

EXECUTIVE COMPENSATION DISCLOSURE

Legal Aid BC

Summary Compensation Table at 2025

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2024/2025 Total Compensation	Previous Two Years Totals Total Compensation	
							2023/2024	2022/2023
Michael Bryant, Chief Executive Officer	\$ 12,449	-	\$ 807	\$ 1,159	\$ 299,446	\$ 313,861	\$ 324,702	\$ 293,135
Wendy Jackson, Chief Executive Officer	\$ 37,692	-	\$ 5,047	\$ 3,509	\$ 1,780	\$ 48,028		
Ali-Reza Allameh, General Counsel & Corporate Secretary	\$ 211,586	-	\$ 17,614	\$ 19,699	\$ 2,816	\$ 251,715	\$ 224,554	\$ 109,253
Salman Azam, Vice President Legal Operations & Chief Operating Officer	\$ 238,807	-	\$ 16,712	\$ 22,492	\$ 11,502	\$ 289,513	\$ 271,794	\$ 230,783
Rhaea Bailey, Vice President, Legal Strategy	\$ 195,005	-	\$ 19,132	\$ 18,155	\$ 2,227	\$ 234,519		
Steven Veinot, Vice President Corporate Services & Chief Financial Officer	\$ 211,180	-	\$ 17,705	\$ 19,661	\$ 9,219	\$ 257,765	\$ 237,318	\$ 47,999

EXECUTIVE COMPENSATION DISCLOSURE

Summary Other Compensation Table at 2025

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Michael Bryant, Chief Executive Officer	\$ 299,446	\$ 277,778	\$ 21,260	-	\$ 268	\$ 140	-
Wendy Jackson, Chief Executive Officer	\$ 1,780	-	-	-	\$ 1,071	\$ 509	\$ 200
Ali-Reza Allameh, General Counsel & Corporate Secretary	\$ 2,816	-	-	-	-	\$ 1,930	\$ 886
Salman Azam, Vice President Legal Operations & Chief Operating Officer	\$ 11,502	-	\$ 9,415	-	-	\$ 1,790	\$ 297
Rhaea Bailey, Vice President, Legal Strategy	\$ 2,227	-	-	-	-	\$ 1,930	\$ 297
Steven Veinot, Vice President Corporate Services & Chief Financial Officer	\$ 9,219	-	\$ 6,350	-	-	\$ 1,930	\$ 939

EXECUTIVE COMPENSATION DISCLOSURE

Notes

Michael Bryant, Chief Executive Officer	<p>General Note: Employment ended on April 9, 2024. Received salary continuance of \$277,778 for the period April, 2024 to December, 2024.</p> <p>Perquisite/Other Allowance Note: Cell Phone Allowance - \$140</p>
Wendy Jackson, Chief Executive Officer	<p>General Note: Appointed to the Chief Executive Officer position effective February 3, 2025.</p> <p>Perquisite/Other Allowance Note: Cell Phone Allowance - \$509</p> <p>Other Note: Wellness - \$200</p>
Ali-Reza Allameh, General Counsel & Corporate Secretary	<p>General Note: Received a 3% performance based salary increase effective April 1, 2024. Acted as VP, Legal Operations between April 9, 2024- March 28, 2025 and received a 10% increase to their base salary.</p> <p>Perquisite/Other Allowance Note: Cell Phone Allowance - \$1930</p> <p>Other Note: Wellness-\$200 EI Rebate -\$97 Compass Pass - \$589</p>
Salman Azam, Vice President Legal Operations & Chief Operating Officer	<p>General Note: Received a 3% performance based increase effective April 1, 2024. Acted as CEO between April 9, 2024- February 2, 2025 and received a 10% increase to their base salary.</p> <p>Perquisite/Other Allowance Note: Cell Phone Allowance - \$1790</p> <p>Other Note: Wellness - \$200 EI Rebate - \$97</p>
Rhaea Bailey, Vice President, Legal Strategy	<p>General Note: Received a 5% performance based increase effective April 1, 2024.</p> <p>Perquisite/Other Allowance Note: Cell Phone Allowance - \$1930</p> <p>Other Note: Wellness - \$200 EI Rebate - \$97</p>
Steven Veinot, Vice President Corporate Services & Chief Financial Officer	<p>General Note: Received a 3% performance based salary increase effective April 1, 2024.</p> <p>Perquisite/Other Allowance Note: Cell Phone Allowance - \$1930</p> <p>Other Note: Wellness-\$200 EI Rebate \$97 Compass Pass-\$641</p>