

WarnerMedia

2021

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At WarnerMedia, we are creating an inclusive and equitable workplace, so our teams are as diverse as the communities we serve, one where we support and celebrate the voices and careers of individuals from across society. Diversity, equity and inclusion shine through our community and content.

Our goal is for WarnerMedia to be one of the most equitable and inclusive workplaces in our industry. To do this, we are working towards implementing some core principals to deliver against our values and continue to drive positive change within our own business and throughout the industry.

Our Gender Pay Gap report allows us to measure and share progress on our commitment to creating long-term systemic change for the talented women in our organisation with the intent to continue to close the gap.

The latest data shows that we are making good progress, but we still have more to do to address our gender pay gap. Like many major organisations, our gender pay gap is in large part driven by the disparity between the representation of men and women at the most senior levels, especially within the gaming

and technology roles. We are working hard to address this (and we know how important it is to do so).

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CABLE NEWS INTERNATIONAL

EXPLAINING THE FIGURES

The gender pay gap illustrates the differences in 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 is the percentage difference between the 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 mean gender pay gap is the percentage difference between these two rates. The same is done with bonus pay.

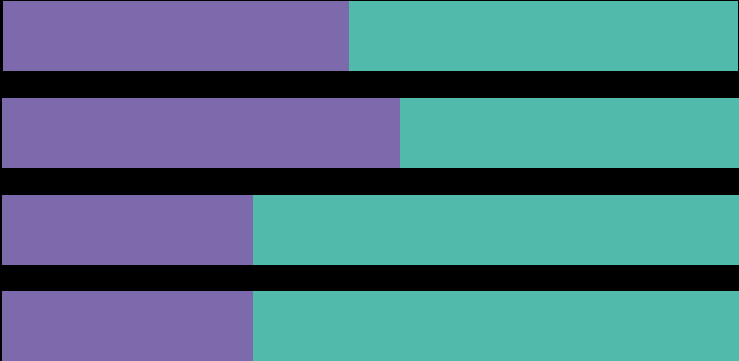
A negative figure shows that the average pay for women was higher than it was for men.

The median figure is the one cited most frequently by the Office of National Statistics and in press coverage. This is because it is less likely to be skewed by outliers on either end of the scale



CROSS PLAINS PRODUCTIONS

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



SHOE BUCKET

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



MEAN
Gender Pay Gap

16.0%

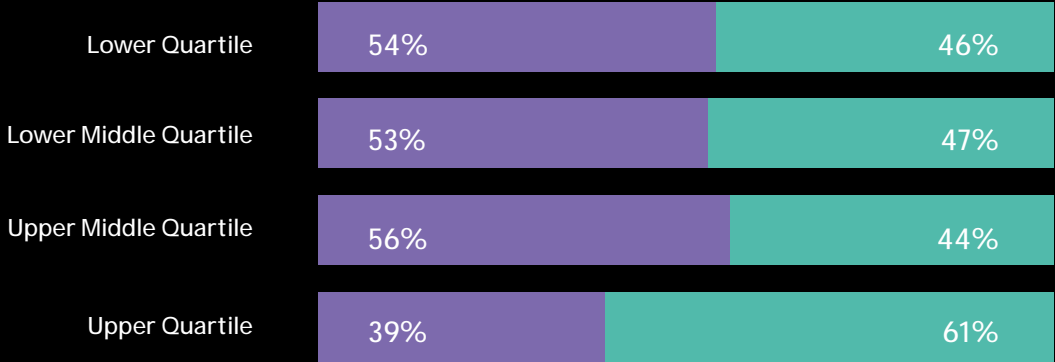


MEDIAN
Gender Pay Gap

6.5%

51%

49%



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



EMPLOYEES COMPOSITION

TURNER BROADCASTING SYSTEM EUROPE

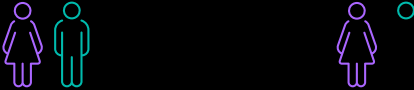
GENDER PAY GAP BASED ON HOURLY PAY FOR FEMALE AND MALE EMPLOYEES



EMPLOYEES COMPOSITION

WARNER BROS. ENTERTAINMENT UK

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



EMPLOYEES COMPOSITION

**WARNER BROS.
STUDIOS
LEAVESDEN**

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

EMPLOYEES COMPOSITION

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