

The  Company

THE BRITISH COLUMBIA PAY TRANSPARENCY REPORT 2024

TNG TELEVISION PRODUCTIONS LTD

Employer Details

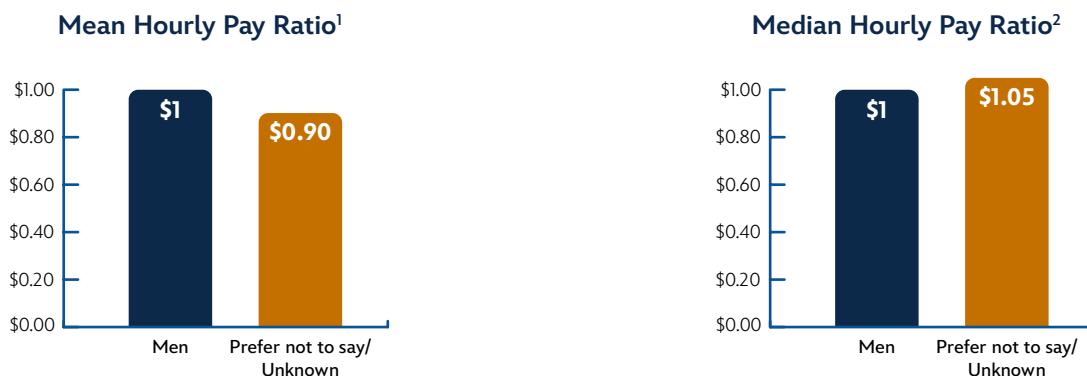
EMPLOYER	TNG Television Productions Ltd
ADDRESS	555 Brooksbank Avenue Building 6 North Vancouver, British Columbia V7J 3S5
REPORTING YEAR	2024
TIME PERIOD	January 1, 2024 – December 31, 2024
NAICS CODE	512110
NUMBER OF EMPLOYEES	1000+

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.

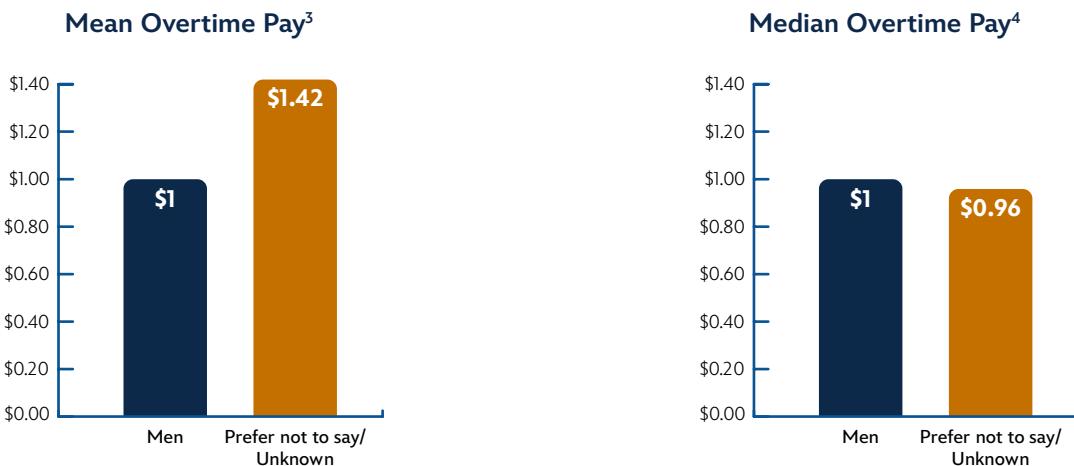
Hourly Pay



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*



Mean Overtime Paid Hours⁵

Difference as compared to reference group (Men)

PREFER NOT TO SAY / UNKNOWN	23.73 hours
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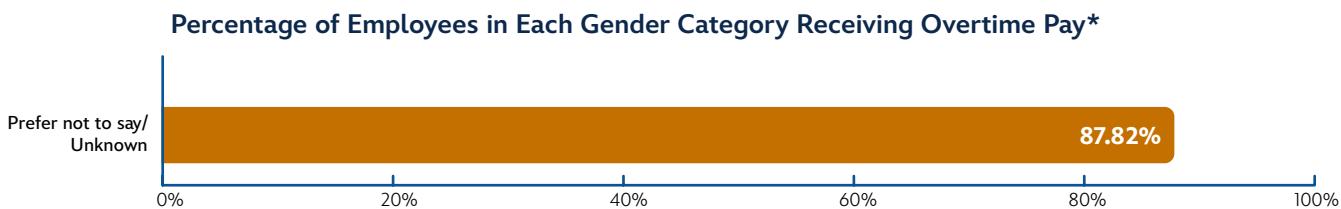
Mean Overtime Paid Hours⁵

Difference as compared to reference group (Men)

PREFER NOT TO SAY / UNKNOWN	-80.70 hours
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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.



* In accordance with the Act and Regulation, in order to preserve privacy, this section does not include the percentage of employees receiving overtime pay for one or more gender categories due to insufficient numbers to meet disclosure requirements.

Bonus Pay

In accordance with the Act and Regulation, in order to preserve privacy, this section does not include bonus pay information for one or more gender categories, including mean bonus pay, median bonus pay, and percentage of employees receiving bonus pay due to insufficient numbers to meet disclosure requirements.

Percentage of Each Gender in Each Pay Quartile

In accordance with the Act and Regulation, in order to preserve privacy, this section does not include details related to the percentage of each gender in each pay quartile due to insufficient numbers to meet disclosure requirements.