# Pay Transparency Report[1]

Employer Details:

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|---|---|
| Employer | Acuitas Therapeutics Inc. ("Acuitas") |
| Address | 6190 Agronomy Rd #205, Vancouver, BC V6T 1Z3 |
| Reporting Year | 2026 |
| Time Period | January 1, 2026 – January 1, 2027 |
| NAICS code | 54 – Professional, Scientific and Technical Services |
| Number of Employees | 50-299 |

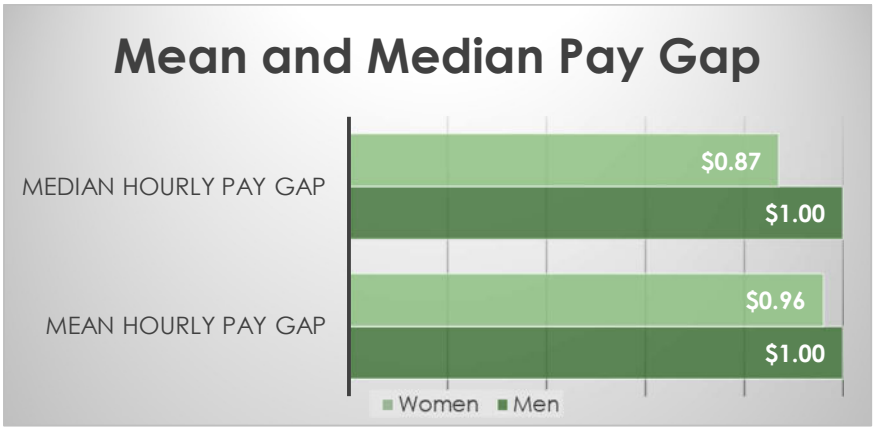
## Compensation Philosophy

We have adopted a market-based compensation strategy that sets salaries and pay bands based on what other organizations in our industry and geographic area pay for comparable roles. This approach ensures both competitiveness and fairness.

With respect to bonuses, we follow a team-based compensation philosophy in which pay is influenced by the collective performance of the team, rather than focusing solely on individual achievements. This approach fosters collaboration, strengthens team cohesion, and ensures that individual contributions align with our broader organizational goals.

## HOURLY PAY

### Mean Hourly Pay - Unadjusted



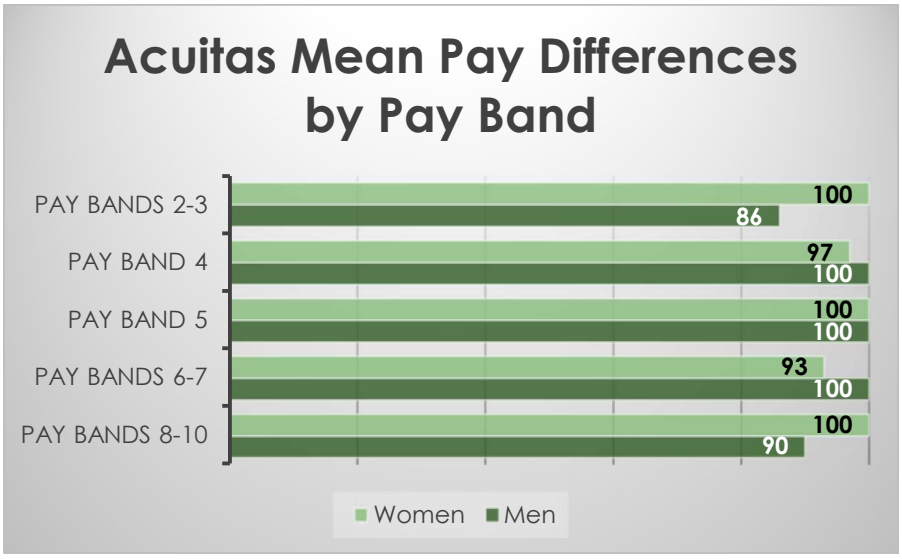

Mean hourly pay gap. In this organization, women's average hourly wages are 4% less than men's. For every dollar men earn in average hourly wages, women earn 96 cents in average hourly wages.

[1] Produced pursuant to the *Pay Transparency Act*, S.B.C. 2023, c. 18.

Median hourly pay gap. In this organization, women's median hourly wages are 13% less than men's. For every dollar men earn in median hourly wages, women earn 87 cents in median hourly wages.

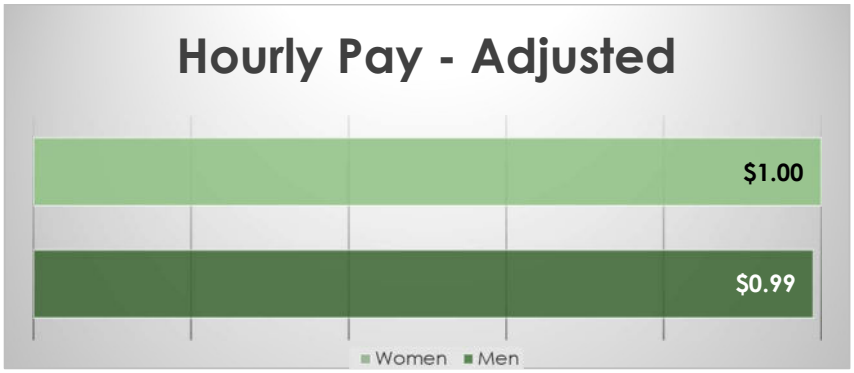
## PAY GRADES

Our roles are organized into ten pay bands based on duties and responsibilities, helping ensure that employees in comparable roles receive similar compensation. *The Pay Transparency Act* requires us to report the unadjusted pay gap, which represents the average difference in pay between men and women without accounting for factors such as role level or role function. To provide a more comprehensive perspective, we also report on the adjusted pay gap. Often referred to as the "equal pay for equal work" gap, this measure accounts for differences in role level and function, allowing for a more accurate comparison of pay between men and women.



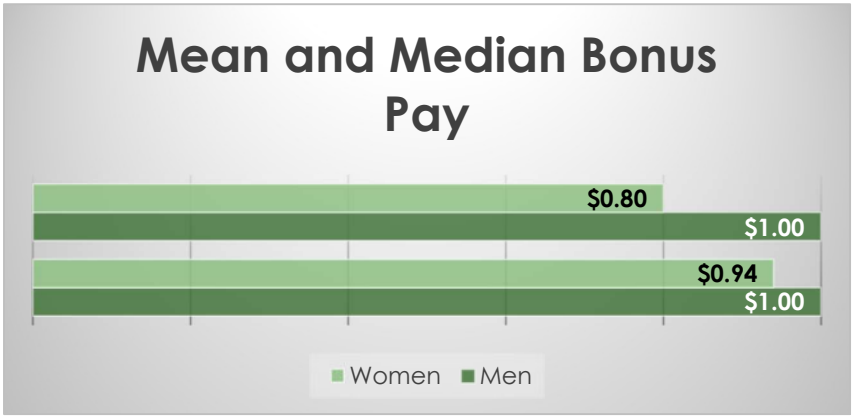

### Hourly Pay – Adjusted

After reviewing how much of the pay gap is explained by differences in role level and function, when we compare employees in similar roles, we found that men earn 99 cents for every dollar earned by women for equivalent work at Acuitas.




## BONUS PAY

### Bonus Pay - Unadjusted




Mean bonus pay. In this organization, women's average bonus pay is 6% less than men's. For every dollar men earn in average bonus pay, women earn 94 cents in average bonus pay.

Median bonus pay. In this organization, women's median bonus pay is 20% less than men's. For every dollar men earn in median bonus pay, women earn 80 cents in median bonus pay.



## Bonus Pay - Adjusted

After completing an analysis to see how much of the bonus pay gap is explained by differences in job level and job function, when we compare employees in similar jobs, we found that the bonus pay gap is 2%. This means women earn 98 cents for every dollar earned on bonus pay by men for equivalent work.

