

PETERBILT PACIFIC INC.

Pay transparency report

Peterbilt Pacific is the exclusive dealership for Peterbilt Motors in British Columbia and has been a prominent dealer of heavy-duty trucks for over 50 years. Its acquisition by the Jim Pattison Group in 2015 added extensive experience and resources to the already thriving business. With 13 locations, over 80 service bays, and two collision repair shops, the dealership offers sales and services for the most sought-after trucks globally, accompanied by superior customer care. Peterbilt Pacific aims to conduct our business as a well-respected organization; with integrity, excellence, productivity, and a positive attitude as our core values. We strive to have the highest care for our people, customers, and business partners. Every employee at Peterbilt Pacific is absolutely critical to our success. Our promise is to keep delivering the same award-winning service and value that our community has come to expect from our dealership group throughout the years.

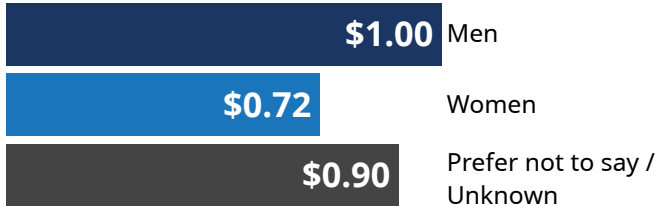
Employer details

Employer:	PETERBILT PACIFIC INC.
Address:	1800 1067 WEST CORDOVA STREET, VANCOUVER, BC
Reporting Year:	2025
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	44-45 - Retail trade
Number of Employees:	300-999



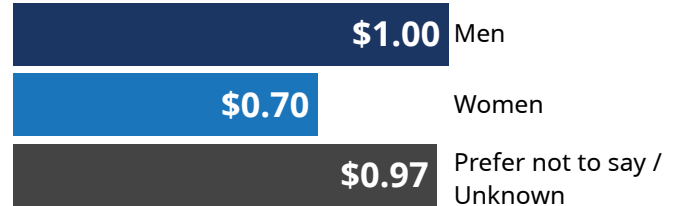
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 28% less than men's. For every dollar men earn in average hourly wages, women earn 72 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 30% less than men's. For every dollar men earn in median hourly wages, women earn 70 cents in median hourly wages. *

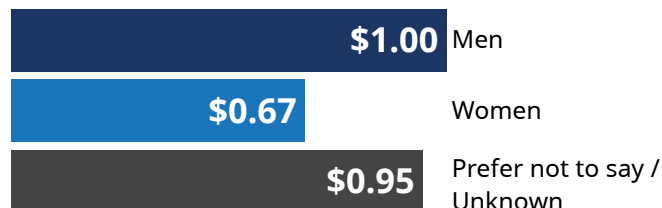
Explanatory notes

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.



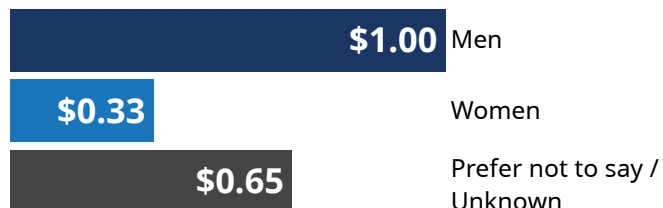
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 33% less than men's. For every dollar men earn in average overtime pay, women earn 67 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 67% less than men's. For every dollar men earn in median overtime pay, women earn 33 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-7
Prefer not to say / Unknown	0

In this organization the average number of overtime hours worked by women was 7 less than by men. *

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-17
Prefer not to say / Unknown	-8

In this organization the median number of overtime hours worked by women was 17 less than by men. *

Percentage of employees in each gender category receiving overtime pay



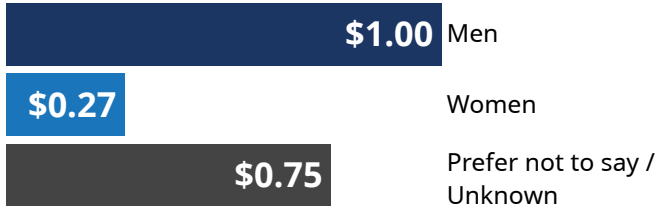
Explanatory notes

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



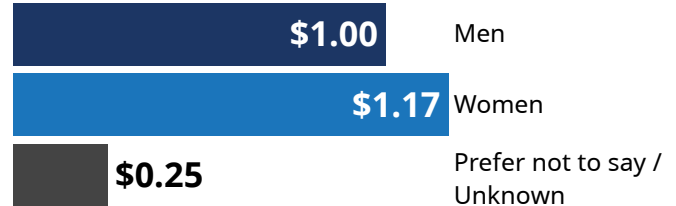
Bonus pay

Mean bonus pay ⁷



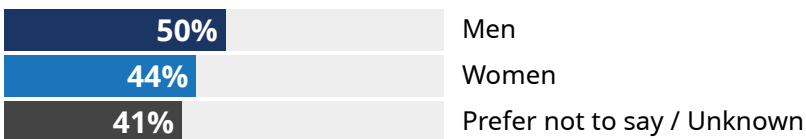
In this organization women's average bonus pay is 73% less than men's. For every dollar men earn in average bonus pay, women earn 27 cents in average bonus pay. *

Median bonus pay ⁸



In this organization women's median bonus pay is 17% more than men's. For every dollar men earn in median bonus pay, women earn \$1.17 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

Upper hourly pay quartile (highest paid) †



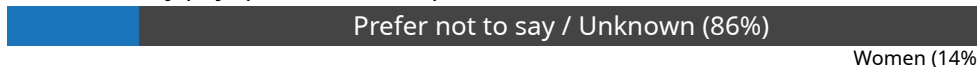
Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women
■ Prefer not to say / Unknown

In this organization, women occupy 14% 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.

Data constraints

Why is there a pay gap?

At Peterbilt Pacific, we are committed to transparency and ongoing improvement in equity, diversity, and inclusion across our workforce. Employees are paid equally for performing the same role and achieving the same performance metrics, regardless of gender.

The overall pay gap exists because there is a disproportionate number of men in skilled trades roles, sales positions, and management all of which typically have higher salary ranges. This imbalance in representation across these higher-paying positions significantly contributes to the earnings gap.

For example, most of our Service Technicians are male (approximately 98%), while administrative support positions are primarily held by women. Because these skilled technician roles have higher pay rates and offer more opportunity for overtime than positions with greater female representation, the overall average pay for men skews higher, even though employees performing the same job are paid equally.

What is Peterbilt Pacific doing to close the pay gap?

Peterbilt Pacific is taking proactive steps to reduce the pay gap by creating pathways for women to enter and advance in higher-paying roles. A key part of this strategy is working directly with trade schools to encourage female participation in skilled trades programs, helping to build a more balanced candidate pipeline for technical positions that have traditionally been male-dominated.

We are also focused on expanding inclusive career development opportunities across all levels of the organization, ensuring that men and women are given equal opportunity to training, mentorship, and advancement. By focusing on promoting from within, we are able to provide development opportunities, and sustain a culture of merit-based advancement, providing a strong platform for continued progression. Peterbilt Pacific remains committed to ensuring every employee has equal opportunities to grow, succeed, and advance within the organization.

Data Collection and Usage

The gender data in this report is based on voluntary information provided by employees through our HR/payroll system during September/October 2025.

The data has significant limitations that may skew the metrics mentioned in this Pay Transparency report. Out of 441 total employees, only 143 participants (32%) provided gender information, leaving 68% unreported. This low disclosure rate introduces non-response bias, as individuals who chose not to report may differ systematically from those who did. Additionally, the gender distribution among respondents is highly imbalanced:

- **Men:** 24%
- **Women:** 7%
- **Non-binary/Prefer not to say/unknown:** 0.9%

This disproportionate representation means the pay gap analysis based on these figures may not accurately reflect Peterbilt Pacific's overall workforce. The small sample size for women and non-binary employees further reduces statistical reliability.

- * 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.