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May 15, 2026

John Davison
President and CEO
Public Sector Employers' Council Secretariat
Suite 210 – 880 Douglas Street
Victoria, BC V8W 2B7

Re: Attestation letter for Executive Compensation – British Columbia Lottery Corporation, Fiscal Reporting Period 2025/26

I have read the Public Sector Executive Compensation Reporting Guidelines as prepared by the Public Sector Employer's Council Secretariat and understand it is my responsibility as Board Chair to be aware of Executive compensation paid in the prior fiscal year, as reported by British Columbia Lottery Corporation (BCLC) management.

I hereby attest that, the Executive compensation transactions, as reported by BCLC for the fiscal reporting period 2025/26, in all material respects, are accurate and include all Executive compensation paid by BCLC. The disclosed information also includes the value of any pre-employment or post-employment payments made during the 12-month period before or after the term of employment. The compensation provided to Executives was within approved compensation plans and complies with these guidelines[1].

Yours truly,

Greg Moore

Chair, Board of Directors

Enclosure(s)

[1] The approved compensation plans referenced in this attestation letter are comprised of the following:

a) The British Columbia Lottery Corporation Compensation Philosophy and Plan approved by BCLC's Board of Directors on October 9, 2025.
b) Compensation transactions for the CEO are approved by the Minister.

Public Sector Executive Compensation Reporting Form

British Columbia Lottery Corporation
Reporting for Fiscal Year 2025/26

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Together we win

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Statement of Executive Compensation

May 2026

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Together we win

1. Purpose

BCLC is required to disclose all compensation provided to the Chief Executive Officer and the next four highest paid executives for the services they have provided to the organization. This document outlines the design, provisions and total value of executive compensation for the fiscal year ending March 31, 2026, for the British Columbia Lottery Corporation (BCLC).

2. Compensation Discussion and Analysis

2.1 COMPENSATION PHILOSOPHY

BCLC's Compensation Philosophy and Plan is aligned to a common compensation philosophy for the B.C. Public Sector and has embodied the following four core principles:

- **Performance** – Compensation programs support and promote a performance-based organizational culture.
- **Differentiation** – Differentiation of salary is supported where there are differences in the scope of the position within an organization, and/or due to superior individual team contributions.
- **Accountability** – Compensation decisions are objective and based upon a clear and well-documented business rationale that demonstrates the appropriate expenditure of public funds.
- **Transparent** – 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.

BCLC's Guiding Principles for Reward and Compensation

- **Experience -** We strive to reward in many ways, and pay is just one part of the experience at BCLC. We will communicate a holistic view of rewards, as the whole is greater than the sum of its parts.

- **Agile -** To serve our people as we serve our players, we need to cater to a range of tastes and needs. We do this through offering our people choice, control and flexibility so that their experience is more personal and meaningful. One-size-does-not-fit-all.
- **Competitive -** A total rewards program that ensures BCLC can compete to attract and retain the talent needed to continue providing exceptional playing experiences.
- **Performance -** We will differentiate rewards for high performing teams and individuals to support and promote a performance-based organizational culture.
- **Transparency -** Our practices will be transparent and accountable to all our stakeholders.

BCLC Compensation Philosophy

BCLC is a dynamic, entrepreneurial Crown Corporation of British Columbia that strives to be a best-in-class employer. We endeavor to attract, engage and retain high performing, dedicated, and conscientious employees to further its mandate of managing and conducting commercial gambling in a socially responsible manner for the benefit of British Columbians.

To support BCLC's vibrant and impactful work as a social purpose company and as a public sector organization, we believe it is imperative our rewards strategy is versatile and our approach fosters an environment where employees can perform to the best of their abilities, be passionate about their work, and be themselves all while servicing the broader organizational mission.

To be successful, we must attract a diverse pool of candidates and hire top talent who are multi-talented and committed to our purpose. We promote a culture founded on hard work, autonomy, respect, innovation, and a deep understanding and commitment to the value we bring to the residents of British Columbia, so the organization and the province of British Columbia can benefit from our collective synergy and passion focused efforts. We seek to provide our employees with challenging and rewarding work, and to offer a total rewards package that remunerates them for their value, is multidimensional, and addresses all aspects of their wellbeing.

While Total Compensation (including Salary and Benefits) is important, it is only one element of the greater Total Rewards package (also including Wellness, Social Purpose and Diversity, Inclusion & Belonging) that BCLC offers.

Any Total Rewards offered must comply with government regulations and guidelines in place.

2.2 GOVERNANCE

The Board of Directors (BOD) and the People Committee (PC) have oversight of BCLC's executive compensation. The terms of reference (as it pertains to executive compensation) are outlined below:

Board of Directors

- monitor and, at least annually, evaluate the CEO's performance against agreed upon annual objectives;
- approve the CEO's salary increases, incentive payouts and/or other compensation adjustments, subject to applicable Government requirements and approvals;
- approve BCLC's Compensation Philosophy, as well as the merit increase budget (if applicable), and any significant changes to the Compensation Plan, such as new salary ranges, new Vice President positions or an entirely new Compensation Plan, ensuring they meet applicable Government requirements and give consideration to current market practices;
- approve any material changes to benefit programs;
- oversee the British Columbia Lottery Corporation Pension Plan in accordance with the Board-approved pension plan governance structure and the Pension Plan Administration Manual (the "PPAM"). The Audit Committee and the People Committee

support the Board's oversight as further described in the PPAM and in their respective Committee Terms of Reference.

People Committee

- review and recommend to the Board for approval the CEO's Total Compensation, subject to applicable Government requirements and approvals;
- annually review with the CEO the planned Total Compensation of Executive Management for the next fiscal year;
- annually review and recommend to the Board for approval the Compensation Philosophy, as well as the merit increase budget (if applicable), and any significant changes to the Compensation Plan, such as new salary ranges, new Vice President positions or an entirely new Compensation Plan;
- supports Board oversight of The BCLC Pension Plan in accordance with the Board-approved governance structure, and the Pension Plan Administration Manual ("the PPAM").

2.3. FORMS OF COMPENSATION

Total compensation for the Executive includes base pay, benefits plan, pension, supplementary pension, vacation, vehicle/transportation allowance and other compensation. Following is a description of each total compensation element.

Base Pay

BCLC's compensation plan is market-based and salary ranges are reflective of the 50th percentile of the market.

Salaries are allocated through a formal job evaluation process and within approved salary bands.

Annual salary increases for the Executive are determined based on individual performance.

Compensation changes for the CEO must be approved by the Minister.

Benefits Plan

BCLC provides a cost-shared flexible benefit program, which gives employees the flexibility to choose appropriate levels of extended health, dental, accidental death and dismemberment insurance, life insurance, critical illness insurance, healthcare spending account and wellness account coverage. Long Term Disability premiums are paid for by the employee.

Registered Pension Plan (RPP)

BCLC provides a defined benefit pension plan, which is a shared cost between the employee and the Corporation. Employees contribute 4.4% of their monthly earnings that are less than or equal to the Year's Maximum Pensionable Earnings (YMPE) and 6.0% of their annual earnings that are in excess of the YMPE. The Corporation contributes additional amounts necessary to pay for the promised pension. An actuary who is certified in the determination of pension funding requirements calculates the amount of the Corporation's contribution.

Supplemental Pension Plan (SPP) – For Vice-Presidents

BCLC has a Supplemental Pension Plan for Vice-Presidents. The SPP provides a pension payable at retirement on or after age 55. The pension is calculated using the formula from the RPP, without *Income Tax Act* maximum pension limits imposed on the RPP. The excess over the RPP is payable from the SPP. In other words, the SPP provides the pension that the *Income Tax Act* will not allow to be paid from the RPP. The SPP is simply a mirror of the RPP, with two exceptions: The Vice Presidents do not have to contribute to the SPP. If a Vice President terminates employment before age 55, no benefit is payable from the SPP.

Supplemental Pension Plan (SPP) – For CEO

The CEO Supplemental Pension Plan is similar to the SPP for Vice-Presidents with one exception; the CEO receives 1.5 years of pensionable service credit for each year of eligible service.

Vacation

Twenty days of vacation is provided for an Executive upon joining BCLC, unless otherwise negotiated as part of the employment contract. The annual rate of vacation accrual increases at established years of service until the maximum accrued vacation rate is met. The maximum accrued vacation provided to an Executive is 35 days.

Vehicle/Transportation Allowance

BCLC's vehicle/transportation allowance is aligned with the BC Government vehicle policy.

Other

Paid parking is provided to Vancouver based Executives.

Executives do not participate in the corporate recognition program.

BC Lottery Corporation

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
Patrick Davis, President and CEO	$ 417,819	-	$ 15,232	$ 103,317	$ 57,735	$ 594,103	$ 563,362	$ 527,943
Dan Beebe, Chief Operating Officer	$ 302,672	-	$ 14,475	$ 24,182	$ 8,212	$ 349,541	$ 364,090	$ 338,421
Mark Goldberg, Chief Information Officer and VP, Business Technology	$ 294,875	-	$ 16,339	$ 30,085	$ 22,820	$ 364,119	$ 351,863	$ 343,814
Alan Kerr, Chief Financial Officer and VP Corporate Services	$ 310,897	-	$ 14,461	$ 30,258	$ 1,195	$ 356,811	$ 348,199	$ 359,980
Marie-Noelle Renee Savoie, Chief Compliance Officer & VP Safer Play & Enterprise Integrity	$ 294,035	-	$ 14,642	$ 18,240	$ 22,095	$ 349,012	$ 341,812	$ 321,650

Summary Other Compensation Table at 2026

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Patrick Davis, President and CEO	$ 57,735	-	$ 40,312	-	$ 17,423	-	-
Dan Beebe, Chief Operating Officer	$ 8,212	-	$ 2,250	-	$ 4,961	-	$ 1,001
Mark Goldberg, Chief Information Officer and VP, Business Technology	$ 22,820	-	$ 9,568	-	$ 12,000	-	$ 1,252
Alan Kerr, Chief Financial Officer and VP Corporate Services	$ 1,195	-	$ 1,195	-	-	-	-
Marie-Noelle Renee Savoie, Chief Compliance Officer & VP Safer Play & Enterprise Integrity	$ 22,095	-	$ 7,730	-	$ 13,113	-	$ 1,252

Notes

Patrick Davis, President and CEO	**General Note:** Mr. Davis received a 2.0% increase effective April 1, 2025, though the retro payment was not processed within this fiscal year, so it will instead appear in FY27 earnings. An overpayment of vacation payout will result in $16,391.38 being recovered from Mr. Davis in FY27. The $17,423 annual vehicle transportation allowance is inclusive of insurance and operating costs of the leased vehicle, and the taxable benefit based on a % of personal use.
Dan Beebe, Chief Operating Officer	**General Note:** Mr. Beebe received a 2.0% performance-based salary increase effective April 01, 2025. **Other Note:** In Other column, $1,001 represents monthly paid parking at the Vancouver office.
Mark Goldberg, Chief Information Officer and VP, Business Technology	**General Note:** Mr. Goldberg received a 2.0% performance-based salary increase effective April 01, 2025. **Other Note:** In Other column, $1,252 represents monthly paid parking at the Vancouver office.
Alan Kerr, Chief Financial Officer and VP Corporate Services	**General Note:** Mr. Kerr received a 2.0% performance-based salary increase effective April 01, 2025.
Marie-Noelle Renee Savoie, Chief Compliance Officer & VP Safer Play & Enterprise Integrity	**General Note:** Ms. Savoie received a 2.0% performance-based salary increase effective April 01, 2025. **Other Note:** In Other column, $1,252 represents monthly paid parking at the Vancouver office.