

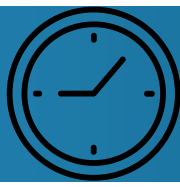


PAN PACIFIC VANCOUVER

PAY TRANSPARENCY REPORT

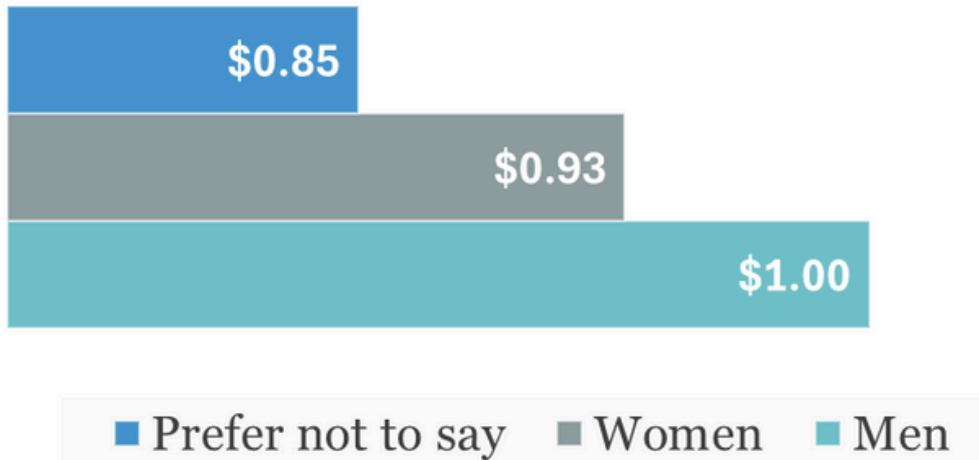
Pan Pacific Vancouver is committed to pay transparency and closing the gender pay gap.

Employer:	Ocean Pacific Hotels Ltd.
Address:	300-999 Canada Place, Vancouver, BC
Reporting Year:	2025
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	721111
Number of Employees:	300-999



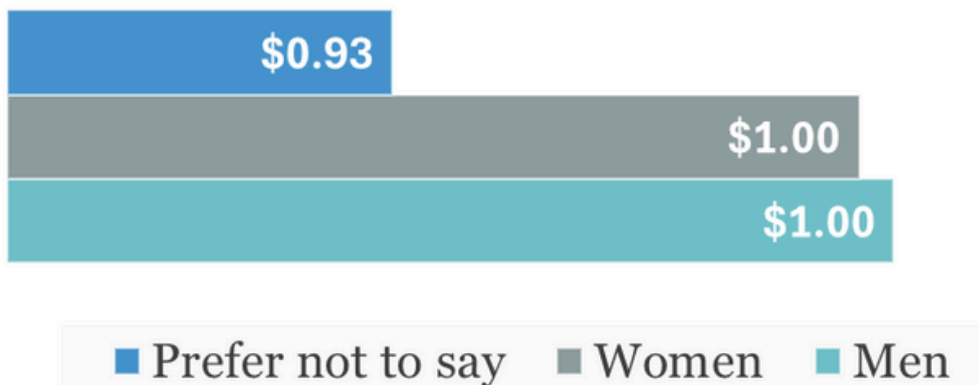
HOURLY PAY

Mean Hourly Pay Gap^{1.}



At Pan Pacific Vancouver, 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.}



At Pan Pacific Vancouver, women's median hourly wages are on par with the men's. For every dollar men earn in median hourly wages, women earn one dollar in median hourly wages.

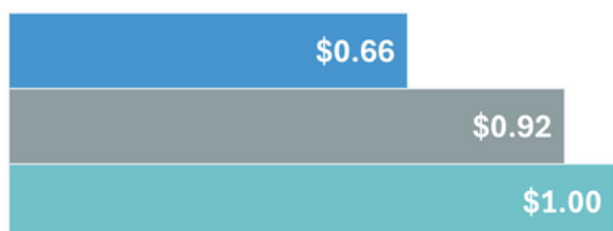
Explanatory Notes:

1. "Mean Hourly Wage Gap" refers to the differences in pay between gender groups, calculated by average pay. Hourly pay does not include overtime or bonuses.
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 overtime or bonuses.



OVERTIME PAY

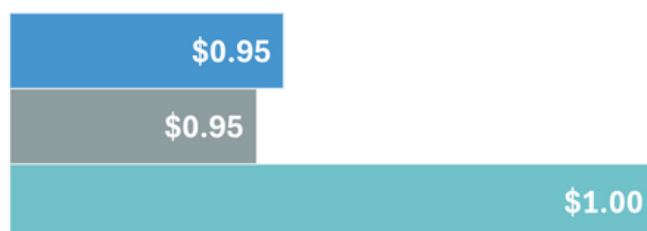
Mean Overtime Pay^{3.}



■ Prefer not to say ■ Women ■ Men

At Pan Pacific Vancouver, women's average overtime pay is 8% less than men's. For every dollar men earn in average overtime pay, women earn 92 cents in average overtime pay.

Median Overtime Pay^{4.}



■ Prefer not to say ■ Women ■ Men

At Pan Pacific Vancouver, women's median overtime pay is 5% less than men's. For every dollar men earn in median overtime pay, women earn 95 cents in median overtime pay.

Mean Overtime Paid Hours^{5.}

Difference as compared to the reference group (Men)

Women	-0.49
Prefer not to say	7.69

At Pan Pacific Vancouver, the average number of overtime hours worked by women was 0.49 less than by men.

Median Overtime Paid Hours^{6.}

Difference as compared to the reference group (Men)

Women	0
Prefer not to say	0.63

At Pan Pacific Vancouver, the median number of overtime hours worked by women was on par with men.

Explanatory Notes:

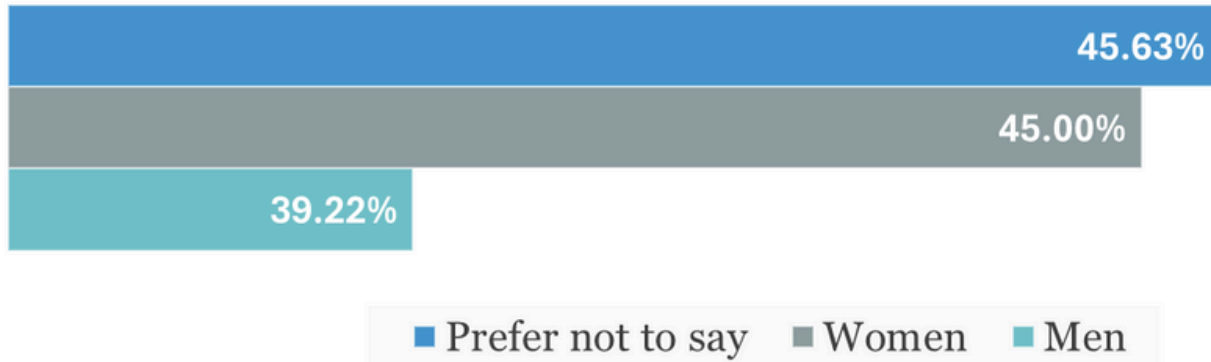
3. "Mean Overtime Pay" refers to overtime pay when averaged for each group.

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 worked for each group.

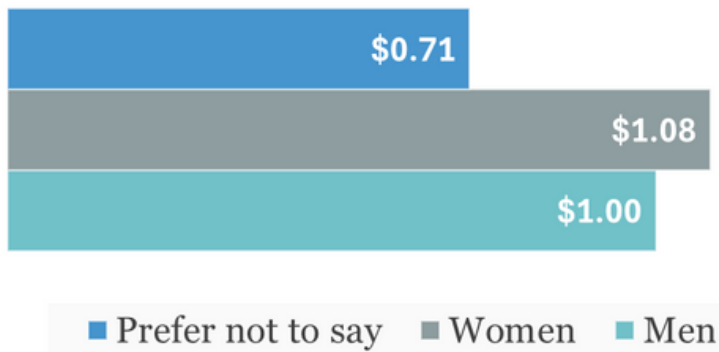
6. "Median Overtime Paid Hours" refers to the middle point of the number of overtime hours worked for each group.

Percentage of employees in each gender category receiving overtime pay



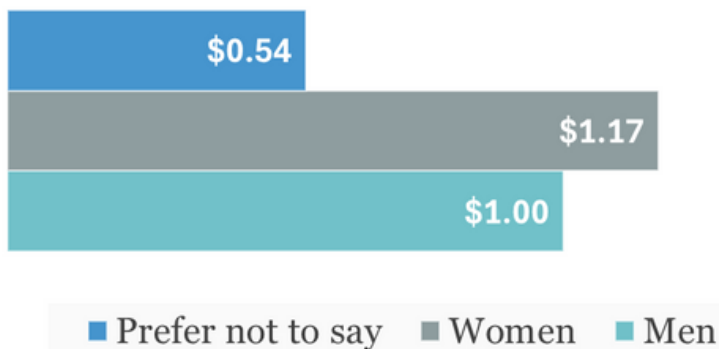
BONUS PAY

Mean Bonus Pay^{7.}



At Pan Pacific Vancouver, women's average bonus pay is 8% more than men's. For every dollar men earn in average bonus pay, women earn one dollar and 8 cents in average bonus pay.

Median Bonus Pay^{8.}



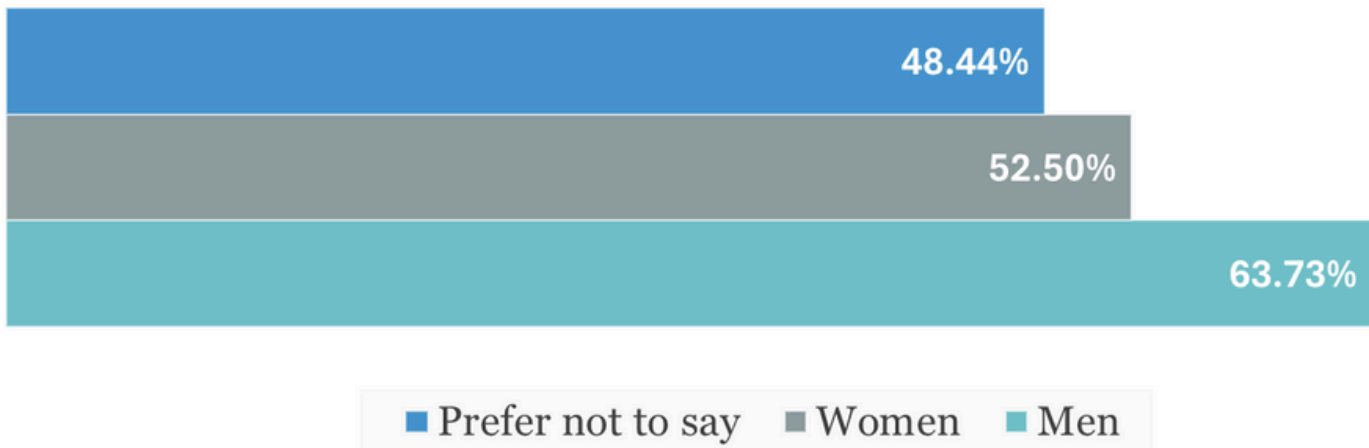
At Pan Pacific Vancouver, women's median bonus pay is 17% more than men's. For every dollar men earn in average bonus pay, women earn one dollar and 17 cents in average bonus pay.

Explanatory Notes:

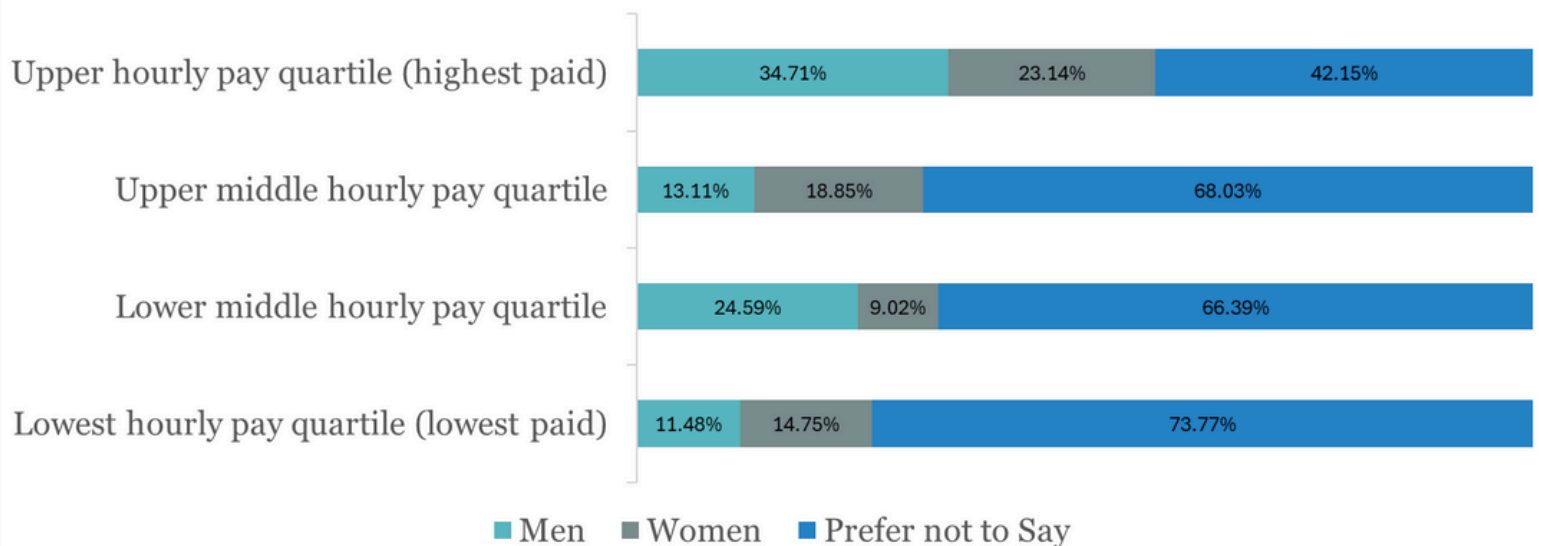
7. "Mean Bonus Pay" refers to bonus pay when averaged for each group.

8. "Median Bonus Pay" refers to the middle point of bonus pay for each group.

Percentage of employees in each gender category receiving bonus pay



Percentage of each gender in each pay quartile⁹



At Pan Pacific Vancouver, women occupy 23.14% of the highest paying jobs and 14.75% of the lowest paying jobs.

Explanatory Notes:

9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.