

H & R BLOCK CANADA, INC.

Pay transparency report

At H&R Block Canada, compensation practices are designed to support fairness, equity, and alignment with organizational values. When making compensation decisions, a range of factors may be considered, including role requirements, qualifications, experience, skills, performance, and relevant market data. We are committed to fostering an inclusive workplace that supports Associate engagement, development, and meaningful contributions to our organization's success.

Employer details

Employer:	H & R BLOCK CANADA, INC.
Address:	BANKERS COURT 15TH FLOOR, 850 - 2ND STREET S.W., CALGARY, AB
Reporting Year:	2026
Time Period:	July 1, 2025 - June 30, 2026
NAICS Code:	54 - Professional, scientific and technical services
Number of Employees:	1000 or more



Hourly pay

Mean hourly pay gap¹

\$1.00	Men
\$0.94	Women
\$0.93	Prefer not to say / Unknown

In this organization women's average hourly wages are 6% less than men's. For every dollar men earn in average hourly wages, women earn 94 cents in average hourly wages. *

Median hourly pay gap²

\$1.00	Men
\$1.00	Women
\$1.00	Prefer not to say / Unknown

In this organization women's median hourly wages are 0% less than men's. For every dollar men earn in median hourly wages, women earn \$1.00 in median hourly wages. *

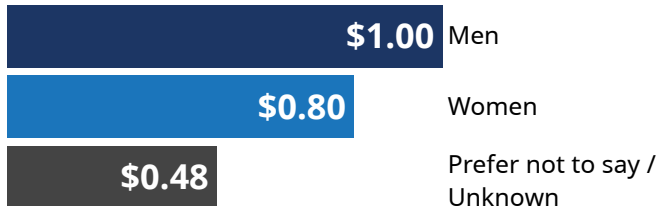
Explanatory notes

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 for each group. Hourly pay does not include bonuses and overtime.



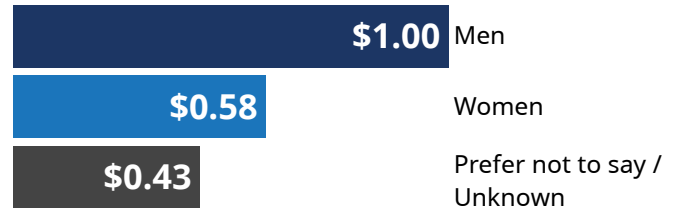
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 20% less than men's. For every dollar men earn in average overtime pay, women earn 80 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 42% less than men's. For every dollar men earn in median overtime pay, women earn 58 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-7
Prefer not to say / Unknown	-20

In this organization the average number of overtime hours worked by women was 7 less than by men. *

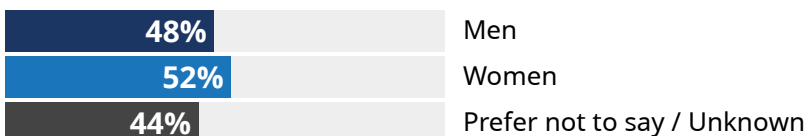
Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-6
Prefer not to say / Unknown	-8

In this organization the median number of overtime hours worked by women was 6 less than by men. *

Percentage of employees in each gender category receiving overtime pay



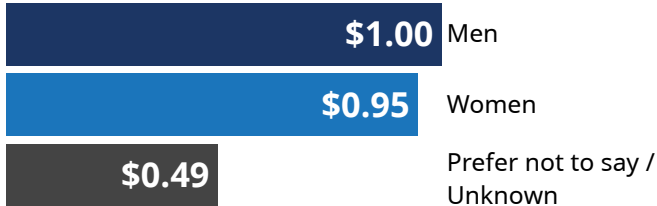
Explanatory notes

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



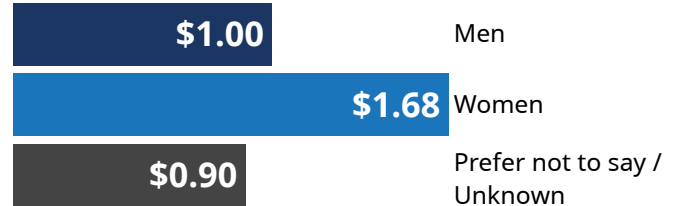
Bonus pay

Mean bonus pay ⁷



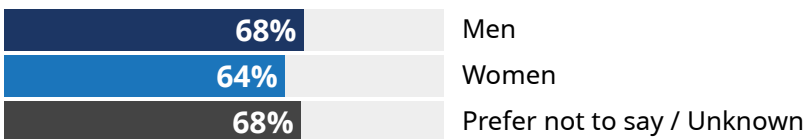
In this organization women's average bonus pay is 5% less than men's. For every dollar men earn in average bonus pay, women earn 95 cents in average bonus pay. *

Median bonus pay ⁸



In this organization women's median bonus pay is 68% more than men's. For every dollar men earn in median bonus pay, women earn \$1.68 in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



Explanatory notes

7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.



Percentage of each gender in each pay quartile ⁹

Upper hourly pay quartile (highest paid) †



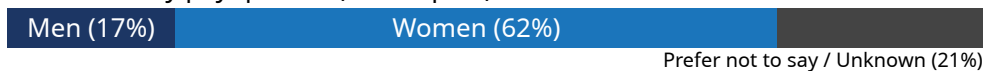
Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women
■ Prefer not to say / Unknown

In this organization, women occupy 65% of the highest paid jobs and 62% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Data constraints

This analysis is based on fiscal year compensation data and includes all forms of remuneration, including base salary or wages, short-term incentive payments, productivity bonuses, and training pay. The results presented in this report reflect the methodology prescribed under British Columbia's Pay Transparency Act and provide an organization-wide overview of compensation outcomes. Accordingly, the analysis generally does not account for factors such as job level, role type, tenure, experience, or other position-specific attributes and the results should be viewed as a broad representation of workforce compensation patterns.

Explanatory notes

9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.