



BIG SCREEN ENTERTAINMENT

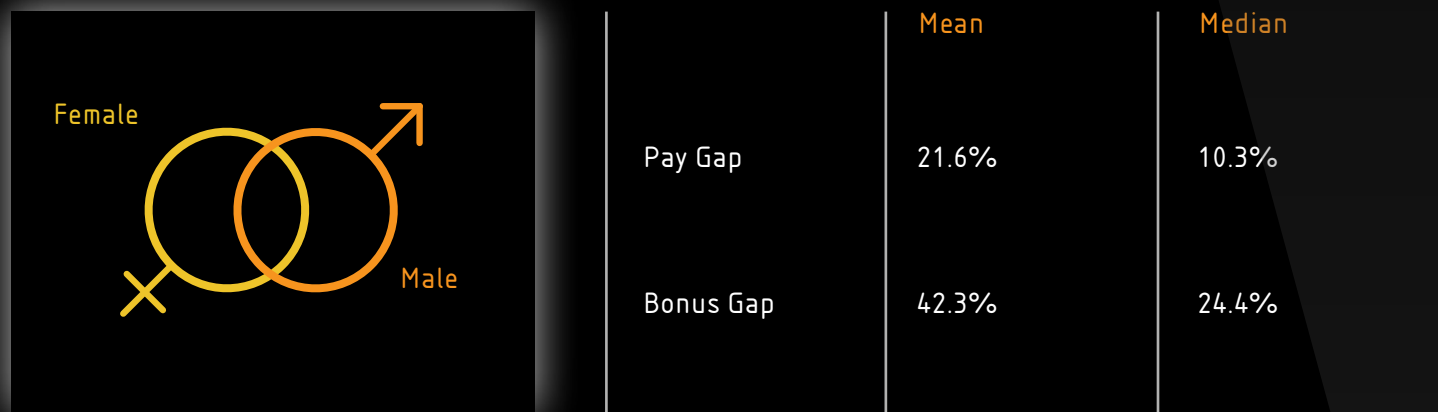
GENDER PAY GAP SUMMARY

With over 4,500 employees across two Vue entities (Vue Services and Vue Entertainment), we believe in creating an environment where everyone feels valued and empowered to fulfil their potential. This is the fourth year that we have published our gender pay information, and we are confident that our gender pay gap is not caused by men and women being paid differently to do the same job, but is instead driven by the structure of the workforce.

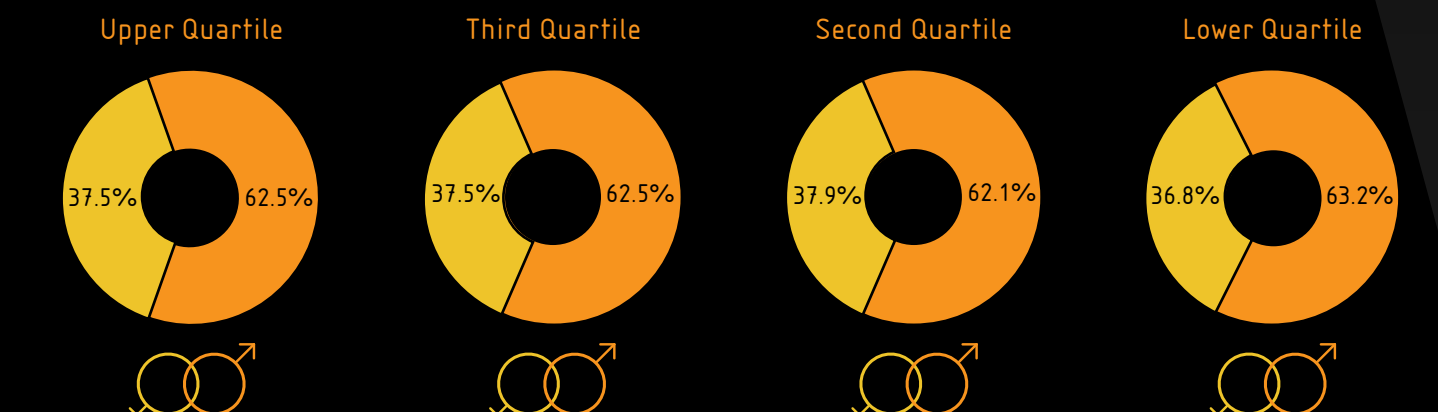
GENDER AND BONUS PAY GAP

Vue has two UK entities with at least 250 employees, and we have calculated our Gender Pay Gap and Gender Bonus Gap for these two entities as at the snapshot date (5th April 2020). This captures the mean and median differences in hourly pay and bonus paid to men and women in the year up to and including 5th April 2020. A negative figure indicates a higher percentage paid to women and a positive figure indicates a higher percentage paid to men.

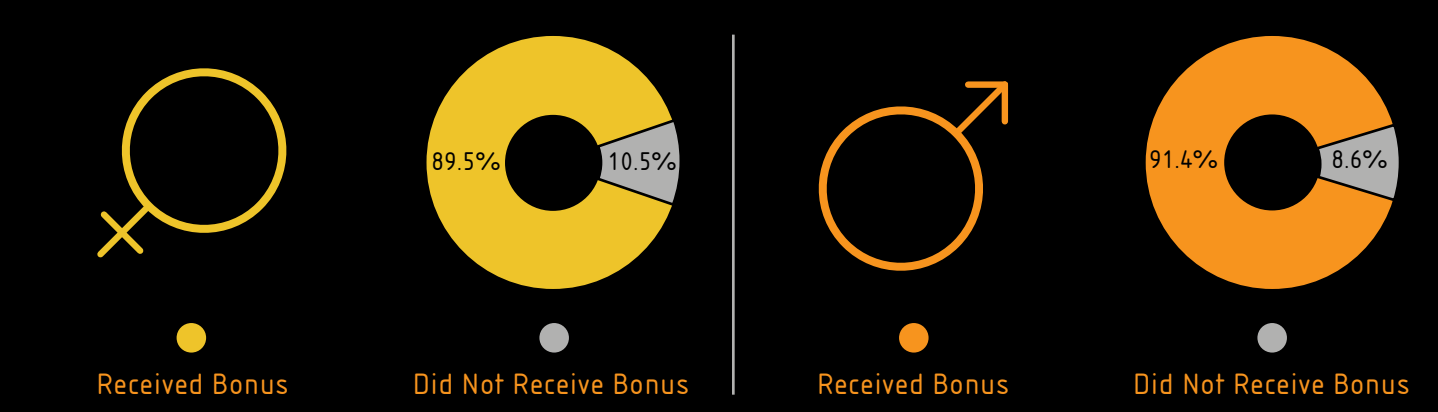
PAY AND BONUS GAP: VUE SERVICES



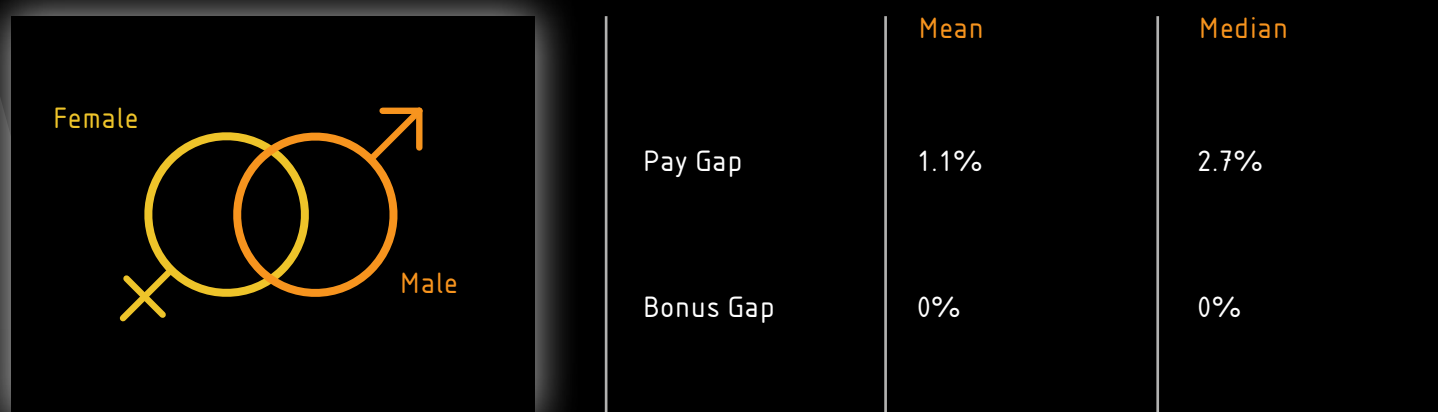
PROPORTION OF MALES AND FEMALES IN EACH QUARTILE



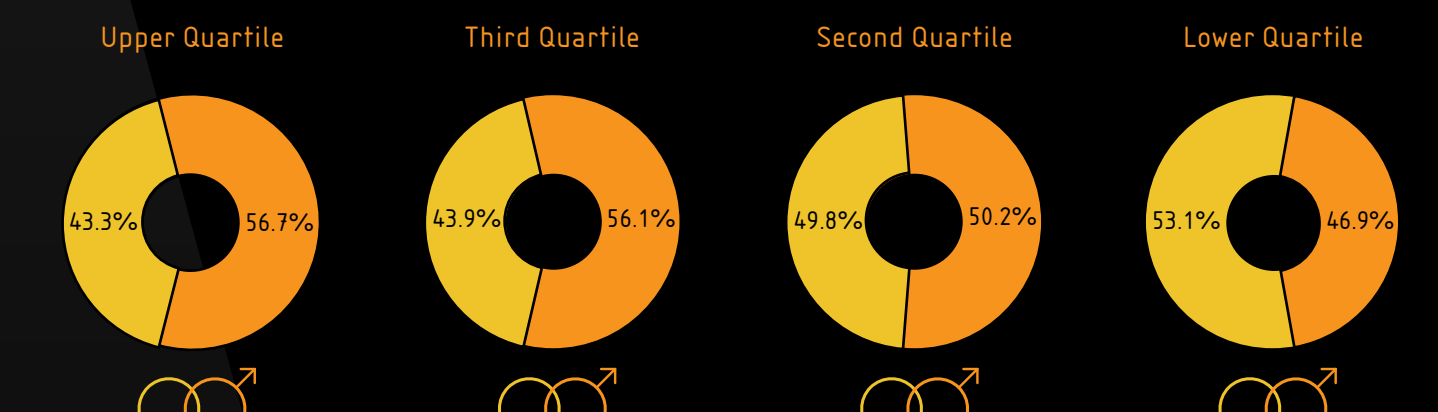
PROPORTION OF MALES AND FEMALES RECEIVING A BONUS PAYMENT



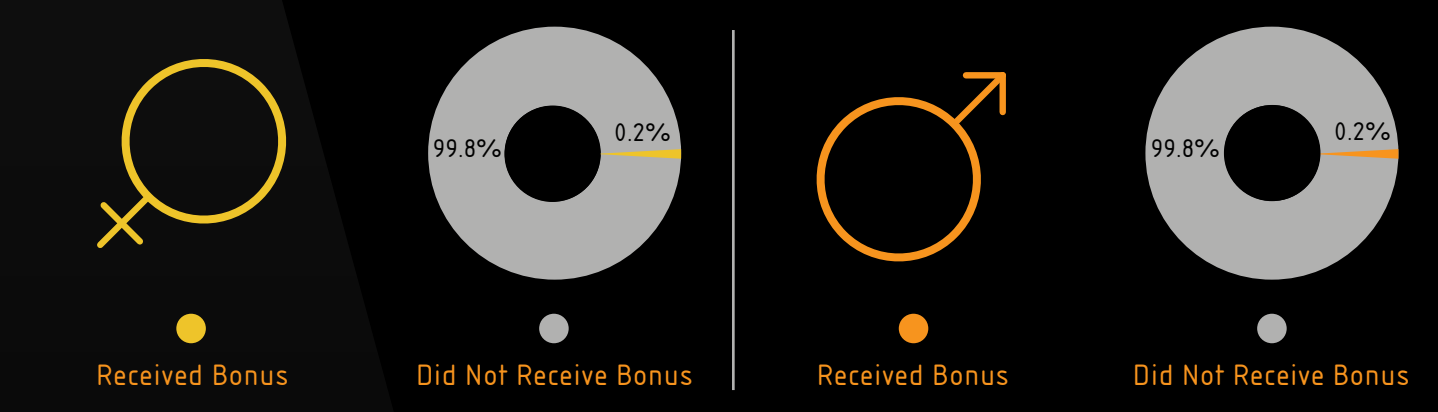
PAY AND BONUS GAP: VUE ENTERTAINMENT



PROPORTION OF MALES AND FEMALES IN EACH QUARTILE



PROPORTION OF MALES AND FEMALES RECEIVING A BONUS PAYMENT



Vue is committed to making full use of the talent and resources of all of our colleagues, and to ensuring that no one receives unjustified less favourable treatment on the grounds of race, nationality, gender, sexual orientation, age, religion / belief, ethnic origin, disability, marital status, part-time or fixed term status.

At Vue we are passionate about identifying both male and female leadership potential at an early stage. In the 12 month period to April 2020, and prior to the impact of Covid-19 on our plans in March 2020, we maintained our investment in the Vue Talent Pool programme, a structured programme designed to nurture and develop future Cinema General Managers and linked to a nationally recognised qualification.

As a way of closing the Gender Pay Gap, it's important that we continue to succession plan and internally promote women for future senior positions within our organisation. The impact of these actions can be seen through the steady decline of the median GPG for Vue Services over the last 3 years of GPG reporting.

We will continue to manage the gender pay gap through effective internal succession planning, targeted recruitment and effective performance management and reward systems.

Peter Collins
Group Director of Talent and Culture

