



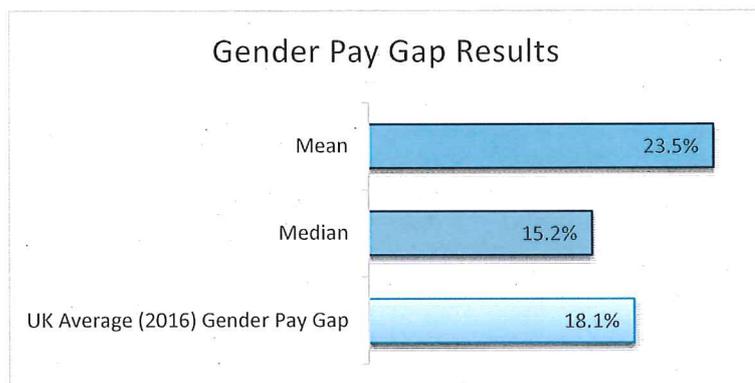
Columbia Pictures Corporation Limited UK Pay Gap Report 2017

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. At Sony Pictures Entertainment we believe that empowering women and promoting equality of opportunity are key to the success of the company.

Our Report

The gender pay gap is not the same as equal pay. Equal pay ensures that men and women receive the same pay for carrying out the same work, or equivalent work. The gender pay gap is an average figure for all employees within the UK workforce, irrespective of the job that they do. The data provided within this report covers Columbia Pictures Corporation Limited (CPCL), in line with reporting guidelines, and the data reflects payments made in April 2017 as well as bonus and commission payments received over the previous 12 months.

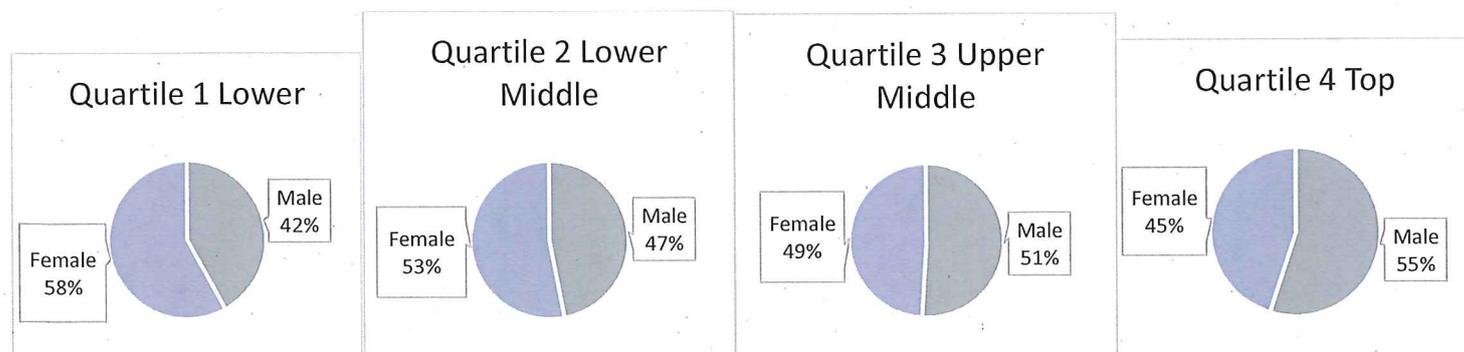
Our Gender Pay Gap results



The overall average gender pay gap is largely a result of the higher number of men in the relatively senior leadership roles. However, in the period between February 2017 and February 2018, 61% of promotions into senior roles were female. We support a robust recruitment strategy supporting and actively promoting an equal representation of men and women during the recruitment process. We also recognize an importance of flexibility, and as such we promote a flexible working environment and have 80% of women returning to work with us after maternity leave.

Pay quartiles across the UK Workforce

Proportion of males and females in each pay quartiles, each quartile contains 97 employees





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Bonus Gender Pay Gap Results

2016 bonus refers to annual bonus, commission and local variable incentives + LTIPs

Percentage of relevant employees that received a bonus payment within the relevant period is: Male: 80%, Female: 74%. Gender Bonus Gap Results: Mean: 45.8%, Median: 41.1%.

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. The company offers a wide range of both internal and external programmes and initiatives to support and grow a diverse workforce. Internally, our suite of programmes include, for example:

- diversity and inclusion training
- peer mentoring and role model initiatives
- an employee group dedicated to focusing on gender issues and initiatives
- diversity programmes, including events for Sony Diversity Week, International Women's Day and Women's History Month

CPCL also participates in external programmes and organizations to support its diversity efforts. By way of example, the company is a member of Stonewall and Inclusive Employers and is one of the founding employers of the Speaker of the House of Commons' BAME (Black, Asian and minority ethnic) Challenge.

Our Commitment

Having greater awareness of the Gender Pay Gap has enabled us to take a holistic view of our company, and we will use the results to support initiatives over the coming years. We will continue to monitor our gender pay gap levels, focusing on ways to attract, retain and develop our diverse talent by supporting flexible working practices, encouraging more diversity at higher levels of the business and actively supporting company-wide initiatives fostering diversity and inclusivity.

Gemma Isaac
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Darren Hopgood
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