



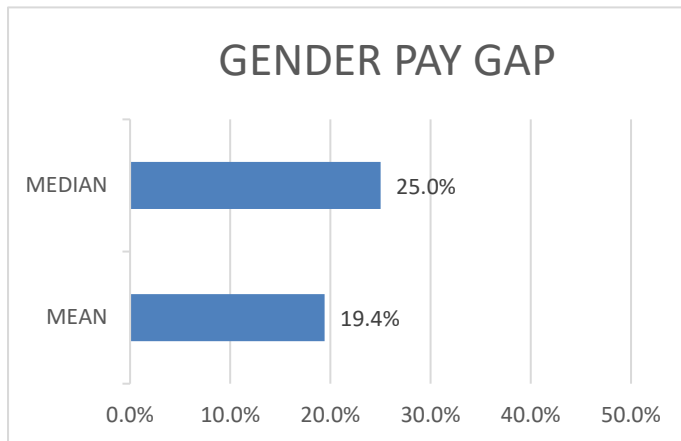
Columbia Pictures Corporation Limited UK Pay Gap Report 2023

This statement has been published in accordance with the Gender Pay Gap Reporting regulations under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 which came into force on 6th April 2017. This legislation requires UK employers with 250 or more employees to publish annual statutory calculations showing the pay gap between male and female employees. Columbia Pictures Corporation Limited's ("CPCL" or the "Company") business units include Sony Pictures' film and television production and distribution businesses together with its' related corporate functions.

Our Report

The gender pay gap is not the same issue as equal pay, as equal pay relates to wages paid to men and women performing equal or similar work, whereas the gender pay gap is the output of a statistical calculation of an entire organisation, across all categories of jobs at all levels, which makes no allowances for demographic and gender balances or job role differences. The data provided within this report covers CPCL, in line with reporting guidelines, and the data reflects payments made in April 2023 as well as bonus and commission payments received over the previous 12 months.

Our Gender Pay Gap results



The overall average gender pay gap at CPCL has decreased year on year since 2019. We have also seen an increase in the numbers of women employed in the top two quartiles, with a commensurate decrease in males in the same data set. The pay gap is a result of the fact that there are a higher number of men in senior roles within the Company which impacts the overall calculation, however across all our population, including within our senior leadership roles, the progression of women has been positive, with two-thirds of both those being promoted and hired being females, as set out in more detail in this report.

Pay quartiles across the UK Workforce

Proportion of males and females in each pay quartiles, each quartile contains 82 employees.

Distribution by Pay Quartile	Lower	Lower middle	Upper Middle	Upper
Women	64%	68%	43%	44%
Men	36%	32%	57%	56%

Bonus Gender Pay Gap Results

Bonus refers to annual bonus, commission & local variable incentives + LTIPs

In 2023, 100% of women and men who were eligible to receive a bonus under the rules of the Company scheme did so. The percentage of employees who received a bonus payment within the reference period is: 84% of men and 71% of women. Those who did not receive a bonus did not qualify under the rules of the scheme for the bonus reference year based on their joining date.

Bonus Gap Results: Mean: 58.7%; Median: 64.8%. This is largely due to the higher number of men in the most senior roles which statistically impacts the data.



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Inclusion at Columbia Pictures Corporation Ltd How we are making a difference

CPCL is committed to equality of opportunity in all its employment practices, policies and procedures. We have dedicated resources in EMEA, focusing on diversity, inclusion, and people development. We have a robust recruitment strategy that actively promotes an equal representation of men and women by extending our reach to wider sources of talent, working with trusted partners and tackling potential sources of unconscious bias through training and supporting recruiting managers through the process. We use published market benchmark data and internal equity analysis in assessing compensation packages to ensure that pay equity is managed effectively internally and externally when assessing promotion and equity requests.

In the last year we have seen the positive impact of the initiatives we have rolled out over the past few years in this space including:

- A higher number of women being promoted across CPCL;
- Of the 16 women taking maternity leave at CPCL, only one chose not to return to work;
- 33% of all maternity returners received a promotion within 24 months of returning;
- 89% of flexible working requests made resulted in an agreed accommodation to the working pattern;
- Of the roles recruited for externally during the reference period, women made up 53% of applications, 56% of the pre-assessment shortlist and 67% of those interviewed. In turn, 67% of job offers made were to women.

Learning & Development

We continued to have many internal personal development opportunities and external initiatives, aimed at creating and sustaining an inclusive and supportive environment for all. 56% of attendees in our training sessions were women. Some examples of these sessions included:

- Respect at Work Training
- Emergenetics
- How to Use Privilege for Good through the lens of gender identity
- Personal Effectiveness for Wellbeing
- Imposter Syndrome
- The Science of Wellbeing and Performance
- Lead The Way leadership programme which covers an extensive range of topics including Conversations That Count, Compassionate Leadership, Inclusive Leadership, Goal Setting, and Giving Adjusting & Reinforcing Feedback.
- One Sony mentorship programme: The Positive Influence Programme, in partnership with the Creative Mentor Network, which was attended by more women than men.
- One-to-one coaching programmes, with the majority of recipients being women.
- Events for Sony Diversity Month, International Women's Day and Women's History Month.

Benefits

- Increasing the usage of a specialist online support for employees – Peppy - focussing on Fertility, New Parents, Menopause, Men's Health and Women's Health.

Partnerships

- Working with our employee business resource group, AGENDA, dedicated to gender equality, to roll out initiatives such as the role model Talking Heads sessions, Working Parents' Personal Empowerment sessions, and a space for supporting men to be powerful allies for Inclusion & Diversity and gender equality in the workplace.



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- The community partnership with Smart Works, a charity which helps women to find employment, continued to grow.
- Deploying an online tool – Textio - which assesses for job postings for gender biased language to help attract more diverse talent.
- Continuing outreach work to engage and work with underrepresented groups, as well as developing our internship programmes which targets a diverse pipeline of talent.
- Working with the London Screen Academy and the Film Distribution Association to deliver internship programmes that support young diverse talent to establish a career in the industry.
- Through the Sony Pictures Television Creative Diversity Fund we have supported an annual scheme that aims to support Women in Digital by providing the opportunity for one successful candidate to spend 12-months developing core experience in self-shooting and editing.
- Continued work with organisations to support supplier diversity efforts, such as We Connect and MSDUK, being membership communities for minority owned and/or women-led businesses.

Our Commitment

Having greater awareness of the gender pay gap enables us to take a holistic view of our Company and we use the results to shape and support initiatives and partnerships internally and externally. We continue to monitor our gender pay gap levels, focus on ways to attract, retain and develop diverse talent by supporting flexible working practices, encouraging diversity at higher levels of the business and actively supporting Company-wide initiatives fostering diversity and inclusivity.

At CPCL we believe that empowering women and promoting equity of opportunity across all groups are key to the success of our Company.

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