

BRITISH COLUMBIA | 2025 RESULTS

Pay Transparency Report

Reporting period: October 1, 2024 to September 30, 2025

Fresh Tracks Canada

November 2026

About us

Based in Vancouver, British Columbia, Fresh Tracks Canada (FTC) is the inside source for the best independent travel experiences in Canada. Our travel brands include **Canadian Train Vacations**, **Northern Lights Canada**, **Canada Polar Bears**, and **Canadian Rockies Trains.** Unlike other travel companies, we have Canadian Insiders who take the time to personalize each itinerary to meet our customers' specific interests and needs — and we take care of all the details, from planning through travel. Since 1996, we have personalized more than 50,000 vacations.

We aim to deliver unforgettable travel experiences in Canada, and our success is built on the passion, expertise, and dedication of our people, who bring this purpose to life every day.

Growing and evolving as an organization

In recent years, FTC has scaled our business, grown our team, and invested in improving our operations. As we continue to grow, we are building processes and systems to support a transparent, fair, and consistent employee experience. This includes visibility into wages and compensation through transparent pay practices.

We are committed to providing an inclusive workplace where every employee has the opportunity to grow and succeed. We are also building compensation programs that reflect our values, support growth, and treat everyone fairly.

Our values

Our values shape how we work. They guide how we build an inclusive workplace and treat every employee fairly.

01 **Act as Owners**

02 **Focus on Serving Customers**

03 **Bring Out the Best in Each Other**

04 **Drive Healthy Collaboration**

05 **Raise the Bar Constantly**

Purpose of this report

This is FTC's first annual Pay Transparency Report, prepared in accordance with the British Columbia **Pay Transparency Act**. The report provides an overview of gender pay outcomes at FTC, including hourly pay, overtime pay, bonus pay, and representation across pay quartiles.

These results give us a starting point to understand our workforce and how we pay people. Reporting this data each year will help us track changes over time, measure our progress, and find ways to make our pay practices more fair.

The calculations in this report follow the standardized methodology established by the Government of British Columbia, including mean and median pay gap calculations and pay quartile reporting.

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03 OUR ORGANIZATIONAL CONTEXT

69%

Women represented 84 of FTC's 122 employees (69%) during the reporting period.

Women make up most of our workforce, but women and men are not evenly spread across all roles and job levels.

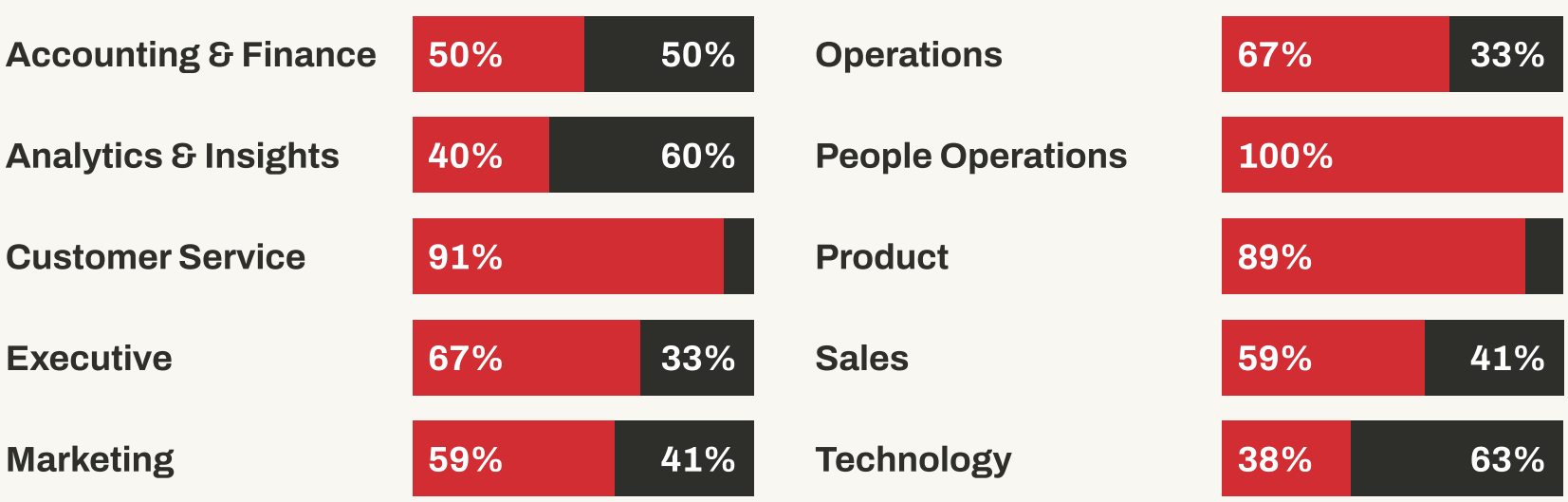
The gender pay gap in this report looks at pay across our workforce as a whole. It does not compare the pay of people in similar roles. The chart below shows the percentage of women and men in each area of the business. More women work in Customer Experience roles, while more men work in Technology and Analytics roles. Given different roles have different pay ranges, how women and men are distributed across those roles has a significant effect on the gap we report under the Pay Transparency Act.

A closer look shows the gap is driven by where women and men work in the company and at what level, rather than differences in pay between people doing similar work.

We want every employee to share in our success. FTC is an employee-owned company, and more than 70% of our employees are shareholders. This reflects our value of acting and operating as owners. Fair pay and equal opportunities for employees to grow their careers have long been part of how we work, and we will keep building on this as we grow.

Period 1: Department Gender Distribution

Employee headcount by department, Period 1 (Oct 2024 to Sept 2025)



Employer details

Employer	Fresh Tracks Canada
Address	1150 Station St Ste 200, Vancouver, BC V6A 4C7
Reporting period	October 1, 2024 to September 30, 2025
NAICS code	561510 Travel agencies
Number of employees	50 to 299

Hourly pay

Mean hourly pay



For every dollar men earn on average, women earn 79 cents.

Median hourly pay



For every dollar men earn at the median, women earn 87 cents.

On average, women earned 21% less per hour than men. At the median, women earned 13% less per hour. As outlined in the preceding Organizational Context section, these results reflect where women and men work in the company. They do not reflect big differences in pay between people doing similar work.

Overtime pay

More women than men received overtime pay during the reporting period. However, men worked more overtime hours on average, so their overtime earnings were higher. This gap comes from the number of overtime hours worked and does not reflect differences in how overtime is paid. All employees earn overtime under the same policy.

Mean overtime pay



For every dollar men earn on average, women earn 84 cents.

“Mean overtime pay” refers to overtime pay when averaged for each group.

Median overtime pay



For every dollar men earn at the median, women earn 89 cents.

“Median overtime pay” refers to the middle point of overtime pay for each group.

Mean overtime paid hours for women compared to men

-7 hours

Men worked more overtime hours over the reporting period, about 7 more hours at the mean.

“Mean overtime paid hours” refers to the average number of hours of overtime worked for each group.

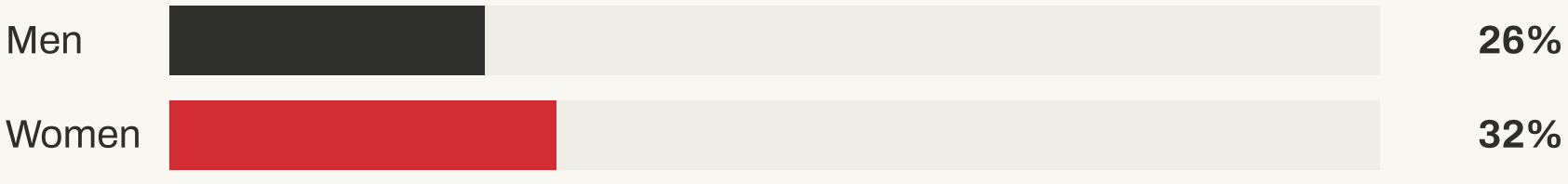
Median overtime paid hours for women compared to men

-6 hours

Men worked more overtime hours over the reporting period, about 6 more hours at the median.

“Median overtime paid hours” refers to the middle point of the number of overtime hours worked for each group.

Percentage of employees in each gender category receiving overtime pay



Bonus pay

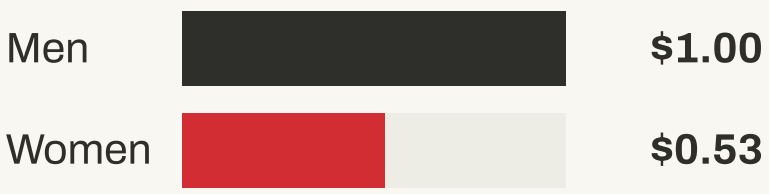
At Fresh Tracks, bonus pay includes sales commissions and yearly incentive payments. During the reporting period, 73% of women and 67% of men received bonus pay. However, women's average and median bonus amounts were lower than men's.

Sales commissions play a significant role in these results. Commissions are based on each person's sales and can vary dramatically from one employee to the next, affecting overall bonus distribution.

Employees receiving bonus pay



Mean bonus pay



For every dollar men earn on average, women earn 53 cents.

"Mean bonus pay" refers to bonus pay when averaged for each group.

Median bonus pay

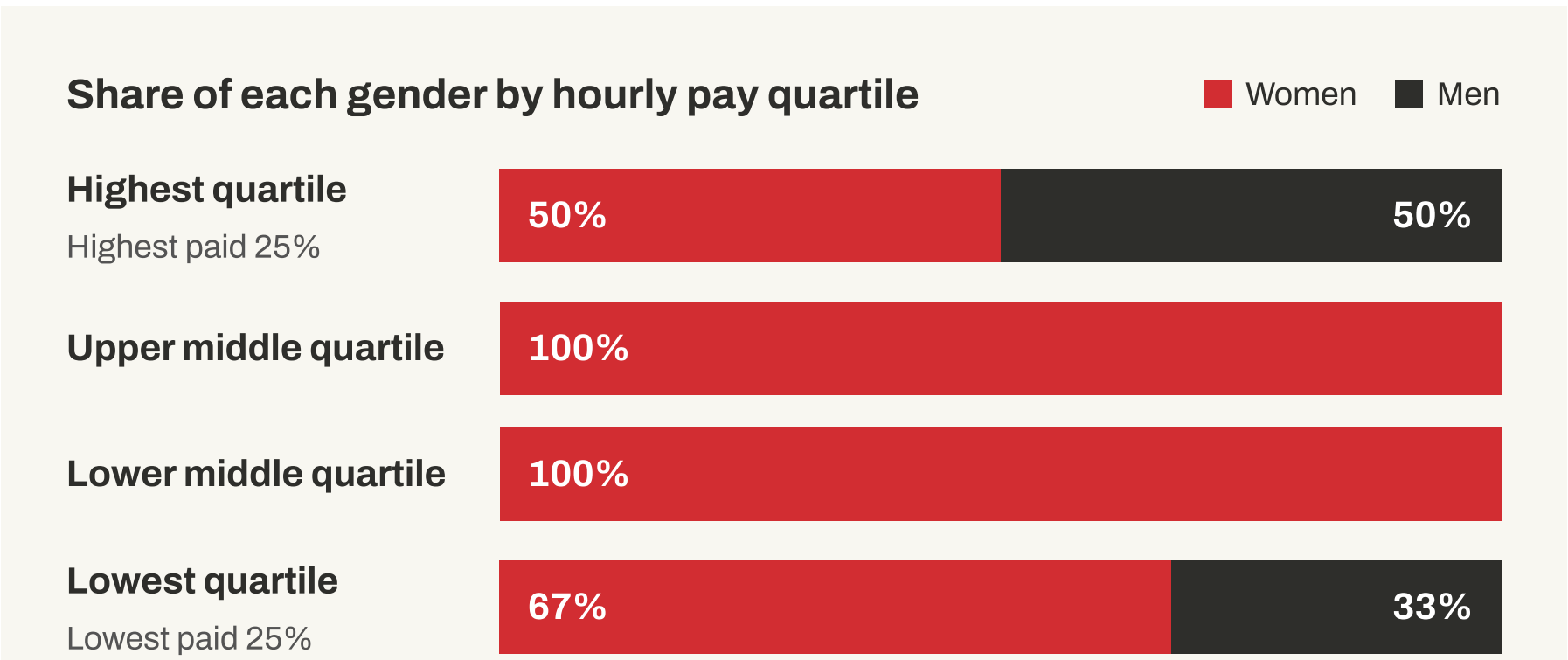


For every dollar men earn at the median, women earn 72 cents.

"Median bonus pay" refers to the middle point of bonus pay for each group.

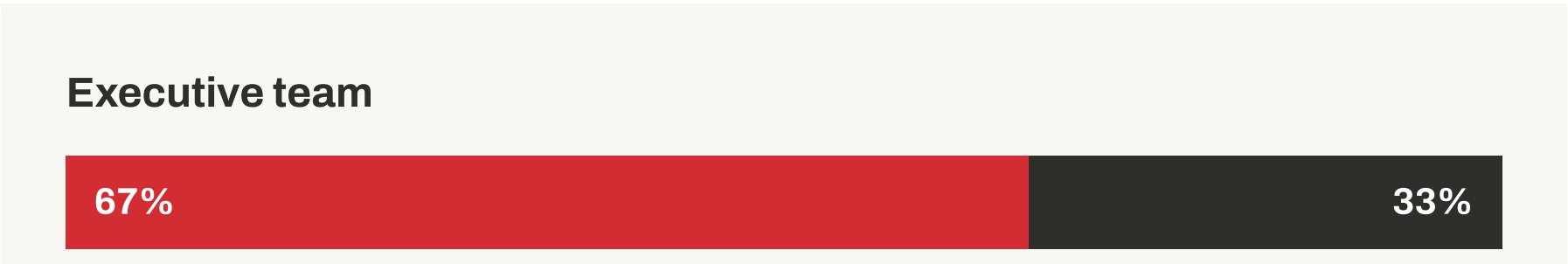
Pay quartiles

Our pay quartile results show how women and men are spread across pay levels at FTC. During the reporting period, women made up 69% of our total workforce. They made up 67% of employees in the lowest hourly pay quartile and 50% of employees in the highest quartile.



Quartiles divide employees into four equal-sized groups, ranked by hourly pay.

These results are consistent with the workforce representation described in the Organizational Context section. They reflect where women and men work in the company and at what level.



Our Executive team is 67% women and 33% men. This reflects our commitment to a leadership team that represents our workforce.

How we’re moving forward

Raising the bar is one of FTC’s core values. In that same spirit, we will continue to raise the bar in how we approach pay and professional development. We are creating a formal compensation philosophy to provide a clear set of guidelines for how we make pay decisions. It will use a data-driven framework to help us stay competitive with the market and make sure pay is fair across the company.

This report gives us a starting point to understand where people work in our company and how they are paid. Each year, we will report on and review our pay and workforce data. This will help us track changes over time and support fair opportunities for everyone to grow at FTC.