

# PETER KIEWIT SONS ULC

## Pay transparency report

Kiewit is committed to fostering a fair, and equitable workplace. We believe that transparency supports accountability and helps strengthen trust across our organization and with the communities in which we operate.

Our workforce includes a diverse range of roles across craft, technical, professional, operational, and corporate functions, including unionized and non-unionized employees, hourly and salaried employees, and both overtime-eligible and overtime-exempt positions. Compensation practices are designed to reflect legitimate factors such as role scope and responsibility, market conditions, skills and experience, collective agreements, performance, and business needs.

We remain committed to regularly reviewing our compensation practices to support fairness, compliance, and alignment with our organizational values.

### Employer details

<b>Employer:</b>	PETER KIEWIT SONS ULC
<b>Address:</b>	Suite 2600, Three Bentall Centre 595 Burrard Street, P.O. Box 49314, Vancouver, BC
<b>Reporting Year:</b>	2025
<b>Time Period:</b>	January 1, 2025 - December 31, 2025
<b>NAICS Code:</b>	23 - Construction
<b>Number of Employees:</b>	300-999



### Hourly pay

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



In this organization women's average hourly wages are 9% less than men's. For every dollar men earn in average hourly wages, women earn 91 cents in average hourly wages. \*

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



In this organization women's median hourly wages are 2% less than men's. For every dollar men earn in median hourly wages, women earn 98 cents in median hourly wages. \*

#### 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.



## 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.



## Bonus pay

### Mean bonus pay<sup>7</sup>



In this organization women's average bonus pay is 8% more than men's. For every dollar men earn in average bonus pay, women earn \$1.08 in average bonus pay. \*

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



In this organization women's median bonus pay is 33% more than men's. For every dollar men earn in median bonus pay, women earn \$1.33 in median bonus pay. \*

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



#### Explanatory notes

- "Mean overtime pay" refers to overtime pay when averaged for each group.
- "Median overtime pay" refers to the middle point of overtime pay for each group.
- "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
- "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.
- "Mean bonus pay" refers to bonus pay when averaged for each group.
- "Median bonus pay" refers to the middle point of bonus pay for each group.



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

Upper hourly pay quartile (highest paid) †

Men (100%)

Upper middle hourly pay quartile †

Men (79%)

Women (21%)

Lower middle hourly pay quartile †

Men (100%)

Lowest hourly pay quartile (lowest paid) †

Men (73%)

Women (27%)

■ Men  
■ Women

In this organization, women occupy 27% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

### Data constraints

This report has been prepared in accordance with the British Columbia Pay Transparency Act and includes only the data elements required under the legislation: Gender, Total Hours Worked, Pay Rate, Base Salary, Total Overtime Hours, Total Overtime Pay, and Total Bonus Pay.

The dataset includes a broad employee population, including craft employees, hourly staff, salaried staff, overtime-eligible and overtime-exempt employees, as well as unionized and non-unionized employees. The report does not segment or adjust for differences in job function, occupational group, job level, tenure, experience, performance, union status, employment status (full-time/part-time/temporary), or other legitimate compensation differentiators.

Accordingly, the figures presented reflect aggregated pay outcomes across diverse roles and employment arrangements. The results should not be interpreted as reflecting pay equity analyses, equal pay comparisons for comparable work, or conclusions regarding compensation practices within specific job groups or classifications.

Observed differences in compensation outcomes may be materially influenced by factors such as workforce composition, occupational distribution, overtime eligibility, hours worked, seniority, performance, market-based pay structures, collective agreements, and variable compensation eligibility, none of which are controlled for in this report.

This report is intended solely to meet statutory reporting requirements and should be interpreted within the context of these data limitations.

### Explanatory notes

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.