May 15, 2026

John Davison
President & CEO
PSEC Secretariat
Suite 210 - 880 Douglas Street
Victoria, BC V8W 2B7

Re: 2025/26 Executive Compensation Disclosure – Columbia Basin Trust

Dear Mr. Davison,

Enclosed please find the Executive Compensation Disclosure Report for Columbia Basin Trust (the "Trust") for fiscal year 2025/26.

I confirm that the Trust's Board of Directors is aware of the executive compensation paid in the prior fiscal year and that all compensation disclosed is accurate. There were no pre-employment payments made prior to the employment contracts. All compensation provided was within the Trust's approved compensation plan and complies with the Public Sector Executive Compensation Disclosure Guidelines.

Sincerely,



Susan Clovechok
Chair, Board of Directors
Columbia Basin Trust

Enc. 2025/26 Executive Compensation Disclosure Report

COMPENSATION POLICY HR02

INTRODUCTION

This policy sets out the principles and methodology used for determining job classification and compensation and sets out the elements of the Trust's Compensation Plan. This policy shall apply to all employees of the Trust and is subject to the Public Sector Employer's Counsel (PSEC) approvals and guidelines.

POLICY

1. CORE PRINCIPLES

The following core principles guide the design, implementation and administration of the Trust compensation philosophy:

a. **Performance**: Compensation programs support and promote a performance based (merit) organizational culture. All salary increases are merit based.

b. **Differentiation**: Differentiation of salary is supported where there are differences in the scope of the position and/or due to superior individual performance.

c. **Accountability**: Compensation decisions are objective and based upon a clear and well documented business rationale.

d. **Transparency**: Compensation programs are designed, managed and communicated in a manner that ensures the program is clearly understood by employees and the public while protecting individual personal information.

2. MARKET COMPARATOR GROUPS

a. The Trust's job rate (100%) reflects the target level of compensation for each position and is set at the market average level of compensation (P50) for comparable positions. The comparator group selected includes relevant comparator organizations in our regional area, British Columbia and outside of British Columbia. Comparator organizations include the BC Public Service with the majority being public sector organizations.

b. Salary ranges for each position correspond to a point range distribution reflected for each of the 13 salary ranges. Each level has a salary range between 85% and 110%.

c. The Trust does not offer bonuses, incentive pay, holdbacks or any other additional compensation.

3. BENCHMARKING

a. The Trust evaluates and compensates positions using the Korn Ferry Hay Job Evaluation Methodology and jobs are placed into one of 13 salary grades based on the total point ratings. A job is evaluated based on the knowledge required (whether practical or intellectual), the type of thinking and judgment required to solve the problems which the role commonly faces, the responsibilities and accountabilities assigned to the job and the working conditions commonly experienced.

b. The following guidelines are used for placement of positions within a job grade:

Market: 85 - 105%

Target pay for employees who are fully seasoned in the job with the combination of experience and requirements needed to perform all duties and responsibilities expected of the job.

Innovative Practice: 105 - 110%

Target pay for employees who consistently exceed all expectations through a unique and exceptional application of knowledge, skills and/or effort over a consistent and sustained period that justifies the use of this level.

4. PERFORMANCE MERIT INCREASES

a. Annual performance reviews are completed for all employees. Performance increases are merit based and allow for movement within the applicable salary range. The effective dates of the performance merit increases are April 1st of each year. The employee must have successfully completed their probationary period to be eligible for a performance merit increase. The Trust will fund performance merit increases within existing approved budgets.

5. COMPENSATION INFORMATION

a. There are 13 salary ranges. The lowest minimum (85%) salary range starts at $41,400 and the highest maximum (110%) salary range is $236,100.

JG	Minimum (85%)	Job Rate (100%)	Maximum (110%)
JG15	182,400	214,600	236,100
JG14	168,300	198,000	217,700
JG13	138,800	163,100	179,300
JG12	124,100	145,800	160,300
JG11	111,500	131,100	144,500
JG10	100,600	118,200	130,000
JG9	86,500	101,500	111,700
JG8	80,200	94,200	103,800
JG7	71,600	84,300	92,700
JG6	63,200	74,500	81,700
JG5	55,400	65,100	71,600
JG4	47,100	55,500	61,100
JG3	41,400	48,700	53,700

6. ELEMENTS OF THE TRUST COMPENSATION PLAN

- **Base pay**

- **Leave and Statutory Holidays:**
  Statutory Holidays: The Trust observes the following 13 statutory holidays, and additionally uses discretion to provide flexibility with certain statutory holidays to allow for cultural and religious preferences:

  - New Year's Day
  - Family Day
  - Good Friday
  - Easter Monday
  - Victoria Day
  - Canada Day
  - BC Day
  - Labour Day
  - National Day for Truth and Reconciliation
  - Thanksgiving Day
  - Remembrance Day
  - Christmas Day
  - Boxing Day

- **Vacation**
  Employees will earn vacation based on total years of service to the Trust to a maximum of 35 days per year. This accrual will continue to end of employment or until otherwise amended by mutual agreement.

- **Special Leave**
  Eight days per year, not cumulative, for unplanned emergencies or personal obligations.

- **Sick Leave**
  Eight days per year cumulative to a maximum of 120 days.

- **Flex Days**
  Management roles only. Maximum of seven days per year, not cumulative.

- **Earned Day Off**
  Non-management roles may increase their daily schedule to allow for time off on a regularly scheduled basis.

- **Benefits include:**
  - Extended Health
  - Dental
  - Life
  - Dependent Life
  - Accidental Death and Dismemberment
  - Short Term Disability
  - Long Term Disability (regular full-time employees)
  - Health Spending Account
  - Employee Family Assistance Program
  - Healthy Active Employee Policy

- **Pension**:
  - A defined benefit pension plan through the Public Service Pension Plan (PSPP) is available to all Trust employees.
  - Employees hired prior to June 30, 2012 were provided the option to receive a (20%) benefit allowance to cover pension and benefits and not subscribe to the pension and benefits plans.

- **Retirement Allowance:**
  - Upon retirement, employees with 20 or more years of service with the Trust will receive an initial one month's salary, plus an additional one–fifth of a month more for each year of service in excess of 20 years. The total allowance shall not exceed three months of salary.
  - If an employee has met the criteria for years of service with the Trust, the Trust will also recognize any previous service an employee had with Province of BC Government Ministries and/or other Crown Corporations of the Province of BC.
  - To be eligible for this allowance, employees must also have reached age 55 and go directly from pay to the Public Service Pension Plan.

EXECUTIVE COMPENSATION DISCLOSURE

Columbia Basin Trust

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
Johnny Strilaeff, President & CEO	$ 255,500	-	$ 64,547	-	$ 1,750	$ 321,797	$ 313,093	$ 303,518
Aimee Ambrosone, Vice-President & Chief Operating Officer	$ 204,600	-	$ 34,008	$ 20,153	-	$ 258,761	$ 253,919	$ 236,541
Brandon Haney, Vice-President & Chief Operating Officer, Power Operations	$ 206,025	-	$ 18,745	$ 20,294	$ 1,000	$ 246,064	$ 238,897	$ 221,016

Summary Other Compensation Table at 2026

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Johnny Strilaeff, President & CEO	$ 1,750	-	-	-	-	-	$ 1,750
Aimee Ambrosone, Vice-President & Chief Operating Officer	-	-	-	-	-	-	-
Brandon Haney, Vice-President & Chief Operating Officer, Power Operations	$ 1,000	-	-	-	-	-	$ 1,000

Notes

Johnny Strilaeff, President & CEO	**General Note:** Statutory & Health Benefits $64,547 includes Benefit & Pension Allowance plus statutory benefit premiums (CPP, EI, WCB). Columbia Basin Trust provided a 2% performance based increase effective April 1, 2025 for the 2024/25 performance year. **Other Note:** Healthy Active Employee Allowance $500, Long Service Award $1,250
Aimee Ambrosone, Vice-President & Chief Operating Officer	**General Note:** Statutory & Health Benefits $34,008 includes Benefit Allowance plus statutory benefit premiums (CPP, EI, WCB). Columbia Basin provided a 2% performance based increase effective April 1, 2025 for the 2024/25 performance year.
Brandon Haney, Vice-President & Chief Operating Officer, Power Operations	**General Note:** Statutory & Health Benefits $18,745 includes Extended Health Benefits plus statutory benefit premiums (CPP, EI, WCB). Columbia Basin provided a 2% performance based increase effective April 1 to December 31, 2025 for the 2024/25 performance year. Effective January 1, 2026 an increase of 2.8% was provided for additional executive role responsibilities. **Other Note:** Healthy Active Employee Allowance $500 paid in each calendar year 2025 & 2026.