Perkins&Will



Pay Transparency Report

Reporting Year 2025

About Us

Since 1935, we've believed that design has the power to make the world a better, more beautiful place.

That's why clients and communities on nearly every continent partner with us to design healthy, happy places in which to live, learn, work, play, and heal. We're passionate about designing for life—an approach we call Living Design—and committed to advancing equity, environmental health, and well-being. Interior Design named us a "Sustainability Giant" in 2025, Architizer named us the world's "Best Sustainable Firm" in 2023, and Metropolis named us "Firm of the Year" in 2022 for our industry leadership in advancing climate action and social justice. With an international team of more than 2,800 professionals, we have over 30 studios worldwide, providing integrated services in architecture, interior design, branded environments, urban design, and landscape architecture.

Our Vancouver studio has over 40 years of experience in Canada and is Led by a strong leadership group with a range of expertise and diverse perspectives. We are able to maximize our clients' vision, transforming ideas into built excellence. The studio is deeply connected to our communities, donating one percent of our design services to local, non-profit organizations every year. Committed to the 2030 Challenge, the firm is ranked among North America's leading green practices.

Our Commitment

At Perkins&Will, we continue to pay employees equally for performing equivalent work across the practice. We believe in creating an inclusive workplace, where pay decisions are based on role, experience, performance and contribution. As part of our annual performance, pay and bonus review, we analyze pay across comparable roles, grades and tenure levels. This review continues to show pay equity between employees performing equivalent work.

While overall pay gap data provides valuable insight, it is driven mainly by the representation of employees across levels of seniority, tenure and leadership. The main reason for our pay gap remains the underrepresentation of women in senior and leadership roles. Increasing this representation is a strategic priority for us.

Through our strategic business planning, we continue to invest in removing barriers to advancement and supporting long-term career growth. This includes mentorship and sponsorship opportunities, industry-leading parental leave, flexible work arrangements, and dedicated support to help employees returning from parental leave reintegrate successfully.

We are encouraged by the growing representation of women in leadership roles, and we continue to invest in the development and advancement of employees across the practice. Through these efforts, we are building an inclusive environment where everyone has an equal opportunity to develop, contribute, advance and succeed.

Employer Details

Employer: Perkins + Will Canada Architects Co.

Address: 1075 West Georgia Street, Suite #2200
Vancouver, British Columbia V6E 3C9

Reporting Year: 2025

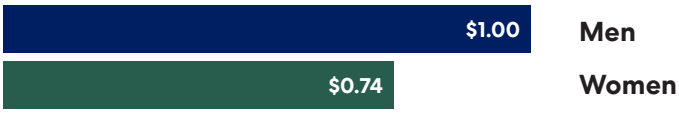
Time Period: January 1–December 31, 2025

NAICS Code: 541310—Architectural Services

Number of Employees: 120–140

Hourly Pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 26% less than men's. For every dollar men earn in average hourly wages, women earn 74 cents in average hourly wages.*

Median hourly pay gap[2]



In this organization women's median hourly wages are 17% less than men's. For every dollar men earn in median hourly wages, women earn 83 cents in median hourly wages.*

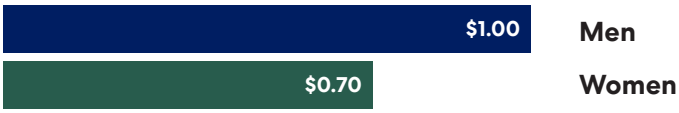
Overtime Pay

Mean overtime pay[3]



In this organization women's average overtime pay is 11% less than men's. For every dollar men earn in average overtime pay, women earn 89 cents in average overtime pay.*

Median overtime pay[4]



In this organization women's median overtime pay is 30% less than men's. For every dollar men earn in median overtime pay, women earn 70 cents in median overtime pay.*

Mean overtime paid hours[5]

Women: -1

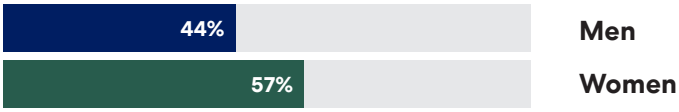
In this organization the average number of paid overtime hours worked by women was 1 less than by men.*

Median overtime paid hours[6]

Women: -8

In this organization the median number of paid overtime hours worked by women was 8 less than by men.

Percentage of employees in each gender category receiving overtime pay



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. "Mean overtime pay" refers to overtime pay when averaged.
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.

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

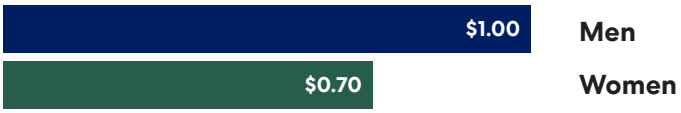
Bonus Pay

Mean bonus pay[7]



In this organization women's average bonus pay is 44% less than men's. For every dollar men earn in average bonus pay, women earn 56 cents in average bonus pay.*

Median bonus pay[8]



In this organization women's median bonus pay is 30% less than men's. For every dollar men earn in median bonus pay, women earn 70 cents in median bonus pay.*

Percentage of employees in each gender category receiving bonus pay



Pay Quartile

Percentage of each gender in each pay quartile[9†]



In this organization, women occupy 36% of the highest paid jobs and 73% of the lowest paid jobs.

7 "Mean bonus pay" refers to bonus pay when averaged.
8 "Median bonus pay" refers to the middle point of bonus pay.
9 "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

† Pay quartiles are reduced to suppress gender categories consisting of less than ten (10) employees.

** 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.*

Perkins&Will is committed to pay transparency and helping close the gender pay gap.

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