

The  Company

THE BRITISH COLUMBIA PAY TRANSPARENCY REPORT 2024

INDUSTRIAL LIGHT & MAGIC
VANCOUVER INC.

Employer Details

EMPLOYER	Industrial Light & Magic (Vancouver) Inc.
ADDRESS	4th floor - 1133 Melville St, Vancouver, BC V6E 4E5
REPORTING YEAR	2024
TIME PERIOD	January 1, 2024 – December 31, 2024
NAICS CODE	512110
NUMBER OF EMPLOYEES	300–999

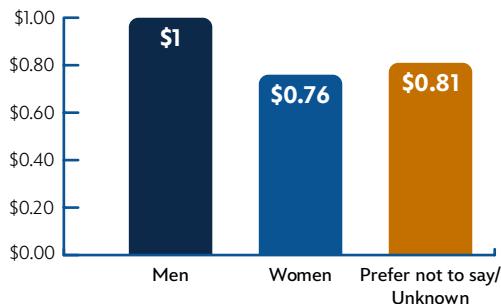
These pay ratios compare the average difference in pay between gender categories without adjusting for factors such as role, experience, or location and in accordance with the Pay Transparency Act (“Act”) and Pay Transparency Regulation (“Regulation”).

The gender data presented in this report has been provided voluntarily by employees using the classifications man, woman, non-binary, or prefer not to say/unknown.

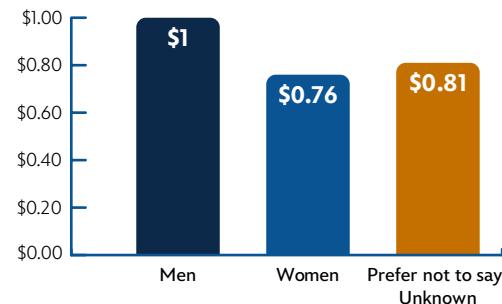
In accordance with the Act and Regulation, in order to preserve privacy, one or more gender categories have been excluded due to insufficient numbers to meet disclosure requirements.

Hourly Pay

Mean Hourly Pay Ratio¹



Median Hourly Pay Ratio²



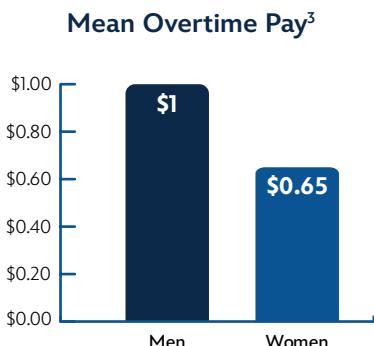
In this organization, women's average hourly wages are 23.98% less than men's. For every dollar men earn in average hourly wages, women earn 76 cents in average hourly wages.

In this organization, women's median hourly wages are 24.8% less than men's. For every dollar men earn in median hourly wages, women earn 75 cents in median hourly wages.

Explanatory Notes

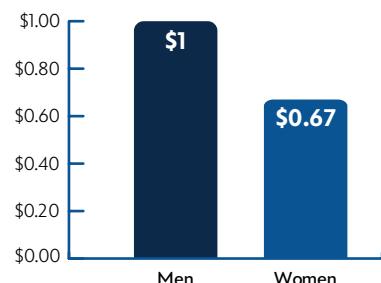
1. “Mean Hourly Pay Ratio” refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. “Median Hourly Pay Ratio” refers to the differences in pay between gender groups calculated by the mid-range of pay for each group. Hourly pay does not include bonuses and overtime.

Overtime Pay*



In this organization, women's average overtime pay is 34.54% less than men's. For every dollar men earn in average overtime pay, women earn 65 cents in average overtime pay.

Median Overtime Pay⁴



In this organization, women's median overtime pay is 33.41% less than men's. For every dollar men earn in median hourly wages, women earn 67 cents in median overtime pay.

Mean Overtime Paid Hours⁵

Difference as compared to reference group (Men)

WOMEN	-1.29 hours
-------	-------------

In this organization, the average number of overtime hours worked by women was 1.29 less than by men.

Mean Overtime Paid Hours⁵

Difference as compared to reference group (Men)

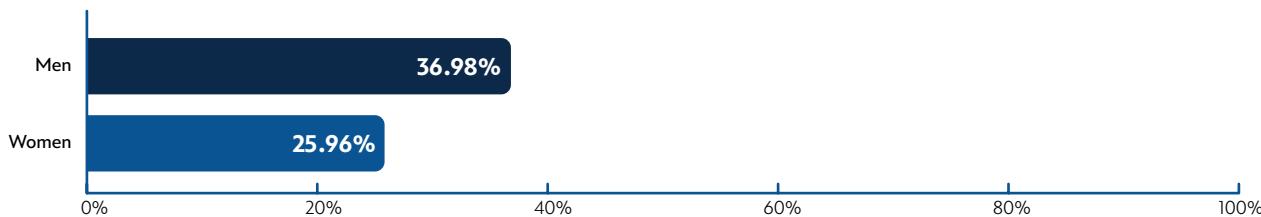
WOMEN	-2 hours
-------	----------

In this organization, the average number of overtime hours worked by women was 1.29 less than by men.

Explanatory Notes

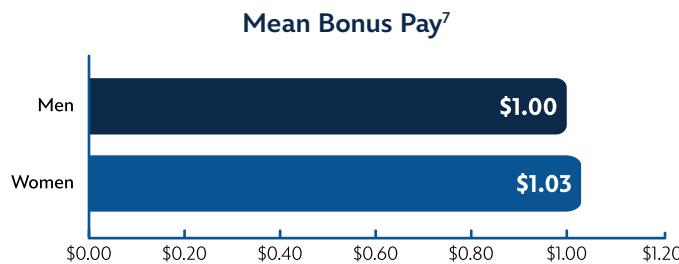
3. "Mean Overtime Pay" refers to overtime pay when averaged for each group.
4. "Median Overtime Pay" refers to the middle point of overtime pay for each group.
5. "Mean Overtime Paid Hours" refers to the average number of hours of overtime worked for each group
6. "Median Overtime Paid Hours" refers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

Percentage of Employees in Each Gender Category Receiving Overtime Pay



* In accordance with the Act and Regulation, in order to preserve privacy, one or more gender categories have been excluded due to insufficient numbers to meet disclosure requirements.

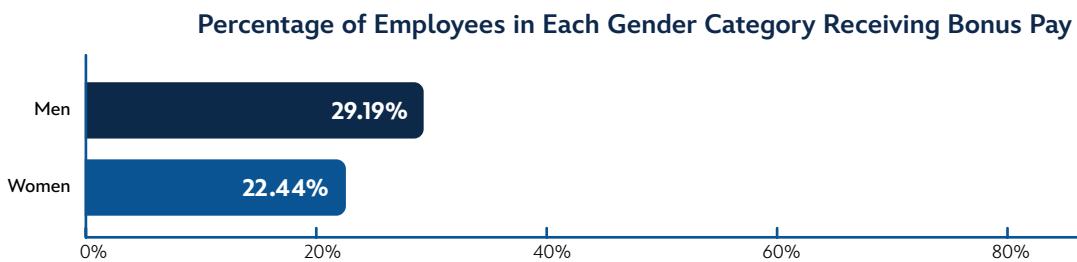
Bonus Pay*



In this organization, women's average bonus pay is 2.84% more than men's. For every dollar men earn in average bonus pay, women earn \$1.03 in average bonus pay.



In this organization, women's median bonus pay is 9.09% less than men's. For every dollar men earn in median bonus pay, women earn 91 cents in median bonus pay.



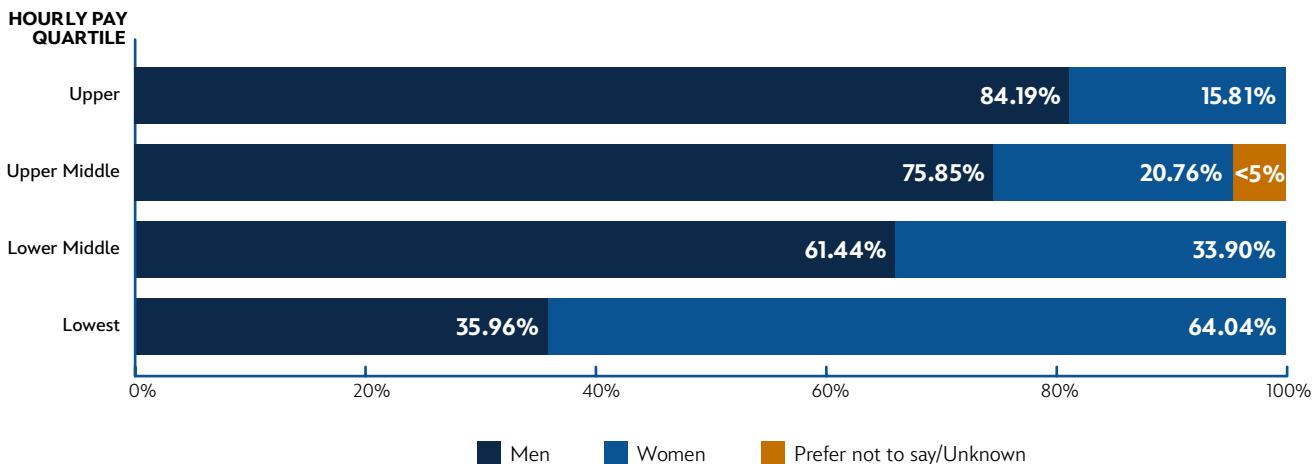
Explanatory Notes

7. "Mean Bonus Pay" refers to bonus pay when averaged for the group.

8. "Median Bonus Pay" refers to the middle point of bonus pay for each group.

* In accordance with the Act and Regulation, in order to preserve privacy, one or more gender categories have been excluded due to insufficient numbers to meet disclosure requirements.

Percentage of Each Gender in Each Pay Quartile⁹



In this organization, women occupy 15.81% of the highest paid jobs and 64.04% of the lowest paid jobs.

Explanatory Notes

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