

# Accenture Inc.

## British Columbia Pay Transparency Report

Accenture is committed to pay transparency and helping close the gender pay gap.

### Employer Details

|                      |                                                                               |
|----------------------|-------------------------------------------------------------------------------|
| Employer:            | Accenture Inc.                                                                |
| Address:             | 510 West Georgia, Suite 2075, Vancouver, BC Canada V6B 0M3                    |
| Reporting Year:      | 2024                                                                          |
| Time Period:         | January 1 <sup>st</sup> , 2024 – December 31 <sup>st</sup> , 2024             |
| NAICS Code:          | 541611 – Administrative Management and General Management Consulting Services |
| Number of Employees: | 300-999                                                                       |

Starting November 1, 2025, under British Columbia’s Pay Transparency Act, Accenture is required to publish an annual report showing the difference in the average and mid-range of hourly pay, overtime pay and bonus pay, between men, women, and non-binary people, regardless of their job level or responsibilities.

Accenture, Inc.’s report for employees in British Columbia is below and is based on pay data for calendar year 2024. The gaps in the report are largely driven by the higher representation of men in senior management roles and certain individual factors—such as overtime hours recorded by women in non-management positions. The calculation of the “gender pay gap” in the Salary Transparency Report does not take into account factors that affect compensation, such as management level and job responsibility. Results for non-binary employees are suppressed because there are fewer than 10 employees in that gender category.



## Workforce Demographic Distribution

### Workforce Demographic Distribution



- The workforce demographic distribution is the percentage of the overall employee population in each gender category.
- Results for non-binary employees are suppressed because there are fewer than 10 employees in that gender category.
- There are no employees whose gender is unknown.



## Hourly Pay<sup>1</sup>

### Mean Hourly Pay Gap<sup>2</sup>



In this organization, women’s average hourly wages are 3.7 % less than men’s. For every dollar men earn, women earn 96 cents in average hourly wages.

### Median Hourly Pay Gap<sup>3</sup>



In this organization, women’s median hourly wages are 4.9% less than men’s. For every dollar men earn, women earn 95 cents in median hourly wages.

### Explanatory Notes

1. “Hourly pay” does not include bonuses or overtime.
2. “Mean hourly pay gap” refers to the differences in pay between gender groups calculated by average pay.
3. “Median hourly pay gap” refers to the differences in pay between gender groups calculated by the mid-range of pay for each group.



## Overtime Pay

### Mean Overtime Pay Gap<sup>4\*</sup>



In this organization, women's average overtime pay is 165.9% more than men's. For every overtime dollar men earn, women earn 2 dollars and 66 cents in average overtime pay.

### Median Overtime Pay Gap<sup>5</sup>



In this organization, women's median overtime pay is 5.1% less than men's. For every overtime dollar men earn, women earn 95 cents in median overtime pay.

### Mean Overtime Paid Hours<sup>6</sup>

Difference as compared to reference group (Men)

|       |    |
|-------|----|
| Women | 31 |
|-------|----|

In this organization, the average number of overtime hours worked by women was 31 more than by men.

### Median Overtime Paid Hours<sup>7</sup>

Difference as compared to reference group (Men)

|       |    |
|-------|----|
| Women | -1 |
|-------|----|

In this organization, the median number of overtime hours worked by women was 1 less than by men.

#### 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 number of overtime hours worked for each group.

\* The reported mean overtime pay gap is influenced by a small number of employees with unusually high overtime hours, which can significantly affect average (mean) calculations. As a result, the mean overtime pay and hours may not accurately reflect the typical experience of most employees. The median values, which are less impacted by extreme data points, provide a more representative view of overtime pay and hours across the workforce.

### Percent of Employees in Each Gender Category Receiving Overtime Pay





## Bonus Pay

### Mean Bonus Pay Gap<sup>8</sup>



In this organization, women's average bonus pay is 27.2% more than men's. For every bonus dollar men earn, women earn one bonus dollar and 27 cents in average bonus pay.

### Median Bonus Pay Gap<sup>9</sup>



In this organization, women's median bonus pay is 2.9% less than men's. For every bonus dollar men earn, women earn 97 cents in median 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.

### Percent of Employees in Each Gender Category Receiving Bonus Pay





## Percentage of Each Gender Across Pay Quartiles<sup>10</sup>

### Upper Hourly Pay Quartile (Highest Paid)



### Upper Middle Hourly Pay Quartile



### Lower Middle Hourly Pay Quartile



### Lowest Hourly Pay Quartile (Lowest Paid)



Men  
Women

In this organization, women occupy approximately 39% of the highest paid jobs and approximately 56% of the lowest paid jobs.

#### Explanatory Notes

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