Traction Rec

TRACTION REC TECHNOLOGIES INC.

Pay transparency report

At Traction Rec, our purpose is Amplifying Community with Great Technology and Great People. That commitment starts with our own team and includes building people practices that are fair, thoughtful, and grounded in transparency.

We believe compensation should reflect the role someone is in, the skills and experience they bring, the impact they have, and the market we operate in. Our compensation practices are designed to support internal equity, external competitiveness, and consistent decision-making across the company.

As a remote-first technology company headquartered in Vancouver, BC, Traction Rec employs people across Canada and the United States. We support community-focused organizations, including YMCAs, JCCs, Boys & Girls Clubs, Kroc Centers, and other nonprofit and community organizations, through technology built on Salesforce.

This report shows our BC-based workforce, in line with the requirements of the BC Pay Transparency Act, alongside our full employee population across Canada and the United States, so you can see a fuller view. Pay transparency reporting is one way for us to better understand our workforce data, identify where gaps may exist, and continue improving our programs over time. While this report reflects a specific government-prescribed methodology, it is part of a broader and ongoing commitment to equitable people practices, including structured career frameworks, regular compensation review, performance and growth conversations, and continued investment in our employee experience.

We know this work is ongoing. Our goal is to keep strengthening the systems, conversations, and decisions that help every employee understand how they can grow, contribute, and be recognized at Traction Rec.

Employer details

Employer:	TRACTION REC TECHNOLOGIES INC.
Address:	2900 - 550 Burrard Street, Vancouver, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	51 - Information and cultural industries
Number of Employees (BC):	50-299
Total Number of Employees:	50-299

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Hourly pay

BC EMPLOYEES

Mean hourly pay gap [1]



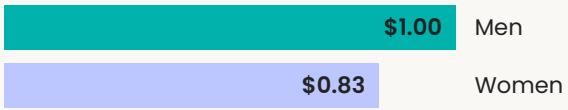
In BC, women's average hourly wages are 11% less than men's. For every dollar men earn in average hourly wages, women earn 89 cents in average hourly wages. *

ALL EMPLOYEES · CANADA AND US



Across all employees, women's average hourly wages are 6% less than men's. For every dollar men earn in average hourly wages, women earn 94 cents in average hourly wages. *

Median hourly pay gap [2]



In BC, women's median hourly wages are 17% less than men's. For every dollar men earn in median hourly wages, women earn 83 cents in median hourly wages. *



Across all employees, women's median hourly wages are 3% less than men's. For every dollar men earn in median hourly wages, women earn 97 cents in median hourly wages. *

Overtime pay

	BC AND ALL EMPLOYEES
Mean overtime pay [3]	BC and all employees: This measure cannot be displayed because there is insufficient data to meet disclosure requirements.
Median overtime pay [4]	BC and all employees: This measure cannot be displayed because there is insufficient data to meet disclosure requirements.
Mean overtime paid hours [5]	BC and all employees: This measure cannot be displayed because there is insufficient data to meet disclosure requirements.
Median overtime paid hours [6]	BC and all employees: This measure cannot be displayed because there is insufficient data to meet disclosure requirements.
Percentage of employees in each gender category receiving overtime pay	BC and all employees: 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.

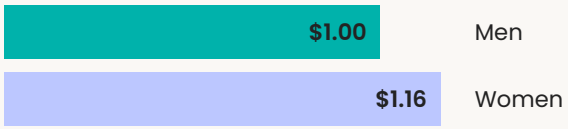
* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.

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Bonus pay

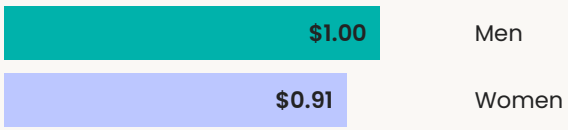
BC EMPLOYEES

Mean bonus pay[7]



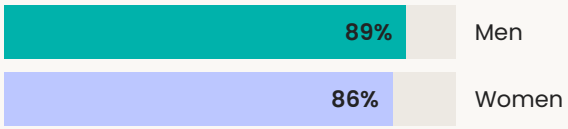
In BC, women's average bonus pay is 16% more than men's. For every dollar men earn in average bonus pay, women earn $1.16 in average bonus pay. *

Median bonus pay[8]



In BC, women's median bonus pay is 9% less than men's. For every dollar men earn in median bonus pay, women earn 91 cents in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



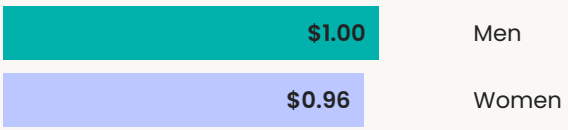
ALL EMPLOYEES · CANADA AND US

Mean bonus pay[7]



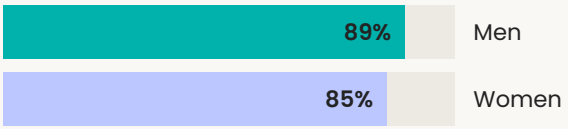
Across all employees, women's average bonus pay is 10% more than men's. For every dollar men earn in average bonus pay, women earn $1.10 in average bonus pay. *

Median bonus pay[8]



Across all employees, women's median bonus pay is 4% less than men's. For every dollar men earn in median bonus pay, women earn 96 cents in median bonus pay. *

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.

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Percentage of each gender in each pay quartile

BC EMPLOYEES	ALL EMPLOYEES · CANADA AND US
Upper hourly pay quartile (highest paid) †	
Men (100%)	Men (61%) / Women (39%)
Upper middle hourly pay quartile †	
Men (100%)	Men (29%) / Women (71%)
Lower middle hourly pay quartile †	
Women (100%)	Men (33%) / Women (67%)
Lowest hourly pay quartile (lowest paid) †	
Women (100%)	Men (46%) / Women (54%)

In BC, women occupy 100% of the lowest paid jobs.

Across all employees, women occupy 39% of the highest paid jobs and 54% of the lowest paid jobs.

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

Explanatory notes

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

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Data constraints

This report has been prepared using the methodology and reporting requirements set by the BC Pay Transparency Act. The results reflect an unadjusted comparison of pay by gender category and are intended to provide a high-level view of pay differences across the BC-based reporting population and, in the side-by-side view, across our full employee population in Canada and the United States.

This report shows two views for the required reporting period. The BC employees view reflects Traction Rec's BC-based workforce, as required by the Act, and does not represent our full employee population. The all employees view includes everyone across Canada and the United States, and is included to give a fuller picture. As a remote-first company, Traction Rec has employees across Canada and the United States, so the two views can differ in workforce composition, pay distribution, and compensation outcomes, and they should not be compared directly without considering differences in workforce size, role distribution, and location.

There are important limitations to this data. The methodology does not account for several factors that can influence compensation, including role, level, job family, performance, tenure, experience, location, market competitiveness, eligibility for variable compensation, or periods of leave. As a result, the report should not be interpreted as a complete pay equity analysis.

All gender information used for this report is self-identified by employees. Because this information is provided voluntarily, the accuracy and completeness of the report depends on the information employees have chosen to provide. Some gender categories may not appear in the report where minimum reporting thresholds are not met, in order to protect employee privacy and confidentiality.

Traction Rec's workforce size and role distribution may also affect the results. As a growing technology company with teams across different functions, pay outcomes can be influenced by the number of employees in certain job families, the distribution of employees across levels, and the representation of genders in higher-paid or variable-compensation eligible roles.

Bonus pay in this report may also be impacted by periods of unpaid or partially paid leave. Traction Rec's quarterly bonus is calculated based on eligible earnings during the bonus period. As a result, employees who take an extended leave partway through the year, including maternity or parental leave, may receive lower bonus earnings for the reporting period than employees who worked for the full year. While Traction Rec provides parental leave top-up for eligible employees, leave lengths can vary, and this may affect bonus pay outcomes in the report.

We use this report as one input into our broader understanding of compensation and equity. We will continue reviewing our compensation practices, career frameworks, and people processes to support fair, consistent, and transparent decision-making.

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