Pay Transparency Report

Canadian Fishing Company (Canfisco) is a vertically integrated seafood company with over 120 years of experience in harvesting, processing, and distribution. Operating in British Columbia, Washington, and Alaska, Canfisco produces and exports sustainable seafood to over 40 countries worldwide.

Canfisco's diverse, operations-focused workforce includes seasonal and permanent positions in production, operations, administration, professional services, and leadership. Roles include skilled trades, vessel crews, processing line workers, supervisors, and management professionals.

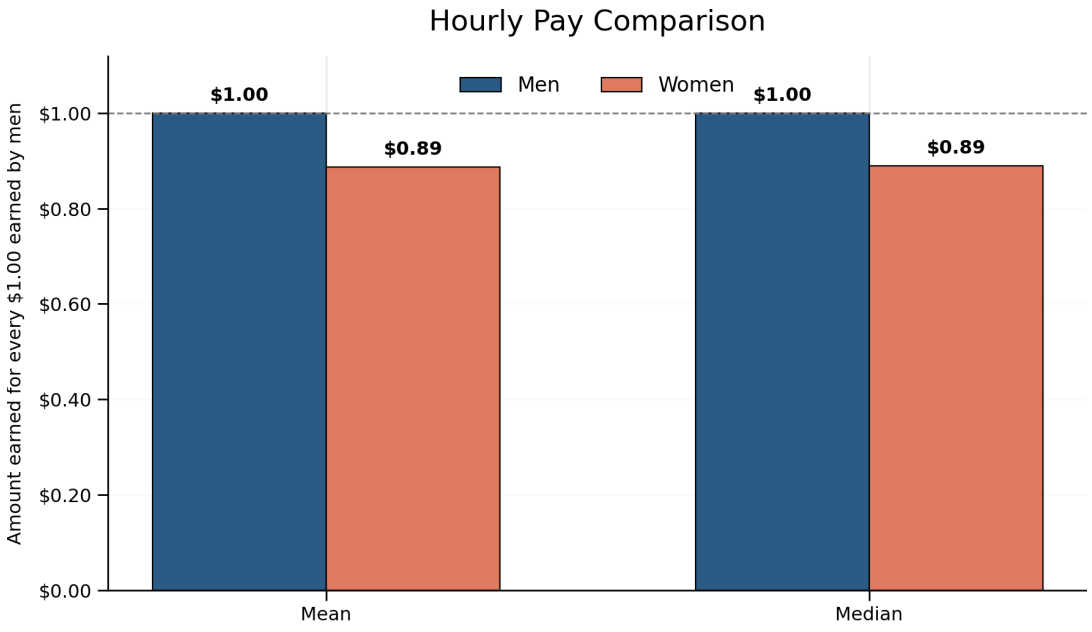
We aim to reduce barriers, so people of all genders have equitable opportunities to contribute, grow, and succeed. Pay transparency reinforces our commitment to an equal opportunity workplace where everyone can advance and thrive.

This report summarizes compensation data for employees paid within the reporting period and is prepared in accordance with the B.C. Pay Transparency Act.

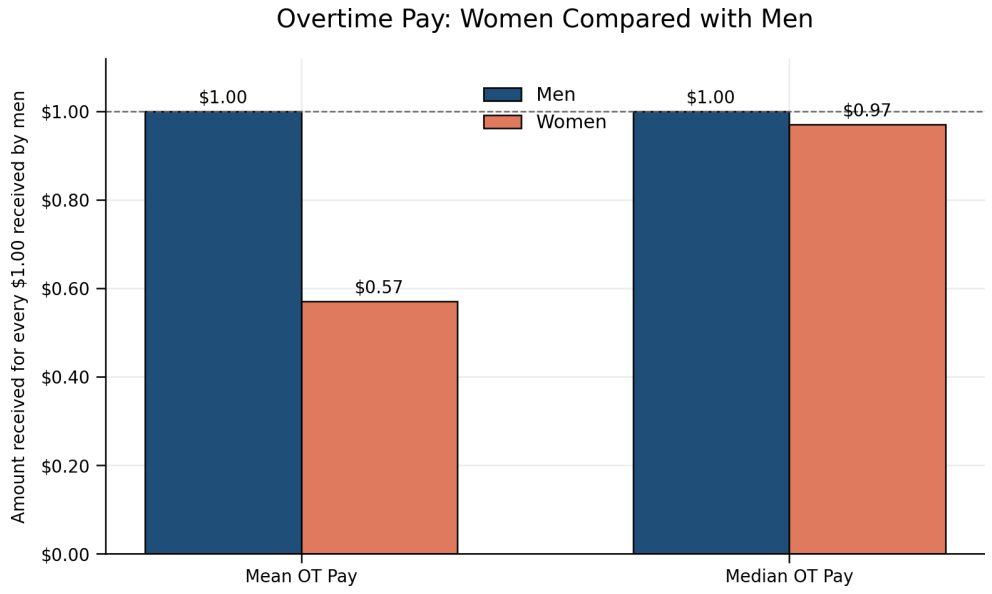
Men serve as the reference group.

Employer Details:

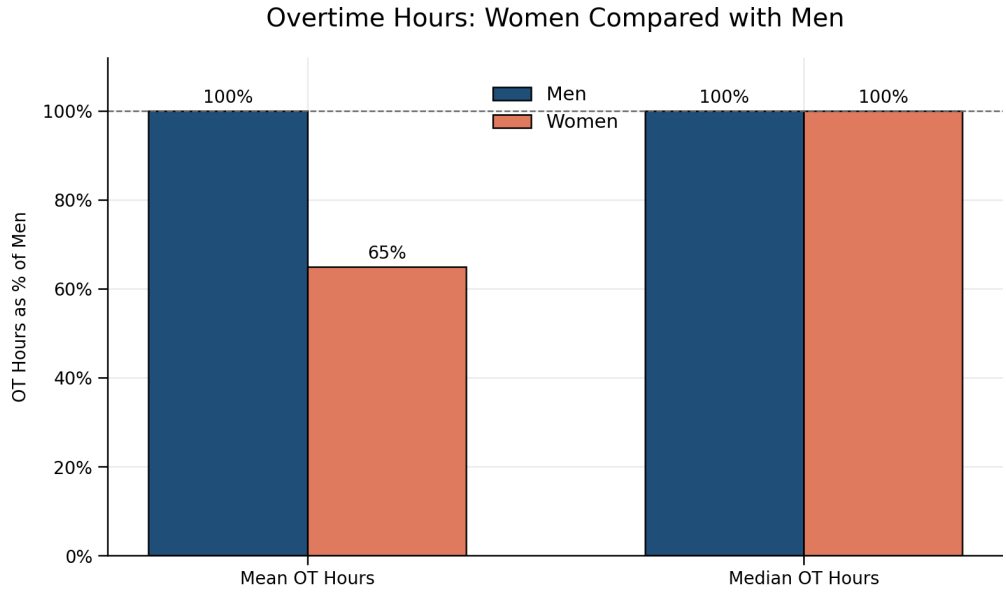
Employer:	Canadian Fishing Company (Canfisco)
Address:	301 Waterfront Road, East, Vancouver, BC V6A 0B3
Reporting Year:	2025
Period covered:	January 1, 2025 to December 31, 2025
Published:	October 29, 2026
NAICS Code:	31- 33 Manufacturing
B.C. Employee Count:	500-600



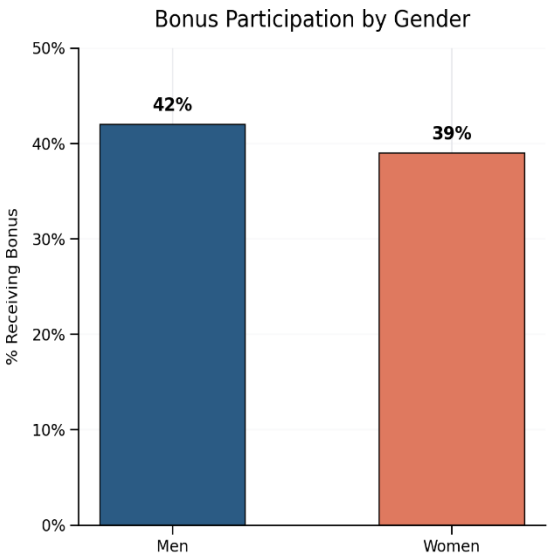
- Women's average and median hourly pay are approximately $0.89 for every $1.00 earned by men (11% pay gap).

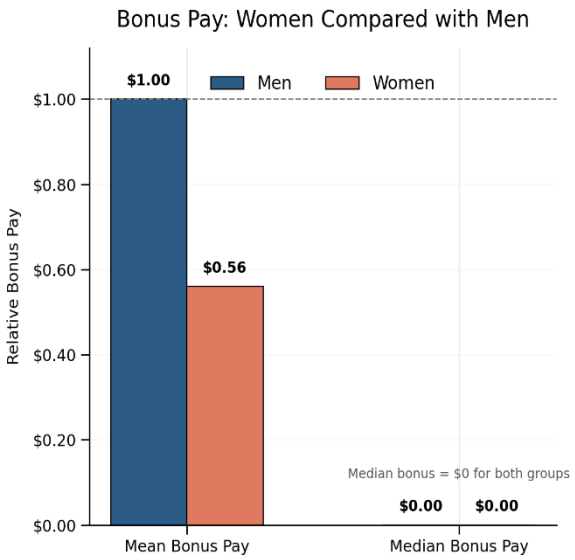


- Women receive approximately $0.57 in average overtime pay for every $1.00 received by men.
- Overtime pay at the midpoint is nearly the same for both groups.

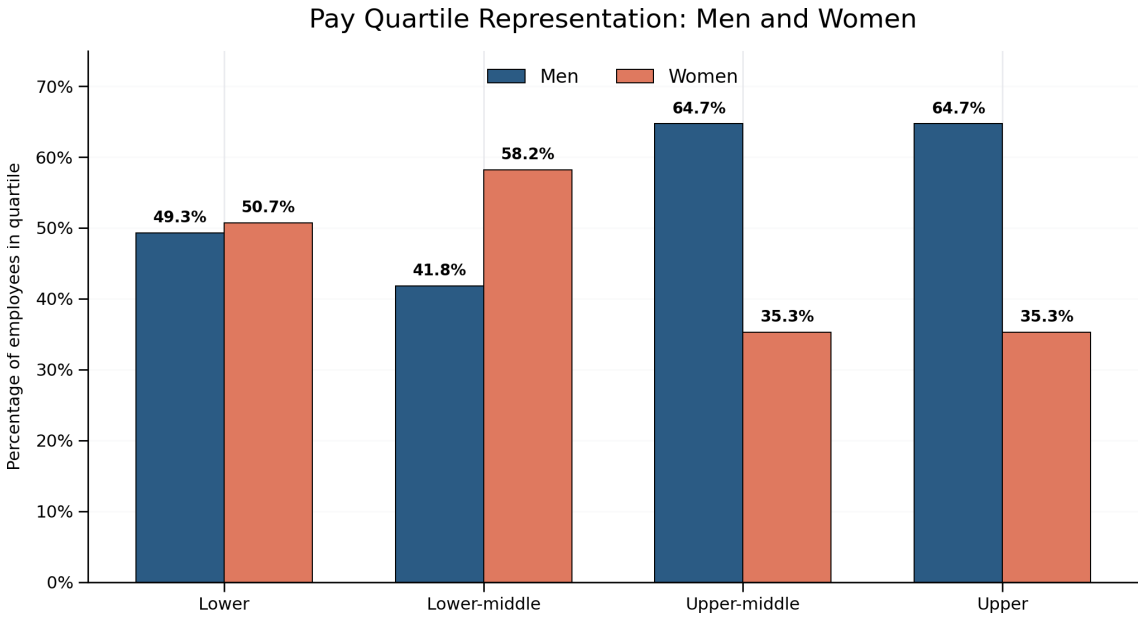


- On average, women work approximately 35% fewer OT hours than men.
- Typical overtime hours for both groups are the same.





- Bonus participation is similar for both groups.
- Women receive $0.56 in bonus pay on average for every $1.00 received by men.
- The median bonus was $0, as more than half of employees in each group received no bonus.



- Women are more represented in the lower-middle pay group.
- Men are more heavily represented in the two higher-paid groups.
- Women occupy 35.3% of the highest-paid jobs and 50.7% of the lowest-paid jobs.

Key Observations:

- Women make up approximately 45% of Canfisco's B.C. workforce—a strong foundation for gender balance across the company.
- Men are more heavily represented in higher-paying roles, including skilled trades, operations, technical work, engineering, and leadership.
- Women are more concentrated in processing, administrative, and support roles within the lower-middle pay groups.
- Women's average hourly pay is approximately $0.89 for every dollar earned by men.
- Access to overtime hours and pay differs by gender, reflecting in part women's underrepresentation in skilled trades and operational roles.

Leadership Statement:

Canfisco promotes merit-based advancement and equal access to career opportunities.

We aim to remove unintended barriers, provide equitable access to opportunities, and ensure advancement decisions are based on role requirements, qualifications, experience, and performance.

The Pay Transparency Report identifies opportunities for us to better understand gender differences in:

- Pay, overtime, and incentives.
- Representation across job types.
- Progression into higher-paid and leadership roles.

To strengthen women's representation across occupations, pay levels, and leadership roles, we will:

- Incorporate pay equity into annual workforce planning.
- Encourage women to pursue operational, trades, and technical careers.
- Actively recruit women for traditionally male-dominated roles.
- Identify high-potential women in our workforce and develop pathways for career advancement.
- Review progress annually with the senior management and executive team.

Pay transparency will help guide our ongoing work to remove barriers and strengthen access to opportunity.