



**WARNER BROS.
DISCOVERY**

WBD UK Gender Pay Gap Report

2024-2025

A message from Asif Sadiq, MBE



A handwritten signature in white ink, appearing to read 'Asif Sadiq', set against a dark blue background.

Asif Sadiq
Chief Inclusion Officer

Throughout 2025 Warner Bros. Discovery has continued to create and invest in the very best content and talent across film, television, sports, news and games - all underpinned by our five Guiding Principles.

Warner Bros. Discovery's Guiding Principles of *Act as One Team*, *Create What's Next*, *Empower Storytelling*, *Champion Inclusion* and *Dream It & Own It* steer leadership decision making and inform the culture of our business.

Across the business and through our content we create space for all to contribute to our brands, form part of our teams, and deliver the best storytelling to our audiences across the globe.

In the UK, reporting on the Gender Pay Gap allows us to take a macro view of reporting entities and take stock of results. In the 2024 – 2025 Gender Pay Gap report; Warner Bros. Discovery is reporting on ten entities that form part of the UK business. Overall, the mean hourly pay gap has continued to close over the last four reporting periods for non-production entities in the UK, while female representation across all entities has remained consistent. In the 2025 report, we are pleased to see an increase in women in the upper-middle and upper pay quartiles

across a number of entities, with work ongoing to remove barriers and create space for all to thrive. We welcome opportunities to reflect on our learnings and achievements as our workforce continues to evolve.

As an organisation we work closely with internal teams and external partners to ensure we're looking at our Inclusion efforts in the round. Our Business Resource Groups (BRGs), open to all employees, collaborate to actively build community and offer authentic inclusion. For example, *Women of WBD* (WOW) offers an inclusive community empowering women in media through collaboration, support and equality initiatives while *Ascend*, the career development BRG, acts as a network for those looking to grow professionally and build bridges across generational and departmental divides. Whilst Warner Bros. Discovery's Business and Creative Councils, comprised of our most senior leaders, champion our Inclusion strategy to ensure it is woven through all aspects of the business.

Outside of our immediate workforce, Warner Bros. Discovery also offers a range of programmes that aim to promote authenticity of voices and talent in the industry. For example, WBD Access UK delivers talent development programmes, mentorship,

placement opportunities and industry exposure for new and emerging talent. In the last 12 months this has included *WBD Access x HBO Director Programme*, launched to provide a progression pathway for mid-level directors within high-end television and *Reframe the Game* with TNT Sports, working to increase women in sport production. CrewHQ, an on-site training centre at Warner Bros. Studios Leavesden, is designed to support existing crew, create career routes for people of all backgrounds and foster the next generation of film and television production talent. In 2025, CrewHQ launched *SevenUp*, a training and skills initiative providing the chance to secure four weeks of paid shadowing at HOD level on Warner Bros. Television, HBO series and Warner Bros. Features.

Building inclusive teams that produce best in class storytelling for a global audience continues to be a focus for leaders across the business. Whilst there have been several accomplishments to date, efforts are ongoing to maintain the delivery of content aimed at engaging and entertaining audiences worldwide.

Our Five Guiding Principles: Champion Inclusion



At Warner Bros. Discovery, we not only strive to create the world's greatest content, but also the world's greatest team.

- 01.** Shape the way we work together prioritising trust, collaboration, and respect.
- 02.** Foster a culture where diverse voices are amplified, barriers are removed, and extraordinary stories are shared.
- 03.** Empower us to embrace innovation, deliver exceptional experiences, and ensure that everyone has a seat at the table.

Our approach to Inclusion

Warner Bros. Discovery seeks to **amplify the voices of global storytellers** to reflect audiences around the world. We strive to remove barriers and **create space for all** to share ideas and be heard.

For over **100 years we have been creating stories** that inspire, educate and entertain audiences **of all ages, backgrounds and experiences**. To authentically connect with viewers around the world, it is imperative to our company's success that we understand and reflect the depth of their perspectives – at every level of our company, in front of and behind the camera, on and off the screen.

WBD UK Initiatives: Championing Inclusion

1 Be Counted

Through **Be Counted**, we gather self-identification data voluntarily from employees on areas such as gender, race, disability and religion to apply an intersectionality lens across our equality efforts.

2 Business & Creative Councils

Through our senior leadership teams, these councils champion WBD's Inclusion strategy across our creative and production processes including training such as **Inclusive Hiring**.

3 emerge

WBD's EMEA sponsorship programme aimed at upskilling women, non-binary employees, and those who identify as a woman through **mentorship that fosters career development and progression**.

4 Business Resource Groups

BRGs play an important role in fostering community and belonging at WBD. We'll continue partnering with WOW (Women of WBD) and other groups to build community and drive authentic inclusion.

5 Leading Women Coaching Programme

This EMEA programme is tailored for women and non-binary employees aiming for leadership roles. The programme enhances managerial skills and equips participants to thrive in today's dynamic business environment.

6 LIFT

Leaders Impact the Future of Talent (LIFT) is a six-month mentorship programme that provides mentees with professional development and mentorship from senior leaders across TNT Sports & CNN. The programme aims to provide greater opportunities for growth and learning across global teams.



7 The WonderWorks

Warner Bros. Studios Leavesden's partnership with **The WonderWorks** provides an onsite childcare facility that is dedicated to families who work in front of, and behind the camera, bringing flexibility and support to families working in the industry.



8 WBD x Rise

A new partnership set up to recognise the number of WBD members of Rise – Women in Broadcast. **WBD x Rise** aims to breakdown barriers and support women in every aspect of their career.



9 CrewHQ

CrewHQ supports existing crew create diverse, sustainable career pathways and fosters the next generation of talent through a programme of innovative training and development activity based at an onsite training centre at Warner Bros. Studios Leavesden.



10 WBD Access

Through best-in-class talent development programs, mentorship, placement opportunities and industry exposure, **WBD Access UK** serves as a powerful conduit connecting emerging talent with different perspectives, backgrounds, and experiences to our content and brands.



Understanding the Data

1

Pay Gap vs Equal Pay

There is often confusion about the difference between the **gender pay gap and equal pay**, but they are not the same thing: The gender pay gap looks at the difference between the average and mean pay of all men and all women across the whole business, regardless of job type or seniority. Equal pay looks at the pay difference between a man and woman performing the same role.

2

The Calculations

When calculating our gender pay gap, we are legally required to do more than just add up the basic salaries and provide two different measures. **The calculations** include basic pay, bonus pay and allowances.

3

Median Pay Gap

For the **median pay gap**, if we lined up all our men and women in two rows, from the lowest to the highest paid, the median shows the difference in pay between the middle-man and middle-woman.

4

Mean Pay Gap

The **mean pay gap** shows the difference between the average pay of all men and all women. We also provide the median and mean measures for the bonus gap, as well as showing the percentage of men and women who received a bonus.

5

Pay Quartiles

The regulations also require us to report the percentage of men and women in each **pay quartile**. These are not the same as level within the organisation. To calculate pay quartiles, we list all the hourly pay data for all employees from lowest to highest and then divide them into four equal quarters (“quartiles”) before calculating the percentage of men and women in each one.

Cable News International Limited



DECLARATION

I can confirm, on behalf of **CABLE NEWS INTERNATIONAL LIMITED**, that the information provided in this report is accurate.

Andrew Roy
SVP, General Manager and
London Bureau Chief
Cable News International Ltd

■ Women ■ Men

Employee composition



Proportion (%) **women** and **men** in each **Quartile** pay band

Upper Quartile



Upper middle Quartile



Lower middle Quartile



Lower Quartile



Gender pay gap based on **hourly** pay

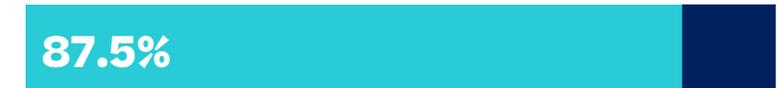
Mean

-4.1%

Median

16.7%

Proportion (%) **women** and **men** who received a bonus



Gender pay gap based on **bonus** pay

Mean

30.4%

Median

50.6%

Rocksteady Studios Limited



DECLARATION

I can confirm, on behalf of **ROCKSTEADY STUDIOS LTD** that the information provided in this report is accurate.

Nathan Burlow
Studio Director
Rocksteady Studios Ltd.



Women Men

Employee composition



Proportion (%) **women** and **men** in each **Quartile** pay band

Upper Quartile



Upper middle Quartile



Lower middle Quartile



Lower Quartile



Gender pay gap based on **hourly** pay

Mean

27.8%

Median

23.6%

Proportion (%) **women** and **men** who received a bonus

100.0%

98.5%

Gender pay gap based on **bonus** pay

Mean

67.4%

Median

45.1%

TT Games Studios Limited



DECLARATION

I can confirm, on behalf of **TT GAMES STUDIOS LIMITED**, that the information provided in this report is accurate.

Michael Denny
Vice President, Studio Head
TT Games Studios Limited

■ Women ■ Men

Employee composition



Proportion (%) **women** and **men** in each **Quartile** pay band

Upper Quartile



Upper middle Quartile



Lower middle Quartile



Lower Quartile



Gender pay gap based on **hourly** pay

Mean

17.4%

Median

15.8%

Proportion (%) **women** and **men** who received a bonus



Gender pay gap based on **bonus** pay

Mean

41.4%

Median

41.1%

Turner Broadcasting System Europe Limited



DECLARATION

I can confirm, on behalf of **TURNER BROADCASTING SYSTEM EUROPE LIMITED**, that the information provided in this report is accurate.

Pinar Solakoglu
SVP Finance, UK&I Sports
Turner Broadcasting System
Europe Limited

■ Women ■ Men

Employee composition



Proportion (%) **women** and **men** in each **Quartile** pay band

Upper Quartile



Upper middle Quartile



Lower middle Quartile



Lower Quartile



Gender pay gap based on **hourly** pay

Mean

25.9%

Median

21.2%

Proportion (%) **women** and **men** who received a bonus



Gender pay gap based on **bonus** pay

Mean

46.4%

Median

41.2%

Warner Bros. Studios Leavesden



DECLARATION

I can confirm, on behalf of **WARNER BROS. STUDIOS LEAVESDEN** that the information provided in this report is accurate.

David Bisoni
SVP, Business Affairs and International Development
Warner Bros. Studios Leavesden



■ Women ■ Men

Employee composition



Proportion (%) **women** and **men** in each **Quartile** pay band

Upper Quartile



Upper middle Quartile



Lower middle Quartile



Lower Quartile



Gender pay gap based on **hourly** pay

Mean

19.4%

Median

9.7%

Proportion (%) **women** and **men** who received a bonus



Gender pay gap based on **bonus** pay

Mean

19.2%

Median

17.6%

Warner Bros. Entertainment UK



DECLARATION

I can confirm, on behalf of **WARNER BROS. ENTERTAINMENT UK**, that the information provided in this report is accurate.

Pinar Solakoglu
SVP Finance, UK&I Sports
Warner Bros. Entertainment UK

■ Women ■ Men

Employee composition



Proportion (%) **women** and **men** in each **Quartile** pay band

Upper Quartile



Upper middle Quartile



Lower middle Quartile



Lower Quartile



Gender pay gap based on **hourly** pay

Mean

17.4%

Median

17.8%

Proportion (%) **women** and **men** who received a bonus



Gender pay gap based on **bonus** pay

Mean

27.8%

Median

41.8%

Discovery Corporate Services Limited

■ Women
 ■ Men

Employee composition



Proportion (%) **women** and **men** in each **Quartile** pay band

Upper Quartile



Upper middle Quartile



Lower middle Quartile



Lower Quartile



DECLARATION

I can confirm, on behalf of **DISCOVERY CORPORATE SERVICES LIMITED**, that the information provided in this report is accurate.

Andrew Georgiou
President & Managing Director for Warner Bros.
Discovery UK & Ireland and
Warner Bros. Discovery Sports Europe

Gender pay gap based on **hourly** pay

Mean

-1.1%

Median

-0.9%

Proportion (%) **women** and **men** who received a bonus

96.0%

94.8%

Gender pay gap based on **bonus** pay

Mean

6.1%

Median

-9.6%

Cross Plains Productions Ltd

■ Women ■ Men

Employee composition



Proportion (%) **women** and **men** in each **Quartile** pay band

Upper Quartile



Upper middle Quartile



Lower middle Quartile



Lower Quartile



Gender pay gap based on **hourly** pay

Mean

8.0%

Median

7.3%

Cross Plains Productions Ltd does not offer employee bonuses, and therefore, there is no bonus gap to report.

DECLARATION

I can confirm, on behalf of **CROSS PLAINS PRODUCTIONS LTD**, that the information provided in this report is accurate.

Mike Lewis
SVP Production,
HBO

LCA Pictures Ltd

Women Men

Employee composition



Proportion (%) **women** and **men** in each **Quartile** pay band

Upper Quartile



Upper middle Quartile



Lower middle Quartile



Lower Quartile



DECLARATION

I can confirm, on behalf of **LCA PICTURES LTD**, that the information provided in this report is accurate.

Sarah-Jane Wright
Head of Production, UK
Warner Bros. Productions Ltd.

Gender pay gap based on **hourly** pay

Mean

5.3%

Median

4.0%

LCA Pictures Ltd does not offer employee bonuses, and therefore, there is no bonus gap to report.

Articulated Productions Ltd

■ Women ■ Men

Employee composition



Proportion (%) **women** and **men** in each **Quartile** pay band

Upper Quartile



Upper middle Quartile



Lower middle Quartile



Lower Quartile



DECLARATION

I can confirm, on behalf of **ARTICULATED PRODUCTIONS LTD**, that the information provided in this report is accurate.

Sarah-Jane Wright
Head of Production, UK
Warner Bros. Productions Ltd.

Gender pay gap based on **hourly** pay

Mean

4.9%

Median

-1.8%

Articulated Productions Ltd does not offer employee bonuses, and therefore, there is no bonus gap to report.



WBD UK Gender Pay Gap Report

2024-2025

For more information visit:

▶ <https://www.wbd.com/inclusion>

📷 @wbd

✂ @wbd