

Safe
Software

Benefit Impact Report 2024



Message from our CEO:

Hi everyone,



I'm excited to share some great news with you— Safe Software is now officially B-Corp certified! This is a huge milestone for us and reflects the incredible work we are doing as an organization, not just in delivering top-notch data integration solutions through FME; but also in making a positive impact on the world around us.



At the heart of everything we do is a simple belief: people come first. Whether we're helping our customers tackle complex data challenges or supporting important causes in our communities, it's all about making lives better.

This B-Corp certification is a testament to our commitment to transparency, inclusivity, and sustainability. What I'm especially proud of, however, is the work we're doing right here in our own backyard. From supporting local schools with meal programs to sponsoring community events like Champion of the Crescent and Run Surrey Run, we're not just a company in Surrey—we strive to be a company for Surrey.

Our involvement in our local community is about showing up, getting involved, and ensuring that our success as a business translates into real, tangible benefits for those around us. Whether it's through volunteering, fundraising, or providing support to local organizations, we're making a difference where it matters most—right here at home.

I'm incredibly proud of what we've achieved together, and I'm excited to see where we can go from here. Let's keep pushing forward, staying true to our mission, and continuing to make Safe Software a company we can all be proud of.

Thanks for all that you do!

Cheers,

A handwritten signature in black ink, appearing to read 'Don Murray'.

Don Murray, CEO, Safe Software



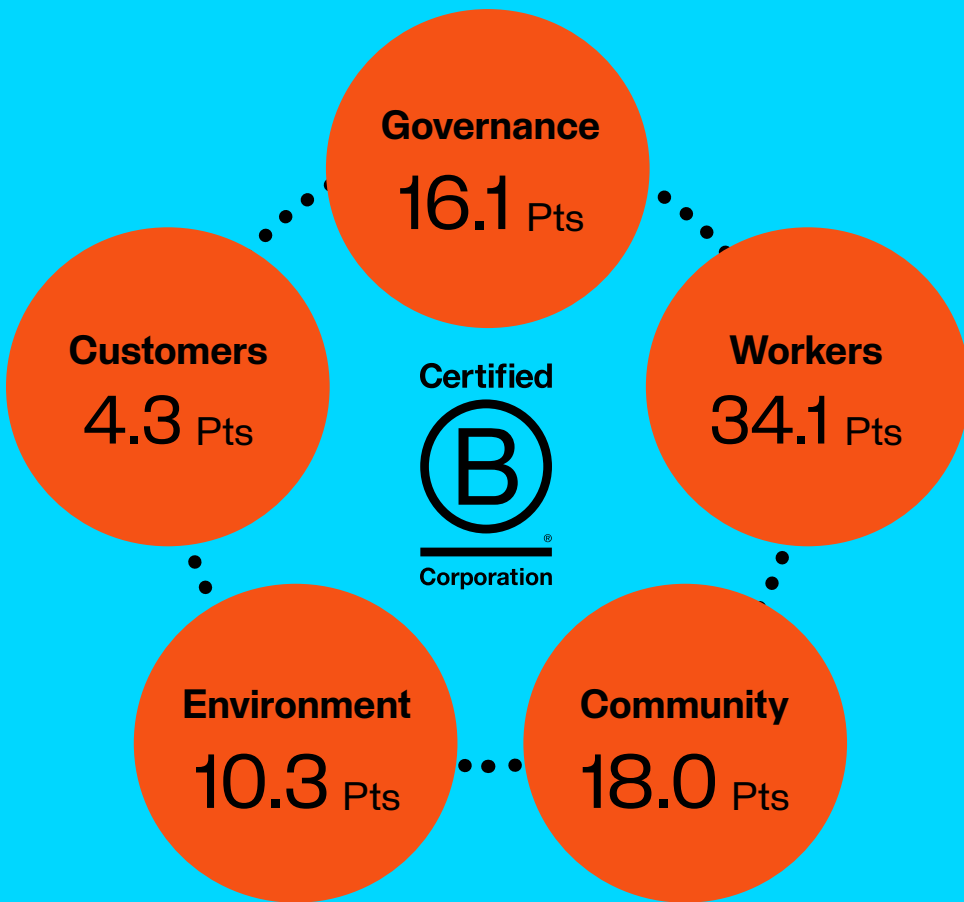
Our Mission:

At Safe Software, our mission is to provide powerful data integration solutions through FME—the only enterprise platform with comprehensive support for spatial data.

Beyond the technology, we're dedicated to helping people better understand and use their data to discover new solutions.

We believe in a simple, innovative approach that brings our partners' and customers' data to life, making their lives better in the process. In a data-driven world, we never lose sight of the fact that we work with and for people, always putting human needs first.

In 2024, Safe Software became a B-Corp certified company with a total score of 83.0



Governance

- **Transparency and Inclusivity:** We value transparency in our decision-making processes, allowing every team member to have a voice and contribute to our collective mission. Inclusivity is at the core of our governance practices, as we actively seek input from every member of our diverse team.
- **Empowering Change:** We recognize our ability to have a positive global impact on the future of our planet. With that in mind, Safe Software has a grant program that gives out charitable licenses to organizations that otherwise would not be able to access FME software. Every year, Safe Software provides over 4,000 free FME licenses to researchers, non-profit organizations, and educational institutions of all levels. One example of this is The SMART Partnership, a non-governmental organization and innovative partnership with some of the world's leading conservation agencies including: World Wildlife Fund (WWF), Wildlife Conservation Society (WCS), Frankfurt Zoological Society, North Carolina Zoo, and the Zoological Society of London (ZSL). This partnership mainly involved developing the SMART software, a robust, flexible, globally scalable platform of tools to empower rangers, patrol leaders and law enforcement managers to leverage geospatial data with easy-to-use technology and to help conservationists effectively manage and protect the most at-risk wildlife and areas worldwide. As they work through deploying the SMART platform around the world, the work of migrating diverse historic data sets has been simplified greatly with FME through Safe Software's grant program. To date, the SMART platform has contributed to conservation efforts in 1,200 sites across 100 countries.

- **Global Impact:** We provide a range of data solutions for over 25,000 customers spanning a variety of industries, and serve more than 200,000 users across 121 countries. This expansive presence is a result of our commitment to making data accessible and usable for individuals and organizations worldwide.



Community

- **Charitable Endeavours:** We proudly sponsor and support various charitable initiatives, including but not limited to:
Run in the Dark (hosted by Mark Pollock)
 - Delta Wild U18 Female Hockey Group
 - Champion of the Crescent (hosted by Surrey Memorial Hospital)
 - Young Eagles Summer Camp (in collaboration with Vancouver FC)
 - Cameron Alexander (Team Canada Athlete Sponsorship)
 - Burns Bog Conservation
 - Mary Jane Shannon Elementary Meal Program (for the 5th consecutive year, providing breakfast and lunch throughout the year for children in need).



- **Civic Involvement:** Our employees are actively involved in our communities, volunteering their time and resources for causes close to their hearts and organizing fundraisers throughout the year. In 2024, each Safe Software employee was encouraged to take a full paid day off to do volunteer work, further strengthening our commitment to making a positive impact both inside and outside our organization. In the 2024 fiscal year, Safe's contributions totalled just over \$230,000, raised from October 2023 - September 2024. We have supported groups such as:

- Adopt-a-Family
- Leukemia and Lymphoma (LLS) Light the Night
- Surrey Food Bank
- Vancouver Food Bank
- 2023 Celebration of Care Gala
- SFU Surrey Campus - Food Security Fund
- Surrey School Meal Program / Mary Jane Shannon Breakfast Program
- Ronald McDonald House BC & Yukon
- FRAFCA
- Run Surrey Run

Additionally, 2024 was our sixth year of consecutive sponsorship of the Serpentine River Family Room at Surrey Memorial in collaboration with Ronald McDonald House and Surrey Hospitals Foundation.



Social Impact

- **Mental Health Initiatives:** Our commitment to the well-being of our team extends to mental health programs, such as providing generous counseling benefits, Employee and Family Assistance Programs (EFAP), and mental health training.
- **Financial Empowerment:** We empower our employees through the RBC Financial Wellness Series, offering financial literacy sessions to enhance their financial competence.
- **Employee Well-being:** We demonstrate our appreciation for our workforce by providing extra vacation days, opportunities to participate in community events such as Champion of the Crescent, and support for community engagement.
- **Diversity, Equity & Inclusion:** We actively promote diversity, inclusivity, and equity within our organization. Our diverse team, representing various backgrounds in terms of ethnicity, gender, sexual orientation, religion, and age, enriches our workplace and fosters creativity. This aligns with Safe's commitment to pay transparency, even before it is required by legislation. **Since 2004, Safe has consistently invested in acquiring salary market data to guarantee equitable compensation for employees, aligning with their roles and responsibilities.** We introduced our Transparent Salary Grid in 2020, to properly foster trust and morale amongst our employees, and show our commitment to promoting fairness and equity within the organization.



Environment

- **Sustainable Practices:** Our Certified LEED Gold Building exemplifies our commitment to environmentally sustainable practices which include, but are not limited to:

- **Efficient Energy Use:** We prioritize electricity and light conservation by implementing an automated shutdown of non-essential systems from 5:30 PM until 6:30 AM. In addition, our office light switches are equipped with sensors to prevent unnecessary energy consumption.
- **Rainwater Harvesting:** We have an intricate rainwater recycling system that filters it through a bio swale and a treatment area that then pumps it for irrigation
- **Green Rooftop Patio:** Our impressive 6,000 sq ft green rooftop patio not only enhances our workspace but also contributes to environmental sustainability by improving air quality, reducing energy consumption through natural insulation, and supporting local biodiversity with native plant species.

- **Reduced Plastic Waste:** We promote responsible water consumption by providing filtered, clean water through our water, ice, and coffee machines, reducing the need for single-use plastic water bottles. Additionally, every employee is equipped with thermal mugs to further minimize plastic bottle usage.
- **HVAC Efficiency:** To optimize energy efficiency, our HVAC systems are programmed to shut down during non-working hours and weekends. This proactive approach ensures that they do not run unnecessarily.
- **Temperature Control:** We employ blackout blinds on windows to regulate indoor temperatures during extreme weather conditions, reducing the reliance on HVAC systems for climate control.

- **Carbon Neutrality:** To mitigate our environmental impact, we invest in carbon offsets that adhere to recognized Gold Standard Offsets earmarked for the Safe Drinking Water Project in Uganda, ensuring our operations are carbon-neutral. Lastly, in both 2023 and 2024, we were able to offset 100% of all air travel.

- **Eco-Friendly Commute:** We encourage eco-conscious commuting by offering secure bike lockers, EV charging stations, and convenient access to public transportation for our employees.

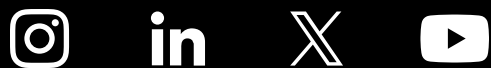


Customers

- **Inclusive Product Offerings:** We aim to provide technology that empowers individuals to do meaningful work and bring data to life across various industries and disciplines. We are dedicated to expanding possibilities and redefining industry standards. For instance, FME is crucial in the restoration of HMS Victory, supporting the National Museum of the Royal Navy's conservation. FME standardizes and streamlines workflows, allowing precise focus on key restoration areas. Its ability to unify diverse datasets and support georeferencing ensures data consistency and efficiency. With real-time insights, FME helps the team adapt to challenges like weather impacts, resolving issues up to 70 times faster than traditional methods. This efficiency is vital for preserving HMS Victory and ensuring its legacy for future generations.
- **Human Capital Development:** Through initiatives like Humanitarian Licenses and Educational Grants, we make it possible for researchers, non-profit organizations, educational institutions, and teachers to access our platforms, thereby contributing to the development of human capital and skills.



Stay connected with us as we continue our journey to lead positive change in our communities and the world around us.



Learn more about how we are giving back to communities [safe.com](https://www.safe.com)