Prism
ENGINEERING
Changing Systems for a Better World

prismengineering.com



Pay Transparency Report
Fiscal Year 2026

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1. Employer Details

Prism Engineering Limited (Prism) is a consulting firm committed to helping organizations achieve their energy, climate, and asset renewal objectives through integrated engineering, energy management, and sustainability services. Our vision, Changing Systems for a Better World, reflects our dedication to supporting the transition to a low-carbon future.

Employer	Prism Engineering Limited
Address	180 – 2930 Virtual Way, Vancouver, BC V5M 0A5
Time Period	August 1, 2025, to July 31, 2026 (our fiscal F26)
NAICS Code	54 – Professional, scientific, and technical services
Number of Employees	50-299

The data in this report solely relates to Prism Engineering Limited and excludes employees of our sister company, PUMA Utility Monitoring Inc.

2. Our Compensation Philosophy

For many years, Prism's approach to compensation has been grounded in a merit-based philosophy. Employees with similar qualifications, experience, and responsibilities are positioned within the same salary range, with individual pay reflecting factors such as performance, professional growth, and specialized skills. Our salary ranges are benchmarked against comparable roles in the industry using market compensation surveys to help ensure competitive and equitable pay practices, regardless of personal characteristics unrelated to job performance.

Prism's compensation combines base pay with performance-based variable pay opportunities for most employees in the form of bonuses. Variable pay is designed to recognize individual contributions to company success. For strategic leadership roles (i.e., Principals and Associates), variable pay represents a larger proportion of total compensation, including an opportunity to personally invest in and share in the company's long-term growth and success.

3. Pay Transparency at Prism

At Prism, we believe transparency helps build trust, accountability, and understanding. We are committed to fostering a workplace where employees feel respected, valued, and supported in reaching their full potential, and pay transparency is one way we demonstrate that commitment.

In October 2024, we took an important step in advancing pay transparency by beginning to share pay ranges and range placement with individual employees. These discussions were incorporated into our existing annual individual pay conversations between employees and leaders, creating opportunities for open dialogue around compensation, performance, career development, and bonus outcomes. Shortly thereafter, we also began including pay ranges in our job postings.

This report represents the next step in our pay transparency journey. As Prism's first Pay Transparency Report, it provides a snapshot of employee representation and compensation across our company for our fiscal F26. By sharing this information, we aim to better understand representation and compensation patterns, identify areas for continued learning and improvement, and support informed actions that help strengthen equity and opportunity for all employees.

4. Key Findings and Insights

A review of the data highlights several important insights about employee representation and compensation at Prism. While the company's overall gender composition is relatively balanced, representation varies across occupations and career levels. These patterns provide important context for understanding the hourly pay and bonus pay outcomes presented in this report and highlight opportunities to continue supporting career growth, advancement, and representation across the company.

Employee Representation and Composition[1]. Women represented 46% of Prism's employees and men represented 54%. Prism's overall employee gender composition is broadly aligned with BC's Professional, Scientific and Technical Services sector. While overall representation is relatively balanced, representation varies across pay quartiles, occupations, and career levels. Women represented 46% of employees overall but 17% of employees in the highest pay quartile. Men are also more highly represented in Science, Technology, Engineering and Mathematics (STEM)[2] and strategic leadership roles, which are generally associated with higher market compensation levels and broader compensation opportunities. Approximately half of Prism's employees are engineering professionals, and the gender composition of Prism's Engineers and Geoscientists BC (EGBC) registrants[3] closely mirrors that of the broader engineering profession in British Columbia.

Hourly Pay. Women earned 77 cents for every dollar earned by men on average, resulting in a 23% mean[4] hourly pay difference. The median[5] hourly pay difference was 17%, with women earning 83 cents for every dollar earned by men.

Bonus Pay. Bonus participation rates were high across all gender categories, with 96% of men and 91% of women receiving bonus pay. Women's average bonus payments were lower than men's, reflecting differences in representation across role types and levels, as well as leadership and ownership-related compensation included in the reporting methodology.

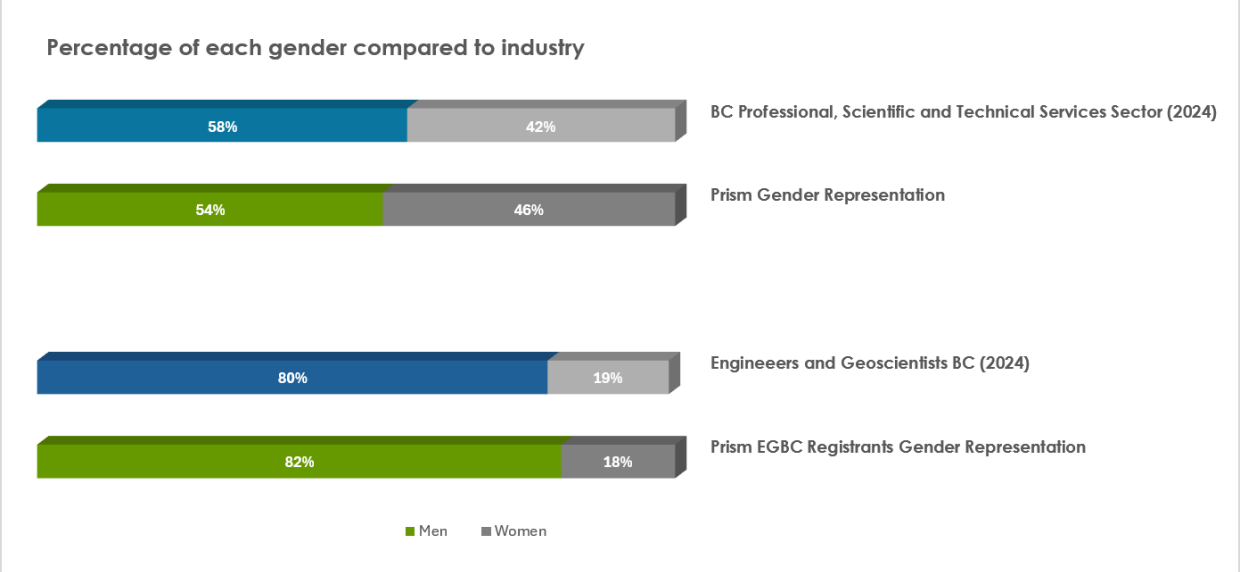
5. Gender Representation

Percentage of each gender compared to industry

Prism's composition of 54% men and 46% women is broadly comparable to British Columbia's Professional, Scientific and Technical Services sector, where women represented 42% of the employees and men represented 58% in 2024. This suggests that Prism's overall employee composition is generally reflective of the broader professional services labour market from which the company recruits.

At the same time, many of Prism's technical roles draw from professions that have historically been male dominated. Approximately half of Prism's employees (28 of 55 employees) are registrants of EGBC. Among those registrants, 82% identify as men and 18% identify as women, closely mirroring the broader EGBC registrant population in British Columbia, which is composed of approximately 80% men and 19% women.

These comparisons provide important context for understanding employee representation at Prism. While the company maintains a relatively balanced overall composition, approximately half of Prism's employees work in engineering professions where women continue to be underrepresented across the broader industry. As a result, representation patterns within technical and leadership roles remain an important consideration when interpreting the findings in this report.



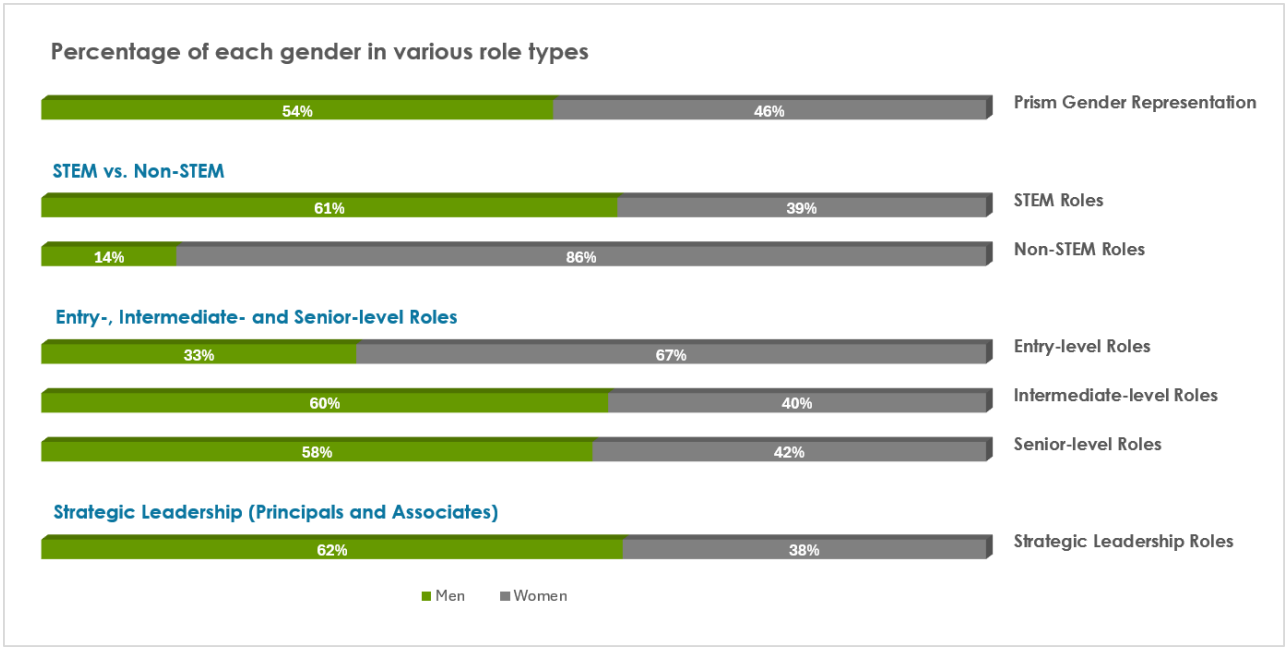
Percentage of each gender in various role types

STEM roles, which include engineering, energy management, and sustainability consulting positions, are composed of 61% men and 39% women. In contrast, non-STEM roles, including marketing and operations positions, are composed of 14% men and 86% women. As compensation varies across occupational groups, employee representation within STEM and non-STEM roles can influence overall pay outcomes. STEM positions generally command higher compensation in the labour market due to the specialised technical skills, qualifications, and professional credentials they require.

Representation also varies across career levels. Women represent 67% of entry-level roles, while men represent 60% of intermediate-level roles, 58% of senior-level roles, and 62% of strategic leadership roles.

Strategic leadership roles also play a distinct role within Prism's compensation and ownership structure. As a result, differences in representation across career levels provide important context when considering employee composition and compensation outcomes across the company.

In general, career progression at Prism is associated with increasing experience, functional expertise, independence, accountability, and scope of responsibility. Senior and strategic leadership roles typically involve more complex work, broader decision-making responsibilities, and increased oversight of projects, business development activities, and people.



Percentage of each gender in each pay quartile

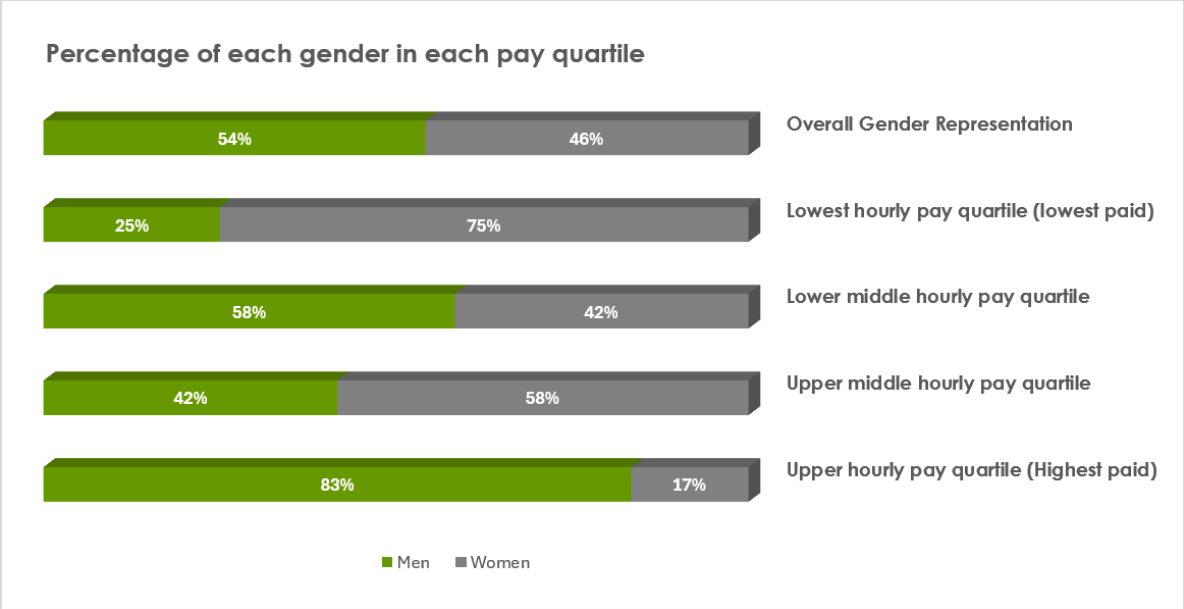
The charts below show the percentage of women and men within each hourly pay quartile, alongside their representation within Prism's overall employee population.

Pay quartiles divide employees into four equal groups based on hourly pay, with lowest quartile representing the lowest 25% of earners and the upper quartile, the highest 25% of earners.

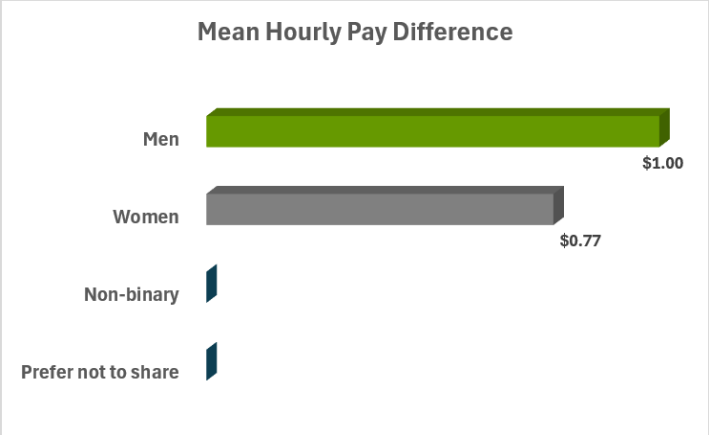
1. Lower quartile: Lowest 25% of earners
2. Lower-middle quartile: Between the 25th and 50th percentiles
3. Upper-middle quartile: Between the 50th and 75th percentiles
4. Upper quartile: Highest 25% of earners

Pay quartiles are based solely on employees' hourly pay and do not distinguish between occupations, role types, or career levels.

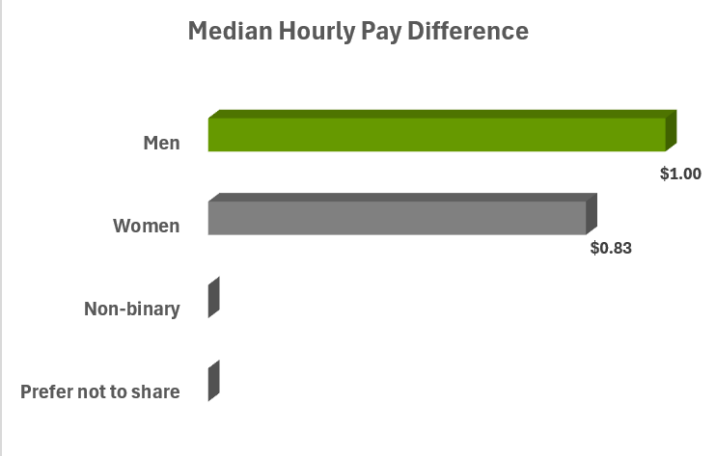
Gender representation varies across Prism's pay quartiles. Women represent 46% of all employees and are more highly represented in the lower pay quartiles, while men are more highly represented in the upper pay quartiles. Women comprise 17% of employees in the highest pay quartile, compared with 83% for men.



6. Hourly Pay



During the reporting period, women's mean (average) hourly rates were 23% less than men's. For every dollar a man earned on average, a woman earned 77 cents on average.



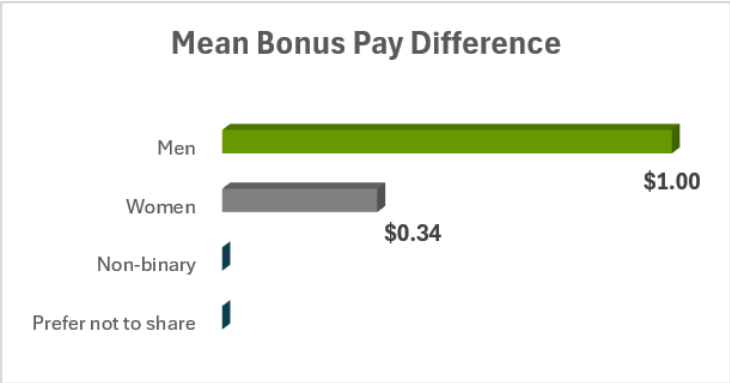
Women's median hourly rates were 17% less than men's.
For every dollar a man earned, a woman earned 83 cents in median hourly pay.

7. Overtime Pay and Special Salary

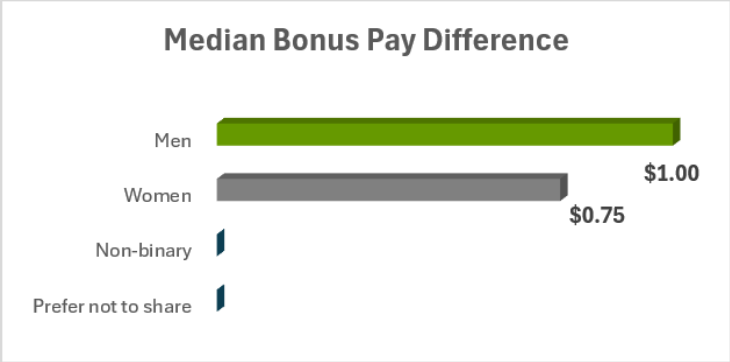
In fiscal F26, there were no payments to report under the Overtime Pay or Special Salary categories.

At Prism, employees work flexibly throughout the week and may vary their start and end times within established scheduling parameters. Full-time employees are expected to complete their committed weekly hours of 40 hours, while part-time employees work according to their agreed schedule. In limited circumstances, employees may be approved to receive time-off in-lieu of hours worked beyond their contracted weekly hours.

8. Bonus Pay



During the reporting period, men's mean (average) bonuses, including leadership and ownership compensation, were 66% more than women's. For every dollar a man earned on average, women earned 34 cents on bonus payments.



Men's median bonuses, including leadership and ownership compensation, were 25% more than women's. For every dollar a man earned, women earned 75 cents on bonus payments.

Who receives bonus payments?

Salaried employees are eligible to participate in Prism's variable pay plan, which provides an annual performance bonus paid at the end of each fiscal year. Bonuses are based on company, team, and individual performance, as measured through the achievement of established goals and targets. Employees who have not worked full-time for the entire fiscal year, including those who joined part-way through the year, receive pro-rated bonus payments based on their eligible earnings following completion of their probationary period.

Strategic leadership compensation includes a larger performance-based component. In accordance with pay transparency reporting requirements, eligible ownership-related compensation is also included in bonus-related calculations.

Hourly employees, who typically work fewer than 25 hours per week, are not eligible to participate in the variable pay plan.

Percentage of employees by gender receiving bonus pay

Bonus participation rates were high across all gender categories in F26. A total of 96% of men and 91% of women received bonus pay during the reporting period.



Employees who did not receive bonus pay were generally not eligible under the Company's bonus program, typically due to being within their three-month probationary period or being compensated under an hourly pay structure.

9. Next Steps

Prism is committed to fostering an inclusive workplace where employees have fair opportunities to build meaningful careers and advance professionally. While the findings in this report reflect a relatively balanced gender composition overall, they also highlight the importance of continuing to support representation across STEM disciplines, leadership pathways, and other roles associated with career progression and higher market compensation opportunities. Building on initiatives already in place, Prism will continue to focus on attracting, developing, advancing, and retaining talented employees throughout all stages of their careers, while identifying and addressing barriers to participation and advancement that may affect participation and advancement across the company.

Strengthen pathways into STEM careers

Prism will continue to support initiatives that increase awareness of and access to STEM careers. This includes partnerships, sponsorships, and outreach activities that help promote engineering, energy management, and sustainability consulting as attractive and accessible career paths, particularly for groups that have historically been underrepresented in these professions.

Support career growth and progression

Prism will continue investing in mentoring, coaching, and professional development opportunities that help employees build functional expertise, confidence, and leadership capability. These initiatives are intended to support fair access to advancement opportunities across all career levels.

Support retention and advancement through flexibility

Prism will continue to maintain flexible work practices that help employees balance professional and personal responsibilities throughout different stages of their careers. By supporting long-term workforce participation and career continuity, these practices can help reduce barriers to advancement into senior and strategic leadership roles.

Prism recognizes that meaningful change occurs over time. As future reporting cycles provide additional data and insight, we will continue to assess our progress, deepen our understanding of the factors influencing representation and compensation outcomes, and refine our actions accordingly.

Appendix

Footnotes

1. Privacy and Confidentiality

In accordance with the Pay Transparency Act and its reporting requirements, data for gender categories with insufficient representation has been excluded from certain disclosures to protect employee anonymity and confidentiality.

2. STEM Roles

For the purposes of this report, STEM (Science, Technology, Engineering and Mathematics) roles include engineering, energy management, and sustainability consulting positions.

3. Mean

The mean is the sum of all employee earnings divided by the total number of employees. The mean is sensitive to unusually high or low values and may be influenced by a small number of employees with significantly higher or lower earnings.

4. Median

The median is the middle earnings value when all employees' earnings are ranked from lowest to highest. If there are an even number of employees, the median is the average of the two middle values. Because it is less influenced by unusually high or low earnings, the median often provides a better indication of a "typical" employee's pay.

5. EGBC Registrants

Engineers and Geoscientists BC (EGBC) is the regulatory body for the engineering and geoscience professions in British Columbia. For the purposes of this report, EGBC registrants include employees who hold registration as Professional Engineers (P.Eng.), Professional Licensee Engineers (P.L.Eng.), or Engineers-in-Training (EITs). Approximately half of Prism's employees are EGBC registrants.

Data Sources

Gender Data Source. Gender information is based on employees' self-disclosure in Prism's enterprise resource planning system and through new team members' pre-boarding consent forms.

Industry Comparison Data Sources. Industry comparison data is based on the most recent publicly available workforce demographic information available at the time this report was prepared. Comparisons to the Professional, Scientific and Technical Services sector are derived from the 2024 Labour Force Survey published by WorkBC, while comparisons to the engineering profession are based on the Registrants Demographics Report published by Engineers and Geoscientists BC in October 2024. Although these datasets do not align exactly with Prism's F26 reporting period, they provide relevant context regarding workforce representation within the broader labour market and engineering profession.