

MB STUDIOS CANADA, LTD.

Pay transparency report

MB Studios Canada, Ltd., is a diverse, inclusive, and socially and environmentally conscious company. This report provides an honest look at our teams composition and offers insights for continuous improvement to reduce gender pay gap towards diverse groups. We remain dedicated to promoting diversity, building an inclusive environment, which includes fair pay practices in all markets we operate in.

The Company fully supports the principal of equal employment opportunity for all based on individual qualifications and performance. The Company prohibits discrimination based on race, religion, sex, marital status, physical or mental disability, sexual orientation, or any other status or characteristic protected under applicable provincial or federal law.

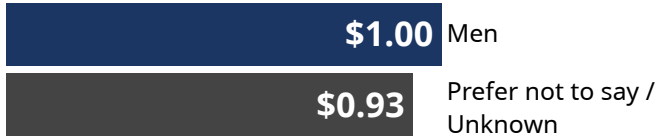
Employer details

Employer:	MB STUDIOS CANADA, LTD.
Address:	8301 EASTLAKE DRIVE, BURNABY, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	53 - Real estate and rental and leasing
Number of Employees:	50-299



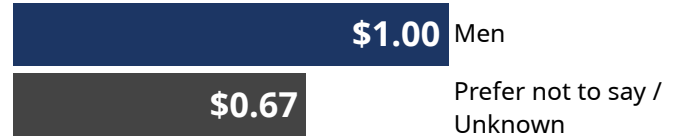
Hourly pay

Mean hourly pay gap¹



In this organization prefer not to say / unknown's average hourly wages are 7% less than men's. For every dollar men earn in average hourly wages, prefer not to say / unknown earn 93 cents in average hourly wages. *

Median hourly pay gap²



In this organization prefer not to say / unknown's median hourly wages are 33% less than men's. For every dollar men earn in median hourly wages, prefer not to say / unknown earn 67 cents in median hourly wages. *

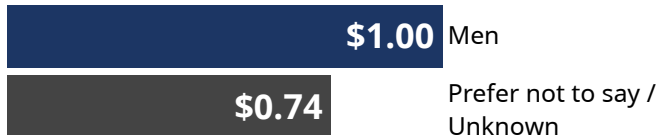
Explanatory notes

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.



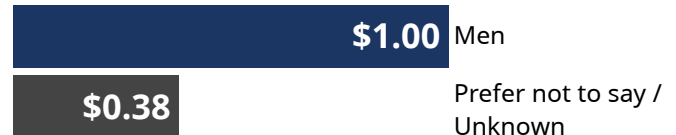
Overtime pay

Mean overtime pay³



In this organization prefer not to say / unknown's average overtime pay is 26% less than men's. For every dollar men earn in average overtime pay, prefer not to say / unknown earn 74 cents in average overtime pay. *

Median overtime pay⁴



In this organization prefer not to say / unknown's median overtime pay is 62% less than men's. For every dollar men earn in median overtime pay, prefer not to say / unknown earn 38 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Prefer not to say / Unknown	-6
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In this organization the average number of overtime hours worked by prefer not to say / unknown was 6 less than by men. *

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Prefer not to say / Unknown	-10
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In this organization the median number of overtime hours worked by prefer not to say / unknown was 10 less than by men. *

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

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

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

Upper hourly pay quartile (highest paid) †

Men (32%)

Prefer not to say / Unknown (68%)

Upper middle hourly pay quartile †

Prefer not to say / Unknown (100%)

Lower middle hourly pay quartile †

Prefer not to say / Unknown (100%)

Lowest hourly pay quartile (lowest paid) †

Prefer not to say / Unknown (100%)

■ Men
■ Prefer not to say / Unknown

In this organization, Prefer not to say / Unknown occupy 68% of the highest paid jobs and 100% of the lowest paid jobs.

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

Data constraints

As a relatively new practice, gender data collection is limited to current employees. Disclosure of gender information for the purpose of the Pay Transparency Act was voluntary and data contained in this report is representative of BC only.

Small data groups have been excluded where reporting could risk identifying an individual.

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.