

City of Burnaby

British Columbia, Canada

2025

STATEMENT OF FINANCIAL INFORMATION

FOR THE FISCAL YEAR ENDED DECEMBER 31, 2025



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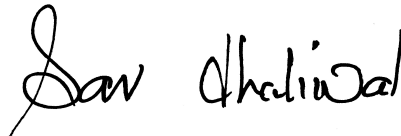
Statement of Financial Information Approval

For the year ended December 31, 2025

The undersigned, as authorized by the Financial Information Regulation, Schedule 1, subsection 9(2), approves all the statements and schedules included in this Statement of Financial Information, produced under the Financial Information Act.



Bob Klimek, CPA, CA, CISA
Deputy General Manager Finance
June 16, 2026



Councillor Sav Dhaliwal
Chair Audit Committee
June 16, 2026

Management Report

For the year ended December 31, 2025

The Financial Statements contained in this Statement of Financial Information have been prepared by management in accordance with Canadian public sector accounting standards. Management is responsible for the preparation and fair presentation of the consolidated financial statements and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements. Management is also responsible for the preparation of the Statement of Financial Information and ensuring this information is consistent with the financial statements.

The Audit Committee is to assist the City Council in fulfilling its oversight responsibilities and as representatives of Burnaby residents, to enhance accountability of City staff. The Audit Committee's oversight responsibilities include reviewing the audited financial statements and other financial information, the audit process and compliance of financial internal controls.

The City's external auditors, KPMG LLP, conducts an independent examination, in accordance with generally accepted auditing standards, and express their opinion on the financial statements. Their examination does not relate to the other schedules and statements required by the Financial Information Act. Their examination includes a review and evaluation of the City's system of internal controls and appropriate tests and procedures to provide reasonable assurance that the financial statements are presented fairly.

On behalf of the City of Burnaby,



Bob Klimek, CPA, CA, CISA
Deputy General Manager Finance
June 16, 2026

Audit Committee

The Audit Committee was appointed to assist City Council in fulfilling its oversight responsibilities and as representatives of Burnaby residents, to enhance the accountability of the City staff. One of the key roles of the Committee is to review the audited financial statements and present them to City Council.



Mayor
Mike Hurley



Councillor
Sav Dhaliwal (Chair)



Councillor
Pietro Calendino



Councillor
Alison Gu (Vice Chair)



Councillor
Joe Keithley



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INDEPENDENT AUDITOR'S REPORT

To the Mayor and Council of the City of Burnaby

Opinion

We have audited the consolidated financial statements of the City of Burnaby (the "City"), which comprise:

- the consolidated statement of financial position as at December 31, 2025;
- the consolidated statement of operations and accumulated surplus for the year then ended;
- the consolidated statement of changes in net financial assets for the year then ended;
- the consolidated statement of cash flows for the year then ended;
- and notes and schedule 1 to the consolidated financial statements, including a summary of significant accounting policies

(hereinafter referred to as the "financial statements").

In our opinion, the accompanying financial statements present fairly, in all material respects, the consolidated financial position of the City as at December 31, 2025, and its consolidated results of operations, its consolidated changes in net financial assets, and its consolidated cash flows for the year then ended in accordance with Canadian public sector accounting standards.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the "**Auditor's Responsibilities for the Audit of the Financial Statements**" section of our auditor's report.

We are independent of the City in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

Management is responsible for the other information. Other information comprises the information, other than the financial statements and the auditor's report thereon, included in the 2024 Annual Municipal Report.

KPMG LLP, an Ontario limited liability partnership and member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. KPMG Canada provides services to KPMG LLP.



Our opinion on the financial statements does not cover the other information and we do not and will not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit and remain alert for indications that the other information appears to be materially misstated.

We obtained the information, other than the financial statements and the auditor's report thereon, included in the 2025 Annual Municipal Report as at the date of this auditor's report.

If, based on the work we have performed on this other information, we conclude that there is a material misstatement of this other information, we are required to report that fact in the auditor's report.

We have nothing to report in this regard.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the City's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the City or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the City's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.



The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the City's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on City's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause City to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the group as a basis for forming an opinion on the group financial statements. We are responsible for the direction, supervision and review of the audit work performed for the purposes of the group audit. We remain solely responsible for our audit opinion.

A handwritten signature in black ink that reads 'KPMG LLP' with a horizontal line underneath.

Chartered Professional Accountants


Vancouver, Canada
May 14, 2026

Consolidated Statement of Financial Position

As at December 31, 2025 with comparative figures for 2024

	2025 Actual (\$)	2024 Actual (\$)
Financial Assets		
Cash and cash equivalents	257,281,415	102,100,802
Investments (Note 2)	1,871,113,267	2,113,182,269
Accounts receivables		
Accrued interest	137,800,826	188,496,195
Taxes	17,273,094	11,875,280
Local improvement frontage tax	719,925	902,618
Other receivables (Note 3)	279,802,505	257,856,546
	<hr/>	<hr/>
	435,596,350	459,130,639
Total Financial Assets	2,563,991,032	2,674,413,710
Liabilities		
Accounts payables and accrued liabilities (Note 4)		
Accounts payable	105,562,625	95,311,719
Accrued liabilities	26,118,337	24,274,663
Due to other governments	59,621,608	63,920,046
	<hr/>	<hr/>
	191,302,570	183,506,428
Employee future benefits (Note 13)	10,678,000	10,043,000
Deposits - damages, servicing and other	71,369,029	65,366,456
Deferred revenue (Note 5)	121,044,633	121,349,694
Development/Amenity Cost Charges and restricted funds (Note 6)	252,444,938	192,314,226
Total Liabilities	646,839,170	572,579,804
Net Financial Assets	1,917,151,862	2,101,833,906
Non-Financial Assets		
Tangible capital assets (Note 7 and Schedule 1)	4,300,304,708	3,942,289,557
Inventory of supplies	4,283,343	3,773,401
Prepaid expenses	12,012,025	5,596,975
Total Non-Financial Assets	4,316,600,076	3,951,659,933
Accumulated Surplus (Note 8)	6,233,751,938	6,053,493,839

Contingencies and Commitments (Note 11)
 Contractual Rights (Note 16)
 See accompanying Notes and Schedule to Consolidated Financial Statements.

Approved by: 

Bob Kilmek, Deputy General Manager, Finance on behalf of
 Noreen Kassam, Deputy Chief Administrative Officer and Chief Financial Officer, City of Burnaby

Consolidated Statement of Operations and Accumulated Surplus

For the year ended December 31, 2025 with comparative figures for 2024

	2025 Budget (\$) (Notes 1 (B), 15)	2025 Actual (\$)	2024 Actual (\$)
Revenues			
Taxation revenue (Note 10)	409,841,300	406,197,090	379,728,852
Sales of goods and services	158,617,800	169,512,828	154,049,669
Investment income	69,830,500	94,980,233	99,707,529
Other revenue	80,729,100	118,003,220	76,957,292
Community Benefit Bonus	100,000,000	46,611,943	136,362,748
Contributed tangible capital assets	10,000,000	46,860,449	78,603,881
Transfers from other governments (Note 9)	67,117,800	53,854,032	48,400,916
Transfer from restricted funds and Development/ Amenity Cost Charges (Note 6)	20,250,000	13,032,766	3,614,426
Total Revenues	916,386,500	949,052,561	977,425,313
Expenses			
General government services	174,612,800	171,909,051	132,989,433
Protective services	172,929,300	173,226,729	163,562,746
Transportation services	79,267,700	80,629,816	74,263,696
Public works and environmental services	158,173,500	158,787,367	132,927,510
Development services	16,812,200	13,095,409	14,686,293
Parks, recreation and cultural services	163,462,900	171,146,090	147,670,081
Total Expenses	765,258,400	768,794,462	666,099,759
Annual Surplus	151,128,100	180,258,099	311,325,554
Accumulated Surplus, Beginning of Year	6,053,493,839	6,053,493,839	5,742,168,285
Accumulated Surplus, End of Year	6,204,621,939	6,233,751,938	6,053,493,839

See accompanying Notes and Schedule to Consolidated Financial Statements.

Consolidated Statement of Changes in Net Financial Assets

For the year ended December 31, 2025 with comparative figures for 2024

	2025 Budget (\$) (Notes 1 (B), 15)	2025 Actual (\$)	2024 Actual (\$)
Annual surplus	151,128,100	180,258,099	311,325,554
Tangible capital assets			
Acquisition of tangible capital assets	(438,459,900)	(428,008,220)	(382,435,568)
Contributed tangible capital assets	(10,000,000)	(46,860,449)	(78,603,881)
Amortization of tangible capital assets	92,282,900	98,426,789	87,978,986
Loss on disposal of tangible capital assets	19,750,000	11,492,565	294,735
Proceeds on sale and exchange of tangible capital assets	-	6,934,164	3,515,585
Write-downs of tangible capital assets	-	-	55,165
	(336,427,000)	(358,015,151)	(369,194,978)
Changes in inventory of supplies	-	(509,942)	(540,266)
Changes in prepaid expenses	-	(6,415,050)	297,285
	-	(6,924,992)	(242,981)
Decrease in net financial assets	(185,298,900)	(184,682,044)	(58,112,405)
Net Financial Assets, Beginning of Year	2,101,833,906	2,101,833,906	2,159,946,311
Net Financial Assets, End of Year	1,916,535,006	1,917,151,862	2,101,833,906

See accompanying Notes and Schedule to Consolidated Financial Statements.

Consolidated Statement of Cash Flows

For the year ended December 31, 2025 with comparative figures for 2024

	2025 Actual (\$)	2024 Actual (\$)
Operating Transactions		
Annual surplus	180,258,099	311,325,554
Non-cash items:		
Amortization of tangible capital assets	98,426,789	87,978,986
Asset retirement obligations	(11,270)	46,926
Contributed tangible capital assets	(46,860,449)	(78,603,881)
Loss on disposal of tangible capital assets	11,492,565	294,735
Write-downs of tangible capital assets	-	55,165
	243,305,734	321,097,485
Changes in non-cash working capital:		
Accounts receivables	23,534,289	(53,739,314)
Accounts payable and accrued liabilities	7,807,412	35,151,284
Employee Future Benefit	635,000	50,000
Deposits - damage, servicing and other	6,002,573	3,347,805
Deferred revenue	(305,061)	16,319,294
Development Cost Charges and restricted funds	60,130,712	29,280,675
Inventory	(509,942)	(540,266)
Prepaid expenses	(6,415,050)	297,285
	334,185,667	351,264,248
Capital Transactions		
Tangible capital assets acquisitions	(428,008,220)	(382,435,568)
Proceeds on sale of tangible capital assets	6,934,164	3,515,585
	(421,074,056)	(378,919,983)
Investing Transactions		
Net change in investments	242,069,002	(34,245,973)
	242,069,002	(34,245,973)
Increase/(Decrease) in cash and cash equivalents	155,180,613	(61,901,708)
Cash and Cash Equivalents, Beginning of Year	102,100,802	164,002,510
Cash and Cash Equivalents, End of Year	257,281,415	102,100,802
Cash and Cash Equivalents, End of Year		
Represented by:		
Cash	47,281,415	7,100,802
Cash equivalents	210,000,000	95,000,000
	257,281,415	102,100,802

See accompanying Notes and Schedule to Consolidated Financial Statements.

Notes to the Consolidated Financial Statements

Burnaby was incorporated in 1892 as a district municipality and 100 years after incorporation, became the City of Burnaby (the “City”). The City is legislated under the Local Government Act of British Columbia and its principal activities include the provision of local government services to residents of the incorporated area. These include administrative, protective, infrastructure, environmental, planning, building, recreational, waterworks and sanitary sewer services.

1. Significant Accounting Policies

The consolidated financial statements of the City have been prepared by management in accordance with Canadian generally accepted accounting principles as prescribed by the Public Sector Accounting Board (PSAB) of the Chartered Professional Accountants of Canada.

A. Basis of Consolidation

The consolidated financial statements are comprised of the City’s Operating, Capital and Reserve Funds as well as the Burnaby Public Library (the “Library”). The Library is consolidated as it is considered to be controlled by the City, by virtue of their Board being appointed by the City. In addition, the Civic Innovation Lab (CIL) which is a joint partnership with Simon Fraser University (SFU), is proportionally consolidated based on 50% ownership. Furthermore, the Burnaby Housing Authority (BHA), a municipal corporation established by the City in June 2024 with 100% ownership, is consolidated within the City’s Consolidated Financial Statements. The BHA aims to create more secure, purpose-built housing, focuses on developing non-market rental units to increase the availability of affordable housing in Burnaby. Interfund and inter-entity transactions have been eliminated on consolidation.

I. Operating Funds

These funds include the General, Waterworks Utility and Sanitary Sewer Operating Funds as well as the Burnaby Public Library. They are used to record the operating costs of services provided by the City.

II. Capital Funds

These funds include the General, Waterworks Utility and Sanitary Sewer Capital Funds and Burnaby Public Library Capital. They are used to record the acquisition costs of tangible capital assets. All the Capital Funds are combined on the financial statements.

III. Reserve Funds

Under the Community Charter of British Columbia, City Council may, by bylaw, establish reserve funds for specified purposes. Money in a reserve fund and interest earned thereon must be expended only for the purpose for which the fund was established. If the amount in a reserve fund is greater than required for the purposes for which it was established, City Council may transfer all or part of the amount to another reserve fund, provided that the nature of the reserve is used for the same purpose.

B. Budget

Budget information reported in the consolidated financial statements represents the 2025 Consolidated Revenues and Expenditures component of the City of Burnaby 2025-2029 Financial Plan which was received by City Council on April 22, 2025 and adopted through Bylaw No. 14740 on April 28, 2025, with amendments adopted through Bylaw No. 14769 on October 28, 2025.

C. Revenue Recognition

The City follows the accrual method of accounting for revenue. Revenue, unless specified below, is recognized when the City has provided goods or services in exchange transactions with performance obligations, based on each distinct good or service. Revenue is also recognized in non-exchange transactions such as fees, where there is no direct transfer of goods or services (voluntary and/or involuntary). Non-exchange transactions are recognized as revenue when the City has the authority to retain the inflow of economic resources and identifies a past transaction or event giving rise to an asset.

Specific revenue recognitions are detailed below:

I. Property Taxes

The Community Charter provides the City with the ability to collect and enforce collection of property taxes, and to introduce penalties and interests. British Columbia Assessment Authority (BCA) produces independent property assessments based on market value for all property owners in the province as of July 1 each year. The City establishes property tax rates based on the assessed values provided by BCA to collect revenue needed to fund City services and programs. Taxation revenue is recorded at the time property tax bills are issued. The City also establishes a provision annually based on estimates for properties that have appealed their assessed value. The BCA's appeal process may affect current year property assessments by supplementary roll adjustments where the adjustments on taxes will be recognized in the year in which the appeals are settled.

For 2025, the BCA assessment value for taxable land and buildings, (excluding valuations for exempt properties) across all property classes was \$157.5 billion (2024 - \$154.8 billion).

II. Growth Infrastructure Investment Levy

Following the provincial legislative changes, the City's financial framework was redefined, with the creation of Amenity Cost Charges (ACCs) and expanded Development Cost Charges (DCCs) programs. The City is required to fund its shares of costs within the ACC/DCC programs, resulting in the introduction of Growth Infrastructure Investment Levy in 2025.

The levy, which is equivalent to a 1.9% property tax increase, is included on property tax bills and recorded at the time as property tax bills are issued.

III. Community Benefit Bonus Revenue

Community Benefit Bonus revenue is a cash contribution received by the City through the land development process and recognized as revenue in the year received. These reserves are allocated by Council policy and held in capital reserves.

Council's Community Benefit Bonus Policy provides a framework through which developments provide benefits for future amenities. The program is based on a voluntary density bonus approach provided for through provincial legislation, the Burnaby Zoning Bylaw, and Council's direction.

Council policy directs 80% of undesignated cash contributions towards community amenities, and 20% to the Citywide Affordable Housing Reserve for affordable and/or special needs housing. Interest income earned on the Community Benefit Bonus Reserves is retained within City's reserves.

As these funds are restricted for capital purposes, they are not available to be used to meet current operating expenditures or obligations. See Note 8 Reserves - Non-Statutory Capital Reserves for the balance of the Community Benefit Bonus Reserves held for future City amenities.

In 2025, the City adopted amendments to the Burnaby Zoning Bylaw on October 14, 2025 to align the Community Benefit Bonus (CBB) program with recent provincial legislative changes. These amendments introduced a new framework for calculating the value of CBB housing and eligible amenities, replacing the prior 80/20 allocation split between amenities and housing. Cash-in-lieu contributions received under the updated bylaw must now be deposited into statutory reserve funds dedicated to either CBB housing or CBB amenities, ensuring they are used for future non-market housing or community infrastructure needs. As the amended bylaw was adopted late in the year, no CBB contributions—either in-kind or cash-in-lieu—were collected during 2025.

IV. Contributed Asset Revenue

Tangible capital assets from developers are a condition of the development approval process. Public Sector Accounting Board rules require municipalities to recognize as revenue the fair value of the tangible capital assets when they are made available for use and received by the City.

The delivery of the contributed tangible capital assets is dependent upon the developer. The revenue is recognized on the Consolidated Statement of Operations and Accumulated Surplus with an increase in tangible capital assets on the Consolidated Statement of Financial Position of the same amount. Contributed asset revenue represents the fair value of assets received. It is not a source of funding available to meet current operating expenditures or obligations.

V. Deferred Revenues

Deferred revenues represent the receipt of funds for which the provision of services occurs in the future, including development cost levies which have been collected in accordance to Council-approved bylaws to finance growth-related projects, other government transfers and amounts received from third parties pursuant to legislation, regulation or agreement. These revenues may only be used in the conduct of certain services, in the completion of specific work, or for the purchase of tangible capital assets. Revenue will be recognized once the performance obligations criteria are met.

VI. Government Transfers

Restricted transfers from governments are deferred and recognized as revenue as the related expenditures are incurred or the stipulations in the related agreements are met. Unrestricted transfers are recognized as revenue when received or if the amount to be received can be reasonably estimated and collection is reasonably assured.

VII. Business Licence Revenue

Business licence revenue is recognized upon issuance for general licences; as for calendar and conditional licenses, revenue are recognized based on each of the performance obligation criteria being met.

VIII. Permit Revenue

Building and development permits and rezoning fees received in advance of services will be deferred upon receipt. Revenue will be recognized once the performance obligations are fulfilled.

IX. Cost Recoveries and Donations

Cost recoveries are recognized upon receipt as the expenditures associated with the recoveries are needed for funding submission. General donations are recognized upon receipt.

X. Prepaid Leases

The City has land leases with terms ranging from 2 to 60 years, some of which have been prepaid. These amounts are recognized as revenue on a straight-line basis over the lease term. In addition, the City also entered into nominal leases with non-market housing and other community partners which are not reflected in the consolidated financial statements.

XI. Sale of Properties

Revenue recognition on sale of properties occurs when the City has transferred the significant risks and rewards of ownership. Property lease revenue includes all amounts earned from tenants including property tax and operating cost recoveries. Lease revenues are recognized on a straightline basis over the term of the lease.

D. Collection on Behalf of Other Authorities

The City is required to collect and remit taxes on behalf of other tax authorities. Collections for other authorities are excluded from City revenues.

E. Expenses

The City follows the accrual method of accounting for expenses. Expenses are recognized as they are incurred and measurable as a result of receipt of goods or services and/or the creation of a legal obligation to pay. Interest expense is accrued as the obligation is incurred.

F. Cash and Cash Equivalents

Cash and cash equivalents includes cash and short-term investments with maturities of three months or less at the date of acquisition, are readily convertible to known amounts of cash, and are subject to an insignificant risk of change in value.

G. Investments

Investments are recorded at cost, adjusted for amortization of premiums or discounts over the term of the investments, on a straight-line basis. Provisions for losses are recorded when they are considered to be other than temporary. Short-term investments are those that mature between three months and one year. Long-term investments are those that mature in more than one year.

H. Employee Future Benefits

The City and its employees make contributions to the Municipal Pension Plan (the “Plan”). The Plan is a multi-employer contributory defined benefit pension plan. These contributions are expensed as incurred.

Sick leave and post-employment benefits accrue to the City’s employees. The liability relating to these benefits is actuarially determined based on length of service, best estimates of retirement ages, and expected future salary and wage increases. The liabilities under these benefit plans are accrued based on projected benefits pro-rated as employees render services necessary to earn the future benefits.

Actuarial gains or losses are amortized over the expected average remaining service life of the related employee group.

The liability for event-driven benefits, such as disability benefits, is calculated after the event occurs. The expense is recognized in the year the event occurs.

I. Non-Financial Assets

Non-financial assets are not available to discharge existing liabilities and are held for use in the provision of services. They have useful lives extending beyond the current year and are not intended for sale in the ordinary course of operations.

I. Tangible Capital Assets

Tangible capital assets are recorded at cost, includes all amounts that are directly attributable to the acquisition, construction, development, or betterment of the asset. Assets under construction are not depreciated until the asset is available for productive use. The City does not capitalize interest associated with the acquisition or construction of a tangible capital asset. Contributions of tangible capital assets are reported at fair value at the time of receipt and are also recorded as revenue. The cost, less residual value, of tangible capital assets, excluding land, are amortized on a straight-line basis over their estimated useful lives, commencing the month and year the asset is put into service. Tangible capital assets are written down to residual value when conditions indicate they no longer contribute to the ability of the City to provide services, or when future economic benefits associated with the tangible capital assets are less than their net book value. The write-downs are accounted for as expenses in the Consolidated Statement of Operations and Accumulated Surplus.

Estimated useful lives are as follows:

Asset	Useful Life (Years)
Land (under roads/civic use)	Is not amortized
Land improvements	10 to 75
Buildings	10 to 50
Infrastructure water	15 to 60
Infrastructure sewer	15 to 70
Infrastructure drainage	15 to 100
Infrastructure roads	10 to 80
Vehicles and mobile equipment	5 to 40
Technology and telephony	3 to 20
Furniture, fixtures and general	2 to 25
Leasehold improvements	Term of Lease

Land is recorded at cost. Works of art, artifacts, cultural and historical assets are not recorded as assets in the consolidated financial statements. The City controls various works of art and historical treasures including artifacts, paintings and sculptures located at City sites and public display areas where it will be expensed in the year it was incurred.

II. Inventory

Inventory held for consumption is recorded at the lower of cost or net realizable value.

J. Use of Estimates

The preparation of the consolidated financial statements requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, the disclosure of contingent assets and liabilities at the date of the consolidated financial statements, and the reported amounts of revenues and expenses during the reporting period.

Actual results could differ from these estimates.

Areas requiring the use of estimates include but are not limited to the valuation of asset retirement obligations, anticipated useful lives of tangible assets, future costs to settle employee benefit obligations, permit revenue, and valuation of accounts receivable. The degree of uncertainty resulting from the use of estimates for measurement purposes cannot be reasonably determined.

K. Segment Disclosure

The City provides a wide range of services to its citizens. For management reporting and budget control purposes, the government's operations and activities are organized and reported by City departments. These departments are grouped together for the segment report to give an operational view of the way the City works on a day-to-day basis. This additional reporting is intended to enable users to better understand the government reporting entity and the major activities of the City.

L. Contaminated Sites

A liability for contaminated sites is recognized when a site is not in productive use and the following criteria are met:

- i. An environmental standard exists;
- ii. Contamination exceeds the environmental standard;
- iii. The City is directly responsible or accepts responsibility;
- iv. It is expected that future economic benefits will be given up; and
- v. A reasonable estimate of the amount can be made.

The liability is recognized as management's estimate of the cost of post-remediation including operation, maintenance and monitoring that are an integral part of the remediation strategy for a contaminated site. As at December 31, 2025, no liability for contaminated sites was recognized.

M. Financial Instruments

Financial instruments include cash and cash equivalent, investments, accounts receivable, and accounts payable.

Financial instruments are recorded at fair value on initial recognition. Equity instruments and derivatives that are quoted in an active market are subsequently recorded at fair value as at the reporting date. All other financial instruments are subsequently recorded at cost or amortized cost unless management elects to carry the instruments at fair value. The City has not elected to carry any other financial instruments at fair value.

Unrealized changes in fair value are recognized on the Consolidated Statement of Remeasurement Gains and Losses. They are recorded in the Consolidated Statement of Operations and Accumulated Surplus when they are realized. There are no unrealized changes in fair value as at December 31, 2025 and December 31, 2024. As a result, the City does not have a Consolidated Statement of Remeasurement Gains and Losses.

Transaction costs incurred on the acquisition of financial instruments subsequently measured at fair value are expensed as incurred.

All financial assets are assessed for impairment on an annual basis. When a decline is determined to be other than temporary, the amount of the loss is reported in the Consolidated Statement of Operations and Accumulated Surplus.

N. Asset Retirement Obligation

A liability is recognized when, as of the financial reporting date, each of the following criteria are met:

- » There is a legal obligation to incur retirement costs in relation to a tangible capital asset;
- » The past transaction or event giving rise to the liability has occurred;
- » It is expected that future economic benefits will be given up; and
- » A reasonable estimate of the amount can be made.

Measurement of the asset retirement obligation is based on the best estimate of future cash flows that will be required to settle the liability. This estimated amount is recorded as a liability with a corresponding capitalized increase to the carrying value of the related tangible capital asset. Over the life of the asset, the amount capitalized is amortized. Similarly, the liability is reviewed each fiscal year for changes to anticipated timing, amount, or discount rate required to measure the value of the obligation. Changes in the liability due to the passage of time are recorded as an accretion expense and are incorporated into the Consolidated Statement of Operations and Accumulated Surplus.

If the related tangible capital asset is no longer in productive use or unrecognized, any unamortized asset retirement obligation is immediately expensed.

2. Investments

2025	Investments	Cost (\$)	Market Value (\$)	Interest Rates	Maturity
Short-term investments	GIC's, Treasury Bills, Term Deposits, Bonds	567,767,625	572,484,837	1.30-5.95%	0-1 year
Long-term investments	GIC's, Term Deposits, Bonds, Structured Notes, MFA Pooled Funds	1,303,345,642	1,505,808,862	2.60-7.15%	1-30 years
Total		1,871,113,267	2,078,293,699		

2024	Investments	Cost (\$)	Market Value (\$)	Interest Rates	Maturity
Short-term investments	GIC's, Treasury Bills, Term Deposits, Bonds	588,981,397	649,471,140	2.67-6.62%	0-1 year
Long-term investments	GIC's, Term Deposits, Bonds, Structured Notes, MFA Pooled Funds	1,524,200,872	1,670,947,116	1.30-7.61%	1-20 years
Total		2,113,182,269	2,320,418,256		

3. Other Accounts Receivables

	2025 (\$)	2024 (\$)
Community Benefit Bonus receivables	214,636,657	206,911,160
Federal and provincial governments receivables	13,493,329	10,108,218
Other receivables	24,015,316	24,059,684
Public works and filming receivables	2,413,594	2,484,144
Property management receivables	126,657	1,977,927
Development/Amenity Cost Charge levy receivable (Note 6)	25,116,952	12,315,413
Total	279,802,505	257,856,546

4. Accounts Payables and Accrued Liabilities

	2025 (\$)	2024 (\$)
Trade and other liabilities	183,836,666	175,497,957
Asset retirement obligation (Note 17)	7,465,904	8,008,471
Total	191,302,570	183,506,428

5. Deferred Revenue

	2024 (\$)	Externally Restricted Inflows (\$)	Revenue Earned (\$)	2025 (\$)
Taxes	26,884,809	29,746,699	(26,884,809)	29,746,699
Utilities	701,922	1,053,042	(701,922)	1,053,042
Parks and recreation fees	5,629,639	13,669,357	(13,667,631)	5,631,365
Future capital works	30,476,980	5,054,751	(1,643,215)	33,888,516
Building permits	12,732,182	12,112,195	(7,404,797)	17,439,580
Land lease	3,071,092	-	(159,831)	2,911,261
TransLink	5,794,519	11,464,500	(8,504,610)	8,754,409
Other deferred revenue	36,058,551	79,704,328	(94,143,118)	21,619,761
Total	121,349,694	152,804,872	(153,109,933)	121,044,633

6. Development/Amenity Cost Charges and Restricted Funds

	2025 (\$)	2024 (\$)
Balance at beginning of year	192,314,226	163,033,551
Contribution	61,330,593	24,302,876
Interest	11,832,885	8,592,225
Revenue recognized	(13,032,766)	(3,614,426)
Balance at end of year	252,444,938	192,314,226
Parkland acquisition	211,384,395	175,214,565
Transportation	7,078,950	437,541
Drainage	3,231,890	203,319
Water	1,145,775	85,472
Sewer	1,459,182	108,853
Fire protection	2,264,517	168,949
Metrotown amenity levy	7,530,407	8,396,397
Metrotown pedestrian link	1,731,608	1,645,838
Edmonds pedestrian link	885,877	843,885
Off-street parking reserve fund	3,731,032	3,602,410
Active transportation infrastructure reserve fund	753,392	765,915
Amenity Cost Charges	11,247,913	841,082
Balance at end of year	252,444,938	192,314,226

Development/Amenity Cost Charges and restricted funds are monies collected from developers for designated purposes, such as future parkland acquisitions.

The figures above are comprised of cash and investments, and restricted accounts receivable of \$25,116,952 (2024 - \$12,315,413).

7. Tangible Capital Assets

Assets

See Schedule 1 for details.

Contributed Assets

Infrastructure contributed to the City totaled \$15,424,197 in 2025 (2024 - \$23,951,528) and were capitalized at fair value at the time of receipt; and Land contributed to the City totaled \$31,436,252 in 2025 (2024 - \$54,652,352).

Assets Under Construction

Assets under construction having a value of approximately \$458,631,787 in 2025 (2024 - \$226,090,549) have not been amortized. Amortization of these assets will commence when the assets are put into service.

Works of Art and Historical Treasures

The City manages and controls various works of art and non-operational historical cultural assets including buildings, artifacts, paintings, and sculptures located at City sites and public display areas. The assets are not recorded as tangible capital assets and are not amortized.

Write-Downs of Tangible Capital Assets

The write-down during the year totaled \$Nil in 2025 (2024 - \$55,165).

8. Accumulated Surplus

	2025 (\$)	2024 (\$)
Accumulated Surplus Non-Financial Assets:		
Tangible capital assets	4,300,304,708	3,942,289,557
Inventory of supplies	4,283,343	3,773,401
Prepaid expenses	12,012,025	5,596,975
Total Accumulated Surplus Non-Financial Assets	4,316,600,076	3,951,659,933
Accumulated Surplus Net-Financial Assets:		
Statutory Reserve Funds		
Corporate and tax sale land reserve fund	225,785,306	213,041,395
Capital asset works financing reserve fund	117,815,982	107,854,399
Equipment and vehicle replacement reserve fund	77,671,728	76,465,988
Housing capital reserve fund	32,961,014	36,276,105
Growing communities reserve fund	25,242,515	32,115,959
Other statutory capital reserve fund	4,484,424	3,874,327
Local improvement reserve fund	19,337,695	18,220,042
Development Cost Charge reserve funds	15,990,137	10,111,266
Statutory Reserve Funds Total	519,288,801	497,959,481
Non-Statutory Capital Reserves		
Community Benefit Bonus reserves	933,532,063	1,170,168,257
Gaming reserve	15,499,756	8,608,843
Sanitary sewer fund capital reserve	90,210,633	89,462,898
Waterworks utility capital reserve	62,539,520	61,107,158
Housing accelerator reserve	354,332	-
Non-market housing demolition reserve	19,281,012	18,367,058
Other capital reserves	21,380,107	29,475,160
Non-Statutory Capital Reserves Total	1,142,797,423	1,377,189,374
Non-Statutory Operating Reserves		
Other operating reserves	29,059,136	29,874,334
Operating housing reserve	47,367,343	40,660,040
Snow removal reserve	4,737,273	5,754,476
Non-Statutory Operating Reserves Total	81,163,752	76,288,850
Unappropriated Operating Surplus		
Sanitary sewer fund reserve	70,052,024	72,726,621
Waterworks utility reserve	77,690,652	76,501,517
General revenue and stabilization reserve	26,159,210	1,168,063
Unappropriated Operating Surplus Total	173,901,886	150,396,201
Total Accumulated Surplus Net Financial Assets	1,917,151,862	2,101,833,906
Total Accumulated Surplus	6,233,751,938	6,053,493,839

9. Transfers from Other Governments

	2025 (\$)	2024 (\$)
Transfers from federal government	25,223,519	9,604,784
Transfers from provincial government	19,225,025	28,603,337
Transfers from regional and local governments	9,405,488	10,192,795
Total	53,854,032	48,400,916

10. Taxation Revenue

In addition to levying and collecting property taxes for municipal purposes, the City also collects taxes from its citizens on behalf of other governments. The following table illustrates the amounts collected and the amounts transferred to other governments. These amounts collected on behalf of other governments are not reflected on the City's consolidated financial statements.

	2025 (\$)	2024 (\$)
Taxes Collected:		
General purposes	381,745,308	359,361,537
Collections for other governments	349,144,021	334,027,428
Sanitary sewer parcel tax	24,451,782	20,367,315
	755,341,111	713,756,280
Less Transfers to Other Governments and Associations:		
Province of British Columbia - school taxes	257,257,621	251,538,529
Metro Vancouver Regional District	12,421,224	11,947,869
South Coast British Columbia Transportation Authority	70,644,363	62,012,158
BC Assessment Authority	8,159,737	7,921,885
Municipal Finance Authority	42,836	42,707
Hastings Street Business Improvement Area	382,800	336,800
North Road Business Improvement Area	235,440	227,480
	349,144,021	334,027,428
Taxation Revenue	406,197,090	379,728,852

11. Contingencies and Commitments

- A. At December 31, 2025 the balance of the outstanding contracts for capital and other expenditures is estimated at \$763.8 million (2024 - \$1,016.7 million).

These amounts are not accrued in the financial statements:

Year	Millions (\$)
2026	485.8
2027	153.3
2028	88.9
2029	32.2
2030	3.6
	763.8

- B. In the ordinary course of business, claims are asserted or made against the City, and the City is currently involved in various legal actions. The outcome of these actions cannot be determined at this time. A provision has been made in the accounts for any possible unfavourable outcome of these actions. The amount of any loss in excess of the provision and insurance coverage will be recorded when determinable.
- C. The City holds irrevocable letters of credit in the aggregate amount of \$511.2 million (2024 - \$377.9 million) received from depositors to ensure their performance of works to be undertaken within the City. These amounts are not reflected in the consolidated financial statements.
- D. The City as a member of Metro Vancouver Regional District is directly, jointly and severally liable with the other member municipalities for the net capital liabilities of those authorities.
- E. The City is a shareholder and member of E-Comm Emergency Communications for British Columbia Incorporated (E-Comm), whose services include, the regional 911 call centre, Area Wide Radio emergency communications network, dispatch operations and records management. The City holds one Class A share. As a Class A shareholder, the City is committed to paying levies for services received under a cost-sharing formula to fund operating and capital costs of the E-Comm operations. In addition, the City is contingently liable to cover its proportionate share of such costs should any member be unable to fulfill its funding obligations. Annual levy amounts fluctuate based on various factors under the cost sharing formula, and amounted to \$6.4 million during the year net of recoveries from the information channel sharing agreement with City of North Vancouver (2024 - \$6.3 million).

12. Municipal Pension Plan

The City and its employees contribute to the Municipal Pension Plan (a jointly trustee pension plan). The board of trustees, representing plan members and employers, is responsible for administering the plan, including investment of assets and administration of benefits. The plan is a multi-employer defined benefit pension plan. Basic pension benefits are based on a formula. As at December 31, 2024, the plan has about 273,000 active members and approximately 133,000 retired members. Active members include approximately 3,053 contributors from the City (2024 - 2,886 contributors).

Every three years, an actuarial valuation is performed to assess the financial position of the plan and adequacy of plan funding. The actuary determines an appropriate combined employer and member contribution rate to fund the plan. The actuary's calculated contribution rate is based on the entry-age normal cost method, which produces the long-term rate of member and employer contributions sufficient to provide benefits for average future entrants to the plan. This rate may be adjusted for the amortization of any actuarial funding surplus and will be adjusted for the amortization of any unfunded actuarial liability.

The most recent actuarial valuation for the Municipal Pension Plan as at December 31, 2024, indicated a \$2,675 million funding surplus for basic pension benefits on a going concern basis.

The next valuation will be as at December 31, 2027.

The City paid \$23,955,496 (2024 - \$21,967,513) for employer contributions while employees contributed \$20,478,513 (2024 - \$19,050,415) to the plan in fiscal 2025.

Employers participating in the plan record their pension expense as the amount of employer contributions made during the fiscal year (defined contribution pension plan accounting). This is because the plan records accrued liabilities and accrued assets for the plan in aggregate, resulting in no consistent and reliable basis for allocating the obligation, assets and cost to individual employers participating in the plan.

13. Employee Future Benefits

The City provides certain post-employment benefits to its employees. These benefits include accumulated vacation deferral, supplementary vacation and retirement gratuity benefits. The liability associated with these benefits is calculated based on the present value of expected future payments pro-rated for services, and is included in accrued liabilities.

	2025 (\$)	2024 (\$)
Accrued benefit obligation, beginning of year	13,802,000	14,249,000
Current service cost	1,059,000	1,020,000
Interest cost	581,000	595,000
Benefits paid	(1,821,000)	(1,837,000)
Actuarial loss/(gain)	348,000	(225,000)
Plan amendment	569,000	-
Accrued benefit obligation, end of year	14,538,000	13,802,000

An actuarial valuation for these benefits was performed to determine the City's accrued benefit obligation as at December 31, 2025. The actuarial loss is being amortized over a period equal to the employees' average remaining service lifetime of 12 (2024 - 12) years.

	2025 (\$)	2024 (\$)
Accrued benefit obligation, end of year	14,538,000	13,802,000
Unamortized net actuarial loss	(3,860,000)	(3,759,000)
Accrued benefit liability, end of year	10,678,000	10,043,000

Actuarial assumptions used to estimate the City's accrued benefit obligation are as follows:

	2025 (%)	2024 (%)
Discount rate	4.20	4.10
Expected future inflation rate	2.50	2.50

14. Segmented Information (\$ thousands)

The following pages summarize the City's segments by functional expenses and revenue categories.

2025	General Gov't and Admin Services	Protective Services	Public Works and Others	Solid Waste	Water Works	Sanitary Sewer	Planning and Development Services	Parks, Recreation and Culture Services	Library Services	Burnaby Housing Authority	Other Funds	Total
Revenues												
Taxation revenue	381,745	-	-	-	-	24,452	-	-	-	-	-	406,197
Sales of goods and services	798	583	4,913	9,238	64,997	41,354	192	47,438	-	-	-	169,513
Investment income	9,102	-	-	-	-	-	-	-	61	-	85,817	94,980
Other revenue	32,883	1,586	12,487	5,187	4,472	2,542	44,089	87	1,175	240	13,256	118,004
Community Benefit Bonus	-	-	-	-	-	-	-	-	-	-	46,612	46,612
Contributed asset revenue	-	-	-	-	-	-	-	-	-	-	46,860	46,860
Transfers from other governments	133	5,775	5,990	384	-	-	448	1,389	-	-	39,735	53,854
Transfer from restricted funds and Development/Amenity Cost Charges	-	-	-	-	-	-	-	-	-	-	13,033	13,033
	424,661	7,944	23,390	14,809	69,469	68,348	44,729	48,914	1,236	240	245,313	949,053
Expenses												
Compensation	69,648	79,826	45,275	12,886	6,046	4,892	22,822	81,003	15,142	385	-	337,925
Policing contract	-	68,400	-	-	-	-	-	-	-	-	-	68,400
General services	37,532	8,310	13,419	4,528	5,172	5,004	2,372	13,044	481	289	-	90,151
Materials and supplies	1,167	1,042	5,325	369	2,566	722	90	9,709	920	3	-	21,913
Equipment and related operating costs	11,335	1,980	(2,084)	6,119	976	1,002	267	2,159	329	6	-	22,089
Gas and electricity	466	359	1,900	19	300	158	3	3,179	182	-	-	6,566
Greater Vancouver refuse disposal	1	-	-	4,080	-	-	-	37	-	-	-	4,118
Greater Vancouver Sewage and Drainage District levy	-	-	1,693	-	-	60,127	-	-	-	-	-	61,820
Greater Vancouver Water District - cost of water	-	-	-	-	38,959	-	-	-	-	-	-	38,959
Amortization/loss on disposals	14,213	5,363	43,962	315	7,757	3,604	1,451	38,467	1,721	1	-	116,854
	134,362	165,280	109,490	28,316	61,776	75,509	27,005	147,598	18,775	684	-	768,795
Annual Surplus / (Deficit)	290,299	(157,336)	(86,100)	(13,507)	7,693	(7,161)	17,724	(98,684)	(17,539)	(444)	245,313	180,258

14. Segmented Information (\$ thousands) Continued

2024	General Gov't and Admin Services	Protective Services	Public Works and Others	Solid Waste	Water Works	Sanitary Sewer	Planning and Development Services	Parks, Recreation and Culture Services	Library Services	Burnaby Housing Authority	Other Funds	Total
Revenues												
Taxation revenue	359,362	-	-	-	-	20,367	-	-	-	-	-	379,729
Sales of goods and services	739	575	4,677	8,523	63,313	34,151	154	41,917	-	-	-	154,049
Investment income	10,893	-	-	-	-	-	-	-	75	-	88,740	99,708
Other revenue	32,055	1,392	8,730	3,490	1,760	1,228	20,835	8	1,017	-	6,443	76,958
Community Benefit Bonus	-	-	-	-	-	-	-	-	-	-	136,363	136,363
Contributed asset revenue	-	-	-	-	-	-	-	-	-	-	78,604	78,604
Transfers from other governments	2,288	7,238	9,429	375	-	-	1,216	950	-	-	26,904	48,400
Transfer from restricted funds and Development/Amenity Cost Charges	-	-	-	-	-	-	-	-	-	-	3,614	3,614
	405,337	9,205	22,836	12,388	65,073	55,746	22,205	42,875	1,092	-	340,668	977,425
Expenses												
Compensation	64,487	75,622	40,890	11,927	5,238	4,477	21,794	73,890	14,722	-	-	313,047
Policing contract	-	66,704	-	-	-	-	-	-	-	-	-	66,704
General services	14,584	8,331	12,165	4,367	3,827	5,605	3,697	14,247	481	-	-	67,304
Materials and supplies	963	1,064	5,598	360	1,252	584	143	8,960	920	-	-	19,844
Equipment and related operating costs	9,512	2,003	(2,344)	5,756	954	982	288	2,644	329	-	-	20,124
Gas and electricity	446	291	1,708	19	277	152	-	3,053	182	-	-	6,128
Greater Vancouver refuse disposal	2	-	-	3,918	-	-	-	41	-	-	-	3,961
Greater Vancouver Sewage and Drainage District levy	-	-	1,543	-	-	40,127	-	-	-	-	-	41,670
Greater Vancouver Water District - cost of water	-	-	-	-	35,560	-	-	-	-	-	-	35,560
Amortization/loss on disposals	11,078	4,220	41,846	329	6,866	3,357	903	21,438	1,721	-	-	91,758
	101,072	158,235	101,406	26,676	53,974	55,284	26,825	124,273	18,355	-	-	666,100
Annual Surplus / (Deficit)	304,265	(149,030)	(78,570)	(14,288)	11,099	462	(4,620)	(81,398)	(17,263)	-	340,668	311,325

The City's segments are defined as follows:

A. General Government and Administrative Services

This represents activities that provide for the overall administrative and strategic support of local government operations and capital acquisitions relating to general government functions. This includes general administration of the Office of the Chief Administrative Officer, Finance operations (Budgets and Reporting, Financial Services, Procurement Services, Revenue Services, and Treasury Services), Information Technology, Lands and Facilities (Civic Building Projects, Realty and Lands, and Property Management), People and Culture department, Corporate Services, and the legislative operations of the Council, Legislative Services and Legal Department.

B. Protective Services

Protective Services is comprised of the City's Police and Fire Services. The mandate of the Police Department is to provide for the safety of the lives and property of Burnaby citizens, preserving the peace through law enforcement and working with citizens to prevent crime and maintain order. Support is provided through integrated regional units for homicide and forensic identification. Fire Services provide fire suppression services, fire prevention programs, training and education related to prevention, detection or extinguishment of fires, pre-hospital emergency paramedical care, and the handling of hazardous materials incidents. Both Police and Fire Services supply emergency coordination and response operations and support the mitigation of calamitous incidents, including the evacuation of people when necessary.

Engineering Services

The City's Engineering Department is a diverse and complex organization that provides many services to the residents of Burnaby. These include:

C. Public Works and Others

Maintenance and management of the transportation infrastructure and related services which encompass administration, the maintenance of roads, sidewalks, street drainage, street lighting and signage, snow removal, and municipal parking facilities. Other services include the Environmental Services program that protects and educates Burnaby citizens about their environment. This program monitors community drinking water quality and surface water for bacteriological and chemical quality, provides response and expertise when chemical related spills occur, and performs inspection and audits to support permit applications when fill or sediment control measures are required. Maintenance services for vehicles and equipment are provided to all City departments.

D. Solid Waste

The waste collection program is comprised of garbage collection, recycling, composting, street sweeping and litter pickup.

E. Waterworks

The City receives treated water from three Metro Vancouver reservoirs—Capilano, Seymour, and Coquitlam—and distributes it through a network of pipes to consumers. The provision of potable water and the maintenance and repair of infrastructure related to its delivery and disposal are provided by the City's Engineering Department. Crews respond to emergency calls for broken water mains or leaky services and undertake regular maintenance of the valves, hydrants, pump stations, and reservoirs that make up our water system components. The department is also responsible for the capital replacement of aging water infrastructure.

F. Sanitary Sewer

The Engineering Department is responsible for operating and maintaining the City's sanitary and combined sewer mains and 20 pump stations. Typical maintenance activities involve cleaning sewers by using sewer flush trucks, inspecting and repairing manholes, and excavating and repairing broken sewer mains and services. The department manages the capital improvement program for the design and construction of the sewer system. This program has made significant improvements toward the elimination of combined sewers that are located within some of the older neighbourhoods of Burnaby.

G. Planning and Development Services

The Planning Department develops the Official Community Plan for Burnaby which provides the future vision and lays the foundation for land use in the City including, housing, the environment, transportation, economic development and social policy. Current projects are considered in light of this long-term direction as the department manages development plan areas, rezonings, subdivisions, preliminary plan approvals, urban design, urban trails and bicycle routes. The City's Development Department supports the development process by ensuring compliance with the established BC Building Code and enforcement of the City's construction related bylaws.

H. Parks, Recreation and Culture Services

This segment includes programs that provide citizens an opportunity to participate in cultural, athletic and other events. Programs also include the operations, maintenance and provision of parks and recreation, and museum facilities that enable the delivery of services. Working with schools, community and business to form partnerships for neighborhood development supportive of a healthy and active environment, programs contribute to the well-being of Burnaby’s citizens. The Parks, Recreation and Culture Department manages 5,400 acres of protected beauty. Some parks have manicured lawns and formal gardens, others have lakes, and many are forested with deep ravines and streams. Community recreation facilities, arenas and outdoor playgrounds, tennis courts, swimming pools, golf courses and other venues provide the Burnaby residents with many choices to enjoy their leisure time. Cultural centres deliver arts programs, festivals and entertainment for all ages.

I. Library Services

This segment includes programs that provide citizens an opportunity to participate in library and other events. Programs also include the operations, maintenance and provision of library facilities that enable the delivery of services. Working with schools, community and business to form partnerships for neighborhood development supportive of a literate environment, programs contribute to the well-being of Burnaby’s citizens. The Burnaby Public Library provides books, newspapers, CDs, DVDs, graphic novels, online databases, and downloadable books offering programs for children and adults alike that encourage learning and information sharing in a community setting.

J. Burnaby Housing Authority

This segment includes Burnaby Housing Authority activities that provide market and non-market rental accommodation within the City.

K. Other Funds

This segment represents the City’s reserve funds and reserves.

15. Budget Data

The Community Charter requires Council to adopt an annual financial plan bylaw by May 15 of each fiscal year prior to the adoption of the annual property tax bylaw. The City of Burnaby prepares the annual financial plan on a revenue and expenditure basis to meet this requirement of a balanced budget, and on a consolidated basis to report the City’s financial activities in accordance with Public Sector Accounting Board requirements.

The budget figures presented in these consolidated financial statements are based on the annual financial plan approved by Council and adopted on April 28, 2025 (Bylaw No. 14740). On October 28, 2025, Council adopted an amended annual financial plan bylaw (Bylaw No. 14769) to include an additional \$35 million contribution, funded through the Community Benefit Bonus Affordable Housing Reserve. Upon consolidation, the contribution and reserve transfer are eliminated. The table below reconciles the annual financial plans approved by Council to the budget figures reported in these consolidated financial statements.

Operating budget:	Budget Amount (\$)*
Revenues	916,386,500
Expenses	765,258,400
Annual surplus per consolidated statement of operations and accumulated surplus	151,128,100
Add: Development/Amenity Cost Charge (ACC/DCC) revenue	25,556,700
Less: Housing Accelerator Fund revenue	(7,098,400)
Less: Capital expenditures	(438,459,900)
Add: Proposed internal transfers	156,590,600
Add: Amortization	112,282,900
Approved budget	-

* Budget figures rounded to nearest hundreds.

16. Contractual Rights

The City has entered into contracts or agreements in the normal course of operations that it expects will result in the realization of assets and revenues in future fiscal years. The primary source of contracts and agreements are received from cost sharing agreements, rental and leases, advertising, and other agreements. The following table summarizes the expected revenue from the City's contractual rights.

Category (\$ million)	2026	2027	2028	2029	2030 Thereafter	Total	
Rental / land lease revenue	6.2	6.0	4.3	3.8	3.0	5.8	29.1
Advertising revenue	0.7	0.8	0.3	0.0	0.0	0.0	1.8
Other revenue	0.5	0.4	0.1	0.1	0.1	0.0	1.2
Total	7.4	7.2	4.7	3.9	3.1	5.8	32.1

The City is also entitled to receive revenue from other agreements. The revenue from those agreements has not been included in the amounts noted above as the amounts are difficult to quantify due to the complexity of the agreements. The amounts do not materially impact the City's consolidated financial position.

17. Asset Retirement Obligation

The City has recognized asset retirement obligations (ARO) relating to the following:

- A. **Asbestos Obligation:** Once disturbed, the City has a legal obligation to properly remove and dispose of asbestos. As such, asset retirement obligations have been recognized for various City buildings that are known and/or suspected of containing asbestos. Estimates for the abatement of asbestos are based on third party quotes for its removal. Alternatively, estimates may also be based on inspections that quantify the identified asbestos in buildings, allowing the cost to be extrapolated using third party abatement cost rates. In the absence of such information, estimates are determined by referring to the known cost of abatement for a similar reference building and pro-rating that cost based on the building's relative size. Once established, capitalized ARO costs are amortized using the straight-line method beginning with the year the ARO was first recognized and ending with its anticipated year of abatement.
- B. **Fuel Tank Obligation:** The City has a legal obligation to adhere to particular practices when removing underground storage tanks. Asset retirement obligations have been recognized for all known land or buildings where an underground storage tank is known to exist. Although each fuel tank ARO will have unique characteristics to consider when removing, the City uses a standardized estimate for each fuel tank ARO that has been recorded. This estimated cost has been provided by staff subject matter experts with working knowledge of the costs required to remove fuel tanks. Once established, capitalized ARO costs are amortized using the straight-line method beginning with the year the ARO was first recognized and ending with its anticipated year of removal.
- C. **Contractual Obligation:** The City is party to various contracts and agreements with entities that dictate various end-of-life decommissioning activities associated with properties the City is leasing. Asset retirement obligations have been recognized for the estimated cost of adhering to these contracts. The AROs recorded for contractual obligations vary based on the requirements of the agreement in place. Estimated costs are provided by staff subject matter experts upon considering the ARO requirements of any agreement the City is engaged in. Once established, capitalized ARO costs are amortized using the straight-line method beginning with the year the ARO was first recognized and ending with its anticipated year of being addressed.

The value of the obligations is management's best estimate of the present value of estimated future cash outflows based on estimates from third party vendors and the City's subject matter experts. Estimated future cash flows are assumed to incorporate an inflation adjustment.

Changes to the asset retirement obligation in the year are as follows:

	2025 (\$)	2024 (\$)
Asset Retirement Obligation opening balance	8,008,471	8,073,012
Accretion expense during the year	1,432	46,926
Additional AROs recognized during year	67,882	522,822
ARO expenses incurred during the year	(611,881)	(634,289)
Asset Retirement Obligation, closing balance	7,465,904	8,008,471

18. Financial Instruments and Risk Management

The City holds various financial instruments including cash and cash equivalents, investments, payables and receivables. Risk management involves identifying, assessing, and prioritizing financial risks, followed by the application of resources to minimize, control, and monitor the probability or impact of unforeseen events. The City has known exposures to various risks associated with financial instruments, including (but not limited to) credit risk, interest rate risk, market risk, liquidity risk and foreign exchange risk.

Management has the responsibility for risk identification, assessment, mitigation, monitoring and reporting, and compliance and regulation. Completion of this work is conducted through internal controls, training and awareness. Strategies are implemented to support the investment policy, which ensures compliance with statutory requirements.

Credit Risk

Credit risk is the risk of a third party defaulting on their financial obligations. The City has exposure to credit risk within the cash and cash equivalent, investment portfolio holdings and accounts receivables. The City monitors and evaluates the creditworthiness of the investment guarantors by analyzing their credit history, financial statements and other market data.

Credit risk associated with cash and cash equivalent is minimized by ensuring that these assets are held at financial institutions with a high credit rating. The City has deposited cash with reputable financial institutions, from which management believes the risk of loss is remote.

Through investment policy and practice, the City maintains minimum credit ratings for each entity which the City invests based on Dominion Bond Rating Agency standards (or equivalent from another rating agency such as S&P Global Rating, Moody's, or Fitch). In addition, the City maintains a maximum exposure per institution and entity based on size and financial strength. Smaller institutions that do not have ratings coverage, have a lower limit compared to sector peers, for which additional monitoring and credit risk analysis is conducted.

The City's accounts receivable consists mainly of property taxes and utilities, licences, rentals, and construction and development related fees. The City maintains policies and procedures to mitigate risks associated with unpaid invoices related to the various receivable types. This work includes aged receivable listings and dunning activities.

Interest Rate Risk

Interest rate risk arises from fluctuations in interest rates, which can impact the value of investments and cash flows. Changes in interest rates affect both the income generated from interest-bearing assets and the structure of the City's investment portfolio. To manage interest rate risk, investments are purchased with the objective to hold until maturity. In addition, the City strives to match the duration of assets and liabilities, ensuring portfolio investment terms consider operational and capital liquidity requirements.

The City limits the portfolio's interest rate risk through liquidity control measures. This includes the annual update to the five-year capital plan. The City currently has no external debt, which supports its investment buy-and-hold strategy.

Market Risk

Market risk, which is also known as systematic risk, is the potential for investors to experience losses associated with pressures and influences that affect the overall performance of financial markets as a whole. These influences can include changes in interest and exchange rates, national and global geopolitical events like war and tariffs, recessions and natural disasters. Market risk is not specific to just individual securities, portfolios, or sectors; but impacts the entire market simultaneously.

The City mitigates market risk through sound investment practices and policy guidelines, which includes specific actions such as:

- » Diversification: Choosing investments across various asset classes, sectors, and geographical regions, we reduce the impact of market risk in our portfolio.
- » Asset Allocation: Insuring a mix of assets in a portfolio based on market conditions helps manage risk. This involves balancing investments in various money market and fixed income securities and investment in Municipal Finance Authority Pooled Funds, which offers additional investment guarantor diversification.
- » Regular Monitoring: The City continuously monitors the changing market conditions and adjust where possible and feasible, investment strategy. City staff stay informed about leading and lagging economic indicators, market trends and geo-political developments.

Liquidity Risk

Liquidity risk is the risk that the City will not be able to meet its short-term financial obligations due to insufficient liquid assets. This risk is managed by maintaining adequate cash reserves based on the daily review of short-term cash flow projections and monitoring long-term capital requirements. The cash flow projections are key in supporting the City's investment decisions for both planned and unplanned financial obligations.

The City also has an established credit line for unforeseen cash flow needs and maintains a diversified investment portfolio with varying maturity dates and product types for access to cash as needed. Strong liquidity is maintained with cash and cash equivalent investments that is comprised of marketable securities and High Interest Savings products that provide immediate access to cash. Investment activities adhere to the City's investment policy, which identifies liquidity management strategy for operating and capital needs.

Foreign Exchange Risk

Foreign exchange risk, also known as currency risk, arises from fluctuations in exchange rates that can impact the value of international transactions. This risk can affect both revenues and expenses when dealing with foreign currencies; however, the City's largest exposure is related to US dollars for goods and services. To manage foreign exchange risk, the City purchases US dollars many times per year to average the cost of the foreign exchange exposure, ensuring contractual needs match currency inflows and outflows.

The City's investment portfolio is invested mainly in Canadian denominated products, for which there is no exposure to foreign exchange risk. The City invests a portion of the investment portfolio into the MFA pooled funds, which have a global exposure to foreign markets and currencies. Notably, the MFA Diversified Multi-Asset Class Fund is Canadian denominated, but invests in global markets across multiple asset classes. Strategic hedging and zero hedging is in place by the asset managers depending on the currency and investment country and determined risks.

US dollars held for payment obligations may be invested into US denominated products in cash equivalent investments to provide some income prior to outgoing payment. These earnings are received in US dollars and are used for future US obligations.

19. Comparative Figures

Certain comparative information has been reclassified to conform to the consolidated financial statement presentation adopted for the current year.

Schedule 1

Consolidated Schedule of Tangible Capital Assets

As at December 31, 2025 (\$ thousands)

Class	Cost Beginning of Year	Additions	Disposals	Cost End of Year	Accumulated Amortization Beginning of Year	Disposals	Amortization	Accumulated Amortization End of Year	Net Book Value End of Year
Land under roads	1,212,361	49,832	(66)	1,262,127	-	-	-	-	1,262,127
Land civic use	855,020	5,524	-	860,544	-	-	-	-	860,544
Land improvements	242,407	13,340	(1,037)	254,710	(109,582)	1,077	(6,591)	(115,096)	139,614
Buildings	628,245	41,171	(19,018)	650,398	(197,397)	1,950	(21,215)	(216,662)	433,736
Infrastructure - drainage	321,913	13,623	(112)	335,424	(119,098)	66	(5,013)	(124,045)	211,379
Infrastructure - roads	1,071,396	53,495	(82)	1,124,809	(643,148)	76	(24,177)	(667,249)	457,560
Infrastructure - sewers	192,951	6,020	(422)	198,549	(84,587)	180	(2,968)	(87,375)	111,174
Infrastructure - water	333,687	21,389	(2,209)	352,867	(112,000)	1,216	(6,735)	(117,519)	235,348
Vehicles and mobile equipment	102,263	8,688	(3,391)	107,560	(61,881)	3,346	(8,609)	(67,144)	40,416
Technology and telephony	122,866	17,748	(5,645)	134,969	(83,524)	5,645	(11,819)	(89,698)	45,271
Furniture, fixtures and equipment	59,209	6,627	(5,212)	60,624	(22,102)	5,212	(7,671)	(24,561)	36,063
Leasehold improvements	11,680	4,870	-	16,550	(4,479)	-	(3,629)	(8,108)	8,442
	5,153,998	242,327	(37,194)	5,359,131	(1,437,798)	18,768	(98,427)	(1,517,457)	3,841,674
Asset Under Construction	226,090	232,541	-	458,631	-	-	-	-	458,631
Total	5,380,088	474,868	(37,194)	5,817,762	(1,437,798)	18,768	(98,427)	(1,517,457)	4,300,305

Schedule 1 Continued

Consolidated Schedule of Tangible Capital Assets

As at December 31, 2024 (\$ thousands)

Class	Cost Beginning of Year	Additions	Disposals	Cost End of Year	Accumulated Amortization Beginning of Year	Disposals	Amortization	Accumulated Amortization End of Year	Net Book Value End of Year
Land under roads	1,174,073	38,341	(53)	1,212,361	-	-	-	-	1,212,361
Land civic use	752,255	102,765	-	855,020	-	-	-	-	855,020
Land improvements	223,121	20,129	(843)	242,407	(102,036)	162	(7,708)	(109,582)	132,825
Buildings	468,899	166,105	(6,759)	628,245	(186,435)	4,372	(15,334)	(197,397)	430,848
Infrastructure - drainage	305,869	16,170	(126)	321,913	(114,368)	69	(4,799)	(119,098)	202,815
Infrastructure - roads	995,292	76,370	(266)	1,071,396	(620,666)	224	(22,706)	(643,148)	428,248
Infrastructure - sewers	189,660	3,418	(127)	192,951	(81,733)	78	(2,932)	(84,587)	108,364
Infrastructure - water	324,788	10,432	(1,533)	333,687	(106,704)	1,151	(6,447)	(112,000)	221,687
Vehicles and mobile equipment	94,940	11,499	(4,176)	102,263	(57,431)	3,962	(8,412)	(61,881)	40,382
Technology and telephony	123,806	9,722	(10,662)	122,866	(82,676)	10,662	(11,510)	(83,524)	39,342
Furniture, fixtures and equipment	48,821	15,518	(5,130)	59,209	(20,183)	5,130	(7,049)	(22,102)	37,107
Leasehold improvements	5,662	6,018	-	11,680	(3,397)	-	(1,082)	(4,479)	7,201
	4,707,186	476,487	(29,675)	5,153,998	(1,375,629)	25,810	(87,979)	(1,437,798)	3,716,200
Asset Under Construction	241,538	(15,448)	-	226,090	-	-	-	-	226,090
Total	4,948,724	461,039	(29,675)	5,380,088	(1,375,629)	25,810	(87,979)	(1,437,798)	3,942,290

Schedule 2

Growing Communities Reserve Fund Grant (Unaudited)

In 2023, the provincial government announced funding of up to \$1 billion in direct grants will be provided to local governments to help support all B.C. communities. The objective of this funding is to help local government invest in infrastructure and amenities that will help facilitate the increase in housing supply throughout the community. From this, also in 2023, the City received a Growing Communities Grant of \$28.8 million which has been set aside into a Growing Communities Statutory Reserve Fund. The schedule below provides details on how the City utilized the grant funds as well as interest income earned.

The utilization of these funds are outlined in the City’s five-year financial plan.

	2025 (\$)	2024 (\$)
Opening balance	29,898,098	29,760,075
Growing communities grant received March 2023	-	-
Investment income earned	1,310,518	1,468,502
Eligible costs incurred	(5,966,102)	(1,330,479)
Year End Balance as at December 31	25,242,514	29,898,098



Community Safety Building Construction Site

Schedule 3

Capacity Funding for Local Government Housing Initiatives (Unaudited)

The Government of British Columbia has provided \$51.0 million in grant-based funding to help facilitate implementation and support local governments to meet new legislative requirements of Bill 44 Housing Statutes (Residential Development) Amendment Act and Bill 47 Housing Statutes (Transit-Oriented Areas) Amendment Act, and to adopt new authorities under Bill 46 Housing Statutes (Development Financing) Amendment Act and Bill 16 Housing Statutes Amendment Act. Through this program, the City received \$1,363,444.

The schedule below provides details on how the City utilized the funds received between 2024 and 2025.

	2025 (\$)	2024 (\$)
Capacity Funding Received	1,027,485	1,363,444
Eligible Costs Incurred through Capacity Allocation:		
Development financing program	(185,224)	(232,670)
Capacity modelling/parks masterplan	(524,816)	(28,900)
Bylaw updates and legislation requirements	(317,445)	(74,389)
Total Eligible Costs	(1,027,485)	(335,959)
Year End Balance as at December 31	-	1,027,485



Schedule of Debts

For the year ended December 31, 2025

A Schedule of Debts has not been prepared because the City of Burnaby does not have any outstanding debt as of December 31, 2025.

Prepared under the Financial Information Regulation, Schedule 1, section 4.

Schedule of Guarantee and Indemnity Agreements

For the year ended December 31, 2025

A Schedule of Guarantees and Indemnity payments has not been prepared because the City of Burnaby has not given any guarantees or indemnities under the Guarantees and Indemnities Regulation.

Prepared under the Financial Information Regulation, Schedule 1, section 5.

Schedule of Remuneration and Expenses

For the year ended December 31, 2025

Regulations require the City of Burnaby to report the total amount of remuneration for each employee that exceeds \$75,000 and the total amount of expenses paid to or on behalf of that employee in that year. It also requires that the total amount of remuneration and the total amount of expenses paid to or on behalf of each elected official to be reported.

Prepared under the Financial Information Regulation, Schedule 1, subsection 6(2).

The threshold for reporting employee remuneration is \$75,000 or more, and this threshold has not been changed since 2002. As such, the number of employees listed in this schedule will increase over time due to inflationary impacts and labour contract increases. The number of employees listed also fluctuates from year to year due to one-time retroactive payments relating to collective agreement settlements or contractual payouts on retirement or separation (accrued vacation or banked entitlements).

(Schedule Begins on the Following Page)

Schedule of Remuneration and Expenses Mayor and Council

For the year ended December 31, 2025

Name	Remuneration (1) \$	Allowances and Benefits (2) \$	Expenses (3) \$
Hurley, Mike	212,607	32,583	4,576
Calendino, Pietro	97,268	14,130	11,777
Dhaliwal, Sav	97,268	14,102	4,285
Gu, Alison	97,268	14,203	11,847
Keithley, Joe	97,268	14,102	2,948
Lee, Richard	96,470	14,102	6,339
Santiago, Maita	96,470	14,102	6,994
Tetrault, Daniel	96,470	14,688	4,059
Wang, James	96,470	15,228	6,339
TOTAL	987,559	147,241	59,164

Note:

- (1) Remuneration for Councillors includes Acting Mayor's Pay.
- (2) Allowances and Benefits include retirement allowance, basic life insurance benefits, transportation allowance and complimentary pass use.
- (3) Expenses include cell phones, telephones, internet charges, and travel & conferences.
(Not part of Compensation on Consolidated Financial Statements)

Schedule of Remuneration and Expenses

For the year ended December 31, 2025

Last Name	First Name	Base Salary ¹	Benefits & Other ²	Expenses
Abhyankar	Ash	105,550	979	2,495
Abney	Cameron	120,327	10,949	-
Abou Ghobn	Mohamed	107,601	4,572	-
Achacoso	Carlos	74,255	25,581	188
Adam	Joy	92,602	459	-
Adam	Peter	70,895	18,029	-
Adamovitch	Eugenia	169,266	9,615	2,778
Addison	Nikolas	123,005	18,465	-
Agarrabeitia	Arancha	95,698	1,827	-
Ager	Kyle	86,008	5,845	-
Ahira	Raj	114,941	14,456	-
Aiello	Marco	71,026	9,534	924
Akhi	Shayma	85,228	10,812	-
Akol	Christian	105,830	34,979	-
Alcantara Braham	Carmen	113,554	6,335	-
Alderson	Andrea	161,731	12,618	1,280
Aldis	Sherri	93,524	465	620
Alexander	Sarah	184,530	42,961	2,520
Ali Akbar	Nima	86,008	6,757	-
Aljubori	Sam	165,149	21,847	2,246
Allegretto	Kevin	154,568	13,975	-
Allen	Charles	199,562	13,400	7,977
Aller	Katrina	101,467	17,045	-
Alleyn	Scott	177,744	20,819	6,057
Almnini	Luay	84,226	16,411	1,099
Almond	Cole	73,496	4,800	-
Alton	Steve	88,527	33,170	-
Alves	Nelson	70,200	9,304	-
Anaya-Paiero	Alex	94,411	1,738	105
Andersen	Brett	123,005	4,739	-
Anderson	Kris	44,126	62,611	-
Anderson	Lindsay	123,096	6,047	-
Anderson	Lyndsay	129,961	1,633	6,339
Anderson	Rebecca	77,842	1,891	1,138
Anderson	Ryan	79,934	2,387	994
Anderson	Scot	76,170	1,591	804
Anderton	Christopher	86,905	2,097	-
Andrada	Carlos	129,529	1,176	1,172
Angelo	Ida	104,970	16,925	-
Aoyama	Daniele	113,186	1,657	1,155
Archibald	Jane	65,198	10,694	-
Arlitt	June	102,523	929	121
Arriola	Ginger	74,614	3,366	-
Artuso	Thomas	84,489	16,461	924
Atwal	Ian	96,666	8,163	1,172
Atwal	Jass	93,238	870	-
Atwal	Simrit	77,009	9,561	-
Atwal	Suneil	83,152	32,906	3,219
Aujla	Sharon	87,469	6,946	2,003
Autar	Pravinesh	78,055	17,041	-
Au-Yeung	Jonathan	74,325	5,011	1,076
Ayers	Melissa	89,523	5,706	-

Last Name	First Name	Base Salary ¹	Benefits & Other ²	Expenses
Ayley	Heather	78,424	432	-
Bachmann	Brit	76,317	379	-
Bahr	Olga	104,960	521	-
Baillargeon	Jason	93,444	35,508	-
Bain	Jeremy	166,678	16,130	5,527
Bains	Jaspreet	119,101	13,679	-
Bains	Manpreet	99,800	1,116	-
Bajan	Toni	98,064	3,896	778
Baker	Isaac	96,043	600	2,433
Balabanoff	Erika	117,739	293	1,976
Bali	Shelvindra	93,116	3,280	730
Baltieri Felix	Ana	67,761	20,815	-
Banga	Bhupinderjit	100,582	19,923	375
Bank	Noah	109,869	16,807	-
Banting	Jheraldine	64,673	15,173	-
Barber	Jamie	87,837	10,797	769
Barbour	Sarah	75,566	2,034	2,635
Barfoot	Jason	158,701	7,948	-
Bariso	Maria	68,191	17,076	-
Barker	Scott	123,005	10,482	-
Baron	Des	132,369	987	2,926
Barrientos	Christiane	69,065	10,667	-
Barros	Dina	83,287	1,381	495
Barrow	Troy	77,290	10,890	-
Basi	Jasmin	96,724	3,852	1,802
Baskott	Steve	131,267	19,914	375
Bassett	Gillian	74,625	2,019	-
Basuta	Jas	77,376	13,157	-
Batista	Orlanda	78,424	950	890
Battle	Robert	95,178	26,150	793
Beattie	Christy	66,254	8,779	-
Beauford	Melissa	91,780	1,448	-
Beaupit	Michael	154,654	53,581	-
Beauregard	Michael	201,123	42,649	525
Beckett	Devrie	104,959	521	-
Beekmans	Chaline	70,589	4,961	-
Beer	Chris	65,303	15,054	-
Beers	Matthew	126,693	5,557	-
Belina	Kegan	111,943	2,565	-
Bell	Joe	76,601	7,841	-
Berry	Ryan	143,228	11,910	-
Bertoia	Brandon	123,627	11,414	-
Bertoia	Michael	113,047	10,854	-
Betts	Alissa	100,582	1,559	-
Bhandari	Anita	258,033	51,867	1,724
Bhangoo	Manjit	75,106	1,963	617
Bielak	Adam	70,210	6,392	-
Bigiulli	Kurtis	94,287	18,419	-
Bigiulli	Tanner	77,708	13,334	-
Bigley	David	123,005	7,646	-
Biglow	Shane	130,540	24,113	-
Binkley	Brad	69,415	10,518	-
Birk	Nathan	95,240	502	1,333
Bisognin	Julian	77,376	7,577	-
Bjerke	Lucas	119,954	2,359	257
Bjorknas	Sarah	78,424	420	-
Bjornson	Randy	95,175	673	-

Last Name	First Name	Base Salary ¹	Benefits & Other ²	Expenses
Black	Peter-John	1,728	81,827	-
Black	Tara	152,762	11,792	135
Blackmore	Andrew	108,164	22,526	-
Blake	Adrian	86,722	10,802	-
Bleuler	Max	91,722	5,349	-
Boal	Angela	95,276	4,192	11
Bocolas	Anastasia	78,157	989	257
Bohn	Herb	155,100	3,067	-
Boland	Brett	83,623	2,245	1,027
Bolognese	Mario	2,872	87,747	-
Boloten	David	76,409	5,459	-
Borland	Jared	65,168	10,629	-
Bornemann	Karl	69,415	6,358	-
Borsa	Susan	70,968	17,039	-
Bostock	Deirdre	124,124	5,756	543
Boulanger	Jonathan	126,670	18,133	-
Bourne	David	101,674	973	-
Bowles	Jared	62,867	24,915	-
Bowyer	Olivia	108,454	622	-
Boychuk	Riley	126,503	15,093	-
Bozorgnia	Mehrdad	131,590	12,425	1,462
Bradford	Wayne	154,839	4,751	-
Bradley	Jennifer	73,907	3,904	125
Bradmore	Thomas	114,041	86,286	2,389
Braeder	Brent	130,502	5,305	375
Braun	Dan	102,181	2,784	-
Braun	Ron	92,184	30,718	-
Bresan	Luka	65,586	15,171	188
Brewer	Steven	154,568	3,376	-
Briglio	Carlo	59,498	18,994	-
Broadfoot	Ryan	100,945	710	608
Brodie	Steven	157,530	14,921	50
Brotherston	T.C.	93,085	16,037	1,257
Brown	Adam	127,703	11,738	-
Brown	Avery	91,097	2,223	5,566
Bruce	Tyler	130,381	24,612	420
Bruce	Wesley	147,506	11,803	-
Bruneau	Steve	199,562	17,293	-
Bruneau	Trevor	73,576	10,268	188
Bryan	Chris	146,396	1,091	229
Bryson	Steven	79,061	12,486	-
Buchanan	Jeff	127,403	13,537	-
Budnick	Shane	158,364	20,015	-
Bui	Justin	84,928	2,707	2,120
Buick	Allan	86,851	5,935	680
Buis	Shaylen	86,144	2,076	593
Bulman	Christa	89,631	446	-
Buntain	Michael	158,364	12,863	-
Buono	Peter	145,725	14,996	-
Burns	Janet	130,841	679	-
Burrow	James	98,051	9,481	376
Butterworth	Scott	75,312	15,262	-
Buydens	Linda	96,442	629	-
Cacic	George	158,364	21,241	-
Caissie	Jerry	65,533	14,550	188
Caktas	Joe	158,364	5,284	-
Calabresi	Ana	91,182	1,169	315

Last Name	First Name	Base Salary ¹	Benefits & Other ²	Expenses
Calancie	Cindy	156,257	10,963	1,405
Callander	Michelle	92,602	4,591	100
Camacho Soto	Alan	91,722	5,469	-
Cameron	Colin	82,339	12,805	-
Campbell	Bruce	75,421	1,015	-
Campbell	Leana	97,065	6,145	620
Campbell	Lloyd	75,891	39,339	-
Campbell	Matthew	108,101	837	947
Campbell	Stewart	71,462	3,715	566
Cane	Jennifer	100,573	609	1,871
Cannon	Ted	158,364	7,122	-
Cantagallo	Alessia	78,345	2,503	266
Cantryn	Nicolaas	117,526	3,624	-
Caporale	George	117,437	9,016	187
Cardarelli	Carly	101,913	41,970	180
Cardona Gonzalez	Luisa	90,619	712	-
Carino	Bruno	158,364	23,430	-
Caron	David	154,654	9,768	-
Carrasco	Christina	81,619	405	935
Carrier	Krisztina	74,665	378	-
Carriere	Travis	82,320	28,369	-
Carscadden	Jim	71,282	7,482	-
Carter	Brian	199,562	37,100	2,361
Carvalho	Joseph	82,283	11,632	-
Caryk	Brett	76,409	19,373	-
Castillo Tord	Lucia	75,880	14,527	-
Catania	Denise	78,757	1,894	-
Catania	Paul	125,505	1,441	188
Catropa	Levi	91,949	1,085	65
Caughlin	Sharon	153,013	35,903	611
Causier	Sean	69,084	50,718	-
Cavalcante Chaves Da	Raul	75,649	3,015	313
Cebrero	Benjamin	116,963	491	1,708
Cecchi	Greg	157,530	16,748	899
Cedik	Martin	74,681	24,035	-
Chace	Kyle	86,807	2,220	1,276
Chak	Denise	85,840	1,045	824
Chan	Anita	107,757	551	441
Chan	Carleton	70,076	5,118	-
Chan	Eddie	87,787	22,417	2,720
Chan	Faye	71,381	8,766	504
Chan	Greg	73,676	17,288	-
Chan	Jonathan	79,320	4,270	-
Chan	Justin	102,057	1,660	2,315
Chan	Marcus	130,071	4,697	4,703
Chan	Steve	100,393	1,003	-
Chandler	Lee	94,339	22,832	179
Chang	Amy	77,203	2,883	-
Chang	Gloria	80,998	9,403	1,235
Chang	Melissa	105,694	622	2,201
Chapman	Josh	131,554	19,420	-
Chard	Carol	153,287	10,410	1,720
Charles	Cory	79,330	29,348	188
Chau	Humphrey	80,590	15,092	-
Chau	Sharon	89,549	490	-
Cheer	Belinda	78,424	1,921	-
Chen	Allan	148,948	9,863	7,313

Last Name	First Name	Base Salary ¹	Benefits & Other ²	Expenses
Chen	Christine	104,072	721	1,021
Chen	Connie	102,635	1,150	-
Chen	Jasmine	128,618	2,124	2,958
Cheng	Joanna	109,583	18,878	273
Cheu	James	150,655	13,396	2,180
Cheung	Alvin	102,667	11,908	2,436
Cheung	Cecilia	129,447	40,187	4,872
Cheung	Cindy	65,489	13,693	-
Cheung	Julian	141,137	5,619	2,377
Cheung	Ryan	70,913	6,882	504
Chi	Jack	73,582	14,173	60
Childerhose	Neil	101,525	3,193	-
Chiminello	Louie	76,839	7,296	-
Chin	Kyle	119,966	25,022	-
Chinn	David	70,383	7,197	-
Choh	Amy	199,562	12,604	18,436
Choi	Chris	110,201	2,596	520
Choi	Jaeho	80,109	8,019	590
Choi	Jaemin	68,526	7,039	-
Choi	Robin	162,170	10,976	2,209
Chong	Christine	76,190	2,390	-
Chorny	Graham	71,720	8,220	924
Chow	Eric	71,162	11,082	-
Chow	Henry	96,442	479	-
Chow	Mary	76,881	4,755	1,048
Chow	Norman	46,414	57,633	-
Choy	Sue	70,858	15,965	150
Christensen	William	73,950	3,297	37
Chu	Joseph	134,277	1,340	4,171
Chui	Yvonne	157,552	24,033	2,024
Cicenia	Andres	121,396	2,200	-
Ciofitto	Danny	154,568	14,183	-
Ciric	Manuela	143,166	13,428	782
Clarkson	Terry	16,339	58,839	-
Clements	Maureen	74,534	9,791	-
Clune	John	126,693	10,811	50
Codd	Lisa	124,124	895	1,683
Codron	Tyler	126,758	9,998	420
Colangelo	Ralph	93,933	18,948	-
Colavecchio	Tony	94,923	20,479	-
Cole	Anne	110,201	556	620
Colley	Boston	123,005	9,315	-
Collins	Allison	92,602	561	983
Collins	Jason	102,320	3,593	252
Collins	Scott	130,381	16,848	-
Comia	Josh	76,740	1,112	-
Connelly	Duane	73,523	17,547	-
Connors	Brendan	120,236	14,033	-
Conte	Joey	75,998	12,083	922
Conte	Nicholas	72,207	4,763	-
Cook	Sam	130,381	14,667	-
Cooke	Lee	81,682	2,334	-
Cooper	Jeff	124,507	18,309	-
Cooper	Steven	85,863	3,727	560
Copeland	Jason	130,753	14,837	375
Corlett	David	104,709	30,900	-
Cornes	Kevan	119,941	8,412	-

Last Name	First Name	Base Salary ¹	Benefits & Other ²	Expenses
Cornwall	Jeffrey	123,280	3,901	-
Cousins	Derek	130,866	4,640	-
Coy	Scott	100,582	12,901	-
Craig	Crystal	87,259	2,836	-
Crawford	Sarah	129,721	1,285	1,024
Crema	Ricki	163,328	18,091	390
Critchley	Dave	148,686	15,052	93
Crossley	Greg	70,761	19,329	-
Croy	Carson	89,599	4,328	-
Cuadra	Dominic	77,376	10,666	-
Cuevas Ayas	Pablo	72,240	7,492	997
Cuff	Andrea	75,257	1,182	275
Cumigad	Jo	69,414	12,365	-
Cuming	Reyhan	91,359	1,418	-
Curson	Troy	99,978	2,217	-
Custodio	Vincent	33,834	46,503	-
Cuthill	Natalie	199,562	12,899	4,057
Czerniej	Justyna	197,431	17,165	4,853
Dabre	Nikita	88,855	2,800	-
Dairon	Brad	151,242	18,128	-
Dale	Alex	71,229	11,828	184
Dalla-Zanna	Ken	83,753	6,115	-
D'Amico	Tino	51,490	28,440	-
Danieli	Matthew	94,203	2,026	549
Darragh	Jill	102,461	5,490	307
Daud	Saadiyah	74,711	544	341
David	Erwin	110,201	3,110	624
Davidson	Bradley	104,040	9,903	-
Davidson	Daniel	92,392	1,351	-
Davidson	Yoriko	67,255	17,649	5,028
Davies	Ben	126,693	21,014	375
Davies	Beth	233,740	14,347	624
Davis	Daniel	91,722	4,435	-
Dawson	Lois	82,662	14,906	5,136
Daynes	Warren	100,131	1,674	-
De Grasse	Lilian	67,496	13,523	-
De La Gorgendiere	Graham	119,538	7,140	1,752
De Vita	Dennis	94,203	905	-
De Wolff	Wade	46,426	106,663	-
Dean	Giovanna	73,145	12,062	-
Dean	Lloyd	101,525	2,357	-
DeBeck	Cooper	120,236	14,465	-
Deeplaul	Vishad	156,610	31,309	3,029
DeLuca	Franca	112,660	841	2,832
Dempsey	Andrew	130,381	4,205	-
Denton	Matt	123,059	4,503	375
Deo	Daryl	62,969	17,064	2,706
Deo	Jay	76,409	6,573	-
Der	Steven	91,031	17,309	-
Der	Zac	105,532	1,285	210
Dermith	Carlos	145,188	2,544	-
Devine	Kevin	131,082	21,773	-
Dhaliwal	Amna	77,331	32,610	-
Dhaliwal	Harleen	81,279	404	1,683
Dhaliwal	Shaun	112,154	3,205	450
Dhanani	Karim	181,846	17,548	-
Dhanda	Amarjit	64,290	17,392	75

Last Name	First Name	Base Salary ¹	Benefits & Other ²	Expenses
Dherari	Sonny	100,573	699	-
Dhillon	Antarpreet	70,597	8,040	-
Di Fiore	Brandon	75,665	17,473	-
Digney	Samuel	66,864	8,716	-
Dill	Jesse	197,045	12,392	644
Dillman	Tony	72,287	11,181	-
Dimas Klee	Carlos Arturo	82,808	3,180	3,543
DiMenna	Resha	77,371	5,027	-
Din	Shah	123,035	1,606	-
Dinsmore	William	89,265	99,334	-
Dionne	Denis	103,516	15,622	-
Dixon	David	88,834	738	-
Doan	Laura	85,424	4,926	-
Dobbs	Simon	95,155	577	-
Dobush	Jody	94,686	29,699	-
Doell	Lindsay	78,368	2,348	-
Domaas	Brad	199,562	12,928	-
Domino	Clint	126,683	1,148	3,375
Donald	James	91,438	17,915	372
Donoghue	Vicki	89,234	1,319	171
Dooling	Paul	130,836	26,174	375
Dotto	Lisa	109,657	822	4,705
Douglas	Keri	79,331	10,739	-
Douglas	Kevin	123,005	15,327	-
Douglas	Monica	78,424	1,539	-
Drayton	Matthew	71,367	11,620	-
Drdul	Cindy	81,403	22,248	3,175
Dudley	David	87,111	5,449	-
Duff	Ray	100,573	499	-
Dunbar	Kellie	80,671	12,033	-
Duncan	Nolan	112,841	2,396	-
Dundas Oke	Emily	88,068	676	1,549
Dunkley	Alex	89,966	6,899	-
Dunlop	Teri-Lynn	78,602	2,441	620
Dunne	Ashley	94,565	1,420	351
Dyke	Timothy	155,100	1,156	126
Earle	Dean	77,150	30,768	-
Eburne	Josh	58,163	24,680	-
Echelli	Dino	114,041	49,050	862
Edgecombe	David	170,405	3,206	2,300
Edmond	Christian	74,115	15,234	-
Edwards	Heather	170,217	10,338	2,100
Edwards	Spencer	110,119	8,822	-
Egbe	Frank	74,315	7,084	-
Ellenwood	Stuart	80,303	3,919	-
Eng	Nancy	101,629	822	422
Ensing	Christine	41,146	36,050	-
Ensing	Mark	90,136	2,787	-
Esekhile	Queen	81,934	1,184	350
Esguerra	Jerald	61,425	20,691	-
Evans	Rob	94,819	532	-
Evans	Todd	146,755	73,827	533
Ewan	Matt	80,411	3,792	732
Faedo	Dan	65,566	16,306	-
Fahlman	Jason	155,916	8,265	375
Fahr	Jordan	130,454	18,696	375
Fan	Caroleen	87,957	6,900	2,297

Last Name	First Name	Base Salary ¹	Benefits & Other ²	Expenses
Fang	Vivi	83,242	1,146	1,042
Farahani	Bob	193,094	50,729	-
Faria	Daniel	62,351	16,705	-
Faust	Darcy	76,448	6,533	-
Feely	Andrew	143,555	1,089	947
Fehlauer	Eric	74,280	2,629	732
Felix	Kenroy	70,394	11,026	-
Felty	Rick	94,203	6,102	-
Feng	Guangnan	120,509	5,518	1,462
Ferdinandi	Steven	100,627	3,979	-
Ferrara	Randy	125,558	42,678	15
Ferrari	Marisa	79,198	479	1,774
Ferraro	Felice	91,536	2,995	65
Ferreira	Carlos	73,931	13,349	-
Ferreras	Tomas	77,376	4,651	-
Figliuzzi	Peter	76,177	6,992	-
Filippelli	Domenico	74,272	31,302	-
Filteau	Tyler	98,482	499	-
Findlater	Nancy	77,701	460	-
Fischer	Corey	78,177	12,588	-
Fletcher	Jason	119,947	20,357	-
Fleury	Adam	94,612	1,299	-
Fleury	Nicole	89,627	6,198	-
Fong	Jennifer	89,627	2,648	-
Fong	Keith	98,517	19,987	-
Fong	Rosary	89,627	4,107	-
Fong	Thomas	114,041	8,762	130
Ford	Lily	140,248	1,227	-
Forsberg	Mark	186,239	22,508	-
Fortin	Dean	70,225	9,148	-
Fortin	Kyle	122,714	39,941	-
Fox	Colin	75,368	15,969	-
Foxgord	Mike	130,152	1,228	-
Foxgord	Susan	75,257	622	-
Francis	Ronald	140,677	3,753	1,461
Franco	Richard	84,805	10,445	432
Franks	Michael	131,384	20,735	50
Freire	Cristina	103,331	513	-
Friesen	Grant	88,834	1,635	-
Frislev	Lance	70,282	6,092	-
Frizzel	Scott	154,600	13,421	-
Froschauer	Christina	91,177	1,024	-
Frouws	Mark	89,455	9,506	809
Fung	Eric	125,577	1,060	2,486
Fung	Raymond	86,462	27,629	635
Fung	Stephen	90,329	10,209	2,658
Furtado	Rick	111,912	10,749	-
Gadoya	Rushi	111,632	8,170	-
Gagne	Jason	96,290	23,995	-
Gaiesky	Ryan	70,652	10,608	184
Galick	Kevin	155,563	6,550	-
Galinato	Joshua	76,123	4,603	-
Gallagher	Matthew	120,338	8,165	50
Gallagher	Nolan	120,106	9,708	-
Gallagher	Sarah	73,902	14,748	255
Gallant	Greg	95,711	10,858	-
Galle	Lori	101,525	6,060	2,461

Last Name	First Name	Base Salary ¹	Benefits & Other ²	Expenses
Gallelo	Domenico	72,740	13,694	184
Gamblen	Taylor	68,096	12,984	-
Garbiec-Ho	Helen	107,608	1,756	-
Garcha	Pargat	71,733	22,786	-
Garnett	Lee-Ann	233,740	13,809	644
Gasior	Isabel	80,992	2,415	89
Gastaldello	Roger	74,241	10,053	-
Gaughan	Marcus	90,240	1,214	307
Gauthier	Carmen	74,798	1,791	145
Gevido	Carlos	78,424	858	79
Gilker	Kevin	62,874	13,801	-
Gill	Amandeep	98,484	22,459	2,850
Gill	Amy	88,335	768	-
Gill	Manjinder	74,439	12,112	-
Gill	Raj	95,972	1,005	-
Gill	Rajpal	75,257	3,023	2,408
Gill	Selina	97,883	1,566	-
Gillespie	Brodie	112,841	3,552	-
Gillespie	Jesse	112,108	10,660	-
Gimenez	Tony	102,044	27,232	-
Giorgio	Brian	108,268	20,058	-
Girling	Leon	83,467	522	-
Girn	Resham	78,492	943	-
Given	Kaitlynn	114,209	5,056	-
Go	Hay	103,122	6,010	-
Godin	Brent	123,005	9,146	-
Gomez	Victoria	84,278	772	312
Gonzalez	Alvaro	77,376	9,735	-
Gonzalez	Carmen	233,740	46,085	5,971
Gordon	Erica	120,260	3,816	-
Gorgec	Andrea	90,792	564	1,091
Gough	Darren	130,639	19,066	-
Gous	Leon	451,150	21,037	11,701
Govorcin	John	54,604	67,550	693
Govorcin	Rosa	81,682	2,765	-
Graham	Rory	130,909	20,429	-
Graham-Radford	Mikaela	91,778	12,272	-
Grant	Julianna	70,088	7,415	-
Gray	Maggie	127,118	968	663
Gray	Sara	183,404	11,462	1,990
Gray	Willow	74,809	6,000	-
Green	Jeffrey	80,696	7,319	994
Greene	Sinèad	71,530	5,065	-
Greentree	Kyle	123,068	11,423	-
Greenwood	Nick	84,003	43,184	375
Greer	Andrew	109,881	12,429	-
Greig	Darcy	86,957	20,776	332
Greville	Trinna	127,118	1,205	-
Grewal	Ratan	224,744	12,529	3,349
Grimason	Jonathan	78,139	13,544	-
Gritchen	Jim	76,706	11,074	-
Grover	Mike	97,261	44,041	-
Gucake	Thomas	116,578	6,435	-
Guerrero	Emily	97,615	1,185	64
Guglielmi	Joe	138,061	16,969	-
Guimond	Jean-Paul	112,841	10,669	-
Guindon	Andrew	130,381	21,058	-

Last Name	First Name	Base Salary ¹	Benefits & Other ²	Expenses
Guindon	Evan	126,693	3,775	-
Guindon	Jordan	87,367	17,604	289
Gulajec	Derek	109,418	85,181	726
Gulamhusein	Ashif	89,627	1,807	431
Gunawardana	Dakshin	149,370	12,134	2,793
Gunter	Kathy	78,424	1,286	-
Gutierrez	Daisy	124,124	4,494	-
Hackett	Raymond	75,733	8,273	922
Haddon	Marcus	65,607	15,673	-
Haddon	Rob	77,783	6,935	-
Haddou	Vaitua	123,005	8,775	-
Hagan	Shawn	94,749	9,687	726
Hague	Matthew	109,881	10,716	-
Haidar	Saleh	124,124	9,665	-
Haley	Sean	96,815	644	74
Hall	Chad	84,734	4,743	560
Hall	Clayton	134,277	1,432	-
Hall	James	76,774	11,056	-
Hall	Justin	117,437	18,461	-
Hallam	Trevor	112,168	2,357	-
Halliwell	Juli	255,207	14,404	9,356
Hamanishi	Judy	194,419	12,950	11,443
Hamilton	Russell	79,562	13,795	726
Hamilton	Ryan	120,236	6,101	425
Hampton	Taishyo	75,001	3,087	289
Hanna	Kevin	126,694	4,184	-
Hansen	David	73,382	2,562	-
Hansen	Eunice	78,241	605	197
Hanson	Brett	127,118	6,304	-
Hansra	Jaspreet	73,427	4,652	731
Hardy	Derek	128,911	5,739	375
Harrington	Ashley	79,188	960	-
Harrington	Randy	100,402	32,738	376
Harriott	Curtis	112,892	13,974	-
Harris	Angela	145,038	3,340	289
Harrison	Linton	127,118	948	650
Harry	Chris	103,029	1,976	-
Hartshorne	Jason	100,707	20,469	900
Haskins	Karen	78,417	22,132	924
Hastings	Wes	67,702	11,816	282
Hauser	Tyler	94,939	23,484	900
Haustein	Ilnur	106,215	623	2,158
Hawes	Griffin	74,993	9,399	-
Hay	Kevin	123,006	7,429	-
Hay	Stephen	130,490	8,885	-
Hayes	Ashley	91,180	4,329	324
Heemskerk	Thomas	123,005	21,511	-
Hemmerling	Stacy	84,639	3,404	2,372
Henderson	Jessica	79,929	4,215	273
Herbert	Tyler	78,273	9,427	1,188
Hernandez Roberts	Fiona	79,266	443	1,575
Hetherington	David	158,364	9,613	-
Hetherington	Ian	208,484	47,267	319
Heudes	Reshmi	75,257	32,882	-
Hicks	Chad	81,307	1,950	307
Hidalgo	Samantha	86,889	8,676	-
Hill	Emmaline	199,562	18,010	1,987

Last Name	First Name	Base Salary ¹	Benefits & Other ²	Expenses
Hill	Jake	109,881	18,228	-
Hill	Tim	130,381	5,034	375
Hillis	Rhiannon	95,742	714	2,799
Ho	Kathy	157,552	10,966	3,826
Ho	Pamela	80,895	4,222	1,073
Hoang	Chris	137,965	8,605	1,995
Hodanic	Antonio	69,415	9,053	-
Hohne	Justin	80,817	3,101	224
Hokoyama	Taku	76,005	2,850	-
Holme	Gary	157,552	10,507	3,812
Hong	Lawrence	16,883	82,298	-
Horvath	Lisa	96,442	17,901	726
Hoseini	Samantha	111,510	450	-
Hoseinijebelli	Meshkat	88,291	1,655	313
Hosseinpour	Bahareh	97,341	499	-
Houston	Scott	157,552	20,537	1,090
Hristova	Kameliya	78,187	21,271	1,487
Hu	Patrick	100,497	68,596	-
Huang	Louise	156,529	22,928	1,575
Huang	Sebastian	146,396	564	1,525
Hudspeth	Cameron	68,830	38,352	-
Hung	Karin	204,563	16,246	-
Hussain	Natasha	89,600	446	-
Hutanu	Valentin	119,101	16,444	-
Huynh	Michael	89,699	6,421	6,501
Hwang	Steven	65,330	16,872	-
Iachetta	Tony	89,961	48,769	-
Ibrahim	Sabreena	86,692	438	-
Imola	Fernando	134,277	1,224	1,399
Ipsen	Hunter	112,841	9,658	-
Isaak	Carl	198,725	12,893	2,950
Isakov	Andre	199,562	18,499	2,986
Isanan	Marlon	74,807	5,175	-
Ishikawa	Marie	156,208	18,011	-
Ivan	Alberto	83,990	2,847	376
Ivanusec	Marijan	131,781	35,886	-
Izumi	Jimmy	82,264	10,227	-
Jackson	Rhonda	78,316	4,181	293
Jama	Ahmed	71,282	3,846	-
James	Sterling	79,517	22,829	-
Jang	Jared	75,605	1,888	1,916
Jang	Shaun	94,093	1,575	-
Jawanda	Sue	86,179	641	-
Jebson	Alex	66,549	8,703	848
Jegapiragasam	Jay	99,011	1,029	635
Jerop	Diana	111,295	3,971	977
Jia	Rolly	96,442	6,342	2,338
Jiang	Fred	116,295	477	1,208
Joel	Russell	130,381	8,857	-
Johns	Bill	105,830	15,379	-
Johns	Taylor	69,552	7,262	-
Johnson	Chris	94,892	3,597	-
Johnson	Dwayne	117,437	16,860	50
Johnson	Justin	78,478	11,681	-
Johnson	Nancy	170,217	21,800	624
Johnson	Nicole	123,068	2,843	50
Johnston	Daniel	154,725	5,252	-

Last Name	First Name	Base Salary ¹	Benefits & Other ²	Expenses
Johnston	Jacob	100,808	5,999	-
Jones	Lauren	74,479	6,381	-
Joni	Kussay	125,002	9,937	-
Jorgensen	Craig	92,701	509	100
Jorgenson	Coreen	146,761	20,842	2,338
Jozo	Attila	23,269	73,923	-
Juca	Eva	144,518	364	916
Juergensen	Robin	98,850	68,378	-
Jung	Darren	131,903	21,922	-
Juoksu	Paul	124,124	56,628	726
Kaba	Feisal	94,612	1,422	-
Kabernick	Jodi	155,986	7,241	605
Kada-Wong	Riley	75,369	3,628	828
Kaiser	Nathan	99,292	1,927	929
Kamoh	Gurpreet	131,444	18,202	-
Kanda	Zara	63,973	18,534	-
Kang	Alex	95,048	10,529	177
Kanukhin	Alex	114,041	11,319	-
Kao	Steven	78,808	4,451	-
Kappeli	Jason	81,958	20,708	922
Kassa	Kevin	126,694	3,713	-
Kassam	Farah	114,041	635	-
Kassam	Noreen	356,533	14,273	12,995
Kaszonyi	Michael	83,990	2,166	376
Kaur	Inderpal	76,573	564	3,590
Kaushal	Nikki	93,892	792	4,631
Kavanagh	Luke	128,911	25,291	315
Kawabata	Jotaro	86,175	390	-
Keam	Tyson	126,488	17,965	-
Keller	Teri	157,552	17,550	1,188
Kelly	Steve	94,032	17,720	-
Kempf	Denise	157,288	12,695	524
Kennedy	Kevin	93,350	463	-
Kenny	Moirra	69,342	5,839	-
Kent	Andrew	78,424	486	-
Khan	Saad	144,839	9,487	-
Khan	Sarah	80,133	11,429	225
Khan	Shiraz	92,542	20,654	-
Khankashi	Javayd	112,950	9,502	-
Khawajah	Bachar	258,033	14,678	7,211
Khlok	Sarun	70,296	9,019	-
Kilby	Michael	122,690	13,791	-
Kim	Hana	90,403	1,002	-
Kim	HJ	66,081	9,306	-
Kim	Insook	114,041	566	-
Kim	Jane	140,701	918	138
Kim	Ki	139,896	4,411	-
Kim	Mina	78,632	18,405	180
King	Ryan	81,682	405	-
Kirkness	Tyson	123,005	24,414	50
Kirkpatrick	Meagan	83,990	28,232	-
Kitajima	Masa	95,922	2,277	55
Kitibutr	Kay	76,976	2,339	170
Kito	Nicholas	64,301	12,909	-
Kleine	John	91,534	18,629	-
Klimek	Bob	233,740	13,297	2,782
Klotz	Mark	76,594	11,111	-

Last Name	First Name	Base Salary ¹	Benefits & Other ²	Expenses
Knox	Karen	89,505	390	-
Knudsen	Robert	94,203	3,388	-
Ko	James	109,418	2,121	-
Koeberling	Maggie	74,733	8,748	-
Koh	Ivan	186,239	15,101	2,152
Koh	Jennie	85,103	422	1,047
Kokar	Pavel	104,498	23,345	379
Kolber	Andre	157,530	31,300	2,702
Kolisnyk	Jordan	69,670	9,404	-
Kolsteren	Alex	113,646	1,244	-
Kool	Bryson	125,365	6,106	450
Kosari	Sarah	112,320	35,618	716
Kothary	Natasha	63,827	12,382	-
Kotylak	Julian	90,329	6,886	586
Kovacevic	Tony	157,530	24,268	1,027
Kovacs	Ernie	91,804	14,492	-
Kowalczyk	Emil	97,943	7,421	-
Kowalenko	Sean	105,320	6,560	-
Kozak	Ed	306,493	15,766	-
Krajewski	Robert	77,570	11,016	-
Krasnov	Serguei	114,041	5,187	-
Krason	Wioletta	64,121	17,958	-
Kristensen	David	158,892	18,025	-
Kristmanson	Zachary	65,640	11,501	-
Krivak	Les	76,816	8,589	-
Krivakova	Jana	84,023	10,114	-
Kucera	Kris	157,530	13,034	2,637
Kucera	Michael	91,832	16,459	-
Kulasekare	Indika	111,682	20,468	-
Kulikov	Anastassiya	80,178	976	-
Kullamanaickenpatty	Sathish	101,607	7,911	-
Kuypers	Erin	82,638	648	-
Kwan	Wilson	186,899	17,927	2,180
Kwok	Campbell	104,721	1,270	2,007
Kwok	Christina	5,536	101,861	-
Kwong	Eric	100,573	5,487	-
Kwong	Gloria	134,277	867	243
Kwong	Vince	115,932	6,390	128
Labrador	Steven	95,806	1,006	-
Laguerta	Denzel	122,027	303	3,048
Lai	Daniel	119,101	26,652	1,172
Lai	Kim	160,379	797	3,635
Lalana	Geno	74,779	10,281	-
Lallas	Kyron	91,722	5,307	-
Lalonde	David	76,409	7,281	-
Lam	Andrea	91,107	2,332	725
Lam	Regent	77,639	1,101	275
Lamb	Barry	72,743	8,149	-
Lambert	Mark	173,012	5,702	375
Lamont	Graham	52,033	37,991	-
Lamoureux	Rob	183,136	6,891	-
Land	Chris	130,381	10,118	-
Landau	Mark	79,755	755	-
Langlet	Lisa	78,424	6,380	39
Lansing	Justin	131,182	28,928	-
Lao	Karilyn	84,915	1,462	726
Lassam	Thomas	123,005	7,971	-

Last Name	First Name	Base Salary ¹	Benefits & Other ²	Expenses
Late	Anthony	69,390	9,925	-
Latimer	Wayne	79,666	21,462	-
Laternus	Leanne	74,936	16,575	-
Lau	Julia	76,735	710	74
Lau	Winky	94,836	857	-
Lavallee	Millan	126,694	13,119	420
Lavergne	Sean	78,092	949	-
Law	Chun Nam	120,539	1,099	197
Law	Krystal	90,629	410	-
Law	Maxwell	82,804	9,070	592
Law	Michael	123,125	20,179	-
Law	Yee	100,531	749	-
Lay	Erica	147,177	943	273
Layng	Dan	170,217	17,039	-
Le-Campbell	Jennifer	85,106	723	-
Lecce	Maria	80,550	9,996	-
Lee	Alvin	105,830	23,729	-
Lee	David	32,720	45,004	-
Lee	Jacky	87,864	4,463	194
Lee	Jay	113,294	771	-
Lee	Jessica	128,370	1,056	74
Lee	Kenneth	100,414	676	-
Lee	Ryan	74,135	21,744	-
Lee	Sabrina	98,625	3,256	2,495
Lee	Young	134,990	16,201	-
Legebokoff	Stephanie	94,080	17,684	-
Legg	Mike	134,198	37,369	-
Leifsson	David	137,940	17,201	-
Lemay	Kevin	76,320	2,251	2,192
Lemke	Jane	98,252	2,010	59
Lemon	Carmin	109,477	5,132	-
Leone	Chuck	98,529	36,350	-
Letourneau	Brent	94,203	1,483	-
Leung	May	232,413	16,999	3,768
Leung	Shaughn	98,054	2,007	-
Lew	Jeffrey	112,072	4,427	-
Lewis	Kristine	77,852	14,776	53
Li	Jenny	119,101	5,627	-
Li	Patrick	71,490	4,164	-
Li	Winnie	82,727	1,404	2,495
Lian	David	100,573	926	-
Liang	Anita	108,932	1,942	-
Liberatore	Joe	88,482	34,415	802
Libonati	Mike	100,573	5,224	-
Libsekal	Leah	142,410	1,064	-
Liew	Charlene	138,584	1,490	3,561
Lim	Andrew	115,972	3,138	-
Lim	Fungpiew	119,101	6,044	-
Lin	Bill	82,321	1,910	-
Lin	Elaine	69,017	36,466	-
Lin	Fred	157,552	14,542	2,172
Lin	Michael	119,101	591	2,283
Liu	Viola	66,099	43,544	85
Liuzzo	Zakary	74,787	12,166	-
Ljungberg	Carl	83,377	3,216	257
Lochhead	Mike	97,804	23,673	188
Locke	Matthew	94,067	3,402	307

Last Name	First Name	Base Salary ¹	Benefits & Other ²	Expenses
Londono	Isabel	130,948	3,779	2,202
Look	Lisa	109,418	743	576
Lopes	Aneleise	88,962	16,352	-
Lopez Gonzalez	Richard	77,135	34,379	188
Lore	Colleen	75,257	2,663	-
Lota	James	306,493	24,645	2,559
Loucks	Tamara	145,794	782	2,338
Loughrey	Frank	116,221	41,151	-
Louie	Herman	109,418	5,541	225
Louie	Sandra	77,264	12,362	-
Lovas	Scott	140,160	1,831	1,124
Low	Doreen	68,020	10,266	-
Low	Elliot	43,830	48,195	726
Low	Guang Yow	85,604	842	3,136
Lubell	Kyra	124,748	8,379	-
Lucas	Ryan	118,101	3,428	-
Ludeman	Alexander	72,227	13,315	177
Lueck	Jeff	124,125	28,187	7
Lum	Sophan	157,552	10,275	2,922
Lundberg	Dave	139,870	26,369	2,394
Luo	Jacky	81,532	1,813	260
Lupia	Rick	92,745	39,642	-
Lupul	Dale	120,509	16,752	-
Lyle	Jeff	131,938	34,501	-
Ma	Emma	126,426	288	6,327
Ma	Franco	131,304	26,521	-
Ma	Hyunsook	91,652	1,378	520
Ma	Noreen	127,822	909	-
Mabasa	Paul	85,103	755	-
MacAlister	Michael	82,378	10,044	-
Macaulay	Andrew	117,239	2,035	-
MacDonald	Dave	86,993	28,417	188
MacDonald	Laura	103,982	7,594	1,200
MacDonald	Matthew	90,176	23,890	315
MacDonald-Rogers	Leslie	88,834	11,618	-
MacGregor	Ryley	72,593	4,126	-
Mackie	Michael	78,834	5,838	-
MacLennan	Jay	72,309	4,820	116
MacLeod	Allan	32,791	144,839	-
MacNeil	Gregg	126,762	3,188	-
MacNeil	Todd	130,723	21,316	-
MacRitchie	Paul	85,782	5,564	104
MacVinnie	Tim	76,808	2,792	667
Madigan	Shaun	158,604	14,161	-
Mahaffey	Rebekah	144,590	757	-
Mahal	Bhavan	157,552	18,306	6,097
Mahon	Jessica	112,841	4,682	-
Main	Michael	158,445	38,999	-
Majidigoruh	Farid	119,767	25,410	313
Major	Brad	144,970	20,895	-
Mak	Cherie	95,408	739	709
Mak	Joey	105,569	914	2,180
Makaseff	Luke	70,737	7,314	-
Malanfant	Jamie	158,364	9,591	-
Malanfant	Jordie	113,045	6,673	-
Maldonado	Mario	94,203	1,951	-
Malekmohammadi	Mehran	151,140	12,163	237

Last Name	First Name	Base Salary ¹	Benefits & Other ²	Expenses
Malicki	Pamela	77,532	6,223	2,210
Malkani	Danyal	80,065	13,262	635
Maloney	Kyle	93,841	12,424	-
Maloney	Sean	96,019	10,896	-
Manera	Cesar	77,279	16,707	-
Mann	Arlene	93,350	1,799	381
Mann	Satinder	158,365	15,238	-
Manning	Heather	125,964	15,172	971
Manrique	Ian	74,136	3,824	-
Mansoori	Amir	146,380	962	74
Mao	Jenny	104,960	521	1,855
Marcoe	Jenna	77,296	12,567	-
Marconato	Rick	101,525	1,838	-
Mardyn	Kyle	139,362	8,698	-
Margison	Brad	69,113	23,882	55
Marinelli	Lina	137,843	14,375	-
Mark	Kimberley	67,653	8,365	2,000
Markley	Lonnie	67,496	8,869	-
Martincic	Jason	120,550	5,350	-
Martinek	Jerry	124,124	9,766	-
Marton	Ed	94,203	2,162	55
Martorana	Enzo	94,520	7,695	-
Masaro	Derek	186,278	13,115	-
Massing	Dana	80,192	398	681
Materi	Shane	76,516	19,472	188
Matsumura	Craig	158,404	24,976	-
Matteucci	Daniella	112,718	3,970	-
Matts	Kathryn	88,834	2,100	1,629
Matts	Rohan	106,408	796	1,578
Mau	Trish	170,946	13,340	-
Mayeta Cumba	Maite	77,336	4,209	690
McBride	Jeff	144,001	12,316	-
McBride	Jordan	123,130	5,602	-
McCarron	Greg	154,568	6,084	-
McCarthy	Jamie	103,331	1,007	-
McClure	Greg	84,634	1,330	504
McCluskey	Sean	64,228	11,892	-
McConaghy	Helen	78,424	7,908	-
McConnell	Grace	75,257	1,000	-
McCready	Joel	114,552	16,344	-
McCuaig	Scott	126,693	3,497	-
McDiarmid	Craig	155,720	4,663	-
McDonald	Mark	97,050	19,081	3,138
McDonald	Monica	77,023	433	780
McDonald	Travis	49,325	34,947	188
McDonnell	Michael	154,568	14,791	-
McDonnell	Riley	70,390	12,012	-
McEown	John Brendan	175,333	17,533	-
McFadyen	Jason	78,016	8,898	-
McGill	Allen	82,299	11,557	-
McGrath	Laura	81,570	1,013	2,183
McIntosh	Alan	88,119	5,089	680
McIntosh	Brayden	116,172	8,388	-
McIntosh	Dylan	126,693	21,203	375
McIntosh	Tom	154,569	11,330	-
McKenzie	Brodie	123,130	7,821	-
McLaren	Chris	69,030	19,068	-

Last Name	First Name	Base Salary ¹	Benefits & Other ²	Expenses
McLean	Adrian	94,451	2,283	-
McLean	Brad	75,389	99,260	-
McMillan-Gordon	Peggy	74,154	1,671	-
McMunnigle	Brian	73,576	5,845	-
McNabb	Ryan	100,582	8,117	-
McNeil	Marty	73,093	21,025	-
McQuade	Neil	134,257	27,753	-
McQueen	Behn	126,693	7,601	-
McQueen	Dean	83,926	20,639	104
McQueen	Justin	129,013	16,630	375
McVicar	Rick	93,350	1,765	646
McWilliam	Cameron	123,005	9,282	-
Meehan	Melissa	73,746	8,293	2,225
Meisner	Nicholas	100,632	3,332	-
Mellalieu	Brad	74,649	9,779	-
Merilees	Connor	75,712	5,354	-
Mester	Richard	160,379	797	2,180
Mestrovic	Duby	101,525	5,078	-
Metcalfe	Sean	127,818	13,400	729
Middleton	Carrie	95,189	884	-
Middleton	Sean	130,381	17,313	315
Mihalic	Kris	85,142	7,983	2,832
Mikle	Ingrid	101,357	674	-
Miles	Jay	151,777	17,579	-
Miller	Gus	157,538	11,450	-
Miller	Jeannine	77,050	828	121
Miller	Lia	72,505	7,490	1,230
Millward	Mackenzie	100,635	3,548	450
Miniaci	Danny	74,255	19,615	-
Minichiello	Brian	68,834	7,899	-
Miskie	Alixander	72,035	10,621	1,952
Mistry	Jay	141,599	9,833	1,128
Mitchell	Neal	78,299	31,166	-
Mitrovic	Nikola	91,217	1,337	-
Mitten	Helen	146,396	1,227	-
Mofti	Ako	76,471	9,649	-
Mohamed Ali	Naji	87,332	10,161	-
Mohammed	Shawn	130,414	30,106	-
Mok	Jason	69,415	21,817	-
Moleschi	Shawn	72,836	7,467	-
Moon	Ryan	63,906	69,100	50
Mooney	Geoff	146,396	1,091	2,180
Moore	Susan	66,648	14,611	-
Mora	Joseph	176,630	18,088	-
More	Abhilasha	153,847	15,036	9,276
More	Ramon	91,077	846	-
Morgan	James	83,535	2,513	-
Morrissey	Andrew	89,842	10,618	1,370
Morrison	Samantha	78,589	4,901	1,780
Morrison-Clark	Mary	298,855	25,431	3,791
Motak	Jiri	74,529	6,159	-
Moutinho	Andy	86,008	5,637	81
Mozolevskyi	Dmytro	100,778	11,657	-
Mui	Michael	130,824	19,557	375
Mundan	Daniver	72,127	5,483	372
Munt	Jason	56,334	33,344	-
Murchison	Scott	127,100	18,982	-

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Murphy	Andrew	88,507	11,582	1,025
Muschamp	Rob	83,684	17,087	-
Musil	John	155,194	14,191	2,597
Mustafa	Macwan	82,264	7,733	-
Mydske	Brett	123,005	1,883	-
Myers	Evan	157,538	25,192	-
Myint	Susu	101,300	1,518	97
Nacauili	Noel	128,911	9,545	450
Nacinovic	Eric	76,215	8,211	-
Nadalin	David	154,679	6,585	-
Nagata	Travis	107,922	28,297	-
Nagle	Angela	76,170	1,412	-
Nagra	Gurpreet	140,756	18,057	-
Nair	Ragu	80,440	8,363	-
Najafi	Nima	103,505	7,127	827
Namazi	Mehran	75,787	8,614	173
Naples	Ryan	84,746	2,492	-
Narayan	Shoneet	78,493	947	-
Nash	Nathan	94,527	19,198	-
Nason	Tony	76,374	29,974	2,346
Natrasony	Shawn	114,041	1,394	-
Navarro	Sebastian	123,263	5,531	-
Nawaz	Amer	146,396	7,805	3,567
Nay	Alix	89,394	2,029	717
Ndihokubwayo	Jean	126,845	2,324	1,211
Nehal	Nardeep	74,565	12,302	-
Neilson	John	86,008	4,345	855
Neish	Wil	84,529	42,925	1,102
Nemeth	Michael	85,206	5,539	-
Nerreter	Matt	130,763	13,749	375
Neumann	Joanna	82,762	8,146	315
Neville	Lucy	123,130	10,469	-
Ng	Goretti	132,638	1,723	3,405
Ng	Jenny	109,418	15,149	2,955
Ng	Lisa	102,857	895	531
Ng	Stan	81,682	756	-
Ng	Winnie	104,960	2,080	-
Nghiem	Jenny	78,452	3,887	-
Nguyen	Heidi	75,228	737	440
Nguyen	Johnny	82,506	8,413	177
Nicholson	Jordan	66,977	11,744	-
Nicholson	Valerie	70,200	7,272	-
Niedermeiser	Cam	74,862	13,937	-
Nielsen	Therese	84,840	422	-
Nievares	Suseh	78,424	389	116
Nijjar	Jason	79,026	11,358	-
Nijjar	Mandeep	95,761	16,958	2,294
Nijjer	Mike	154,732	8,458	-
Nikolic	Alex	91,722	1,508	375
Ning	Shawn	75,924	671	-
Noble	Shara	134,277	10,959	-
Nonis	Claudio	71,598	3,881	188
Noordam	Audrey	146,396	18,011	-
Norman	Michael	93,433	687	307
North	Naomi	73,240	2,607	709
Norton	Mark	150,287	15,619	4,086
Nosella	Anthony	70,696	5,384	-

Last Name	First Name	Base Salary ¹	Benefits & Other ²	Expenses
Notarrigo	Sharon	91,446	1,275	-
Oakey	Damon	93,388	713	307
Oakey	Steve	110,067	18,044	-
O'Brien	Sean	118,819	62,268	217
O'Donnell	Michael	75,382	1,245	732
Oetter	Mike	92,602	2,815	-
Ohashi	Olivia	83,580	3,037	366
Okazaki	Kai	115,712	1,033	898
O'Keeffe	Andrew	112,293	8,338	444
Okruhlica	Marise	78,424	439	636
Okumura	Benjamin	110,113	18,578	-
Olenick	Duncan	92,157	1,896	600
Oleschuk	Ben	128,911	7,356	365
Oliver	Brianna	93,531	5,873	-
Ollenberger	Greg	69,474	82,147	-
Olney	Sean	74,684	15,638	188
Olson	Kevin	126,806	2,488	-
Omer	Srood	134,277	18,506	1,033
Omiya	Takenori	79,611	3,554	312
O'Neill	Tyler	195,455	40,598	4,646
Osman	Wais	73,734	2,535	-
Otanga	Misha	123,005	4,035	-
O'Toole	Terry	96,030	24,356	-
Otten	Stephen	85,027	6,357	-
Otterstrom	Marianne	78,424	949	-
Overs	Thomas	121,188	23,811	-
Oviatt	Ryan	126,281	10,755	50
Pacheco	Marco	132,407	2,543	-
Pacheco	Nelson	71,095	20,484	188
Pagnottaro	Tony	75,733	35,444	188
Palma	Nigel	120,277	5,869	-
Panichelli	John	130,408	3,283	315
Parappuram Jose	Bennat	95,732	20,331	-
Park	Maria	85,074	9,891	-
Parker	David	123,124	8,663	-
Parker	Kelly	83,482	47,646	29
Pasqua	Anthoni	103,167	1,106	370
Pasqua	Claudio	104,063	32,934	862
Patano	Clodwyn	72,223	6,293	-
Patara	Harlene	75,953	2,489	-
Patro	Ambar	124,124	7,879	-
Patterson	Jacob	112,841	4,159	-
Patton	Chris	157,531	14,660	-
Paulson	Mitchell	123,005	11,320	-
Pavan	Steven	115,415	35,121	-
Payette	John	130,381	4,181	420
Payne	Joshua	136,221	50,092	-
Pearsall	Scott	69,433	5,975	-
Pellizzari	Daniel	72,160	6,316	-
Perfecto	Patricia	37,706	45,781	-
Perrone	Jillian	123,005	9,565	450
Pesic	Amy	155,100	11,434	1,743
Petchetti	Bhanu	122,793	1,512	-
Peters	Bradley	94,307	15,541	-
Peters	Dillon	160,428	7,983	-
Petrik	Lesia	88,906	7,949	1,491
Petrusa	Kate	91,889	722	899

Last Name	First Name	Base Salary ¹	Benefits & Other ²	Expenses
Petruzzelli	Nick	97,043	24,011	-
Pettenon	Lorenzo	70,305	58,745	375
Petter	Brandon	91,722	3,903	-
Petti	Douglas	158,364	20,833	-
Pflugrath	Charmaigne	96,624	15,940	1,029
Pham	Joe	88,455	2,115	-
Phang	May	271,568	23,183	1,775
Phi	Peter	104,959	33,983	862
Philip	Sanjay	125,067	9,771	-
Phillips	Darryl	77,473	20,917	-
Phillips	Kayla	93,894	101	-
Phillips	Michael	116,182	2,382	-
Picco	Sergio	170,217	21,198	650
Pickering	Dean	158,478	4,974	-
Pickering	Matt	71,585	4,386	-
Pinheiro	Manuel	70,487	6,121	-
Pires	Pedro	100,573	19,357	-
Pistrin	James	126,693	4,188	-
Poffenroth	Chris	77,336	5,623	-
Poku	Reilly	92,602	1,810	170
Polich	Todd	96,442	2,863	-
Pooni	Darseen	109,418	21,705	273
Porter	Christopher	88,597	7,066	2,606
Porter	Colton	123,130	15,513	-
Porter	Jill	147,236	31,124	-
Possey	Travis	96,139	25,944	-
Prasad	Ashlynn	81,798	872	49
Prasad	Brandon	84,091	40,855	924
Prasad	Gina	60,326	30,157	-
Prasad	Richard	67,496	9,379	-
Pratt	Michael	70,260	9,326	-
Predojevic	Luba	100,573	664	-
Preissl	Nicole	74,706	2,152	116
Prevost	Scott	97,261	9,321	-
Procyk	Vance	158,558	16,061	-
Pruner	Trevor	87,761	7,549	-
Punia	Reeva	94,643	3,965	313
Purewal	Asha	108,042	1,329	-
Qaddoumi	Hikmat	114,041	2,062	-
Qiu	Barry	79,968	3,372	767
Quach	John	114,941	917	4,019
Quan	Adam	156,780	19,229	1,513
Quan	Neale	112,221	5,289	-
Quante	Ziggy	110,813	16,611	50
Que Jr	Alberto Jon	72,145	16,407	-
Quintana	Eva	68,603	9,114	-
Quizon	Jantzen	102,728	33,509	726
Racanelli	Carla	63,811	24,035	-
Radonich	Tyler	123,218	4,260	-
Rafatjah	Mitra	146,396	5,773	2,054
Rafuse	Mikayla	124,691	2,597	635
Rahimi	Hamed	136,553	1,139	3,611
Rai	Robbie	77,000	13,705	-
Rakhra	Rajinder	71,490	4,094	-
Rakic	Dario	126,530	24,352	-
Ramogida	Bruno	103,012	5,998	-
Rankin	Tanya	88,444	658	159

Last Name	First Name	Base Salary ¹	Benefits & Other ²	Expenses
Rao	Rajvir	171,427	12,265	11,546
Raofi	Soheila	102,145	14,011	2,852
Raposo	Nicholas	111,624	18,797	1,172
Rasheed	Aiman	131,385	19,426	-
Ratcliffe	Chris	112,513	14,549	1,172
Ratcliffe	William	67,588	8,277	-
Rattan	Jasvinder	74,851	7,978	-
Ray	Heather	76,812	1,569	-
Razvi	Ghazi	142,987	5,140	1,575
Read	Sterling	94,203	3,138	-
Ready	Connor	86,442	33,080	-
Rear	Blake	146,316	2,419	-
Redfern	Elliot	68,075	18,650	-
Reed	Chris	155,563	7,773	-
Ren	Joy	176,826	15,426	2,010
Renkema	Brennan	93,077	848	-
Rennie	Jeremy	0	85,742	-
Retel	Trevor	72,746	7,477	-
Revesz	Michelle	99,821	28,418	-
Revitt	Chris	157,552	11,930	-
Richardson	Gord	83,990	14,459	541
Richardson	Kevin	126,693	5,452	-
Richen	Scott	83,736	7,085	307
Riekman	Mark	114,941	1,663	4,087
Rilcoff	Tracey	93,350	645	-
Ripley	Ellen	199,562	15,703	3,768
Ritchie	Miles	229,102	164,346	1,415
Roach	Toby	155,563	4,868	-
Roberts	Colleen	71,545	13,771	-
Robertson	Andrea	119,954	826	-
Robertson	James	57,023	21,736	-
Robertson	Joe	100,690	10,350	188
Robertson	Thomas	123,006	3,386	-
Robinsmith	Caragh	64,382	10,972	228
Robinson	Nathan	82,135	29,411	671
Robinson	Zachary	83,468	7,202	135
Robson	Thomas	123,149	8,945	-
Rodriguez	Rey	66,641	10,973	-
Rohrlack	Heather	130,795	5,074	-
Rojek	Rafael	107,341	2,125	604
Romeo	Bradley	128,671	844	2,014
Rope	Colby	157,538	21,594	375
Roper	Mervin	79,331	23,748	-
Rosas	Marilian	137,119	1,023	-
Rose	David	143,985	10,396	1,296
Rose	Hughe	130,408	7,391	-
Rosenlund	Tyler	126,503	9,116	375
Ross	Ryan	130,381	5,023	-
Rossignol	Royce	123,163	7,901	-
Rotaru	Mirela	68,094	13,044	257
Rousseau	Simone	170,217	12,749	635
Rowbottom	Justin	95,451	15,129	-
Rowlett	Mike	73,648	4,819	-
Rowley	Richard	199,562	13,594	5,066
Roy	Stephanie	149,958	326	-
Roza-Pereira	Marco	94,522	10,505	-
Rozon	Cheri	78,424	5,183	24

Last Name	First Name	Base Salary ¹	Benefits & Other ²	Expenses
Ruddell	Tracey	124,124	752	-
Rumball	Cory	87,069	24,199	2,720
Rumohr	Kalee	123,208	3,825	-
Rushton	Paul	157,538	13,691	4,983
Rutherford	Andrew	93,636	1,214	3,821
Rychkun	Sterling	76,651	15,757	-
Saborio	Jon	54,148	43,264	-
Sadler	Briana	77,194	383	167
Saeed	Zina	155,779	10,778	3,690
Saintsbury	Devon	71,675	3,811	-
Saito	Hugo	119,954	1,256	860
Sajatovic	Dejan	59,522	16,582	188
Salame	Susan	88,648	3,088	749
Salas	Daniel	104,210	29,122	779
Salihue	Hafsa	100,662	1,737	1,736
Samra	Harpreet	154,568	31,282	-
Sanchez	Manuel	73,564	2,322	-
Sanderson	Allison	119,954	13,634	-
Sandher	Nadev	82,687	31,635	-
Sandhu	Jeevan	126,759	2,015	650
Sandhu	Navraj	77,977	10,081	-
Sandhu	Pavi	87,989	1,024	-
Sandhu	Rajan	85,821	456	-
Sandhu	Sonny	93,350	463	255
Santorelli	Mike	79,331	6,858	-
Santos	Francis	85,103	2,433	3,349
Sarginson	Cody	89,454	36,185	1,188
Sarkar	Alok	155,100	14,044	-
Sarmiento	Kevin	66,537	30,359	-
Sarter	Alexxos	108,321	1,230	-
Sasakamoose	Mikelle	181,846	12,315	1,224
Sasakura	Yoshihide	78,265	1,277	55
Satchwell	Colmar	83,727	5,092	2,147
Saunders	Joanne	69,415	15,639	-
Sawatzky	Jared	81,164	540	187
Schiller	Heidi	168,090	12,439	2,556
Schmidt	Erik	199,562	44,720	725
Schuk	Carla	133,130	1,721	944
Schultz	Steve	87,080	13,555	-
Schumann	Johannes	212,259	14,451	25
Schwarz	Trevor	71,949	14,709	-
Scoble	Adam	130,381	12,177	-
Scoten	Dorothy	181,846	23,977	19
Scott	Heather	110,343	2,182	1,631
Scott	Lisa	114,041	2,382	-
Scott	Mark	154,568	7,290	-
Scurk	Cody	126,168	699	-
Sedore	Steve	91,871	26,022	-
Sekhon	Navi	154,568	10,575	1,355
Sekiguchi	Justin	127,118	10,668	-
Sendjaya	Sharon	89,674	927	904
Senjack	Robert	154,568	5,996	-
Senner	Braden	112,841	5,964	-
Shackleton	Kevin	93,516	38,042	-
Shaer	Tanner	121,926	11,736	-
Shahri	Banin	145,407	3,687	306
Shahrokhi	Navid	94,694	187	-

Last Name	First Name	Base Salary ¹	Benefits & Other ²	Expenses
Sharma	Kushal	93,956	16,837	2,180
Sharma	Vivek	134,048	26,647	-
Shaver	Josh	74,730	13,375	-
Shaw	Michael	77,401	11,989	-
Shea	Logan	76,636	1,327	-
Shepansky	Claire	102,710	1,790	-
Sheridan	Renea	94,921	623	-
Shevchenko	Greg	102,086	8,393	-
Shiels	Scot	134,081	21,675	-
Shrimpton	Jeanette	88,834	641	-
Shum	Benny	120,947	5,285	742
Siegel	Jesse	84,869	771	170
Sigurdson	Joy	109,953	11,779	-
Silva	Laureena	89,627	926	-
Silvester	James	188,042	23,055	4,660
Simas	Tony	113,650	2,518	-
Simpson	Andy	10,933	80,531	-
Simson	Mark	101,525	33,421	-
Singh	Haivenjot	70,231	11,981	-
Singh	Jenna	79,218	873	-
Singh	John	117,437	8,306	-
Singh	Justin	81,482	22,885	924
Singh	Nav	110,230	10,720	620
Singh	Pavindeep	123,085	4,405	-
Singh	Ravinder	140,895	6,066	1,197
Singh	Sakinder	66,894	40,535	-
Singh	Simranjeet	73,437	11,953	-
Singzon	Philip	94,203	1,118	-
Sinilaid	Braeden	79,078	4,357	-
Sisson	Scott	77,226	4,907	188
Skakum	Jim	77,376	10,405	-
Skinner	Jeff	32,327	155,367	-
Skita	Erika	108,399	2,222	6,541
Sljivic	Marko	76,193	8,660	4,103
Sloan	Craig	76,409	11,203	-
Sloat	Mark	124,748	1,097	-
Small	Iain	95,670	8,751	65
Smigel	Matthew	100,494	2,507	-
Smith	Adam	142,767	29,698	-
Smith	Bonnie	89,631	3,383	-
Smith	Brad	94,203	2,116	-
Smith	Bradley	78,375	5,000	308
Smith	Carol	131,683	29,094	-
Smith	Craig	123,005	6,432	-
Smith	Dave	66,526	20,212	1,204
Smith	Dylan	126,694	2,037	-
Smith	Justin	123,005	5,002	-
Smith	Lucas	87,844	12,677	-
Smith	Mackenzie	100,582	7,402	-
Smith	Ryan	76,277	13,293	-
Smith	Ryanna	123,062	17,891	-
Smolski	Maggie	90,221	6,711	2,583
Smyth	Brad	130,381	6,011	-
Soares	Paul	92,568	40,898	922
Sohi	Shabnam	0	195,514	-
Sohi	Suki	78,424	54,278	-
Somian	Mesmin	69,147	7,185	-

Last Name	First Name	Base Salary ¹	Benefits & Other ²	Expenses
Soo	Wendy	78,424	3,734	-
Soriano	Sandra	100,344	1,976	-
Sorokovsky	Peter	151,871	11,562	4,589
Sorra	Miia	91,787	2,644	-
Sousa	Nicole	97,198	1,373	-
Southwell	Beth	85,103	2,941	870
Spangberg	Tessa	76,800	2,714	-
Spence	Maggy	90,873	1,209	-
Spindler	Doug	199,562	12,999	2,006
Spivak	Chris	77,330	19,850	-
Spottiswood	Sean	85,035	2,425	177
Stacey	Christopher	185,702	18,743	1,197
Stairs	Russell	93,849	1,620	-
Stancic	Angela	78,424	43,519	-
Stancic	Antonio	74,720	15,708	-
Standerwick	John	100,587	13,572	-
Stapelmann	Kevin	158,519	9,333	-
Startin	Adam	99,814	1,383	1,725
Steen	Chase	116,985	33,698	15
Steffensen	Gregg	105,830	22,044	-
Stein	Darren	74,754	7,908	367
Stenerson	Michael	123,005	6,404	-
Stevens	Derek	89,855	9,877	-
Stevenson	Niel	88,718	61,821	-
Stewart	Bryan	76,170	2,931	593
Stewart	Chad	93,324	7,196	680
Stewart	Isaiah	123,093	19,896	-
Stewart	Jon	69,553	10,741	-
Stickler	Ryan	91,722	1,956	375
Stoklosa	Mark	80,403	2,011	418
Strain	Kerry	77,754	560	698
Strelezki	Andrew	120,236	21,197	-
Stroppa	Chris	120,885	39,637	-
Su	Jane	92,081	6,895	836
Suhr	Kimberly	99,865	3,190	3,185
Sullivan	Barry	104,960	1,052	-
Summers	Gavin	66,376	62,685	-
Sun	Laura	85,706	479	-
Sun	Paul	106,607	559	1,960
Sun	Po	124,724	10,966	2,602
Sundquist	Jon	91,293	22,173	-
Suzuki	Kent	69,858	10,819	-
Swecera	Jeff	160,984	4,845	-
Syed	Kamal	124,253	8,563	-
Sze	Joy	114,041	3,021	2,180
Szolosi	Frank	78,410	2,538	-
Taillon	Isabelle	157,552	10,728	1,293
Tailor	Bindu	140,785	51,193	-
Tait	Chris	109,418	3,691	-
Tait	Elliott	86,688	6,219	-
Tait	Jon	91,722	5,176	-
Tallarico	Teresa	87,151	2,916	-
Tam	Annie	123,434	13,691	-
Tam	Eric	145,562	19,451	4,445
Tam	Joseph	88,044	4,066	-
Tam	Ruby	105,830	614	-
Tamagi	Harold	124,124	39,548	862

Last Name	First Name	Base Salary ¹	Benefits & Other ²	Expenses
Tan	Lynette	97,065	482	620
Tan	Mei	110,201	4,044	666
Tang	Helga	82,356	1,212	932
Tang-Graham	Frances	112,636	395	1,971
Tarling	Blair	121,326	10,754	1,391
Tawse	Patricia	84,616	735	-
Taylor	Clayton	115,178	20,942	-
Taylor	Grant	124,124	1,238	-
Tebbs	Shirley	93,796	1,301	307
Tebbutt	Michael	126,417	8,096	-
Tegart	Robyn	157,552	10,275	3,998
Teixeira	Martin	79,117	13,863	-
Tekatch	Dallas	77,204	16,634	-
Tembhekar	Swapna	158,008	32,586	-
Temple	Jackson	123,005	3,469	-
Teres	Jose	149,659	8,886	635
Tessarolo	Renato	114,041	12,608	3,539
Teves	Kerry	142,454	16,232	1,307
Thach	Sharon	88,038	13,130	180
Thandi	Rebecca	197,950	11,904	4,298
Thompson	Niall	154,803	29,353	-
Thompson	Wade	71,490	5,517	-
Thompson-Pellizzari	Samantha	116,258	289	-
Thorington	Kyra	76,427	3,946	1,297
Tian	Alex	94,914	88,270	2,813
Tibbles	Kelli	31,730	46,459	197
To	Martin	93,499	2,177	1,933
Tobin	Tracey	108,484	20,623	-
Tomic	Tomislav	123,005	9,206	375
Tomioka	Miyuki	101,342	704	-
Tomkins	Samuel	87,351	2,524	1,326
Tong	Cass	76,069	464	1,176
Tonin	Alex	85,103	1,392	-
Toporoski	Marty	82,555	14,611	802
Torrent	Shane	91,743	2,873	-
Tougas	Maxwell	87,275	460	1,287
Toussaint	Tchad	76,400	27,084	-
Townsend	Jake	71,362	7,755	1,857
Tracy	Patrick	80,792	1,987	194
Tran	Michael	100,573	1,426	-
Traspadillo	Marivic	91,772	1,305	620
Traversy	Garrett	82,833	6,049	271
Troisi	Misty	119,954	3,068	-
Trouwborst	Francine	75,584	4,796	-
Truant	Allan	69,434	7,231	-
Truman	Timothy	117,586	3,226	-
Truong	Erik	76,409	6,685	-
Tsai	Eric	79,331	11,683	-
Tsang	Prisca	79,396	3,802	824
Tse	Chit Ling	63,973	22,252	-
Tse	Wendy	76,684	5,271	644
Tseng	Jasmine	83,403	22,730	-
Tsithriotis	Perry	144,347	16,539	-
Tsuyuki	Victoria	83,129	413	-
Turra	Carlo	104,281	4,293	259
Tuura	Nathan	123,005	13,965	50
Tuyttens	Deborah	134,505	34,392	1,560

Last Name	First Name	Base Salary ¹	Benefits & Other ²	Expenses
Twumasi	Yaw	79,639	1,365	55
Tylor	Joe	157,538	10,864	93
Ueno	Crystal	79,331	394	444
Unger	Curtis	64,548	10,536	-
Uphill	Greg	74,698	808	-
Vaissade	Steven	165,790	8,092	964
Valdecantos	Dean	89,627	18,512	-
Vall	Peter	130,381	4,455	315
Van Aert	Tyson	74,422	5,585	55
Van Dam	Kristen	86,844	636	-
Van Der Geest	Mark	130,381	22,542	-
Van Der Sande	Marcus	98,501	10,412	-
Van Hombeeck	Cyndy	108,031	844	-
Van Horn	Esther	91,352	682	2,688
van Spaendonk	Anja	82,354	914	-
Van Veen	Craig	78,078	4,500	-
Vanderwolf	Michael	91,013	7,663	177
Vela	Matthew	109,869	8,323	-
Veltri	Samantha	123,410	9,299	-
Verma	Shalika	81,279	3,656	-
Verral	Chris	130,020	889	-
Verseveldt	Nico	110,813	31,349	-
Vesik	Karina	69,574	9,951	2,893
Vidic	Libby	67,752	79,864	1,380
Vieira	Nicole	66,946	8,072	-
Virginillo	Dawn	129,337	8,406	2,337
Viscarra	Jason	69,415	10,857	-
Volk	Greg	154,568	7,591	-
Vollhoffer	Paul	67,222	10,956	-
Wadehra	Bhikas	73,480	12,306	188
Wagner	Cole	101,234	3,811	-
Waine	Graeme	112,902	9,762	568
Walker	Dylan	83,990	10,639	135
Wall	Geraldine	72,309	5,339	160
Wallace	Chris	126,758	13,873	-
Wallace	Rhiannon	83,344	2,374	324
Wallsmith	Darren	157,538	4,953	-
Walton	Daniel	173,447	14,347	-
Wan	Terry	88,749	19,460	3,137
Wandrei	Bruce	103,522	11,802	-
Wang	Annie	76,404	430	2,415
Wang	Frank	98,101	1,828	-
Wang	George	104,959	1,413	-
Wang	Joshua	128,117	15,847	-
Wang	Karen	104,959	1,270	3,410
Wang	Keera	127,364	2,623	4,333
Wang	Lan	74,679	12,831	2,475
Waraich	Tauseef	155,100	2,393	2,718
Ward	Ryan	130,698	8,522	50
Warnock	Mitchell	104,040	38,844	450
Wassenaar	Matthijs	123,034	5,699	-
Wasson	Ian	140,850	3,601	-
Watt	Jason	197,658	12,594	1,670
Watts	Curt	157,552	10,367	-
Webber	Zachary	113,107	5,899	-
Weber	Byron	77,094	586	-
Weholm	Ray	94,511	17,945	-

Last Name	First Name	Base Salary ¹	Benefits & Other ²	Expenses
Weir	Braden	76,231	52,901	93
Weir	Travis	155,563	6,181	-
Weiss	Logan	123,005	14,589	-
Wells	Bryan	84,654	9,480	135
Weloy	John	157,530	28,480	2,473
Werk	Aaron	92,195	13,281	2,882
Whatman	Claire	93,507	515	620
Whipple	Derek	76,420	7,808	177
White	James	73,419	5,872	-
Whitlock	Chris	144,412	17,855	1,775
Wight	Cole	75,836	2,241	2,346
Wiley	Tammy	95,282	17,694	-
Willett	Ryan	76,933	11,831	-
Williams	Lucy	73,587	2,385	307
Willson	Amy	92,602	1,263	-
Wilson	Heather	186,173	35,196	7,795
Wilson	Michele	96,442	15,555	516
Wilson	Sean	89,881	80,812	-
Wise	Daniel	123,005	3,836	-
Wishlow	Jordan	94,203	3,068	220
Wittal	Bryce	130,381	16,720	-
Wodzynski	Maciek	91,409	768	-
Wolf	Kristian	90,403	1,625	125
Wolfe	Steven	158,364	26,935	-
Wong	Calvin	76,170	21,143	-
Wong	Carlen	102,834	256	624
Wong	Derek	110,201	6,617	551
Wong	Elaine	118,287	8,986	4,035
Wong	Evelyn	81,306	2,796	-
Wong	Jamane	78,930	477	-
Wong	Jason	71,624	8,359	-
Wong	Jason	121,913	605	-
Wong	Jennifer	211,317	23,447	3,768
Wong	Jonathon	69,234	14,097	-
Wong	Kimberley	155,100	4,544	1,042
Wong	Kirsten	127,118	1,233	624
Wong	Lawrence	83,040	15,153	-
Wong	Michelle	85,103	808	26
Wong	Ruby	81,682	2,944	1,142
Wong	Terry	118,673	15,440	-
Wong	Vivian	117,349	4,260	452
Woo	Vicky	74,564	1,114	1,496
Wou	Bradley	84,672	339	-
Wren	Chad	130,381	6,538	-
Wren	Spencer	105,830	22,133	-
Wren	Stephanie	104,959	560	-
Wu	Dorothy	81,682	405	-
Wu	Grace	102,348	1,451	1,922
Wu	Jerry	114,041	23,131	-
Wu	Jing Jing	104,960	521	-
Wu	Rose	80,171	3,986	-
Wynes	Kristine	126,558	4,641	-
Yajjala	John	59,344	66,544	-
Yan	Benjamin	104,224	34,057	726
Yan	Crystal	102,005	2,945	3,803
Yan	Karina	95,901	1,638	-
Yan	Simon	127,646	19,592	-

Last Name	First Name	Base Salary ¹	Benefits & Other ²	Expenses
Yan	Yuan	142,284	281	3,762
Yang	Emily	81,843	8,143	-
Yang	Janey	113,650	565	803
Yang	Warner	83,210	4,829	239
Yang	YanYan	144,138	11,724	2,713
Yao	Andrew	100,573	998	187
Yasaka	David	102,471	8,900	-
Yazdani	Arvin	65,954	12,409	-
Yee	Edmond	111,848	5,347	2,338
Yee	Geoff	134,721	33,296	-
Yen	Doris	132,848	152	-
Yeung	Ming	75,008	373	-
Yeung	Rebecca	95,342	474	-
Yip	James	110,149	548	-
Yip Ty	Irene	84,550	1,542	411
Yong	Jeremy	101,280	678	-
Yong	Melinda	106,863	610	95
Young	Kurtis	101,545	1,793	-
Young	Ryan	154,568	14,231	-
Younger	Caitlyn	123,005	9,581	-
Yu	Andrew	116,290	1,872	-
Yu	Chris	116,246	2,893	-
Yu	Emily	78,498	872	-
Yuan	Michael	128,856	7,115	1,980
Yuen	Irene	109,418	72,706	726
Yuen	Mike	143,266	11,700	-
Yung	Joel	92,602	19,104	-
Zanotto	Chiara	117,774	13,705	50
Zanotto	Luca	103,525	17,251	172
Zanrosso	Silvano	62,932	20,633	-
Zarud	Olena	105,019	521	-
Zech	Bill	92,602	466	-
Zeinabova	Blanka	170,217	17,947	243
Zeng	Selena	76,067	12,440	948
Zhang	Kevin	147,751	9,647	1,206
Zhang	Vincent	139,310	693	-
Zhang	Wendy	104,470	2,647	176
Zhang	Willie	96,442	8,904	180
Zhao	Jessica	100,379	5,665	-
Zhukovets	Dmytro	89,679	30,458	750
Total		165,392,724	19,012,590	913,886

**2025 NUMBER OF
EMPLOYEES**

1,574	> \$75,000	165,392,724	19,012,590	913,886
3,154	<=\$75,000	75,655,416	11,601,050	140,613
4,728	Total	241,048,140	30,613,639	1,054,499

1. Base salary only

2. Benefits & Other includes overtime, gratuity, RDO payout, standby pay, MTD, LTD, taxable supplement, maternity leave allowance top-up, exempt special benefit and prior-year payouts for unused vacation and banked overtime.

Schedule of Remuneration and Expense

Reconciliation of Remuneration to Financial Statements

For the year ended December 31, 2025

	2025 (\$)
Compensation per Note 14 of the Consolidated Financial Statements	337,924,640
Add: Labour Cost in Capital Programs	14,447,521
Less Current Year Accruals and Timing Differences	(2,696,899)
Less Employer Contributions not included on T4	(78,890,462)
Less Net Taxable Benefits & Non-Compensation Payments to Employees	206,914
Add Amounts paid from Prior Year Accruals	1,804,865
	<u>272,796,579</u>
<i>Remuneration Per Schedule of Remuneration and Expenses</i>	
<i>Remuneration</i>	987,559
<i>Local Expenses</i>	
<i>Benefits & Allowances</i>	147,241
Council	<u>1,134,800</u>
<i>2025 Remuneration and Benefits</i>	
<i>Prior Year Amounts Paid in 2025</i>	
<i>Base Salary</i>	241,048,140
<i>Benefits & Other</i>	30,613,639
Employees	<u>271,661,780</u>
	<u>272,796,579</u>

Schedule of Severance Agreements

For the year ended December 31, 2025

Prepared under the Financial Information Regulation, Schedule 1, subsection 6(7).

Number of Agreements	Equivalent Number of Months' Salary & Benefits
3	1-4

Schedule of Suppliers of Goods and Services

For the year ended December 31,2025

Regulations require the City of Burnaby to report the total amount of paid to each supplier for goods and services that exceeds \$25,000 in the year reported.

Prepared under the Financial Information Regulations, Schedule 1, subsection 7(1)

Vendor Name	Payment Amount(\$)
0893967 BC Ltd DBA: Comfort Keepers	179,582
0894914 BC Ltd DBA: Guardteck Security Corp	131,588
1153084 BC Ltd DBA: Jon Ross Films	57,278
1189815 BC Ltd DBA: K2 Services	36,032
1209955 BC Ltd DBA: Hi-Cube Storage Products	70,997
1223663 BC Ltd DBA Best Coast Lights	362,676
1249147 BC Ltd DBA: Engkidz	41,283
365 Mechanical Ltd	37,590
3M Canada Company	27,882
4Imprint Inc	47,150
674090 BC Ltd DBA: Chilliwack Ford	243,653
9944958 Canada Ltd DBA: The Wristband Man	92,777
A & A Testing Ltd	53,299
A-1 Party Rentals Inc	124,581
AA Audio Lab Limited	34,031
AAA Auto Collision Inc	42,971
ABC Transmissions Ltd	58,108
Access Information Management of Canada ULC	42,467
Acklands - Grainger Inc	61,104
Acquia Inc	240,187
Acres Communications	29,850
Action Glass Inc	119,673
Action Holdings Ltd	31,484
Action Line Housing Society	451,126
Active Navigation Inc	102,960
Active Network Inc	1,042,934
Acushnet Canada Inc	79,441
Adidas Canada Ltd	63,832
ADS Environmental Technologies Inc	217,940
Advantageone Technology Inc	118,752
Aecom Canada Ltd	118,118
AES Engineering Ltd	80,150
Affinity Staffing Inc	304,125
Ainsworth Inc Formerly ESC Automation Inc	61,286
Air Liquide Canada Inc	29,440
Alegria Soy Cultural & Community Society	27,751
Alfred Horie Construction Co Ltd	3,311,363
All Roads Construction Ltd	125,257
Allmar Inc	206,045
All-Pro Services Ltd	104,853
Alpha Mechanical Contracting Ltd	1,705,321
Alpha-Zulu Development (2005) Inc	36,658
Alsco Canada Corporation	48,665

Vendor Name	Payment Amount(\$)
Altac Mechanical Inc	1,633,897
Altapro Electric Ltd	1,796,676
Altus Group Data Solutions Inc	59,586
Amacon Development Corporation	63,670
Amazon Web Services Canada Inc	278,246
Amiante Environmental Consulting Inc	1,016,071
Amrize Canada Inc	412,855
Analytics8 LLC	25,083
Andrew Peller Ltd	88,658
Andrew Sheret Ltd	1,238,003
Andrew Todd Conservators Ltd	36,225
Anthem Alpha Master LP	28,983
Aon Reed Stenhouse Inc	9,210,631
Apex Granite & Tile Inc	63,685
Apex Tree Services	557,671
Aplin & Martin Consultants Ltd	1,262,798
Applewood Auto Group Ltd	1,204,412
Applied Electronics Limited	37,925
Aqua Cut Lake Cleaning Services Ltd	73,789
Aquam Specialiste Aquatique Inc	40,926
Aquaterra Environmental Ltd	95,424
AR Mower & Supply Ltd	73,990
Archistar Pty Ltd	402,500
Arete Consulting Services Inc	174,967
Arts Club Theatre Company	31,512
Asplundh Canada ULC	278,009
Associated Engineering (BC) Ltd	195,784
Associated Fire Safety Group Inc	822,553
Astech Consultants Ltd	95,381
A-Tech Fitness Services Inc	73,537
Atlas Pest & Wildlife Control Ltd	150,551
Atlas Stone Products Ltd	149,336
ATS Traffic Ltd	2,191,643
Avenue Machinery Corp	45,338
AVI-SPL Canada Ltd	530,639
AW Fireguard Supplies Ltd	443,007
B & T Enterprises Inc	41,202
B A Robinson Co Ltd	117,424
B A Trucking	132,917
BA Blacktop Infrastructure Inc	8,265,991
BA Blacktop Ltd	466,218
Baker Newby LLP "In Trust"	1,711,096
Bar Code Applications Ltd	32,048
Barry-Hamel Equipment Ltd	27,018
Batchelors Datamedia Ltd	47,310
Bay Hill Contracting Ltd	501,057
BC Communications Inc	293,046
BC Hardwood Floor Co Ltd	136,631
BC Housing Management Commission	3,791,962
BC Hydro & Power Authority	5,951,731
BC Libraries Cooperative	96,467
BC Liquor Distribution Branch	84,568
BC Municipal Safety Association	105,639

Vendor Name	Payment Amount(\$)
BC One Call Ltd	26,323
BC Society for the Prevention of Cruelty to Animals	490,239
BCGEU	50,400
BCGI Holdings Inc	41,195
BCI Consulting Inc	54,497
Beatty Floors Ltd	212,903
Bedrock Bulldozing	144,987
Beijing Bookstore	55,915
Bel Contracting	1,770,462
Belzona Molecular BC Ltd	176,219
Benchmark Tech Recruitment Ltd	57,015
Berg Athletic Equipment Corporation	136,500
Better Buy Chairs Inc	56,131
Bevan Holdings Ltd	3,581,459
BI Pure Water (Canada) Inc	51,422
Bibliocommons Inc	61,964
Big Hearts Home Healthcare Services	78,888
Binary Sea Productions Pty Ltd	108,141
Binquip MFG Solutions Ltd	58,542
Birdseye Office Inc	276,190
Blackrete Paving Ltd	1,502,151
Blair Scholefield	76,230
Bloomberg L P	47,019
Blue Pine Enterprises Ltd	33,194
Bollman Roofing & Sheet Metal Ltd	276,786
Borden Ladner Gervais LLP In Trust	2,755,598
Bos Sod Farms Inc	43,137
Bosch Building Technologies Inc	270,779
Brault & Bouthillier	42,204
British Columbia Safety Authority	36,833
BTY Consultancy Group Inc	67,017
Building Officials Association of BC	30,430
Bunt & Associates Engineering (BC)	243,927
Burnaby Board of Trade	100,723
Burnaby Centre	28,332
Burnaby Community Services Society	75,272
Burnaby Hospital Foundation	1,000,000
Burnaby Neighbourhood House Society	244,850
Byte Camp Education Society	34,558
C3 Mainline Inspections Inc	107,192
Callaway Golf Canada Ltd	343,914
Cambie Roofing Contractors Ltd	38,429
Campfire Archaeology and Heritage Ltd	646,619
Canada Mortgage and Housing Corporation	28,300
Canada Post Corporation	318,869
Canada Scaffold Supply Co Ltd	65,229
Canada Spring MFG (1988) Inc	359,824
Canadian Emergency Medical Services Inc	60,879
Canadian Landscape & Civil Services Ltd	112,720
Canadian Linen and Uniform Service	138,491
Canadian Mr Sweeper Inc	58,915
Canadian Pacific Railway Company	811,976
Canadian Signs Supplies Ltd	70,452

Vendor Name	Payment Amount(\$)
Canadian Tire Corp Ltd	36,777
Canadian Turner Construction Company Ltd	418,635
Canco Cranes & Equipment Ltd	51,285
Canem Systems Ltd	4,071,591
Canwest Concrete Cutting BC Corp	141,007
Cardinal Engineering Ltd	38,955
Carmichael Engineering Ltd	42,420
Carscadden Stokes Mcdonald Architects Inc	25,925
Carswell, A Thomson Reuters Business	26,241
Carter Chevrolet Cadillac Buick GMC Burnaby Ltd	59,220
Cascade Capital Machine Sales Inc	64,976
Cascade Wear BC Ltd	231,847
Cascadia Sport Systems Inc	137,291
Catapult ERP Services Inc	308,648
CBS Parts Ltd	159,126
CDW Canada Corp	1,050,675
Centennial Foods - Vancouver	528,812
Centralsquare Canada Software Inc	300,394
Centralsquare Technologies	25,408
Centre Electric Ltd	36,413
CES Engineering Ltd	31,248
Chairlines	27,396
Chamco Industries Ltd	65,990
Chamele Advisory Inc	151,028
Chandos Construction LP	496,229
Charles A Turpin	138,752
Christina Sestan	68,691
City of Coquitlam	47,698
City of Nanaimo	54,395
City of Vancouver	335,374
Citykinect Inc	67,121
Civic Legal LLP	695,843
Civic Legal LLP In Trust	9,634,724
Cleany Janitorial Inc	37,293
Cleartech Industries Inc	262,399
Clearview Demolition Ltd	242,223
Cloudburst	137,582
Cloverdale Paint Inc	223,282
Coast Ropes and Rescue Inc	61,422
Coastal Mountain Fuels	29,896
Coastal Training Consultants Ltd	39,102
Coencorp Consultant Corporation	34,755
Colliers Macaulay Nicolls Inc	36,474
Colliers Project Leaders Inc	301,544
Colliers Strategy & Consulting Inc	276,073
Columbia Square Law Office "In Trust"	2,471,113
Comcor Environmental Limited	59,859
Commander Warehouse Equipment Ltd	114,646
Commercial Truck Equipment Co	679,267
Commercial Vent Cleaning Co Ltd	29,426
Communitylogiq Software Inc	42,695
Complete Utility Contractors Ltd	7,171,737
Compugen Inc	764,313

Vendor Name	Payment Amount(\$)
Connect Landscape Architecture	128,909
Construction ET Inc	28,332
Contigo People Development Ltd	113,610
Conwest Contracting Ltd	2,529,425
Cooper Equipment Rentals Limited	26,880
Coquitlam Concrete (1993) Ltd	629,495
Core Group Civil Consultants Ltd	52,978
Core6 Environmental Ltd	68,705
Corepm Services Ltd	239,563
Coriolis Consulting Corp	26,494
Cornerstone Planning Group	92,562
Costar Realty Information Inc	26,418
Costco Wholesale Corp	135,961
Cranco Contracting Ltd	140,448
Creative Door Services Ltd	67,150
Criffel Management Ltd	48,707
Crown Contracting Ltd	17,441,296
Cumis Life Insurance Company	42,151
CVS Midwest Tape LLC	76,131
Dahlt Consulting Inc	78,446
Dams Ford Lincoln Sales	447,003
Daniel C Lefler	78,826
Daniels Kitchen Ltd	35,489
Davey Tree Expert Co of Canada Ltd	158,398
DB Perks & Associates Ltd	317,704
DC Tree Services Ltd	837,649
Dekany Consulting Inc	137,169
Deloitte LLP	319,322
Delta Irrigation Products Ltd	43,797
Denbow Transport Ltd	55,261
Dentons Canada LLP	73,314
Designs-Instant Signs Ltd	26,817
Devine Tree Services Ltd	181,881
DIALOG BC Architecture Engineering Interior Design Planning Inc	743,411
Diamond and Schmitt Architects Incorporated	1,625,437
Diamond Head Consulting Ltd	1,263,880
Diamond Precast Concrete and Casting Ltd	74,997
DLA Piper (Canada) LLP	299,859
DMD & Associates Electrical Consultants Ltd	173,389
Donerite Backhoe Services Ltd	515,993
Double M Excavating Ltd	525,833
Douglas Lake Equipment	53,903
DS Tactical Supply Ltd	37,869
DSDL Canada Investments Ltd	32,517
(Easi) Entrance Automation Systems Inc	102,796
Eagle West Crane & Rigging	48,050
Eamon William Donoghue	38,614
EBSCO Canada Ltd	68,934
Eco Counter Inc	78,075
Ecoammo Sustainable Consulting (2017) Inc	375,316
Ecobillet Solutions Ltd	862,134
Ecolab Co	43,786
E-Comm Emergency Communications For British Columbia Inc	7,179,144

Vendor Name	Payment Amount(\$)
Econolite Canada Inc	181,799
Ecowaste Industries Ltd	56,871
Eigen Development Ltd	41,687
Elan Paving Stone Ltd	45,780
Element Comfort Solutions	128,433
Ellisdon Corporation	103,688
Elworthy Electrical Services Ltd	261,246
Emco Corporation	911,087
EMM Creative Arts Co	28,753
Enduro Construction Ltd	397,625
Entandem	37,837
Enterprise Paper Co Ltd	38,713
Epi-Use Labs LLC	64,485
Equinix Canada Ltd	31,560
Escribe Software Ltd	70,533
Esri Canada Limited	400,174
Eventcorp Services Inc	30,900
Eventlab Inc	54,847
Evoke Buildings Engineering Inc	29,634
Executive Lock & Safe Ltd	173,664
EXP Services Inc	187,984
Exponent Inc	28,278
Falcon Bird Control	88,906
Falcon Equipment Ltd	52,258
Farm-Tek Turf Services Inc	418,698
Fasken Martineau Dumoulin LLP	32,547
Federation of Canadian Municipalities	63,640
Festilight Decor Inc	571,925
Finning (Canada)	837,098
Fire Health Services Ltd	190,800
First Truck Centre Inc	118,604
Firstonsite Restoration Limited	53,573
Fit 22 Consulting Inc	83,651
Fleet Services Installations Inc	43,242
Flocor Inc	131,601
Florenco Sales Ltd	32,345
Flow Engineering Inc	77,127
Flowlink Environmental Inc	183,335
Flowsystems Distribution Inc	1,428,454
Foreseason EVSE Technology Inc	314,210
Forestar Golf Sales Ltd	221,068
FortisBC Energy Inc	1,691,736
Fortius Mechanical Inc	144,711
Fraser Health Authority	182,676
Fraser River Pile & Dredge (GP) Inc	1,704,831
Fraser Valley Equipment Ltd	164,885
Fraser Valley Refrigeration Ltd	222,698
Fred Surridge Ltd	36,778
Fullsteam Holdco LP	37,560
Fusion Security Inc	383,147
FVB Energy Inc	477,617
G & G Golf Company G & G Brands	90,852
Galaxie Signs Ltd	127,902

Vendor Name	Payment Amount(\$)
Galiano Tours	32,773
Gall Legge Grant Zwack LLP	27,846
Garda Canada Security Corporation	80,690
Gartner Canada	184,110
Garton & Harris "In Trust"	167,500
Gegra Equipment Ltd	45,926
Gentle Care Drapery & Carpet Cleaners Ltd	44,966
Genx Solutions	380,134
Geoadvice Engineering Inc	90,113
Geopacific Consultants Ltd	50,679
GFL Environmental Inc	4,062,874
GFS British Columbia	721,781
GHD Limited	189,163
Ginqo Consulting Ltd	43,336
Golf Trends Inc	47,178
Good Insights Strategy Inc	79,273
Google Inc	25,573
Gordian Group Canada Corporation	282,881
Gowling WLG (Canada) LLP "In Trust"	5,250,930
GPM Civil Contracting Incorporated	328,504
GR Grandview Refrigeration Inc	60,593
Graham Construction & Engineering LP	70,673,244
Graham Distributors Ltd	46,358
Grand & Toy Ltd	337,984
Greater Vancouver Water District	1,701,698
Green Teams of Canada	36,225
Greenbarn Potters Supply Ltd	49,313
Greenlight Tech Staffing Inc	53,582
Gregg Distributors Co Ltd	187,733
Grime Fighters Service Group Ltd	268,014
Grimy Mechanical Generator Services	82,791
Grosvenor Brentwood Development Limited	2,194,370
Group2 Architecture Interior Design Ltd	26,828
Grover Elliott & Co Ltd	27,031
Guardteck Security Corp	589,761
Guild Yule LLP	248,002
Guild Yule LLP "In Trust" Barristers & Solicitors	277,500
Guillevin International Co	453,654
H Cheema Trucking Ltd	136,500
Halse-Martin Construction Co Ltd	52,860
Hammersense Consulting Inc	300,644
Hank's Trucking & Bulldozing Ltd	591,922
Hanley Agencies Ltd	790,171
Harbour International Trucks Ltd	71,926
Harbour West Consulting Inc	27,632
Harvard Industries Ltd	91,695
Helix Advanced Communications & Infrastructure Inc	399,291
Helpseeker Inc	29,098
Hemlock Printers Ltd	58,735
Hendrix Hotel & Restaurant Equipment Supplies Ltd	99,975
Heritage Food Service Group of Canada Ltd	40,641
Heritage Office Furnishings Ltd	668,085
Highangle Contracting Inc	235,346

Vendor Name	Payment Amount(\$)
Highview Partners Inc	58,793
Hi-Lite Truck Accessories Ltd	60,007
Holaco Construction (1997) Ltd	2,193,045
Home Depot Holdings Inc	52,432
Honeywell Limited	75,173
Hootsuite Inc	77,985
Hope and Health for Life Society	30,500
Horseshoe Star Holdings Ltd	51,325
Houle Electric Limited	1,089,408
Hub Fire Engines & Equipment Ltd	620,146
Hub Power Ltd	39,352
Hughes Condon Marler Architects	69,836
Hyland Excavating Ltd	3,776,011
HYTEK Mechanical Inc	155,554
Iconix Waterworks LP	460,837
IMA Solutions	53,243
Image Sign & Lighting Ltd	470,541
Image X Media Inc	102,060
Impact Canopies Canada Inc	86,996
Imperial Dade Canada Inc	766,751
Improving Toronto Inc	28,980
Infor (Canada) Ltd	242,852
Inform Planning Inc	40,861
Inland Kenworth Partnership	987,716
Innovation Production Technologies	59,731
Insight Canada Inc	299,356
Insights Learning & Development Canada Ltd	29,697
Intercity Packers Ltd	101,183
Intergraph Canada ULC	266,126
International Direct Response Services Ltd	62,781
Inter-Provincial Roof Consultants Ltd	32,886
Interprovincial Traffic Services Ltd	250,742
Invictus Professional Snowfighters	26,142
Iredale Architecture	202,128
ISL Engineering and Land Services Ltd	3,203,266
ITC Systems	65,763
J2L Consulting Services Inc	51,597
Jack Cewe Construction Ltd	15,405,869
Jacob Bros Construction Inc	18,298,404
Jasvinder Singh Hothi	1,738,618
Jessica Shoubridge	145,996
JFC International (Canada) Inc	37,683
JG Strategies Ltd	272,764
Jiffy John Rentals Ltd	166,243
JJ Mackay Canada Limited	41,139
JLF Burnaby New West Holdings Ltd	100,230
Johnston Davidson Architecture + Planning Inc	3,123,177
Jordans Rugs Ltd	126,819
JRS Engineering Ltd	96,927
Just Mechanical Ltd	2,411,815
Justice Institute of BC	82,175
Kanopy Inc	66,316
Kasian Architecture Interior Design Planning Ltd	47,307

Vendor Name	Payment Amount(\$)
Keltic (Holdom) Development Ltd	27,956
Kendrick Equipment (2003) Ltd	121,550
Kerr Wood Leidal Associates Ltd	377,949
Kevin Hanson	34,913
Keystone Environmental Ltd	38,181
Kinetic Construction Ltd	39,737,892
Klohn Crippen Berger Ltd	112,342
KMS Tools and Equipment Ltd	34,743
KPMG LLP	177,975
Kronos Canadian Systems Inc	37,223
L & P Packaging Ltd	68,312
L42 Solutions Ltd	64,701
Lafrentz Road Marking	75,940
Landsure Systems Ltd	131,367
Latko Windows Manufacturing Ltd	117,956
Latoplast Ltd	155,188
Layer One Contracting	62,549
Leavitt Machinery Canada Inc	97,530
Ledcor Design-Build (BC) Inc	20,262,009
Library Bound Inc	428,752
Lidstone & Company Law Corporation	71,681
Lifesaving Society of BC	143,011
Linde Canada Inc	66,583
Linkedin Ireland ULC	28,885
Lite Access Technologies (Canada) Inc	79,597
Live Nation Canada Inc	403,798
Livun Ltd	137,484
Lloyd Cutting	39,681
Loblaws Inc	34,290
Long View Systems Corporation	422,912
Loon Properties Inc	40,144
Lordco Parts Ltd	56,450
Lower Mainland Purpose Society for Youth & Families	97,768
LTS Pro Sound & Lighting	131,665
Luzform Design	30,807
Lynchpin Consulting Inc	96,540
Lyngsoe Systems Inc	414,835
M Van Noort & Sons Bulb Co Ltd	36,946
Mainland Construction Materials ULC	126,414
Mainroad Maintenance Products LP	311,702
Mancorp Industrial Sales Ltd	38,096
Manufacturers Life Insurance Company	1,432,540
Manulife Financial	311,667
Marcon Metalfab Inc	32,300
Marine Roofing Repair & Maintenance Service (2003) Ltd	430,109
Mar-Tech Underground Services Ltd	409,871
Martin Bragg	37,800
Matakana Scaffolding BC Inc	50,564
McElhanney Ltd	2,007,351
McMedia AV Services Ltd	25,876
MCR ITF SFU Community Corp As Trustee For SFU CT	73,710
McRae's Environmental Services Ltd	1,673,553
MCW Consultants Ltd	1,023,111

Vendor Name	Payment Amount(\$)
MD Murals	79,958
Meadowlands Horticultural Inc	168,137
Mediquest Technologies Inc	29,839
Meisterplan Usa Inc	28,616
META	90,665
Metal Supermarkets	151,701
Metro Motors Ltd	811,038
Metro Testing & Engineering Ltd	294,782
Metro Traffic Ltd	576,169
Metro Vancouver Crime Stoppers	25,500
Metro Vancouver Housing Corporation	20,382,000
Metro Vancouver Regional District	103,037,394
MFM Safety Co Ltd	60,275
Micro Com Systems Ltd	98,653
Microserve	1,452,192
Microsoft Licensing, GP	1,849,198
Minister of Finance	7,415,723
Mitacs Inc	133,875
Mitchell Press Ltd	29,154
MNP LLP	419,177
Mobilicab Inc	43,018
Modus Planning Design & Engagement Ltd	48,822
Mohammed Husain	75,012
Mott Electric GP	46,576
Multigraphics Ltd	109,777
Mundie's Towing, Storage & Service 1976 Ltd	82,304
Municipal Pension Plan	23,341,861
Murphy Battista LLP "In Trust"	69,500
Murray Latta Progressive Machine Inc	31,308
Musco Sports Lighting Canada Co	121,169
MWL Demolition Ltd	45,360
N S Grewal Trucking Co	151,988
Napa Auto Parts	128,339
NATS Nursery Ltd	94,948
Natural Pod Services Inc	111,128
ND Graphics Inc	31,961
Nedco a Division of Rexel Canada Electrical Inc	69,072
Neil Hain	88,515
Neilson Strategies Inc	74,524
Nella Cutlery (Toronto) Inc	69,535
Neptune Technology Group (Canada) Limited	157,136
Netagen Communication Technologies Inc	297,650
Netex Canada Netting Inc	136,746
New Line Hose & Fittings Ltd	33,846
New World Screen Printing Ltd	43,235
NGS Contracting Ltd	66,990
Nielsen It Consulting Inc	45,456
Northern Building Supply Ltd	108,931
Noven Consulting Inc	36,421
Nucor Environmental Solutions Ltd	287,749
Nutrien Ag Solutions (Canada) Inc	60,923
NW Fitness Experience Inc	72,198
Nyama Distributors Inc	28,298

Vendor Name	Payment Amount(\$)
O2 Planning and Design Inc	303,395
Oakcreek Golf & Turf Inc	613,831
Ocean Marker Sport Surfaces (2014) Ltd	247,386
O'M Engineering Inc	55,571
One Call Away Home Care Ltd	36,299
Openroad Auto Group Ltd	284,040
Oracle Canada ULC	192,856
Oughtred Coffee & Tea Limited	111,835
Overdrive Inc	468,365
Owen Bird Law Corporation	113,906
Pacific Blasting & Demolition Ltd	522,776
Pacific Coast Heavy Truck Group	192,375
Pacific Cutting and Coring Ltd	220,598
Pacific Flow Control Ltd	255,761
Pacific Mattress Recycling Inc	345,278
Pacific Senior Solutions Inc	58,190
Palmieri Bros Paving Ltd	1,029,732
Para Space Landscaping Inc	65,522
Parcel Economics Inc	39,934
Park N Play Design Company Ltd	206,736
Parking Logix Inc	56,108
Parkland Corporation	27,300
Parkworks Solutions Corp	109,114
Parsons Inc	1,477,110
Patricia Blakney Huntsman	30,769
Pattison Food Group Ltd	33,410
PBC Health Benefits Society	10,917,550
PBX Engineering Ltd	225,301
Peterbilt Pacific Inc	188,700
Petro-Canada Lubricants Inc	87,124
PG Solutions Inc	28,416
Ph5 Architecture Inc	31,002
Pica Pipeline Inspection and Condition Analysis Corp	27,773
Pinchin Ltd	94,509
Ping Canada	65,309
Pit Viper Contracting Ltd	1,302,533
Pomerleau Inc	5,631,377
Pontem Consulting Group Ltd	48,225
Positive Influence Incorporated	162,439
Power Up Line Contractors Inc	37,178
Prairie Coast Equipment Inc	36,397
Precision ERP	134,223
Premier Pacific Seeds Ltd	69,719
Pricewaterhousecoopers LLP	2,249,447
Privacyworks Consulting Inc	179,958
Procom Consultants Group Ltd	118,673
Profire Emergency Equipment Inc	238,982
Project Execution Group Inc	289,963
ProQuest LLC	80,774
Public Library Interlink	81,454
Purerange Enterprises Ltd	31,323
PW Trenchless Construction Inc	70,935
Quadient Canada Ltd	204,413

Vendor Name	Payment Amount(\$)
Quadra Utility Locating Ltd	29,781
Qualichem Industrial Products Ltd	58,184
Radius Industrial Works Inc	35,265
Rafael Santa Ana Architecture Workshop Inc	109,480
Raincoast Book Distribution Ltd	99,473
RAM Engineering Ltd	292,403
Randstad Canada Group	339,362
Raw Interior Design Inc	32,385
Raybern Erectors Ltd	672,532
RC Strategies Inc	38,325
RDH Building Science Inc	43,549
Read Jones Christoffersen Ltd	1,159,681
Real Time Networks Inc	75,619
Receiver General For Canada	93,807,229
Red Dragon Consulting Ltd	43,050
Regehr Contracting Ltd	58,924
Resolute Industries Inc	100,800
Respire Architecture Limited	94,334
Revery Architecture Inc	672,305
RF Binnie & Associates Ltd	1,563,190
Richards Buell Sutton LLP	209,037
Roadpost Inc	43,340
Roadway Traffic Products Ltd	141,067
Rochester Midland Canada Corporation	35,228
Rockdoc Consulting Inc	40,648
Rocky Point Engineering Ltd	95,060
Rogers Communications Canada Inc	723,588
Rollins Machinery Limited	1,468,815
Rona Revy Inc	35,692
Roper Greyell LLP	704,305
RSM Canda Consulting LP	70,857
Ryan ULC	30,085
S Sidhu Trucking Ltd	146,370
S.U.C.C.E.S.S. Affordable Housing Society	3,054,700
Safe Software Inc	28,000
Safesidewalks Canada Inc	151,527
Safetek Emergency Vehicles Ltd	8,532,145
Sanderson Concrete Inc	26,159
Sandpiper Contracting LLP	6,225,208
SAP America Inc	84,351
SAP Canada Inc	1,488,982
SAP Realm Consulting Ltd	74,309
Savatree Canada Inc	245,799
Save-On-Foods Limited Partnership	188,460
SBC Insurance Agencies Ltd	57,611
Scooby's Dog Waste Removal Services Ltd	68,244
Scott Mitchell Excavating	207,995
Scott Special Projects Ltd	420,815
SG Arch Engineering Ltd	199,937
Shape Properties Management Corp	536,519
Sherine Industries	44,521
SHI Canada ULC	37,271
Showtech AVL Systems Inc	77,386

Vendor Name	Payment Amount(\$)
Si Systems Partnership	1,097,145
Simeio Solutions Canada Inc	202,241
Simon Fraser University	585,880
Sino United Publishing (Canada) Ltd	57,880
Sirsi/Dynix (Canada) Inc	71,188
SMS Law	39,307
Snow Cap Enterprises Ltd	37,137
Social Pinpoint Software Inc	37,352
Sodales Solutions Inc	92,978
Softchoice LP	439,310
Solid Rock Fencing Ltd	74,095
SolidCAD a Cansel Company	102,891
Son Tirecraft Burnaby Inc	665,942
Sora Energy Corp	36,750
Soroc Technology Inc	81,095
Sound Waves Entertainment Network Ltd	29,432
Source Floor & Specialties Inc	296,703
Source office Furniture & Systems Ltd	36,414
Source One	26,132
Southern Law LLP	188,025
Spanmaster Structures Ltd	51,646
Spartan Exteriors Ltd	83,239
Spatial Technologies (2017) Inc	56,815
Specimen Trees Wholesale Nurseries Ltd	165,579
Spectrum Networks Inc	137,855
Sperling Limited Partnership	43,624
Spicers Canada ULC	139,410
SSDG Interiors Inc	79,756
SSH Bedding Canada Co	26,387
Standard Building Supplies Ltd	225,811
Standard Electric BC Ltd	1,142,870
Stantec Architecture Ltd	39,701
Stantec Consulting Ltd	327,987
Star West Petroleum Ltd	51,679
Steamworks Brewing Operations	122,502
Stellar Recruitment Inc	143,840
Step One Mobility Planning and Engineering Ltd	35,018
Sterling Fleet Outfitters Inc	95,050
Stewart Group Strategic Consulting Inc	34,792
Stingray 360 Commercial Solutions Inc	385,194
Stoneshare Inc	96,907
Stoyko Holdings Ltd	93,861
Streamline Fencing Ltd	521,553
Streamline Pump Systems Ltd	164,966
Studio One Architecture Inc	37,800
Studiohub Architects Ltd	41,423
Suncor Energy Products Partnership	4,143,815
Super Save Enterprises Ltd	67,975
Super Save Fence Rentals Inc	172,276
Super Standard Heating and Air Duct Cleaning Ltd	70,684
Superior City Services Ltd	162,015
Superior Propane	80,810
Supreme Munsingwear Canada Inc	32,477

Vendor Name	Payment Amount(\$)
Sutton Road Marking Ltd	56,530
Sysco Vancouver	1,186,348
T Sekhon Trucking Ltd	82,425
T2 Systems Canada Inc	89,899
Tacel Ltd	39,610
Target Products Ltd	367,242
Taylormade Golf Company Ltd	76,850
Taylor's Turf Care Products Ltd	52,129
TDS West Systems Inc	92,138
Team Sales Ltd	208,299
Teb Enterprises Ltd	31,646
Telus Corporation	716,682
Tenaquip Limited	35,234
Terra Law Corporation	119,322
Terralink Horticulture Inc	142,375
Tetra Tech Canada Inc	125,312
The AME Consulting Group Ltd	52,049
The Board of Education of School District No 41 (Burnaby)	952,107
The Charles Machine Works Inc	247,897
The Drain Camera Shop	36,478
The FA Bartlett Tree Experts Company Canada Ltd	565,522
The Great Canadian Landscaping Company Ltd	91,482
The It Verdin Company	42,901
The Jazz Cellar Cafe Ltd	78,173
The KTL Group Inc	67,854
The Neutral Zone Human Rights Consulting Inc	29,269
The Sherwin-Williams Company	30,541
Thorpe Industries (BC) Ltd	50,962
Thoughtstorm Incorporated	62,654
THPC Turf Health Products Company (2011) Ltd	139,538
Thunderbird Plastics Ltd	145,080
Tim Furness Event Company Inc	214,803
Timescapes Canada Limited	79,358
TK Elevator (Canada) Limited	260,206
Todays Books	38,050
Tomko Sports Systems Inc	354,271
Tomorrows Playground	26,134
Total Power Limited	188,056
Toter Inc	275,453
Translink (South Coast British Columbia Transportation Authority)	117,036
Transpacific Realty Advisors	113,579
Transtar Sanitation Supply Ltd	189,653
Trapeze Communications Inc	81,952
Trevor Jarvis Contracting Ltd	708,800
Triton Canada Inc	42,840
Trumps Food Interests Ltd	79,008
Tsleil-Waututh Nation Treaty, Lands & Resources Department	125,188
Turf Team Landscaping Ltd	110,865
Turner and Townsend Canada Inc	25,341
Turning Point Technology Services Inc	737,062
Tyler Technologies Inc	395,754
Uline Canada Corp	198,557
Ultra-Tech Cleaning Systems (1991)	450,802

Vendor Name	Payment Amount(\$)
Union of British Columbia Municipalities	38,431
United Floral Inc	46,571
United Library Services Inc	417,275
United Rentals of Canada Inc	99,946
United Way British Columbia	44,449
Unity Connected Solutions Inc	25,328
Universal Appraisal Co Ltd	27,510
Up Sign Ltd	30,602
Urban Strategies Inc	247,736
Urban Systems Ltd	553,831
V P Tile Imports Ltd	48,150
Valley Carriers Ltd	26,303
Van Der Wal Equipment (1989) Ltd	188,840
Vancouver Fraser Port Authority	95,176
Vancouver Island Tree Service Ltd	271,836
Vancouver Opera Association	92,400
Vancouver Paint Supply Ltd	95,162
Vancouver Symphony Orchestra Society	39,900
Vanport Enterprises Ltd	530,200
Vasto Builders Inc	588,269
VDZ+A Consulting Inc	292,457
Vedentec Management Inc	56,270
Velosolutions Canada West Ltd	917,502
Ventana (Special Projects) Corp	28,767
Ventana Construction (Design Build) Corp	81,024,267
Vimar Equipment Ltd	80,611
Visions Business Solutions	34,974
Volleyball BC	27,555
W D I Services Ltd	80,679
Walkme Canada Ltd	101,587
Walmart Canada Corp	42,985
Water King Lake and Canal Restoration	33,285
Water Street Engineering Ltd	87,315
Waterford Partners	204,258
Waugh Management Consulting Inc	195,032
Weber Supply Company Inc	83,197
Wesco Distribution Canada LP	45,259
West Coast Elevator Services Ltd	133,524
West Pacific Consulting Group Managed Services Inc	452,904
West-Can Seal Coating Inc	61,171
Western Compensation & Benefits Consultants Ltd	310,198
Western Elevator Ltd	38,923
Western Integrated Electrical Ltd	1,627,198
Western Oil Services Ltd	59,879
Western Weed Control (1980) Ltd	95,151
White Cap Supply Canada Inc	34,881
Wilcor Industries	43,477
Windsor Plywood	44,423
Wintergreen Learning Materials	108,529
Wolseley Canada Inc	364,247
Wonderware Inc	114,484
Wood Wyant Canada Inc	59,169
Workiy Inc	123,169

Vendor Name	Payment Amount(\$)
Worksafe BC Workers Compensation Board of BC	9,234,383
WSP Canada Inc	1,981,901
Wyllie Webb Co Ltd	41,440
X10 Technologies Inc	188,309
Xentrax Inc	139,698
Xerox Canada Ltd	450,793
Xylem Canada LP	394,200
Yellow Pages Group	70,084
Young Anderson Barristers & Solicitors	235,502
Zeemac Vehicle Lease Ltd	127,797
Zone West Enterprises Ltd	37,723

VENDOR ACCOUNTS > \$25,000	828,943,510
VENDOR ACCOUNTS <= \$25,000	10,130,619
TOTAL PAYMENTS (Other than Remuneration)	839,074,129

RECONCILIATION OF PAYMENTS FOR GOODS AND SERVICES TO FINANCIAL STATEMENTS

For the year ended December 31, 2025

	(\$)
Total Payment to Vendors per Schedule of Suppliers of Goods or Services	839,074,129
Reconciliation	
Labour expenses not included in the payments to suppliers	272,661,634
Non-Cash Items (Amortization & Asset Related Transactions)	90,400,860
Tangible Capital Assets expenditures not included in the Statement of Operations	(409,334,185)
Financial Statement Consolidation Adjustments	14,379,120
Payments for expenditures unrelated to current year	(4,795,220)
Accruals and other journal entries not posted through accounts payable	(8,608,242)
Taxes	(24,983,634)
Expenses per Consolidated Statement of Operations & Accumulated Surplus	768,794,463

Schedule of Grants or Contributions
For the year ended December 31, 2025

Regulations require the City of Burnaby to report a statement of payments for the purpose of grants or contributions.

Prepared under the Financial Information Regulation, Schedule 1, subsection 7(2)b.

Organization	(\$)
Action Line Housing Society	451,126
Afghan Women's Support Society	2,724
African Sports and Culture Alliance	3,000
Alegria Soy Cultural & Community Society	21,951
Alex Collins	75
Alice Van Nus	552
Amity Dominelli	1,000
Arisun Yue Opera Society	2,500
Artisan Farmer's Markets Society	1,500
Ava Delvin	100
BC Cancer Foundation	500
BC Centre for Ability Association	12,262
BC Housing Management Commission	3,036,564
BC Lacrosse Association	900
Bibak Organization of BC	1,200
Big Brothers of Greater Vancouver	3,500
Bonsor 55+ Society Bonsor Recreation Complex	1,200
Bryn Shaffer	2,500
Build A Biz Kids	3,000
Burnaby Arts Council	25,000
Burnaby Board of Trade	125,000
Burnaby Canoe & Kayak Club	11,343
Burnaby Christmas Bureau	2,101
Burnaby Community Services Society	17,273
Burnaby Family Life Institute	81,937
Burnaby Female Ice Hockey Association	15,000
Burnaby French Language Preschool	3,750
Burnaby Hospice Society	22,671
Burnaby Hospital Foundation	1,000,000
Burnaby Housing Authority Corporation	37,404,630
Burnaby Meals on Wheels Society	6,510
Burnaby Minor Hockey Association	19,500
Burnaby Minor Lacrosse Club	8,708
Burnaby Minor Softball Association	1,750
Burnaby Neighbourhood House Society	307,892
Burnaby Seniors Outreach Services Society	6,236
Burnaby Seniors Resources Society	9,150
Burnaby Volunteer Centre Society DbA: Volunteer Burnaby	17,805
Cameray Community Fund DbA: Cameray Child & Family Services	33,024
Cameron Seniors Society	1,620
Canada Scores Vancouver	1,527
Canadian Cancer Society	500
Canadian Community Action & Restorative Empowerment Society	15,000
Canadian Community Services Association	16,500
Canadian Mental Health Association	11,755
Canadian Red Cross Society	5,612
Cardston Court Housing Co-Operative	1,200
Centrecanada Newcomer Services Society	7,500
Chinese Taoism Kuan-Kung Association In Canada	13,641
Cho Nam Wong	1,000
Civic Innovation Lab Society	1,588
Colombian Canadian Association	3,000
Community Living Society	9,959
Confederation Seniors Association	1,800
Cts Youth Society	7,500
Culture Chats BC Association	2,074
Cystic Fibrosis Canada	350
Deaf Children's Society of BC	8,937
Dixon Transition Society	11,466
Don't Go Hungry	3,641
Edmonds Seniors Society	1,200
Emily Gray	14,000
Ethiopian Community Association of BC	4,000
Eurofest BC Society	7,000
Farbod Faramarzi	1,000
Farhiya Dahir	1,000
Food Banks Canada	500

Organization	(\$)
Fredi Teng	1,000
Gabriela Tanaka Sverzut	500
Heights Merchants Association	24,310
Honour House	226
Hope and Health for Life Society	500
I Challenge Diabetes	2,500
I T Productions Ltd	1,500
Immigrant Services Society of BC	9,109
Indo-Pacific Foundation of Canada	2,500
Jared Bigelow	500
Joseph Watson-Mackay	2,500
Julie Ma	100
Karrie-Ann Soo	500
Kidsport Burnaby	3,750
Korean Cultural Heritage Society of BC	22,000
Kylee Almendarez	100
Lapower Running Society	6,000
Leo Street Youth & Family Services Society	19,382
Lois Lim	1,000
Lower Mainland Bengali Cultural Society of BC	600
Lower Mainland Purpose Society for Youth & Families	97,768
Mali Kurdistanian Society	2,500
Marlonn Hernandez	500
Metro Minor Ball Hockey	4,917
Metro Vancouver Housing Corporation	20,382,000
Mind Your Plastic	2,250
Min-Gyeong Kim	1,000
Multilingual Orientation Service Association for Immigrant Canadians (Mosaic)	8,820
Namsadang Cultural Institute	5,000
New Vista Care Home	3,600
Nikkei National Museum & Cultural Centre	15,600
North America Artist Association	6,940
Odd Squad Productions Society	9,000
Open World for Kids Foundation Society	3,600
Pandit Jasraj School of Music Foundation	2,500
Philippine Days Festival	9,000
Pinoy Festival Alliance Society	7,000
Progressive Housing Society	7,500
Renbu Dojo Kendo Club	2,250
Revive Hope Africa Society	7,500
Ryan's Rainbow Emergency Food Outreach Society	9,986
S.U.C.C.E.S.S. Affordable Housing Society	3,054,700
Salvation Army Harvest Community Church	3,641
Scandinavian Community Centre	19,000
SFU Childcare Society	500
Simon Fraser Student Society	3,641
Simon Fraser University	385,449
Sofia Potesta	1,000
Southside Community Church	3,641
St Matthews Day Care	47,807
Stream of Dreams Murals Society	9,203
Suah Hong	100
The Board of Education of School District No 41 (Burnaby)	830,120
The Huaren Choir Vancouver Society	4,000
The Long Table Society	7,641
The Society To End Homelessness	23,641
The University of British Columbia	15,000
Tsleil-Waututh Nation Treaty, Lands & Resources Department	10,000
Vancouver Sangeetopasana Sabha	3,750
Vivek Educational Foundation of Canada	3,000
Volunteer Grandparents	2,000
YMCA of Greater Vancouver	7,712
Zara Tanveer	100
Grand Total	67,943,756

