



Canada – British Columbia Gender Pay Gap Report

November 2024

Employer Details

Name of Employer	Microsoft Canada Inc.*
Address	81 Bay St., Suite 4400, Toronto, ON M5J 0E7
Reporting year	2023
Reporting Period	January 1, 2023 – December 31, 2023
NAICS Code	513211 and 541710
Number of Employees	1,000+

**This Pay Transparency Report covers all employees employed by Microsoft Canada Inc. and Microsoft Vancouver in British Columbia*

Introduction

At Microsoft, diversity and inclusion (D&I) are central to our mission to empower every person and every organisation on the planet to achieve more. We believe our continued work to build diverse workforces and strengthen our culture of inclusion helps foster innovation and serve our business and customer needs. To this end, we publicly release our annual [Global Diversity & Inclusion report](#) which includes data in support of our commitment to pay equity, as well as our commitment to increase representation and strengthen a culture of inclusion at Microsoft.

In addition to this global report, we continue to provide information in compliance with local requirements. In alignment with the provisions of British Columbia's Pay Transparency Act and Pay Transparency Regulation, Microsoft Canada Inc. is releasing our 2023 Gender Pay Report, deeply rooted in our comprehensive Diversity and Inclusion strategy.

Our Gender Pay Gap results

Our Gender Pay Report for 2023 was created in alignment with British Columbia's Pay Transparency Act and Pay Transparency Regulation.

Under this legislation, a thorough comparison is mandated between the average¹ and median² incomes of men and women. Pursuant to section 3(3) of the Pay Transparency Regulation, there was insufficient data to include the gender categories of non-binary or unknown.

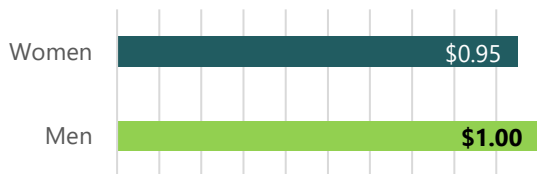
¹ The mean is the average of the data set, specifically, the sum of the values divided by the number of values.

² The median is the value in the middle of the data set, where the data points are ranked largest to smallest, and half of the data points sit below the media and half of the data points sit above.

Hourly pay

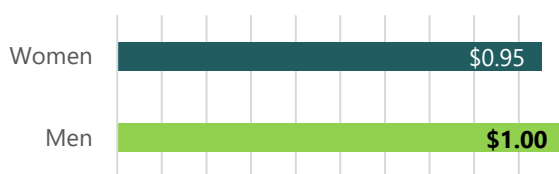
5%

Women's **mean hourly wage** rate was 5% less than men's hourly wage rate.



5%

Women's **median hourly wage** rate was 5% less than men's hourly wage rate.



Overtime pay

During the reporting period, 0% of men and 0% of women received overtime pay.

Because no men or women received overtime pay, it was not possible to calculate the differences in the mean and median amounts of overtime pay or overtime hours between men and women.

Bonus Pay

During the reporting period, 96% of men and 97% of women received bonus pay.

97%

The proportion of **employees who are women** that received bonus pay during the reporting period.

96%

The proportion of **employees who are men** that received bonus pay during the reporting period.

Differences in Bonus Pay

The graphs below express the differences between the mean and median amounts of bonus pay of men and women amongst employees who received bonus pay.

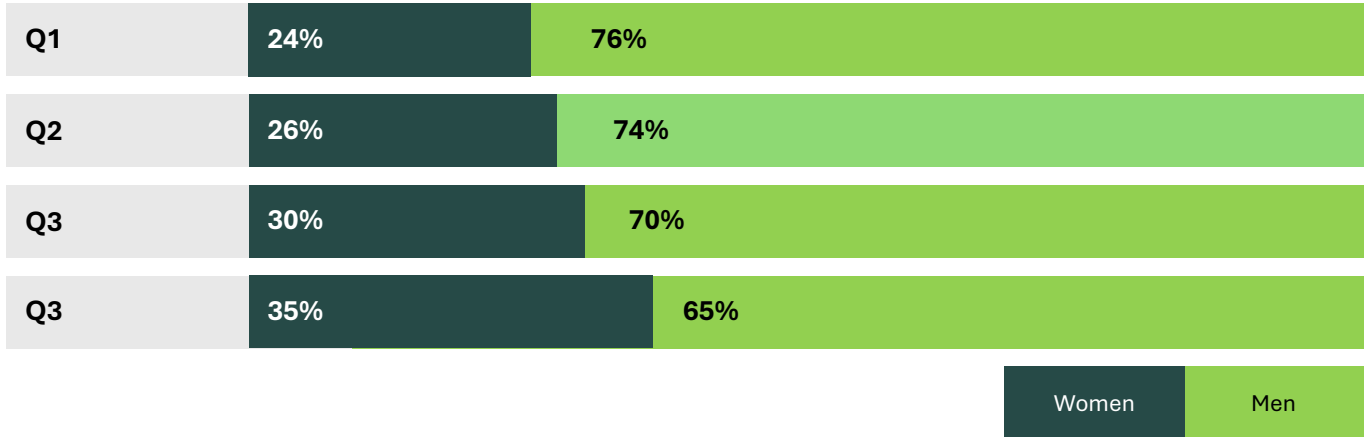


Women's mean bonus pay amount was 14% less than men's mean bonus pay amount.

Women's median bonus pay amount was 12% less than men's median bonus pay amount.

Percentage of Each Gender Category in Each Pay Quartile

The graph below shows the percentage of women (W) and men (M) in each specified segment (pay quartile), based on employees' hourly rate of pay. Quartile 1 (Q1) represents the upper quartile (highest paid quartile with respect to hourly pay), Quartile 2 (Q2) represents the upper middle quartile, Quartile 3 (Q3) represents the lower middle quartile and Quartile 4 (Q4) represents the lowest quartile. The total number of employees in Q2 and Q4 were reduced because employees in those quartiles were in gender categories consisting of fewer than 10 employees.



Looking forward

This annual reporting gives a foundation on which we can move forward and allows us to hold ourselves accountable to attract, develop, and retain a workforce that reflects society and to build a culture where everyone can thrive. We believe our sustained focus will enable us to continue to progress towards a more diverse and inclusive organisation, industry and country.