The Walt Disney Company

THE BRITISH COLUMBIA PAY TRANSPARENCY REPORT 2025

THE WALT DISNEY COMPANY (CANADA) LTD.

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Employer Details

EMPLOYER	The Walt Disney Company (Canada) Ltd.
ADDRESS	200 Front Street West, Suite 2900 Toronto, Ontario M5V 3L4
REPORTING YEAR	2025
TIME PERIOD	January 1, 2025 – December 31, 2025
NAICS CODE	512110
NUMBER OF EMPLOYESS	0-300

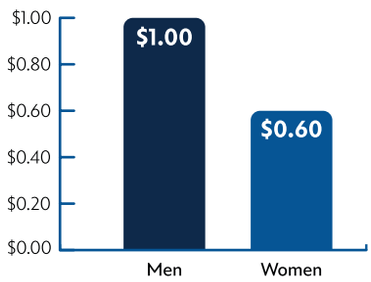
These pay ratios compare the average difference in pay between gender categories without adjusting for factors such as role, experience, or location and in accordance with the Pay Transparency Act ("Act") and Pay Transparency Regulation ("Regulation").

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.

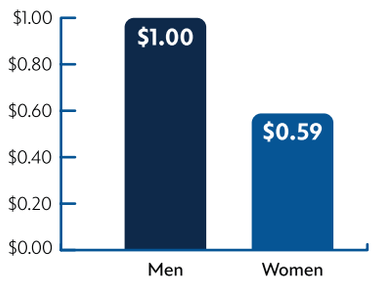
Hourly Pay*

Mean Hourly Pay Ratio[1]



In this organization, women's average hourly wages are 40.33% less than men's. For every dollar men earn in average hourly wages, women earn 60 cents in average hourly wages.

Median Hourly Pay Ratio[2]



In this organization, women's median hourly wages are 41.35% less than men's. For every dollar men earn in median hourly wages, women earn 59 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.

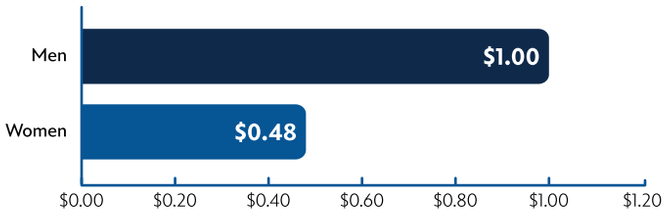
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Overtime Pay

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.

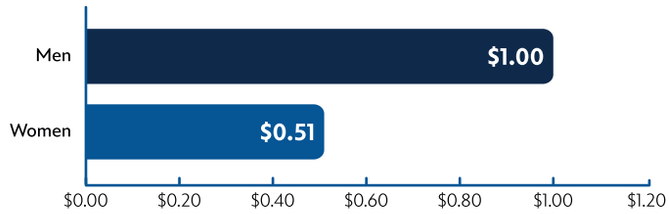
Bonus Pay*

Mean Bonus Pay[3]



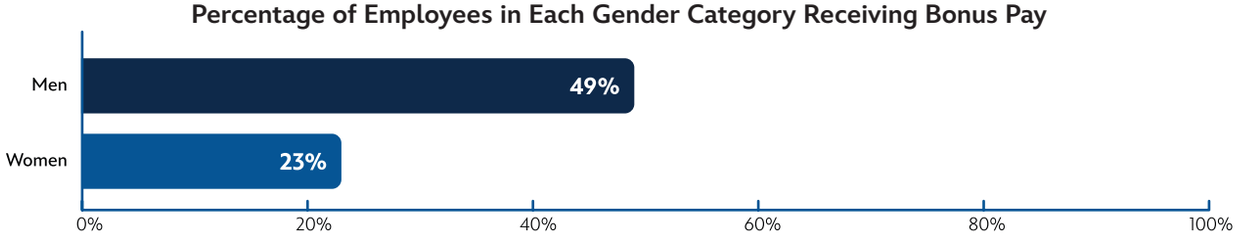
In this organization, women's average bonus pay is 51.59% less than men's. For every dollar men earn in average bonus pay, women earn 48 cents in average bonus pay.

Median Bonus Pay[4]



In this organization, women's median bonus pay is 49.16% less than men's. For every dollar men earn in median bonus pay, women earn 51 cents in median bonus pay.

Percentage of Employees in Each Gender Category Receiving Bonus Pay



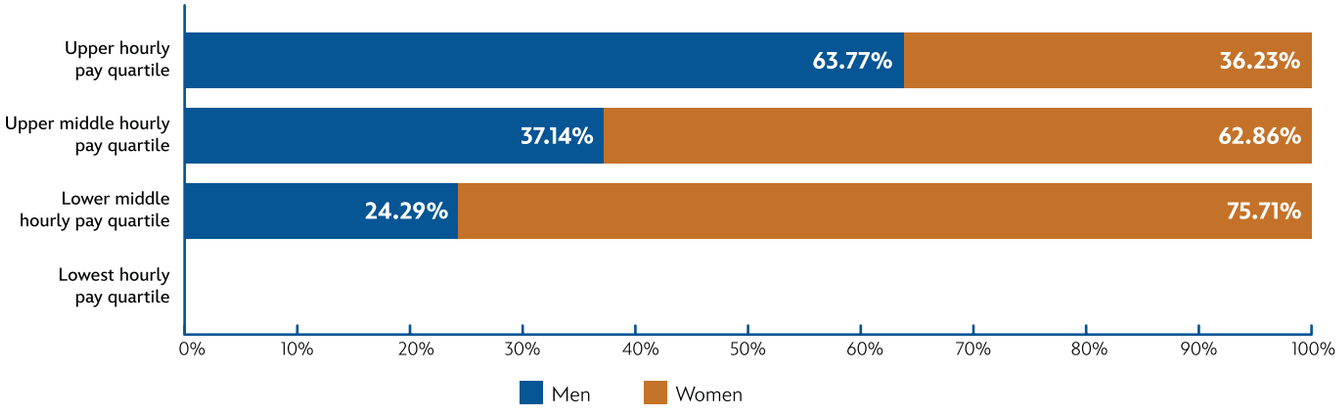
Explanatory Notes

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

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

* 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.

Percentage of Each Gender in Each Pay Quartile[5]



In this organization, women occupy 36.23% of the highest paid jobs, while data for the lowest paid jobs is not available.

Explanatory Notes

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