Geotab® British Columbia Pay Transparency Report

2025 Reporting Results

Posted Date: October 30, 2026

Employer details

Field	Details
Employer legal name	Geotab Inc.
Address	2440 Winston Park Drive, Oakville, ON L6H 7V2, Canada
Reporting year	2025
Reporting period	January 1 to December 31, 2025
North American Industry Classification System (NAICS) code	417310
Employer employee size band in Canada	1000 - 2000
Employees represented in supplied British Columbia dataset	122

About this report

Beginning November 1, 2026, the British Columbia Pay Transparency Act requires covered employers in British Columbia with 50 or more employees to publish an annual pay transparency report which includes components such as hourly pay, overtime pay, and bonus pay for the employer's B.C. workforce. This report summarizes hourly pay, bonus pay, overtime pay, and pay quartile results for the British Columbia employee dataset for the 2025 calendar year.

A gender pay gap compares men's and women's earnings across the workforce, using mean and median pay. It is not an equal pay comparison, as it does not compare the pay of people performing comparable work or work of equal value. Instead, it reflects earnings across the workforce, regardless of role or seniority.

All currency amounts are in Canadian dollars (CAD).

Our Commitment

Geotab is committed to fostering a diverse and inclusive workplace where employees are treated fairly and have equitable opportunities to contribute, develop, and grow. Geotab strives to provide fair and transparent compensation that recognizes employees' contributions. This report shares workforce-level pay information as part of Geotab's commitment to pay transparency and accountability.

Methodology

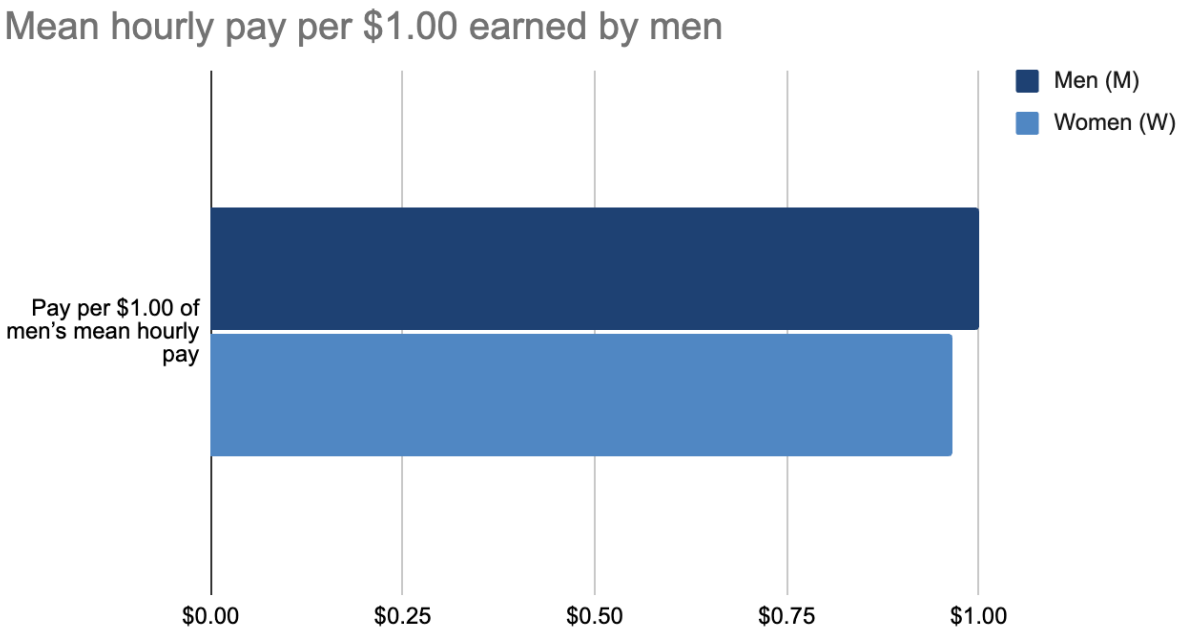
Geotab's compensation program is structured around a job level framework, where all positions are classified into predefined job levels and pay bands using a formal, documented job evaluation methodology. Each job level is assigned a corresponding pay band, which establishes the salary range for roles within that level.

To determine regional pay bands, Geotab uses a data-driven approach that blends both external market benchmarking data and internal incumbent salaries to ensure competitive and equitable pay practices. This structured approach ensures that Geotab's compensation practices are fair, competitive, and aligned with industry standards, while also maintaining internal equity within the workforce. Geotab's compensation practices include steps that ensure pay equity across the company. We access a validated survey to benchmark positions against external data and assess internal equity before a salary decision is made.

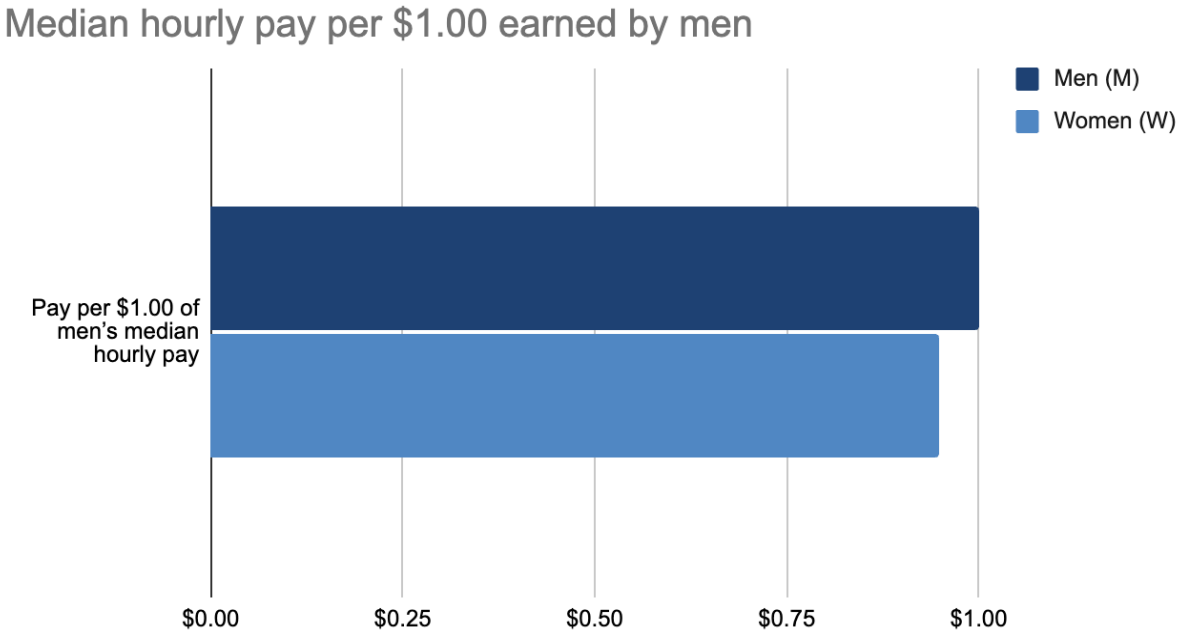
2025 Pay Transparency Results

Hourly Pay

Women's mean hourly wages are 3% less than men's. For every $1.00 men earn in mean hourly wages, women earn $0.97 in mean hourly wages. Hourly pay does not include bonuses or overtime. Gender categories below the disclosure threshold, outlined by the British Columbia Pay Transparency guidelines, are suppressed.



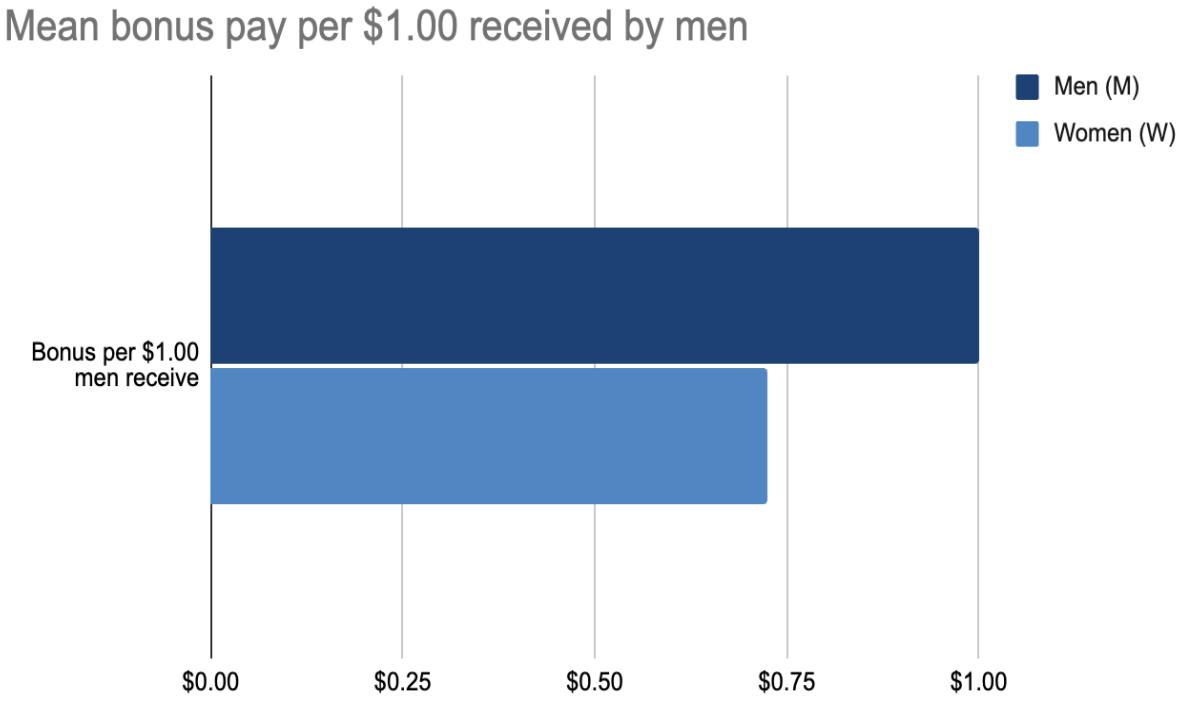
Women's median hourly wages are 5% less than men's. For every $1.00 men earn in median hourly wages, women earn $0.95 in median hourly wages. Hourly pay does not include bonuses or overtime. Gender categories below the disclosure threshold, outlined by the British Columbia Pay Transparency guidelines, are suppressed.



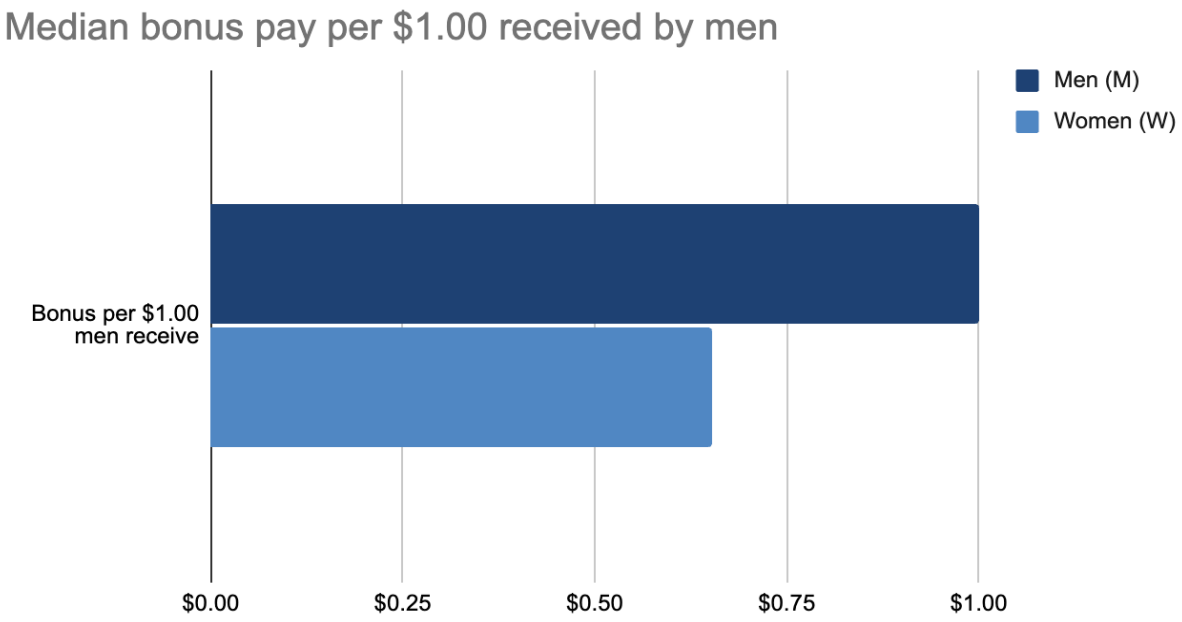
Bonus Pay

Geotab has multiple bonus programs that are designed to align with our pay-for-performance philosophy. Bonus averages and medians are calculated among British Columbia employees who received bonus pay. Gender categories below the disclosure threshold, outlined by the British Columbia Pay Transparency guidelines, are suppressed.

Women's mean bonus pay is 28% less than men's. For every $1.00 men earn in mean bonus pay, women earn $0.72 in mean bonus pay.



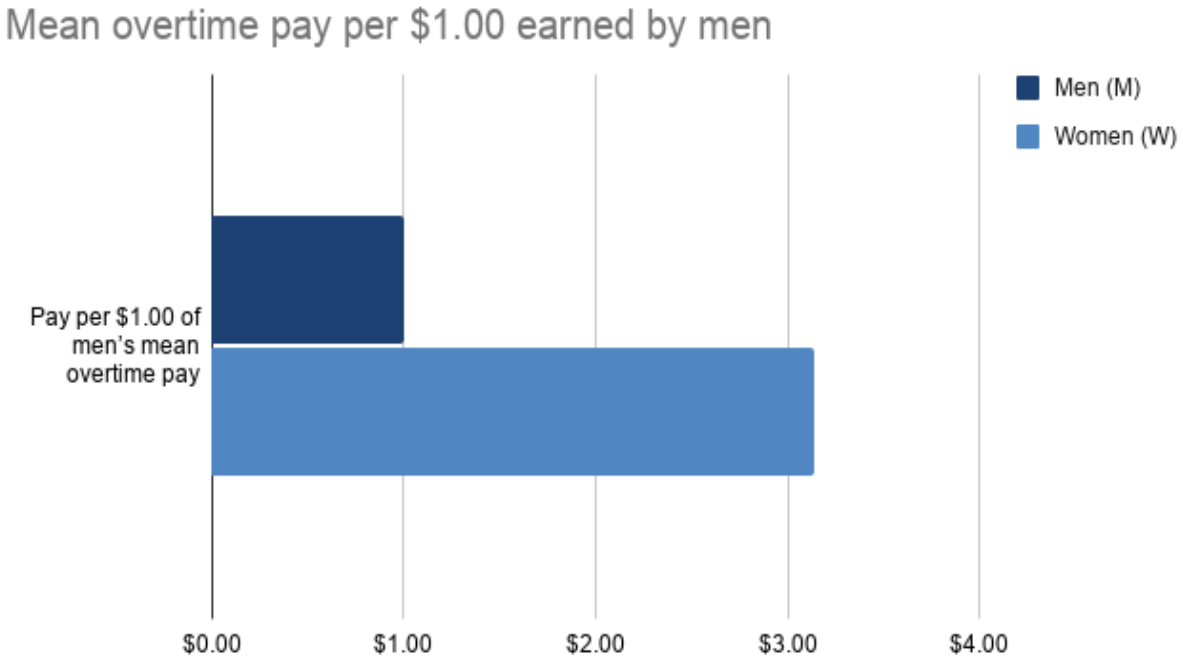
Women's median bonus pay is 35% less than men's. For every $1.00 men earn in median bonus pay, women earn $0.65 in median bonus pay.



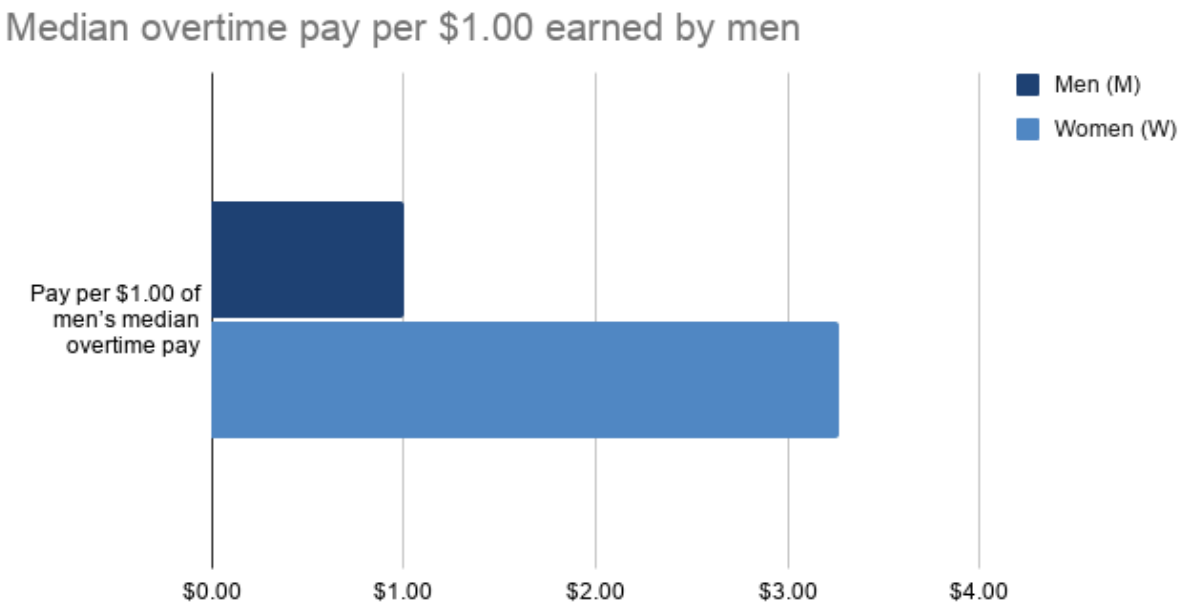
Overtime

In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, the mean and median overtime hours have been excluded due to insufficient numbers needed to meet disclosure requirements. The overtime pay figures below include only employees who received overtime pay. Gender categories below the disclosure threshold, outlined by the British Columbia Pay Transparency guidelines, are suppressed.

Women's mean overtime pay is 214% more than men's. For every $1.00 men earn in mean overtime pay, women earn $3.14 in mean overtime pay.



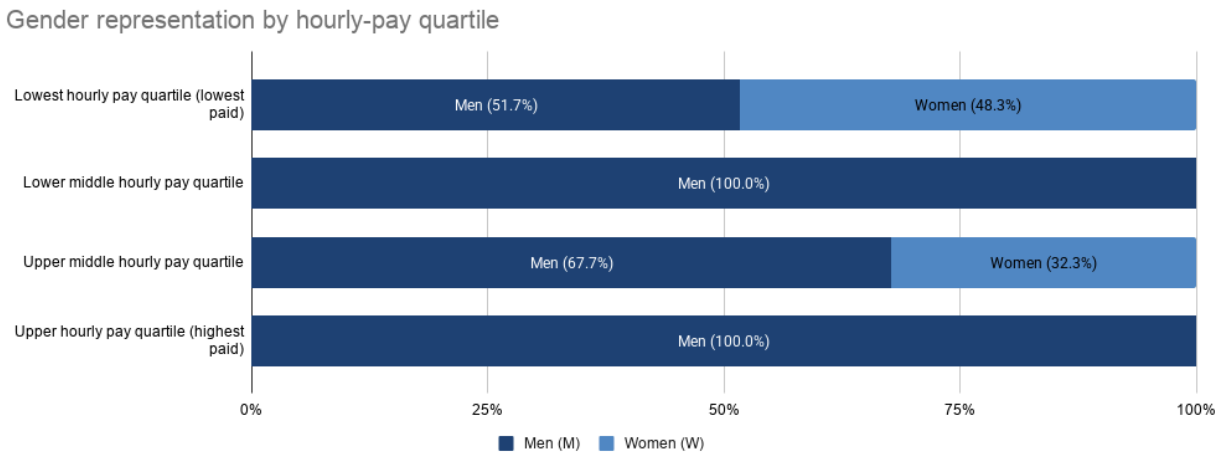
Women's median overtime pay is 226% more than men's. For every $1.00 men earn in median overtime pay, women earn $3.26 in median overtime pay.



Gender Representation across Pay Quartiles

Employees were ranked by hourly pay and divided into four nearly equal-sized groups. The percentages show the gender composition of each quartile. Gender categories below the disclosure threshold, outlined by the British Columbia Pay Transparency guidelines, are suppressed.

Women make up 48.3% of the lowest-paid quartile, compared with men at 51.7%. In the upper-middle quartile, women account for 32.3% and men 67.7%. The lower-middle and highest-paid quartiles show 100% men among reportable categories; suppressed gender categories are excluded from the denominator. Therefore, 100% men among reportable categories does not mean no employees of other genders in suppressed categories are present.



Scope and Source

This report covers the 122 employees represented in the supplied British Columbia dataset for January 1 to December 31, 2025. It summarizes hourly pay, bonus pay, overtime pay, and gender representation across pay quartiles. Some results are suppressed when disclosure thresholds are not met; reported percentages may exclude suppressed categories. The findings describe this dataset and should not be interpreted as representing Geotab's entire workforce.

Source: Geotab British Columbia pay transparency workbook for January to December 2025.