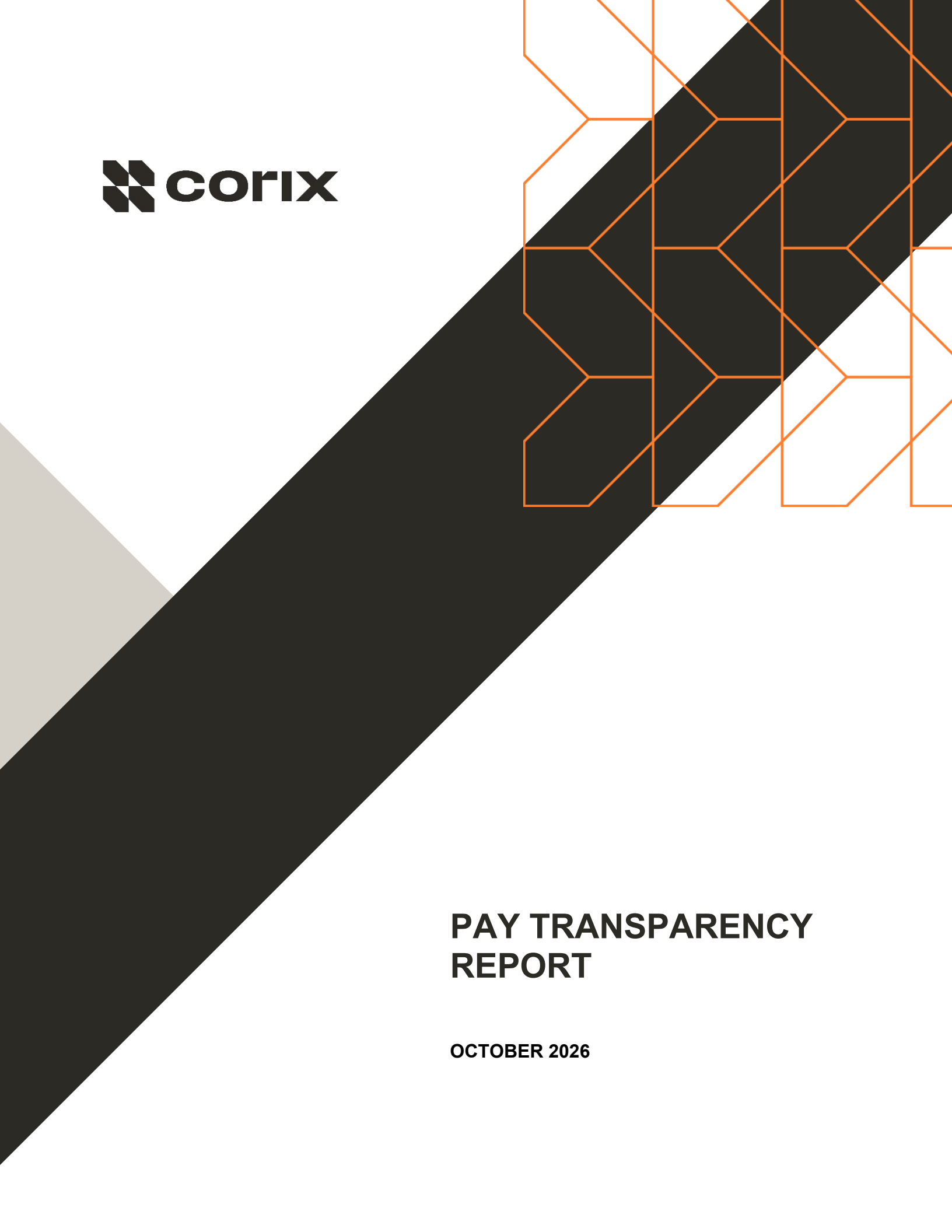


PAY TRANSPARENCY REPORT

OCTOBER 2026

ABOUT OUR RESULTS

Corix is committed to fairness and equity in how we pay our people. We regularly benchmark our compensation against the market, and when we review pay role by role, all genders in the same roles are paid equitably.

The figures in this report compare average pay across our entire BC workforce. They don't reflect the factors that drive individual pay, such as role scope, responsibilities, qualifications, and experience. Women make up 25% of our BC workforce included in this report, reflecting the broader underrepresentation of women in our industry. This workforce composition is a primary driver of the differences shown in this report.

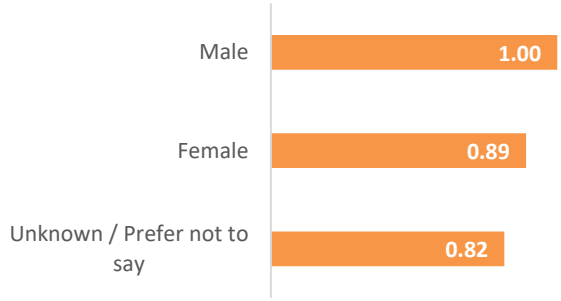
We value open conversations about pay. Employees and applicants are always welcome to ask about compensation, discuss their own pay, or ask about this report. Questions can be directed to our People & Culture Team at DEPeopleTeam@corix.com.

EMPLOYER DETAILS	
Employer	Corix (CA) DE Services Limited Partnership (“Corix”)
Address	1160 – 1188 West Georgia Street, Vancouver, BC, V6E 4A2
Reporting Year	2026
Time Period	January 1 – December 31, 2025
NAICS Code	551114
Number of Employees	50-299 employees

Please note that the data in this report pertains only to employees who report to work in British Columbia.

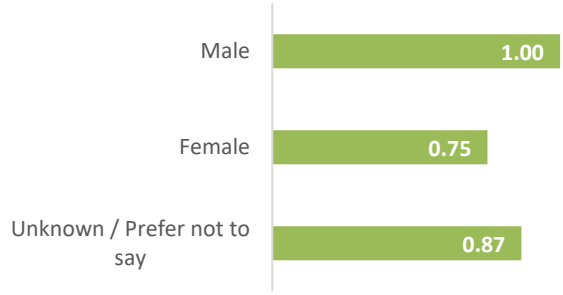
HOURLY PAY

Mean hourly pay gap[1]



At Corix, women’s average hourly wages are 11% less than men’s. For every dollar men earn in average hourly wages, women earn 89 cents in average hourly wages.

Median hourly pay gap[2]



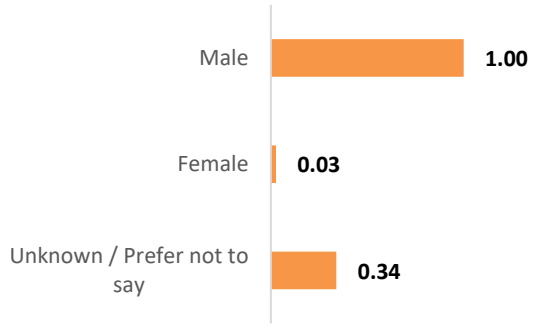
At Corix, women’s median hourly wages are 25% less than men’s. For every dollar men earn in hourly wages, women earn 75 cents in median hourly wages.

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.

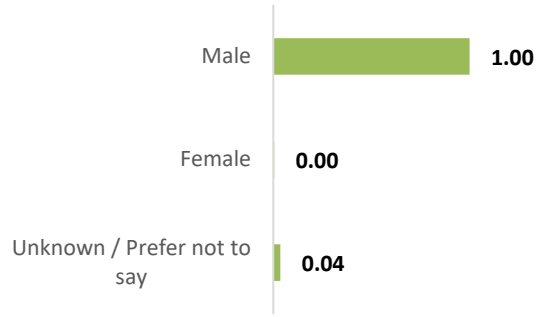
OVERTIME PAY

Mean overtime pay[3]



At Corix, women's average overtime pay is 97% less than men's. For every dollar men earn in overtime pay, women earn 3 cents in average overtime pay.

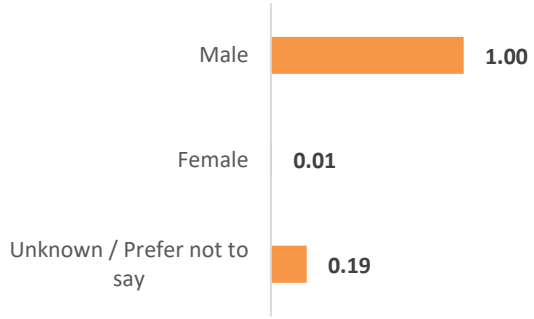
Median overtime pay[4]



At Corix, women's median overtime pay is 99% less than men's. For every dollar men earn in overtime pay, women earn less than 1 cent in median overtime pay.

Mean overtime paid hours[5]

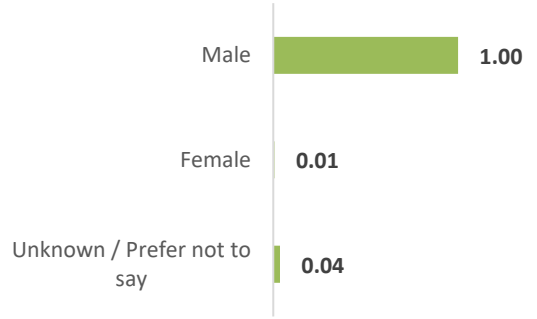
Difference as compared to reference group (Men)



At Corix, for every 100 hours of average overtime worked by men, women worked 1 hour.

Median overtime paid hours[6]

Difference as compared to reference group (Men)

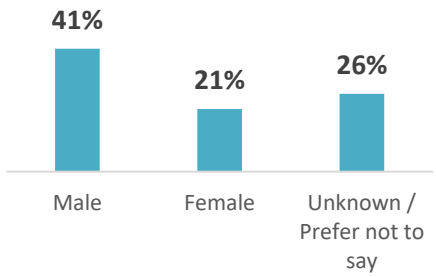


At Corix, for every 100 hours of median overtime worked by men, women worked 1 hour.

Explanatory notes

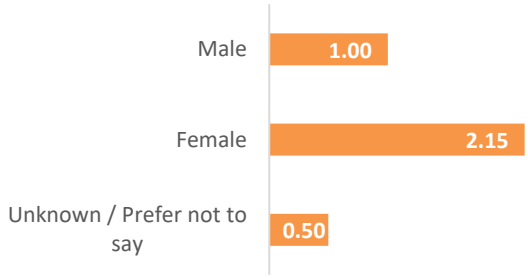
3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers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

Percentage of employees in each gender category receiving overtime pay



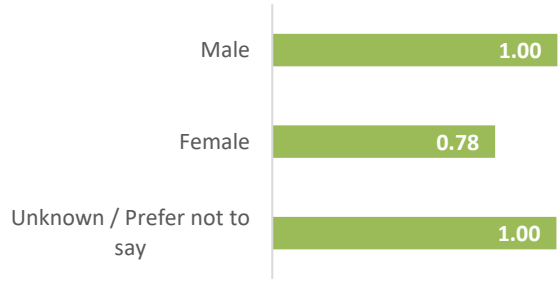
BONUS PAY

Mean bonus pay[7]



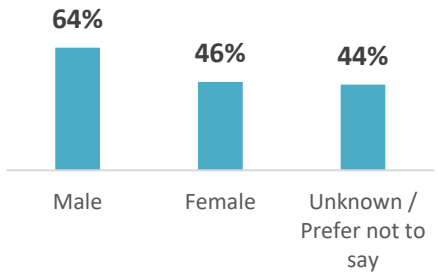
At Corix, women's average bonus pay is 115% more than men's. For every dollar men earn in bonus pay, women earn 2.15 dollars in average bonus pay.

Median bonus pay[8]



At Corix, women's median bonus pay is 22% less than men's. For every dollar men earn in bonus pay, women earn 78 cents in median bonus pay.

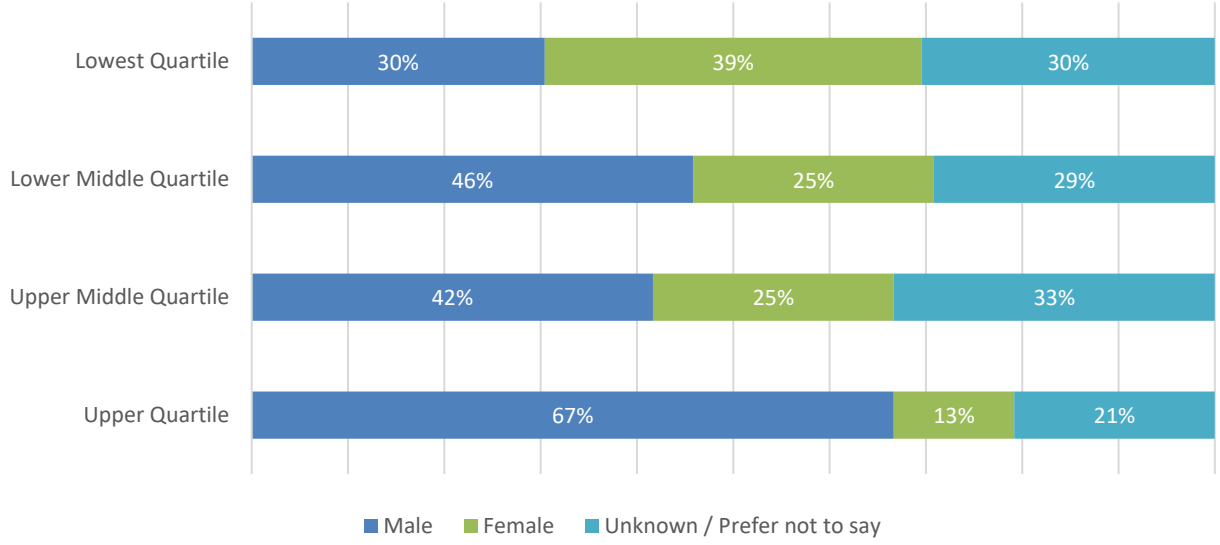
Percentage of employees in each gender category receiving bonus pay



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]



At Corix, women occupy 13% of the highest paid jobs and 39% of the lowest paid jobs.

Explanatory notes

9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.