Microsoft

Canada—British Columbia

Gender Pay Gap Report

November 2026



Employer details

Name of Employer	Microsoft Canada Inc.*
Address	81 Bay St., Suite 4400, Toronto, ON M5J 0E7
Reporting year	2025
Reporting Period	January 1, 2025 — December 31, 2025
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 helps us deliver on our mission. It enables us to attract, develop, and retain exceptional talent and meet our customers' needs in a changing world. We work to foster a workplace where every employee can contribute and perform at their best. In accordance with the provisions of British Columbia's Pay Transparency Act and Pay Transparency Regulation, Microsoft Canada Inc. is publishing our 2025 Gender Pay Report.

Our gender pay gap results

Our Gender Pay Report for 2025 was created in accordance 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 median[2] 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

4% Women's **mean hourly wage** rate was 4% less than men's hourly wage rate.*



8% Women's **median hourly wage** rate was 8% less than men's hourly wage rate.*



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

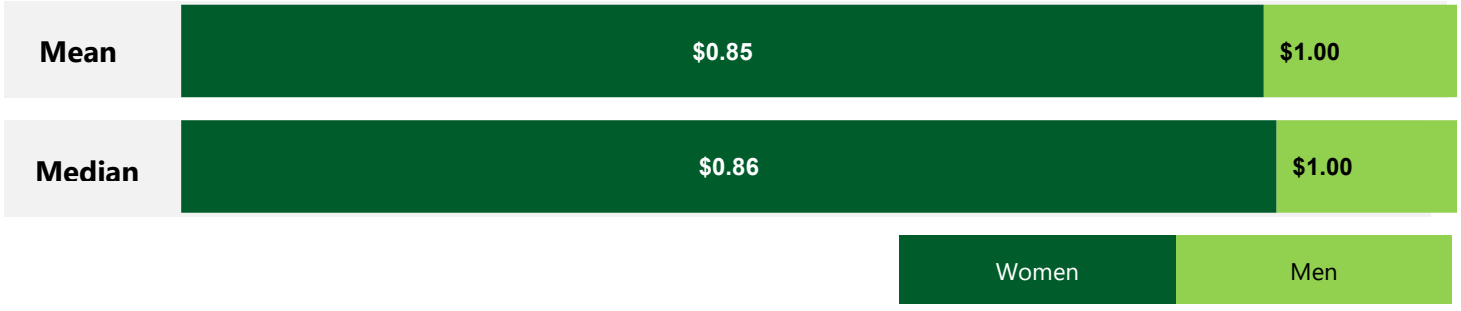
During the reporting period, 97% of women and 98% of men received bonus pay.

97% The proportion of **employees who are women** that received bonus pay during the reporting period.

98% The proportion of **employees who are men** that received bonus pay during the reporting period

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.



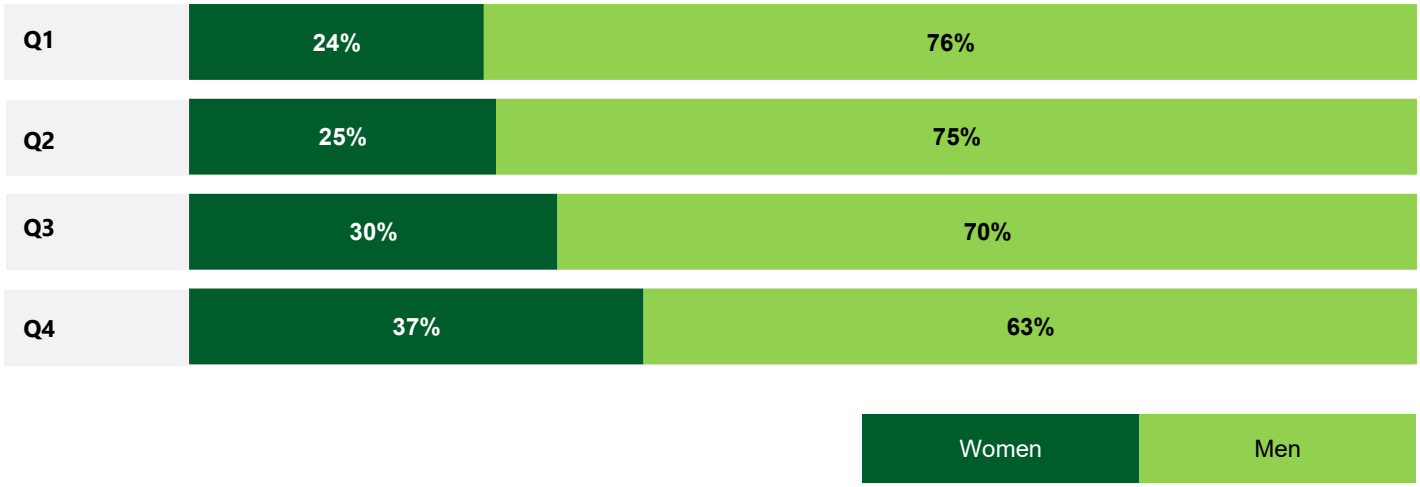
Women's mean bonus pay amount was 15% less than men's mean bonus pay amount.*

Women's median bonus pay amount was 14% 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

At Microsoft, inclusion is integral to our mission to empower every person and every organization on the planet to achieve more. We believe different perspectives strengthen our teams and the technology we build, helping people and organizations realize their potential.

Microsoft meets all legal requirements in the countries where we operate and will continue to do so as we do today. We remain focused on transparency and guided by our mission and values.