

PAY TRANSPARENCY REPORT

Employer	Northland Properties Corporation
Address	310-1755 Broadway W Vancouver BC V6J 4S5
Report Issued	2025
Reporting Dates	January 2, 2024 - December 30, 2024
NAICS Code	72
Number of Employees	1000+

This report focuses on gender pay equity and is an important step in identifying and addressing potential pay gaps. BC continues to have one of the highest gender pay gaps in Canada, with women earning about 17% less than men in 2023 and about 15% less in 2024, underscoring the impact and importance of this work. We recognize that the wage gap reflects structural inequities, and we are committed to continuing to develop and support a formal approach to close it. The insights in this report will guide and strengthen our ongoing efforts to achieve pay equity.

Average and medians are reported for hourly rates of pay, overtime pay, and number of overtime hours, comparing genders. These differences are important as few high earners (specialized trades or executives) can pull the average up where the median helps focus on typical pay outside of these extremes; helping show what a typical employee experiences, allowing for a clear and credible picture of pay equity. Pay gaps are shown as a percentage difference calculated with the baseline of male pay rates. In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, results are suppressed where cohort counts are under minimum threshold requirements.

WORKFORCE COUNTS

NPC is comprised of numerous different business units spanning restaurants, hotels and corporate support services.

NPC TOTAL	3431	
W	1955	58%
M	1434	42%

HOURLY PAY

AVERAGE

\$0.88	Women
\$1.00	Men

Mean hourly pay gap refers to the difference in pay between gender groups, calculated by average pay.

Women earn \$0.88 for every dollar men earn in average hourly wages; a 12% difference.

When you break down the different types of business lines.

MEDIAN

\$0.99	Women
\$1.00	Men

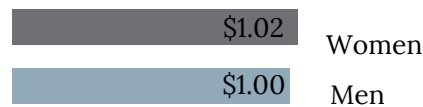
Median hourly pay gap refers to the differences in pay between gender groups calculated by the mid-range of pay for each group.

At the median, women earn \$0.99 for every dollar men earn; a 1% difference.

OVERTIME PAY

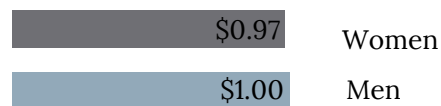
Overtime (OT) pay reflects pay received for hours worked beyond regular schedule. Overtime is not a material component of total.

AVERAGE



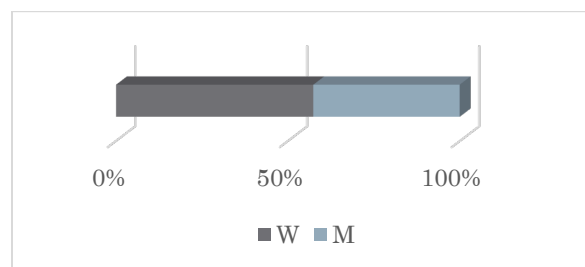
Women's average OT pay is \$1.02 for every \$1.00 earned by men. Average overtime hours are 14.9 for women and 29.6 for men. Women work 14.7 fewer hours of OT on average.

MEDIAN



At the median, women earn \$0.97 for every \$1.00 men earn in OT pay. Median overtime paid hours are 4.2 for women, 8.0 for men. Women work 3.8 fewer hours of OT at the median.

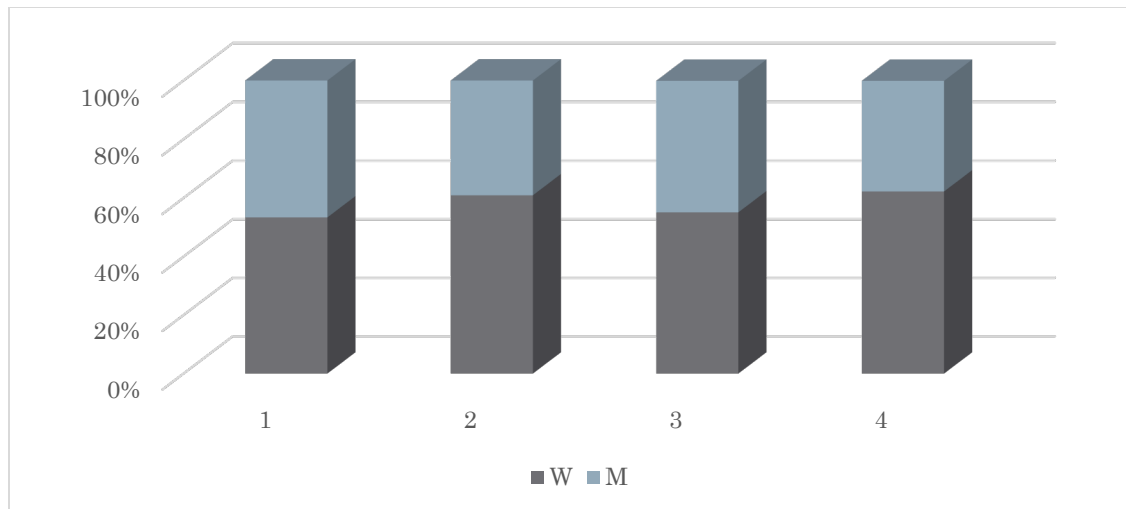
PERCENTAGE OF GENDER RECEIVING OVERTIME PAY



46% of the population received overtime, 57% are women and 43% men; women receive 1.34 overtime hours to every 1 overtime hour a man receives.

PERCENTAGE OF EACH GENDER IN EACH PAY QUARTILE

The following data illustrates the distribution of women and men across each pay quartile. In the upper pay quartile, the top 25% earners, women represent 53% and men, 47% and in the lower pay quartile the bottom 25% earners, women represent 62% and men 38%.



In line with broader labour market patterns¹, women are more likely to hold part-time roles. Combined with seasonality, evening and weekend scheduling and job mix, this helps explain women's over representation in the lower quartile, even when the overall gender pay gap is relatively small across business lines.

Men comprise 70% of the top decile (top 10% of earners), which pulls the averages upward and skews mean pay comparisons. This highlights targeted work to do at the very top while overall results remain broadly in line with market patterns. StatCan's² most recent analysis finds women hold 42.7% of middle management roles and 30.8% of senior management roles in Canada. Our internal leadership mix exceeds these baseline stats showing we are ahead of national representation despite having more work to do.

COMMITMENT TO ENHANCE TRANSPARENCY AND ACCOUNTABILITY

We're proud that our pay gap is above provincial trends. Women earn \$0.99 for every \$1.00 men earn at the median. These are clear signs that equal pay for equal work is largely being achieved. In addition to Company-wide, we conducted analysis across hotels, restaurants and support services to show the specific impacts different lines of business have. Hotel and Restaurant operations show modest average gaps with like-for-like roles near parity throughout the portfolio. Overtime pay is at or near parity. By quartile, women are 53% of the top quartile; men comprise 70% of the top decile, which skews means upward; however, despite this, our leadership representation exceeds national benchmarks, and parity is much closer at the median.

We are committed to continuing to advance gender pay equity and building a workplace where everyone can thrive. This includes clear, ongoing transparency about pay, setting measurable goals to close gaps and fixing unexplained differences. We will keep hiring and promotion processes fair and skills-based, invest deeper in inclusive leadership and development and hold leaders accountable for progress. This maintenance of strong transparency and accountability will allow us to continue to close the gaps completely.

¹ <https://lmic-cimt.ca/womens-economic-empowerment-and-the-canadian-labour-market>

² <https://www150.statcan.gc.ca/n1/pub/36-28-0001/2024010/article/00005-eng.htm>