

MLT Aikins LLP

Pay transparency report

MLT Aikins is a full-service law firm of more than 375 lawyers across the four western provinces. Named one of Canada's best law firms by the Globe and Mail, MLT Aikins is the only law firm to have offices in Vancouver, Edmonton, Calgary, Saskatoon, Muskeg Lake Cree Nation, Regina and Winnipeg. As one of the largest firms in Canada, we have the bench strength and geographic scope to meet the increasingly complex needs of clients.

Employer details

Employer:	MLT Aikins LLP
Address:	Suite 2600 - 1066 West Hastings Street, Vancouver, BC
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

\$0.91	Women
\$1.00	Prefer not to say / Unknown

In this organization women's average hourly wages are 9% less than prefer not to say / unknown's. For every dollar prefer not to say / unknown earn in average hourly wages, women earn 91 cents in average hourly wages. *

Median hourly pay gap²

\$0.88	Women
\$1.00	Prefer not to say / Unknown

In this organization women's median hourly wages are 12% less than prefer not to say / unknown's. For every dollar prefer not to say / unknown earn in median hourly wages, women earn 88 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

\$0.64	Women
\$1.00	Prefer not to say / Unknown

In this organization women's average overtime pay is 36% less than prefer not to say / unknown's. For every dollar prefer not to say / unknown earn in average overtime pay, women earn 64 cents in average overtime pay. *

Median overtime pay⁴

\$0.49	Women
\$1.00	Prefer not to say / Unknown

In this organization women's median overtime pay is 51% less than prefer not to say / unknown's. For every dollar prefer not to say / unknown earn in median overtime pay, women earn 49 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Prefer not to say / Unknown)

Women	-25
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In this organization the average number of overtime hours worked by women was 25 less than by prefer not to say / unknown. *

Median overtime paid hours⁶

Difference as compared to reference group (Prefer not to say / Unknown)

Women	-3
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In this organization the median number of overtime hours worked by women was 3 less than by prefer not to say / unknown. *

Percentage of employees in each gender category receiving overtime pay

38%	Women
26%	Prefer not to say / Unknown

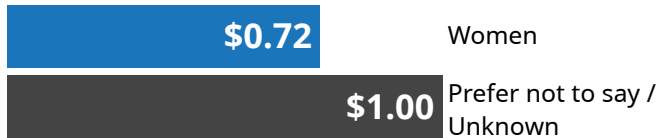
Explanatory notes

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.



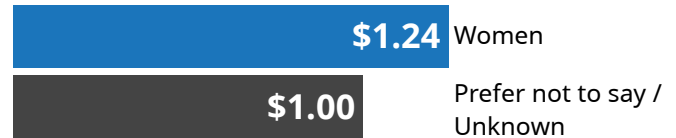
Bonus pay

Mean bonus pay ⁷



In this organization women's average bonus pay is 28% less than prefer not to say / unknown's. For every dollar prefer not to say / unknown earn in average bonus pay, women earn 72 cents in average bonus pay. *

Median bonus pay ⁸



In this organization women's median bonus pay is 24% more than prefer not to say / unknown's. For every dollar prefer not to say / unknown earn in median bonus pay, women earn \$1.24 in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



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 †



■ Women
■ Prefer not to say / Unknown

Lowest hourly pay quartile (lowest paid) †



† 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

As this is our first year collecting gender information for pay transparency reporting, the data includes some limitations. Because the report is based on 2025 data and gender information was collected in 2026, employees who left during 2025 did not have an opportunity to provide this information, resulting in a higher proportion of employees in the "unknown / did not disclose" category. This is expected to normalize in future reporting years as more complete year-over-year data becomes available.

- * 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.