Sofina Foods Inc.
Pay Transparency Report

Sofina Foods is a privately owned Canadian company dedicated to providing great-tasting, high-quality food products to consumers. As one of Canada's leading manufacturers of primary and further processed protein products for both retail and foodservice customers, Sofina Foods offers a broad portfolio of branded and private label pork, beef, fish, turkey, and chicken products. Through continued growth and strategic acquisitions, Sofina Foods has built a diverse network of facilities across Canada and employs over 8,600 employees across the country.

Guided by its core values of sustainability, integrity, and respect, Sofina Foods is dedicated to fostering an environment in which all individuals can thrive. As part of this commitment, Sofina Foods is focused on closing the gender wage gap through the promotion of pay transparency. Sofina Foods conducts regular reviews of its compensation structures to identify and address potential disparities, uphold fairness, and ensure that pay decisions are objective, consistent, and free from bias.

In addition to equitable pay practices, Sofina Foods continues to invest in programs and initiatives that advance the representation and development of women and other underrepresented groups within its workforce. Through leadership development, mentorship, and inclusive recruitment strategies, the organization is strengthening pathways for career growth and building a workforce that reflects the diversity of the communities it serves.

Employer Details

Employer:	Sofina Foods Inc.
Address:	100 Commerce Valley Drive West, Markham, Ontario, L3T 0A1
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	31-33 - Food Manufacturing
Number of Employees:	300 to 999 employees

Introduction

Purpose of Report and Methodology

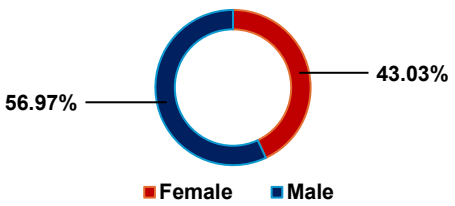
The British Columbia (BC) Pay Transparency Act strives to promote pay transparency by requiring employers in BC to publish an annual pay transparency report. The following report analyzes the equivalent hourly pay, overtime pay, and bonus pay for the Sofina Foods employees who work in BC.

The report is based on the methodology, rules, and gender categories outlined in the BC Pay Transparency Act. Employees were provided the opportunity to voluntarily self-identify their gender through Dayforce Employee Self-Service (ESS) from October 9 to October 16, 2026. Given this was voluntary, only a small number of employees participated. Gender information reflects employee self-identification data and existing HRIS records where no update was provided.

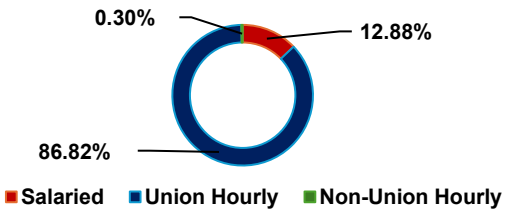
Employee Demographics

At Sofina Foods, 56.97% of employees in British Columbia have identified as male, 43.03% as female. With approximately 86.82% of employees working in unionized roles, majority of positions are governed by collective agreements that ensure pay equity regardless of gender. Compensation is based on job classification, meaning that men and women performing the same work within the same classification receive equal pay. This structure significantly reduces the potential for gender-based wage disparities within unionized positions.

Gender Distribution



Employee Segmentation



Hourly pay

Mean hourly pay gap[1]



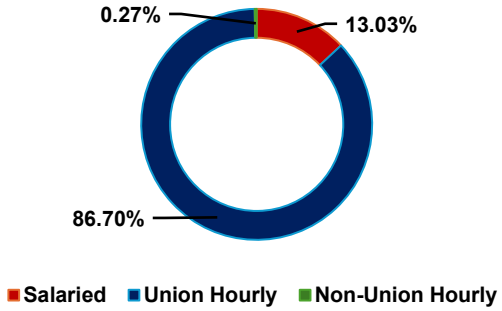
Median hourly pay gap[2]



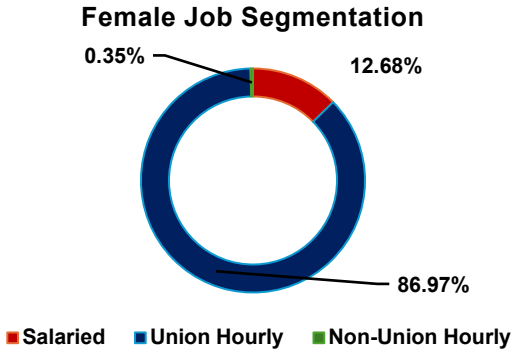
At Sofina Foods, women's average hourly wages are 10% lower than men's, meaning women earn approximately $0.90 for every dollar earned by men in average hourly wages. Similarly, women's median hourly wages are 2% lower, with women earning $0.98 for every dollar earned by men in median hourly wages.

These differences reflect the varied representation of genders across different roles. As shown in the graphs below, most men and women are in hourly unionized roles. The wages for unionized roles are based on the job classification in the collective agreements. It is important to emphasize that men and women performing the same work receive equal pay, as wages in unionized roles are established through collective agreements that ensure fairness and equity for all employees. Wages for salaried roles are based on several factors such as complexity, scope, and level of responsibility of the job; as well as an employee's tenure, skills, experience, and their on-the-job performance.

Male Job Segmentation



Female Job Segmentation

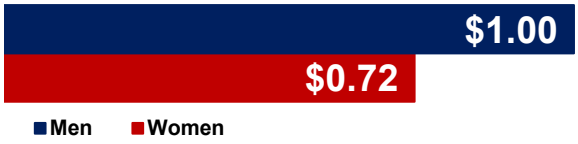


Explanatory notes

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

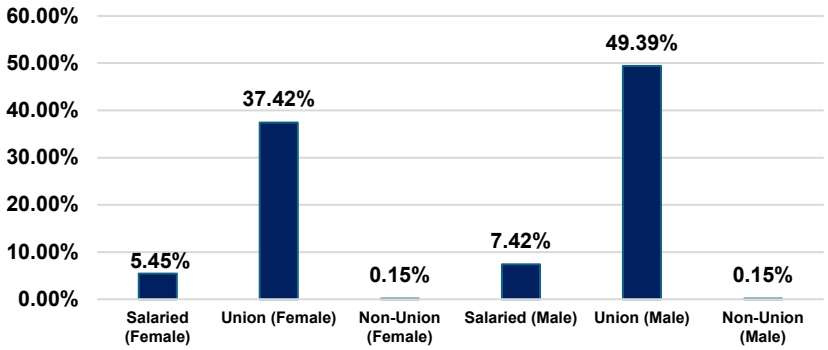
Mean overtime pay[3]



Median overtime pay[4]



At Sofina Foods, women's average overtime pay is 28% lower than men's, meaning women earn approximately $0.72 for every dollar earned by men in overtime pay. However, women's median overtime pay is 18% higher, with women earning $1.18 for every dollar earned by men in median overtime pay. It should be noted that in the median overtime pay calculation, the population dataset for women is smaller than men; therefore, the median for women may be slightly skewed and higher due to the smaller sample size.



Overtime pay is based on business needs. The overtime gap will be based on the department where overtime hours occur and employees working in that department. Most of the overtime opportunities that exist are within our hourly unionized roles. Also, a small number of overtime opportunities exist within certain overtime-eligible salaried roles. The key factors in determining overtime eligibility include departments (maintenance or operations), CBA seniority rules for overtime allocation, shift, and availability.

Mean overtime paid hours[5]

Difference as compared to reference group (Men)

Women	-15.55

At Sofina Foods, women worked an average of 15.55 fewer overtime hours than men.

Median overtime paid hours[6]

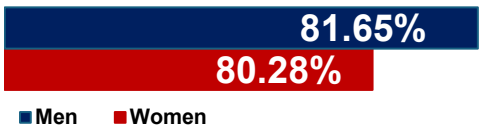
Difference as compared to reference group (Men)

Women	10.75

At Sofina Foods, women worked a median of 10.75 more overtime hours than men

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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]



At Sofina Foods, women's average bonus pay is 6% less than men's. For every dollar men earn in average bonus pay, women earn approximately $0.94 in average bonus pay.

Median bonus pay[8]



At Sofina Foods, women's median bonus pay is 4% lower than men's. For every dollar men earn in median bonus pay, women earn approximately $0.96 in median bonus pay.

Percentage of employees in each gender category receiving bonus pay

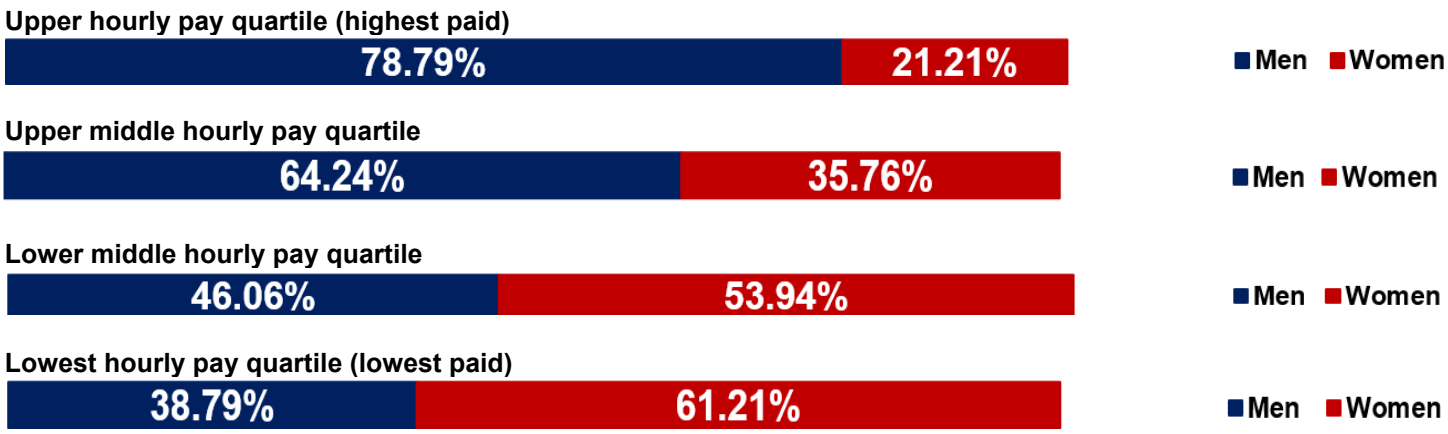


Sofina Foods offers various types of bonus programs including Short-Term Incentive Plans (STIP), Long-Term Incentive Plans (LTIP), as well as a referral, sign-on, and retention bonuses. Hourly employees are eligible for referral bonuses, while salaried employees may be eligible for short and long-term incentive opportunities depending on their role and level within the organization, along with referral, sign-on and retention bonuses. Salaried incentive bonus programs are based on a target percentage. The target percentage is based on the job level within the organization. Overall, there are slightly more men in salaried roles than women, with most of the managerial positions being occupied by men.

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.

Percentage of each gender in each pay quartile [9]



At Sofina Foods, men occupy 78.79% of the highest paying jobs. Given the majority of the workforce is hourly, wages tend to be higher within the more technical roles such as Maintenance and Truck Drivers. Typically, these roles are occupied by Men.

Data constraints

Hourly Pay Calculation: The calculated mean and median values for ordinary pay do not consider differences in tenure, department, seniority, or role specialization. Since unionized wages are determined through collective bargaining agreements, pay differences within these roles should be minimal. However, departmental variations, for example, in maintenance or truck driving roles that typically offer higher wages can influence the overall mean.

Overtime Pay Calculation: It is important to note that not all roles are eligible for overtime pay. Most hourly positions and certain salaried roles qualify for overtime, while others are exempt based on job classification and level of responsibility. It's important to note that in calculating median overtime pay, the sample size for women is smaller than that for men. As a result, the median for women may be slightly higher or skewed due to the limited population size.

Bonus Pay Calculation: Bonus eligibility is determined by job classification and level. The reported mean and median bonus pay gaps do not account for differences in job levels.

Explanatory notes

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 have been excluded due to insufficient numbers to meet disclosure requirements.