



	Pay Gap Type	Pay: Median	Pay: Mean	Bonus Pay: Median	Bonus Pay: Mean	Percentage of men who received bonus pay	Percentage of women (W) / unknown (U) who received bonus pay	Snapshot Pay Quartiles (%)				
									Lower	Lower Middle	Upper Middle	Upper
Amazon Canada Fulfilment Services, ULC	Women/Men	30.76%	26.62%	77.22%	40.09%	21.46%	15.30% (W)	W	52%	44%	54%	37%
							M	48%	54%	46%	62%	
	Unknown/Men	13.51%	17.91%	2.71%	-2.87%		13.04% (U)	U	0%	2%	1%	0%
	Non-Binary/Men	In accordance with the relevant legislation, information for Non-Binary (NB) employees is not provided as there are fewer than ten employees in this category for this entity.										
Amazon Development Centre Canada ULC	Women/Men	17.24%	16.78%	17.19%	24.67%	95.61%	94.71% (W)	W	25%	21%	16%	13%
							M	72%	77%	81%	86%	
	Unknown/Men	18.52%	18.46%	21.40%	27.71%		97.50% (U)	U	3%	2%	2%	1%
	Non-Binary/Men	In accordance with the relevant legislation, information for Non-Binary (NB) employees is not provided as there are fewer than ten employees in this category for this entity.										
Amazon Web Services Canada, Inc. (New Entity)	Women/Men	15.27%	9.78%	-7.58%	13.19%	96.39%	98.85% (W)	W	25%	25%	25%	17%
							M	74%	72%	74%	82%	
	Unknown/Men	11.41%	2.56%	-15.47%	40.87%		100% (U)	U	1%	3%	1%	1%
	Non-Binary/Men	In accordance with the relevant legislation, information for Non-Binary (NB) employees is not provided as there are fewer than ten employees in this category for this entity.										
Amazon.com.ca, ULC (New Entity)	Women/Men	-29.23%	-7.74%	0.0%	6.63%	81.31%	86% (W)	W	61%	14%	25%	30%
							M	39%	82%	75%	65%	
	Unknown/Men	-	-	-	-		-	U	0%	4%	0%	5%
	Non-Binary/Men	In accordance with the relevant legislation, information for Non-Binary (NB) employees is not provided as there are fewer than ten employees in this category for this entity.										
Abebooks Inc. (New Entity)	Women/Men	34.31%	24.29%	25.73%	18.88%	89.58%	88.46% (W)	W	78%	16%	22%	26%
							M	22%	84%	78%	74%	
	Unknown/Men	-	-	-	-		-	U	0%	0%	0%	0%



	Non-Binary/Men	In accordance with the relevant legislation, information for Non-Binary (NB) employees is not provided as there are fewer than ten employees in this category for this entity.
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	Pay Gap Type (Headcount)	Overtime Pay: Median	Overtime Pay: Mean	Overtime Hours: Median	Overtime Hours: Mean	Percentage of men who received overtime pay	Percentage of women (W) / unknown (U) who received overtime pay
Amazon Canada Fulfilment Services, ULC	Women /Men	0.63	0.66	0.62	0.64	81.71%	84.11%
	Unknown /Men	0.75	0.75	0.67	0.82	81.71%	84.09%
	Non-Binary/Men	In accordance with the relevant legislation, information for Non-Binary (NB) employees is not provided as there are fewer than ten employees in this category for this entity.					
Amazon Development Centre Canada ULC	Women /Men	1.35	0.77	2.14	1.06	1.05%	0.86%
	Unknown /Men	In accordance with the relevant legislation, in this entity there are fewer than 10 unknowns (U) to compare data.					
	Non-Binary/Men	In accordance with the relevant legislation, information for Non-Binary (NB) employees is not provided as there are fewer than ten employees in this category for this entity.					
Amazon Web Services Canada, Inc. (New Entity)	Women /Men	In accordance with the relevant legislation, in this entity there are fewer than 10 women (W) to compare data.					
	Unknown /Men	In accordance with the relevant legislation, in this entity there are fewer than 10 unknowns (U) to compare data.					
	Non-Binary/Men	In accordance with the relevant legislation, information for Non-Binary (NB) employees is not provided as there are fewer than ten employees in this category for this entity.					
Amazon.com.ca, ULC (New Entity)	Women /Men	1.10	2.56	1.25	2.62	4.72%	12%
	Unknown /Men	In accordance with the relevant legislation, in this entity there are fewer than 10 unknowns (U) to compare data.					
	Non-Binary/Men	In accordance with the relevant legislation, information for Non-Binary (NB) employees is not provided as there are fewer than ten employees in this category for this entity.					
Abebooks Inc. (New Entity)	Women /Men	0.88	2.56	1.25	2.62	4.72%	12%
	Unknown /Men	In accordance with the relevant legislation, in this entity there are fewer than 10 unknowns (U) to compare data.					
	Non-Binary/Men	In accordance with the relevant legislation, information for Non-Binary (NB) employees is not provided as there are fewer than ten employees in this category for this entity.					

Amazon Development Centre Canada ULC (ADCC) - 518210 - Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services

Amazon Canada Fulfilment Services, ULC (ACFS) - 455219 - All Other General Merchandise Retailers

2700-1133 Melville Street, Vancouver BC, Canada

Amazon Web Services Canada, Inc. - 518210 - Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services

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Pay Transparency Report 2026



Amazon.com.ca, ULC - 454110 Electronic Shopping and Mail-Order Houses.

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