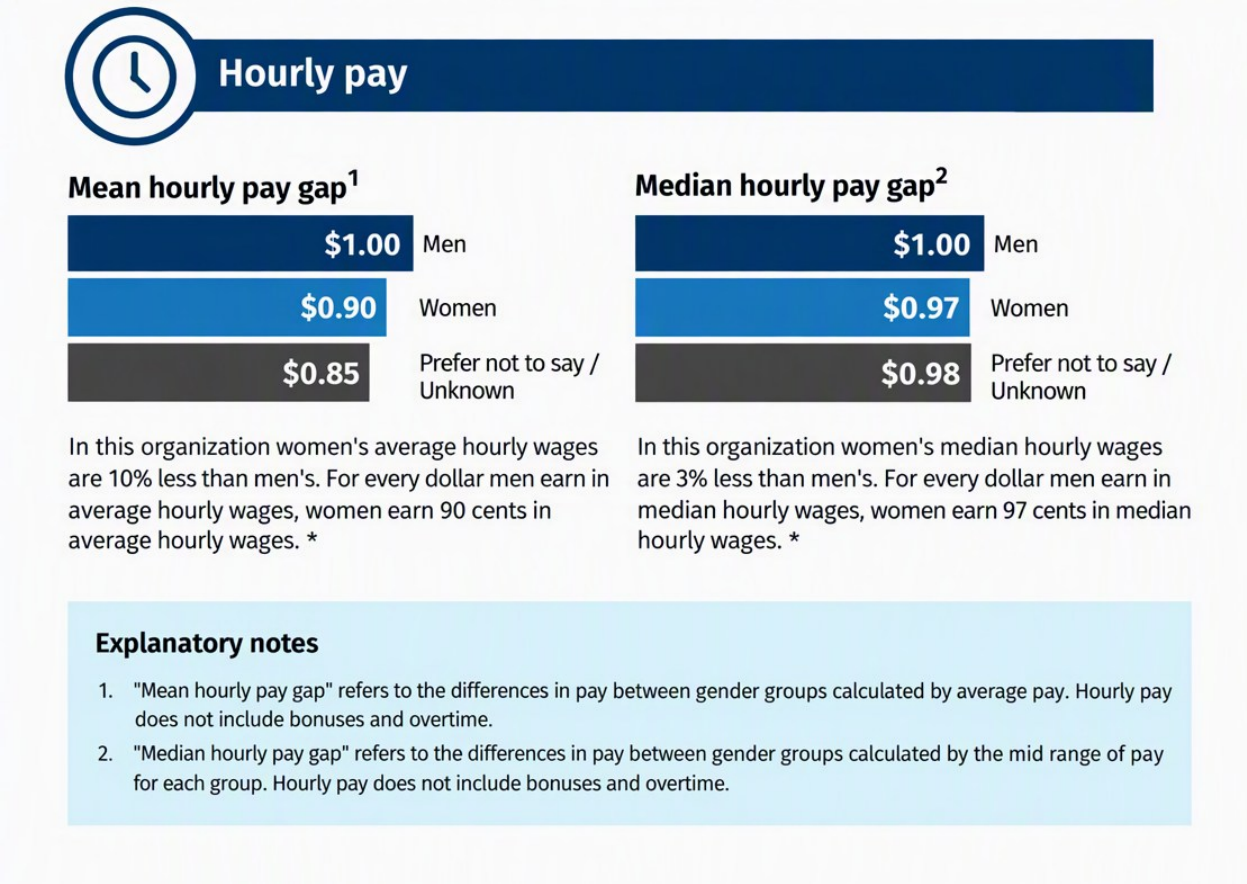
NRI Distribution

Pay Transparency Report

NRI is an equal opportunity employer and does not discriminate on the basis of race, national origin, gender, gender identity, sexual orientation, protected veteran status, disability, age, or other legally protected status. NRI is committed to fostering a fair, safer and more inclusive workforce while ensuring pay equity is achieved.

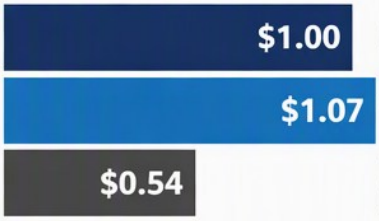
Employer Details

Employer:	NRI Distribution
Address:	8175 Dallas Drive, Kamloops BC
Reporting Year:	01 Jan 2025 to 31 Dec 2025
NAICS Code:	48-49 Transportation and warehousing
Number of Employees	300-399



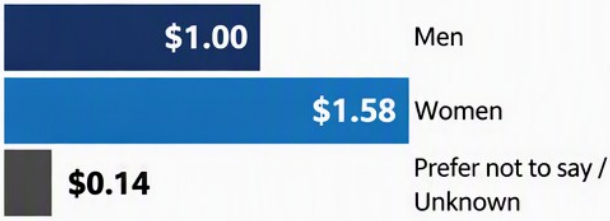
Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 7% more than men's. For every dollar men earn in average overtime pay, women earn $1.07 in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 58% more than men's. For every dollar men earn in median overtime pay, women earn $1.58 in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	3
Prefer not to say / Unknown	-17

In this organization the average number of overtime hours worked by women was 3 more than by men. *

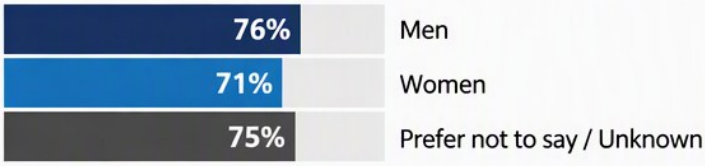
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	14
Prefer not to say / Unknown	-17

In this organization the median number of overtime hours worked by women was 14 more 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]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

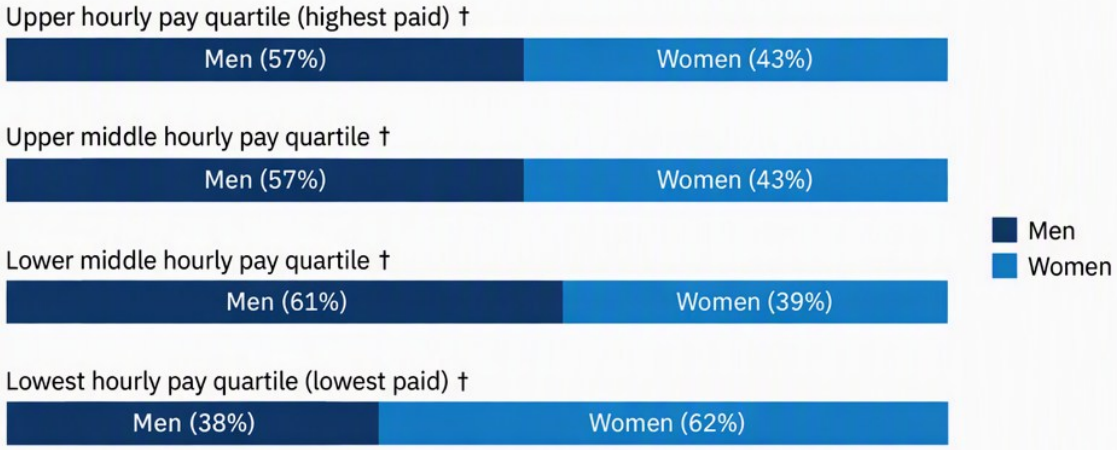
Median bonus pay [8]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving bonus pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of each gender in each pay quartile [9]



In this organization, women occupy 43% of the highest paid jobs and 62% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

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

NRI's Compensations Practices

NRI's compensation practices include:

NRI maintains a structured and transparent compensation framework designed to support fair and consistent pay practices across the organization. Compensation structures and pay ranges are established based on the requirements and responsibilities of the position and relevant labour market conditions, regardless of gender.

For hourly warehouse positions, NRI uses a grade-and-rate structure that assigns each position to a defined pay range based on the responsibilities of the role and the cost of labour in the local market. For salaried positions, NRI uses pay bands that establish the minimum, midpoint, and maximum compensation levels for each role.

To ensure compensation remains aligned with external market conditions, NRI conducts an annual comprehensive compensation analysis for the Kamloops and Surrey regions. This review considers industry benchmarks, regional market trends, and internal pay relationships to determine whether adjustments to pay bands or grade-and-rate structures are required. Adjustments are made, where appropriate, to support market competitiveness and internal pay equity.

Employee pay progression is based on individual performance rather than tenure alone. Hourly warehouse employees and salaried employees participate in a standardized performance review cycle designed to promote consistency and fairness. Performance evaluations consider individual contributions, skills, and results, with outcomes informing annual merit increases within the applicable pay range or pay band. The same compensation framework and performance-based approach apply regardless of gender.

Overall, NRI's structured approach to compensation is intended to support equitable, consistent, and competitive pay practices, while recognizing employee performance, development, and contribution to organizational goals.

Conclusion

NRI remains committed to maintaining fair, consistent, and transparent compensation practices within an inclusive workplace. The 2025 results show differences in hourly and overtime compensation among the reported gender categories, as well as differences in representation across the hourly pay quartiles. Women earned $0.90 in average hourly pay and $0.97 in median hourly pay for every $1.00 earned by men. Women also represented 43% of employees in the highest hourly pay quartile and 62% of employees in the lowest hourly pay quartile.

The report also shows that women's average and median overtime pay exceeded men's, while the percentage of employees receiving overtime pay was broadly comparable across the reported gender categories. These results demonstrate that pay outcomes may vary depending on the measure being examined and should not be interpreted based on a single indicator.

These findings should be considered alongside the report's data limitations. The calculations do not account for factors such as job classification, regional wage differences, tenure, compensation adjustments, or whether overtime was scheduled or optional. Gender information is also voluntarily provided by employees through ADP Workforce Now, and limited participation may affect how fully the results represent NRI's workforce. Accordingly, the reported differences identify areas for continued review but do not, by themselves, establish the cause of a pay difference.

NRI's compensation framework is designed to support objective and consistent pay decisions regardless of gender. Hourly warehouse positions are assigned to grade-and-rate structures, while salaried positions are assigned to established pay bands. These structures consider role responsibilities and relevant labour market conditions. Employee progression within the applicable range is informed by standardized performance evaluations that consider contributions, skills, and results. Annual compensation analyses for the Kamloops and Surrey regions further support alignment with external market conditions and internal pay relationships.

NRI will continue to review its compensation structures and workforce pay information to identify meaningful trends, better understand the factors contributing to reported differences, and determine where appropriate action may be warranted. Through ongoing analysis, consistent compensation practices, and greater employee participation in voluntary demographic reporting, NRI aims to strengthen the reliability of future reporting and support equitable, competitive, and transparent compensation for all employees.

Disclaimer/Data Constraints: Limitations and Data Considerations
This report is based on gender identity data voluntarily provided by employees using the gender field in the personal details section of ADP Workforce Now. NRI's HRIS and Payroll system. This option has been available to employees since April 2021 but not widely encouraged to answer, this creates limitations for accurate reporting. Low response rates mean results introduce some margin of error.

- *Self-selection bias: Employees who chose to provide gender data may not represent the broader workforce, which may skew results.*

- *Interpretation caution: While the results show pay gaps, these figures should be interpreted with care. Additional factors such as job classification, overtime (optional vs scheduled), tenure and wages by regional area may also influence compensation but are not reflected in this report.*