RIVIAN AND VOLKSWAGEN GROUP TECHNOLOGIES CANADA, INC.
British Columbia 2026 Pay Transparency Report

Employer details

Employer:	RIVIAN AND VOLKSWAGEN GROUP TECHNOLOGIES CANADA, INC.
Address:	1055 West Georgia Street 1500 Royal Centre, P.O. Box 11117, Vancouver, BC
Reporting year:	2026
Time period:	January 1, 2025 - December 31, 2025
NAICS code:	54 - Professional, scientific and technical services
Number of employees:	50-299

Scope of data. Anywhere the word employee appears includes all employees who were paid during the reporting period, regardless of hours worked or employment status. In this organization, that includes full-time employees, interns, and Co-Ops.

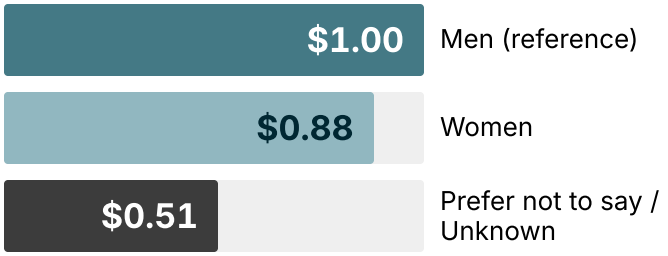
The data includes all employees based in British Columbia, whether on-site or remote.

All pay figures reflect actual pay received during 2025 (January 1 to December 31, 2025). They are not annualized, so employees who joined, left, or worked only part of the year are included with the pay they actually received. Hourly figures are calculated from ordinary pay and hours worked. Overtime and bonus figures are totals received in the period. Differences in the mix of employees across groups, including the proportion of interns and Co-Ops, can affect the results.

Where there are fewer than 10 employees in an applicable gender category (men, women, non-binary, or prefer not to say / unknown), the data for that category has been suppressed to preserve privacy.

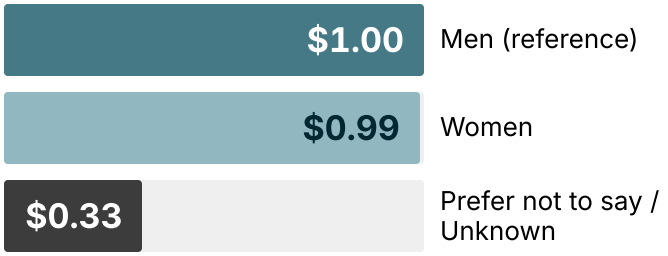
Hourly pay

Mean hourly pay gap[1]



In this organization, average hourly pay for women is 12% less than men's. For every dollar men earn in average hourly pay, women earn 88 cents. For employees who prefer not to say or are unknown, average hourly pay is 49% less than men's, or 51 cents for every dollar men earn.

Median hourly pay gap[2]



In this organization, median hourly pay for women is 1% less than men's. For every dollar men earn in median hourly pay, women earn 99 cents. For employees who prefer not to say or are unknown, median hourly pay is 67% less than men's, or 33 cents for every dollar men earn.

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 pay[3]

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

Median overtime pay[4]

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

Mean overtime paid hours[5]

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

Median overtime paid hours[6]

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

Percentage of employees in each gender category receiving overtime pay

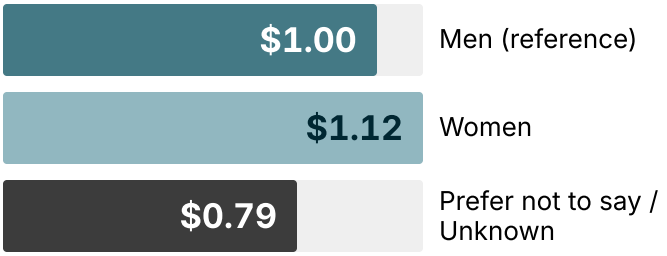
This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

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.

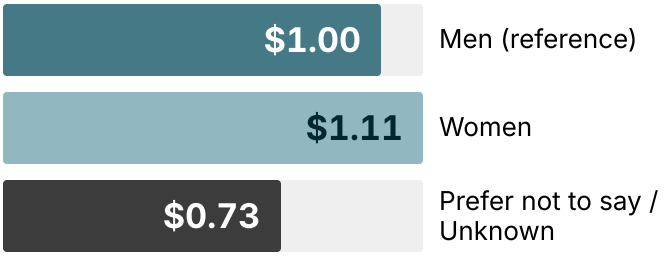
Bonus pay

Mean bonus pay gap[7]



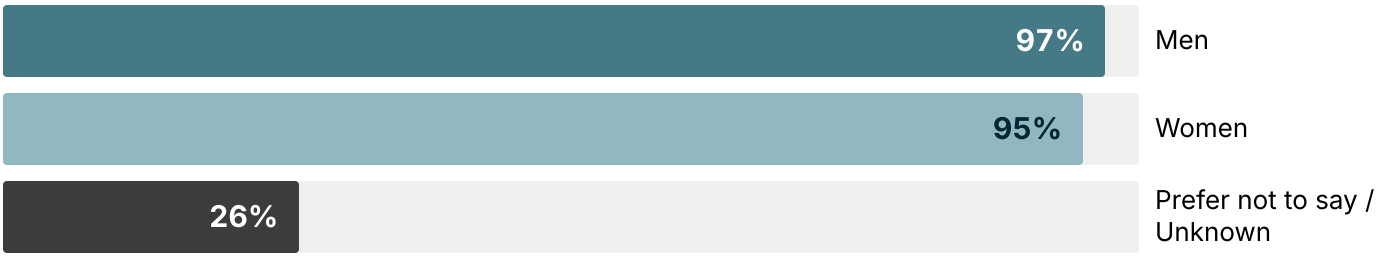
In this organization, average bonus pay for women is 12% more than men's. For every dollar men earn in average bonus pay, women earn $1.12. For employees who prefer not to say or are unknown, average bonus pay is 21% less than men's, or 79 cents for every dollar men earn.

Median bonus pay gap[8]



In this organization, median bonus pay for women is 11% more than men's. For every dollar men earn in median bonus pay, women earn $1.11. For employees who prefer not to say or are unknown, median bonus pay is 27% less than men's, or 73 cents for every dollar men earn.

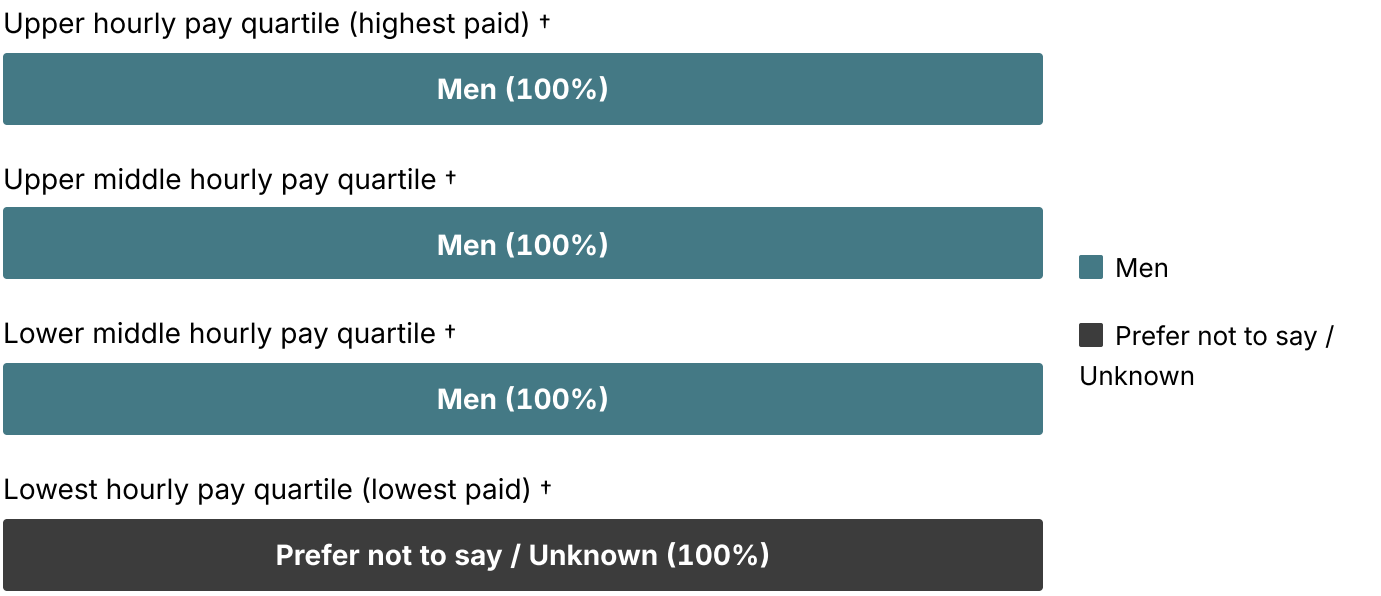
Percentage of employees receiving bonus pay



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.

Percentage of each gender in each pay quartile[9]



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

Explanatory notes

9. "Pay quartile" refers to the percentage of each gender within four equal-sized groups based on their hourly pay. A dagger (†) indicates a quartile that was reduced to suppress gender categories with fewer than ten (10) employees.

* 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.