

# TROY LIFE & FIRE SAFETY LTD. PROTECTION INCENDIE TROY LTEE

## Pay transparency report

Troy Life & Fire Safety Ltd. (Troy) promotes equity across our business, including in hiring and wages. Troy has implemented a Diversity, Equity and Inclusion Policy and with the principles outlined therein we are striving to develop a diverse and inclusive workforce. We utilize a variety of strategies covering recruitment, retention and advancement within Troy.

Troy's Senior Leadership Team has committed to developing, implementing and maintaining best practices and strategies to enhance equality, diversity and inclusion at Troy. This commitment is made at all stages of the employment life cycle: recruitment, retention and advancement.

Troy also reviews and assess wages on an annual basis to ensure that equal pay is provided based on job duties and responsibilities. Troy makes every effort to ensure all employees are paid equitably.

We are a wholly employee-owned corporation. We have shareholders that represent every position within our company. Women comprise approximately 30% of our employee shareholders. In addition to this, 24% of our managers identify as women and over 45% of our Senior Leadership team is comprised of women.

### Employer details

|                      |                                                            |
|----------------------|------------------------------------------------------------|
| Employer:            | TROY LIFE & FIRE SAFETY LTD. PROTECTION INCENDIE TROY LTEE |
| Address:             | 1042 2ND AVENUE EAST,, OWEN SOUND, ON                      |
| Reporting Year:      | 2026                                                       |
| Time Period:         | January 1, 2025 - December 31, 2025                        |
| NAICS Code:          | 23 - Construction                                          |
| Number of Employees: | 50-299                                                     |

### Data constraints

Per the requirements of the *Pay Transparency Act*, the results of this pay transparency report are based wholly on self-reported gender identification. Although we invite employees to self-report upon hire and reminders are sent out multiple times annually, the data in this report only reflects 36% of our workforce in British Columbia.

Additionally, this report does not differentiate pay data at the individual job level. Our workforce includes highly specialized technical positions as well as sales and administrative roles, each with distinct market-based compensation structures. While we maintain pay equity within comparable roles, combining these positions into a single analysis can create the appearance of significant wage gaps that do not accurately reflect our compensation practices. Differences in employee tenure, full-time, part-time, and casual work schedules, along with the ability for overtime and other variable earnings are also not separately reflected in this report and may further influence the reported results.



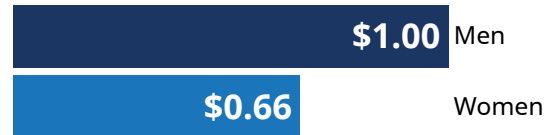
## Hourly pay

### Mean hourly pay gap<sup>1</sup>



In this organization women's average hourly wages are 29% less than men's. For every dollar men earn in average hourly wages, women earn 71 cents in average hourly wages. \*

### Median hourly pay gap<sup>2</sup>



In this organization women's median hourly wages are 34% less than men's. For every dollar men earn in median hourly wages, women earn 66 cents in median hourly wages. \*



## Overtime pay

### Mean overtime pay<sup>3</sup>

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

### Median overtime pay<sup>4</sup>

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

### Mean overtime paid hours<sup>5</sup>

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

### Median overtime paid hours<sup>6</sup>

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

### Percentage of employees in each gender category receiving overtime pay

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

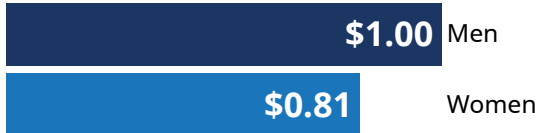
#### Explanatory notes

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.
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 <sup>7</sup>



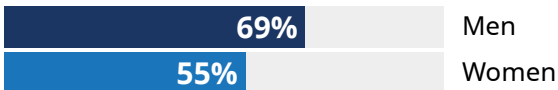
In this organization women's average bonus pay is 19% less than men's. For every dollar men earn in average bonus pay, women earn 81 cents in average bonus pay. \*

### Median bonus pay <sup>8</sup>



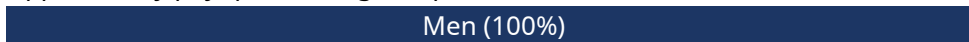
In this organization women's median bonus pay is 557% more than men's. For every dollar men earn in median bonus pay, women earn \$6.57 in median bonus pay. \*

### Percentage of employees in each gender category receiving bonus pay

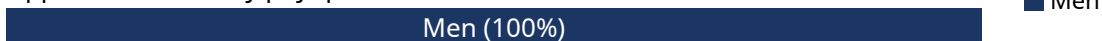


## Percentage of each gender in each pay quartile <sup>9</sup>

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †

Lowest hourly pay quartile (lowest paid) †

† 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.

\* 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.