

LANDMARK CINEMAS CANADA G.P. LTD.

Pay transparency report

In compliance with the British Columbia Pay Transparency Act, Landmark Cinemas has invited employees to voluntarily self-identify their gender using categories recognized by the Province of British Columbia. As of this reporting period, approximately 30% of employees have provided gender identity information, including those who selected “Prefer not to disclose.” For employees who did not respond, the “Prefer not to disclose” category has been applied to ensure consistency while respecting individual privacy. This approach aligns with the voluntary nature of disclosure but limits the ability to present a fully detailed view of gender representation.

Participation is expected to increase in future reporting periods, as voluntary self-identification has been incorporated into the onboarding process for new hires. Existing employees are also encouraged to update their personal information through self-service options.

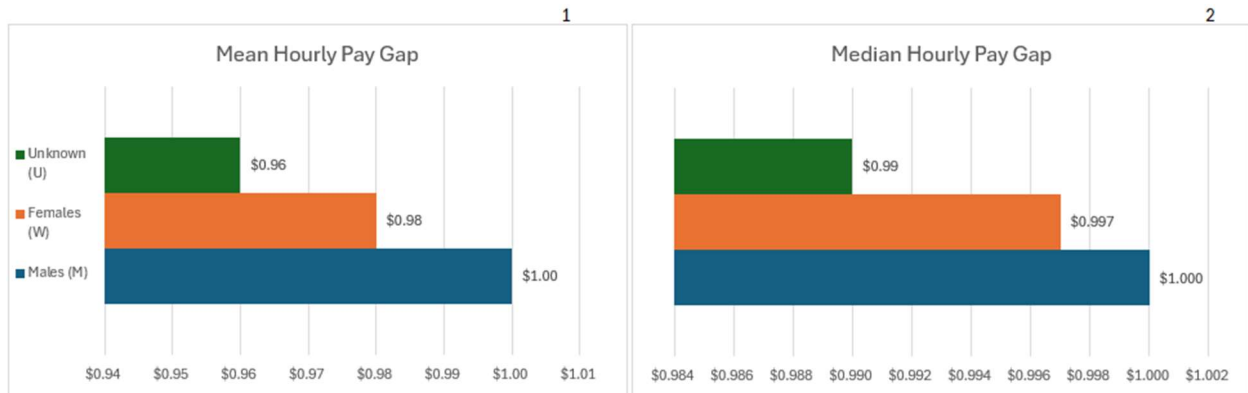
Landmark Cinemas remains committed to fair and equitable compensation practices. Regular compensation reviews support pay equity across all roles, and as data collection matures, gender identity information will be increasingly leveraged to enhance analysis and transparency in pay practices.

Employer details

Employer:	LANDMARK CINEMAS CANADA G.P LTD.
Address:	10201 Southport Road SW, Suite 930 Calgary, AB
Reporting Year:	2025
Time Period:	January 1, 2024 – December 31, 2024
NAICS Code:	71 – Arts, entertainment and recreation
Number of Employees:	300-999



Hourly pay



In this organization, women’s average hourly wages are 2% lower than men’s, while employees who are categorized as ‘Prefer not to Disclose’ or Unknown earn 4% less than men. For every dollar men earn on average, women earn 98 cents, and Unknown employees earn 96 cents.

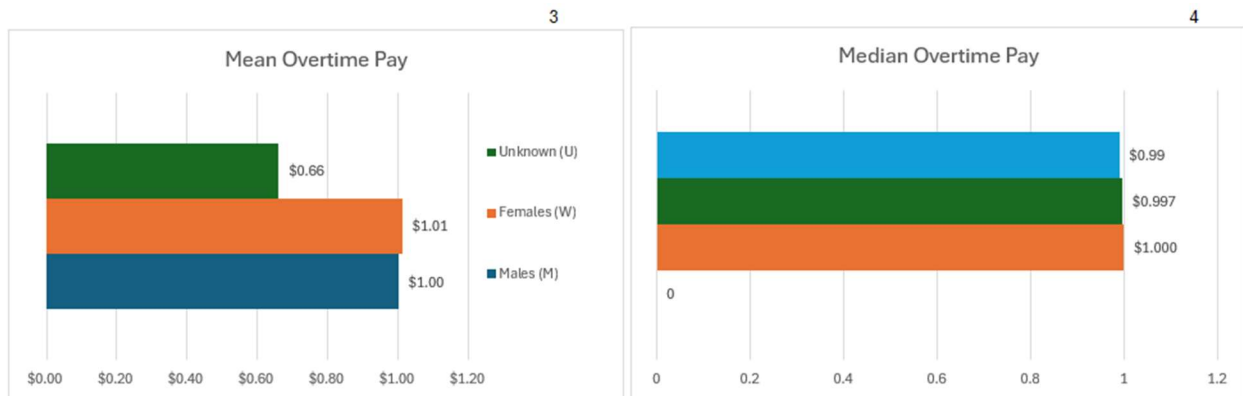
In this organization, women’s median hourly wages are approximately 0.3% lower than men’s, while employees in the Unknown category earn about 0.6% less. For every dollar men earn in median hourly wages, women earn about \$1.00 and those in the Unknown category earn about \$0.99. For the purpose of this report, these differences are considered negligible.

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 includes bonuses and overtime.



Overtime pay



In this organization, Woman (W) earn approximately 1% more in mean overtime pay than men (M). For every \$1.00 men earn, women earn about \$1.01. Unknown (U) earn approximately 34% less in mean overtime pay than men. For every \$1.00 men earn, employees in the Unknown category earn about \$0.66.

In this organization, Women (W) earn approximately 63% more in median overtime pay than men (M). For every \$1.00 men earn, women earn about \$1.63. Unknown (U) earn approximately 59% more in median overtime pay than men. For every \$1.00 men earn, employees in the Unknown category earn about \$1.59.

The large difference between mean and median overtime pay for the Unknown category suggests that a small number of employees received significantly higher overtime payments, which increased the average. However, the median indicates that most employees in this group earned less, making the median a more reliable reflection of typical earnings.

Mean (5) and median (6) overtime paid hours

Difference as compared to reference group (Men)

Category	Mean Overtime Paid Hours	Median Overtime Paid Hours
Men	2.68 hours	0.46 hours
Women	2.61 hours (3% lower)	0.76 hours (65% higher)
Unknown	1.78 hours (34% lower)	0.70 hours (52% higher)

Percentage of employees in each gender category receiving overtime pay

Category	Total Percentage receiving overtime pay
Men	22.95%
Women	20.69%
Unknown	27.41%

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 pay⁷

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

Median bonus pay⁸

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

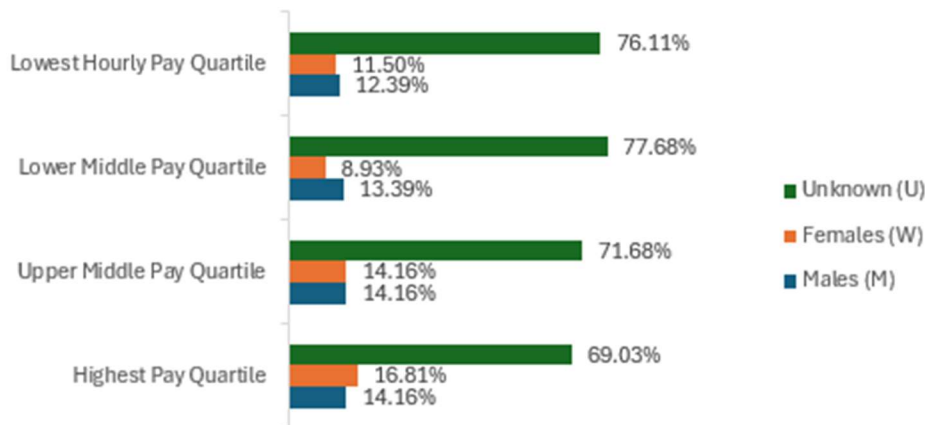
Percentage of employees in each gender category receiving bonus pay

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



Percentage of each gender in each pay quartile⁹

Percentage of each gender in each pay quartile



In this organization, employees in the Unknown category occupy 69.03% of the highest paid jobs and 76.11% of the lowest paid jobs.

This pay quartile was reduced to suppress gender categories consisting of less than ten 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.

Data constraints

Hourly Pay: The majority of our workforce, referred to as Cast Members, are employed on a part-time, hourly basis and are compensated at the minimum wage rate applicable in their respective provinces. Assistant Managers are also hourly, part-time employees; however, their compensation is determined by a structured pay scale that reflects their tenure and experience in the role.

The most significant compensation variance arises among full-time, salaried employees. Salaries for these roles are influenced by several factors, including job position, scope of responsibilities, market benchmarks, theatre size, and overall business performance.

Overtime Pay: Overtime work is voluntary and compensated in accordance with applicable provincial legislation. Salaried managers are provided with time off in lieu of overtime hours worked, while part-time employees receive overtime pay at a rate of one and a half times their regular hourly wage.

Bonus Pay: Only salaried employees in management positions are eligible for bonuses. There are two types of bonus eligible positions, budget owners and Cinema Support Managers. Budget owners are based on financial metrics. Non-budget owners are objective base and bonus percentages vary by position. The budget ownership is based on reaching/exceeding GOE and then a variety of metrics but categorized into financials based on role, CSI, PSI and ESG targets.

Data Collection: While current data on gender identity remains limited, the majority of the data appears as Unknown because many employees have not submitted their gender identities. We are actively working to enhance our understanding through ongoing, voluntary self-identification initiatives. Landmark Cinemas is committed to continuously improving the quality and depth of this data, which plays a vital role in reinforcing our inclusive workplace culture and advancing our efforts to ensure pay equity across all employee groups.