# PBC SOLUTIONS LIMITED
# Pay transparency report

## Employer details

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|---|---|
| **Employer:** | PBC SOLUTIONS LIMITED |
| **Address:** | #200 Block B 2261 Keating Cross Rd, Saanichton, BC V8M 2A5 |
| **Reporting Year:** | 2026 |
| **Time Period:** | January 1, 2025 - December 31, 2025 |
| **NAICS Code:** | 52 - Finance and insurance |
| **Number of Employees:** | 50-299 |

## About Us

PBC Solutions Ltd. (PBCS) is a Canadian health benefits services company that provides secure, innovative solutions in administration, data, and technology in British Columbia and across the country. We help organizations in and adjacent to the health care system transform and improve health and health outcomes for the people they serve.

## Who We Are

**Experts in health benefit administration**

Payment models and connected systems enable the delivery of health care and the quality of health outcomes at an affordable cost. Our services are structured to help governments and organizations drive innovative solutions that balance financial sustainability with effective care—and achieve better overall health.

**Privacy and security are our pillars**

Canadians expect us to meet the highest ethical and legislative standards when handling their personal information. Our clients demand robust data security and continuous risk management to address the interoperability of our future health care systems. Safeguarding systems and data is our top priority.

**Focused on the future**

Accessible data and connected technologies are critical when high-quality information is needed to support strategic outcomes in health. Our fully cloud-based organization modernizes health system administration and support services though a relentless focus on innovation and the use of iterative approaches that accelerate benefit realization.

**Trusted partner**

We work with our clients as trusted partners to create the road ahead in health service management and delivery. Together, we innovate technologies and services that are scalable, adaptable, cost-effective, and focused on the best experience and outcomes for citizens and providers.

# Our Team

**People and Culture**

Building from the ground up has allowed us to be intentional about the culture we all want to work in—which is centred around our greatest asset, our people. We are striving to enhance the employee experience and grow as an Employer of Choice, believing that employee engagement and satisfaction drives performance and our collective success.

**Commitment to Pay Equity**

PBCS is committed to fair, equitable, and transparent compensation practices. Compensation decisions are guided by objective factors including job responsibilities, qualifications, skills, experience, performance, and market considerations.

For unionized employees, compensation is established through collective agreements and negotiated wage schedules.

For exempt and management employees, compensation is governed by salary administration practices designed to ensure fair and equitable pay for comparable work, regardless of gender or other protected characteristics.

PBCS regularly reviews compensation practices and workforce data to support compliance with the BC Pay Transparency Act and identify opportunities for continuous improvement.

**Commitment to Diversity, Equity, Inclusion, and Accessibility**

PBCS is committed to fostering a diverse, equitable, inclusive, and accessible workplace where employees feel valued, supported, and empowered to contribute their unique talents and perspectives.

We invest in employee wellbeing and development through competitive benefits, flexible work arrangements, learning opportunities, leadership development programs, and employee engagement initiatives. Our people-first culture emphasizes collaboration, innovation, continuous improvement, and respect.

In 2026, PBC Solutions was recognized as one of BC's Top Employers for the second consecutive year, reflecting our ongoing commitment to creating an exceptional employee experience and workplace culture.

PBCS encourages employees to voluntarily self-identify demographic information and remains committed to protecting employee privacy and confidentiality in accordance with the BC Pay Transparency Act and reporting requirements. We remain committed to transparency, fairness, and continuous improvement as we work to build an inclusive workplace where all employees have the opportunity to succeed.

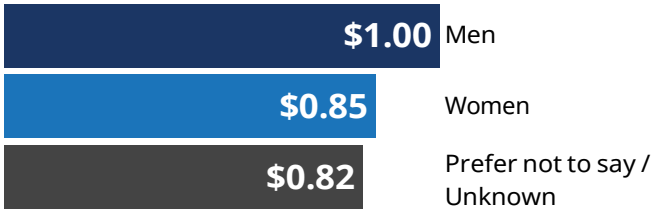
# Data Constraints

Employees were invited by email to voluntarily provide or update their gender identity information and were given instructions on how to do so. A follow-up email was sent approximately two months later.

At the time of reporting, gender identity information was unavailable or not disclosed for 83 of the 276 employees included in the analysis (30.1%). These employees were reported in the Unknown category. Accordingly, gender-identity comparisons should be interpreted cautiously, as the results for Man and Woman do not represent the full workforce. Results for categories with fewer than 10 employees were suppressed in accordance with the BC Pay Transparency Regulation.

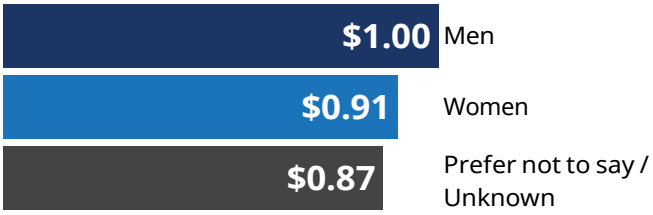
# Hourly pay

### Mean hourly pay gap[1]




In this organization women's average hourly wages are 15% less than men's. For every dollar men earn in average hourly wages, women earn 85 cents in average hourly wages. *

### Median hourly pay gap[2]



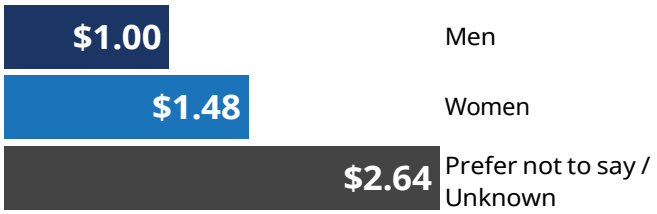

In this organization women's median hourly wages are 9% less than men's. For every dollar men earn in median hourly wages, women earn 91 cents in median hourly wages. *

**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.

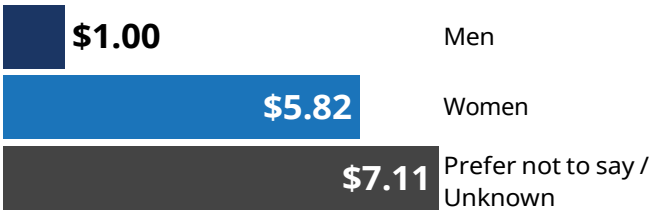
# Overtime pay

### Mean overtime pay [3]




In this organization women's average overtime pay is 48% more than men's. For every dollar men earn in average overtime pay, women earn $1.48 in average overtime pay. *

### Median overtime pay [4]




In this organization women's median overtime pay is 482% more than men's. For every dollar men earn in median overtime pay, women earn $5.82 in median overtime pay. *

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### Mean overtime paid hours [5]

Difference as compared to reference group (Men)

| | |
|---|---|
| Women | 26 |
| Prefer not to say / Unknown | 84 |

In this organization the average number of overtime hours worked by women was 26 more than by men. *

### Median overtime paid hours [6]

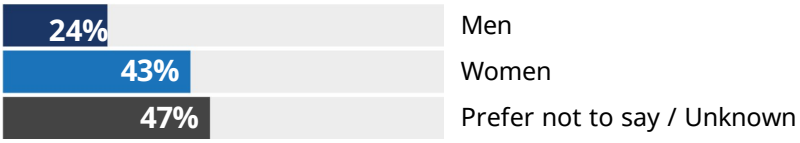
Difference as compared to reference group (Men)

| | |
|---|---|
| Women | 36 |
| Prefer not to say / Unknown | 48 |

In this organization the median number of overtime hours worked by women was 36 more than by men. *

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### Percentage of employees in each gender category receiving overtime pay

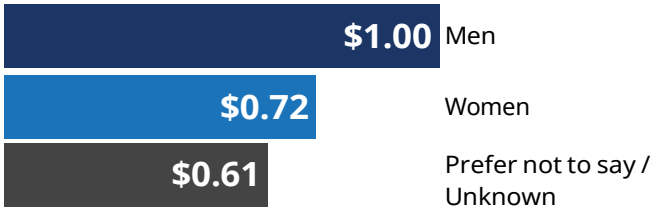



**Explanatory notes**

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

# Bonus pay

## Mean bonus pay [7]




In this organization women's average bonus pay is 28% less than men's. For every dollar men earn in average bonus pay, women earn 72 cents in average bonus pay. *

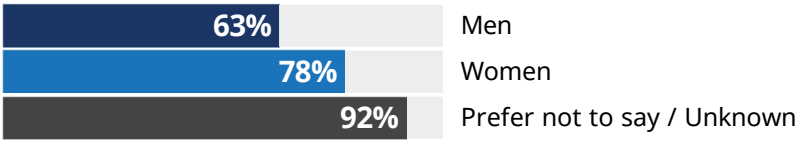
## Median bonus pay [8]




In this organization women's median bonus pay is 0% less than men's. For every dollar men earn in median bonus pay, women earn $1.00 in median bonus pay. *

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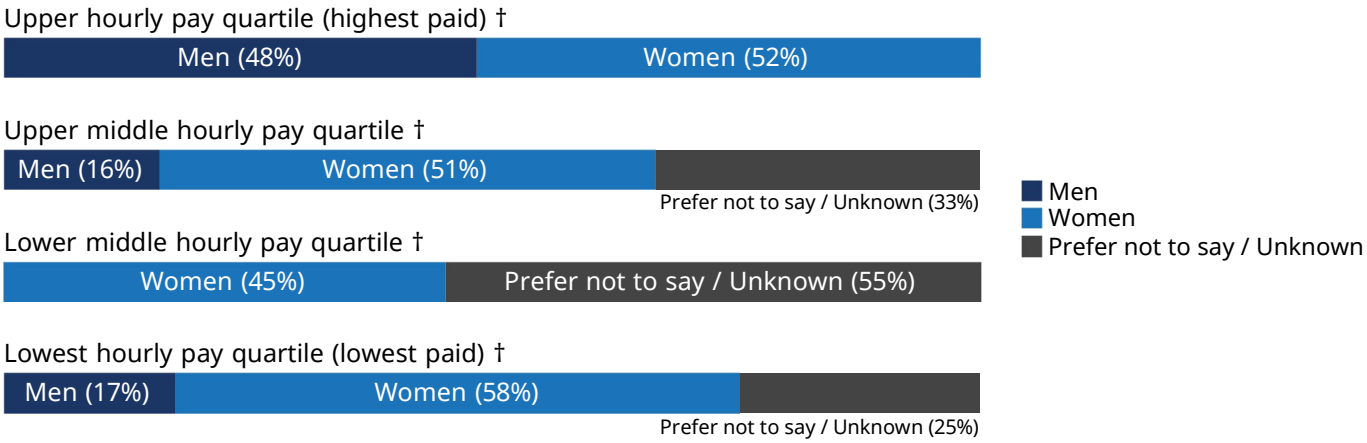
## Percentage of employees in each gender category receiving bonus pay




**Explanatory notes**

7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.

## Percentage of each gender in each pay quartile [9]




In this organization, women occupy 52% of the highest paid jobs and 58% 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.

* 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.