

PARSONS INC.

Pay transparency report

Parsons Canada is a leading engineering, infrastructure, and project management organization that delivers transportation, environmental, transit, and construction projects across Canada. Through its expertise in planning, design, engineering, project delivery, and construction management, Parsons Canada serves both public and private sector clients, helping to create sustainable, resilient, and connected communities.

For decades, Parsons has contributed to some of Canada's most significant infrastructure initiatives, including highways, bridges, transit systems, tunnels, and environmental projects. These efforts support economic growth, enhance mobility, improve public safety, and strengthen environmental stewardship across the communities we serve.

Beyond delivering critical infrastructure, Parsons is committed to fostering an inclusive and equitable workplace where employees can thrive. We maintain a strong focus on diversity, equity, and inclusion initiatives that promote equal opportunity, respect, and belonging across our workforce. Parsons also supports pay equity practices designed to help ensure fair and equitable compensation, consistent with applicable laws and our commitment to attracting, retaining, and developing a diverse workforce. By integrating these principles into our business operations and culture, we strengthen our ability to innovate, collaborate, and deliver exceptional outcomes for our clients and communities.

Through our continued investment in people, infrastructure, and responsible business practices, Parsons Canada remains dedicated to building a more sustainable future while delivering solutions that positively impact the communities we serve.

Employer details

Employer:	PARSONS INC.
Address:	181 BAY STREET SUITE 4400, TORONTO, ON
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	54 - Professional, scientific and technical services
Number of Employees:	50-299



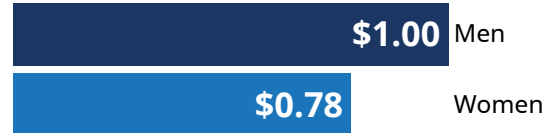
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 21% less than men's. For every dollar men earn in average hourly wages, women earn 79 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 22% less than men's. For every dollar men earn in median hourly wages, women earn 78 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 pay³



In this organization women's average overtime pay is 41% less than men's. For every dollar men earn in average overtime pay, women earn 59 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 61% less than men's. For every dollar men earn in median overtime pay, women earn 39 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-47
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In this organization the average number of overtime hours worked by women was 47 less than by men. *

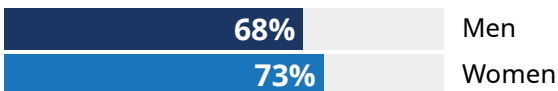
Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-19
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In this organization the median number of overtime hours worked by women was 19 less than by men. *

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

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



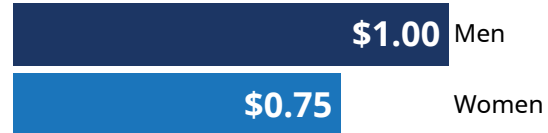
Bonus pay

Mean bonus pay ⁷



In this organization women's average bonus pay is 72% less than men's. For every dollar men earn in average bonus pay, women earn 28 cents in average bonus pay. *

Median bonus pay ⁸



In this organization women's median bonus pay is 25% less than men's. For every dollar men earn in median bonus pay, women earn 75 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

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women

In this organization, women occupy 18% of the highest paid jobs and 45% of the lowest paid jobs.

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

Data constraints

This report is based on payroll and workforce data available for the reporting period. The analysis reflects employee earnings and demographic information available at the time of reporting. Factors that may influence the results include workforce composition, job classifications, hours worked, overtime earnings, employee status, and employee movement throughout the year.

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.