VTech Technologies Canada LTD
British Columbia Pay Transparency Report

Vtech Technologies is an equal opportunity employer, comitted to pay transparency and working towards closing the gender pay Gap.

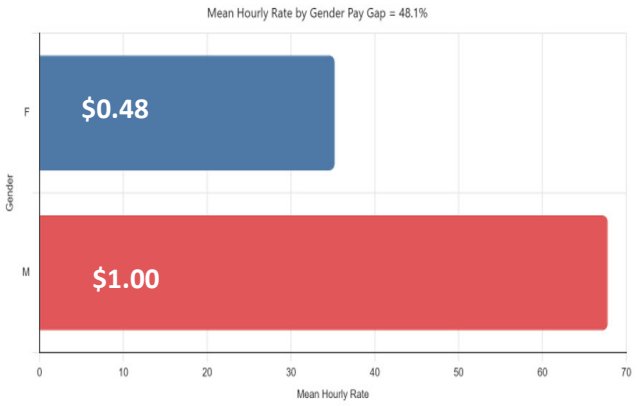
All employees, at the reporting date: Jan 1, 2026, identified as either male or female.

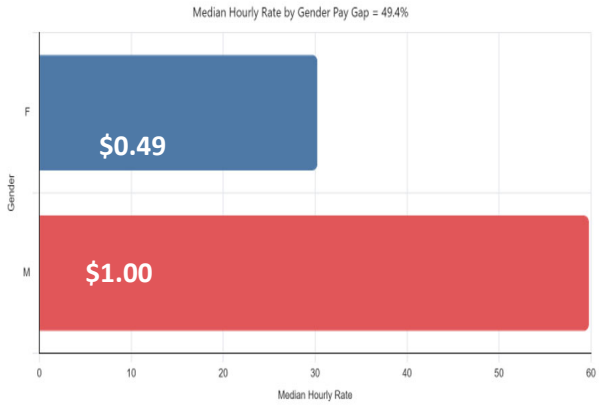
This report includes BC based employees only.

There were no bonuses or overtime paid within the reporting period.

Employer:	VTech Technologies Canada LTD
Address:	222-13888 Wireless Way, Richmond BC
Reporting Year:	2026
Reporting Period:	Jan 1, 2025 - Dec 31, 2025
NAICS:	423620 - Consumer Electronics Merchant Wholesaler
Number of Employees:	50-299

Hourly pay



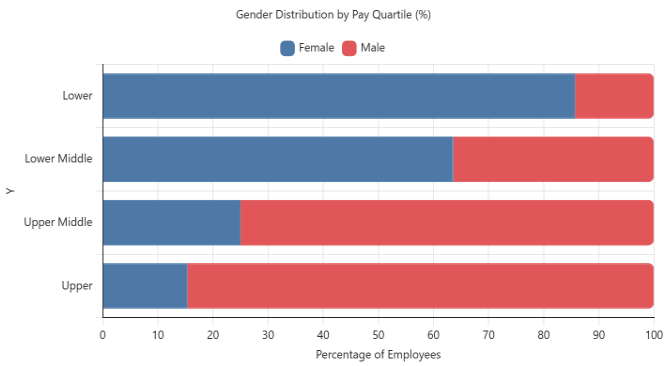


Notes:

1. "Mean Hourly pay gap" is the differece in pay between gender groups calculated by average pay.
2. "Median Hourly pay gap" is the differece in pay between gender groups calculated by the mid range of pay for each gender group.

Vtech Technologies recognizes that the gap between both mean and median hourly rates for men and women, is significant, and we are commited to reducing it.

Percentage of each gender in each pay quartile



Pay Quartile	Female	Male
Lower	85.7%	14.3%
Lower Middle	63.6%	36.4%
Upper Middle	25.0%	75.0%
Upper	15.4%	84.6%

Note:

1. "Pay quartile" refers to the percentage of each gender within four equal sized groups bases on houtly pay.

In our company, women hold 85.7% of the lowest payd jobs, and 15.4% of the highest paid jobs.