UNDERHILL GEOMATICS LTD.
UNDERHILL & UNDERHILL
SINCE 1913



BRITISH COLUMBIA

PAY TRANSPARENCY REPORT 2026

Reporting Period: January 1 – December 31, 2025

Prepared by: Underhill Geomatics Ltd.
November 2026

ABOUT US

ABOUT UNDERHILL GEOMATICS LTD.

Founded in 1913, Underhill Geomatics Ltd. (Underhill) provides surveying, mapping, and geospatial services for land development, infrastructure, engineering, construction, and resource projects. Its capabilities include construction, engineering, legal, and topographic surveys; geodetic control; hydrographic surveys; aerial mapping; LiDAR; photogrammetry; and 3D laser scanning.

Underhill employs more than 130 people in professional, technical, field, and administrative roles, including British Columbia Land Surveyors, project managers, coordinators, survey assistants, geospatial and CAD technicians, and administrative staff. Together, they support project planning, field operations, data processing, drafting, and coordination.

The company works across transportation, construction, land development, mining, energy, oil and gas, marine operations, government, and Indigenous communities. Its project experience includes highways, railways, bridges, tunnels, airports, industrial facilities, utility infrastructure, port developments, and residential and commercial sites. Underhill also undertakes surveying assignments in remote and northern regions, including work related to Indigenous land claims and territorial land documentation. Its professional expertise and technical capabilities support projects throughout British Columbia and Northern Canada.

1913	130+	5
FOUNDED	PEOPLE, COMPANY-WIDE	OFFICES — VANCOUVER, KAMLOOPS, VANCOUVER ISLAND, FORT ST. JOHN, WHITEHORSE



OUR VALUES

Underhill is guided by its core purpose of connecting people and places through trusted relationships. The company’s values are rooted in professionalism, passion, collaboration, and innovation. These principles shape the company’s approach to its work, its relationships with stakeholders, and its contribution to the communities it serves. Underhill aspires to become the most innovative geomatics consulting firm in Canada, reflecting its commitment to ongoing improvement, technical excellence, and forward-thinking solutions.

PROFESSIONAL	PASSIONATE	INNOVATIVE	COLLABORATIVE

REPORTING UNDER THE PAY TRANSPARENCY ACT

In accordance with British Columbia’s Pay Transparency Act, Underhill has prepared its Pay Transparency Report (PTR) for the reporting period from January 1 to December 31, 2025, presenting the prescribed pay information for our employees in British Columbia. The full Underhill PTR is presented in the next section, followed by an analysis that explains the results and places them in context.

UNDERHILL GEOMATICS LTD. Pay transparency report

Employer details

Employer:	UNDERHILL GEOMATICS LTD.
Address:	#301 – 8337 EASTLAKE DRIVE, BURNABY, BC, V5A 4W2
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	54 - Professional, scientific and technical services
Number of Employees:	50-299

Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 1% less than men's. For every dollar men earn in average hourly wages, women earn 99 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 3% less than men's. For every dollar men earn in median hourly wages, women earn 97 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 pay [3]



In this organization women's average overtime pay is 47% less than men's. For every dollar men earn in average overtime pay, women earn 53 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 56% less than men's. For every dollar men earn in median overtime pay, women earn 44 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-136

In this organization the average number of overtime hours worked by women was 136 less than by men. *

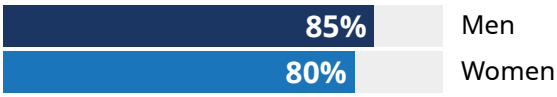
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-142

In this organization the median number of overtime hours worked by women was 142 less than by men. *

Percentage of employees in each gender category receiving overtime pay

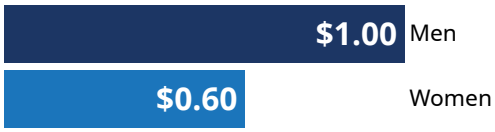


Explanatory notes

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.

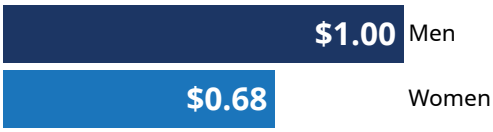
Bonus pay

Mean bonus pay [7]



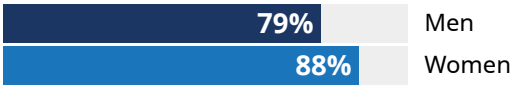
In this organization women's average bonus pay is 40% less than men's. For every dollar men earn in average bonus pay, women earn 60 cents in average bonus pay. *

Median bonus pay [8]

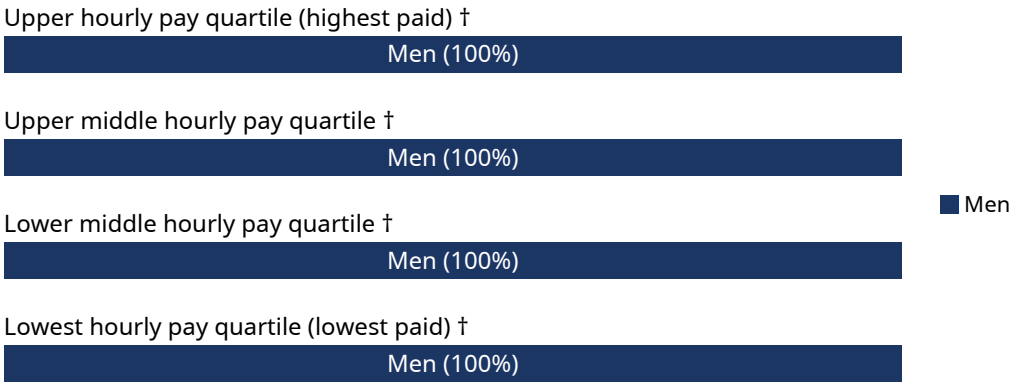


In this organization women's median bonus pay is 32% less than men's. For every dollar men earn in median bonus pay, women earn 68 cents in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



Percentage of each gender in each pay quartile [9]



† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

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

* 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.

UNDERSTANDING THIS REPORT

This analysis accompanies the PTR of Underhill for January 1 to December 31, 2025, prepared under British Columbia's Pay Transparency Act. The official report presents a set of required calculations. This analysis explains what the figures measure.

There are limitations to the statistics presented. The results are impacted by the following:

- One calculation covers the whole B.C. organization — every B.C. employee, from field staff to licensed professionals and administrative staff. Employees based outside B.C. are not covered by the Act and are not included. The report does not compare people in the same job or at the same level.
- Mean and median answer different questions. The mean is the average, and is moved by a few very high or very low amounts. The median is the middle value when employees are ranked by pay, and better describes the typical employee.
- Hourly pay, overtime, and bonus pay are reported separately, and hourly pay excludes the other two.
- Small gender categories are not shown. A category with fewer than 10 employees in a group must be suppressed to protect privacy. The Pay Quartiles section was entirely suppressed.

HOURLY PAY

In 2025, women's average (mean) hourly pay at Underhill was $0.99 for every $1.00 earned by men — a gap of 1%. Women's median hourly pay was $0.97 for every $1.00 — a gap of 3%. Hourly pay here means base pay only.

The Province's Pay Transparency Annual Report, published in June 2026, reports that in 2025 women in British Columbia earned $0.85 for every $1.00 men earned — a provincial gap of 14.5%. For professional, scientific and technical services (NAICS Code 54), Underhill's sector, the 2025 gap was larger, at $0.82.

MEDIAN HOURLY PAY GAP, 2025

	Gap	Women earn
Underhill Geomatics Ltd.	3%	$0.97 for every $1.00
British Columbia — all sectors	14.5%	$0.85 for every $1.00
B.C. professional, scientific and technical services	18%	About $0.82 for every $1.00

OVERTIME PAY

In 2025, women's average overtime pay was $0.53 for every $1.00 of men's (47% less), and median overtime pay was $0.44 (56% less). Women who received overtime pay worked on average 136 fewer overtime hours than men, and 142 fewer at the median. The overtime pay gap is the result of hours worked.

BONUS PAY

Women received less bonus pay than men. The average bonus pay for women was $0.60 for every $1.00 received by men (40% less), and the median bonus pay for women was $0.68 (32% less). A relatively small number of larger bonuses affect this statistic. The size of an individual's bonus reflects their level of responsibility. The report has no breakdown of bonus pay by job level.

PAY QUARTILES

The official report divides employees into four equal groups by hourly pay and shows each gender's share of each group. PTR guidelines suppress gender categories of fewer than 10 employees. In 2025 this rule was triggered in all categories for Underhill. The display reflects a privacy rule. If category numbers reach the threshold in future years, the full breakdown will appear.

DATA NOTES, LIMITATIONS, AND SOURCES

Several ordinary features of our workforce and industry give context to these averages.

- **A mix of very different jobs in one calculation —** licensed land surveyors, technologists and field crews, project managers, drafting staff, and administrative staff have different pay structures; how women and men are distributed across those jobs moves the overall result more than any other single factor.
- **Project-based field work —** overtime follows project location, season, and deadline rather than a regular office schedule, and field roles have historically been held mostly by men.
- **The history of the profession —** land surveying has one of the lower rates of women's participation among the technical professions, and senior roles today are filled from cohorts that entered years or decades ago.

- This analysis relates to Underhill's PTR for January 1 to December 31, 2025 (reporting year 2026), covering employees in British Columbia (employee numbers reported in the required range: 50–299). Employees based outside B.C. are outside the scope of the Act and are excluded from every figure in this report.
- All organizational figures in this analysis are taken from that report, generated with the Province of British Columbia's pay transparency reporting tool using the prescribed calculations, with men as the reference category. Under the Act's privacy rules, one or more gender categories were excluded because there were not enough employees in the category to meet disclosure requirements (fewer than 10); gender information is provided by employees voluntarily.
- The provincial and sector comparisons under Hourly pay are from the Government of British Columbia, Pay Transparency Annual Report, June 2026.

This analysis should be read together with the official Pay Transparency Report it accompanies. We confirm that the organizational information summarized here is taken accurately from that report, and we will keep this report posted as required under section 7 of the Pay Transparency Act until it is replaced by the next annual report.