TEEMA Solutions Group Inc.

2026 British Columbia Pay Transparency Report

TEEMA is a staffing and recruiting firm that places permanent full-time and contract resources with various clients. Our specialty areas and business verticals include Technology, Engineering, Accounting, Finance, Healthcare, Legal, Sales and Marketing, Supply Chain and Logistics, and HR and Operations.

TEEMA is committed to achieving gender equity for its employees through proactive review of compensation levels and individual performance on an annual basis.

This report is prepared by TEEMA Solutions Group Inc. in accordance with the provisions of British Columbia's Pay Transparency Act. 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.

Employer Details

Employer	TEEMA Solutions Group Inc.
Address	Suite 317 - 1080 Mainland, Vancouver, BC
Reporting Year	2026
Time Period	January 1, 2025 – December 31, 2025
NAICS Code	56 – Administrative and support, waste management and remediation services
Number of Employees	50–299

Hourly Pay

TEEMA's compensation policy is based on pay for performance and merit based. TEEMA is committed to paying its people fairly. Our pay is competitive with the market and linked to individual performance, results and position within the company. Each year, leadership reviews compensation decisions to help ensure people in comparable roles are paid consistently. In addition, TEEMA places candidates in a wide range of roles across many industries, and rates of pay vary by position. Differences in the mix of roles held by each group contribute to the average pay differences shown in this report.

The gender pay gap shows the difference in the average hourly rate of pay between gender categories in an organization, expressed as a percentage of mean and median earnings. It is not to be confused with the issue of equal pay. Figures below compare women with employees in the "Prefer not to say / Unknown" category, which is the reference group ($1.00).

Gender category	Mean hourly pay gap [1]	Median hourly pay gap [2]
Women	**$0.81**	**$0.77**
Prefer not to say / Unknown (reference group)	**$1.00**	**$1.00**

Women's average hourly wages were 19% less than those of the "Prefer not to say / Unknown" group. For every dollar that group earns in average hourly wages, women earn 81 cents. Women's median hourly wages were 23% less than those of the "Prefer not to say / Unknown" group. For every dollar that group earns in median hourly wages, women earn 77 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

Mean overtime pay [3]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime pay [4]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Mean overtime paid hours [5]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime paid hours [6]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving overtime pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Bonus Pay

Mean bonus pay [7]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median bonus pay [8]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving bonus pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

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.
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]

Hourly pay quartile †	Women	Prefer not to say / Unknown
Upper (highest paid)	—	100%
Upper middle	—	100%
Lower middle	33%	67%
Lower (lowest paid)	38%	63%

In this organization, women occupy 38% of the lowest paid jobs.

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

Data constraints

As a recruitment agency, we hire temporary consultants for our clients. Because contract durations vary and many consultants join or leave based on project timelines, a significant amount of data required for this report was unavailable due to the Gender Self-ID form not being completed despite our numerous notifications. Consequently, a substantial portion of this data remains marked as unknown.

Explanatory notes

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

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