PEMBINA PIPELINE CORPORATION British Columbia Pay Transparency Report

Employer details

Employer:	PEMBINA PIPELINE CORPORATION
Address:	585 - 8 AVENUE SW, SUITE 4000, CALGARY, AB
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	22 - Utilities
Number of Employees:	50-299

About Pembina Pipeline Corporation's Workforce

This report presents aggregate pay outcomes across Pembina Pipeline Corporation (Pembina)'s British Columbia workforce using the methodology prescribed under British Columbia's Pay Transparency Act reporting framework. This report is different from an assessment of equal pay for equal or comparable work. This report only compares average pay across the workforce and does not adjust for role, job level, occupation, seniority, qualifications, or other compensable factors.

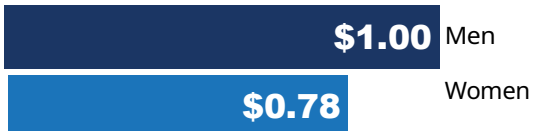
Pembina's British Columbia workforce is relatively small, and women represent a limited proportion of the employees included in the report. There are less women in more senior and higher-paying technical, operational, skilled-trades, and leadership roles. These differences in workforce composition materially influence the aggregate pay results.

Small employee populations can make reported outcomes more sensitive to individual workforce changes. In addition, certain information is suppressed where disclosure thresholds are not met, in accordance with reporting requirements intended to protect employee's anonymity and privacy. The results should therefore be interpreted as high-level indicators of workforce representation and aggregate pay outcomes, rather than as a direct comparison of employees performing the same or similar work.

Pembina is committed to fair, equitable, and market-competitive compensation practices. We will continue to monitor compensation outcomes and support inclusive recruitment, development, and career progression across our workforce. For more information on Pembina's EDI initiatives, review our website for more information.

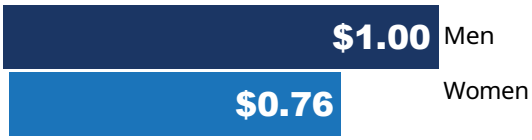
Hourly pay

Mean hourly pay gap[1]



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[2]



In this organization women's median hourly wages are 24% less than men's. For every dollar men earn in median hourly wages, women earn 76 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.

Why is there a pay difference?

Women are currently underrepresented in more senior and higher-paying technical, operational, skilled trades, and leadership roles. This difference in representation contributes to the overall average hourly pay difference.

Pembina has a pay-for-performance compensation philosophy, meaning individual salaries may vary based on relevant experience and performance in the role. While employees in the same job are subject to the same salary range, individual compensation may differ based on these factors.

Pembina is committed to being an equal opportunity employer and to fostering an inclusive workplace where employment decisions are based on qualifications, experience, performance, and business requirements. We support pay equity through consistent compensation frameworks and ongoing review of compensation outcomes, alongside inclusive recruitment, employee development, and career progression initiatives intended to broaden representation across roles and levels.

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]

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Median overtime paid hours [6]

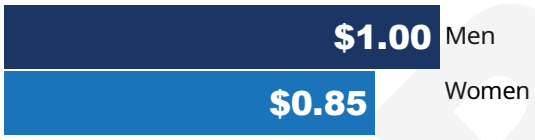
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Percentage of employees in each gender category receiving overtime pay

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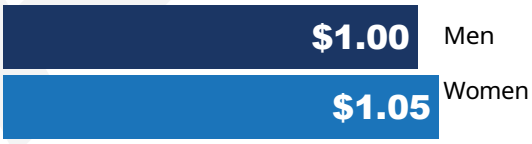
Bonus pay

Mean bonus pay [7]



In this organization women's average bonus pay is 15% less than men's. For every dollar men earn in average bonus pay, women earn 85 cents in average bonus pay. *

Median bonus pay [8]



In this organization women's median bonus pay is 5% more than men's. For every dollar men earn in median bonus pay, women earn $1.05 in median bonus pay. *

Why is there a pay difference?

Women are currently underrepresented in more senior and higher-paying technical, operational, skilled trades and leadership roles which have higher bonus targets. This difference in representation contributes to the overall average bonus pay difference.

Pembina has a pay-for-performance compensation philosophy, meaning individual bonuses vary based on annual performance in the role. While employees in the same job are subject to the same bonus structure, individual compensation may differ based on this factor.

Percentage of employees in each gender category receiving bonus pay

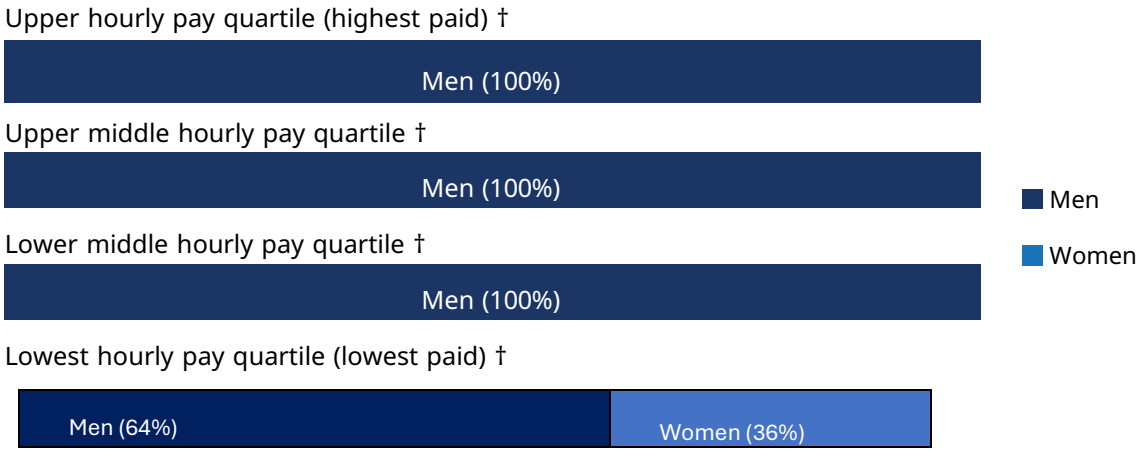


Explanatory notes

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.
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.

DRAFT

Percentage of each gender in each pay quartile [9]



In this organization, women occupy 36% of the lowest paid jobs.

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

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.