

PROFESSIONAL GEOSCIENTISTS ONTARIO ANNUAL REPORT 2025

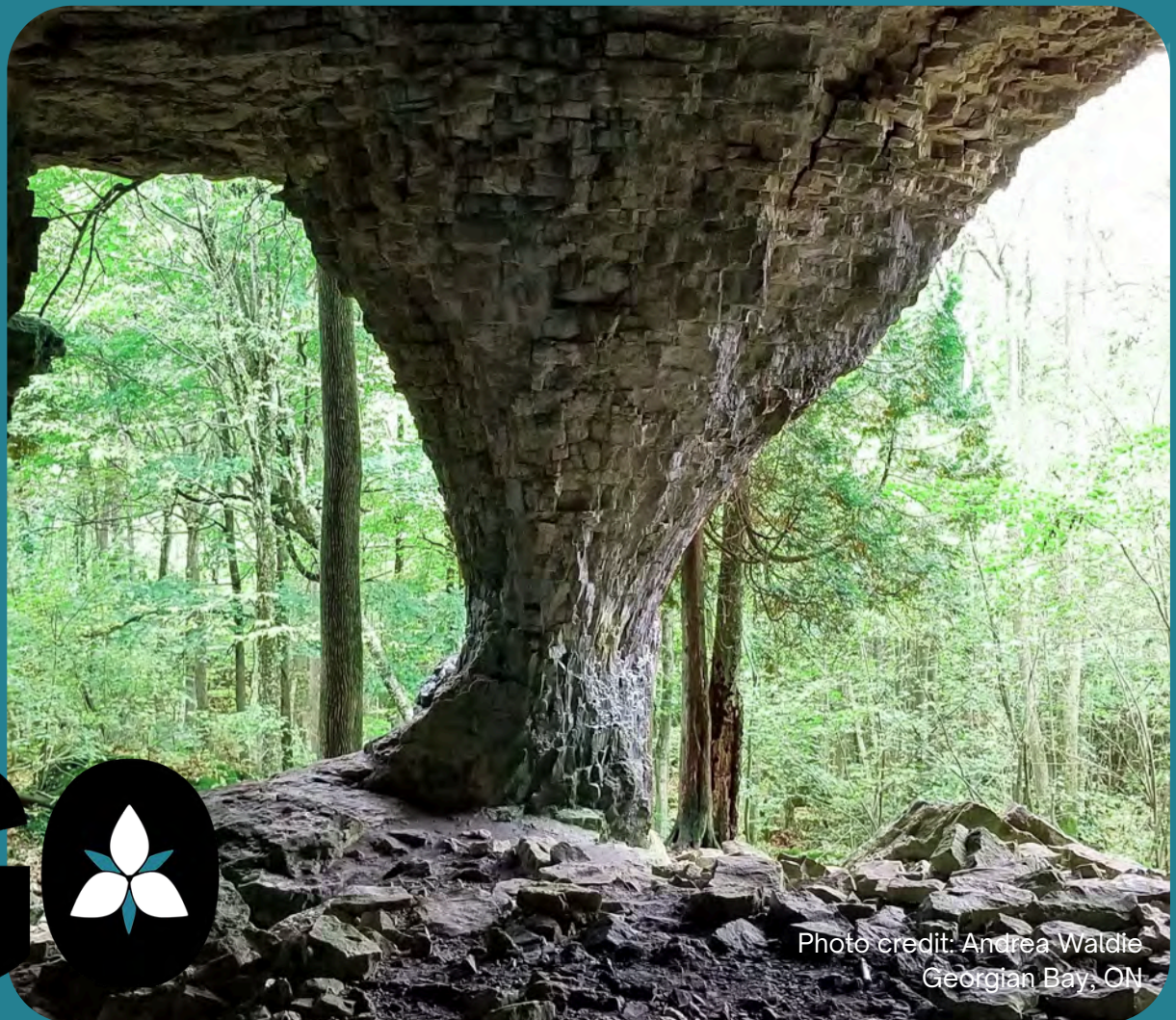


Photo credit: Andrea Waldie
Georgian Bay, ON



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Mission

Professional Geoscientists Ontario protects the public by regulating Ontario registered geoscientists and advancing professional practice.

Vision

To maintain and continually improve PGO as a trusted, respected and effective regulatory authority.



About PGO

Professional Geoscientists Ontario (PGO) is a self-regulatory organization governing the practice of professional geoscience in Ontario and reporting to the Minister of Energy and Mines. Our organization is governed by a twenty-member Council and is supported by committees of geoscience professionals and a small, dedicated staff. PGO was created in 2000 when the *Professional Geoscientists Act* received Royal Assent on June 23, 2000.

PGO COUNCIL 2025-2026



Council governs the affairs and business of PGO. The Council is comprised of 20 individuals. Elected Council roles include five regional councillors, four councillors-at-large, and a vice-president who also serves as president and immediate past president on Council. These opportunities are open to registered professional geoscientists, and elections are held before the Annual General Meeting. Council appointed positions include two professional geoscientists appointed by the Lieutenant Governor in Council, one non-registrant appointed by the Lieutenant Governor in Council, and five non-registrant public appointees.

Executive & Regional Councillors:

President Robert Hearst, P.Geo., FGC
 Vice-President Alicia Kimberley, P.Geo.
 Immediate Past President Tony Lotimer, P.Geo., FGC
 Northwestern Ontario Regional Councillor Andrew Smith, P.Geo.
 Northeastern Ontario Regional Councillor Michaela Kuuskman, P.Geo.
 Southwestern Ontario Regional Councillor Clayton Sereres, P.Geo.
 Southeastern Ontario Regional Councillor Michel Kearney, P.Geo.
 Central Ontario Regional Councillor Roger Phillips, P.Geo., FGC

Councillors-at-Large:

Joanna Hodge, PhD, P.Geo.
 John Hogg, P.Geo., FGC, FEC (Hon.)
 David Leng, P.Geo.
 Angela Mason, P.Geo.

Lieutenant Governor in Council Non-Registrant Appointee:

Karen Chan, FEC, P.Eng., MBA, ICD.NFP

Lieutenant Governor in Council Registrant Appointees:

Steven Dunlop, P.Geo.
 Roger Woeller, P.Geo., FGC

Non-Registrant Appointees:

Kelly Bolduc-O'Hare
 Michael Bunn, FCPA, FCA
 Paul Connor, MBA, FGC (Hon.)
 Cerise M. Latibeaudière, J.D.
 Trina Maher

LETTER TO THE MINISTER OF ENERGY & MINES

The Honourable Stephen Lecce, MPP
Minister of Energy and Mines

10th Floor
77 Grenville St.
Toronto, ON M7A 2C1

On behalf of the Council of Professional Geoscientists Ontario (PGO), its staff and volunteers, I am pleased to present the enclosed 2025–2026 annual report. The report includes an audited financial report for the year ended December 31, 2025, together with various committee and executive reports highlighting key reporting data for 2025 and activities since our Annual General Meeting (AGM) in June 2025.

As these reports demonstrate, PGO continues to evolve and has developed into a respected geoscience regulator recognized across the country for its leadership. Geoscience regulation is becoming increasingly relevant to Ontarians — not only as a critical force for protecting the public, but as part of the solution to streamlining mining, infrastructure, and housing projects in the province. PGO strives to operate with the highest level of transparency and fairness in fulfilling our mandate as prescribed by the *Professional Geoscientists Act, 2000* (PGA).

The number of registered professional geoscientists in Ontario continues to grow. As of the end of 2025, PGO regulated 3,015 full, limited, and non-practising registrants, as well as 743 geoscientists-in-training (GITs) and 433 student members. The growing number of GITs and student members bodes well for a healthy future for the geoscience community in Ontario.

PGO continues to pursue non-regulatory approaches to address illegal practice in Ontario by individuals who choose to practise without a license. With your Ministry's support, we hope to review and update the PGA to better align with the realities of modern practice and help PGO address illegal practice more effectively, reducing the risks it poses to the public and the environment while maintaining the standards and reputation of the profession.

In 2025 and into 2026, PGO prepared for and underwent a voluntary Independent Third-Party Review (ITPR) as part of its commitment to good governance and effectively fulfilling its mandate under the PGA. The results of this review arrived in Spring 2026 and align with the creation of PGO's 2027-2029 Strategic Plan this Fall. The findings of the ITPR and PGO's Strategic Planning process will provide an opportunity for reflection and realignment, taking action to increase efficiency, transparency and regulatory compliance.

Over the past year, the Ministries of Energy and Mines (MEM), Natural Resources (MNR), and Environment, Conservation and Parks (MECP) have continued to seek PGO's expertise, through our many dedicated volunteers, on issues across a broad range of geoscience disciplines. We look forward to continuing to cultivate and expand these relationships.

PGO relies on your support and that of your staff at the Ministry of Energy and Mines to remain an effective regulatory body in Ontario. I am confident that our organization is meeting the objectives and mandate bestowed upon it through the Act, and I welcome any comments you may have regarding the annual report, our processes, or our vision for the protection of the Ontario public and the environment.

Respectfully,



Robert Hearst, P.Geo., FGC
President



Photo credit: Yarden Gedalia

PRESIDENT & CEO MESSAGE

The role of PGO as the licensing and self-regulatory body for professional geoscience practice in Ontario is to regulate the practice by admitting only qualifying applicants, by governing the organization's registrants and certificate holders, and by establishing, maintaining and developing standards of knowledge, skill, qualifications, practice and professional ethics. PGO takes these responsibilities seriously, and it is through its respected staff and experienced volunteers that PGO fulfills this public protection mandate in a manner that is transparent, objective, impartial, and fair.

The 2025-2026 reporting period was a busy time defined by an increasing workload. The number of PGO full, limited, non-practising, and geoscientists-in-training registrants increased from 3648 to 3758 from 2024 to 2025. This small increase in registrants is notable as it shows a continued increasing trend despite the growing number of retirements and resignations in recent years. In addition, 433 students registered with PGO in 2025 suggesting an optimistic outlook for replacement of retiring geoscientists with new graduates over the coming years.

In 2025, over 500 applications for registration were reviewed and carefully considered following PGO's competency-based assessment process. Three times as many complaints were received in 2025 compared to the year before, with 21 complaints received in 2025 and seven complaints in 2024. An analysis of PGO complaints in recent years revealed that an increasing number of complaints relate to human resources, financial matters, and issues with communications, as opposed to traditional complaints relating to the technical nature of a respondent's practice of geoscience. Complaints are becoming increasingly complex, and more are requiring legal assistance. Increasing trends in the number of registrants, applications, and complaints are evidence of greater awareness and respect for the geoscience profession.

The conclusion of 2025 and start of 2026 were also a time of change and growth for the organization.

- The 2025-2026 Council cycle welcomed seven newly elected or appointed councillors and the fresh leadership of a new chief executive officer.

- PGO created a Parallel Processing Plan and Alternative Documents Policy to satisfy amendments to FARPACTA legislation that came into effect on January 1, 2026.
- The Discipline Committee prepared updated rules of procedure for Council approval in May 2025 and the Complaints Committee published an updated public information guide to the complaints process in early 2026. Both documents communicate fair and transparent processes to our registrants and the public we protect.
- After many months of thoughtful planning and design, PGO launched a virtual mentoring program to connect registrants of all experience levels with suitable mentors. The platform now proudly supports over 130 participants and over 30 successful mentoring matches.
- PGO engaged with provincial and municipal governments to provide recommendations and feedback on proposed policy changes to matters related to geoscience and public safety. This included engaging with the Ministry of Natural Resources on the third-party review of provincial geomorphology guidelines, submitting comments to the Ministry of Environment, Conservation and Parks concerning various Environmental Registry Ontario postings, contributing technical insight on proposed updates to NI 43-101 Standards of Disclosure for Mineral Projects, and providing feedback to Geoscience Canada's report, *Insights into the Usage of AI Tools for Professional Geoscientists*.
- The first part of 2026 also saw the kickoff of PGO's voluntary Independent Third-Party Review (ITPR). As the organization completes the final year of its three-year strategic planning cycle, the ITPR provides an opportunity for self-reflection with the object of promoting greater intentionality and efficiency in our regulatory processes and working toward leading practice in our governance model.
- Finally, the organization moved to its current office space at University and Adelaide in the Toronto downtown core.

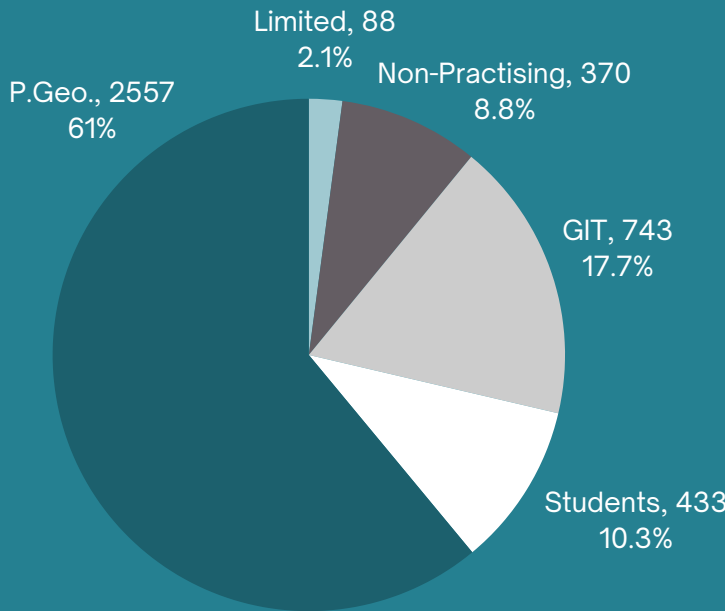
This annual report is PGO's opportunity to share the work done over the past year. The sections that follow provide a comprehensive overview of the organization's regulatory activities, disciplinary actions, financial performance and key policy updates. We hope you will take the time to review the reports prepared of the work conducted by our statutory and standing committees.

We also hope you will follow this report to its very end where we acknowledge the great efforts of PGO's over 150 volunteers. Without these dedicated individuals, the organization would be limited in its ability to fully achieve its lofty objectives. Whether they are PGO registrants or public representatives, we value the contributions and the varied technical expertise offered by our esteemed group of volunteers and the benefit they bring to the geoscience community.

OUR REGISTRANTS

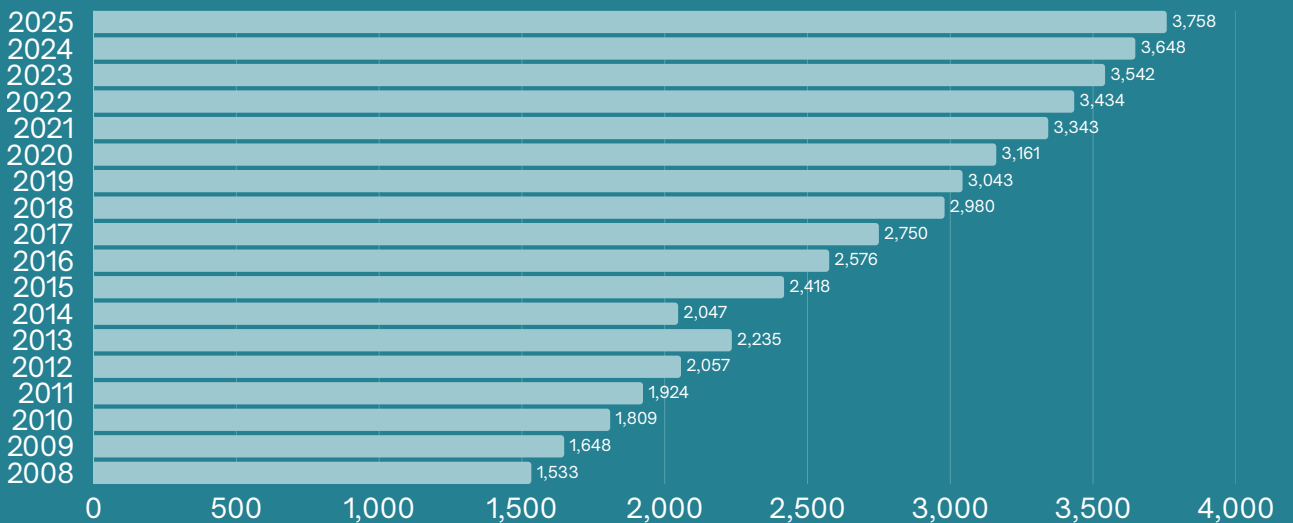
PGO maintains public registers of all professional geoscientists, geoscientists-in-training and Certificate of Authorization holders registered with PGO. The public register is designed to assist the public in the identification and verification of registrants and certificate holders and shows the registration status, history and disciplinary conditions for each.

2025 PGO Registrants, GITs and Student Members



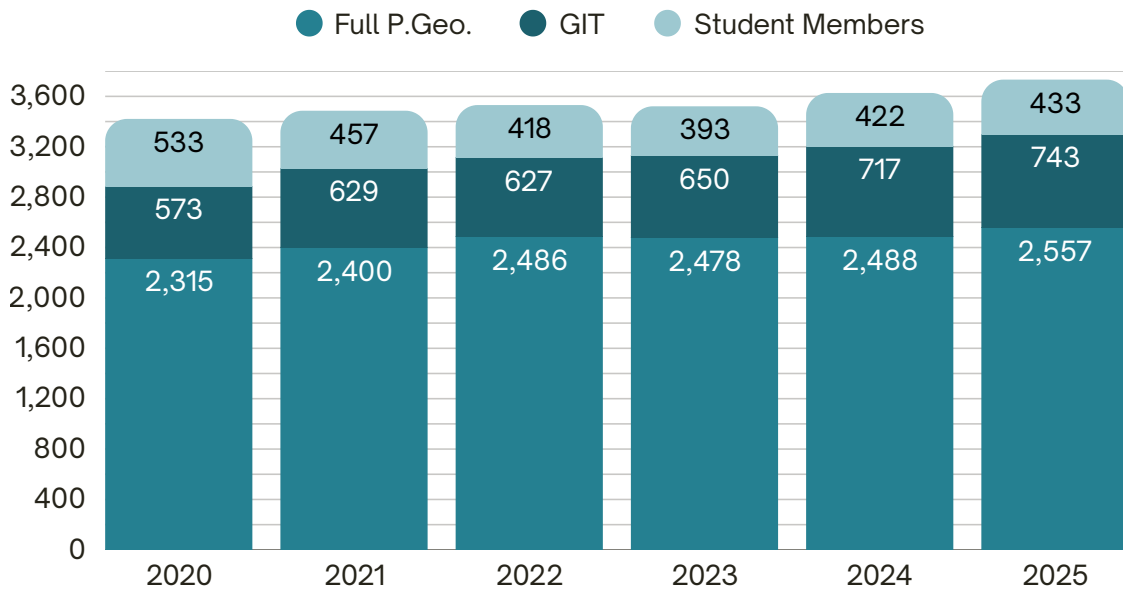
PGO experienced a small increase in registrant numbers in 2025 when compared to 2024, with the total number of registrants (including full practising, limited practising, and geoscientists-in-training) at 3758. PGO saw a slight increase in full practising registrants in 2025 despite the number of retirements and resignations.

Total Registrants, 2008 - 2025



Although there has been a decreasing number of student registrants in recent years, student numbers increased to 433 in 2025. While these numbers are reflective of the decrease in enrollment in geoscience programs, the increase in opportunities for students within PGO to volunteer and attend events has encouraged more students to register with PGO. It is encouraging to see that the GIT numbers are continuing to rise, and those that graduate with a geoscience degree are continuing to register with PGO. This increase suggests that recent graduates may be able to offset the impact of retiring geoscientists in the coming years.

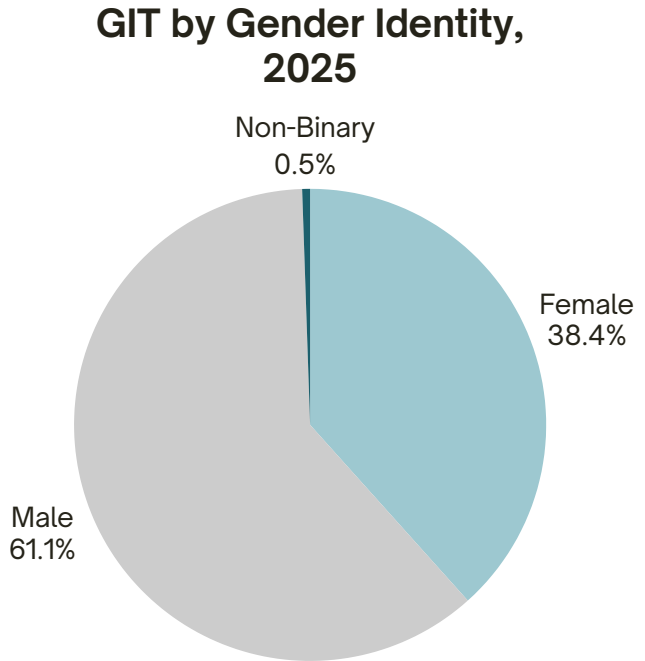
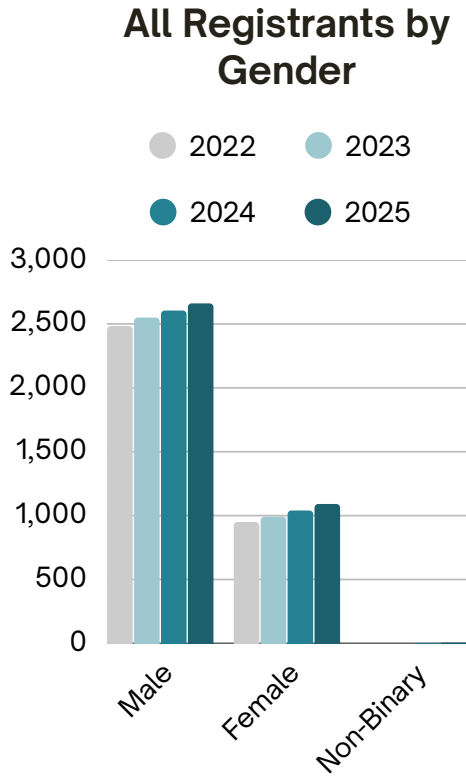
Registrants/Members by Type, 2020-2025



The Ontario registration status of geoscience practitioners can be verified at these links:

- [Registrants](#)
- [Registered Companies](#)

The gender makeup of all registrants has remained fairly consistent over the past few years; however, data from GIT registrants shows that there are more females entering into the geoscience profession than previously. With updated data collection methods, more recent data is also reporting representation of alternative gender identities within the geoscience community. The charts below show gender identity for all registration types, as well as specifically for GITs in 2025.

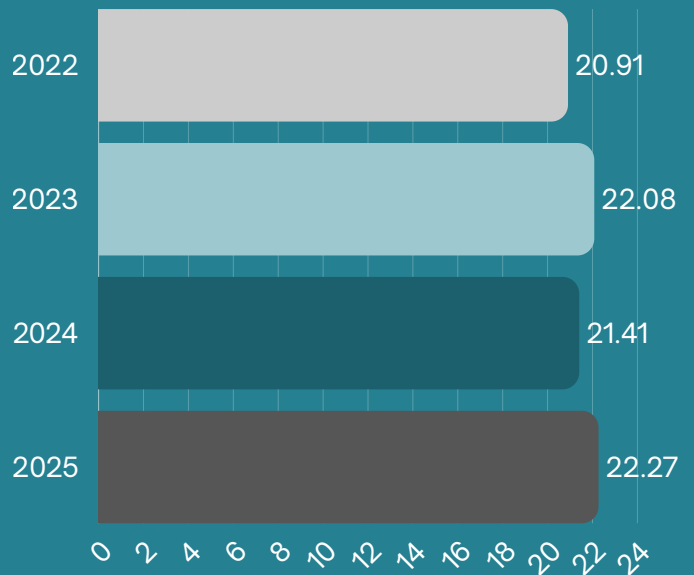


<0.1% in 2024 and 2025 identify as non-binary.

The number of internationally trained registrants has remained relatively consistent over the past four years with approximately 22% of registrants trained outside Canada as shown in the chart below. These registrants reflect international training from over 80 countries.

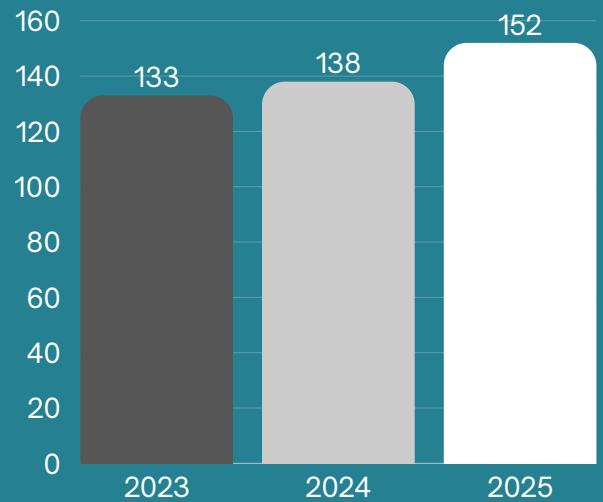
The graph to the right includes full, limited, non-practising and GIT registrants.

Percentage of Registrants Who Are Internationally Trained



Over the past three years, between 30 and 40% of all applications have come from internationally trained individuals, from approximately 40 different countries.

Number of Applications from Internationally Trained Individuals



Mobility

PGO operates under the *Fair Access to Regulated Professions and Compulsory Trades Act, 2006* (FARPACTA). Various amendments to FARPACTA came into effect on January 1, 2026. The first of these is the requirement to document a Parallel Processing Plan allowing applicants for registration to complete multiple parts of the application process simultaneously. While PGO has considered this to be standard practice, PGO's [Parallel Processing Plan](#) now documents the process in a clear and transparent manner.

The second item is the [Alternative Document Policy](#), which recognises that circumstances may prevent an applicant from submitting specific required documentation for reasons beyond their control. Again, this is something that PGO has considered in specific circumstances in the past, and the policy now provides written instructions for any applicant who may find themselves in the position of not being able to submit certain required documents.

The third item, meant to reduce barriers for domestic mobility of regulated professionals across Canada, is the [Deemed Certification](#), or “As of Right” legislation. This regulation sets targets for processing applications from other Canadian jurisdictions. PGO provides a registration decision for all complete mobility or transfer applications within 10 business days, which exceeds the requirements of the Deemed Certification legislation under the Ontario Labour Mobility Act.



COMMITTEE REPORTS

REGISTRATION COMMITTEE

Eilidh Lewis, P.Geo. - Registrar
Ali Rasoul, P.Geo. - Chair

The Registration Committee is a Statutory Committee, established in accordance with the *Professional Geoscientists Act, 2000*, and reporting directly to Council. The primary mandate of the Registration Committee is to uphold the standards for admission and allow entry to the profession for only those who are qualified to practice.

The Registration Committee continued with virtual meetings in 2025, allowing for easier participation of volunteers across Ontario. Eight meetings were held during 2025, where 542 applications were reviewed. PGO's Registration staff would not be able to function without the group of dedicated committee members who offer their time and expertise to reviewing registration applications for professional geoscientists, limited professional geoscientists, and geoscientists-in-training, and the work they do is greatly appreciated.

The Registrar would like to take this opportunity to thank the previous Chair of the Registration Committee, Roger Phillips, P.Geo., FGC, for his dedication and hard work over the years. Roger will continue to support the Registration Committee but has passed the duties of chair to Ali Rasoul, P.Geo., who has also been a valued member of the committee for many years.

Approximately 12% of applications reviewed are reconsideration applications. This is where an applicant responds to a registration decision by providing additional documentation. Applicants are reminded that they should submit as much information as possible in support of their applications at the time of their first application, so that the Registration Committee will have as much information as possible to review, especially if the applicant does not have a typical geoscience degree, or know that they are missing some course requirements. Applicants are also reminded to make sure to review all the documentation provided on the PGO website, to gain a full understanding of the requirements. If there are any questions, applicants are encouraged to contact PGO registration staff at applications@pgo.ca.

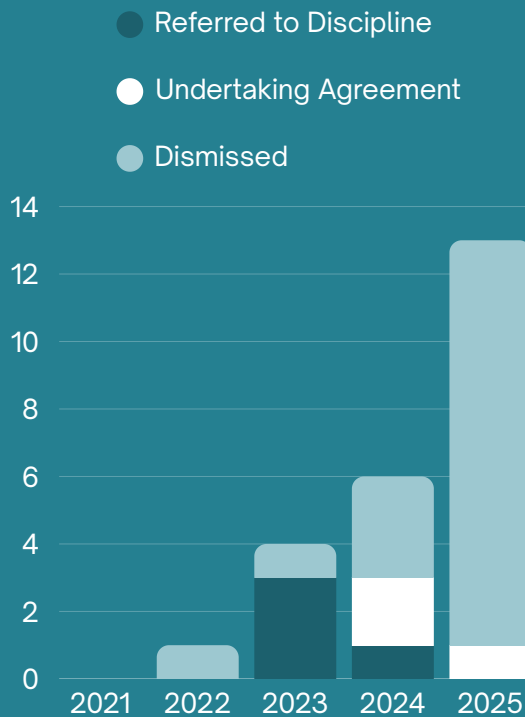
COMPLAINTS COMMITTEE

Michaela Kuuskman, P.Geo. - Committee Co-Chair
Doug Cater, P.Geo., FGC - Committee Co-Chair

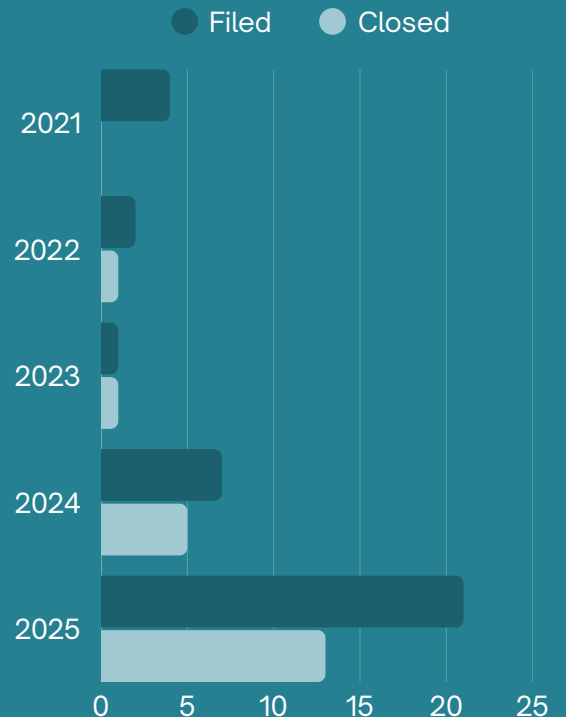
The Complaints Committee is a Statutory Committee, established in accordance with the *Professional Geoscientists Act, 2000*, and reporting directly to Council. The primary mandate of the Complaints Committee is to review complaints that are received by the Registrar and determine the nature of the complaint in accordance with the Act and the Complaints and Discipline Regulation (O.Reg. 258/02).

There are 23 members of the Complaints Committee, from which one to three member panels are formed to review all PGO complaints. During 2025, PGO saw an increase in complaints with 21 complaints filed. Three initial complaints involved multiple individuals. Once expanded, these initial complaints comprised eight of the 21 complaints received. Of the 21 complaints received, six were sent back to the Complaints Committee for reconsideration by a separately-convened panel. Complex complaints are reviewed with the aid of PGO’s legal counsel, to ensure that decisions are made within the proper scope of PGO’s mandate of protecting the public.

Complaints Committee Decisions



Number of Complaints Filed and Closed



Complaints Committee Co-Chair Doug Cater, P.Geo., FGC, alongside PGO’s legal counsel, Erica Richler, presented a session as part of PGO’s 2026 Virtual Symposium, titled *Beyond the Surface: Trends and Realities in Complaints*. The first part of the session outlined the process for reviewing complaints, what is included in the legislation, and the role and responsibility of the Complaints Committee. The second part of the session outlined some general trends in the complaints received by PGO over the years.

The purpose of the Virtual Symposium session was to provide insights into the complaints process, given the importance to the PGO’s public protection mandate, and to provide registrants and the public with information on what constitutes a complaint. The presentation highlighted that the Complaints Committee reviews a full spectrum of complaints from all geoscience disciplines, ranging from ethical issues to negligence, incompetence, and unprofessional conduct. It was also noted that, while there are still complaints related to professional practice, there are an increasing number of complaints related to human resources, financial matters, and issues with communications. Complaints are becoming increasingly complex, and more are requiring legal assistance. Complaint outcomes range from the early dismissal of vexatious complaints to serious issues, which are referred to the Discipline Committee. The Complaints Committee is also utilizing a “right-touch regulation” approach to dictate non-punitive, educational remedial practice in instances where a complaint is deemed to be not serious enough to warrant discipline, but where the review panel determines that some action is required.

The Complaints Committee also recruited more members to join the committee to help with the influx of complaints. On behalf of the Complaints Committee, we want to extend thanks to all our panelists who volunteer their time to participate in the complaint review process, and who see these complaints through to a timely conclusion. Their expertise and time is invaluable to the Complaints Committee.

This year, the Complaints Committee updated the [Complaints Committee workflow and documentation](#) to better align with the process outlined in the legislation.



DISCIPLINE COMMITTEE



Albanie Douglas, P.Geo. - Committee Chair

The Discipline Committee is a Statutory Committee, established in accordance with the *Professional Geoscientists Act, 2000*, and reporting directly to Council. The primary mandate of the Discipline Committee is to be responsible for dispensing judgments on matters related to professional practice as defined by the Act, Regulations made under the Act and By-laws of PGO.

Over this reporting period, the Discipline Committee met quarterly and advanced its mandate across case management, governance, and operational effectiveness.

Member participation remained strong across meetings, with attendance ranging from nine to 12 members per meeting out of a committee membership of approximately 16 to 18.

The committee successfully onboarded

new members, confirmed leadership roles (chair, vice chair and secretary rotation), and ensured Conflict of Interest declarations and Code of Conduct compliance. Other completed work included decisions to streamline meeting procedures (removal of formal motions), improvements to minute-taking support, discussion of annual and combined discipline/complaints training, and identification of best practices for confidentiality, secure technology use and panel eligibility.

The chair of the Discipline Committee would like to take this opportunity to thank the committee members for their dedication and support in this important role, and to those who served on a hearing panel. Without the help of these volunteers, PGO would not be able to perform one of its primary regulatory functions.

Two active discipline matters were tracked, representing four total complaints referred to the Discipline Committee: C135/138/139 (three complaints consolidated into one proceeding) and C140 (one complaint). Case C135/138/139 progressed through multiple prehearing conferences by October 2025, with the matter moving into discipline with a hearing to be scheduled in Q3 of 2026. Case C-140 advanced from hearing participation identified in January 2026, with a penalty against the registrant, Francine Long, for committing acts of professional misconduct. In accordance with *O. Reg. 258/02 (Disciplinary Matters – Complaints and Disciplinary Proceedings Relating to the Practice of Professional Geoscience)*, decisions of the Discipline Committee are published on PGO's [Discipline Committee Hearings and Decisions page](#).

ENFORCEMENT & COMPLIANCE COMMITTEE

Luc Lafrenière, P.Ge. - Committee Chair

The Enforcement & Compliance Committee is a Standing Committee enacted by and reporting directly to Council. The committee's mandate is to protect the public by optimizing the approach, practices and tools available to PGO for reducing illegal practice of geoscience in Ontario. Illegal practice is defined as geoscientists practising without a license or firms engaged in practice without a current Certificate of Authorization.

Enforcement & Compliance committee members represent a diverse background of expertise drawing from a number of different geoscience practice sub-specialties, places of employment and fields of endeavour. The committee also benefits from extensive participation of ex officio membership, including the CEO, the Registrar, Registration Operations Manager, and members of PGO's Executive Committee. At the end of 2025, a new chair and vice chair were appointed.

The Enforcement & Compliance Committee met five times over the course of the past year and at a minimum, quarterly. Our support to PGO and staff included:

- Advancing modernized tools for detecting illegal practice (individual or corporate).
- Assisting the Registrar in prioritizing incidents of illegal practice through a risk assessment and risk management lens to guide enforcement actions.
- Examining and addressing, as able and as appropriate, any marketing of the practice of geophysics by non-registrants in a manner inconsistent with the protection of the public.
- Creating a draft report on the topic of non-registered federal employees engaged in geoscience practice in the province of Ontario – view Geoscientists Canada's [position statement](#) on this subject.

The continued development of communication methods and tools as well as participation in PGO events to promote the education and awareness of the public regarding the role of geoscience has had the intended effect of enhancing protection of the public by reducing illegal practice at an entry level to the profession, but also a better understanding of the prerequisites of registration as a P.Ge. in the province.

AUDIT COMMITTEE

Shelly Cuddy, P.Geo. - Committee Chair

PGO's external audit for 2025 was conducted by Bateman MacKay LLP. PGO Council approved the audited final financial statements for the year ending December 31, 2025, as recommended by the Audit Committee. See [PGO's Audited Financial Statement](#), Appendix A in this report.

The Audit Committee is a Standing Committee enacted by and reporting directly to Council. The committee's primary mandate is overseeing the annual financial audit of PGO, and supporting Council in carrying out its responsibilities related to financial oversight and organizational risk. It fulfills this role by independently overseeing the external audit, by advising Council on the approval of PGO's annual financial statements and maintaining an effective working relationship with the external auditor.

In alignment with recognized audit committee practices, the Audit Committee operates at arm's length from management. It reports to Council through its chair and functions in accordance with the requirements

established in its Terms of Reference. Over the past year, the committee has included a balance of financially literate non-registrant councillors, registrant councillors, and non-Council PGO registrants. All members were independent of PGO's routine financial administration and accounting activities.

The Audit Committee meets on an as-needed basis, with meetings concentrated early in the year to support audit planning and review activities. During 2025, the committee convened virtually on multiple occasions, both with and without PGO management and the external auditors present, to monitor progress on the audit and to review the draft 2025 audited financial statements in preparation for Council consideration.

GOVERNANCE COMMITTEE

Kelly Bolduc-O'Hare - Committee Chair

The Governance Committee is a Standing Committee enacted by and reporting directly to Council. The committee's mandate is to monitor the overall function of Council and PGO, ensuring compliance with the *Professional Geoscientists Act*, and the Regulations and By-laws made under the Act, as well as ensuring that PGO adheres to all pertinent standards and practices expected of a self-regulating profession.

The Governance Committee has had an extremely busy and productive year. From spring 2025 into early 2026, the committee has provided oversight and guidance on the Terms of Reference for both existing committees and newly formed committees. The Governance Committee has provided oversight to the Registration, Complaints and Discipline Committees with new Conflict of Interest and Bias declarations. The committee worked with independent counsel to update the PGO Code of Conduct to reflect PGO's zero tolerance of workplace harassment.

However, the focus of 2025-2026 has been the Independent Third-Party Review (ITPR). PGO contracted Cosgrove & Co Strategy Consulting Ltd. to provide an external perspective on its governance and regulatory practices to assist it in aligning with leading regulatory practices and to help PGO respond to internal and

external pressures. The Governance Committee was instrumental in the selection process of Cosgrove & Co., and an ITPR Steering Committee was established to monitor the progress of the ITPR and to provide regular updates to Council. The review formally kicked off in January 2026. PGO staff and volunteers provided documentation and input in February, with the objective of providing a comprehensive evaluation and recommendations before the end of the 2025-2026 Council year. The Governance Committee is looking forward to the implementation and monitoring of the recommendations from the ITPR.

The Governance Committee has been working with staff on updating the Communication Plan and is looking forward, with the lens of transparency and good governance, to making Council meetings accessible to the public. The committee continues with other ongoing work such as a Donations Policy for PGO, updating key Code of Conduct documents, and further clarifying the roles and expectations of our volunteers.

All of this work would not have been possible without extremely dedicated committee members and staff support. We meet virtually every month, focused on providing guidance and right-touch governance insight to PGO Council.

PROFESSIONAL PRACTICE COMMITTEE



Amanda Malatesta, P.Geo. - Committee Chair

The Professional Practice Committee is a Standing Committee enacted by and reporting directly to Council. The committee's mandate is to develop guidelines for practising geoscientists, contribute to professional development activities, maintain standards of ethics, and oversee the four discipline-specific subcommittees: Environmental, Geology, Geophysics, and Geomorphology.

The PPC continued to actively provide direction and support for the continual review of existing guidelines with the aim of identifying revisions where applicable. This work was undertaken to ensure that PGO guidelines remain relevant to registrants and the public.

Specific progress by the PPC included:

- The PPC oversaw the official rollout of PGO's Virtual Mentoring program, which is now active and engaging many PGO registrants, GITs and students.
- The PPC and subcommittees continue to engage with provincial and municipal governments to provide recommendations and feedback on proposed policy changes to matters related to geoscience and public safety. This is done primarily by participating in webinars and virtual engagement sessions and responding to Environmental Registry Ontario postings.
- The PPC provided a review of the September 2025 report by Geoscientists Canada, *Insights into the Usage of AI Tools for Professional Geoscientists*.
- The PPC is actively working on establishing a working group to formulate a PGO-specific guidance document on the use of artificial intelligence in the practice of geoscience.

ENVIRONMENTAL GEOSCIENCE SUBCOMMITTEE

Simon Gautrey, P.Geo., FGC - Subcommittee Chair

The Environmental Geoscience Subcommittee is a subcommittee of the Professional Practice Committee, a Standing Committee of Council, and reports to the Professional Practice Committee and Council through its chair. The subcommittee's mandate is to support the Professional Practice Committee in matters requiring specific expertise in environmental geoscience.

The Environmental Geoscience Subcommittee met twice over the period and submitted comments on several Environmental Registry Ontario postings. These submissions provided comments on:

- Proposed Ministry of the Environment, Conservation and Parks (MECP) technical documents to support hydrogeological studies for quarry/aggregate applications.
- An MECP proposal to exempt certain low risk water disposal and takings related to early exploration activities, and a clarification on the definition of a construction site from requiring Environmental Activity and Sector Registry (EASR) submissions.
- An MECP proposal to exempt small private sewers of up to five residential properties, and several limited activities to manage the discharge of storm and other waters from requiring EASR submissions.



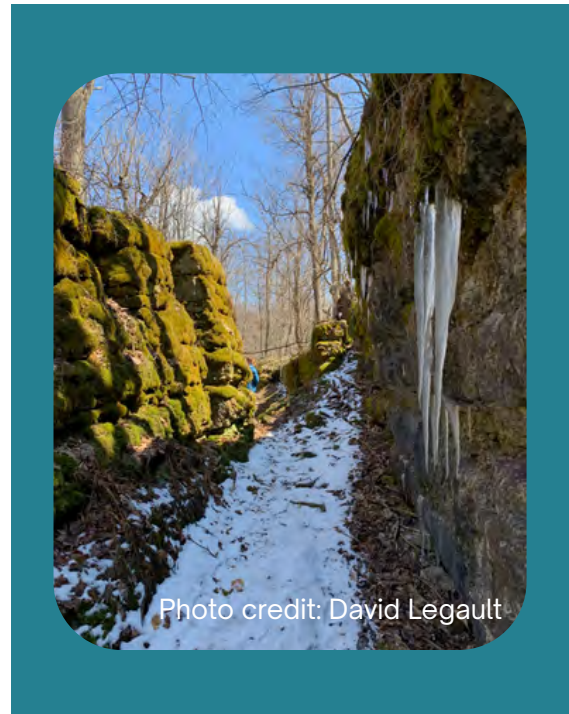
GEOLOGY SUBCOMMITTEE

Ettore Colaiacovo, GIT - Subcommittee Co-Chair
Tim Maunula, P.Geo. - Subcommittee Co-Chair

The Geology Subcommittee is a subcommittee of the Professional Practice Committee, a Standing Committee of Council, and reports to the Professional Practice Committee and Council through its chair. The subcommittee's mandate is to support the Professional Practice Committee in matters requiring specific expertise in geology.

During this reporting period, the subcommittee concentrated on three primary topics: critical elements, artificial intelligence in professional practice, and the provincial One Project, One Process framework. These topics were selected for their growing significance within the geoscience sector and their potential influence on regulatory expectations, reporting standards, and professional responsibilities. Members reviewed current developments and discussed implications for practice, with the objective of identifying areas where future guidance may support registrants.

The subcommittee also continued its involvement in reviewing proposed updates to NI 43-101 Standards of Disclosure for Mineral Projects, contributing technical insight to PGO's broader response. Additional technical workstreams were initiated, including



mineral resource estimation, with attention to Qualified Person roles and peer review processes, and industrial minerals, focusing on reporting considerations and potential intersections with critical elements.

In early 2026, the Professional Practice Committee established an AI Working Group, with both co-chairs participating. This initiative will support the development of guidance on the appropriate use of AI tools and data within geological practice.

GEOPHYSICS SUBCOMMITTEE

Evelio Martinez del Pino, P.Geo. - Subcommittee Chair

The Geophysics Subcommittee is a subcommittee of the Professional Practice Committee, a Standing Committee of Council, and reports to the Professional Practice Committee and Council through its chair. The subcommittee's mandate is to support the Professional Practice Committee in matters requiring specific expertise in geophysics.

During this reporting period, the subcommittee:

- Reviewed and discussed proposed updates to NI 43-101 with other subcommittees, contributing to a more integrated technical perspective across disciplines.
- Contributed feedback to Geoscientists Canada's report, *Insights into the Usage of AI Tools for Professional Geoscientists*.
- Participated in discussions on areas of professional practice where geophysics is advancing beyond traditional regulatory frameworks, including subsurface utility mapping, drone-based surveys, and non-destructive testing.

Looking forward, the subcommittee will be working on:

- Creating guidance and best practices to support artificial intelligence use, especially relating to data interpretation and application of professional judgment.
- Exploring the introduction of a Qualified Geophysical Professional (QGP) designation to strengthen accountability and to align qualifications with increasing technical complexity.
- Establishing guidelines for advancements in sensing technologies and data processing, which improve efficiency and accessibility but also introduce regulatory gaps.

GEOMORPHOLOGY SUBCOMMITTEE

Imran Khan, P.Geo. - Subcommittee Chair

The Geomorphology Subcommittee is a subcommittee of the Professional Practice Committee, a Standing Committee of Council, and reports to the Professional Practice Committee and Council through its chair. The subcommittee's mandate is to support the Professional Practice Committee in matters requiring specific expertise in geomorphology.

In 2025, subcommittee activities were centered on advancing professional standards and guidelines and strengthening education and outreach.

This included a dedicated working group tasked with updating PGO's *Professional Practice Guidelines for Geomorphologists*, reinforcing the geoscience foundations of applied geomorphology as outlined in the subcommittee's position statement. Various subcommittee members also continued engagement with the Ministry of Natural Resources on the third-party review of provincial guideline updates, ensuring alignment with PGO's mandate to safeguard the public interest and uphold the integrity of the geoscience profession.

Sincere thanks to the 15 members of the Professional Practice Committee for their dedication and technical contributions over the past year.



Photo credit: Andrea Waldie

SUSTAINABILITY & CLIMATE CHANGE COMMITTEE

Clayton Sereres, P.Geo. - Committee Chair

The Sustainability and Climate Change Committee is a Standing Committee enacted by and reporting directly to Council. The committee's mandate is to support PGO's mission to protect the public and advance professional practice in the context of evolving climate risks, nature loss, other sustainability challenges, and the associated political, regulatory, and economic responses in Ontario and Canada.

The committee's primary achievement from this reporting period was updating PGO's position statement, [*Climate Change and Geoscience:*](#)

[*Considerations for Professional Practice*](#), published on PGO's website.

Additional activities during the year included delivering a presentation on sustainable infrastructure to PGO members in May 2025, reviewing PGO professional practice guidance documents, and beginning the development of a collection of key sustainability resources for the PGO website. These resources are intended to support registrants with integrating sustainability considerations, including climate-related risks, into their professional practice.



2025 SYMPOSIUM PLANNING COMMITTEE

Hannah Chessel, P.Geo. - Committee Chair

The Symposium Planning Committee is a Standing Committee enacted by and reporting directly to Council. The committee's mandate is to develop and deliver PGO's annual Virtual Symposium, by identifying emerging trends and best practices for PGO registrants to enhance public protection and using them as subject matter for this Continuing Professional Development (CPD) webinar series.

The 2025 Virtual Symposium was a great success, continuing its role as a high-quality and low-cost learning event for practitioners, GITs, students, and members of the public. A sincere appreciation and thanks to the members of the Symposium Planning Committee in curating a program that reflects the evolving landscape of geoscience and its intersection with

emerging technologies and societal needs.

Four sessions were held between April 15 and April 24, 2025. Each session was engaging and inspired thought-provoking discussion. The expertise and perspectives of our speakers enriched each session and helped us explore the future of the profession with curiosity and responsibility.

We would like to thank the volunteers, session chairs and speakers listed below who generously provided their time, energy and knowledge to make our 2025 symposium a success. Thank you to our Associate Sponsors, Hub International and Manulife, whose support helps PGO to keep this event accessible to our geoscience community.

The 2025 Virtual Symposium would not have been possible without the thoughtful dedication of the Symposium Planning Committee. Registrants and members have come to rely on the Symposium as a source of quality, in-depth professional development. A sincere thank you to this year's committee members, session chairs and speakers. - *Hannah Chessel*

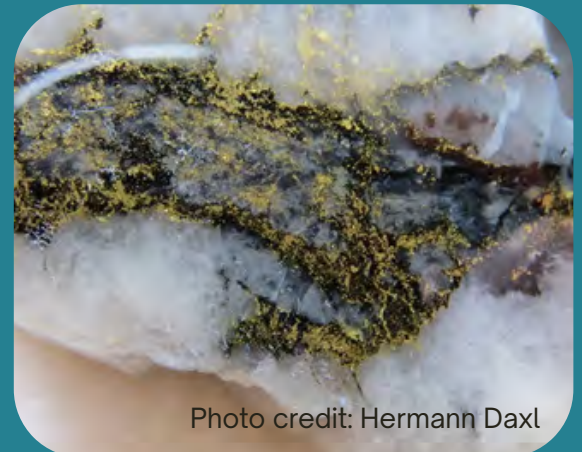


Photo credit: Hermann Daxl

2025 PGO Virtual Symposium – Panel Session Chairs and Speakers

Session A Rocks & Robots: The AI Revolution in Geoscience

Session Chair: Hannah Chessell, P.Geo.

Speakers:

- David Slade, P.Eng., Practice Advisor, Professional Practice Standards & Development, Engineers and Geoscientists British Columbia
- Shishi Chen, Principal – Data Science, Exploration Excellence and Innovation, BHP
- Chris Gerrits, P.Eng., Director, Land Development, CROZIER

Session B Fieldwork Unleashed: Exploring the Power of Practical Experience, Inclusion, and Respect in Geoscience

Session Chairs: Sheila Ballantyne, P.Geo. and Andrea Waldie, P.Geo., FGC

Speakers:

- Susan Lomas, P.Geo., President, Lions Gate Geological Consulting Inc. and Mine Shift Foundation
- Attila Pentek, Manager, Rio Tinto Exploration
- Candice Wingerter, Senior Advisor, Health Safety Environment, and Security
- Rio Tinto Canada
- Valerie Pascale, CEO and Founder, Modern Core

Session C Geoscience Journeys: Insights and Advice for Aspiring Professionals

Session Chairs: Simon Gautrey, P.Geo., FGC and Trina Maher

Speakers:

- Phyllis McCrindle, P.Geo., Principal and Senior Hydrogeologist WSP
- Claire Milloy, P.Geo., Groundwater Scientist, Rideau Valley Conservation Authority
- Ryan Weston, MBA, P.Geo., President, Weston Geoscience
- Milan Situm, P.Geo., FGC, VP, Engineering Services, Simcoe Geoscience

Session D Professional Conduct and Complaints: Navigating Ethics, Accountability, and Trauma-Informed Regulation

Session Chairs: Paul Teneire, P.Geo. and Jim Whyte, P.Geo., FGC

Speakers:

- Erica Richler, Co-Managing Partner, Steinecke, Maciura, LeBlanc
- Tammy Middleton, P.Geo., FGC
- Cathy Pappas, Director of Registration, College of Immigration and Citizenship Consultants

ENGAGING WITH OUR GEOSCIENCE COMMUNITY

PGO is grateful to the individuals and organizations whose contributions strengthen our regulatory work, enrich professional practice, and foster connections across the geoscience community. Their generosity is an investment in the competence and excellence of every P.Geo., GiT, student, and guest — cultivating a culture of continuous learning, reinforcing ethical standards, and enhancing public trust in the profession.

Continuing Professional Development

PGO is proud to have offered another year of low- and no-cost continuing professional development (CPD) opportunities. Geoscience professionals at all career stages gained valuable insight from the wide range of topics addressed over the past year.

By offering most events virtually, PGO is able to tap into a broad network of subject experts and support professional development wherever it happens. Our community continues to benefit from the depth and breadth of expertise our speakers and facilitators bring.

Community Events

In 2025 and early 2026, PGO staff and volunteers attended the Eastern Ontario Geoscience Open House in Ottawa, the Ontario Groundwater Geoscience Open House at the University of Waterloo, and the Prospectors & Developers Association of Canada (PDAC) annual conference in Toronto. PGO also hosted mentoring events in Hamilton and Peterborough, and engagement and volunteer appreciation events in Sudbury and Waterloo. These events raise awareness of PGO's role, create space for questions and feedback, and help us better understand how the organization can support the geoscience community and public in our mandate to protect the public.

At the heart of these events are the volunteers who give their time, energy, and knowledge back to their communities — setting up booths, coordinating logistics, liaising with subject experts, and fielding questions from students and registrants alike. A sincere thank you to each of them.

Over the past year, PGO has begun taking a more strategic approach to

the events we attend and plan. Staff are developing a framework to visit geoscience hubs across Ontario, from Waterloo to Thunder Bay. Registrants, GITs, students, and members of the public can look forward to more regional PGO events in the year ahead.

Student Outreach

Each year, PGO's Registration staff conduct information sessions at universities across the province. Registrar Eilidh Lewis, P.Geol., and Registration Operations Manager Gabrielle Hosein, P.Geol., present students with the information they need to register as geoscientists-in-training and, eventually, professional geoscientists. The presentations focus on the importance of professional registration and PGO's role as a regulator.

Staff also invite professional geoscientists to speak with students and share insight into the geoscience industry. These volunteers act as mentors, playing a vital role in encouraging the next generation. PGO thanks the university departments who collaborate to host these sessions and the volunteers who generously give their time sharing their insights and experience with the next generation of geoscientists.

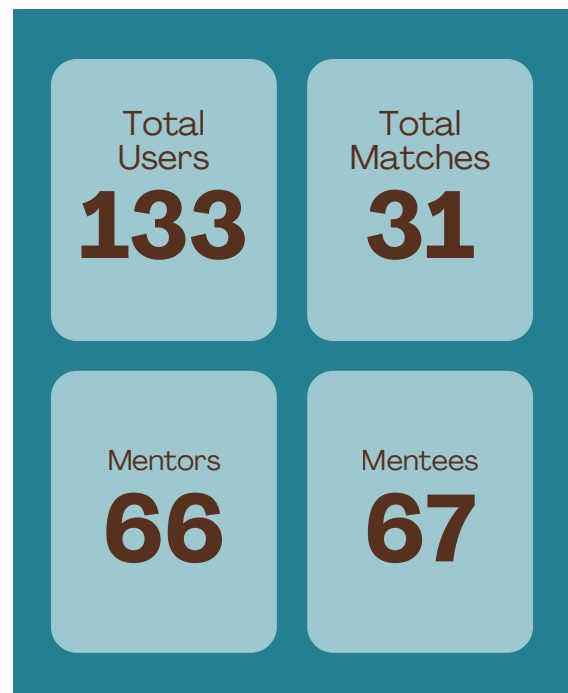
Introducing PGO's Virtual Mentoring Program

In 2025, PGO launched a Virtual Mentoring platform in response to clear feedback from students, GITs, mid-career registrants, and senior professionals. The platform is hosted in a virtual format to break down geographic barriers and allow

individuals to connect over what matters most — education, experience, practice specialty, career goals, shared demographics, and more.

The program has gained strong momentum in this first year. A total of 133 participants have signed up, evenly split between mentors and mentees. Many mentoring teams meet regularly online, while others have used industry events as an opportunity to connect face to face. The program's early success is a testament to the volunteers who championed it and the participants who made it their own.

The program continues to grow, and PGO welcomes new participants at any stage of their career. Whether you're looking to share your expertise or seeking guidance as you navigate yours, the Virtual Mentoring Program is a meaningful way to connect with the broader geoscience community. Time spent meeting as a mentor or mentee is also eligible for CPD hours.



THANK YOU

Volunteers

Rafael Ajub, P.Geo.
 Kristina Anderson, P.Geo.
 Maria Anecchione, P.Geo.
 Fereshteh Arab, GIT
 Malcolm Argyle, P.Geo.
 Bronwyn Azar, P.Geo.
 Sheila Ballantyne, P.Geo.
 Mark Bednarz, P.Geo.
 Kelly Bolduc-O'Hare
 Ian Borg, P.Geo.
 Jessica Borysenko, P.Geo.
 Rick Breger, P.Geo.
 Michael Bunn, FCPA, FCA
 Leon Burger, P.Geo.
 Robin Byers, P.Geo.
 Mary-Louise Byrne, P.Geo.
 Francoise Campbell, P.Geo.
 Terry Carter, P.Geo.
 Douglas Cater, P.Geo.
 Andrew Cheatle, P.Geo., FGC (Hon.)
 Hannah Chessell, P.Geo.
 Ettore Colaiacovo, GIT
 Rochelle Collins, P.Geo.
 Paul Connor, MBA, FGC (Hon.)
 Scott Cowan, P.Geo.
 Elsie Croll, P.Geo.
 Shelly Cuddy, P.Geo.
 Fraser Cummings
 Sheila Daniel, P.Geo.
 Ian Dastil, P.Geo.
 Lindsay Davis, P.Geo.
 Shawna Davy, P.Geo.
 Lindsay Debono, P.Geo.
 Evelio Martinez del Pino, P.Geo.
 Joseph Desloges, P.Geo. (Non-Practising)
 Joanne Di Caro
 Peter Diorio, P.Geo., FGC
 Albanie Douglas, P.Geo.
 Lisa Douglas, P.Geo.
 Edward Ebie, P.Geo. (Non-Practising)
 James R. Evans, P.Geo., FGC
 Joanna Eyquem, P.Geo.
 Babatunde Famodile, Applicant
 Greg Finn, PhD, P.Geo.
 (Non-Practising), FGC
 David Garcia, GIT
 Chris Gauld, P.Geo.
 Simon Gautrey, P.Geo., FGC
 Robert Glover, P.Geo.
 Shelley Gorenc, P.Geo.
 Stefanie Goure, P.Geo.
 Peter Gray, P.Geo., FGC
 Karen Greer, P.Geo.
 Matthew Halliday, P.Geo.
 Patrick Hamer-Meunier, CPA, CA
 Muhammad Hamza, GIT
 Kristin E. Hanson, P.Geo.
 (Non-Practising), FGC
 Abigail Harrichand, P.Geo.
 Robert Hearst, P.Geo., FGC
 Joanna Hodge, PhD, P.Geo.
 John Hogg, P.Geo., FGC, FEC (Hon.)
 Paul Hubleby, P.Geo., FGC
 Dave Hunt, former P.Geo., retired
 Abdi Hussein, former P.Geo., retired
 Ibrahim Jafari, P.Geo., (Non-Practising)
 Slobodan Jankovic, P.Geo.
 Imshun Je, P.Geo.
 Maureen Jensen, P.Geo., FGC
 Donald B. Johnston, FGC (Hon.)
 Chantel Jolette, P.Geo.
 Alan Jones, P.Geo.
 Mike Jones, P.Geo.
 Krista Kaski, P.Geo.
 Laura Katz, P.Geo.
 Michel Kearney, P.Geo.
 Dave Kerr, P.Geo. (Non-Practising)

Kanita Khaled, P.Geo.
 Imran Khan, P.Geo.
 Alicia Kimberley, P.Geo.
 Julia King, P.Geo.
 Jason Krompart, P.Geo.
 Michaela Kuuskman, P.Geo.
 Luc Lafrenière, P.Geo.
 Malose Langa, P.Geo.
 Cerise M. Latibeaudière, J.D.
 Victoria Lynne Lee, P.Geo.
 Jean Legault, P.Geo.
 David Leng, P.Geo.
 Brad Leonard, former P.Geo., retired
 Zexia Li, GIT
 Scott Lister, P.Geo.
 Tony Lotimer, P.Geo., FGC
 Ken Lyon, P.Geo.
 Ian Macdonald, P.Geo., FGC
 Christopher MacInnis, P.Geo., FGC
 Kieran Maddock, P.Geo.
 Trina Maher
 Amanda Malatesta, P.Geo.
 Andre Skyler Mallouzi, P.Geo.
 Daniela Marcoux, P.Geo.
 Angela Mason, P.Geo.
 Tim Maunula, P.Geo.
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 Todd McCracken, P.Geo.
 Bill McGuinty, P.Geo., FGC
 Peter McIntyre, P.Geo.
 Jenna McKenzie, P.Geo.
 Robin McKillop, P.Geo.
 Scott McLean, P.Geo., FGC
 Dan McParland, P.Geo.
 Tammy Middleton, P.Geo., FGC
 Aleksander Mihailovic, P.Geo. (Non-Practising)
 Claire Milloy, P.Geo.
 Ana Misra, P.Geo.
 Robert Morrison, P.Geo. (Non-Practising)
 Piyze Nankamba, P.Geo.
 Amy Nicoll, P.Geo. (Limited)
 Rita Nzeribe, P.Geo.
 Spencer Oklobdzija, P.Geo. (Non-Practising)
 Ron Ormson, P.Geo., FGC
 Alexander Peace, P.Geo.
 Dan Puddephatt, P.Geo. (Limited)
 Reinhold Bobby Paloma, P.Geo.
 Rafael Rachid, P.Geo.
 Ryan Rafferty, P.Geo.
 Ali Rasoul, P.Geo.
 John Reddick, P.Geo.
 Harrison Reid, former P.Geo.
 Doug Ritcey, P.Geo.
 Kathy Robitaille-Feick, P.Geo.
 Mary Salib
 John Kenneth Santos, P.Geo.
 Rich Schmidt, P.Geo.
 Clayton Sereres, P.Geo.
 Udita Sharma
 Martin Shepley, P.Geo.
 Noelle Shriver, P.Geo.
 Ahmed Siddiqui, P.Geo. (Limited)
 Kristen Simpson, P.Geo.
 Milan Situm, P.Geo., FGC
 Kristina Small, P.Geo.
 Andrew Smith, P.Geo.
 Alexandra Smofsky, P.Geo.
 (Non-Practising)
 Andrew Snowdon, P.Geo.
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 Sonja Strynatka, P.Geo.
 Neera Sundaralingam, P.Geo.
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 Nataliya Tkach, P.Geo., P.Eng., FGC
 Andrew Topp, P.Geo.
 Tyler Travis, P.Geo.
 Heather Turnbull, P.Geo.
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 Rhonneke Van Riezen, P.Geo.
 Paul Villard, P.Geo.
 Dennis Waddington, P.Geo.
 Andrea Waldie, P.Geo., FGC
 Craig Waldie, P.Geo., FGC
 Bailey Walters, P.Geo.
 Jane M. Werniuk, P.Geo. (Non-Practising)
 Joanna West, P.Geo.
 Ryan Weston, P.Geo.
 James Whyte, P.Geo.
 Stephen Wilson, P.Geo., FGC
 Roger Woeller, P.Geo., FGC
 William Gregg Zwiers, P.Geo.

Past Presidents

Bill Pearson, P.Geo., FGC
 Bill Stibel, P.Geo., FGC
 John Buckle, P.Geo., FGC (in memoriam)
 Scott McLean, P.Geo., FGC
 Maureen Jensen, P.Geo., FGC
 Steve Usher, P.Geo., FGC
 Greg Finn, PhD, P.Geo.
 (Non-Practising), FGC
 Stephen Wilson, P.Geo., FGC
 (Non-Practising)
 Deborah McCombe, P.Geo., FGC
 Kristin E. Hanson, P.Geo., FGC
 (Non-Practising)

Ian Macdonald, P.Geo., FGC
 Andrew Cheatle, P.Geo., FGC
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 Paul Hubley, P.Geo., FGC
 Melanie Siewert, P.Geo. (Limited), FGC
 Mary-Anne Hildebrandt, P.Geo., FGC
 Robert Hearst, P.Geo., FGC

A special thank you to all those that devoted their time, energy and expertise to safeguarding the public and building a stronger geoscience community.



Pape & Cosburn worksite,
Ontario Line Project

GEOSCIENTISTS CANADA UPDATE

Christine Vaillancourt, P.Geo., FGC - Ontario Director

Geoscientists Canada is the national organization of the provincial and territorial regulatory bodies that govern Canada's professional geoscientists. This year, the highest priorities for Geoscientists Canada, as determined by the Board of Directors and following consultation with its constituent members, were:

1. to raise awareness of geoscience within the public, including governments and their agencies;
2. to ensure that Canada is served by a skilled, versatile, reputable, and accountable geoscience profession through the advocacy of professional geoscience licensure; and
3. to support its members' responsibilities to protect the public by providing a platform for discussion, by sharing resources, and by publishing guidance documents, with the goal of pursuing alignment while following evolving best practice in their operations, governance, and processes of complaints, enforcement and discipline.

Noteworthy activities this year included several face-to-face meetings with government representatives not only to stay informed about important political issues, but more importantly, to open the door to participation in decision-making processes in areas where professional geoscience is relevant. To that end, it is essential to create and improve awareness of professional geoscience, the role of a P.Geo. and the value of professional geoscience practice to Canada's aspirations.

Other activities include:

- Releasing [*Insights into the Usage of AI Tools for Professional Geoscientists - Overview and Best Practices*](#), a guidance document for the use of artificial intelligence tools for professional geoscientists, completed by the Geoscientists Canada's Professional Practice Committee
- Producing and sharing a geoscience infographic poster amongst members
- Publishing the position statement [*Role of Professional Geoscientists in a Resilient Canada*](#)

Extending the licensing of Geologize Ltd.'s [*Practical Geocommunication Course*](#), an invaluable continuous professional development opportunity, for an additional two years. This course is free to all PGO registrants, including GITs and students, and features a new module on mining communications.

Geoscientists Canada continues to be involved with national and international organizations such as the American Institute of Professional Geologists, the European Federation of Geologists, the Global Geoscience Professionalism Group, the Association for Promoting Geoethics and many more.

As this is my final report as PGO's representative, I wish to thank PGO for trusting me with this important role. I am grateful for the continuous devotion of staff and other PGO members, whose support was always unconditional. In particular, thank you to PGO's staff for their commitment to Geoscientists Canada's working groups and their assistance across many aspects of our operations. I also want to recognize the dedicated volunteers whose contributions to Geoscientists Canada's priority areas have been invaluable, and Andrea Waldie, who proudly represented Geoscientists Canada with a presentation on professionalism at the International Geoscience Professionalism Conference. - *Christine Vaillancourt*



Photo credit: David Legault



2025 AUDITED FINANCIAL STATEMENTS

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO
(Operating as Professional Geoscientists Ontario)
Audited Financial Statements
Year Ended December 31, 2025

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

(Operating as Professional Geoscientists Ontario)

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Year Ended December 31, 2025

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INDEPENDENT AUDITOR'S REPORT

To the Registrants of Association of Professional Geoscientists of Ontario operating as Professional Geoscientists Ontario

Opinion

We have audited the audited financial statements of Association of Professional Geoscientists of Ontario, operating as Professional Geoscientists Ontario, (the Regulator), which comprise the audited statement of financial position as at December 31, 2025, and the audited statements of revenues and expenditures fund, changes in net assets and cash flows for the year then ended, and notes to the audited financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying audited financial statements present fairly, in all material respects, the audited financial position of the Regulator as at December 31, 2025, and the audited results of its operations and audited cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO)

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 Audited Financial Statements* section of our report. We are independent of the Regulator in accordance with ethical requirements that are relevant to our audit of the audited 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.

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

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

In preparing the audited financial statements, management is responsible for assessing the Regulator'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 Regulator or to cease operations, or has no realistic alternative but to do so.

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

(continues)

Independent Auditor's Report to the Registrants of Association of Professional Geoscientists of Ontario operating as Professional Geoscientists Ontario (*continued*)

Auditor's Responsibilities for the Audit of the Audited Financial Statements

Our objectives are to obtain reasonable assurance about whether the audited 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 these audited 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 audited 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 Regulator'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 Regulator'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 audited 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 Regulator to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the audited financial statements, including the disclosures, and whether the audited financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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.



Mississauga, Ontario
May 22, 2026

CHARTERED PROFESSIONAL ACCOUNTANTS
Licensed Public Accountants

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

(Operating as Professional Geoscientists Ontario)


Audited Statement of Financial Position

December 31, 2025

	2025	2024
ASSETS		
CURRENT		
Cash	\$ 1,280,319	\$ 1,713,062
Short term investments (Note 2)	453,538	167,425
Registrant fees receivable (Note 3)	225,309	198,737
Prepaid expenses	193,532	29,893
	2,152,698	2,109,117
PROPERTY AND EQUIPMENT (Note 4)	33,994	31,868
RESTRICTED RESERVE FUND INVESTMENTS (Note 2)	1,168,371	1,168,371
	\$ 3,355,063	\$ 3,309,356
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accrued liabilities	\$ 175,921	\$ 51,278
HST and payroll taxes payable	159,075	174,531
Deferred registrant dues revenue (Note 5)	1,523,117	1,435,061
	1,858,113	1,660,870
DEFERRED LEASE INDUCEMENT (Note 6)	-	47,384
	1,858,113	1,708,254
NET ASSETS		
Operating fund (unrestricted) (Note 7)	390,510	232,731
Contingency reserve fund (internally restricted) (Note 7)	847,861	1,078,940
Strategic initiatives fund (internally restricted) (Note 7)	258,579	289,431
	1,496,950	1,601,102
	\$ 3,355,063	\$ 3,309,356

LEASE COMMITMENTS (Note 8)

APPROVED ON BEHALF OF COUNCIL

→  _____ Councilor

→ Robert Hearst _____ Councilor

The accompanying notes are an integral part of these financial statements.

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO
(Operating as Professional Geoscientists Ontario)

Audited Statement of Revenues and Expenditures
Year Ended December 31, 2025

	Operating Fund (Unrestricted)	Contingency Reserve Fund (Internally Restricted)	Strategic Initiatives Fund (Internally Restricted)	2025	2024
REVENUES <i>(Schedule 1)</i>	\$ 1,735,448	\$ -	\$ 14,663	\$ 1,750,111	\$ 1,670,282
EXPENSES					
Administrative wages and benefits	680,000	-	-	680,000	682,887
Legal, professional and government relations	347,062	231,079	-	578,141	199,757
CCPG (Geoscientists Canada) membership	133,517	-	-	133,517	129,354
Office and general	80,215	-	-	80,215	64,453
Interest, credit card and bank charges	60,245	-	-	60,245	54,618
Occupancy costs	59,285	-	-	59,285	98,994
Professional development events	5,163	-	45,515	50,678	5,700
Accounting and audit	46,095	-	-	46,095	44,550
Travel and accommodation	44,338	-	-	44,338	52,710
Website	37,344	-	-	37,344	43,178
Liability insurance	30,756	-	-	30,756	22,944
Communication	19,441	-	-	19,441	19,626
Donations	18,037	-	-	18,037	16,983
Amortization	10,520	-	-	10,520	15,156
Stamps, seals, cards and certificates	3,684	-	-	3,684	2,109
Advertising and promotion	1,000	-	-	1,000	815
Member meetings	967	-	-	967	516
	1,577,669	231,079	45,515	1,854,263	1,454,350
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	\$ 157,779	\$ (231,079)	\$ (30,852)	\$ (104,152)	\$ 215,932

The accompanying notes are an integral part of these financial statements.

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO
(Operating as Professional Geoscientists Ontario)

Audited Statement of Changes in Net Assets
Year Ended December 31, 2025

	Operating Fund (Unrestricted)	Contingency Reserve Fund (Internally Restricted)	Strategic Initiatives Fund (Internally Restricted)	2025 Total	2024 Total
NET ASSETS - BEGINNING OF YEAR	\$ 232,731	\$ 1,078,940	\$ 289,431	\$ 1,601,102	\$ 1,385,170
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	157,779	(231,079)	(30,852)	(104,152)	215,932
NET ASSETS - END OF YEAR	\$ 390,510	\$ 847,861	\$ 258,579	\$ 1,496,950	\$ 1,601,102

The accompanying notes are an integral part of these financial statements.

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO*(Operating as Professional Geoscientists Ontario)***Audited Statement of Cash Flows****Year Ended December 31, 2025**

	2025	2024
OPERATING ACTIVITIES		
Excess (deficiency) of revenue over expenses	\$ (104,152)	\$ 215,932
Item not affecting cash:		
Amortization of property and equipment	<u>10,520</u>	15,156
	<u>(93,632)</u>	<u>231,088</u>
Changes in non-cash working capital:		
Registrant fees receivable	(26,572)	2,289
Prepaid expenses	(163,639)	(8,036)
Accounts payable and accrued liabilities	124,643	(9,806)
HST and payroll taxes payable (recoverable)	(15,456)	(1,043)
Deferred registrant dues revenue	88,056	32,446
Deferred lease inducement	(47,384)	(7,907)
	<u>(40,352)</u>	<u>7,943</u>
Cash flow from (used by) operating activities	<u>(133,984)</u>	<u>239,031</u>
INVESTING ACTIVITIES		
Purchase of property and equipment	(12,646)	-
Purchase of short term investments - net	(286,113)	(55,523)
Cash flow used by investing activities	<u>(298,759)</u>	<u>(55,523)</u>
INCREASE (DECREASE) IN CASH FLOW	(432,743)	183,508
Cash - beginning of year	<u>1,713,062</u>	<u>1,529,554</u>
CASH - END OF YEAR	\$ 1,280,319	\$ 1,713,062

The accompanying notes are an integral part of these financial statements.

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

(Operating as Professional Geoscientists Ontario)

Notes to Audited Financial Statements

Year Ended December 31, 2025

STATUS AND PURPOSE OF THE ORGANIZATION

The Association of Professional Geoscientists Ontario (the Regulator) is incorporated under the laws of the Province of Ontario. The Association of Professional Geoscientists Ontario operates under the name Professional Geoscientists Ontario.

The purpose of Professional Geoscientists Ontario is:

- to protect the public interest through the regulation of the practice of professional geoscience;
- to develop, establish and maintain standards of knowledge and skill, professional qualification, practice and ethics among registrants of the profession; and
- to share information, promote public awareness of the role of geoscientists and interact on matters relating to professional practice of the geoscientists with registration, licensing or regulatory bodies.

Professional Geoscientists Ontario is a tax-exempt, not-for-profit organization.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

The audited financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO). Canadian accounting standards for not-for-profit organizations are part of Canadian GAAP.

Revenue recognition

The Regulator follows the deferral method of accounting for revenues. Registrant and registration fees are recognized as revenue in the year to which they relate. Payments received during the fiscal year relevant to the following membership year are set up as deferred revenue, before being recognized as revenue in the following year. Exam fees are recognized when the respective exams are written. Interest revenue is recognized when earned based on the terms of the investment agreement.

Financial instruments policy

Measurement of financial instruments

The Regulator initially measures its financial assets and liabilities at fair value. It subsequently measures all its financial assets and financial liabilities at amortized cost.

Financial assets subsequently measured at amortized cost include cash, short term investments and registrant fees receivable.

Financial liabilities measured at amortized cost include accounts payable and accrued liabilities.

(continues)

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

(Operating as Professional Geoscientists Ontario)

Notes to Audited Financial Statements

Year Ended December 31, 2025

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (*continued*)

Impairment

Financial assets measured at cost are tested for impairment when there are indicators of impairment. The amount of the write down is recognized in net income. The previously recognized impairment loss may be reversed to the extent of the improvement, directly or by adjusting the allowance account, provided it is no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in net income.

Property and equipment

Property and equipment are stated at cost or deemed cost less accumulated amortization and are amortized over their estimated useful lives at the following rates and methods:

Furniture and fixtures	20%	declining balance method
Computer equipment	55%	declining balance method
Telephone system	20%	declining balance method

The Regulator regularly reviews its property and equipment to eliminate obsolete items.

Property and equipment acquired during the year but not placed into use are not amortized until they are placed into use.

Leases

A lease that transfers substantially all of the benefits and risks of ownership is classified as a capital lease. At the inception of a capital lease, an asset and a payment obligation are recorded at an amount equal to the lesser of the present value of the minimum lease payments and the property's fair market value. Assets under capital leases are amortized on a straight-line basis, over their estimated useful lives. All other leases are accounted for as operating leases and rental payments are expensed as incurred.

Lease inducements received are included in deferred lease inducements and are amortized over the term of the related lease agreement.

Use of estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make certain estimates and assumptions. These estimates and assumptions affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reported periods.

Financial statement items subject to significant management judgment include revenue recognition, the valuation and estimated useful lives of property and equipment, and the completeness of accounts payable and accrued liabilities. Actual results may differ from estimates.

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO
(Operating as Professional Geoscientists Ontario)

Notes to Audited Financial Statements
Year Ended December 31, 2025

2. INVESTMENTS

	2025	2024
<u>Short term investments</u>		
Money market mutual funds	\$ 453,538	\$ 167,425
 <u>Restricted reserve fund investments</u>		
Money market mutual funds	1,168,371	1,168,371
	\$ 1,621,909	\$ 1,335,796

3. REGISTRANT FEES RECEIVABLE

Both newly accepted registrants and continuing registrants are expected to pay annual fees by January 1, 2026 for the upcoming 2026 fiscal year. As the Regulator accepts registrants prior to the upcoming year, unpaid fees are recorded as registrant fees receivable as at December 31, 2025 until payment is received in fiscal 2026. On December 31, 2025, the number of fee paying registrants was 3,773 (2024 - 3,679), and the number of applications that were in process of approval was 445 (2024 - 434). Out of the \$225,309 total membership fees receivable at the end of the year, \$214,500 reflect registrants that have not paid the 2026 fees as at December 31, 2025.

4. PROPERTY AND EQUIPMENT

	Cost	Accumulated amortization	2025 Net book value
Furniture and fixtures	\$ 85,259	\$ 57,564	\$ 27,695
Computer equipment	103,614	97,673	5,941
Telephone system	7,833	7,475	358
	\$ 196,706	\$ 162,712	\$ 33,994

	Cost	Accumulated amortization	2024 Net book value
Furniture and fixtures	\$ 77,067	\$ 51,664	\$ 25,403
Computer equipment	99,160	93,143	6,017
Telephone system	7,833	7,385	448
Computer software	15,750	15,750	-
	\$ 199,810	\$ 167,942	\$ 31,868

5. DEFERRED MEMBERSHIP DUES REVENUES

The balances in the deferred revenue account is comprised of registrant fees billed in October 2025 for calendar 2026 registrant dues. The full amount of registrants billed at the end of the year is deferred and will be included as revenue in the following year.

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

(Operating as Professional Geoscientists Ontario)

Notes to Audited Financial Statements

Year Ended December 31, 2025

6. DEFERRED LEASE INDUCEMENTS

In November 2025, the Regulator ended a lease agreement that began February 1, 2023. The landlord had provided the Regulator with a rent-free period for the first seven months.

The remaining lease inducement was recognized as a reduction of rent expense upon termination of the lease agreement. The deferred lease inducement was \$nil as of December 31, 2025.

7. NET ASSETS

The net assets of the Regulator are allocated as follows, for the purposes described.

Operating fund (unrestricted)

The purpose of the Operating fund is to reflect the day-to-day operations of the Regulator and to track the surplus/deficits from operations. Council may move amounts from the operating fund to either of the two restricted funds.

Contingency reserve fund (internally restricted)

The Regulator's Contingency reserve fund (CRF) is intended to ensure that the Regulator has the financial resources to fund its operation in the event of unexpected or unbudgeted reduction of revenue or unexpected or unbudgeted increase of expenses, including expenses in defending or prosecuting legal challenges. The CRF is maintained in the amount equivalent to at least twelve months of operating requirement of the Regulator.

Strategic initiatives fund (internally restricted)

The Strategic initiatives fund (SIF) is a restricted fund that is used to provide funding for any special initiatives identified by Council as part of its strategic planning. The SIF is intended to be used to cover some or all of the cost of discretionary projects/activities/initiatives that are outside of the Regulator's day-to-day operational activities and are designed to help the Regulator achieve its targeted goals outlined in the current Strategic Plan.

Council conducts an annual review of the SIF and CRF to ensure that the annual budget will achieve an appropriate operating surplus to allow these funds to be appropriately maintained.

8. LEASE COMMITMENTS

The Regulator's entered into a new long term lease that began December 1, 2025 and expires on November 30, 2032. In addition to the base rent, the Regulator must pay for its proportionate share of utilities, property taxes, maintenance and other related costs for the leased premises. Combined base and additional rent for 2026 is \$124,080 for the year.

Future base annual rent payments as at year end are as follows:

2026	\$	67,490
2027		69,530
2028		71,570
2029		73,610
2030		75,650
Thereafter		<u>150,620</u>
	\$	<u>508,470</u>

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

(Operating as Professional Geoscientists Ontario)

Notes to Audited Financial Statements

Year Ended December 31, 2025

9. FINANCIAL INSTRUMENTS

The Regulator is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the Regulator's risk exposure and concentration as of December 31, 2025.

Credit risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The Regulator is exposed to credit risk from members. Collection is reasonably assured since registrants need the license to practice, and there is no history of default. The Regulator has a significant number of registrants which minimizes concentration of credit risk. There has been no change to the risk exposures from 2024.

The allowance for doubtful accounts at December 31, 2025 is \$nil (2024 - \$nil).

Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Regulator is exposed to this risk mainly in respect of its accounts payable and accrued liabilities. There has been no change to the risk exposures from 2024.

Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency rate risk, interest rate risk and other price risk. The Regulator is not exposed to any of these risks. There has been no change to the risk exposures from 2024.

10. COMPARATIVE FIGURES

Some of the comparative figures have been reclassified to conform to the current year's presentation.

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO
(Operating as Professional Geoscientists Ontario)

Audited Revenues
Year Ended December 31, 2025

(Schedule 1)

	Operating Fund	Contingency Reserve Fund	Strategic Initiatives Fund	2025	2024
Revenue					
Membership dues	\$ 1,530,838	\$ -	\$ -	\$ 1,530,838	\$ 1,464,705
Registration fees	100,338	-	-	100,338	88,900
Advertising and sponsorship	50,625	-	-	50,625	42,882
Interest earned	36,118	-	-	36,118	55,523
Continuing professional development event fees	16,680	-	14,663	31,343	17,742
Stamps and seals	849	-	-	849	530
	\$ 1,735,448	\$ -	\$ 14,663	\$ 1,750,111	\$ 1,670,282

The accompanying notes are an integral part of these financial statements.