Pay Transparency Report

A division of The Jim Pattison Group, Jim Pattison Developments (“JPD”) is a diversified real estate investment, development, and management, company operating throughout Canada and the United States. Headquartered in Vancouver, British Columbia, and with offices throughout BC and Alberta, JPD brings together the strength and stability of one of Canada's leading private companies with the agility and entrepreneurial spirit of a smaller organization.

Everything we do is guided by our core values of Integrity, Respect, Quality, and Customer-Focus. These values shape not only how we serve our tenants, partners, and customers, but also how we support and invest in our people.

At JPD, we are committed to fostering an inclusive and equitable workplace where every employee feels valued and has an equal opportunity to succeed. We believe our people are the foundation of our success, which is why we place a strong emphasis on developing internal talent and recognizing contributions through merit-based advancement.

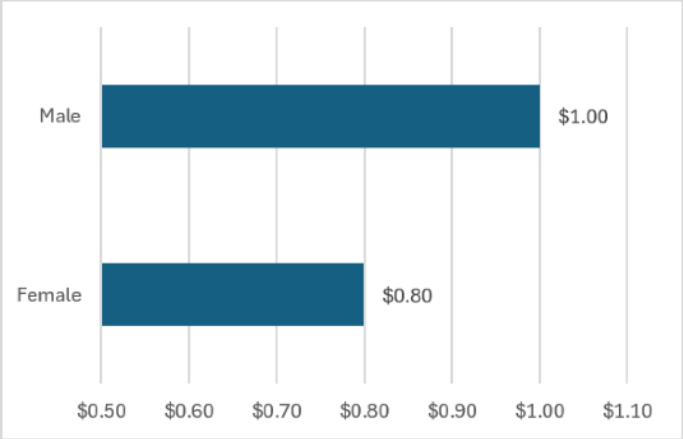
This Pay Transparency Report reflects our ongoing commitment to fairness and accountability. By sharing this information openly, we aim to better understand our pay practices, identify opportunities for improvement, and continue building a workplace where all employees can thrive.

Employer Details

Employer:	JIM PATTISON DEVELOPMENTS LTD.
Address:	1800-1067 WEST CORDOVA STREET, VANCOUVER, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	53 - Real estate and rental and leasing
Number of Employees:	50-299

Hourly Pay

Mean hourly pay gap



In this organization women's average hourly wages are 20% less than men's. For every dollar men earn in average hourly wages, women earn 80 cents in average hourly wages.
"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.

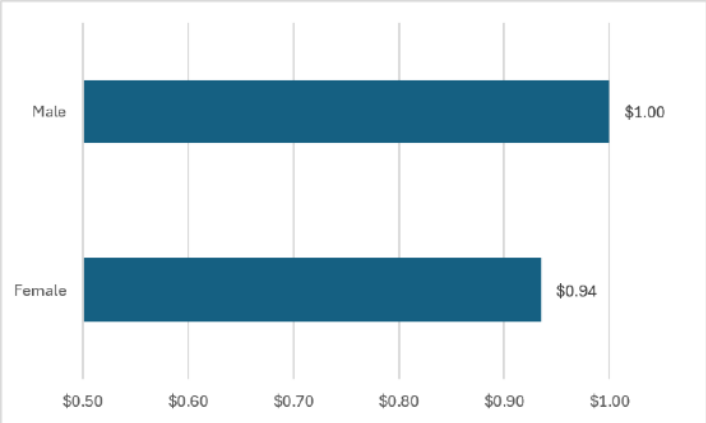
Median hourly pay gap



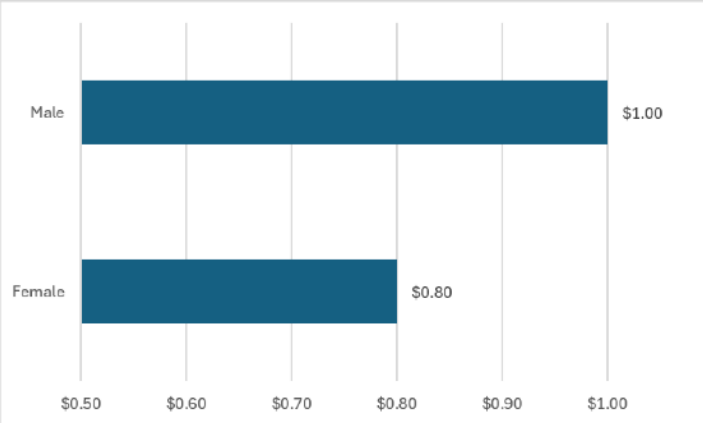
In this organization women's median hourly wages are 6% more than men's. For every dollar men earn in median hourly wages, women earn $1.06 in median hourly wages.
"Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.

Bonus Pay

Mean Bonus pay gap



Median Bonus pay gap



In this organization women's average bonus pay is 6% less than men's. For every dollar men earn in average bonus pay, women earn 94 cents in average bonus pay.

This calculation is based on the employees in each gender category who met the criteria to receive a bonus.

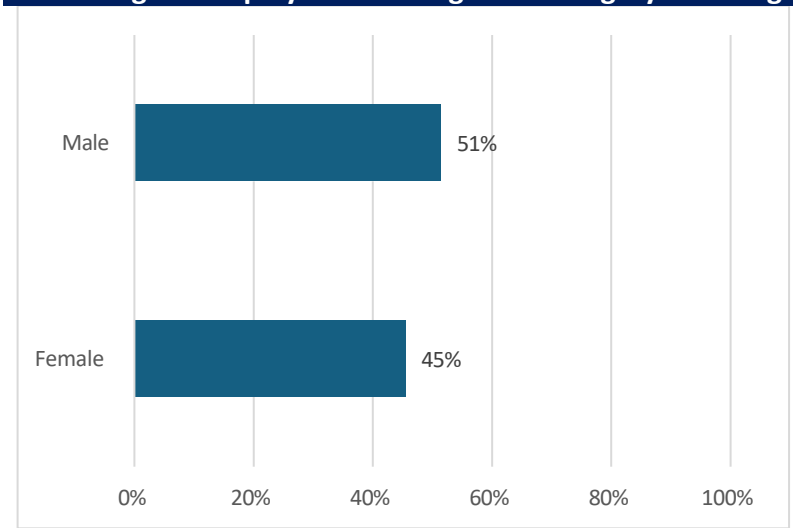
"Mean bonus pay" refers to bonus pay when averaged for each group.

In this organization women's median hourly wages are 20% less than men's. For every dollar men earn in median bonus pay, women earn 80 cents in median bonus pay.

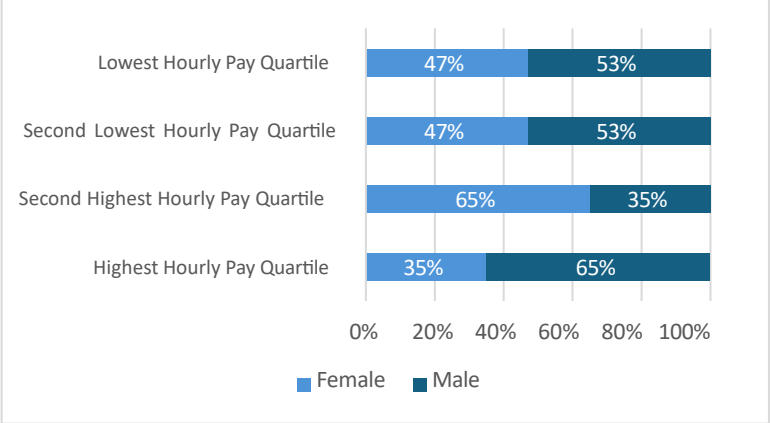
This calculation is the median bonus pay of employees in each gender category who met the criteria to receive a bonus.

"Median bonus pay" refers to the middle point of bonus pay for each group.

Percentage of employees in each gender category receiving bonus pay



Percentage of each gender in each pay quartile



In this organization, women occupy 35% of the highest paid jobs and 47% of the lowest paid jobs.
"Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

Conclusion

Jim Pattison Developments are committed to continuous improvement in equity, diversity, and inclusion. Men hold most senior leadership and junior operational roles, while women hold most middle management positions, so women's median hourly pay is higher than men's.