Klondike Cold Storage
3023 188th Street, Surrey BC, V3Z 9V5

Pay Transparency Report 2026

At Klondike Cold Storage Ltd., we are committed to fostering a workplace that is fair, inclusive, and equitable for all employees. As part of our dedication to transparency and accountability, we are pleased to share our Pay Transparency Report, prepared in accordance with the British Columbia Pay Transparency Act.

This report reflects our ongoing efforts to identify and address pay disparities, promote gender equity, and ensure that every employee is valued and compensated fairly for their contributions. By analyzing compensation data across gender, we aim to strengthen our commitment to equitable practices and continuous improvement.

We view pay transparency not only as a compliance requirement, but as an important opportunity to build trust with our team members, enhance workplace culture, and advance equity within our organization and industry. Our goal is to create an environment where everyone can thrive through fair pay, equal opportunity, and a shared sense of respect and belonging.

Our dedicated team consists of employees from varying backgrounds and at different levels of our cold storage and warehousing operations. This report presents pay transparency data for women and men. In accordance with reporting requirements designed to protect employee privacy, certain gender categories may not be displayed where there are insufficient numbers to meet disclosure requirements

Hourly Pay

At Klondike Cold Storage, employees covered by a wage grid receive consistent pay for the same position regardless of gender. Differences in mean hourly pay may reflect the distribution of employees across positions, as well as differences in experience, length of service, and specialized roles.

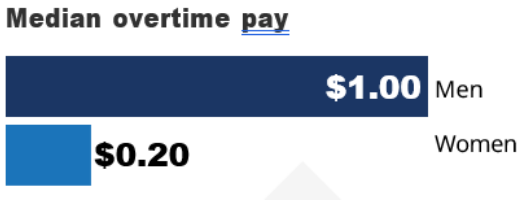




Overtime Pay

Team members are paid overtime in accordance with the BC Employment standards. Overtime pay and hours can vary with operational coverage and the number of overtime hours worked. The reported figures show that women's average overtime pay is 49% less than men's. For every dollar men earn in average overtime pay, women earn 51 cents. Women's median overtime pay is 80% less than men's. For every dollar men earn in median overtime pay, women earn 20 cents. The difference in overtime pay between male and female employees reflects the higher number of male employees working overtime and the greater total overtime hours worked by male employees during the reporting period.



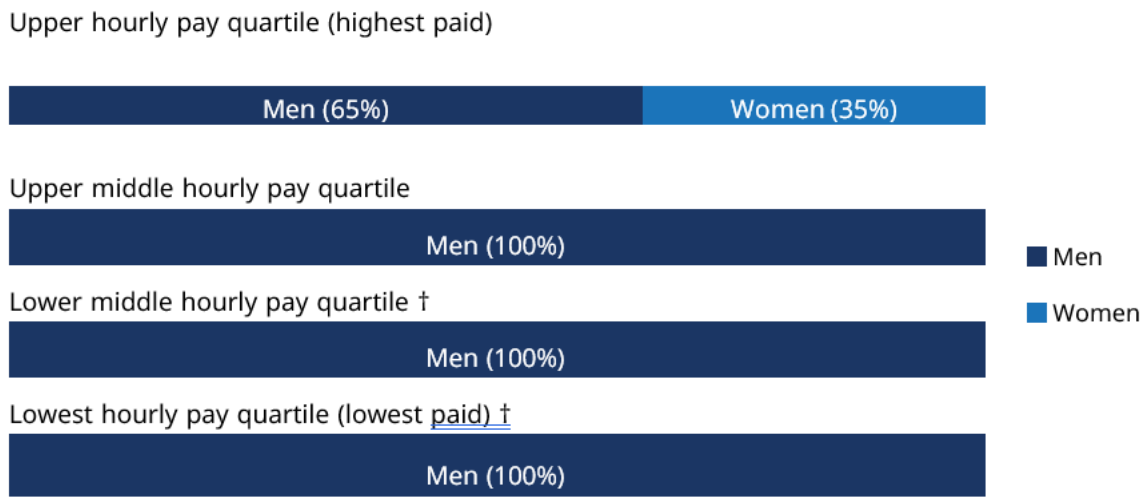


Bonus Pay

Bonuses as defined at Klondike Cold Storage typically refer to annual performance bonuses which are paid following the company fiscal year end. The mean bonus pay, median bonus pay, and percentage of employees in each gender category receiving bonus pay cannot be displayed because there is insufficient data to meet disclosure requirements.

Pay Quartiles by Gender

Women occupy 35% of the highest-paid hourly pay quartile. The lower, lower-middle, and upper-middle quartile displays identify men as 100% of the displayed category; the source data notes that gender categories with fewer than ten employees have been suppressed to protect privacy.



Conclusion

This Pay Transparency Report reflects Klondike Cold Storage Ltd.'s ongoing commitment to accountability in compensation practices. Pay practices and equity remain a top priority at Klondike Cold Storage Ltd., and all team members, regardless of gender, are paid equally while working in the same jobs.

We recognize that achieving true pay equity is an ongoing process that requires continuous monitoring, transparent communication, and intentional action. Moving forward, we will use the insights from this report to inform our recruitment, promotion, and compensation strategies, ensuring that all employees are valued and rewarded fairly for their contributions.

Our organization supports the objectives of the Pay Transparency Act and remains dedicated to fostering a workplace culture that prioritizes fairness, respect, and opportunity for all.