

WarnerMedia

**GENDER
PAY GAP
REPORT**

2020

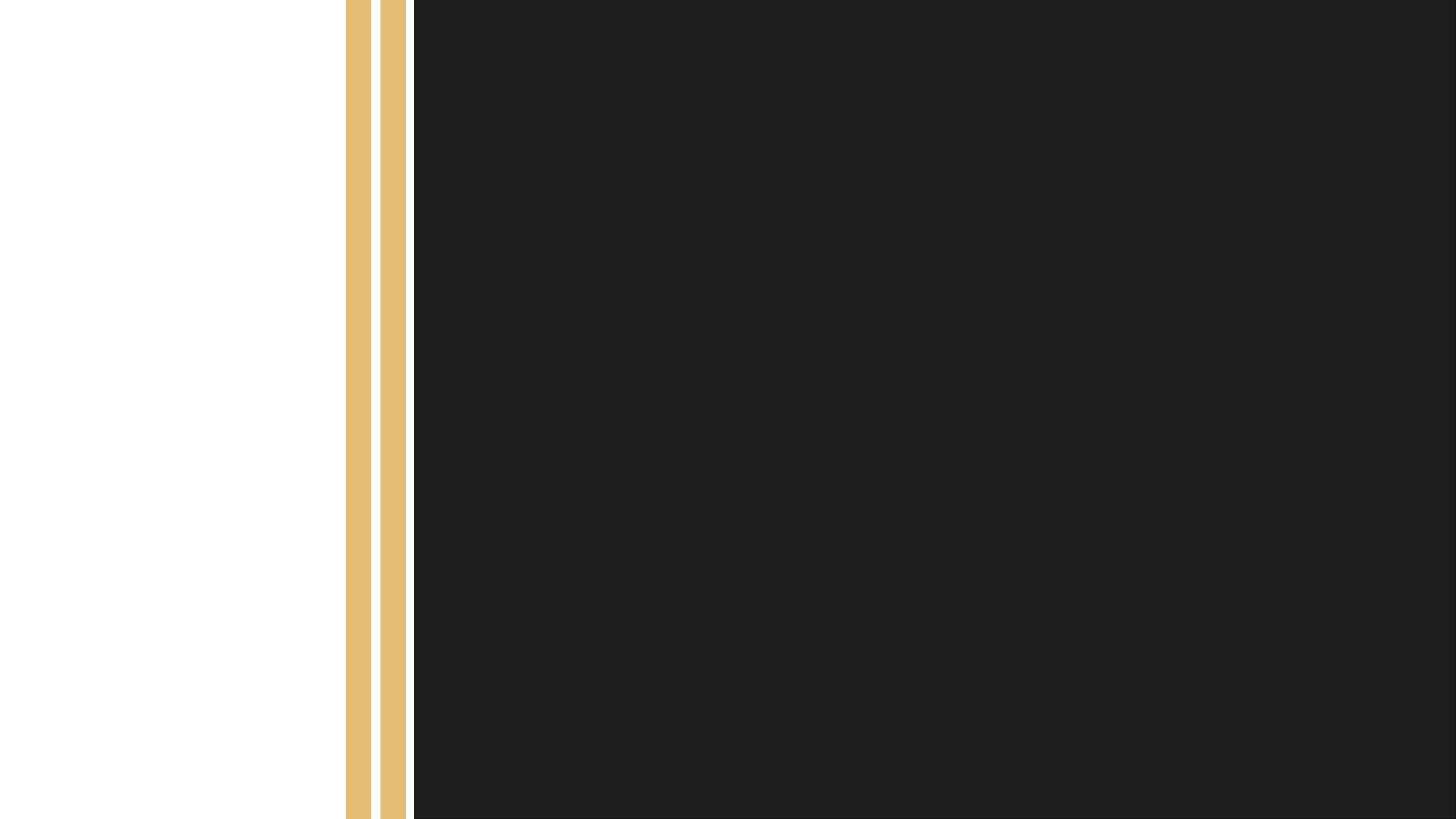


OUR ACTIONS

2

Creating opportunities in front of and behind the camera for women and people of diverse backgrounds early in their careers. This includes:

- Partnering with ScreenSkills and Media Trust to provide



EXPLAINING THE FIGURES

average pay between women and men. To work out the median, the hourly pay rates for women are lined up from lowest to highest. The same is done for men. The median gender pay gap

GENDER PAY GAP BASED ON HOURLY PAY FOR MALE AND FEMALE EMPLOYEES

EMPLOYEE COMPOSITION

The proportion of Cable News International Limited's male and female employees as at 5 April 2020 was:

Lower Quartile

Lower Middle Quartile

Upper Middle Quartile

Upper Quartile

PROPORTION (%) OF MALE AND FEMALE EMPLOYEES WHO RECEIVED A BONUS

GENDER PAY GAP BASED ON BONUS PAY FOR MALE AND FEMALE EMPLOYEES

NUMBER THREE FILMS

EXPLAINING THE FIGURES

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middle man and the middle woman. The median for bonus pay is calculated in the same way.

For the mean, the hourly pay rates for all men are added up and divided by the number of men to get an average pay rate that represents all the male employees. The same is done for women. The

between these two rates. The same is done with bonus pay.

women was higher than it was for men.

coverage. This is because it is less likely to be skewed by outliers on either end of the scale and is therefore viewed as more representative.

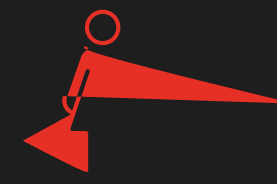
DECLARATION

Limited, that the information provided in this report is accurate.



Kevin Trehy
Statutory Director of
Number Three Films Limited

GENDER PAY GAP BASED ON HOURLY PAY FOR MALE AND FEMALE EMPLOYEES



3.5%

11.0%

GENDER PAY GAP BASED ON HOURLY PAY FOR MALE AND FEMALE EMPLOYEES

EMPLOYEE COMPOSITION

The proportion of TT Games Studios Limited's male and female employees as at 5 April 2020 was:

EXPLAINING THE FIGURES

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EXPLAINING THE FIGURES

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GENDER PAY GAP BASED ON HOURLY PAY FOR MALE AND FEMALE EMPLOYEES

EMPLOYEE COMPOSITION

The proportion of Warner Bros. Studios Leavesden Limited's male and female employees as at 5 April 2020 was:



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