

TELUS Health Pay Transparency Report

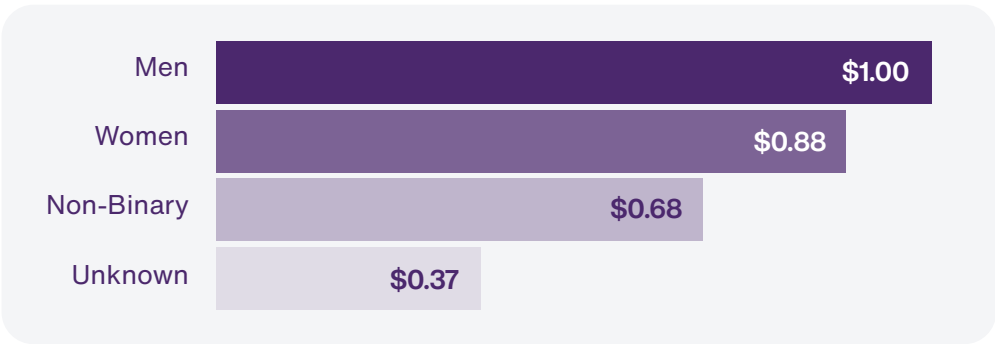
TELUS Health is committed to promoting pay transparency and helping close the gender pay gap.



Employer:	TELUS Health Solutions Inc.
Address:	Floor 5, 510 West Georgia St., Vancouver, B.C. V6B 0M3
Reporting year:	2024
Time period:	January - December
NAICS code:	5415
Number of employees:	935

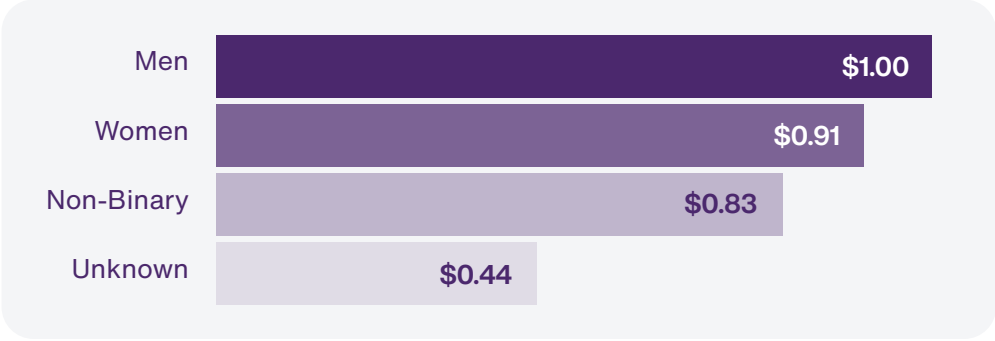
Hourly pay

Mean hourly pay gap¹



At TELUS Health, women earn an average of 12% less per hour than men, while non-binary individuals earn 32% less. For every dollar men earn in average hourly wages, women earn 88 cents, and non-binary individuals earn 68 cents.

Median hourly pay gap²

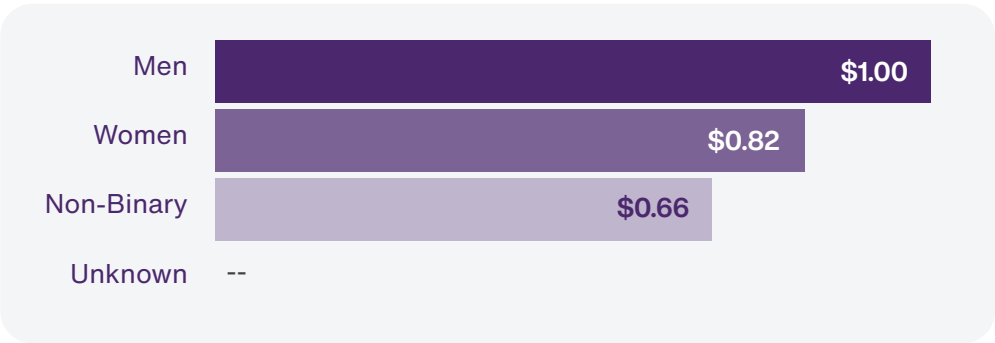


At TELUS Health, women earn a median hourly wage that is 9% less than men, while non-binary individuals earn 17% less. For every dollar men earn in median hourly wages, women earn 91 cents and non-binary individuals earn 83 cents.

Please note: This comparison represents a “raw” or “unadjusted” wage gap and does not account for differences in tenure, experience, job function, job level or performance. **1.** “Mean hourly pay gap” refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime. **2.** “Median hourly pay gap” refers to the differences in pay between gender groups calculated by the mid-range of pay. Hourly pay does not include bonuses and overtime.

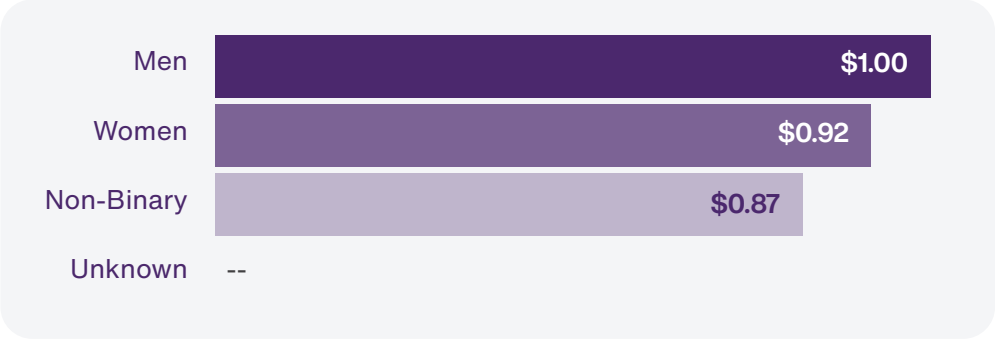
Overtime pay

Mean overtime pay³



At TELUS Health, women earn an average of 18% less in overtime pay than men, while non-binary individuals earn 34% less. No one in the "unknown" or "prefer not to say" category earns overtime pay. For every dollar men earn in average overtime pay, women earn 82 cents and non-binary individuals earn 66 cents.

Median overtime pay⁴



At TELUS Health, women earn median overtime pay that is 8% less than men, while non-binary individuals earn 13% less. No one in the "unknown" or "prefer not to say" category earns overtime pay. For every dollar men earn in median overtime pay, women earn 92 cents and non-binary individuals earn 87 cents.

Mean overtime paid hours⁵

Difference in hours as compared to reference group (men)

Women	0.04
Non-binary	0.76
Prefer not to say/unknown	--

At TELUS Health, the average number of overtime hours worked by women was 0.04 hours more than men, and the average number of overtime hours worked by non-binary individuals was 0.76 hours more than men.

3. "Mean overtime pay" refers to overtime pay when averaged for each group. 4. "Median overtime pay" refers to the middle point of overtime pay for each group. 5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.

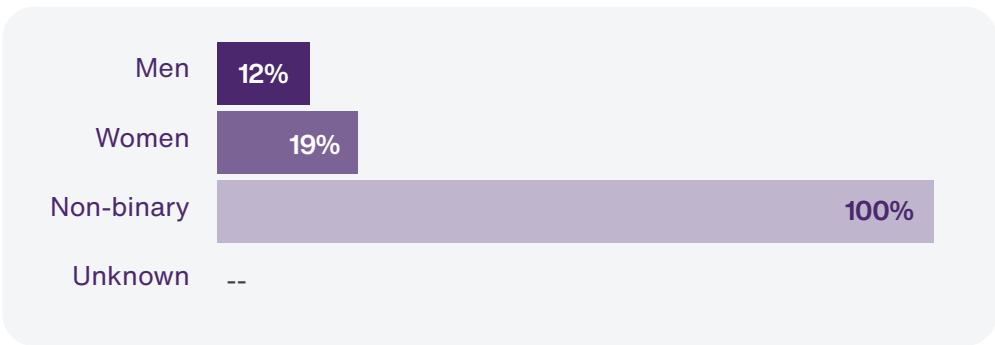
Median overtime paid hours⁶

Difference in hours as compared to reference group (men)

Women	-0.46
Non-binary	2.65
Prefer not to say/unknown	--

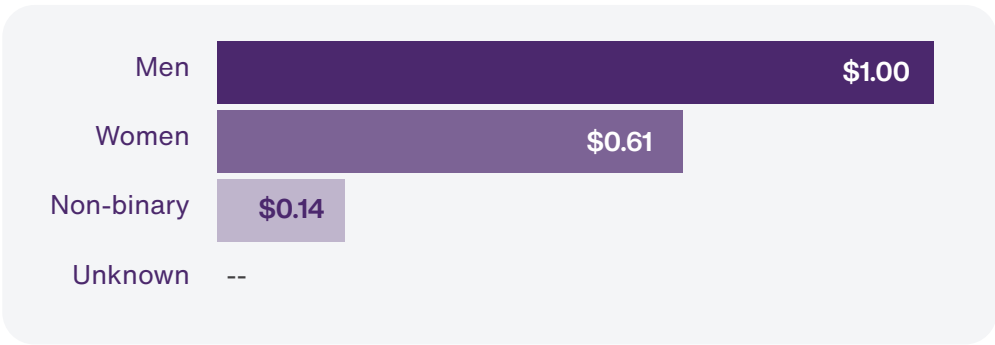
At TELUS Health, the median number of overtime hours worked by women was 0.46 hours less than by men, while non-binary individuals worked a median of 2.65 more overtime hours than men.

Percentage of employees in each gender category receiving overtime pay



Bonus pay

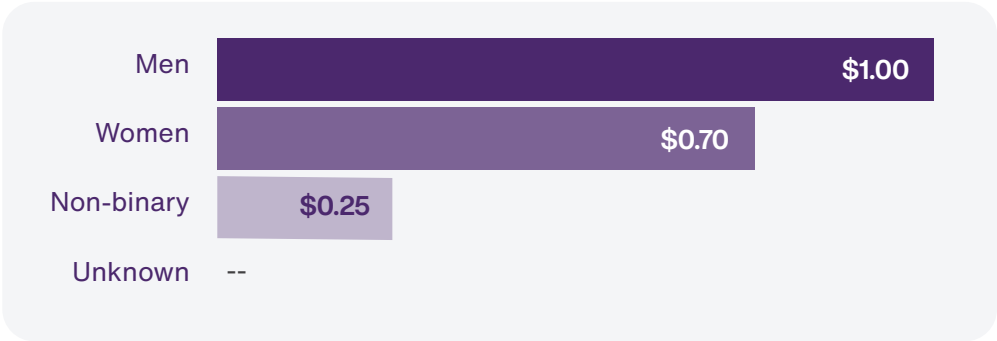
Mean bonus pay⁷



At TELUS Health, women earn an average bonus pay that is 39% less than men, while non-binary individuals earn an average bonus pay that is 86% less. For every dollar men earn in average bonus pay, women earn 61 cents and non-binary individuals earn 14 cents.

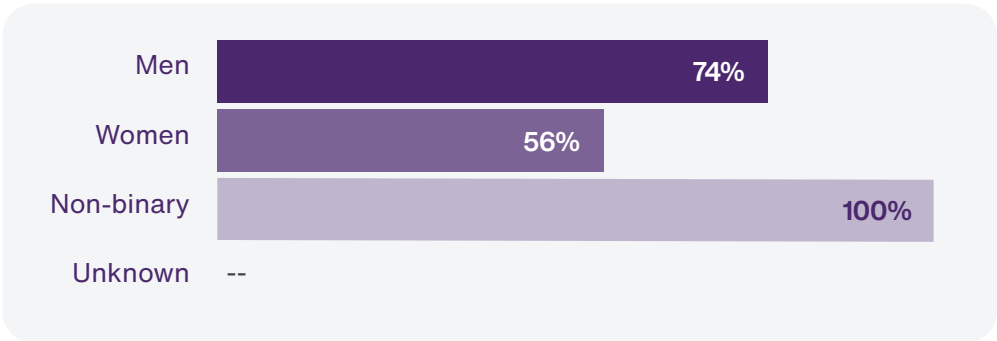
6. "Median overtime paid hours" refers to the middle point of overtime hours worked for each group. 7. "Mean bonus pay" refers to bonus pay when averaged for each group.

Median bonus pay⁸

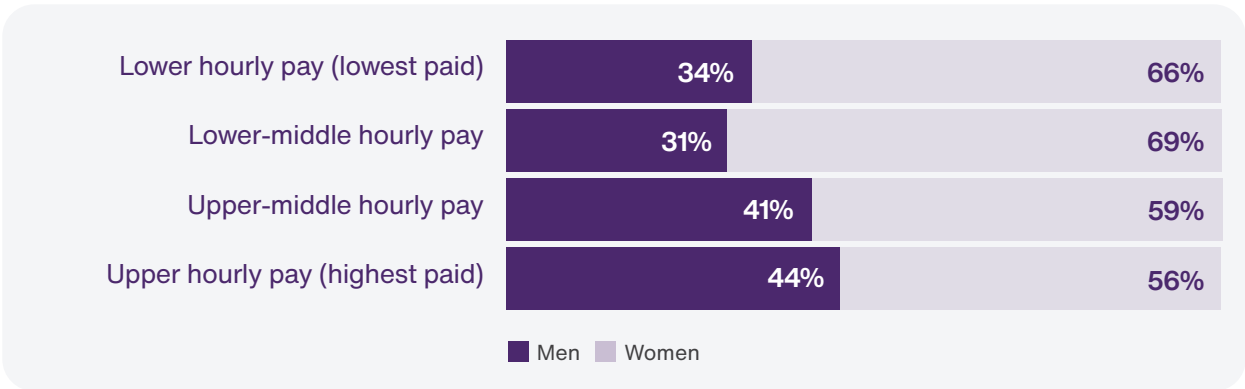


At TELUS Health, women earn a median bonus pay that is 30% less than men, while non-binary individuals earn a median bonus pay that is 85% less. For every dollar men earn in median bonus pay, women earn 70 cents and non-binary individuals earn 25 cents.

Percentage of employees in each gender category receiving bonus pay



Percentage of each gender in each pay quartile⁹



At TELUS Health, women occupy 66% of the lowest-paid jobs and 56% of the highest-paid jobs. Non-binary individuals and those with an unknown gender were excluded from the calculation as their count is fewer than 10.

8. "Median bonus pay" refers to the middle point of bonus pay for each group. 9. "Pay quartile" refers to the percentage of each gender within four equal-sized groups based on their hourly pay.
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