Company 3 Studios Canada Ltd.'s B.C. Pay Transparency Report

The attached B.C. Pay Transparency Report provides a high-level, aggregate analysis of compensation across gender groups within employees working at and from Company 3 Studios Canada Ltd.'s ("Company 3") Vancouver studio. The report's methodology does not adjust for any differentiating factors such as job function, position, level of responsibility, specialization, tenure, experience, performance, or market considerations. As part of Company 3's review of the underlying data, we observed that the reported differences are primarily influenced by workforce composition, including differing representation across specialized technical, creative, leadership, supervisory, and support roles, as well as differences in tenure and organizational level. Company 3 is committed to providing equal employment opportunities and maintaining compensation practices that are fair, competitive, and based on legitimate business considerations. With that, we regularly review our compensation programs and workforce data to support these objectives and provide our employees appropriate channels by which to escalate questions or concerns in this regard. If any further information is needed with respect to this statement or the attached report, or you have questions, please contact legal@company3.com. Thank you.

Company 3 | company3.com
50 W. 2nd Avenue
Vancouver, BC V5Y 1B3

COMPANY 3 STUDIOS CANADA LTD.
Pay transparency report

Employer details

Employer:	COMPANY 3 STUDIOS CANADA LTD.
Address:	67 Yonge Street, Suite 701, Toronto, ON
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	51 - Information and cultural industries
Number of Employees:	50-299

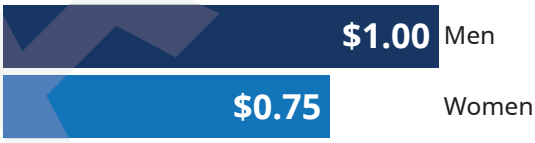
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 13% less than men's. For every dollar men earn in average hourly wages, women earn 87 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 25% less than men's. For every dollar men earn in median hourly wages, women earn 75 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.

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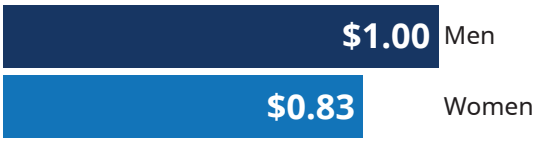
Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 3% more than men's. For every dollar men earn in average overtime pay, women earn $1.03 in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 17% less than men's. For every dollar men earn in median overtime pay, women earn 83 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	19

In this organization the average number of overtime hours worked by women was 19 more than by men. *

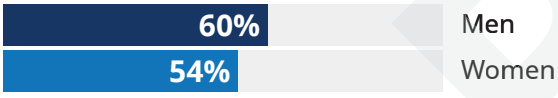
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-4

In this organization the median number of overtime hours worked by women was 4 less than by men. *

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.

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Bonus pay

Mean bonus pay [7]

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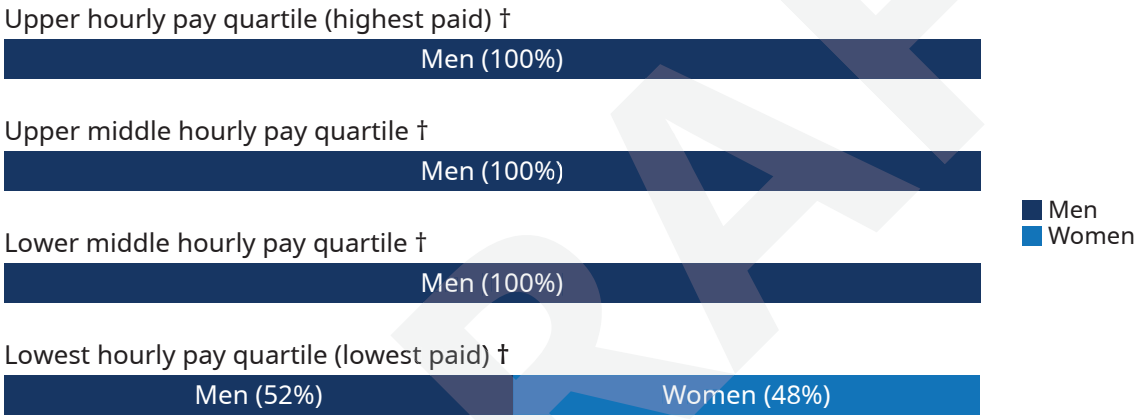
Median bonus pay [8]

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

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 48% of the lowest paid jobs.

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

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 (BC) 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.

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