British Columbia (B.C.) Pay Transparency Report 2025

Employer	Van Houtte Coffee Services Inc./Services De Café Van Houtte Inc.
Address	3700 Jean Rivard, Montreal, QC
Reporting Year	2026
Time Period	January 1, 2025 – December 31, 2025
NAICS Code	31-33 Manufacturing
Number of Employees	50 - 299

Everything we do at Keurig Dr Pepper (KDP) starts with our purpose. Our long-standing platform for corporate responsibility, *Drink Well. Do Good*, characterizes our company's purpose and reflects on how and why our 30 000 employees worldwide contribute to the bottom line. With a vision to offer a beverage for every need, anytime, and anywhere, KDP lives that purpose by delivering great brands, great experiences, and great impact.

B.C. *Pay Transparency Act*: Definitions and Reporting Methodology

The B.C. *Pay Transparency Act* ("The Act") requires organizations with 50 or more employees in British Columbia to publish an annual pay transparency report that includes components such as hourly pay, overtime pay, and bonus pay. The Act requires organizations to report prescribed compensation measures based on gender identity , and relies on voluntary employee disclosures.

In accordance with BC's Gender and Sex Data standard, employees who do not voluntarily disclose their gender identity are included in the report and categorized under the ''Prefer not to say/Unknown'' gender category.

As part of its efforts to meet its obligations under the Act, KDP made reasonable efforts to collect gender identity information from employees in British Columbia. Employees are provided with the opportunity to voluntarily disclose their gender identity through the company's human resources information system and are periodically reminded that they may review and update this information at any time.

Due to the size of our employee population in British Columbia (≈70 employees) and the level of voluntary gender identity disclosure in certain categories (Women and Non-Binary), the minimum reporting threshold required under the *Pay Transparency Regulation* was not met for those categories during the reference period. As a result, the report presents comparisons between the "Men" and "Prefer not to say/Unknown" gender categories only.

The gender pay gap represents the differences in the average and median pay between gender categories. It is different from equal pay or pay equity, which compares the compensation of employees performing the same work, like work, or work of equal value. KDP is committed to fair and equitable pay practices and conducts regular pay equity assessments globally. These reviews help ensure parity across comparable roles and aim to identify and address statistically significant gaps based on gender or race.

[1]The following are the gender categories that apply in relation to reporting requirements under this *Regulation*: (a) Man, for an employee who identifies as a man; (b) Woman, for an employee who identifies as a woman; (c) Non-Binary, for an employee who identifies as non-binary; (d) Unknown, for an employee (i) who does not identify as being in a gender category set out in paragraph (a), (b), or (c), (ii) who does not wish to specify which gender category applies, or (iii) about whom the reporting employer does not have information respecting the employee's gender category. *British Columbia Pay Transparency Act Pay Transparency Regulation B.C. Reg. 225/2023*

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KDP's Pay Transparency Report Results– British Columbia, Canada

The results outlined below are based on data collected during the reporting period (January 1, 2025 - December 31, 2025) for employees of Van Houtte Coffee Services legal entity working in the province of British Columbia, Canada.

Mean and Median Hourly Pay

Mean Hourly Pay Gap	
Men	$1.00
Prefer Not to Say/Unknown	$1.36
Median Hourly Pay Gap	
Men	$1.00
Prefer Not to Say/Unknown	$0.96

Hourly Pay Gap and Pay Quartiles (Quartile Breakdown)

Mean Overtime Pay	This measure cannot be displayed because there is insufficient data to meet disclosure requirements
Median Overtime Pay	This measure cannot be displayed because there is insufficient data to meet disclosure requirements
Mean Overtime Paid Hours	This measure cannot be displayed because there is insufficient data to meet disclosure requirements
Median Overtime Paid Hours	This measure cannot be displayed because there is insufficient data to meet disclosure requirements
Percentage of Employees in Each Gender Category Receiving Overtime Pay	This measure cannot be displayed because there is insufficient data to meet disclosure requirements

Bonus Pay

Mean Bonus Pay	This measure cannot be displayed because there is insufficient data to meet disclosure requirements
Median Bonus Pay	This measure cannot be displayed because there is insufficient data to meet disclosure requirements
Percentage of Employees in Each Gender Category Receiving Overtime Pay	This measure cannot be displayed because there is insufficient data to meet disclosure requirements

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Percentage of Each Gender in Each Pay Quartile

Upper hourly pay quartile (highest paid)	Prefer not to say/Unknown (100%)
Upper middle hourly pay quartile	Prefer not to say/Unknown (100%)
Lower middle hourly pay quartile	Prefer not to say/Unknown (100%)
Lowest hourly pay quartile (lowest paid)	Prefer not to say/Unknown (100%)

In accordance with the B.C. Pay Transparency Regulation, gender categories with fewer than 10 employees within a pay quartile are not reported and are excluded from the total used to calculate the percentages shown. As a result, the percentages reflect only gender categories that meet the minimum reporting threshold.

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.

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. the median hourly pay rate of employees in the reference category and the median hourly rate of pay of employees in each of the other gender categories.

Mean Overtime Pay: : The difference between the mean amount of overtime pay of employees in the reference category who received overtime pay during the reporting period and the mean amount of overtime pay of employees in each of the other gender categories.

Median Overtime Pay: The difference between the median amount of overtime pay of employees in the reference category who received overtime pay during the reporting period and the median amount of overtime pay of employees in each of the other gender categories.

Mean Overtime Paid Hours: The difference between the mean number of overtime hours of employees in the reference category who worked overtime hours during the reporting period and the mean number of overtime hours of employees in each of the other gender categories.

Median Overtime Paid Hours: The difference between the median number of overtime hours of employees in the reference category who worked overtime hours during the reporting period and the median number of overtime hours of employees in each of the other gender categories.

Mean Bonus Pay: The difference between the mean amount of bonus pay of employees in the reference category who received bonus pay during the reporting period and the mean amount of bonus pay of employees in each of the other gender categories.

Median Bonus Pay: The difference between the median amount of bonus pay of employees in the reference category who received bonus pay during the reporting period and the median amount of bonus pay of employees in each of the other gender categories.

Pay Quartile: The percentage of each gender within four equal sized groups based on their hourly pay.

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KDP's Employee Safety, Health & Wellbeing Strategy

We recognize that our employees make our success possible, so we strive to provide rich and meaningful career experiences to help attract, develop and retain a team of top beverage talent that embraces a challenger mindset. That is why we aim to create an environment where all of our employees can do their best work. Our culture is based around our values that guide how we engage with each other in an open and inclusive environment, while pushing each other with high standards and accountability.

BRING YOUR FLAVOR: CONNECTION & ENGAGEMENT

We encourage our employees to collaborate and learn from each other every day. We emphasize that KDP is a place where we all belong, everyone has a voice and different perspectives are valued. This is essential to both creating a great experience for our team members and for the success of our company. Efforts in this area include our engagement survey, our recognition and listening programs and our Employee Resource Groups (ERGs).

UNCAP YOUR POTENTIAL: CAREER DEVELOPMENT

We strive to offer our employees opportunities for growth, learning and becoming a key ingredient in the company's growth. We encourage team members to own their career paths and help set their professional trajectory. Efforts in this area include our learning and development programs, the talent management and performance management processes and our trainings for managers.

FUEL YOUR WELL-BEING: TOTAL REWARDS & WORKPLACE HEALTH & SAFETY

KDP is committed to offering our employees resources to personalize their physical, mental and emotional health, and ensuring team members feel safe, valued and cared for at work and at home. Efforts in this area include our KDP benefits and wellness programs, the hybrid work environment we offer along with our health and safety programs.

PROUDLY DELIVERED: POSITIVE IMPACT

We celebrate the shared satisfaction in building a strong company with a bright future, and we strive to give our team members an understanding of how their roles fuel the success of the company and the communities we serve together. Efforts in this area include our community engagement programs and our employee communications efforts to ensure team members are up to date on our brand news and KDP Impact work.

2025 Employee Health and Wellbeing Performance

Our commitment to fostering a strong, inclusive culture that values the voices and perspectives of all our team members remains at the forefront. With the aspiration to have top beverage talent with a challenger mindset, we supported our teams through competitive benefits, career development opportunities and a workplace culture built on safety, respect, inclusivity and trust.

Our team members benefited from total rewards packages that provided eligible employees access to medical, dental, vision, life insurance and disability benefits as well as wellness benefits and retirement savings, among other benefits.

2025 Employee Health and Wellbeing Performance (continued)

We also confirmed our commitment to fair and equitable pay practices by conducting annual pay equity assessments. These reviews help ensure parity across comparable roles and are aimed at identifying and addressing any statistically significant gaps that may exist in similar roles among those of different genders or races.

A key focus in 2025 was to enable conversations at the team level to help create a dynamic and rewarding workplace. Our annual employee engagement survey solicited feedback from all team members on topics that included culture, engagement, well-being, development, leadership and work environment. 93% of employees shared their voice in the 2025 survey, an increase in participation from 91% in 2024. Findings showed that 82% of KDP employees who responded to the survey are engaged, committed to staying with KDP and have a strong sense of accomplishment from their work, up from 81% in 2024.