AVIVA

BC Pay Transparency Report

This report is prepared by Aviva Canada in accordance with the provisions of B.C.'s Pay Transparency Act.



Introduction

This report covers provincially regulated Aviva Canada employees working in British Columbia.

The Report outlines unadjusted pay gaps which measure the average or median difference in pay between colleagues, without consideration of factors such as job level, function or experience. Unadjusted pay gaps do not reflect differences in pay for employees performing similar work.

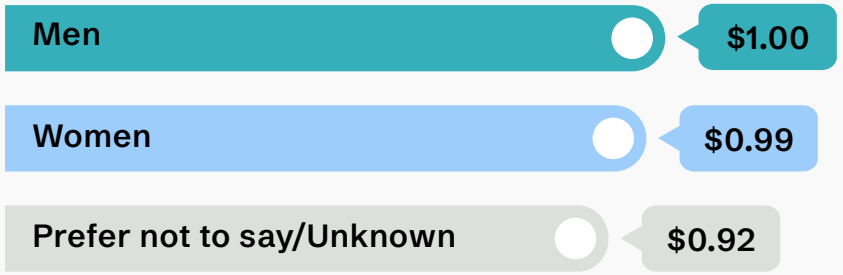
Results reflect workforce composition during the reporting period. Gender disclosure was voluntary, with 41% of employees self-identifying their gender. Employees who did not provide gender information were included in the analysis and reported under the “Unknown” category, in accordance with reporting requirements.

	Employer Details
Employer:	Aviva Canada Inc.
Address:	10 Aviva Way, Suite 100, Markham, Ontario, L6G 0G1
Reporting Year:	2026
Time Period:	January 1, 2025 – December 31, 2025
NAICS Code:	52 - Finance and insurance
Number of Employes:	50 to 299 employees

Hourly Pay

Mean hourly pay gap

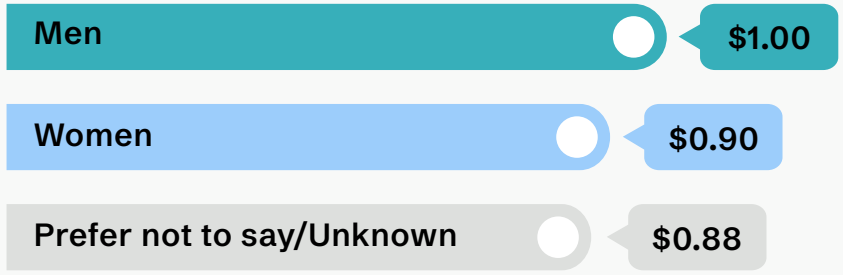
Women's mean hourly pay is 1% less than men's. For every dollar earned by men in average hourly wages, women earn 99 cents.



Mean hourly pay gap refers to the differences in pay between gender groups calculated by average pay of all employees in each group. Hourly pay does not include bonuses and overtime.

Median hourly pay gap

Women's median hourly pay is 10% less than men's. For every dollar earned by men at the midpoint of pay distribution, women earn 90 cents.



Median hourly pay gap refers to the difference between the pay of the employee at the midpoint of each group when employees are ranked by pay. Hourly pay does not include bonuses and overtime.

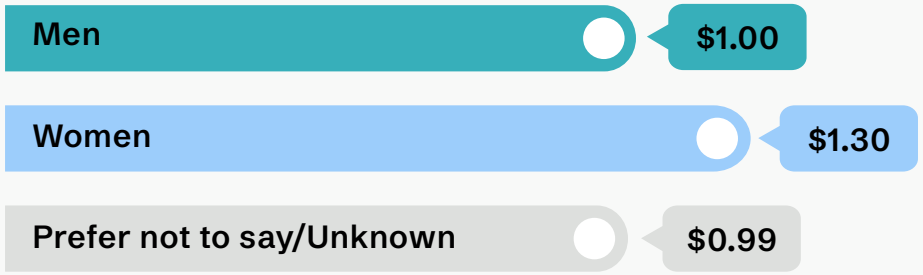
Responses from non-binary employees were below the threshold for inclusion.

Overtime Pay

The applicable employee population did not meet the reporting threshold for disclosure.

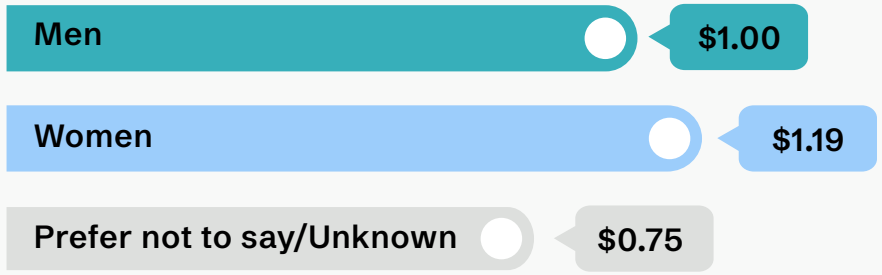
Bonus pay

Mean bonus pay gap



Women's average (mean) bonus pay is 30% more than men's. For every dollar men earn in average bonus pay, women earn $1.30 in average bonus pay.

Median bonus pay gap



Women's median bonus is 19% more than men's. For every dollar men earn in median bonus pay, women earn $1.19 in median bonus pay.

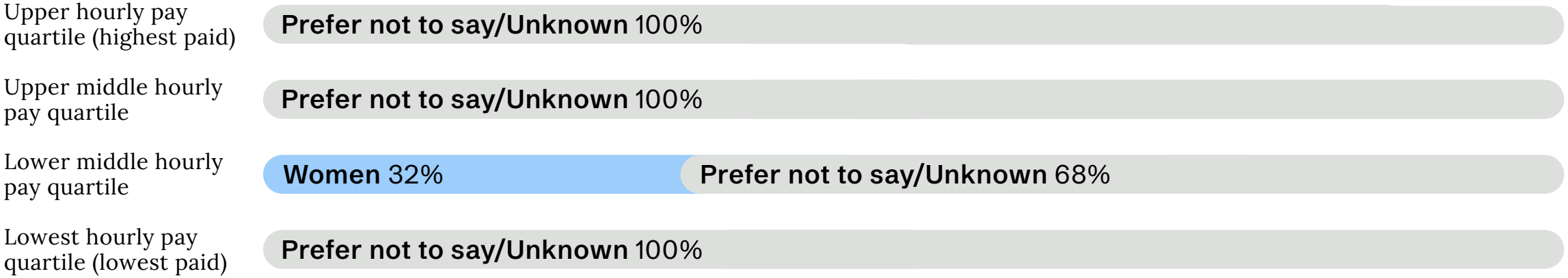
Responses from non-binary employees were below the threshold for inclusion.

Percentage of employees in each gender category receiving bonus pay



Percentage of each gender in each pay quartile

‘Pay quartile’ refers to the percentage of each gender within four equal sized groups based on their hourly pay.



Men and Non-binary individuals will be excluded from the report for all quartiles because their count is fewer than 10. Women individuals will be excluded from the report for Lowest, Upper middle and Upper quartiles because their count is fewer than 10.

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