elect up to two separate dates as of which either a portion (specified in whole percentages or number of Deferred Share Units on any one date) or all of the Deferred Share Units credited to the Eligible Participant's Account shall be redeemed (each such date being an "**Entitlement Date**") by filing one or two irrevocable written redemption elections with the Secretary of the Corporation prior to the Entitlement Date specified in the redemption election. No Entitlement Date elected by an Eligible Participant pursuant to this Section 3.1 shall be before the Eligible Participant's Termination Date or later than December 15 of the calendar year



following the year in which the Eligible Participant's Termination Date occurs. Where an Eligible Participant to whom this Section 3.1 applies does not elect a particular date or dates within the permissible period set out above as his or her Entitlement Date or Entitlement Dates, as the case may be, there shall be a single Entitlement Date for such Eligible Participant which, subject to Sections 3.4 and Section 3.5, shall be December 15 of the year following the year in which the Eligible Participant's Termination Date occurs.

### **3.2 Redemption of Deferred Share Units – US Taxpayer**

Notwithstanding anything contrary in the Plan, subject to Section 3.4 and Section 3.5, the Entitlement Date of an Eligible Participant who is a U.S. Taxpayer shall be the first Trading Day that is more than six months after his or her Termination Date and all vested Deferred Share Units credited to such Eligible Participant's Account on such date shall be redeemed and settled in accordance with Section 4.3 on or soon as practicable after such Entitlement Date and in any event by December 31 of the calendar year that includes such Entitlement Date.

### **3.3 Settlement of Deferred Share Units**

Subject to Section 3.6 and Section 4.13, an Eligible Participant, or the Beneficiary of an Eligible Participant, as the case may be, whose Deferred Share Units are redeemed hereunder as of an Entitlement Date shall be entitled to receive from the Corporation, as a single distribution and not in installments, a cash payment, Shares or any combination of cash and Shares, as determined by the Board, subject to the DSU Award Agreement applicable to such Deferred Share Units, if any. Settlement in Shares shall be made by way of the issuance by the Corporation of one Share for each Deferred Share Unit being settled in Shares as of the relevant Entitlement Date. Settlement of Deferred Share Units in cash shall be made by way of the lump sum payment of an amount equal to the Fair Market Value on the relevant Entitlement Date multiplied by the number of Deferred Share Units being settled in cash as of such Entitlement Date. No fractional Shares will be issued and any fractional Deferred Share Units shall be settled in cash based on the Fair Market Value on the relevant Entitlement Date.

### **3.4 Extended Entitlement Date**

In the event that the Board is unable, by an Eligible Participant's Entitlement Date, to compute the final value of the Deferred Share Units recorded in such Eligible Participant's Account that will be settled in cash by reason of the fact that any data required in order to compute the Fair Market Value has not been made available to the Board and such delay is not caused by the Eligible Participant, then the Entitlement Date shall be the next following Trading Day on which such data is made available to the Board.

### **3.5 Limitation on Extension of Entitlement Date**

Notwithstanding any other provision of the Plan, all Shares issuable and all amounts payable to, or in respect of, an Eligible Participant hereunder shall be issued or paid, as the case may be, on or before December 31 of the calendar year commencing immediately after the Eligible Participant's Termination Date.

### **3.6 Settlement of Deferred Share Units following a Change of Control**

- (a) Any unvested Deferred Share Units will immediately and automatically vest upon the date a Change of Control becomes effective.
- (b) In the event an Eligible Participant's Termination Date is within twelve (12) months following a Change of Control, the Board may, in its discretion, determine that, as of the Eligible Participant's Entitlement Date(s), the Eligible Participant or his or her Beneficiary, as the case may, shall receive a payment in cash of an aggregate amount equal to the product of (i) the price attributed to the Shares in connection with the transaction resulting in the Change of Control (or the fair market value of a Share at the time of such transaction as determined by the Board in good faith if no Share price was in fact established for

purposes of such transaction) multiplied by (ii) the number of Deferred Share Units being settled as of the applicable Entitlement Date. Where an amount is in respect of an Eligible Participant's Deferred Share Units is paid pursuant to this Section 3.6, no amount shall be payable and no Shares shall be issuable in respect of such Deferred Share Units pursuant to Section 3.3.

## **Section 4      General**

### **4.1              Rights as an Unsecured Creditor**

To the extent any individual holds any rights by virtue of an election under the Plan, such rights (unless otherwise determined by the Board) shall be no greater than the rights of an unsecured general creditor of the Corporation.

### **4.2              Successors and Assigns**

The Plan shall be binding on all successors and permitted assigns of the Corporation and an Eligible Participant, including without limitation, the estate of such Eligible Participant and the legal representative of such estate, or any receiver or trustee in bankruptcy or representative of the Corporation's or the Eligible Participant's creditors.

### **4.3              Plan Amendment**

**4.3.1**              The Plan and any Deferred Share Units granted thereunder may be amended, modified or terminated by the Board without approval of shareholders, provided that no amendment to the Plan or any Deferred Share Units granted thereunder may be made without the consent of the Eligible Participant if it adversely alters or impairs the rights of the Eligible Participant in respect of any Deferred Share Units such Eligible Participant has then elected to receive, or Deferred Share Units which such Eligible Participant has been granted under the Plan, except that Eligible Participant consent shall not be required where the amendment is required for purposes of compliance with Applicable Law. Without limiting the generality of the foregoing, the Board may make the following amendments to the Plan or a Deferred Share Unit granted under the Plan, as applicable, without obtaining the approval of any Eligible Participant or shareholder of the Corporation:

- (i)              amendments to the terms and conditions of the Plan necessary to ensure that the Plan complies with applicable law and regulatory requirements, including the requirements of any applicable Stock Exchange, in place from time to time;
- (ii)              amendments to the provisions of the Plan respecting administration of the Plan and eligibility for participation under the Plan;
- (iii)              amendments to the provisions of the Plan respecting the terms and conditions on which Deferred Share Units may be granted pursuant to the Plan;
- (iv)              amendments to the Plan that are of a "housekeeping" nature;
- (v)              amendments to the provisions relating to a Change of Control; and
- (vi)              any other amendments not requiring shareholder approval under applicable laws or the requirements of any applicable Stock Exchange.

Without limiting the generality of the foregoing, the Board may not, without the approval of the Corporation's shareholders, make amendments to the Plan or a Deferred Share Unit granted under the Plan with respect to the following:

- (i) an increase to the maximum number or percentage of securities issuable under the Plan;
- (ii) a change in the term of any Deferred Share Units;
- (iii) an amendment to the amending provisions of the Plan granting additional powers to the Board to amend the Plan or entitlements thereunder;
- (iv) a reduction in the Fair Market Value in respect of any Deferred Share Units benefitting an Insider;
- (v) any change to the categories of individuals eligible to be selected for grants of Deferred Share Units where such change may broaden or increase the participation of Non-Employee Directors under the Plan;
- (vi) any changes to the Insider participation limits set out in Section 2.4.4;
- (vii) any amendments that increase Non-Employee Director participation limits set out in Section 2.4.3;
- (viii) an amendment to the prohibitions on assignment or transfer of Deferred Share Units in Section 4.9.2; or
- (ix) an amendment to the amendment provisions in this Section 4.3.1.

**4.3.2** Notwithstanding Section 4.3.1, any amendment of the Plan shall be such that the Plan continuously meets the requirements of paragraph 6801(d) of the regulations under the *Income Tax Act* (Canada) or any successor to such provision and the requirements of Section 409A of the Code, as may apply to Eligible Participants who are U.S. Taxpayers. For avoidance of doubt, and notwithstanding Section 4.3.1, if any provision of the Plan or any DSU Award Agreement contravenes any regulations or U.S. Treasury guidance promulgated under Section 409A of the Code or would cause the Deferred Share Units to be subject to the interest, taxes and penalties under Section 409A of the Code, such provision of the Plan or the applicable DSU Award Agreement shall, to the extent that it applies to U.S. Taxpayers, be modified, without the consent of any Eligible Participant, to maintain, to the maximum extent practicable, the original intent of the applicable provision without violating the provisions of Section 409A of the Code.

#### **4.4 Plan Termination**

The Board may terminate the Plan at any time but no such termination shall, without the consent of the Eligible Participant or unless required by law, adversely affect the rights of an Eligible Participant with respect to any amount in respect of which an Eligible Participant has then elected to receive Deferred Share Units or Deferred Share Units which the Eligible Participant has then been granted under the Plan. Notwithstanding the foregoing, any termination of the Plan shall be such that the Plan continuously meets the requirements of paragraph 6801(d) of the regulations under the *Income Tax Act* (Canada) or any successor to such provision and the requirements of Section 409A of the Code as may apply to Eligible Participants who are U.S. Taxpayers.

#### **4.5 Applicable Trading Policies and Reporting Requirements**

The Board and each Eligible Participant will ensure that all actions taken and decisions made by the Board or an Eligible Participant, as the case may be, pursuant to the Plan, comply with applicable securities regulations and policies of the Corporation relating to insider trading and “black out” periods.

#### **4.6 Currency**

All payments and benefits under the Plan shall be determined and paid in the lawful currency of Canada.

#### **4.7 Designation of Beneficiary**

Subject to the requirements of Applicable Law, an Eligible Participant may designate in writing a person who is a dependant or relation of the Eligible Participant as a beneficiary to receive any benefits that are payable under the Plan upon the death of such Eligible Participant. The Eligible Participant may, subject to Applicable Law, change such designation from time to time. Such designation or change shall be in the form of Schedule C or such other form as may be prescribed by the Board and shall be filed with the Secretary of the Corporation.

#### **4.8 Death of Eligible Participant**

In the event of an Eligible Participant's death, any and all Deferred Share Units then credited to the Eligible Participant's Account shall become payable to the Eligible Participant's Beneficiary in accordance with Sections 3.3, 3.4 and 3.5 as soon as reasonably practicable after the Eligible Participant's date of death and such date of death shall be deemed to be the sole Entitlement Date with respect to the Eligible Participant; provided that, solely with respect to an Eligible Participant who is a U.S. Taxpayer, in no event shall such payment be made later than December 31 of the calendar year in which the death occurs, or if later, the 15th day of the third month following the date of death.

#### **4.9 Rights of Eligible Participants**

**4.9.1** Except as specifically set out in the Plan, no Eligible Participant, or any other person shall have any claim or right to any benefit in respect of Deferred Share Units granted or amounts payable pursuant to the Plan.

**4.9.2** Rights of Eligible Participants respecting Deferred Share Units and other benefits under the Plan shall not be transferable or assignable other than by will or the laws of descent and distribution.

**4.9.3** The Plan shall not be construed as granting an Eligible Participant a right to be retained as a member of the Board or a claim or right to any future grants of Deferred Share Units, future amounts payable or other benefits under the Plan.

**4.9.4** Under no circumstances shall Deferred Share Units be considered Shares nor shall they entitle any Eligible Participant or other person to exercise voting rights or any other rights attaching to the ownership of Shares.

**4.9.5** No Eligible Participant shall have a right to receive any payment or benefits as compensation, damages or otherwise with respect to any Deferred Share Units that have not vested or are otherwise hereunder, subject only to the express requirement of labour or employment standards legislation, if applicable, and the Eligible Participant waives any claim or demand in relation thereto.

#### **4.10 Compliance with Law**

Any obligation of the Corporation pursuant to the terms of the Plan is subject to compliance with Applicable Law. The Eligible Participants shall comply with Applicable Law and furnish the Corporation with any and all information and undertakings as may be required to ensure compliance therewith.

**4.11 Administration Costs**

The Corporation will be responsible for all costs relating to the administration of the Plan.

**4.12 Limited Liability**

No member of the Board or any officer or employee of the Corporation or any subsidiary, partnership, trust of the Corporation or other controlled entity (each an "ECN Capital Entity") shall be liable for any action or determination made in good faith pursuant to the Plan, any Election Notice or DSU Notice under the Plan. To the fullest extent permitted by law, the Corporation and the Related Corporations shall indemnify and save harmless each person made, or threatened to be made, a party to any action or proceeding in respect of the Plan by reason of the fact that such person is or was a member of the Board or is or was an officer or employee of the Corporation or a ECN Capital Entity.

**4.13 Withholding**

So as to ensure that the Corporation will be able to comply with the applicable provisions of any Applicable Law relating to the withholding of tax or other required deductions, the Corporation may withhold from any amount payable to an Eligible Participant, either under the Plan or otherwise, such amount as may be necessary to enable the Corporation to comply with the applicable requirements of any federal or provincial tax law or authority relating to the withholding of tax or any other required deductions with respect to Deferred Share Units. The Corporation may also satisfy any liability for any such withholding obligations, on such terms and conditions as the Corporation may determine in its discretion, by (a) selling on behalf of any Eligible Participant, or causing any Eligible Participant to sell, any Shares issued hereunder, or retaining any amount payable, which would otherwise be provided or paid to the Eligible Participant hereunder or (b) requiring an Eligible Participant, as a condition to the redemption of any Deferred Share Units, to make such arrangements as the Corporation may require so that the Corporation can satisfy such withholding obligations, including, without limitation, requiring the Eligible Participant to remit to the Corporation in advance, or reimburse the Corporation for, any such withholding obligations.

**4.14 Section 409A of the Code**

**4.14.1** Notwithstanding any provision of the Plan to the contrary, it is intended that any payments under the Plan comply with Section 409A of the Code, and all provisions of the Plan shall be construed and interpreted in a manner consistent with the requirements for avoiding taxes or penalties under Section 409A of the Code.

**4.14.2** Each payment made in respect of Deferred Share Units shall be deemed to be a separate payment for purposes of Section 409A of the Code.

**4.14.3** Each U.S. Taxpayer is solely responsible and liable for the satisfaction of all taxes and penalties that may be imposed on or for the account of such U.S. Taxpayer in connection with the Plan or any other plan maintained by the Corporation (including any taxes and penalties under Section 409A of the Code), and neither the Corporation nor any ECN Capital Entity shall have any obligation to indemnify or otherwise hold such U.S. Taxpayer (or any Beneficiary) harmless from any or all of such taxes or penalties.

**4.14.4** No U.S. Taxpayer or the creditors or beneficiaries of a U.S. Taxpayer shall have the right to subject any payments made in respect of Deferred Share Units to any anticipation, alienation, sale, transfer, assignment, pledge, encumbrance, attachment or garnishment. Except as permitted under Section 409A of the Code, any payments made in respect of Deferred Share Units payable to any U.S. Taxpayer or for the benefit of any U.S. Taxpayer may not be reduced by, or offset against, any amount owing by any such U.S. Taxpayer to any ECN Capital Entity.

**SCHEDULE A**  
**ECN Capital Corp. Deferred Share Unit Plan for Directors and Executives (the "Plan")**

**ELECTION NOTICE FOR NON-EMPLOYEE DIRECTORS**

**I. Election:**

Subject to Part II of this Notice, I hereby elect to receive the following percentage of my Annual Remuneration earned in Quarters commencing after \_\_\_\_\_ by way of Deferred Share Units ("DSUs"):

	Amount	Percentage in DSUs	Percentage in Cash*
Annual Remuneration	\$ _____	____%	____%

\*cash payments will be made Quarterly in arrears

**II. Acknowledgement**

I confirm and acknowledge that:

1. I have received and reviewed a copy of the terms of the Plan and agree to be bound by them.
2. I will not be able to cause the Corporation or any Related Corporation to redeem DSUs granted under the Plan until the date specified in the Plan following my Termination Date.
3. When DSUs credited to my Account pursuant to this election are redeemed in accordance with the terms of the Plan after my Termination Date, income tax and other withholdings as required will arise at that time. Upon redemption of the DSUs, the Corporation will make all appropriate withholdings as required by law at that time.
4. The value of the DSUs is based on the value of the common shares of the Corporation and therefore is not guaranteed.
5. This election is irrevocable until changed with respect to future Annual Remuneration in accordance with Section 2.2(c) of the Plan.
6. The foregoing is only a brief outline of certain key provisions of the Plan. In the event of any discrepancy between the terms of the Plan and the terms of this Election Notice, the terms of the Plan shall prevail. All capitalized expressions used herein shall have the same meaning as in the Plan unless otherwise defined above.

\_\_\_\_\_  
Date

\_\_\_\_\_  
(Name of Eligible Participant)

\_\_\_\_\_  
(Signature of Eligible Participant)

## SCHEDULE B

### ECN Capital Corp. Deferred Share Unit Plan for Directors and Executives (the "Plan")

#### DSU AWARD AGREEMENT

##### I. Agreement and Grant

This Agreement is entered into between ECN Capital Corp. (the "Corporation") and the individual named below (the "Eligible Participant") pursuant to Section 2.3.2 of the Plan and confirms that effective •, 20\_\_ (the "Effective Date") \_\_\_\_ [number] Deferred Share Units ("DSUs") have been granted by the Corporation to the Eligible Participant on the terms set out in this Agreement and the Plan.

##### II. Vesting

All DSUs referred to in Part I above, together with any additional DSUs credited to the Eligible Participant's Account pursuant to Section 2.5 of the Plan in respect of such DSUs shall at all times following their grant be fully vested in the Eligible Participant, and shall not be subject to forfeiture.

##### III. Acknowledgement

The Eligible Participant confirms and acknowledges that:

1. He/she has received and reviewed a copy of the terms of the Plan and this Agreement and agrees to be bound by them.
2. Only DSUs that vest in accordance with Part II above may be redeemed by the Eligible Participant or his/her Beneficiary.
3. He/she will not be able to cause the Corporation or any Related Corporation thereof to redeem DSUs referred to in Part I above or any additional DSUs credited to the Eligible Participant's Account pursuant to Section 2.5 of the Plan in respect of such DSUs until the date specified in the Plan following his/her Termination Date.
4. When DSUs referred to in Part I above and additional DSUs credited to the Eligible Participant's Account pursuant to this election are redeemed in accordance with the terms of the Plan after he/she is no longer either a director or employee of the Corporation or any Related Corporation thereof, income tax and other withholdings as required will arise at that time. Upon redemption of the DSUs, the Corporation will make all appropriate withholdings as required by law at that time.
5. The value of the DSUs is based on the value of the common shares of the Corporation and therefore is not guaranteed.
6. In the event of any discrepancy between the terms of the Plan and the terms of this Agreement, the terms of the Plan shall prevail. All capitalized expressions used herein shall have the same meaning as in the Plan unless otherwise specified herein.

**IN WITNESS WHEREOF** the Corporation and Eligible Participant have executed this Agreement as of the Effective Date.

By: \_\_\_\_\_  
(Signature of Eligible Participant)

\_\_\_\_\_  
(Name of Eligible Participant)

**ECN CAPITAL CORP.**

By: \_\_\_\_\_  
(Signature)



**SCHEDULE C  
BENEFICIARY DESIGNATION**

To: Secretary – ECN Capital Corp.

I, \_\_\_\_\_, being an Eligible Participant under the ECN Capital Corp. Deferred Share Unit Plan for Directors and Executives (the “Plan”) hereby designate the following person as my Beneficiary for purposes of the Plan:

Name of Beneficiary: \_\_\_\_\_

Address of Beneficiary: \_\_\_\_\_

\_\_\_\_\_

This designation revokes any previous beneficiary designation made by me under the Plan. Under the terms of the Plan, I reserve the right to revoke this designation and to designate another person as my Beneficiary.

Date: \_\_\_\_\_

Name: \_\_\_\_\_(please print)

Signature: \_\_\_\_\_

**EXHIBIT “C”**

**ECN CAPITAL CORP.  
SHARE UNIT PLAN**



**ECN CAPITAL CORP.**

**SHARE UNIT PLAN**

*Enacted July 21, 2016, amended and restated April 7, 2022,  
and further amended and restated April 21, 2025*

## 1. PREAMBLE AND DEFINITIONS

### 1.1 Title.

The Plan described in this document shall be called the "ECN Capital Corp. Share Unit Plan".

### 1.2 Purpose of the Plan.

The purposes of the Plan are:

- (i) to promote a further alignment of interests between employees and the shareholders of the Corporation;
- (ii) to associate a portion of employees' compensation with the returns achieved by shareholders of the Corporation; and
- (iii) to attract and retain employees with the knowledge, experience and expertise required by the Corporation.

### 1.3 Definitions.

- (a) "**Applicable Law**" means any applicable provision of law, domestic or foreign, including, without limitation, applicable securities legislation, together with all regulations, rules, policy statements, rulings, notices, orders or other instruments promulgated thereunder, and Stock Exchange Rules;
- (b) "**Beneficiary**" means an individual who, on the date of a Participant's death, is the person who has been designated in accordance with Section 9.7 and the laws applying to the Plan, or where no such individual has been validly designated by the Participant, or where the individual does not survive the Participant, the Participant's legal representative;
- (c) "**Black-Out Period**" means a period of time imposed pursuant to the Insider Trading Policy of the Corporation upon certain designated persons during which those persons may not trade in any securities of the Corporation;
- (d) "**Board**" means the Board of Directors of the Corporation;
- (e) "**Cause**" in respect of a Participant has the meaning ascribed thereto (or the equivalent term) in Participant's written employment agreement with the Corporation or an ECN Capital Entity, or, in the event the Participant is not party to any such written employment agreement containing such definition, means "just cause" or "cause" for termination of the Participant's employment by the Corporation or an ECN Capital Entity as determined under Applicable Law;
- (f) "**Change of Control**" means:
  - (i) the consummation of any transaction or series of transactions including any consolidation, amalgamation, arrangement, merger or issue of voting shares in the capital of the Corporation, the result of which is that any Person or group of Persons acting jointly or in concert for purposes of such transaction becomes the beneficial owner, directly or indirectly, of more than 50% of the voting shares in the capital of the Corporation, measured by voting power rather than number of shares (but shall not include the creation of a holding

- company or similar transaction that does not involve any material change in the indirect beneficial ownership of the shares in the capital of the Corporation);
- (ii) the direct or indirect sale, transfer or other disposition, in one or a series of related transactions, of all or substantially all of the assets of the Corporation, taken as a whole, to any Person or group of Persons acting jointly or in concert for purposes of such transaction (other than to any affiliates of the Corporation);
  - (iii) the election at a meeting of the Corporation's shareholders of that number of individuals that would represent a majority of the Board as Directors of the Corporation, who are not included in the slate for election as Directors proposed to the Corporation's shareholders by management of the Corporation or a transaction or series of transactions as a result of which a majority of the directors of the Corporation are removed from office at any annual or special meeting of shareholders or as a result of a transaction referred to in clause (i) above, or a majority of the Directors of the Corporation resign from office over a period of 60 days or less, and the vacancies created thereby are filled by nominees proposed by any Person other than Directors or management of the Corporation in place immediately prior to the removal or resignation of the Directors; or
  - (iv) the completion of any transaction or the first of a series of transactions which would have the same or similar effect as any transaction or series of transactions referred to in clauses (i), (ii) or (iii), referred to immediately above;
- (g) **"Code"** means the United States Internal Revenue Code of 1986, as amended, and any applicable United States Treasury Regulations and other binding regulatory guidance thereunder;
  - (h) **"Committee"** means the Corporate Governance and Compensation Committee of the Board, or such other the committee of the Board as is designated by the Board to administer the Plan from time to time;
  - (i) **"Corporation"** means ECN Capital Corp., a corporation incorporated under the laws of Ontario, and includes: (i) any successor to ECN Capital Corp. resulting from any amalgamation, arrangement or other reorganization of, or involving, ECN Capital Corp. or any continuance under the laws of another jurisdiction and (ii) any affiliate of ECN Capital Corp. or any such successor;
  - (j) **"Director"** means a member of the Board;
  - (k) **"Disability"** means the mental or physical state of the Participant such that, as a result of illness, disease, mental or physical disability or similar cause, the Participant has been unable to fulfil their obligations to the Corporation either for any consecutive six-month period or for any period of twelve months (whether or not consecutive) in any consecutive 24-month period, provided that, where the Participant has entered into a written employment agreement with the Corporation, "Disability" will have the meaning attributed to that term, or the term equivalent in concept, contained in that written employment agreement, and provided that the term **"Disabled"** has the same meaning with necessary grammatical changes;

- (l) **“ECN Capital Entity”** means any of the Corporation’s subsidiaries, partnerships, trusts or other controlled entities and **“ECN Capital Entities”** means all such entities collectively;
- (m) **“Eligible Person”** means an individual Employed by the Corporation or any ECN Capital Entity who, by the nature of his/her position or job is, in the opinion of the Committee, in a position to contribute to the success of the Corporation;
- (n) **“Employed”** means, with respect to a Participant, that:
  - (i) they are rendering services to the Corporation or an ECN Capital Entity, excluding services as a Director; or
  - (ii) they are not actively rendering services to the Corporation or an ECN Capital Entity due to vacation, temporary illness, maternity or parental leave, leave on account of Disability or any other authorized leave of absence (provided, in the case of a U.S. Taxpayer, that the Participant has not incurred a “Separation From Service”, as defined in Exhibit “A” to the Plan),
 and **“Employment”** has the corresponding meaning;
- (o) **“Fair Market Value”** means, (a) with respect to any particular date, the volume weighted average trading price per Share on the Stock Exchange during the immediately preceding ten (10) Trading Days, or (b) in any case in which the Shares are not listed on the Stock Exchange, the value established by the Corporation acting in good faith;
- (p) **“Grant”** means a grant of Share Units made pursuant to Section 3.1;
- (q) **“Grant Agreement”** means an agreement between the Corporation and a Participant under which a Grant is made, as contemplated by Section 3.1, together with such schedules, amendments, deletions or changes thereto as are permitted under the Plan;
- (r) **“Grant Date”** means the effective date of a Grant;
- (s) **“Grant Value”** means the dollar amount allocated to an Eligible Person in respect of a Grant as contemplated by Section 3;
- (t) **“Insider”** has the meaning set forth in the applicable rules of the Toronto Stock Exchange or similar term on another applicable Stock Exchange;
- (u) **“Non-Employee Director”** means a Director, other than a Director that is Employed by the Corporation;
- (v) **“Participant”** has the meaning set forth in Section 3.2(a);
- (w) **“Performance Period”** means, with respect to PSUs, the period specified by the Committee for achievement of any applicable Performance Conditions as a condition to Vesting;
- (x) **“Performance Conditions”** means such financial, personal, operational or transaction-based performance criteria as may be determined by the Committee in respect of a Grant of PSUs to any Participant or Participants and set out in a Grant Agreement. Performance Conditions may apply to the Corporation, an ECN

Capital Entity, the Corporation and ECN Capital Entities as a whole, a business unit of the Corporation or group comprised of the Corporation and some ECN Capital Entities or a group of ECN Capital Entities, either individually, alternatively or in any combination, and measured either in total, incrementally or cumulatively over a specified performance period, on an absolute basis or relative to a pre-established target or milestone, to previous years' results or to a designated comparator group, or otherwise, and may result in the percentage of Vested PSUs in a Grant exceeding 100% of the PSUs initially determined in respect of such Grant pursuant to Section 3.2(b);

- (y) **"Person"** means any individual, partnership, limited partnership, joint venture, syndicate, sole proprietorship, company or corporation with or without share capital, unincorporated association, trust, trustee, executor, administrator or other legal personal representative, regulatory body or agency, government or governmental agency, authority or entity however designated or constituted;
- (z) **"Plan"** means this share unit plan of the Corporation, as the same may be supplemented and amended from time to time;
- (aa) **"PSU"** means a right, granted to a Participant in accordance with Section 3, to receive a Share, that generally becomes Vested, if at all, subject to the attainment of certain Performance Conditions and satisfaction of such other conditions to Vesting, if any, as may be determined by the Committee;
- (bb) **"RSU"** means a right granted to a Participant in accordance with Section 3, to receive a Share, that generally becomes Vested, if at all, following a period of continuous Employment of the Participant with the Corporation or an ECN Capital Entity;
- (cc) **"Security Based Compensation Arrangement"** has the meaning set forth in the applicable rules of the Toronto Stock Exchange or similar term on another applicable Stock Exchange, as applicable;
- (dd) **"Share"** means a common share of the Corporation and such other share as may be substituted for it as a result of any amendments to the articles of the Corporation, or consolidation, merger, amalgamation, arrangement, reorganization or otherwise involving the Corporation, including any rights that form a part of the common share or substituted share;
- (ee) **"Share Unit"** means either an RSU or a PSU, as the context requires;
- (ff) **"Share Unit Account"** has the meaning set out in Section 5.1;
- (gg) **"Stock Exchange"** means the Toronto Stock Exchange, or if the Shares are not listed on the Toronto Stock Exchange, such other stock exchange on which the Shares are listed, or if the Shares are not listed on any stock exchange, then on the over-the-counter market;
- (hh) **"Stock Exchange Rules"** means the applicable rules of any stock exchange upon which shares of the Corporation are listed;
- (ii) **"Termination"** means the termination of a Participant's Employment with the Corporation or an ECN Capital Entity (other than in connection with the Participant's transfer to Employment with the Corporation or an ECN Capital Entity), for any reason, including without limitation by reason of resignation, death,

Disability, frustration of contract, termination for Cause, termination without Cause, or constructive dismissal, whether such termination is lawful or otherwise, but, for greater certainty, a Participant's absence from active work during a period of vacation, temporary illness, maternity or parental leave, leave on account of Disability or any other authorized leave of absence shall not be considered to be a "Termination"; and "**Terminated**" and "**Terminates**" shall be construed accordingly;

- (jj) "**Termination Date**" means either (i) the date on which the Termination occurs, without regard to any pay in lieu of notice (paid by way of lump sum or salary continuance), benefits continuance or other termination or severance related payments or benefits which the Participant may then receive or be entitled pursuant to contract, the common law, civil law or otherwise, or (ii) such later date, if applicable as may be required to satisfy the minimum requirements of applicable employment or labour standards legislation.
- (kk) "**Time Vesting**" means any conditions relating to continued service with the Corporation or an ECN Capital Entity for a period of time in respect of the Vesting of Share Units determined by the Committee;
- (ll) "**Trading Day**" means any date on which the Stock Exchange is open for the trading of Shares and on which Shares are actually traded;
- (mm) "**U.S. Taxpayer**" means a Participant who is a citizen or permanent resident of the United States for purposes of the Code or a Participant for whom the amounts payable or Shares deliverable under the Plan are subject to taxation under the Code.
- (nn) "**Valuation Date**" means the date as of which the Fair Market Value is determined for purposes of calculating the number of Share Units included in a Grant, which unless otherwise determined by the Committee shall be the Grant Date of such Grant;
- (oo) "**Vested**" means the applicable Time Vesting, Performance Conditions and/or any other conditions for payment or other settlement (subject to any conditions on such payment or settlement imposed in respect of U.S. Taxpayers under Exhibit "A" hereto) in relation to a whole number, or a percentage (which may be more or less than 100%) of the number, of PSUs or RSUs determined by the Committee in connection with a Grant of PSUs or Grant of RSUs, as the case may be, (i) have been met; (ii) have been waived or deemed to be met pursuant to Section 6.5, Section 6.6 or Section 6.7; (iii) or are otherwise waived pursuant to Section 3.3, and "Vesting" and "Vest" shall be construed accordingly;
- (pp) "**Vesting Date**" means the date on which the applicable Time Vesting, Performance Conditions and/or any other conditions for a Share Unit becoming Vested are met, deemed to have been met or waived as contemplated in Section 1.3(nn); and
- (qq) "**Vesting Period**" means, with respect to a Grant, the period specified by the Committee, commencing on the Grant Date and ending on the last Vesting Date for Share Units subject to such Grant which, unless otherwise determined by the Committee, shall not be later than December 15 of the third year following the year in which the Participant performed the services to which the Grant relates.

## 2. CONSTRUCTION AND INTERPRETATION

- 2.1 **Gender, Singular, Plural.** In the Plan, words indicating gender include all genders; and references to the singular shall include the plural and vice versa, as the context shall require.
- 2.2 **Governing Law.** The Plan shall be governed and interpreted in accordance with the laws of the Province of Ontario and any actions, proceedings or claims in any way pertaining to the Plan shall be commenced in the courts of the Province of Ontario.
- 2.3 **Severability.** If any provision or part of the Plan is determined to be void or unenforceable in whole or in part, such determination shall not affect the validity or enforcement of any other provision or part thereof.
- 2.4 **Headings, Sections.** Headings wherever used herein are for reference purposes only and do not limit or extend the meaning of the provisions herein contained. A reference to a section or schedule shall, except where expressly stated otherwise, mean a section or schedule of the Plan, as applicable.

## 3. SHARE UNIT GRANTS AND VESTING PERIODS

### 3.1 **Grant of Share Units.**

Unless otherwise determined by the Board, the Plan shall be administered by the Committee. The Committee shall have the authority in its sole and absolute discretion to administer the Plan and to exercise all the powers and authorities either specifically granted to it under the Plan or necessary or advisable in the administration of the Plan subject to and not inconsistent with the express provisions of this Plan, including, without limitation, the authority:

- (a) to make Grants;
- (b) to determine the Grant Date for Grants, if not the date on which the Committee determines to make such Grants, provided that the Committee shall ensure that no Grant Date falls within a Blackout Period or within the first five Trading Days immediately following a Blackout Period;
- (c) to determine the Eligible Persons to whom, and the time or times at which Grants shall be made and shall become issuable;
- (d) to determine the Grant Value and the Valuation Date (if not the Grant Date) for each Grant and accordingly the number of Share Units to be covered by each Grant in accordance with Section 3.2;
- (e) to approve or authorize the applicable form and terms of the related Grant Agreements and any other forms to be used in connection with the Plan;
- (f) to determine the terms and conditions of Grants granted to any Participant, including, without limitation, (A) the type of Share Unit, (B) the number of RSUs or PSUs subject to a Grant, (C) the Vesting Period(s) applicable to a Grant, (D) the condition(s) to the Vesting of any Share Units granted hereunder, including terms relating to Performance Conditions, Time Vesting and/or other Vesting conditions, any multiplier that may apply to Share Units subject to a Grant in connection with the achievement of Vesting conditions, the Performance Period for PSUs and the conditions, if any, upon which Vesting of any Share Unit will be waived or



accelerated without any further action by the Committee (including, without limitation, the effect of a Change of Control and a Participant's Termination in connection therewith), (E) the circumstances upon which a Share Unit shall be forfeited, cancelled or expire, (F) the consequences of a Termination with respect to a Share Unit, (G) the manner and time of exercise or settlement of Vested Share Units, and (H) whether and the terms upon which any Shares delivered upon exercise or settlement of a Share Unit must continue to be held by a Participant for any specified period;

- (g) to determine whether and the extent to which any Performance Conditions or other criteria applicable to the Vesting of a Share Unit have been satisfied or shall be waived or modified;
- (h) to amend the terms of any outstanding Grant under the Plan or Grant Agreement; provided, however, that no such amendment, suspension or termination shall be made at any time to the extent such action would materially adversely affect the existing rights of a Participant with respect to any then outstanding Share Unit without his/her consent in writing and provided further, however, that, notwithstanding the foregoing clause of this Section 3.1(h), the Committee may amend the terms of a Share Unit or Grant Agreement without the consent of the Participant for purposes of complying with Applicable Law whether or not such amendment could adversely affect the rights of the Participant;
- (i) to determine whether, and the extent to which, adjustments shall be made pursuant to Section 5.3 and the terms of any such adjustments;
- (j) to interpret the Plan and Grant Agreements;
- (k) to prescribe, amend and rescind such rules and regulations and make all determinations necessary or desirable for the administration and interpretation of the Plan and Grant Agreements;
- (l) to determine the terms and provisions of Grant Agreements (which need not be identical) entered into in connection with Grants; and
- (m) to make all other determinations deemed necessary or advisable for the administration of the Plan.

### 3.2 **Eligibility and Award Determination.**

- (a) In determining the Eligible Persons to whom Grants are to be made ("**Participants**") and the Grant Value for (and accordingly the number of Share Units to be covered by) each Grant (subject to adjustment in accordance with Time Vesting or Performance Conditions), the Committee shall take into account the terms of any written employment agreement between an Eligible Person and the Corporation or any ECN Capital Entity and may take into account such other factors as it shall determine in its sole and absolute discretion.
- (b) The number of Share Units to be covered by each Grant shall be determined by dividing the Grant Value for such Grant by the Fair Market Value of a Share as at the Valuation Date for such Grant, rounded up to the next whole number of Share Units.
- (c) For greater certainty and without limiting the discretion conferred on the Committee pursuant to this Section, the Committee's decision to approve a Grant in any period

shall not require the Committee to approve a Grant to any Participant in any other period; nor shall the Committee's decision with respect to the size or terms and conditions of a Grant in any period require it to approve a Grant of the same or similar size or with the same or similar terms and conditions to any Participant in any other period. The Committee shall not be precluded from approving a Grant to any Participant solely because such Participant may have previously received a Grant under this Plan or any other similar compensation arrangement of the Corporation or an ECN Capital Entity. No Eligible Person has any claim or right to receive a Grant except as may be provided in a written employment agreement between an Eligible Person and the Corporation or an ECN Capital Entity.

- (d) Each Grant Agreement shall set forth, at a minimum, the type of Share Units and Grant Date of the Grant evidenced thereby, the number of RSUs or PSUs subject to such Grant, the applicable Vesting conditions, the applicable Vesting Period(s) and the treatment of the Grant upon Termination and may specify such other terms and conditions consistent with the terms of the Plan as the Committee shall determine or as shall be required under any other provision of the Plan. The Committee may include in a Grant Agreement terms or conditions pertaining to confidentiality of information relating to the Corporation's operations or businesses which must be complied with by a Participant including as a condition of the grant or Vesting of Share Units.

- 3.3 **Discretion of the Committee.** Notwithstanding any other provision hereof or of any applicable instrument of grant, the Committee may accelerate or waive any condition to the Vesting of any Grant, all Grants, any class of Grants or Grants held by any group of Participants.
- 3.4 **Effects of Committee's Decision.** Any interpretation, rule, regulation, determination or other act of the Committee hereunder shall be made in its sole discretion and shall be conclusively binding upon all persons.
- 3.5 **Limitation of Liability.** No member of the Committee, the Board or any officer or employee of the Corporation or an ECN Capital Entity shall be liable for any action or determination made in good faith pursuant to the Plan or any Grant Agreement under the Plan. To the fullest extent permitted by law, the Corporation and the ECN Capital Entities shall indemnify and save harmless each person made, or threatened to be made, a party to any action or proceeding in respect of the Plan by reason of the fact that such person is or was a member of the Committee or the Board or is or was an officer or employee of the Corporation or an ECN Capital Entity.
- 3.6 **Delegation and Administration.** The Committee may, in its discretion, delegate such of its powers, rights and duties under the Plan, in whole or in part, to any one or more Directors, officers or employees of the Corporation as it may determine from time to time, on terms and conditions as it may determine, except the Committee shall not, and shall not be permitted to, delegate any such powers, rights or duties to the extent such delegation is not consistent with Applicable Law. The Committee may also appoint or engage a trustee, custodian or administrator to administer or implement the Plan or any aspect of it, except that the Committee shall not, and shall not be permitted to, appoint or engage such a trustee, custodian or administrator to the extent such appointment or engagement is not consistent with Applicable Law.

#### 4. SHARES SUBJECT TO THE PLAN

##### 4.1 **Maximum Number of Shares and Limitations.**

- (a) Subject to Section 4.2 and to adjustment pursuant to Section 5.3, the maximum number of Shares that may be issued under the Plan shall be a number equal to 3% of the number of issued and outstanding Shares on a non-diluted basis at any time, provided that the number of Shares issued or issuable under all Security Based Compensation Arrangements of the Corporation shall not exceed 8% of the issued and outstanding Shares, calculated from time to time at the date at which the rights to acquire Shares under such Security Based Compensation Arrangements are granted.
- (b) All Shares subject to Share Units that terminate or are cancelled without being settled shall be available for any subsequent Grant.
- (c) Under the Plan and any other Security Based Compensation Arrangement of the Corporation (i) the aggregate number of Shares issued to Insiders, within any one year period; and (ii) the aggregate number of Shares issuable to Insiders at any time, shall not exceed 10% of the issued and outstanding Shares.
- (d) Non-Employee Directors shall not be eligible to participate in the Plan and no Share Units may be granted to any such Non-Employee Director.

4.2 **Issuance of Shares Subject to Applicable Law.** Notwithstanding anything herein to the contrary, the Corporation's obligation to issue and deliver Shares in respect of any Share Unit is subject to the satisfaction of all requirements under Applicable Law in respect thereof and obtaining all regulatory approvals as the Corporation shall determine to be necessary or advisable in connection with the authorization, issuance or sale thereof and the receipt from the Participant of such representations, agreements and undertakings as to future dealings in such Shares as the Corporation determines to be necessary or advisable in order to safeguard against the violation of the securities laws of any jurisdiction or to comply with Applicable Law. In this connection, the Corporation shall take all reasonable steps to obtain such approvals and registrations as may be necessary for the issuance of such Shares in compliance with Applicable Law.

#### 5. ACCOUNTS, DIVIDEND EQUIVALENTS AND REORGANIZATION

- 5.1 **Share Unit Account.** An account, called a "**Share Unit Account**", shall be maintained by the Corporation, or an ECN Capital Entity, as specified by the Committee, for each Participant and will be credited with such notional grants of Share Units as are received by a Participant from time to time pursuant to Sections 3.1 and 3.2 and any dividend equivalent Share Units pursuant to Section 5.2. Share Units that fail to Vest in a Participant and are forfeited pursuant to Section 6, or that are paid out to the Participant or his/her Beneficiary, shall be cancelled and shall cease to be recorded in the Participant's Share Unit Account as of the date on which such Share Units are forfeited or cancelled under the Plan or are paid out, as the case may be. For greater certainty, where a Participant is granted both RSUs and PSUs, such RSUs and PSUs shall be recorded separately in the Participant's Share Unit Account.
- 5.2 **Dividend Equivalent Share Units.** Except as otherwise provided in the Grant Agreement relating to a grant of RSUs or PSUs, if and when cash dividends (other than extraordinary or special dividends) are paid with respect to Shares to shareholders of record as of a record date occurring during the period from the Grant Date under the Grant Agreement to the date of settlement of the RSUs or PSUs granted thereunder, a number of dividend

equivalent RSUs or PSUs, as the case may be, shall be granted to the Participant who is a party to such Grant Agreement. The number of such additional RSUs or PSUs will be calculated by dividing the aggregate dividends or distributions that would have been paid to such Participant if the RSUs or PSUs in the Participant's Share Unit Account had been Shares by the Fair Market Value on the date on which the dividends or distributions were paid on the Shares. The additional RSUs or PSUs granted to a Participant will be subject to the same terms and conditions, including Vesting and settlement terms, as the corresponding RSUs or PSUs, as the case may be.

- 5.3 **Adjustments.** In the event of any stock dividend, stock split, combination or exchange of shares, capital reorganization, consolidation, spin-off, dividends or distributions (other than cash dividends in the ordinary course) or other distribution of the Corporation's assets to shareholders, or any other similar changes affecting the Shares, a proportionate adjustment to reflect such change or changes shall be made with respect to the number of Share Units outstanding under the Plan, or securities into which the Shares are changed or are convertible or exchangeable may be substituted for Shares under this Plan, on a basis proportionate to the number of Share Units in the Participant's Share Unit Account or some other appropriate basis, all as determined by the Committee in its sole discretion.

## 6. VESTING AND SETTLEMENT OF SHARE UNITS

- 6.1 **Settlement.** A Participant's RSUs and PSUs, adjusted in accordance with the applicable multiplier, if any, as set out in the Grant Agreement, shall be settled as provided below to the Participant or his/her Beneficiary, upon or as soon as reasonably practicable following the Vesting thereof in accordance with Section 6.3, 6.5 or 6.6, as the case may be, subject to the terms of the applicable Grant Agreement. In all events, Vested RSUs and PSUs will be settled on or before the earlier of the ninetieth (90<sup>th</sup>) day following the Vesting Date and December 31 of the year in which Vesting occurred unless otherwise specified in the applicable Grant Agreement. The Committee may determine whether Vested RSUs or PSUs will be settled by way of a cash payment, the delivery of Shares or a combination of a cash payment and the delivery of Shares. Settlement in Shares shall be made by way of the issuance by the Corporation of one Share for each Vested RSU or PSU being settled in Shares. Settlement of Vested RSUs or PSUs in cash shall be made by way of the lump sum payment of an amount equal to the Fair Market Value on the relevant settlement date multiplied by the number of Vested RSUs or PSUs being settled in cash as of such date. No fractional Shares will be issued and any fractional Vested RSUs or PSUs shall be settled in cash based on the Fair Market Value on the relevant settlement date.
- 6.2 **Failure to Vest or Forfeiture.** For greater certainty, a Participant shall have no right to receive any payment or other benefit as compensation, damages or otherwise, with respect to any RSUs or PSUs that do not become Vested or are otherwise forfeited in accordance with this Plan, and the Participant waives any claim or demand in relation thereto, whether related or attributable to any contractual or common law termination entitlement or otherwise.
- 6.3 **Continued Employment.** Subject to this Section 6, Share Units subject to a Grant and dividend equivalent Share Units credited to the Participant's Share Unit Account in respect of such Share Units shall vest in such proportion(s) and on such Vesting Date(s) as may be specified in the Grant Agreement governing such Grant provided that a Participant's Termination Date has not occurred prior to the relevant Vesting Date. For greater certainty, no vesting of Share Units shall occur following a Participant's Termination Date, subject only to any requirements of applicable employment or labour standards legislation or as set out herein.
- 6.4 **Termination of Employment for Cause or Resignation.** Subject to the terms of a Participant's written employment agreement with the Corporation or an ECN Capital Entity,

the relevant Grant Agreement and any requirements of applicable employment or labour standards legislation, unless otherwise determined by the Committee, in the event of a Participant's Termination for Cause or as a result of the Participant's resignation, no Share Units that have not Vested and been settled prior to the Termination Date, including dividend equivalent Share Units in respect of such Share Units, shall Vest and all such Share Units shall be forfeited immediately.

6.5 **Termination of Employment without Cause.** Subject to the terms of a Participant's written employment agreement with the Corporation or an ECN Capital Entity, the relevant Grant Agreement and any requirements of applicable employment or labour standards legislation, in the event of a Participant's Termination without Cause all RSUs and/or PSUs that have not previously Vested as of the Termination Date shall be immediately forfeited and cancelled, including dividend equivalent PSUs and/or RSUs in respect of such PSUs and/or RSUs. Except only as may be required to satisfy the minimum requirements of applicable employment or labour standards legislation, the Participant shall have no further entitlements to RSUs or PSUs following the Termination Date.

6.6 **Death or Disability.** Subject to the terms of a Participant's written employment agreement with the Corporation or an ECN Capital Entity, the relevant Grant Agreement and any requirements of applicable employment or labour standards legislation, in the event the Participant's Termination Date as a result of death or Disability occurs prior to the end of a Vesting Period relating to a Grant:

(i) the number of RSUs determined by the formula  $A \times B/C$ , where

A equals the total number of RSUs relating to such Grant that have not previously Vested and dividend equivalent RSUs in respect of such RSUs,

B equals the total number of days between the first day of the Vesting Period relating to such Grant and the Participant's Termination Date as a result of death or Disability, as the case may be, and

C equals total number of days in the Vesting Period relating to such Grant,

shall become Vested RSUs on the Participant's Termination Date as a result of death or Disability, as the case may be, and all other RSUs not so Vested as of the Termination Date shall be forfeited immediately; and

(ii) the number of PSUs, if any, that Vest shall be determined in accordance with the Grant Agreement governing such PSUs and any PSUs that do not Vest pursuant to the relevant Grant Agreement shall be forfeited immediately.

6.7 **Change of Control.** In the event of a Change of Control, subject to the terms of a Participant's written employment agreement with the Corporation or an ECN Capital Entity and the Grant Agreement in respect of the Grant, all RSUs and/or PSUs that have not previously Vested shall Vest on the effective date of the Change of Control, provided that, in the case of a Grant of PSUs, the total number of PSUs that Vest shall be the number of PSUs covered by such Grant pursuant to Section 3.2(b) (together with any additional PSUs credited to the a Participant's Account under Section 5.2) without giving effect to any potential increase or decrease in such number as a result of graduated Performance Conditions permitting Vesting of more or less than 100% of such PSUs. Share Units that Vest in accordance with this Section 6.7 shall be settled by a lump sum cash payment on the effective date of the Change of Control equal to the price attributed to the Shares in connection with the transaction resulting in the Change of Control (or the fair market value of a Share at the time of such transaction as determined by the Committee in good faith if

no Share price was in fact established for purposes of such transaction) multiplied by the number of Vested Share Units.

- 6.8 **Postponement of Settlement.** If a Participant's Share Units would, in this absence of this Section 6.8, be settled within a Blackout Period, the settlement date for such Share Units shall be postponed until the earlier of the tenth business day following the end of such Blackout Period and the latest date that would not reasonably be expected to result in adverse tax consequences to the Participants from the postponed settlement.

## 7. CURRENCY

- 7.1 **Currency.** Except where the context otherwise requires, all references in the Plan to currency refer to lawful Canadian currency. Any amounts required to be determined under this Plan that are denominated in a currency other than Canadian dollars shall be converted to Canadian dollars at the applicable Bank of Canada noon rate of exchange on the date as of which the amount is required to be determined.

## 8. SHAREHOLDER RIGHTS

- 8.1 **No Rights to Shares.** Share Units are not Shares and a Grant of Share Units will not entitle a Participant to any shareholder rights, including, without limitation, voting rights, dividend entitlement or rights on liquidation.

## 9. MISCELLANEOUS

- 9.1 **Compliance with Laws and Policies.** The Corporation's obligation to make any payments hereunder is subject to compliance with Applicable Law. Each Participant shall acknowledge and agree (and shall be conclusively deemed to have so acknowledged and agreed by participating in the Plan) that the Participant will, at all times, act in strict compliance with Applicable Law and all other laws and any policies of the Corporation applicable to the Participant in connection with the Plan including, without limitation, furnishing to the Corporation all information and undertakings as may be required to permit compliance with Applicable Law.
- 9.2 **Withholdings.** So as to ensure that the Corporation or an ECN Capital Entity, as applicable, will be able to comply with the applicable provisions of any Applicable Law relating to the withholding of tax or other required deductions, the Corporation or ECN Capital Entity, as applicable, may withhold or cause to be withheld from any amount payable to or in respect of a Participant, either under this Plan or otherwise, such amount as may be necessary to permit the Corporation or ECN Capital Entity, as applicable, to so comply.
- 9.3 **No Right to Continued Employment/Service.** Nothing in the Plan or in any Grant Agreement entered into pursuant hereto shall confer upon any Participant the right to continue in the employ or service of the Corporation or any ECN Capital Entity, to be entitled to any remuneration or benefits not set forth in the Plan or a Grant Agreement or to interfere with or limit in any way the right of the Corporation or any ECN Capital Entity to terminate Participant's employment or service arrangement with the Corporation or any ECN Capital Entity.
- 9.4 **No Additional Rights.** Neither the designation of an individual as a Participant nor the grant of any Share Units to any Participant entitles any person to the grant, or any additional grant, as the case may be, of any Share Units under the Plan.

9.5 **Amendment, Termination.** The Plan and any Grant made pursuant to the Plan may be amended, modified or terminated by the Board without approval of shareholders, provided that no amendment to the Plan or Grants made pursuant to the Plan may be made without the consent of a Participant if it adversely alters or impairs the rights of the Participant in respect of any Grant previously granted to such Participant under the Plan, except that Participant consent shall not be required where the amendment is required for purposes of compliance with Applicable Law. Without limiting the generality of the foregoing, the Board may make the following amendments to the Plan or a Share Unit granted under the Plan, as applicable, without obtaining approval of any Participant or shareholder of the Corporation:

- (i) amendments to the terms and conditions of the Plan necessary to ensure that the Plan complies with applicable law and regulatory requirements, including the requirements of any applicable Stock Exchange, in place from time to time;
- (ii) amendments to the provisions of the Plan respecting administration of the Plan and eligibility for participation under the Plan;
- (iii) amendments to the provisions of the Plan respecting the terms and conditions on which Share Units may be granted pursuant to the Plan;
- (iv) amendments to the Plan that are of a “housekeeping” nature;
- (v) amendments to the provisions relating to a Change of Control; and
- (vi) any other amendments not requiring shareholder approval under Applicable Laws or the requirements of any Stock Exchange.

Without limiting the generality of the foregoing, the Board may not, without the approval of the Corporation’s shareholders, make amendments to the Plan or a Share Unit granted under the Plan with respect to the following:

- (i) an increase to the maximum number or percentage of securities issuable under the Plan;
- (ii) amendment provisions granting additional powers to the Board to amend the Plan or entitlements thereunder;
- (iii) any change to the categories of individuals eligible for grants of Share Units where such change may broaden or increase the participation of Non-Employee Directors;
- (iv) any changes to the Insider participation limits set forth in Section 4.1;
- (v) an amendment to the prohibition on assignment or transfer of Share Units in Section 10.1; or
- (vi) an amendment to the amendment provisions in this Section 9.5.

9.6 **Administration Costs.** The Corporation will be responsible for all costs relating to the administration of the Plan.

9.7 **Designation of Beneficiary.** Subject to the requirements of Applicable Law, a Participant may designate a Beneficiary, in writing, to receive any benefits that are payable under the Plan upon the death of such Participant. The Participant may, subject to Applicable Law,

change such designation from time to time. Such designation or change shall be in such form as may be prescribed by the Committee from time to time. A Beneficiary designation under this Section 9.7 and any subsequent changes thereto shall be filed with the Corporate Secretary of the Corporation.

**10. ASSIGNMENT**

10.1 Subject to Section 9.7, the assignment or transfer of the Share Units, or any other benefits under this Plan, shall not be permitted other than by operation of law.

**11. EFFECTIVE DATE**

11.1 The Corporation established the Plan effective on July 21, 2016, as amended and restated effective April 7, 2022 and as further amended and restated the Plan effective April 21, 2025.



**Exhibit “A”**  
**to**  
**ECN Capital Corp. Share Unit Plan**  
**Special Provisions Applicable to Participants Subject to Section 409A of the United States Internal Revenue Code of 1986, as amended (“Section 409A”)**

This Exhibit sets forth special provisions of the ECN Capital Corp. Share Unit Plan (the “Plan”) that apply to Participants who are U.S. Taxpayers. This Exhibit shall apply to such Participants notwithstanding any other provisions of the Plan. Terms defined elsewhere in the Plan and used herein shall have the meanings set forth in the Plan, as may be amended from time to time.

**Definitions**

For purposes of this Exhibit:

“**Separation From Service**” shall mean that employment or service with the Corporation and any entity that is to be treated as a single employer with the Corporation for purposes of United States Treasury Regulation Section 1.409A-1(h) terminates such that it is reasonably anticipated that no further services will be performed.

“**Specified Employee**” means a U.S. Taxpayer who meets the definition of “specified employee,” as defined in Section 409A(a)(2)(B)(i) of the Code and using the identification methodology selected by the Corporation from time to time.

**Compliance with Section 409A**

**In General.** Notwithstanding any provision of the Plan to the contrary, it is intended that any payments under the Plan either be exempt from or comply with Section 409A, and all provisions of the Plan shall be construed and interpreted in a manner consistent with the requirements for avoiding taxes or penalties under Section 409A. Each payment made in respect of Share Units shall be deemed to be a separate payment for purposes of Section 409A. Each U.S. Taxpayer is solely responsible and liable for the satisfaction of all taxes and penalties that may be imposed on or for the account of such U.S. Taxpayer in connection with the Plan or any other plan maintained by the Corporation (including any taxes and penalties under Section 409A), and neither the Corporation nor any ECN Capital Entity shall have any obligation to indemnify or otherwise hold such U.S. Taxpayer (or any Beneficiary) harmless from any or all of such taxes or penalties.

No U.S. Taxpayer or the creditors or beneficiaries a U.S. Taxpayer shall have the right to subject any deferred compensation (within the meaning of Section 409A) payable under the Plan to any anticipation, alienation, sale, transfer, assignment, pledge, encumbrance, attachment or garnishment. Except as permitted under Section 409A, any deferred compensation (within the meaning of Section 409A) payable to any U.S. Taxpayer or for the benefit of any U.S. Taxpayer under the Plan may not be reduced by, or offset against, any amount owing by any such U.S. Taxpayer to any ECN Capital Entity.

**Distributions to Specified Employees.** Solely to the extent required by Section 409A, any payment in respect of Share Units which the Corporation has determined in good faith constitute deferred compensation subject to Section 409A and which has become payable by reason of a Separation from Service to any Participant who is determined to be a Specified Employee at the time of such Separation from Service shall not be paid before the date which is six months after such Specified Employee’s Separation from Service (or, if earlier, the date of death of such Specified Employee). Following any applicable six month delay of payment, all such delayed payments shall be made to the Specified Employee in a lump sum on the earliest possible payment date. Such amount shall be paid without interest, unless otherwise determined by the Committee, in its sole discretion, or as otherwise provided in any applicable employment agreement between the Corporation and the relevant Participant.

**Change of Control.** In the event of a Change of Control that does not qualify as an event described in Section 409A(a)(2)(A)(v) of the Code, any outstanding RSUs and/or PSUs that the Corporation has determined in good faith constitute deferred compensation subject to Section 409A shall nevertheless Vest and be converted into a fixed amount in cash in accordance with Section 6.7 of the Plan, provided that such cash shall not be paid to the Participant until the earliest date permitted under Section 409A.

**Amendment of Exhibit.** Subject to Applicable Law, the Board shall retain the power and authority to amend or modify this Exhibit, the Plan or any Grant Agreement to the extent the Board in its sole discretion deems necessary or advisable to comply with any guidance issued under Section 409A or to avoid the imposition of taxes or penalties under Section 409A. Such amendments may be made without the approval of any U.S. Taxpayer.

## **EXHIBIT “D”**

### **ECN CAPITAL CORP. BOARD OF DIRECTORS MANDATE**

*As of October 3, 2016*

#### **1. Purpose**

The Board of Directors (the “**Board**”) has the duty to supervise the management of the business and affairs of ECN Capital Corp. (the “**Corporation**”). The Board, directly and through its committees and the chair of the Board (the “**Chair**”), shall provide direction to senior management, generally through the Chief Executive Officer, to pursue the best interests of the Corporation.

#### **2. Composition**

##### *General*

The composition and organization of the Board, including the number, qualifications and remuneration of directors, the number of Board meetings, Canadian residency requirements, quorum requirements, meeting procedures and notices of meetings are governed by the *Business Corporations Act* (Ontario), applicable Canadian securities laws, applicable stock exchange rules (including the rules of the Toronto Stock Exchange) and the articles and by-laws of the Corporation, in each case as they may be amended and/or replaced from time to time, subject to any exemptions or relief that may be granted from such requirements.

Each director must have an understanding of the Corporation’s principal operational and financial objectives, plans and strategies, and financial position and performance. Directors must have sufficient time to carry out their duties and not assume responsibilities that would materially interfere with, or be incompatible with, Board membership. Directors who experience a significant change in their personal circumstances, including a change in their principal occupation, are expected to advise the chair of the Compensation and Corporate Governance Committee.

##### *Independence*

A majority of the Board must be independent. “**Independent**” shall have the meaning, as the context requires, given to it in National Policy 58-201 – *Corporate Governance Guidelines*, as it may be amended and/or replaced from time to time.

##### *Chair of the Board*

If the Chair of the Board is not independent, then the independent directors shall select from among their number a director who will act as “Lead Director” and who will assume responsibility for providing leadership to enhance the effectiveness and independence of the Board. The Chair, if independent, or the Lead Director if the Chair is not independent, shall act as the effective leader of the Board and ensure that the Board’s agenda will enable it to successfully carry out its duties.

#### **3. Duties and Responsibilities**

The Board shall have the specific duties and responsibilities outlined below.

## ***Strategic Planning***

### **(a) Strategic Plans**

The Board shall adopt a strategic plan for the Corporation. At least annually, the Board shall review and, if advisable, approve the Corporation's strategic planning process and the Corporation's annual strategic plan. In discharging this responsibility, the Board shall review the plan in light of management's assessment of emerging trends, the competitive environment, the opportunities for the business of the Corporation, risk issues, and significant business practices and products.

### **(b) Business and Capital Plans**

At least annually, the Board shall review and, if advisable, approve the Corporation's annual business and capital plans as well as policies and processes generated by management relating to the authorization of major investments and significant allocation of capital.

### **(c) Monitoring**

At least annually, the Board shall review management's implementation of the Corporation's strategic, business and capital plans. The Board shall review and, if advisable, approve any material amendments to, or variances from, these plans.

## ***Risk Management***

### **(a) General**

At least annually, the Board shall review reports provided by management and the Credit and Risk Committee of principal risks associated with the Corporation's business and operations, review the implementation by management of appropriate systems to manage these risks, and review reports by management relating to the operation of, and any material deficiencies in, these systems.

### **(b) Verification of Controls**

The Board shall verify that internal, financial, non-financial and business control and management information systems have been established by management.

## ***Human Resource Management***

### **(a) General**

At least annually, the Board shall review a report of the Compensation and Corporate Governance Committee concerning the Corporation's approach to human resource management and executive compensation.

### **(b) Succession Review**

At least annually, the Board shall review the succession plans of the Corporation for the Chair, the Lead Director, the Chief Executive Officer and other executive officers, including the appointment, training and monitoring of such persons.

(c) **Integrity of Senior Management**

The Board shall, to the extent feasible, satisfy itself as to the integrity of the Chief Executive Officer and other executive officers of the Corporation and that the Chief Executive Officer and other senior officers strive to create a culture of integrity throughout the Corporation.

**Corporate Governance**

(a) **General**

At least annually, the Board shall review a report of the Compensation and Corporate Governance Committee concerning the Corporation's approach to corporate governance.

(b) **Director Independence**

At least annually, the Board shall review a report of the Compensation and Corporate Governance Committee that evaluates the director independence standards established by the Board and the Board's ability to act independently from management in fulfilling its duties.

(c) **Ethics Reporting**

The Board has adopted the Code, which is applicable to directors, officers and employees of the Corporation. At least annually, the Board shall review the report of the Compensation and Corporate Governance Committee relating to compliance with, or material deficiencies from, the Code and approve changes it considers appropriate. The Board shall review reports from the Compensation and Corporate Governance Committee concerning investigations and any resolutions of complaints received under the Code.

(d) **Board of Directors Mandate Review**

At least annually, the Board shall review and assess the adequacy of this Mandate to ensure compliance with any rules of regulations promulgated by any regulatory body and approve any modifications to this Mandate as considered advisable.

**Communications**

(a) **General**

The Board has adopted a Disclosure Policy for the Corporation. At least annually, the Board, in conjunction with the Chief Executive Officer, shall review the Corporation's overall Disclosure Policy, including measures for receiving feedback from the Corporation's stakeholders, and management's compliance with such policy. The Board shall, if advisable, approve material changes to the Corporation's Disclosure Policy.

(b) **Shareholders**

The Corporation endeavors to keep its shareholders informed of its progress through an annual report, annual information form, quarterly interim reports, periodic press releases and other continuous disclosure documentation, as applicable. Directors and management meet with the Corporation's shareholders at the annual meeting and are available to respond to questions at that time. In addition, the Corporation shall maintain a website that is regularly updated and provides investors with relevant information on the Corporation and an opportunity to communicate with the Corporation.

#### **4. Committees of the Board**

The Board has established the following committees: the Compensation and Corporate Governance Committee, the Audit Committee and the Credit and Risk Committee. Subject to applicable law and regulations, the Board may establish other Board committees or merge or dispose of any such Board committee.

##### ***Committee Mandates***

The Board has approved mandates for each Board committee and shall approve mandates for each new Board committee. At least annually, each committee mandate shall be reviewed by the Compensation and Corporate Governance Committee and any suggested amendments brought to the Board for consideration and approval.

##### ***Delegation to Committees***

The Board has delegated to the applicable committee those duties and responsibilities set out in each Board committee's mandate.

##### ***Consideration of Committee Recommendations***

As required by applicable law, by applicable committee Mandate or as the Board may consider advisable, the Board shall consider for approval the specific matters delegated for review to Board committees.

##### ***Board/Committee Communication***

To facilitate communication between the Board and each Board committee, each committee chair shall provide a report to the Board on material matters considered by the committee at the first Board meeting after the committee's meeting.

#### **5. Meetings**

The Board will meet at least once in each quarter, with additional meetings held as deemed advisable. The Chair (in conjunction with the Lead Director, as applicable) is primarily responsible for the agenda and for supervising the conduct of the meeting. Any director may propose the inclusion of items on the agenda, request the presence of, or a report by any member of senior management, or at any Board meeting raise subjects that are not on the agenda for that meeting.

Meetings of the Board shall be conducted in accordance with the Corporation's constituting documents.

##### ***Secretary and Minutes***

The Corporation's Secretary, his or her designate or any other person the Board requests shall act as secretary of Board meetings. Minutes of Board meetings shall be recorded and maintained by the Secretary and subsequently presented to the Board for approval.

##### ***Meetings Without Management***

The independent members of the Board shall hold regularly scheduled meetings, or portions of regularly scheduled meetings, at which non-independent directors and members of management are not present.

### ***Directors' Responsibilities***

Each director is expected to attend all meetings of the Board and any committee of which he or she is a member. Directors will be expected to have read and considered the materials sent to them in advance of each meeting and to actively participate in the meetings.

### ***Access to Management and Outside Advisors***

In discharging the forgoing duties and responsibilities, the Board shall have unrestricted access to management and employees of the Corporation and to the relevant books, records and systems of the Corporation as considered appropriate. The Board shall have the authority to retain legal counsel, consultants or other advisors to assist it in fulfilling its responsibilities. The Corporation shall provide appropriate funding, as determined by the Board, for the services of these advisors.

### ***Service on Other Boards and Audit Committees***

Directors may serve on the boards of other public companies so long as these commitments do not materially interfere and are compatible with their ability to fulfill their duties as a member of the Board. Directors must advise the Chair in advance of accepting an invitation to serve on the board of another public corporation.

## **6. Director development and evaluation**

Each new director shall participate in the Corporation's initial orientation program and each director shall participate in the Corporation's continuing director development programs. The Compensation and Corporate Governance Committee shall review with each new member: (i) certain information and materials regarding the Corporation, including the role of the Board and its committees; and (ii) the legal obligations of a director of the Corporation. At least annually, the Board with the assistance of the Compensation and Corporate Governance Committee, shall review the Corporation's initial orientation program and continuing director development programs.

## **7. No Rights Created**

This Mandate is a statement of broad policies and is intended as a component of the flexible governance framework within which the Board, assisted by its committees, directs the affairs of the Corporation. While it should be interpreted in the context of all applicable laws, regulations and listing requirements, as well as in the context of the Corporation's Articles and By-laws, it is not intended to establish any legally binding obligations.

## EXHIBIT “E”

### VIRTUAL ANNUAL MEETING OF SHAREHOLDERS CODE OF PROCEDURE (the “Code”)

#### 1. Application

This Code shall govern the conduct of virtual annual meetings of shareholders (each, a “**Meeting**”) of ECN Capital Corp. (the “**Corporation**”). It is a complement to the provisions of the *Business Corporations Act (Ontario)*, including the regulations or guidelines thereunder (the “**Act**”), and to the Corporation’s by-laws (the “**By-Laws**”). In any case of conflict between the Code and the Act and/or the By-Laws, the Act and/or the By-Laws, as applicable, shall prevail.

In order to facilitate a fair and productive Meeting, we ask the cooperation of shareholders (“**you**”) in observing the following procedures:

#### 2. Business of the Meeting

The business to be conducted at the Meeting will be set forth in the applicable Notice of Meeting and Management Proxy Circular (the “**Circular**”) delivered to shareholders. The Corporation will follow the agenda of the Meeting as set out in the Circular.

#### 3. Registered Shareholders and Non-Registered Shareholders

The board of directors of the Corporation (the “**Board**”) has fixed the record date for the purpose of determining holders of Common Shares entitled to receive notice of and to vote at the Meeting and disclosed same within the Circular. Any holder of common shares (“**Common Shares**”) of the Corporation of record at the close of business on the record date will be entitled to vote the Common Shares registered in such shareholder’s name at that date on each matter to be acted upon at the Meeting. Please follow the instructions provided in the Circular to participate at the Meeting. If you have voted your shares prior to the start of the Meeting, and your vote has been received by the Corporation’s scrutineers, you do not need to vote those shares during the Meeting, unless you wish to revoke or change your vote.

Shareholders and duly appointed proxyholders entitled to vote at the Meeting may vote by proxy in advance of the Meeting. Non-registered shareholders who have not duly appointed themselves as proxyholders will be able to attend the Meeting as guests. Guests are able to attend the Meeting but are not able to submit questions or vote their shares (if any).

#### 4. Questions

Shareholders and duly appointed proxyholders may submit questions during the Meeting using the “Ask a Question” field provided in the web portal. Questions may be submitted at any point in advance of, or during, the Meeting but must be submitted prior to the commencement of voting on the matter to which they relate. Subject to this Code, all questions relating to a matter subject to a vote at the Meeting will be addressed prior to the closing of voting on such matter.

Following termination of the formal business of the Meeting, the Corporation will address any appropriate general questions received from shareholders and duly appointed proxyholders regarding the Corporation.



## **5. Pertinence and Good Order**

In order to facilitate a respectful and effective Meeting, only questions of general interest to all shareholders will be answered, if your question is related to an individual matter a Corporation representative will contact you after the Meeting.

## **6. Specific Questions**

If there are any matters of individual concern to a shareholder and not of general concern to all shareholders, or if a question posed was not otherwise answered, such matters may be raised separately after the Meeting by contacting the Corporation's Investor Relations team by sending an e-mail to the Chairman of the Board at [board@ecncapital.corp](mailto:board@ecncapital.corp).

## **7. Recording**

A recording of the webcast will be available on the Corporation's website for approximately one year from the date of the Meeting. Any other recording of the Meeting is prohibited.

# QUESTIONS? NEED HELP VOTING?

## CONTACT US

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North American  
Toll Free Number


**1.855.682.4840**

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@ E-mail: [contactus@kingsdaleadvisors.com](mailto:contactus@kingsdaleadvisors.com)

 Fax: 1.416.867.2339

Toll Free Facsimile: 1.866.545.5580

 Outside North America, Banks and Brokers  
Call Collect or Text: 1.437.561.5009