CareRx
BC Pay transparency report

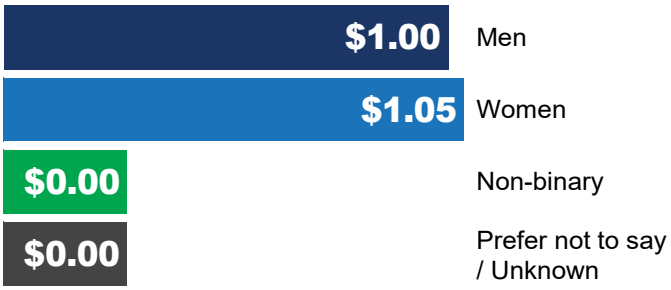
At CareRx, we are shaping the future of senior care through pharmacy services that make a real difference. As Canada's trusted leader in specialty pharmacy services for long-term care, retirement and congregate living communities, we are committed to enhancing the health of Canadians with unique and complex medication needs. Our goal is to improve clinical outcomes and provide personalized care every step of the way. We are pleased to provide an annual Pay Transparency Report in alignment with the BC Pay Transparency Act.

Employer details

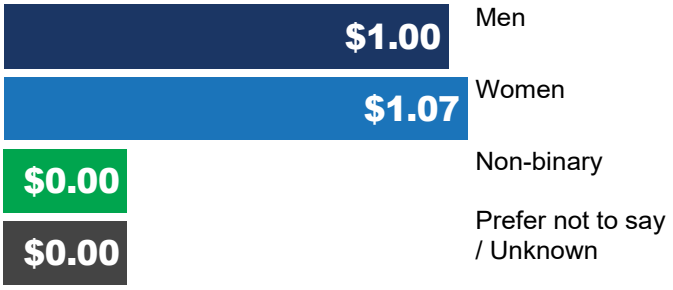
Employer:	CareRx Corporation
Address:	20 Bay St. Suite 1200 Toronto, ON M5H 4A6
Reporting Year:	2025
Time Period:	January 1, 2025 – December 31, 2025
NAICS Code:	62-Health Care and Social Assistance
Number of Employees:	300-999

Hourly pay

Mean hourly pay gap[1]



Median hourly pay gap[2]



In this organization women's average hourly wages are 5% more than men's. For every dollar men earn, women earn 1.05 dollar in average hourly wages.

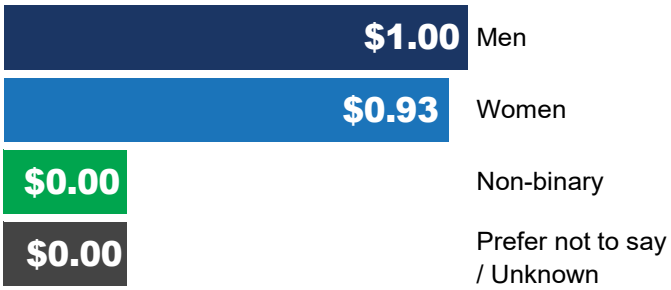
In this organization women's median hourly wages are 7% more than men's. For every dollar men earn, women earn 1.07 dollar in median hourly wages.

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.

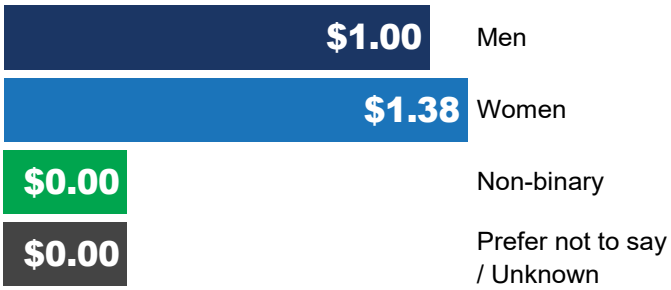
Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 7% less than men's. For every dollar men earn in average overtime pay, women earn 93 cents in average overtime pay.

Median overtime pay [4]



In this organization women's median overtime pay is 38% more than men's. For every dollar men earn, women earn 1.38 dollar in median overtime pay.

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	10
Non-binary	0
Prefer not to say / Unknown	0

In this organization the average number of overtime hours worked by women was 10 hours more than by men.

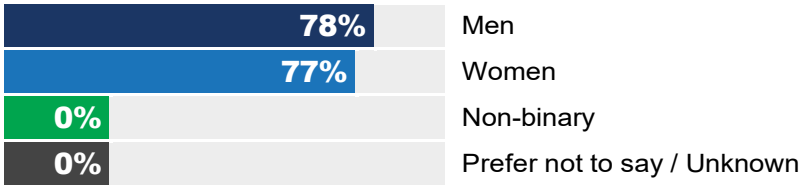
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-4
Non-binary	0
Prefer not to say / Unknown	0

In this organization the median number of overtime hours worked by women was 4 hours less 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]

$0.00	Men
$0.00	Women
$0.00	Non-binary
$0.00	Prefer not to say / Unknown

In this organization there are less than 10 employees who is receiving bonus pay.

Median bonus pay [8]

$0.00	Men
$0.00	Women
$0.00	Non-binary
$0.00	Prefer not to say / Unknown

In this organization there are less than 10 employees who is receiving bonus pay.

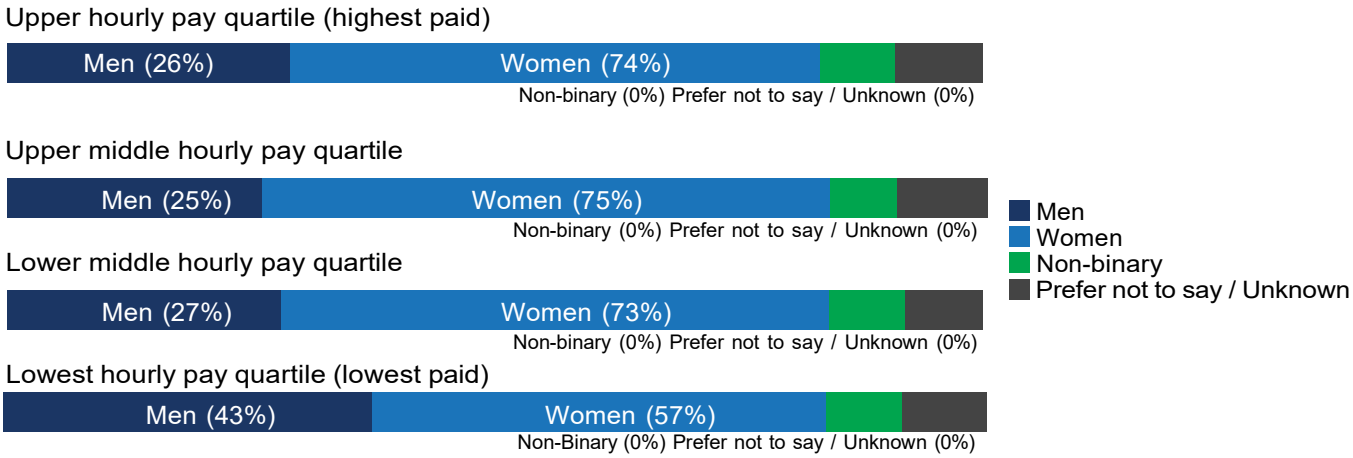
Percentage of employees in each gender category receiving bonus pay

0%	Men
0%	Women
0%	Non-binary
0%	Prefer not to say / Unknown

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 74% of the highest paid jobs and 57% of the lowest paid jobs.

Explanatory notes

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