Western Financial Group
Pay Transparency Report

Western Financial Group is a leading provider of insurance solutions across Canada, committed to protecting and supporting individuals, families, and businesses in the communities we serve. With a history rooted in trust and service, Western has grown to become a trusted partner for Canadians seeking expert advice and comprehensive coverage. Our purpose is to make a positive difference in the lives of our customers, employees, and communities by delivering value-driven solutions and fostering a culture of care and inclusion.

We are pleased to present our annual **Pay Transparency Report** in alignment with the **BC Pay Transparency Act**. This report reflects our ongoing commitment to fairness and equity in compensation practices. It represents an important step in identifying and addressing pay equity gaps, with a focus on gender equity, and reinforces our dedication to creating a workplace where all employees are valued and rewarded equitably.

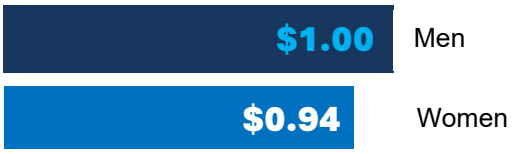
Employer details

Employer:	Western Financial Group
Address:	1010 - 24 Street SE High River, AB T1V 2A7
Reporting Year:	2025-2026
Time Period:	August 1, 2025 - July 31, 2026
NAICS Code:	52421 - Insurance agencies and brokerages
Number of Employees:	1000 or more

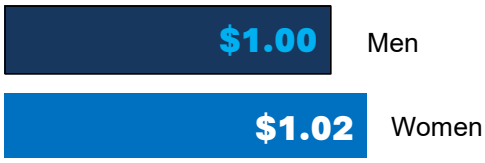
Of the 725 employees located in BC at Western Financial Group, 77% are women, and 23% are men

Hourly pay

Mean hourly pay gap[1]



Median hourly pay gap[2]



At Western Financial Group, women's average hourly wages are 6% less than men's. For every dollar men earn in average hourly wages, women earn $0.94 in average hourly wages. *

At Western Financial Group, women's median hourly wages are 2% more than men's. For every dollar men earn in median hourly wages, women earn $1.02 in median hourly wages. *

Explanatory notes

3. "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.
4. "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.

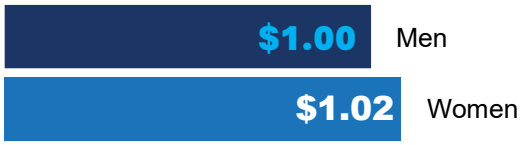
Overtime pay

Mean overtime pay [3]



At Western Financial Group, women's average overtime pay is 9% less than men's. For every dollar men earn in average overtime pay, women earn $0.91 in average overtime pay. *

Median overtime pay [4]



At Western Financial Group, women's median overtime pay is 2% more than men's. For every dollar men earn in median overtime pay, women earn $1.02 in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Gender	Difference in hours
Women	-3

At Western Financial Group, the average number of overtime hours worked by women was 3 less than by men. *

Median overtime paid hours [6]

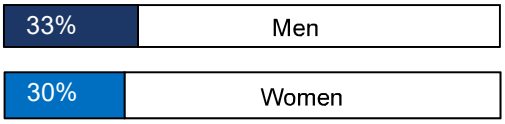
Difference as compared to reference group (Men)

Gender	Difference in hours
Women	0

At Western Financial Group, the median number of overtime hours worked by women and men was equivalent. *

Percentage of employees in each gender category receiving overtime pay

30% of women received overtime pay during the reporting period, compared to 33% of men

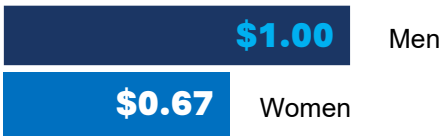


Explanatory notes

7. "Mean overtime pay" refers to overtime pay when averaged for each group.
8. "Median overtime pay" refers to the middle point of overtime pay for each group.
9. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
10. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

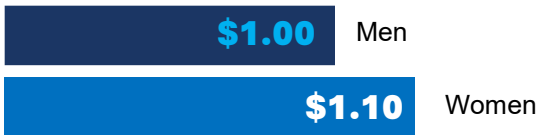
Bonus pay

Mean bonus pay [7]



At Western Financial Group, women's average bonus pay is 33% less than men's. For every dollar men earn in average bonus pay, women earn $0.67 in average bonus pay. *

Median bonus pay [8]



At Western Financial Group, women's median bonus pay is 10% more than men's. For every dollar men earn in median bonus pay, women earn $1.10 in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay

89% of women received bonus pay compared to 79% of men



Explanatory notes

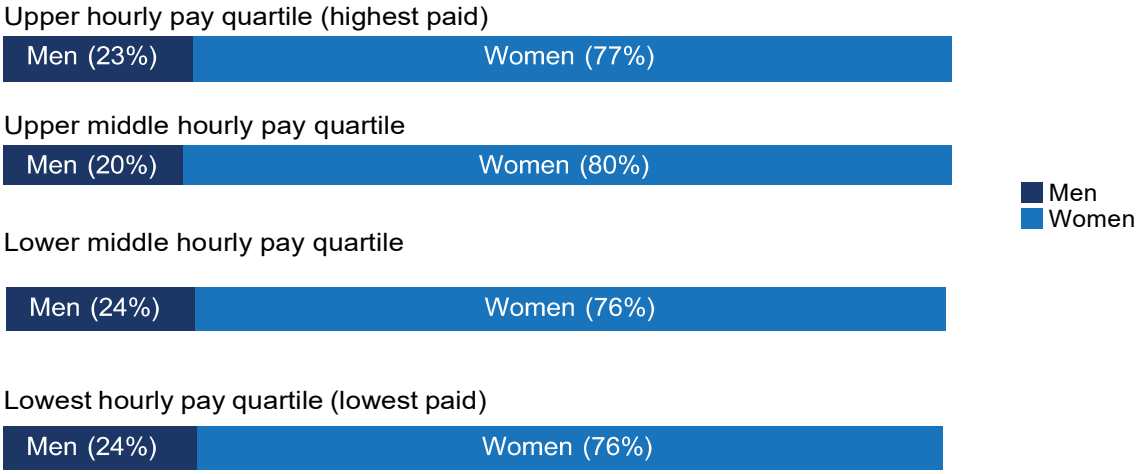
1. "Mean bonus pay" refers to bonus pay when averaged for each group.
2. "Median bonus pay" refers to the middle point of bonus pay for each group.

Commission Pay Structures: For employees in fully-commission roles, their earnings are entirely dependent on their performance, with their total earnings categorized as bonuses. In contrast, bonuses for non-commission employees constitute a smaller portion of their total earnings.

Pay for Performance Bonuses: Our bonus incentive program is designed to recognize individual performance and allow employees to share in the success of the business. Therefore, the amount of an employee's bonus is influenced by both individual and business results.

Representation of Women: In BC, women make up 77% of our workforce. The gender pay gaps outlined in this report indicate wage and bonus disparities that exceed those identified in our internal assessments. These gaps are primarily attributed to the higher representation of men in commissioned positions, while women have higher representation in front line support, operational and leadership positions.

Percentage of each gender in each pay quartile [9]



At Western Financial Group, women occupy 77% of the highest paid jobs and 76% of the lowest paid jobs.

Explanatory notes

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

Equity and Inclusion at Western Financial Group

Western Financial Group is committed to cultivating a workplace where equity thrives, and all team members feel respected, valued, and empowered to contribute. A cornerstone of our efforts is our network of seven Employee Resource Groups (ERGs), which play a vital role in shaping an inclusive culture and driving strategic impact. These ERGs are employee-led and serve as networks within Western where team members with common interests or identities, including women and gender-diverse individuals, can connect, learn, develop new skills, and drive positive impact. Western is also proud of our Women in Leadership program, which is designed to empower women across the organization by promoting equitable access, developing leadership potential, and fostering a supportive community. We actively engage male allies as partners in building a culture of inclusion within our organization, recognizing that gender equity drives collective success.