British Columbia Pay Transparency Report – 2026
Torrid Canada Inc.

Introduction

Torrid is committed to pay transparency and helping to close the gender pay gap. This pay transparency report for 2026 has been prepared in accordance with British Columbia's *Pay Transparency Act* and *Pay Transparency Regulation* (the "Regulation").

Employer Details

Reporting Employer:	Torrid Canada Inc.
Mailing Address:	18501 E. San Jose Ave., City of Industry, CA, 91748 USA
NAICS Code:	44-45 Retail Trade
Reporting Period:	January 1, 2025 to December 31, 2025
Number of Employees as of January 1, 2026:	50-299
Reference Category:	None

Explanation of Information Not Included

The Regulation prohibits the disclosure of certain pay information relating to gender categories with fewer than 10 employees. Torrid had fewer than 10 employees in each of the gender categories "Man," "Non-binary" and "Unknown" during the reporting period. Accordingly, pursuant to section 1(5) of the Regulation, there is no reference category for the reporting period.

Because there is no reference category and in accordance with section 3(1)(g) of the Regulation, this report does not include the comparative information described in section 3(2) of the Regulation across the gender categories concerning mean or median hourly rate of pay, overtime pay, overtime hours worked or bonus pay, or representation of gender categories within the four pay segments.

Further, pursuant to section 3(3)(a) of the Regulation, this report does not include, in respect of the Man, Non-binary and Unknown gender categories, the percentages of employees who received overtime pay or bonus pay as described in section 3(1)(h), or the comparative information concerning hourly rate of pay, overtime pay, overtime hours worked or bonus pay described in sections 3(2)(a) to (h), because each of those gender categories had fewer than 10 employees.

Finally, because “Woman” was the only gender category with 10 or more employees, pursuant to section 3(3)(b) of the Regulation, this report does not include the percentages of employees in each gender category who received overtime pay or bonus pay, as described in section 3(1)(h), or information about the representation of gender categories within the four pay segments, as described in section 13 of the Regulation.

Conclusion

Due to the employee distribution among the gender categories and the statutory requirements and exclusions described above, there is no quantitative pay transparency data that Torrid is permitted or required to include in this report.

Publication Date

November 1, 2026