

BC Pay Transparency Report

Reporting period: January 1, 2025 – December 31, 2025

The BC Pay Transparency Act requires employers in BC to publish an annual pay transparency report, outlining relative salaries earned, by self-reported gender, for all BC-based employees.

Powered by people

At Aspect, our mission depends on our team. Brilliant minds united in our bold ambition to develop bioengineered cellular medicines that will transform how we treat disease. To accomplish this mission we have attracted industry-leading talent from around the world, across Canada, and from right here, in BC.

We are committed to merit-based, fair compensation for our high-performing team, in consideration of their contribution to the mission, and without prejudice to gender.

Our total compensation package includes salary, equity, company benefits, and, most importantly, the chance to work with top talent on a truly transformative approach to regenerative medicine. We regularly benchmark with comparable companies in our market, considering salary, benefits, and the exceptional team and experience we can offer as we pursue our mission. Our compensation philosophy will continue to evolve with our growth phase and the market to ensure we support our team and long-term mission.

Our results

ORDINARY PAY

Raw pay gap

The BC Pay Transparency Act evaluates the raw pay gap, which measures the overall difference in pay between men and women across all BC-based employees, regardless of role.

- ▶ **Mean Hourly Pay Gap:** \$0.91 for women for every \$1.00 earned by men.
- ▶ **Median Hourly Pay Gap:** \$0.88 for women for every \$1.00 earned by men.

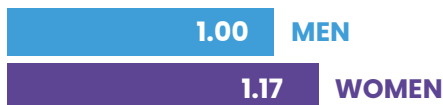
PAY DISTRIBUTION ACROSS ROLE LEVELS

Aspect Biosystems encompasses a wide range of scientific, technical, and operational roles. Given that pay is significantly influenced by performance, role responsibilities, and experience, the simple representation of mean and median pay ratios required by the Act does not fully account for distribution of pay within the company. To provide some additional detail on our pay distribution, we have also elected to provide pay ratios by level of responsibility.

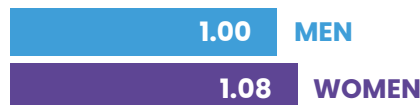


Early Career

Median hourly pay gap

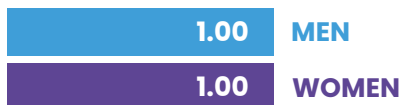


Mean hourly pay gap

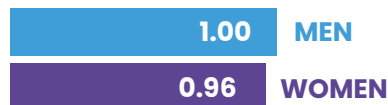


Mid Level Professionals

Median hourly pay gap

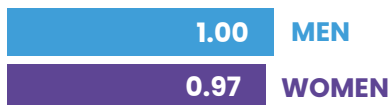


Mean hourly pay gap

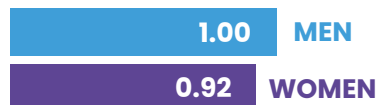


Senior Professionals & Managers

Median hourly pay gap

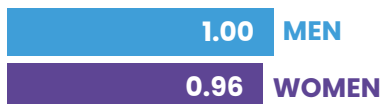


Mean hourly pay gap

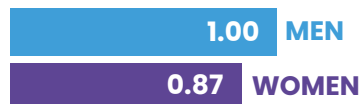


Expert Scientists & Senior Managers

Median hourly pay gap



Mean hourly pay gap



BONUS PAY

This measure is not reported due to insufficient numbers to meet reporting requirements in 2025.

OVERTIME PAY

Not applicable to the team in 2025.

PERCENTAGE OF EACH GENDER IN EACH PAY QUARTILE

The percentage of gender across pay quartiles illustrates the distribution of self-identified men and women across our four overall pay ranges:

Lowest hourly pay quartile: 58% men, 42% women

Lower middle hourly pay quartile: 45% men, 55% women

Upper middle hourly pay quartile: 30% men, 70% women

Upper hourly pay quartile: 50% men, 50% women

Explanatory notes

1. **Mean hourly pay gap:** represents the difference in average hourly pay between gender groups, excluding bonuses and overtime.
2. **Median hourly pay gap:** represents the difference in middle-rate hourly pay between gender groups, where half of each group earns above this rate and half earns below. It excludes bonuses and overtime.
3. **Pay quartile:** shows the percentage of each gender across four equal pay bands, ranked from lowest to highest hourly pay.
4. To provide the most accurate view of the data and support the purpose of the report, the executive (n=9) pay has been excluded.