IEM INDUSTRIAL ELECTRIC MFG. (CANADA) INC. PAY TRANSPARENCY REPORT

IEM INDUSTRIAL ELECTRIC MFG. (CANADA) INC. (hereinafter referred to as "IEM") is committed to fair and equitable compensation. In accordance with the British Columbia Pay Transparency Act and Pay Transparency Regulations, we disclose information regarding our compensation practices.

We ensure that pay is based on role, experience, skills, and performance, without regard to gender or other protected characteristics. Additionally, we regularly review salary structures to identify and address any disparities.

This report reflects IEM's ongoing commitment to transparency, equity, and accountability in compensation.

Employer Details

Employer:	IEM INDUSTRIAL ELECTRIC MFG. (CANADA) INC.
Address:	660 - 355 Burrard Street, Vancouver, BC
Reporting Year:	2025
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	31-33 - Manufacturing
Number of Employees:	1000 or more

Hourly Pay

Mean hourly pay gap[1]

$1.00	Men
$0.84	Women
$1.37	Prefer not to say / Unknown

In this organization women's average hourly wages are 16% less than men's. For every dollar men earn in average hourly wages, women earn 84 cents in average hourly wages.*

Median hourly pay gap[2]

$1.00	Men
$0.89	Women
$1.02	Prefer not to say / Unknown

In this organization women's median hourly wages are 11% less than men's. For every dollar men earn in median hourly wages, women earn 89 cents in median hourly wages. *

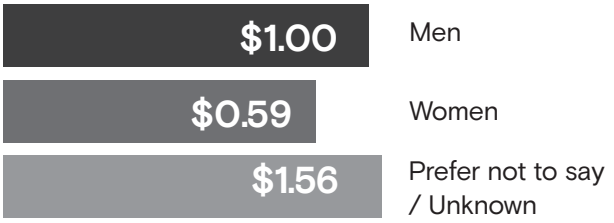
Explanatory Notes

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.

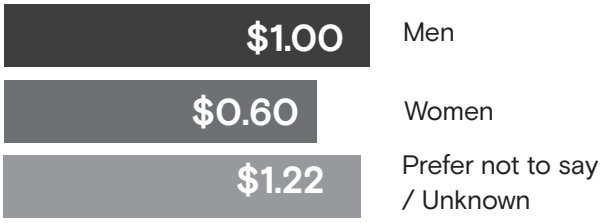
Overtime Pay

Mean overtime pay[1]



In this organization women's average overtime pay is 41% less than men's. For every dollar men earn in average overtime pay, women earn 59 cents in average overtime pay. *

Median overtime pay[2]



In this organization women's median overtime pay is 40% less than men's. For every dollar men earn in median overtime pay, women earn 60 cents in median overtime pay. *

Mean overtime paid hours[5]

Difference as compared to reference group (Men)	
Women	-56
Prefer not to say / Unknown	21

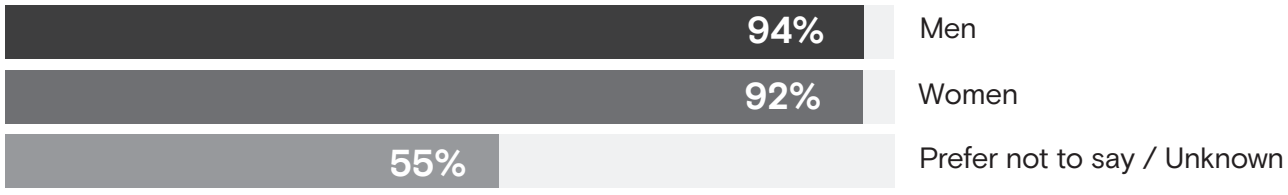
In this organization the average number of overtime hours worked by women was 56 less than by men. *

Median overtime paid hours[6]

Difference as compared to reference group (Men)	
Women	-48
Prefer not to say / Unknown	0

In this organization the median number of overtime hours worked by women was 48 less than by men. *

Percentage of employees in each gender category receiving overtime pay

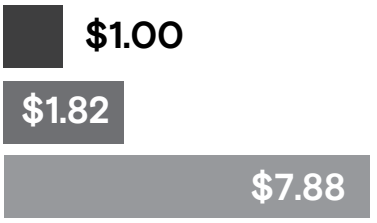


Explanatory notes

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.

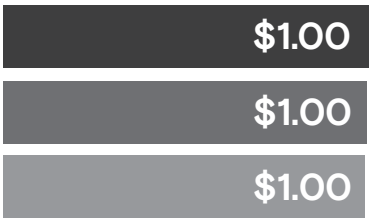
Bonus Pay

Mean bonus pay[7]



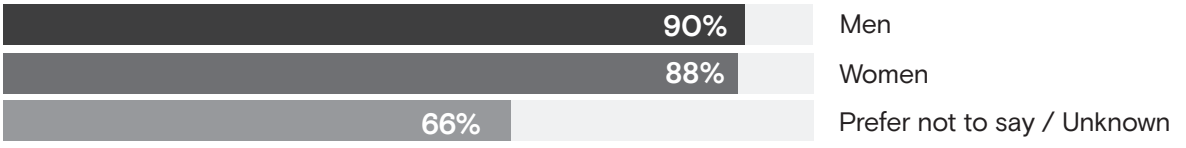
In this organization women's average bonus pay is 82% more than men's. For every dollar men earn in average bonus pay, women earn $1.82 in average bonus pay. *

Median bonus pay[8]



In this organization women's median bonus pay is 0% less than men's. For every dollar men earn in median bonus pay, women earn $1.00 in median bonus pay. *

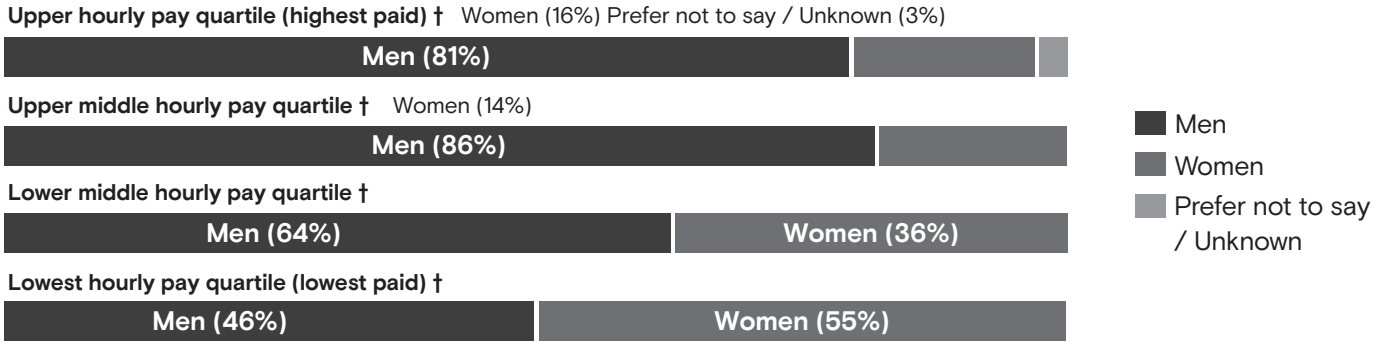
Percentage of employees in each gender category receiving bonus pay



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]



In this organization, women occupy 16% of the highest paid jobs and 55% 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.

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

* 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.

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