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# Gender Pay Gap Report

April 2025

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## Summary

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We are committed to promoting equality of opportunity in all our working practices.

Our aim is to ensure that our workforce reflects the diversity of our customers. Every employee is treated with dignity and respect and given the opportunity to reach their full potential for the mutual benefit of the business and our employees.

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5<sup>th</sup> 2025.

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# Calculations

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing People and Payroll records. The calculations are based on the pay and bonus data at 5<sup>th</sup> April 2025.

## Average gender pay gap as a mean average

5.11%

## Average gender pay gap as a median average

0.85%

## QUARTILES

	% of Females	% of Males
LOWER (LOWEST PAID)	53.2%	46.8%
LOWER MIDDLE	44.3%	55.7%
UPPER MIDDLE	46.2%	53.8%
UPPER (HIGHEST PAID)	41.3%	58.7%

## BONUS CALCULATIONS

- BONUS GENDER PAY GAP AS A MEDIAN AVERAGE

23.24%

- BONUS GENDER PAY GAP AS A MEAN AVERAGE

24.08%

- PROPORTION OF MEN AND WOMEN RECEIVING A BONUS

5.71% of Females received a bonus

7.14% of Males received a bonus

## Commentary

The 2025 Gender Pay Gap Report presents a comprehensive analysis of gender-based wage disparities, shedding light on both persistent challenges and areas of progress within the workforce.

Firstly, the examination of bonus pay reveals notable changes from 2024 to 2025. The difference in mean bonus pay between genders increased. Similarly, the difference in median bonus pay also increased in 2025, indicating that more men received bonus pay in 2025.

In addition to bonus pay differentials, the report highlights the distribution of male and female employees across quartile pay bands. In the lower and lower-middle quartile, the proportion of male employees further decreased in 2025 from 2024, while the proportion of female employees increased during the same period. This shift suggests progress towards gender balance in the lower pay bands with more women entering these quartiles compared to men.

In the upper quartile, the proportion of male employees remained higher, with a slight decrease from 2024. On the other hand, the proportion of female employees in the upper quartile slightly increased, indicating a small shift toward more gender balance in higher-paying roles.

The proportion of male employees decreased, however, in the upper middle quartile, meaning that more women were represented in the second-highest pay bracket in 2025 compared to 2024.

Furthermore, the data reveals positive changes in gender representation across the mean and median hourly rate of pay. The shift suggests positive progress toward gender balance in 2025.

Cineworld continues to encourage our female employees to take on roles that are more senior and ensure that all development programmes are available to everyone irrespective of their gender.

Cineworld remains committed to continuing its good work in the whole area of gender pay in the years to come.

DIRECTOR'S SIGNATURE

I, Shaun Jones, Vice President of Operations, confirm that the information in this statement is accurate.



Signed

04 April 2026