Doane Grant Thornton

2024 PAY TRANSPARENCY REPORT

British Columbia

November 2025

Employer Details

Name of Employer	Doane Grant Thornton LLP
Address	200 King St W, Floor 20, Toronto, ON, M5H 3T4
Reporting year	2024
Reporting period	January 1, 2024 - December 31, 2024
NAICS code	54 - Professional, scientific and technical services
Number of employees	300-999

Please note the address provided above. Although the content of this report focuses on Doane Grant Thornton's operations and colleagues in British Columbia, the address shown is that of the firm's national office headquarters for reporting purposes.

Our Compensation Philosophy

Our approach reflects fairness, transparency, and recognition of each person's contributions. We focus on four key areas:

- Market alignment: Roles are reviewed consistently to ensure pay reflects responsibilities, skills, and experience compared to the market.
- Internal fairness: A standardized framework ensures colleagues doing similar work are paid consistently.
- Fiscal responsibility: Compensation is managed thoughtfully to reward our people while keeping the firm financially sustainable.
- Equity and inclusion: Manager training, inclusive policies, and our Inclusiveness Champions support fair practices. Clear communication about pay and career growth builds trust across the firm.

Doane Grant Thornton

Hourly pay

Women are more represented in roles that tend to have lower market pay. A simple comparison of average pay highlights this difference, but it does not capture how genders are distributed across different roles.

Mean hourly pay gap[1]

During the reporting period, women earned an average of 89 cents for every dollar earned by men. One of the main reasons for this is because there are more women than men in roles with lower market compensation levels.

Median hourly pay gap[2]

During the reporting period, women earned a median of 89 cents for every dollar earned by men. Like the average, this number does not reflect gender distribution across roles.

Explanatory notes

1. Mean hourly pay gap: Difference between the average hourly pay of women and men. Regular hourly pay only; excludes bonuses and overtime.
2. Median hourly pay gap: Difference between the middle point of hourly pay for women and men. Regular hourly pay only; excludes bonuses and overtime.

Overtime pay

In our firm, overtime applies only to colleagues who are eligible under provincial employment standards. Overtime is paid when those colleagues exceed legislated thresholds and is calculated at the required provincial rate. This ensures clarity and compliance with employment standards.

Mean overtime pay[3]

During the reporting period, women earned about 40% more in average overtime pay than men. This is influenced by the higher number of women in overtime-eligible roles and by a small number of individuals with significantly higher overtime hours.

Median overtime pay[4]

During the reporting period, women earned 4% more in median overtime pay than men. Median results reduce the impact of outliers and provide a more comparable view across groups.

Mean overtime paid hours[5]

Difference as compared to reference group (men)

Women: 9

During the reporting period, men worked an average of 9 overtime hours less than women.

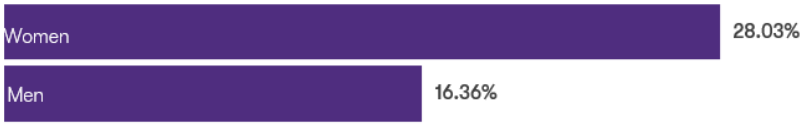
Median overtime paid hours[6]

Difference as compared to reference group (men)

Women: 0.5

During the reporting period, men worked a median of 0.5 overtime hours less than women.

Percentage of employees in each gender category receiving overtime pay

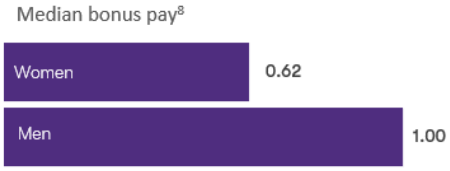


Explanatory notes

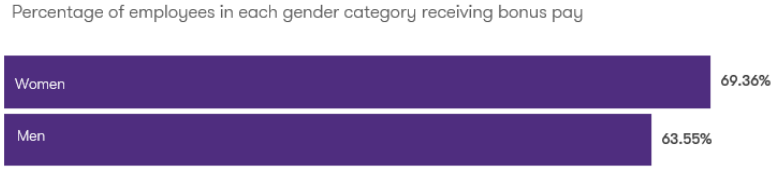
3. Mean overtime pay: Average overtime pay for each group.
4. Median overtime pay: Middle point of overtime pay for each group.
5. Mean overtime paid hours: Average number of overtime hours worked for each group.
6. Median overtime paid hours: Middle point of overtime hours worked for each group

Our bonus program recognizes people who make a strong impact—supporting growth, delivering excellent client service, or contributing meaningfully to our priorities. Bonus eligibility applies broadly across levels, including overtime-eligible colleagues. Bonus funding varies each year based on the financial performance of each business unit. Individual bonus amounts are linked to performance ratings, and since target payouts are based on a percentage of base salary, senior roles have higher potential bonus targets. Differences in average bonus outcomes largely reflect the current distribution of genders across job levels.

During the reporting period, the average bonus for women was 25% lower than for men. This primarily reflects that more women hold earlier-career/lower market paying roles with smaller bonus opportunities. The BC methodology does not account for role distribution.



The median bonus for women was 38% lower than for men. As with the average, this reflects differences in job levels and is not adjusted for gender distribution within roles.

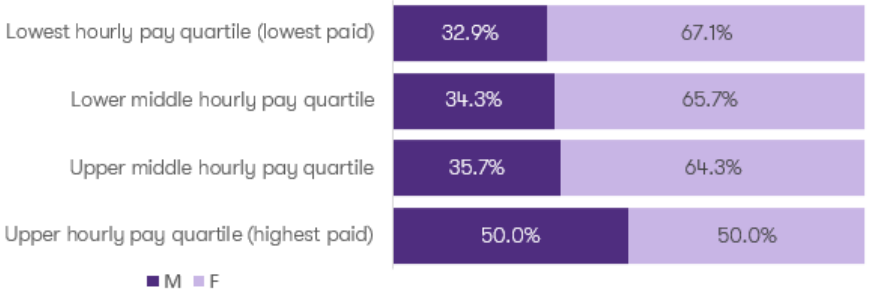


Explanatory notes

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 quartile[9]

Women currently occupy 50% of the highest paying roles and 67.1% of the lowest paying roles.



The BC Pay Transparency methodology does not adjust for gender dominance within roles, which is necessary for a clearer assessment of pay equity.

Explanatory notes

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

