2026 B.C. PAY TRANSPARENCY REPORT

Date posted: October 31, 2026
Location: GWL Realty Advisors website
Title: GWL Realty Advisors – 2026 B.C. Pay Transparency Report

Employer Details

Employer:	GWL Realty Advisors Inc.
Address:	33 Yonge St., Suite 1000, Toronto, ON
Reporting Year:	2026
Time Period:	January 1, 2025 – December 31, 2025
NAICS Code:	53 – Real estate and rental and leasing
Number of B.C. Employees:	50 to 299

Introduction

Purpose of the Report and Methodology

The B.C. Pay Transparency Act requires prescribed employers to prepare and publish an annual pay transparency report. This report presents the required aggregate pay-gap information for GWL Realty Advisors' employees in B.C., including hourly pay, overtime pay, bonus pay and gender composition by hourly pay quartile.

The report was prepared using the methodology, definitions and gender categories prescribed by the B.C. Pay Transparency Act and Pay Transparency Regulation. The aggregate results are not adjusted for factors that may influence pay, such as job type, level of responsibility, length of service or performance. Accordingly, the reported differences provide a snapshot of pay outcomes and should not be interpreted as a measure of pay equity for comparable work.

Gender Equity at GWL Realty Advisors

GWL Realty Advisors supports pay equity through market-based compensation practices and reports the required pay-gap information in accordance with the B.C. Pay Transparency Act and Pay Transparency Regulation.

Our Results

Overview

The results in this report focus on the following:

Measures:

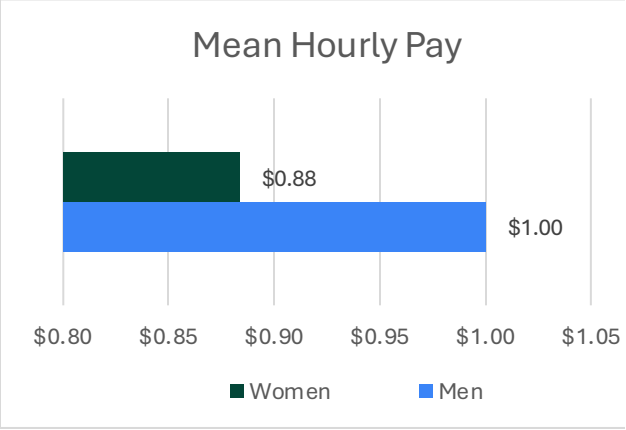
- **Mean (average):** the sum of all values divided by the number of employees included in the calculation. The mean can be affected by unusually high or low values.
- **Median:** the middle value when all values are arranged from lowest to highest. The median is less affected by unusually high or low values and can provide a useful view of a typical result.

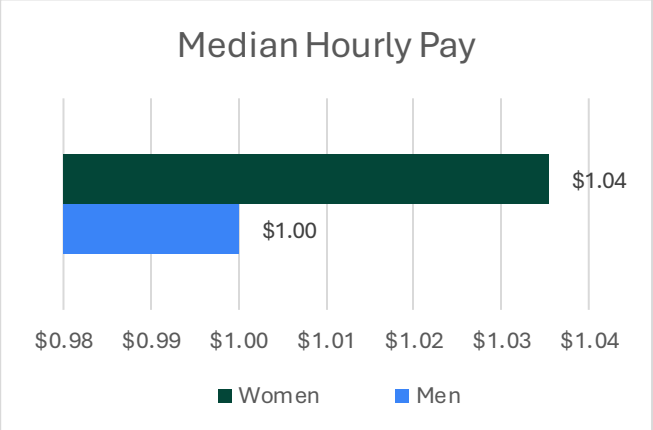
Gender classifications:

- Gender information was collected and reported in accordance with the B.C. Pay Transparency Act and Pay Transparency Regulation. Employees included in this report were categorized as **Man** or **Woman**. No employees were included in the **Non-binary** or **Unknown** categories for the reporting period. For readability, the results sections refer to these categories as **men** and **women**.
- The **Man** category is the reference category used to calculate the reported differences.

Hourly Pay

Hourly pay results compare women's mean and median hourly rates with men's, using men as the reference category.





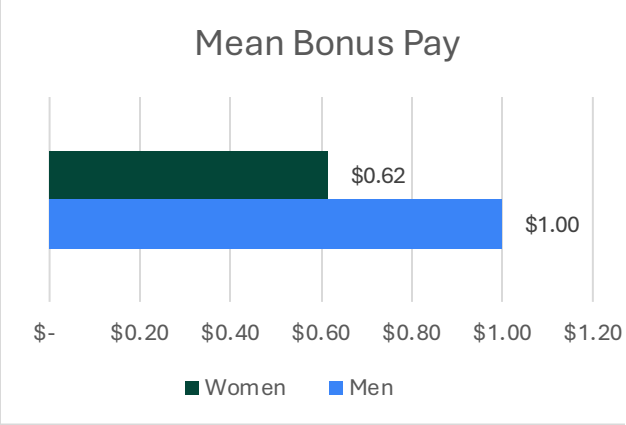
Women's mean hourly pay was 12% lower than men's, while women's median hourly pay was 4% higher. Taken together, the results show that women's typical hourly pay was slightly higher, but their average hourly pay was lower, this difference reflects how employees are distributed across roles and pay levels.

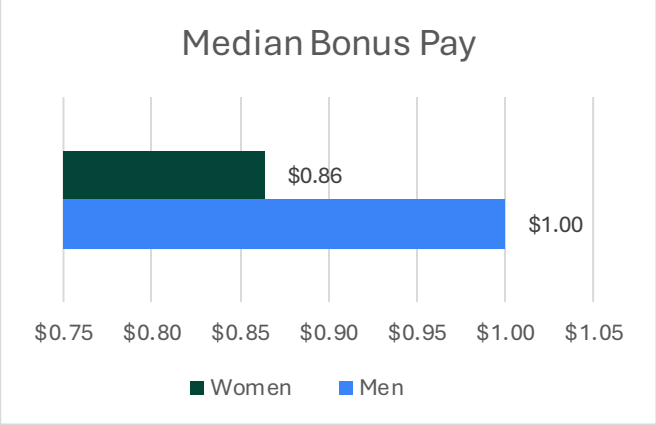
Overtime Pay

Overtime pay and overtime hours results are not reported because one gender category included fewer than 10 employees with overtime pay or overtime hours during the reporting period. These results have been suppressed in accordance with the B.C. Pay Transparency Regulation to protect employee privacy.

Bonus Pay

Bonus pay reported for the period consisted of short-term incentive plan (STIP) awards. During the reporting period, 69% of men and 68% of women received bonus pay.



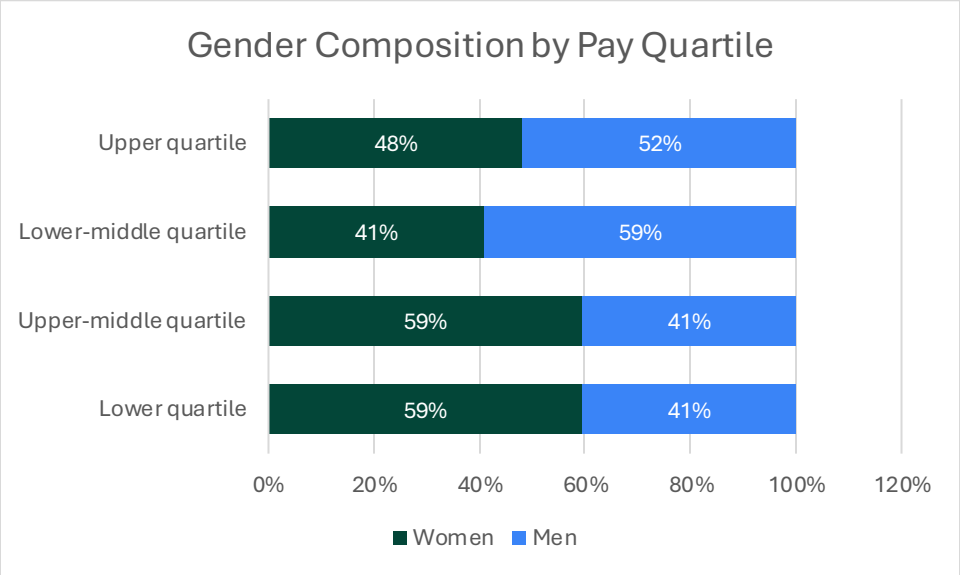


Women's mean bonus pay was 38% lower than men's, compared with a 14% difference in median bonus pay, indicating that a small number of higher-value awards had a greater effect on the mean. Excluding identified outliers, women's mean and median bonus pay were each $0.92 for every $1.00 received by men. These adjusted figures are presented as supplementary analysis; the reported results above reflect the full population and the prescribed methodology.

Gender Composition by Pay Quartile

Each pay quartile represents approximately one-quarter of employees, ranked from lowest to highest hourly rate of pay. The percentages below show the gender composition within each quartile.

Overall, GWL Realty Advisors' B.C. workforce was 52% women and 48% men.



Gender representation was relatively balanced across all pay quartiles, with each gender comprising between 41% and 59% of employees. Both the upper quartile and the overall B.C. workforce were broadly balanced by gender.