

Modo Co-operative

Pay transparency report

Modo is a cooperative founded on social purpose: We build a sustainable, inclusive future where shared vehicles strengthen communities. Driven by people – not profit – Modo was the first carshare to open shop in BC back in 1997. Our promise is to offer an exceptional shared vehicle experience.

Modo is a leader in the ever-changing shared mobility space and our brand is well recognized and respected. Our employees share a passion for social impact; it's what draws us together to do our best.

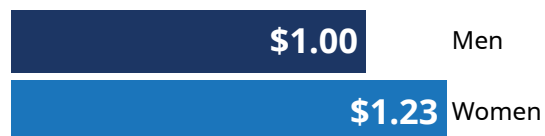
Employer details

Employer:	Modo Co-operative
Address:	1750 - 1055 WEST GEORGIA STREET, VANCOUVER, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	53 - Real estate and rental and leasing
Number of Employees:	50-299



Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 23% more than men's. For every dollar men earn in average hourly wages, women earn \$1.23 in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 15% more than men's. For every dollar men earn in median hourly wages, women earn \$1.15 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

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

Median overtime pay⁴

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

Mean overtime paid hours⁵

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

Median overtime paid hours⁶

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

Percentage of employees in each gender category receiving overtime pay

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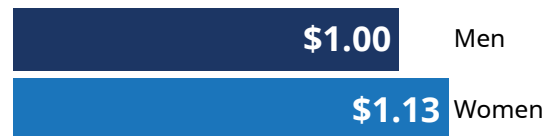
Bonus pay

Mean bonus pay⁷



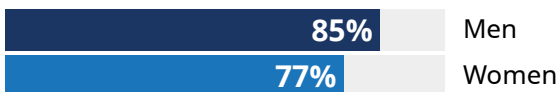
In this organization women's average bonus pay is 0% less than men's. For every dollar men earn in average bonus pay, women earn \$1.00 in average bonus pay. *

Median bonus pay⁸



In this organization women's median bonus pay is 13% more than men's. For every dollar men earn in median bonus pay, women earn \$1.13 in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



Explanatory notes

- "Mean overtime pay" refers to overtime pay when averaged for each group.
- "Median overtime pay" refers to the middle point of overtime pay for each group.
- "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
- "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.
- "Mean bonus pay" refers to bonus pay when averaged for each group.
- "Median bonus pay" refers to the middle point of bonus pay for each group.



Percentage of each gender in each pay quartile ⁹

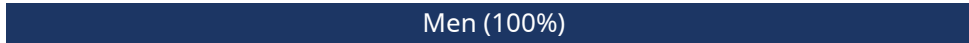
Upper hourly pay quartile (highest paid) †



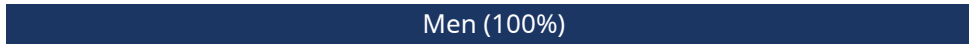
Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women

In this organization, women occupy 48% of the highest paid jobs.

† 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.

* 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.