DANIELS ELECTRONICS LTD.

Pay Transparency Report

Employer details

The legal entity for Zetron Canada's operations is Daniels Electronics Ltd. Our BCeID reflects this operating name while in the market we represent ourselves doing business as "Zetron, a Codan Company."

Employer:	DANIELS ELECTRONICS LTD.
Address:	4TH FLOOR 1007 FORT STREET, VICTORIA, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	31-33 - Manufacturing
Number of Employees:	50-299

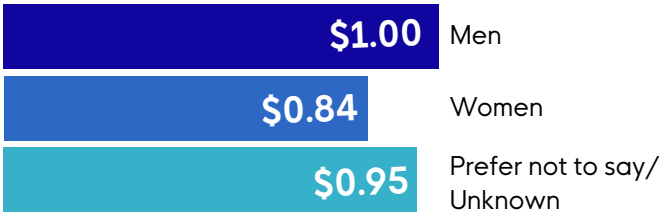
The Address for the business reflected in this report is representative of our corporate lawyer's office location.

Hourly pay

Mean hourly pay gap[1]

In this organization women's average hourly wages are 11% less than men's. For every dollar men earn in average hourly wages, women earn 89 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 16% less than men's. For every dollar men earn in median hourly wages, women earn 84 cents in median hourly wages. *

As this is the Company's first Pay Transparency Report, a survey to collect employee's gender identity information was conducted in June 2026. 65% of the employee population completed the survey, resulting in a significant representation of 'Prefer not to say/Unknown' data in the results. Going forward, we plan to collect and track gender identification data through our Onboarding process to reduce the volume of 'Prefer not to say/Unknown' data in future years' reports.

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.

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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

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.

As a high technology company, per Section 37.8 of the British Columbia Employment Standards Act, Zetron (Daniels Electronics) employees are exempt from overtime pay.

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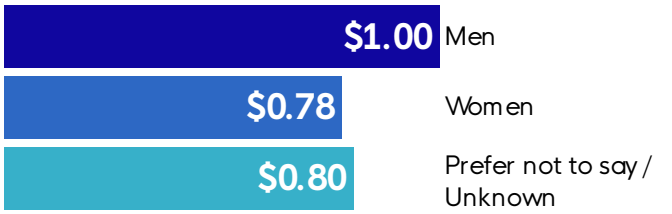
Bonus pay

Mean bonus pay [7]

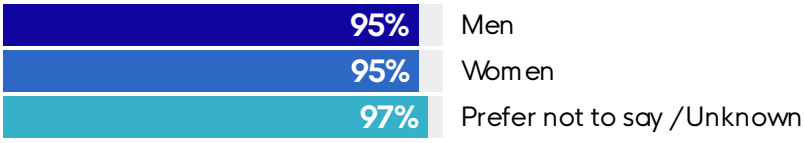


In this organization women's average bonus pay is 22% less than men's. For every dollar men earn in average bonus pay, women earn 78 cents in average bonus pay. *

Median bonus pay [8]

In this organization women's median bonus pay is 22% more than men's. For every dollar men earn in median bonus pay, women earn $1.22 in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



Sales Commissioned and Co-Op/Intern Employees are exempt from Bonus Pay Eligibility.

Percentage of each gender in each pay quartile [9]

Upper hourly pay quartile (highest paid) †

Men (100%)

Upper middle hourly pay quartile †

Men (100%)

Lower middle hourly pay quartile †

Lowest hourly pay quartile (lowest paid) †

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

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.
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.