CLARIUS MOBILE HEALTH CORP.
Pay transparency report

This report is published in accordance with the requirements of the British Columbia Pay Transparency Act and provides pay information for the Clarius Mobile Health workforce located in British Columbia.

Employee data covers the period from January 1, 2025, to December 31, 2025. The analysis includes employees who were actively employed by Clarius Mobile Health in British Columbia during the reporting period. Employees whose primary work location was outside British Columbia are excluded from this report, consistent with the scope of provincial pay transparency reporting requirements.

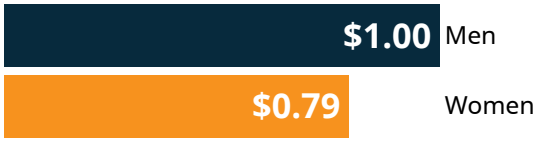
The information in this report reflects aggregated workforce data and is intended to provide transparency on pay patterns across employee groups. No individual salaries, compensation details or personally identifiable information are disclosed.

Employer details

Employer:	CLARIUS MOBILE HEALTH CORP.
Address:	205 - 2980 VIRTUAL WAY, VANCOUVER, BC V5M 4X3
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	54 - Professional, scientific and technical services
Number of Employees:	50-299

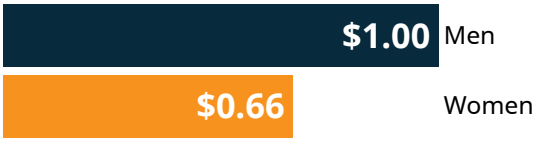
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 21% less than men's. For every dollar men earn in average hourly wages, women earn 79 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 34% less than men's. For every dollar men earn in median hourly wages, women earn 66 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.

Pay gap notes

The difference in average pay between men and women at Clarius is driven mainly by who holds our highest-paid roles, not by differences in pay for the same work. Two groups account for most of the gap:

- **Executive leadership:** most of our executive roles are currently held by men.
- **Technical roles:** our engineering and technical roles are paid at higher market rates and are among the highest-paid roles in the organization. Most of these roles are currently held by men.

Within most job levels, the pay difference between men and women is small.

We are working to increase the representation of women in our technical teams. Women's share of new hires into our research and development and product teams has grown from 20% in 2022 to 50% in 2025.



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.

Explanatory notes

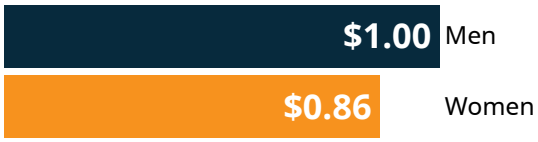
3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

Bonus pay

Bonus pay notes

Bonus pay includes our company incentive plan and sales commission. The incentive plan is based on several factors, including overall company financial performance and an employee's level of responsibility within the organization. Senior leaders carry greater accountability and therefore have higher potential payouts. Bonuses are issued after the start of each fiscal year, based on performance over the previous fiscal year. In 2025, all employees not participating in the company incentive plan received a one-time bonus of $2,500.

Mean bonus pay [7]



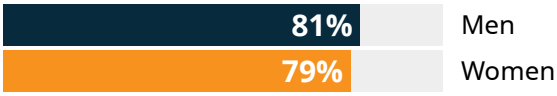
In this organization women's average bonus pay is 14% less than men's. For every dollar men earn in average bonus pay, women earn 86 cents in average bonus pay. *

Median bonus pay [8]



In this organization women's median bonus pay is 0% less than men's. For every dollar men earn in median bonus pay, women earn $1.00 in median bonus pay. *

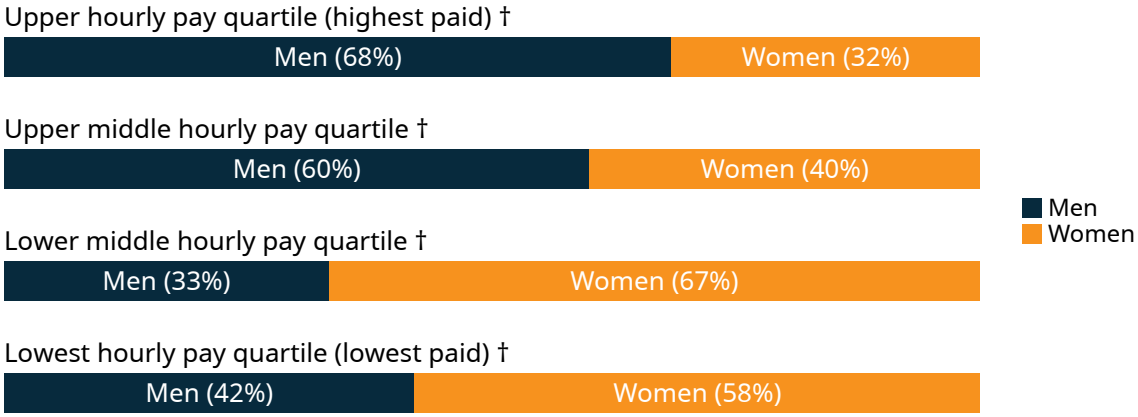
Percentage of employees in each gender category receiving bonus pay



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.

Percentage of each gender in each pay quartile [9]



In this organization, women occupy 32% of the highest paid jobs and 58% of the lowest paid jobs.

Pay quartile notes

The distribution of men and women across pay quartiles reflects the mix of roles in our organization. More of our senior leadership and technical roles, which sit in the highest pay quartile, are currently held by men. Pay ranges are set by role and level, along with market rates.

† 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.

* 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.