PHILBROOKS BOATYARD LTD.
Pay transparency report

The pay gap information for the Women gender category is not shown because there are fewer than 10 individuals in this category. In accordance with the Pay Transparency Act, pay gap data is suppressed where a gender category has fewer than 10 individuals in order to protect employee privacy.

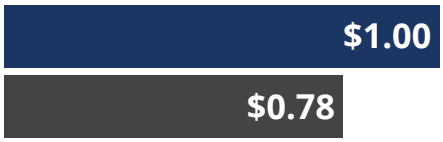
Employer details

Employer:	PHILBROOKS BOATYARD LTD.
Address:	2324 Harbour Rd, Sidney, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	44-45 - Retail trade
Number of Employees:	50-299



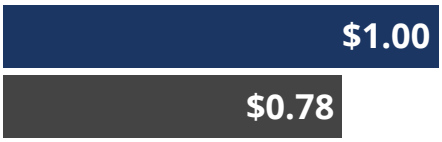
Hourly pay

Mean hourly pay gap[1]



In this organization . For every dollar men earn in average hourly wages, in average hourly wages. *

Median hourly pay gap[2]



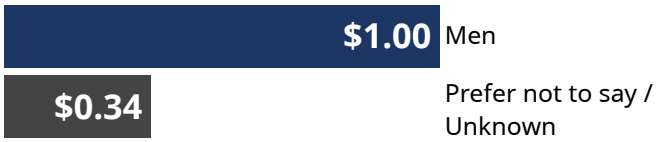
In this organization . For every dollar men earn in median hourly wages, in median hourly wages. *

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.

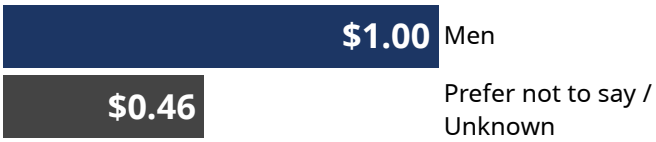
Overtime pay

Mean overtime pay [3]



In this organization . For every dollar men earn in average overtime pay, in average overtime pay. *

Median overtime pay [4]



In this organization . For every dollar men earn in median overtime pay, in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Prefer not to say / Unknown	-30

In this organization . *

Median overtime paid hours [6]

Difference as compared to reference group (Men)

Prefer not to say / Unknown	-4

In this organization . *

Percentage of employees in each gender category receiving overtime pay

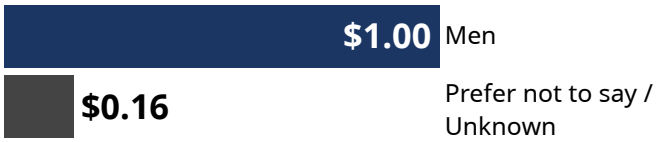


Explanatory notes

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.

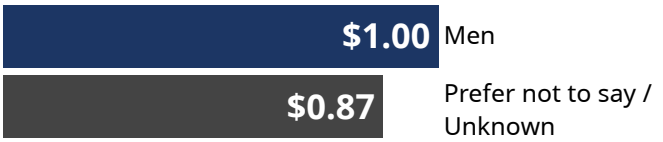
Bonus pay

Mean bonus pay [7]



In this organization . For every dollar men earn in average bonus pay, in average bonus pay. *

Median bonus pay [8]

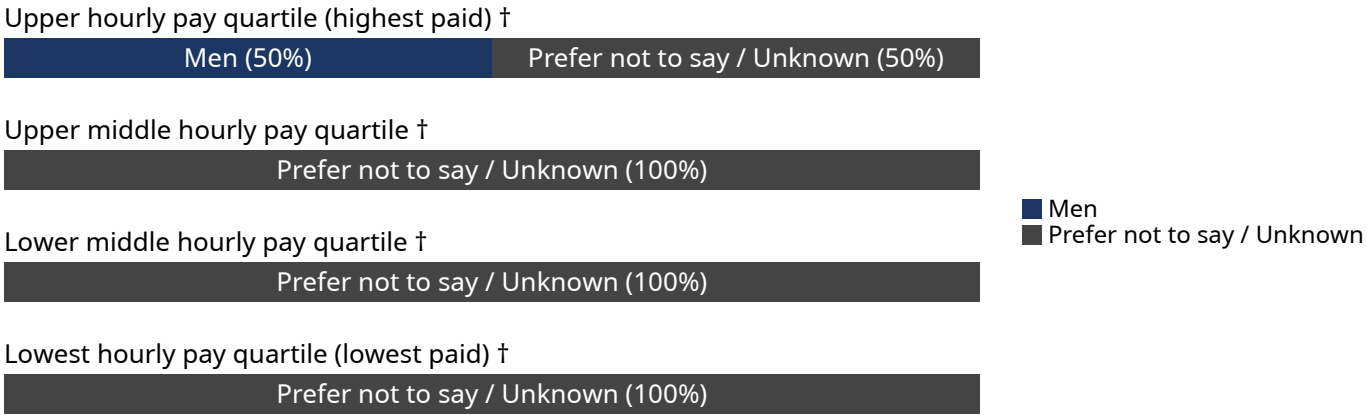


In this organization . For every dollar men earn in median bonus pay, in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



Percentage of each gender in each pay quartile [9]



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

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.
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.