Accenture Inc.

British Columbia Pay Transparency Report

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

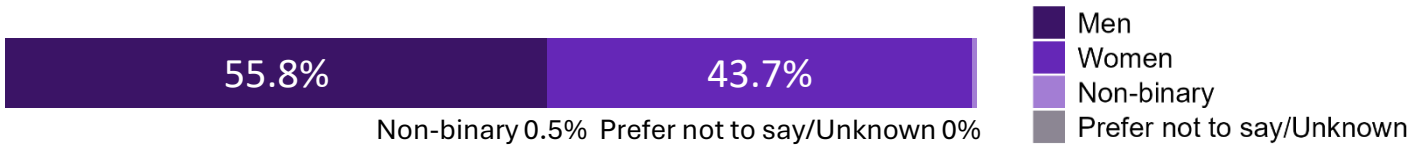
Employer Details

Employer:	Accenture Inc.
Address:	510 West Georgia, Suite 2075, Vancouver, BC Canada V6B 0M3
Reporting Year:	2026
Time Period Analyzed:	January 1st, 2025 – December 31st, 2025
NAICS Code:	541611 – Administrative Management and General Management Consulting Services
Number of Employees:	300-999

Legislation requires employers to share reports on differences in pay between men and women, along with certain other metrics. As required, we conduct a pay gap review using the specific methodology prescribed by the local government and share our results below. Several factors contribute to the reported pay gap, including the composition of our workforce and the lower proportion of women in senior management positions. The methodology used for gender pay gap reporting does not take into account factors that influence compensation, such as tenure, job role, management level, or scope of responsibility, all of which are important considerations when assessing pay. 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.

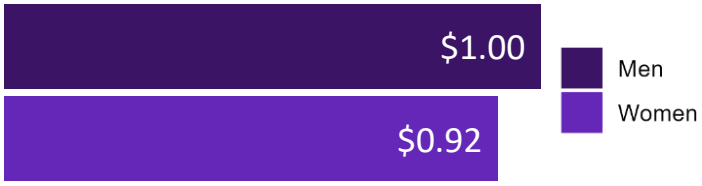
$ Hourly Pay[1]

Mean Hourly Pay Gap[2]



In this organization, women's average hourly wages are 98% of that of men. For every dollar men earn, women earn 2 cents less in average hourly wages.

Median Hourly Pay Gap[3]



In this organization, women's median hourly wages are 92% of that of men. For every dollar men earn, women earn 8 cents less 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[4]*



In this organization, women's average overtime pay is 41% of that of men. For every overtime dollar men earn, women earn 59 cents less in average overtime pay.

Median Overtime Pay Gap[5]



In this organization, women's median overtime pay is 45% of that of men. For every overtime dollar men earn, women earn 55 cents less in median overtime pay.

Mean Overtime Paid Hours[6]

Difference compared to reference category

Women	53

In this organization, the average number of overtime hours worked by women was 53 less than men.

Median Overtime Paid Hours[7]

Difference compared to reference category

Women	21

In this organization, the median number of overtime hours worked by women was 21 less than 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 gap in overtime pay is largely driven by certain individual factors—such as overtime hours recorded by women in non-management positions.

Percent of Employees in Each Gender Category Receiving Overtime Pay



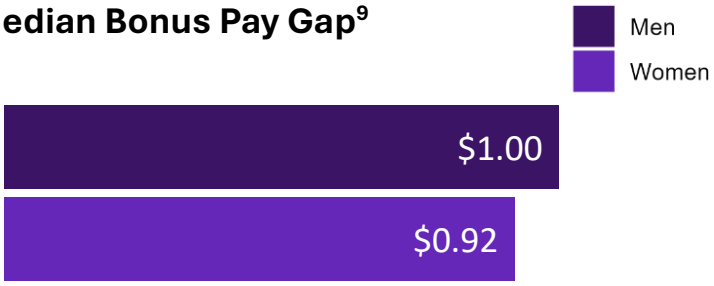
Bonus Pay

Mean Bonus Pay Gap[8]



In this organization, women's average bonus pay is 160% of that of men. For every bonus dollar men earn, women earn 60 cents more in average bonus pay.

Median Bonus Pay Gap[9]



In this organization, women's median bonus pay is 92% of that of men. For every bonus dollar men earn, women earn 8 cents less in median bonus pay.

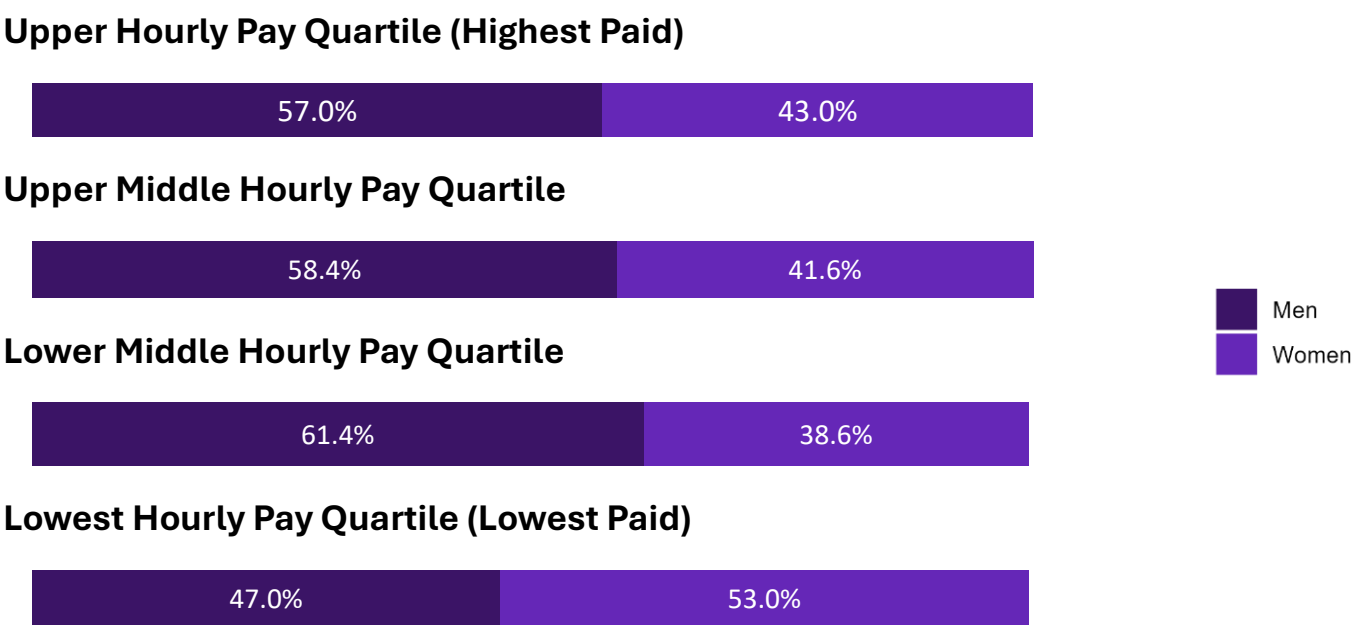
Explanatory Notes

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[10]



In this organization, women occupy approximately 43% of the highest paid jobs and approximately 53% 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.