



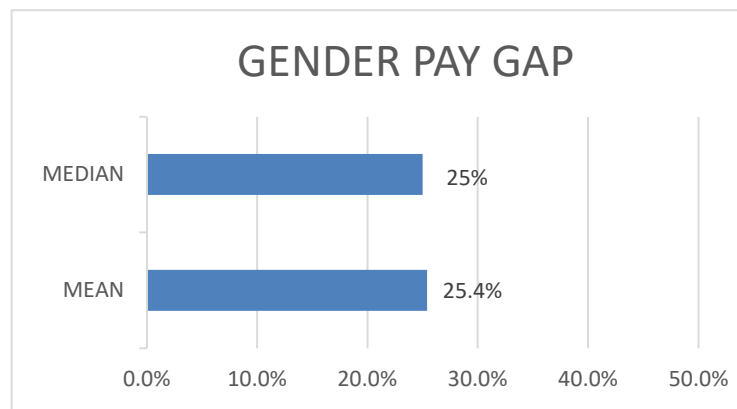
## Columbia Pictures Corporation Limited UK Pay Gap Report 2021

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 business units include Sony Picture's movie production, movie distribution, television production, television networks, distribution and related corporate functions. At Columbia Pictures Corporation Ltd (CPCL) we believe that empowering women and promoting equity of opportunity are key to the success of the company.

### 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 Columbia Pictures Corporation Limited (CPCL), in line with reporting guidelines, the data reflects payments made in April 2021 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 a higher number of men in our senior leadership roles. This isn't representative of the split throughout the organisation at different levels, nor does it provide insight into internal movements and promotions.

The gender pay gap percentages for salary in this report are identical to our last report as we decided to suspend our annual pay increase process for 1 July 2020 and freeze discretionary base salary increases for FY21 across the studio to help avoid layoffs as a result of the COVID pandemic.

### Pay quartiles across the UK Workforce

Proportion of males and females in each pay quartiles, each quartile contains 89 employees

Distribution by Pay Quartile	Lower	Lower middle	Upper Middle	Upper
Women	63%	53%	43%	37%
Men	37%	47%	57%	63%

### Bonus Gender Pay Gap Results

2020 bonus refers to annual bonus, commission & local variable incentives + LTIPs

Percentage of relevant employees that received a bonus payment within the relevant period is: Male: 87% Female: 86%. Bonus Gap Results: Mean: 49.5%; Median: 45.5%. This is predominantly explained by having fewer women than men working in our most senior positions 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 a dedicated resource 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, e.g. by extending our reach to wider sources of talent, including by 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.

We have rolled out several internal and external initiatives and continue to make this a priority. For example, our suite of internal programmes include:

- Targeted training, including diversity and inclusion sessions and career development workshops. Topics range from working parents sessions that focus on work-life balance and creating presence in the virtual world.
- One-to-one coaching.
- Outreach work to continue to engage and work with underrepresented groups – developing our apprenticeship and internship programmes which targets a diverse pipeline of talent.
- Offering our first UK Production internship to female led talent.
- Supporting our employee business resource group, AGENDA, dedicated to gender equality. This included supporting their membership with specific sessions during the lockdown which focussed on career planning, adjusting to the new norm and dealing with lockdown challenges.
- Role model initiatives.
- Promoting and supporting diversity programmes and increased awareness of gender equality issues through talks and informative quizzes, including events for Sony Diversity Week, International Women's Day and Women's History Month.
- Recently established a partnership with a non-profit partner that focus on supporting Women Of Colour who are disproportionately affected by domestic violence. Supporting the range of programmes and initiatives run by this non-profit will be made available to our employees to volunteer their time and resources where possible.
- Developing our internal talent pipeline by rolling out a leadership development programme where participants develop essential people management skills. Working with managers and business partners to encourage nominations from underrepresented groups, i.e. women and employees from underrepresented ethnic backgrounds.
- Working with one of our Production Companies to support them with widening their talent pool and encouraging applications from Women in Sport. Their overall aim is to push on with digital content that will help attract more young women to football, therefore it's important we have these stories being told by Women in Sport.

CPCL also participates in external programmes and organisations to support its diversity efforts, such as Film London's Equal Access Network, supporting parents returning to work as well as new entrants to our industry. We also participated in the National Inclusion Standard and were awarded a Bronze standard recognising our work in creating an inclusive environment for all our employees.

### 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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