



Pay Transparency Report 2025

	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	-24.5%	9.5%	29.8%	52.7%	38.9%	40.5% (W)	W	43%	42%	57%	36%
								M	56%	56%	42%	63%
	Unknown/Men	13.0%	6.8%	-135.9%	-23.0%		19.6% (U)	U	1%	1%	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 Development Centre Canada ULC	Women/Men	6.9%	9.7%	14.7%	19.9%	97.9%	97.1% (W)	W	26%	17%	15%	11%
								M	71%	82%	82%	88%
	Unknown/Men	6.2%	8.4%	24.5%	32.4%		98.8% (U)	U	3%	2%	3%	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	14.7%	8.0%	14.1%	19.2%	95.1%	90.0% (W)	W	36%	26%	21%	19%
								M	58%	68%	78%	79%
	Unknown/Men	20.5%	20.1%	20.2%	51.1%		86.7% (U)	U	6%	6%	1%	2%
	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.										

	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	19.9%	25.3%	25.2%	29.1%	84.2%	85.3%
	Unknown /Men	51.7%	33.2%	44.0%	23.3%	84.2%	85.5%
	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.					
Amazon Development Centre Canada ULC	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 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 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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