



VertiGIS North America Ltd.

Pay Transparency Report

Employer Details

Employer:	VertiGIS North America Ltd.
Address:	300-1117 Wharf Street, Victoria, BC
Reporting Year:	2026
Time Period:	January 1, 2025 – December 31, 2025
NAICS Code:	54 – Professional, scientific, and technical services
Number of Employees:	50-299

Introduction

This report has been prepared by VertiGIS North America Ltd. in accordance with the requirements of British Columbia's Pay Transparency Act.

VertiGIS North America is committed to fostering a workplace where employees are valued, respected, and compensated fairly. Our compensation philosophy is guided by four core principles: maintaining competitive market-based compensation, promoting internal equity, recognizing individual contribution and performance, and aligning compensation decisions with the long-term sustainability of the business. We believe pay transparency supports accountability, informed decision-making, and an inclusive workplace culture.

As a technology organization operating within the software and technical services sector, our workforce is influenced by broader labour market trends, including the underrepresentation of women and gender-diverse individuals in many technical and leadership roles. Like many employers in the technology industry, we continue to support greater representation through equitable hiring and compensation practices, employee development opportunities, and the ongoing review of our people programs and policies.

During the reporting period, VertiGIS North America Ltd. employed approximately 100 employees across Canada. This report includes employee data for individuals based in British Columbia only, as required under the Act.

The reporting requirements under the Act measure overall compensation outcomes by gender across the workforce as a whole. They do not compare large groups of employees performing the same or similar work with equivalent qualifications, experience, seniority, and responsibilities.

Given the relatively small employee population included in this report, there are not sufficient numbers of employees within many comparable roles or employee groups to create large, like-for-like comparison groups. For example, the organization does not have substantial numbers of women and men performing the same role at the same level with comparable education, experience, tenure, and other relevant characteristics.

As a result, the reported figures can vary significantly based on the particular composition of the workforce at a given point in time, including the representation of women and men within different roles, departments, levels of seniority, technical specializations, and compensation programs. The results should therefore be understood as workforce-wide measures rather than a direct comparison of employees performing equivalent work under equivalent circumstances.

The reported figures do not capture all of the factors that may contribute to differences in earnings, including job function, level of responsibility, technical specialization, seniority, experience, tenure, and the compensation structure applicable to particular roles.

VertiGIS North America Ltd. remains committed to regularly reviewing its compensation practices and supporting an inclusive workplace where employees have opportunities to contribute, develop, and succeed.

Hourly Pay

The reporting requirements under the Act compare earnings by gender across the workforce as a whole and do not compare employees performing the same or similar work with equivalent qualifications, experience, seniority, or responsibilities.

Given the relatively small employee population included in this report, there are limited numbers of employees within many comparable roles and occupational groups. As a result, the organization does not have large groups of women, men, or non-binary employees performing the same work at the same level with comparable experience, education, tenure, and other relevant characteristics. This means that the reported figures can be significantly influenced by the particular composition of the workforce during the reporting period, including the distribution of employees across different roles, levels of seniority, technical specializations, and compensation structures.

Representation also varies across different functions and occupational groups. During the reporting period, women were more highly represented in areas such as Human Resources, Administration, Marketing, and Support, while men were more highly represented in many technical, sales, and leadership roles. Market compensation levels for these roles can differ significantly, which can further influence the overall results reported under the Act.

The reported figures should therefore be understood as workforce-wide measures rather than direct comparisons of employees performing equivalent work under equivalent circumstances. VertiGIS North America remains committed to supporting equitable hiring, development, and advancement opportunities and to increasing representation in underrepresented areas of the business over time.

During the reporting period, women at VertiGIS North America earned, on average, 89 cents for every dollar earned by men. Based on median hourly pay, women earned 85 cents for every dollar earned by men.

Overtime Pay

VertiGIS North America operates within the technology sector and employs many individuals in roles that qualify as high technology professionals under British Columbia employment standards legislation. Employees in these roles are exempt from statutory overtime provisions, resulting in a relatively small number of employees who are eligible for overtime pay. Consequently, overtime-related data is limited and cannot be reported in accordance with the Act's disclosure requirements, including mean overtime pay, mean overtime paid hours, median overtime pay, median overtime paid hours, and the percentage of employees in each gender category receiving overtime pay.

Bonus Pay

Bonus pay results should be interpreted in the context of the organization's compensation programs and workforce representation. Under the Act and according to the requirements for this report, bonus pay combines several forms of variable compensation into a single measure, including sales incentives, performance-based compensation, and profit-sharing payments.

Opportunities to earn variable compensation differ significantly by role. In particular, employees in sales positions generally have a greater proportion of their total compensation tied to commissions, incentives, or other variable pay, while employees in many other functions receive a greater proportion of their compensation through base salary.

During the reporting period, men were more highly represented in sales roles and other positions with greater opportunities to earn variable compensation. As a result, differences in reported bonus pay may be more pronounced than differences in hourly pay. The bonus pay figures reflect not only the amounts paid to employees, but also differences in participation in compensation programs and the representation of women and men across roles with materially different pay structures.

The reported bonus pay results should therefore be understood as workforce-wide measures and not as direct comparisons of employees in equivalent roles with equivalent opportunities to earn variable compensation. VertiGIS North America remains committed to supporting equitable hiring, development, and advancement opportunities across all areas of the business, including technical, leadership, and sales roles.

During the reporting period, women at VertiGIS North America earned, on average, 41 cents in bonus pay for every dollar earned by men, and 61 cents for every dollar earned by men based on median bonus pay. During the same period, 89% of men and 76% of women received bonus pay.

Percentage of Each Gender in Each Pay Quartile

The employee population included in this report is relatively small, and there are limited numbers of employees within many comparable roles and occupational groups. As a result, the reported figures can be meaningfully influenced by the particular composition of the workforce during the reporting period, including the representation of women and men across different functions, levels of seniority, and compensation structures.

Representation varies across functions and occupational groups. During the reporting period, women were more highly represented in areas such as Human Resources, Administration, Marketing, and Support, while men were more highly represented in many technical, sales, and leadership roles. Market compensation levels and compensation structures can differ significantly across these roles, which may influence the overall results reported under the Act.

To protect employee privacy, the Act also requires certain pay quartile information to be withheld where fewer than 10 employees are represented within a gender category. As a result, the published quartile data may not fully reflect the distribution of all employees across all levels of the organization.

VertiGIS North America remains committed to supporting equitable hiring, development, and advancement opportunities and to increasing representation across all areas of the business over time. Compensation decisions continue to be guided by objective, job-related factors, including skills, experience, responsibilities, performance, internal equity, and market conditions.

During the reporting period, the upper, upper-middle, and lower-middle hourly pay quartiles were reported as 100% men. The lowest hourly pay quartile was reported as 48% men and 52% women.

To protect employee privacy, the Act requires the suppression of gender categories containing fewer than 10 employees within a pay quartile. Accordingly, a quartile reported as 100% men does not necessarily mean that men were the only employees represented in that quartile. Rather, it indicates that one or more other gender categories contained fewer than 10 employees and therefore could not be reported under the Act.

Commitment to Pay Transparency

VertiGIS North America is committed to compensation practices that are guided by market competitiveness, internal equity, recognition of individual contribution and performance, and the long-term sustainability of the business. We regularly review our compensation programs, policies, and people practices to support fairness, transparency, and accountability across the organization.

We recognize the importance of building a diverse and inclusive workforce and remain committed to supporting equitable hiring, development, and advancement opportunities across all areas of the business. As our organization evolves, pay transparency reporting will continue to inform our understanding of workforce representation and compensation outcomes.