SUN PEAKS RESORT LLP

PAY TRANSPARENCY REPORT

Sun Peaks Resort LLP is committed to fair and equitable compensation for all employees, reflecting our shared value of ***Here Together***. Each year, we conduct a comprehensive benchmarking review that assesses external market rates and ensures strong internal equity, including gender pay equity, across comparable roles.



2025

TIME PERIOD

JAN 1, 2025 - Dec 31, 2025

SUN PEAKS

Sun Peaks Resort LLP Overview

Sun Peaks Resort LLP (SPRLLP) is Canada's second largest ski area in terms of skiable terrain, employing up to 650 staff in the winter, which is our busiest season. As a seasonal operation, our employee headcount fluctuates significantly throughout the year, comprising a majority of seasonal staff when we are operational, and a permanent year-round headcount of 160.

SPRLLP is committed to fair compensation for all, aligned with our inclusive value of ***Here Together***. Internal equity across comparable roles including gender pay equity is an integral part of that. Accordingly, every year we conduct a thorough benchmarking exercise that considers external market rates for comparable roles as well as a fulsome internal evaluation.



Employer details

Employer:	SUN PEAKS RESORT LLP
Address:	1280 Alpine Roard, Sun Peaks, BC
Reporting Year:	2025
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	71 - Arts, entertainment and recreation
Number of Employees:	300 - 999

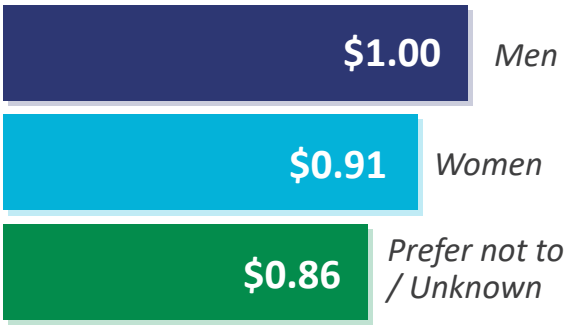
Hourly Pay

In 2025, the gender pay gap between women and men in British Columbia was 14.5% or 85 cents on average for every dollar men earned (Government of British Columbia, 2026).

At Sun Peaks Resort LLP, the gender pay gap is smaller than the provincial average. Specifically, women earned on average 91 cents for every dollar earned by men, which represents a 2-cent widening of the pay gap year over year. However, aligned with our value of ***Being Better***, we will continue to drive efforts to understand the underlying causes and considerations, and promote equitable pay where we still have gaps to close.

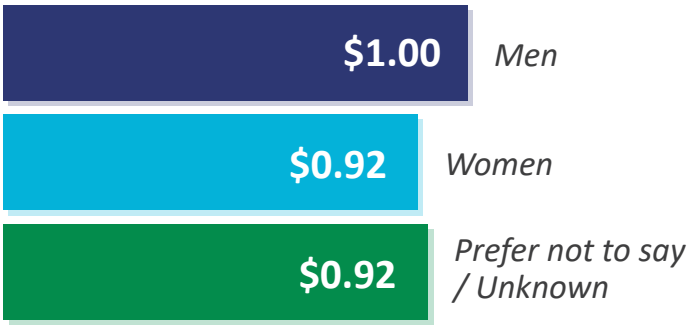
Part of that analysis is a focus on understanding the prevalence and impacts of systemic challenges contributing to gender-based pay differences, in terms of gender representation in our applicant pool and workforce. For example, we continue to see an underrepresentation of women applicants for trades positions which currently constitute just under a quarter (24%) of our permanent workforce with hourly pay rates falling into the upper hourly pay quartile.

Mean hourly pay gap [1]



*In this organization, women's average hourly wages are 9% less than men's. For every dollar men earn in average hourly wages, women earn 91 cents.**

Median hourly pay gap [2]



*In this organization, women's median hourly wages are 8% less than men's. For every dollar men earn in median hourly wages, women earn 92 cents.**

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.

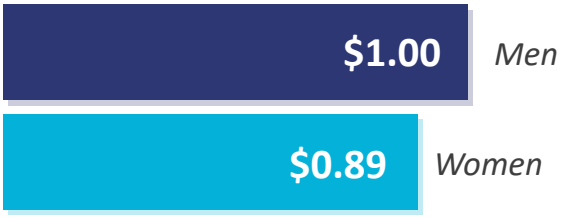
Overtime Pay

At Sun Peaks Resort LLP, paid overtime is not available to all employees, and in those roles and departments where we see a greater requirement for overtime hours, it is generally assigned on a self-select basis, unless a specific skill set is needed that is only held by certain positions within the team.

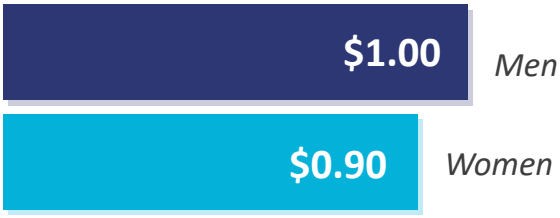
Within our organization men are more represented than women in eligible positions and in 2025, 64% of men earned overtime pay compared to 58% of women. For every dollar men earned in average overtime pay, women earned 89 cents. This represents a 4-cent widening of the pay gap year over year. Note that this reflects the total amount of overtime paid to an employee, not the hourly pay for each hour of overtime.

In 2025, 69% of overtime pay was accounted for within our outdoor operations departments where additional hours were required for significant infrastructure or maintenance projects (chair lift and electrical upgrades) over the course of the year. This included our trades teams where, as previously indicated we have an under-representation of women. In addition, these outdoor operations overtime hours also included employees holding positions with specific technical skill sets that may only be represented by one or two roles in the organization (e.g. avalanche technician). Further considerations regarding allocation and approval of overtime hours also include safety as it relates to fatigue, given the nature of our outdoor operations and associated risk factors.

Mean overtime pay [3]



Median overtime pay [4]



Other was excluded because not enough people in each overtime category received overtime pay.

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	**-4**

*In this organization the average number of overtime hours worked by women was 4 less than by men **

Median overtime paid hours [6]

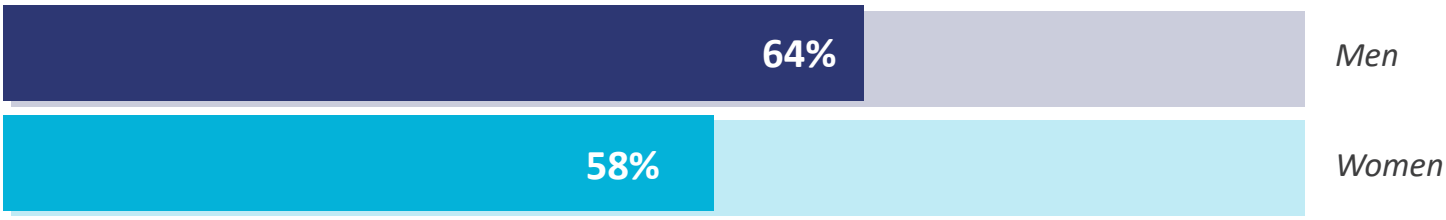
Difference as compared to reference group (Men)

Women	**-4**

*In this organization the average number of overtime hours worked by women was 4 less than by men **

Overtime Pay

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

3. “Mean overtime pay” refers to overtime pay when averaged for each group.
4. “Median overtime pay” refers to the middle point of overtime pay for each group.
5. “Mean overtime paid hours” refers to the average number of hours of overtime worked for each group.
6. “Median overtime paid hours” refers to the middle point of number of overtime hours worked for each group.

* 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.



Bonus Pay

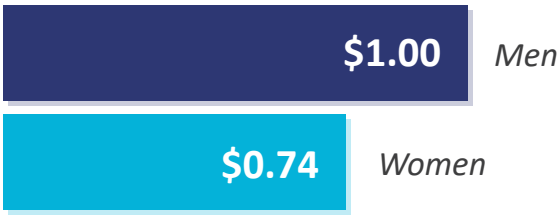
At SPRLLP, our fiscal year runs from May 01 to April 30, and any approved performance related bonuses are typically paid out in Q3 of the calendar year, after our financial year closes. Our pay for performance philosophy includes a leadership team bonus and a bonus that all other levels of permanent employee are eligible to be nominated for each year, both of which are tied to performance – including individual and organizational.

In 2025, women's average bonus pay was 26% less than men's, while women's median bonus pay was 47% higher than men's. For every dollar men earned in average bonus pay, women earned 74 cents and for every dollar men earned in median bonus pay, women earned $1.47. Bonus pay includes performance-related bonuses and commission.

In 2025, more men (33) than women (22) received performance related bonuses and men also accounted for 54% of employees who earned commission. Specifically, men comprised 69% of those receiving the comparably larger bonuses paid at the leadership (director) level. The higher median bonus pay for women versus men can also be attritubuted to the smaller number of women eligible for bonus pay.

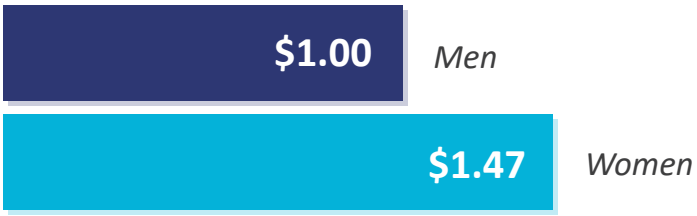
There is no year over year comparison for bonus pay gaps in 2024, as no performance-related bonus payouts were awarded to leadership or any other employee as our financial results for 2023-2024 did not meet our targets.

Mean bonus pay [7]



*In this organization women's average bonus pay is 26% less than men's. For every dollar men earn in bonus pay, women earn 74 cents in average bonus pay. **

Median bonus pay [8]

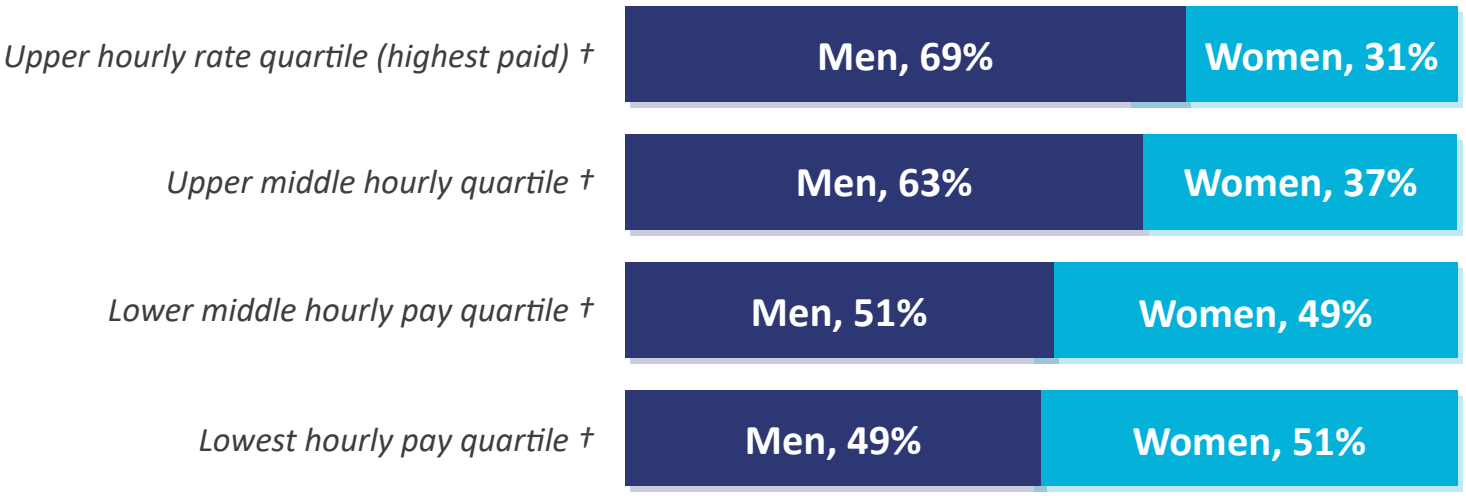


*In this organization women's median bonus pay is 47% more than men's. For every dollar men earn in bonus pay, women earn $1.47 in median bonus pay. **

Percentage of employees in each gender category receiving bonus pay



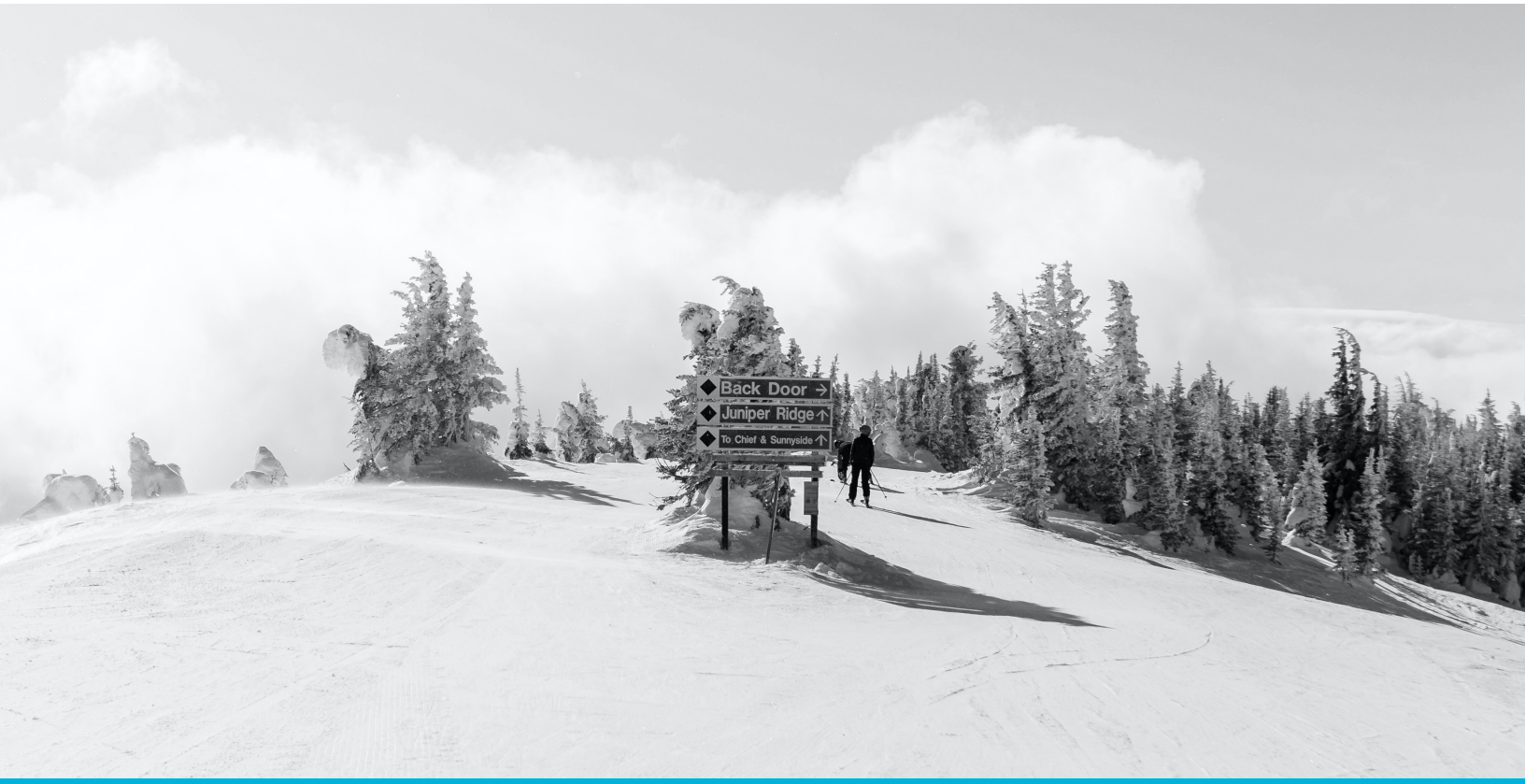
Percentage of each gender in each pay quartile [7]



In this organization, women occupy 31% of the highest paid jobs and 51% of the lowest paid jobs.

Explanatory notes

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



Conclusion

The 2025 gender pay transparency analysis shows some gender-based pay gaps across Sun Peaks Resort LLP, and a slight widening of the pay gap for average hourly wages and overtime pay. Women's mean hourly wages were 9% less than men's, while their median hourly wages were 8% less. From an overtime perspective, while men are more represented in roles eligible for overtime pay and may self-select in to accepting those hours as required/available, in 2025, women's average overtime pay was 11% less than men's, while their median overtime pay was 10% less.

While women's average bonus pay is 26% less than men's, a greater proportion of men received bonuses and commissions in 2025, and most notably comprised 69% of the eligible population in the higher paid director level bonus pool. However, women's median bonus pay is 47% higher than men's given the smaller number of women eligible.

As previously noted, our trades positions currently constitute 24% of our permanent workforce with hourly pay rates falling into the upper hourly pay quartile. The current underrepresentation of women in these positions as well as our overall applicant pool for these roles is a significant driver of the SPRLLP gender pay gap.

Sun Peaks Resort LLP will continue to conduct annual analyses of rates of pay as well as approaches to better understand underlying factors and systemic challenges that may also be impacting gender pay disparities within the organization. By furthering this understanding, we will be better placed to identify where we have an opportunity to reduce gender-based pay gaps, as well as advance equity across the workforce overall as it relates to pay as well as opportunity.

