BC Pay Transparency Report

EarthDaily Analytics Corp. | Reporting year 2026

(British Columbia employees only)

Employer details

Employer details	
Employer	EarthDaily Analytics Corp.
Address	33 - 1055 Canada Place, Vancouver, BC, V6C 0C3
Reporting year	2026
Time period	January 1, 2025, to December 31, 2025
NAICS code	54: Professional, scientific and technical services
Number of employees	50 to 299

Notes

- Reporting includes British Columbia only
- Employees in other locations are not included in this report.

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About this report

BC Pay Transparency Act. Employers in BC must publish a pay transparency report by November 1st each year. This report covers EarthDaily employees based in BC who were paid between January 1st and December 31st, 2025.

Reporting period. This report is based on earnings paid in 2025, including 2025 base salary and bonus payments for the 2024 performance year.

Gender data. Gender information is voluntarily self-disclosed by employees, using the categories set by the BC government: man, woman, non-binary, and unknown or prefer not to answer. Categories with fewer than 10 employees are not shown.

Method. Pay gaps are calculated using the BC government's methodology and compared across genders. The calculation does not consider level of position or equal pay for equal work. Mean is the average; median is the middle value. Hourly pay excludes bonuses and overtime.

Mean pay gap. Refers to the differences in hourly or bonus pay between gender groups calculated by average pay.

Median pay gap. Refers to the differences in hourly or bonus pay between gender groups calculated by the mid range of pay for each group.

Overtime. Overtime calculations are not applicable at EarthDaily.

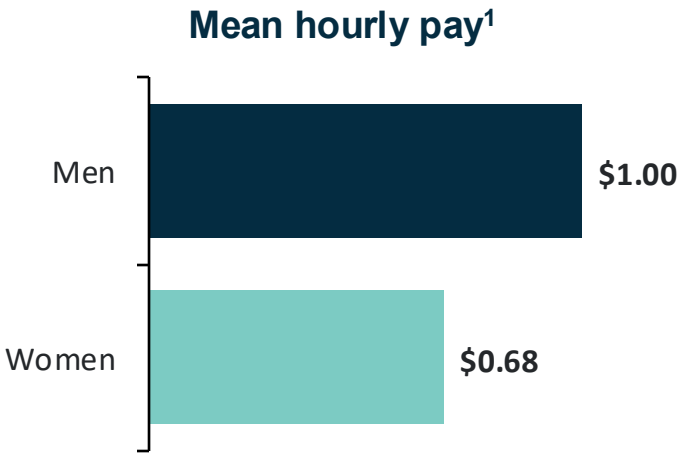
Notes

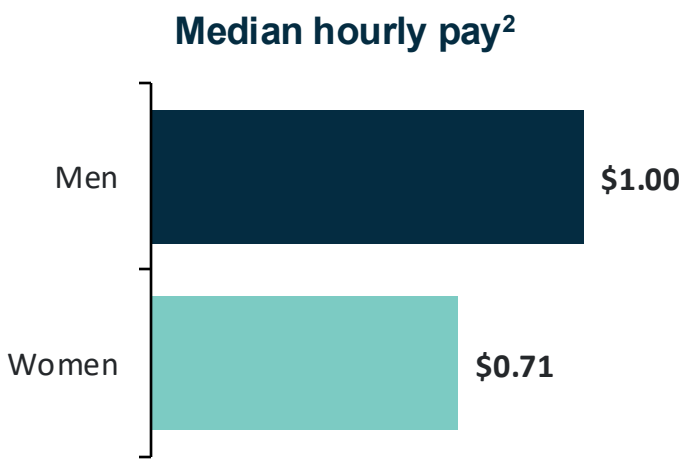
- While some gender categories for BC-based employees may not be individually represented in the report, our commitment to fair and consistent compensation practices extends to employees of all gender identities.
- This report compares aggregate compensation outcomes across gender categories as required by the British Columbia Pay Transparency Act.
- This report does not evaluate whether employees or gender categories performing similar roles receive equal pay, nor does it assess whether different roles are of equal value to the organization.
- Eligible employees are assessed based on relevant factors including skills, experience, performance, and job responsibilities. Annual compensation reviews are conducted to ensure aggregate compensation is competitive.

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Hourly pay

- Average hourly pay difference of men and women in BC as a whole
- Does not compare employees performing the same job, similar work, or work of equal value





Women's average hourly wages are 32% less than men's.

Women's median hourly wages are 29% less than men's.

1. Mean hourly pay gap. Refers to the differences in hourly pay between gender groups calculated by average pay.

2. Median hourly pay gap. Refers to the differences in hourly pay between gender groups calculated by the mid range of pay for each group.

Notes

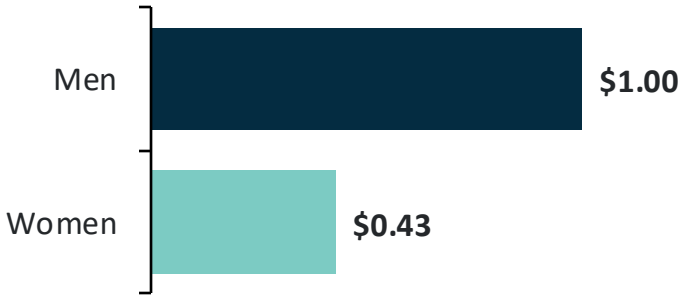
- These outcomes are inclusive of all BC employees only using an hourly rate methodology, even when full-time EarthDaily employees are paid an annual salary.
- The higher mean and median hourly pay for men reflects their greater representation in roles and levels that command higher market rates, consistent with the composition of the external talent market
- As is common in geospatial and technology sectors, men are highly represented in engineering/ senior tech roles which contributes significantly to the compensation differences reflected in this report.
- Women performing leadership roles at EarthDaily, are highly represented in Finance, Marketing, HR and Product Management.

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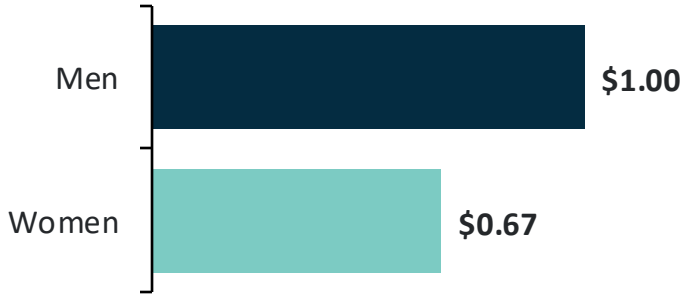
Bonus pay – all reported employees

- Average bonus pay difference of men and women in BC as a whole
- Does not compare employees performing the same job, similar work, or work of equal value

Mean bonus pay[1]



Median bonus pay[2]



Eligible employees receiving a bonus



Notes

- The 2024 bonus is paid in 2025. Employees who joined in mid 2025 will receive their first bonus in 2026.
- A high percentage of women were hired part way through 2025 and thus were ineligible for a bonus.
- 100% of women eligible for a bonus in 2025 received a bonus in 2025.
- Higher bonus opportunities are associated with senior positions, which currently have higher representation within the male gender category.

Women's average bonus pay is 57% less than men's.

Women's median bonus pay is 33% less than men’s.

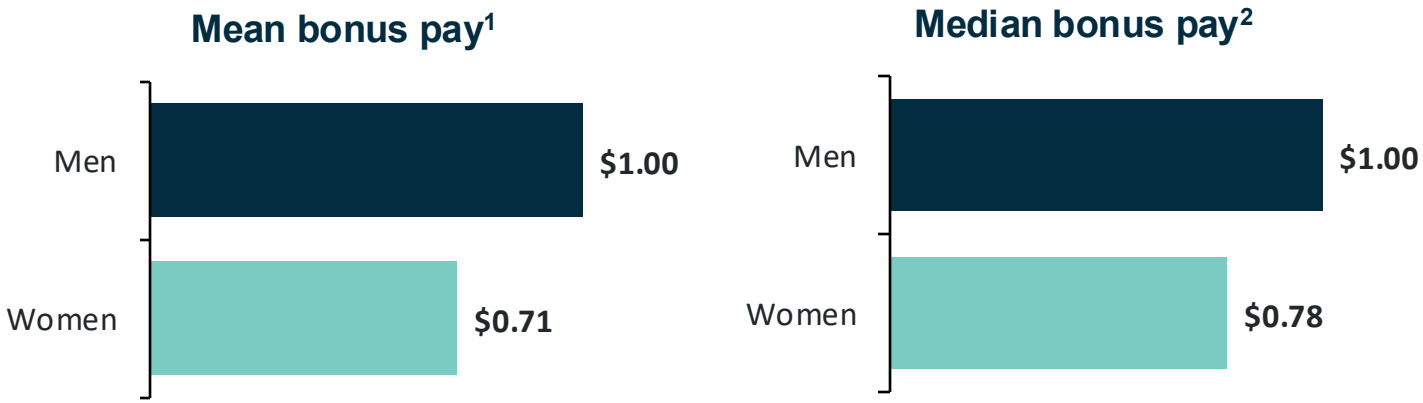
1. Mean bonus pay gap. Refers to the differences in bonus pay between gender groups calculated by average pay.

2. Median bonus pay gap. Refers to the differences in bonus pay between gender groups calculated by the mid range of pay for each group.

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Bonus pay – all eligible employees

- Average bonus pay difference of all eligible male/female bonus members in BC as a whole
- Does not compare employees performing the same job, similar work, or work of equal value



Among employees eligible for a bonus, women's mean bonus pay is 29% less than men's.

Among employees eligible for a bonus, women's median bonus pay is 22% less than men's.

1. Mean bonus pay gap. Refers to the differences in bonus pay between gender groups calculated by average pay.

2. Median bonus pay gap. Refers to the differences in bonus pay between gender groups calculated by the mid range of pay for each group.

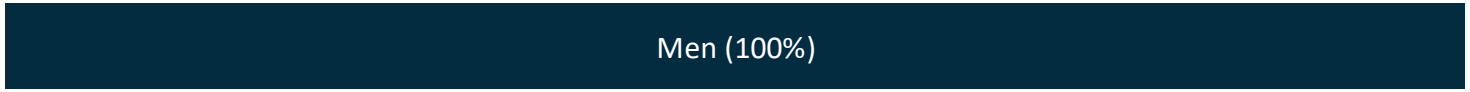
Notes

- The prior slide illustrates the bonus pay gap inclusive of new employees who became eligible for bonus payments starting in 2026.
- This slide shows the narrowed bonus pay gap, when all eligible employees are isolated.
- 100% of women who were eligible for a 2024 bonus received a bonus in 2025.
- There is a high representation of men in senior positions, reflecting a higher differential in bonus pay.

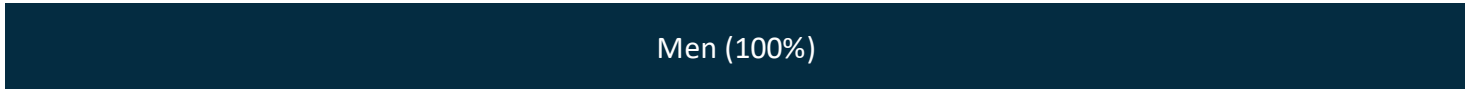
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Percentage of each gender in each pay quartile[1]

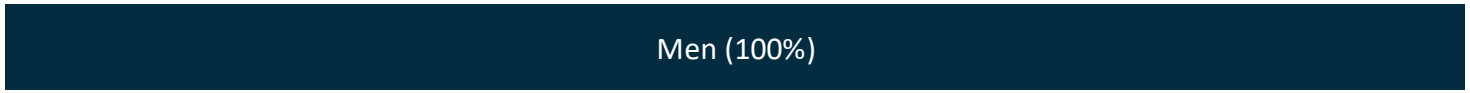
Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



In this organization, women occupy 50% of the lowest paid jobs.

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

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

Notes

- To protect privacy, the BC Government hides any group of fewer than 10 people in a quartile.
- Women work in every pay quartile at EarthDaily, but because of our small headcount in BC, three quartiles show only men.
- While women are represented across our workforce, they are currently less represented in certain engineering and senior technical positions that attract higher market compensation.
- We recognize that women are currently underrepresented in our leadership roles with correspondingly higher-pay. Increasing representation of women at all levels within EarthDaily remains an important focus area.

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