

Independent auditor's report

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The Board of Governors of

Saint Mary's University

Opinion

We have audited the Schedule of employee compensation for Saint Mary's University for the year ended March 31, 2026, and the notes, including a summary of significant accounting policies ("the Schedule").

In our opinion, the accompanying Schedule for the year ended March 31, 2026, is prepared, in all material respects, in accordance with the financial reporting provisions of the Public Sector Compensation Disclosure Act, 2010, C.43, S.1 ("PSCD Act").

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 Schedule* section of our report. We are independent of the University in accordance with the ethical requirements that are relevant to our audit of the Schedule 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.

Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 to the Schedule, which describes the basis of accounting. The Schedule is prepared to assist the University meet the requirements of the PSCD Act. As a result, the Schedule may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of Management and Those Charged with Governance for the Schedule

Management is responsible for the preparation of the Schedule in accordance with the financial reporting provisions of the PSCD Act, and for such internal control as management determines is necessary to enable the preparation of the Schedule that is free from material misstatement, whether due to fraud or error.

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

Auditor's Responsibilities for the Audit of the Schedule

Our objectives are to obtain reasonable assurance about whether the Schedule as a whole is 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 this Schedule.

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 Schedule, 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 University's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

We 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.

Halifax, Canada
June 22, 2026

Doane Grant Thornton LLP
Chartered Professional Accountants

Saint Mary's University
Nova Scotia Public Sector Compensation Disclosure (PSCD) Act
Compensation for the Year Ending March 31, 2026

Last Name	First Name	Employee Category	Total Compensation
Adlakha-Kerr	Erin	Faculty	126,880
Akbari	Ather	Faculty	190,340
Akiyama	Yasushi	Faculty	107,308
Ansell	Robert	Faculty	108,297
Ansong	Granville	Faculty	129,224
Arteaga	Andres	Faculty	127,958
Athanasakou	Vasiliki	Faculty	199,841
Austin	Roby	Faculty	137,956
Avdulov	Alexandre	Faculty	135,228
Aydede	Hazim	Faculty	186,080
Bachhao	Vinod	Administration/ Staff	117,456
Bain	Keith	Administration/ Staff	105,742
Bannerjee	Rohini	Faculty	129,133
Barber	Colleen	Faculty	190,126
Barbosa Nunes	Rosana	Faculty	148,049
Barclay	Alison	Faculty	108,297
Barr	Mark	Faculty	143,157
Barrett	Brendan	Administration/ Staff	131,779
Bateman	David	Faculty	183,051
Baxter	Charles	Faculty	124,283
Beaule	Sophie	Faculty	169,873
Beaupre	Charles	Faculty	139,639
Bhabra	Harjeet	Faculty	217,340
Bhatia	Mohita	Faculty	110,562
Bjornson	Susan	Faculty	166,138
Boland	Cindy	Administration/ Staff	104,026
Boland	Matthew	Faculty	185,747
Booker	Simone	Faculty	100,747
Bourgeois	David	Faculty	155,941
Brook	Marisa	Faculty	108,297
Brophy	Thomas	Administration/ Staff	195,377
Brosseau	Christa	Faculty	153,983
Brothers-Scott	Deborah	Administration/ Staff	117,737
Brown	Blake	Faculty	162,761
Buchan	Kevin	Administration/ Staff	132,440
Bunjun	Benita	Faculty	129,384
Byers	Michele	Faculty	178,994
Cain	Angela	Administration/ Staff	100,637

Last Name	First Name	Employee Category	Total Compensation
Calder	Todd	Faculty	101,942
Cameron	Erin	Faculty	111,740
Cameron	James	Faculty	170,871
Campbell-Thacker	Linda	Faculty	196,007
Carolan	Patrick	Faculty	106,748
Carroll	Steven	Faculty	109,839
Carroll	Wendy	Faculty	195,050
Carter	Nicole	Faculty	107,195
Carver	Ashley	Faculty	124,331
Cashen Basso	Lynn	Administration/ Staff	113,464
Chalwati	Amna	Faculty	164,589
Charles	Anthony	Faculty	204,571
Chen	Liqiang	Faculty	176,583
Chiasson	David	Faculty	115,420
Christian	Greg	Faculty	122,044
Closson	Leanna	Faculty	123,080
Clyburne	Jason	Faculty	187,340
Cole	Olusoji	Faculty	109,110
Conrad	Catherine	Faculty	177,799
Conrad	Nicole	Faculty	174,681
Cook	Hansel	Faculty	132,477
Corney	Randolph	Faculty	108,502
Creelman	Valerie	Faculty	155,075
Crocker	Diane	Faculty	164,288
Crooks	Shelagh	Faculty	178,598
Cullen	Lauren	Administration/ Staff	105,920
Dai	Jie	Faculty	197,122
Dalziel	Anne	Faculty	123,190
Damjanov	Ivana	Faculty	139,083
Dansereau	David	Faculty	119,650
Dawson	Robert	Faculty	161,217
Day	Arla	Faculty	179,858
Daye	Mary Ann	Administration/ Staff	100,637
De Fuentes	Claudia	Faculty	173,657
Dea	Shannon	Administration/ Staff	207,626
Defert	Jean-Jacques	Faculty	110,826
Delorme	Michel	Administration/ Staff	250,315
Digdon	Leslie	Faculty	104,012
Dilmaghani	Maryam	Faculty	151,990
Dixon	Paul	Faculty	210,875
Dobrowolsky	Alexandra	Faculty	101,232
Dodds	Colin	Faculty	234,991
Dodge	Alexandra	Faculty	103,697

Last Name	First Name	Employee Category	Total Compensation
Dooley	Diane	Administration/ Staff	100,170
Doucet	Marc	Faculty	166,637
Drira	Mohamed	Faculty	205,130
Driss	Hamdi	Faculty	178,063
Dunn	James	Administration/ Staff	121,547
Eastham	Laura	Faculty	101,049
Edgar	Scott	Faculty	127,107
El Meslmani	Nabil	Faculty	179,297
Elsharkawi	Ehab	Faculty	161,004
Enns	Esther	Faculty	221,296
Ervine	Kathryn	Faculty	128,520
Eslami	Hadi	Faculty	177,787
Fahmy	Hany	Faculty	160,222
Fan	Hong	Faculty	187,791
Farmer	Patrick	Administration/ Staff	113,922
Farrell	Ellen	Faculty	177,040
Fear	Anthony	Administration/ Staff	115,990
Ferguson	Jane	Faculty	107,187
Finbow	Arthur	Faculty	173,518
Finbow-Singh	Wendy	Faculty	143,747
Fiset	John	Faculty	192,807
Fisher	Maryanne	Faculty	161,000
Fleming	Mark	Faculty	178,972
Fowler	Jonathan	Faculty	148,462
Frasier	Timothy	Faculty	149,531
Freeman	Kirrily	Faculty	168,452
Fridell	Gavin	Faculty	156,314
Fullerton	Gordon	Faculty	195,644
Gallo	Luigi	Faculty	178,443
Gannett	Lisa	Faculty	136,659
Gaon	Stella	Faculty	166,788
Giles	Philip	Faculty	163,557
Gilin	Debra	Faculty	193,499
Gill	Timothy	Administration/ Staff	136,880
Gillis	Dennis	Administration/ Staff	165,021
Gillis	Elizabeth	Administration/ Staff	100,288
Gomez	Maria	Faculty	122,543
Goud	Elissa	Faculty	111,198
Graham	Roberta	Administration/ Staff	100,637
Grandy	Karen	Faculty	147,096
Gray	Scott	Administration/ Staff	155,962
Green	Heather	Faculty	110,000
Grek Martin	Jason	Faculty	146,903

Last Name	First Name	Employee Category	Total Compensation
Hakansson	Katarina	Administration/ Staff	119,896
Hale	Mary	Faculty	109,344
Hall	Daniel	Faculty	128,038
Hanley	Jacob	Faculty	158,099
Hare	Andrew	Faculty	131,399
Harrigan	Cindy	Faculty	134,216
Hathaway	Luke	Faculty	102,224
Heckerl	David	Faculty	136,990
Heffernan	Teresa	Faculty	163,675
Henault-Brunet	Vincent	Faculty	114,305
Henry	Eric	Faculty	139,813
Hervieux	Chantal	Faculty	199,020
Higgins	Rylan	Faculty	159,417
Hlaing	Khin Phyo	Faculty	142,097
Hlongwane	Gugu	Faculty	135,228
Holmvall	Camilla	Faculty	151,657
Hosseini	Seyed Davod	Faculty	156,648
Hulan	Renee	Faculty	177,340
Hussain	Syed Adnan	Faculty	124,730
Ingraham	Mary	Administration/ Staff	228,538
Irving	John	Faculty	148,466
Ivanoff	Jason	Faculty	164,129
Johnson	Val	Faculty	135,715
Jutla	Dawn	Faculty	207,460
Kafaie	Somayeh	Faculty	108,297
Kehoe	Sara	Faculty	150,681
Kelley	Stephanie	Faculty	111,945
Kelloway	Kevin	Faculty	256,251
Kennedy	Deborah	Faculty	167,518
Kennedy	Sean	Faculty	165,082
Kerr	Mitchell	Administration/ Staff	109,272
Khan	Bashir	Faculty	149,854
Khan	Michael	Administration/ Staff	264,408
Khokhar	Abdul-Rahman	Faculty	194,201
Killam	Tanya	Administration/ Staff	119,283
Kim	Yunsang	Faculty	125,001
Kochetova	Natalia	Faculty	235,051
Kocum	Lucie	Faculty	141,106
Konopasky	Robert	Faculty	106,404
Konstantinidis	Stavros	Faculty	189,452
Kwak	Min-Jung	Faculty	128,616
Lamoureux	Marc	Faculty	145,861
Larade	Christopher	Administration/ Staff	100,637

Last Name	First Name	Employee Category	Total Compensation
LaRoche	Nadine	Administration/ Staff	128,161
Lee-Baggley	Dayna	Administration/ Staff	110,250
L'Enfant	Julian	Administration/ Staff	116,386
Lingras	Pawan	Faculty	203,163
Liu	Feng	Faculty	178,674
Liu	Jia	Faculty	166,012
Liu	Ming	Faculty	153,325
Liu	Xiaoyu	Faculty	147,004
Livingston	James	Faculty	132,599
Loney	Cale	Administration/ Staff	106,020
Lu	Hao	Faculty	173,190
Lukacik	Eden-Raye	Faculty	116,468
Lurie	Shira	Faculty	104,446
MacArthur	Amanda	Administration/ Staff	104,056
MacArthur	Patricia	Administration/ Staff	117,437
MacCarthy	Michelle	Faculty	119,021
MacDonald	Luke	Faculty	118,082
MacDonald	Margaret	Faculty	197,340
MacDonald	Susan	Administration/ Staff	175,500
MacDonald	Tracey	Administration/ Staff	121,678
MacKinnon	John	Faculty	143,157
MacLeod	Alexander	Faculty	160,032
MacNeil	Donald	Faculty	183,776
MacPhee	Tricia	Administration/ Staff	121,547
MacRae	R Andrew	Faculty	108,297
Macumber	Lindsay	Faculty	104,972
Makanjuola	Ayorinde	Administration/ Staff	105,590
Malton	Sara	Faculty	169,859
Mansouri	Bahareh	Faculty	151,732
Manuel	Nicholas	Faculty	130,029
Mastnak	Mitja	Faculty	173,056
Masuda	Jason	Faculty	172,603
McAllister	Karen	Faculty	110,063
McCallum	Myles	Faculty	151,606
McDonald	Jennifer	Administration/ Staff	103,191
McGuire	Shana	Faculty	115,949
McKee	Margaret	Faculty	179,852
McKinnon	Angela	Administration/ Staff	140,350
McNulty	Janelle	Administration/ Staff	104,988
Merabet	Adel	Faculty	168,419
Mercer	Mark	Faculty	173,608
Milla	Joniada	Faculty	107,308
Millar	Harvey	Faculty	195,340

Last Name	First Name	Employee Category	Total Compensation
Milton	Claire	Administration/ Staff	187,781
Moffett	Mark	Administration/ Staff	218,799
Mohammadnejad Shou	Mojtaba	Faculty	137,541
Mohd	Mahmoud	Faculty	165,157
Molloy	Edward	Faculty	101,648
Morales	Miguel	Faculty	157,836
More Duckworth	Melanie	Administration/ Staff	113,527
Morley	Stephanie	Faculty	108,297
Muenkel	Florian	Faculty	162,563
Muir	Paul	Faculty	169,701
Mulatz	Patricia	Administration/ Staff	113,321
Munro	Scott	Administration/ Staff	101,637
Murphy	Margaret	Administration/ Staff	188,190
Murtha	Cynthia	Administration/ Staff	108,787
Naugler	Tyler	Administration/ Staff	100,288
Naulls	Don	Faculty	112,874
Neatby	Nicole	Faculty	166,138
Novak	Mathew	Faculty	123,968
O'Brien	James	Faculty	155,798
Owis	Yasmin	Faculty	100,539
Panasian	Christine	Faculty	206,532
Pancer	Ethan	Faculty	217,530
Patry	Marc	Faculty	167,136
Peckmann	Tanya	Faculty	151,197
Peters	Dave	Administration/ Staff	100,610
Petersen	Bui	Faculty	166,732
Plews	John	Faculty	172,379
Poovvancheri	Jiju	Faculty	107,737
Power	Jeffrey	Faculty	107,545
Pye	Cory	Faculty	143,157
Rahaman	Mohammad	Faculty	244,575
Ravecca	Paulo	Faculty	107,523
Raymond	Mark	Faculty	160,405
Rhineland	Jason	Faculty	116,683
Rixon	Daphne	Faculty	178,131
Robinson	Matthew	Administration/ Staff	114,939
Robitaille-Blanchet	Marie-Claire	Faculty	137,587
Rojas	Diego	Faculty	113,121
Ross	Greggory	Administration/ Staff	133,902
Roulin	Nicolas	Faculty	164,555
Russell	Ron	Faculty	143,157
Samou	Jean-Blaise	Faculty	111,905
Sanderson	Heather	Faculty	129,304

Last Name	First Name	Employee Category	Total Compensation
Sanderson	Michael	Administration/ Staff	144,697
Sargeant Greenwood	Erin	Administration/ Staff	282,072
Sarty	Adam	Administration/ Staff	234,140
Savelli	Sveva	Faculty	118,522
Sawicki	Marcin	Faculty	177,340
Sayin	Kutadgu Firat	Faculty	134,360
Schneider	Stephen	Faculty	171,685
Scobey	Porter	Faculty	148,167
Seneker	Daniel	Administration/ Staff	182,928
Sewell	William	Faculty	165,573
Sheppard	Mary	Faculty	106,660
Shi	Yuxi	Faculty	153,242
Shirazi	Ali	Faculty	147,405
Short	Ian	Faculty	168,267
Singer	Robert	Faculty	186,374
Singh	Navjot	Administration/ Staff	107,669
Sit	Clarissa	Faculty	174,097
Sivakumar	Shyamala	Faculty	203,340
Smith	Steven	Faculty	233,600
Song	Xiaofei	Faculty	173,157
Soucy	Alexander	Faculty	162,404
Spires	Adam	Faculty	143,157
Stanivukovic	Goran	Faculty	179,663
Stephens	Skye	Faculty	125,196
Stevens	Marian	Administration/ Staff	104,026
Stinson	Veronica	Faculty	194,982
Stretton	Tim	Faculty	177,340
Sumarah	Stephen	Administration/ Staff	100,637
Summerby-Murray	Robert	Administration/ Staff	346,325
Sun	Genlou	Faculty	177,340
Sun	Xiaoping	Faculty	109,982
Suteanu	Cristian	Faculty	203,826
Tabvuma	Vurain	Faculty	249,719
Taghavi	Majid	Faculty	169,722
Tajeddin	Mahdi	Faculty	157,297
Takseva	Tatjana	Faculty	169,208
Talukdar	Bidyut	Faculty	150,862
Tastsoglou	Evangelia	Faculty	177,340
Taussig	Jonah	Administration/ Staff	100,637
Ternes	Marguerite	Faculty	128,626
Thacker	Robert	Faculty	194,339
Thomas	Stephanie	Faculty	144,192
Timmons	Matthew	Administration/ Staff	142,787

Last Name	First Name	Employee Category	Total Compensation
Tokarz	Danielle	Faculty	110,590
Trudeau	Kevin	Administration/ Staff	100,637
Tsedryk	Egor	Faculty	156,442
Twohig	Peter	Faculty	192,340
van den Hoogen	Suzanne	Administration/ Staff	162,258
Van Proosdij	Danika	Faculty	176,290
Vance	Michael	Faculty	177,340
Vanderburgh	Jennifer	Faculty	141,193
VanderPlaat	Madine	Administration/ Staff	261,627
Venkat	Ramesh	Faculty	192,014
Ventura	Gregory	Faculty	147,845
Veres	Samuel	Administration/ Staff	223,575
Voltan	Annika	Faculty	163,712
Vu Garcia	Tiffany	Faculty	131,055
Wagar	Terry	Faculty	201,340
Walker	Allyn	Faculty	108,297
Walsh	Megan	Faculty	166,486
Wan	Zeying	Faculty	153,675
Wang	Hai	Faculty	197,264
Warner	Lyndan	Faculty	160,455
Watson	Ariel	Faculty	118,609
Webb	Jennifer	Administration/ Staff	102,340
Webster	Peter	Faculty	134,216
Wei	Mei-Ling	Faculty	157,044
Weir	Laura	Faculty	155,976
Westhaver	Russell	Faculty	149,006
White	Shawna	Faculty	105,235
Wiacek	Aldona	Faculty	136,260
Williams	Todd	Administration/ Staff	198,227
Woods	Stefani	Administration/ Staff	114,052
Wu	Yanting	Faculty	153,389
Xiao	Hui	Faculty	135,363
Ylijoki	Kai	Faculty	136,777
Zaman	Ashraf	Faculty	204,633
Zellars	Rachel	Faculty	126,560
Zhang	Xiaoou	Faculty	222,203
Zhang	Xichen	Faculty	141,680
Zhyznomirska	Lyubov	Faculty	134,565

Saint Mary's University
Nova Scotia Public Sector Compensation Disclosure (PSCD) Act
Compensation for the Year Ending March 31, 2026

1. BASIS OF ACCOUNTING

The Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act has been prepared in accordance with the financial reporting provisions in Section 3 of the Public Sector Compensation Disclosure Act, 2010 (the "Act"). The management of Saint Mary's University is responsible for the preparation of this statement in accordance with the Act.

Section 4 of the Act requires that the information reported in this statement be disclosed in the body of the audited financial statements of Saint Mary's University or in a statement prepared for the purposes of the Act and certified by its auditors.

The Act includes a definition of compensation in Section 2(b) as follows:

"*Compensation*" is defined as a total amount or value of all cash and non-cash salary, wages, payments, allowances, bonuses, commissions and perquisites, other than a pension, pursuant to any arrangement, including an employment contract, and includes, without restricting the generality of the foregoing,

- (i) all overtime payments, retirements or severance payments, lump-sum payments and vacation payouts;
- (ii) the value of loan or loan-interest obligations that have been extinguished and of imputed-interest benefits from loans;
- (iii) long-term incentive plan earnings and payouts;
- (iv) the value of the benefit derived from vehicles or allowances with respect to vehicles;
- (v) the value of the benefit derived from accommodation provided or any subsidy with respect to the living accommodation;
- (vi) payments made for exceptional benefits not provided to the majority of employees;
- (vii) payments for memberships in recreational clubs or organization; and
- (viii) the value of any other payment or benefit prescribed in the regulations.

Significant interpretations of the financial reporting provisions of the Act include:

- (a) The reporting period is the fiscal year ended March 31.
- (b) An employee is considered to be anyone to whom the University issues a T4 or a T4A.

Compensation

Compensation is determined in accordance with Section 2(b) of the Act and is recognized on a cash basis for only those employees, contractors and consultants with compensation in excess of \$100,000.