

The *WALT DISNEY* Company

THE BRITISH COLUMBIA PAY TRANSPARENCY REPORT

2024

WALT DISNEY ANIMATION STUDIOS
VANCOUVER INC.

Employer Details

| | |
|---------------------|---|
| EMPLOYER | Walt Disney Animation Studios Vancouver Inc. |
| ADDRESS | 1500 Royal Centre, 1055 West Georgia Street, P.O Box 1117, Vancouver BC V6E4N7 Canada |
| REPORTING YEAR | 2024 |
| TIME PERIOD | January 1, 2024 – December 31, 2024 |
| NAICS CODE | 512110 |
| NUMBER OF EMPLOYEES | 300–999 |

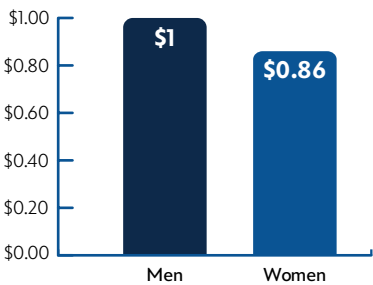
These pay ratios compare the average difference in pay between gender categories without adjusting for factors such as role, experience, or location and in accordance with the Pay Transparency Act (“Act”) and Pay Transparency Regulation (“Regulation”).

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.

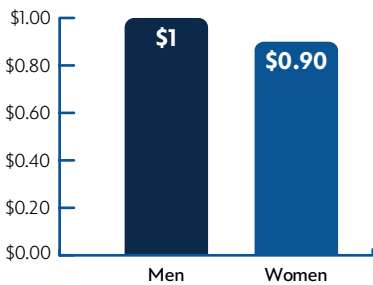
Hourly Pay

Mean Hourly Pay Ratio¹



In this organization, women’s average hourly wages are 13.97% less than men’s. For every dollar men earn in average hourly wages, women earn 86 cents in average hourly wages.

Median Hourly Pay Ratio²



In this organization, women’s median hourly wages are 9.64% less than men’s. For every dollar men earn in median hourly wages, women earn 90 cents in median hourly wages.

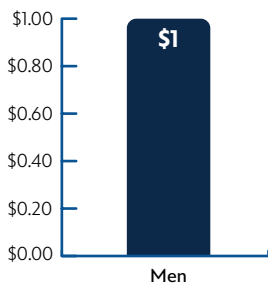
Explanatory Notes

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.

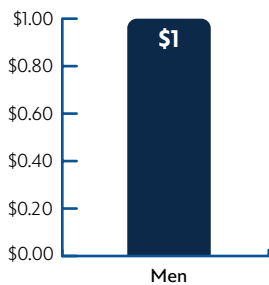
Overtime Pay*

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

Mean Overtime Pay³



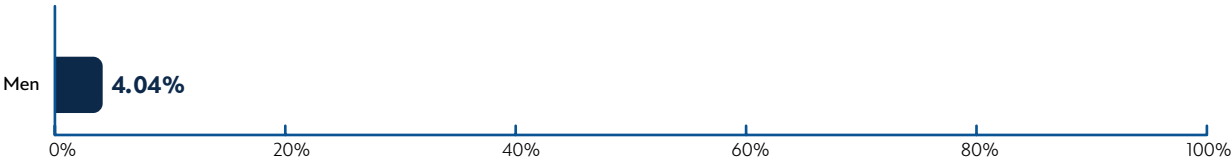
Median Overtime Pay⁴



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.

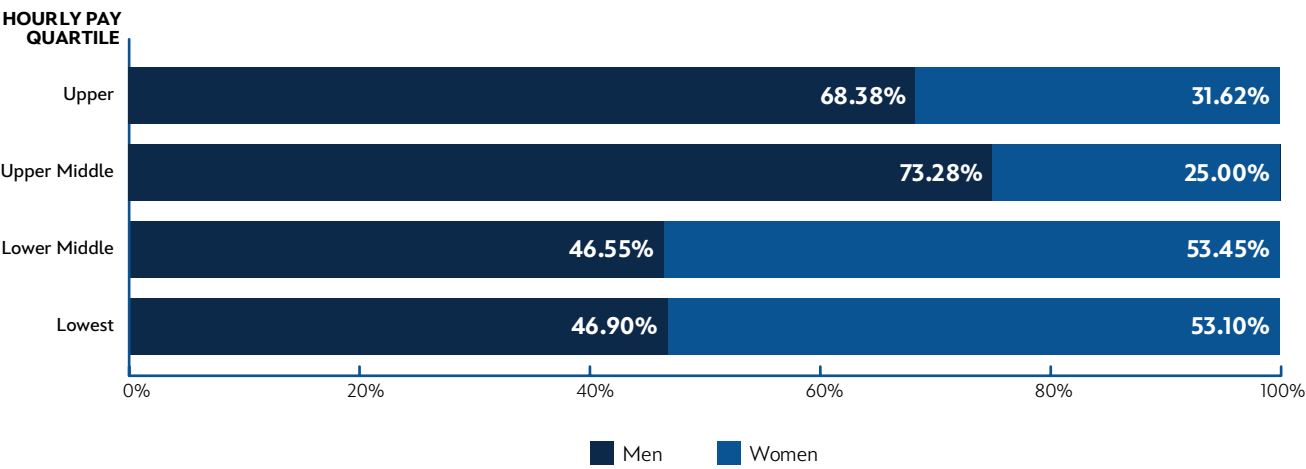
Percentage of Employees in Each Gender Category Receiving Overtime Pay



Bonus Pay

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

Percentage of Each Gender in Each Pay Quartile⁵



In this organization, women occupy 31.62% of the highest paid jobs and 53.10% of the lowest paid jobs.

Explanatory Notes

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