DELTA-Q TECHNOLOGIES CORP.
Pay transparency report

This report compares pay across gender groups for the employees included in the report. It does not account for differences in job responsibilities, career level, or other factors. It therefore cannot show whether employees doing comparable work receive comparable pay.

Women account for 18.2% of employees included in the report. About 70% of employees work in engineering roles. Differences in the roles and career levels held by women and men are a key contributor to the differences in average and median hourly pay.

Further analysis is needed to understand how much differences in roles and career levels contribute to the pay differences.

Among employees who received a bonus during the reporting period, women and men received similar average amounts. However, the median bonus for women was about half that for men. The average uses all bonus amounts; the median is the middle value when amounts are ranked. These measures show different aspects of bonus payments.

When bonuses are based on a percentage of salary, employees with lower salaries may receive smaller payments even if their bonus percentages are similar. Bonus amounts may also depend on eligibility and may be reduced for employees who participate in a bonus plan for only part of the year.

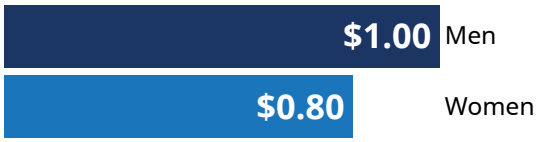
About 25% of women and 21% of men had fewer than 2,080 reporting hours. This may reflect part-time work, start or end dates, or unpaid leave. These figures alone do not show how much part-year bonus reductions contributed to the median bonus gap. To understand that, we need to review how long bonus recipients were eligible and the payments they received.

Employer details

Employer:	DELTA-Q TECHNOLOGIES CORP.
Address:	300 - 638 SMITHE STREET, VANCOUVER, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	31-33 - Manufacturing
Number of Employees:	50-299

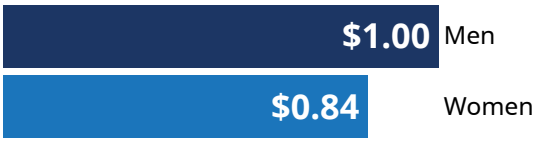
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 20% less than men's. For every dollar men earn in average hourly wages, women earn 80 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 16% less than men's. For every dollar men earn in median hourly wages, women earn 84 cents in median hourly wages. *

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

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.

Bonus pay

Mean bonus pay [7]



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

Median bonus pay [8]

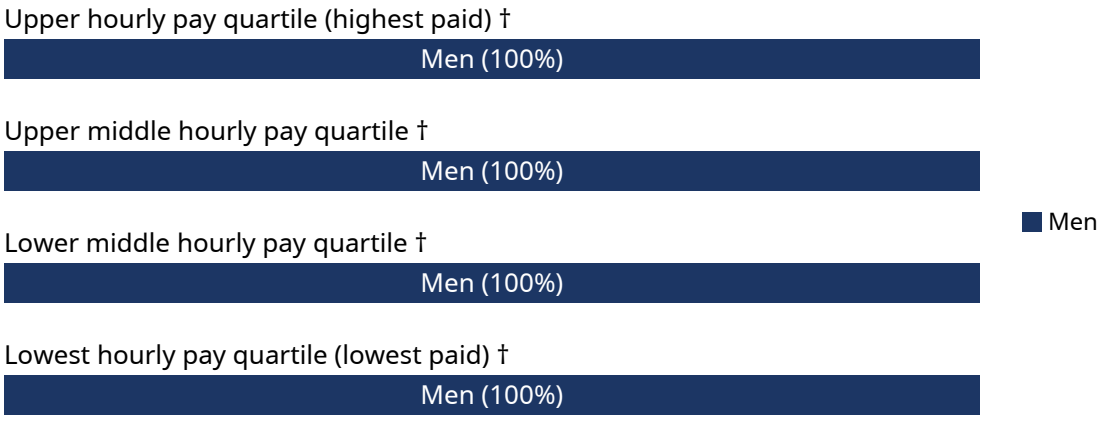


In this organization women's median bonus pay is 49% less than men's. For every dollar men earn in median bonus pay, women earn 51 cents in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



Percentage of each gender in each pay quartile [9]



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

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

Data constraints

The pay-quartile chart shows men as 100% in each quartile because other gender categories with fewer than ten employees are not displayed. Those categories are also left out when calculating the displayed percentages. The chart therefore does not show the full gender breakdown of each quartile.

Overall, differences in roles and career levels, bonus eligibility, and part-year bonus reductions may contribute to these gaps. The results should be reviewed alongside a more detailed assessment of pay and how employees are represented across roles and career levels.

* 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.