



TELUS Digital
Artificial Intelligence – Data Solutions

Our Gender Pay Gap Report

2023 - 2024





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Foreword





Joint statement from Christian Hercules, Human Resources Director and Enda Cunnane, Vice-President of Operations

Dear Colleagues and Stakeholders,

This year marked the evolution of our brand. As TELUS Digital, we remain committed to crafting unique and enduring experiences for customers and employees and creating future-focused digital transformations that stand the test of time. As we continue to evolve and expand, we are pleased to present our second annual gender pay gap report for TELUS Digital AI-Data Solutions.

This report explores the 2023/2024 pay cycle. In Ireland, the Gender Pay Gap Information Act requires Irish employers to report information relating to team member pay publicly and whether there are differences related to gender. We embrace this opportunity for transparency and reflection on our ongoing journey towards pay equity.

Our report aims to explain, simplify and provide context about the data reported. We hope to assist readers in understanding our commitment to reducing gender-based disparities as we pursue the ultimate goal of eliminating any such differences within our pay structure. At TELUS Digital AI-Data Solutions, as part of our Caring Culture, we prioritize diversity and inclusion in all operations.

We are encouraged to report that our overall mean gender pay gap has decreased to 8.94% from 10.10% last year. While this progress is positive, we acknowledge that there is still work to be done. Our commitment to improvement remains steadfast as we strive for greater equity across all levels of our organization.

In our annual team member surveys, when asked if the company “respects team members of different ages, races, colour, gender, sexual orientation, religions, ethnic origin, language, marital status, family status and varied abilities,” our team members have consistently evaluated us highly:

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

These improving scores and upward trend reflect our ongoing efforts to create an inclusive environment where all team members feel valued and respected.

As you read through this report, you will find insights into our pay structure across quartiles, bonus pay practices and benefits utilization. We believe that by sharing this information transparently, we can collectively work towards a more equitable workplace.

We hope this report will provide you with a comprehensive perspective on our current standing and a clear understanding of how our Caring Culture continues to drive our efforts to make our workplace more inclusive and equitable.

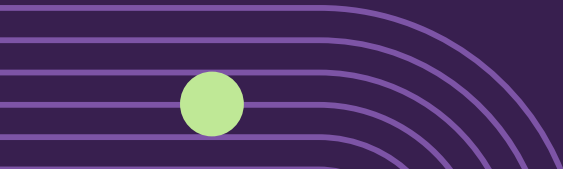
Thank you for your continued support and engagement in this important journey.



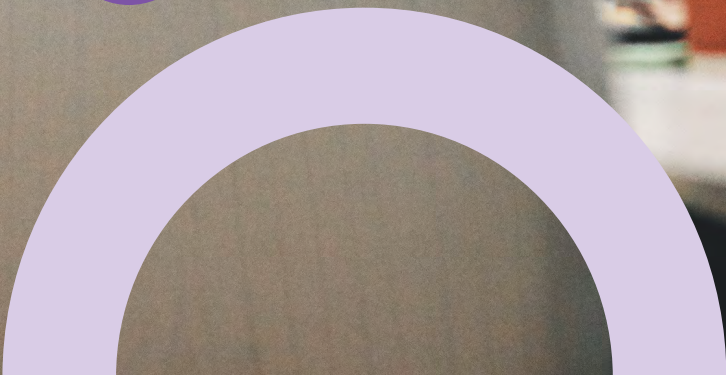
Christian Hercules
Human Resources Director
for AI Data Solutions



Enda Cunnane
Operations Vice-President,
AI Data Solutions



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.

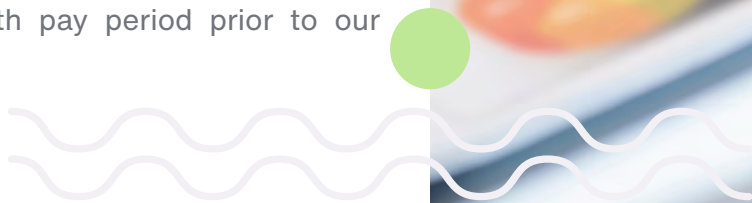
MEDIAN BONUS PAY GAP: The difference between the median (mid-point) bonus paid to male and female team members.

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 23 June 2024.



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 23 June 2024, encompassing data from 2023 up to 2024.



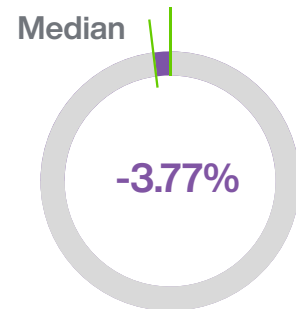
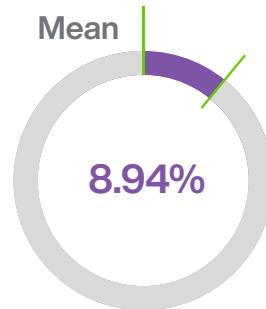


Pay Gap

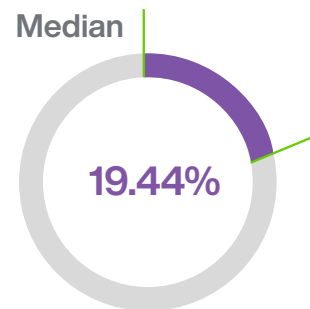
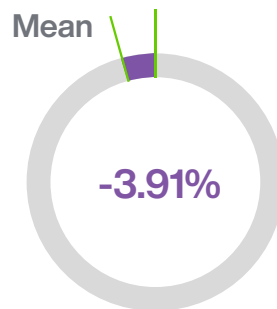


Gender Pay Gap by:

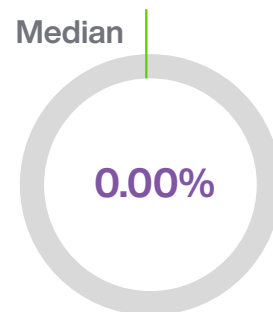
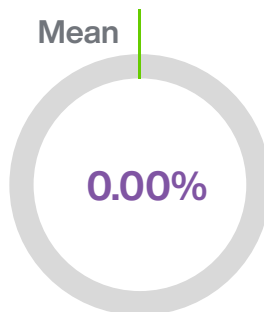
Pay Gap



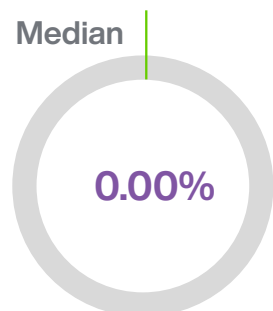
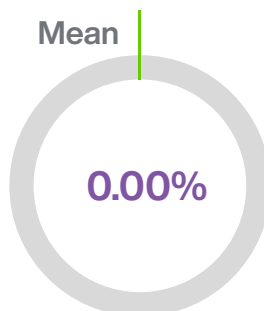
Bonus Gap



Part time employees



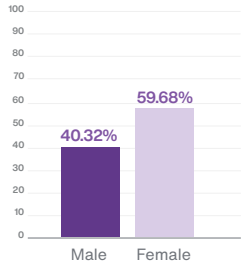
Fixed term employees



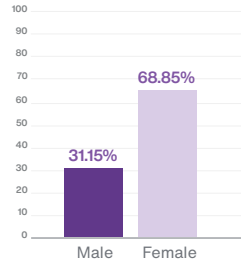
Population by paid quartiles

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.

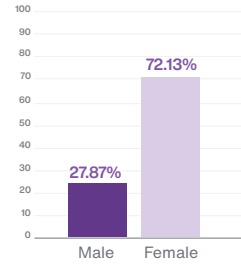
Lower Q1



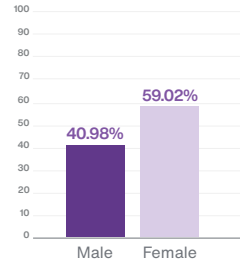
Lower Middle Q2



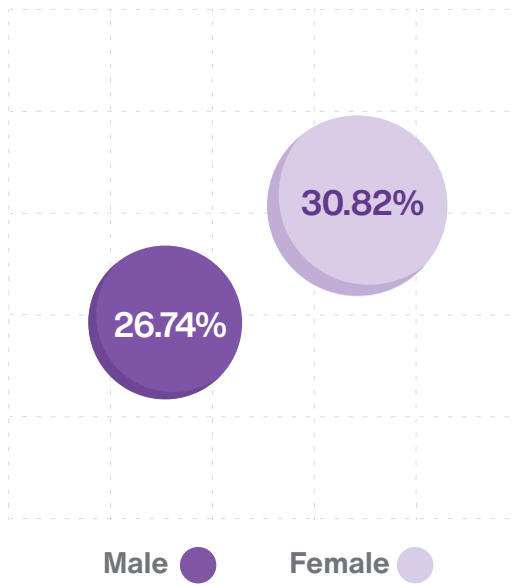
Upper Middle Q3



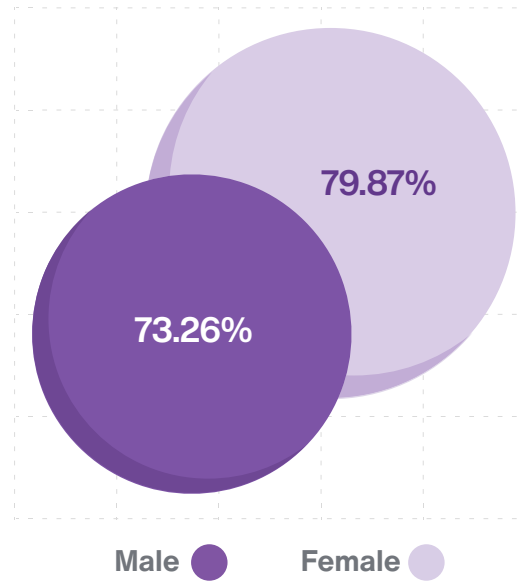
Upper Q4



Bonus Paid Proportions



Benefits in Kind



Examining our findings

PAY

Our current overall mean pay gap of 8.94% is below last year's average of 10.10%. While this downward trend indicates we are moving in the right direction, we recognize that there is still work to be done and actions to be taken to reduce the gap further.

BENEFITS IN KIND

The main benefits in kind offered to our team members refer to health insurance contributions. It is interesting to know that a higher percentage of female team members (79.87%) take advantage than male team members do (73.63%), even when both numbers have increased since last year, showing a bigger increase for male team members, around 12 points of difference, and around 8 points for female team members.

BONUS

The mean bonus pay gap is closing compared with last year. We are aware of the improvements and 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. Still, we noticed that the margin is, like last year, wider in the upper middle quartile, with a more substantial number of female team members (72%) than male team members (27%). The Upper and Lower quartile shows the closer numbers, with a similar 19% difference, within the 40% of male team members and 59% of female team members.

This is something we will keep monitoring and aim to improve upon.



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.

As much as we trust our policies to produce better results, we acknowledge that we still have a long road ahead and that action is required for success.

Observing the data carefully under the perspective lens, we can see areas for continued development regarding gender pay gaps to address.

We are committed to continuing to find more ways to foster inclusion and diversity and to live our values of supporting equity within our team.

As TELUS Digital AI-Data 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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