



Compensation Philosophy

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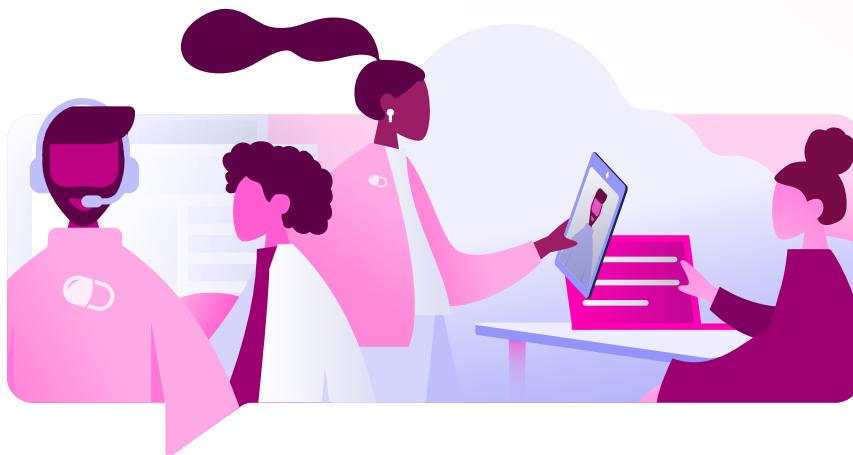


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Our Vision

We want to be a catalyst for our team to live a thriving life.

To us, that means our team feels supported, well-compensated, and equipped to make an impact both in their personal lives and in their work.

Our Philosophy

At DrugBank we believe in:

- ✔ Fair and equitable pay
- ✔ Rewarding exceptional performance
- ✔ Providing a strong total compensation package
- ✔ Pay transparency



Total Compensation

Our total compensation package is your competitive salary plus a whole lot more:



Benefits

We provide fully paid employer-sponsored benefits for you & your family, including a health spending account. These benefits continue during parental leave.



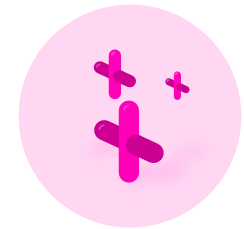
Employee Share Options

We offer share options to every team member, based on role & tenure.



Ample time off

We take rest and recovery seriously and have an extensive paid time off strategy to make sure everyone is at their best.



A whole lotta perks

We offer remote-first work, merit-based spot bonuses, company-wide learning sessions, & so much more.

Let's talk turkey

While a paycheck isn't everything, it's certainly a huge part of why we all work.

We're committed to paying fair salaries that equip our team to live well, which is why we launched our healthy living wage program.

Like a living wage, but with a bit more oomph, we decided that **no role in our company will make less than \$53K a year**, ensuring we are paying well above the living wage, even in Canada's most expensive cities.

We do extensive market research and base our pay on a range of data, including:

- ✓ Annual Mercer Salary Survey
- ✓ Pave Market Research
- ✓ Third-party salary reports
- ✓ Individualized roles searches
- ✓ Professional networks and other hiring data

DrugBank audits market rates 2x per year.

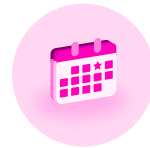


Pay bands ensure equity

Our salary bands provide a pay range for each job level and help us provide transparency both internally and externally.

Throughout their career team members can progress within a pay band or move up to the new, higher paying, band.

When can you expect a salary review?



Annually



If you change roles or get more responsibilities



Based on individual merit for outstanding performance

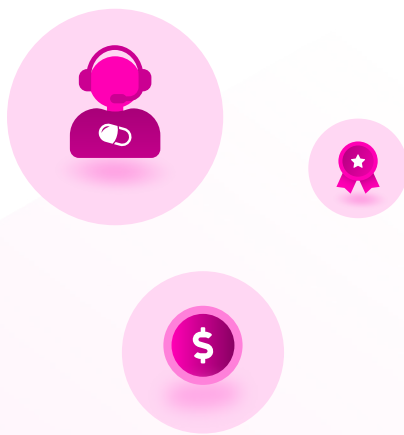


If the market for your role changes

How do salary increases happen?

When it's time for a salary increase the People Team and your manager will walk through a few steps:

- ✓ The People Team assesses your current pay, merit, market, equity, and increase percentages based on company-designed salary bands
- ✓ The People Team provides a recommendation to the Manager
- ✓ Once approved, your manager and the People Team will meet with you about your new salary



Role changes and room to grow

With company growth comes room for new roles, challenges, and opportunities to expand skill sets.

When we identify the need for a new role we start by looking at who on our team might excel.

- ✓ A new role is identified
- ✓ The department lead and People Team design the role
- ✓ Internal candidates are identified based on a broad range of criteria and can apply before it is posted externally
- ✓ If an internal candidate is the right fit and accepts the role, they transition to the new role and responsibilities

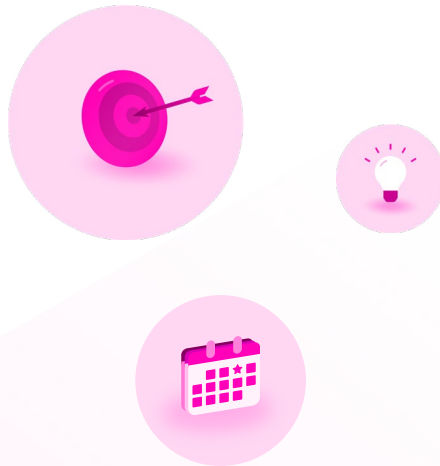
Promotions, role changes, and added responsibilities are often available to high-impact team members. **In 2023 alone, 27% of our team moved into at least one new role.** We believe in recognizing merit and rewarding talent.

There will be bonuses

We believe in rewarding outstanding performance and will go out of our way to celebrate wins big and small.

When a team member really goes above and beyond their manager can nominate them for a bonus.

Merit bonuses can be financial or additional days off, the choice is up to each DrugBanker.



Work-life balance, for real

Time to rest and recuperate should not feel like a luxury.

To ensure that everyone is feeling and working at their best we start everyone with a minimum of:

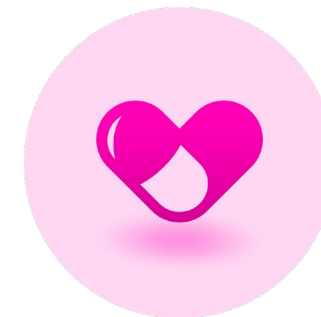
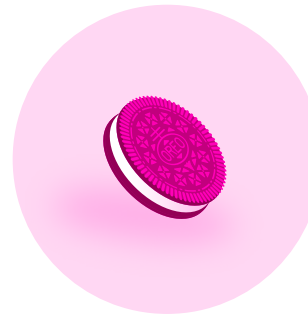
- ✓ 3 weeks paid vacation
- ✓ 6 personal days annually
- ✓ 1 week December holiday closure between Christmas and New Years
- ✓ All Alberta and Federal statutory holidays (or you can trade these for the holidays you celebrate!)
- ✓ Unlimited paid sick and mental health days

And if you can't get enough we are very flexible with unpaid time off too!

But wait, there's more!

In addition to all the benefits, salary, and room to grow, we've got a whole lot more to offer:

- ✓ Remote first work
- ✓ Work from anywhere opportunities
- ✓ A super supportive, knowledgeable team to lean on
- ✓ A place where all team members are encouraged to share ideas, take risks, make mistakes, and help one another
- ✓ Regular learning sessions that reflect our company values
- ✓ Routine one-to-ones and feedback sessions with your manager
- ✓ Challenging work that makes an impact on the world
- ✓ Flexibility in how, when, and where you do your work
- ✓ Cool swag like t-shirts, stickers, hoodies, and more
- ✓ A bunch of team get-togethers (virtual and in-person)
- ✓ We love to have fun, and between our love for Oreos, Mario Kart tournaments, houseplant tours, and puppy-filled slack channels, there really is something for everyone





jobs@drugbank.com | drugbank.com/careers

