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DIALOG

Pay Transparency Report
October 2026

Employer details

Employer	DIALOG
Address	611 Alexander Street, #406 Vancouver, BC V6A 1C7
Reporting Year	2026
Time Period	April 1, 2025 – March 31, 2026
NAICS Code	54 – Professional, scientific and technical services
Number of Employees	50 to 299 employees

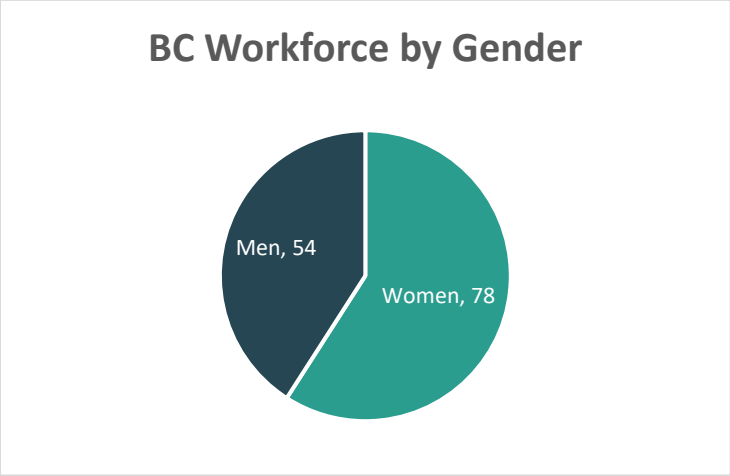
Overview

This report is prepared by DIALOG in accordance with the provisions of B.C.'s Pay Transparency Act.

DIALOG is committed to fostering a fairer, safer and more inclusive workforce and ensuring pay equity is achieved over time. This report, along with past and future reports, will continue to inform decisions and actions aimed at closing the gender gap.

Workforce Gender Composition

During the reporting period, DIALOG's BC workforce consisted of 132 employees: 78 who self-identify as women and 54 who self-identify as men. No employees self-identified as non-binary or undisclosed.

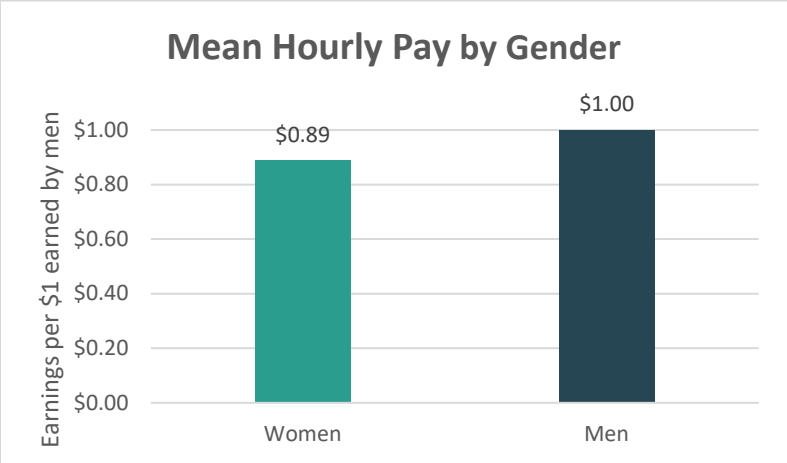


Hourly Pay

Mean hourly pay gap

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.

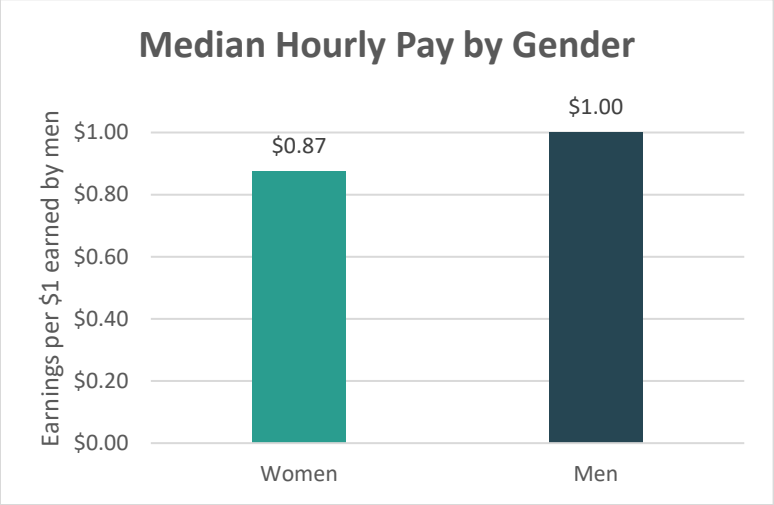
Women's average (mean) hourly wages are 11.2 percent lower than men's. For every dollar a man earns on average, women earn 89 cents in average hourly wages.



Median hourly pay gap

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.

Women's median hourly wages are 12.6 percent less than men's. For every dollar men earn in median hourly wages, women earn 87 cents.

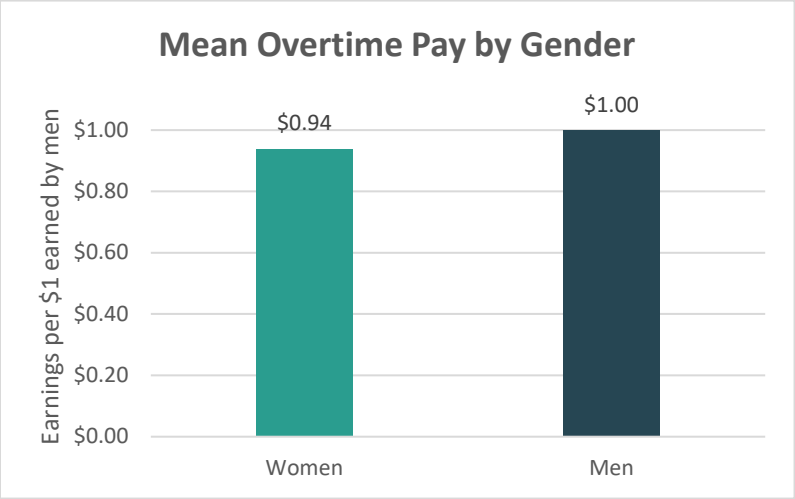


Overtime Pay

Mean overtime pay

Mean overtime pay' refers to overtime pay when averaged for each group.

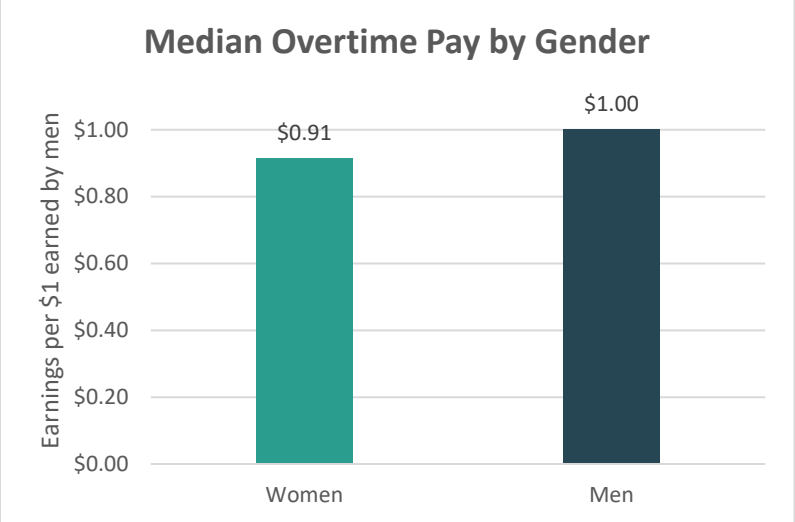
Women's average (mean) hourly overtime pay is 6.1 percent lower than men's. For every dollar men earn in average overtime pay, women earn 94 cents per hour in average overtime pay.



Median overtime pay

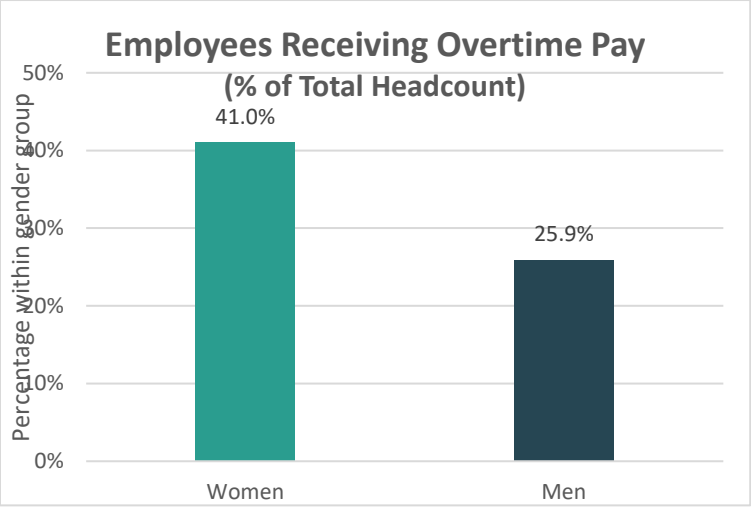
Median overtime pay' refers to the middle point of overtime pay for each group.

Women's median overtime pay is 8.6 percent less than men's. For every dollar men earn in median overtime pay, women earn 91 cents.



Percentage of employees in each gender category receiving overtime pay

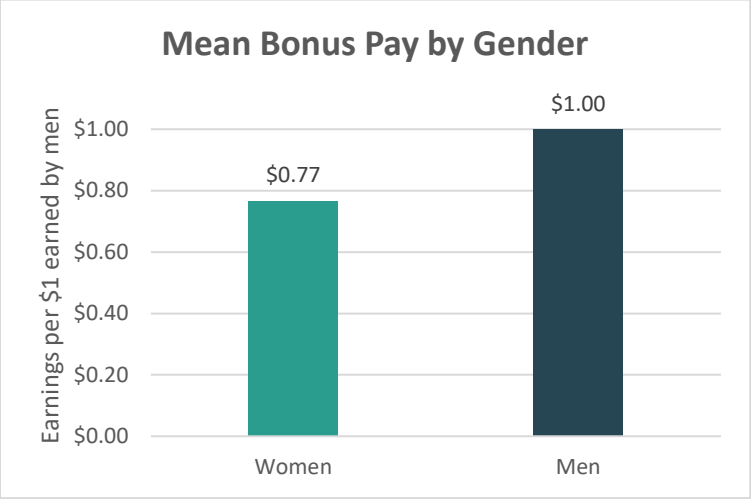
Women represent 69.6 percent of employees receiving overtime pay and men represent 30.4 percent of employees receiving overtime pay.



Bonus Pay

Mean bonus pay
Mean bonus pay' refers to bonus pay when averaged for each group.

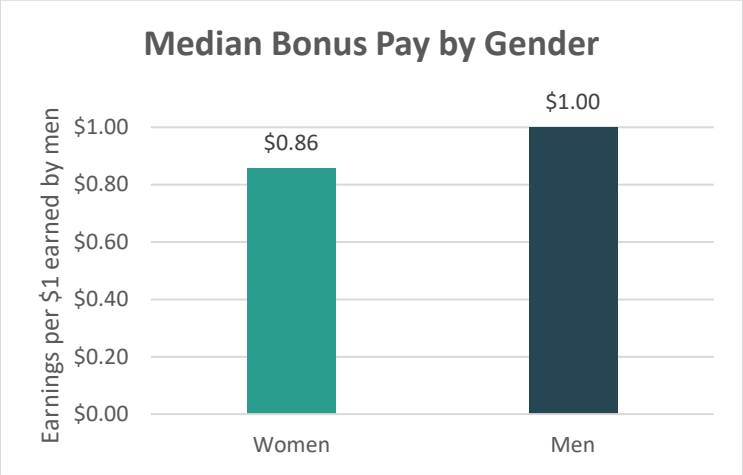
Women's average (mean) bonus pay is 23.3 percent lower than men's. For every dollar men earn in bonus pay, women earn 77 cents.



Median bonus pay

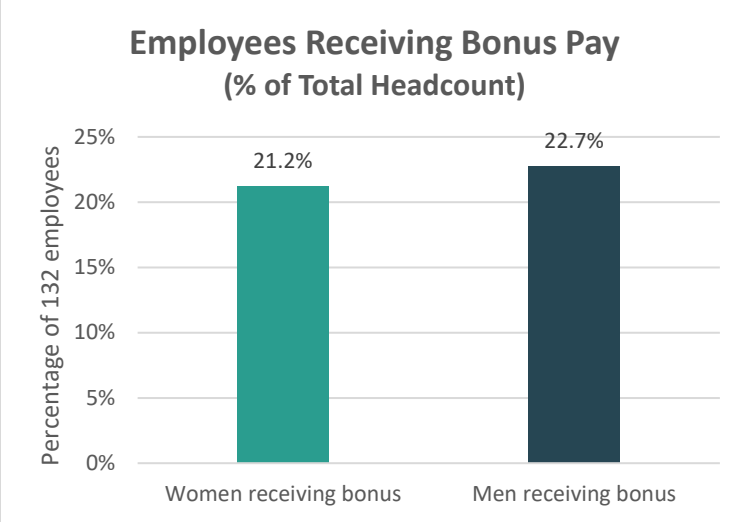
Median bonus pay' refers to the middle point of bonus pay for each group.

Women's median bonus pay is 14.3 percent lower than men's. For every dollar men earn in bonus pay, women earn 86 cents.



Percentage of employees in each gender category receiving bonus pay

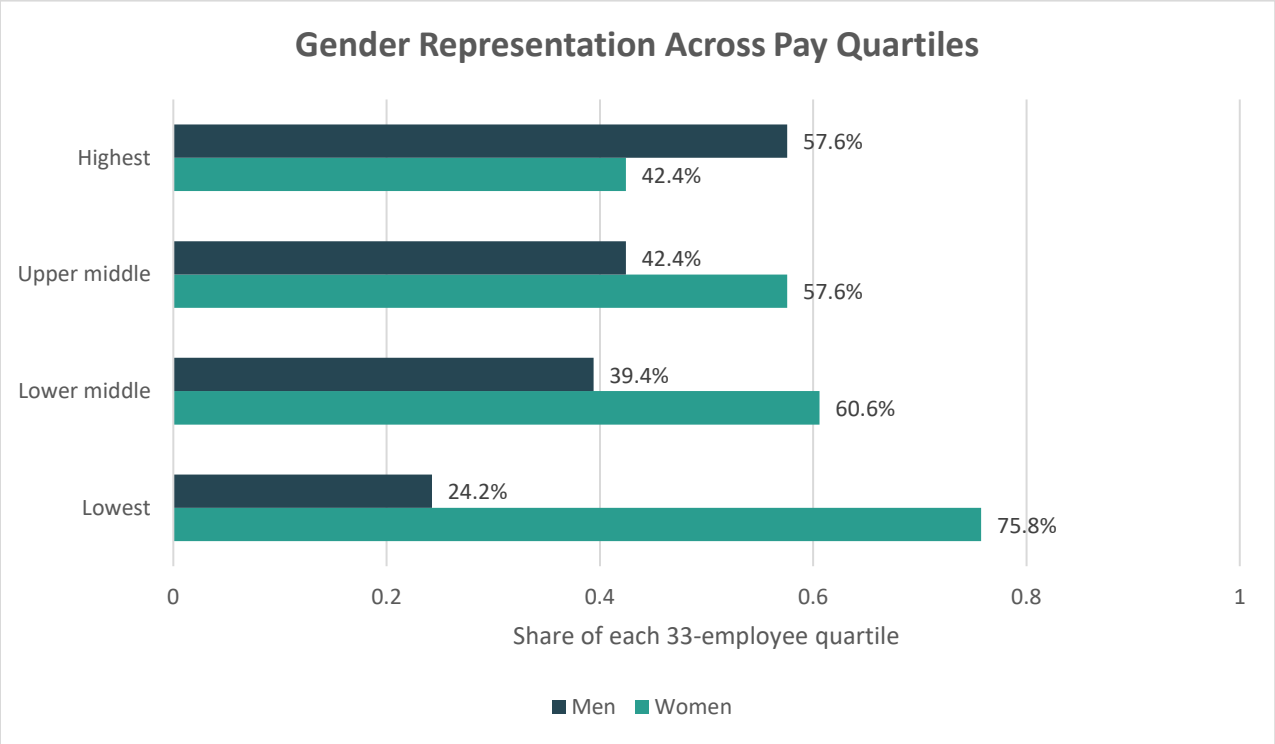
At DIALOG 21.2 per cent of women, and 22.7 percent of men are eligible to receive bonuses.



Percentage of each gender in each pay quartile

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

At DIALOG, men account for 57.6 per cent of the highest and 24.2 per cent of the lowest quartile. Women represent 42.4 percent and 75.8 percent, respectively.



Interpretation and Context

The dataset continues to show gender-based differences in average hourly wages. These differences reflect a combination of factors, including:

- Representation across job families and seniority levels
- Distribution of overtime and bonus eligible roles
- Variations in full-time, part-time, and project-based work
- Differences in tenure and role specialization

DIALOG continues to strengthen its equity focused practices, including:

- Annual compensation reviews
- Structured salary bands
- Transparent promotion pathways
- Inclusive recruitment practices
- Employee self-identification options aligned with BC's Gender and Sex Data Standard

Actions and Commitments

DIALOG is committed to:

- Monitoring pay equity annually
- Reviewing compensation structures for unintended bias
- Increasing representation of women and non-binary employees in higher-earning job categories
- Ensuring equitable access to overtime and bonus eligible opportunities
- Continuing to build an inclusive workplace where all employees feel valued and supported

Conclusion

DIALOG is committed to pay transparency and pay equity. We acknowledge the gender-based pay differences identified in this report and will continue to take meaningful action to reduce and eliminate these gaps.