

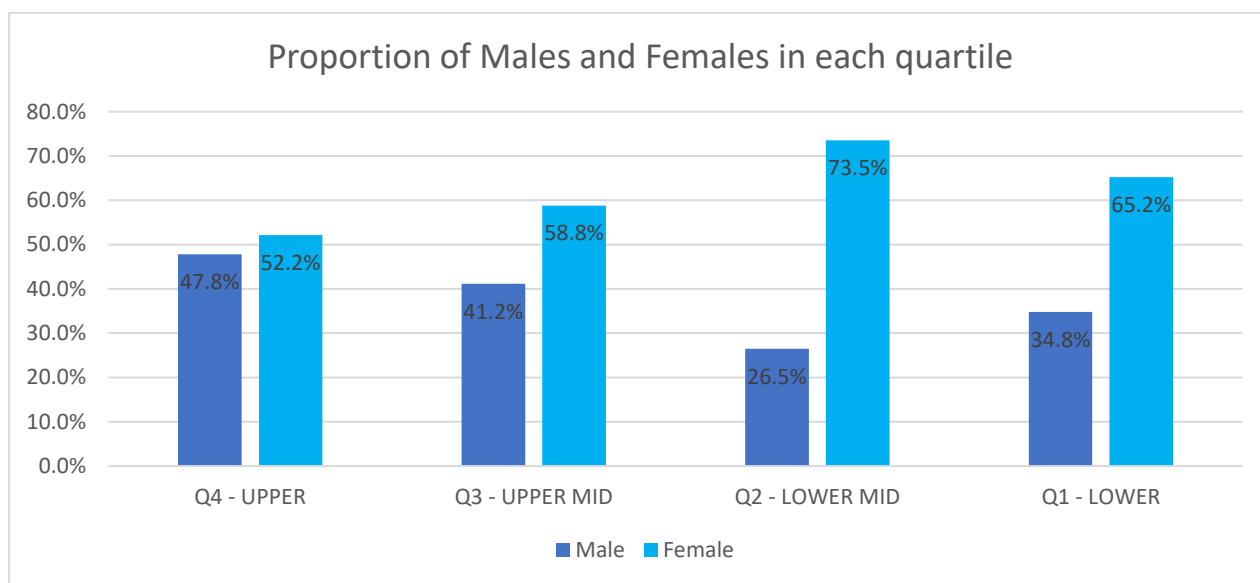
ENTERTAINMENT ONE UK LIMITED – 2020 GENDER PAY GAP REPORT

Gender Pay Gap Hourly Pay	Difference in Mean hourly pay between Male and Female employees	29.7%
	Difference in Median hourly pay between Male and Female employees	19.2%

The table above is a snapshot of the difference in the average (mean) and median hourly pay between males and female employees across all levels of the UK organisation, as at 5 April 2020.

For comparison, the 2020 National median gender pay gap is 15.5% (Source: Office of National Statistics).

The chart below illustrates the gender balance across Entertainment One UK Limited, by dividing male and female employees into four equally sized pay quartiles, based on hourly pay. Each quarter has 68 employees.

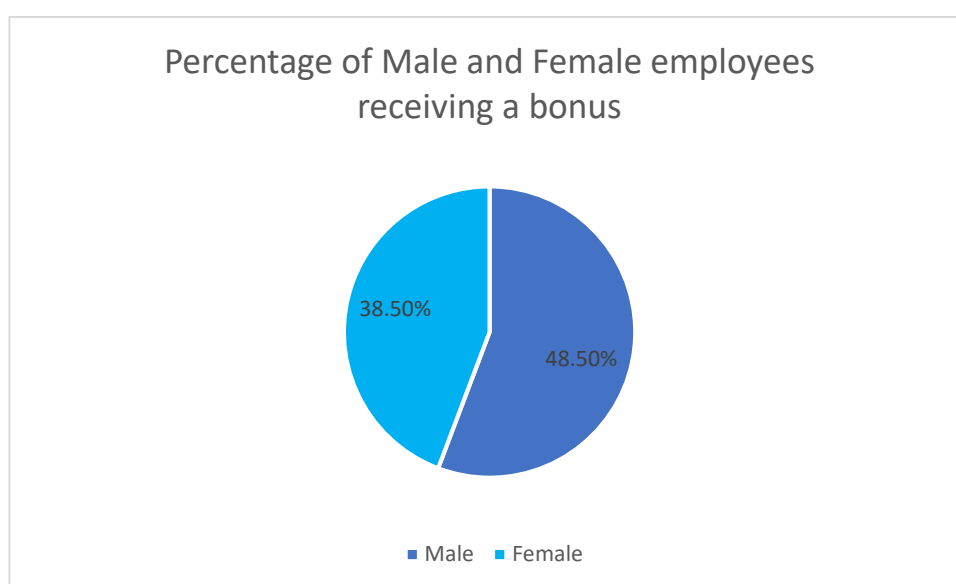


The analysis shows that female employees are represented above male employees across all 4 pay quartiles, particularly in the lower quartiles where we have more junior roles. The majority of these junior roles are held by female employees, which affects the overall pay gap.

While representation of females is on par with males in the top quartile, some of our top earners have roles with global scope, commanding a premium in compensation in comparison to roles with a UK-specific remit.

Gender Pay Gap Bonus Pay	Difference in Mean bonus pay between Male and Female employees	54.0%
	Difference in Median bonus pay between Male and Female employees	22.7%

We see a greater bonus gap because we have more female representation in lower quartiles which are not bonus eligible in 2020. Further to this, our bonuses are based on earned income, therefore female employees may earn less than their standard annual salary in a year while on maternity leave, therefore impacting the bonus gap.



Summary Statement

We continue to assess and revise programs and policies, both to work to close existing gaps as well as mitigate against any potential future gaps.

Most notably, the Company is planning for all permanent employees to become eligible for participation in our annual bonus program from 2022, which will help to mitigate the existing bonus gap we are seeing.

We also have plans to build a team dedicated to Diversity, Equity & Inclusion to improve our data collection, set effective benchmarks, establish a robust strategy and identify opportunities for more inclusive and equitable practices across all areas of the business.

I confirm that the published information is accurate.

Lindsay Nadler
SVP HR, eOne