

KPMG in Canada

2025 British Columbia Pay Transparency Report

At KPMG in 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 mitigate bias, and we regularly analyze compensation to determine whether any gender-based gaps exist. Because our business is cyclical, high-level comparisons of rates of pay could vary year by year, but we are confident that we are fundamentally on the path to achieving gender equity.

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 Management Services LP & KPMG Law LLP
Address:	P.O. BOX 10426, PACIFIC CENTRE 777 DUNSMUIR STREET, VANCOUVER, BC
Reporting Year:	2025
Time Period:	October 1, 2024 - September 30, 2025
NAICS Code:	54 - Professional, scientific and technical services
Number of Employees:	1000 or more



Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 8% less than men's. For every dollar men earn in average hourly wages, women earn 92 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 6% less than men's. For every dollar men earn in median hourly wages, women earn 94 cents in median hourly wages. *

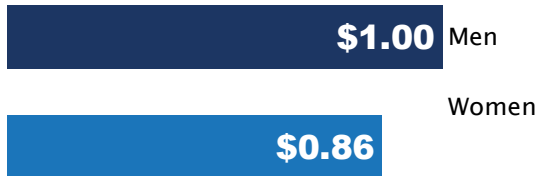
Explanatory notes

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.



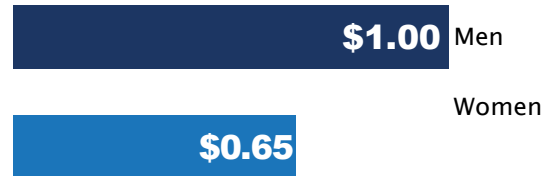
Overtime pay

Mean overtime pay ³



In this organization women's average overtime pay is 14% less than men's. For every dollar men earn in average overtime pay, women earn 86 cents in average overtime pay. *

Median overtime pay ⁴



In this organization women's median overtime pay is 35% less than men's. For every dollar men earn in median overtime pay, women earn 65 cents in median overtime pay. *

Mean overtime paid hours ⁵

Difference as compared to reference group (Men)

Women	-7
-------	----

In this organization the average number of overtime hours worked by women was 7 less than by men. *

Median overtime paid hours ⁶

Difference as compared to reference group (Men)

Women	-15
-------	-----

In this organization the median number of overtime hours worked by women was 15 less than by men. *

Percentage of employees in each gender category receiving overtime pay



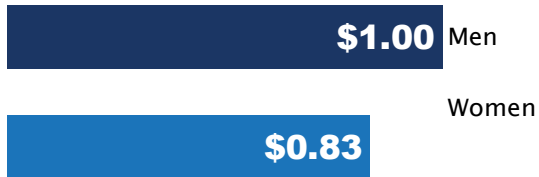
Explanatory notes

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



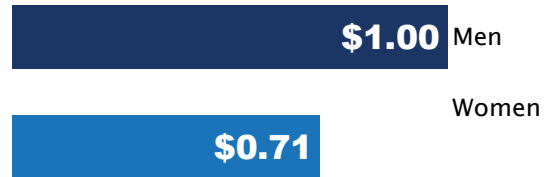
Bonus pay

Mean bonus pay ⁷



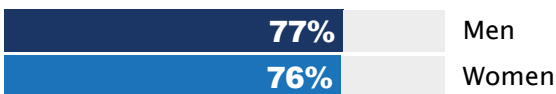
In this organization women's average bonus pay is 17% less than men's. For every dollar men earn in average bonus pay, women earn 83 cents in average bonus pay. *

Median bonus pay ⁸



In this organization women's median bonus pay is 29% less than men's. For every dollar men earn in median bonus pay, women earn 71 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 ⁹

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 49% of the highest paid jobs and 61% 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 numbers to meet disclosure requirements.