The Walt Disney Company

THE BRITISH COLUMBIA PAY TRANSPARENCY REPORT 2025

MOCNE PRODUCTIONS LTD.

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Employer Details

EMPLOYER	Mocne Productions Ltd.
ADDRESS	1055 West Georgia Street, Suite 1500, Vancouver BC V6E 4N7
REPORTING YEAR	2025
TIME PERIOD	January 1, 2025 – December 31, 2025
NAICS CODE	512110
NUMBER OF EMPLOYESS	300-999

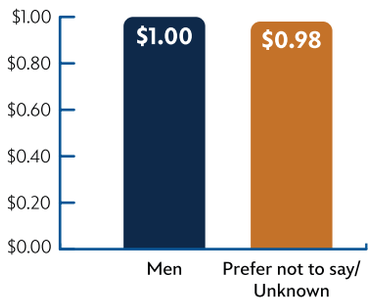
These pay ratios compare the average difference in pay between gender categories without adjusting for factors such as role, experience, or location and in accordance with the Pay Transparency Act ("Act") and Pay Transparency Regulation ("Regulation").

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.

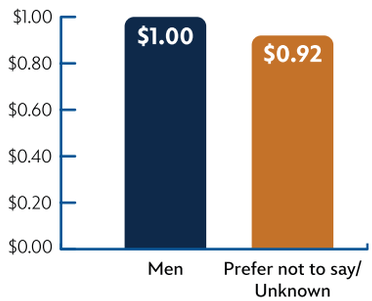
Hourly Pay*

Mean Hourly Pay Ratio[1]



In this organization, Prefer not to say/Unknown average hourly wages are 2.37% less than men's. For every dollar men earn in average hourly wages, Prefer not to say/Unknown earn 98 cents in average hourly wages.

Median Hourly Pay Ratio[2]



In this organization, Prefer not to say/Unknown's median hourly wages are 7.63% less than men's. For every dollar men earn in median hourly wages, Prefer not to say/Unknown earn 92 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.

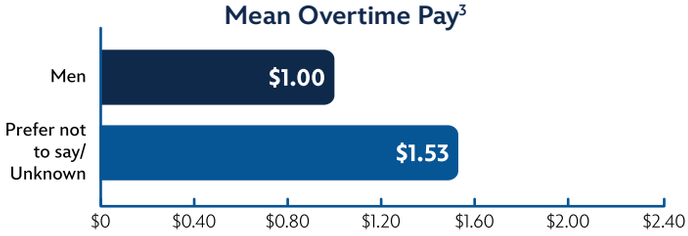
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Overtime Pay*

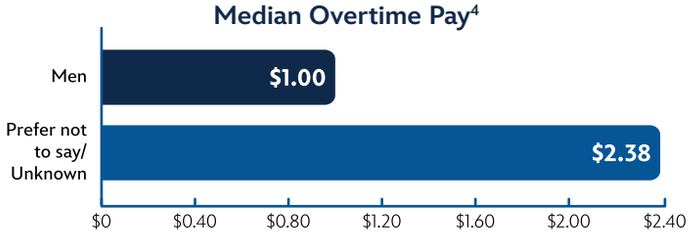
In accordance with the Act and Regulation, in order to preserve privacy, this section does not include overtime pay ratio comparisons for one or more gender categories, including mean overtime pay, median overtime pay, mean overtime paid hours, median overtime paid hours, and percentage of employees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

Mean Overtime Pay[3]



In this organization, Prefer not to say/Unknown's average overtime wages are 52.92% more than men's. For every dollar men earn in average overtime wages, Prefer not to say/Unknown earn $1.53.

Median Overtime Pay[4]



In this organization, Prefer not to say/Unknown's average overtime wages are 138.03% more than men's. For every dollar men earn in median overtime wages, Prefer not to say/Unknown earn $2.38.

Mean Overtime Paid Hours[5]

Difference as compared to reference group (Men)

Prefer not to say/Unknown	16.77 hours

In this organization, the average number of overtime hours worked by Prefer not to say/Unknown was 16.77 more than by men.

Median Overtime Paid Hours[6]

Difference as compared to reference group (Men)

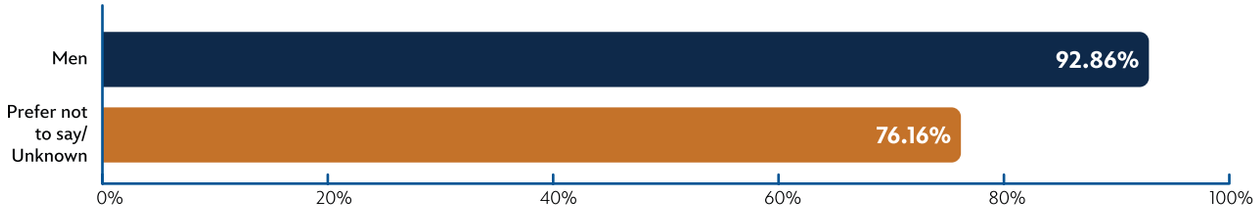
Prefer not to say/Unknown	26.80 hours

In this organization, the median number of overtime hours worked by Prefer not to say/Unknown was 26.80 more 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 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.

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Bonus Pay

In accordance with relevant portions of 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 relevant portions of the Act and Regulation, 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.

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