

BC Pay Transparency Report

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

The BC Pay Transparency Act mandates that British Columbian employers publish a pay transparency report. This report includes details on hourly pay, overtime pay, and bonus pay for AbCellerites in BC.

The gender data in this report is based on voluntary self-identification by AbCellerites, categorized as man, woman, non-binary, or prefer not to say.

Under the Act, employers report the raw pay gaps. This will illustrate the average difference in pay by gender without accounting for factors that influence pay, such as job level and qualifications, function, or performance. We will also report the adjusted pay gap—also referred to as the explained pay gap—which accounts for some of these critical factors, specifically: job level and qualifications, function, and performance. We believe this offers a more accurate picture of gender pay differences for similar or equivalent work.

Our Commitment to Equal Pay

AbCellera is dedicated to the principle of equal pay for equal work. We hire top talent, and want to recognize our teams' contributions fairly. Paying people fairly is not just the right thing to do—it's how we build effective and talented teams and a stronger economy.

This report focuses on the potential gender pay gap as required by the BC Pay Transparency Act. In addition to upholding a focus on equal pay for equal work, AbCellera supports the team through a thoughtful and dedicated commitment to total compensation. We review our Perks and Pay Program annually to ensure that AbCellerites are rewarded and supported based on their experience and performance, and the value they bring to the team. All team members are awarded equity as part of our commitment to sharing in the successes with each AbCellerite on the team, in addition to an unmatched retirement savings contribution, health and dental benefits, Active Lifestyle Allowance, and many other benefits to support each team member in their ability to perform well, and live well.

Understanding the Data

This report utilizes the methodology prescribed by the BC Pay Transparency Act for our BC-based AbCellerites from January 1 to December 31, 2025. The legislated methodology focuses on the "raw pay gap," which is the average difference in pay across gender groups, regardless of job type.

This methodology does not consider factors such as job responsibilities, qualifications, and performance. In our processes, these factors are critical inputs. As a result, the pay gap calculations presented here provide a limited, and potentially inaccurate, perspective on our compensation practices. A comprehensive analysis of potential gender gaps, examining and correcting for all potential causes, is impractical as it would require multivariate analysis with data that is not readily available. Nevertheless, we are also providing the "explained pay gap" figure to explain the differences after systematically accounting for job and performance related factors.



Our Results

Ordinary Pay

AbCellera has various roles with varying pay rates. The reported pay of AbCellerites differs across these roles and is heavily influenced by the distribution of AbCellerites across different job types.

- Based on the report's methodology, the mean hourly pay gap is \$0.83 for women for every \$1.00 earned by men.
- **The explained mean hourly pay gap, after adjusting systematically for some variables that influence pay, is \$1.01 for women for every \$1.00 earned by men.**
- The median hourly pay gap is \$0.81 for those who identified as women for every \$1.00 earned by men.

Overtime

Not applicable to the team in 2025.

Bonus Pay

AbCellera offers an annual bonus program as part of the perks and pay program.

- Mean bonus pay gap results show a difference of \$0.69 for women for every \$1.00 earned by men.
- **The explained mean bonus pay gap, after adjusting systematically for some variables that influence pay, is \$0.96 for women for every \$1.00 earned by men. This includes only AbCellerites eligible for a bonus. AbCellerites who started with the team by October 1 are eligible for a bonus.**
- The data for median bonus pay gap is \$0.78 for women for every \$1.00 earned by men.
- The percentage of employees receiving bonus pay based on their self-identified groups are 90% for both men and women.

Percentage of gender across pay quartiles

The percentage of gender across pay quartiles illustrates the distribution of self-identified men and women across pay ranges.

- **Quartile 1 (lowest hourly pay):** 37% men, 63% women
- **Quartile 2 (lower middle hourly pay):** 34% men, 65% women
- **Quartile 3 (upper middle hourly pay):** 49% men, 51% women
- **Quartile 4 (upper hourly pay):** 64% men, 36% women



Our people are critical to our success.

We believe that great and enduring companies are built by strong teams of exceptional people. We see talent and team development as an opportunity to build a competitive advantage that amplifies every strategic function of our mission. We see investments in our people as investments that are necessary for the success of AbCellera. We have designed a broad Perks and Pay Program and a compensation philosophy that seeks to reward and recognize our team, regardless of their gender.

A few explanatory notes

1. In British Columbia's Pay Transparency Act reports, data on nonbinary employees is suppressed for privacy reasons if there are fewer than 10 individuals in the "non-binary" gender category. The exact reporting threshold is 10 or more employees to require separate reporting for a gender category.
2. To provide the most accurate view of the data and support the purpose of the report, the executive (n=8) pay has been excluded.
3. "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.
4. "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.
5. "Mean bonus pay" refers to bonus pay when averaged for each group.
6. "Median bonus pay" refers to the middle point of bonus pay for each group.
7. "Pay quartile" refers to the percentage of each gender within four equal-sized groups based on their hourly pay.