BGO

British Columbia Pay Transparency Report

November 2026



Table of Contents

Employer Details/Summary 3

Data Used and Methodology 4

Hourly Pay 5

Overtime Pay 6-7

Bonus Pay 8-9

Percentage of Each Gender in Each Pay Quartile 10

Our Continued Commitment 11

This report was prepared by BentallGreenOak (BGO) Canada in compliance with British Columbia's Pay Transparency Act and Regulation.

Employer Details

Employer	BentallGreenOak (Canada) Limited Partnership
Address	Canadian HQ: 1 York Street Suite 1100 Toronto, ON M5J 0B6
Reporting Year	2026
Time Period	January 1, 2025 to December 31, 2025
NAICS Code	53 - Real Estate and Rental and Leasing
Number of Employees	50 to 299 employees (in British Columbia)

Introduction

BGO is a global real estate investment management advisor serving more than 750 institutional clients across office, industrial, multi-residential, retail, and hospitality sectors. With offices in 28 cities across 14 countries, BGO combines global expertise with local market knowledge. BGO is part of SLC Management, Sun Life's institutional alternatives and traditional asset management business.

Executive Summary

The analysis identifies differences in hourly pay, bonus pay, and overtime pay between women and men based in British Columbia. The report reflects the overall workforce composition, including differences in job roles, levels, and access to compensation and bonus opportunities.

For additional context, adjusted results are provided where employees are compared within comparable job roles and levels. Bonus pay differences also change materially, reflecting the impact of role, level, and bonus opportunity distribution. Overtime remains the most significant difference, with overtime eligibility, participation, and hours worked contributing to the observed results.

Overall, the results highlight the importance of considering both workforce composition and comparable employee groups when interpreting pay differences, with overtime participation and eligibility identified as areas for continued review.

Data Used and Methodology

This report covers the period from January 1 to December 31, 2025, and is based on gender data voluntarily disclosed as of December 31, 2025.

As required by the B.C. Pay Transparency Act, this report includes employees based in British Columbia—including full-time, part-time, fixed-term, seasonal, and co-op/intern employees—as well as terminated employees who received earnings during the reporting period.

All pay gap figures required under the B.C. Pay Transparency Act are presented on an unadjusted basis. Any adjusted analysis is provided voluntarily as additional context and is not part of the statutory reporting requirements.

Gender Categories Used in This Report

- Men
- Women
- Non-Binary
- Unknown

Categories are as per the Act. To safeguard the privacy and confidentiality of employees of all gender identities, groups with fewer than 10 employees have been suppressed.

Employee Demographics

As of December 31, 2025, women represented 55% of our workforce and men represented 45%. Non-binary employee data is not reported.

Reference Group

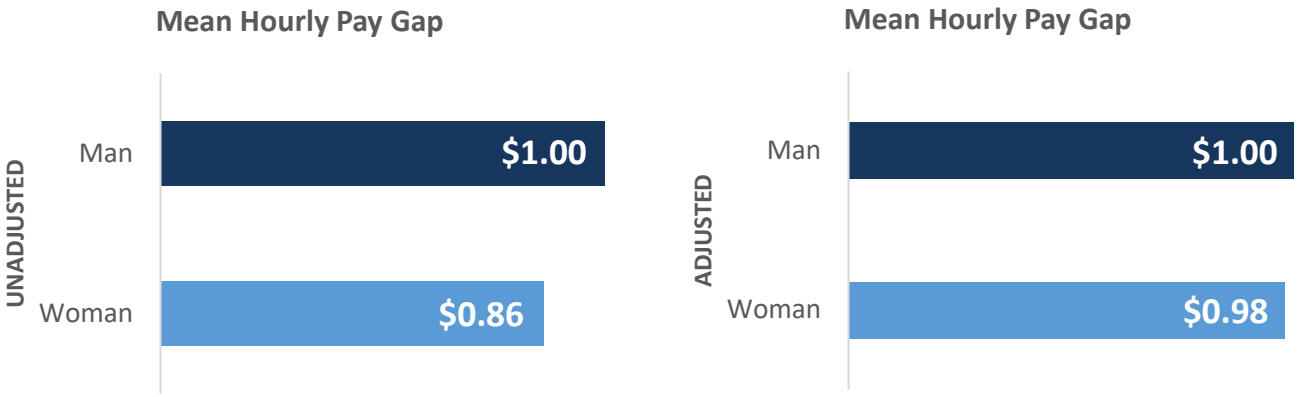
In accordance with provincial guidance, men serve as the reference group for all pay gap calculations, where the applicable population thresholds are met.

Hourly Pay

Mean Hourly Pay

Women's average hourly pay is approximately $0.86 for every $1.00 earned by men, representing an unadjusted mean pay gap of 14%.

When adjusted to comparable job roles and levels, the gap narrows substantially. Women receive approximately $0.98 for every $1.00 earned by men, representing an adjusted mean pay gap of 2%.

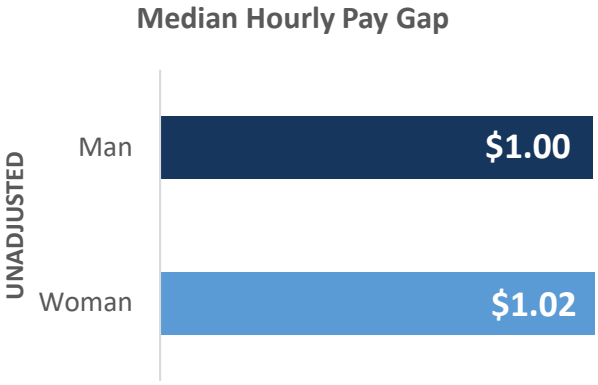


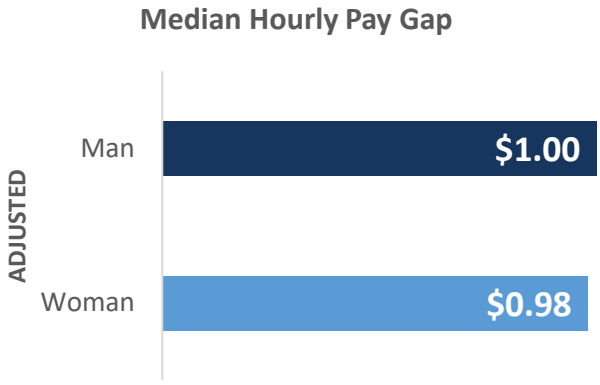
The unadjusted gap is influenced by the higher representation of women in entry-level and individual contributor roles, compared to men in managerial and senior-level positions. When adjusted to compare employees at similar job levels, the variance between women and men reduces significantly.

Median Hourly Pay

At the median, women receive approximately $1.02 for every $1.00 earned by men, resulting in an unadjusted median pay difference of 2% in favour of women.

After adjusting for comparable job levels, women receive approximately $0.98 for every $1.00 earned by men, representing an adjusted median pay gap of 2%.



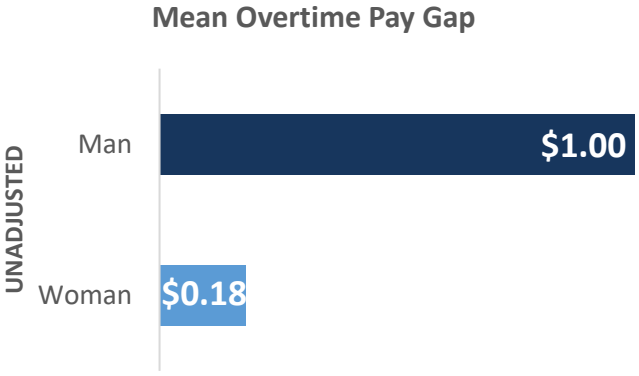


The median hourly pay gap compares hourly earnings across gender categories, providing a more representative view of pay distribution while reducing the impact of outliers.

Overtime Pay

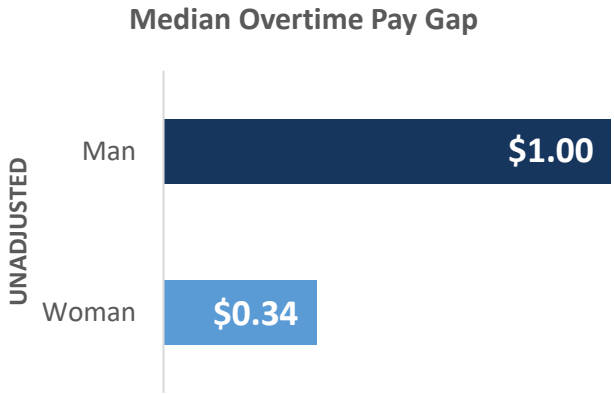
Mean Overtime Pay

Women received an average (mean) in overtime pay at approximately $0.18 for every $1.00 received by men, representing an unadjusted mean overtime pay gap of 82%.



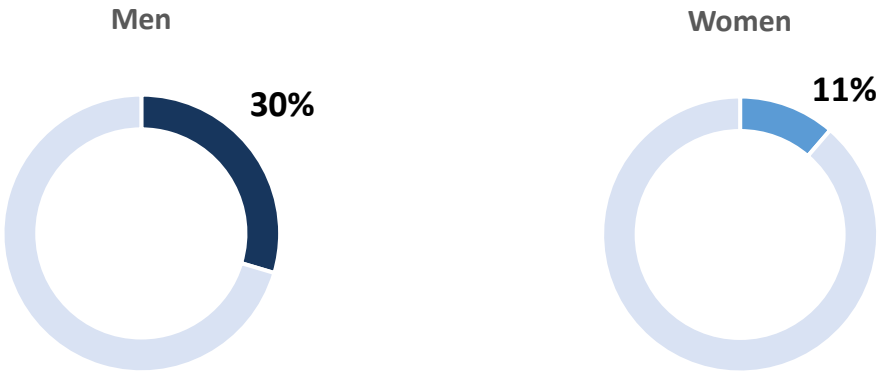
Median Overtime Pay

Women received a median overtime pay at approximately $0.34 for every $1.00 received by men at the median, representing an unadjusted median overtime pay gap of 66%.



Due to the limited number of employees receiving overtime, there was insufficient information to provide adjusted numbers.

Percentage of Employees in Each Gender Category Receiving Overtime Pay



Overtime pay gaps at BGO are primarily driven by differences in overtime eligibility and the number of overtime hours worked. In 2025, fewer than 20% of employees in British Columbia received overtime pay, and 70% of those employees were men.

Mean Overtime Paid Hours

This analysis includes only employees who receive overtime pay. Difference is shown relative to the reference group (Men)

Women	47.38

Women worked, on average, 47.38 fewer overtime hours than men.

Median Overtime Paid Hours

This analysis includes only employees who receive overtime pay. Difference is shown relative to the reference group (Men)

Women	15

At the median, women worked 15 fewer overtime hours than men.

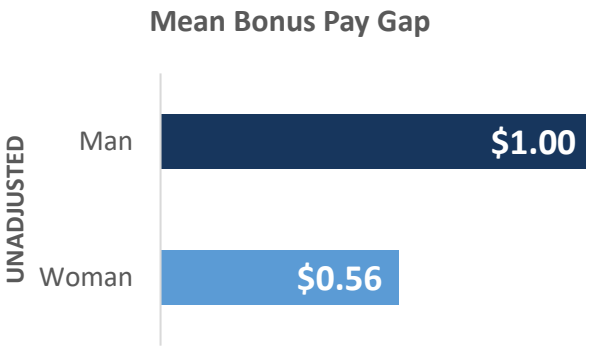
The observed overtime pay gap at BGO is largely attributable to differences in overtime participation and overtime hours worked. Men received more overtime pay as they worked more overtime hours than women. Consequently, higher overtime earnings among men reflect differences in overtime utilization rather than differences in overtime pay rates.

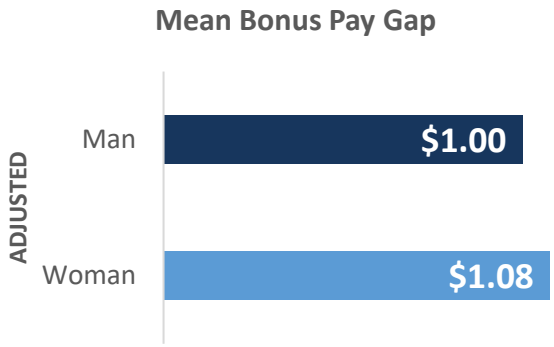
Bonus Pay

Mean Bonus Pay

Women received an average bonus pay at approximately $0.56 for every $1.00 received by men, representing an unadjusted mean bonus pay gap of 44%.

After adjusting to comparable job roles and levels, the relationship reverses. Women receive approximately $1.08 for every $1.00 received by men, representing an adjusted mean difference of 8% in favour of women.



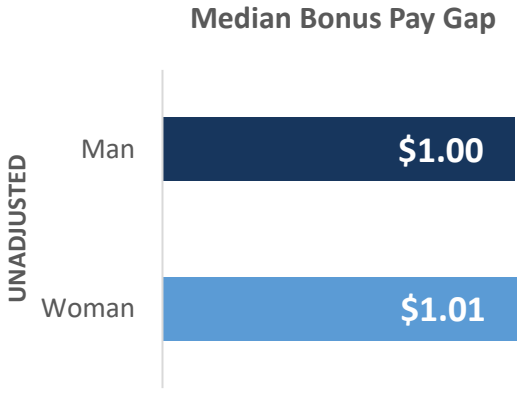


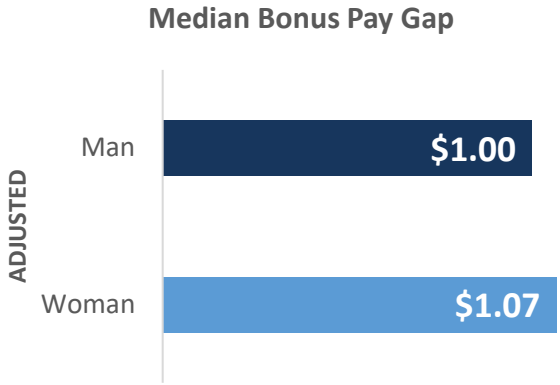
This difference between the unadjusted and adjusted results suggests that the overall mean bonus difference is strongly influenced by the distribution of men and women across job levels with different bonus opportunities and award amounts.

Median Bonus Pay

At the median, women received approximately $1.01 for every $1.00 received by men, representing an unadjusted median difference of 1% in favour of women.

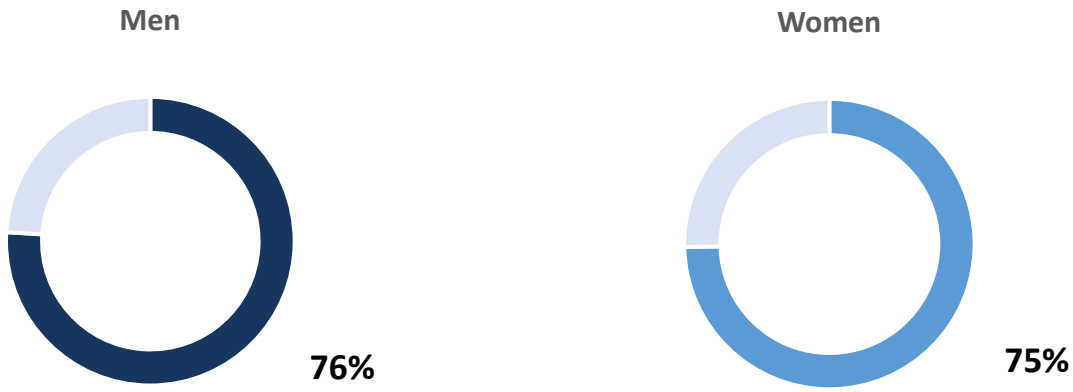
After adjusting for comparable job levels, women receive approximately $1.07 for every $1.00 received by men, representing an adjusted median difference of 7% in favour of women.





The median bonus gap reflects differences across the workforce in bonus eligibility. The gap narrows when comparing employees within similar job levels, indicating that workforce composition and job level contribute to the overall difference in bonus pay.

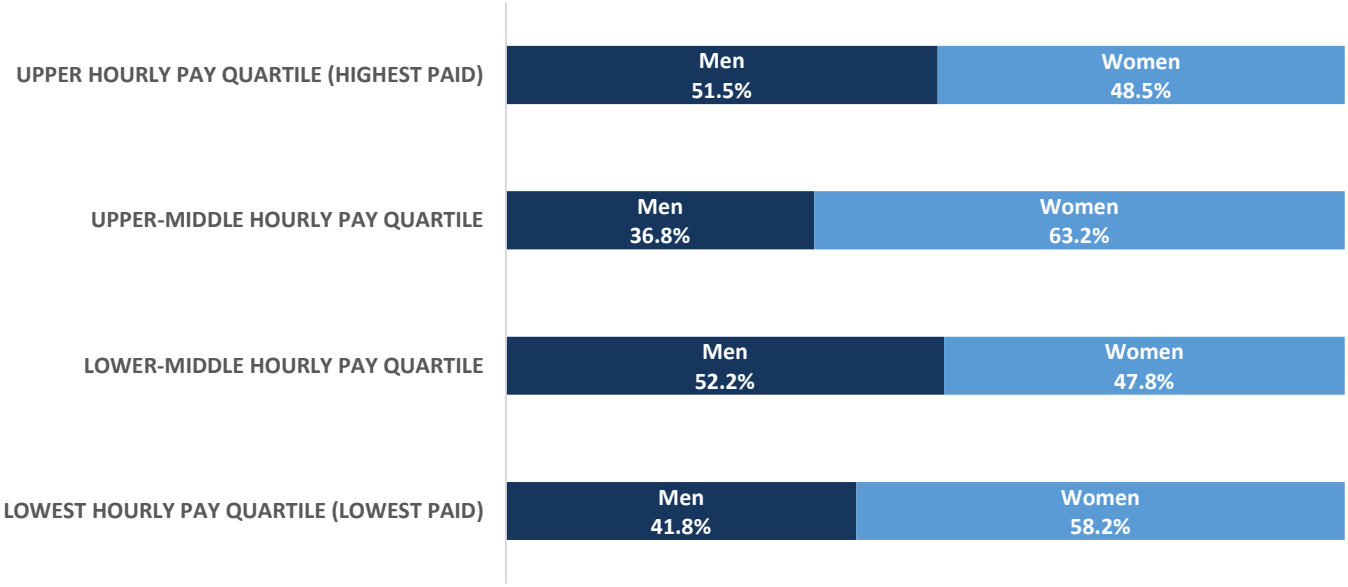
Percentage of Employees in Each Gender Category Receiving Bonus Pay



At BGO, bonus eligibility is based on the employee's role, level, and eligibility in an incentive plan. Employees in eligible positions receive bonus opportunities based on their job role and level. Overall, 76% of men and 75% of women received bonus pay. While participation rates are relatively similar, men in higher-level positions tend to receive higher bonus amounts, reflecting differences in role and corresponding bonus opportunities.

Percentage of Each Gender in Each Pay Quartile

The pay quartile analysis shows the distribution of employees across four equally sized groups based on hourly pay, from highest to lowest.



*Note: Non-binary employee data is not reported due to insufficient data in each pay quartile. The total employee count for that quartile has been adjusted to reflect only the reported groups.

The quartile results show a mixed distribution. Men represent a slightly larger share of the highest-paid and lower-middle quartiles, while women represent a larger share of the upper-middle and lowest-paid quartiles. The greater representation of women in the lowest quartile, together with the distribution of employees across senior roles and levels, contributes to the overall mean hourly pay difference.

Our Continued Commitment

BGO supports pay transparency and is committed to equable pay practices. Ongoing review of compensation programs, continued analysis of pay equity and clear communication of compensation programs and processes are priorities within our organization as part of our broader goals for an inclusive workplace.

BGO will continue to monitor pay outcomes, identify opportunities for improvement and promote consistent and equitable compensation practices across the organization considering gender and other factors that may influence compensation.