

# KPMG Canada

## 2024 British Columbia Pay Transparency Report

At KPMG Canada, we are deeply committed to an inclusive, diverse, and equitable workplace and have focused on creating an environment where employees feel valued and respected. Our culture reflects the rich diversity of Canada and is essential for the growth and success of both our people and our business.

KPMG is committed to achieving gender equity. We monitor our hiring practices to ensure they are free of bias, and we regularly analyze compensation to determine whether any gender-based gaps exist. We have taken steps designed to reduce and eventually eliminate any such gaps.

We have a comprehensive and forward-thinking approach to total compensation, one that is deeply rooted in our values and culture. At the core of our philosophy is the belief that compensation is not just about paying employees but about enhancing their overall well-being, fostering loyalty, and driving performance.

### Key Elements of KPMG's Compensation Approach:

- **Market-Competitive Pay:** We benchmark our compensation packages against market standards to attract and retain top talent.
- **Performance-Based Incentives:** We often incorporate performance-based bonuses and incentives to reward individual and team excellence.
- **Total Rewards Strategy:** We include a mix of base salary, bonuses, retirement benefits, healthcare, and wellness programs designed to address employees' holistic needs.
- **Career Progression and Development:** Beyond monetary compensation, we invest in professional growth opportunities for our employees, such as training and education, which add long-term value.
- **Recognition Programs:** Additional rewards can include employee recognition programs for exceptional contributions and achievements.
- **Work-Life Balance and Flexibility:** Non-monetary benefits such as flexible work arrangements and well-being resources are integral to our compensation framework.

These strategies aim to align employee compensation with company goals, motivate staff, and maintain long-term engagement.

# Employer details

|                      |                                                                |
|----------------------|----------------------------------------------------------------|
| Employer:            | KPMG LLP & KPMG MSLP & KPMG Law LLP                            |
| Address:             | P.O.BOX 10426,PACIFIC CENTRE 777 DUNSMUIR STREET, VANCOUVER,BC |
| Reporting Year:      | 2024                                                           |
| Time Period:         | October 1, 2023 - September 30, 2024                           |
| NAICS Code:          | 54 - Professional, scientific and technical services           |
| Number of Employees: | 1000 or more                                                   |



## Hourly pay

Our approach to compensation is to pay market-competitive salaries and incentives, and to ensure individual compensation is performance-based and rewards employees for their skills, talents and outcomes. We review salary ranges annually against market, and conduct a comprehensive, annual exercise to review individual performance, and to assign annual salary increases and incentive payouts. As part of this exercise, we assess whether any gender-based pay differences exist and take steps to address them.

Women’s average hourly wages are almost at par with men’s. For every dollar earned in hourly wages by men, women earn 95 cents.

### Mean hourly pay gap<sup>1</sup>



Women's average hourly wages are 5% less than men's. For every dollar men earn in average hourly wages, women earn 95 cents in average hourly wages. \*

### Median hourly pay gap<sup>2</sup>



Women's median hourly wages are 5% less than men's. For every dollar men earn in median hourly wages, women earn 95 cents in median hourly wages. \*

### 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.



## Overtime pay

In British Columbia, a greater proportion of women work overtime hours compared to men. The pay received by women is almost at par with men, where women earned 99 cents of Mean overtime pay for every dollar earned by men, or 96 cents in Median overtime pay.

### Mean overtime pay <sup>3</sup>



In this organization women's average overtime pay is 1% less than men's. For every dollar men earn in average overtime pay, women earn 99 cents in average overtime pay.\*

### Median overtime pay <sup>4</sup>



In this organization women's median overtime pay is 4% less than men's. For every dollar men earn in median overtime pay, women earn 96 cents in median overtime pay.\*

### Mean overtime paid hours <sup>5</sup>

Difference as compared to reference group (Men)

|       |   |
|-------|---|
| Women | 4 |
|-------|---|

In this organization the average number of overtime hours worked by women was 4 more than by men.\*

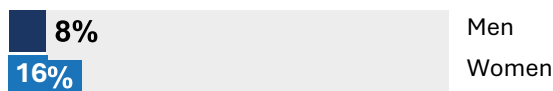
### Median overtime paid hours <sup>6</sup>

Difference as compared to reference group (Men)

|       |   |
|-------|---|
| Women | 9 |
|-------|---|

In this organization the median number of overtime hours worked by women was 9 more than by men.\*

### Percentage of employees in each gender category receiving overtime pay



#### Explanatory notes

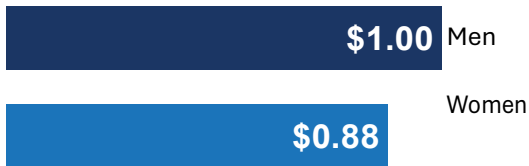
- "Mean overtime pay" refers to overtime pay when averaged for each group.
- "Median overtime pay" refers to the middle point of overtime pay for each group.
- "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
- "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.



## Bonus pay

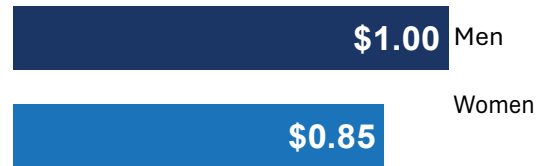
Bonus pay is awarded to recognize performance and incentivize the achievement of annual individual goals, as well as behaviours and contributions that drive business results. This incentive is reserved for roles with the greatest potential to impact overall business outcomes. On average, women's Mean bonus pay was 12% less than men's, and women's Median bonus pay was 15% less than men's. This reflects the greater proportion of women in roles that do not include a bonus component.

### Mean bonus pay <sup>7</sup>



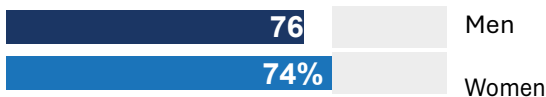
In this organization women's average bonus pay is 12% less than men's. For every dollar men earn in average bonus pay, women earn 88 cents in average bonus pay.\*

### Median bonus pay <sup>8</sup>



In this organization women's median bonus pay is 15% less than men's. For every dollar men earn in median bonus pay, women earn 85 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<sup>9</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 51% of the highest paid jobs and 60% of the lowest paid jobs.

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

### 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 number to meet disclosure requirements.