The Walt Disney Company

THE BRITISH COLUMBIA PAY TRANSPARENCY REPORT 2025

INDUSTRIAL LIGHT & MAGIC VANCOUVER INC.

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Employer Details

EMPLOYER	Industrial Light & Magic (Vancouver) Inc.
ADDRESS	4th floor - 1133 Melville St, Vancouver, BC V6E 4E5
REPORTING YEAR	2025
TIME PERIOD	January 1, 2025 – December 31, 2025
NAICS CODE	512110
NUMBER OF EMPLOYESS	300-999

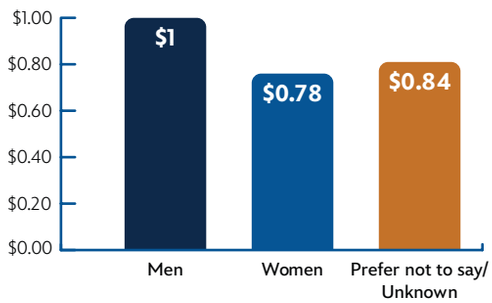
These pay ratios compare the average difference in pay between gender categories without adjusting for factors such as role, experience, or location and in accordance with the Pay Transparency Act ("Act") and Pay Transparency Regulation ("Regulation").

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.

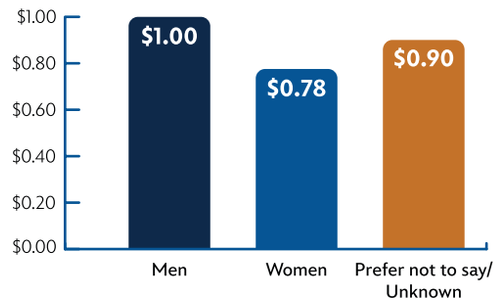
Hourly Pay

Mean Hourly Pay Ratio[1]



In this organization, women's average hourly wages are 21.67% less than men's. For every dollar men earn in average hourly wages, women earn 78 cents in average hourly wages.

Median Hourly Pay Ratio[2]



In this organization, women's median hourly wages are 21.69% less than men's. For every dollar men earn in median hourly wages, women earn 78 cents in median hourly wages.

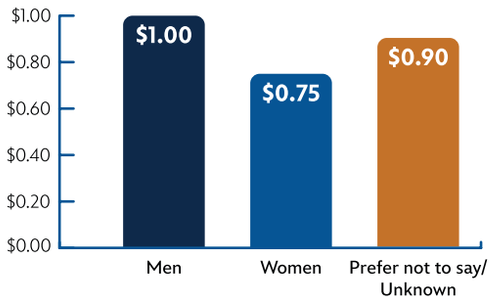
Explanatory Notes

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.

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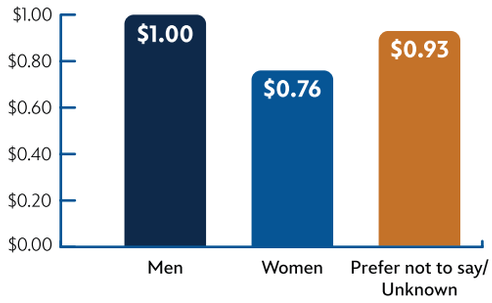
Overtime Pay*

Mean Overtime Pay[3]



In this organization, women's average overtime pay is 25.36% less than men's. For every dollar men earn in average overtime pay, women earn 75 cents in average overtime pay.

Median Overtime Pay[4]



In this organization, women's median overtime pay is 24.07% less than men's. For every dollar men earn in median hourly wages, women earn 76 cents in median overtime pay.

Mean Overtime Paid Hours[5]

Difference as compared to reference group (Men)

WOMEN	-1.08 hours
Prefer not to say/Unknown	0.51 hours

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

Median Overtime Paid Hours[6]

Difference as compared to reference group (Men)

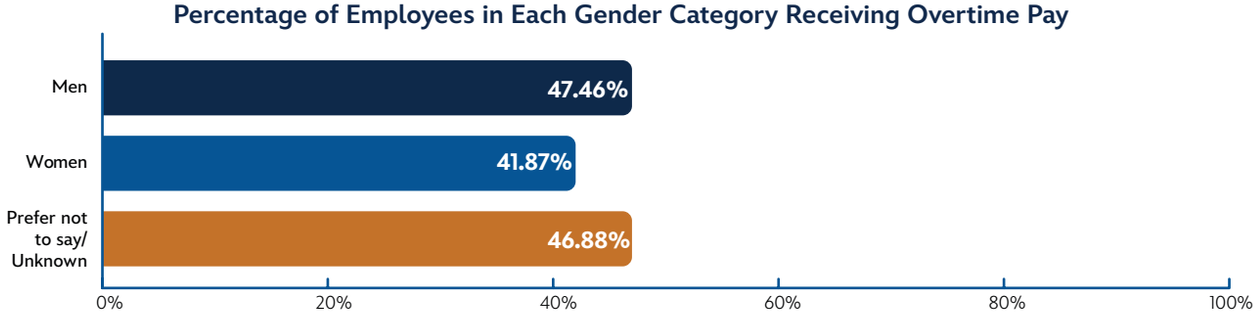
WOMEN	-3.5 hours
Prefer not to say/Unknown	0 hours

In this organization, the median number of overtime hours worked by women was 3.5 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

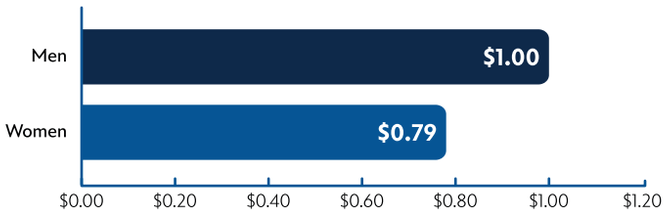


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Bonus Pay*

Mean Bonus Pay[7]



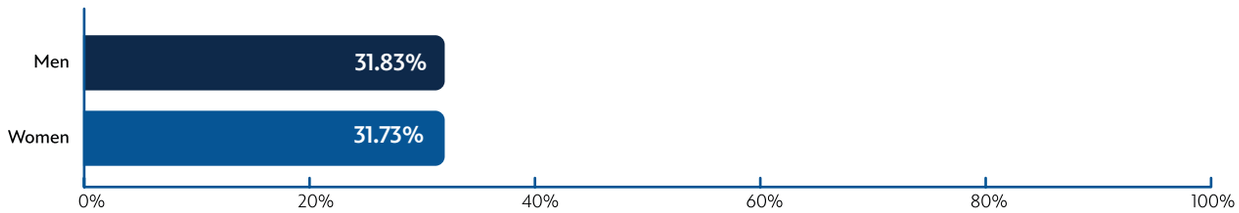
In this organization, women's average bonus pay is 21.39% less than men's. For every dollar men earn in average bonus pay, women earn 79 cents in average bonus pay.

Median Bonus Pay[8]



In this organization, women's median bonus pay is 15.56% less than men's. For every dollar men earn in median bonus pay, women earn 84 cents in median bonus pay.

Percentage of Employees in Each Gender Category Receiving Bonus Pay



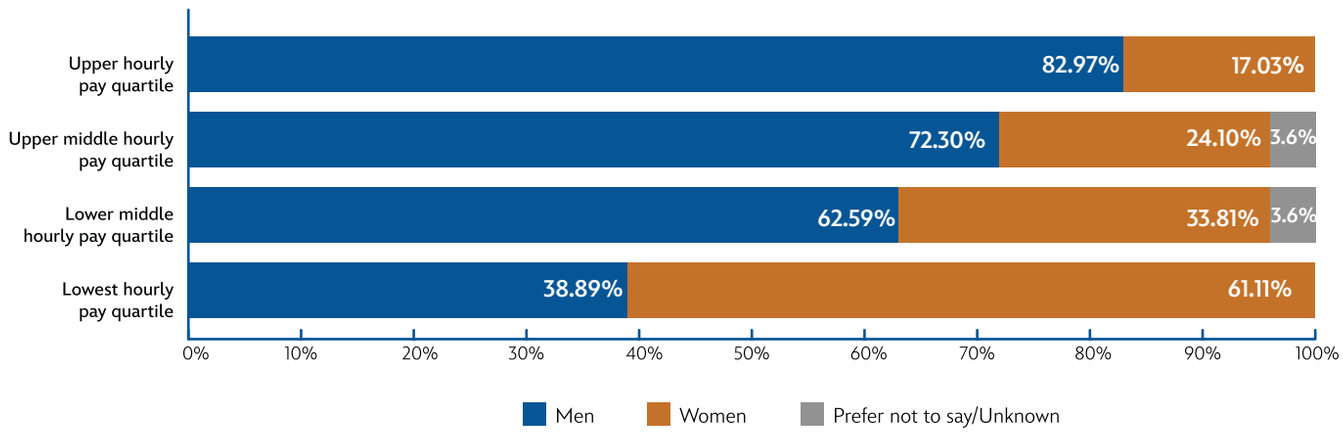
Explanatory Notes

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

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

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Percentage of Each Gender in Each Pay Quartile[9]



In this organization, women occupy 17.03% of the highest paid jobs and 61.11% 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.

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