



BRITISH COLUMBIA PAY TRANSPARENCY REPORT 2025

Purpose

This report provides an assessment of the gender pay gap between women and men in the province of British Columbia, in accordance with the **British Columbia Pay Transparency Act**.

About AtkinsRéalis

AtkinsRéalis is a world-class engineering services and nuclear company. Built on the legacy of proud organizations that date back to 1911, AtkinsRéalis delivers innovative solutions that integrate people, technology, and data, and in doing so we help revolutionize infrastructure and energy systems worldwide.

As a leading engineering company, we have a responsibility to design, deliver and operate lived environments that work better for all. This means creating and maintaining an inclusive and diverse culture in our industry that attracts the best talent across all genders and ethnicities and allows them to reach their full potential.

Ultimately, our goal is for everyone in our business to have a positive experience of working here, to be supported in reaching their potential and above all else, to feel valued and recognized.



Gender Pay Gap in British Columbia

Pay Transparency Methodology

In accordance with the **British Columbia Pay Transparency Act**, enacted on **May 11, 2023**, provincially regulated employers in British Columbia that have between 300 and 999 employees must publish an annual **Pay Transparency Report** by **November 1, 2025**. This is our first annual Pay Transparency Report.

The legislation mandates that employers disclose compensation data by gender, including hourly wages, overtime, bonuses, and pay quartile distributions. The British Columbia government provides standardized definitions and methodologies, such as mean and median pay gap calculations, to ensure consistency across organizations.



2025 Results

Our **2025 Pay Transparency Report**, which reflects data from the **2024 calendar year**, is available on the following pages.

This report presents Pay Transparency data for the following legal entities operated by AtkinsRéalis in British Columbia: AtkinsRéalis Group Inc., AtkinsRéalis Canada Inc., ProTrans BC Operations Ltd., AtkinsRéalis O&M Services Inc., AtkinsRéalis Operations & Maintenance Inc., and AtkinsRéalis Construction (Pacific) Inc.

The report includes gender pay gap metrics for:



Hourly pay



Overtime pay



Bonus pay



**Gender representation
in each pay quartile**

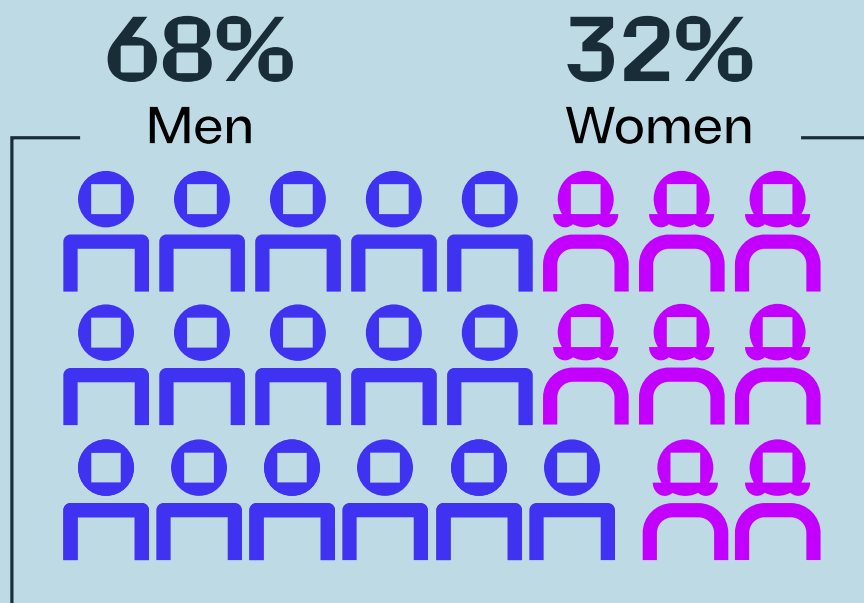


Our organizational context

Like most companies in the engineering and construction sector, our gender pay gap is largely a reflection of the disproportionate ratio of men to women in our business, particularly within our senior population.

Men represent approximately 68% of our combined Canadian workforce. In senior roles, men outnumber women by more than three to one. Senior roles command higher salaries and more variable pay at risk, with bonus payments and share awards often linked to these salaries.

In addition, in British Columbia, a greater proportion of women work part-time hours under our flexible working arrangements. As salaries of part-time workers are pro-rated based on their working pattern, this also contributes to the gender pay gap and overtime figures that we have reported.



Our progress towards closing the gap

The most significant challenge facing our industry when it comes to closing the gender pay gap is the disproportionate number of men to women across all levels of the career spectrum, especially in senior roles. To this end, our strategy to close the gap focuses on several areas.

Advancing Gender Balance

In **2020**, AtkinsRéal established **Gender Balance aspirations** to be achieved by the end of **2025**, reinforcing our commitment to long-term progress. These goals are outlined in detail in our **2025 Management Proxy Circular** available on our website. This strategic focus complements our ongoing efforts to reduce the gender pay gap and build a more inclusive future.

We have clear targets, and while we know that it won't be easy to achieve them, we're committed to leading the change by removing any barriers to career progression and nurturing talent by offering development opportunities at all career levels.



Remove barriers to career progression

To increase the number of our female workforce in STEM roles, we are actively recruiting more women into the business and increasingly retaining them by providing development opportunities for progression into more senior positions.

Our comprehensive benefits programs also support women's health and have been redesigned to directly address issues which affect attraction and retention of female staff.

For example, we offer generous top-up programs for maternity leave and support for perimenopause and menopause, including coverage for symptom management such as hormone therapy, physical therapy, dietitian services, mental health support, and flexible work arrangements.

Compensation practice

Gender pay is different to equal pay. Equal pay is about paying men and women the same salary for the same or similar roles. Paying our people fairly and equitably relative to their role, experience, skills and performance is a fundamental principle of AtkinsRéal's approach to determining pay. We are committed to maintaining a compensation framework that is fair, transparent, and free from bias.

Our roles are governed by a robust job classification system that objectively evaluates responsibilities, skills, and job complexity to ensure a structured and impartial approach to compensation. Compensation decisions are guided by salary ranges for each position, which are benchmarked against local remuneration surveys to ensure market relevance and competitiveness. In addition, manager compensation decisions are scrutinized carefully to ensure equitable treatment across the organization.

We assess employee performance against clearly defined competencies and role expectations, setting goals that reflect both individual contributions and organizational priorities.

For unionized employees, pay is determined through collective agreements, providing a standardized and transparent framework.

Through these practices, we affirm our commitment to equitable pay for all employees, regardless of gender. We continuously review our policies to safeguard against bias and to foster a workplace where fairness and integrity are paramount.

Tackling the gap through long-term actions

While we know our gender pay gap results will fluctuate year-on-year as we seek to address the gender imbalance, we've been making positive progress to close the gap, and we're confident we're heading in the right direction. This is proven by the industry recognitions we've received:

In **2025**, AtkinsRéalis was named one of **Montréal's Top Employers**, recognizing our progressive workplace policies and inclusive culture.

In **2024**, we received the **Employment Equity Achievement Award** from the Government of Canada for leadership in Indigenous Reconciliation and workplace equity. In **2024**, we also earned the **Silver Parity Certification** from **Women in Governance**, a respected Canadian organization that assesses corporate commitment to gender parity in the workplace. This recognition reflects our dedication and our measurable progress toward achieving gender equity across all levels of the organization.

We will continue to hold ourselves accountable and evolve our practices to ensure fairness, opportunity, and belonging for every employee.





AtkinsRéal Pay Transparency Report

Employer details

Employer:	AtkinsRéal
Address:	455, René-Lévesque Blvd, Montréal, QC
Reporting Year:	2024
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	54 - Professional, scientific and technical services
Number of Employees:	300-999 (in British Columbia)



Hourly Pay

Mean hourly pay gap¹



In this organization, women’s average hourly wages are 17% less than men’s. For every dollar men earn in average hourly wages, women earn 83 cents in average hourly wages.

Median hourly pay gap²



In this organization, 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.

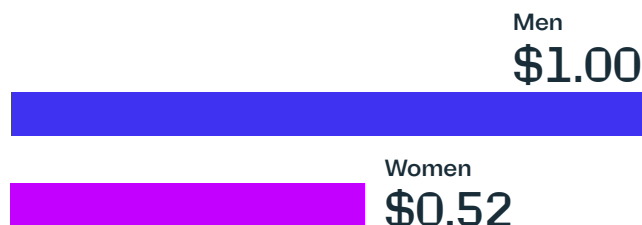
Explanatory notes

- 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.



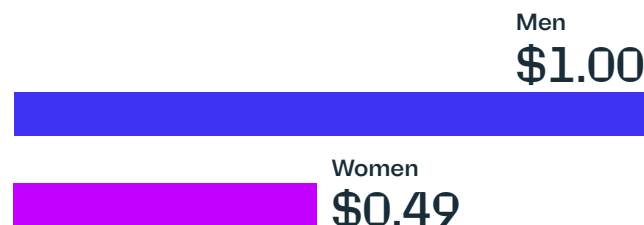
Overtime Pay

Mean overtime pay³



In this organization, women's average overtime pay is 48% less than men's. For every dollar men earn in average overtime pay, women earn 52 cents in average overtime pay.

Median overtime pay⁴



In this organization, women's median overtime pay is 51% less than men's. For every dollar men earn in median overtime pay, women earn 49 cents in median overtime pay.

Please note that the data presented in this section reflects the total overtime paid to an employee, rather than the hourly rate for each overtime hour. Additionally, overtime for unionized employees is managed in accordance with the provisions outlined in the applicable collective agreement.

Mean overtime paid hours⁵

Difference as compared to reference group (Men)



In this organization, the average number of overtime hours worked by women was 39 less than by men.

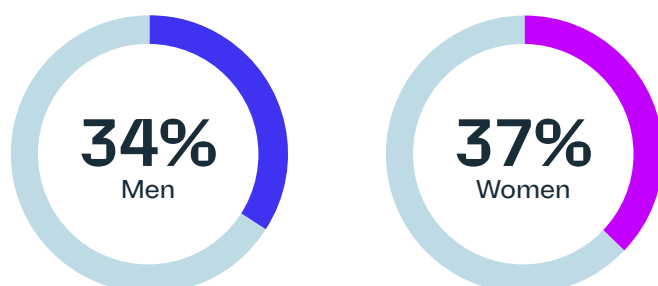
Median overtime paid hours⁶

Difference as compared to reference group (Men)



In this organization, the median number of overtime hours worked by women was 45 less than by men.

Percentage of employees in each gender category receiving overtime pay



While a higher proportion of women are eligible to overtime compared to men, the mean and median overtime hours worked and paid to men is higher. Although more women are in roles that qualify for overtime, men tend to work more overtime hours. This may reflect differences in role types, seniority, operational demands, and hourly wages.

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.

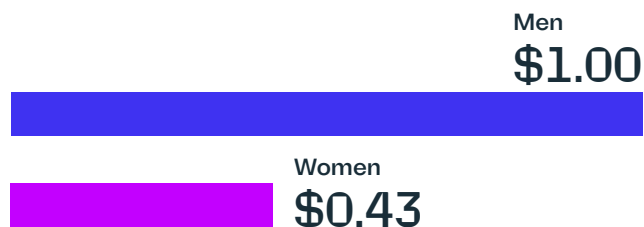
⁵ "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.

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



Bonus Pay

Mean bonus pay⁷



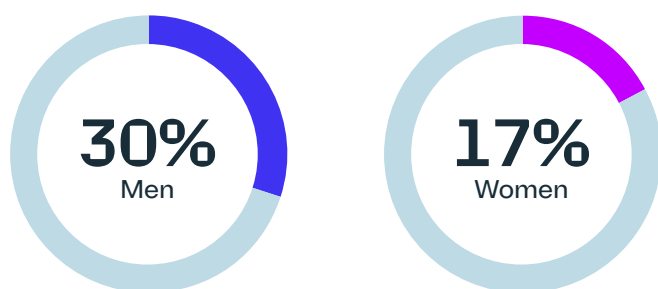
In this organization, women's average bonus pay is 57% less than men's. For every dollar men earn in average bonus pay, women earn 43 cents in average bonus pay.

Median bonus pay⁸



In this organization, women's median bonus pay is 16% less than men's. For every dollar men earn in median bonus pay, women earn 84 cents in median bonus pay.

Percentage of employees in each gender category receiving bonus pay



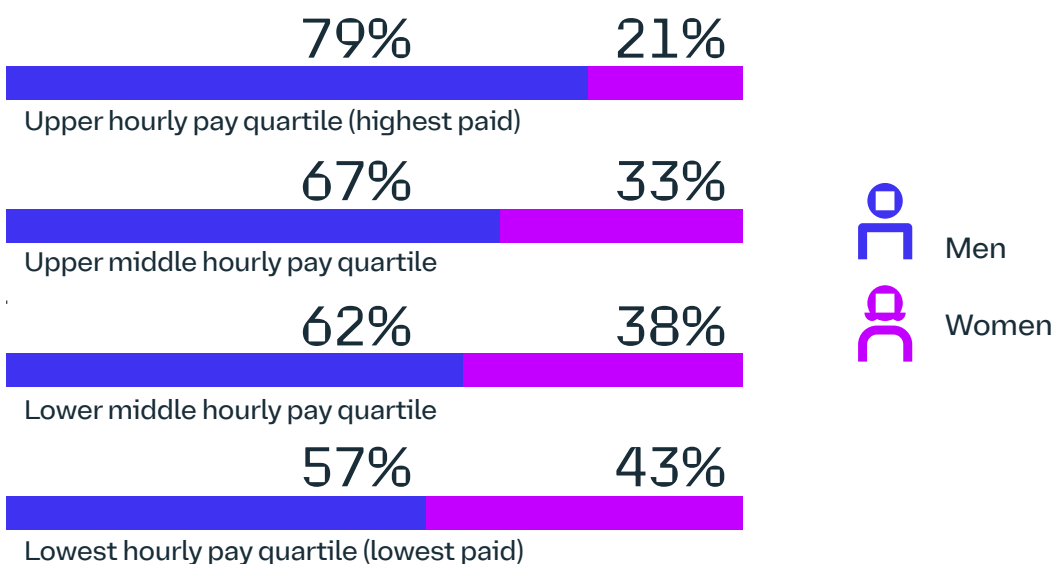
Explanatory notes

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 quartile⁹



In this organization, women occupy 21% of the highest paid jobs and 43% 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.

Disclaimer:

In compliance with the Pay Transparency Act and reporting requirements designed to protect respondent anonymity and privacy, one or more gender categories have been excluded due to insufficient representation to meet disclosure requirements.



We're not all the same, and that's our greatest strength. Different views and opinions enhance our ability to provide value-added performance and better services. That's why we believe... Different makes a difference.