

BC Pay Transparency Report

RBC Dominion Securities



In 2023, the Government of British Columbia passed the Pay Transparency Act. Under this legislation, all employers above a certain size are required post annual pay transparency reports by November 1st each year. The BC Pay Transparency Report for RBC Dominion Securities Inc. (“RBC Dominion Securities”, “we” or “our”) was created in alignment with British Columbia’s Pay Transparency Act and Pay Transparency Regulation.

The BC Pay Transparency Report is based on pay data from the previous calendar year and compares average hourly pay of a man to average hourly pay of a woman and a non-binary person. It is aggregate data and does not compare pay data at the individual level.

We continue to enhance our strategies to understand and act on identified and potential pay inequities. Our goal is to drive increased equity and strengthen our inclusive culture, while working to attract, retain and advance under-served talent and create opportunities for all employees to reach their career potential.

Employer:	RBC Dominion Securities Inc.
Address:	200 Bay Street, Toronto, Ontario, M5J 2J5
NAICS Code:	52 - Finance and Insurance
Time Period:	January 1, 2024 to December 31, 2024
Number of Employees as of January 1, 2024	1,000 or more employees
Gender Category for comparison	Man

Category	Difference in Mean Hourly Pay	Difference in Median Hourly Pay	Difference in Mean Overtime Pay	Difference in Median Overtime Pay
Men	1.00	1.00	--	--
Women	0.80	1.03	--	--
Non-Binary	--	--	--	--
Prefer not to say	--	--	--	--

In accordance with the legislation, information for employees who categorize as non-binary and prefer not to say is not provided as there are fewer than 10 employees in this category. Information for overtime is not provided as there are fewer than 10 employees in all categories during the reporting period.

Category	Difference Between the Mean Number of Overtime Hours	Difference Between The Median Number of Overtime Hours	Percent Receiving Overtime Pay
Men	--	--	--
Women	--	--	--
Non-Binary	--	--	--
Prefer not to say	--	--	--

In accordance with the legislation, information for employees who categorize as non-binary and prefer not to say is not provided as there are fewer than 10 employees in this category. Information for overtime is not provided as there are fewer than 10 employees in all categories during the reporting period.

Category	Difference Between the Mean Bonus Pay	Difference Between the Median Bonus Pay	Percent Receiving Bonus Pay
Men	1.00	1.00	98%
Women	0.41	0.32	97%
Non-Binary	--	--	--
Prefer not to say	--	--	--

In accordance with the legislation, information for employees who categorize as non-binary and prefer not to say is not provided as there are fewer than 10 employees in this category.

Category	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Men	32%	22%	30%	28%
Women	68%	78%	70%	72%
Non-Binary	--	--	--	--
Prefer not to say	--	--	--	--

In accordance with the legislation, information for employees who categorize as non-binary and prefer not to say is not provided as there are fewer than 10 employees in this category.

Caution regarding forward-looking statements and important notice regarding this document

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We may make forward-looking statements in this BC Pay Transparency Report. RBC Dominion Securities' activities, ambitions, strategies and approaches described in this document are or may be based on assumptions, estimates and judgments.

This document reflects our strategies, positions, approaches, policies, procedures, criteria, objectives, visions, commitments and goals as of the date of this document, which are subject to change at any time in our sole discretion without notice. We have no obligation to update any information in this document.