TELUS Digital

TELUS Digital

Artificial Intelligence & Data Solutions

Our Gender Pay Gap Report
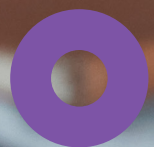
2024 - 2025

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Foreword

Dear Colleagues and Stakeholders,

This year marked a significant step forward in the evolution of our brand. As TELUS Digital, we remain dedicated to creating meaningful, lasting experiences for our customers and team members, while driving future-focused digital transformation that endures. As part of our continued growth, we are pleased to share our third annual Gender Pay Gap Report for TELUS Digital AI & Data Solutions.

This report covers the 2024/2025 pay cycle. Under Ireland's Gender Pay Gap Information Act, employers must publicly report pay-related data and any gender-related differences. We view this requirement as an opportunity: one that supports transparency, accountability and meaningful progress on our journey toward pay equity.

Our goal with this report is to clearly present the data, provide context, and help readers understand our ongoing commitment to reducing gender-based disparities. At TELUS Digital AI & Data Solutions, and in keeping with our Caring Culture, diversity and inclusion remain central to everything we do.

We are pleased to note an increase in our female team member population, as shown in the data regarding Quartiles. While this positive trend reflects progress, we acknowledge that our work is not yet complete. We remain fully committed to advancing equity at every level of our organization.

Our team member survey results continue to reinforce this commitment. When asked whether the company "respects team members of different ages, races, colour, gender, sexual orientation, religions, ethnic origin, language, marital status, family status and varied abilities," responses have consistently improved:

2021: 80%
2022: 83%
2023: 85%
2024: 85%

This upward trend demonstrates our ongoing efforts to foster an environment where everyone feels valued, included and respected.

Within this report, you will find insights into our pay structure across quartiles, bonus pay practices, and benefits utilization. By sharing this information openly, we aim to support collective progress toward a more equitable workplace.

We hope this report provides a clear picture of our current position and how our Caring Culture continues to guide our efforts to build a more inclusive and equitable organization.

Thank you for your continued support and engagement on this important journey.

Overview

REPORTING GENDER PAY GAPS

In Ireland, organizations with more than 150 team members must report on their gender pay gap. The significant growth in the AI–Data Solutions line of business means we are eligible to participate in this reporting for the second year.

For clarity, we understand the gender pay gap to be the difference in the AVERAGE HOURLY WAGE of males and females across a workforce.

The Gender Pay Gap Information Act of 2021 requires organizations to report on their hourly gender pay gap across a range of metrics. Under these requirements, we will report each year showing the extent of the pay gap between what males earn as a group and what females earn as a group.

MEAN GENDER PAY GAP: The difference between the mean (average) hourly rate of pay of male team members and that of female team members.

MEDIAN GENDER PAY GAP: The difference between the median (midpoint) hourly rate of pay of male and female team members.

MEAN BONUS PAY GAP: The difference between the mean (average) bonus paid to male and female team members.

MEDIAN BONUS PAY GAP: The difference between the median (mid-point) bonus pay paid to male and female team members.

TEAM MEMBER QUARTILES: Based on hourly pay, the employee population is divided into four equal segments of team members in the bottom, lower-middle, upper-middle and top quartile pay bands.

BENEFITS IN KIND PROPORTIONS: The proportions of male and female team members who received a benefit in kind (BIK), such as our healthcare plan, during the relevant period.

BONUS PROPORTIONS: The proportions of male and female team members who were paid bonus pay during the relevant period.

RELEVANT PERIOD: The 12-month pay period prior to our snapshot date on 30 June 2025.

MEAN VERSUS MEDIAN

In order to achieve the most accurate picture of our gender pay gap, we report on both the median and the mean. It is important to understand how these are calculated:

CALCULATING THE MEAN:

The mean is obtained by dividing the sum of all values in a data set by the number of values.

CALCULATING THE MEDIAN:

The median is obtained by placing all values in a dataset in sequential order and identifying the middle/mid-point value.

PLUS PERCENTAGE VERSUS MINUS PERCENTAGE

All reported percentages that denote a difference are based on the male numerical value as the comparator. This means that where a percentage is a plus number, it denotes that the male numerical value is greater than the female numerical value. A percentage is a minus number, which denotes that the male numerical value is less than the female numerical value. Where a percentage of zero is reported, it denotes no difference between the male numerical value and the female numerical value; they are equal.

OUR SNAPSHOT DATE

Per the requirements, we utilize data from a 12-month pay period up to a "snapshot" date. Our snapshot date for this report is 30 June 2025, encompassing data from 2024 to 2025.
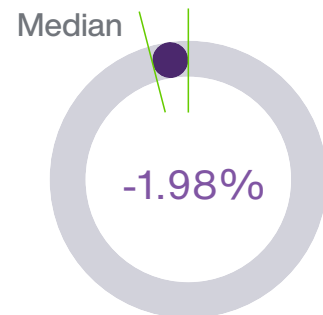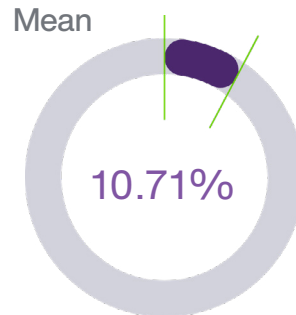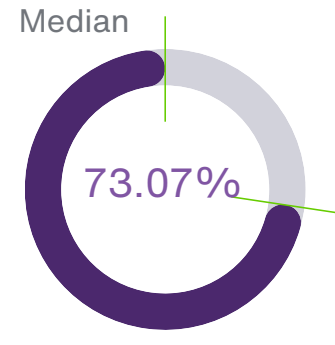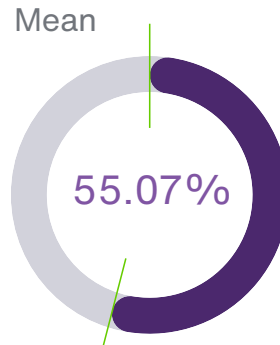
Pay Gap

Gender Pay Gap by:

Pay Gap

Mean

10.71%

Median

-1.98%

Bonus Gap

Mean

55.07%

Median

73.07%

Part time employees

Mean

9.27 %

Median

9.27%
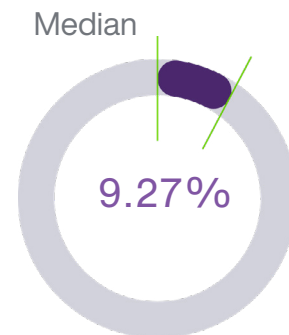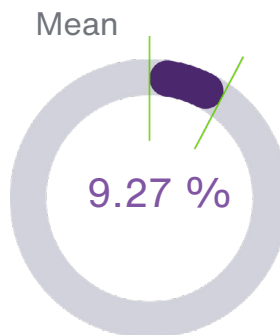
Fixed term employees

Mean

12.19%

Median

15.12%
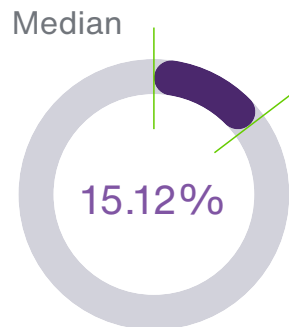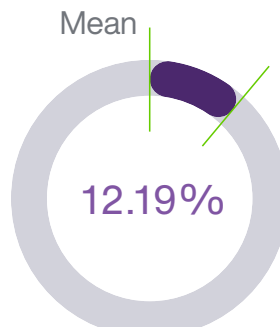
Population by paid quartiles

The employee population divided into four equal segments of team members in the bottom, lower-middle, upper-middle and top quartile pay bands based on hourly pay.
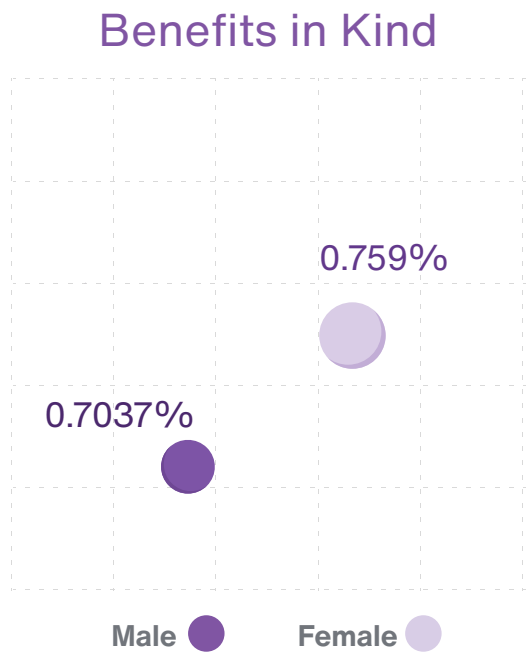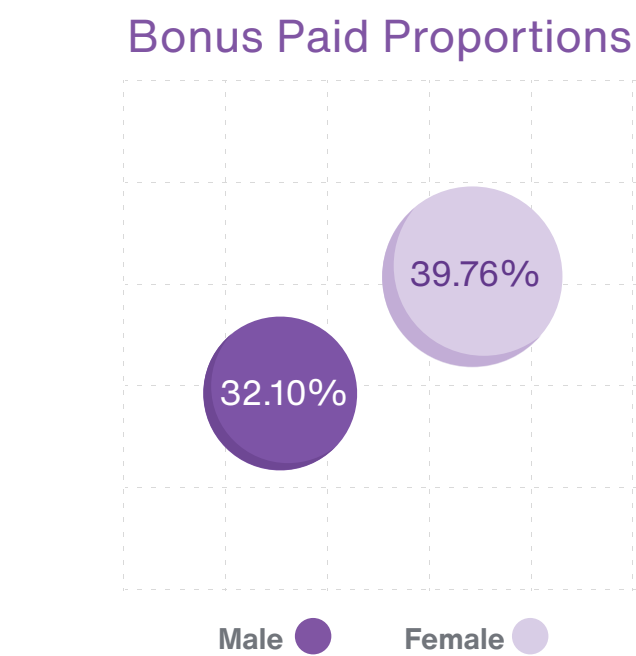
Lower QI

	Male	Female
	42%	58%

Lower Middle Q2

	Male	Female
	26%	74%

Upper Middle Q3

	Male	Female
	29%	71%

Upper Q4

	Male	Female
	34%	66%

Bonus Paid Proportions

39.76%

32.10%

Male ● Female ●

Benefits in Kind

0.759%

0.7037%

Male ● Female ●
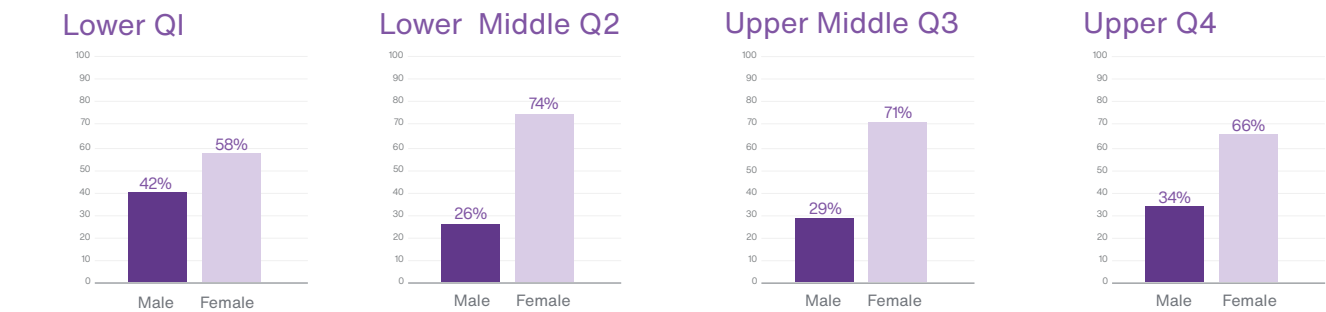
Examining our findings

PAY

Our current overall mean pay gap of 10.71% is slightly above last year's average. We are examining the root cause of this increase, and hope to implement measures to reduce this gap in the future.

BENEFITS IN KIND

The primary benefits in kind offered to our team members include health insurance contributions. Like the previous year, it is interesting to know that a higher percentage of female team members (75.9%) take advantage than male team members do (70.3%), even when both numbers have decreased since last year.

BONUS

The mean bonus pay gap is currently at 55%, possibly due to varying pay structures and some organizational changes we had this past year. We are taking action to keep working towards more even numbers.

QUARTILES

When examining the gender split across our quartiles, we observed an apparent disparity, with a noticeable tendency of a higher number of female team members. We noticed that the margin is wider in the lower middle quartile, with a more substantial number of female team members (74%) than male team members (26%). The Lower quartile shows the closer numbers, with a 16% difference, within the 42% of male team members and 58% of female team members.

This is something we will continue to monitor and aim to improve.

Conclusion

We are proud of the commitment our business has made over the years to close the gender pay gap and of the constant changes we've faced as a company to achieve noticeable improvements.

Although we trust our policies to produce better results, we acknowledge that we still have a long road ahead and that action is necessary for success.

Observing the data carefully through a gender pay gap lens, we can identify areas for continued development.

We are committed to continually finding new ways to foster inclusion and diversity, and to living our values of supporting equity within our team.

As TELUS Digital AI & Data Solutions continues to grow as a team and in Ireland, we hope to address the results in this report so that they can truly and wholly reflect our values and ideas as a global community, always looking for development and equity.

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