

LANDMARK CINEMAS CANADA G.P. LTD.

Pay transparency report

Pay Transparency Statement

In compliance with the British Columbia Pay Transparency Act, Landmark Cinemas has invited employees to voluntarily self-identify their gender identity using categories recognized by the Province of British Columbia. As of this reporting period, approximately 46% of employees have voluntarily provided gender identity information, including those who selected "Prefer not to disclose." For the remaining employees who did not submit a response, "Prefer not to disclose" has also been used to populate the gender identity field. This approach ensures consistency in reporting and respects individual privacy while aligning with the voluntary nature of the disclosure process.

Landmark anticipates that participation will increase in future reporting periods, as this voluntary disclosure step has now been embedded into the onboarding process for new hires. We continue to encourage existing employees to update their personal information through self-service options.

Landmark Cinemas is committed to fair and equitable compensation practices. We conduct regular compensation reviews to support pay equity across all roles. As data collection matures, gender identity will be increasingly leveraged to deepen our analysis and enhance transparency in pay practices.

Employer details

Employer:	LANDMARK CINEMAS CANADA G.P. LTD.
Address:	20TH FLOOR, 250 HOWE STREET, VANCOUVER, BC
Reporting Year:	2025
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	71 - Arts, entertainment and recreation
Number of Employees:	300-999



Hourly pay

Mean hourly pay gap¹

\$1.00	Men
\$0.96	Women
\$0.97	Prefer not to say / Unknown

In this organization women's average hourly wages are 4% less than men's. For every dollar men earn in average hourly wages, women earn 96 cents in average hourly wages. *

Median hourly pay gap²

\$1.00	Men
\$1.00	Women
\$0.99	Prefer not to say / Unknown

In this organization women's median hourly wages are 0% more than men's. For every dollar men earn in median hourly wages, women earn \$1.00 in median hourly wages. *

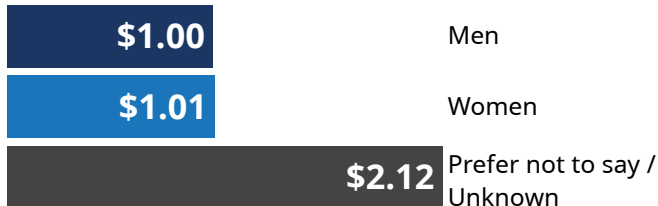
Explanatory notes

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.



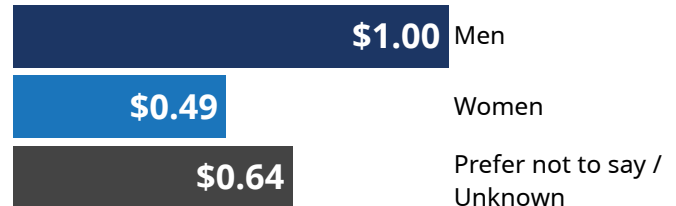
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 1% more than men's. For every dollar men earn in average overtime pay, women earn \$1.01 in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 51% less than men's. For every dollar men earn in median overtime pay, women earn 49 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	0
Prefer not to say / Unknown	1

In this organization the average number of overtime hours worked by women was 0 less than by men. *

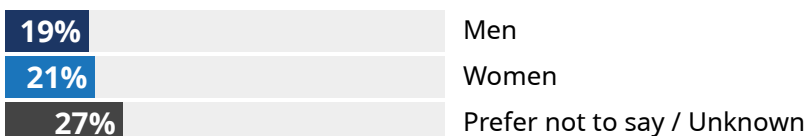
Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	0
Prefer not to say / Unknown	0

In this organization the median number of overtime hours worked by women was 0 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) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women
■ Prefer not to say / Unknown

In this organization, women occupy 17% of the highest 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.

Data constraints

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. Employees in the lowest quartile are employees that were making minimum wage and terminated employment prior to the most recent increase in June 2025.

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, we are actively working to enhance our understanding through ongoing, voluntary self-identification initiatives. We are 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.

- * 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.