BC pay transparency report.

Wood Canada Limited / Wood Canada Limitee
Reporting year: 2026

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Wood is a global leader in consulting, engineering and operations for the energy and materials sectors. With 33,000 people in around 50 countries, Wood supports clients across the full asset lifecycle, delivering safe, predictable outcomes while enabling resilient operations and a lower carbon future. Wood forms the Energy & Materials pillar of Sidara - a global partnership uniting leading multidisciplinary engineering, design, and project management companies.



Introduction

This report is prepared by Wood Canada Limited in accordance with the provisions of British Columbia's Pay Transparency Act for the calendar year of 2025.

Wood is a people business, and our people will always be our differentiator. We are committed to providing transparent, internally fair and externally competitive reward for our people in return for the work they do, whilst ensuring that we are responsible with our spend on reward. Our priority is to ensure our people feel valued, are rewarded competitively and are treated fairly and inclusively.

We are passionate about building an inspired and inclusive culture. Our focus on diversity and inclusion aims to make Wood a great place to work, where all our remarkable people feel respected and empowered to succeed.

Gender Pay Analysis

Wood's 2026 report demonstrates progress in reducing the overall average hourly pay gap. Women's average hourly earnings increased from 76% to 78% of men's average hourly earnings, representing a 2% improvement compared with the previous reporting period.

The median pay gap remains at 73% with women's median hourly wages being 27% less than men. Female representation within the highest pay quartile increased from 13% to 15%, reflecting a 2% improvement year over year.

While these trends are encouraging, the report highlights ongoing challenges related to workforce composition and overtime opportunities in the industries in which Wood operates. Engineering, construction, and technical sectors continue to attract a higher percentage of male employees, particularly in technical, field-based, site, and offshore roles. As a result, women remain under represented in many senior technical and higher-paying positions. Differences in overtime earnings also contribute to the reported pay gap. Women are more frequently represented in positions that do not typically require or offer regular overtime opportunities.

It is important to note that the reporting requirements under the Pay Transparency Act measure differences in mean and median earnings across the workforce and do not assess whether employees receive equal pay for performing the same or substantially similar work. The reported pay gaps may therefore reflect factors such as occupational distribution, workforce demographics, tenure, experience, qualifications, and job level, rather than unequal pay practices. Wood remains committed to maintaining fair and equitable compensation practices, with pay decisions based on role requirements, skills, experience, qualifications, and performance.

Addressing the gap

Wood remains committed to providing equitable opportunities for growth, development, and career progression for all employees. We continue to monitor key demographic data and measure progress against diversity and inclusion objectives to improve representation across all levels of the organization.

Continued focus on increasing female representation in senior and higher-paid technical roles will be critical to achieving longer-term pay equity objectives. We aim to do this by expanding our employee networks, empowering our leadership teams to have action plans to drive sustainable, inclusive change to reflect the communities we operate in, continuing our focus on balanced intake at the early career stage and tracking diversity statistics on an ongoing basis across our business.

We believe these actions, combined with our continued commitment to ensuring employees performing the same role in the same location with comparable skills, experience, and responsibilities are compensated fairly regardless of gender, will contribute to meaningful and sustainable progress in reducing the gender pay gap over time.

Employer details

Employer:	WOOD CANADA LIMITED / WOOD CANADA LIMITEE
Address:	Suite 420, 2535 3rd Avenue SE, Calgary, AB T2A 7W5
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	54 - Professional, scientific and technical services
Number of Employees:	50-299

Percentage of each gender in each pay quartile[1]

Upper hourly pay quartile (highest paid)†



Upper middle hourly pay quartile†



Lower middle hourly pay quartile†



Lowest hourly pay quartile (lowest paid)†



In this organization, women occupy 15% of the highest paid jobs and 50% of the lowest paid jobs.

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

Explanatory notes

1. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

Hourly pay

Mean hourly pay gap[2]



In this organization women's average hourly wages are 22% less than men's. For every dollar men earn in average hourly wages, women earn 78 cents in average hourly wages.*

Median hourly pay gap[3]



In this organization women's median hourly wages are 27% less than men's. For every dollar men earn in median hourly wages, women earn 73 cents in median hourly wages.*

Explanatory notes

2. "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.
3. "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[4]



In this organization women's average overtime pay is 66% less than men's. For every dollar men earn in average overtime pay, women earn 34 cents in average overtime pay.*

Median overtime pay[5]



In this organization women's median overtime pay is 75% less than men's. For every dollar men earn in median overtime pay, women earn 25 cents in median overtime pay. *

Mean overtime paid hours[6]

Difference as compared to reference group (Men). In this organization the average number of overtime hours worked by women was 74 less than by men.*

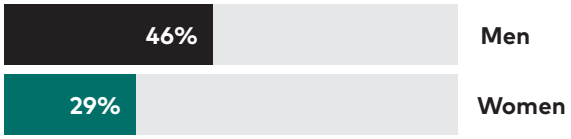
Women
-74

Median overtime paid hours[7]

Difference as compared to reference group (Men). In this organization the median number of overtime hours worked by women was 42 less than by men.*

Women
-42

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

4. "Mean overtime pay" refers to overtime pay when averaged for each group.
5. "Median overtime pay" refers to the middle point of overtime pay for each group.
6. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
7. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

Bonus pay

Mean bonus pay[8]

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

Median bonus pay[9]

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

Percentage of employees in each gender category receiving bonus pay

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

Explanatory notes

8. "Mean bonus pay" refers to bonus pay when averaged for each group.
9. "Median bonus pay" refers to the middle point of bonus pay for each group.

* 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.

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