# MAPLE REINDERS CONSTRUCTORS LTD.
# Pay transparency report

Maple Reinders Constructors Ltd. is an award-winning Canadian construction services provider with more than five decades of experience delivering innovative solutions and building projects that strengthen the communities where we live and work. Since the company was founded in 1967, the values established by founder Fred Reinders have helped shape a culture grounded in people, integrity, relationships, stewardship and ingenuity.

Our success starts with our people. At Maple Reinders, our core value of People reflects our commitment to supporting employees to thrive by creating opportunities for learning and career growth, recognizing contributions, fostering meaningful relationships, and building a safe, respectful and collaborative workplace. Internally, these commitments are reflected through initiatives focused on mentorship and coaching, employee development, recognition and psychological safety.

Maple Reinders is proud to be Great Place to Work® Certified, recognition that is based on feedback directly from our employees. Ninety percent of employees surveyed said Maple Reinders is a great place to work, while 92% said they are proud to tell others they work here. We are also recognized as a Platinum Club member of Canada's Best Managed Companies.

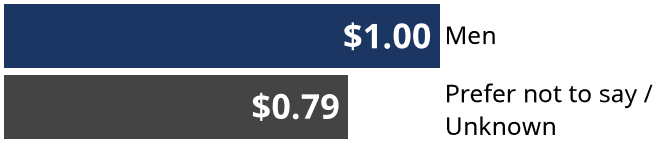
In British Columbia, Maple Reinders has been building our presence for nearly two decades, with approximately 150 employees supporting projects and communities across the province. From the Lower Mainland and Vancouver Island to the Interior and beyond, our employees contribute their expertise to projects that help British Columbians live, work and thrive. As we continue to grow, we remain committed to creating an equitable, inclusive and rewarding workplace where our people have the opportunity to build meaningful careers.

## Employer details

| | |
|---|---|
| **Employer:** | MAPLE REINDERS CONSTRUCTORS LTD. |
| **Address:** | 2660 ARGENTIA ROAD, MISSISSAUGA, ON |
| **Reporting Year:** | 2026 |
| **Time Period:** | January 1, 2025 - December 31, 2025 |
| **NAICS Code:** | 23 - Construction |
| **Number of Employees:** | 50-299 |

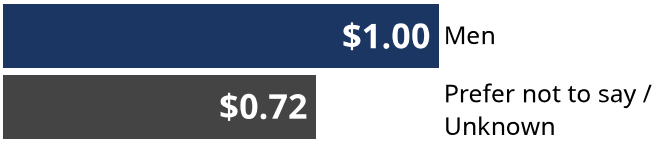
# Hourly pay

### Mean hourly pay gap[1]




In this organization prefer not to say / unknown's average hourly wages are 21% less than men's. For every dollar men earn in average hourly wages, prefer not to say / unknown earn 79 cents in average hourly wages. *

### Median hourly pay gap[2]




In this organization prefer not to say / unknown's median hourly wages are 28% less than men's. For every dollar men earn in median hourly wages, prefer not to say / unknown earn 72 cents in median hourly wages. *

# Overtime pay

### Mean overtime pay [3]

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

### Median overtime pay [4]

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

### Mean overtime paid hours [5]

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

### Median overtime paid hours [6]

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

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

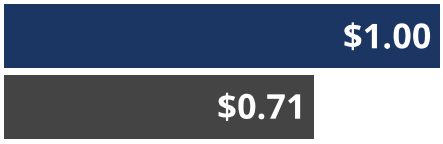
This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

**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.
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.

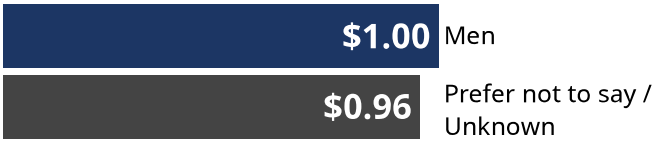
# Bonus pay

### Mean bonus pay [7]




In this organization prefer not to say / unknown's average bonus pay is 29% less than men's. For every dollar men earn in average bonus pay, prefer not to say / unknown earn 71 cents in average bonus pay. *

### Median bonus pay [8]




In this organization prefer not to say / unknown's median bonus pay is 4% less than men's. For every dollar men earn in median bonus pay, prefer not to say / unknown earn 96 cents in median bonus pay. *

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### 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
Prefer not to say / Unknown

In this organization, Prefer not to say / Unknown occupy 64% of the highest paid jobs and 100% of the lowest 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

This report covers the reporting period of **January 1, 2025 to December 31, 2025**. Gender identity information used in this report was voluntarily provided by employees through an internal Jotform survey distributed by email to employees working in British Columbia.

As of October 29, 2026, approximately **26% of eligible employees (n=35)** had voluntarily self-identified their gender. Because gender information was voluntarily provided, the following limitations should be considered when interpreting the results:

- **Timing of gender information:** Compensation information in this report relates to the January 1 to December 31, 2025 reporting period, while gender identity information was voluntarily collected in 2026. As a result, gender information is only available for employees who were eligible to participate in the survey and provided a response.
- **Limited gender data:** Fewer than 10 employees voluntarily self-identified as women. As this does not meet the applicable threshold for gender-based pay comparisons under the reporting requirements, pay gap results for women are not presented in this report. **Accordingly, the gender pay comparisons presented reflects differences between employees identified as men and employees whose gender is unknown or who preferred not to provide their gender information, rather than a comparison between men and women.**
- **Response rate and representativeness:** Approximately 26% of eligible employees voluntarily provided their gender information. As a result, a significant portion of the workforce is represented within the “Prefer not to say / Unknown” category Accordingly, the gender-based pay results presented in this report, including hourly and bonus pay comparisons, should be interpreted with caution and should not be considered representative of gender-based pay outcomes across Maple Reinders' entire British Columbia workforce. **As more employees voluntarily provide gender information, future reporting is expected to provide a more complete and representative picture of the gender composition and associated pay outcomes of Maple Reinders' British Columbia workforce.**
- **Interpretation of pay differences:** The results do not separately account for differences in factors such as position, occupation, level of responsibility, experience, tenure or other job-related factors that may influence compensation. Accordingly, an observed pay difference should not, on its own, be interpreted as a difference in pay between employees performing the same or substantially similar work.
- **Limited overtime data:** Overtime calculations are not made when there is insufficient data within the reportable gender categories to meet applicable disclosure requirements. **Accordingly, no conclusions can be made.**

* 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.