LANDSURE SYSTEMS LTD. | October 30, 2026

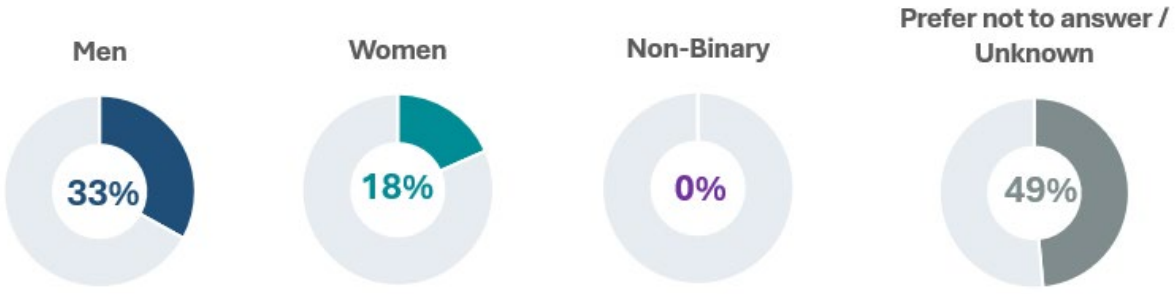
Pay Transparency Report

As part of its commitment to equitable compensation, LandSure Systems Ltd. is publishing its inaugural Pay Transparency Report under the BC Pay Transparency Act. This first-year report establishes a baseline for future reporting; however, because participation in the voluntary gender declaration was low, the available data is not as complete as we would like and does not yet provide an accurate picture of compensation by gender across the organization. More complete employee data will give us a clearer view of these trends and allow for more meaningful reporting in 2027.

Employer details

Employer:	LANDSURE SYSTEMS LTD.
Address:	Suite 300, 1090 West Georgia Street, Vancouver BC
Reporting Year:	2026
Time Period:	January 1, 2025 to December 31, 2025
NAICS Code:	54 – Professional, scientific and technical services
Number of Employees:	50-299

Percentage of Employees in Each Gender Category[1]

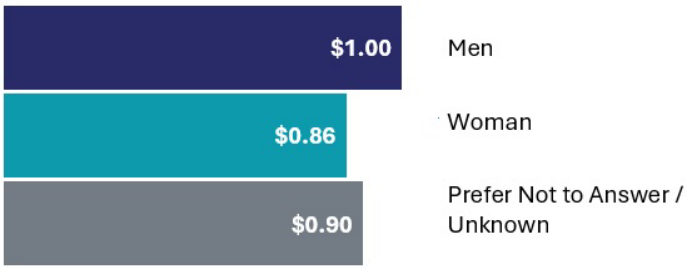


Explanatory Notes:

[1] *Non-binary People do not meet the data requirements therefore all information is suppressed

Hourly pay

Mean Hourly Pay Gap [2]



Based on the gender data collected, women's mean hourly wages were 14% less than men's, and prefer not to answer/unknown employees' wages were 10% less. For every $1.00 men earned, these groups earned $0.86 and $0.90, respectively. Low voluntary gender response rates limit the completeness and representativeness of these results.*

Median Hourly Pay Gap [3]



Based on the gender data collected, women's median hourly wages were 22% less than men's, and prefer not to answer/unknown employees' wages were 20% less. For every $1.00 men earned, these groups earned $0.78 and $0.80, respectively. Low voluntary gender response rates limit the completeness and representativeness of these results.*

Explanatory Notes:

[2] "Mean hourly pay gap" refers to the difference in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.

[3] "Median hourly pay gap" refers to the differences in pay between gender groups calculated by mid-range of pay for each group. Hourly pay does not include bonuses and overtime.

Data reported for period:
January 1, 2025 to December 31, 2025

Overtime pay

Mean overtime pay [4]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime pay [5]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Mean overtime paid hours [6]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime paid hours [7]

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:

[4] "Mean overtime pay" refers to overtime pay when averaged for each group.

[5] "Median overtime pay" refers to the middle point of overtime pay for each group.

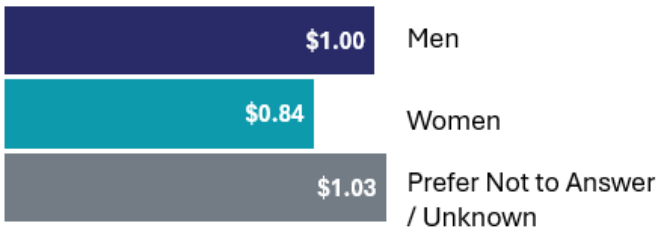
[6] "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.

[7] "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

Data reported for period:
January 1, 2025 to December 31, 2025

Bonus pay

Mean Bonus Pay Gap[8]



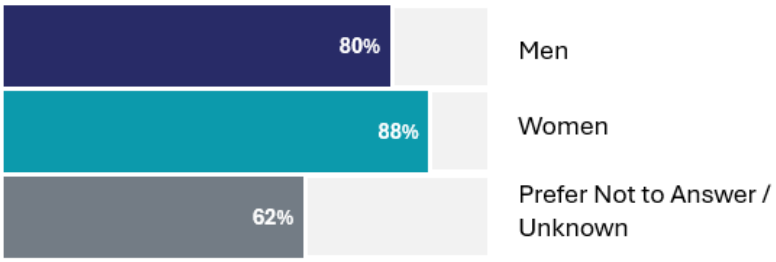
Based on the gender data collected, women's mean bonus pay was 16% less than men's, while prefer not to answer/unknown employees' mean bonus pay was 3% more. For every $1.00 men received, these groups received $0.84 and $1.03, respectively. Low voluntary gender response rates limit the completeness and representativeness of these results.*

Median Bonus Pay Gap[9]



Based on the gender data collected, women's median bonus pay was 14% less than men's, and prefer not to answer/unknown employees' median bonus pay was 4% less. For every $1.00 men received, these groups received $0.86 and $0.96, respectively. Low voluntary gender response rates limit the completeness and representativeness of these results.*

Percentage of employees in each gender category receiving bonus pay



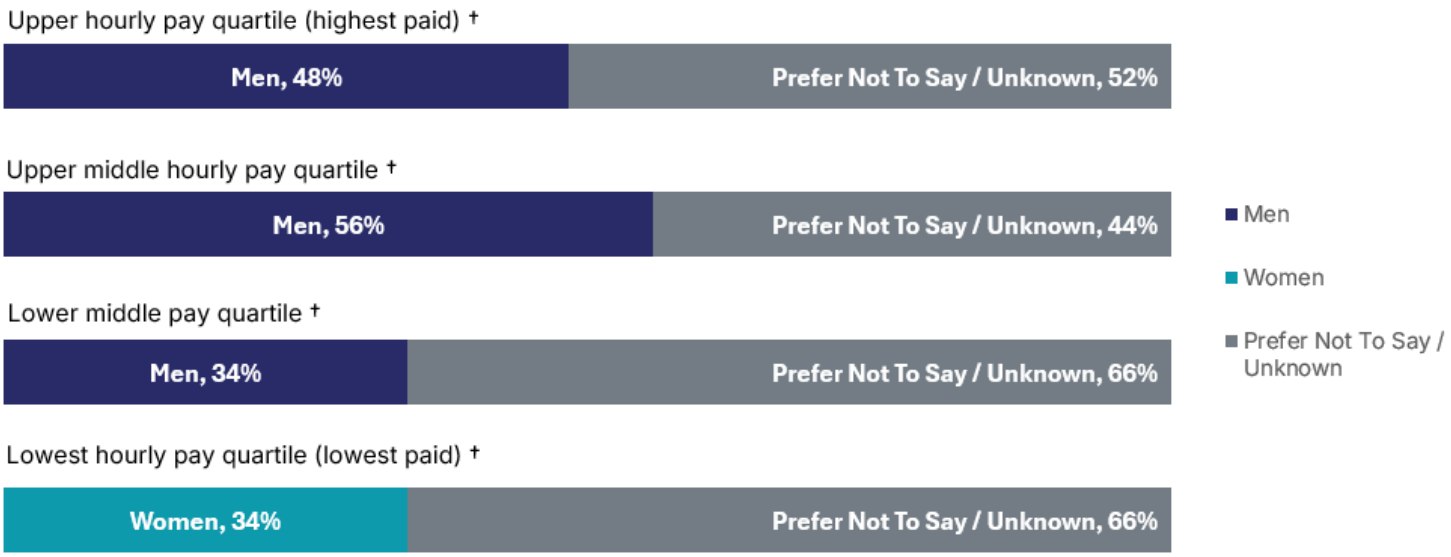
Explanatory Notes:

[8] "Mean bonus pay" refers to bonus pay when averaged for each group.

[9] "Median bonus pay" refers to the middle point of bonus pay for each group.

Data reported for period:
January 1, 2025 to December 31, 2025

Percentage of each gender in each pay quartile [10]



In LandSure Systems Ltd, based on the gender data collected, women occupy 34% of the lowest paid jobs.

† Gender pay quartiles are suppressed when categories consist of less than ten (10) employees.

Data Constraints

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.

Explanatory Notes:

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

Data reported for period:
January 1, 2025 to December 31, 2025