Desjardins

PAY TRANSPARENCY REPORT

British Columbia

Employer information

Employer:	Desjardins Financial Security
Address:	200 rue des Commandeurs, Lévis, QC G6V 6R2
Reporting year:	2025
Time period:	January 1, 2025, to December 31, 2025
NAICS code:	52 – Finance and insurance
Number of employees:	50–299

About this report

In accordance with the provisions of British Columbia's *Pay Transparency Act*, provincially regulated employers with 50 employees or more are required to complete and post an annual pay transparency report. This report provides an overview of gender representation and compensation within Desjardins Financial Security for its employees in British Columbia. It includes the indicators required by pay transparency legislation, including hourly pay, overtime, and bonuses paid.

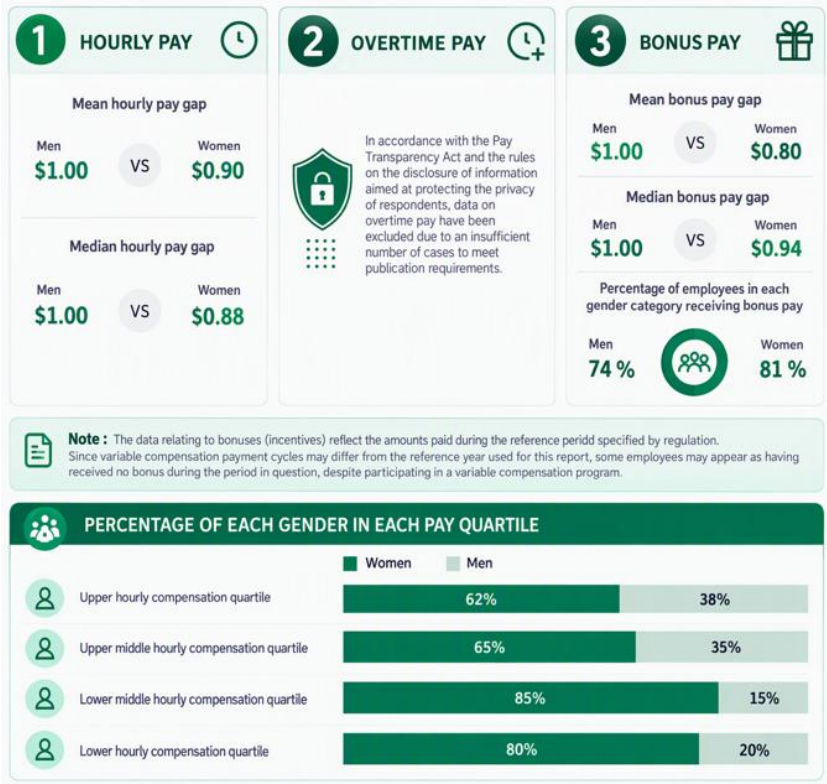
The results presented in this report should be interpreted within the context of the indicators of British Columbia's *Pay Transparency Act.* Unlike pay equity, which aims for comparable compensation for jobs of equivalent value, these indicators measure the differences in average and median earnings between women and men across the organization, regardless of position or pay level. Thus, gaps may be observed even when compensation practices are equitable, notably due to gender representation across different business sectors, levels of responsibility or job families.

At Desjardins Financial Security, we're committed to offering fair, equitable and competitive compensation. Our compensation programs are based on rigorous internal and external equity principles and are monitored regularly to ensure that compensation decisions are made objectively and consistently and are based on job-related criteria. Our compensation policies and practices are designed to ensure that employees are paid fairly based on their responsibilities, seniority, performance, skills and experience. They also help prevent gender-based discrimination and promote equity within the organization. **Thus, women and men who hold the same job are compensated according to the same principles and criteria**. This approach helps support pay equity for work of comparable value and promotes an inclusive work environment.

The results presented in this report are prepared in accordance with the methodology prescribed by British Columbia's *Pay Transparency Act.* The indicators are based on the gender categories for which data can be reported and published. For example, the "non-binary" and "undisclosed" categories do not appear in the report because no one in our population identified as non-binary

or chose not to disclose their gender. This presentation does not call into question Desjardins Financial Security's recognition of the diversity of gender identities. Since this approach compares the compensation of all women and men regardless of role, responsibility, experience, seniority, and pay level, the results must be interpreted in context. Additionally, the limited size of the analyzed population may significantly impact the observed indicators and their variation over time. The indicators highlight certain gaps that should be interpreted in light of the distribution of women and men across job categories and levels of responsibility. However, further analyses conducted within groups with comparable levels of responsibility show that women and men in jobs at similar levels receive comparable pay.

Results based on the indicators required under British Columbia's *Pay Transparency Act*.



Our commitment

At Desjardins, we're committed to being a leader in equity, diversity and inclusion, with each person's uniqueness and inclusion at the heart of our actions, for the benefit of our members and clients. We continue to strive for greater parity throughout the organization, particularly in management positions, through equitable talent management, recruitment, and compensation practices.

Principles of inclusion

Our culture revolves around inclusion. Through initiatives such as Empowering Women, we're creating opportunities for networking, professional development, and experience-sharing for women and their allies across Canada. This community fosters a sense of belonging and helps develop the next generation of women leaders.

Talent representation and development

Desjardins is implementing several initiatives supporting women's advancement into leadership positions. These include the Female Empowerment Program, The A Effect, the Women in Leadership Excellence Program and the Aspiring Leaders community. These programs offer participants opportunities for development, networking, visibility and hands-on leadership experience, while helping to reduce barriers to their professional advancement. These efforts were recognized with Platinum Parity Certification from Women in Governance for the fourth consecutive year.