IMAGE ENGINE DESIGN INC.
Pay transparency report

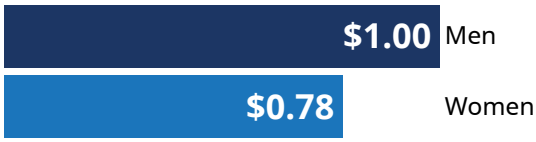
Image Engine is based in Vancouver, BC, and was formed in 1995. The company provides outstanding computer-generated visual effects and has evolved into an award-winning visual effects studio working successfully in the complex production environments of television series and feature films. Image Engine is staffed by international visual effects talent and an R&D department of the highest calibre. Film projects are completed using state-of-the-art hardware, software and proprietary tools.

Employer details

Employer:	IMAGE ENGINE DESIGN INC.
Address:	2043 Quebec Street, VANCOUVER, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	71 - Arts, entertainment and recreation
Number of Employees:	300-999

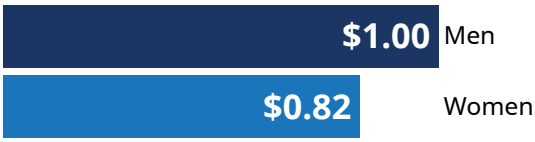
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 22% less than men's. For every dollar men earn in average hourly wages, women earn 78 cents in average hourly wages. *

Median hourly pay gap[2]



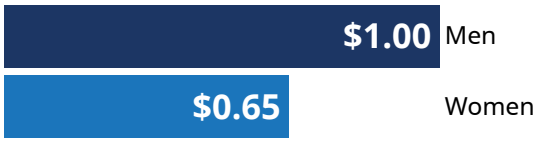
In this organization women's median hourly wages are 18% less than men's. For every dollar men earn in median hourly wages, women earn 82 cents in median hourly wages. *

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.

Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 35% less than men's. For every dollar men earn in average overtime pay, women earn 65 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 31% less than men's. For every dollar men earn in median overtime pay, women earn 69 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-10

In this organization the average number of overtime hours worked by women was 10 less than by men. *

Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-6

In this organization the median number of overtime hours worked by women was 6 less than by men. *

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

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]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

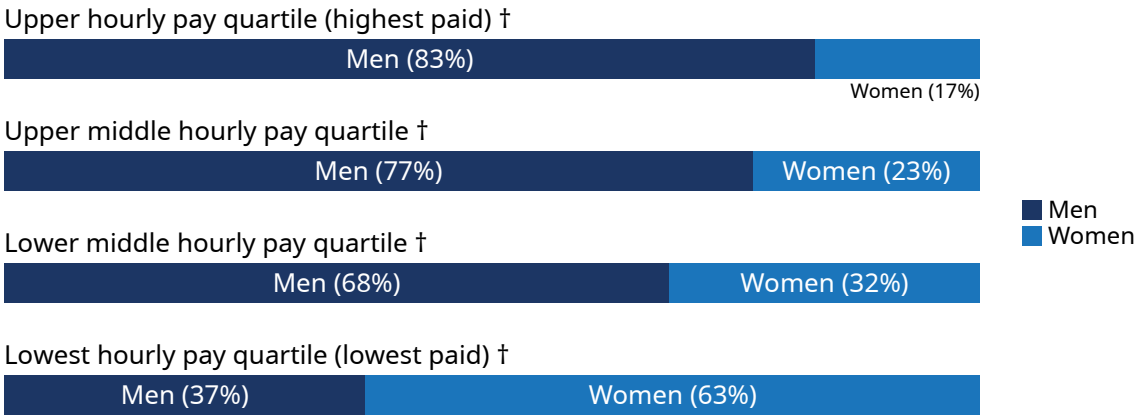
Median bonus pay [8]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving bonus pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of each gender in each pay quartile [9]



In this organization, women occupy 17% of the highest paid jobs and 63% of the lowest paid jobs.

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

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

Data constraints

In the process of preparing our Pay Transparency report, we wanted to acknowledge that there were a number of limitations with the methodology of how this report was compiled.

The current report is based on the total amount of pay and the total number of hours worked during 2025. It does not differentiate between the different levels of pay at our organization, based on years of experience and proficiency, and the variety of roles at Image Engine, which require distinct skillsets.

Hourly Pay

- Job Levels: most positions at Image Engine contain pay bands based on an employee's experience level for the role: Junior, Mid, Senior, Lead and Supervisor. When accounting for the difference in experience levels, we found that most of the presented pay gap percentages noticeably changed.
- The Junior-level Mean Hourly and Median Hourly Pay Gaps are reduced to 7% and 6%, respectively
- The Mid-level Mean Hourly and Median Hourly Pay Gaps are reduced to 15% and 8%, respectively
- The Senior-level Mean Hourly and Median Hourly Pay Gaps are reduced to 13% and 7%, respectively
- The Lead-level pay gaps shifts to show that women are paid 1% more than men in both Mean and Median
- The Supervisor-level Mean Hourly and Median Hourly Pay Gaps are reduced to 12% and 10%, respectively
- Role Differential: the current report does not include the demographics of specific roles. Women are more represented in corporate support roles (HR, Finance, Facilities, Marketing, etc.) and non-digital roles (Production) (77% women), while men are more represented in technical positions that demand a higher salary due to the unique skillset required to carry out the responsibilities. (22% women).
- More women also occupied managerial roles within the company (72%), with the mean hourly and median hourly pay gap showing that women made 4% and 6% more, respectively.

Overtime Pay

- The Overtime Pay section does not account for the fact that overtime is worked on a voluntary basis and is not based on gender, therefore it does not accurately reflect pay differentiation as it does not demand participation from all individuals in the organization to account for an accurate sample size.
- Other factors also contribute to who works overtime hours, such as project demands, individual availability, or personal preferences for working overtime.

Bonus Pay

- Similar to Overtime Pay, Bonus Pay at Image Engine is awarded based on employee referral bonuses. These bonuses are entirely voluntary and do not account for gender in the participation.

When looking at our data with this added context, the results show that gender does not play a considerable factor in pay at Image Engine, but rather the skillset and level of experience an individual brings with them.

* 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.