The Walt Disney Company

THE BRITISH COLUMBIA PAY TRANSPARENCY REPORT 2025

SHOGUN 2 PRODUCTIONS CANADA INC.

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SHOGUN 2 PRODUCTIONS CANADA INC.
BRITISH COLUMBIA (B.C.), CANADA PAY TRANSPARENCY REPORT - 2025

Employer Details

EMPLOYER	Shogun 2 Productions Canada Inc.
ADDRESS	4445 Lougheed Highway, Suite 400, Burnaby, BC, V5C 0E4
REPORTING YEAR	2025
TIME PERIOD	January 1, 2025 – December 31, 2025
NAICS CODE	512110
NUMBER OF EMPLOYESS	300-999

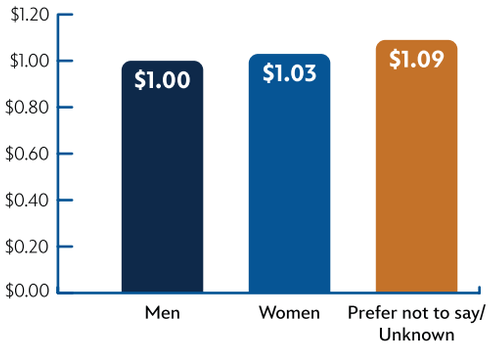
These pay ratios compare the average difference in pay between gender categories without adjusting for factors such as role, experience, or location and in accordance with the Pay Transparency Act ("Act") and Pay Transparency Regulation ("Regulation").

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.

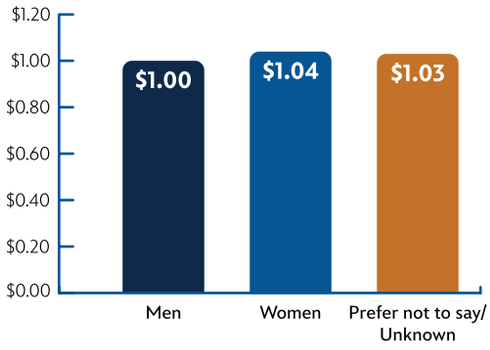
Hourly Pay*

Mean Hourly Pay Ratio[1]



In this organization, Women's average hourly wages are 3.12% more than men's. For every dollar men earn in average hourly wages, Women earn $1.03 in average hourly wages.

Median Hourly Pay Ratio[2]



In this organization, Women's median hourly wages are 3.63% more than men's. For every dollar men earn in median hourly wages, Women earn $1.04 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.

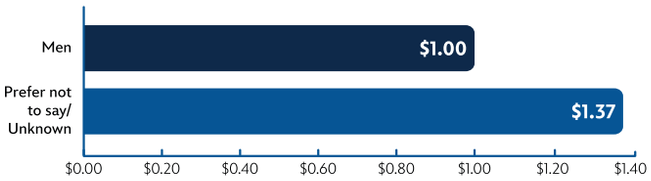
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Overtime Pay*

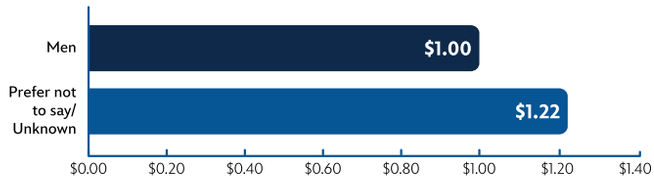
In accordance with the Act and Regulation, in order to preserve privacy, this section does not include overtime pay ratio comparisons for one or more gender categories, including mean overtime pay, median overtime pay, mean overtime paid hours, median overtime paid hours, and percentage of employees 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 37% more than men's. For every dollar men earn in average overtime wages, Prefer not to say/Unknown earn $1.37.

Median Overtime Pay[4]



In this organization, Prefer not to say/Unknown's average overtime wages are 21.70% more than men's. For every dollar men earn in median overtime wages, Prefer not to say/Unknown earn $1.22.

Mean Overtime Paid Hours[5]

Difference as compared to reference group (Men)

Prefer not to say/Unknown	22.72 hours

In this organization, the average number of overtime hours worked by Prefer not to say/Unknown was 22.72 more than by men.

Median Overtime Paid Hours[6]

Difference as compared to reference group (Men)

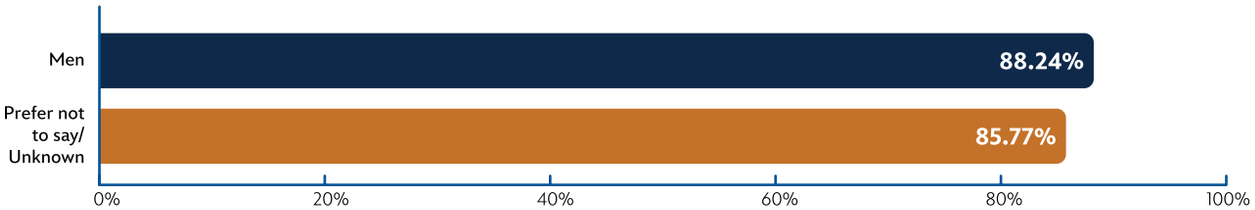
Prefer not to say/Unknown	14.90 hours

In this organization, the median number of overtime hours worked by Prefer not to say/Unknown was 14.90 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



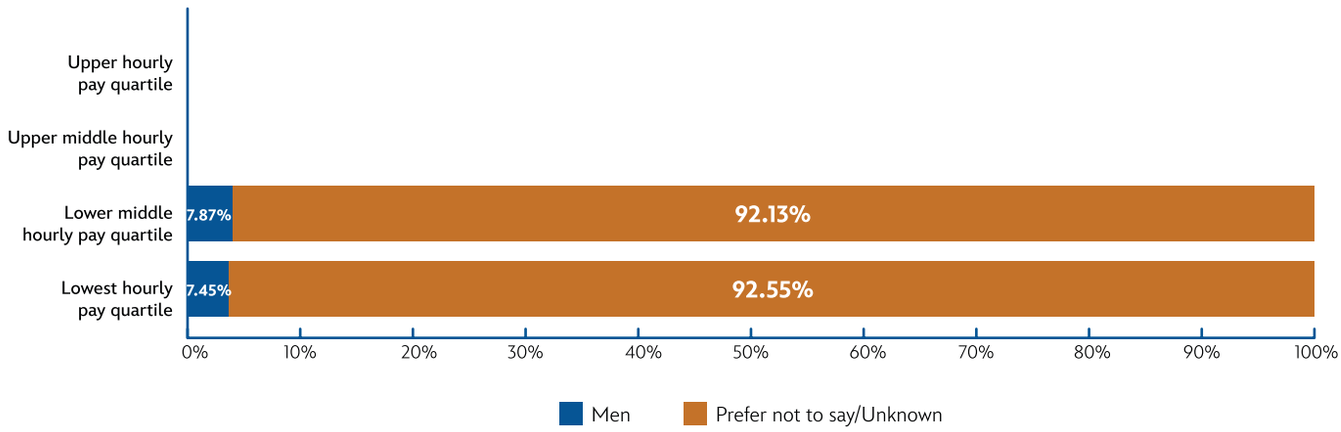
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Bonus Pay

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.

Percentage of Each Gender in Each Pay Quartile[9]



Explanatory Notes

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

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