HIVE CLIMBING NORTH SHORE INC. Pay transparency report

The Hive is committed to fair, equitable, and transparent compensation practices, and supporting diversity and inclusion in our workforce.

In compliance with the requirements of British Columbia's Pay Transparency Act, we are continuously monitoring our hiring practices, pay structure and promotion process to ensure gender equity, and taking appropriate steps to address any unjustified pay differences should they arise.

Employer details

Employer:	HIVE CLIMBING NORTH SHORE INC.
Address:	201 - 1367 West Broadway, Vancouver, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	71 - Arts, entertainment and recreation
Number of Employees:	50-299

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]



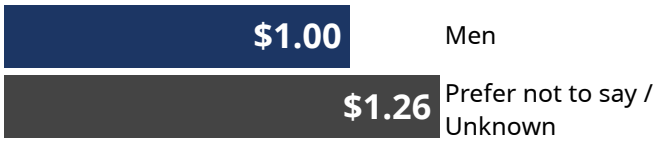
In this organization women's median hourly wages are 1% more than men's. For every dollar men earn in median hourly wages, women earn $1.01 in median hourly wages. *

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.

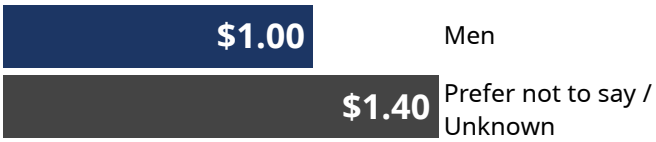
Overtime pay

Mean overtime pay [3]



In this organization . For every dollar men earn in average overtime pay, in average overtime pay. *

Median overtime pay [4]



In this organization . For every dollar men earn in median overtime pay, in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Prefer not to say / Unknown	3

In this organization . *

Median overtime paid hours [6]

Difference as compared to reference group (Men)

Prefer not to say / Unknown	3

In this organization . *

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]

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.

Percentage of each gender in each pay quartile [9]

Upper hourly pay quartile (highest paid) †

Prefer not to say / Unknown (100%)

Upper middle hourly pay quartile †

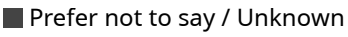
Prefer not to say / Unknown (100%)

Lower middle hourly pay quartile †

Prefer not to say / Unknown (100%)

Lowest hourly pay quartile (lowest paid) †

Prefer not to say / Unknown (100%)



† 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.

Data constraints

These reports cover the pay periods from January 1, 2025, to December 31, 2025; anyone who earned money at their respective British Columbia Hive companies are included. During the onboarding process, The Hive gathers confidential information regarding our new staff's gender identity. We also requested two separate surveys in 2025 and 2026 to ensure that everyone had an equal opportunity to disclose their gender.

Our data reveals that:
59% identify as Prefer not to say/Unknown
21% identify as Woman/Girl
18% identify as Man/Boy
4% identity as Non-Binary
Total: 395 employees (all BC locations)

Pay quartiles divide employees into four groups based on their pay levels. When the number of employees in a group is small, breaking the results down further by gender may make it possible to identify individual employees. For this reason, some gender categories may not appear in the pay quartile information. This does not mean a gender category was excluded from the calculation; it simply means the results cannot be displayed per category due to privacy requirements.

As we continue to collect and maintain gender information, we expect the quality and completeness of the data to improve, which will allow for more meaningful and accurate analysis in future Pay Transparency Reports.

* 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.