Peoples Group British Columbia (BC) Pay Transparency Report – 2026

Employer Details

Employer:	Peoples Trust Company, part of Peoples Group (“Peoples”)
Address:	888 Dunsmuir St, Vancouver BC, V6C 3K4
Time Period:	**January 1, 2025, to December 31, 2025**
Reporting Year:	2026
Number of Employees in BC:	~200
NAICS Code:	52 – Finance and Insurance
Reference Category:	Man

About this Report

This report has been prepared in accordance with the BC Pay Transparency Act and summarizes workforce representation and compensation outcomes for the reporting period of **January 1, 2025, to December 31, 2025.**

The purpose of this report is to:

- Promote transparency in compensation practices
- Better understand pay outcomes across our workforce
- Identify areas for continued improvement
- Support fair and equitable compensation decisions

While pay transparency reporting provides valuable insights, compensation outcomes are often influenced by a range of factors, including workforce representation, job level distribution, tenure, experience, and market dynamics.

Message from Leadership

At Peoples, we are committed to fostering an inclusive workplace where employees are recognized and rewarded fairly for their contributions. Pay transparency supports accountability, strengthens employee trust, and helps organizations better understand compensation outcomes across their workforce. We view this reporting not only as a legislative requirement but also as an opportunity to reflect on our practices, identify opportunities for improvement, and reinforce our commitment to equitable compensation. As part of these efforts, we introduced a formal Short-Term Incentive Plan with defined performance measures, established award opportunities, and a standardized payout

methodology. The new program is intended to improve transparency, consistency, and objectivity in incentive decisions and to reduce the potential for inconsistent outcomes over time.

This report provides an overview of our workforce composition and compensation results in accordance with the BC Pay Transparency Act.

Our Compensation Approach

We strive to provide compensation that is fair, competitive, and aligned with the responsibilities of each role.

Our compensation programs are supported by a structured framework that includes:

- Clearly defined job levels and role expectations
- Market benchmarking against relevant external data
- Salary ranges designed to support consistency and competitiveness
- Annual compensation reviews
- Formal approval and governance processes for pay decisions

Compensation decisions are based on objective factors such as skills, experience, performance, scope of responsibility, and market conditions. We regularly review our programs and practices to help ensure fair and consistent outcomes across the organization.

We recognize that pay transparency is an ongoing journey, and we remain committed to continuously evaluating our practices and addressing opportunities for improvement.

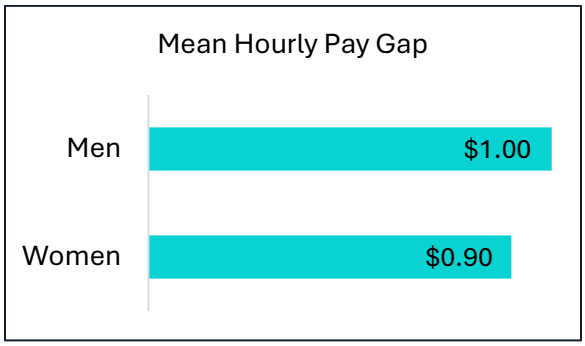
Pay Transparency Results

Workforce Gender Representation

Peoples' overall employee mix in BC is 49% men and 51% women. While our workforce is relatively balanced from a gender representation perspective, differences in representation across job levels and functions may contribute to differences in compensation outcomes reported in subsequent sections.

Hourly Pay

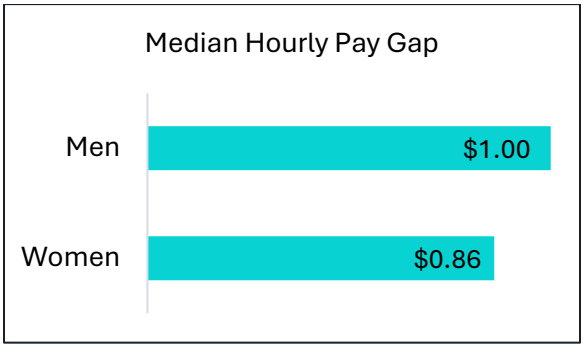
'Mean hourly pay gap' refers to the differences in hourly pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.



Data effective: Jan 1, 2025, to Dec 31, 2025.

The average (mean) hourly wages for women were 10.3% less than men. For every dollar men earned in average hourly wages, women earned ninety cents in average hourly wage.

'Median hourly pay gap' refers to the differences in hourly pay between gender groups calculated by the mid-range of pay for each group. Hourly pay does not include bonuses and overtime.



Data effective: Jan 1, 2025, to Dec 31, 2025.

The median hourly wages for women were 13.7% less than men. For every dollar men earned in average hourly wages, women earned eighty-six cents in median hourly wage.

The BC Pay Transparency reporting methodology compares compensation outcomes across gender groups across the organization as a whole. It **does not** assess pay equity between employees performing similar work and **does not** account for factors that may influence compensation, including role, job level, experience, tenure, performance, specialized skills, geographic location, or scope of responsibility.

Our results indicate that average and median hourly pay for women were lower than for men during the reporting period. While these results provide valuable insight into overall compensation outcomes, they should be considered alongside broader workforce factors, including the representation of employees across different functions, levels, and career stages within the organization.

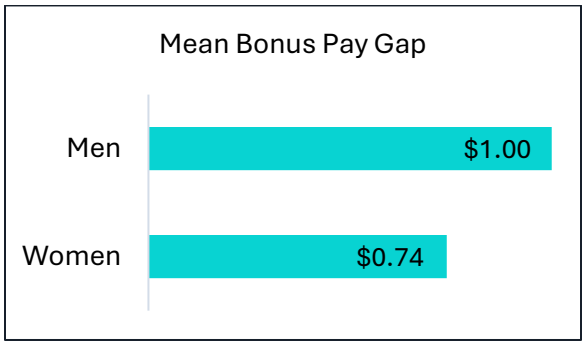
We regularly review our compensation practices and workforce representation to better understand the drivers of pay outcomes and identify opportunities to support equitable compensation over time.

Overtime Pay

At Peoples, paid overtime is not available for employees and is, therefore, excluded from this analysis.

Bonus Pay

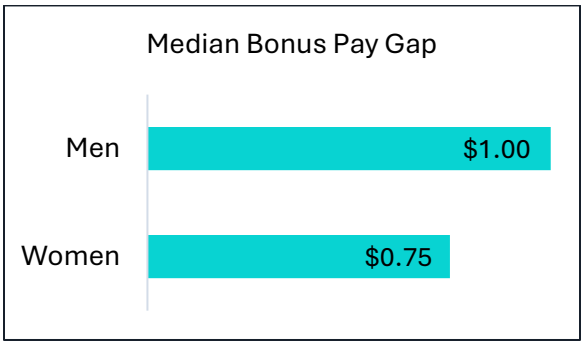
'Mean bonus pay gap' refers to the differences in bonus pay when averaged for each gender group.



Data effective: Jan 1, 2025, to Dec 31, 2025.

The average (mean) bonus pay for women was 25.7% less than men. For every dollar men earned in average bonus pay, women earned seventy-four cents in average bonus pay.

'Median bonus pay gap' refers to the differences in bonus pay calculated by the mid-point of bonus pay for each gender group.



Data effective: Jan 1, 2025, to Dec 31, 2025.

The median bonus pay for women was 25% less than men. For every dollar men earned in average bonus pay, women earned seventy-five cents in median bonus pay.

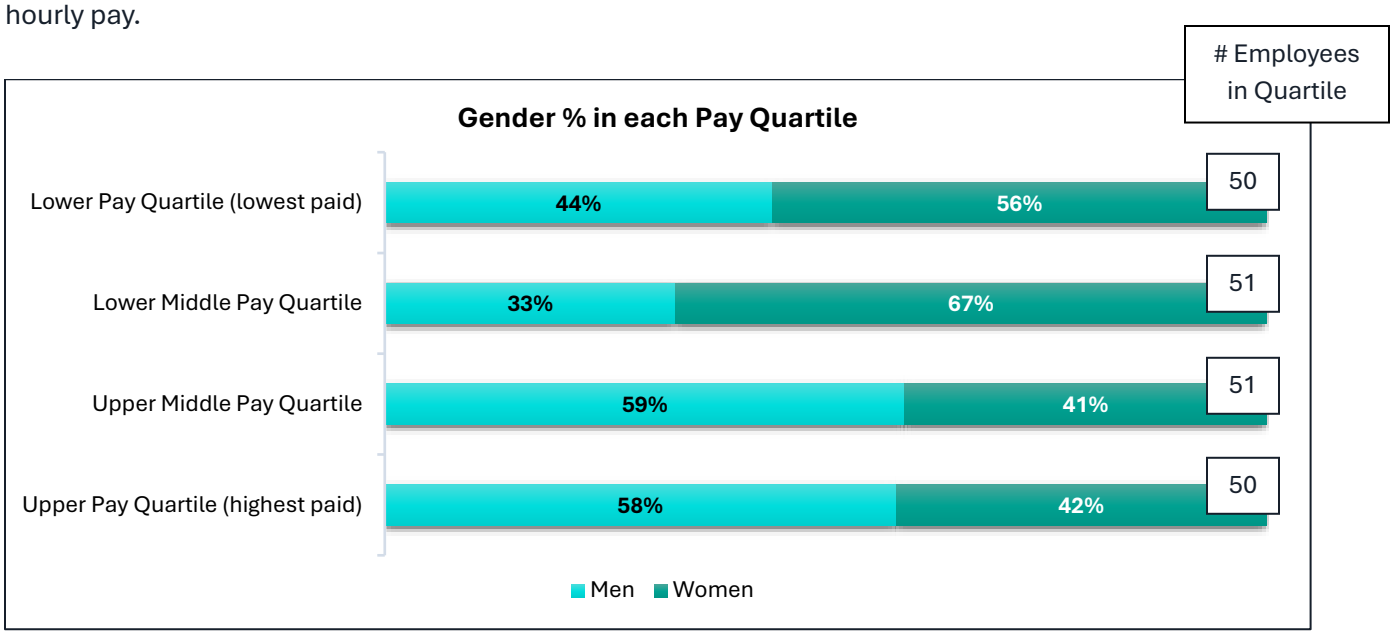
Bonus outcomes for the reporting period reflect payments made under our previous discretionary profit-sharing program. Under that program, award amounts were determined based on a combination of organizational performance and management discretion, rather than through a standardized incentive formula.

The results indicate that women received lower bonus payments than men on average during the reporting period. Specifically, women received approximately $0.74 for every $1.00 received by men in bonus compensation. The percentage of employees in each gender group receiving bonus pay is consistent at 87%.

As required under the BC Pay Transparency Act, this analysis compares bonus outcomes across all female and male employees within the organization. It **does not** account for factors that may influence bonus amounts, including job level, role type, tenure, individual contribution, scope of responsibility, specialized skills, or workforce representation across different areas of the business.

Gender Representation in Each Pay Quartile

'Pay quartile' refers to the percentage of each gender within four equal sized groups based on their hourly pay.



Data effective: Jan 1, 2025, to Dec 31, 2025.

Pay quartiles illustrate how employees are distributed across compensation levels within the organization. At Peoples, women represent a larger proportion of employees in the lower pay quartiles, while men represent a larger proportion of employees in the higher pay quartiles.

These results reflect overall workforce representation and do not account for factors such as job family, leadership level, tenure, experience, performance, qualifications, or scope of responsibility. As a result, the quartile analysis should be viewed as an indicator of workforce composition rather than a comparison of compensation for employees performing similar work.

Understanding representation across pay levels helps inform our ongoing review of talent, development, succession planning, and compensation practices.

Conclusion

At Peoples, we believe that pay transparency is an important component of building trust, accountability, and an inclusive workplace culture.

The results presented in this report provide valuable insight into compensation outcomes across our workforce and help inform our ongoing efforts to strengthen our people and compensation practices. While the reporting methodology required under the BC Pay Transparency Act does not account for factors that influence compensation, such as role, level, experience, tenure, performance, qualifications, or scope of responsibility, it serves as an important tool for understanding workforce-level compensation trends.

We recognize that our reported results identify opportunities for continued progress. As an organization, we are committed to maintaining compensation programs that are competitive, transparent, and grounded in objective decision-making. The actions taken during the reporting period, including the introduction of a formal job architecture, salary ranges, and a structured Short-Term Incentive Plan, reflect our commitment to improving consistency and transparency in how compensation decisions are made.

Pay transparency is an ongoing journey, and we remain committed to regularly reviewing our programs, monitoring compensation outcomes, and identifying opportunities to enhance transparency across our organization. Through continuous improvement and thoughtful compensation practices, we aim to support an environment where all employees have the opportunity to contribute, grow, and be rewarded fairly for their contributions.