REPORT

TIPALTI CANADA, INC.

Pay transparency report

Under British Columbia's Pay Transparency Act, employers in British Columbia above a certain size are required to publish an annual pay transparency report covering hourly pay, overtime pay, and bonus pay. Tipalti Canada, Inc. ("Tipalti") is publishing this report for the 2026 reporting year, based on 2025 pay data, in compliance with this requirement.

Tipalti is committed to fair and equitable pay. Our pay practices are designed to set pay with reference to market-based salary ranges for each role and level, to be applied consistently across all roles and levels, and to support career development and advancement opportunities for all employees.

The pay gap figures in this report compare the average and median pay of all men and women employed by Tipalti in British Columbia during 2025, using the B.C. government's prescribed methodology. They do not account for differences in role, level, performance or experience, and so are not a comparison of pay for the same or similar work.

Because these gaps are based on overall averages and medians, they are affected by how employees are distributed across roles and levels. Our British Columbia workforce is concentrated in sales and customer-facing roles. The largest driver of the hourly gap is that men hold a larger share of senior sales roles, which carry higher base pay. A higher proportion of men are also in commission-eligible roles, which contributes to higher average and median bonus pay for men and a greater proportion of men receiving bonus pay.

To protect employee anonymity and privacy, results have been excluded for any gender category where reporting thresholds were not met.

Employer details

Employer	TIPALTI CANADA, INC.
Address	505 Burrard St, Suite 1400, Vancouver, BC
Reporting Year	2026
Time Period	January 1, 2025 - December 31, 2025
NAICS Code	52 - Finance and insurance
Number of Employees	50-299

Hourly pay

Mean hourly pay gap [1]



In this organization women's average hourly wages are 9% less than men's. For every dollar men earn in average hourly wages, women earn 91 cents in average hourly wages. *

Median hourly pay gap [2]



In this organization women's median hourly wages are 14% less than men's. For every dollar men earn in median hourly wages, women earn 86 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.

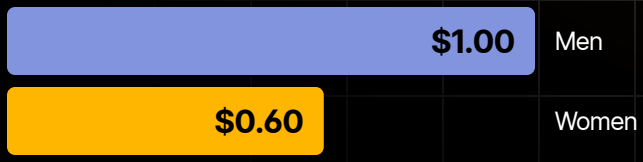
Bonus pay

Mean bonus pay [7]



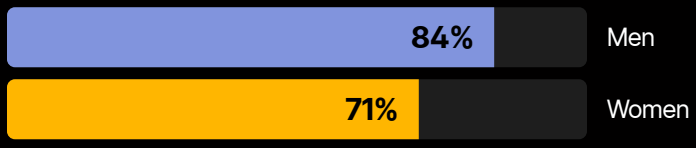
In this organization women's average bonus pay is 54% less than men's. For every dollar men earn in average bonus pay, women earn 46 cents in average bonus pay. *

Median bonus pay [8]



In this organization women's median bonus pay is 40% less than men's. For every dollar men earn in median bonus pay, women earn 60 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.

Percentage of each gender in each pay quartile [9]

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 31% of the highest paid jobs and 44% of the lowest paid jobs.

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

* 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.

Explanatory notes

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