Appendix 1

# Pay Transparency Report

BCFSA

NOVEMBER 2026

# Employer Details

Employer: BC Financial Services Authority

Address: 600-750 West Pender Street, Vancouver, B.C.

Reporting Year: 2026

Time Period: January 1, 2025 - December 31, 2025

NAICS Code: 926150

Number of Employees: 300 to 999 employees

# 1 Summary

BC Financial Services Authority (BCFSA) is committed to transparency and equity in compensation. This report outlines gender-based pay patterns across the organization for the 2025 calendar year.

Women represented 60.1 per cent of BCFSA's workforce and were represented across all pay quartiles. Women accounted for 52.6 per cent of employees in the highest-paid quartile, as well as 74.4 per cent of employees in the lowest-paid quartile.

At the organization-wide level, women earned an average of 84 cents and a median of 80 cents for every dollar earned by men, representing mean and median hourly pay gaps of 15.87 per cent and 19.64 per cent, respectively. These aggregate results reflect the distribution of women and men across organizational levels and occupational groups. While women represent the majority across all pay quartiles, women represent a substantial share of employees in the lower-paid quartiles, which contributes to the organization-wide mean and median results.

Analysis by job level provides important additional context. Pay differences between women and men within comparable job levels are generally much smaller than the organization-wide gaps and, at some levels, women's average or median hourly pay is higher. This indicates that workforce composition and representation across levels contribute significantly to the organization-wide results. Differences between women and men are generally smaller when examined within job levels. BCFSA uses common salary structures and pay ranges for employees performing comparable roles and will continue to monitor compensation outcomes and workforce representation.

Compared with the previous reporting period, BCFSA's organization-wide pay gap results remained relatively stable. Women's mean hourly pay decreased from approximately 86 cents to 84 cents for every dollar earned by men, while women's median hourly pay decreased from approximately 81 cents to 80 cents for every dollar earned by men. The proportion of women in the highest-paid quartile decreased from 54.8 per cent to 52.6 per cent and the proportion of women in the lowest-paid quartile decreased from 77.6 per cent to 74.4 per cent. These changes may reflect workforce composition, employee movement, and representation across organizational levels, and should not be interpreted on their own as evidence of progress or regression.

## OUR COMMITMENT TO EQUITY, DIVERSITY AND INCLUSION

BCFSA is committed to fostering a workplace where diversity is valued, inclusion is embedded in its culture, and all employees have equitable opportunities to contribute and succeed. This report supports the commitments outlined in BCFSA's Equity, Diversity, and Inclusion Strategy by promoting transparency and accountability, informing continuous improvement, and helping the organization better understand and address potential barriers. Together, these efforts support the organization's commitment to fostering an environment where employees of all backgrounds and identities feel respected, supported, and empowered to reach their full potential.

BCFSA will continue to use pay transparency reporting as one input into broader workforce planning, talent development, succession planning and equity, diversity and inclusion initiatives. Monitoring representation across organizational levels helps identify where barriers to advancement may exist and informs actions intended to support equitable opportunities across the organization. As future reports become available, BCFSA will continue to monitor trends over time and use those results to inform ongoing review and continuous improvement efforts.

As BCFSA's second annual Pay Transparency Report, this report provides an opportunity to begin comparing results over time. While year-over-year changes should be interpreted cautiously, the availability of multiple reporting periods supports a more informed understanding of workforce representation and compensation patterns across the organization.

# 2 Methodology

This report was prepared in accordance with the requirements of the B.C. Pay Transparency Act and is based on employee payroll and gender information for the reporting period of January 1, 2025, to December 31, 2025.

Compensation data includes regular earnings, overtime pay, overtime hours, and hours worked as defined by the Pay Transparency Reporting Tool. Hourly pay rates are calculated using regular earnings and hours worked and do not include overtime pay, overtime hours, bonuses, benefits, allowances, severance payments, or other non-salary compensation.

Overtime pay and overtime hours include overtime that was paid during the reporting period. Compensation paid through overtime is reported as overtime pay where applicable and is excluded from hourly pay calculations.

The report includes employees who received compensation during the reporting period, including permanent, temporary, full-time, and part-time employees. Employees who worked only a portion of the reporting period are included based on earnings and hours recorded during the year.

Gender information is based on employee records available at the time of reporting. Employees who did not provide gender information, or whose gender information was unavailable, are classified as Unknown or Prefer Not to Answer in accordance with provincial reporting requirements. Gender information was collected for employees who identified as Non-Binary; however, results for this category are not presented due to the small number of employees represented in the data set and the need to protect individual confidentiality. At BCFSA, employees performing comparable roles are compensated within the same salary structures and pay ranges. However, workforce representation varies across job levels. Women make up most employees across most levels, while men have greater representation in some senior leadership positions.

Employees whose gender was recorded as Unknown or Prefer Not to Answer represented a small proportion of the workforce and were concentrated primarily in lower-level positions. Their aggregate results should therefore be interpreted with caution, as they are particularly sensitive to the size and composition of the group.

Results for job levels with small numbers of employees should be interpreted with caution, as individual workforce changes can materially affect the reported averages and medians.

# 3 Hourly Pay

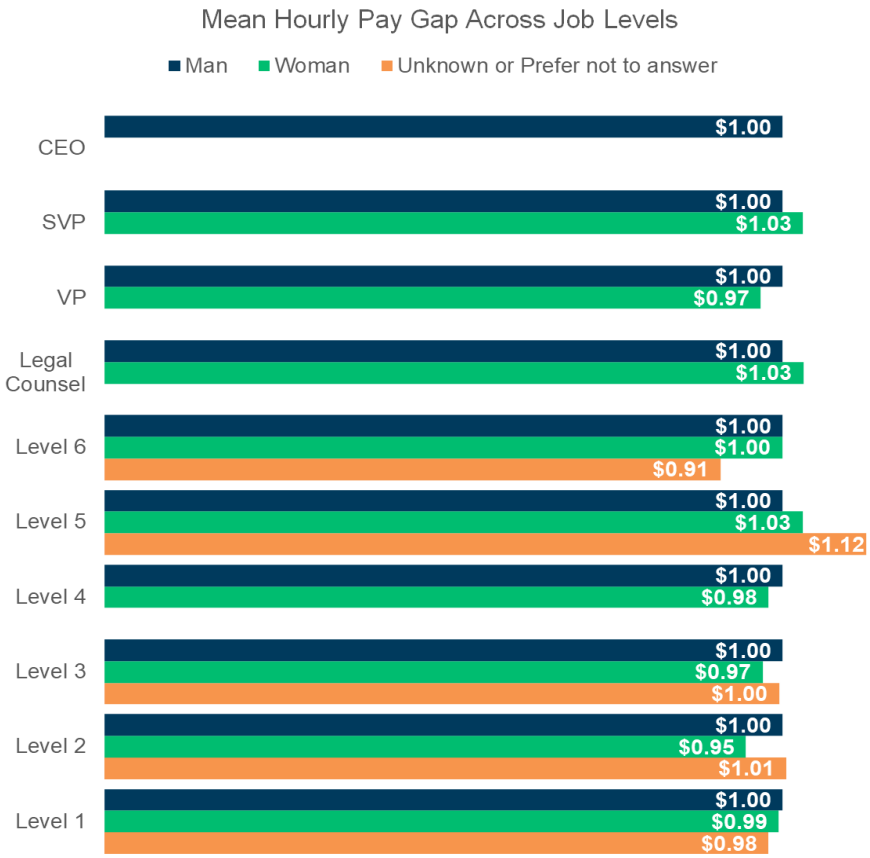
## 1. MEAN HOURLY PAY GAP




**Explanatory Notes**

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include allowances, temporary assignment increases, bonuses, or overtime.

The following analysis examines hourly pay by organizational level. These results are provided as supplementary context and should be interpreted cautiously.




**Explanatory Notes**

2. Organizational levels may contain different occupations, responsibilities, tenure profiles, and salary placements. Results at individual levels should not be interpreted on their own as evidence of pay equity or inequity.

Women represented the majority of BCFSA's workforce during the reporting period and earned approximately 84 cent for every dollar earned by men based on average hourly pay. In the previous reporting period, women earned approximately 86 cents for every dollar earned by men. The mean hourly pay gap therefore increased modestly from approximately 14.4 per cent to 15.9 per cent.

When average hourly pay is examined by job level, differences become much smaller and, in some cases, reverse. This suggests that the organization-wide result is influenced by workforce composition rather than differences in compensation for comparable work.

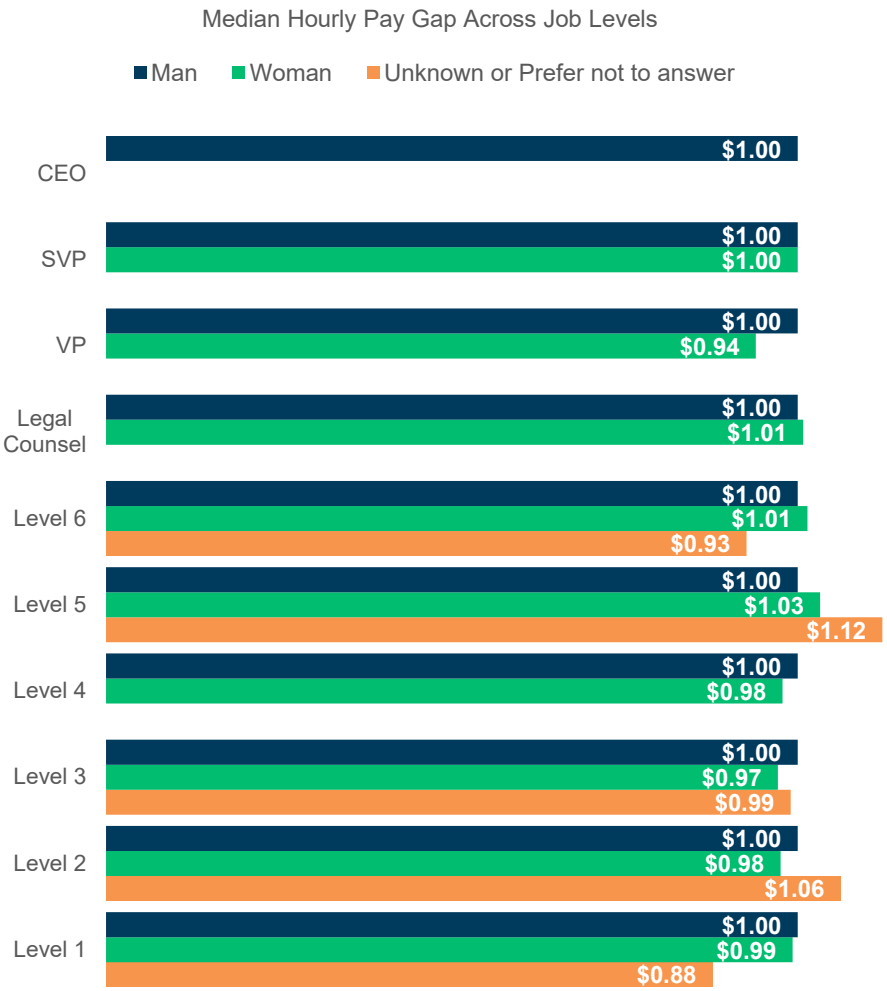
## 2. MEDIAN HOURLY PAY GAP




**Explanatory Notes**

3. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include allowances, temporary assignment increases, bonuses or overtime.

The following analysis examines hourly pay by organizational level. These results are provided as supplementary context and should be interpreted cautiously.




Women earned approximately 80 cents for every dollar earned by men based on median hourly pay, compared with approximately 81 cents in the previous reporting period. The median hourly pay gap increased modestly from approximately 19.0 per cent to 19.6 per cent. Analysis by job level demonstrates considerably smaller differences within comparable roles.

This indicates that the reported median pay gap is also influenced by workforce representation across organizational levels and higher-paid leadership positions rather than by differences in pay within comparable roles.

While some job levels continue to show differences, these are generally much smaller than the organization-wide median pay gap.

**Explanatory Notes**

4. Organizational levels may contain different occupations, responsibilities, tenure profiles, and salary placements. Results at individual levels should not be interpreted on their own as evidence of pay equity or inequity.

# 4 Overtime Pay

Overtime activity remained limited throughout the organization during the reporting period. Average overtime pay for women was substantially higher than for men, reflecting a small number of employees with significant overtime or compensatory time off payout activity during the reporting period.

Women received an average of $4.67 in overtime pay compared to every dollar paid for men and also recorded higher average overtime hours worked.

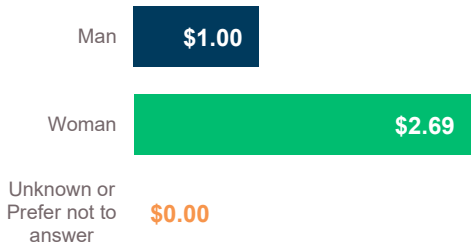
Given the relatively small number of employees with overtime earnings, these results are not necessarily indicative of broader workforce patterns. No overtime pay was reported for employees in the Unknown or Prefer Not to Answer category during the reporting period.

## 1. MEAN OVERTIME PAY




At BCFSA, women's average overtime pay is 367.0 per cent higher than men's. For every dollar earned by men in average overtime pay, women earn approximately $4.67. No overtime pay was reported for employees in the Unknown or Prefer Not to Answer category during the reporting period.

## 2. MEDIAN OVERTIME PAY




At BCFSA, women's median overtime pay is 169.3 per cent higher than men's. For every dollar earned by men in median overtime pay, women earn approximately $2.69. No overtime pay was reported for employees in the Unknown or Prefer Not to Answer category during the reporting period.

## 3. MEAN OVERTIME PAID HOURS

Compared to men, women worked an average of 21.08 more overtime hours. No overtime hours were reported for employees in the Unknown or Prefer Not to Answer category. As a result, the calculated difference relative to the men's reference group is shown as a negative value.

**Difference as compared to reference group (Men)**

| | |
|---|---|
| **Unknown or Prefer Not to Answer** | (5.69) |
| **Woman** | +21.08 |

### 4. MEDIAN OVERTIME PAID HOURS

Compared to men, women worked a median of 14.25 more overtime hours, while no overtime hours were reported for employees in the Unknown or Prefer Not to Answer category. As a result, the calculated difference relative to the men's reference group is shown as a negative value.

| Difference as compared to reference group (Men) | |
|---|---|
| **Unknown or Prefer Not to Answer** | (5.63) |
| **Woman** | +14.25 |

**Explanatory Notes**

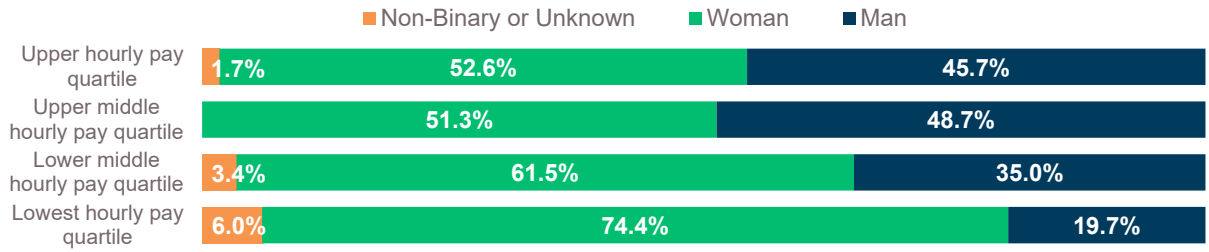
5. "Mean overtime pay" refers to overtime pay when averaged for each group.
6. "Median overtime pay" refers to the middle point of overtime pay for each group.
7. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
8. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

# 5 Bonus Pay

This section is included in accordance with public reporting requirements. As a provincial Crown agency, BCFSA operates within the compensation framework established for the B.C. public sector. Performance-based bonus programs are not part of BCFSA's compensation model and, accordingly, there are no bonus payments to report under this category.

# 6 Percentage of Each Gender in Each Pay Quartile

Women represented 52.6 per cent of the highest-paid quartile and 74.4 per cent of the lowest-paid quartile. In the previous reporting period, women represented 54.8 per cent of the highest-paid quartile and 77.6 per cent of the lowest-paid quartile. Women continue to represent more than half of employees in the highest-paid quartile, while also representing a substantial majority of employees in the lowest-paid quartile. Employees in the Unknown or Prefer Not to Answer category represented a small proportion of employees across the pay quartiles, ranging from 0.0 per cent in the upper-middle quartile to 6.0 per cent in the lowest-paid quartile.




**Explanatory Notes**

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

# 7 Conclusion

BCFSA is committed to fostering a fair, inclusive, and equitable workplace. This report supports that commitment by providing transparency into compensation outcomes and helping identify opportunities for continued progress.

Compared with the previous reporting period, organization-wide mean and median pay gaps increased modestly, while women continued to represent more than half of employees in the highest-paid quartile. Women also continued to represent a substantial majority of employees in the lowest-paid quartile. These results suggest that workforce representation across organizational levels remains an important factor influencing organization-wide pay gap measures and reinforce the importance of continuing to monitor trends over time.

BCFSA will continue to regularly review compensation outcomes, monitor progress, and advance initiatives that support equitable opportunities for all employees. Through transparency and continuous improvement, BCFSA remains committed to creating an environment where all employees can thrive and achieve their full potential.

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Confidence
Starts Here