



Canada – British Columbia Gender Pay Gap Report

November 2025

Employer Details

Name of Employer	Microsoft Canada Inc.*
Address	81 Bay St., Suite 4400, Toronto, ON M5J 0E7
Reporting year	2024
Reporting Period	January 1, 2024 — December 31, 2024
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, our culture is the foundation of how we work together to achieve our mission. It fuels performance by attracting, growing, and retaining exceptional talent, and by embedding inclusion into everything we do so we can innovate, adapt, and meet the needs of our customers and communities in a changing world.

In alignment with the provisions of British Columbia's Pay Transparency Act and Pay Transparency Regulation, Microsoft Canada Inc. is releasing our 2024 Gender Pay Report. This disclosure reflects our commitment to hiring, developing, and retaining top talent, and to fostering a culture where everyone can thrive and contribute at their best.

Our Gender Pay Gap results

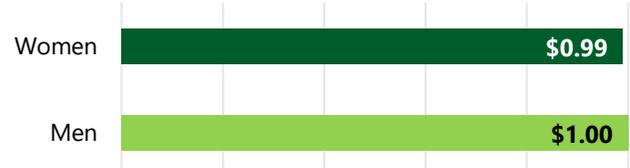
Our Gender Pay Report for 2024 was created in alignment with British Columbia's Pay Transparency Act and Pay Transparency Regulation.

Under this legislation, a thorough comparison is mandated between the average (mean)¹ 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 median and half of the data points sit above.

Hourly pay



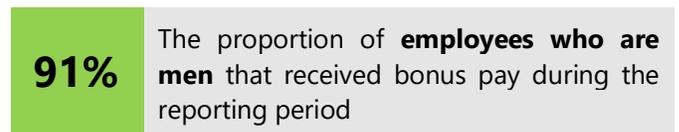
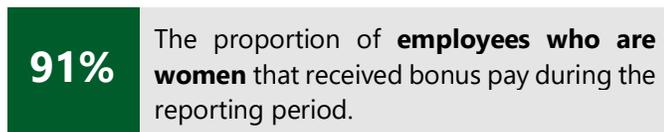
Overtime pay

During the reporting period, 0% of women and 0% of men 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, 91% of women and 91% of men received bonus pay.



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.



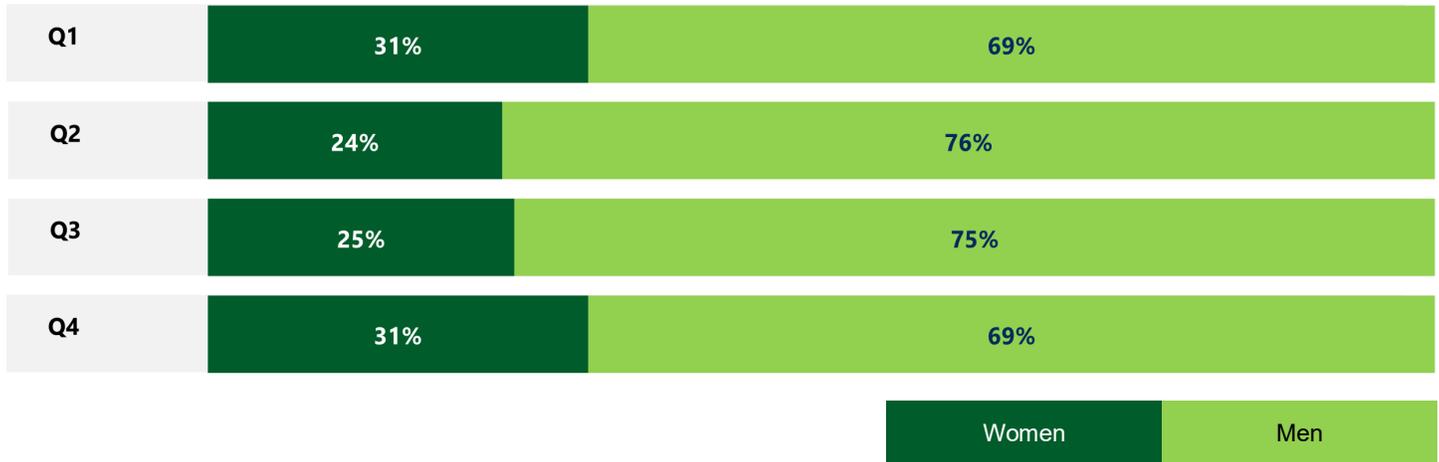
Women's mean bonus pay amount was 14% less than men's mean bonus pay amount.*

Women's median bonus pay amount was 13% less than men's median bonus pay amount.*

*In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories have been excluded due to insufficient numbers to meet disclosure requirements.

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 each pay quartile were reduced to suppress gender categories consisting of less than ten (10) employees.



Looking forward

We remain focused on transparency, accountability, and continuous improvement – with a goal to ensure our efforts are measurable, meaningful, and consistent with the specific legal requirements in each country in which we operate.

Our approach is grounded in business outcomes: building a workforce that's agile, skilled, and ready to meet the demands of today—and tomorrow.