

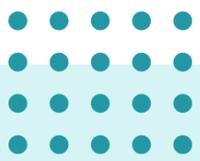
Energy Sector

# Executive Compensation Survey



# Executive Compensation Survey

## Energy Sector



**Benchmark your executive compensation in accordance with industry standards and gain valuable insights to effectively attract, retain, and reward executive and senior management talent.**

Building on feedback from participants in the inaugural year, the survey has been further tailored to ensure a seamless benchmarking experience for compensation and HR professionals looking to optimize their programs.

### Why Participate?

Benefit	What Sets the Survey Apart
Focused & Simple Survey	Streamlined to collect essential executive compensation data efficiently and effectively.
Local Energy Expertise and Support	Designed and supported by Laulima's Calgary-based consultants with deep experience in the energy sector.
Ongoing Spot Poll Access	Stay informed with continuous insights through regular spot polls tailored to the energy industry.

### Participant Testimonials

"Laulima's Canadian Executive Compensation Survey for the Energy Sector has been a **valuable addition to our market intelligence toolkit**. The survey is **thoughtfully designed, with clear role definitions and level distinctions** that make it easy to accurately match our executive levels with the survey framework, which is critical to ensuring meaningful data. The data is **relevant to the Canadian energy market and reflects the realities of our sector**. The combination of strong survey design and credible market insights strengthens the quality of **informed executive compensation decisions**." - Carly Radics, Manager, Total Rewards at SECURE Waste Infrastructure Corp.

"The Laulima Compensation Survey **was clear, well organized, and easy to complete**. The straightforward instructions made the process **efficient while still delivering meaningful, high-quality data**. We used the results to support compensation analysis for a handful of senior leadership roles, including **positions that are more specialized and less common within the industry**. The Laulima survey data shored up information gathered from other sources such as circular data and larger surveys - as a result, we were able to present a **comprehensive and well-supported compensation analysis** for our management team and directors with greater confidence."

- Tori Bannon, Manager, Human Resources at Surge Energy Inc.

Survey Functions 



Survey Job Levels 

Accounting and Finance	Drilling & Completions	Marketing
Administration	Engineering	Operations (non-COO)
Business Development	Environment, Health & Safety	Production
Business Unit / Division	Exploration	Projects
Chief Executive Officer	Human Resources	Regulatory ( <i>new in 2026</i> )
Chief Financial Officer	Information Technology	Risk Management ( <i>new in 2026</i> )
Chief Operating Officer	Investor Relations	Strategy
Corporate & External Affairs	Land	Supply Chain
Corporate Secretary	Legal	

Head of Organization

Head of Organization (Subsidiary)

Top Executive in the Function

Second-Level Executive in the Function

Director

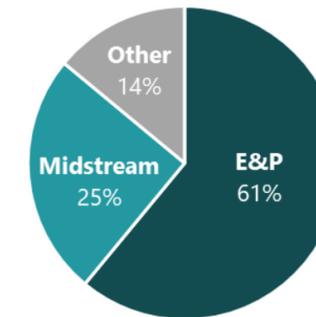
  
**2025 Participants**

We expect participation to grow in 2026 as the survey gains recognition and expands across additional energy segments.

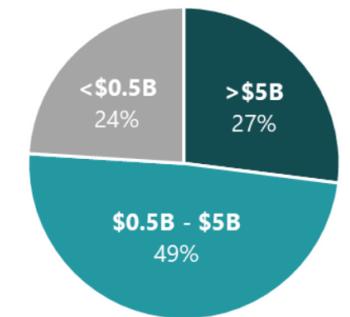
**800+**  
**incumbents**

reported in last year's survey

(includes base salary, STI, and LTI data)



**Sector**



**Size (Revenue) Range**

  
**Survey Timing**

For 2026, participation and results are **complimentary**.

  
**Survey Launch**  
May 4

  
**Survey Close**  
May 29

  
**Survey Submission & Support**  
May 4 – 29

  
**Survey Results**  
Mid-August

  
**Results Webinar**  
Early September

Ongoing consultative support & custom data cuts

**LAULIMA**  
CONSULTING