PETRONAS ENERGY CANADA LTD. Pay transparency report

PETRONAS Canada is a leader in responsible natural gas development and a progressive energy partner, well-positioned to provide global markets with Canadian energy. The company is headquartered in Calgary, Alberta, with operations in Northeast B.C.

Employer details

Employer:	PETRONAS ENERGY CANADA LTD.
Address:	1600, 215 - 2ND STREET SW, CALGARY, AB
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	21 - Mining, quarrying, and oil and gas extraction
Number of Employees:	50-299

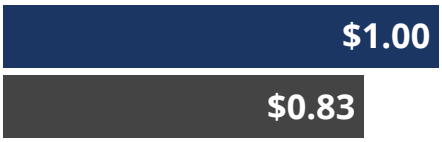
Hourly pay

Mean hourly pay gap[1]



In this organization prefer not to say / unknown's average hourly wages are 16% less than men's. For every dollar men earn in average hourly wages, prefer not to say / unknown earn 84 cents in average hourly wages. *

Median hourly pay gap[2]



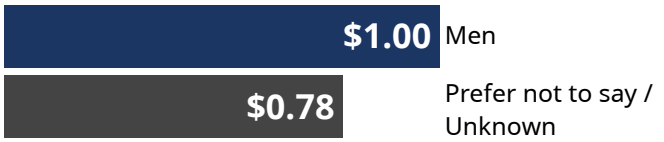
In this organization prefer not to say / unknown's median hourly wages are 17% less than men's. For every dollar men earn in median hourly wages, prefer not to say / unknown earn 83 cents in median hourly wages. *

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.

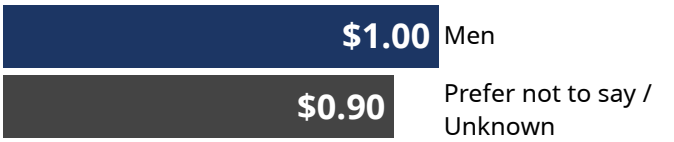
Overtime pay

Mean overtime pay [3]



In this organization prefer not to say / unknown's average overtime pay is 22% less than men's. For every dollar men earn in average overtime pay, prefer not to say / unknown earn 78 cents in average overtime pay. *

Median overtime pay [4]



In this organization prefer not to say / unknown's median overtime pay is 10% less than men's. For every dollar men earn in median overtime pay, prefer not to say / unknown earn 90 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Prefer not to say / Unknown	-44

In this organization the average number of overtime hours worked by prefer not to say / unknown was 44 less than by men. *

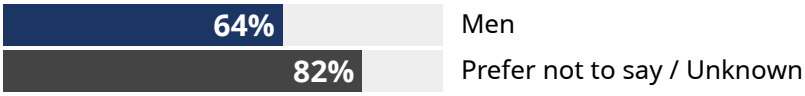
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Prefer not to say / Unknown	-15

In this organization the median number of overtime hours worked by prefer not to say / unknown was 15 less than by men. *

Percentage of employees in each gender category receiving overtime pay

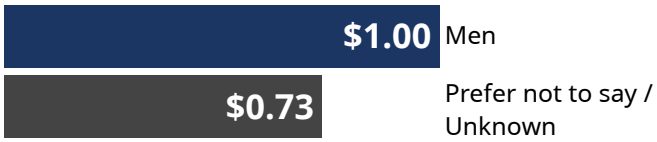


Explanatory notes

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.

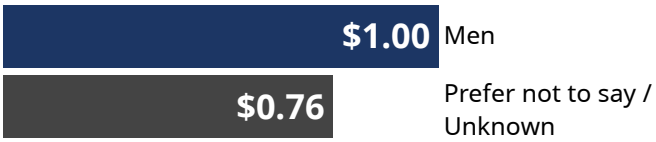
Bonus pay

Mean bonus pay [7]



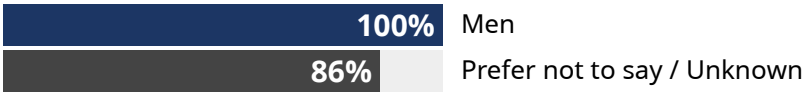
In this organization prefer not to say / unknown's average bonus pay is 27% less than men's. For every dollar men earn in average bonus pay, prefer not to say / unknown earn 73 cents in average bonus pay. *

Median bonus pay [8]



In this organization prefer not to say / unknown's median bonus pay is 24% less than men's. For every dollar men earn in median bonus pay, prefer not to say / unknown earn 76 cents in median bonus pay. *

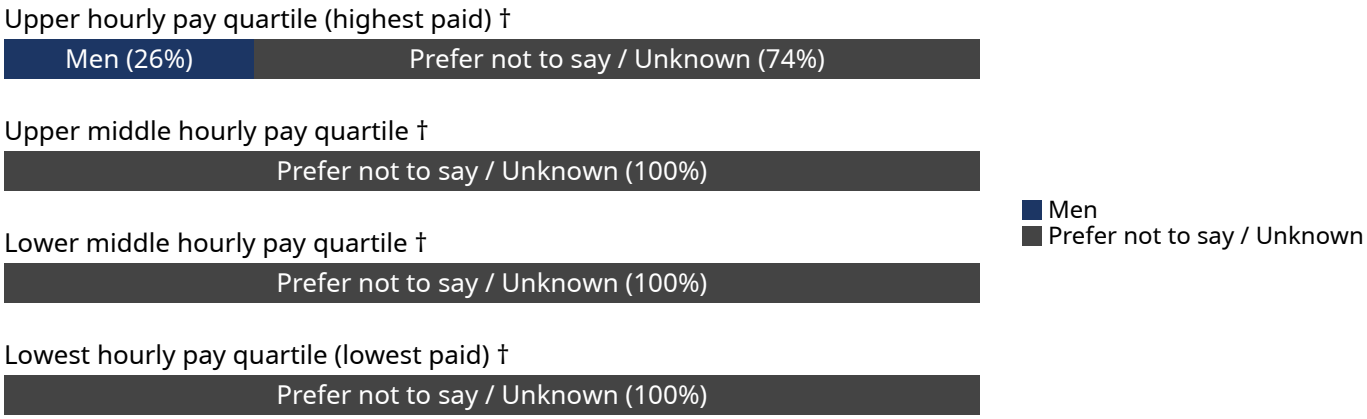
Percentage of employees in each gender category receiving bonus pay



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]



In this organization, Prefer not to say / Unknown occupy 74% of the highest paid jobs and 100% of the lowest paid jobs.

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

Data constraints

Gender data was sought from and voluntarily provided by employees. Employees had the option to identify as being man, woman, non-binary, or prefer not to say. Employees who chose not to respond were included in the prefer not to say category.
In order to protect the anonymity and privacy of respondents, one or more gender categories have been excluded due to insufficient numbers to meet disclosure requirements.

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.