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2026 British Columbia pay transparency report

Prepared under the Pay Transparency Act and Pay Transparency Regulation

Ovintiv Canada ULC

Reporting period: January 1, 2025, to December 31, 2025

About this report

This report is prepared by Ovintiv Canada ULC in accordance with British Columbia's Pay Transparency Act and Pay Transparency Regulation.

Employer details

Item	Detail
Employer	Ovintiv Canada ULC
Mailing address	500 Centre Street SE, PO Box 2850, Calgary, AB T2P 2S5
Reporting year	2026
Reporting period	January 1, 2025, to December 31, 2025
NAICS code	21 - Mining, quarrying, and oil and gas extraction
Number of employees in B.C. (January 1, 2026)	50-299
Reference category	Man

Who we are

About Ovintiv

We're one of the largest producers of oil and natural gas in North America, with a focused portfolio in the U.S. and Canada. Our teams develop high-quality shale assets to meet the world's growing need for reliable energy. We want to improve people's lives, and our values reflect that goal.

Our people in British Columbia

Our B.C. team is part of our Montney operations, one of the largest unconventional oil and natural gas resource plays in North America, where we hold a large, contiguous land position across Alberta and British Columbia. Our B.C. employees work primarily in field and plant operations roles in and around

Dawson Creek, Bissette, Tumbler Ridge and Fort Nelson, supported by technical and business roles.

How we approach pay

At Ovintiv, how we work is as important as what we produce, and that includes how we pay our people. Pay is based on the role a person holds, the skills and experience they bring and the results they deliver. Each role is assigned to a salary range set using external market data, and we apply the same processes when setting and reviewing pay across our workforce. Eligible employees also participate in our annual incentive program, which is linked to our company scorecard, including safety performance, so our people share in the results we deliver together.

To support a workplace where contributions are recognized and rewarded fairly, we also regularly review compensation.

A note on our data

Sharing gender information was voluntary. Gender information was not provided for most employees covered in this report, including some who had left Ovintiv or moved to roles outside B.C. before the information was requested. All employees without gender information are reported in the Unknown category, as required by the Regulation.

This means our results compare employees who identified as men with employees whose gender is Unknown. They should be read with care and should not be taken to represent pay by gender across our entire B.C. workforce. The comparisons in this report are separate from our Equal Pay for Equal Work analysis.

Understanding the results

Item	Explanation
Gender categories	Man, Woman, Non-binary and Unknown, as set by the Pay Transparency Regulation. Gender information was provided voluntarily by employees. Employees who did not provide gender information are included in the Unknown category.
Reference category	Man. Each pay gap compares a gender category with the reference category.
Reading a pay gap	A positive gap means the category earns less than the reference category. A negative gap means the category earns more.
Overtime hours	Shown as a difference in hours, rounded to the nearest whole hour. A negative number means the category worked more overtime hours than the reference category.
Overtime and bonus pay	Gaps compare only employees who received that type of pay.
Not shown	Results are not shown for any gender category with fewer than 10 employees, or with fewer than 10 employees in a pay quartile, to protect employee privacy.

Results

Table 1. Hourly pay

Measure (compared with Man)	Woman	Non-binary	Unknown
Mean hourly pay gap	Not shown	Not shown	5%
Median hourly pay gap	Not shown	Not shown	11%

Table 2. Overtime pay and overtime hours

Measure (compared with Man)	Woman	Non-binary	Unknown
Mean overtime pay gap	Not shown	Not shown	-13%
Median overtime pay gap	Not shown	Not shown	0%
Mean overtime hours difference	Not shown	Not shown	-15 hours
Median overtime hours difference	Not shown	Not shown	-8 hours

Table 3. Percentage of employees who received overtime pay

	Man	Woman	Non-binary	Unknown
Received overtime pay	84%	Not shown	Not shown	79%

Table 4. Bonus pay

Measure (compared with Man)	Woman	Non-binary	Unknown
Mean bonus pay gap	Not shown	Not shown	18%
Median bonus pay gap	Not shown	Not shown	16%

Table 5. Percentage of employees who received bonus pay

	Man	Woman	Non-binary	Unknown
Received bonus pay	95%	Not shown	Not shown	92%



Results (continued)

Table 6. Hourly pay quartiles

Hourly pay quartile	Man	Woman	Non-binary	Unknown
Upper quartile (highest paid)	Not shown	Not shown	Not shown	100%
Upper middle quartile	Not shown	Not shown	Not shown	100%
Lower middle quartile	Not shown	Not shown	Not shown	100%
Lower quartile (lowest paid)	Not shown	Not shown	Not shown	100%

Men, women and non-binary employees are not shown in any pay quartile because each had fewer than 10 employees in that quartile. Percentages are calculated on the remaining employees in each quartile, as the Regulation requires.