COINBASE CANADA, INC.
Pay transparency report

Coinbase is on a mission to increase economic freedom in the world. Coinbase Canada, Inc. has employees based in British Columbia, and this report covers them for the period January 1 to December 31, 2025, as required by the BC Pay Transparency Act.

Coinbase has a transparent and equitable compensation philosophy. Men and women in the same role and level have the same base salary, bonus multiplier and equity target. Gender does not determine these pay targets. Compensation is reviewed annually by role and level, and adjustments to those targets apply consistently to employees in the same role and level.

Gender pay gaps and pay equity measure different things. Pay equity concerns equitable compensation for the same or comparable work and is a natural outcome of Coinbase's current pay practices. The figures in this report, however, compare average and median pay across men and women in our BC workforce, without accounting for their different roles or levels. An employer like Coinbase can therefore pay equitably and still have a gender pay gap.

Our reported gap reflects the fact that men and women occupy different proportions of different roles and levels in the business, and compensation for all roles and levels is dependent on responsibilities required for each role and level. Currently, men make up a larger share of our BC workforce and at the present moment hold more of the senior, higher-paid roles, which are filled on the basis of merit. The gap therefore describes overall earnings differences; it does not mean that men and women in the same role and level have different pay targets. If it happened that in the future the senior roles were occupied by women, it is highly likely that our gender pay gap metrics would be in favor of women, particularly on a mean basis. But gender will not come into consideration when we hire for any role.

Coinbase hires and promotes on merit and rewards employees competitively for their roles and responsibilities. We remain confident in our compensation approach and committed to applying it fairly and consistently.

Employer details

Employer:	COINBASE CANADA, INC.
Address:	2400 - 745 Thurlow Street, Vancouver, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	52 - Finance and insurance
Number of Employees:	50-299

Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 10% less than men's. For every dollar men earn in average hourly wages, women earn 90 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 14% less than men's. For every dollar men earn in median hourly wages, women earn 86 cents in median hourly wages. *

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

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.
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.

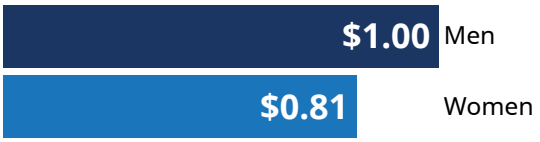
Bonus pay

Mean bonus pay [7]



In this organization women's average bonus pay is 55% less than men's. For every dollar men earn in average bonus pay, women earn 45 cents in average bonus pay. *

Median bonus pay [8]

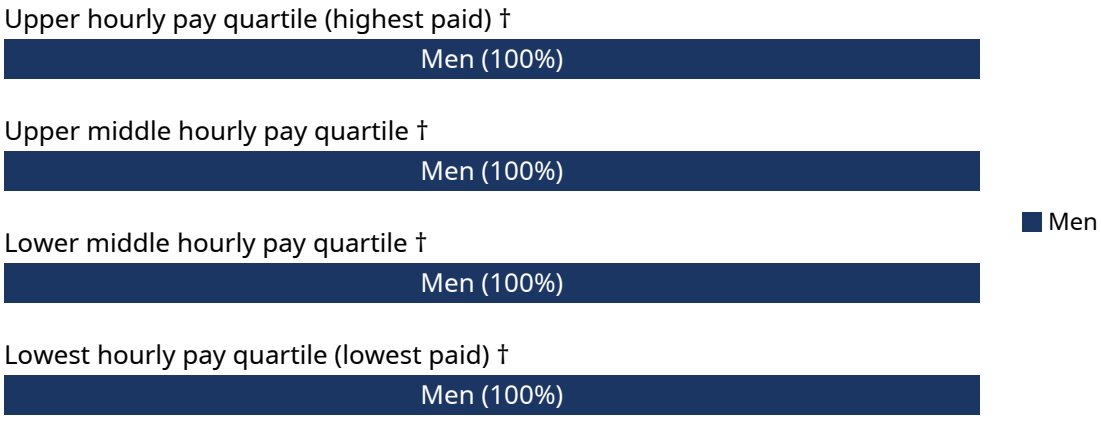


In this organization women's median bonus pay is 19% less than men's. For every dollar men earn in median bonus pay, women earn 81 cents in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



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

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.

Data constraints

- This report covers 107 employees, approximately 21% of whom are women. In a population of this size, individual pay or bonus amounts can materially affect the results, particularly the mean figures.
- Under the Act's privacy rules, gender groups with fewer than 10 employees are suppressed. As a result, the pay-quartile section shows only men, although women are employed in every quartile.
- Overtime figures are not shown because no overtime was worked or paid during the reporting period.
- Hourly pay is calculated from recorded hours, so employees who joined or left during the year, or who took leave, may show different hourly rates even on the same salary.
- Bonus pay includes equity (RSU) awards that vested during the year, as well as cash bonuses, which are a percentage of base salary, with payouts adjusted by company and individual performance multipliers.

* 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.