WONDER BRANDS INC.
Pay transparency report

At Wonderbrands, we are committed to fostering a fair, inclusive, and equitable workplace where employees are valued and compensated fairly for their contributions. We recognize the importance of pay transparency in promoting accountability, identifying potential pay inequities, and supporting equal opportunities for all employees.

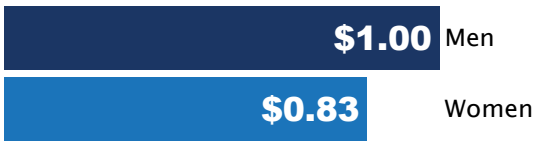
This report reflects our commitment to transparency and continuous improvement in our compensation practices. We will continue to review our policies and practices to support equitable compensation, consistent decision-making, and a workplace where all employees have the opportunity to succeed.

Employer details

Employer:	WONDER BRANDS INC.
Address:	5345 275 ST, LANGLEY TWP, BC V4W, ON
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	31-33 - Manufacturing
Number of Employees:	50-299

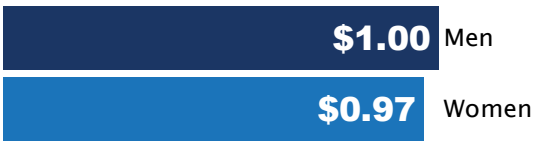
Hourly pay

Mean hourly pay gap[1]



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

Median hourly pay gap[2]



In this organization 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 this organization women's average overtime pay is 39% more than men's. For every dollar men earn in average overtime pay, women earn $1.39 in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 118% more than men's. For every dollar men earn in median overtime pay, women earn $2.18 in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	118

In this organization the average number of overtime hours worked by women was 118 more than by men. *

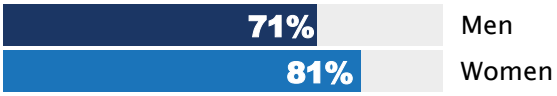
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	136

In this organization the median number of overtime hours worked by women was 136 more than by men. *

Percentage of employees in each gender category receiving overtime pay

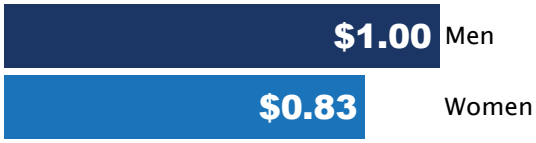


Explanatory notes

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]



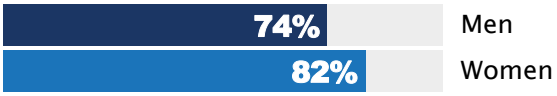
In this organization women's average bonus pay is 17% less than men's. For every dollar men earn in average bonus pay, women earn 83 cents in average bonus pay. *

Median bonus pay [8]



In this organization women's median bonus pay is 2% more than men's. For every dollar men earn in median bonus pay, women earn $1.02 in median bonus pay. *

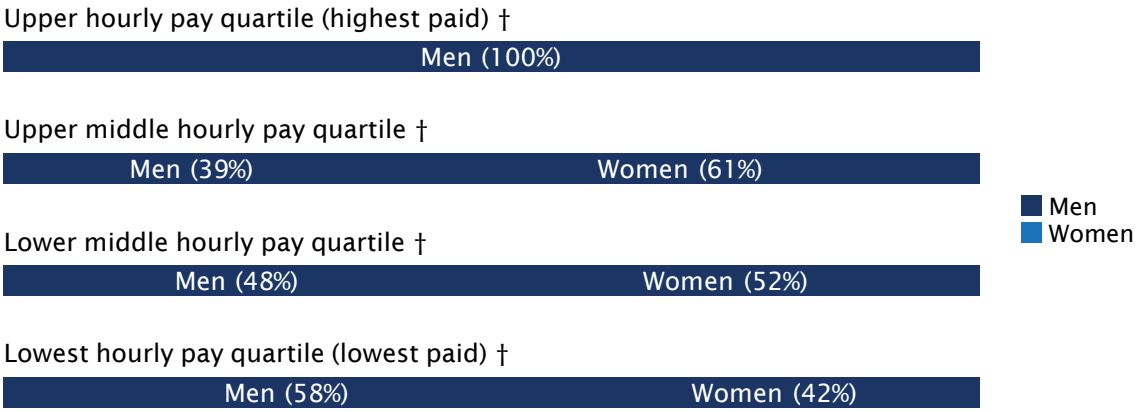
Percentage of employees in each gender category receiving bonus pay



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 42% of the lowest paid jobs.

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

Data constraints

The pay data presented in this report should be interpreted in the context of our unionized work environment. Compensation is influenced by collective agreements, which establish wage rates, premiums, overtime provisions, and other terms and conditions of employment for specific roles and employee groups.

Overtime opportunities and earnings vary across roles and departments due to operational requirements, staffing needs, and production schedules. Overtime is offered within each department, with seniority serving as the determining factor in accordance with applicable collective agreement provisions. Gender is not a factor in overtime allocation decisions.

As a result, certain positions or employee groups may have higher total annual earnings due to greater overtime availability and participation, rather than differences in base wage rates or compensation practices. These operational and contractual factors may influence reported gender pay differences and should be considered when interpreting the results.

This report reflects actual compensation data for the reporting period. Differences in total earnings should be considered in the context of base wages, overtime opportunities, collective agreement provisions, and other relevant factors when assessing potential pay differences.

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.