The Walt Disney Company

THE BRITISH COLUMBIA PAY TRANSPARENCY REPORT 2025

WALT DISNEY ANIMATION STUDIOS VANCOUVER INC.

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Employer Details

EMPLOYER	Walt Disney Animation Studios Vancouver Inc.
ADDRESS	1132 Hamilton Street Vancouver, BC, V6B 2S2
REPORTING YEAR	2025
TIME PERIOD	January 1, 2025 – December 31, 2025
NAICS CODE	512110
NUMBER OF EMPLOYESS	300-999

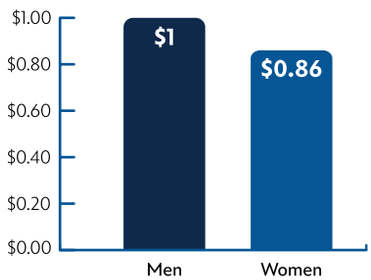
These pay ratios compare the average difference in pay between gender categories without adjusting for factors such as role, experience, or location and in accordance with the Pay Transparency Act ("Act") and Pay Transparency Regulation ("Regulation").

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.

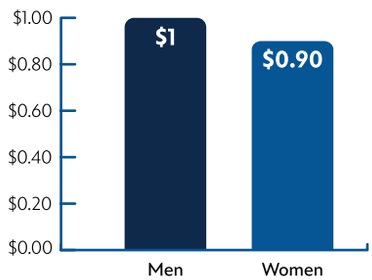
Hourly Pay*

Mean Hourly Pay Ratio[1]



In this organization, women's average hourly wages are 14.08% less than men's. For every dollar men earn in average hourly wages, women earn 86 cents in average hourly wages.

Median Hourly Pay Ratio[2]



In this organization, women's median hourly wages are 9.70% 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.

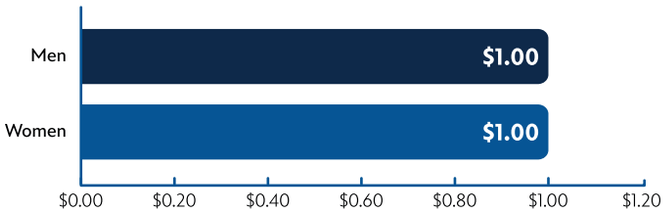
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Overtime Pay*

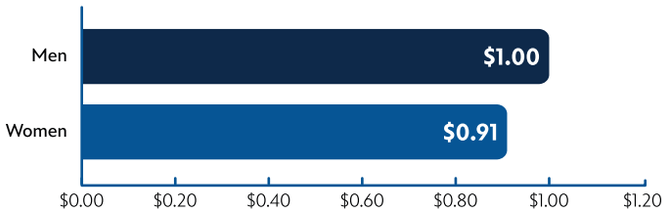
In accordance with the Act and Regulation, in order to preserve privacy, this section does not include overtime pay ratio comparisons for one or more gender categories, including mean overtime pay, median overtime pay, mean overtime paid hours, median overtime paid hours, and percentage of employees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

Mean Overtime Pay[3]



In this organization, women's average overtime wages are the same as men's.

Median Overtime Pay[4]



In this organization, women's average overtime wages are 8.53% less than men's. For every dollar men earn in average overtime pay, women earn 91 cents in average overtime pay.

Mean Overtime Paid Hours[5]

Difference as compared to reference group (Men)

WOMEN	1.21 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)

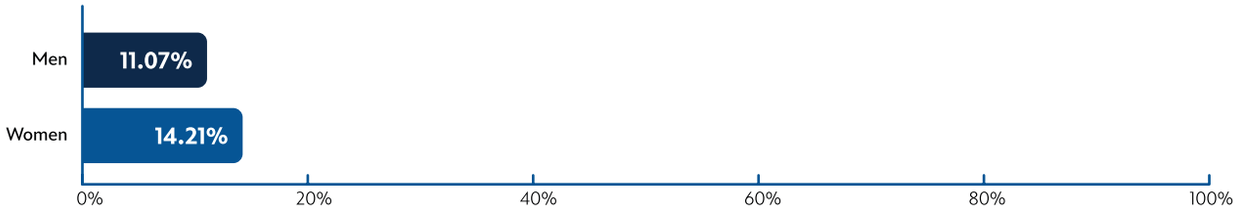
WOMEN	0 hours

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

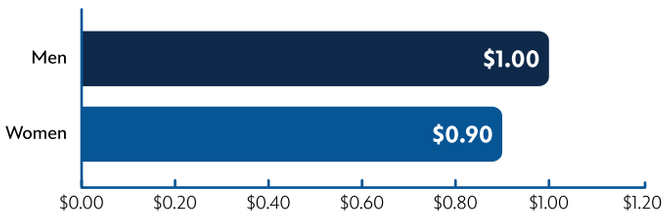


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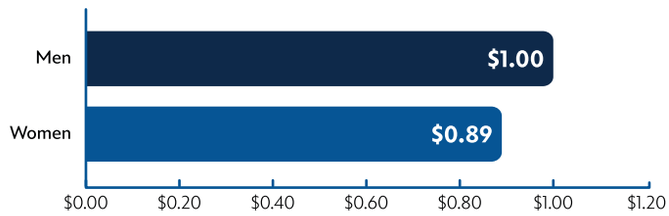
Bonus Pay*

Mean Bonus Pay[7]



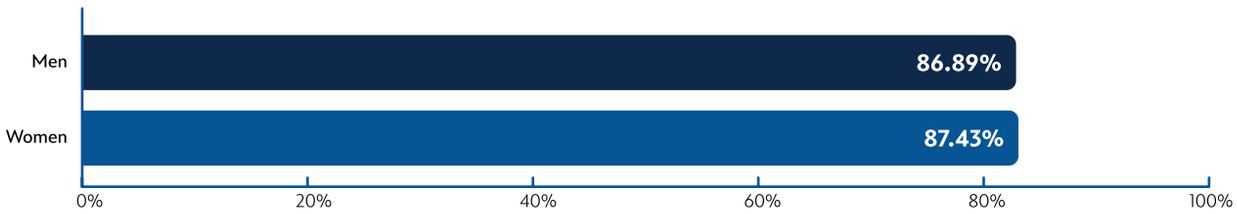
In this organization, women's average bonus pay is 10.48% less than men's. For every dollar men earn in average bonus pay, women earn 90 cents in average bonus pay.

Median Bonus Pay[8]



In this organization, women's median bonus pay is 10.66% less than men's. For every dollar men earn in median bonus pay, women earn 89 cents in median bonus pay.

Percentage of Employees in Each Gender Category Receiving Bonus Pay



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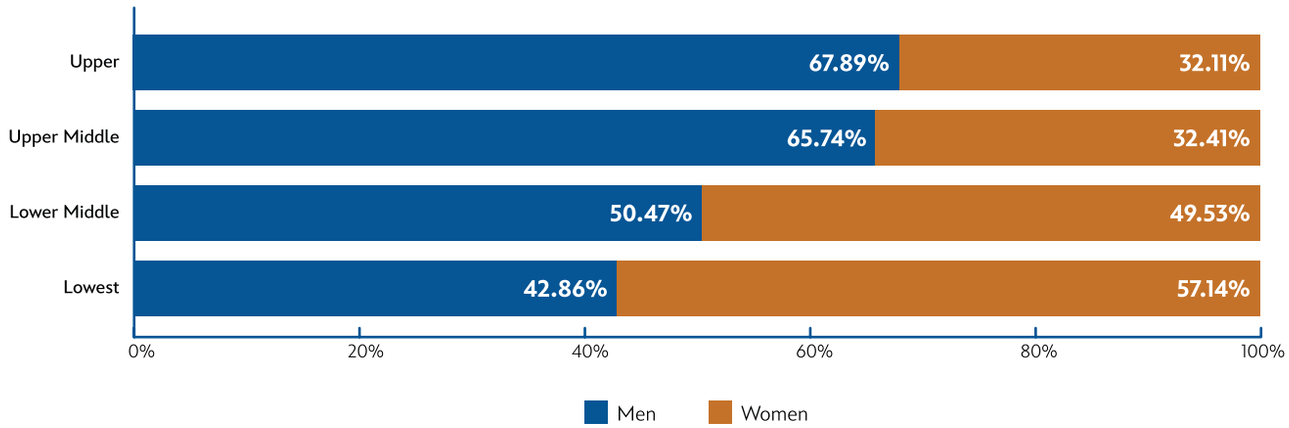
Explanatory Notes

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 32.11% of the highest paid jobs and 57.14% 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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