# WDBC PRODUCTIONS LIMITED
# Pay transparency report

**At Wētā FX, we are committed to fair and equitable pay and to ensuring our crew are appropriately paid for their skills, experience and contribution.**

We regularly review pay across comparable roles, taking into account skills, experience and contribution, and work to ensure that differences in pay are not the result of bias or discrimination.

We recognise that pay gaps can also reflect the representation of women and gender diverse crew across different roles and levels of the organisation, and that meaningful change requires sustained focus on both pay equity and representation.

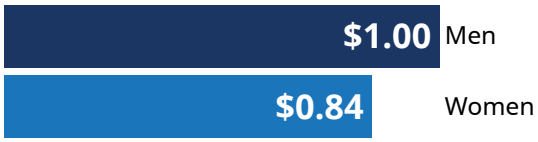
This report has been prepared in accordance with British Columbia's pay transparency requirements. It provides a view of pay outcomes within our British Columbia workforce and supports our ongoing work to understand and improve equity in pay and opportunity

## Employer details

| | |
|---|---|
| **Employer:** | WDBC PRODUCTIONS LIMITED |
| **Address:** | 777 Dunsmuir Street 11th Floor, Vancouver, BC |
| **Reporting Year:** | 2026 |
| **Time Period:** | April 1, 2025 - March 31, 2026 |
| **NAICS Code:** | 71 - Arts, entertainment and recreation |
| **Number of Employees:** | 50-299 |

# Hourly pay

### Mean hourly pay gap[1]




In this organization women's average hourly wages are 16% less than men's. For every dollar men earn in average hourly wages, women earn 84 cents in average hourly wages. *

### Median hourly pay gap[2]



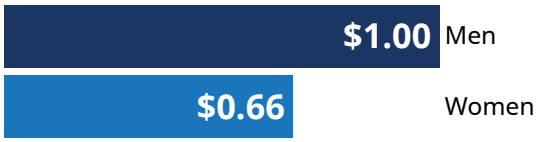

In this organization women's median hourly wages are 12% less than men's. For every dollar men earn in median hourly wages, women earn 88 cents in median hourly wages. *

**Explanatory notes**

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.

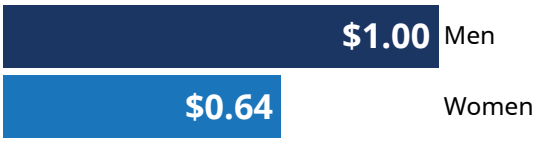
# Overtime pay

### Mean overtime pay [3]




In this organization women's average overtime pay is 34% less than men's. For every dollar men earn in average overtime pay, women earn 66 cents in average overtime pay. *

### Median overtime pay [4]




In this organization women's median overtime pay is 36% less than men's. For every dollar men earn in median overtime pay, women earn 64 cents in median overtime pay. *

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### Mean overtime paid hours [5]

Difference as compared to reference group (Men)

| | |
|---|---|
| Women | -63 |

In this organization the average number of overtime hours worked by women was 63 less than by men. *

### Median overtime paid hours [6]

Difference as compared to reference group (Men)

| | |
|---|---|
| Women | -74 |

In this organization the median number of overtime hours worked by women was 74 less than by men. *

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### Percentage of employees in each gender category receiving overtime pay




**Explanatory notes**

3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

# Bonus pay

### Mean bonus pay [7]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

### Median bonus pay [8]

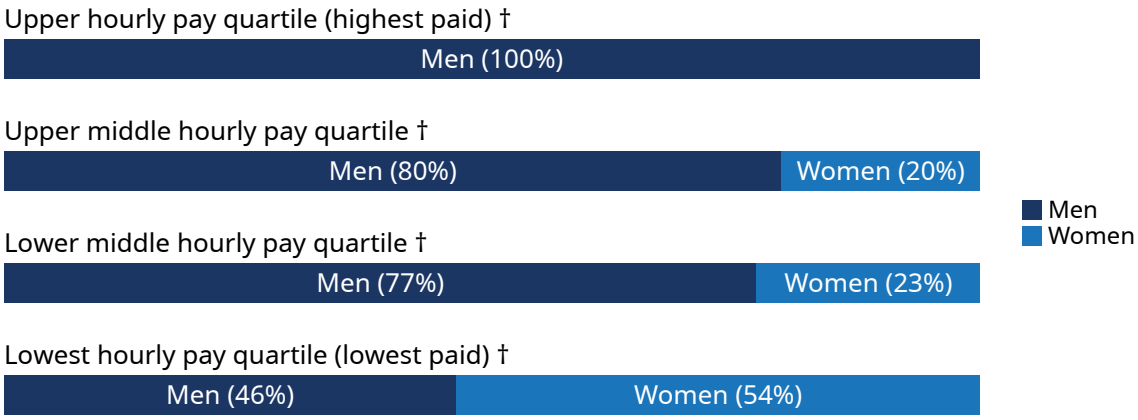
This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

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### Percentage of employees in each gender category receiving bonus pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

# Percentage of each gender in each pay quartile [9]




In this organization, women occupy 54% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

### Data constraints

Gender Representation Note: A small portion of employees did not identify exclusively as male or female or chose not to disclose their gender. In accordance with the BC Pay Transparency Act and associated privacy requirements, these employees are included in overall calculations but are not displayed separately in gender specific comparisons where disclosure thresholds apply.

Bonus Pay is not offered by Wētā FX.

**Explanatory notes**

7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.
9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.