

WEXXAR PACKAGING INC.

Pay transparency report

Wexxar Packaging recognizes that gender pay equity is a key component of its broader commitment to equity, diversity, and inclusion.

This report covers January 1 to December 31, 2025, and includes all 218 employees who received compensation during that period, whether employed for the full year or only part of it. Of these employees, 83% (181) were men and 17% (37) were women.

Overtime at Wexxar is voluntary for eligible employee groups and is available based on operational requirements. There are more men than women in overtime eligible positions, as is consistent with national demographics data in manufacturing roles. Among employees in eligible positions, a smaller proportion of women than men volunteered for overtime. Together, these factors contributed to a higher proportion of men received overtime pay.

Differences in overtime pay are also influenced by the amount of voluntary overtime worked and the applicable overtime rates. During the reporting period, women worked fewer overtime hours than men, both on average and at the median. Applicable overtime rates may increase based on the number of extra hours worked.

Therefore, employees who worked more overtime — predominantly men during this reporting period —had a greater share of their overtime hours paid at a higher applicable rate. These factors contribute to the difference in overtime pay reflected in this report.

Bonus eligibility is limited to a small subset of positions at Wexxar. The bonus results also include commission earnings paid to employees in the eligible roles. While these plans include both men and women, there are more men than women in commission eligible positions. Higher commission earnings among men in certain roles were a primary contributor to the average bonus pay gap.

Employer details

Employer:	WEXXAR PACKAGING INC.
Address:	Suite 1700, Park Place 666 Burrard Street, Vancouver, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	31-33 - Manufacturing
Number of Employees:	50-299



Hourly pay

Mean hourly pay gap¹



In this organization 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 this organization women's median hourly wages are 8% less than men's. For every dollar men earn in median hourly wages, women earn 92 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



In this organization women's average overtime pay is 66% less than men's. For every dollar men earn in average overtime pay, women earn 34 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 71% less than men's. For every dollar men earn in median overtime pay, women earn 29 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-101
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In this organization the average number of overtime hours worked by women was 101 less than by men. *

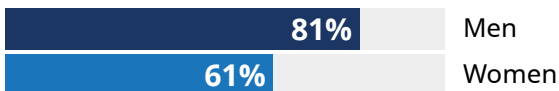
Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-96
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In this organization the median number of overtime hours worked by women was 96 less 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 this organization women's average bonus pay is 68% less than men's. For every dollar men earn in average bonus pay, women earn 32 cents in average bonus pay. *

Median bonus pay ⁸



In this organization women's median bonus pay is 21% less than men's. For every dollar men earn in median bonus pay, women earn 79 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) †

Men (100%)

Upper middle hourly pay quartile †

Men (100%)

Lower middle hourly pay quartile †

Men (80%)

Women (20%)

Lowest hourly pay quartile (lowest paid) †

Men (73%)

Women (27%)

■ Men
■ Women

In this organization, women occupy 27% 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.