We recognize that thoughtful and competitive compensation practices are essential to attracting and retaining the highly skilled teams who drive Imageworks' creativity and success. We take this responsibility seriously, conducting regular reviews, applying industry benchmarks, and maintaining policies that reflect our commitment to fairness, transparency, and long-term employee growth.

In alignment with provincial requirements, we participate in British Columbia's Pay Transparency framework, which offers valuable insights that reinforce our efforts to maintain a rewarding workplace for all employees. We value the contributions of every employee and are dedicated to practices that reflect the respect and appreciation we have for our teams.

The following report provides context for understanding our compensation practices and key elements that contribute to pay across the organization.

British Columbia Pay Transparency Report

Introduction

Reporting Period: April 1, 2025 – March 31, 2026
Number of Employees: 300–999

Gender Representation Note: A small portion of employees did not identify exclusively as male or female or chose not to disclose their gender. In accordance with the BC Pay Transparency Act and associated privacy requirements, these employees are included in overall calculations but are not displayed separately in gender-specific comparisons where disclosure thresholds apply.

This document serves as the official British Columbia Pay Transparency Report for Sony Pictures Imageworks Canada Inc. It presents the required statutory pay gap metrics and provides additional explanatory context to help readers understand the factors influencing our results.

Modeled after international best practices, this report emphasizes clarity, accountability, and transparency.

1. Purpose of This Report

British Columbia's Pay Transparency Act requires eligible employers to publish annual pay gap information based on mean and median differences between gender groups. These legislated metrics reflect overall, unadjusted differences in pay across the workforce and do not consider job-related factors such as role, level, seniority, experience, or employment type.

This report fulfills those requirements and provides additional context to support a clearer understanding of our workforce composition and compensation structure.

2. Adjusted Pay Analysis (Hourly Pay)

To supplement the legislated pay gap disclosures, we conducted an adjusted hourly pay analysis to examine whether pay differences exist after accounting for job-related factors that influence compensation. This analysis uses a validated, regression-based methodology to assess consistency in pay outcomes within comparable roles and levels.

The adjusted analysis controlled for:

- Job level, functional role, and seniority
- Experience
- Employment type (show hire, indefinite hire)

Results of the Adjusted Analysis

- Overall adjusted hourly pay gap: 2.00%
- **Gender was *not* a statistically significant factor** in predicting pay.
- **Organizational level and job structure** were the primary drivers of unadjusted differences.

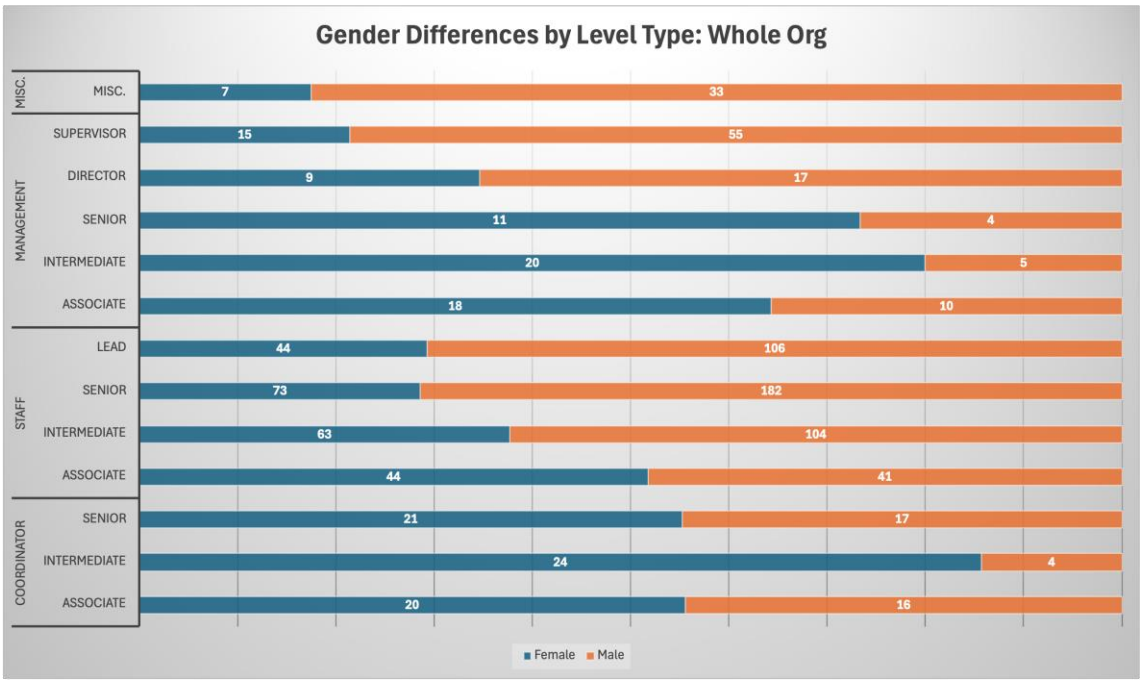
Subgroup Analysis (Digital and Non-Digital)

Additional analysis was performed across Digital and Non-Digital role groups. While the detailed results are not included in this report, **no statistically significant gender-based pay disparities were identified in either subgroup, consistent with the updated adjusted gap value**.

Methodological Boundaries

The regression analysis was conducted based on **hourly pay rates** (salaried employees' hourly rates were derived by dividing the annual salary by hours worked), as this component met statistical reliability requirements. Bonus and overtime components were therefore not analyzed on an adjusted basis; however, all required unadjusted results are reported in full.

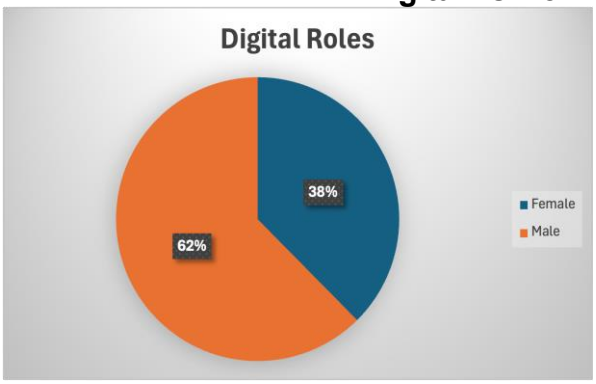
3. Summary of Findings

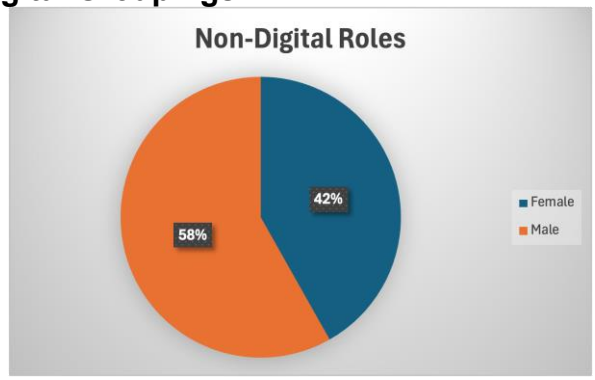


**Miscellaneous, is a collection of level types that either have less than 10 employees in total, or two or less employees of one gender.*

- Unadjusted gaps exist in several components, driven largely by workforce composition and role distribution.

Digital vs Non-Digital Groupings

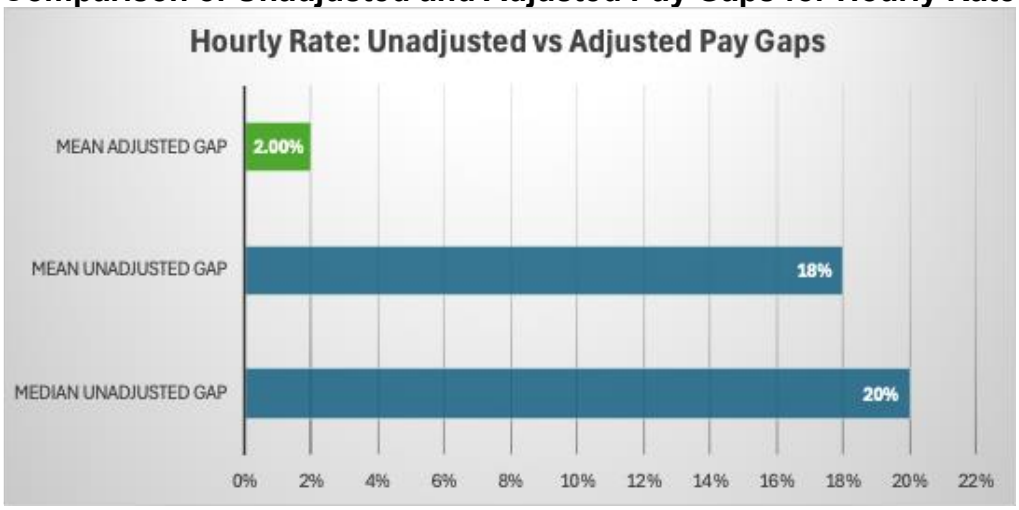




- Men are more heavily represented in technical and higher level-roles, influencing unadjusted results.

- After accounting for legitimate, observable factors, **gender is not a significant predictor of pay in our organization**.

Comparison of Unadjusted and Adjusted Pay Gaps for Hourly Rate



**The adjusted gap is calculated after accounting for legitimate pay factors, while the unadjusted gaps show differences before those factors are considered.*

- The adjusted pay gap indicates that pay differences within comparable roles are small. After accounting for job-related factors, women earn approximately 98 cents for every dollar earned by men, and gender was not found to be statistically significant predictor of pay.

4a. Statutory Pay Gap Results (Unadjusted)

Explanatory Notes

The following definitions are provided in accordance with the Pay Transparency Act. As noted above, an unadjusted pay gap does not account for factors that influence pay, such as job level, experience, and employment type.

- **Mean hourly pay gap:** The difference in average hourly pay between gender groups. Hourly pay excludes bonuses and overtime.
- **Median hourly pay gap:** The difference in the mid-point of hourly pay for each gender group. Hourly pay excludes bonuses and overtime.
- **Mean overtime pay:** Average overtime pay for each gender group.
- **Median overtime pay:** Mid-point of overtime pay for each gender group.
- **Mean overtime hours:** Average number of paid overtime hours for each group.
- **Median overtime hours:** Mid-point of paid overtime hours for each group.
- **Mean bonus pay:** Average bonus pay (including annual bonus, commissions, and incentives).
- **Median bonus pay:** Mid-point of bonus pay for each gender group.
- **Pay quartiles:** The percentage of employees in each gender category within four equally sized pay bands.

The following *unadjusted* figures reflect the mean and median pay differences between men and women for hourly pay, overtime pay, overtime hours, and bonus pay, as required by the BC Pay Transparency Act.

Hourly Pay
- **Mean gap:** Women earn **18% less** than men (82 cents per dollar)
- **Median gap:** Women earn **20% less** than men (80 cents per dollar)

Overtime Pay
- **Mean gap:** Women earn **36% less** than men (64 cents per dollar)
- **Median gap:** Women earn **40% less** than men (60 cents per dollar)

Overtime Hours
- **Mean difference:** Women worked **34 fewer hours** on average
- **Median difference:** Women worked **23 fewer hours** on average

Bonus Pay
- **Mean gap:** Women earn **10% more** than men ($1.10 per dollar)
- **Median gap:** Women earn **45% more** than men ($1.45 per dollar)

Percentage Receiving Overtime Pay
- **Men:** 63%
- **Women:** 59%

Percentage Receiving Bonus Pay
- **Women:** 40%
- **Men:** 42%

4b. Pay Quartiles

The Pay Transparency Act requires reporting the proportion of men and women within each pay quartile.

Quartile	Men	Women
Upper	78%	22%
Upper-middle	67%	33%
Lower-middle	57%	43%
Lower	45%	55%

These distributions reflect a greater concentration of men in the highest paid roles within the organization.

---

5. Interpreting This Report

This report represents a snapshot in time and should be viewed in the context of workforce composition, role distribution, and ongoing equity initiatives. The inclusion of adjusted analysis provides a deeper understanding of underlying compensation dynamics.

Our organization remains committed to transparency, fairness, and continuous progress.

FAQs: Potential EE and Media Questions
(Limited Distribution)

Q: Why are the unadjusted hourly pay gaps (18–20%) significantly higher than the adjusted gap, and what does this say about workforce structure?

The unadjusted pay gaps reflect *who* is in which roles, not inequities in *how* people are paid.

- Because unadjusted metrics don't account for role, level, experience, seniority or employment type, they naturally show larger differences.
- The adjusted analysis controls for those factors and is **2.00%**, with gender-*not* a statistically significant predictor of pay.
- Men are more heavily represented in certain technical, senior, and higher-paid roles, while women are more represented in mid-level and non-technical positions.

Q: Do the large unadjusted gaps suggest systemic or cultural issues, despite the adjusted analysis showing no gender-based pay disparity?

Large unadjusted gaps reflect differences in how employees are distributed across roles, levels, and employment types, but not differences in pay for comparable work. In industries with historically uneven gender representation, especially in technical and senior creative roles, those compositional differences can produce unadjusted gaps even when pay practices are equitable. However, it's fair to ask whether these patterns point to deeper structural issues. That's why we rely on an adjusted regression model that compares employees performing comparable work by:

- Controlling for experience using consistent, validated measures
- Adjusting for job level and functional role
- Adjusting for employment type (show hire vs. indefinite hire)

We also tested the model to ensure it isn't skewed by bias or anomalies in the data. The results show that gender itself does not predict pay outcomes.

Q: What is driving the substantial overtime gaps, and why do women work and earn less overtime overall?
The overtime gaps are largely explained by:

- **Differences in role type** (certain technical and production roles have more overtime demands)
- **Level and seniority**, which influence project responsibilities
- **Workload patterns** tied to specific disciplines that are often male-overrepresented

Importantly, overtime is not assigned based on gender. It reflects job demands and individual availability or preferences

Q: How do representation imbalances affect the results, particularly the fact that only 22% of the top quartile is female?

When more men occupy higher-paid roles, the unadjusted pay gaps widen even if pay within each role is fair. The **22% figure** reflects a representation challenge across technical and senior levels, not a pay-equity issue within those levels.

Leadership representation is stronger than the pay quartile results alone might suggest, with the organization led by Michelle Grady.

- The leadership team, particularly Michelle's direct reports, show stronger representation than the overall quartile breakdown.
- This indicates that representation challenges exists primarily in certain technical disciplines and mid-senior layers, rather than across leadership broadly.

Q: What are we doing to increase diversity in senior, creative, technical, and higher-paid roles?

We are taking steps to support advancement into higher-level technical positions, including:

- Leadership development
- Mentorship programs
- Transparent promotion process

Improving representation is long-term work, and we are committed to sustained progress.

We continue to invest in outreach that strengthens our talent pipeline, including participation in recruitment and career events hosted by Simon Fraser University, SIGGRAPH, Emily Carr, Think Tank, and Spark.

Q: How are we ensuring pay equity for employees who did not identify exclusively as male or female, given disclosure thresholds?

Employees who did not identify exclusively as male or female, or who chose not to disclose their gender, are fully included in the overall analysis. Their data is not displayed separately in gender-specific comparisons due to privacy requirements.