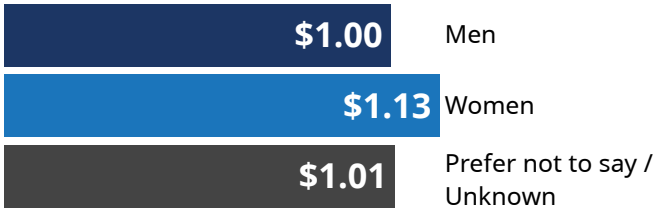
# KINGFISHER OCEANSIDE RESORT & SPA LTD.
# Pay transparency report

## Employer details

| | |
|---|---|
| **Employer:** | KINGFISHER OCEANSIDE RESORT & SPA LTD. |
| **Address:** | 4330 South Island Highway, Courtenay, BC |
| **Reporting Year:** | 2026 |
| **Time Period:** | January 1, 2025 - December 31, 2025 |
| **NAICS Code:** | 72 - Accommodation and food services |
| **Number of Employees:** | 50-299 |

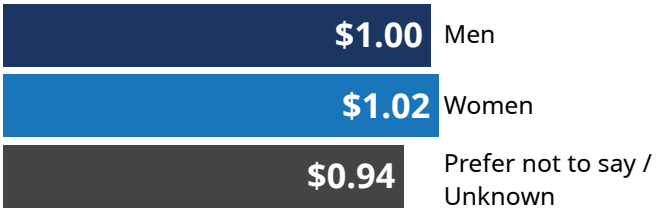
## Hourly pay

### Mean hourly pay gap[1]




In this organization women's average hourly wages are 13% more than men's. For every dollar men earn in average hourly wages, women earn $1.13 in average hourly wages. *

### Median hourly pay gap[2]



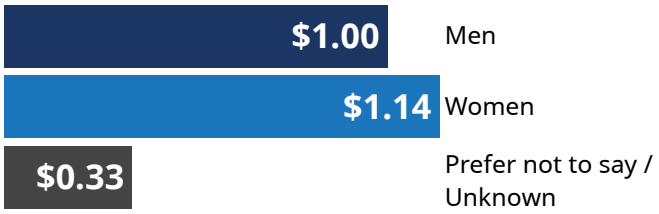

In this organization women's median hourly wages are 2% more than men's. For every dollar men earn in median hourly wages, women earn $1.02 in median hourly wages. *

**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.

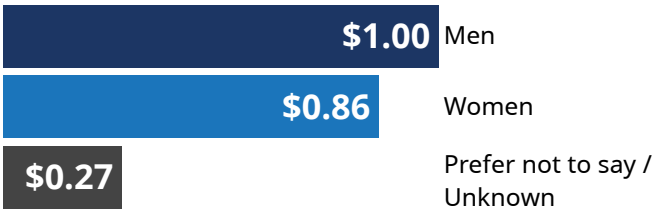
# Overtime pay

### Mean overtime pay [3]




In this organization women's average overtime pay is 14% more than men's. For every dollar men earn in average overtime pay, women earn $1.14 in average overtime pay. *

### Median overtime pay [4]




In this organization women's median overtime pay is 14% less than men's. For every dollar men earn in median overtime pay, women earn 86 cents in median overtime pay. *

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### Mean overtime paid hours [5]

Difference as compared to reference group (Men)

| | |
|---|---|
| Women | -1 |
| Prefer not to say / Unknown | -19 |

In this organization the average number of overtime hours worked by women was 1 less than by men. *

### Median overtime paid hours [6]

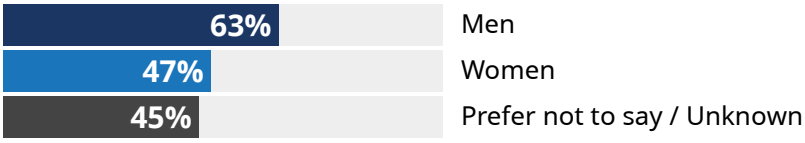
Difference as compared to reference group (Men)

| | |
|---|---|
| Women | -1 |
| Prefer not to say / Unknown | -6 |

In this organization the median number of overtime hours worked by women was 1 less than by men. *

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




**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 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 [7]

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

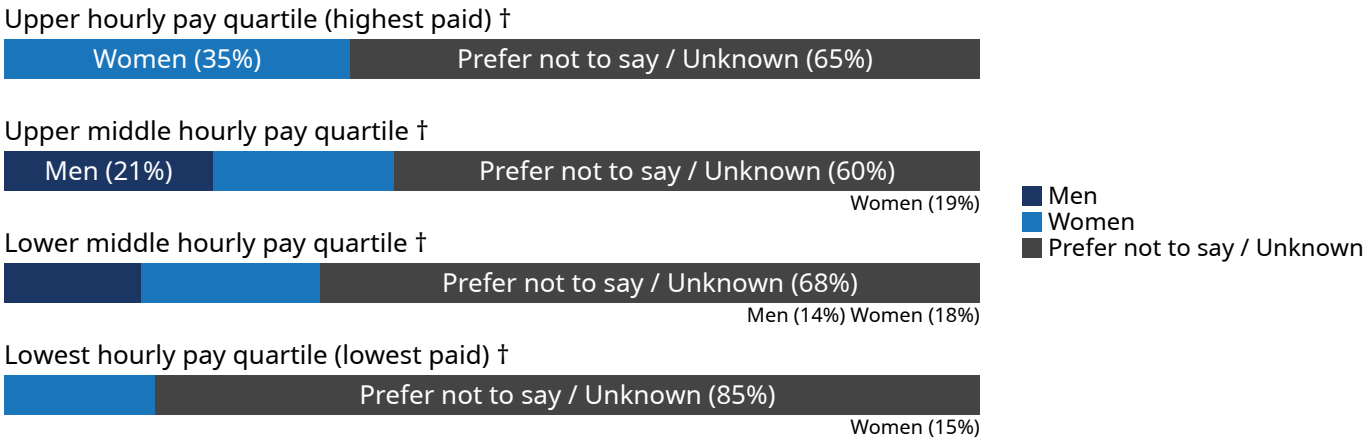
### Median bonus pay [8]

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

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

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

# Percentage of each gender in each pay quartile [9]




In this organization, women occupy 35% of the highest paid jobs and 15% of the lowest paid jobs.

† 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.

## Data constraints

Kingfisher Oceanside Resort & Spa Ltd. began collecting gender information from employees in June 2026. No gender data was collected during the reporting period of January 1 to December 31, 2025. Gender information gathered through voluntary self-identification from June 2026 onward was applied to 2025 pay data.

As a result, gender information is unavailable for employees who worked in 2025 but left before June 2026, or who chose not to self-identify. These employees are reported in the “Prefer not to say / Unknown” category, which represents the majority of employees in this report and between 60% and 85% of each pay quartile.

The figures reported for men and women are therefore based on a small portion of our 2025 workforce and may not be representative of the organization as a whole. In several measures, including bonus pay and some pay quartiles, gender categories were suppressed because they included fewer than ten employees. The results in this report should be interpreted with caution.

This is our first pay transparency report, and it has helped us identify gaps in how we collect workforce information. Gender information is now collected through voluntary self-identification as part of our onboarding process, and we have invited current employees to provide this information. Our next report, covering the 2026 calendar year, will be the first to reflect this improved process, and we expect the completeness and reliability of our data to improve significantly

* 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.