Bell Channels Inc.

British Columbia Pay Transparency Report

November 2026

Bell Channels Inc. 2026 British Columbia Pay Transparency report

Context

This report is prepared in accordance with the provisions of B.C.'s Pay Transparency Act.

As part of the province's efforts towards closing the pay gap, starting in 2025, Bell Channel Inc. must annually report on differences between hourly wages, overtime, and bonus payments[1] between men, women, non-binary as well as unknown/prefer not to say employees[2].

General information

Employer Name	Bell Channel Inc.
Employer Mailing Address	1, Carrefour Alexander-Graham-Bell, A-7, Verdun, Québec, H3E 3B3
NAICS Code	517310 - Wired and wireless telecommunications carriers (except satellite)
Reporting year	2026
Reporting Period	1 Jan to 31 Dec 2025
Number of Employees	50-299

[1]Employees pay & overtime data retrieved is for all active employees as of December 31st 2025 was employed by BCI at some point in 2025

[2]Gender data was retrieved from the last cycle of the Workplace Environment for employees who identify as being men, non-binary, or women. Employees may also self-describe their gender or choose to not answer the question. If employees chose to self-describe but did not provide a response, they were classified as "unknown"

Note As gender category unknows/prefer not to say has fewer than 10 employees, they were excluded from the data. The total count of employees was adjusted accordingly.

Hourly Rate of Pay

1 Mean[1] Hourly Rate of Pay Gap



1a ***Women*'s average hourly wages[1] are 4% higher than *Men*'s. For every dollar a man earns on average (mean), women earns $1.04 in average hourly wages.**

2 Median[2] Hourly Rate of Pay Gap



2a ***Women*'s median hourly wages[2] are equal vs *Men*'s, hence for every dollar a man earns in median hourly wages, women earn the same.**

[1]The mean is the average value of a range of values, calculated by summing all values and dividing by the number of values

[2]The median is the midpoint value in an ordered set of numbers; half of all data points fall at or above the median, and half fall below it

Hourly rate of pay excludes overtime and bonuses

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Overtime Pay

1 Mean[1] Overtime Pay Gap (Per Hour)



1a **By hour of overtime *Women*'s average[1] overtime paid is equal to *Men*'s**

2 Median[2] Overtime Pay Gap (Per Hour)



2a **By hour of overtime *Women*'s median[2] overtime paid is 2% higher than *Men*'s**

Important Notice: The results below refer to the total amount of overtime paid by employee and not to hourly pay for each hour of overtime, which results are shown above and are reflective of our common overtime policies. To ensure equity, our company practices regarding compensation and management of overtime are applied consistently to all our employees, regardless of their gender.

3 Mean[1] Overtime Pay Gap (Total)



3a ***Women*'s average total overtime pay is 30% lower than *Men*'s,. For every dollar men earn in average overtime pay, women earn 70 cents**

4 Median[2] Overtime Pay Gap (Total)



4a ***Women*'s median total overtime pay is 8% less than *Men*'s. For every dollar men earn in median overtime pay, women earn 92 cents**

[1]*The mean overtime pay refers to overtime pay when averaged for each group*
[2]*The median refers to the middle point of overtime pay for each group*

Overtime Pay

1 % of Employee Receiving Overtime Pay



2 Mean[1] Number of Overtime Paid Hours

Difference as compared to reference group (Men)

Women	-6

2a In Bell Channel Inc. the average number of overtime hours worked by women was 6 less than by men

3 Median[2] Number of Overtime Paid Hours

Difference as compared to reference group (Men)

Women	-1

3a In Bell Channel Inc. the median number of overtime hours worked by women was 1 less than by men

[1]The mean overtime paid hours refers to the average number of hours of overtime worked for each group

[2]The median overtime paid hours refers to the middle point of number of hours of overtime worked for each group

Note the data shared in this section includes only those employees who received overtime pay

Bonus Pay

1 Mean[2] Bonus Pay



1a ***Women*'s average bonus pay is 13% less to *Men*'s. For every dollar men earn in average bonus pay, women earn 87 cents.**

2 Median[2] Bonus Pay



2a ***Women*'s median amount of bonus pay is 14% lower than *Men*'s. For every dollar men earn in median bonus pay, women earn 86 cents.**

3 % of Employee Receiving Bonus Pay



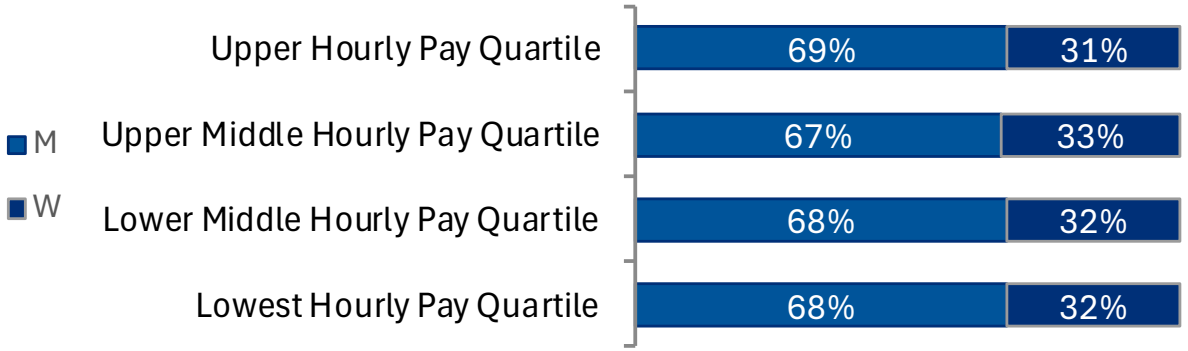
[1]The mean bonus pay refers to bonus pay when averaged for each group

[2]The median bonus pay refers to the middle point of bonus pay for each group

[3]**Note** the data shared in this section refers to the **total amount of bonus pay** and not to hourly equivalent for each hour of hours worked

Pay Segments[1]

1 % of Each Gender in Each Pay Segment[1]



1a ***Women occupy 31% of the highest paid jobs and 32% of the lowest paid jobs.***

[1] Pay Quartile refers to the percentage of each gender within four equal sized groups based on their hourly pay


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