GATEWAY CASINOS & ENTERTAINMENT LIMITED
Pay transparency report

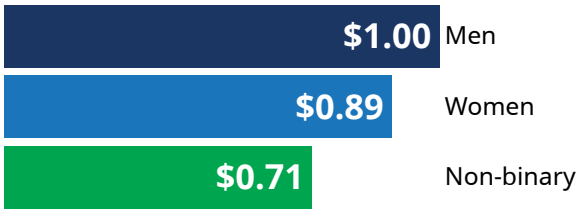
Gateway Casinos & Entertainment Limited (“Gateway”) is one of the largest and most diversified gaming and entertainment companies in Canada with 31 gaming properties in British Columbia, Ontario and Alberta. Across its entire portfolio, Gateway currently employs approximately 7,000 people and approximately half of these employees are employed in British Columbia. This report is prepared by Gateway in accordance with the provisions of BC’s Pay Transparency Act. Gateway remains committed to identifying and assessing potential pay equity gender gaps.

Employer details

Employer:	GATEWAY CASINOS & ENTERTAINMENT LIMITED
Address:	4331 DOMINION STREET, BURNABY, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	71 - Arts, entertainment and recreation
Number of Employees:	1000 or more

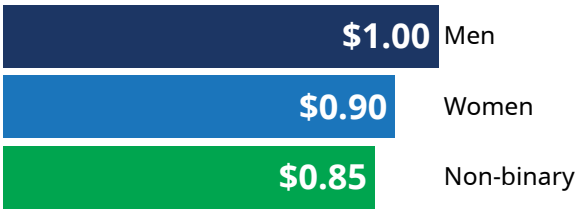
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 11% less than men's and non-binary people's average hourly wages are 29% less than men's. For every dollar men earn in average hourly wages, women earn 89 cents and non-binary people earn 71 cents in average hourly wages. *

Median hourly pay gap[2]



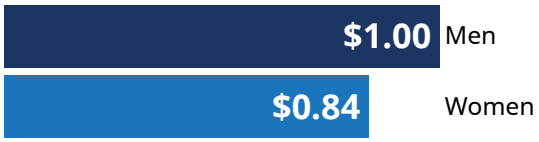
In this organization women's median hourly wages are 10% less than men's and non-binary people's median hourly wages are 15% less than men's. For every dollar men earn in median hourly wages, women earn 90 cents and non-binary people earn 85 cents in median hourly wages. *

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 women's average overtime pay is 16% less than men's. For every dollar men earn in average overtime pay, women earn 84 cents in average overtime pay. *

Median overtime pay [4]

In this organization women's median overtime pay is 13% less than men's. For every dollar men earn in median overtime pay, women earn 87 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-6

In this organization the average number of overtime hours worked by women was 6 less than by men. *

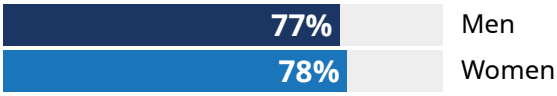
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-2

In this organization the median number of overtime hours worked by women was 2 less than by men. *

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

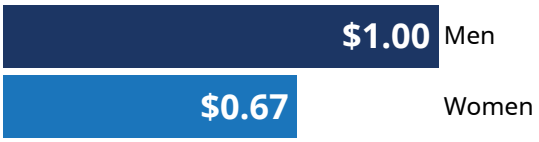
3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

Bonus pay

Mean bonus pay [7]

In this organization women's average bonus pay is 47% less than men's. For every dollar men earn in average bonus pay, women earn 53 cents in average bonus pay. *

Median bonus pay [8]



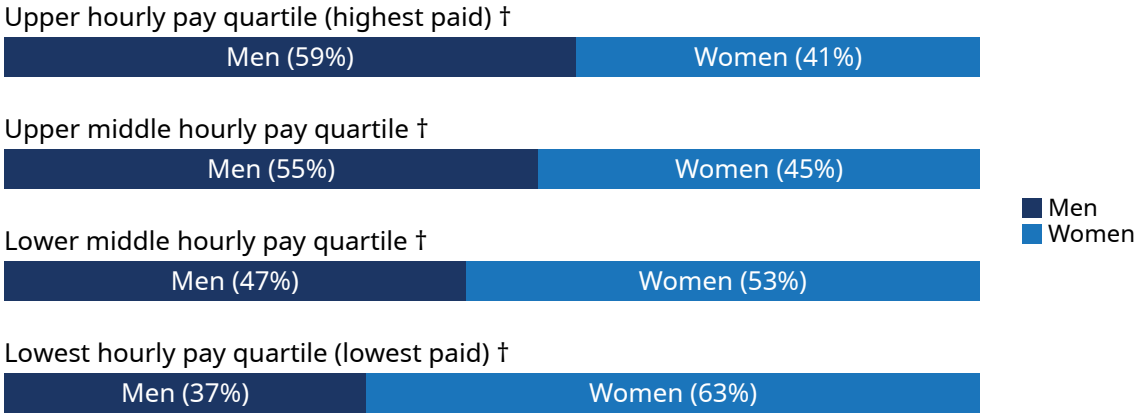
In this organization women's median bonus pay is 33% less than men's. For every dollar men earn in median bonus pay, women earn 67 cents in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay

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]



In this organization, women occupy 41% of the highest paid jobs and 63% of the lowest paid jobs.

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

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