



Columbia Pictures Corporation Limited UK Pay Gap Report 2022

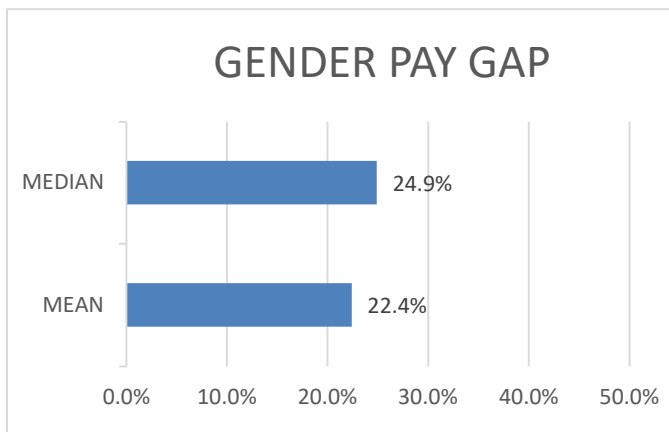
This statement has been published in accordance with the Gender Pay Gap Reporting regulations under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 which came into force on 6th April 2017. This legislation requires UK employers with 250 or more employees to publish annual statutory calculations showing the pay gap between male and female employees. Columbia Pictures Corporation Limited’s business units include Sony 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, the data reflects payments made in April 2022 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 since 2021. We have also seen an increase in the numbers of women employed in lower middle and upper quartiles, with the lowest one remaining the same as last year. 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. Across all our population however, including within our senior leadership roles, the progression of women has been positive, 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 80 employees

Distribution by Pay Quartile	Lower	Lower middle	Upper Middle	Upper
Women	63%	68%	41%	41%
Men	37%	32%	59%	59%

Bonus Gender Pay Gap Results

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

In 2022, 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: 87% of men and 76% 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.



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Bonus Gap Results: Mean: 60.4%; Median: 62%. This is largely due to the higher number of men in the most senior roles which statistically impacts the data.

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:

- Equal numbers of men and women being recruited into senior level roles (being Vice-President and above);
- Equal numbers of men and women being promoted across the Company;
- 100% of women who took maternity leave returning to work;
- 100% of flexible working requests made resulting in an agreed accommodation to the working pattern
- Of the roles recruited for externally during the reference period, women made up 58% of applications; 65.7% of the pre-assessment shortlist; and 64.8% of those interviewed. In turn, 73.8% of job offers made were to women.

We also have several internal and external initiatives aimed at creating and sustaining an inclusive and supportive environment for all and continue to make this a priority. Some examples include:

- Implementing Assisted Fertility and Menopause specialist support within our private medical coverage.
- Rolling-out Peppy, a specialist online support for fertility issues, new parents, menopause, men's and women's health.
- Continuing our partnership with a non-profit partner that focus on supporting black and minoritised women who are disproportionately affected by domestic violence.
- One-to-one coaching, with the majority of recipients being women.
- Working with our employee business resource group, AGENDA, dedicated to gender equality, to roll out initiatives such as role model Talking Heads sessions, setting up a community partnership with Smart Works who support women finding employment and running parents-specific sessions on Personal Empowerment as well as the implementation of a Late-Night Transport Policy across EMEA to support employees working late in the office or at a work event.
- Promoting and supporting diversity programmes and increased awareness of gender equality issues through speakers and training courses, as well as tailored events for Sony Diversity Month, International Women's Day and Women's History Month.
- Introduction of a 3:2 hybrid working model in March 2022 following the return to office post COVID.
- Participation in the One Sony Positive Influence and the Blueprint for All mentoring programmes to support underrepresented groups break down the barriers to entry into the industry as well as supporting the development of CPCL employees to become mentors.
- Targeted training for employees, including sessions on career development, compassionate leadership, psychological safety, imposter syndrome, active allyship, goal setting and giving & inviting feedback.
- Inclusive Leadership training with 100% of VPs and above in EMEA completing the course.
- Developing our internal talent pipeline by rolling out our leadership development programme, Lead The Way, where participants develop essential people management skills. Working with managers and business partners to encourage nominations of women and employees from underrepresented ethnic backgrounds.



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- Outreach work to continue to engage and work with underrepresented groups, as well as developing our internship programmes which targets a diverse pipeline of talent.
- Recruitment of a dedicated resource to provide our productions and production companies with Wellness & Inclusion initiatives and support on set.

CPCL also participates in external programmes and organisations to support its diversity efforts, such as actively promoting supplier diversity through affiliations with organisations such as We Connect and MSDUK, being membership communities for minority owned and/or women led businesses. We also participate in the National Inclusion Standard and last year 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 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 Columbia Pictures Corporation Ltd (“CPCL” or the “Company”) we believe that empowering women and promoting equity of opportunity across all groups are key to the success of our Company.

Rhona O'Shea
Senior Vice President, People & Organisation, International

Darren Hopgood
Vice President Corporate Finance, UK