FORTISBC

Pay transparency report

This report is prepared by FortisBC in accordance with the provisions of the BC Pay Transparency Act.

Employer details

Employer:	FORTISBC
Address:	Corporate office: Suite 1000, 1111 West Georgia Street, Vancouver, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	22 - Utilities
Number of Employees:	1,000 or more

Our more than 2,800 skilled, resilient and hardworking employees are the cornerstone of our reputation for providing reliable energy to our customers today and in the future. We are dedicated to advancing our culture of belonging where our workforce can reflect the diversity of the communities we serve and our employees can connect, belong and grow.

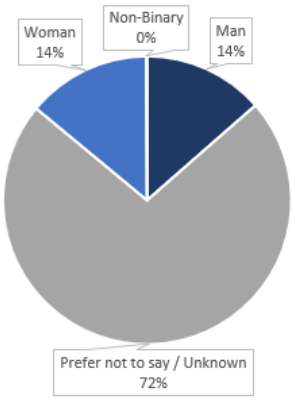
We are proud to have a workforce that is diverse in many respects – most notably, the majority of our employees are unionized, and our gender representation exceeds the average across Canada's utilities industry[1].

Similar to others in the industry, women at FortisBC are underrepresented in higher-paying technician and field operations jobs, which make up a large portion of our workforce. This has resulted in an overall average pay difference between men and women.

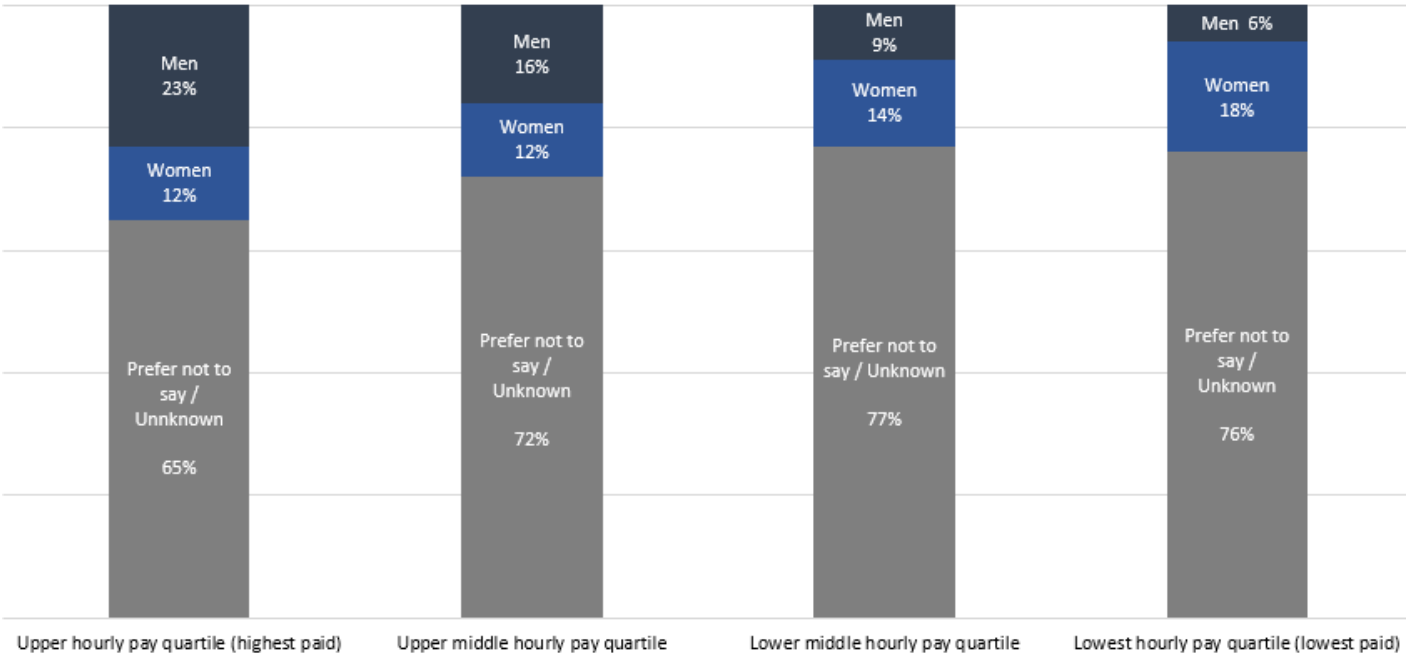
Data Used in This Report

The information in this report includes data from all of the FortisBC group of companies, including FortisBC Inc., FortisBC Energy Inc., FortisBC Holdings Inc., and FortisBC Alternative Energy Services.

We collect gender identity data on a voluntary basis, and currently, 28 per cent of employees have disclosed this information. As participation increases over time, we will be better positioned to develop a more comprehensive understanding of any potential gender pay gap within the organization. We also regularly enhance our analysis methods to align with the guidelines set out in the BC Pay Transparency Act. As a result, any changes from last year's report may reflect changes in methodology rather than a shift in the actual pay gap.



Percentage of each gender in each pay quartile



Explanatory notes

- FortisBC collects employee gender information through voluntary self-identification for four gender classifications: men, women, non-binary, others and preferred not to say. In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, gender categories with fewer than 10 employees have been suppressed.
- "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

Hourly pay

Based on the limited gender data collected, the median hourly pay gap between men and women is at 18 per cent. This is a result of underrepresentation of women in higher-paying technician and field operations job roles which have historically been filled by men within the industry and is evolving to become more diverse.



Women's average hourly wages are 20% less than men's. For every dollar men earn in average hourly wages, women earn 80 cents in average hourly wages.



Women's median hourly wages are 18% less than men's. For every dollar men earn in median hourly wages, women earn 82 cents in median hourly wages.

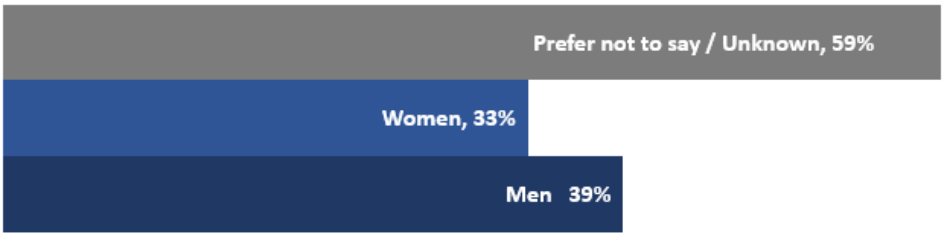
Explanatory notes

- "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay.
- "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.

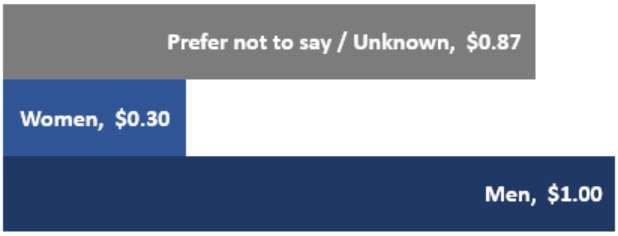
Overtime pay

Employees are paid the same overtime rates in accordance with their job level or collective agreements. However, most overtime hours are worked by our skilled trades operations employees, who are mostly men.

Percentage of employees in each gender category receiving overtime pay



Mean Overtime Pay



Women's average overtime pay is 70% less than men's. For every dollar men earn in average overtime pay, women earn 30 cents in average overtime pay.

Median overtime pay



Women's median overtime pay is 79% less than men's. For every dollar men earn in median overtime pay, women earn 21 cents in median overtime pay.

Mean overtime paid hours

Difference as compared to reference group (Men)

Women	-78
Prefer not to say / Unknown	-21

The average number of overtime hours worked by women was 78 less than by men.

Median overtime paid hours

Difference as compared to reference group (Men)

Women	-58
Prefer not to say / Unknown	-17

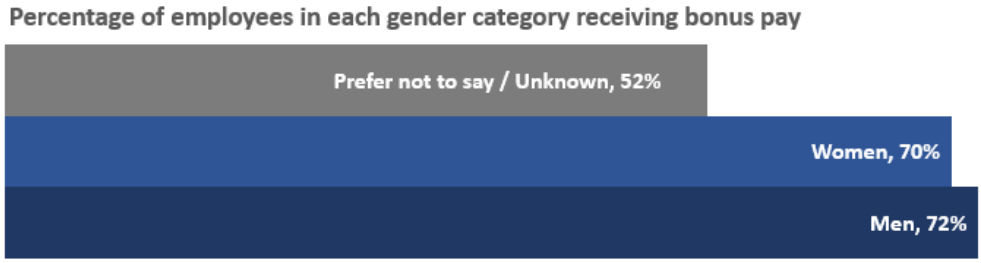
The median number of overtime hours worked by women was 58 less than by men.

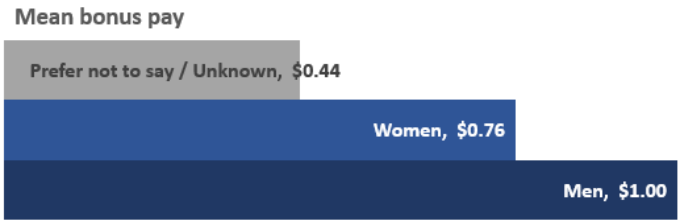
Explanatory notes

- "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.

Incentive pay

At FortisBC, we provide unionized and management and exempt (M&E) employees with incentive pay based on eligibility. Eligible M&E employees receive incentive pay based on their regular pay. The difference in overall incentive pay is a result of varied levels of gender representation across senior levels. Our eligible unionized employees receive incentive pay based on collective agreements and the difference in their incentive pay is a result of the uniqueness of incentive requirements coupled with representation of mean in upper-level unionized jobs.





Women's average bonus pay is 24% less than men's. For every dollar men earn in average bonus pay, women earn 76 cents in average bonus pay.



Women's median bonus pay is 12% less than men's. For every dollar men earn in median bonus pay, women earn 88 cents in median bonus pay.

Explanatory notes

- "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.

Summary

We have used voluntarily disclosed gender identity in this report, and given that 72 per cent of our employees have not disclosed this information, the data presented should be interpreted with caution and not assumed to represent the full employee population.

Internal equity is an essential component of our culture of belonging and pay transparency objectives. We are committed to continuing efforts to ensure similar pay for similar work. As noted earlier, the representation of our workforce in our jobs are similar to others in the industry and the primary contributor to our pay gaps. In addition to continuing to include gender equity considerations in compensation decisions, we will also be looking at ways we can contribute to representation in different jobs and job levels.

[1]Source for representation of women in utilities industry statistic: provincial WorkBC website.