

Boeing Canada Operations, Ltd.

Pay Transparency Report

Company Overview

Boeing Vancouver specializes in innovative IT solutions that enhance operations management for the aviation industry, helping fleet-based businesses streamline and optimize their operations. With over twenty years of experience, the company has built a strong reputation as a leading provider of maintenance-scheduling and planning software, while also expanding its offerings to include supplier management, flight monitoring, and aviation marketing solutions.

Gender Pay Gap Is Different from Equal Pay

The gender pay gap is a comparison between median hourly pay for all women and men within a business, between mean hourly pay for women and men, and between the proportion of women and men who received incentive awards. Importantly, these numbers do not reflect whether an employer provides equal pay for equal work, which Boeing does. We use robust frameworks to ensure we have a gender-neutral approach to pay. These include Salary Reference Tables, which outline the competitive salary ranges for jobs and levels of work, and help mitigate any potential pay inequities.

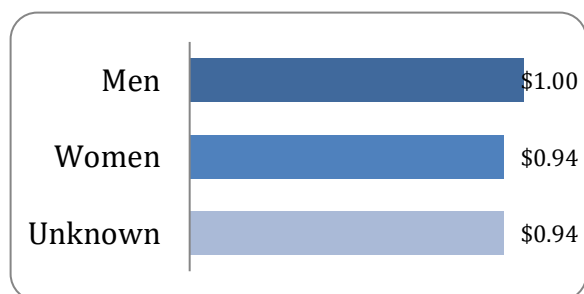
We are committed to pay transparency and helping close the gender pay gap.

Employer Details

Field	Details
Employer	Boeing Canada Operations Ltd.
Address	13575 Commerce Parkway Unit 200, Richmond, BC V6V 2L1
Reporting Year	2026
Time Period	January 1, 2025 – December 31, 2025
NAICS Code	336410 - Aerospace product and parts manufacturing
Number of Employees	50-299

Hourly Pay

Mean hourly pay gap



Median hourly pay gap

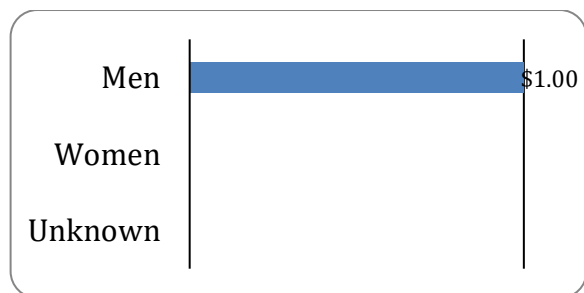


Explanatory Notes:

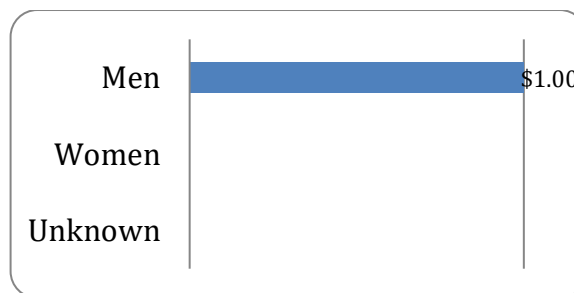
1. Population: Employees Active on December 31, 2025 who are employed in British Columbia.
2. Pay Transparency Regulation (3): For the purposes of this regulation, an employee's hourly rate of pay for a reporting period is to be determined by dividing the total amount of ordinary pay received by the employee during the reporting period by the number of hours for which the employee received ordinary pay during that reporting period.
3. There is only one employee with unknown/missing gender.

Overtime Pay

Mean Overtime Pay



Median Overtime Pay



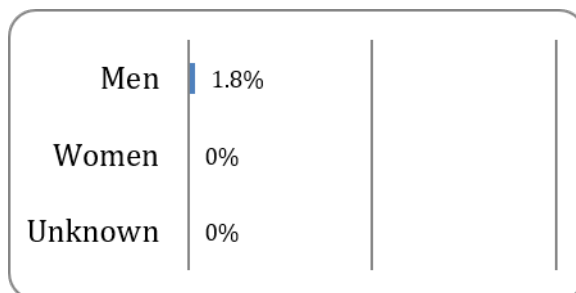
Mean overtime paid hours

Difference compared with Men	Hours
Women	Not Applicable
Unknown	Not Applicable

Median overtime paid hours

Difference compared with Men	Hours
Women	Not Applicable
Unknown	Not Applicable

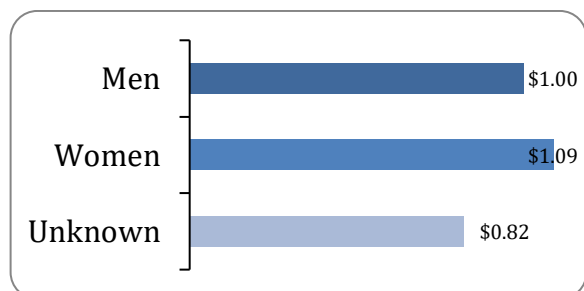
Percentage of employees in each gender receiving overtime pay



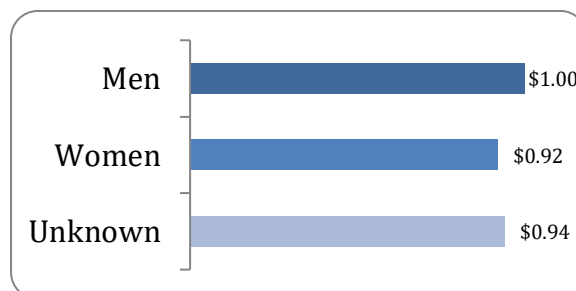
Only 2 Males received overtime pay during the reporting period.

Bonus Pay

Mean Bonus Pay



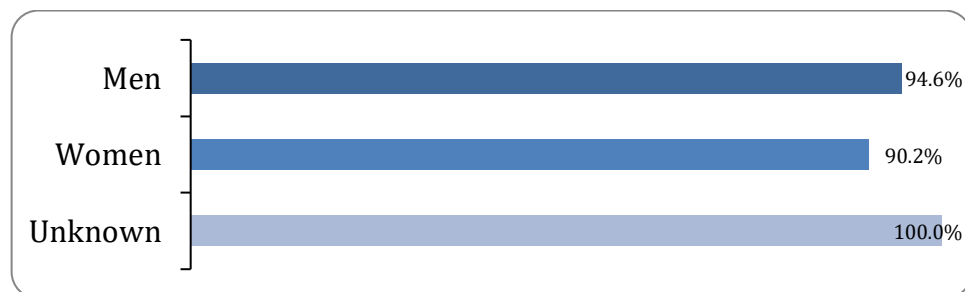
Median Bonus Pay



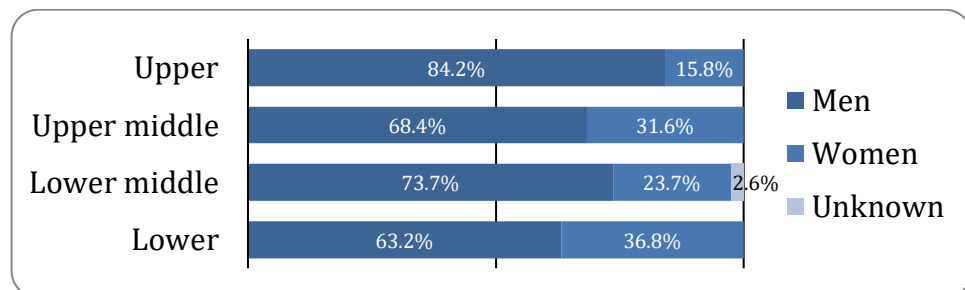
Explanatory Notes:

- Population: Employees Active on December 31, 2025 who are employed in British Columbia.
- Pay Transparency Regulation (3): For the purposes of this regulation, an employee's hourly rate of pay for a reporting period is to be determined by dividing the total amount of ordinary pay received by the employee during the reporting period by the number of hours for which the employee received ordinary pay during that reporting period.
- There is only one employee with unknown/missing gender.

Percentage of Employees Receiving Bonus Pay



Gender Breakdown by Pay Quartile



Explanatory Notes:

1. Population: Employees Active on December 31, 2025 who are employed in British Columbia.
2. Pay Transparency Regulation (3): For the purposes of this regulation, an employee's hourly rate of pay for a reporting period is to be determined by dividing the total amount of ordinary pay received by the employee during the reporting period by the number of hours for which the employee received ordinary pay during that reporting period.
3. There is only one employee with unknown/missing gender.