SVANTE TECHNOLOGIES INC.
Pay transparency report

This report is prepared by the Svante Technologies Inc. ("Svante") including all its entities in accordance with the provisions of B.C.'s Pay Transparency Act.

At Svante, diversity, equity and inclusion are integral to building a workplace where people are respected, supported and empowered to contribute. As part of this commitment, Svante advocates for gender equality and works to promote equitable, fair and transparent compensation practices.

This report reflects Svante's commitment to reviewing pay outcomes, identifying potential gaps and supporting continued progress toward pay equity in accordance with B.C.'s Pay Transparency Act.

This report covers the period from January 1, 2025, to Dec 31, 2025. It reviews a variety of compensation indicators. The pay data used in this report were derived by payroll systems administered by Svante.

Gender identity information used in this report was collected on an employee voluntary self-reported basis through employees' onboarding process. 100% of employees have self-identified their gender for the reported period, comprising 76.18 percent men, 23.24 percent women, and 0.59 percent non-binary. The dashboard does not report on non-binary protect employee privacy and confidentiality.

Svante ensures employees are informed of their ability to update gender information and to addressing any potential gender-based pay inequities.

In general, the Svante 2025 gender pay transparency analysis shows that women earn 5% more than men on average and 1% more at the median. The relatively small median difference, combined with proportional gender representation across all pay quartiles, suggests that compensation outcomes are generally balanced across the organization, with women slightly outperforming men in overall earnings. The larger mean differential indicates that women may have stronger representation among higher-paid roles or higher earners within the workforce.

Gender distribution across all pay quartiles is generally consistent with the overall workforce demographics. This suggests that employees of different genders are proportionately represented throughout the organization's pay structure, with no significant concentration of a gender in either the highest or lowest pay quartiles.

The gender pay comparison represents an outcome from ongoing annual efforts to hire, develop, advance, and balance pay across genders. 2025 marks the first year at Svante in which pay is greater, albeit slightly, for women. Moving forward, as part of our ongoing commitment to pay equity, Svante will continue to evaluate compensation patterns across its workforce and strengthen its analytical approach to better understand pay outcomes, identify potential gaps, and support continuous improvement in equitable compensation practices.

Employer details

Employer:	SVANTE TECHNOLOGIES INC.
Address:	1133 Melville Street Suite 3500, The Stack, 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 5% more than men's. For every dollar men earn in average hourly wages, women earn $1.05 in average hourly wages. *

Median hourly pay gap[2]

In this organization women's median hourly wages are 1% more than men's. For every dollar men earn in median hourly wages, women earn $1.01 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]

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.

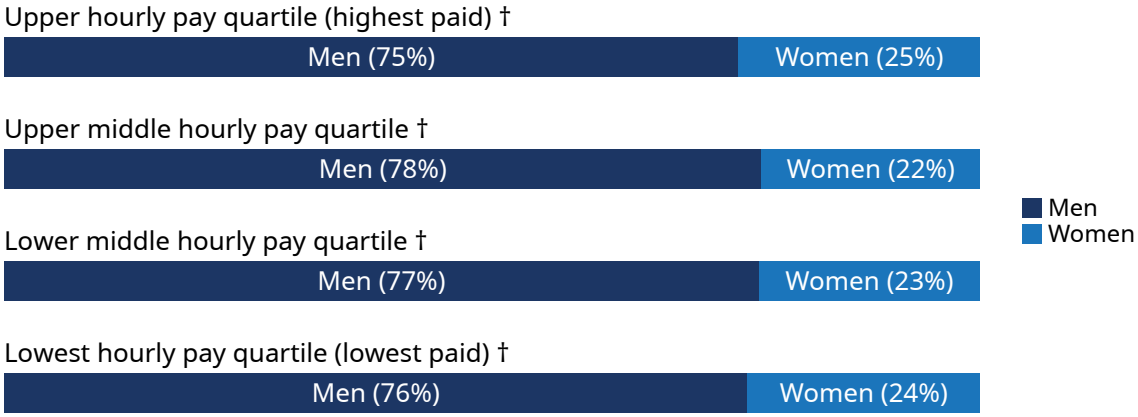
Percentage of employees in each gender category receiving bonus pay

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

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 25% of the highest paid jobs and 24% of the lowest paid jobs.

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

Data constraints

At Svante, paid overtime is available only to certain eligible positions and is seldom utilized. Due to the limited amount of overtime pay data available, these figures are not reported to protect employee privacy and confidentiality.

Bonus pay cannot be displayed because there is insufficient data to meet disclosure requirements.

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.