



2026

Pay Transparency Report

About bioLytical Laboratories

bioLytical Laboratories is a privately owned Canadian biotechnology company focused on the research, development, and commercialization of rapid in vitro diagnostic tests through its proprietary INSTI® technology platform, which delivers highly accurate results in as little as one minute. Since 2002, bioLytical has grown into a globally recognized diagnostics organization with regulatory approvals spanning major international markets and a growing portfolio of innovative infectious disease testing solutions.

Our success is made possible by the talented individuals who bring our mission to life every day. We are committed to providing meaningful career opportunities, supporting professional development, and creating an environment where employees can contribute and succeed.

FAIR COMPENSATION

bioLytical is committed to fair, competitive, and market-informed compensation practices. Pay decisions are based on the requirements of the role, relevant skills and experience, performance, internal equity, and external market conditions. We regularly conduct market benchmarking reviews and evaluate our compensation program to ensure employees are compensated fairly for their role and contributions, independent of gender.

We support the objectives of British Columbia's Pay Transparency Act and the role transparency plays in improving understanding of compensation practices, workforce trends, and opportunities within the organization. We are committed to providing equal employment opportunities and making employment-related decisions based on qualifications, capability, performance, and business needs.

Understanding the Data

The pay gap figures presented in this report have been prepared using the methodology prescribed under the British Columbia Pay Transparency Act. The calculations compare average earnings across gender groups and reflect the overall composition of the workforce rather than direct comparisons between employees performing the same or substantially similar work.

The data reflects a workforce where women represent the majority of employees and are well represented across all levels of the organization. Women comprise the majority of employees within the upper-middle pay quartile and are strongly represented throughout the middle quartiles, where much of bioLytical's scientific, technical, operational, and professional talent resides. Women also represent a significant portion of employees within the highest pay quartile. The reported mean and median pay gap figures are best understood alongside employee representation across different roles and organizational levels, including a greater concentration of men within the highest-paid positions and a greater concentration of women within certain lower-paid roles.

Employer Details

Employer	BIOLYTICAL LABORATORIES INC.
Address	13251 DELF PL #406, RICHMOND, BC V6V 2A2
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 Gap¹

Men: **\$1.00**



Women: **\$0.67**



On a mean average women's hourly wages are 33% less than men's. For every dollar men earn in average hourly wages, women earn 67 cents in average hourly wages*

Median Hourly Pay Gap²

Men: **\$1.00**



Women: **\$0.86**



On a median average women's hourly wages are 14% less than men's. For every dollar men earn in median hourly wages, women earn 86 cents in median hourly wages*

*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.

Overtime Pay

Mean Overtime Pay³

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

Median Overtime Pay⁴

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

Mean Overtime Paid Hours⁵

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

Median Overtime Paid Hours⁶

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 Pay⁷

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

Median Bonus Pay⁸

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.

Percentage of Each Gender in Each Pay Quartile⁹

Upper hourly pay quartile (highest paid) *



Upper middle hourly pay quartile*



Lower middle hourly pay quartile*



Lowest hourly pay quartile (lowest paid) *



For the lowest-paid quartile; men are present but were excluded per the reporting standards.

*To protect privacy, any gender category with fewer than 10 employees in a quartile is excluded, and percentages are calculated from the remaining employees. Figures therefore reflect only the reportable categories in each quartile.

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.
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.
9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.