Costco Wholesale Canada Ltd. Pay transparency report

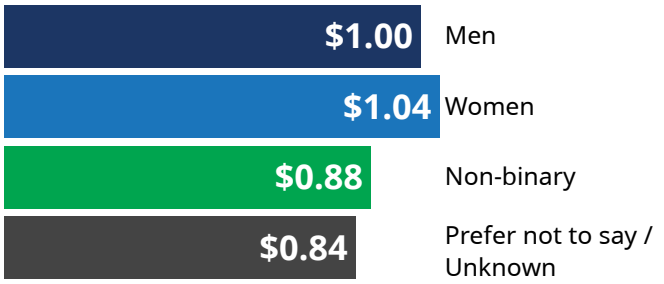
At Costco Wholesale Canada (Costco), we believe all people deserve to be paid fairly and treated equally. We are committed to ensure that our employees receive equal pay for equal work, regardless of their gender or other identity factors. In that spirit, all positions at Costco are on a predetermined pay scale with increases based on a set amount of worked hours or set annual increases. We also recognize the value that the experience of our long term employees adds to the Company by rewarding their years of service.

Employer details

Employer:	Costco Wholesale Canada Ltd.
Address:	415 West Hunt Club Road, Ottawa, ON
Reporting Year:	2026
Time Period:	September 1, 2025 - August 31, 2026
NAICS Code:	44-45 - Retail trade
Number of Employees:	1000 or more

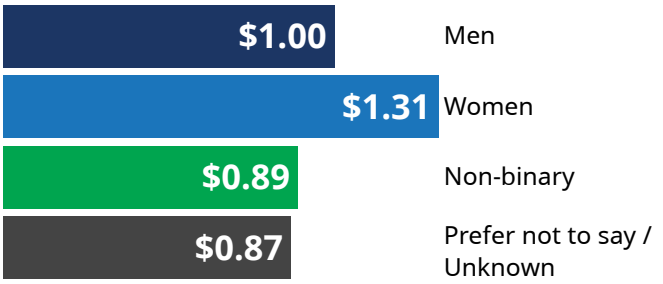
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 4% more than men's and non-binary people's average hourly wages are 12% less than men's. For every dollar men earn in average hourly wages, women earn $1.04 and non-binary people earn 88 cents in average hourly wages.

Median hourly pay gap[2]



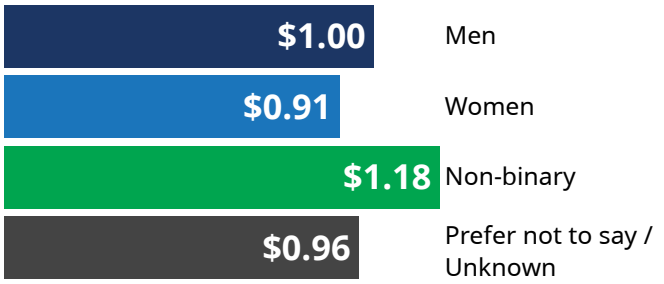
In this organization women's median hourly wages are 31% more than men's and non-binary people's median hourly wages are 11% less than men's. For every dollar men earn in median hourly wages, women earn $1.31 and non-binary people earn 89 cents in median hourly wages.

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.

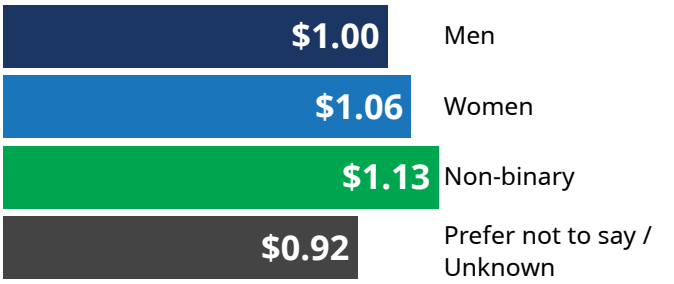
Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 9% less than men's and non-binary people's average overtime pay is 18% more than men's. For every dollar men earn in average overtime pay, women earn 91 cents and non-binary people earn $1.18 in average overtime pay.

Median overtime pay [4]



In this organization women's median overtime pay is 6% more than men's and non-binary people's median overtime pay is 13% more than men's. For every dollar men earn in median overtime pay, women earn $1.06 and non-binary people earn $1.13 in median overtime pay.

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-4
Non-binary	5
Prefer not to say / Unknown	0

In this organization the average number of overtime hours worked by women was 4 less than by men and the average number of overtime hours worked by non-binary people was 5 more than by men.

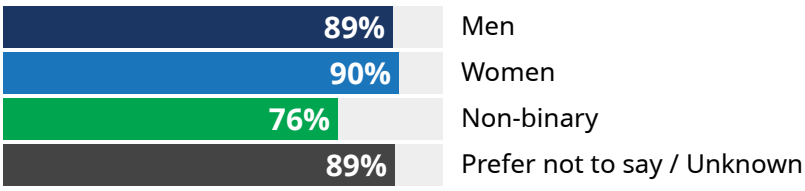
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	0
Non-binary	2
Prefer not to say / Unknown	0

In this organization the median number of overtime hours worked by women was 0 less than by men and the median number of overtime hours worked by non-binary people was 2 more than by men.

Percentage of employees in each gender category receiving overtime pay



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 63% less than men's. For every dollar men earn in average bonus pay, women earn 37 cents in average bonus pay. *

Median bonus pay [8]



In this organization women's median bonus pay is 74% less than men's. For every dollar men earn in median bonus pay, women earn 26 cents in median bonus pay. *

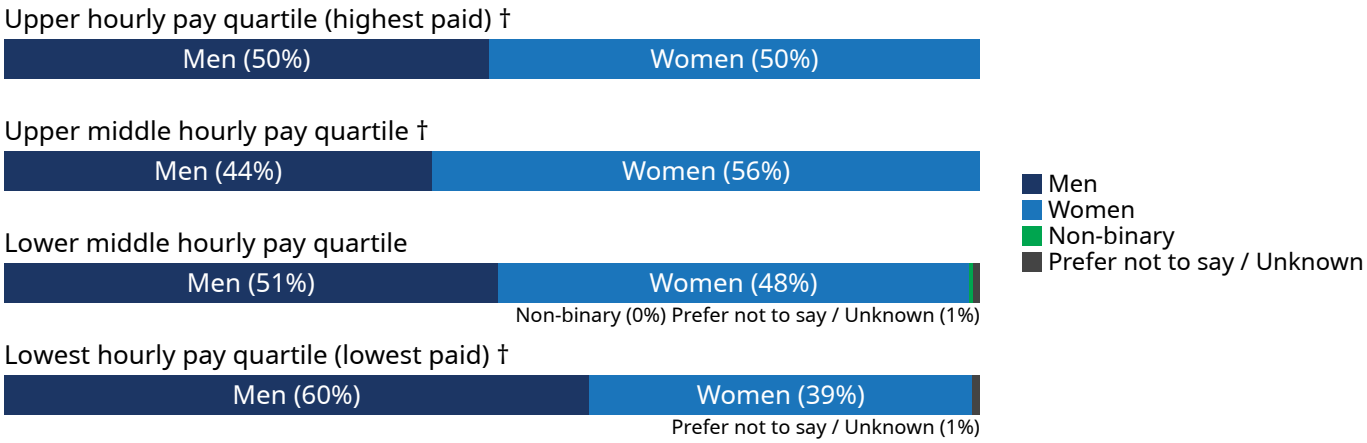
Percentage of employees in each gender category receiving bonus pay



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]



In this organization, women occupy 50% of the highest paid jobs and 39% of the lowest paid jobs.

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

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.