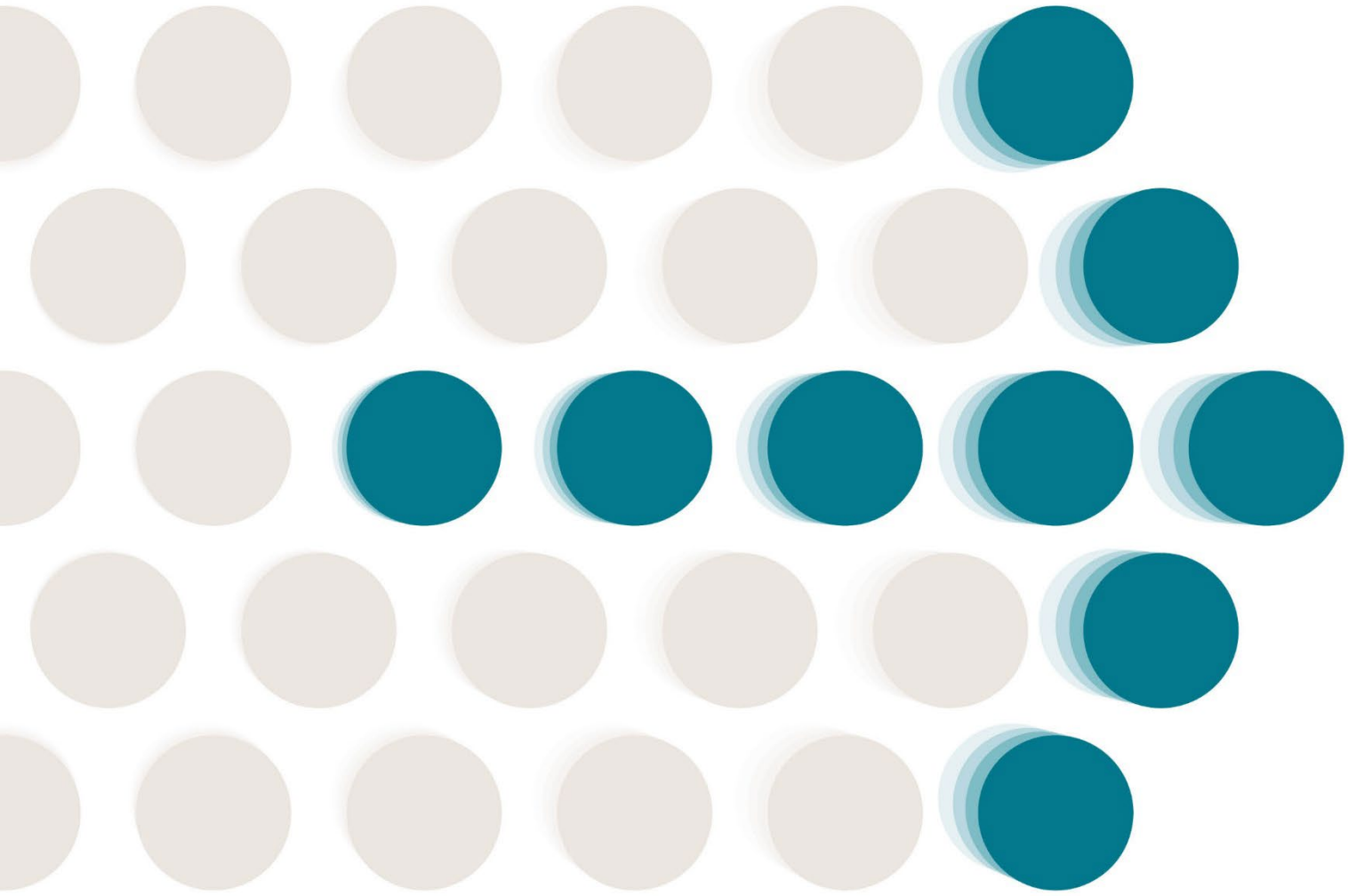
BC PENSION CORPORATION

Pay Transparency Report Fiscal 2025/26



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Employer details

Employer	BC Pension Corporation
Address	PO Box 9460, Victoria, BC
Reporting year	2026
Time period	April 1, 2025–March 31, 2026
NAICS code	52 – Finance and insurance
Number of employees	300–999

WHO WE ARE

BC Pension Corporation is one of the largest professional pension service providers in Canada. We serve over 810,000 active, retired and inactive members and more than 1,000 plan employers, paying out more than $600 million in benefits each month (over $6.8 billion a year) to over 250,000 retirees. Our employees work across client service, information technology, data analysis, administration, finance, policy, project delivery, and leadership roles.

UNDERSTANDING OUR PAY GAP

Pay gap results are reported for women and men only. The number of non-binary employees and employees with unknown or undisclosed gender did not meet the minimum reporting requirements under pay transparency reporting guidelines.

BC Pension Corporation uses an objective classification process to help maintain internal pay equity. We evaluate each position based on factors such as scope, knowledge, autonomy, overlap, organizational context and history. The classification establishes the salary range for the position and helps ensure similar positions are classified consistently, regardless of the role or employee in the role.

Therefore, employees are compensated based on their position, not their gender. For unionized positions, progression through the salary range is based on length of service. For excluded roles, compensation is determined through an established compensation framework that includes factors such as the scope and complexity of the role, required qualifications, relevant experience, performance and market considerations.

Women make up the majority of our reporting population (61.6 per cent) and are employed across all levels of the organization. Overall, women earned $0.89 in mean hourly pay[1] and $0.82 in median hourly pay[2] for every dollar earned by men. Women also earned $0.90 in mean overtime pay[3] for every dollar earned by men, while median overtime pay[4] was 13 per cent higher for women than for men.

These results are influenced by workforce composition. Women make up 44 per cent of employees in the highest-paid quartile and 65 per cent of employees in the lowest-paid quartile. As a result, pay differences reflect the distribution of employees across roles, classifications, length of service, and overtime opportunities.

In our unionized environment, pay is determined by job classification and length of service, regardless of gender.

When we look only at excluded roles that are not part of negotiated agreements, women make up 55 per cent of the workforce and earned $0.92 in both mean and median hourly pay for every dollar earned by men. Women are represented across all pay levels within this group and make up a majority of both the lower-paid and higher-paid classifications. However, a slightly higher proportion of women are represented in the lower-paid classifications, which may contribute to the pay gap observed within this group.

WHAT WE ARE DOING

We are committed to fair and equitable compensation. We will continue to monitor pay transparency results, review workforce trends and assess compensation outcomes to support pay equity across the organization.

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 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 overtime.
3. “Mean overtime pay” refers to overtime pay when averaged for each group.
4. “Median overtime pay” refers to the middle point of overtime for each group.

Percentage of each gender in each pay quartile

Pay quartile[5] results illustrate how workforce composition influences pay gap outcomes. Women make up 61.6 per cent of our reporting population, and represent 44 per cent of the highest-paid quartile and 65 per cent of the lowest-paid quartile. This distribution contributes to the hourly pay gap reported here.

Upper hourly pay quartile (highest paid)



Upper-middle hourly pay quartile



Lower-middle hourly pay quartile



Lowest hourly pay quartile (lowest paid)



Explanatory notes

5. "Pay quartile" refers to the percentage of each gender within four equal-sized groups on their hourly pay. The pay quartiles reported have been reduced to suppress gender categories consisting of fewer than 10 employees.

Hourly pay

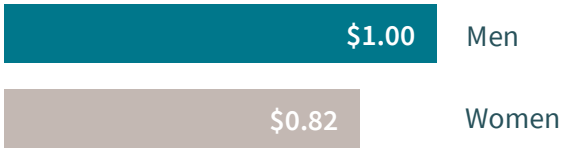
The hourly pay gap is influenced by workforce composition. Women make up 44 per cent of employees in the highest-paid quartile and 65 per cent of employees in the lowest-paid quartile. In our unionized environment, pay is determined by job classification and length of service, regardless of gender.

Mean hourly pay gap



At BC Pension Corporation, women's hourly wages are 11 per cent less than men's. For every dollar men earn in average hourly wages, women earn $0.89 in average hourly wages.

Median hourly pay gap

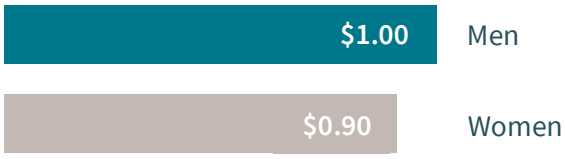


At BC Pension Corporation, Women's median hourly wages are 18 per cent less than men's. For every dollar men earn in median hourly wages, women earn $0.82 in median hourly wages.

Overtime pay

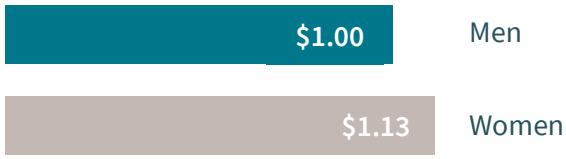
Overtime pay results are influenced by workforce composition, including the distribution of employees across roles, classifications, job levels, and overtime opportunities. In our unionized environment, overtime pay is based on negotiated pay rates associated with an employee's classification.

Mean overtime pay



At BC Pension Corporation, women's average overtime pay is 10 per cent less than men's. For every dollar men earn in average overtime pay, women earn $0.90 in average overtime pay.

Median overtime pay



At BC Pension Corporation, women's median overtime pay is 13 per cent more than men's. For every dollar men earn in median overtime pay, women earn $1.13 in median overtime pay.

Mean overtime paid hours[6]

Difference as compared to the reference group (men)

Women	-5

At BC Pension Corporation, the average number of overtime hours worked by women was five fewer than by men.

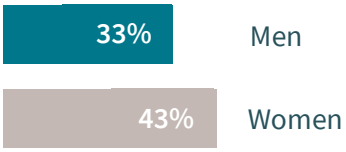
Median overtime paid hours[7]

Difference as compared to the reference group (men)

Women	5

At BC Pension Corporation, the median number of overtime hours worked by women was five more than by men.

Percentage of employees in each gender category overtime pay



Explanatory notes

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

Bonus pay

Bonus pay is not applicable to BC Pension Corporation.