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WISMETTAC ASIAN FOODS. INC.

2026 PAY TRANSPARENCY REPORT

WISMETTAC ASIAN FOODS, INC.

Pay transparency report

In accordance with the British Columbia Pay Transparency Act, Wismettac Asian Foods, Inc. has prepared its 2026 Pay Transparency Report.

Wismettac Asian Foods, Inc. is committed to providing a workplace where employees have opportunities to grow personally and professionally, contribute to our continued success, and serve our customers with excellence. As an equal opportunity employer, we are committed to employment practices based on individual merit, qualifications, and professional competence, without discrimination on the basis of characteristics protected by applicable law.

Employer details

Employer:	WISMETTAC ASIAN FOODS, INC.
Address:	106 - 8211 Fraser Reach Court, Burnaby, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	41 - Wholesale trade
Number of Employees:	50-299



Hourly pay

Mean hourly pay gap¹

\$1.00	Men
\$0.99	Women
\$0.98	Prefer not to say / Unknown

In this organization women's average hourly wages are 1% less than men's. For every dollar men earn in average hourly wages, women earn 99 cents in average hourly wages. *

Median hourly pay gap²

\$1.00	Men
\$0.96	Women
\$1.00	Prefer not to say / Unknown

In this organization women's median hourly wages are 4% less than men's. For every dollar men earn in median hourly wages, women earn 96 cents in median hourly wages. *

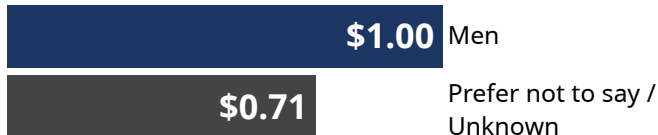
Explanatory notes

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.



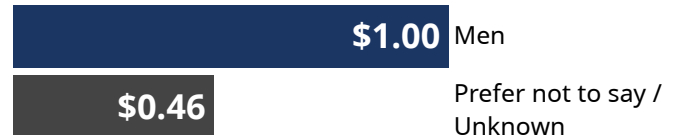
Overtime pay

Mean overtime pay³



In this organization . For every dollar men earn in average overtime pay, in average overtime pay. *

Median overtime pay⁴



In this organization . For every dollar men earn in median overtime pay, in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Prefer not to say / Unknown	-152
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In this organization . *

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Prefer not to say / Unknown	-228
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In this organization . *

Percentage of employees in each gender category receiving overtime pay



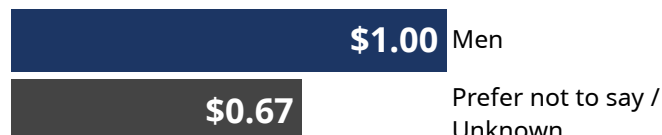
Explanatory notes

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.



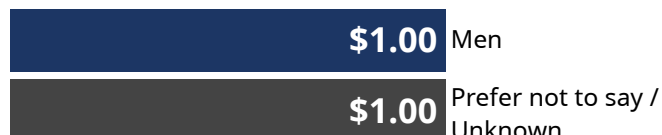
Bonus pay

Mean bonus pay ⁷



In this organization . For every dollar men earn in average bonus pay, in average bonus pay. *

Median bonus pay ⁸



In this organization . For every dollar men earn in median bonus pay, in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



Percentage of each gender in each pay quartile ⁹

Upper hourly pay quartile (highest paid) †

Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †

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

Data constraints

The gender information used in this report is voluntarily provided by employees. Employees who did not provide gender information are included in the report as "Unknown." We made reasonable efforts to provide employees with opportunities to voluntarily provide their gender information. As a result, the gender distribution reflected in this report may not fully represent the gender composition of our workforce.

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.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.