

WAL-MART CANADA CORP./LA COMPAGNIE WAL-MART DU CANADA

Pay transparency report

Walmart Canada is part of Walmart Inc. – a people-led, tech-powered omnichannel retailer helping people save money and live better – anytime and anywhere – in stores, online and through their mobile devices.

Since we began in Canada in 1994, we’ve grown to become one of the country’s largest employers, with more than 100,000 associates nationwide. As we continue to evolve — offering tens of millions of products and a growing portfolio of services — we’re helping to advance Canada’s economy, working with Canadian suppliers to meet customer needs.

Every day, we help move our country’s economy forward by working with close to 2,000 Canadian suppliers. We’re also embracing regeneration, striving to leave the world better than we found it. We’re a leader in sustainability, we create jobs and opportunities for people of all backgrounds and we help strengthen communities across the country.

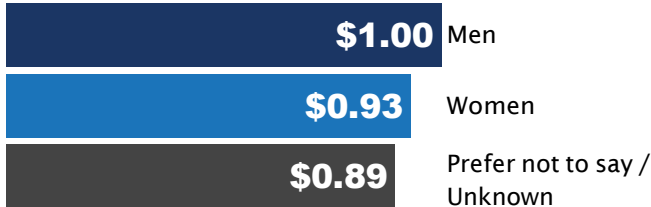
Employer details

Employer:	WAL-MART CANADA CORP./LA COMPAGNIE WAL-MART DU CANADA
Address:	1133 Melville Street, Vancouver, BC.
Reporting Year:	2024
Time Period:	February 1, 2023 - January 31, 2024
NAICS Code:	44-45 - Retail trade
Number of Employees:	1000 or more



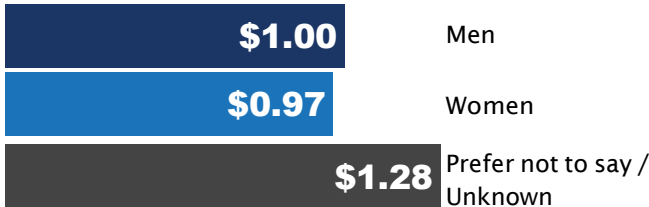
Hourly pay

Mean hourly pay gap¹



In Walmart Canada women's average hourly wages are 7% less than men's. For every dollar men earn in average hourly wages, women earn 93 cents in average hourly wages. *

Median hourly pay gap²



In Walmart Canada women's median hourly wages are 3% less than men's. For every dollar men earn in median hourly wages, women earn 97 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 Walmart Canada women's average overtime pay is 12% less than men's. For every dollar men earn in average overtime pay, women earn 88 cents in average overtime pay. *

Median overtime pay ⁴



In Walmart Canada women's median overtime pay is 4% more than men's. For every dollar men earn in median overtime pay, women earn \$1.04 in median overtime pay. *

Mean overtime paid hours ⁵

Difference as compared to reference group (Men)

Women	-2
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In Walmart Canada the average number of overtime hours worked by women was 2 less than by men. *

Median overtime paid hours ⁶

Difference as compared to reference group (Men)

Women	1
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In Walmart Canada the median number of overtime hours worked by women was 1 more than by men. *

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

- "Mean overtime pay" refers to overtime pay when averaged for each group.
- "Median overtime pay" refers to the middle point of overtime pay for each group.
- "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
- "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.



Bonus pay

Mean bonus pay ⁷



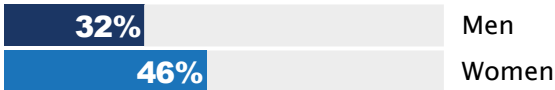
In Walmart Canada women's average bonus pay is 5% less than men's. For every dollar men earn in average bonus pay, women earn 95 cents in average bonus pay. *

Median bonus pay ⁸



In Walmart Canada women's median bonus pay is 0% less than men's. For every dollar men earn in median bonus pay, women earn \$1.00 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 Walmart Canada, women occupy 46% of the highest paid jobs and 56% of the lowest paid jobs.

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

Data constraints

- Eligibility for annual incentive is governed by factors including employment status, role, start date, and company performance therefore some associates captured may not be eligible for annual incentive.

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.