FIRSTSERVICE RESIDENTIAL BC LTD. Pay transparency report

FirstService Residential BC is the province's largest property management company, offering full-service, boutique-style experience, supported by specialized teams in accounting, insurance, warranty, risk management, and technology.

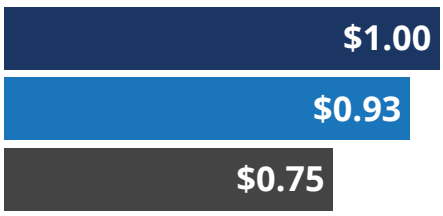
Our Great Place to Work® certification reflects our commitment to an inclusive and supportive workplace culture where associates are empowered to perform at their best. We believe that fostering professional growth, collaboration, and accountability among our team members directly strengthens the relationships and communities we serve across British Columbia.

Employer details

Employer:	FIRSTSERVICE RESIDENTIAL BC LTD.
Address:	1600 - 925 West Georgia Street, Vancouver, BC
Reporting Year:	2026
Time Period:	October 1, 2025 - September 30, 2026
NAICS Code:	53 - Real estate and rental and leasing
Number of Employees:	300-999

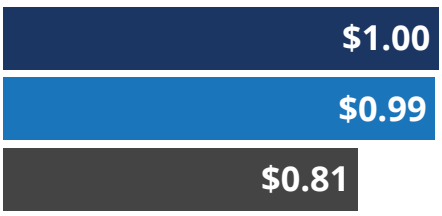
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 7% less than men's. For every dollar men earn in average hourly wages, women earn 93 cents in average hourly wages. *

Median hourly pay gap[2]



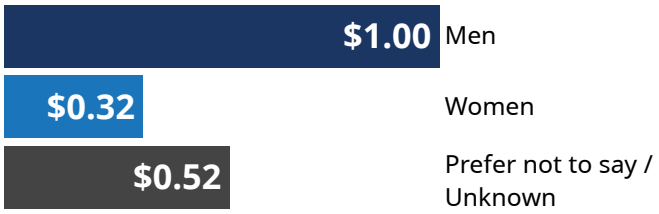
In this organization women's median hourly wages are 1% less than men's. For every dollar men earn in median hourly wages, women earn 99 cents in median hourly wages. *

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.

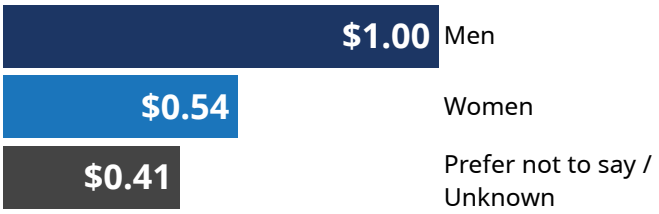
Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 68% less than men's. For every dollar men earn in average overtime pay, women earn 32 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 46% less than men's. For every dollar men earn in median overtime pay, women earn 54 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-14
Prefer not to say / Unknown	-9

In this organization the average number of overtime hours worked by women was 14 less than by men. *

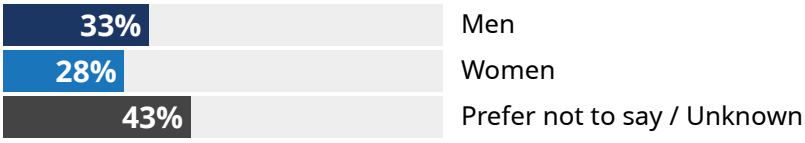
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-5
Prefer not to say / Unknown	-7

In this organization the median number of overtime hours worked by women was 5 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]

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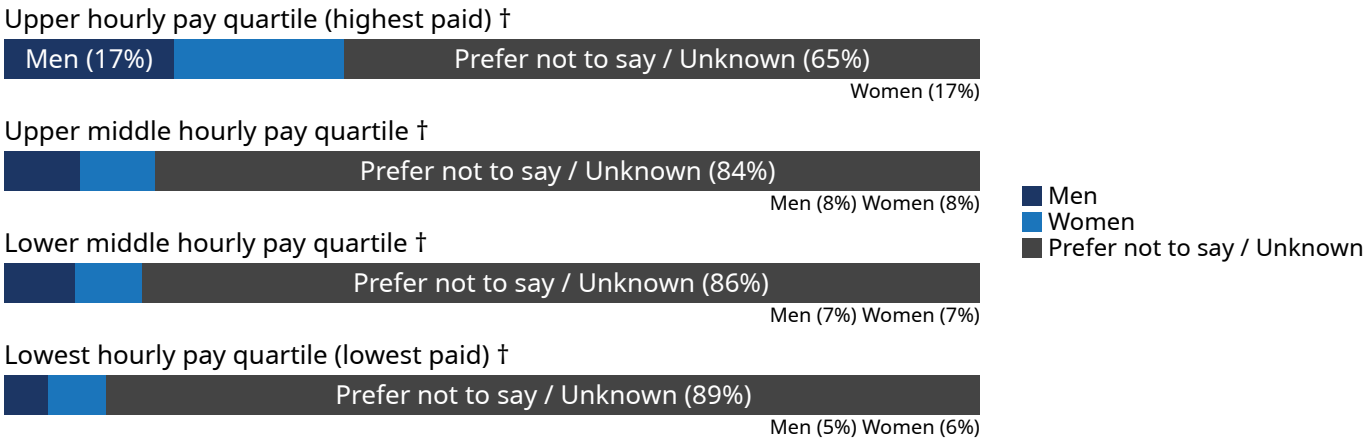
Median bonus pay [8]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving bonus pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of each gender in each pay quartile [9]



In this organization, women occupy 17% of the highest paid jobs and 6% of the lowest paid jobs.

† 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.

Data constraints

For the purpose of this report, FirstService Residential BC used existing employee data covering the period from October 1, 2025, to September 30, 2026.

Gender self-identification is voluntary and must be completed directly by each associate in the company's HR Information System (HRIS). Employees were first invited to voluntarily update their gender information in 2025, and this is the second year this data has been available for reporting.

The majority of associates have not yet updated this information, so a large proportion of records remain listed as "Prefer not to say/Unknown." This ranges from 65% to 89% of employees in each pay quartile. Additionally, under the Pay Transparency Regulation, results for gender groups with fewer than ten employees were automatically suppressed to protect employee privacy. As a result, bonus pay measures are not displayed in this report, and some gender categories were suppressed within each pay quartile.

Because associates who identified as men or women make up a small share of total records, comparisons between gender groups reflect only those who self-identified and may not represent the full workforce. The results should be interpreted in the context of these constraints.

FirstService Residential BC promotes gender equity by using inclusive language in all job postings and maintaining a Flexible Work Policy that supports associate work-life balance. FirstService Residential BC is committed to creating a fair, respectful, and inclusive workplace for all associates.

* 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.