
BC pay transparency report.

Reporting year 2026

Report details.

Everyone at Binary Stream should be able to do their best work and be paid fairly for it. This report covers our British Columbia workforce and follows the reporting method set by the Province.

Employer	Binary Stream Software Inc.
Address	800-7300 Edmonds St, Burnaby, BC V3N 0G8
Reporting year	2026
Time period	January 1, 2025 to December 31, 2025
NAICS code	54: Professional, scientific, and technical services
Number of employees	50-299



Binary stream statement.

This is Binary Stream Software Inc.'s first pay transparency report under British Columbia's Pay Transparency Act. We view this reporting process as an opportunity to share more openly about how compensation works at Binary Stream and to reinforce our commitment to fair, transparent, and thoughtful total rewards practices. We support the spirit of pay transparency and the role it plays in helping employees, candidates, and employers better understand compensation and workforce trends.

At Binary Stream, compensation is designed to be market-informed, role-based, and supported by regular review. While this report provides a valuable snapshot of pay outcomes, it represents a single point in time and should be considered alongside the many factors that influence compensation, including role type, job level, career progression, tenure, skills, performance, and variable compensation programs.



Pay at Binary Stream.

We believe employees should understand how compensation decisions are made and how careers can grow over time. The practices below help create a fair, transparent, and consistent compensation experience across Binary Stream.



Pay by role and level

Every role is aligned to a job profile and level with a defined salary range. Employees performing the same role at the same level are positioned within the same salary range.



An annual pay review

Salary ranges are reviewed using current market data, and employee compensation is assessed annually as part of our compensation review process.



Ranges in job postings

Pay ranges are included in job postings so candidates can better understand compensation expectations before applying.



We are a global company.

Binary Stream employees live and work across Canada, the United States, and Europe. While this report focuses on British Columbia employees as required under the BC Pay Transparency Act, our commitment to fair, transparent, and consistent compensation practices extends across our organization.

To better understand compensation outcomes across our organization, we also reviewed pay data for our broader Canadian workforce. The results closely mirrored the findings presented in this report, reinforcing that the trends observed in British Columbia are generally reflective of our Canadian employee population.

We view pay transparency as more than a reporting requirement. It is an opportunity to learn, improve, and ensure employees understand how compensation decisions are made.

One Team. One Compensation Philosophy.



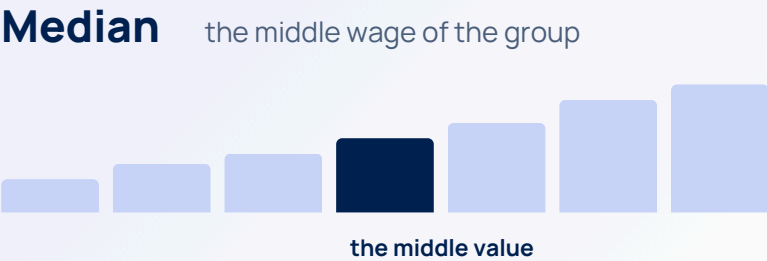
About the BC Pay Transparency Act.

The Government of BC sets one method so every employer reports the same way. It measures the unadjusted difference in pay between men and women.

WHO REPORTS	Employers located in British Columbia, phased in by size.
BY WHEN	November 1 each year, published publicly.
WHAT IT COVERS	Hourly pay, overtime, and bonus pay for the BC workforce.
WHAT IT OMITTS	Role, level, performance, and the skills a job requires.

Because it is unadjusted, the gap is a starting point for a conversation about representation and progression, not a measure of equal pay for equal work.

TWO WAYS TO READ A PAY GAP



Gender data reflects what employees have voluntarily disclosed. Gender exists on a spectrum; the categories used here are the ones the Government of BC requires: man, woman, non-binary, and prefer not to say or not declared.



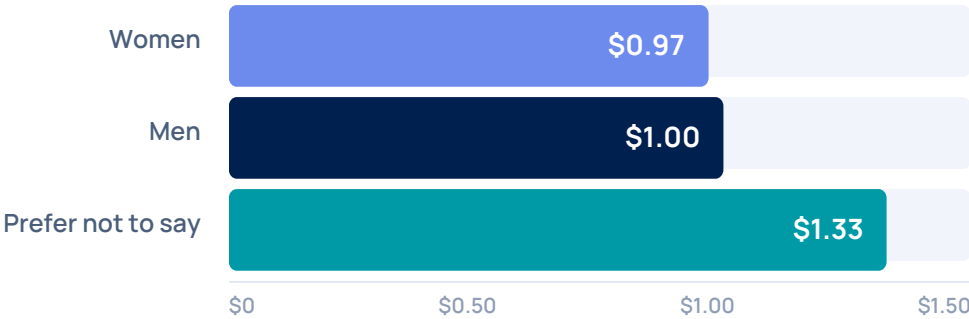
BC employees: hourly pay.

Results indicate a 3% difference in mean hourly pay, with women earning \$0.97 for every \$1.00 earned by men. Based on median hourly pay, no gender pay gap was identified, with women earning \$1.00 for every \$1.00 earned by men.

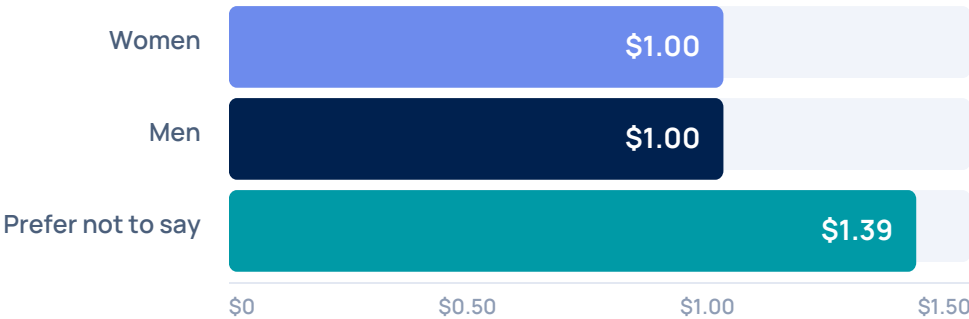
These results are encouraging and reflect a high degree of alignment in hourly pay outcomes between men and women. However, demographic disclosure was voluntary, and some employees chose to select "Prefer not to say." This group reported higher average and median hourly earnings than either the women or men categories, which may influence the overall interpretation of the results.

We are committed to fostering a workplace where employees feel comfortable voluntarily sharing demographic information. Increased participation can help provide a more complete picture of our workforce and support ongoing monitoring of compensation outcomes over time.

MEAN HOURLY PAY GAP



MEDIAN HOURLY PAY GAP



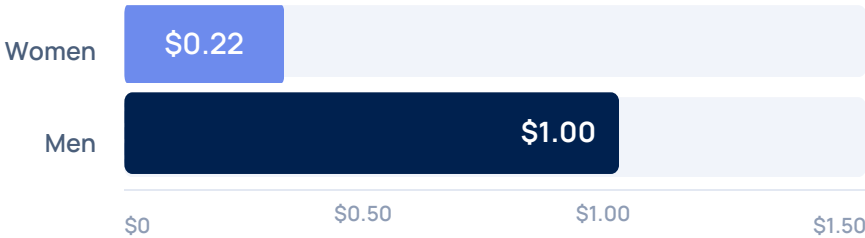
BC employees: bonus pay.

The report indicates a difference in bonus pay between women and men. Women’s mean bonus pay is 78% lower than men’s at \$0.22 for every \$1.00 received by men. Women received \$0.58 in median bonus pay for every \$1.00 received by men, representing a 42% difference.

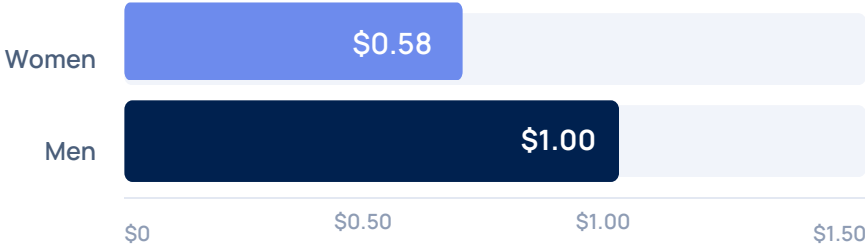
At Binary Stream, all employees are eligible to participate in our annual performance bonus program. As required by the BC Pay Transparency reporting framework, the bonus pay category also includes other forms of variable compensation, including sales commissions. Commission-based earnings make up a significant portion of total compensation in sales roles and, during this reporting period, a significant number of sales employees who reported their gender were men.

As a result, sales commission earnings had a significant influence on the overall bonus pay results.

MEAN BONUS PAY GAP



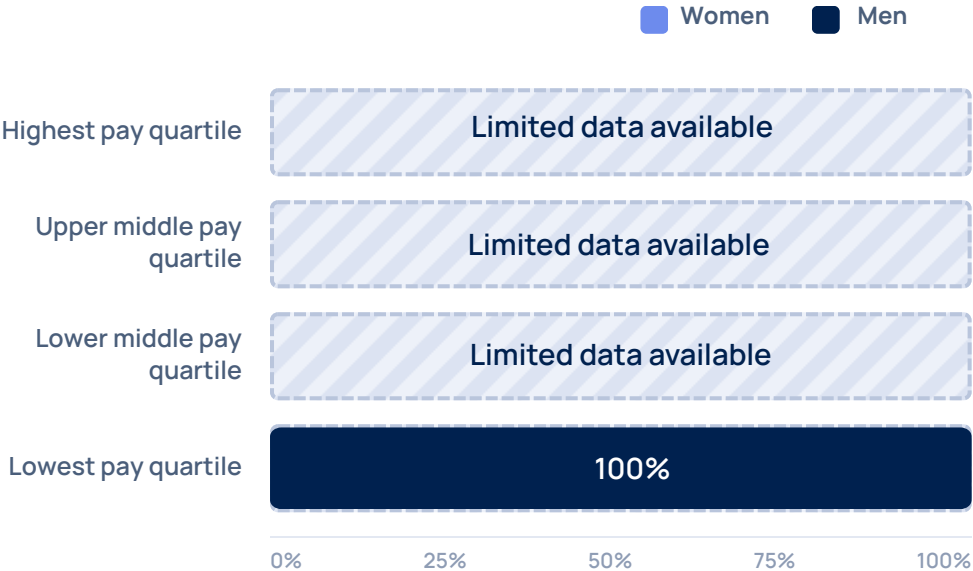
MEDIAN BONUS PAY GAP



Gender by pay quartile.

Pay quartiles divide employees into four equal groups based on hourly pay and show the representation of each gender within those groups. This measure helps identify whether gender representation changes across different pay levels within the organization.

Due to our company size and the requirements of the reporting framework, portions of the quartile data have been suppressed to protect employee privacy. As a result, the available information does not provide sufficient detail to draw meaningful conclusions regarding gender representation across pay quartiles.



Women of Binary Stream.

At Binary Stream, we are committed to creating an environment where employees can grow, develop, and thrive. Our Women of Binary Stream program supports the professional growth of women across the organization by creating opportunities for connection, mentorship, learning, and peer support.

The program brings participants together through both virtual and in-person gatherings throughout the year, providing dedicated time to share experiences, build relationships, and learn from one another. Through these conversations and connections, participants can expand their networks, develop new skills and perspectives, and support one another in their career development.

We recognize that diverse perspectives strengthen our teams, our culture, and our business. Programs like Women of Binary Stream help foster a workplace where employees feel supported, valued, and empowered to reach their full potential.



Looking ahead

Pay transparency is an ongoing journey. As we look ahead, we remain committed to the following priorities:

01 Compensation practices

Continue to review and evolve our compensation programs, salary structures, and pay practices to support fairness, consistency, and transparency across the organization.

02 Market competitiveness

Regularly review market compensation data to help ensure our pay ranges remain competitive and aligned with the evolving technology talent market.

03 Women of Binary Stream

Continue supporting the growth and development of women through opportunities for connection, mentorship, learning, and professional development.

04 Understanding our workforce

Encourage voluntary demographic self-identification and continue building a deeper understanding to support transparency and ongoing improvement.





Questions about this report?

Reach out to the People & Culture team