

WESGAR INC.

Pay transparency report

Wesgar Inc. is committed to fair, equitable, and transparent compensation practices. This Pay Transparency Report has been prepared in accordance with British Columbia's Pay Transparency Act and applicable reporting requirements.

As of January 1, 2026, Wesgar Inc. employed 237 employees. The reporting period used for this report is January 1 to December 31, 2025.

Gender information used in preparing this report was collected through a voluntary self-identification process in accordance with the Pay Transparency Act. Where the number of employees within a reportable gender category did not meet the required disclosure threshold, the information has been suppressed to protect employee privacy and confidentiality.

Compensation calculations include applicable wages, overtime and bonus compensation in accordance with the reporting requirements. Bonus compensation includes Wesgar's profit-sharing payments and other qualifying payments, where applicable.

Wesgar will continue to review its compensation practices and pay data to identify opportunities to support fair and equitable compensation across the organization.

Employer details

Employer:	WESGAR INC.
Address:	1634 Kebet Way, Port Coquitlam, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	31-33 - Manufacturing
Number of Employees:	50-299



Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 9% more than men's. For every dollar men earn in average hourly wages, women earn \$1.09 in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 5% more than men's. For every dollar men earn in median hourly wages, women earn \$1.05 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 pay³



In this organization women's average overtime pay is 83% less than men's. For every dollar men earn in average overtime pay, women earn 17 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 84% less than men's. For every dollar men earn in median overtime pay, women earn 16 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-132
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In this organization the average number of overtime hours worked by women was 132 less than by men. *

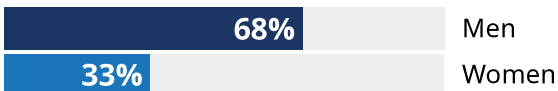
Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-78
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In this organization the median number of overtime hours worked by women was 78 less than by men. *

Percentage of employees in each gender category receiving overtime 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.



Bonus pay

Mean bonus pay ⁷



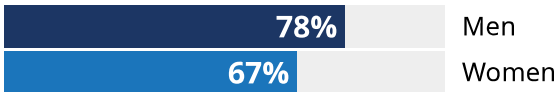
In this organization women's average bonus pay is 13% less than men's. For every dollar men earn in average bonus pay, women earn 87 cents in average bonus pay. *

Median bonus pay ⁸



In this organization women's median bonus pay is 3% more than men's. For every dollar men earn in median bonus pay, women earn \$1.03 in median bonus pay. *

Percentage of employees in each gender category receiving 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 each gender in each pay quartile ⁹

Upper hourly pay quartile (highest paid) †



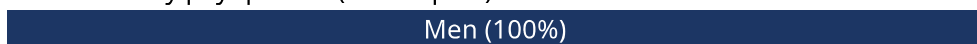
Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women

In this organization, women occupy 23% of the highest paid jobs.

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

Explanatory notes

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

Data constraints

Hourly Pay Section Comment :

Wesgar's hourly pay results reflect the composition of its workforce and the distribution of employees across different positions, departments, levels of responsibility, skills, experience, and tenure. These organization-wide figures represent aggregate gender-based comparisons and should not be interpreted as a comparison of employees performing the same or substantially similar roles.

Overtime Section Comment:

Overtime at Wesgar varies by position, department, workload, production requirements, and employee availability. Differences in total overtime compensation may therefore reflect differences in the number of overtime hours worked during the reporting period. The overtime figures presented in this report are organization-wide gender comparisons across different roles and departments and should not be interpreted as indicating different overtime rates of pay between men and women.

The reported overtime difference is primarily driven by differences in overtime participation and hours worked. During the reporting period, 33% of women received overtime pay compared with 68% of men, and men who worked overtime averaged significantly more overtime hours. Overtime was also more prevalent in certain production roles with greater operational overtime requirements, which are predominantly held by men. As a result, women's average overtime earnings were lower. This difference reflects overtime participation and hours worked and should not be interpreted as women receiving a lower overtime rate of pay than men.

Bonus Pay Section Comment:

For purposes of this report, bonus compensation includes Wesgar's profit-sharing payments and other qualifying bonus payments in accordance with the applicable reporting requirements. Differences in aggregate bonus compensation may reflect factors such as eligibility, length of service, hours worked, compensation level, position, and the composition of the workforce during the reporting period. The reported figures represent organization-wide gender comparisons and do not, on their own, indicate differences in compensation for comparable positions.

Pay Quartile Section Comment:

The pay quartile results reflect Wesgar's workforce composition during the reporting period. Where a gender category contained fewer than the minimum number of employees required for disclosure, that category has been suppressed to protect employee privacy. Accordingly, a quartile displaying only one gender category should not necessarily be interpreted as indicating that no employees from another gender category are present in that quartile.

Final Statement - Wesgar's Commitment

Wesgar Inc. recognizes that pay transparency is an important component of fair and equitable workplace practices. We will continue to monitor our compensation data, review our compensation practices, and assess relevant workforce trends as part of our ongoing commitment to consistent and equitable compensation practices.

- * 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.