BC Hydro Board Attestation

To:
John Davison, President & CEO
PSEC Secretariat
Suite 210 - 880 Douglas Street Victoria, B.C. V8W 2B7

I am aware of the executive compensation paid in the prior fiscal year and verify that compensation provided was within approved compensation plans.

_____ _June 15, 2026_____

Nalaine Morin — Date

Director, BC Hydro Board of Directors

Chair, Governance, People & Culture Committee

BC Hydro
Power smart

PURPOSE

BC Hydro must disclose all compensation provided to the President and Chief Executive Officer and the next four highest ranking executives. This document outlines the governance, philosophy, design, and total value of executive compensation for the fiscal year ending March 31, 2026 for BC Hydro, and its two subsidiaries: Powerex and Powertech.

GOVERNANCE

As a Crown Corporation, BC Hydro designs and administers executive compensation within its approved compensation plan for executives as required under the Public Sector Employers Act. Changes to the compensation plan are reviewed and approved by the Board and/or the Governance, People & Culture Committee (GP&CC) prior to submission to the Public Sector Employers' Council (PSEC) for final approval.

Executive compensation is reviewed by the Board and the GP&CC as per the terms of reference outlined below.

Board of Directors

- Approves the President and Chief Executive Officer compensation structure, performance-based incentive awards and salary increases acting upon the recommendation of the GP&CC.

GP&CC

- Approves the compensation philosophy and plan design.
- Reviews and recommends to the Board of Directors, the President and Chief Executive Officer's performance-based incentive awards and salary increases.
- Approves the Executive Team performance-based incentive awards and salary increases, acting upon the recommendation of the President and Chief Executive Officer.

TOTAL COMPENSATION PHILOSOPHY

BC Hydro's total rewards programs are designed to attract and retain qualified employees. The following reflect the key total rewards design principles.

Performance: Reward programs align employees with strategic priorities and support a performance-based culture, where employees seek to meet and surpass key goals.

Differentiation: Differences in position scope and accountability, as well as the performance of individual employees, are the main drivers of the pay an employee receives.

Accountability: Reward programs are affordable, linked to business requirements, and are an appropriate expenditure of public dollars.

Transparency: Reward programs have clear rules and fair processes to ensure consistent and equitable application. Programs are designed and communicated in a manner that ensures they are clearly understood by employees and the public while protecting individual personal information.

Flexibility: Reward programs, where possible, allow employees choice to tailor solutions that best meet the needs of our diverse workforce and business.

Compliance: Reward programs are compliant with employment and tax laws, collective agreements, and policies set by PSEC.

Compensation is benchmarked to other public sector employers and to other Canadian electric utilities for industry specific jobs.

PERFORMANCE BASED PAY

Executives participate in both a merit program and an incentive program which together comprise the performance-based pay for the job.

The merit program is a review of an individual's performance against the mandate of their role/portfolio and may result in a change in base salary.

The objective of the executive incentive program is to put pay at risk, focus the Executive Team on specific performance objectives outlined in BC Hydro's Service Plan and provide a means to recognize achievements. At the end of the fiscal year each executive summarizes their performance. The process consists of a discussion between the President and Chief Executive Officer and each Executive Team member about the performance factors, measurement criteria and demonstrated results, including BC Hydro's overall performance. Based on these performance reviews, the President and Chief Executive Officer determines a final performance score and recommends to the GP&CC performance-based incentive awards for the Executive Team.

Executive incentive awards are based on objectives linked to BC Hydro's performance measures. The Fiscal 2026 performance measures and results achieved can be viewed in BC Hydro's Service Plan.

ELEMENTS OF THE EXECUTIVE COMPENSATION PLAN

The executive offer includes the following elements which align to and support the compensation philosophy described above. The design may differ for subsidiary executives and managers.

- **Salary:** A base salary that is determined and approved as described in the preceding sections.
- **Incentive Award:** An incentive award based on individual and company performance. The maximum incentive award possible is 20% of salary. The maximum incentive award possible for the President and Chief Executive Officer is 10% of salary.
- **Benefits:** Executives receive comparable benefits available to other exempt employees, though the employer paid coverage for life insurance, long term disability, extended health, and vision care are higher. The value of statutory benefits such as employer premiums for WorkSafe BC, Canada Pension Plan, and Employment Insurance are also included in the benefit amount reported.
- **Pension**: BC Hydro provides a defined benefit pension plan. The formula for calculating the pension is two per cent multiplied by an employee's best five average consecutive years of plan earnings multiplied by their years of contributory service. Executives receive additional benefits available through the Executive Pension Plan. These benefits include the option to purchase additional service, within the guidelines, to a maximum of five years.
- **All Other Compensation:** Executives may receive paid parking or a transit pass, and the taxable benefit value is reported. Executives may receive vacation payouts if they were unable to take their vacation days as time off. Executives receive a 4% of salary annual benefit credit. They may use this credit to purchase additional days off, take as cash, and/or allocate towards other benefit programs. Benefit credits that are cashed out and/or allocated towards other benefit programs are reported under other compensation.

BC Hydro

Summary Compensation Table at 2026

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2025/2026 Total Compensation	Previous Two Years Totals Total Compensation	
							2024/2025	2023/2024
BC Hydro								
Charlotte Mitha, President & CEO	$ 403,513	$ 48,156	$ 30,451	$ 95,229	$ 39,647	$ 616,996	$ 535,255	$ 508,989
Christopher O'Riley, President & CEO (former)	$ 153,342	$ 12,227	$ 10,723	$ 36,189	$ 76,254	$ 288,735	$ 650,196	$ 637,946
Keith Anderson, SVP, Customer & Corporate Affairs	$ 305,937	$ 55,821	$ 27,716	$ 72,201	$ 15,007	$ 476,682		
Maureen Daschuk, EVP Integrated Planning (former)	$ 114,698	$ 18,228	$ 9,606	$ 27,069	$ 215,006	$ 384,607	$ 506,928	$ 490,280
Brian Knoke, EVP, Operations	$ 323,607	$ 60,629	$ 28,227	$ 76,371	$ 13,532	$ 502,366		
Ajay Kumar, SVP, Integrated Planning	$ 300,079	$ 56,001	$ 27,547	$ 70,819	$ 22,652	$ 477,098		
Ryan Layton, EVP, Finance, Supply Chain, Regulatory & CFO	$ 326,522	$ 60,461	$ 28,311	$ 77,059	$ 15,680	$ 508,033	$ 494,033	$ 462,587
Diana Stephenson, SVP, Customer & Corporate Affairs (former)	$ 139,832	-	$ 11,906	$ 33,000	$ 45,107	$ 229,845	$ 501,177	$ 477,261
Powerex								
Thomas Bechard, Pres & CEO Powerex (former)	$ 311,378	-	$ 23,064	$ 24,388	$ 732,288	$ 1,091,118	$ 1,633,445	$ 1,607,609
David Wong, CEO Powerex	$ 327,494	$ 510,963	$ 23,114	$ 25,743	$ 930	$ 888,244		
Amit Budhwar, Director, Risk Mgmt	$ 265,437	$ 53,300	$ 26,546	$ 62,643	-	$ 407,926	$ 371,269	$ 368,831
Jay Ratzlaff, Chief Legal & Compliance Officer - Pwx	$ 271,159	$ 53,300	$ 26,711	$ 63,994	$ 13,819	$ 428,983	$ 391,672	$ 366,514
Orang Towfigh, Powerex Chief Information Officer	$ 238,700	$ 23,966	$ 22,811	$ 20,291	-	$ 305,768	$ 314,651	$ 305,825
Connie Leong, Powerex Director, Finance	$ 58,190	$ 5,500	$ 6,371	$ 3,557	-	$ 73,618		
Powertech								
Pierre Poulain, President & CEO - Powertech	$ 290,601	$ 56,570	$ 27,273	$ 68,582	$ 46	$ 443,072	$ 429,965	$ 424,543
Taramatee Ramnial, Senior Director of Corporate Services & Business Operations	$ 222,407	$ 21,871	$ 22,409	$ 18,745	$ 3,222	$ 288,654	$ 276,794	$ 264,224
Ken Bognar, Senior Director, Technical Services	$ 228,479	$ 19,717	$ 22,559	$ 19,074	$ 3,623	$ 293,452	$ 283,947	$ 277,564
Zhihong Feng, Division Manager of Power Systems	$ 208,229	$ 27,361	$ 22,058	$ 18,014	$ 39,194	$ 314,856	$ 308,842	$ 265,843

Xi Lin, Director, Engineering Services	$ 204,931	$ 26,828	$ 21,977	$ 17,692	$ 28,953	$ 300,381		

Summary Other Compensation Table at 2026

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
BC Hydro							
Charlotte Mitha, President & CEO	$ 39,647	-	$ 26,760	-	$ 12,000	-	$ 887
Christopher O'Riley, President & CEO (former)	$ 76,254	-	$ 71,254	-	$ 5,000	-	-
Keith Anderson, SVP, Customer & Corporate Affairs	$ 15,007	-	$ 4,802	-	$ 7,000	-	$ 3,205
Maureen Daschuk, EVP Integrated Planning (former)	$ 215,006	-	$ 42,878	-	$ 5,000	-	$ 167,128
Brian Knoke, EVP, Operations	$ 13,532	-	-	-	$ 12,000	-	$ 1,532
Ajay Kumar, SVP, Integrated Planning	$ 22,652	-	-	-	$ 8,000	-	$ 14,652
Ryan Layton, EVP, Finance, Supply Chain, Regulatory & CFO	$ 15,680	-	$ 307	-	$ 12,000	-	$ 3,373
Diana Stephenson, SVP, Customer & Corporate Affairs (former)	$ 45,107	-	$ 38,362	-	$ 5,500	-	$ 1,245
Powerex							
Thomas Bechard, Pres & CEO Powerex (former)	$ 732,288	-	-	-	-	-	$ 732,288
David Wong, CEO Powerex	$ 930	-	-	-	-	-	$ 930
Amit Budhwar, Director, Risk Mgmt	-	-	-	-	-	-	-
Jay Ratzlaff, Chief Legal & Compliance Officer - Pwx	$ 13,819	-	$ 8,480	-	-	-	$ 5,339
Orang Towfigh, Powerex Chief Information Officer	-	-	-	-	-	-	-
Connie Leong, Powerex Director, Finance	-	-	-	-	-	-	-
Powertech							
Pierre Poulain, President & CEO - Powertech	$ 46	-	$ 46	-	-	-	-
Taramatee Ramnial, Senior Director of Corporate Services & Business Operations	$ 3,222	-	$ 3,222	-	-	-	-
Ken Bognar, Senior Director, Technical Services	$ 3,623	-	$ 1,834	-	-	-	$ 1,789
Zhihong Feng, Division Manager of Power Systems	$ 39,194	-	$ 30,989	-	-	-	$ 8,205
Xi Lin, Director, Engineering Services	$ 28,953	-	$ 15,052	-	-	-	$ 13,901

Notes

Charlotte Mitha, President & CEO	**General Note:** Promoted to President & CEO 2025-08-01 with a 32% increase in salary. Previously in EVP, Operations role. **Other Note:** Other is taxable benefit for transit pass.
Christopher O'Riley, President & CEO (former)	**General Note:** Retired effective 2025-08-01.
Keith Anderson, SVP, Customer & Corporate Affairs	**General Note:** Promoted to SVP, Customer and Corporate Affairs role effective 2025-09-08 with a 9% increase in salary. Previously in VP, Business Development, Partnerships role. **Other Note:** Other is taxable benefit for paid parking.
Maureen Daschuk, EVP Integrated Planning (former)	**General Note:** Retired effective 2025-08-01. Received a payout of unused benefit credit allocated towards a time off dollar bank over a 16 year period ($166,722), and payout of unused 2024 and 2025 vacation ($42,878). **Other Note:** Other is payout of the 4% benefit credit accumulated and not used over 16 year career, ($166,722) and taxable benefit for paid transit pass ($406).
Brian Knoke, EVP, Operations	**General Note:** Started in EVP, Operations role 2025-09-01 and received a 2% lateral salary increase. Previously in EVP, Site C role. **Other Note:** Other is taxable benefit for paid parking.
Ajay Kumar, SVP, Integrated Planning	**General Note:** Promoted to SVP, Integrated Planning effective 2025-08-01 with a 15% increase in salary. Previously in VP, Asset Planning role. **Other Note:** Other is value of parking taxable benefit ($2,004) and value of benefit credit taken as cash and/or allocated towards other benefit programs ($12,648).
Ryan Layton, EVP, Finance, Supply Chain, Regulatory & CFO	**General Note:** Received a 2% performance based salary increase effective April 1, 2025. **Other Note:** Other is taxable benefit for paid parking.
Diana Stephenson, SVP, Customer & Corporate Affairs (former)	**General Note:** Resigned effective 2025-08-30. **Other Note:** Other is taxable benefit for paid parking.
Thomas Bechard, Pres & CEO Powerex (former)	**General Note:** Retired effective 2026-01-01. **Other Note:** Other is payout of a deferred incentive award for 2023/24 performance ($432,288), and 2024/25 performance ($300,000).

David Wong, CEO Powerex	**General Note:** Hired 2025-06-01. **Other Note:** Other is value of parking taxable benefit ($446) and value of benefit credit taken as cash and/or allocated towards other benefit programs ($484).
Amit Budhwar, Director, Risk Mgmt	**General Note:** Received a 2.5% performance based salary increase effective April 1, 2025.
Jay Ratzlaff, Chief Legal & Compliance Officer - Pwx	**General Note:** Received a 2.5% performance based salary increase effective April 1, 2025. **Other Note:** Other is taxable benefit for paid parking ($9) and value of benefit credit taken as cash and/or allocated towards other benefit programs ($5,330).
Orang Towfigh, Powerex Chief Information Officer	**General Note:** Received a 2.5% performance based salary increase effective April 1, 2025.
Connie Leong, Powerex Director, Finance	**General Note:** Hired 2025-12-15.
Pierre Poulain, President & CEO - Powertech	**General Note:** Received a 2% performance based salary increase effective April 1, 2025.
Taramatee Ramnial, Senior Director of Corporate Services & Business Operations	**General Note:** Received a 2.5% performance based salary increase effective April 1, 2025.
Ken Bognar, Senior Director, Technical Services	**General Note:** Received a 2.5% performance based salary increase effective April 1, 2025. **Other Note:** Other is value of benefit credit taken as cash and/or allocated towards other benefit programs.
Zhihong Feng, Division Manager of Power Systems	**General Note:** Received a 2.5% performance based salary increase effective April 1, 2025. **Other Note:** Other is value of benefit credit taken as cash and/or allocated towards other benefit programs.
Xi Lin, Director, Engineering Services	**General Note:** Received a 2.5% performance based salary increase effective April 1, 2025. **Other Note:** Other is value of benefit credit taken as cash and/or allocated towards other benefit programs.