CIRO · OCRI

Canadian Investment Regulatory Organization

Organisme canadien de réglementation des investissements

Pay Transparency Report

The Canadian Investment Regulatory Organization (CIRO) is the national self-regulatory organization responsible for overseeing investment dealers, mutual fund dealers, and trading activity on Canada's debt and equity marketplaces. In accordance with British Columbia's Pay Transparency Act, CIRO is publishing its first Pay Transparency Report, covering the reporting period from January 1 to December 31, 2025.The report reflects compensation information for CIRO employees in British Columbia during the reporting period. As part of the reporting process, employees were invited to voluntarily confirm their gender identity in alignment with British Columbia's Gender and Sex Data Standard, supporting a consistent and inclusive approach to the collection and reporting of gender information. During the reporting period, CIRO's British Columbia employee population comprised 63 employees, with 35 (55.6%) identifying as women and 28 (44.4%) identifying as men. This report presents the results of CIRO's pay transparency analysis in accordance with the province's reporting requirements and is intended to support greater transparency and understanding of gender-based pay differences within the organization.

Employer details

Employer:	CANADIAN INVESTMENT REGULATORY ORGANIZATION ORGANISME CANADIEN DE REGLEMENTATION DES INVESTISSEMENTS
Address:	BAY ADELAIDE NORTH 40 TEMPERANCE STREET, SUITE 2600, TORONTO, ON
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	52 - Finance and insurance
Number of Employees:	300-999

Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 4% less than men's. For every dollar men earn in average hourly wages, women earn 96 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 4% less than men's. For every dollar men earn in median hourly wages, women earn 96 cents in median hourly wages. *

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.

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.
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 9% more than men's. For every dollar men earn in average bonus pay, women earn $1.09 in average bonus pay. *

Median bonus pay [8]

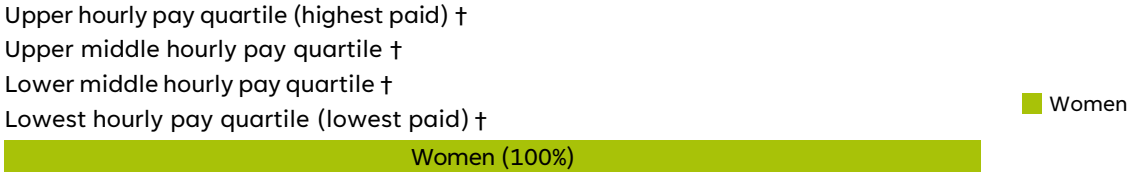


In this organization women's median bonus pay is 3% more than men's. For every dollar men earn in median bonus pay, women earn $1.03 in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



Percentage of each gender in each pay quartile [9]



In this organization, women occupy 100% of the lowest paid jobs.

† 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.