

corus.



**sustainability
report 2023**



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about this report

This is Corus' second sustainability report and covers operations and activities of Corus Entertainment Inc. ("Corus" or "the Company") for the fiscal year ended August 31, 2023 unless otherwise stated. We have also included some statements that are not historical; these may be forward-looking information within the meaning of applicable securities laws. Please see the disclaimer at the end of this report for further details. All financial figures are in Canadian dollars (CAD) unless otherwise specified.

The content and performance data included in this second report align with the Sustainability Accounting Standards Board (SASB) Media and Entertainment Sector Standard and the disclosure recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) from the Financial Stability Board. We are working to implement the TCFD Recommendations and continue to monitor regulatory developments and international standards, including the work of the International Sustainability Standards Board (ISSB). This year, we chose to expand our reporting to include additional performance data aligned to the Global Reporting Initiative (GRI) Standards and will continue to mature our efforts in this area. We are also proud to support the United Nations Sustainable Development Goals (SDGs).

This sustainability report is intended to provide our stakeholders with information about our environmental, social and governance (ESG) practices, aligned to our People, Planet and Responsibility goals (see page 5). Our sustainability reporting program monitors the evolution of external reporting requirements and is evidence of our support for consistent, comparable and reliable sustainability information from our sector.

Additional information about Corus, including our annual report, is available on SEDAR+ ([sedarplus.ca](https://www.sedarplus.ca)) and copies may also be obtained on our website at www.corusent.com or requested by emailing sustainability@corusent.com. Requests may also be sent to:

EXECUTIVE OFFICE

Corus Quay
25 Dockside Drive
Toronto, Ontario
M5A 0B5

CEO message

We are pleased to share our 2023 Sustainability Report with you, highlighting our ongoing efforts to support our environmental, social and governance (ESG) work. This past year, we looked for opportunities to reduce our operating footprint, engage with our clients and business partners on how Corus can support their ESG goals and ways to make a positive impact in our communities, while enabling our teams to grow and thrive in a respectful and inclusive workplace.

We remain committed to our People, Planet and Responsibility goals, and have a sound roadmap in place to advance our ESG efforts. Despite a year of distortions in the macroeconomic environment and evolution of the media industry, our targeted approach to ESG remained steadfast. In our second year of ESG reporting, we made progress advancing notable initiatives, some of which include:

- Provided \$50.3 million in fundraising assistance to 520 community organizations
- Joined the Canadian Broadcasters for Sustainability in a unified collaboration to advance sustainable production, support climate risk mitigation and foster climate-related storytelling in Canada
- Enhanced our energy, water and carbon emissions management program
- Developed a Creative Diversity Strategy with clear measures in place to measure diversity in our existing and new content

We have also been actively monitoring and preparing for the anticipated regulatory reporting requirements for public companies related to corporate governance, human rights,

cybersecurity, privacy and climate change risks. These regulatory developments are part of a global trend towards increased regulatory scrutiny of supply chain practices and operations and underscores the importance of Corus proactively addressing ESG risks in our operations.

Our ESG performance over the past year is a testament to the remarkable work taking place in our operations and in the communities in which we live and work. We look forward to advancing our sustainability goals while contributing to a sustainable, inclusive media and entertainment industry – a journey that will sharpen and strengthen Corus for the future.



Doug Murphy
President and Chief Executive Officer



I am proud of the work underway to advance Corus' People, Planet and Responsibility goals which are an important part of Corus' strength and resiliency."

- Heather Shaw
Executive Chair



Corus overview



33

specialty channels



15

conventional stations



original content



multi-platform



39

radio stations

TELEVISION

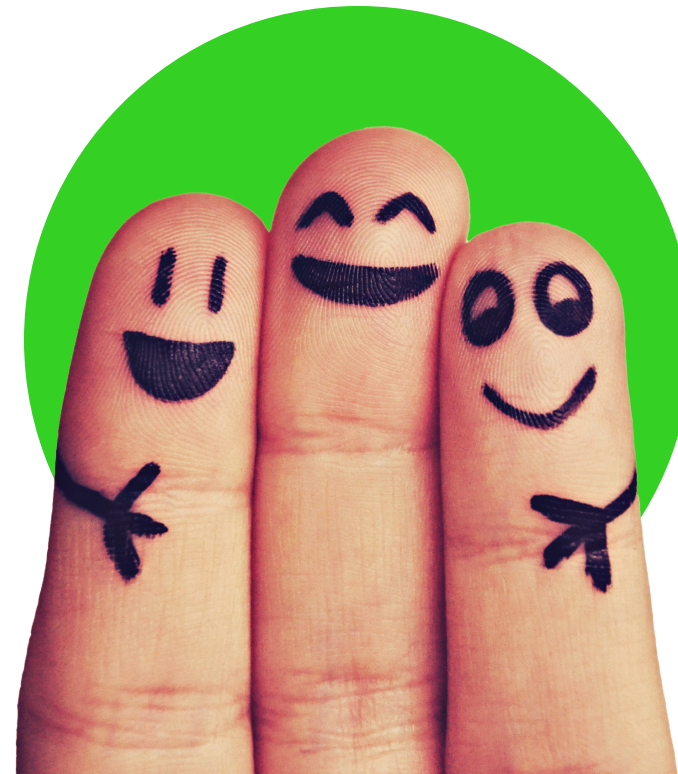
RADIO

Corus reaches

9 out of 10

Canadians every month

Source: Across Broadcast TV, Corus Digital and radio - excludes STACKTV, Pluto TV and Set Top VOD, which are being investigated
Source: TV: Numeris PPM Data, FL22 (9/1/22 - 11/30/22), Total Canada, CORUS, Mo-Su 2a-2a, Ind. 2+ AvMRch%; Radio: Numeris PPM, Toronto, Calgary, Edmonton, Vancouver + 20% for diary markets FL21 (8/30/21 - 11/28/21), Daypart, Reach Plan (Mo-Su 5a-1a); Digital: ComScore Media Metrix, Multiplatform data, Sept. '22 to Nov. '22 monthly avg., Base: Total Canada, All Locations, 2+ online + mobile audience; excludes Pluto, STACKTV, BDU VOD and social media; Standard duplication formula applied.



For a full listing of our brands, please visit our website.



our ESG approach




In 2023, with our three People, Planet and Responsibility pillars and goals as our guide, we continued to advance our efforts to build a more inclusive and sustainable company, industry and future.






📄 goal mapping

Each icon at right represents a specific goal in our People, Planet and Responsibility pillars. Wherever information relevant to a given goal is being reported, the goal's associated icon appears. Some goals are covered in multiple sections, so their icons appear repeatedly.




social: people

-  We strive for a diverse, equitable and inclusive workplace and support the well-being of our people.
-  We foster content and content creators that reflect the diversity of our audiences.
-  We make a positive difference in our communities.

environment: planet

-  We embed responsible environmental practices in our operations and productions.
-  We take action to measure and reduce our carbon emissions.
-  We support the transformation of our industry for a low-carbon future.

governance: responsibility

-  We operate with integrity, transparency and fairness.
-  We uphold responsible journalistic principles and follow the highest standards for content and advertising practices.
-  We manage risk and refine our frameworks to meet the evolving technology and data landscape.

2023 sustainability highlights

key statistics



\$50.3 million

provided in fundraising assistance



520

charitable organizations supported



3,432

volunteer hours submitted by Corus people



7%

reduction from 2022 GHG emissions

board member diversity



42%

identify as women



17%

identify as a visible minority

executive leadership team diversity¹



38%

identify as women



13%

identify as a visible minority

environment



73%

waste capture rate at Corus Quay²



0.85%

Greenhouse Gas Intensity (Total/Revenue)

¹ The Executive Leadership Team includes the Executive Chair, and has a total of eight members.

² The percentage of waste sorted into the correct stream at Corus Quay.

2023 sustainability highlights

In 2023, our aim was to advance real change within Corus for our people, partners and audiences. The ongoing cost-of-living challenges, the impacts of climate change and the residual effects of a two-year pandemic impacted our initiatives. Overall, we focused on advancing our diversity, equity and inclusion (DEI) action plan, expanded our well-being offerings for employees, augmented our youth engagement and mentorship, sought energy and waste efficiencies in our direct operations to prepare for a decarbonization plan and engaged with suppliers to help pave the way for more progress on environmental and social risk due diligence.



what's new

Over the past fiscal year, we have:

- Integrated DEI into our hiring practices and career development program to support the removal of barriers for underrepresented groups at every level in our business.
- Launched the Diversity in Content workstream to track and measure diversity across our content.
- Supported a wide range of social and informational employee events.
- Introduced the Community Youth Engagement Program which is focused on supporting students from underrepresented communities and providing them with an opportunity to explore career possibilities in television, radio, animation, journalism and publishing.
- Expanded our Well-being Fair, attended by close to 400 employees.
- Broadened our participation in industry organizations to support the transition of our sector to the low-carbon economy, including playing a key role in establishing the Canadian Broadcasters for Sustainability.
- Undertook a national review of our sites to assess opportunities for improving waste diversion programs.
- Established a board gender target.
- Participated in provincial energy rebate programs.
- Built a framework for assessing the physical risks of climate change in respect to our facilities and broadcasting infrastructure.
- Formalized a Supplier Code of Conduct and enhanced quarterly Environmental and Social risk assessments in anticipation of new modern slavery reporting regulations.
- Introduced an ESG key performance indicator linked to people and culture objectives as part of our performance management and assessment approach for leaders.
- Undertook a Scope 3 materiality assessment.
- Formalized our approach to GHG emissions, water and energy measurement, calculation process and controls, led by our Finance team.
- Began work to integrate the United Nations Sustainable Development Goals (SDGs) into our reporting framework.

Illustration © Nicholas Oldland, from the book *Big Bear Hug*, published by Kids Can Press.

corporate strategy & core values

Five strategic pillars

Our current strategic plan is structured around five key pillars that are purposeful in positioning our company for the future.

- 1 Create a great place to work.
- 2 Build a content powerhouse.
- 3 Connect with audiences.
- 4 Help brands grow.
- 5 Operate with discipline.

We continue to integrate sustainability principles and practices into our overall strategic activities and financial priorities. Our primary goals are to increase engagement and productivity, strengthen and promote responsible business practices and pursue initiatives that streamline our operations and reduce our impact on the environment. Increasingly, addressing ESG risks and opportunities is recognized as an important value driver, and business partners and clients are looking to work with partners whose ESG efforts align with their own values or goals.

Corus Values

Corus is guided by five core values that reflect and define our unique and inclusive culture. Every year, Corus places particular emphasis on one of our five core values, using it as a platform for learning and discussion. In fiscal 2023, we chose *Win Together* as we collectively embraced our sustainability journey.



1 Win Together

- Be approachable and actively help others succeed.
- Openly share information, offer ideas, debate options.
- Celebrate great results, appreciate each other.

2 Think Beyond

- Challenge assumptions, imagine what's possible.
- Invent opportunities, create new solutions.
- Boldly set big goals and take smart risks.

3 Make It Happen

- Focus on priorities, take ownership to deliver.
- Find ways to simplify and remove barriers.
- Be energetic, positive and persistent.

4 Learn Every Day

- Be curious and look broadly for answers.
- Try new things and learn from mistakes.
- Be flexible, embrace change as a way to grow.

5 Show We Care

- Support each other's personal well-being.
- Deeply understand and serve our audiences.
- Make a positive difference in our communities.

mapping stakeholder engagement

This past year, our sustainability goals supported our strategic pillar, operate with discipline, as we sought to minimize environmental and social risks and related short-term costs.

Our aim is to find opportunities for long-term value creation as our sector, clients, business partners, employees and governments navigate the transition to a low-carbon economy and respond to an ever-changing society. Next year, due to changing reporting requirements and best practice guidance, we plan to review our goals and our material sustainability factors.

To help ensure we take a cross-functional approach to implementing our ESG goals and minimize environmental and social risk, we expanded our ESG Steering Committee to include senior leaders from additional business functions.

This year, our engagement efforts focused on stakeholders with the greatest interest and influence. While we remained open to receive feedback from other stakeholders, we actively engaged with employees, investors, ESG rating agencies, community-based organizations and business partners.

For our supply chain, we began implementing our Supplier Code of Conduct which is being integrated into the way we interact with new and existing suppliers. Similarly, we also experienced an increase in inquiries from business partners, agencies and clients for information about our ESG efforts. Finally, we participated in industry-focused or broad-based ESG panels and thought-leadership events.

Additional information about our partnerships can be found in the following sections of the Report: Building a diverse industry, Working with Indigenous creators and communities and Towards a more sustainable industry.



The United Nations' Sustainable Development Goals (SDGs) provide a plan of action to achieve shared prosperity for the world at large. The SDG framework, through 17 goals, aims to help align international efforts to leave a better planet for future generations.¹ This year, we have identified the SDGs that are aligned to our ESG commitments and actions which are noted as part of our goal mapping.

¹ The content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations or its officials or Member States.

awards and recognition



Canada's Most Admired Corporate Cultures (2021)

Corus was recognized as one of Canada's Most Admired Corporate Cultures for a third time. This triennial award recognizes best-in-class Canadian organizations for having cultures that help enhance performance and sustain a competitive advantage.



Greater Toronto's Top Employers (2023)

Corus was recognized as one of Greater Toronto's Top Employers for exceptional human resources programs and forward-thinking workplace policies for the 11th consecutive year. The recognition is the benchmark for workplace best practices in the Toronto region.



Canada's Top Employers for Young People (2023)

Corus was recognized as one of Canada's Top Employers for Young People for the 13th consecutive year. This honour recognizes leadership in attracting and retaining the best and brightest young talent.



The Globe and Mail's Report on Business Women Lead Here Benchmark (2023)

Corus was recognized for having women in nearly half of all leadership roles on *The Globe and Mail's* Report on Business 2023 Women Lead Here list. This annual benchmark identifies the leaders in executive gender diversity in Corporate Canada. Corus has received this recognition each year since the award program began in 2020.



2023 Employment Equity Achievement Awards (EEAA)

Corus received the recognition for Outstanding Commitment to Employment Equity as part of the 2023 Employment Equity Achievement Awards (EEAA) for the first time. This award publicly recognizes employers for their outstanding achievement in implementing employment equity in their workplaces, under the Legislated Employment Equity Program or the Federal Contractors Program.



thriving people: culture, development and well-being

We recognize that attracting great people and fostering exceptional talent is fundamental to our success. We are committed to creating a workplace where people can thrive and develop their expertise and talents. Corus' approach to people is grounded in our core value, Show We Care, and is guided by the first pillar of our strategic plan: Create a Great Place to Work. Our workforce is comprised of unionized and non-unionized employees, the majority of whom work as full-time employees.



Goal alignment:  

well-being and employee supports

The Corus well-being program empowers and supports our employees at work, at home and in their communities.

The program is refreshed annually, informed by employees' benefits data and industry trends and in consultation with our benefits providers. Together with guidance from an interdisciplinary steering committee responsible for providing subject matter expertise and direction, our approach helps ensure Corus' year-round program of mental and emotional, physical and financial educational sessions and content are relevant, meaningful and impactful for our people and their families.

MENTAL & EMOTIONAL

Promote awareness and education about mental and emotional well-being in the workplace.



PHYSICAL

Encourage physical activity and self-care.

FINANCIAL

Promote awareness of available financial well-being tools and encourage responsible financial planning for all of our employees — from early career to retirement.

annual well-being fair

The annual Well-being Fair has become a fixture in the Corus calendar. Over three weeks, the virtual fair features a series of in-depth conversations with experts. Each session aims to support our people's mental and emotional, financial and physical well-being. This year's fair showcased three panel events to help Corus people take control of their well-being, with over 400 people attending. This year's panel topics, hosted by Global News and Corus Audio talent, included:

- Mental & Emotional Well-being: Burnout & Boundaries
- Financial Well-being: Managing Your Money in Today's Economy
- Physical Well-being: Chronic Illness Management & Prevention



Goal alignment:  



well-being program highlights

mental & emotional well-being

Corus is proud to have been one of the first Canadian companies to provide enhanced mental healthcare support for employees. In partnership with TELUS Health (formerly LifeWorks), we also established mental and emotional health training for our people as well as specific training for leaders.

Education aims to foster a psychologically safe workplace and reduce the stigma around mental health.

financial well-being

We collaborated with one of our retirement partners, TELUS Health, to present a series of three live retirement planning webinars to educate and answer questions related to financial well-being that focused on investment concepts and principles, retirement income options and building a successful personal financial strategy:

- Learn to Invest – a 90-minute webinar aimed at helping participants understand the forces that drive the markets, in order to increase their comfort with investment decisions.
- Sources of Retirement Income – a two-hour webinar providing an overview of government, employer and personal sources of income in retirement.
- Plan and Save – a two-hour webinar encouraging participants to set and achieve their retirement savings goals.

physical well-being

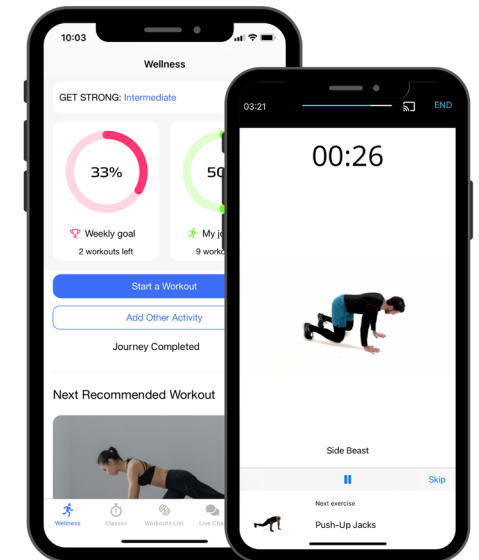
We understand that among our people chronic illnesses such as diabetes, cardiovascular and musculoskeletal issues rank high among areas of interest for additional educational resources and tools. With the launch of a fitness app called LIFT, our aim is to encourage employees to become more active and learn about healthier eating habits. LIFT offers nutrition and fitness tips, home office ergonomics recommendations and 5- to 45-minute virtual workouts. Throughout the year, we hosted live, low-impact lunchtime boot camp sessions with LIFT-certified trainers, accessible to all fitness levels.

Total attendees at our well-being events

1,207

◆ LIFT session

Fitness



Goal alignment:  



employee supports

Our comprehensive well-being and benefits program provides a wide range of tools and policies that support employees and their families. A few examples of the basics include:

- The Employee and Family Assistance Plan (EFAP) supports employees and their families in many areas of well-being including mental health and physical health resources and referrals. This plan is extended to all employees, including those who are not eligible for coverage under the Corus benefits plan.
- In addition to legislated leave, including parental and family care leave, we also provide bereavement leave, Indigenous practice leave, religious holidays leave, sick leave, personal leave and leave for victims of family violence.
- Company options for long-term and short-term leave for education, family or personal reasons.
- Office designs that provide access to safe and useful spaces for employees from nursing rooms and nap rooms to all-gender washrooms and prayer/well-being rooms.
- Webinars and events to educate employees on emotional, mental and physical health and well-being.
- A digital fitness app that helps employees stay active.
- Comprehensive benefit packages for eligible employees. Some features include:
 - Mental health counselling with no annual maximum for those covered by the Corus benefit plan.
 - A life insurance and disability program.
 - Flexible spending account for those employees on term contracts.

the future of work

As a result of the COVID-19 pandemic, we reimagined the future of work at Corus, building on our existing Flexible Work Arrangements. Where the type of work allows, we provide personalized and flexible work arrangements, including remote options that have enhanced many employees' lives and responded to the breadth of needs for new and existing employees. In recognition of diverse personal and family arrangements and needs, we are pleased to also provide employees who are able to work remotely with the option to work abroad for up to two months per year.

Corus Central

Launched in January 2023, our updated intranet platform, Corus Central, is the destination for all-things Corus, focused on content, connection and creating community. It is home to policies and procedures, enhanced company-wide news and resources for our people and facilitates greater employee interactivity and engagement across the organization.



The last week of every month is a Limited-Meetings Week.

This provides space for topics that need more time, allowing for brainstorming, thinking beyond, as well as providing periods without interruption to catch up, get organized and refocus. Our No-Meeting Friday Afternoons encourages, where possible, that no meetings are scheduled. During the summer months, we also allow for shifting weekly work schedules to reduce hours on Fridays by making up hours throughout the week.

Goal alignment:  

communication and access to leaders

The Corus leadership team communicates regularly with all employees on important topics, including financial results, policy updates, diversity, equity and inclusion updates, employee awards and operational changes.

At the start of each fiscal year, the Executive Leadership Team presents Corus' strategic and operational priorities and core value of the year to our people. It's also an opportunity to provide clear direction on how the priorities link to the strategic plan, discuss the challenges and opportunities in the industry and highlight the great work of individuals and teams across our business.

Members of the Executive Leadership Team host quarterly town halls for their own teams on key developments, financial results, engagement surveys, operational matters and to celebrate the work of team members. The CEO holds a quarterly CEO Forum for leaders across the business, with key messages cascaded down to employees from these leaders.

Some of the other ways our leadership team connects with employees include:

- Team members can ask questions and provide feedback to any member of the Executive Leadership Team, and team leaders can ask any executive to join their respective team meeting.
- A dedicated email is added to all company-wide CEO communication. The CEO reviews and responds to all emails.
- This year, CEO Birthday Breakfasts were reintroduced. Corus people in our Corus Quay and Barber Greene locations are invited on the month of their birthday for a casual get-together to hear from our CEO and ask questions.



CORUS. AWARDS

Corus Awards are annual awards presented by the CEO and given to employees and teams who are outstanding examples of the values and creativity that define our award-winning Corus culture.

CORUS.★star

Corus Star, our everyday recognition program, allows peers and leaders to recognize teams and team members doing great work and demonstrating our values.

Goal alignment: 

training, education and leadership

Corus is committed to helping our people pursue ongoing growth and professional development, supporting them in reaching their goals and building skills needed to make new contributions. We offer a range of learning and career-building opportunities to support engagement and advancement for employees at every level of our business.



Corus U is a dedicated employee education hub where team members from across the organization can broaden their knowledge, skills and understanding of our business. It includes over 200 courses and supports specialized learning paths for current and aspiring leaders, based on the strategic training needs of our company. Additionally, training is offered through Nelvana U and Finance U. We also have self-guided learning tools such as a Quick Coach on a variety of topics and software training.



Corus Fundamentals speaker series are programs that advance our efforts to deepen employees' understanding of other parts of the business.



Corus Café is a company-wide connection platform that helps foster employee networking by connecting employees, inviting them to meet for a virtual conversation, find mentorship opportunities or share information about different areas of the company. Twice a month, Corus Café hosts "Office Hours" for a small group question and answer session with subject matter experts from across the business.

This year, Corus U, Finance U and Nelvana U provided:

98 sessions

162 total educational or training hours

over **2,000** learners reached

Goal alignment:  

building tomorrow's leaders

leadership

We offer a range of annual long-term career development programs, tailored to the needs of employees at different career stages:

- The Accelerator Program is for early-career, high-potential employees that invites participants to present business improvement projects to Corus' Executive Leadership Team who provide feedback and counsel.
- The Connector Program selects a small group of mid-career, high-performing employees to meet with the Executive Leadership Team for candid conversations on culture, leadership and strategy.
- The Peer Mentorship Program is designed to facilitate the professional development of Corus employees, exposing them to the career experiences of a senior leader as well as creating connections and learning opportunities with peers from across the company. Annual average of participants is 25 with four to five people matched with a senior leader mentor.



Our core talent management and development tool is Performance Through Partnership (PTP).

Far from a standard performance management program, PTP is a coaching guide that emphasizes regular, high-quality conversations about job performance, personal development and career planning (instead of using ratings scales or rankings).

Goal alignment:  

respect and safety in the workplace

Corus is committed to providing and maintaining a workplace where all employees are treated with dignity and respect and are free from harassment, discrimination and violence. Corus will not tolerate, ignore or condone any form of harassment, discrimination or violence in the workplace.

Our Respect and Safety in the Workplace Policy, together with our Code of Business Conduct and Raising Concerns Policy, sets out what Corus expects in — and how it maintains — a safe and respectful workplace. Corus has established a dedicated Ethics and Conduct Office to receive and address workplace concerns fairly and effectively through various resolution options. The Raising Concerns Policy includes streamlined complaint reporting and resolution processes with guidance to employees on how to raise harassment, discrimination and violence, or other concerns. Corus is committed to encouraging a “speak up” culture and prohibits retaliation against anyone, acting in good faith, who raises concerns, participates in an investigation or helps to address concerns under the Policy.

This year, we launched new training on our Respect and Safety in the Workplace Policy for Corus Leaders, recognizing the heightened role they play in upholding the Policy and creating a workplace where all Corus employees can feel safe, respected, welcomed and supported. Ensuring all people feel safe from any form of harassment, discrimination or violence in the workplace is a key part of Corus’ commitment to being a Great Place to Work and showing we care.



Goal alignment:  

respect and safety in the workplace

health and safety programs and practices

Corus is committed to providing and maintaining a workplace that ensures all our people operate in a safe and healthy work environment. Corus leaders play a key role in fostering a strong culture of health and safety. We expect them to demonstrate a visible commitment to the health and safety of their team, continually reinforcing a safety mindset and ensuring team members understand their health and safety responsibilities.

We expect all Corus people to follow applicable safe work procedures, report any injuries or unsafe conditions and act safely in the workplace at all times. Our commitment includes:

Recognizing that everyone has the right to a healthy and safe workplace

Proactively identifying risks to health and safety and taking action to reduce risk

Providing resources and information to ensure our people are sufficiently trained in health and safety practices and procedures

Continually improving our health and safety outcomes by engaging our people and Corus safety committees

Complying with relevant health and safety, legal, regulatory and other requirements

As a federally regulated employer, we reported that we had no fatalities, no disabling injuries and eight minor injuries.

(January 2022 to December 2022 period)

our health and safety commitment

Corus is committed to keeping its workplaces free from hazards. To help ensure the safety of our people, we have several programs and practices to help reduce the risk of workplace injuries, including:

- Safety Policy Committee: This joint committee of Corus leaders and employees meets quarterly to discuss national safety policies, regulations, applicable updates and implementation plans.
- Hazard Prevention Program: A program developed to outline potential risks and hazards in the workplace and to identify preventative measures.

Goal alignment:  

employee engagement

Working with a third party, we distribute employee surveys quarterly to all full-time, part-time and contract employees. Our employee engagement surveys help us measure our progress on key engagement, inclusion and well-being metrics. Our People team works with senior management to review the results and identify areas for improvement.

These quarterly surveys include an index of key engagement indicators and, as of 2022, an inclusion index. Each survey solicits feedback on one of four major areas of engagement: clear direction, required resources, manager support and personal growth. We monitor our engagement numbers throughout the year.

responding to the results

We measure our performance on these engagement surveys relative to external benchmarks and prior results, gaining insight into how we are progressing against our corporate direction and strategy. We use insights from the survey results to further our goals, particularly in our priority areas of:

- Employee well-being.
- Supporting employees with the tools and resources needed to support innovation and collaboration.
- Additional education, resources and tools to support employee career growth and development.

Questions	2023 Avg	Benchmark
Engagement Index	72	75
How happy are you working here?	73	74
I would recommend the company as a great place to work.	71	75
Inclusion Index	79	79
I feel comfortable being myself at work.	80	80
My team has a culture in which diverse perspectives are valued.	78	77
Balance: I am able to successfully balance my work and personal life.	74	71
Overall Response Rate	75	75

Goal alignment:  

diversity, equity and inclusion at Corus

Corus' DEI mission

To value and actively involve the full range of what makes people unique, addressing biases and barriers to level the playing field, in order to create a strong and innovative company where amazing people thrive.

leadership and DEI

The CEO and the Executive Vice President, People & Communications, share accountability for creating a culture of inclusion, workforce diversity and equity at Corus. The Diversity, Equity and Inclusion (DEI) team develops and implements the strategy and provides advice to business lines about business-specific issues related to DEI. The Head of DEI provides quarterly reports to the Executive Leadership Team. The Human Resources and Compensation Committee of the Board has oversight over DEI-related matters and receives regular updates on our progress.

The DEI Council oversees the Employment Equity Plan and provides business-driven insight and advice on how to bring our DEI Mission to life across Corus. The Council includes representation from management, non-management and union represented areas, various geographic locations, a range of groups and identities and leaders of our Employee Resource Groups (ERGs).

Our commitment to DEI — as an employer and a media and content creator — is clear. We have built a purposeful, comprehensive DEI Action Plan that aims to support DEI in all areas of our business, our content and our industry partnerships. Our DEI Action Plan is structured around the three focus areas, noted at right, and our progress against the plan is shared both externally and internally every quarter.

We continually assess, review and listen and learn to understand where we can do more and better — where we can introduce new initiatives, enhance existing processes and measure our progress.



Supporting a Diverse Workplace: Strive for a diverse, equitable and inclusive workplace — a place where everyone has opportunities to thrive, create and explore their potential. (Overview on page 22)



Building a Diverse Industry: Diversify the media and entertainment industry, supporting the talent of historically underrepresented creators and expanding access to opportunities in our sector. (Overview on page 25)



Representing Diversity in Content: Foster content and content creators that reflect the diversity of our audience. (Highlights on pages 27 & 28)

Goal alignment:  

diversity, equity and inclusion at Corus

supporting a diverse workplace

We recognize the necessity for continuous learning about DEI, reporting and having the right employee and management resources and tools to support a diverse workforce. Our program, built on last year’s comprehensive DEI training modules, continues to evolve with new employee training modules in development to address anti-racism, DEI fundamentals and unconscious bias.

at Corus, we undertake voluntary and mandatory DEI reporting

As a federally regulated employer, Corus has certain responsibilities under the Employment Equity Act (EEA) and the Pay Equity Act (PEA).

We are currently planning our approach to achieving pay equity in accordance with the requirements.

A copy of the Corus EEA Plan is available upon request.

We also prepare a current state report — a transparent report that shows the number of Corus employees who self-identify as a person from an underrepresented group. In November 2021, Corus expanded the self-identification survey beyond what is required by the EEA¹. This expanded self-identification information allows us to better identify and monitor trends and design policies, practices and programs to continuously improve the diversity, equity and inclusion of our shared workplace (more information is found in our Performance Data table on page 54).

Our Inclusion and Employee Movement Report represents the demographic breakdown of hires, promotions and turnover, as well as employee engagement and inclusion indices.

regular reporting to the board, executive leadership team and employees

The Corus DEI team provides monthly updates to our Executive Leadership Team, quarterly updates to our Board of Directors and a year end report for employees.

DEI performance metrics in place for leaders

Executive Leadership Team members have a portion of their annual incentive plan calculation based on assessment of their active support for implementation of our DEI Action Plan, as well as functional team engagement with DEI initiatives.



48%

of employees identify as women



21%

of all employees identify as a visible minority

¹ The federal legislation refers to members of racialized groups as “visible minorities” and to Indigenous Peoples as “Aboriginal peoples”, which is why those terms may be used interchangeably within this report.

Goal alignment:  

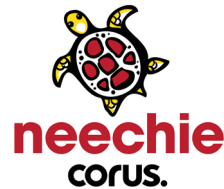
diversity, equity and inclusion at Corus

supporting a diverse workplace

Employee Resource Groups (ERGs) provide Corus employees with a formal structure to support their unique needs as they relate to personal characteristics, including visible and invisible identities. The ERGs provide an opportunity for community building, mentoring, networking and professional development. Allies are welcome in all Corus ERGs. Events hosted throughout the year continue to have a positive impact with engagement from our employees as they cover topics such as Black history in Canada, trans allyship, disability in the workplace and Indigenous culture.



OUT at Corus aims to celebrate the lives and work of our 2SLGBTQ+ colleagues.



Focused on creating a culturally aware, supportive and inclusive environment at Corus for Indigenous Peoples, while amplifying the continual need for truth and reconciliation.



The Black Organization for Leadership and Development is focused on creating a supportive and inclusive environment at Corus in which Black-identifying employees thrive.



The Women's Inclusion Network aims to be a collective voice to support and elevate the contributions of those who identify as women in the Corus community.



The Hispanic/LatinX Organization of Leadership and Achievement is focused on raising awareness and celebrating and empowering Hispanic and LatinX employees.



Corus Recognizes Excellence in Asian Talent and Energy is focused on empowering Asian-identifying Corus employees.



Focused on accessibility and inclusion for people with disabilities.

Goal alignment:  

working inclusively and equitably

We strive to eliminate barriers and ensure an inclusive approach to our processes. This year, the Talent Acquisition and DEI teams launched a strategy to enable our recruiters and hiring managers to reach a more diverse pool of candidates and help ensure we are selecting candidates in an inclusive and equitable manner. Our strategy has four areas of focus:

sourcing

How to reach a more diverse set of candidates, aligned to our company's demographic gaps. This included a review of external partners and organizations, job boards and community organizations to best understand how to widen our candidate pool.

selection

How to identify, and disrupt, bias in selection processes, including developing candidate self-ID tracking, and reviewing our selection processes for consistency and potential bias.

attraction

How to attract a more diverse set of candidates and how to identify and address barriers in our job postings. We developed a set of job posting guidelines that illustrate how to create more inclusive job postings and make interview processes more accessible for people with disabilities.

recruiting targets

A Talent Sourcing Strategy is being developed and will involve setting yearly targets for the business to help drive progress. Aligning to the Canadian population, as a company and at leadership levels, is our guiding principle.

We recognize the importance of assessing our progress and that positive change is driven by continuous learning and identifying areas for improvement.

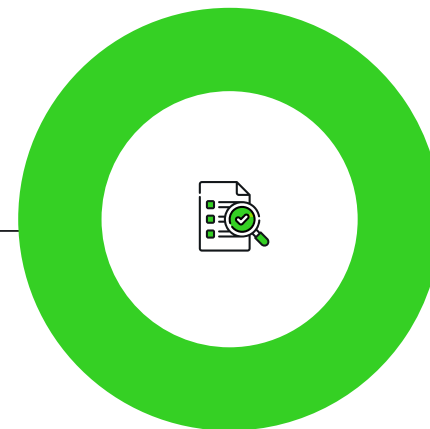
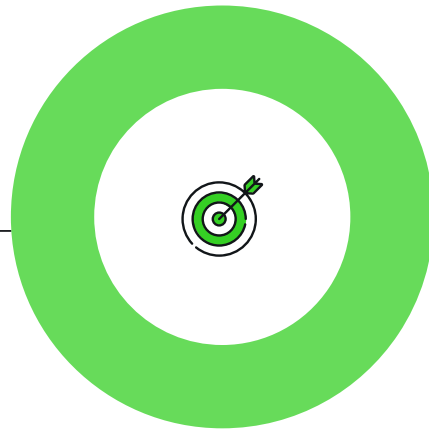
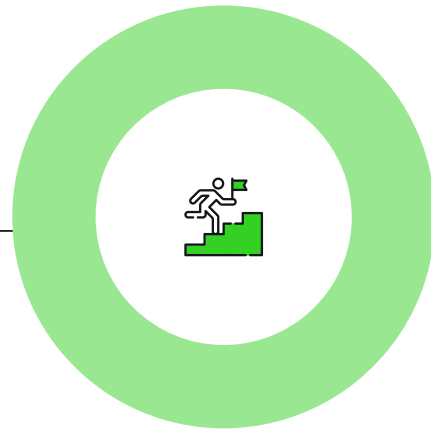
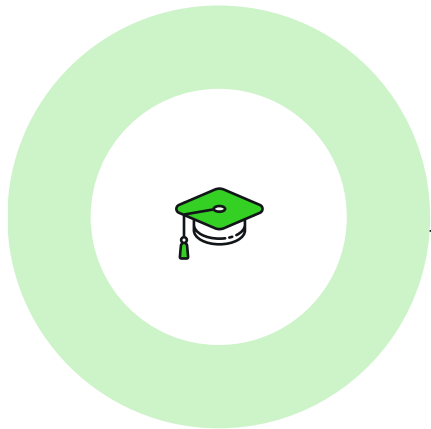


Goal alignment:   

building a diverse industry

We remain focused on developing and accelerating creators, journalists and social media marketers from underrepresented communities and working toward an equitable future in the Canadian content, news and advertising industries.

We support initiatives in four key focus areas:



YOUTH

- Education
- Paid internships
- Mentorships

CAREER-STARTING

- School-to-work transition
- Early opportunities
- Incubators and accelerators

CAREER-BUILDING

- Leadership development
- Learning and growth
- Job shadowing opportunities

ALIGNMENT

- Ensuring consistency and avoiding duplication among industry organizations and training programs

Goal alignment: 

building a diverse industry



education and opportunity for aspiring social media marketers, creators and journalists

We added a new educational support opportunity to our Corus.Futures program — the so.da Social Marketing Scholarship and Internship Program which is focused on supporting final year post-secondary students studying Marketing, Advertising, Graphic Design, Communications and Multimedia Design. This new addition complements two other opportunities, all focused on supporting students from underrepresented communities — the Corus Television Broadcast Scholarship and Internship and the Susannah Therrien Radio Scholarship and Internship.



All three support programs provide tuition assistance up to \$5,000, a three-month paid internship at one of our offices and mentorship with a Corus leader. Corus.Futures complements the educational support that has long been provided by Global News in supporting students pursuing journalism studies in Canada.

sponsorships and partnerships

- The OYA Black Arts Coalition through the Corus Unscripted Internship Program.
- The Black Screen Office and its Black Women Directors Accelerator, a collaboration with the Directors Guild of Canada.
- Women in Film & Television (Toronto chapter) through the Corus Media Management Accelerator Program.
- Women in Communications and Technology (WCT) through sponsorship of a national mentorship program.
- The Youth Media Alliance's John Rooney Creator Fund for members of the 2SLGBTQ+ community.
- BIPOC Writers Connect, a Kids Can Press-supported virtual conference hosted by The Writers' Union of Canada for Black, Indigenous and racialized emerging writers.
- On est là, an agency that aims to increase diversity in the Quebec television industry.

More initiatives can be found under Working with Indigenous creators and communities on pages 30 and 31.

Engaging with women leaders

Corus is a founding partner of Forward Together which is a movement forged out of a vision to bring together companies and professional women to share best practices and resources and to help enable best in class learning across industries.

Connecting with youth

In 2023, we launched the Community Youth Engagement Program which is focused on supporting students from underrepresented communities and providing them with an opportunity to explore career possibilities in television and radio, animation, journalism and publishing.

Supporting diverse voices in journalism

The Global News Diversity Scholarship, in partnership with the Radio Television Digital News Foundation of Canada (RTDNF), supports students from racialized communities who are enrolled in a journalism or communications program.

Goal alignment: 

representing diversity in content

We take a purposeful approach to seek out storytelling that amplifies diverse voices. Working in concert with Corus' DEI team on a Creative Diversity Strategy ensures that clear measures and objectives are in place as we collaborate with existing and new content creators.

Corus has committed to achieving gender parity in key creative roles for all Canadian big-budget drama series by 2025, across our portfolio of services. To make this happen, we support projects that feature vital roles for women, both behind and in front of the camera, and we report our progress to the Canadian Radio-television and Telecommunications Commission (CRTC) annually.

Working with our independent Canadian production partners, our DEI team engages teams across the business to help create and deliver content that reflects the diversity of Canadians, and addresses barriers in all aspects of content creation and development.

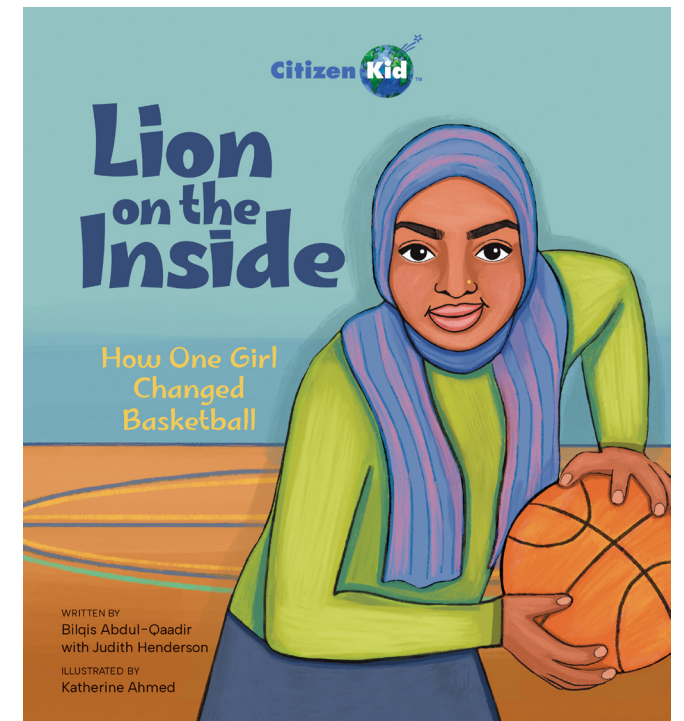
More information can be found in our Corporate Cultural Diversity Report, an annual regulatory reporting requirement filed with the CRTC for all broadcasting licensees.

Following are some examples of the work underway to make our content more representative of our audiences by achieving greater diversity across our news and content divisions.

children's books

In 2023, Kids Can Press published a new CitizenKid title for younger readers. *Lion on the Inside* is a children's picture book biography of a Muslim elite basketball player whose activism helped change the international rule banning head coverings, so that no Muslim girl would face the same obstacles in sport that she did. It forms part of Kids Can Press' offerings, as a member of the UN SDGs Publishers Compact, of books that advocate for themes represented by the SDGs, such as equality and justice.

*Written by Bilqis Abdul-Qadir
with Judith Henderson;
illustrated by Katherine Ahmed*



Continued on following page →

Goal alignment:   

representing diversity in content



Haute Démolition

Séries Plus' original production, *Haute Démolition*, delves into the world of Raph, an aspiring comedian impatient for his career to take flight, and Laurie, who has always hesitated to chase her comedic aspirations. Illustrating Séries Plus' commitment to diversity, *Haute Démolition* demonstrates the ongoing efforts made to offer more representative content through thoughtful casting.



Big Brother Canada

Big Brother Canada Season 11 continued its commitment to DEI standards, casting a minimum of 50% of houseguests from diverse communities (racialized and/or 2SLGBTQ+) to reflect all Canadians. This season, 10 of the 16 cast members were from diverse communities. Host and Executive Producer, Arisa Cox, one of Canada's most prominent and experienced Black talents, continued to bring her experience and perspective to casting, hiring of crew and storytelling. Fifty percent of the show's producers are women, one of the two writers is a Black woman, and many other key roles are held by members of racialized and 2SLGBTQ+ communities. Both cast and crew go through sensitivity training, led by third-party professionals, to help prevent problematic behaviour, including micro-aggressions.



Tina Singh, exclusive Kin creator, promotes inclusivity in sports gear

Lifestyle creator, Tina Singh (@thetinasingh), featured on Kin Community, launched Bold Helmets in 2022 to ensure children who wore juras or patkas had access to fully safety certified helmets for biking, scooters, inline skating and skateboarding.



audio pride

This year for Pride Month, Corus Audio released two new video series. For the rock radio stations, well-known broadcaster and host of *The Ongoing History of New Music*, Alan Cross, highlighted some prominent artists from the 2SLGBTQ+ community. Across the pop stations, on-air host, Jesse Reynolds, highlighted notable characters, both real and fictional, that have shaped pop culture and helped push the boundaries of acceptance forward. Four videos from each series were released each week, all Pride month long.

Goal alignment:   

supporting national conversations on truth and reconciliation

The media and entertainment sector plays an important role in bringing people, communities and cultures together through storytelling. We believe that amplifying Indigenous voices should be a vital priority for our sector today.

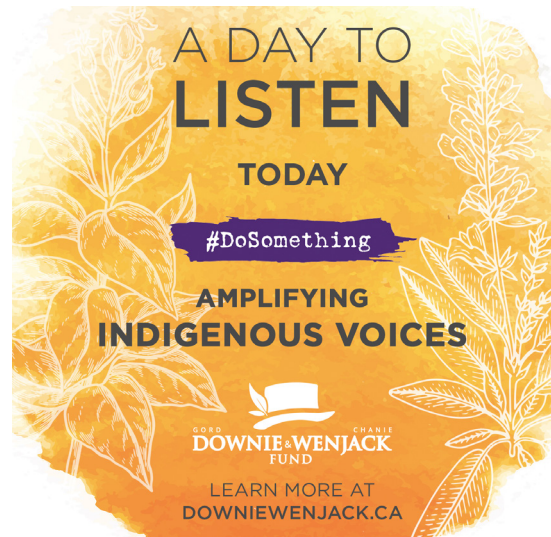
We are engaged in conversations to learn how we can create a culturally aware, supportive and inclusive industry for Indigenous Peoples and support Canada's collective journey of truth and reconciliation. As part of our work, we are supporting initiatives that help Indigenous creators access opportunities and audiences, within Corus and across the media sector. We continue to support national conversations on truth and reconciliation through news features, factual reality, audio, digital and dramatic programs.

national day for truth and reconciliation

Corus marked the second National Day for Truth and Reconciliation on September 30, 2022 with a full day of programming titled, "A Day to Listen." Initiated by the Gord Downie & Chanie Wenjack Fund, "A Day to Listen" engaged more than 540 radio stations across different markets, regions and formats to amplify Indigenous voices and advance conversations about truth and reconciliation. This year's theme was focused on "Messages of Hope" centered on four areas: Cultural Reclamation, Language Resurgence, Art Practice and Land-Based Learning Narratives. Our Corus Audio talk stations partnered with the University of Alberta's Native Studies Program and featured its content and learning modules which was shared with listeners throughout the day.

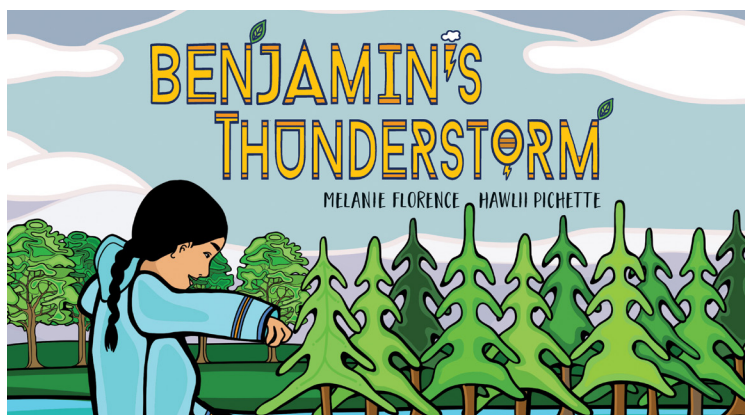
covering Indigenous news stories effectively

Global News is committed to telling Indigenous stories with accuracy, cultural sensitivity and courage. Our Global News Network Managing Editor helps identify, develop and expand our coverage of Indigenous stories for the entire network. Global News produces enterprise and investigative stories and supports journalists across the network in the coverage of Indigenous stories.



Goal alignment:  

working with Indigenous creators and communities



amplifying Indigenous voices

In 2023, Kids Can Press published *Benjamin's Thunderstorm*, a picture book written by Melanie Florence, an award-winning writer of Cree and Scottish heritage, and illustrated by Hawlii Pichette, a Mushkego Cree (Treaty 9) urban mixed-blood artist. The book features a boy dancing in the rain as the thunder (piyêsiwak) in the distance reminds him of his family's drumming at powwows. Elements of Cree powwow culture and Cree words for colours and weather are interwoven into the story, with a pronunciation guide in the back of the book.



True Story

True Story is a feature documentary that sheds light on the history of the relationship between Indigenous and settler people as told by Indigenous voices from their point of view. Relying on oral history, *True Story* investigates how Indigenous history has been hidden and rewritten. The film explores topics such as Turtle Island's (North America's) creation story and the settler theories that challenge it, the powerful role of women, Elders, Two-Spirit and Indigiqueer people in Indigenous society, and the unique tools Indigenous people use to record their history. This historical journey is heartbreaking, astonishing and shameful, but it is also uplifting, inspiring and well balanced with laughter and light.



celebrating Indigenous language and culture

Food Network Canada recognized National Indigenous Peoples Day by celebrating traditional First Nations/Indigenous cuisine and by sharing recipes from across the country and highlighting the stories and creators behind these dishes.

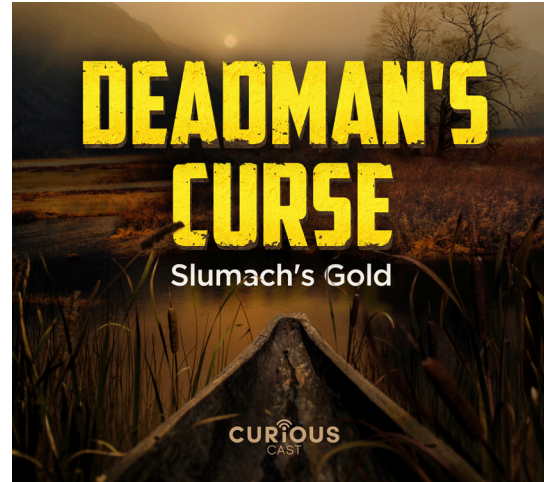
Goal alignment: 

working with Indigenous creators and communities



Deadman's Curse

A team of explorers are on a quest to find a legendary, but cursed, gold mine that has eluded prospectors for generations. A young Indigenous woman and a former mixed martial arts fighter join forces with a mountain explorer to find the lost gold. The series has two Indigenous main characters and explores the history of the Katzie First Nation. The production crew collaborates with Indigenous consultants and a Heritage Advisor to work with local First Nations to obtain access and cooperation, and to ensure an accurate and respectful presentation of Indigenous culture. A recent factual production industry conference in B.C. featured a workshop on Indigenous Access and Storytelling using *Deadman's Curse* as a model.



Slumach's Gold

Slumach, a Katzie First Nation man, is featured in "Slumach's Gold" in History Canada's *Deadman's Curse* which debuted at #1 on Apple Podcast Canada's History category. In creating the series, Corus' Curiouscast, Canada's fastest growing podcast network, worked directly with Indigenous consultants from both the Katzie First Nation and Stó:lō Nation to ensure accuracy and sensitivity in telling the story of Slumach. A second series has been green lit for 2024.



industry collaborations

We support a range of education and industry initiatives, some of which include:

- Indigenous 150+, a film and conversation series dedicated to amplifying Indigenous voices. This year, Corus' Director of Streaming and Podcasting worked with Indigenous 150+ to develop podcasts from Indigenous student creators that tell their stories and the stories of their families, nations and communities.
- Indspire's Building Brighter Futures program, which provides scholarship support to Indigenous students pursuing post-secondary opportunities in any field, including media, journalism and entertainment.
- Rise Above Racism is a PSA campaign that Corus networks and radio stations are supporting which is focused on eliminating racism towards Indigenous Peoples in healthcare and promoting allyship within the healthcare space.

Goal alignment: 

community engagement

Community engagement and giving back is an important part of Corus, grounded in our core value, Show We Care. For over two decades, we have engaged in active corporate philanthropy, working locally and nationally to make a positive difference in communities where we live and work. With our Global News and Radio offices across Canada, we are a part of our local communities and assist many non-profit organizations. We also support our team members and the wide range of interests that they personally support.

extending a strong record

Last fiscal year, Corus teams across Canada helped raise \$50.3 million for 520 charitable organizations, lending support to many local initiatives through awareness efforts and fundraising assistance. In 2023, we supported causes such as:

- Food insecurity programs and partnerships with local food banks across Canada.
- Anti-bullying efforts through Pink Shirt Day.
- Local children’s hospital support through radiothons and on-air awareness efforts.
- Social service support with community organizations assisting women and children, mental health and well-being, animal care, sports programs, people experiencing homelessness and youth programs, to name a few.

boosting local giving

Our signature corporate philanthropy program, Corus Boost!, is powered by Corus employees across the country. This program encourages and extends grassroots donations and volunteer efforts.

- **Corus Community Boost!:** Each year, Corus offices across the country submit charitable organizations they currently support for funding consideration. Every quarter, two local organizations receive an added boost — \$2,500 from our national corporate giving program over and above local contributions.
- **Corus Volunteer Boost!:** This program encourages employees to submit the volunteer hours they log with organizations that are meaningful to them personally. Each quarter, Corus directs a \$250 donation to 10 of these organizations.
- **Connected Community:** Launched in 2023, this is a new initiative that showcases local community events and fundraising efforts that our Corus people are personally involved with which are then shared with employees across the company. This is another way of highlighting individual community work with Corus colleagues and inspiring other employees to find ways to support their communities.

How we created impact:

1. Promotional Fundraising Support
2. Online Support
3. PSA Airtime
4. Volunteering

Key areas of support:

1. Health and Well-being
2. Social Services
3. Diversity, Equity and Inclusion



Goal alignment: 

community engagement



**Corus Cares
2023 highlights**

\$50.3M

Provided in fundraising assistance

520

charitable organizations supported

3,432

employee volunteer hours provided

extending a strong record

- Global News' national support for Toonies for Tummies in partnership with the Grocery Foundation.
- Global News Winnipeg and 680 CJOB and their fundraising efforts for Knickers & Kickers.
- Edmonton's CISN Country "Yards for Hope" in support of Hope Mission.
- Corus Audio radiothons for local children's hospitals in Calgary, Ottawa, London and Edmonton.
- Vancouver's CKNW Kids' Fund Pledge Day which supports children with special needs in B.C.
- Global News Toronto and 640 Toronto and their partnership with the Toronto Fire Fighters' Toy Drive.
- Corus Radio Cornwall's 17th annual Corus Caring Hearts Radiothon for the Cornwall Community Hospital Foundation.



Left to right:
2022 Toronto Fire Fighters' Toy Drive (Toronto); CKNW Kids' Fund Pledge Day (Vancouver); Knickers & Kickers (Winnipeg); Corus Radiothon for Stollery Children's Hospital Foundation (Edmonton); Toonies for Tummies (participating Global News markets across Canada)

Creating connection through reading

As part of Kids Can Press' 50th Anniversary, our kids publishing division donated over 1,000 books to ChIRP — the Children of Inmates Reading Program — providing new children's picture books and early-reader chapter books to prisons across Canada for their family visit rooms. This donation includes books that will be provided to children in the program along with an audio recording of their parent reading the story.

Planet

advancing our planet pillar goals

Last year, Corus set out specific goals to help advance its environmental performance. This marked our first year implementing our planet goals. We continue to make progress towards embedding more environmentally sustainable practices into our operations and productions.



Goal alignment: 

embedding environmentally sustainable practices into our operations

As we go about work in our studios, on location, at our offices, stations and at our transmitter sites across Canada, we seek opportunities to adopt more sustainable practices in every aspect of our day-to-day operations.



LEED® Gold headquarters

LEED® certification provides independent, third-party verification that a building was designed and built, or operated, to achieve high performance in six areas of human and environmental health. The LEED® Gold-certified building, Corus Quay, leverages a suite of sustainable design and construction practices, making it a carbon and cost saving, healthy and efficient building. For example, we minimize energy use with efficient lighting and conserve water with efficient plumbing, rainwater capture and greywater recycling. A five-storey bio wall (a facade of carefully selected plantings) supports the building's air filtration system.

environmental management program

Led by the Facilities team, we conducted a cross-Canada survey of Corus locations to assess current environmental management practices. This information has informed an environmental management plan for our facilities, identifying areas to prioritize for government or utility rebates and programs and opportunities for new or enhanced waste management initiatives. Some key highlights include:

- Four of our office locations are in LEED®-certified buildings.
- 96% of our sites have filtered water stations to help reduce individual plastic water bottle use.
- 77% of our sites use digital workflows to save on printing and paper.
- 93% of our sites are accessible to nearby public transit.
- Completion of full or partial LED lighting retrofits in nine of our owned sites with seven of those locations completed in fiscal 2023.

We also developed a Sustainable Events Guide to help our Corus teams implement responsible environmental practices for team meetings and events, some of which include sourcing sustainable catering, using digital signage, automating registration and facilitating food rescue.

employee activation

Our Corus Green Team is made up of volunteers committed to promoting environmental sustainability within the Corus community and helping employees make green choices and encourage change through education, engagement and activations. As we further expand our responsible environmental practices in the years ahead, the Corus Green Team will be important partners in this journey — providing valuable insight and supporting internal communication and implementation efforts.



The Green Team's Sustainability Sessions feature thought leaders and subject matter experts in environmental sustainability.

Goal alignment: 

embedding environmentally sustainable practices into our operations

In alignment with our Planet goal, we will focus on measuring our performance in the following areas: energy efficiency, water efficiency, e-waste and waste diversion.



energy efficiency 

In September 2022, we undertook a cross-country LED lighting retrofit at our owned buildings. Heading into our second phase, we aim to find opportunities in our leased locations to improve energy efficiency.

The LED retrofit project at our Regina location has led to an approximately 20% reduction in average monthly kWh usage. We are seeing similar savings in our other owned locations.

waste diversion 

Based on our survey results, we are prioritizing work with our office locations to improve waste, recycling and composting services.

At Corus Quay, we receive quarterly reports that measure our waste diversion efforts. The building is required to undergo waste audits, as part of the LEED® certification process. Our next waste audit is scheduled for 2024.

We recognize that the custodial team has great impact on waste minimization and landfill diversion. Materials need to be collected properly and staged neatly before removal from the facility.

73% annual capture rate¹

68% waste diversion at Corus Quay²

¹ Capture rate is the percentage of waste sorted at Corus Quay to the correct streams (i.e recycling, compost or landfill) avoiding cross contamination and ensuring recycling and compostable waste was not lost to landfill.
² Overall total metric tons of waste was 109.38 tons. 34.66/109.38 = 31.7% of overall waste was garbage with 68% diverted to recycling or compost.

e-waste 

We are continuing efforts to reduce our electronic waste and have expanded our scope to include a new e-waste diversion program. The program identifies and securely prepares e-wasted assets for remarketing to third parties. Equipment that does not meet re-use criteria is treated in accordance with stringent protocols to divert components into new use streams.

water 

In 2022 and 2023, we collected and calculated water usage data from across our office locations, using estimates where actuals were not available. Unlike other sectors, at this time, water usage or drought risks are not a material sustainability factor for our business or the communities where we have operations. However, we view this data as relevant because it can help inform decisions related to site improvements and practices that could reduce our usage and costs.

Water Consumption	2022	2023	% Change
m3	43,128	43,958	2%

See GHG Emissions and Water Volume Disclosure Statement in Performance Data on page 55.

Our headquarters continues to show notable savings in water as a LEED®-certified building.

Corus Green approved!

As we facilitate programs and initiatives with an environmental sustainability focus, we are now attributing a “Corus Green supported” logo on all internal opportunities that engage employees and show alignment with our Planet pillar.




Goal alignment: 

understanding and reducing our emissions

This year, we continued to quantify and assess opportunities to reduce Scope 1 and 2 GHG emissions connected with our operations. This work is also increasingly being used to help identify and inform enterprise-wide operational cost reduction initiatives.

Gaining deeper insight into our emissions strengthens our business and positions us to respond appropriately to evolving climate-related regulatory and disclosure requirements. This year, we undertook a Scope 3 materiality assessment which will inform our priority areas and overall approach.

measuring our emissions

Last year, we began to quantify and calculate our emissions to better understand our operational carbon footprint and related impacts. This work helped to inform our understanding of the growing physical and transition risks of climate change to Corus and be proactive in advance of anticipated regulatory reporting requirements. We continued that work this year, using our GHG inventory management plan developed in conjunction with a third-party expert.

We recognize the importance of comparable year-over-year data to help inform our decisions and actions against different climate pathways. This year, we are publishing our energy usage information. In addition to our Scope 1 and 2 emissions amount, this information helps us focus on the role we can play as consumers in relation to operational decisions to enhance energy efficiency. For detailed information, please see our GHG emissions data on page 55.

As wildfires, floods and severe weather threaten communities, our Global News and our radio stations are ensuring that vital emergency information is delivered and updated in a timely way.

Emergency alerts are delivered to our viewers and listeners immediately over relevant broadcasts until the danger has passed. For example, during Alberta's state of emergency earlier this year, Edmonton's 630 CHED sprang into action, bringing listeners timely information through on-going updates and live press conferences. Partnering with Global



Global News Calgary's co-anchor, Joel Senick

News, the station was able to field reports from many of the affected areas, feature interviews with front-line teams and highlight the challenges many individuals and communities were facing.

Goal alignment: 

understanding and reducing our emissions

streamlining and greening our broadcast equipment

We work with suppliers and partners to keep pace with the frequent technological innovations in our industry. We continually seek opportunities to retire outdated and inefficient equipment to reduce costs and energy usage, replacing it with new solutions that improve our efficiency or let us incorporate renewable energy into our operations. Over the last year, for example, we decommissioned a total of four transmitter sites and are working to further consolidate our equipment to a fewer number of towers. Our work last year, in partnership with students from the DeGroot School of Business, McMaster University, has resulted in two new projects where we are working on transitioning two transmission towers to renewable energy sources.

Where the conditions permit, we have also replaced diesel generators with propane to reduce the risk of potential spills which are both costly and carry greater environmental impacts to the soil and water. We anticipate that these changes may also help reduce our GHG emissions, improve reliability and lower our fuel costs over time.

cooling our data centres efficiently

To keep our large servers and other equipment cool and running at acceptable temperatures at Corus Quay and Global News Toronto, we use chilled water from our mechanical plants which utilize energy-efficient centrifugal chillers and cooling towers. Should the primary plant fail or require a shut down for maintenance, chilled water is provided by a standby air-cooled chiller.

our fleet

This year, Global News operations increased the proportion of hybrid vehicles in our fleet, replacing 14 combustion vehicles with hybrid vehicles. This brings our total hybrids to 33, out of a fleet of 268 vehicles.

Our approach is to gradually replace a greater proportion of combustion vehicles from our fleet.

mitigating risks

As we work to better understand our own contributions to climate change, we are also developing strategies to help us adapt to the impacts of a changing climate. This year, we undertook an internal assessment of climate-related physical risks of our offices and transmitter sites. Working with subject matter experts from our Engineering and Facilities teams, we identified those sites with the greatest likelihood of risk from severe weather events including flooding, heat domes, droughts and wildfires. As a company based in Canada, our broadcasting infrastructure has historically focused on technical specifications to help withstand lower temperatures. With climate change, there is a growing need to assess the technical specifications of our equipment or buildings in relation to their ability to operate in higher temperatures or withstand the impacts of forest fires. By introducing new technology, improving existing business continuity plans and enhancing our ability to assess and measure climate-related risks, we aim to increase the reliability of our technology infrastructure, reduce emissions, mitigate risks and become more resilient as a company.

This past year, we undertook a pilot project to modify one of our transmitter sites in Ontario to a mix of renewable energy (solar) and public utility sources.

Given that we are generating more energy than we require, excess power is sent to the public utility for credit via a net metering program. As we gather data and learn best practices to generate energy in a sustainable manner, we will continue to explore other opportunities across our broadcast infrastructure.



Goal alignment: 

towards a more sustainable industry

In the media, digital and entertainment sector, working more sustainably means adopting a range of changes, from large scale equipment upgrades to developing new guidelines and standards for sustainable production.

advancing sustainable productions

We recognize that transforming Canada’s media, digital and entertainment industry advances broader sustainability and requires collaboration and information sharing among a diverse range of stakeholders including industry peers, partners and all levels of government. This past year, to help advance those efforts, we expanded our partnerships and participation in organizations whose mandate aligns with our Planet goal — to support the transformation of our industry for a low-carbon future.

Industry-wide collaboration

In June 2023, alongside 20+ other broadcasters, we announced our participation in the Canadian Broadcasters for Sustainability (Corus is a member of the Steering Committee). Working with our peers, we saw a need to bring together all the broadcasters in a unified collaboration to advance sustainable production, support climate risk mitigation and foster climate-related storytelling in Canada.

partnering for greener productions

Collaboration is essential to making meaningful gains in the sustainability of our productions which is why Corus is a proud and active member of the following organizations that advance environmental sustainability in our industry:

- North American Broadcasters Association (NABA) ESG Committee. Corus is the Vice-Chair.
- National Reel Green Committee, chaired by Creative BC.
- Ontario Green Screen Advisory Committee as a voting member.

Supporting sustainable efforts in the industry

In September 2022, we hosted the Sustainability Production Forum at Corus Quay which brought together producers, funders and service providers committed to sustainable production in the film and TV industries.



Goal alignment: 

environmental awareness through content

Corus content responds in many ways to growing audience interest in environmental issues. From kids' books with green themes to in-depth reporting on climate change and the environment, our television, social and digital, audio and print brands make thoughtful contributions to public conversations on some of the world's most pressing issues.

Pamela's Garden of Eden

"Sustainability is sexy" is a mantra embraced by global icon, Pamela Anderson, in Corus Studios' series for HGTV Canada, *Pamela's Garden of Eden*. Her care and concern for the environment are evident throughout the season, including the installation of solar panels on The Roadhouse that offset 50% of her energy consumption in that building alone and the use of water captured in rain barrels to irrigate her front garden. Pamela used old wood panels that came from her childhood home to redecorate one of the rooms and incorporated vintage items from local antique stores or used materials to decorate her spaces. Pamela's happy place is her abundant vegetable garden, and we see her grow many different vegetables throughout the season which she preserves if not used.



Le lot du diable : la conquête de la mer

In this reality TV competition show on Historia, contestants must live as new settlers did on the Gaspé Peninsula after the Great Depression. They have no access to running water, electricity, gas or technology and must abide by common values of the time and not waste food or materials.



Continued on following page →

Goal alignment:  

environmental awareness through media

children’s shows

Given that all of Nelvana’s shows are geared to children, we ask that themes of sustainability are considered in episodic storylines across all series. Each of their series includes episodes about recycling, reusing and reducing consumption, in a way that fits within the larger narrative of the show and will engage with children. Series such as *Millie Magnificent* and *Ranger Rob* are foundationally created with these themes in mind. Other series such as *Superwish* and *Agent Binky: Pets of the Universe*, integrate these themes into some of their episodes in a clever and meaningful way.



Hey Maca x sustainable construction

Kin creator, Maca Atencio (@Hey.Maca), has spent the past year adding a second story to her eco-friendly shoebox home in the heart of Montreal. Maca, working as the interior designer on the project, partnered with architects Jose Hernandez and Marie-Jeanne Rivard. Together, the trio worked to ensure the construction was sustainable. Maca plans to continue to add eco-friendly features to the home such as installing solar panels to the roof to heat the outdoor terrace floor.



so.da ignites sustainability

Some additional environmentally sustainable examples of content created by so.da, our social digital agency, include:

- Earth Day Food Waste – Food Network Canada audiences were asked how they are reducing food waste in their own home.
- How to Thrift a Capsule Wardrobe – Slice showcased how thrifting is gaining traction when it comes to clothing and fashion.
- Zero Waste Gift Wrap – HGTV Canada featured a DIY eco-friendly gift wrap as an alternative option.

going car-less

Global News BC supported the TransLink Car Free Day in June which encouraged residents to make a pledge to use their car less during the summer. The program also helps to educate people on how personal actions play an important part in climate action.



responsibility

operating with transparency, integrity and fairness

We prudently manage our diverse portfolio of businesses while positioning Corus for the future. We know it is vital to our culture and success to do the right thing while maintaining accountability to our people, partners, audiences, communities and shareholders.



Goal alignment: 

board oversight

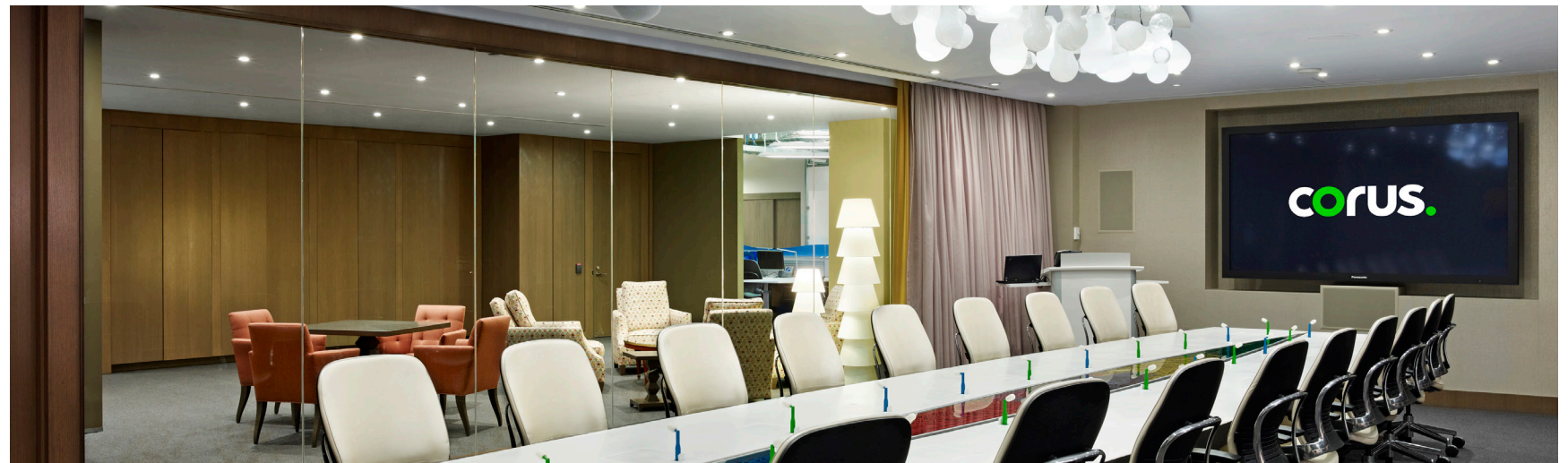
Our Board of Directors monitor significant developments in risk and corporate governance, undertakes regular training on critical or emerging trends and risks, and brings diverse experience and expertise in media, broadcasting, technology, risk management, finance, business, advertising, human resources, digital innovation and the non-profit sector.

The Board's responsibilities include overseeing risk governance and management, diversity, equity and inclusion, and the effective implementation of our sustainability program. Key governance documents are available on Corus' website.

The Board Diversity Policy describes how we attract and select board candidates, actively seeking to identify qualified diverse candidates, including persons who self-identify as women, racialized persons, Indigenous people, people with disabilities and 2SLGBTQ+. We believe that leaders with diverse perspectives and identities help promote productive dialogue and stronger corporate governance and is ultimately vital to sustaining the relevance and success of our business. Our Board includes 42% women and 17% that identify as members of a visible minority. The Board updated the Policy to include a commitment that it will seek to maintain a target that at least one-third of board members be comprised of individuals who self-identify as women or non-binary.

board committees

- The Corporate Governance Committee oversees the maintenance and monitoring of Corus' governance processes, including the Code of Business Conduct, Board Diversity Policy and Raising a Concern Policy. It also assists the Board in its oversight of ESG matters including strategy, planning and environmental, climate-related and social risks.
- The Audit Committee is responsible for overseeing policies and processes designed to mitigate and manage risk across Corus and applicable regulatory compliance risk, including the adequacy of internal control over financial reporting. These responsibilities include oversight of environmental and social risk such as climate risk, cybersecurity, privacy and reputational risk and audit matters related to ESG reporting.
- The Human Resources and Compensation Committee oversees Corus policies and processes designed to mitigate and manage risks associated with our talent, culture and compensation plans.



Goal alignment:  

operating responsibly

Corus' enterprise policies reflect our firm commitment to operate with transparency, integrity and fairness. We know that it is vital to our culture and success to do the right thing and to actively promote ethical conduct that goes beyond complying with applicable laws.

Code of Business Conduct: Applies to all employees, officers, independent contractors and Board Directors of Corus or its subsidiaries. It reflects our commitment to transparency, fair dealing and integrity in all aspects of our business. Failure to abide by this Code can lead to disciplinary measures appropriate to the violation, which may include dismissal. The Corus Ethics and Conduct Office (ECO) intakes and investigates employee complaints related to conduct, discrimination or harassment.

Human Rights Statement: Shares our commitment to respect human rights, and our support for the "Protect, Respect and Remedy Framework" of the United Nations Guiding Principles on Business and Human Rights as endorsed by the UN Human Rights Council. More information about our shared commitment to human rights can be found in our Human Rights Statement posted on our website.

Raising Concerns Policy: Sets out ways to raise concerns about violations of Corus' Code of Conduct or other policies, including anonymous reporting. Retaliation against someone who truthfully and in good faith reports a concern to Corus about an existing or possible violation of the Code, or other Corus policy, is strictly prohibited.

Shareholder Engagement Policy: Reflects our commitment to constructive and meaningful communications with Corus shareholders. Subject to disclosure requirements and timing, we hold publicly accessible conference calls for quarterly earnings releases and major corporate developments.

Anti-Corruption and Bribery Policy: Competition Compliance Guidelines: Sets out the rules to follow and measures to take to prevent, detect and report bribery, corruption and dealings with sanctioned parties. Corus also fosters compliance with applicable anti-corruption, anti-bribery and sanctions rules and laws via this policy and supplemental guidance. We provide guidance on best practices for engaging with competitors and trade associations and make clear our expectations for conducting business in a manner consistent with Corus' objectives and its obligations under applicable competition or antitrust laws.

Goal alignment: 

sustainable sourcing

Corus sources products and services from a wide range of suppliers, and we are committed to aligning our activity with our sustainability goals. Most of our operations (i.e. offices, production studios and broadcast infrastructure) and suppliers undertake business in Canada and the United States. As we advance our own efforts to assess, address and report transparently on our environmental and social impacts, risks and opportunities, we recognize that our relationships with suppliers is an important component of our success. These relationships must be built on trust and integrity, and with a shared responsibility towards our people, communities and the planet.

The Supplier Code of Conduct articulates our expectations of suppliers in the areas of human rights and employee safety, diversity, equity and inclusion, environmental practices (including the potential collection of emissions data), and cybersecurity and privacy. It supplements Corus' Code of Business Conduct which applies to Corus' employees, directors and independent contractors.

We expect our suppliers to be engaged in sustainability efforts, and like us, to be maturing their processes. Integrating environmental and social criteria into our selection and review process can help ensure we mitigate legal, financial and reputational risks for Corus. The expectations set forth in the Supplier Code operate as a benchmark for acceptable conduct when working with Corus. Where applicable local laws impose less restrictive obligations on a supplier, we expect the supplier to adhere to the standards of the Supplier Code.

fighting forced labour and child labour

Where children are engaged as live action actors or voice actors, we expect our suppliers to ensure they are protected pursuant to applicable Canadian or international laws.

Anyone who believes that a supplier has engaged in illegal, unethical or otherwise improper conduct, or conducted any other activity in violation of the Supplier Code, can report such conduct to Corus. Anyone, whether a Corus employee or otherwise, may also report a breach of the Supplier Code in accordance with Corus' Raising Concerns Policy.

Corus strongly encourages anyone witnessing such practices to speak up.



In its 50th year, KCP is very proud that 100% of its books published in 2023 were printed on Forest Stewardship Council (FSC) MIX paper and meet the standards and specifications set out by the FSC. FSC MIX paper products are made using a mixture of materials from FSC-certified forests, recycled materials and/or FSC-controlled wood.

Goal alignment: 

embracing our societal responsibilities as a Canadian broadcaster

We recognize and are proud of the important role we play as a trusted storyteller in Canadian society. We operate with discipline in meeting our licensing requirements. Our policies help ensure that everything we present to audiences — from informative news reporting and original dramas to high-quality animation and short-form streaming video content — meets the expectations of our stakeholders and upholds the rigorous standards of Canadian regulators.

To maintain a licence to operate basic (also sometimes referred to as “conventional”) or discretionary (also sometimes referred to as “specialty”) television channels, or commercial AM or FM radio stations, broadcasters must demonstrate to the CRTC that they are compliant with regulations covering topics such as accessibility, responsible advertising, Canadian content, on-air diversity and journalistic independence. See a list of the CRTC codes and policies that apply to Corus [here](#).

The Canadian Broadcast Standards Council (CBSC) addresses any complaints regarding ethics, violence on television, how racialized communities are portrayed in broadcasting and journalistic independence. Corus is an Associate of the CBSC. Audiences can use the CBSC’s public resolution process to address any concerns regarding Corus content. See a list of the broadcast codes and standards that Corus must comply with or adhere to [here](#). This year there were no CBSC decisions of breach made against Corus.

In respect to advertising content, Canada’s Ad Standards deal with complaints for advertising related to: the Canadian Code of Advertising Standards; the Broadcast Code for Advertising to Children; and, the CRTC Code for Broadcast Advertising of Alcoholic Beverages. We also have internal policies and procedures that support our compliance with a range of legal frameworks and regulations related to advertising standards including those for cannabis, vaping, gambling and igaming.

political advertising

All reasonable steps are taken to comply with Elections Canada and provincial guidelines regarding political ads, programming and newscasts. This includes maintaining a public political advertising registry on our applicable online platforms. All political advertisers are clearly identified as required during election periods and visually demarcated when adjacent to online news stories. During an election period, we allocate time for the broadcasting of programs, advertisements and announcements of a partisan political nature on an equitable basis. Our Advocacy Advertising Policy also provides direction and guidance to our teams to help ensure we comply with applicable standards.

social media

Across our suite of media services, social media is an integral part of Corus’ business. Employees, independent contractors and directors must review and comply with the Corus Social Media Policy. This policy sets out expectations and guidelines for employees, on-air talent and journalists and covers topics such as endorsements and maintaining a workplace free of harassment and discrimination.

Goal alignment: 

responsible programming

children

The Canadian Association of Broadcasters (CAB) Code of Ethics recognizes that programs designed specifically for children (up to 12 years of age) reach impressionable minds and influence social attitudes and aptitudes. Corus' children's programming is based upon sound social concepts, selection and control of material, characterizations and plot that respect the vigour and vitality of children's imaginations while encompassing their love of adventure. At Corus, we understand that children's programming should reflect the moral and ethical standards of contemporary Canadian society and encourage pro-social behaviour and attitudes.

The CAB Violence Code also includes special provisions regarding the depiction of violence within children's programming. At Corus, we are committed to ensuring these standards are met in the production, acquisition, scheduling, promotion and broadcast of our programming. We also take the necessary measures to best educate our viewers about the programs we broadcast. To assist our viewers in making informed viewing choices, we use on-screen icons based on the Canadian classification rating system, viewer advisories and our application of the watershed hour (9 p.m.) scheduling restrictions. V-chip technology embedded within our programs gives parents and guardians the ability to block content they may deem unsuitable for their household, according to the capabilities of their devices or television equipment.

Corus adheres to the Digital Alliance Advertising of Canada's (DAAC) Principles for Online Interest-Based Advertising. Among these principles, we do not collect personal information (PI) for interest-based advertising purposes from children under the age of 13 or from sites directed to children under the age of 13, unless such collection and other treatment of personal information is in accordance with Canadian privacy legislation. We do not knowingly collect PI of minors or children, and we ask parents to contact our Privacy Office by email to delete this PI if they believe we have collected PI.



Corus is an active participant in all CAB initiatives dealing with diversity or service to people with disabilities.

In 2023, Corus' Vice President and Associate General Counsel, Regulatory, Privacy and Public Policy, finished their term as Chair of the CAB Board of Directors. Corus' Senior Director, Regulatory Compliance and Licensing oversees our involvement in a variety of industry and social policy issues including closed captioning, described video, audio description and other accessibility issues, including the CRTC's Accessibility Reporting Regulations made under the Accessible Canada Act.

Goal alignment: 

responsible programming

accessibility

At Corus, we continue to leverage the skills and expertise of our Digital, Information Technology and Communications teams to help us alleviate challenges and find ways to support accessibility solutions for people with disabilities using our websites or viewing our content.

Beginning in 2020, Corus partnered with an accessibility solutions organization, Site Improve. Site Improve provides tools to help us identify, in real time, accessibility issues across the majority of Corus websites and includes visual design, development and content error types. This has proven to be exceptionally useful as the teams remediate or update the websites, including design, development, quality assurance and content writing.

We have a specific internal Digital Technology Accessibility Plan. We regularly undertake website audits to help ensure our websites are accessible and comply with World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0 Level AA. As a matter of practice, if any accessibility issues are identified through Site Improve, these are captured in our user stories and prioritized across our backlog of items.

In our Television Broadcast division, Corus seeks to procure all programs with closed captioning (CC), and where applicable, with described video (DV). For programming without DV, subject to a regulated exception, a logo is displayed together with an audio and visual notification at the start of the first airing identifying that any repeat broadcasts will be aired with DV.

As a broadcaster, we recognize the opportunity and need for technology and expertise in closed captioning and described video. In September 2015, Corus established Quay Media Services (QMS) and acquired FastFile, one of the largest entertainment accessibility providers in Canada.

The FastFile team delivers thousands of hours of high-quality accessible entertainment to our broadcast, online and education partners annually in both of Canada's official languages.

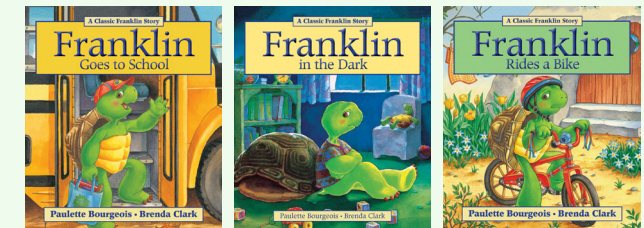
QMS provides partners within the broadcast, online and education sector with accessibility supports and expertise.

When offline closed captioning is not possible, QMS helps provide dynamic closed captioning for live events such as an awards show, sporting event, a reality television finale or a local newscast. We produce long-form and short-form offline closed captioning for content that uses different platforms.



Optimizing accessibility in children's books

KCP had its *Franklin Classic* ebooks assessed by four evaluators at the National Network for Equitable Library Services (NNELS) in 2023 to ensure that current standards for Web Content Accessibility Guidelines (WCAG) compliance were met. By using alt-text technology, young readers with different abilities can access all features of the books, including the artwork.



Goal alignment: 

environmental and social risk

Corus incorporates environmental and social risks and opportunities, including human rights and climate-related risks, into our current risk management framework and procedures. The risk function works with subject matter experts across Corus teams to identify and manage environmental and social risks, and related reputational risks.

The Executive Leadership Team, reporting to the Board of Directors, is responsible for establishing and monitoring enterprise risk management processes, including our business continuity plans, which set out key personnel and processes designed to mitigate strategic, operational financial, people, environmental and social risks.

The Risk Committee, comprised of leaders from across Corus, is responsible for reviewing and assessing all major types of risk that could affect our ability to achieve our business objectives or strategic priorities, including reputational and ESG risks. It reports quarterly to the Executive Leadership Team and the Board on risk management through the Board's Audit Committee. The Head of Environment and Sustainability, Governance provides a quarterly report to the Risk Committee to help identify and monitor environmental and social risks and provides context on how our ESG goals and action plans are aligned with our risk appetite.

Climate-related risks are an important aspect of overall ESG risk and are complex and multi-faceted. They include physical risks, risks associated with the transition to a low-carbon economy and reputational risks — all of which may occur over the short-, medium- and long-term. In 2023, we prioritized the development of a physical risks review in respect to our facilities and transmission infrastructure.

Working together. This past year, we saw an increase in the number of engagements from our business partners on topics related to climate risk. Our sector is becoming increasingly engaged in discussions about how to measure and report on emissions and diversity across the media, digital, advertising and entertainment ecosystem. As discussed in the People and Planet sections, in 2023, we maintained, and participated in, new partnerships and forums to advance and engage in discussions related to the development of sector-based guidance, expectations and best practices when it comes to managing sustainability-related risks and opportunities.

See page 28 of our 2023 Corus Annual Report for more information on this framework.

Goal alignment: 

safeguarding information

cybersecurity

To keep pace with increasingly complex cybersecurity risks, we regularly update our policies and procedures, rigorously monitor our security posture and analyze emerging concerns.

We use the National Institute of Standards and Technology (NIST) Cybersecurity Framework standards and undergo regular conformity assessments with a third party.

Monitoring and readiness: Corus' dedicated Cybersecurity team includes people focused on intelligence, threat mitigation and security architecture, supported by a 24/7 Security Operations Centre partner. The Security Operations Centre monitors and responds to any threat to our network infrastructure or employees. We work with teams across the business to review vendors, including those related to outsourcing, data processing or storage. This process is broken into two parts, a technical review and a governance review, to assess any vulnerabilities in the services being provided and understand the vendor's processes, policies and certifications with respect to safeguarding the security and privacy of data.

Governance and risk oversight: Our policy framework helps govern the conduct of employees and how we implement data protection and information security standards. Quarterly, the Executive Leadership Team receives risk updates from the Cybersecurity team. The Audit Committee of the Board oversees our cybersecurity program and risks. The Executive Leadership Team and the Audit Committee receives updates from our Executive Vice President, Technology, on our cybersecurity program. Our Risk Committee reviews cyber-related and privacy risks on a quarterly basis or more frequently, as required.

Education and training: Everyone has a role to play in keeping our assets and systems safe and secure. Our senior leaders participate in readiness exercises and testing and are trained in incident response and preparedness protocols. Corus assets may only be used for acceptable business purposes and other purposes approved by management and in accordance with the Acceptable Use Policy. All employees complete a Security Awareness and Social Engineering training program as part of their orientation and receive ongoing customized training updates. Any employee who fails to complete training will have their access to the network(s) blocked.

intellectual property

Our Code of Business Conduct sets out our commitment and expectations regarding the protection of intellectual property (IP), which includes content that we create or license, our brands and their associated trademarks and trade names. Protection of intellectual property supports the creators we employ and partner with, maintains the integrity of our brands and is critical to fostering innovation in the creative industries. Piracy and the unauthorized use or distribution of the content we own or control, as well as trademark infringement, pose potential legal, financial and reputational risks to Corus, our clients and our business partners.

To mitigate the risk of piracy, Corus employs a range of industry standard content protection and digital rights management (DRM) tools to prevent unauthorized access to content it distributes, and requires its distribution partners to employ the same measures (including encryption, geo-blocking and authentication technology). Corus employs a team of intellectual property professionals to manage our trademark portfolio and actively monitor the unsanctioned use of our trademarks, brands and logos, both domestically and internationally.

privacy

Protecting users' privacy and safeguarding their data is essential to earning their trust and engagement. Our privacy management framework includes internal and external policies that articulate our approach and measures to report concerns, handle breaches and respond to user concerns. Working closely with the Cybersecurity team, we implement technical measures against the unauthorized or unlawful processing of personal data and accidental loss or destruction of or damage to personal data.

In response to the rapidly changing regulatory environment, our Privacy Office updated Corus' privacy framework, including the following documents:

- A public-facing Privacy Commitment to communicate the principles that guide our approach to personal information.
- A Privacy Impact Assessment Protocol, which is a guide to identify and assess privacy risks related to new or modified initiatives that involve personal information collection, use or disclosure. The process involves reviewing agreements with vendors and service providers when we outsource personal information processing.
- Canada's Anti-Spam Legislation Compliance Guidelines for electronic communications to third parties.

These program elements complement Corus' existing Employee Privacy Policy, Data Incident Readiness and Response Protocol and Acceptable Use Policy.

Goal alignment: 

journalistic standards

When it comes to journalism, our credibility is our most important asset. Global News, Corus' flagship news asset, requires journalists to abide by a Journalistic Principles and Practices (JP&P) policy, style guide and other implicit professional journalistic ethics and standards. The JP&P is fundamental to the work being done by journalists, content creators, and news employees and managers across the country. Its core tenets can be found in the news stories produced by our news organization each day. The JP&P is regularly reviewed and updated by senior news management to ensure that it remains up-to-date and relevant to our ever-changing world.

our Global News mission

- To report news and information with courage and accuracy, holding power to account, so Canadians of all backgrounds can make informed choices that can impact their lives and communities.
- To uncover stories that matter most, reflecting diversity of thought and opinion.
- To pursue the truth, through enterprise and investigative coverage with engaging storytelling.

Although newsgathering is an inherently fast-paced, high-pressure activity, we believe getting the story right is more important than getting it first. We do not allow the urgency of 24-hour news to compromise our journalistic standards. Our primary directive is to report accurate, balanced, timely and comprehensive news and information in the public interest. Independence is a fundamental Global News value; we will

resist attempts at censorship or pressure to alter news content, real or apparent. Integrity, fairness and transparency are at the foundation of our newsgathering process.

The Global News JP&P is focused on editorial responsibility and ethics, accountability, diversity and fairness and incorporates best practices from many other reputable news organizations and journalistic associations, and with consultation from journalists across our network. It is designed to adhere closely to the Radio Television Digital News Association (RTDNA) Canada Code of Journalistic Ethics, Association of Electronic Journalists Code of Ethics, the Canadian Association of Broadcasters' Code of Ethics and the Canadian Association of Journalists Ethics Guidelines.

Measures to protect journalists against safety risks

The safety of Global News journalists is of the utmost importance. As an essential news source that Canadians turn to first, and as news leaders and innovators, the stories that are covered may expose journalists to personal safety risks.

Our field safety protocols and safety video series, created in consultation with a third-party security firm, outlines safety and security measures to be considered when working or reporting in our local communities. Topics include situational awareness, incident de-escalation techniques and effective verbal and non-verbal communication.

This past year, we experienced an increase in the number and severity of weather events across Canada, from the wildfires across the country to the severe storms in eastern Canada and Quebec. We expect the frequency of severe weather events to increase as a result of the changing climate. To address the risks our journalists and crews face, we adapted our procedures to include severe weather events. Global News has also increased international deployments in high-conflict areas, requiring specialized security training for journalists.



Goal alignment: 

journalistic standards

A few of the topics covered in Global News' JP&P:

Copyright and fair dealing: The JP&P gives clear instructions on material in the public domain, fair dealing rules, and how to obtain consent and credit copyrighted material when the fair dealing exception is not available.

Editorial independence: Maintaining editorial independence from the influence of government, business or interest groups is at the core of our newsgathering approach. We are committed to reporting news without distortion or misrepresentation, and mitigating and disclosing potential conflicts of interest.

Privacy: The JP&P encourages journalists to remain mindful of the expectation of privacy as they gather news, including by maintaining the confidentiality of sources and protecting sources' privacy during any legal proceedings. Any decision to disclose details of someone's private, personal life or relationships must be weighed against several factors that include the public interest, a person's public profile and any harmful effects that disclosure may have on family members, especially minor children.

Bias: Global News openly debates potential bias or the appearance of bias in its coverage and across its teams. This includes, but is not limited to, clear policy governing employees participating in public speaking on controversial or significant public issues, campaigning, campaign fundraising or engaging in political demonstrations. Those who disregard this policy are subject to reassignment, dismissal or disciplinary action at the discretion of management.

Global News was nominated for nine awards at this year's Canadian Screen Awards and won in the following categories:

- Best National Newscast, *Global National*
- Best News Anchor, *Dawna Friesen*
- Best Local Newscast, *Global BC, Global News Hour at 6*



Award-winning journalist Dawna Friesen, Anchor and Executive Editor of Global National

performance data





employee and diversity tables

The table below represents gender data submitted by employees during employee profile creation/onboarding, and maintained in the Human Resources Information System for benefits and other administration.

	BOARD	ELT	DIRECTOR & ABOVE	ALL EMPLOYEES
Women	42%	38%	51%	48%
Men	58%	62%	49%	52%

PAY CLASS	NON-UNION	UNION	PAY CLASS % OF TOTAL HEADCOUNT
Full Time	74%	26%	85%
Part Time with Benefits	37%	63%	4%
Part Time without Benefits	55%	45%	2%
Temporary Contract	83%	17%	8%
Casual	100%	0%	1%
Grand Total	73%	27%	100%

The table below represents data as of August 25, 2023, collected through a confidential and voluntary self-identification form. Response rates vary with a minimum 78% employee participation (an increase of approximately 8% from 2022).

	DIRECTOR & ABOVE	ALL EMPLOYEES
Visible Minority	16.4%	21.3%
Black	2.1%	3.2%
East Asian	5.1%	4.7%
Latinx	N/A ¹	1.2%
West Asian/Middle Eastern	N/A ¹	1.0%
South Asian/Central Asian	4.2%	4.3%
South East Asian	2.1%	3.7%
Indigenous	N/A ¹	1.8%
People with Disabilities	5.5%	3.6%
2SLGBTQ+	4.6%	7.3%

¹ N/A indicates too small a number to report for privacy requirements (i.e. less than 5), or zero.

The Executive Leadership Team includes the Executive Chair, and had a total of eight members.

Based on total headcount as of August 31, 2023. Corus has a total of 3,430 active employees, with a total of 237 people in a Director-level position or above.



greenhouse gas emissions

Greenhouse Gas Emissions ¹	2022	2023	% Change
Total Scope 1 emissions – direct (tCO2e)	4,047	3,937	-2.72%
Gas consumed m ³	1,386,285	1,338,582	-3.44%
Gas emissions (tCO2e)	2,705	2,612	-3.44%
Fuel oils consumed (litres)	5,284	16,991	221.56%
Fuel oils emissions (tCO2e)	14	47	235.71%
Vehicle fuel consumed (litres)	399,365	392,008	-1.84%
Vehicle fuel emissions (tCO2e)	930	914	-1.72%
Total Scope 2 emissions – indirect (tCO2e)	9,898	8,967	-9.41%
Total electricity consumed (kWh)	63,395,243	62,994,280	-0.63%
Total purchased renewable electricity (kWh)	25,095,679	24,951,548	-0.57%
Total Scope 1 and 2 emissions (tCO2e)	13,945	12,904	-7.47%
Business Efficiency Metrics	2022	2023	
Total revenue (millions)	\$1,696	\$1,511	-10.91%
Scope 1 + 2 emissions per unit/\$m revenue (tCO2e)	8.22%	8.54%	3.86% ²

Scope 1 – Stationary combustion from the consumption of natural gas by heating equipment used in administrative buildings, fugitive refrigerant emissions and mobile combustion of fuel used in the fleet.

Scope 2 – Purchased electricity, chilled water and steam for administrative buildings. Scope 2 is calculated using location-based methods and grid emissions factors.



Girl from "The Most Magnificent Thing"

¹ The methodology and assumptions specific to each emission type are included on page 56. Estimates were only used in instances where data were difficult to extract, or where no data were readily available during the period of analysis.

² The 4% increase is attributable to a decrease in our annual revenue between fiscal 2022 and 2023.

greenhouse gas emissions

Corus Energy & Greenhouse Gas (GHG) Emissions:

Corus' GHG emissions were calculated following the Greenhouse Gas Protocol Corporate Standard. The organizational boundary selected was operational control and included all active Canadian assets (owned and leased). Emissions sources were determined through a thorough asset review; activity data (where available) were collected from invoices and internal Corus databases and estimates were used where data were not available. Assets include office locations, transmission towers, vehicle fleet, and radio and television studios.

GHG Emission Calculations:

Scope 1 and 2 emissions were calculated and presented in tCO₂e for the fiscal year's inventory. Scope 1 emissions included stationary emissions, mobile emissions (vehicle fuel combustion), and fugitive refrigerant emissions according to the selected organizational boundary. Scope 2 emissions included purchased electricity and chilled and hot water and were calculated using only location-based emission factors (due to the absence of appropriate emission factors in Canada to satisfy Scope 2 Quality Criteria, the market-based emissions are equal to that of location-based). We attribute reductions from 2022 to 2023 to emission reduction activity caused by a cost-saving exercise to move our master control facilities from Calgary to Toronto, which resulted in the use of a lower provincial emission factor. We also experienced an improved quality and amount of data. Energy and emissions were recalculated for 2022 (our first year), in keeping with GHG Protocol, to account for the following factors: i) Spaces owned/occupied or emissions from other sources in past years but previously excluded from scope; ii) Changes to the reporting methodology; and, iii) Any strategic acquisition or divestment which significantly increases or decreases square footage. Where actual consumption is not available, Corus estimates consumption by applying an average intensity per square foot.

A portion of the activity data in the inventories was estimated. The estimation methodology and assumptions specific to each emission type are included to the right. Estimates were only used in instances where data were difficult to extract, or where no data were readily available during the period of asset review and analysis. For some of our leased locations, additional engagement is required with landlords to improve availability or accuracy of data.

Energy and GHG Data Collected:

Corus' Scope 1 and 2 emissions were calculated for office locations, transmission towers, vehicle fleet, and radio and television studios. The majority of the data extracted was taken from invoices and/or utility bills.

In 2022, data were collected to develop inventories for fiscal years 2019, 2021 and 2022. The reporting periods used in the inventories are in line with Corus' fiscal year from September 1 to August 31. Corus will continue to use its fiscal year for future reporting.

Natural Gas: Utility bills were used as the source of data to calculate emissions from natural gas. For facilities where no data were available, estimations were made based on comparable assets where data were available. For facilities that had minor data gaps, estimations were made by taking an average from the available data while accounting for seasonal usage trends.

Fuel: Fleet data, subdivided by fuel type, were extracted from invoices of fuel volume purchased and fuel type. In 2023, improvements to our information collection process and improved reporting from our fuel providers meant that estimations were not required. In 2022, estimations were done by taking the national average cost of gasoline per litre for that month. For periods where there was no volume or cost data available, volume purchased was estimated based on the average monthly amount from provided data.

Refrigerants: Refrigerant emissions were fully estimated using a formula developed by the Environmental Protection Agency (EPA) which takes into consideration the facility size (square feet or sq. ft.) and the assumption of a common refrigerant used based on the facility type. The formula used considered common office spaces as the facility type and was applied to all active Corus offices, bureaus and storage spaces.

Purchased Electricity: Electricity consumption was calculated using available utility bills for all assets. Where data gaps existed, electricity consumption was estimated based on historical data. Where no data were available, a comparable asset type was used to estimate electricity usage (kWh per sq. ft.).

Chilled and Hot Water: Chilled and hot water (steam) is only used in the Corus Quay office building and data were extracted from invoices.

SASB index

TOPIC	METRIC	SASB CODE	2023 DISCLOSURE RESPONSE
Media Pluralism	Percentage of gender and racial/ethnic group representation for: (1) management, (2) professionals, and (3) all other employees	SV-ME-260a.1	Performance data, Employee diversity table, page 54 We track employee representation in each of the following categories: Board Executive Leadership Team Director and above All Employees We do not have a separate category for professionals
	Description of policies and procedures to ensuring pluralism in news media content.	SV-ME-260a.2	People, pages 18–31 Responsibility, Journalistic standards, pages 51–52
Journalistic Integrity & Sponsorship Identification	Total amount of monetary losses as a result of legal proceedings associated with libel or slander.	SV-ME-270a.1	Responsibility, Journalistic standards, pages 51–52 The Corus Code of Business Conduct reflects the Company’s commitment to fair dealing, honesty and integrity in all aspects of its business. Global News, Corus’ flagship news asset, requires journalists to abide by a Journalistic Principles and Practices policy, style guide and other implicit professional journalistic ethics and standards. If there are significant liabilities or monetary losses as a result of legal proceedings, they are discussed in the consolidated financial statements in the 2023 Corus Annual Report, page 54.
	Revenue from embedded advertising.	SV-ME-270a.2	The Company discloses revenue in its consolidated financial statements in its 2023 Corus Annual Report, page 54. The Company currently does not disclose revenue from embedded advertising.
	Description of approach for ensuring journalistic integrity of news programming related to: (1) truthfulness, accuracy, objectivity, fairness and accountability, (2) independence of content and/or transparency of potential bias, and (3) protection of privacy and limitation of harm	SV-ME-270a.3	Responsibility, Operating responsibly, pages 44–47 Responsibility, Journalistic standards, pages 51–52 2023 Corus Annual Report, page 36

SASB index

TOPIC	METRIC	SASB CODE	2023 DISCLOSURE RESPONSE
Intellectual Property Protection & Media	Description of approach to ensuring intellectual property (IP) protection.	SV-ME-520a.1	Responsibility, Safeguarding information, page 50 2023 Corus Annual Report, page 35
Activity Metric	(1) Total recipients of media and the number of: (2) households reached by broadcast TV, (3) subscribers to cable networks, and (4) circulation for magazines and newspapers	SV-ME-000.A	(1) See overview on page 4. Corus reaches 33 million Canadians monthly across our broadcast and digital platforms. That equates to 13.9 million households (# of households (2.4 person/hhld)): ¹ (2) Canadians reached by broadcast television (Global TV): 18.4 million people monthly. ² (3) Subscribers to cable networks: See the Corus 2023 Annual Report, pages 18-19. The Company discloses subscriber revenue. The Company currently does not disclose subscriber numbers. (4) Not applicable: Corus does not have any magazine or newspaper circulation.

¹ Source: Across Broadcast TV, Corus Digital and radio - excludes STACKTV, Pluto TV and Set Top VOD. Source: TV: Numeris PPM Data, FL22 (9/1/22 - 11/30/22), Total Canada, CORUS, Mo-Su 2a-2a, Ind. 2+ AvMRch%; Radio: Numeris PPM, Toronto, Calgary, Edmonton, Vancouver + 20% for diary markets FL21 (8/30/21 - 11/28/21), Daypart, Reach Plan (Mo-Su 5a-1a); Digital: ComScore Media Metrix, Multiplatform data, Sept. '22 to Nov. '22 monthly avg., Base: Total Canada, All Locations, 2+ online + mobile audience; excludes Pluto, STACKTV, BDU VOD and social media; Standard duplication formula applied.

² Source: Numeris PPM Data, FL22 (9/1/22 - 11/30/22), Total Canada, Global Total, Mo-Su 2a-2a, Ind. 2+ AvMRch%

TCFD index

TCFD CORE ELEMENT	TCFD RECOMMENDATIONS	2023 DISCLOSURE RESPONSE
Governance	a) Describe the board’s oversight of climate-related risks and opportunities.	Responsibility, Board oversight, page 43 Responsibility, Environmental and social risk, page 49
	b) Describe management’s role in assessing and managing climate-related risks and opportunities.	Responsibility, Board oversight, page 43 Responsibility, Environmental and social risk, page 49
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	Planet, Understanding and reducing our emissions, pages 37–38 Planet, Towards a more sustainable industry page 39 Responsibility, Environmental and social risk, page 49 2023 Corus Annual Report, page 38 Overall media and entertainment is not a major emitter of GHG emissions, however, we recognize that climate change is of national and global importance and increasingly raises potential physical (acute and chronic) and transition risks for all companies. Our exposure to operational risks over the short, medium and long term from disruption to operations or broadcasting will likely increase in geographies where there is a higher likelihood of severe and more frequent weather events, including flooding, wildfires, storms and heat waves or chronic risk from changes to weather patterns or water level rise in Lake Ontario over the long term, causing erosion or flooding near our Corus headquarters. This past year, one of our broadcast towers was impacted by power outage caused by the ongoing forest fires in British Columbia (B.C.). We also identified and monitored broadcast infrastructure in B.C., Alberta, Quebec and Nova Scotia, for reasons of wildfires, smoke, heat and unseasonable weather patterns. Transition risks over the short term include shifting public sentiment around climate change and consumer preferences for new products, regulations for climate-related financial disclosures and decarbonization plans, the direct and indirect impacts of carbon pricing on the fuel we use and clients in carbon intensive sectors (e.g., cars and trucks), higher costs of fuel for our fleet and the opportunity to shift to electric cars as costs drop. We also recognize that our business partners and clients are increasingly looking to partner with organizations that have calculated Scope 1 and 2 emissions and/or align to their climate action plan.
	b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.	Planet, Understanding and reducing our emissions, pages 37–38 Responsibility, Environmental and social risk, page 49 Performance data, Greenhouse gas emissions, pages 55-56 2023 Corus Annual Report, page 38 Corus operates in Canada, a jurisdiction that has set a net zero target by 2050. Transition risks may result from new laws and policies aimed at achieving national targets, new technologies and changing client and audience behaviour, growing use of streaming services, shifts in energy costs and mix or a repricing of land valuations. Accordingly, we are maturing our understanding of the potential financial impacts of climate change such as higher operating costs to our business, in particular our broadcast infrastructure and facilities, and insurance costs that may result from increased pricing of GHG emissions or fuel, enhanced public reporting obligations, consumer or financing expectations for less-energy intensive productions and costs of procuring lower emissions technologies for data storage and streaming technology. Through our efforts to build industry-based groups to support the transition of the media and entertainment and advertising sectors, we strive to find opportunities to find efficiencies and common approaches to physical and transition risk assessments and sector standards or methodologies — to find areas where we can avoid duplication and support our strategic pillar to operate with discipline.

TCFD index

TCFD CORE ELEMENT	TCFD RECOMMENDATIONS	2023 DISCLOSURE RESPONSE
Strategy	c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Corus has not yet begun climate scenario analysis in respect to our corporate strategy. We continue to make progress on calculating our Scope 1 and 2 emissions and undertook a Scope 3 materiality assessment.
Risk Management	a) Describe the organization’s processes for identifying and assessing climate-related risks.	Responsibility, Environmental and social risk, page 49 Planet, Understanding and reducing our emissions, pages 37-38 2023 Corus Annual Report, pages 28 - 30 and 38
	b) Describe the organization’s processes for managing climate-related risks.	Responsibility, Environmental and social risk, page 49
	c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization’s overall risk management.	Planet, Understanding and reducing our emissions, pages 37-38
Metrics and Targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Based on emissions calculations from 2022, our first year of calculations, and 2023, we are assessing how these reductions in emissions (i.e. through LED retrofits, transmission towers, changes to the fleet, commuting) can be correlated to lower energy or fuel costs and mitigate financial risks and inform new opportunities. This kind of analysis can be used to help inform operational and capital cost assessments in the medium to long term. As methodologies for calculating metrics evolve, we will look to develop additional metrics to reflect the impact of climate-related risks and opportunities to our strategy and risk management processes.
	b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Our current focus is on measuring our Scope 1 and 2 GHG emissions inventory. We will continue to refine our approach to measuring our emissions. We undertook a Scope 3 materiality assessment and through our sustainable sourcing practices, have begun discussions with industry partners to better understand their approach to reducing carbon emissions.
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Our current focus is on measuring our Scope 1 and 2 GHG emissions. Currently we do not have targets in place for GHG emissions or energy usage. Our first Scope 1 and 2 GHG inventory will inform discussion and analysis about science-based targets.

forward-looking information

To the extent any statements made in this document contain information that is not historical, these statements are forward-looking statements and may be forward-looking information within the meaning of applicable securities laws (collectively, "forward-looking information").

This forward-looking information relates to, among other things, Corus Entertainment Inc.'s ("Corus" or the "Company") objectives, goals, strategies, targets, intentions, plans, estimates and outlook, including the adoption and anticipated impact of the Company's strategic plan, advertising and expectations of advertising trends for fiscal 2024, subscriber revenue and anticipated subscription trends, distribution, production and other revenue, the Company's dividend policy and the payment of future dividends; the Company's leverage target; the Company's ability to manage retention and reputation risks related to its on-air talent; expectations regarding financial performance, including capital allocation strategy and capital structure management, operating costs and tariffs, taxes and fees, and can generally be identified by the use of words such as "believe", "anticipate", "expect", "intend", "plan", "will", "may" or the negatives of these terms and other similar expressions. In addition, any statements that refer to expectations, projections or other characterizations of future events or circumstances may be considered forward-looking information.

Although Corus believes that the expectations reflected in such forward-looking information are reasonable, such information involves assumptions, risks and uncertainties and undue reliance should not be placed on such statements. Certain material factors or assumptions are applied with respect to the forward-looking information, including without limitation factors and assumptions regarding the general market conditions and general outlook for the industry including: the impact of recessionary conditions and continuing supply chain constraints; the potential impact of new competition and industry mergers and acquisitions; changes to applicable tax, licensing and regulatory regimes; inflation and interest rates, stability of the advertising, subscription, production and distribution markets; changes to key suppliers or clients; operating and capital costs and tariffs, taxes and fees, the Company's ability to source, produce or sell desirable content and the Company's capital and operating results being consistent with its expectations. Actual results may differ materially from those expressed or implied in such information.

Important factors that could cause actual results to differ materially from these expectations include, among other things: the Company's ability to attract, retain and manage fluctuations in advertising revenue; the Company's ability to maintain relationships with key suppliers and clients and on anticipated financial terms and conditions; audience acceptance of the Company's

television programs and cable networks; the Company's ability to manage retention and reputation risks related to its on-air talent; the Company's ability to recoup production costs; the availability of tax credits; the availability of expected news, production and related credits, programs and funding; the existence of co-production treaties; the Company's ability to compete in any of the industries in which it does business including with competitors which may not be regulated in the same way or to the same degree; the business and strategic opportunities (or lack thereof) that may be presented to and pursued by the Company; conditions in the entertainment, information and communications industries and technological developments therein; changes in laws or regulations or the interpretation or application of those laws and regulations including statements, decisions or positions by applicable regulators including, without limitation, the Canadian Radio-television and Telecommunications Commission ("CRTC"), Canadian Heritage and Innovation, Science and Economic Development Canada ("ISED"); changes to licensing status or conditions; unanticipated or un-mitigable programming costs; the Company's ability to integrate and realize anticipated benefits from its acquisitions and to effectively manage its growth; the Company's ability to successfully defend itself against litigation matters and complaints; failure to meet covenants under the Company's senior credit facility, senior unsecured notes or other instruments or facilities; epidemics,

pandemics or other public health and safety crises in Canada and globally; physical and operational changes to the Company's key facilities and infrastructure; cybersecurity threats or incidents to the Company or its key suppliers and vendors; and changes in accounting standards. Additional information about these factors and about the material assumptions underlying any forward-looking information may be found under the heading "Risks and Uncertainties" in Management's Discussion and Analysis for the year ended August 31, 2023 (the "2023 MD&A"). Corus cautions that the foregoing list of important assumptions and factors that may affect future results is not exhaustive.

When relying on the Company's forward-looking information to make decisions with respect to Corus, investors and others should carefully consider the foregoing factors and other uncertainties and potential events. Unless otherwise specified, all forward-looking information in this document speaks as of the date of this document. Except as otherwise required by applicable securities laws, Corus disclaims any intention or obligation to publicly update or revise any forward-looking information whether as a result of new information, events or circumstances that arise after the date thereof or otherwise.



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