

BGC ENGINEERING INC.

Pay transparency report

About BGC

BGC Engineering Inc. (BGC) is an international applied earth sciences professional services firm. Alongside our clients and industry partners, BGC and Cambio Earth, part of the BGC group of companies, work collaboratively as One Team, dedicated to solving the world's most critical applied earth science challenges and promoting a culture of respect, growth, and inclusivity.

Our Compensation Approach

BGC is committed to fair, transparent, and equitable pay practices and we hold annual employee sessions to share our pay and promotion processes. Base salaries reflect role complexity, job class, skills, experience, education, performance, and contribution to ensure equal compensation for equivalent work. We source multiple salary surveys to utilize benchmark compensation data to ensure that employees performing similar work are paid equitably regardless of characteristics or demographic identifiers unrelated to job performance. BGC has analyzed our compensation since 2019 and have determined that within a given role, and when considering other independent factors, gender does not influence compensation.

BGC's internal analysis is a more representative approach to evaluating pay equity that consider all of the factors that influence base salaries. By fostering fair and transparent compensation, we strengthen collaboration and act with integrity in how pay is determined, remove barriers to excellence, and continue learning from leading practices. Pay equity is not just a compliance requirement but a demonstration of who we are and what we stand for. When viewed at the company average level, following the BC methodology, there is a gender pay gap as shown in the data figures. The structure of BGC and the demographic profile of our industry have a direct influence on overall compensation differences by gender as shown below:

- The Engineers and Geoscientists of British Columbia 2024 Registrant Demographics Report reports that 19% of registrants are women and 80% are men.
- In BC the overall BGC team in BC is 37% women and 63% male. 70% percent of BGC's team is made up of Engineering and Geoscience professionals. Of these, in BC, 32% are women and 68% are men. The proportion of women Engineering and Geoscience professionals at BGC is significantly higher than in BC as a whole.

Our Commitment to Equity, Diversity, and Inclusion

BGC is actively investing in programs that open pathways for women to enter careers in STEM. Our 2023 Sustainability Report highlights our progress and commitment to building a workforce that reflects the diversity of our communities by focusing on equitable pay, supporting emerging talent, and creating accessible pathways into technical roles. This report is published bi-annually and can be accessed through this link: <https://www.bgcengineering.ca/sustainability/>

We champion initiatives that promote inclusion in the wider communities we are a part of. BGC participated in the annual Girls and STEAM event, supporting entry points into technical fields for women and gender-diverse students in the province. Programs like this provide mentorship and inspire the next generation to pursue careers in STEAM. In 2025, we launched Employee Resource Groups for women, BIPOC and neurodivergent employees, providing a platform for connection, mentorship, and advocacy to support growth and leadership across the organization. We celebrate International Women's Day and International Women in Engineering Day (INWED), highlighting the contributions of women and sparking dialogue about equity in our profession. We are proud to have women represented all levels of leadership within BGC. We hold employee forums which are sessions created for employees to share experiences and influence meaningful change in how we work together. Our vision is to build an environment where women and under-represented groups not only enter and remain in STEM careers but also lead, innovate, and shape the future of applied earth science.

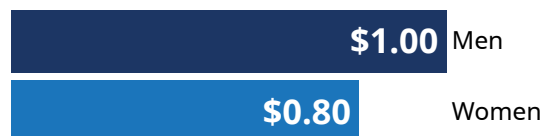
Employer details

Employer:	BGC ENGINEERING INC.
Address:	2600 - 1066 West Hastings Street, Vancouver, BC
Reporting Year:	2024
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	54 - Professional, scientific and technical services
Number of Employees:	300-999



Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 20% less than men's. For every dollar men earn in average hourly wages, women earn 80 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 16% less than men's. For every dollar men earn in median hourly wages, women earn 84 cents in median hourly wages. *

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 bonuses and overtime.
2. "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 bonuses and overtime.



Overtime pay

Mean overtime pay³

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime pay⁴

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Mean overtime paid hours⁵

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime paid hours⁶

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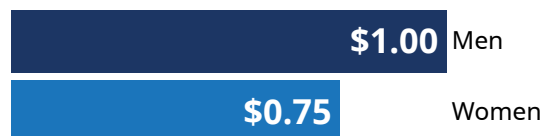
Percentage of employees in each gender category receiving overtime pay

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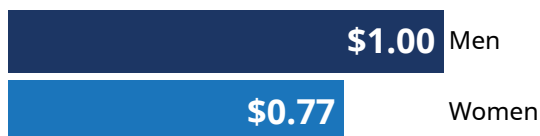
Bonus pay

Mean bonus pay⁷



In this organization women's average bonus pay is 25% less than men's. For every dollar men earn in average bonus pay, women earn 75 cents in average bonus pay. *

Median bonus pay⁸



In this organization women's median bonus pay is 23% less than men's. For every dollar men earn in median bonus pay, women earn 77 cents in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



Explanatory notes

- "Mean overtime pay" refers to overtime pay when averaged for each group.
- "Median overtime pay" refers to the middle point of overtime pay for each group.
- "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
- "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.
- "Mean bonus pay" refers to bonus pay when averaged for each group.
- "Median bonus pay" refers to the middle point of bonus pay for each group.



Percentage of each gender in each pay quartile ⁹

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women

In this organization, women occupy 20% of the highest paid jobs and 52% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Explanatory notes

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

Data constraints

Why is there an hourly pay difference?

This report shows average and median pay gaps in BC, calculated using government methods. The figures combine earnings of all men and all women in the organization, without adjusting for factors such as role, level or performance. When viewed at the company average level, following the BC transparency methodology, there is a gender pay gap as shown in the data figures in this report. The structure of our organization and the demographic profile of our industry have a direct influence on overall compensation differences by gender as shown below:

- The Engineers and Geoscientists of British Columbia (EGBC) 2024 Registrant Demographics Report reports that 19% of registrants are women and 80% are men.
- In BC the overall BGC team in BC is 37% women and 63% male. 70% of BGC's team is made up of Engineering and Geoscience professionals. Of these, in BC, 32% are women and 68% are men. The proportion of women Engineering and Geoscience professionals at BGC is significantly higher than in BC as a whole. This report shows average and median pay gaps in BC, calculated using government methods. The figures combine earnings of all men and all women in the organization, without adjusting for factors such as role, level or performance.

At BGC, there is a larger proportion of women hired into lower-paying roles (e.g., Administrative Support, HR, etc.), in addition to a greater representation of men in the highest-paid roles, both of which contribute to the average hourly wage gap. However, there is no statistically detectable pay gap, if we consider men and women within job classes and years of experience.

Why is there a bonus pay difference?

The bonus analysis is based on annual employee bonus. BGC's annual employee bonus plan is based on a target percentage for each job class. Variance in bonus amounts received between individuals within a job class are due to individual performance, BGC's financial performance, and proportion of the fiscal year worked. The overall variance between men and women is based on the demographics of BGC.

As a result of historical industry and societal norms, more senior roles are held by men, contributing to the gender pay gap we see in BC as defined by the BC Government pay reporting approach. BGC's overall average pay differences exist as fewer women have progressed to more senior levels due to the historically lower proportion of women in our industry. However, we have seen an improvement in the diversity of our workforce with more women entering and staying in the engineering and geoscience industry, and we believe that this diversity in roles will have the greatest impact on closing the pay difference as these women progress in their careers. Representation change requires time, and we remain committed to investing in strategies to attract and advance the careers of women.

- * In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.