BEST BUY CANADA LTD. / MAGASINS BEST BUY LTEE

Pay Transparency Report

Employer Details

Employer:	BEST BUY CANADA LTD. / MAGASINS BEST BUY LTEE
Address:	425 W 6th Ave Suite #102, Vancouver, BC V5Y 1L3
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	44-45 - Retail trade
Number of Employees:	1,000 or more

Employer information

At Best Buy Canada, our purpose is to enrich the lives of our customers through technology. A wholly-owned subsidiary of Best Buy Co. Inc, Best Buy Canada is the country's largest consumer electronics retailer, operating the Best Buy (BestBuy.ca), Best Buy Mobile, and Geek Squad (geeksquad.ca) brands, as well as Best Buy Express, in partnership with Bell Canada.

What is the gender pay gap?

The gender pay gap measures the mean (average) and median earnings difference between men, women, and non-binary individuals, **regardless of their role**. Measuring the gender pay gaps helps us to identify systemic factors contributing to wage differences between genders in our company. It acts as a diagnostic tool to highlight trends contributing to the gap rather than evaluating individual pay equity.

Equal pay is different. Equal pay deals with the pay men, women, and non-binary individuals receive for doing the same or similar roles, or work of equal value. The calculations within this report are compliant with legislative requirements and the methodology used means even when pay is equal, there may still be a gender pay gap.

Calculating the gender pay gap. The gender pay gap is calculated in two ways.

1. **Mean (average)** is the total sum of all wages (calculated on an hourly basis) divided by the number of individuals. It gives an overall average but can be influenced by extremely high or low values.
2. **Median** is the middle value when all wages (calculated on an hourly basis) are arranged in ascending order and is not influenced by extremely high or low values. It provides a more accurate representation of the typical wage, especially in the presence of outliers.

Understanding our gap

Our hourly gender pay gap results demonstrate that women earn $1.02 and non-binary individuals earn $1.06 for every $1.00 men earn. These figures reflect fair pay practices and are strong indicators of our commitment to equity. We are proud of these outcomes and remain dedicated to maintaining and furthering our equitable pay practices.

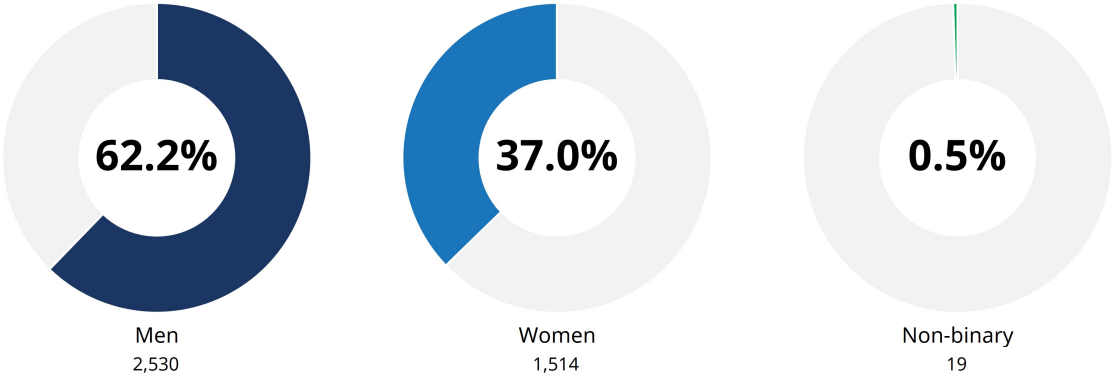
We have a higher representation of men in our workforce, leading to a gender pay gap in our overtime data as more men are working overtime hours. The overtime pay rate is set by provincial employment standards and applied to base pay. We are always compliant with employment standards regardless of gender, and our report shows we have an opportunity to address the gender pay gap when it comes to overtime hours worked. One of the main contributing factors to the overtime pay gap is that we have a higher representation of men in our workforce, including in more tenured and experienced roles. These roles are more likely to incur overtime hours and are higher paying than less experienced roles.

We have more men than women in our most senior and highest-paid roles. Senior roles also have a higher bonus potential which is reflected in the bonus figures and affects our bonus pay gap. Bonus targets are applied at the job level, regardless of gender. Men, women, and non-binary individuals working in the same bonus-eligible job have the same bonus pay targets applied. We are committed to continuing our efforts to increase gender representation each year and building a strong and diverse talent pipeline to senior roles.

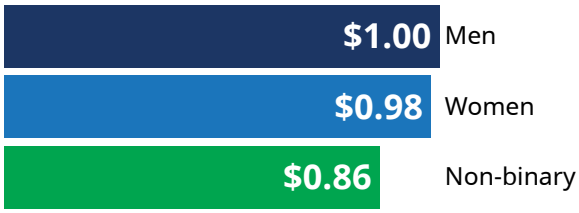
Hourly pay

Our results demonstrate that women earn $1.02 and non-binary individuals earn $1.06 for every $1.00 men earn. These figures reflect fair pay practices and are strong indicators of our commitment to equity. We are proud of these outcomes and remain dedicated to maintaining and furthering our equitable pay practices.

Employees receiving hourly pay in the review period

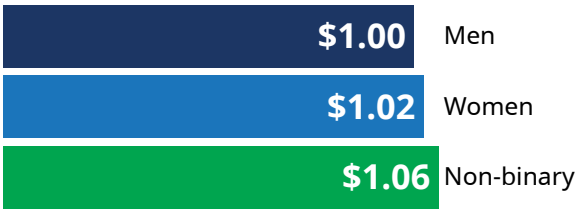


Mean hourly pay gap[1]



In this organization women's average hourly wages are 2% less than men's and non-binary people's average hourly wages are 14% less than men's. For every dollar men earn in average hourly wages, women earn 98 cents and non-binary people earn 86 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 2% more than men's and non-binary people's median hourly wages are 6% more than men's. For every dollar men earn in median hourly wages, women earn $1.02 and non-binary people earn $1.06 in median hourly wages. *

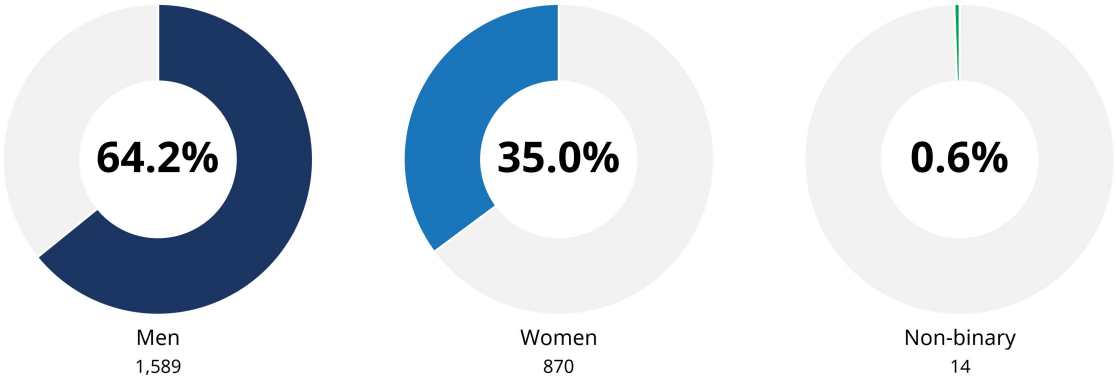
Explanatory notes

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.

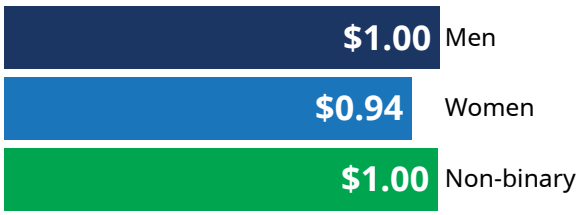
Overtime pay

The overtime pay rate is set by provincial employment standards and applied to base pay. We are always compliant with employment standards regardless of gender, and our report shows we have an opportunity to address the gender pay gap when it comes to overtime hours worked. One of the main contributing factors to the overtime pay gap is that we have a higher representation of men in our workforce, including in more tenured and experienced roles. These roles are more likely to incur overtime hours and are higher paying than less experienced roles.

Employees recieving overtime pay in the review period

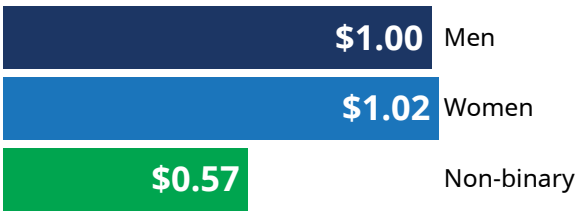


Mean overtime pay [3]



In this organization women's average overtime pay is 6% less than men's and non-binary people's average overtime pay is 0% less than men's. For every dollar men earn in average overtime pay, women earn 94 cents and non-binary people earn $1.00 in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 2% more than men's and non-binary people's median overtime pay is 43% less than men's. For every dollar men earn in median overtime pay, women earn $1.02 and non-binary people earn 57 cents in median 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.

Overtime pay

Mean overtime paid hours [5]
Difference as compared to reference group (Men)

Women	-1
Non-binary	1

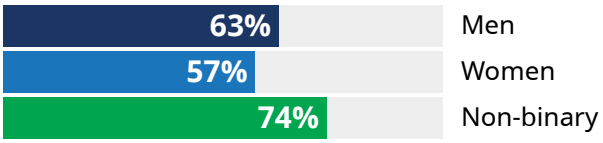
In this organization the average number of overtime hours worked by women was 1 less than by men and the average number of overtime hours worked by non-binary people was 1 more than by men. *

Median overtime paid hours [6]
Difference as compared to reference group (Men)

Women	-1
Non-binary	-6

In this organization the median number of overtime hours worked by women was 1 less than by men and the median number of overtime hours worked by non-binary people was 6 less than by men. *

Percentage of employees in each gender category receiving overtime pay



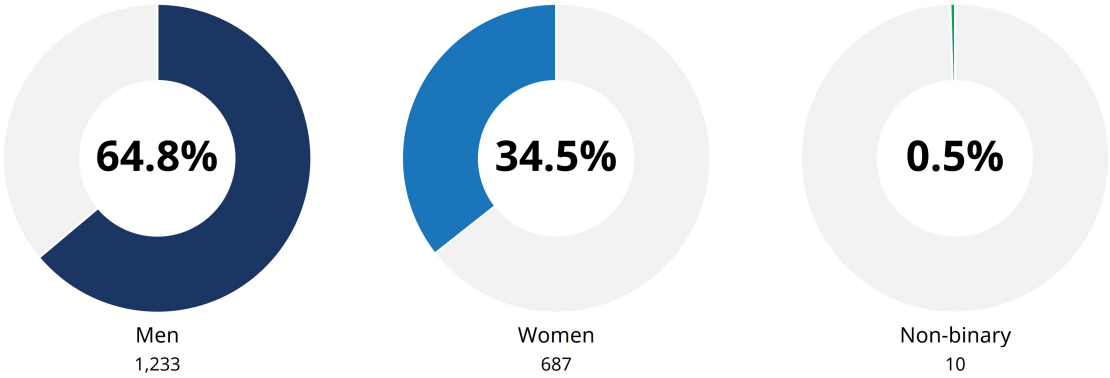
Explanatory notes

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.

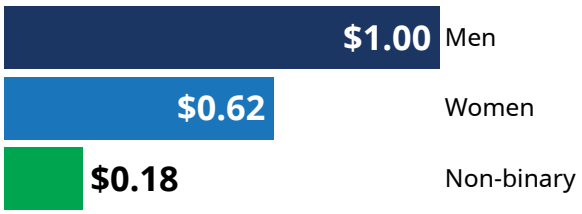
Bonus pay

Like our overall gender mix at Best Buy, we have a higher representation of men in our most senior and highest-paid roles. Senior roles also have a higher bonus potential which is reflected in the bonus figures and affects our bonus pay gap. Bonus targets are applied at the job level, regardless of gender. Men, women, and non-binary individuals working in the same bonus-eligible job have the same bonus pay targets applied. We are committed to continuing our efforts to increase gender representation each year and building a strong and diverse talent pipeline to senior roles.

Employees receiving bonus pay in the review period

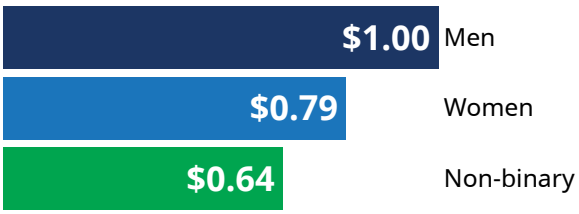


Mean bonus pay [7]



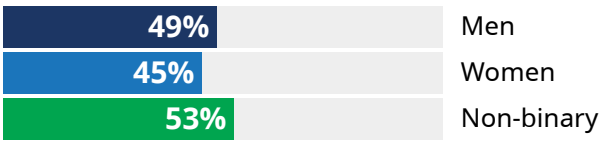
In this organization women's average bonus pay is 38% less than men's and non-binary people's average bonus pay is 82% less than men's. For every dollar men earn in average bonus pay, women earn 62 cents and non-binary people earn 18 cents in average bonus pay. *

Median bonus pay [8]



In this organization women's median bonus pay is 21% less than men's and non-binary people's median bonus pay is 36% less than men's. For every dollar men earn in median bonus pay, women earn 79 cents and non-binary people earn 64 cents in median bonus pay. *

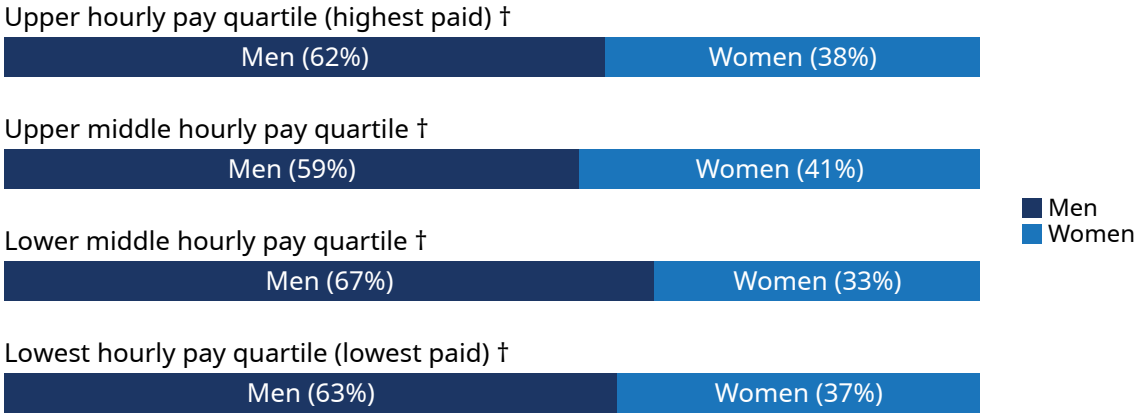
Percentage of employees in each gender category receiving bonus pay



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]



In this organization, women occupy 38% of the highest paid jobs and 37% 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.