SEMIOSBIO TECHNOLOGIES INC.
Pay transparency report

At Semios Group, we are committed to fair, transparent, and equitable compensation practices that recognize employee contributions and align with our business strategy and values. Our Total Rewards approach includes pay, incentives, benefits, development opportunities, recognition, and the overall employee experience.

This Pay Transparency Report provides information on the gender composition of our workforce and pay differences across gender categories, as required by British Columbia's Pay Transparency Act. We regularly review our compensation practices and use these insights to support ongoing pay equity, transparency, and consistency across our organization.

Employer details

Employer:	SEMIOSBIO TECHNOLOGIES INC.
Address:	1600-925 WEST GEORGIA STREET, VANCOUVER, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	54 - Professional, scientific and technical services
Number of Employees:	50-299

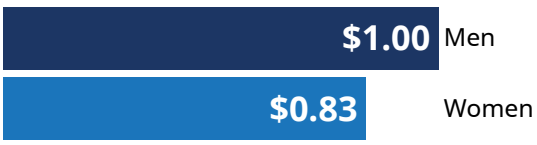
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 12% less than men's. For every dollar men earn in average hourly wages, women earn 88 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization 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. *

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]

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]

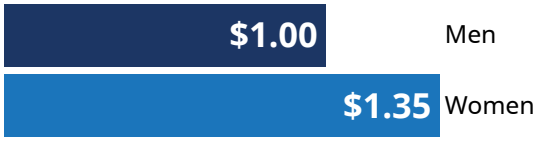
This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving overtime pay

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

Bonus pay

Mean bonus pay [7]



In this organization women's average bonus pay is 35% more than men's. For every dollar men earn in average bonus pay, women earn $1.35 in average bonus pay. *

Median bonus pay [8]



In this organization 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. *

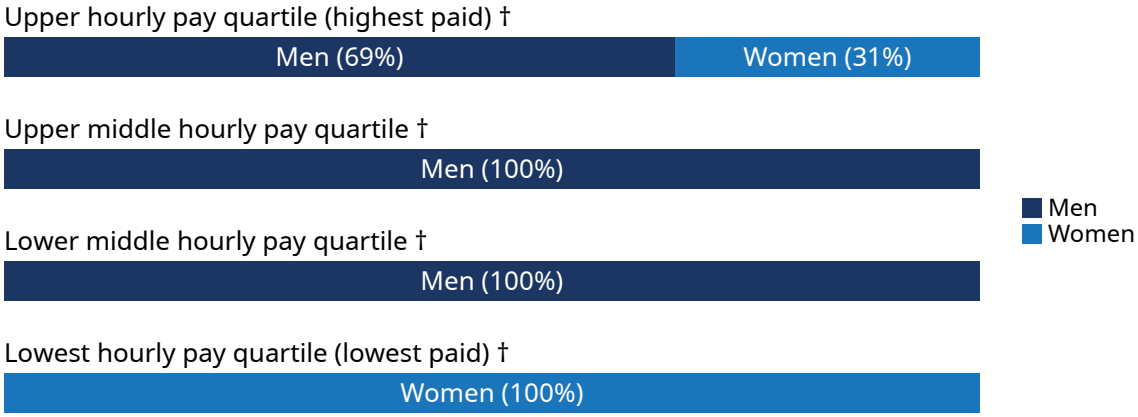
Percentage of employees in each gender category receiving bonus pay



Explanatory notes

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.
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]



In this organization, women occupy 31% of the highest paid jobs and 100% 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.

Data constraints

The information presented in this report is based on the data available for the reporting period and is subject to the following limitations and considerations:

Gender data and confidentiality
The number of employees who have self-identified as non-binary or who have not disclosed their gender is statistically small. In accordance with the privacy and disclosure requirements under British Columbia's Pay Transparency legislation, data for these groups may be excluded or suppressed where reporting could reasonably risk identifying individual employees. Reporting guidance requires gender data to be suppressed where there are fewer than 10 individuals in a gender category.

Overtime data
No overtime data is reported because the employees covered by this report are not eligible for overtime.

Percentage of each gender in each pay quartile
Certain gender percentages have been suppressed to protect employee privacy where a gender group contained fewer than 10 employees in a pay quartile. As a result, reported quartile percentages may differ from the underlying workforce composition.

Interpretation of Gender Pay Differences
At Semios Group, we are committed to equitable, market-based compensation and do not differentiate pay based on gender. Individual compensation within salary ranges may vary based on factors such as role, level, seniority, tenure, experience, skills, and performance.
Differences in workforce composition and the distribution of employees across roles and levels may contribute to the aggregate results presented in this report. Semios Group is committed to regularly reviewing its compensation practices and monitoring for potential pay gaps, with the goal of identifying and addressing any differences and continuing to strengthen pay equity across the organization.

* 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.