ROTOMASTER CAN HOLDINGS ULC
Pay transparency report

Rotomaster is a leading manufacturer and remanufacturer of turbochargers, cartridges, service kits, and replacement components for the automotive aftermarket. Founded in 1978, the company supplies high-quality products for both diesel and gasoline-powered applications across a wide range of markets, including passenger vehicles, light-duty trucks, off-road equipment, and marine applications.

Employer details

Employer:	ROTOMASTER CAN HOLDINGS ULC
Address:	1055 Dunsmuir Street Suite 3000, Vancouver, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	31-33 - Manufacturing
Number of Employees:	50-299

Hourly pay

Mean hourly pay gap[1]

In this organization women's average hourly wages are 13% less than men's. For every dollar men earn in average hourly wages, women earn 87 cents in average hourly wages. *

Median hourly pay gap[2]

In this organization women's median hourly wages are 7% less than men's. For every dollar men earn in median hourly wages, women earn 93 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]

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

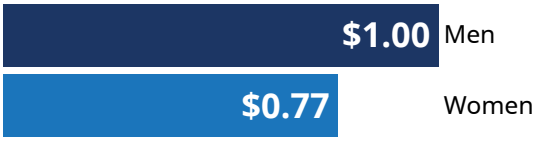
This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Bonus pay

Mean bonus pay [7]

In this organization women's average bonus pay is 51% less than men's. For every dollar men earn in average bonus pay, women earn 49 cents in average bonus pay. *

Median bonus pay [8]



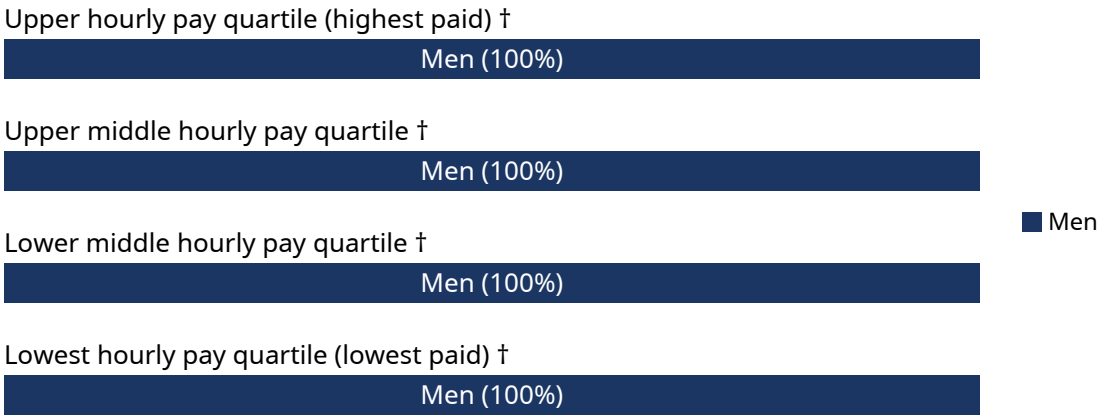
In this organization women's median bonus pay is 23% less than men's. For every dollar men earn in median bonus pay, women earn 77 cents in median bonus pay. *

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.

Percentage of each gender in each pay quartile [9]



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

Data constraints

This report includes all Rotomaster employees employed in British Columbia during the reporting period of January 1 to December 31, 2025. Independent contractors and workers supplied through staffing agencies are not included. The pay gaps in this report are calculated as set out in the Pay Transparency Regulation and do not account for factors such as job role, length of service or experience.
Gender information was collected through voluntary self-identification. To protect employee privacy, and in accordance with provincial reporting rules, results for any gender category with fewer than 10 employees are not displayed. As a result, the pay quartiles show only one gender category.
Where hours worked were not recorded, hours were estimated using a standard 40-hour workweek.
Bonus pay is reported in the year it was paid, which may differ from the year it was earned. Rotomaster's quarterly bonus program is available to hourly employees and is calculated as a percentage of each employee's gross wages for the quarter, adjusted by a multiplier based on company metrics. This bonus program for hourly employees is not based on individual performance. Each quarter's bonus is paid within 30 days following the end of the quarter, so bonus pay reported for 2025 relates to work performed between October 2024 and September 2025. Because these bonus amounts are tied to gross wages, differences in reported bonus pay may reflect differences in wages earned, including hours worked. Average bonus pay is also higher among men in part because many senior leadership roles at Rotomaster, which are eligible for larger bonuses, are currently held by men.

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.