SWITCH BC

Safety, Wellbeing, Innovation, Training, and Collaboration in Healthcare

BC Health Care Occupational Health and Safety Society

Statement of Financial Information

Fiscal Year Ended March 31, 2026

300 – 2889 East 12th Avenue
Vancouver, BC Canada V5M 4T5

SWITCH BC
Safety, Wellbeing, Innovation, Training, and Collaboration in Healthcare

2026 Statement of Financial Information

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300 – 2889 East 12th Avenue
Vancouver, BC Canada V5M 4T5

Financial Statements of

BC HEALTH CARE OCCUPATIONAL HEALTH AND SAFETY SOCIETY

And Independent Auditor's Report thereon

Year ended March 31, 2026

MANAGEMENT'S REPORT

Management's Responsibility for BC Health Care Occupational Health and Safety Society (the "Society") Financial Statements

The Society's financial statements have been prepared by management in accordance with the financial reporting provisions of Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia, and the integrity and objectivity of these statements are management's responsibility. Management is also responsible for all of the notes to the financial statements, and for ensuring that this information is consistent, where appropriate, with the information contained in the financial statements. A summary of the significant accounting policies are described in Note 2 to the financial statements. The preparation of financial statements necessarily involves the use of estimates based on management's judgment, particularly when transactions affecting the current accounting period cannot be finalized with certainty until future periods.

Management is also responsible for implementing and maintaining a system of internal controls to provide reasonable assurance that reliable financial information is produced. The internal controls are designed to provide reasonable assurance that assets are safeguarded, transactions are properly authorized and recorded in compliance with legislative and regulatory requirements, and reliable financial information is available on a timely basis for preparation of the financial statements.

The Board of Directors is responsible for ensuring that management fulfills its responsibilities for financial reporting and internal control. The Board reviews internal Society financial statements on a quarterly basis and external audited Society financial statements yearly. The Board also discusses any significant financial reporting or internal control matters prior to their approval of the financial statements.

The external auditor, KPMG LLP, conduct an independent examination, in accordance with Canadian generally accepted auditing standards, and express their opinion on the financial statements. The external auditor has full and free access to management of the Society and meet when required. The accompanying Independent Auditor's Report outlines their responsibilities, the scope of their examination and their opinion on the financial statements.

Approved on behalf of BC Health Care Occupational Health and Safety Society:



Victoria Schmid
Chief Executive Officer



Judy Jacklin
Director, Financial Strategies and Services

KPMG LLP
777 Dunsmuir Street, 11th floor
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INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of BC Health Care Occupational Health and Safety Society, and to the Minister of the Ministry of Health, Province of British Columbia

Report on the Audit of Financial Statements

Opinion

We have audited the financial statements of BC Health Care Occupational Health and Safety Society (the "Entity"), which comprise:

- the statement of financial position as at March 31, 2026;
- the statement of operations and accumulated surplus for the year then ended;
- the statement of changes in net debt for the year then ended;
- the statement of cash flows for the year then ended; and
- notes to the financial statements, including a summary of significant accounting policies

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

In our opinion, the accompanying financial statements as at and for the year ended March 31, 2026 of the Entity are prepared, in all material respects, in accordance with the financial reporting provisions of Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia.

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 Entity 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.

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.

Emphasis of Matter - Financial Reporting Framework

We draw attention to Note 2(a) to the financial statements which describes the applicable financial reporting framework and the significant differences between that financial reporting framework and Canadian public sector accounting standards.

Our opinion is not modified in respect of this matter.

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

Management is responsible for the preparation of the financial statements in accordance with the financial reporting provisions of Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia, 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 Entity'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 Entity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Entity'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 Entity'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 the Entity'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 the Entity to cease to continue as a going concern.
- 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.

Report on Other Legal and Regulatory Requirements

As required by Section 117(1)(b) of the Societies Act (British Columbia), we are required to state:

- whether, in our opinion, these financial statements fairly reflect, in all material respects, for the period under review, the financial position of the Entity and the results of its operations. In accordance with Canadian generally accepted auditing standards, because the financial reporting provisions of Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia are not considered a fair presentation financial reporting framework, our opinion stated above cannot contain this statement.
- whether, in our opinion, these financial statements are prepared in accordance with generally accepted accounting principles. These financial statements were prepared in accordance with the financial reporting provisions of Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia. Note 2(a) to the financial statements describes the significant differences between such basis of accounting and Canadian public sector accounting standards. As a result, our opinion stated above refers to the financial reporting provisions of Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia and not to generally accepted accounting principles.

- whether these financial statements are prepared on a basis consistent with the basis on which the financial statements that related to the preceding period were prepared. We report that, in our opinion, the significant accounting policies applied in preparing financial statements in accordance with the financial reporting provisions of Section 23.1 of the Budget Transparency and Accountability Act of Province of British Columbia have been applied on a basis consistent with that of the preceding period.

KPMG LLP

Chartered Professional Accountants

Vancouver, Canada
June 3, 2026

BC HEALTH CARE OCCUPATIONAL HEALTH AND SAFETY SOCIETY

Statement of Financial Position

March 31, 2026, with comparative information for 2025

	2026	2025
Financial assets:		
Cash and cash equivalents	$ 2,909,867	$ 2,847,727
Accounts receivable	1,674,689	1,125,342
	4,584,556	3,973,069
Liabilities:		
Accounts payable and accrued liabilities	1,042,546	1,130,713
Deferred contributions (note 3)	3,679,837	3,053,804
Deferred capital contributions (note 4)	1,176,607	1,512,781
	5,898,990	5,697,298
Net debt	(1,314,434)	(1,724,229)
Non-financial assets:		
Tangible capital assets (note 5)	2,812,330	3,378,874
Prepaid expenses	137,827	211,448
	2,950,157	3,590,322
Commitments (note 11)		
Accumulated surplus (note 6)	$ 1,635,723	$ 1,866,093

See accompanying notes to financial statements.

Approved on behalf of the Board:

Director

Director

BC HEALTH CARE OCCUPATIONAL HEALTH AND SAFETY SOCIETY

Statement of Operations and Accumulated Surplus

Year ended March 31, 2026, with comparative information for 2025

	2026 Budget (notes 2(g) and13)	2026	2025
Revenue:			
Provincial government contributions (note 3)	$ 9,923,952	$ 7,776,840	$ 6,401,760
Other contributions (note 3)	1,001,570	655,295	648,444
Amortization of deferred capital contributions (note 4)	336,174	336,174	168,087
Interest	84,000	51,789	109,738
Other revenue	-	3,151	9,094
	11,345,696	8,823,249	7,337,123
Expenses (note 7):			
Programs and projects:			
Occupational Health & Safety (“OHS”) Resource Centre	3,893,634	3,578,433	1,742,479
Psychological Health & Safety	1,910,212	943,499	283,226
Violence Prevention	1,470,848	750,732	772,682
Community Physician Health & Safety	1,001,570	655,295	648,444
Total program and project expenses	8,276,264	5,927,959	3,446,831
General administration	3,370,918	3,125,660	2,731,423
Total expenses	11,647,182	9,053,619	6,178,254
Annual surplus (deficit)	(301,486)	(230,370)	1,158,869
Accumulated surplus, beginning of year	1,866,093	1,866,093	707,224
Accumulated surplus , end of year	$ 1,564,607	$ 1,635,723	$ 1,866,093

See accompanying notes to financial statements.

BC HEALTH CARE OCCUPATIONAL HEALTH AND SAFETY SOCIETY

Statement of Changes in Net Debt

Year ended March 31, 2026, with comparative information for 2025

	2026 Budget (notes 2(g) and 13)	2026	2025
Annual surplus (deficit)	$ (301,486)	$ (230,370)	$ 1,158,869
Acquisition of tangible capital assets (note 5)	-	(221,196)	(1,388,623)
Amortization of tangible capital assets (note 5)	637,661	787,740	397,498
Capital asset gain/loss on disposal	-	-	343
Acquisition of prepaid expenses	-	(137,827)	(211,448)
Use of prepaid expenses	-	211,448	110,670
Change in net financial assets	336,175	409,795	67,309
Net debt, beginning of year	(1,724,229)	(1,724,229)	(1,791,538)
Net debt, end of year	$ (1,388,054)	$ (1,314,434)	$ (1,724,229)

See accompanying notes to financial statements.

BC HEALTH CARE OCCUPATIONAL HEALTH AND SAFETY SOCIETY

Statement of Cash Flows

Year ended March 31, 2026, with comparative information for 2025

	2026	2025
Cash flows provided by (used in):		
Operating activities:		
Annual surplus (deficit)	$ (230,370)	$ 1,158,869
Item not affecting cash:		
Amortization of tangible capital assets (note 5)	787,740	397,498
Amortization of deferred capital contributions (note 4)	(336,174)	(168,087)
Capital asset gain/loss on disposal	-	343
	221,196	1,388,623
Changes in non-cash operating working capital:		
Accounts receivable	(549,347)	(1,075,988)
Prepaid expenses	73,621	(100,778)
Accounts payable and accrued liabilities	(88,167)	73,296
Deferred contributions	626,033	(134,117)
	283,336	151,036
Capital activities:		
Acquisition of tangible capital assets (note 5)	(221,196)	(1,388,623)
Increase (decrease) in cash and cash equivalents	62,140	(1,237,587)
Cash and cash equivalents, beginning of year	2,847,727	4,085,314
Cash and cash equivalents, end of year	$ 2,909,867	$ 2,847,727

See accompanying notes to financial statements.

1. Nature of business and basis of presentation:

The BC Health Care Occupational Health and Safety Society (the "Society") was formed as a result of a recommendation to Leadership Council by the Provincial Framework on Occupational Health and Safety in Health Care Working Group, which was established by the 2019-2022 provincial health sector collective agreements and the Physician Master Agreement. The recommendation was accepted and the Society was subsequently incorporated and registered under the Societies Act (British Columbia) on November 30, 2020.

The Society's purpose is to promote safe and healthy workplaces at all worksites throughout the BC health care sector in cooperation between unions, employers and Association of Doctors of BC to develop a provincial framework, systems and programs aimed at improving the health and safety of BC health care workers.

Funding is provided primarily by the Province of British Columbia (the "Province") and the Society is dependent on funding from this source.

2. Significant accounting policies:

The Society's significant accounting policies are as follows:

(a) Basis of accounting:

These financial statements have been prepared in accordance with Section 23.1 of the *Budget Transparency and Accountability Act* of the Province, supplemented by Regulations 257/2010 and 198/2011 issued by the Province Treasury Board, referred to as the financial reporting framework (the "framework").

The *Budget Transparency and Accountability Act* requires that the financial statements be prepared in accordance with the set of standards and guidelines that comprise generally accepted accounting principles for senior governments in Canada, or if the Treasury Board makes a regulation, the set of standards and guidelines that comprise generally accepted accounting principles for senior governments in Canada as modified by the alternate standard or guideline or part thereof adopted in the regulation.

Regulation 257/2010 requires all tax-payer supported organizations to adopt Canadian public sector accounting standards ("PSAS") issued by the Canadian Public Sector Accounting Board ("PSAB") without any PS 4200 series.

Regulation 198/2011 requires that contributions for the purpose of acquiring or developing a depreciable tangible capital asset or contributions in the form of a depreciable tangible capital asset, in each case for use in providing services, are recorded and referred to as deferred capital contributions and recognized in revenue at the same rate that amortization of the related tangible capital asset is recorded.

2. Significant accounting policies (continued):

(a) Basis of accounting (continued):

The reduction of the deferred capital contributions and the recognition of the revenue are accounted for in the fiscal period during which the tangible capital asset is used to provide services. If the depreciable tangible capital asset funded by a deferred contribution is written down, a proportionate share of the deferred capital contribution is recognized as revenue during the same period.

Contributions restricted for specific purposes other than those for the acquisition or development of a depreciable tangible capital asset are recorded as deferred contributions and recognized in revenue in the year in which the stipulation or restriction on the contributions have been met. For British Columbia tax-payer supported organizations, these contributions include government transfers and externally restricted contributions.

The accounting policy requirements under Regulation 198/2011 are significantly different from the requirements of Canadian Public Sector Accounting Standards ("PSAS") which requires government transfers, which do not contain a stipulation that creates a liability, be recognized as revenue by the recipient when approved by the transferor and the eligibility criteria have been met in accordance with public sector accounting standard PS3410. As a result, revenue recognized in the statement of operations and accumulated surplus and certain related deferred capital contributions in the statement of financial position would be recorded differently under PSAS.

(b) Revenue recognition:

Restricted contributions are reported as revenue depending on the nature of the restrictions on the use of the funds by the contributors as follows:

(*i*) Contributions for the purpose of acquiring or developing a depreciable tangible capital asset or contributions in the form of a depreciable tangible capital asset are recorded in accordance with Regulation 198/2011 which requires that they be recorded and referred to as deferred capital contributions and recognized in revenue at the same rate that amortization of the related tangible capital asset is recorded. The reduction of the deferred capital contributions and the recognition of the revenue are accounted for in the fiscal period during which the tangible capital asset is used to provide services.

(*ii*) Contributions restricted for specific purposes other than those for the acquisition or development of a depreciable tangible capital asset are recorded as deferred contributions and recognized in revenue in the year in which the stipulation or restriction on the contributions have been met.

Revenues from transactions with performance obligations are recognized when (at a point in time) or as (over a period of time) the Society satisfies the performance obligations, which occurs when control of the benefits associated with the promised goods or services has passed to the payor.

2. Significant accounting policies (continued):

(b) Revenue recognition (continued):

Revenues from transactions without performance obligations are recognized at realizable value when the Society has the right to claim or retain an inflow of economic resources received or receivable and there is a past transaction or event that gives rise to the economic resources.

Interest income is recognized when earned.

(c) Allocation of expenses:

The Society engages in program and project activities. The cost of each activity includes the costs of personnel that are directly related to the function. The allocation is proportionally based on the relative staff time incurred across program and project activities.

(d) Employee future benefits:

The Society and its employees participate in the Municipal Pension Plan ("MPP"). The MPP is a multi-employer contributory defined benefit pension plan. Contributions to the plan are expensed as incurred.

(e) Financial instruments:

Financial instruments are classified upon initial recognition as a fair value or amortized cost instrument.

Accounts receivable and accounts payable and accrued liabilities are measured at amortized cost. Due to the short-term nature of these instruments, their fair values approximate book value.

Unrealized gains and losses from changes in the fair value of financial instruments would be recognized in the statement of re-measurement gains and losses until such time that the financial asset is de-recognized due to disposal or impairment. At the time of de-recognition, the related realized gains and losses are recognized in the Statement of Operations and Accumulated Surplus. The Society does not carry financial instruments at fair value and there are no unrealized gains or losses as at March 31, 2026 (2025 - nil). As a result, the Society does not have a Statement of Re-measurement Gains and Losses.

2. Significant accounting policies (continued):

(f) Tangible capital assets:

Tangible capital assets are recorded at cost less accumulated amortization. Amortization is determined at rates which will reduce original cost to estimated residual value over the useful lives of the assets on the following basis:

	Basis	Rate
Computer equipment	Straight-line	3 years
Software	Straight-line	5 years

Amortization begins when a tangible capital asset under development is completed and available for use.

Tangible capital assets are written down to residual value when conditions indicate that they no longer contribute to the Society's ability to provide goods and services, or when the value of future economic benefits associated with the tangible capital assets are less than their net book value. The net write-downs are accounted for as expenses in the statement of operations and accumulated surplus.

(g) Budget information:

The budget information reported in the Statements of Operations and Accumulated Surplus and the Statement of Changes in Net Debt, have been derived from the amended budget approved by the Board of Directors on June 3, 2026 (note 13).

(h) Segment disclosure:

A segment is defined as a distinguishable activity or group of activities of a government for which it is appropriate to separately report financial information to achieve the objectives of the standard. The Society's activities are in only one segment and hence no additional disclosure is required.

(i) Use of estimates:

The preparation of these financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the reporting date and revenues and expenses during the period. The actual outcome could differ from the estimates made in the preparation of the financial statements. Areas requiring management estimates include the useful lives of tangible capital assets.

3. Deferred contributions:

	2025	Amounts received	Amounts recognized as revenue	Amounts transferred (note 4)	2026
Provincial government:					
Contributions	$ 2,662,613	$ 8,558,168	$ (7,776,840)	$ -	$ 3,443,941
Other contributions	391,191	500,000	(655,295)	-	235,896
Total	$ 3,053,804	$ 9,058,168	$ (8,432,135)	$ -	$ 3,679,837

4. Deferred capital contributions:

During the fiscal year, the Society incurred costs for the development of a web-based management platform for the OHS Resource Centre to improve and enhance a culture of health and safety.

The deferred capital contribution balance represents the unamortized amount of the funds received specifically for and spent towards the development of OHS Resource Centre platform tangible capital asset (note 5) as at March 31, 2026:

	2026	2025
Balance, beginning of year	$ 1,512,781	$ 1,680,868
Less: amounts amortized to revenue	(336,174)	(168,087)
Balance, end of year	$ 1,176,607	$ 1,512,781

5. Tangible capital assets:

	Computer equipment	Software	Total
Cost:			
As at March 31, 2025	$ 107,565	$ 3,720,601	$ 3,828,166
Additions	13,963	207,233	221,196
Disposals	(2,059)	-	(2,059)
	119,469	3,927,834	4,047,303
Accumulated amortization:			
As at March 31, 2025	77,251	372,041	449,292
Additions	16,089	771,651	787,740
Disposal	(2,059)	-	(2,059)
	91,281	1,143,692	1,234,973
Net book value March 31, 2026	$ 28,188	$ 2,784,142	$ 2,812,330

5. Tangible capital assets (continued):

	Computer equipment	Software	Total
Cost:			
As at March 31, 2024	$ 82,567	$ 2,359,035	$ 2,441,602
Additions	27,057	1,361,566	1,388,623
Disposals	(2,059)	-	(2,059)
	107,565	3,720,601	3,828,166
Accumulated amortization:			
As at March 31, 2024	53,510	-	53,510
Additions	25,457	372,041	397,498
Disposal	(1,716)	-	(1,716)
	77,251	372,041	449,292
Net book value March 31, 2025	$ 30,314	$ 3,348,560	$ 3,378,874

The software for the development of a web-based management platform for the OHS Resource Centre project has been recognized as a tangible capital asset.

6. Accumulated surplus:

	2026	2025
Invested in tangible capital assets:		
Tangible capital assets	$ 2,812,330	$ 3,378,874
Less: spent deferred capital contributions (note 4)	(1,176,607)	(1,512,781)
	$ 1,635,723	$ 1,866,093

7. Expenses by object:

	2026	2025
Compensation and recruitment	$ 4,980,172	$ 3,325,040
Office administration and information technology	2,239,360	1,180,366
Legal and professional	871,640	964,482
Travel and meetings	174,707	310,868
Amortization	787,740	397,498
	$ 9,053,619	$ 6,178,254

8. Pension plan:

The Society and its employees contribute to the Municipal Pension Plan ("MPP"), a jointly trusteed pension plan. The board of trustees, representing the MPP members and employers, is responsible for overseeing the management of the MPP, including investment of the assets and administration of benefits. The MPP is a multi-employer contributory pension plan. Basic pension benefits provided are based on a formula. As at December 31, 2024, the MPP has 273,000 (2024 - 256,000) active members and 133,000 (2024 - 129,000) retired members. Active members include approximately 32 (2024 - 32) contributors from the Society.

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 valuation for the MPP as at December 31, 2025, 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.

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 MPP records accrued liabilities and accrued assets for the MPP in aggregate, with the result that there is no consistent and reliable basis for allocating the obligation, assets and cost to individual employers participating in the MPP.

The Society paid $334,569 (2025 - $220,277) for employer contributions to the MPP in fiscal 2026.

9. Related party transactions:

The Society is related through common ownership to all Province of British Columbia ministries, agencies, crown corporations, school districts, health authorities, hospitals societies, universities, and colleges that are included in the provincial government reporting entity. Transactions with these entities, unless disclosed otherwise, are recorded at the exchange amount, which is the amount of consideration established and agreed to by the related parties.

Health Employers Association of British Columbia ("HEABC") provided the Society with interim administrative support, human resources, financial and accounting services and physical/virtual space to support the work necessary to establish the organization under a service agreement that ended in June 2025. Charges from HEABC for services performed in fiscal 2026 totaled $3,470 (2025 - $28,410).

As at March 31, 2026, $433 (2025 - $5,072) has been recorded in accounts payable as payable to HEABC.

10. Disclosure of remuneration:

For the period ending March 31, 2026, the Society paid total remuneration (including taxable benefits) of $3,395,752 to 29 employees (2025 - $1,993,367 to 17 employees) whose total remuneration was $75,000 or greater during the fiscal year.

The Society paid total remuneration of $34,788 (2025 - $37,400) to the Chair of the Board of Directors.

11. Commitments:

The Society has entered into contracts in the normal course of operations. The following table summarizes the Society's committed payments:

	2027	2028	2029	2030	Thereafter
Communications	$ 10,953	$ -	$ -	$ -	$ -
Contract staff	244,348	9,848	9,848	9,848	9,848
Information technology services	57,000	57,000	57,000	57,000	57,000
Professional services	764,301	127,196	1,284	1,284	1,284
Project development	171,491	-	-	-	-
	$ 1,248,093	$ 194,044	$ 68,132	$ 68,132	$ 68,132

12. Financial risks:

Financial instruments include cash and cash equivalents, accounts receivables, and accounts payables and accrued liabilities. The Society has exposure to the following financial risks from its use of financial instruments: credit risk, liquidity risk, and market risk. Management is responsible for safeguarding resources, managing risks, and implementing appropriate policies and framework. This note presents information on how the Society manages those financial risks:

(a) Credit risk:

Credit risk is the risk of financial loss to the Society if a counterparty to a financial instrument fails to meet its contractual obligations. Such risks arise principally from certain financial assets held by the Society consisting of cash and cash equivalents and accounts receivable. The Society is not exposed to significant credit risk as the receivables are due from government. Cash and cash equivalents are held with reputable financial institutions, from which management believes the risk of loss to be remote. The Society's maximum exposure to credit risk is limited to the carrying amount of these balances in the financial statements.

12. Financial risks (continued):

(b) Liquidity risk:

The Society does not have significant liquidity risk as it has sufficient funds to meet its liabilities as they come due. Liquidity risk is the risk that the Society will not meet its financial obligations as they become due. The Society manages liquidity risk by continually monitoring actual and forecasted cash flows from operations to meet its liabilities when due. Accounts payable and accrued liabilities are all due within one year.

(c) Market risk:

The Society is not subject to any market risks, including interest rate or foreign currency risks, related to its financial instruments.

There has been no significant change to risk exposures from the prior year.

13. Budget:

The original budget was approved by the board on March 20, 2025. On June 3, 2026, the board approved an amended budget to reflect more current revenues and expenditures. The changes are as follows:

	Budget approved March 20, 2025	Amendments	Budget approved June 3, 2026
Revenue:			
Provincial government contributions	$ 9,497,442	$ 426,510	$ 9,923,952
Other contributions	1,191,422	(189,852)	1,001,570
Amortization of deferred capital contributions	336,174	-	336,174
Interest	84,000	-	84,000
Other revenue	-	-	-
	11,109,038	236,658	11,345,696
Expenses:			
Program and projects			
Occupational Health & Safety (“OHS”) Research Centre	2,419,865	1,473,769	3,893,634
Psychological Health & Safety	1,184,925	725,287	1,910,212
Violence Prevention	862,050	608,798	1,470,848
Community Physician Health & Safety	1,191,422	(189,852)	1,001,570
Total program and project expenses	5,658,262	2,618,002	8,276,264
General administration	5,450,776	(2,079,858)	3,370,918
Total expenses from operations	11,109,038	538,144	11,647,182
Annual surplus (deficit)	-	(301,486)	(301,486)
Accumulated surplus, beginning of year	1,866,093	-	1,866,093
Accumulated surplus, end of year	$ 1,866,093	$ 236,658	$ 1,564,607

BC Health Care Occupational Health and Safety Society

Schedule of Debts

The BC Health Care Occupational Health and Safety Society does not have long-term debts.

☐ Prepared under the Financial Information Regulation, Schedule 1, subsection 4 (3) & (4)

BC Health Care Occupational Health and Safety Society

Schedule of Guarantee and Idemnity Agreements

The BC Health Care Occupational Health and Safety Society has not given any guarantees or indemnities under the Guarantees and Indemnities Regulation

☐ Prepared under the Financial Information Regulation, Schedule 1, subsection 5 (3) & (4)

BC Health Care Occupational Health and Safety Society
Financial Information Act

Schedule of Remuneration and Expenses
Paid to or on Behalf of Employees
Fiscal Year Ended March 31, 2026

1 Members of the Board of Directors

Name	Position	Remuneration	Taxable Benefits	Expenses
Ellis, Roberta	Chair	34,788	-	180
Total All Board Members		**34,788**	**-**	**180**

2 Other Employees

Name	Position	Remuneration	Taxable Benefits	Expenses
Ali, Muna	Manager, Change and Implementation	122,239	299	3,919
Beja, Vanessa	Coordinator, Business Operations	76,344	229	3,837
Borges, Carolina	Health & Safety Advisor	100,940	308	12,244
Burton, Mary-Elizabeth	Director, Communication	158,790	308	2,879
Chan, Wun Lam	Health & Safety Advisor	100,000	308	7,843
Fitzpatrick, Andrea	Manager, Psychological Health and Safety	118,303	285	4,394
Grisack, Caitlin	Director, Operations	149,145	302	6,134
Haight, Brook	Project Manager	97,864	287	5,264
Hanek, Lain	Product Manager	95,170	199	1,848
Jacklin, Judy	Director, Finance Strategies and Services	127,034	255	3,819
Jain, Priyalkumari	Senior Business Analyst	100,940	308	2,584
Lechner, Gordon	Manager, Health and Safety	121,540	308	3,010
McKay, Lindsay	Communications & Engagement Advisor	83,945	261	12,584
Meller, Marsha	System Quality and Evaluation Manager	119,056	308	3,940
Naranthatta, Rahul	System Administrator, OHS Resource Centre	77,250	232	2,465
Nassopoulou, Antonia	Executive Assistant and Board Liaison	93,273	288	3,417
Panchmatia, Ananya	Project Coordinator (PVPC)	82,409	251	2,778
Phillips, John Benjamin	Project Lead, Psychological Health & Safety	117,341	308	4,430
Radojlovic, Nera	Project Coordinator, Operations	84,000	261	2,155
Rolheiser, Matthew	Manager, Education and Training	108,960	308	3,426
Schmid, Victoria	CEO	233,376	7,702	14,505
Shoup, Tamara	Project Manager, Operations	102,597	299	2,859
Simpson, Erica	Communications Manager	126,315	308	4,872
Sommer, Kelly	Director, Operations	155,000	308	4,425
Viviescas Latorre, Diana	Project Manager (OHS RC)	102,597	299	661
Whalen, Patrick	Executive Director, Operations	194,159	308	8,768
Wong, Dawn	Administrative Coordinator (CPHS)	75,533	236	2,554
Yu, Jackson	Project Manager	100,940	308	1,711
Zadorozniak, Jennifer	Director, Operations	155,000	308	10,232
Subtotal		**3,380,058**	**15,694**	**143,556**
Consolidated total of employees with remuneration less than $75,000		334,953	1,008	24,637
Total All Employees		**3,715,012**	**16,701**	**168,194**

3 Reconciliation of Salaries & Wages

		Remuneration	Taxable Benefits	
Members of the Board of Directors		34,788	-	
Other Employees		3,715,012	16,701	
Subtotal		3,749,799	16,701	**3,766,501**
Other reconciling items				
Employer portion of:	CPP and EI			211,955
	Vacation accruals			(4,865)
	Pension			342,357
	Medical & Dental			283,135
	BC Employer Health Tax			75,068
	PBC EFAP			2,261
	WCB			11,986
Contract Staff				203,538
Recruitment expenses				1,305
Board Chair Meeting Fees				(34,788)
Other (Membership & Professional Development)				65,840
Accrual of salary continuance				83,734
Capitalization of labour costs				(27,989)
Reverse accrual of salary continuance				(83)
Reconciliation total				**4,979,956**
Total Compensation and recruitment per Expenses by objects				**4,980,172**
Variance				**(216)**

Prepared under the Financial Information Regulation, Schedule 1, section 6 (2), (3), (4), (5) and (6)

BC Health Care Occupational Health and Safety Society

Statement of Severance Agreements

There were two (2) severance agreements made between BC Health Care Occupational Health and Safety Society and its non-unionized employees during fiscal year 2025/2026.

These agreements cumulatively represent 15.6 months' compensations, ranging from 1.7 to 13.9 months of equivalent compensation.

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

BC Health Care Occupational Health and Safety Society
Financial Information Act

Schedule of Payments Made for the Provision of Goods and Services
Fiscal Year Ended March 31, 2026

1 Suppliers who received aggregate payments exceeding $25,000

Supplier Name	Aggregate amount paid to supplier
3JM Holdings Ltd.	67,585
Adaptive Technical Inc	66,716
Apex Systems, Inc.	51,109
Benchmark Tech Recruitment Ltd.	123,270
CyberClan	26,232
DLA Piper (Canada) LLP	43,498
Doctors of BC	34,893
Hale Health and Safety Solutions Ltd.	42,466
Holloway Group	26,250
Kearns Consulting Ltd.	27,207
Klaro Strategies Inc.	37,990
KPMG LLP	49,052
Kylee Howard (SAHM)	77,314
MPP Corporation	643,983
Mughal & Associates Management Consulting	72,786
Onlea Enterprises Inc.	149,660
Pacific Blue Cross (PBC)	284,893
Provincial Health Services Authority (PHSA)	2,243,920
Receiver General for Canada	211,955
Resonancy Inc.	46,170
Softlanding Solutions	73,227
Spencer Hussynec	29,375
Whitespace Design	61,920
Total aggregate amount paid to suppliers	**4,491,470**

2 Total paid to suppliers who received aggregate payments of $25,000 or less

	450,665

3 Reconciliation

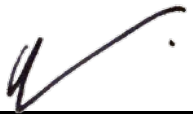
Total of aggregate payments exceeding $25,000 paid to suppliers		4,491,470
Consolidated total of payments of $25,000 or less paid to suppliers		450,665
Other reconciling items		
Employee expenses		168,194
Board of Director expenses		180
Compensation and Recruitment	4,980,172	
Less: Municipal Pension Plan (employer portion)	(334,569)	
Medical & Dental	(285,396)	
BC Employer Health Tax		
Recruitment expenses	(1,305)	
WCB	(11,986)	
AD&D and Life	(9,523)	
Contracted staff	(167,393)	
Reverse salary & benefit continuance accrual	(103,137)	
Other (Membership & Prof Development)	(65,840)	
	4,001,023	4,001,023
Municipal Pension Plan (employee portion)		(309,414)
Receiver General for Canada		-
GST Rebate		(80,082)
Capital assets acquisition + disposal		(219,138)
Amortization		787,741
Prepaids		(73,621)
Accrual		(164,981)
Reconciliation total		**9,052,036**
Total per Statement of Operations and Accumulated Surplus		**9,053,620**
Variance		**(1,584)**

Note: Expenditures in the statements are on an accrual basis, whereas amounts paid are on a cash basis. Not all payments are expenditures and vice versa. It is not practical to reconcile to those sets of data.

BC Health Care Occupational Health and Safety Society

Statement of Financial Information Approval

The undersigned represents the Board of Directors of the BC Health Care Occupational Health and Safety Society and approves all the statements and chedules included in this Statement of Financial Information, produced under the Financial Information Act.



Roberta Ellis
Board Chair
September 15, 2026

☐ Prepared under the Financial Information Regulation, Schedule 1, section 9

BC Health Care Occupational Health and Safety Society

Management Report

The Financial Statements contained in this Statement of Financial Information under the *Financial Information Act* have been prepared by management in accordance with generally accepted accounting principles or stated accounting principles, and the integrity and objectivity of these statements are management's responsibility. Management is also responsible for all the statements and schedules, and for ensuring that this information is consistent, where appropriate, with the information contained in the financial statements.

Management is also responsible for implementing and maintaining a system of internal controls to provide reasonable assurance that reliable financial information is produced.

The Board of Directors is responsible for ensuring that management fulfils its responsibilities for financial reporting and internal control and exercises this responsibility through the Audit Committee of the Board. The Audit Committee met with management, six times this year, and once with the external auditors.

The external auditors, KPMG, LLP, conduct 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 Act. Their examination includes a review and evaluation of the corporation's system of internal control and appropriate tests and procedures to provide reasonable assurance that the financial statements are presented fairly. The external auditors have full and free access to the Audit Committee of the Board and meet with it on an as needed basis.

On behalf of BC Health Care Occupational Health and Safety Society.



Victoria Schmid
Chief Executive Officer
September 10, 2026

☐ Prepared under the Financial Information Regulation, Schedule 1, section 9