

Neighbourly Pharmacy Inc.

BC Pay Transparency Report

This report has been prepared in accordance with British Columbia's Pay Transparency Act and reflects compensation data for employees working in British Columbia from April 1, 2024, to March 31, 2025. During this period, Neighbourly Pharmacy employed 867 individuals in B.C., with 79% women, 20% men, and 1% who did not disclose their gender.

Our analysis identified a mean hourly pay gap of 20.3% and a median hourly pay gap of 5.0% between women and men. These differences are influenced primarily by gender representation in higher-paid roles such as Pharmacist and Pharmacy Manager positions. Pay gaps in overtime and bonus earnings similarly align to differences in role distribution and eligibility.

Neighbourly Pharmacy is committed to fair and equitable compensation practices. We will continue to review our hiring and promotion practices, support leadership development opportunities for women, and incorporate gender-based analysis into our annual compensation processes. Neighbourly will conduct this review annually and monitor progress to help close the gender pay gap.

Neighbourly Pharmacy Inc. prepares this report to support transparency in compensation practices and gain a deeper understanding of gender representation across roles within our organization. This report focuses on employees working in store and remotely within British Columbia and provides a snapshot of the gender pay gap based on data for the period from April 1, 2024, to March 31, 2025.

The results help inform Neighbourly Pharmacy's ongoing efforts to ensure fair treatment and equal opportunities for all team-members.

Employer Details

Employer:	Neighbourly Pharmacy Inc.
Address:	190 Attwell Drive, Toronto, ON, M9W 6H8
Reporting Year:	Fiscal 2025
Published:	November 1, 2025
Time Period	April 1, 2024 – March 31, 2025
NAICS Code:	4561 - Health and personal care retailers
Number of Employees:	867 employees



Introduction

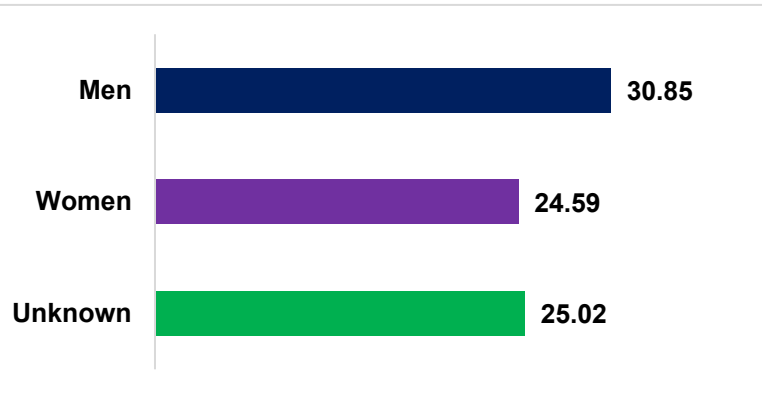
Data Used in This Report

Neighbourly Pharmacy Inc. used existing employee data for the purposes of this report, which covers the period from April 1, 2024, to March 31, 2025. Based on this data, the Neighbourly employee population consists of 867 active employees: 79% women, 20% men, and 1% unknown gender.

Gender identity information is collected on a voluntary basis through our HR Information System during employee onboarding. As a result, there are employees (1%) whose gender could not be determined, which may include non-binary employees. These include individuals who have chosen not to provide their gender information to Neighbourly.



Hourly Pay¹



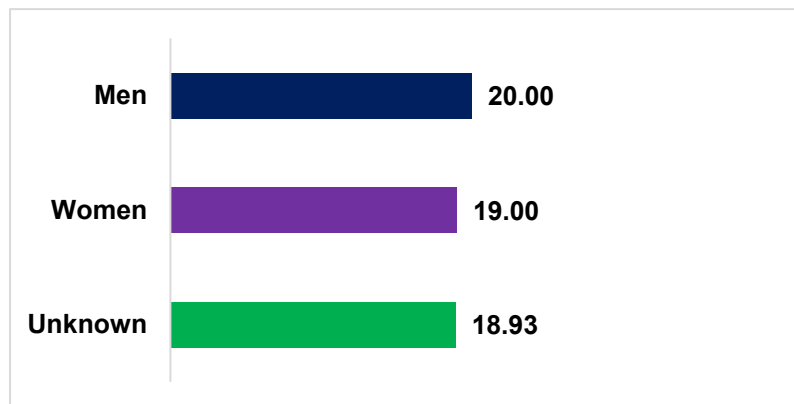
Mean² hourly pay gap

Women's average hourly wages are 20.3% lower than men's. For every dollar a man earns on average (mean), women earn 79.7 cents in average hourly wages.

¹ Hourly pay does not include bonuses and overtime.

² The mean is the average value of a range of values, calculated by summing all values per incumbent and dividing by the number of values.

Median³ hourly pay gap



Women's median hourly wages are 5.0% less than men's. For every dollar a man earns in median hourly wages, women earn 95 cents. While the Neighbourly Pharmacy is committed to closing the gap, pay gaps can still exist for several reasons such as providing financial incentives in exceptional cases where there is a shortage of skilled labour.

In addition, women are more present in certain types of jobs, which on average have lower hourly pay. Pharmacy Managers and Pharmacists have substantially higher hourly wage and tend to have higher proportion of men in these roles 44% and 35% respectively, compared to 20% overall in a Company. In addition, a number of factors, including socio-economic dynamics, may prevent women from fully participating in all career streams. Neighbourly Pharmacy commits to promote gender equity initiatives to reduce gender pay gap.

	Women	Men
Pharmacy Manager	50%	44%
Pharmacist	65%	35%
Registered Technician	73%	20%
Pharmacy Assistant	81%	18%
Front Store Manager	88%	13%
Front Store Staff	84%	15%
Grand Total	79%	20%

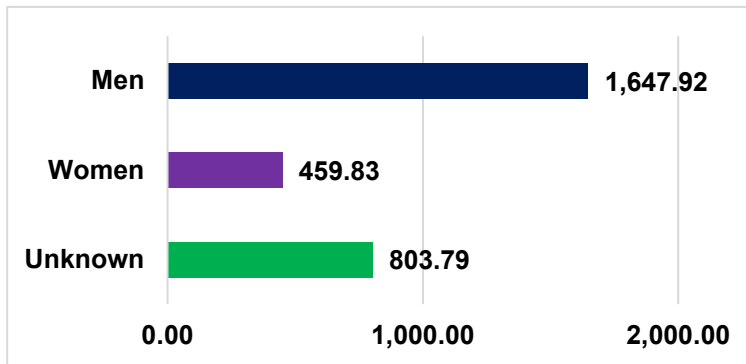
³ The median is the midpoint value in an ordered set of numbers; half of all data points fall at or above the median, and half fall below it.



Overtime Pay

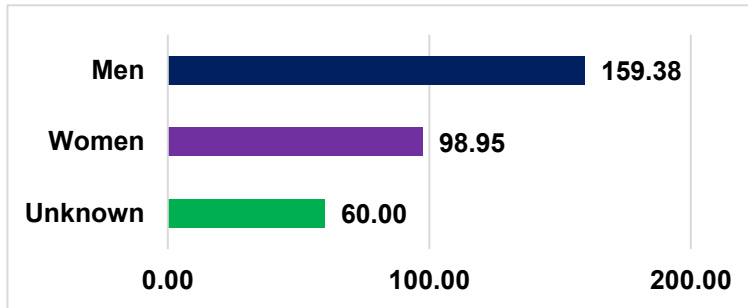
Comparable percentage of men and women receive overtime pay at Neighbourly Pharmacy Inc. However, men earn more in total overtime pay than women. Note the data shared in this section refers to the total amount of overtime paid to an employee and not to hourly pay for each hour of overtime.

Mean overtime pay gap



Women's average overtime pay is 72.1% lower than men's. For every dollar men earn in average overtime pay, women earn 27.9 cents in average overtime pay.

Median overtime pay gap



Women's median overtime pay is 38.4% less than men's. For every dollar men earn in median overtime pay, women earn 61.6 cents in median overtime pay.

Mean overtime paid hours

Difference as compared to reference group (Men)

Women	-20.75
Unknown	-17.91

This analysis includes only those employees who received overtime. In Neighbourly Pharmacy the average number of overtime hours worked by women was 20.75 less hours than by men.

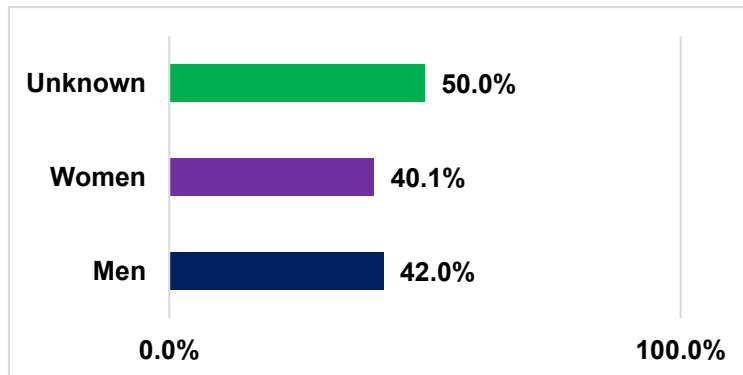
Median overtime paid hours

Difference as compared to reference group (Men)

Women	-1.50
Unknown	-2.50

This analysis includes only those employees who received overtime. In Neighbourly Pharmacy the median number of overtime hours worked by women was 1.5 less than by men.

Percentage of employees in each gender category receiving overtime pay



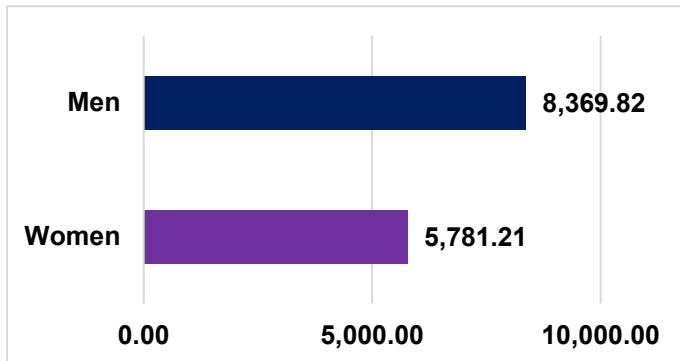


Bonus Pay

At Neighbourly Pharmacy, bonus pay is limited and is payable primarily to Pharmacy Managers, Pharmacists and Front Store Managers. These payments are performance and retention incentives and are given to specified hard-to-recruit talent (Pharmacy Managers, Pharmacists) in remote or rural communities. On average, 12.7% of employees received bonus, 19.5% of men and 11.2% of women.

Mean bonus pay

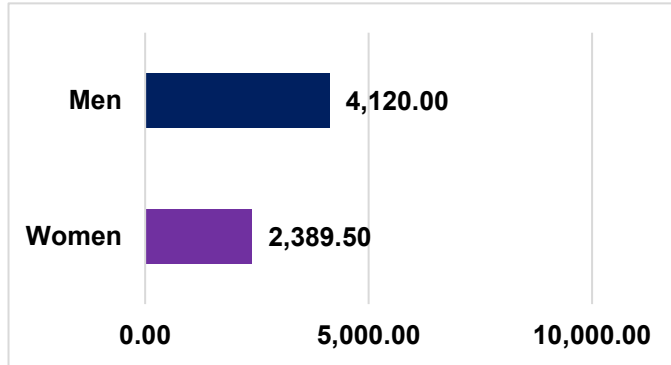
Women's average bonus pay is 31% lower than men's bonus pay. For every dollar men earn in average bonus pay, women earn 69 cents in average bonus pay.



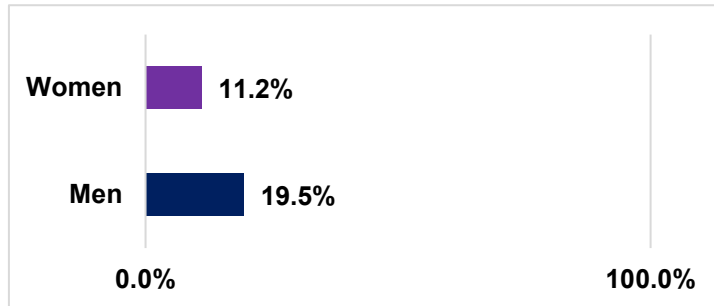
The 'unknown' gender category is not displayed in this chart due to the small number of individuals in this group.

Median bonus pay

Women's median bonus pay is 42% lower than men's median bonus pay. For every dollar men earn in median bonus pay, women earn 58 cents in median bonus pay.



Percentage of employees in each gender category receiving bonus pay

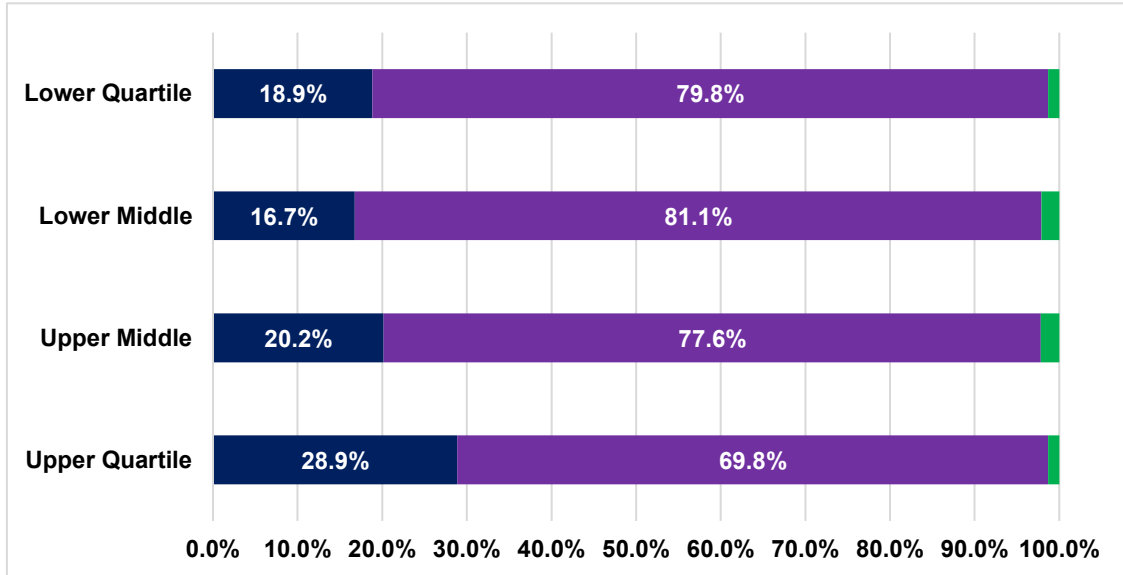


The 'unknown' gender category is not displayed in this chart due to the small number of individuals in this group.



Percentage of each gender in each pay quarter⁴

At Neighbourly Pharmacy, men occupy 28.9% of the highest paying jobs and 18.9% of the lowest paying jobs. Women occupy 69.8% of the highest paid jobs and 79.8% of the lowest paid jobs.



A relatively small portion of employees fall into the “unknown” category.

⁴ “Pay quartile” refers to the percentage of each gender within four equal sized groups based on their hourly pay.



Conclusion and Key Takeaways

Neighbourly Pharmacy will continue to analyze and monitor compensation data.

To continue to make progress in this area, we will work to set-up internal goals to have more equitable pay for women and men. One of the directions for our action plan will be to review human resources policies and practices to address higher representation (hiring and promotion) of women in managerial roles and key expert roles, such as Pharmacist and Pharmacy Managers. For hiring and promotion processes, we will strive to have equitable proportion of men and women candidates, especially for managerial positions.

In addition, we will include gender analysis as part of our annual wage review process and bonus payment process.

We will also review all policies, standard operating procedures, job postings, role profiles to ensure we use inclusive language.

One further area of focus is Leadership Development; we are targeting to invest resources in management effectiveness training and mentorship programs to support advancement for women to expert and managerial roles.

We will conduct this analysis annually as required under B.C.'s Pay Transparency Act to ensure ongoing accountability and progress.

As part of our broader commitment to equity, we will look for opportunities to expand our analysis to additional equity indicators as our data collection continues to evolve.