WA ARCHITECTS

Pay Transparency Report

We are committed to maintaining a fair, inclusive and equitable workplace, and we support transparency around how pay is distributed across our organization. The following report provides the pay transparency information required under British Columbia's Pay Transparency Act and includes hourly wages, overtime pay, bonus pay and representation across pay levels.

The data presented in this report shows average and median pay differences across gender groups at the firm level and does not account for factors such as role, level of responsibility, experience or performance.

To protect employee anonymity and privacy in accordance with the Act, results have been excluded for any gender category where reporting thresholds were not met.

Employer Details

Employer:	WA Architects Ltd.
Address:	Unit 950 - 1500 West Georgia Street, Vancouver, BC
Reporting Year	2026
Time Period	January 1, 2025 - December 31, 2025
NAICS Code:	54 - Professional, scientific and technical services
Number of Employees	50 - 299

HOURLY PAY

Hourly compensation at WA Architects Ltd. reflects a range of positions, professional qualifications, experience, responsibilities and levels of seniority. The reported figures compare compensation across the organization as a whole and do not represent a comparison of employees performing equivalent roles.

Hourly Pay by Mean and Median

Gender	Mean Hourly Pay Gap [1]	Median Hourly Pay Gap [2]
Men	$1.00	$1.00
Women	$0.76	$0.85

Women's average hourly wages are 24% less than men's. For every dollar men earn in average hourly wages, women earn 76 cents in average hourly wages. Women's median hourly wages are 15% less than men's. For every dollar men earn in median hourly wages, women earn 85 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.

* 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.

OVERTIME PAY

WA Architects Ltd. compensates overtime in accordance with the BC Employment Standards Act, applying consistent standards to all eligible employees regardless of gender.

The provincial reporting methodology compares total annual overtime earnings rather than the hourly rates paid for overtime work. As a result, the reported pay gaps are influenced by differences in the number of overtime hours worked, as well as employee roles and responsibilities, and do not necessarily indicate differences in overtime pay rates.

At WA Architects Ltd., overtime requirements vary by position and project demands, with more substantial overtime generally occurring in management and construction administration roles. These factors provide important context when interpreting the reported differences in overtime compensation.

Overtime Pay

Gender	Mean Overtime Pay [3]	Median Overtime Pay [4]
Men	$1.00	$1.00
Women	$0.28	$0.12

Women's average overtime pay is 72% less than men's. For every dollar men earn in average overtime pay, women earn 28 cents in average overtime pay. Women's median overtime pay is 88% less than men's. For every dollar men earn in median overtime pay, women earn 12 cents in median overtime pay. *

Overtime Paid Hours Worked

Gender	Mean Overtime Paid Hours [5]	Median Overtime Paid Hours [6]
Women	-21	-27

The average number of overtime hours worked by women was 21 less than by men. In addition, the median number of overtime hours worked by women was 27 less than by men. *

Percentage of Employees in Each Gender Category Receiving Overtime Pay

Gender	Percentage Receiving Overtime Pay
Men	30%
Women	56%

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.

* 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.

BONUS PAY

Our bonus compensation includes several types of payments, including performance-related bonuses, referral bonuses, position-based bonuses and professional designation-related bonuses. As these bonuses recognize different aspects of an employee's role, performance or professional development, the results reflect the mix of compensation programs and employees within our workforce.

Bonus Pay by Mean and Median

Gender	Mean Bonus Pay [7]	Median Bonus Pay [8]
Men	$1.00	$1.00
Women	$0.69	$0.56

Women's average bonus pay is 31% less than men's. For every dollar men earn in average bonus pay, women earn 69 cents in average bonus pay. Women's median bonus pay is 44% less than men's. For every dollar men earn in median bonus pay, women earn 56 cents in median bonus pay. *

Percentage of Employees in Each Gender Category Receiving Bonus Pay

Gender	Percentage Receiving Bonus Pay
Men	79%
Women	88%

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.

* 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.

GENDER REPRESENTATION

Percentage of Each Gender in Each Pay Quartile [9]

Employees are divided into quartiles based on hourly rate and each quartile contains less than 20 employees. Because of the privacy requirements in B.C.'s reporting methodology, gender categories with fewer than 10 employees within a quartile are not reported. As a result, the displayed percentages may exclude employees within each quartile and should not be interpreted as representing the full gender composition of each pay group.

Gender	Lower †	Lower Middle †	Upper Middle †	Upper †
Men	0%	0%	100%	100%
Women	100%	100%	0%	0%

† 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.

Percentage of Each Gender by Median Split

Due to our relatively small workforce, applying the required privacy suppression thresholds to individual pay quartiles can produce results that appear more pronounced than may be representative of broader workforce patterns. To provide additional context, we have included a comparison of gender representation among the top 50% and bottom 50% of earners.

This supplementary analysis offers a broader perspective on how employees of different genders are distributed across earnings levels.

Gender	Top 50% Earners	Bottom 50% Earners
Men	68%	37%
Women	32%	63%

* 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.

LOOKING AHEAD

We view pay transparency as an opportunity to better understand how compensation and career progression are distributed across our organization.

We will continue to review our compensation practices and opportunities for professional development and advancement as our firm evolves, with the goal of supporting a fair, inclusive and equitable workplace.

* 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.