MIRU SMART TECHNOLOGIES CORP. Pay transparency report

At Miru, we want our people to be paid fairly and sustainably at every level. Pay is set using a market-based salary structure. Each role is matched to verified market data from technology and related companies of a similar size and stage, mostly in the Vancouver area. Each role then gets a salary range with a minimum, a midpoint and a maximum. We review this market data every year.

A shared job architecture sets out what's expected at each level for individual contributors and people managers, and it applies across every team. Role profiles add detail for each position. Together they guide where someone sits within their range, so that people in the same role, with the same responsibilities and experience, are paid equitably.

Every external job posting includes a hiring salary range, and compensation is reviewed once a year through a consistent process of performance conversations and calibration.

The figures in this report follow the methodology set by the BC Pay Transparency Act. They compare pay across our whole workforce rather than between people in the same role, so they reflect who holds which roles as well as how those roles are paid. At our size, small changes in headcount can move these figures noticeably, and some categories are suppressed to protect employee privacy.

Employer details

Employer:	MIRU SMART TECHNOLOGIES CORP.
Address:	#4, 68 E. 1st Ave, VANCOUVER, BC
Reporting Year:	2026
Time Period:	July 1, 2025 - June 30, 2026
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 4% less than men's. For every dollar men earn in average hourly wages, women earn 96 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 8% less than men's. For every dollar men earn in median hourly wages, women earn 92 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

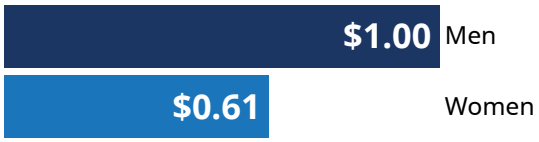
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Explanatory notes

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.

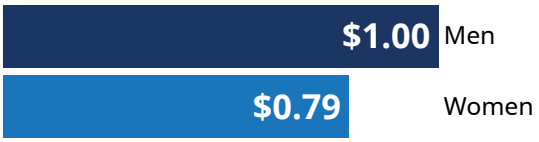
Bonus pay

Mean bonus pay [7]



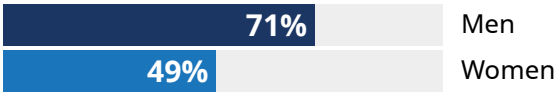
In this organization women's average bonus pay is 39% less than men's. For every dollar men earn in average bonus pay, women earn 61 cents in average bonus pay. *

Median bonus pay [8]



In this organization women's median bonus pay is 21% less than men's. For every dollar men earn in median bonus pay, women earn 79 cents in median bonus pay. *

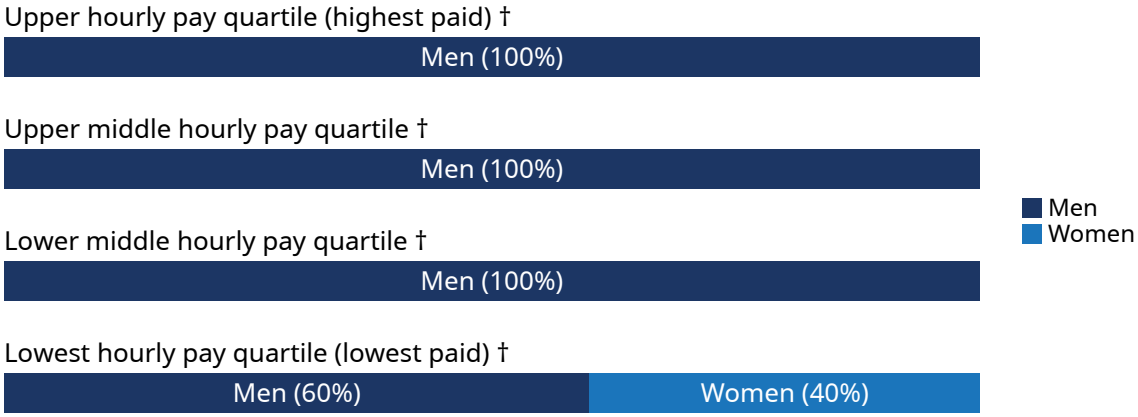
Percentage of employees in each gender category receiving bonus pay



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.

Percentage of each gender in each pay quartile [9]



In this organization, women occupy 40% of the lowest paid jobs.

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

Data constraints

The Act defines bonus pay broadly, so the figures in this section include more types of compensation than our annual structured performance bonus program.
The bonus measures compare the raw dollar amounts paid, and they include only employees who received a bonus. Unlike the hourly pay measures, they are not adjusted for hours worked or time employed.
Who received a bonus largely reflects our mix of roles, including co-op students, who aren't eligible for our annual bonus and differ demographically from our full-time team.
Timing plays a part too. Bonuses are prorated, so the amount someone receives depends on when they joined during the bonus year.
As a small company, differences involving just a few people can show up dramatically in these figures.

Explanatory notes

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

* 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.