NETGEAR CANADA LIMITED
Pay transparency report

Employer details

Employer:	NETGEAR CANADA LIMITED
Address:	168-10760 Shellbridge Way Richmond, BC V6X 3H1
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	54 – Professional, scientific, and technical services
Number of Employees:	50-299

Important Context and Data Constraints

What this report measures: As required under British Columbia's Pay Transparency Act, this report compares the pay of all NETGEAR Canada employees in BC by gender only.

What this report does not measure: This is not a role-based or equal-pay review. A gap in this report does not, on its own, indicate that one gender group is paid less than another gender group for doing the same or comparable work. The gaps mainly reflect differences in the mix of roles and levels held by women and men across the organization, as explained in the pay quartile section.

Data set: This report covers 69 employees in British Columbia, of whom 16 (23%) identified as Woman and 53 (77%) identified as Man. Because the number of women is small, the mean and median figures can be strongly influenced by the pay of a few individuals. There are no employees that identified as Non-binary or Unknown.

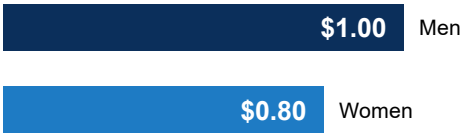
Sensitivity to change: One or two hires, departures, promotions or large bonuses can shift these percentages by several points. Year-to-year changes should be interpreted with care, and trends over several years will be more reliable than any single year.

Privacy protections: To protect employee privacy, results are not published for any gender category or measure with fewer than ten employees. Where this applies, the measure is suppressed or marked in this report.

Questions about your own pay: This report describes the organization as a whole and does not reflect any individual employee's pay. Employees with questions about their own compensation are encouraged to speak with their manager or their HR Business Partner.

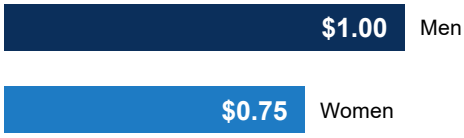
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 20% less than men's. For every dollar men earn in average hourly wages, women earn 80 cents in average hourly wages.

Median hourly pay gap[2]



In this organization women's median hourly wages are 25% less than men's. For every dollar men earn in median hourly wages, women earn 75 cents in median hourly wages.

What this means

Overall: Women's average hourly pay is about 20% lower than men's, and the typical (median) woman earns about 25% less than the typical man.

Not a same-job comparison: These figures compare all women with all men, whatever their role. The gap mainly reflects the mix of roles held by women and men: women have a larger share of lower-paid roles than higher-paid roles, driven by differences in role type and level, such as people manager or individual contributor roles.

Median gap larger than mean gap: This suggests the difference runs through the middle of the workforce, rather than being driven by a few very high salaries at the top. A few higher-paid women raise the women's average, which narrows the mean gap.

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 point 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.

What this means

Why the data is suppressed: The overtime measures have been suppressed because fewer than ten employees in at least one gender category received overtime pay during the reporting period, which is below the minimum required under the Pay Transparency Act to protect employee privacy.

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.

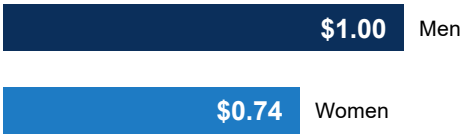
Bonus pay

Mean bonus pay[7]



In this organization women's average bonus pay is 48% less than men's. For every dollar men earn in average bonus pay, women earn 52 cents in average bonus pay.

Median bonus pay[8]



In this organization women's median bonus pay is 26% less than men's. For every dollar men earn in median bonus pay, women earn 74 cents in median bonus pay.

Percentage of employees in each gender category receiving bonus pay



What this means

Access is similar: 94% of men and 88% of women received a bonus. The difference mainly reflects eligibility requirements under the bonus plan rather than differences in how bonuses were awarded.

Mean gap larger than median gap: The mean bonus gap (48%) is nearly double the median gap (26%). This is driven by a small number of larger bonuses in higher-paid roles, rather than a broad difference across all employees.

Typical bonus difference: The typical woman receives a smaller bonus than the typical man. Target bonuses vary by role type and level, such as people manager or individual contributor roles, and generally increase with higher salaries. This is consistent with the larger share of women in lower-paid roles, as described in the pay quartile section.

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]

Where a quartile shows 'Men (100%)', this does not necessarily mean there are no women in that quartile. To protect employee privacy, results are withheld for any gender category with fewer than ten employees in a quartile.

Upper hourly pay quartile (highest paid) †

Men (100%)

Upper middle hourly pay quartile †

Men (100%)

Lower middle hourly pay quartile †

Men (100%)

Lowest hourly pay quartile (lowest paid) †

† This pay quartile was reduced to suppress gender categories consisting of fewer than ten employees.

What this means

Gender mix across pay quartiles: Women make up about 23% of our BC workforce. Because of the small number of employees in each quartile, some results are withheld for privacy, so the published figures do not show the full gender mix. Overall, women hold a larger share of lower-paid roles than higher-paid roles.

Driver of the gaps: The mix of roles held by women and men is the main reason for both the hourly and bonus pay gaps. When more of the higher-paid roles are held by one group, that group's average pay and bonuses are higher.

Explanatory notes

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