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POSITION INFORMATION

# of Incumbents Reported	9	Match:	Greater: 0%	Equal: 67%	Less: 0%	
# of Companies with Match	6	Employment Contract:	20%		Union: 0%	
Remote Work	In-Office or Hybrid:	75%	Permanent Remote:		0%	
Industry / Division	Film:	11%	Television:	0%	Location-Based Branded Entertainment:	0%
	Home Entertainment:	14%	Music Entertainment:	66%	Consumer Products / Licensing:	0%
	Stage Production:	0%	Multiple Industries / Divisions:	0%	Other Entertainment:	0%

SHORT-TERM INCENTIVE ("STI") PLANS

STI Eligibility	% of Companies Offering:	59%	% of Incumbents Eligible:	85%
STI Awards Received	Short-Term Incentive Paid as % of Target (Mean):	31%	% of Eligible Incumbents Who Received in Last 12 Months:	7%
STI Targets	% of Companies with Incentive Targets:			
	Company (Mean) %	50th: 65%	Mean: 65%	Incumbent-Weighted %: 50th: 98% Mean: 78%

LONG-TERM INCENTIVE ("LTI") PLANS

LTI Eligibility	% of Companies Offering:	21%	% of Incumbents Eligible:	45%
LTI Awards Received	% of Eligible Incumbents Who Received in Last 12 Months:			0%

TOTAL DIRECT COMPENSATION (in £GBP Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
All Incumbents											
Base Salary	11		£56.5	£48.6	£80.6	£67.2	£78.9		6	£62.5	£72.3
Target Total Cash Compensation	8								3		
Actual Total Cash Compensation	12		£69.0	£87.4	£60.5	£56.3	£86.2		6	£81.7	£59.4
Actual Cash Awards as % of Base Salary	9		1.0%	5.4%	47.3%	61.5%	93.5%		5	10.0%	23.6%
Target LTI Awards	0								0		
Annualized Value of LTI Awards	0								0		
Target Total Direct Compensation	0								0		
Actual Total Direct Compensation	13		£41.7	£60.5	£73.3	£52.9	£54.7		6	£60.0	£76.3
LTI as % of Base Salary	0								0		
Annualized Value of LTI Awards - Ongoing	0								0		
Actual Total Direct Compensation - Ongoing	9		£60.2	£67.7	£77.5	£70.8	£74.2		6	£65.5	£77.7
LTI as % of Base Salary - Ongoing	0								0		

TOTAL DIRECT COMPENSATION (in £GBP Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
Specialty / Scope - Manages Staff											
Base Salary	9		£56.4	£56.9	£67.2	£81.8	£63.0		6	£68.5	£70.4
Target Total Cash Compensation	8								3		
Actual Total Cash Compensation	11		£67.8	£64.8	£72.8	£104.4	£86.4		6	£62.7	£93.8
Actual Cash Awards as % of Base Salary	8		23.0%	81.8%	22.5%	32.3%	39.8%		4	47.4%	82.2%
Target LTI Awards	0								0		
Annualized Value of LTI Awards	0								0		
Target Total Direct Compensation	0								0		
Actual Total Direct Compensation	11		£50.9	£84.7	£70.7	£83.8	£108.8		6	£76.0	£59.7
LTI as % of Base Salary	0								0		
Annualized Value of LTI Awards - Ongoing	0								0		
Actual Total Direct Compensation - Ongoing	9		£63.7	£80.8	£71.2	£54.4	£57.7		6	£80.1	£64.4
LTI as % of Base Salary - Ongoing	0								0		
Specialty / Scope - Benchmark Level											
Base Salary	12		£57.8	£65.5	£50.8	£58.5	£52.4		6	£82.9	£58.6
Target Total Cash Compensation	8								3		
Actual Total Cash Compensation	13		£60.5	£71.4	£58.4	£107.3	£68.4		6	£53.3	£89.6
Actual Cash Awards as % of Base Salary	8		45.7%	6.6%	90.1%	8.1%	77.1%		4	62.8%	13.6%
Target LTI Awards	0								0		
Annualized Value of LTI Awards	0								0		
Target Total Direct Compensation	0								0		
Actual Total Direct Compensation	9		£67.0	£85.8	£68.7	£73.6	£57.5		6	£87.6	£58.4
LTI as % of Base Salary	0								0		
Annualized Value of LTI Awards - Ongoing	0								0		
Actual Total Direct Compensation - Ongoing	12		£41.6	£45.1	£47.9	£86.0	£90.7		6	£78.1	£75.7
LTI as % of Base Salary - Ongoing	0								0		
U.K. Region - London											
Base Salary	13		£44.0	£59.5	£48.4	£56.8	£80.7		6	£57.9	£76.3
Target Total Cash Compensation	8								3		
Actual Total Cash Compensation	12		£69.8	£74.2	£47.0	£60.2	£60.2		6	£84.9	£89.0
Actual Cash Awards as % of Base Salary	8		13.7%	35.8%	72.1%	45.4%	89.8%		5	54.9%	78.6%
Target LTI Awards	0								0		
Annualized Value of LTI Awards	0								0		
Target Total Direct Compensation	0								0		
Actual Total Direct Compensation	11		£42.8	£50.7	£79.6	£79.2	£89.3		6	£50.7	£47.0
LTI as % of Base Salary	0								0		
Annualized Value of LTI Awards - Ongoing	0								0		
Actual Total Direct Compensation - Ongoing	13		£67.9	£48.4	£44.8	£62.1	£63.9		6	£87.4	£87.2
LTI as % of Base Salary - Ongoing	0								0		