June 16, 2026

John Davison
President & CEO
Public Sector Employers' Council Secretariat
Suite 210, 880 Douglas Street
Victoria, B.C. V8W 2B7

Re: Public Sector Executive Compensation – March 31, 2026

Dear Mr. Davison,

I am pleased to present the Public Sector Executive Compensation schedule for the B.C. Pavilion Corporation (PavCo) for the Year Ended March 31, 2026.

I confirm that the Board of PavCo is aware of the compensation paid to the Executive for the year ended March 31, 2026. The compensation information being disclosed is accurate and includes all compensation paid by the employer, foundations, subsidiaries, or any other organization related to or associated with the employer. It also includes the value of any pre or post-employment payments made during the 12-month period before or after the term of employment. I also confirm that the compensation paid to the Executive was within the approved compensation plan for PavCo.

Sincerely,

B.C. Pavilion Corporation

Dr. Gwendolyn Point
Chair – Board of Directors

B.C. Pavilion Corporation
Public Sector Executive Compensation Reporting
March 31, 2026

Discussion and Analysis

B.C. Pavilion Corporation (PavCo) operates BC Place Stadium and Vancouver Convention Centre. PavCo's primary mandate is to increase economic benefit to British Columbia through the operation of the province's premier event facilities: BC Place Stadium and the Vancouver Convention Centre. These world-class venues attract thousands of people every year to our province, providing economic support to our hotel and tourism industries, as well as restaurants and other retail. Further, our venues serve as a gathering place for British Columbians from all walks of life, and visitors from around the world.

Together, BC Place Stadium and the Vancouver Convention Centre provide significant employment and economic benefits to British Columbia and Metro Vancouver. These world-class facilities generated approximately $700 million in community and economic benefit during fiscal year 2025/26 for the Province of BC.

PavCo's commitment to deliver inspiring and sustainable experiences for its clients, guests and community requires dedicated, qualified, performance focused employees who recognize PavCo as an employer of choice. Our work environment is founded on passion, respect, collaboration, innovation, responsibility, and excellence in everything we do. Our employees are empowered to respond to today's priorities through operational excellence, and to tomorrow's opportunities through service innovation.

PavCo's future success depends on talented, motivated people who understand our customers and our business, have the intuition to make effective decisions, are efficient at executing, and can bring creative new ideas forward for future consideration.

Objectives of the Compensation Program

The objectives of PavCo's Total Compensation Strategy are to:

- Competitively attract, motivate, develop and retain passionate customer-focused individuals with the depth of skills, knowledge and competencies required to achieve PavCo's strategic and operational priorities and support the long-term goals of government;
- Inspire and support high performance, accountability and fiscal responsibility;
- Link rewards to organization and individual performance;
- Create a solid relationship with employees that is built on trust, fair treatment, and mutual respect;
- Complement the intrinsic value of our innovative and team-based work environment;

PavCo's Total Compensation Strategy is underpinned by four core principles; performance, differentiation, accountability, and transparency.

PavCo has adopted a hybrid approach to ensuring total compensation is competitive within the guidelines set out by the Public Secretariat Employers' Council ("PSEC"). This approach recognizes two distinct comparator groups, or benchmark categories, reflecting the specific competitive labour markets that compete for PavCo's labour. For the most part, PavCo's competitive practices reflect that of the Public Sector (including B.C. Public Sector organizations and other provincial jurisdictions were appropriate). For

a few unique, specialized, and/or hard-to-hire positions, PavCo's competitive practices reflect a blend of Public and Private Sector practices.

Compensation for the CEO is set by the Board of Directors at market value and approved by the shareholder. Compensation for Executive Officers is determined by the CEO within guidelines including salary ranges and is approved by PSEC, as set out in the Compensation Program.

Form of Compensation

In the fiscal year 2025/26 total Compensation at PavCo consisted of base salary and benefits.

1. Base Salary – PavCo has 12 salary bands below the CEO currently approved by PSEC. Positions are evaluated using a Job Evaluation System and are benchmarked and rated on several different factors that take into account knowledge & skill, effort, responsibility and working conditions. These include areas such as complexity/judgment, education, experience, initiative, physical/mental demands, result of errors, contacts and character/scope of supervision. Base salary adjustments are considered on an annual basis, based on performance, taking into consideration competitive market data, and always dependent on government guidelines, affordability, and the annual salary budget as determined by corporate performance

2. Benefits – PavCo offers a standard benefit package including Extended Health, Dental, Life Insurance, Short Term and Long Term Disability, Vacation and Pension Plan. Benefits, where applicable, are extended to employees' dependents.

BC Pavilion 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
Ken Cretney, President and CEO	$ 370,297	-	$ 11,506	$ 36,474	$ 13,793	$ 432,070	$ 431,489	$ 418,675
Rehana Din, Chief Operating Officer	$ 270,000	-	$ 16,998	$ 26,595	$ 2,993	$ 316,586	$ 320,831	$ 311,663
Craig Lehto, General Manager	$ 237,094	-	$ 18,163	$ 23,354	$ 4,490	$ 283,101	$ 277,530	$ 269,120
Christopher May, General Manager	$ 227,094	-	$ 19,145	$ 22,369	-	$ 268,608	$ 266,703	$ 256,109
Curt Walker, Chief Financial Officer	$ 229,278	-	$ 18,569	$ 22,584	$ 2,993	$ 273,424	$ 268,640	$ 263,092

Summary Other Compensation Table at 2026

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Ken Cretney, President and CEO	$ 13,793	-	-	-	$ 10,800	$ 2,993	-
Rehana Din, Chief Operating Officer	$ 2,993	-	-	-	-	$ 2,993	-
Craig Lehto, General Manager	$ 4,490	-	-	-	-	$ 4,490	-
Christopher May, General Manager	-	-	-	-	-	-	-
Curt Walker, Chief Financial Officer	$ 2,993	-	-	-	-	$ 2,993	-

Notes

Ken Cretney, President and CEO	**General Note:** This individual received a 2% increase for the 2025/26 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:** perquisites related to parking
Rehana Din, Chief Operating Officer	**General Note:** This individual received a 2% increase for the 2025/26 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:** perquisites related to parking
Craig Lehto, General Manager	**General Note:** This individual received a 2% increase for the 2025/26 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:** perquisites related to parking
Christopher May, General Manager	**General Note:** This individual received a 2% increase for the 2025/26 performance year; however, due to delayed implementation, the increase was paid during fiscal 2026/27 and will be reported in the 2026/27 disclosure.
Curt Walker, Chief Financial Officer	**General Note:** This individual received a 2% increase for the 2025/26 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:** perquisites related to parking