PALADIN SECURITY GROUP LTD.
Pay transparency report

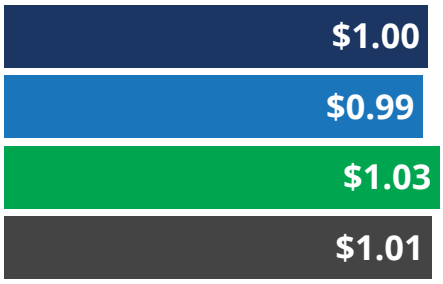
Established in 1976, Paladin Security (Paladin) is an industry-leading service provider in North America. We are proudly Canadian and privately owned; we offer our award-winning services coast-to-coast through 100+ offices and over 35,000 employees. Paladin's vision is simple: to make the world a safer & friendlier place. At Paladin, we define ourselves by our commitment to going above and beyond in the security sector, providing a range of security services, industry-leading training, unparalleled customer service and an amazing team to make that happen. The Paladin Difference starts with our people. We are an incredibly diverse organization and believe diversity, equity, inclusion, and belonging are vital to maintaining a successful workplace. We believe in our promotion-from within philosophy, respecting individual differences, delivering high-quality service, and recognizing employees for a job well done. We are committed to building a diverse and skilled workforce that reflects the communities where we live and work.

Employer details

Employer:	PALADIN SECURITY GROUP LTD.
Address:	BOX 55, SUITE 800 1090 WEST GEORGIA STREET, VANCOUVER, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	56 - Administrative and support, waste management and remediation services
Number of Employees:	1000 or more

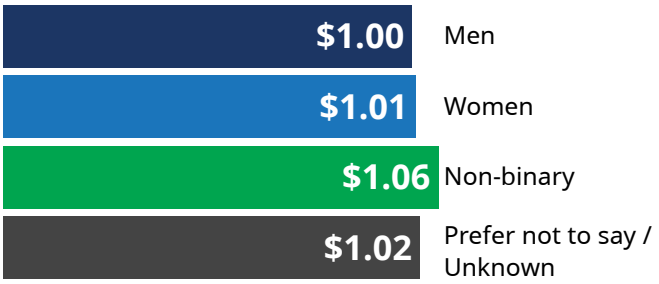
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 1% less than men's and non-binary people's average hourly wages are 3% more than men's. For every dollar men earn in average hourly wages, women earn 99 cents and non-binary people earn $1.03 in average hourly wages.

Median hourly pay gap[2]



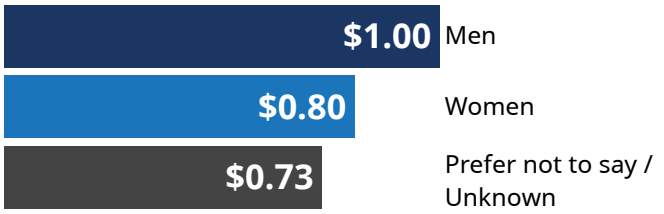
In this organization women's median hourly wages are 1% more than men's and non-binary people's median hourly wages are 6% more than men's. For every dollar men earn in median hourly wages, women earn $1.01 and non-binary people earn $1.06 in median hourly wages.

Explanatory notes

1. "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.
2. "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.

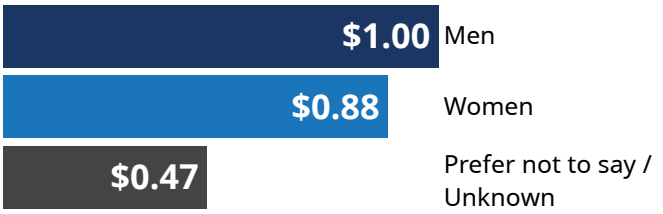
Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 20% less than men's. For every dollar men earn in average overtime pay, women earn 80 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 12% less than men's. For every dollar men earn in median overtime pay, women earn 88 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-19
Prefer not to say / Unknown	-33

In this organization the average number of overtime hours worked by women was 19 less than by men. *

Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-4
Prefer not to say / Unknown	-16

In this organization the median number of overtime hours worked by women was 4 less than by men. *

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

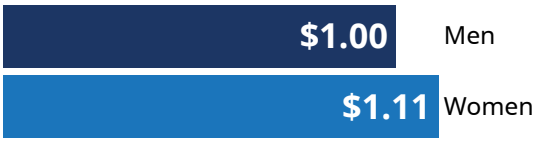
Bonus pay

Mean bonus pay [7]



In this organization women's average bonus pay is 8% less than men's. For every dollar men earn in average bonus pay, women earn 92 cents in average bonus pay. *

Median bonus pay [8]



In this organization women's median bonus pay is 11% more than men's. For every dollar men earn in median bonus pay, women earn $1.11 in median bonus pay. *

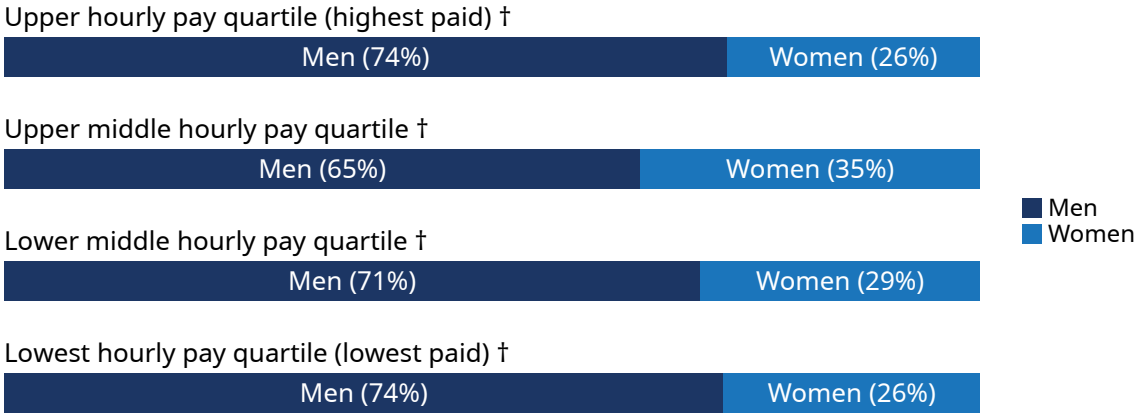
Percentage of employees in each gender category receiving bonus pay



Explanatory notes

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

Percentage of each gender in each pay quartile [9]



In this organization, women occupy 26% of the highest paid jobs and 26% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Explanatory notes

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

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.