NORTHRIVER MIDSTREAM INC.
Pay transparency report

This report presents aggregate pay information for NorthRiver Midstream's British Columbia workforce in accordance with British Columbia's Pay Transparency Act reporting framework. The results reflect overall pay differences across the B.C. workforce and are not an assessment of equal pay for equal or comparable work. The reporting methodology does not adjust for differences in role, job level, occupation, seniority, qualifications, or other factors that may influence compensation.

NorthRiver's B.C. workforce is predominantly unionized, with compensation for unionized employees governed by the applicable collective agreements, including established wage rates and job classifications. This report does not distinguish between unionized and non-union employees, and therefore combines employees whose compensation is determined under different compensation structures. As a result, differences in the composition of NorthRiver's unionized and non-union workforce, including the types of roles, classifications, and representation within each group, may influence the aggregate pay outcomes reflected in this report. Therefore, the results should be interpreted with this workforce composition in mind.

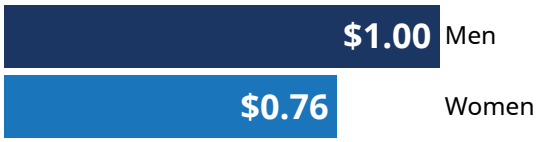
NorthRiver remains committed to fair, equitable, and market-competitive compensation practices and will continue to monitor compensation outcomes across our workforce.

Employer details

Employer:	NORTHRIVER MIDSTREAM INC.
Address:	181 BAY STREET, SUITE 300, TORONTO, ON
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	22 - Utilities
Number of Employees:	50-299

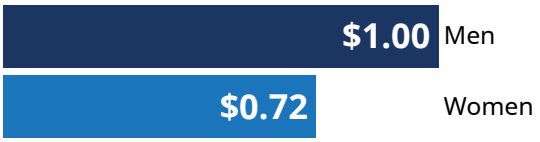
Hourly pay

Mean hourly pay gap[1]



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

Median hourly pay gap[2]



In this organization women's median hourly wages are 28% less than men's. For every dollar men earn in median hourly wages, women earn 72 cents in median hourly wages. *

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]

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

Median overtime paid hours [6]

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

Percentage of employees in each gender category receiving overtime pay

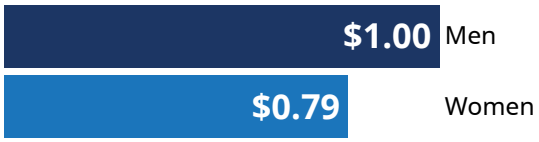
This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

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.
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.

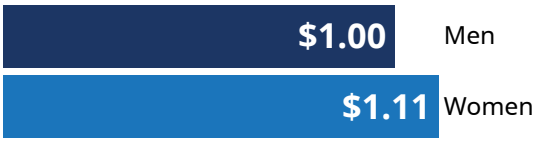
Bonus pay

Mean bonus pay [7]



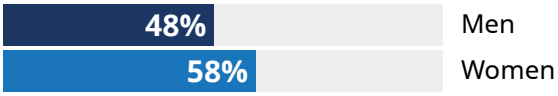
In this organization women's average bonus pay is 21% less than men's. For every dollar men earn in average bonus pay, women earn 79 cents in average bonus pay. *

Median bonus pay [8]



In this organization women's median bonus pay is 11% more than men's. For every dollar men earn in median bonus pay, women earn $1.11 in median bonus pay. *

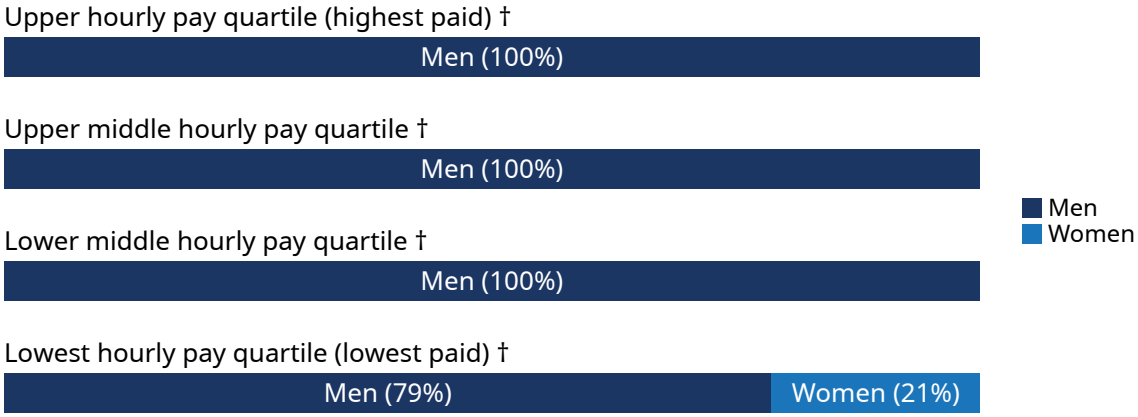
Percentage of employees in each gender category receiving bonus pay



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, women occupy 21% of the lowest paid jobs.

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

Data constraints

This report does not distinguish between unionized and non-union employees, and therefore combines employees whose compensation is determined under different compensation structures. As a result, differences in the composition of NorthRiver's unionized and non-union workforce, including the types of roles, classifications, and representation within each group, may influence the aggregate pay outcomes reflected in this report. Therefore, the results should be interpreted with this workforce composition in mind.

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.