



Compugen Inc.

2026 British Columbia Pay Transparency Report

Employer details

Field	Details
Employer	Compugen Inc.
Address	100 Via Renzo Drive, Richmond Hill, ON L4S 0B8
Reporting year	2026
Time period	January 1, 2025 – December 31, 2025
NAICS code	54 – Professional, scientific and technical services
Number of staff	50–299 (in British Columbia)

About this report

This report was prepared by Compugen in accordance with the BC Pay Transparency Act.

Compugen is committed to fostering a fair, inclusive workplace and advancing equitable compensation practices. The findings in this report, together with insights from future reporting cycles, will help inform the company's ongoing review of compensation programs.

Reporting Methodology

Men are the reference gender category for the pay-gap calculations in this report. Based on the gender information recorded for staff included in the report, no staff were categorized as non-binary or unknown. Accordingly, reportable comparisons are presented for women relative to men.

Introduction

This report covers Compugen staff in British Columbia from January 1 to December 31, 2025. The data presented in this report is based on information recorded in Compugen's payroll system during the reporting period.

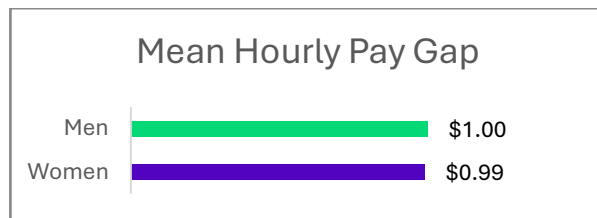
It compares mean and median hourly pay, overtime pay, overtime hours and bonus pay for women and men. It also shows the percentage of women and men in each hourly-pay quartile.



Hourly pay

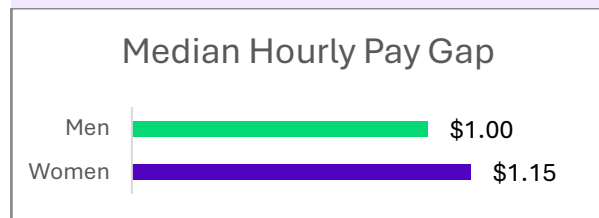
Compugen's hourly-pay results show near parity in average hourly pay, with women earning 99 cents for every dollar earned by men. For median hourly pay, women earned \$1.15 for every dollar earned by men. These results show that average hourly pay was closely aligned and that women's median hourly pay was higher than men's during the reporting period. **Hourly pay does not include overtime and bonuses.**

"Mean hourly pay gap" refers to the differences in average hourly pay for each group.



At Compugen, in British Columbia, women's average hourly wages are 1% less than men's. For every dollar men earn in average hourly wages, women earn 99 cents in average hourly wages.

"Median hourly pay gap" refers to the differences the midpoint of hourly pay for each group.



At Compugen, in British Columbia, women's median hourly wages are 15% more than men's. For every dollar men earn in median hourly wages, women earn \$1.15 in median hourly wages.



Overtime pay

At Compugen, overtime opportunities and requirements vary by role and business requirements. During the reporting period, women worked fewer paid overtime hours than men, averaging 11.75 fewer hours and a median of 2.25 fewer hours. Differences in gender representation across overtime-eligible roles and in the number of overtime hours worked may have contributed to the observed differences in overtime pay.

Per the BC Pay Transparency Act, “Mean overtime pay” and “Median overtime pay” is calculated based on the total overtime pay during the reporting period. It does not consider the number of overtime hours worked.

Mean overtime paid hours

Difference as compared to reference group (Men)

Women	-11.75
--------------	---------------

At Compugen, in British Columbia, the average number of overtime hours worked by women was 11.75 hours less than by men.

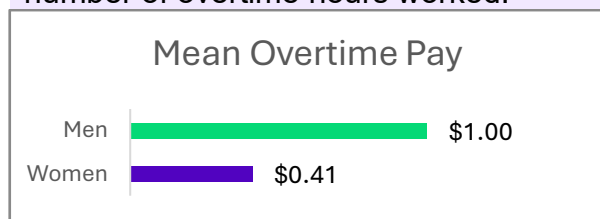
Median overtime paid hours

Difference as compared to reference group (Men)

Women	-2.25
--------------	--------------

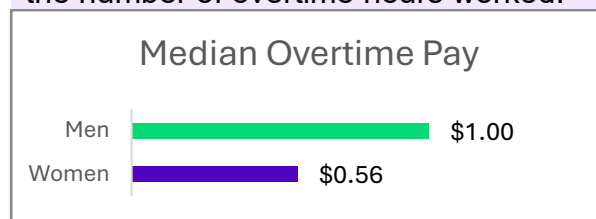
At Compugen, in British Columbia, the median number of overtime hours worked by women was 2.25 hours less than by men.

“Mean overtime pay” refers to total overtime pay when averaged for each gender group. It does not consider the number of overtime hours worked.



Consistent with the difference in hours worked, women’s average total overtime pay was 59% lower than men’s. For every dollar men received in average overtime pay, women received 41 cents.

“Median overtime pay” refers to the middle point of total overtime pay for each gender group. It does not consider the number of overtime hours worked.



Consistent with the difference in hours worked, women’s median total overtime pay was 44% lower than men’s. For every dollar men received in median overtime pay, women received 56 cents.

Percentage of employees in each gender category receiving overtime pay



The reported differences in overtime pay and hours may reflect differences in role distribution and in overtime eligibility and requirements for women and men. Compugen will continue to monitor these results.

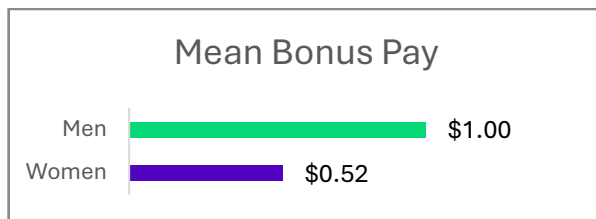


Bonus pay

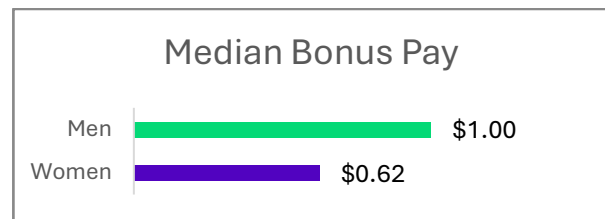
At Compugen, eligibility for bonus and commission, as well as target opportunities, varies by role. Amounts paid may be influenced by performance against plan targets. During the reporting period, 54% of women and 37% of men received bonus pay. However, among staff who received bonus pay, both mean and median amounts were higher for men. The difference may reflect the distribution of employees across roles, including differences in variable-pay eligibility, target opportunities, commission-based compensation and performance outcomes.

“Mean bonus pay” refers to bonus pay when averaged for each gender group.

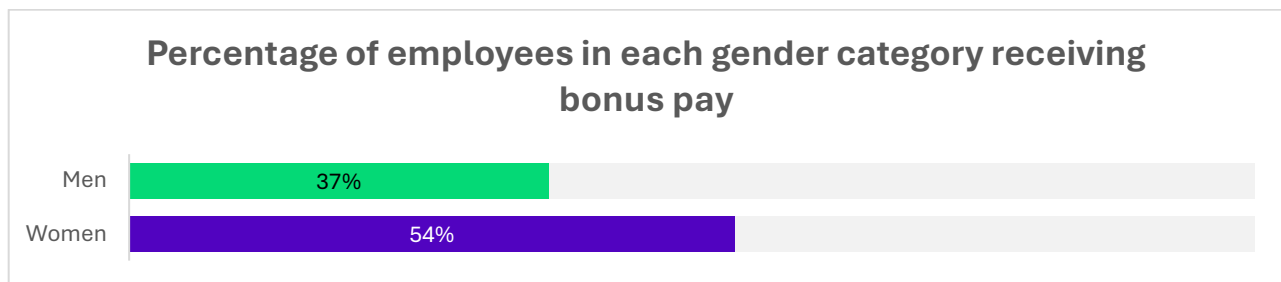
“Median bonus pay” refers to the middle point of bonus pay for each group.



At Compugen, in British Columbia, women’s average bonus pay is 48% less than men’s. For every dollar men earn in average bonus pay, women earn 52 cents in average bonus pay.



At Compugen, in British Columbia, women’s median bonus pay is 38% less than men’s. For every dollar men earn in median bonus pay, women earn 62 cents in median bonus pay.



Compugen will continue to monitor these bonus pay outcomes and review its related decision-making processes.

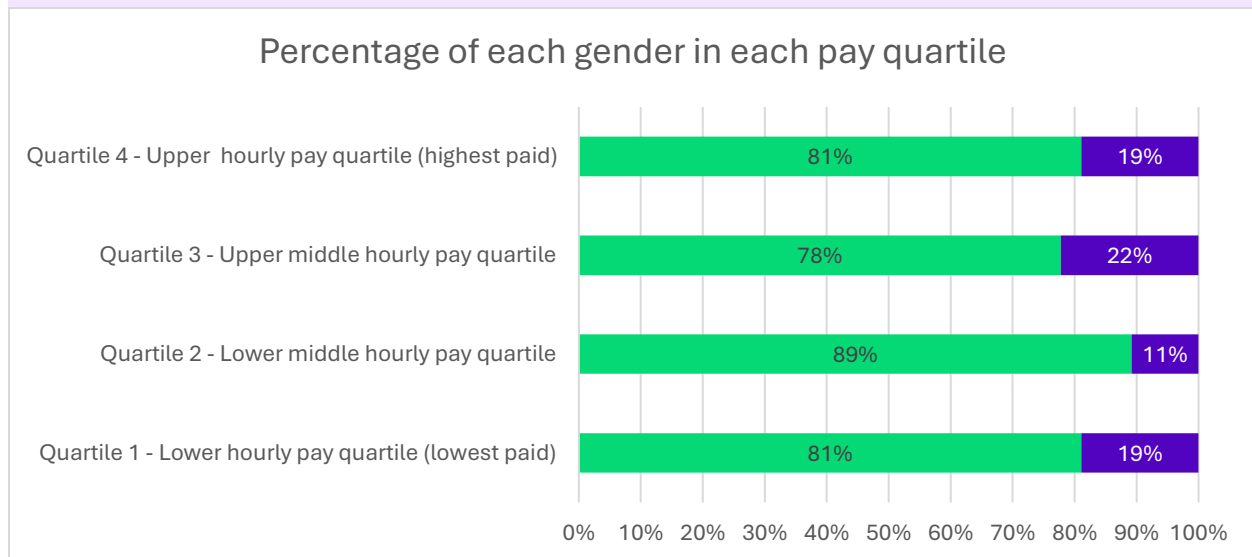


Percentage of each gender in each pay quartile

In British Columbia, women occupied 19% of the highest-paid quartile and 19% of the lowest-paid quartile. Men occupied 81% of the highest-paid quartile and 81% of the lowest-paid quartile. The figures below show the representation of women and men across the highest, upper-middle, lower-middle and lowest hourly-pay quartiles and do not, on their own, explain differences in average or median pay.

“Pay quartile” refers to the percentage of each gender within four equally sized groups based on their hourly pay.

A “pay quartile” is one of four equal groups of staff, from lowest to highest hourly pay. Each group contains about one-quarter of all staff.



Conclusion

Compugen's British Columbia pay transparency results show near parity in average hourly pay, with women earning 99 cents for every dollar earned by men. Women's median hourly pay was higher, at \$1.15 for every dollar earned by men. Differences were greater for total overtime received by the different gender groups: women earned 41 cents for every dollar earned by men in average total overtime pay and 56 cents in median total overtime pay, while women worked 11.75 fewer paid overtime hours on average and 2.25 fewer hours at the median. For bonus pay, women earned 52 cents for every dollar earned by men on average and 62 cents at the median. Women represented 19% and men represented 81% of staff in both the highest and lowest hourly-pay quartiles.

These results should be considered alongside the potential influence of role distribution, eligibility criteria and business requirements for overtime and bonus pay. Compugen remains committed to fair and transparent pay practices. As this is Compugen's first BC pay transparency reporting cycle, future reports will provide additional data to help identify patterns, assess changes over time and inform the company's ongoing review of pay programs.