# SAFE SOFTWARE INC.
# Pay transparency report

Safe Software is the developer of FME, a data integration platform used by organizations around the world to connect, transform and move spatial and business data. We are headquartered in British Columbia, where the large majority of our employees are based.

Our people are at the centre of how we build and support FME. We invest in practices that help us hire, develop and retain talented employees with a wide range of backgrounds, perspectives and skills, and we aim to make those practices fair and supportive at every stage, from how someone joins Safe to how they grow their career here.

Our compensation framework is built around pay bands tied to role and level, and we review pay within those bands for consistency. We benchmark against external market data annually and we conduct an annual internal compensation review. Our goal is to compensate people based on the work they do and the level at which they do it.

A large share of our BC workforce works in software engineering, product and other specialized technical roles. Across the broader industry, these roles have historically had lower representation of women and are among the highest-compensated positions in the market. That directly shapes how our employees are distributed across the pay quartiles in this report.

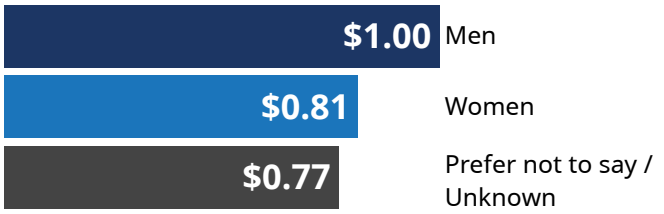
For many years, Safe Software has supported Girls/Women in STEM initiatives through university and community programs. Building lasting change in technical fields takes more than any one company, and we see our role as contributing to a broader pipeline of talent into these careers.

## Employer details

| | |
|---|---|
| **Employer:** | SAFE SOFTWARE INC. |
| **Address:** | 700 - 401 WEST GEORGIA STREET, Vancouver, BC |
| **Reporting Year:** | 2026 |
| **Time Period:** | October 1, 2025 - September 30, 2026 |
| **NAICS Code:** | 51 - Information and cultural industries |
| **Number of Employees:** | 300-999 |

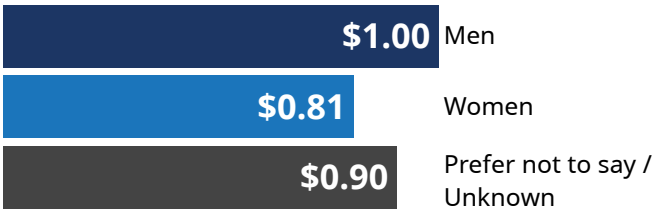
# Hourly pay

### Mean hourly pay gap[1]




In this organization women's average hourly wages are 19% less than men's. For every dollar men earn in average hourly wages, women earn 81 cents in average hourly wages. *

### Median hourly pay gap[2]




In this organization women's median hourly wages are 19% less than men's. For every dollar men earn in median hourly wages, women earn 81 cents in median hourly wages. *

# 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

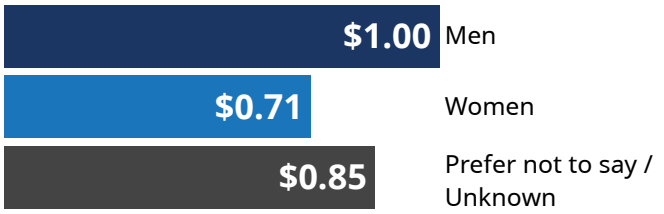
This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

**Explanatory notes**

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.
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.

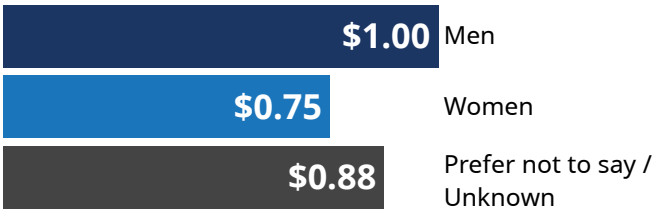
# Bonus pay

### Mean bonus pay [7]




In this organization women's average bonus pay is 29% less than men's. For every dollar men earn in average bonus pay, women earn 71 cents in average bonus pay. *

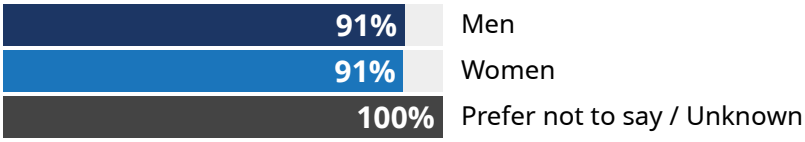
### Median bonus pay [8]




In this organization women's median bonus pay is 25% less than men's. For every dollar men earn in median bonus pay, women earn 75 cents in median bonus pay. *

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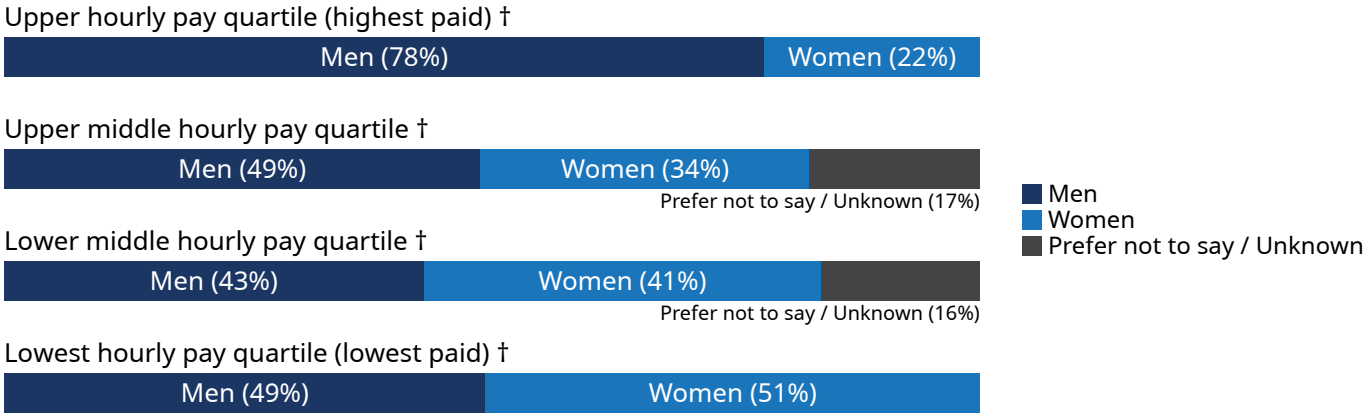
### Percentage of employees in each gender category receiving bonus pay




**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]




In this organization, women occupy 22% of the highest paid jobs and 51% of the lowest paid jobs.

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

### Data constraints

#### A note on this data

The hourly pay gap shown here is an unadjusted gap. It compares the pay of all men to the pay of all women across the company, regardless of role, level or tenure. It does not measure whether people in the same role are paid differently.

A large portion of Safe Software employees have not disclosed their gender. Under the Province's methodology these employees are reported as "prefer not to say / unknown," a category that makes up 16–17% of our middle pay quartiles and is suppressed elsewhere due to small numbers. Because a meaningful share of our workforce is not included in the comparison between men and women, the gaps shown here are based on an incomplete picture and may not reflect the actual distribution of pay across gender at Safe. We are working to improve self-identification rates so that future reports are more complete.

**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.