

EXECUTIVE COMPENSATION DISCLOSURE

Legal Aid BC

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
Wendy Jackson, Chief Executive Officer	\$ 280,000	-	\$ 20,017	\$ 26,068	\$ 12,248	\$ 338,333	\$ 48,028	
Ali-Reza Allameh, General Counsel & Corporate Secretary	\$ 4,093	-	\$ 941	\$ 381	\$ 3,816	\$ 9,231	\$ 251,715	\$ 224,554
Salman Azam, Vice President Legal Operations & Chief Operating Officer	\$ 122,615	-	\$ 15,050	\$ 20,719	\$ 149,647	\$ 308,031	\$ 289,513	\$ 271,794
Rhaea Bailey, Vice President, Legal Strategy	\$ 194,624	-	\$ 18,289	\$ 18,119	\$ 4,066	\$ 235,098	\$ 234,519	
Branka Matijasic, Vice President, Legal Operations	\$ 176,999	-	\$ 18,751	\$ 16,479	\$ 2,897	\$ 215,126		
Kevin Tilley, General Counsel & Corporate Secretary	\$ 189,921	-	\$ 17,183	\$ 17,682	\$ 2,697	\$ 227,483		
Steven Veinot, Vice President Corporate Services & Chief Financial Officer	\$ 209,605	-	\$ 17,074	\$ 19,514	\$ 9,346	\$ 255,539	\$ 257,765	\$ 237,318

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Summary Other Compensation Table at 2026

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Wendy Jackson, Chief Executive Officer	\$ 12,248	-	-	-	\$ 6,960	\$ 1,930	\$ 3,358
Ali-Reza Allameh, General Counsel & Corporate Secretary	\$ 3,816	-	\$ 3,816	-	-	-	-
Salman Azam, Vice President Legal Operations & Chief Operating Officer	\$ 149,647	\$ 148,365	-	-	-	\$ 980	\$ 302
Rhaea Bailey, Vice President, Legal Strategy	\$ 4,066	-	-	-	-	\$ 1,930	\$ 2,136
Branka Matijasic, Vice President, Legal Operations	\$ 2,897	-	-	-	-	\$ 1,930	\$ 967
Kevin Tilley, General Counsel & Corporate Secretary	\$ 2,697	-	-	-	-	\$ 1,930	\$ 767
Steven Veinot, Vice President Corporate Services & Chief Financial Officer	\$ 9,346	-	\$ 6,449	-	-	\$ 1,930	\$ 967

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Notes

Wendy Jackson, Chief Executive Officer	Perquisite/Other Allowance Note: Cell Phone Allowance - \$1930 Other Note: Wellness - \$200, EI Rebate - \$102, Parking - \$3,056
Ali-Reza Allameh, General Counsel & Corporate Secretary	General Note: Employment ended on March 28, 2025. This represents the final pay on April 11, 2025 for period of March 24, 2025 to March 28, 2025.
Salman Azam, Vice President Legal Operations & Chief Operating Officer	General Note: Employment ended on October 21, 2025. Received a severance of \$148,365 paid as salary continuance from October 22, 2025, and will continue to receive a salary continuance until June 21, 2026. Please note that the full salary continuance is being reported during the current disclosure period and will not extend into the 2026/27 disclosure period. Perquisite/Other Allowance Note: Cell Phone Allowance - \$980 Other Note: Wellness - \$200, EI Rebate - \$102
Rhaea Bailey, Vice President, Legal Strategy	General Note: Received a 2% increase for the 2024/25 performance year; however, due to delayed implementation, the increase was paid during fiscal 2026/27 and will be reported in the 2026/27 disclosure. Perquisite/Other Allowance Note: Cell phone allowance - \$1930 Other Note: Wellness - \$200, EI Rebate - \$102, Parking - \$1,834
Branka Matijasic, Vice President, Legal Operations	General Note: Promoted to Vice President, Legal Operations position on January 19, 2026 Perquisite/Other Allowance Note: Call Phone Allowance - \$1930 Other Note: Wellness - \$200, EI Rebate - \$102, Compass Pass - \$665
Kevin Tilley, General Counsel & Corporate Secretary	General Note: Promoted to General Counsel & Corporate Secretary position on April 1, 2025 Perquisite/Other Allowance Note: Cell Phone Allowance - \$1930 Other Note: EI Rebate - \$102, Compass Pass - \$665
Steven Veinot, Vice President Corporate Services & Chief Financial Officer	General Note: Received a 2% increase for the 2024/25 performance year; however, due to delayed implementation, the increase was paid during fiscal 2026/27 and will be reported in the 2026/27 disclosure. Perquisite/Other Allowance Note: Cell Phone Allowance - \$1930 Other Note: Wellness - \$200, EI Rebate - \$102, Compass Pass - \$665