Molson Coors Beverage Company – British Columbia – 2025 Calendar Year Pay Transparency Report

Employer	Molson Coors Canada
Address	33 Carlingview Drive Toronto, ON, M9W5E4
Reporting Year	2025
Time Period	January 1, 2025, to December 31, 2025
NAICS Code	3121 - Beverage manufacturing
Number of employees	50-299 employees in British Columbia 1000 or more in Canada

Who We Are

For more than two centuries, we've brewed beverages that unite people to celebrate all life's moments. From our core power brands Coors Light, Miller Lite, Coors Banquet, Molson Canadian, Carling, and Ožujsko to our above premium brands, including Madrí Excepcional, Staropramen, Blue Moon Belgium White and Leinekugel's Summer Shandy, to our value brands, like Miller High Life and Keystone Light, we produce many beloved and iconic beers. While our history is rooted in beer, we also offer a modern portfolio that expands beyond the beer aisle as well, including flavored beverages, spirits and non-alcoholic beverages.

Our Compensation Commitments

At Molson Coors, we're committed to paying our people fairly and equitably. This supports our ambition of building and sustaining a strong culture of highly engaged employees that unite around our shared values and reflect our diverse marketplace enabling our ability to attract and retain talent. We continually evaluate and challenge our compensation processes to ensure they are aligned with our commitments.

We conduct our own internal pay equity analyses for our salaried non-union roles that factor in non-biassed factors that can influence pay like job level, salary band, tenure, time in role, other experience, geographic location, and performance. These analyses show that our employees are paid equitably irrespective of gender.

While this report was prepared in accordance with the British Columbia Pay Transparency Act and follows the legislation's required methodology, we believe our internal analysis is a better representative approach for evaluating equitable pay as we take additional relevant factors into account. The results below are not reflective of what we believe to be true pay equity comparisons.

MOLSON COORS beverage company

Metrics

Hourly pay

1 "Mean hourly pay gap" refers to the difference in pay between gender groups calculated by average pay. Does not include bonuses and overtime.

2 "Median hourly pay gap" refers to the difference in pay between gender groups calculated by the mid-range of pay for each group. Does not include bonuses and overtime.

Overtime pay

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.

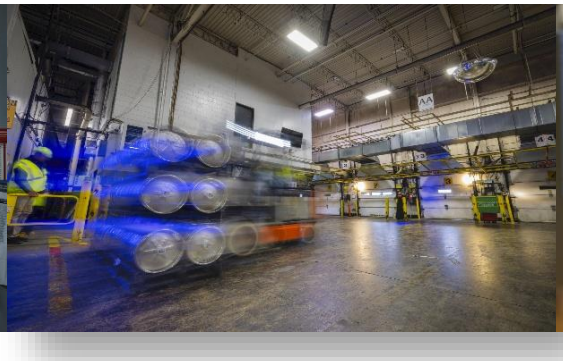
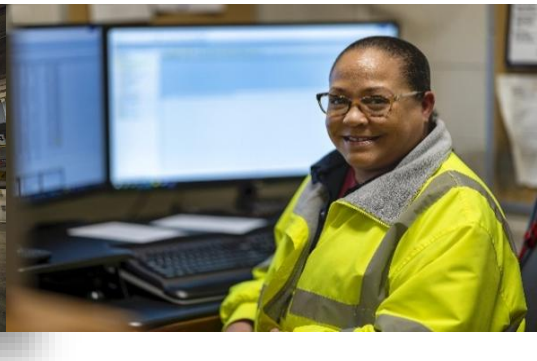
Bonus pay

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.

Pay quartiles by gender

9 "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

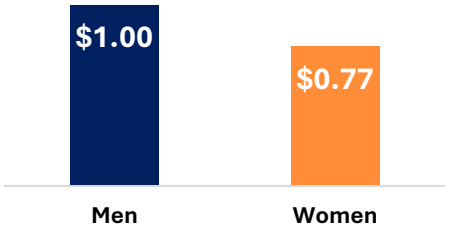



Hourly Pay

Mean Hourly Pay Gap [1]

For every dollar men earn in average hourly wages, women earn 87 cents.

Median Hourly Pay Gap [2]



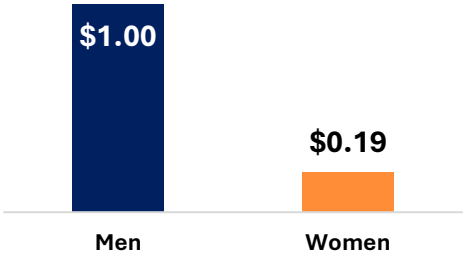
For every dollar men earn in median hourly wages, women earn 77 cents.

The figures above do not include bonus or overtime pay.

The population is predominantly male, with around 69% of employees identifying as men. While women are represented across many positions and salary ranges within the BC workforce, their representation is proportionally higher in positions associated with lower salary ranges.

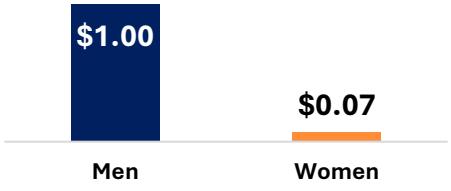
Overtime Pay

Mean Overtime Pay Gap [3]



For every dollar men earn in average overtime wages, women earn 19 cents.

Median Overtime Pay Gap [4]



For every dollar men earn in median overtime wages, women earn 7 cents.

Mean Overtime Paid Hours [5] – On average, men worked approximately 4 times as many overtime hours as women.

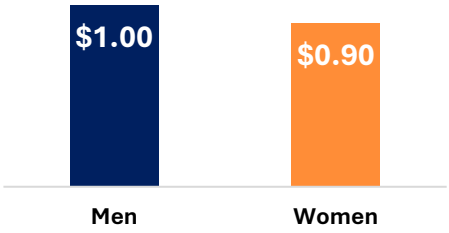
Median Overtime Paid Hours [6] – At the median, men worked approximately 10 times as many overtime hours as women.

Percentage of employees in each gender category receiving overtime pay

While a similar percentage of the population received overtime, the amount of overtime hours worked between men and women is mainly driven by the roles that each group holds and the overtime requirements of those roles.

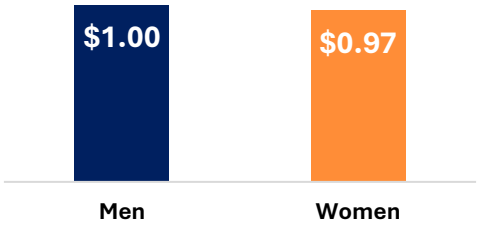
Bonus Pay

Mean Bonus Pay Gap [7]



For every dollar men earn in average bouse wages, women earn 90 cents.

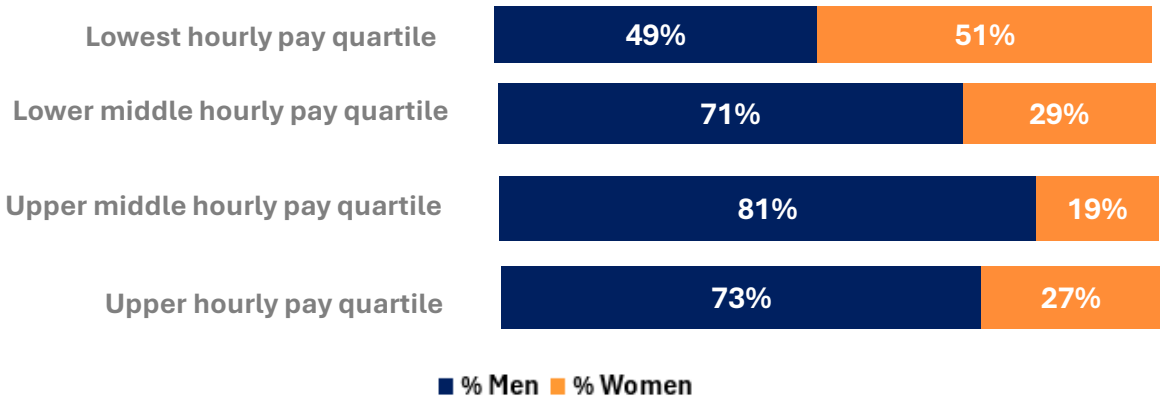
Median Bonus Pay Gap [8]



For every dollar men earn in median bonus wages, women earn 97 cents.

Bonus pay is typically offered to regular salaried non-union employees with targets established by grade level. Payments are based on salary, bonus target, business performance, individual performance and eligibility during the plan year.

Percentage of each gender in each pay quartile [9]



Women are represented throughout the organisation while they represent 51% of the lowest paid jobs and 27% of the highest paid jobs within British Columbia.

Beyond the Data: Our Culture, Programs and Commitment

This report was calculated using the required legislative methodology that shows average and median pay number for men and women without controlling for factors that can influence pay like job level, salary band, tenure, time in role, other experience, geographic location, and performance. While overall pay differences were observed, these differences were primarily associated with the distribution of men and women across different roles within the organisation. As with many organisations, workforce composition and gender representation vary across occupational groups and work location due to differences in job requirements, labour market availability and historical representation patterns within functions.

We are proud of our heritage, energized by our future, and inspired by the incredible people helping shape what comes next. While our backgrounds and experiences are diverse, we are united by a shared purpose. We believe that our people, our workplace, and the marketplace are the driving forces behind our success. Our five corporate values are deeply connected to the wellbeing of our employees, the support of our communities, and the strength of our business.

Our Put People First value is a testament to this commitment. Through a comprehensive approach to employee well-being, we offer a range of programs and initiatives designed to help our people thrive both personally and professionally. By supporting physical, mental, and financial wellbeing, we create an environment where employees can do their best work, reach their full potential, and build meaningful careers.

Equitable and transparent pay is a cornerstone of our commitment to employee wellbeing with our goal of providing information to all employees to help them understand our compensation approach and how pay decisions are made. All of our roles are evaluated within a consistent framework across the organisation to determine the total rewards package associated with each role. We regularly review and evaluate our compensation programs to help ensure they reflect our values and our compensation commitments.

We recognize the importance of supporting our people through every stage of life. From benefits and resources that assist working parents during their children's earliest years to college scholarship opportunities that help support educational aspirations, we are committed to helping employees and their families through life's most meaningful moments.

We foster connections and a sense of belonging through our Business Resource Groups (BRGs) and Employee Circles include organisations like WeCAN and BREW (Building Relationships & Empowering Women). Each of these groups is open to employees across Molson Coors and is employee-led, creating opportunities to build relationships, share experiences, and learn from one another. These organisations help employees expand their networks, strengthen their spheres of influence, and address barriers that may unintentionally hinder individuals from reaching their full potential. This includes authentically recognizing moments that are applicable to their mission like International Women's Day and Women's Equality Day through empowering programming and learning opportunities.

Through intentional creation of Personal Development Plans and Employee Review Processes, our employees receive the support needed to grow in their current roles, while guiding them to learning tools designed to support their growth within the organisation. This gives us a consistent, global approach for getting the right people with the right skills in the right roles, at the right moment. We use our Employee Review Process as a tool to measure performance against established goals and our values that then influence annual pay adjustments. Career paths and developmental opportunities are an essential component of employee engagement. We offer opportunities to participate in leadership development programs and to actively leverage our robust suite of learning resources.