Pay Transparency Report

Employer: CUMMINS CANADA ULC
Address: 3500 1133 Melville Street, Vancouver, British Columbia V7X1L3
Reporting Year: 2026
Time Period: January 1, 2025 - December 31, 2025
NAICS Code: 44-45 – Retail Trade (*4417230 - Industrial machinery, equipment and supplies merchant wholesalers)*
Number of Employees: 50-299

Cummins Canada ULC	Pay Gap Type	Median	Mean	Percentage of Men (M) who received B/OT	Percentage of Women (W)/ Unknown (U)/ Non-Binary (NB) who received B/OT
Hourly Pay	Women/Men	16%	27%		
	Unknown/Men	0%	8%		
	Non-Binary/Men	*	*		
Overtime (OT) Pay	Women/Men	*	*	41%	*
	Unknown/Men	-662%	-97%		56%
	Non-Binary/Men	*	*		*
Overtime Paid Hours	Women/Men	*	*		
	Unknown/Men	186	153		
	Non-Binary/Men	*	*		
Bonus (B) Pay	Women/Men	-2%	38%	89%	81%
	Unknown/Men	31%	39%		94%
	Non-Binary/Men	*	*		*

* In accordance with the relevant legislation designed to protect anonymity and privacy, information for employees in this category is not provided as there are fewer than 10.

Snapshot Pay Quartiles (%)				
Gender	**Lower**	**Lower Middle**	**Upper Middle**	**Upper**
W	*	*	*	*
M	*	*	*	*
U	100%	100%	100%	100%
NB	*	*	*	*