



Bell Channels Inc.

British Columbia Pay Transparency Report

November 2025

Bell Channels Inc. 2025 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 payments¹ between men, women, non-binary as well as unknown/prefer not to say employees².

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	2025
Reporting Period	1 janv to 31 dec 2024
Number of Employees	300-999

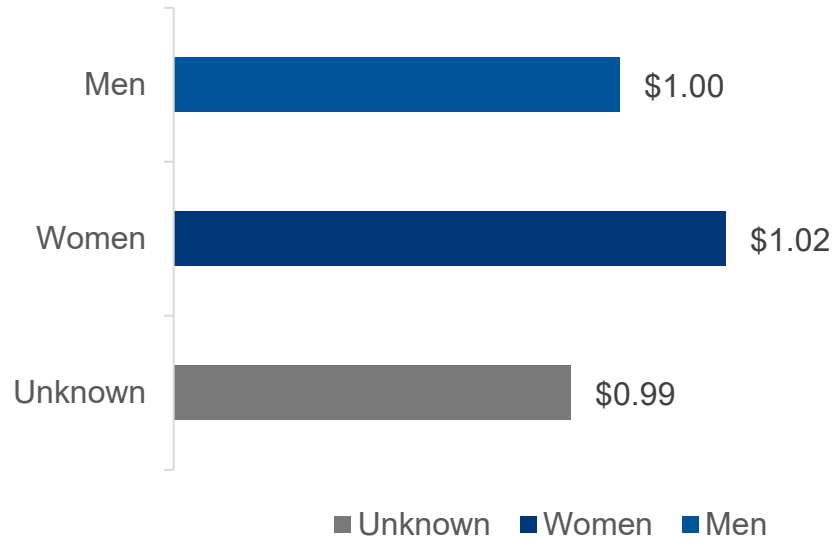
¹Employees pay & overtime data retrieved is for all active employees as of December 31st 2024 was employed by BCI at some point in 2024

²Gender 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”

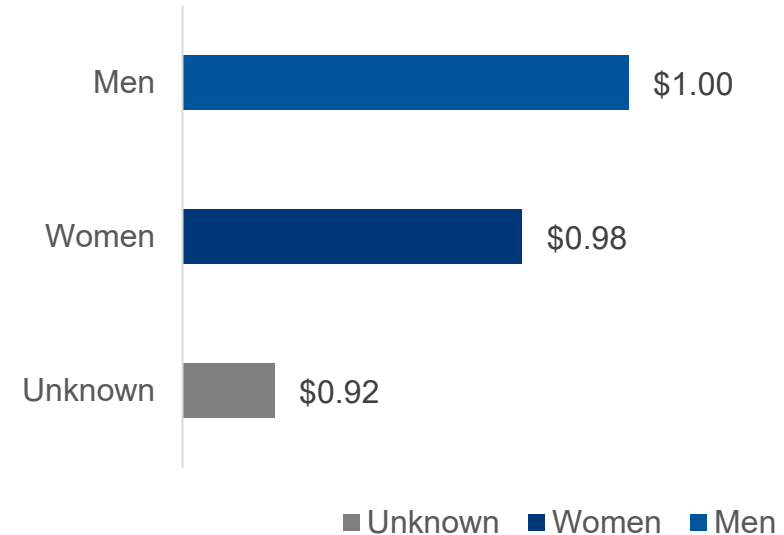


Hourly Rate of Pay

Mean¹ Hourly Rate of Pay Gap



Median² Hourly Rate of Pay Gap



Women's average hourly wages¹ are 2% higher than *Men's*, with employees in the *Unknown/prefer not to say* category calculated at 1% lower than *Men's*. For every dollar a man earns on average (mean), women earn \$1.02 and unknown employees earn 99 cents in average hourly wages.

Women's median hourly wages¹ are 2% less than *Men's*, with employees in the *Unknown/prefer not to say* category calculated at 8% lower than *Men's*. For every dollar a man earns in median hourly wages, women earn 98 cents, and unknown employees earn 92 cents in median hourly wages.

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

²The 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

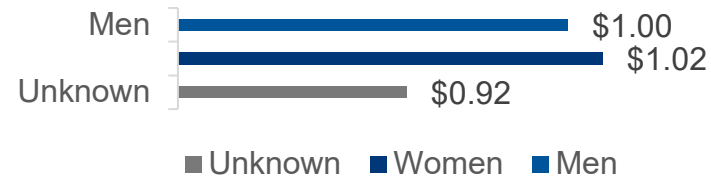
Hourly rate of pay excludes overtime and bonuses



Overtime Pay

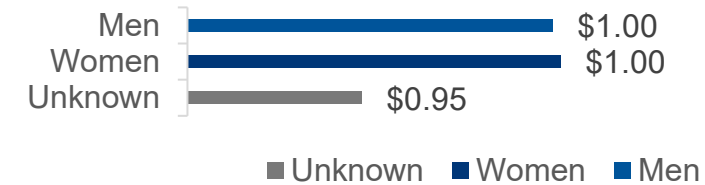
To ensure equity, our company practices regarding compensation and management of overtime are applied consistently to all our employees, regardless of their gender.

Mean¹ Overtime Pay Gap (per hour)



By hour of overtime *Women's* average¹ overtime paid is 2% higher than *Men's* and *Unknown/prefer not to say* is 8% lower.

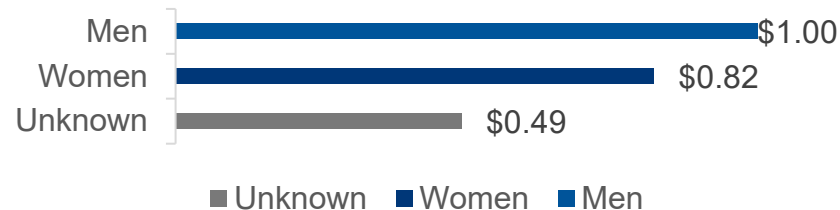
Median² Overtime Pay Gap (per hour)



By hour of overtime *Women's* median² overtime paid is equivalent to *Men's* and *Unknown/prefer not to say* is 5% lower.

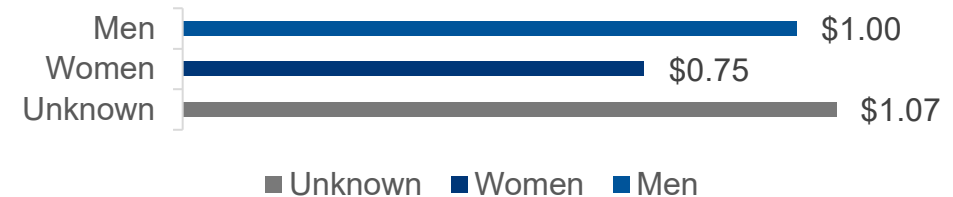
Important Notice: The results below refer to the total amount of overtime paid by employee and not to hourly pay for each hour of overtime, which results are shown above and are reflective of our common overtime policies.

Mean¹ Overtime Pay Gap (total)



Women's average total overtime pay is 18% lower than *Men's*, with employees in the *Unknown/prefer not to say* category calculated at 51% lower than *Men's*. For every dollar men earn in average overtime pay, women earn 82 cents, with unknown/prefer not to say employees earn 49 cents in average overtime pay.

Median² Overtime Pay Gap (total)



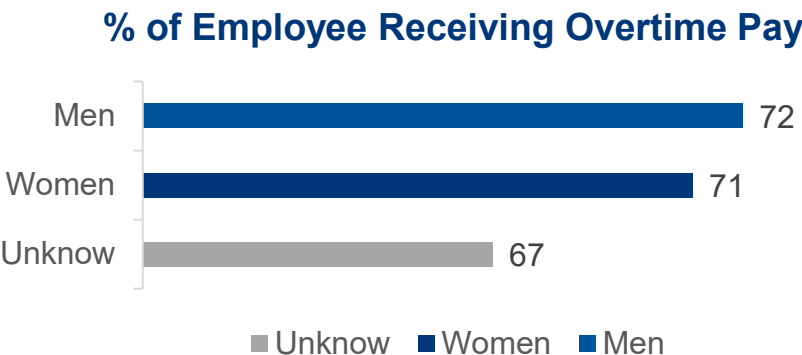
Women's median total overtime pay is 25% less than *Men's*, with employees in the *Unknown/prefer not to say* category ranking 7% higher than *Men's*. For every dollar men earn in median overtime pay, women earn 75 cents and unknown/prefer not to say employees earn \$1.07 in median overtime pay.

¹The mean overtime pay refers to overtime pay when averaged for each group

²The median refers to the middle point of overtime pay for each group



Overtime Pay



Mean¹ Number of Overtime Paid Hours

Difference as compared to reference group (Men)

Women	-2
Unknown	-5

In Bell Channel Inc. the average number of overtime hours worked by women was 2 less than by men, and the average number of overtime hours worked by unknown/prefer not to say employees was 5 less than by men.

Median² Number of Overtime Paid Hours

Difference as compared to reference group (Men)

Women	-1
Unknown	+1

In Bell Channel Inc. the median number of overtime hours worked by women was 1 less than by men, and the average number of overtime hours worked by unknown/prefer not to say people was 1 more than by men.

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

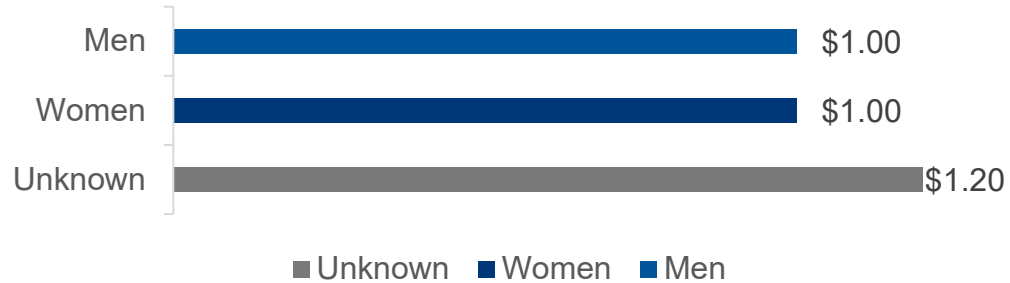
²The median overtime paid hours refers to the middle point of number of hours of overtime worked for each group

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



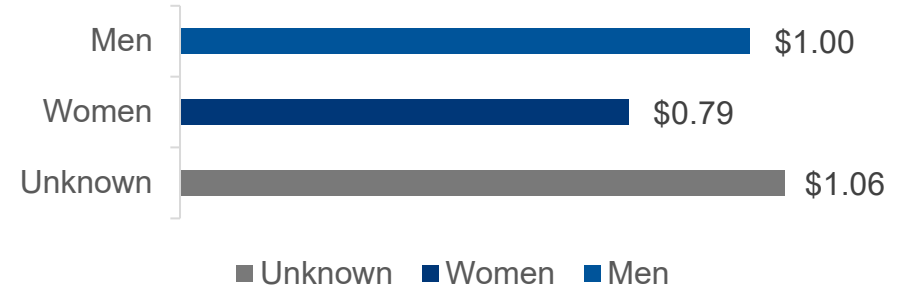
Bonus Pay

Mean¹ Bonus Pay



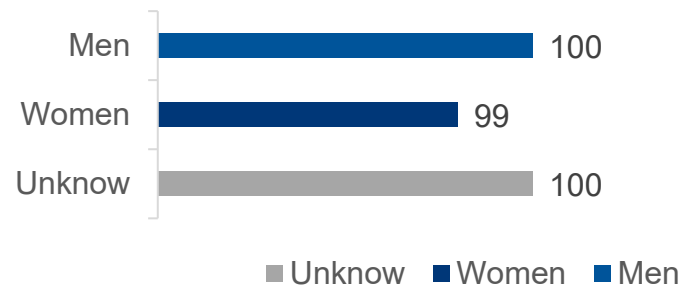
Women's average bonus pay is equivalent to Men's, with employees in the *Unknown/prefer not to say* category being calculated at 20% higher than Men's. For every dollar men earn in average bonus pay, women earn an equal dollar, with the unknown/prefer not to say employees earning \$1.20 in average bonus pay.

Median² Bonus Pay



Women's median amount of bonus pay is 21% lower than Men's, with employees in the *Unknown/prefer not to say* category calculated at 6% higher than Men's. For every dollar men earn in median bonus pay, women earn 79 cents, and unknown/prefer not to say employees earn \$1.06 in median bonus pay.

% of Employee Receiving Bonus Pay



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

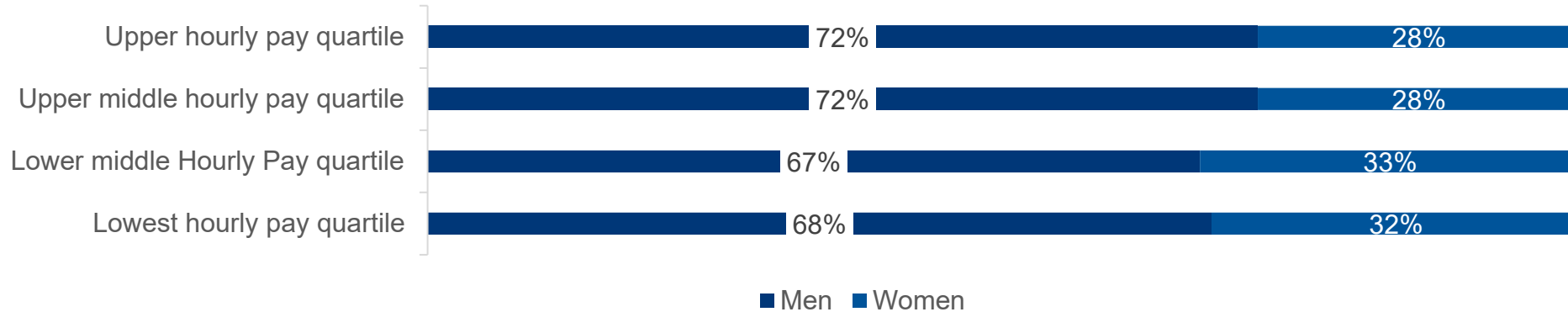
²The median bonus pay refers to the middle point of bonus pay for each group

³Note 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



% of each gender in each pay quartile¹

Gender % Per Quartile¹



Women occupy 28% 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

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