

RAYMOND JAMES LTD.

Pay transparency report

At Raymond James, our foundation is built on a steadfast commitment to putting clients first—a principle that has guided our growth and success for over six decades. This same commitment extends to our people. We believe that transparency, fairness, and equity are essential to fostering a workplace where every employee feels valued and empowered.

With over 1,500 employees across Canada, we recognize that our greatest strength lies in our people. We are dedicated to maintaining a compensation philosophy that supports equal opportunity, rewards performance, and reflects our values of integrity and respect.

As part of our ongoing efforts to promote pay equity and transparency, we are proud to share this report. It reflects our commitment to continuous improvement, accountability, and creating an inclusive environment where all individuals can thrive.

Raymond James remains focused on building a workplace culture that supports career growth, recognizes contributions, and ensures fair and equitable treatment for all.

Employer details

Employer:	RAYMOND JAMES LTD. RAYMOND JAMES LTEE
Address:	2100-925 WEST GEORGIA STREET, VANCOUVER, BC
Reporting Year:	2025
Time Period:	November 1, 2024 - October 31, 2025
NAICS Code:	52 - Finance and insurance
Number of Employees:	300-999



Hourly pay

Mean hourly pay gap¹

\$1.00 Men

\$0.79 Women

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

\$1.00 Men

\$0.81 Women

In this organization women's median hourly wages are 19% less than men's. For every dollar men earn in median hourly wages, women earn 81 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

\$1.00 Men

\$0.87 Women

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

Median overtime pay⁴

\$1.00 Men

\$0.82 Women

In this organization women's median overtime pay is 18% less than men's. For every dollar men earn in median overtime pay, women earn 82 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-1
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In this organization the average number of overtime hours worked by women was 1 less than by men. *

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	0
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In this organization the median number of overtime hours worked by women was 0 less than by men. *

Percentage of employees in each gender category receiving overtime pay

24%	Men
18%	Women

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

\$1.00 Men

\$0.52 Women

In this organization women's average bonus pay is 48% less than men's. For every dollar men earn in average bonus pay, women earn 52 cents in average bonus pay. *

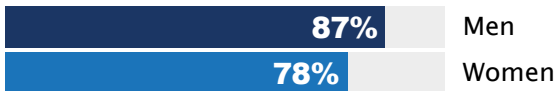
Median bonus pay ⁸

\$1.00 Men

\$0.67 Women

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

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 32% of the highest paid jobs and 61% of the lowest paid jobs.

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

Data constraints

Raymond James is committed to fair and equitable compensation practices across all roles and regions. While this report reflects our dedication to transparency, it is important to acknowledge the following data constraints that may influence the interpretation of pay equity outcomes:

Job Grade Structure: Pay equity results are dependent on how job grades are defined and structured. Roles across different grades are not directly comparable, and equity assessments are conducted within appropriate grade groupings.

Leadership Representation: Leadership roles currently show a higher proportion of male employees, particularly in British Columbia. This representation imbalance affects pay equity ratios in leadership categories and reflects demographic composition rather than unequal pay practices.

Regional Scope: This report includes data for employees based in British Columbia only and does not represent the full population of Raymond James across Canada. RJLs British Columbia employee base represents 44% of our total employee footprint in Canada. As such, findings should not be interpreted as companywide outcomes.

Commission-Based Roles: Employees whose compensation is 100% commission-based are excluded from this analysis due to the fundamentally different structure of their earnings compared to salaried employees. The exclusion of this particular employee cohort also has an impact on the data and insights provided.

Bonus Eligibility: This report does not take into consideration individual bonus eligibility, which creates a constraint in bonus-related compensation analysis. Temporary employees are ineligible for bonus pay and are therefore excluded. Additionally, bonuses are discretionary and may be prorated based on eligibility dates, employee performance, business unit performance and employee absences.

Gender Representation: To protect employee anonymity and privacy, results have been excluded for any gender category where reporting thresholds were not met.

We remain committed to ongoing review and refinement of our compensation practices and reporting methodologies to ensure fairness, accuracy, and transparency across all levels of the organization.

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.