NINTENDO OF CANADA LTD.
Pay transparency report

Background

Employers with 50 or more employees in British Columbia are required to post an annual pay transparency report by November 1, 2026. This report is prepared and posted in accordance with that regulation.

The required methodology for calculating pay gaps compares employee pay by gender across the entire organization, and does not take into account whether employees perform similar work, hold similar roles, or have comparable experience or tenure. The law also requires suppression of gender-category data where there are fewer than ten employees in a category. As a result, the report does not fully reflect the context behind pay differences or representation across the company.

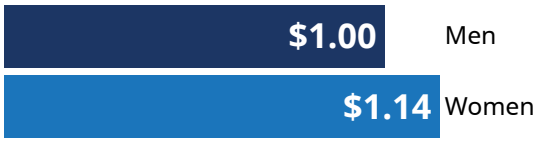
Nintendo of Canada Ltd. recognizes that pay transparency is an important part of building trust and accountability. We remain committed to fair hiring and pay practices, and to continuing to assess and improve how employees are evaluated and compensated based on role, skills, and experience.

Employer details

Employer:	NINTENDO OF CANADA LTD.
Address:	200-4402 Skyline Drive, Burnaby, BC V5C 0M7 Canada
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	41 - Wholesale trade
Number of Employees:	50-299

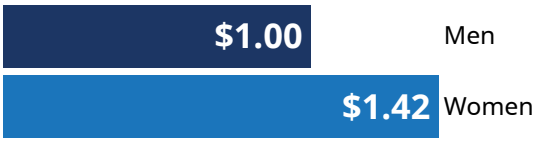
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 14% more than men's. For every dollar men earn in average hourly wages, women earn $1.14 in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 42% more than men's. For every dollar men earn in median hourly wages, women earn $1.42 in median hourly wages. *

Overtime pay

Mean overtime pay [3]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime pay [4]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Mean overtime paid hours [5]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime paid hours [6]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving overtime pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

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.
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.

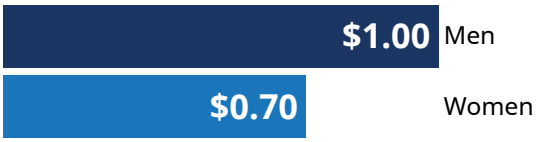
Bonus pay

Mean bonus pay [7]



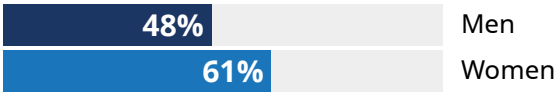
In this organization women's average bonus pay is 10% more than men's. For every dollar men earn in average bonus pay, women earn $1.10 in average bonus pay. *

Median bonus pay [8]

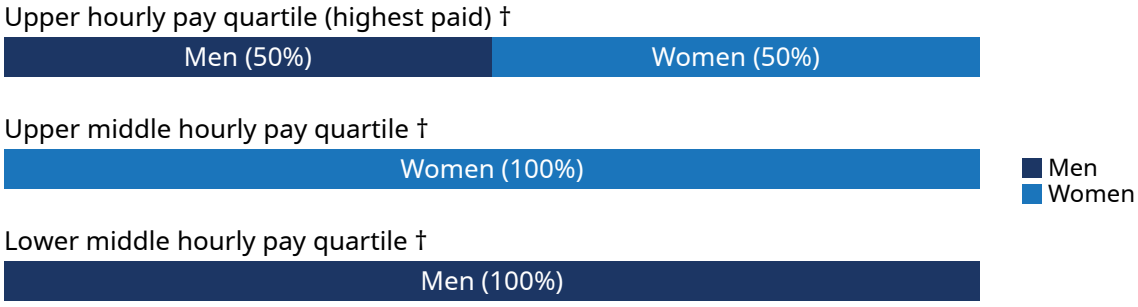


In this organization women's median bonus pay is 30% less than men's. For every dollar men earn in median bonus pay, women earn 70 cents in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



Percentage of each gender in each pay quartile [9]



Lowest hourly pay quartile (lowest paid) †

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

† 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

The visible data may give the impression that the upper middle pay quartile is composed entirely of women and the lower middle pay quartile is composed entirely of men, which is not the case. Both men and women are represented in all four pay quartiles, but they cannot be shown in all quartiles under the required reporting rules.

* 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.