



**OUR
INCREDIBLE
DIFFERENCES**

ODEON IRELAND

GENDER PAY GAP REPORT 2024

Zarah Doyle

People Director UKI & European Talent Director

At ODEON Cinemas Group, we are dedicated to building a workplace culture which is inclusive for everyone, and we do this by celebrating Our Incredible Differences.

We believe that we achieve our best when we are given equal opportunities to succeed and treated with respect regardless of our background, personal circumstances, or gender identity.

We are now in our third year of reporting our Irish pay gap and whilst we are still on a journey of building an even more equitable, diverse, and inclusive culture, we continue to be proud of the results we are sharing. We know that gender pay gap reporting is just one of many tools we use to measure the impact of the work we do to continue to build our inclusive culture.

However, this report is a testament to the drive for equality I see in our colleagues every day.



A handwritten signature of Zarah Doyle in white ink, featuring a stylized 'Z' and 'D'.

Zarah Doyle
Board Director, Ireland

AN EXPLANATORY NOTE

The Gender Pay Gap refers to the average difference in pay for men and women.

Gender pay gap reporting is mandatory in Ireland for organisations with 150 or more employees and compares the distribution of pay for men and women across different levels of seniority rather than that of men and women doing the same job.

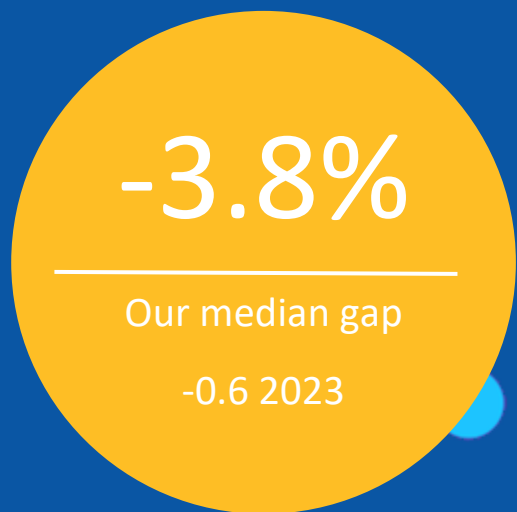
Due to the Irish Government's reporting regulations, this report uses the terms 'gender,' 'male,' 'female,' 'men,' and 'women,' categorising employees in a binary way. We recognise that these terms may not be accurate for colleagues whose identity does not fall within this gender binary. From 2023 report rules have allowed us to refrain from assigning a male or female label to those who do not identify in this way, however they are therefore not represented in this report.

Our results reflect the gender pay gap for the company UCI Ireland, known as "ODEON".

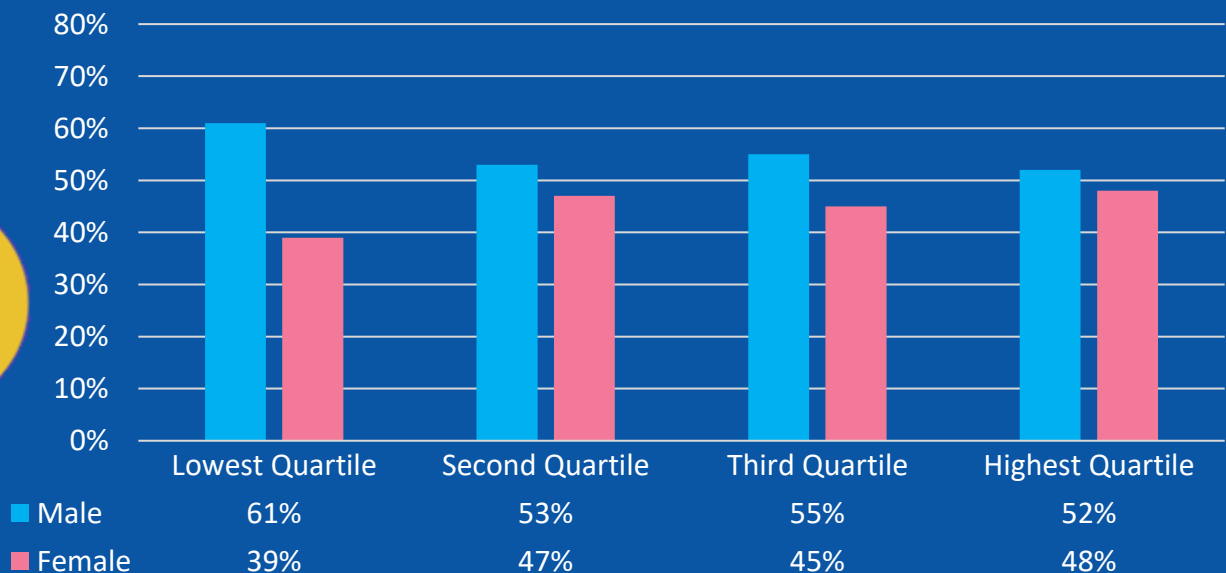
OUR

2024 RESULTS

This year, our mean pay gap for full-time Irish employees has widened to -9.7% in favour of female colleagues. Our median is -3.8% which is 3.2 percentage points widening in favour of women since 2023. Our gap continues to be a result of several years of support for female career development. Our business operates across the UK and Ireland and only a small number of senior managers find their base here.

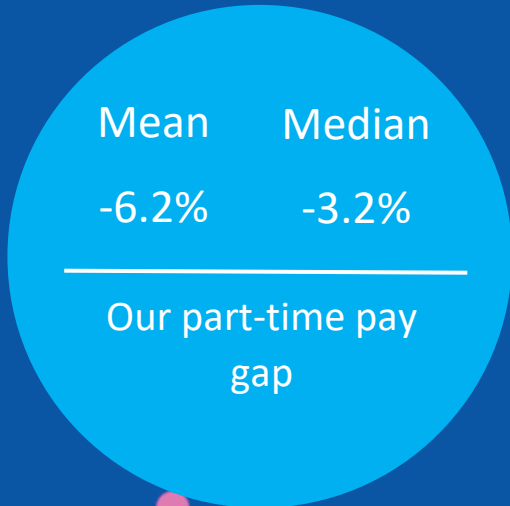
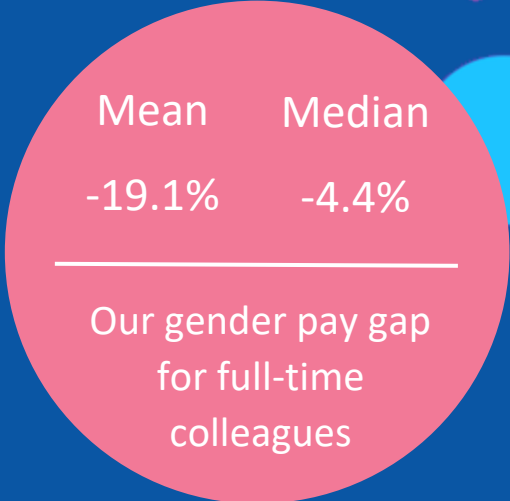


Our team of 308 Irish colleagues is 55% male and 45% female. Men are overrepresented in all quartiles. Our reporting highlights the fact that a number of key senior leadership positions are occupied by women and that there are opportunities to further support male early career development and at more senior levels.



As only a small number of full-time colleagues have a base in our Irish support office, and due to the majority of these being female senior managers, our full-time gap is heavily weighted in favour of women, with a mean result of -19.1%.

These effects are magnified further when we look at salaried colleagues alone. In this category, the mean gap is -19.9% and the median is -0.1%

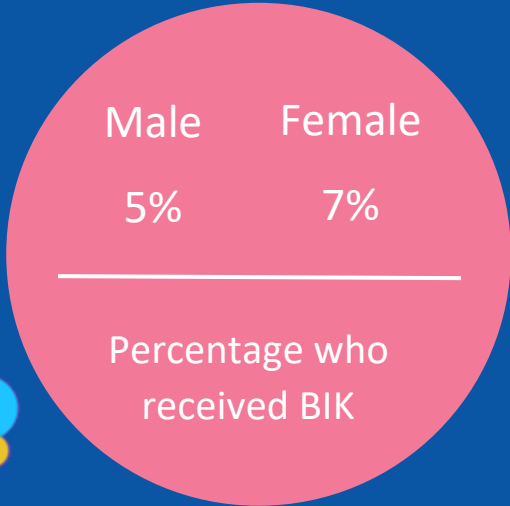
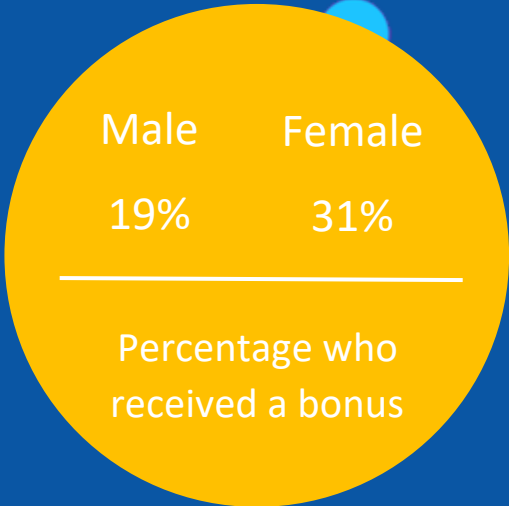


A reflection of the peaks and troughs in film releases across the year, the vast majority of our team are part time colleagues. We offer a range of flexible shifts including short, evening shifts which attract a large number of students and other people who are seeking a part-time role.

56% of our part time colleagues in Ireland are male, and 87% of those are in the lowest pay bracket. We have seen a reduction in progression of part time male colleagues into entry level management roles which has resulted in a widening of our gap. These results mirror those of the hourly paid colleagues (-6.2 mean, -2.8 median)

The percentage of colleagues based in Ireland who received a bonus this year has increased by 8% for men and 19% for women. Bonuses are available to all managers and are made up of many factors driven by personal performance and KPI results. The results here illustrate that there is higher representation of female colleagues in these positions currently.

Our mean bonus gap, which includes every colleague who received a bonus whether full time, salaried or hourly or part time was -45.5% and our median was -4.9%. Once more, this reflects the seniority of a number of female colleagues.



In a trend matching our salaried reporting, the percentages of colleagues in the reported genders who have received a Benefit in Kind are relatively balanced, however due to more female colleagues in positions of seniority, we have seen a 2.5% increase this year for women and 1% increase for men.

In terms of actual value, seniority affects the value of these payments and has a strong lean in favour of women.

MAINTAINING GENDER-BALANCE

Our approach to Our Incredible Differences is presented as a five-part honeycomb, with **Collective Participation** at the heart. We share this model widely, encouraging colleagues at every level in the business to consider how they can take each to life in their role.

The segments of our strategy are:

Listening & learning – This is all about finding new ways to hear all of the voices in our team as well as those of experts outside of ODEON. It's for all of us to lift those voices up and challenge ourselves to find new ways to learn and grow.

Development & training – No one person's journey is the same and this section is about creating the tools and resources that can help each of us create an even more inclusive ODEON.

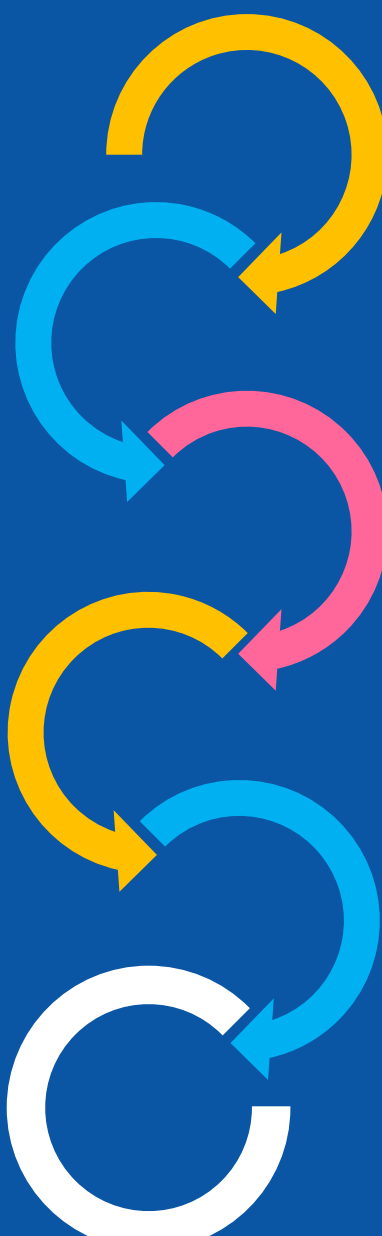
Discussion & Understanding – This is about coming together to share our views and sometimes having hard conversations that help all of us better support each other. Whether that's in a colleague led forum, a team room or at the F&B counter, we know it's important for all us to take part.

Business Interventions – This is about driving conscious inclusion in business decision making. Our focus here supports Increased activity and leadership across all sections of the honeycomb.



OUR JOURNEY SO FAR

We are excited about the next steps on our journey and proud of all we have achieved so far... Here are just some of highlights from the last few years:



In 2017, we began thinking about Diversity, Inclusion, and Belonging with a particular focus on gender. At the time, 88% of our senior teams were male.

In 2018, we brought to life a gender diversity framework which concentrated on mentoring, panel discussions, measuring metrics and unconscious bias training.

By the end of 2019, our gender diversity efforts began to take root. At this time, our senior teams were nearly 50% split between male and female. An incredible jump!

Since 2020, we've been working hard to reinforce our Irish gender equity gains as we continue to broaden the scope of our wider diversity, equity and inclusion goals.

In 2022, we launched our first D,E&I forums. Colleagues from every part of our business come together in these to actively participate in shaping ideas and actions to ensure we have a diverse approach to our D,E&I planning.

In 2023, we began the year promoting our strategy at our cinema leadership conference and published our first ever internal gender pay gap report with included both Ireland and the UK. We focused on fostering grassroots participation alongside the business interventions which created so much positive change to date.

In 2024, we have continued to work closely with external partners to broaden our education and understanding. As part of this we were delighted to be recognised as EDI Team of the Year at the Inclusion Awards, powered by WiHTL & DiR building further engagement and momentum in support of our plans.

We will continue working closely with external partners and thought leaders who help shape our journey and offer us the opportunity to share our learnings and successes within our industry. These partnerships are incredibly important to us as we know that gender equity requires a whole of society approach.

We are as committed as ever to building an even more inclusive ODEON and we look forward to sharing an update on our progress in 2025.

APPENDIX

DATA TABLES

Headcounts

| Male | | Female | |
|------|------|--------|------|
| 2023 | 2024 | 2023 | 2024 |
| 176 | 169 | 134 | 139 |

Pay quartiles - 2024

| | Male | Female |
|------------------|------|--------|
| Lowest quartile | 61% | 39% |
| Second quartile | 53% | 47% |
| Third quartile | 55% | 45% |
| Highest quartile | 52% | 48% |

The mean and median total pay gap

| Mean | | Median | |
|-------|-------|--------|-------|
| 2023 | 2024 | 2023 | 2024 |
| -5.8% | -9.7% | -0.3% | -3.8% |

The mean and median pay gap for part-time colleagues

| Mean | | Median | |
|-------|-------|--------|-------|
| 2023 | 2024 | 2023 | 2024 |
| -0.5% | -6.2% | -0.3% | -3.2% |

The mean and median pay gap for hourly colleagues

| 2024 Mean | | 2024 Median | |
|-----------|--|-------------|--|
| -6.2% | | -2.8% | |

The mean and median pay gap for salaried colleagues

| Mean | | Median | |
|--------|--------|--------|-------|
| 2023 | 2024 | 2023 | 2024 |
| -22.1% | -19.9% | -0.6% | -0.1% |

The mean and median pay gap for temporary colleagues

| Mean | | Median | |
|------|------|--------|------|
| 2023 | 2024 | 2023 | 2024 |
| 0% | 0% | 0% | 0% |

The mean and median bonus gap

| Mean | | Median | |
|--------|--------|--------|-------|
| 2023 | 2024 | 2023 | 2024 |
| -26.0% | -45.5% | 21.0% | -4.9% |

Percentage of male and female colleagues who received bonus pay

| Male | | Female | |
|------|------|--------|------|
| 2023 | 2024 | 2023 | 2024 |
| 11% | 19% | 12% | 31% |

Percentage of male and female colleagues who received BIK

| Male | Female |
|------|--------|
| 2024 | 2024 |
| 5% | 7% |