



sustain- ability report 2024

CORUS.

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about this report

This report covers operations and activities of Corus Entertainment Inc. (“Corus” or the “Company”) for the fiscal year ended August 31, 2024 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 report align with:
- The Sustainability Accounting Standards Board (SASB) Media and Entertainment Sector Standard.
 - 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).
 - The Global Reporting Initiative (GRI) Standards.
 - 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](#)) 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

Co-CEO message

We are pleased to share our environmental, social and governance (ESG) advancements for the 2024 fiscal year.

Corus is navigating obstacles in a challenging time for our industry. We are shifting our focus to creating a sustainable future for Corus through cost reduction and pursuit of new revenue opportunities, while still creating a great place to work and supporting our local communities. It’s also been a year of change, as we adjust our strategy to focus on what matters and reintroduce our people to Corus locations across the country.

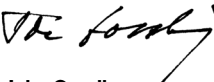
As always, we are continuously developing new ways for our clients and their businesses to achieve their ESG goals while progressing our own initiatives. Our People, Planet and Responsibility goals remain the foundation of our ESG efforts. Some of our notable ESG achievements for the 2024 fiscal year include:

- Provided \$50.3 million in fundraising assistance to 792 community organizations.
- Introduced new talent attraction and diversity, equity and inclusion (DEI) initiatives to reach more diverse pools of candidates, including a new Leadership Diversity workstream and an enhanced Talent Acquisition workstream.
- Updated access to even more well-being support and resources with a new wellness platform in partnership with our Employee Assistance Program (EAP).

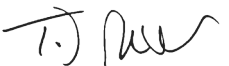
- Continued our efforts in Xerox’s PrintReleaf program, enabling us to measure, calculate and offset paper and print consumption across our offices and to contribute to certified reforestation and carbon offset projects.
- Formalized a Human Rights Statement and published our 2023 Modern Slavery Report Under Section 11 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act.

As a leading Canadian media and content company and a member of Canadian Broadcasters for Sustainability, we look forward to advancing our sustainability goals as a business while contributing to a sustainable, inclusive media and entertainment industry.




John Gossling
 Co-Chief Executive Officer
 and Chief Financial Officer




Troy Reeb
 Co-Chief Executive Officer



I am pleased with the progress we have made to advance Corus’ People, Planet and Responsibility goals while navigating challenges in the media industry and particularly proud of our teams and their ongoing commitment to our communities.”

- Heather Shaw
 Executive Chair



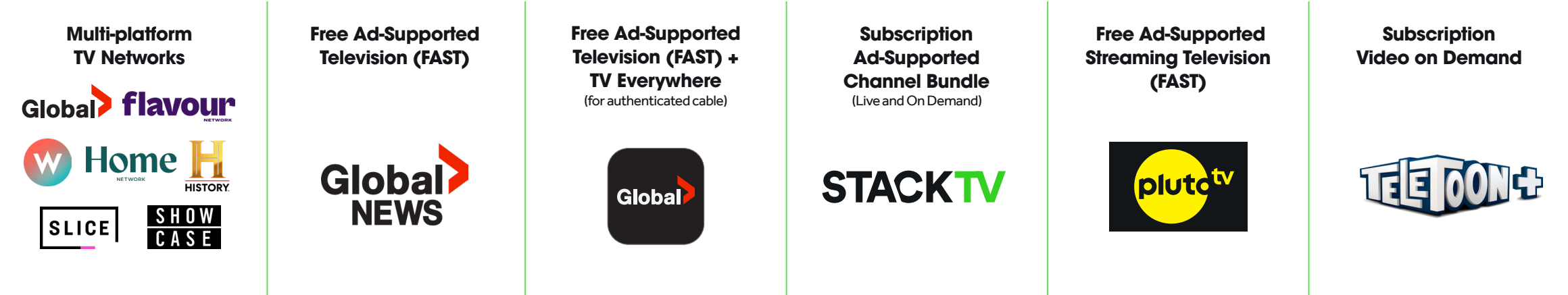
Corus overview

(as of August 31, 2024)



TELEVISION

RADIO



Corus reaches over **30 million Canadians** every single month across our broadcast and digital platforms.

Source: Linear TV - Numeris PPM Data, FL23/SP24 STD (Sep1/23-Mar31/24) – confirmed data, Total Canada, Mo-Su 2a-2a, Ind. 2+ AvMRch%, CORUS; Radio - Numeris PPM, Toronto, Calgary, Edmonton, Vancouver; Fall 2023 (Aug 28, 2023-Nov 26, 2023); Daypart: Reach Plan (Mo-Su 5a-1a); Numeris Diary: Hamilton, Kitchener, London, Kingston, Barrie, Ottawa, Winnipeg; Fall 2023; Daypart: Reach Plan (Mo-Su 5a-1a); Digital Video – Vividata Spring 2024 Study, Total Canada, Comp% of Ind. 14+, usage based on past month; Standard duplication formula applied.

our ESG approach

In 2024, with our 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 alignment

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.

2024 sustainability highlights

key statistics



\$50.3 million

provided in fundraising assistance



792

charitable organizations supported



3,389

volunteer hours submitted by Corus people



7%

reduction from 2023 GHG emissions

board member diversity¹



57%

identify as women



14%

identify as a visible minority

executive chair and senior leadership team²



56%

identify as women



11%

identify as a visible minority

environment



63%

waste capture rate at Corus Quay³



0.93%

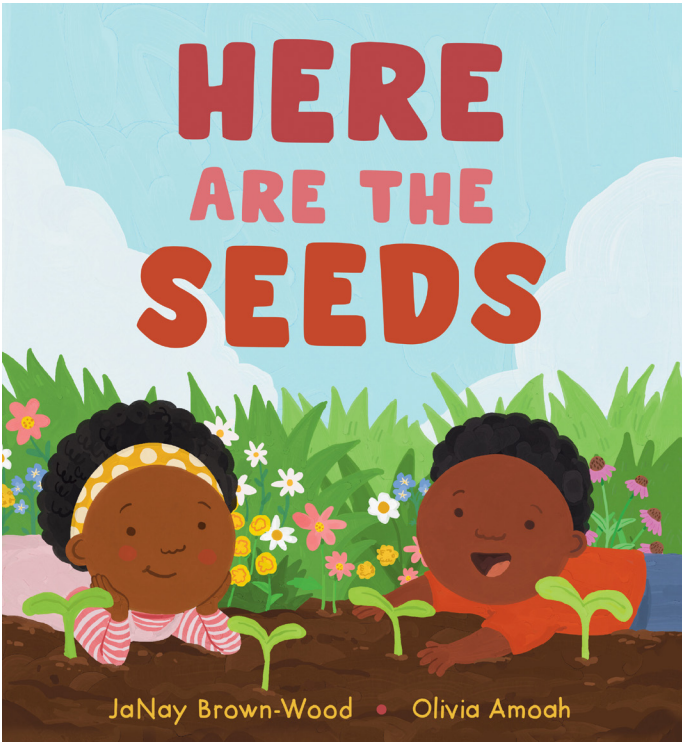
Greenhouse Gas Intensity (Total/Revenue)

¹ The Board consists of 7 people and includes the Executive Chair.
² The Senior Leadership Team consists of 9 people and includes the Co-CEOs and the Executive Chair.
³ The percentage of waste sorted into the correct stream at Corus Quay.

2024 sustainability highlights

In 2024, we remained steadfast in our objective that our Company should reflect the Canadian population and be a place where everyone can and should thrive. As such, we continued to make progress in our DEI action plans and evolved our well-being offerings to be more resourceful and accessible than ever before.

We again sought energy and waste efficiencies in our direct operations and engaged with suppliers to help pave the way for more progress on environmental and social risk due diligence. As a business we operated with integrity and resilience in a challenging time for our industry. The company is equally focused on reducing costs to improve operational efficiency and at the same time, making smart, future-forward decisions.



what's new

Over the past fiscal year, we have:

- Launched a new workstream focused on Leadership Diversity, incorporating the People Team, DEI Team and the business.
- Enhanced our Talent Acquisition Workstream to further diversify our candidate pool and ensure our hiring practices are inclusive and equitable.
- Finalized a DEI Reporting Suite that measures diversity, hiring, promotions, turnover and employee engagement.
- Utilized a Diversity in Content dashboard to track and measure diversity across our content, starting with our Original Productions.
- Developed employee training modules to address anti-racism, DEI fundamentals and unconscious bias.
- Supported a wide range of social and informational employee events.
- Continued to facilitate 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.
- Updated access to even more well-being support and resources with a new wellness platform in partnership with our Employee Assistance Program (EAP).
- Continued our participation in industry organizations to support the transition of our sector to the low-carbon economy, including playing a key role with the Canadian Broadcasters for Sustainability and On Tourne Vert and committing to the goals set out by participating partners.
- Continued participation in provincial energy rebate programs.
- Continued to assess the physical risks of climate change in respect to our facilities and broadcasting infrastructure.
- Formalized a Human Rights Statement and published our 2023 Modern Slavery Report Under Section 11 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act.
- Continued our participation in Xerox's PrintReleaf program enabling us to measure, calculate and offset paper and print consumption across our offices and to contribute to the certified reforestation and carbon offset projects.
- Created and distributed the Sustainable Events Checklist for teams and locations across Corus to review and consider when planning an in-person team meeting or event to reduce environmental impact, such as GHG emissions and waste.

corporate strategy and core values

Five strategic pillars

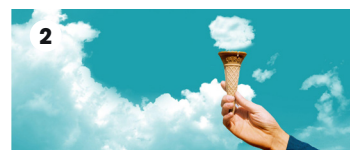
Our current strategic plan is structured around five key pillars that are purposeful in positioning our company for the future.

- 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. 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 2024, we chose *Make it Happen* as we collectively embraced our sustainability journey and continued to make progress with our ESG strategy.



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.

awards and recognition



Greater Toronto's Top Employers (2024)

Corus was recognized as one of Greater Toronto's Top Employers for exceptional human resources programs and forward-thinking workplace policies for the 12th consecutive year. This recognition is the benchmark for workplace best practices in the Toronto region.



Canada's Top Employers for Young People (2024)

Corus was recognized as one of Canada's Top Employers for Young People for the 14th consecutive year. This honour recognizes leadership in attracting and retaining the best and brightest young talent.



Canada's Best Diversity Employers (2024)

Corus was recognized as one of Canada's Best Diversity Employers for a variety of initiatives taking place across the company. This recognition highlights employers across Canada with exceptional workplace diversity and inclusiveness programs.



The Globe and Mail's Report on Business Women Lead Here Benchmark (2024)

Corus was recognized for having women in nearly half of all leadership roles in *The Globe and Mail's* Report on Business 2024 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.



Human Resources Director Canada's Innovative HR Teams (2024)

Corus received this recognition for the first time in 2024 for its newly updated intranet platform, Corus Central. HRD Canada's Innovative HR Teams 2024 report recognizes firms that are breaking boundaries to move the HR industry forward.

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 an inclusive 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 diverse workforce is comprised of unionized and non-unionized employees, the majority of whom work as full-time employees.



Social goal alignment:
 



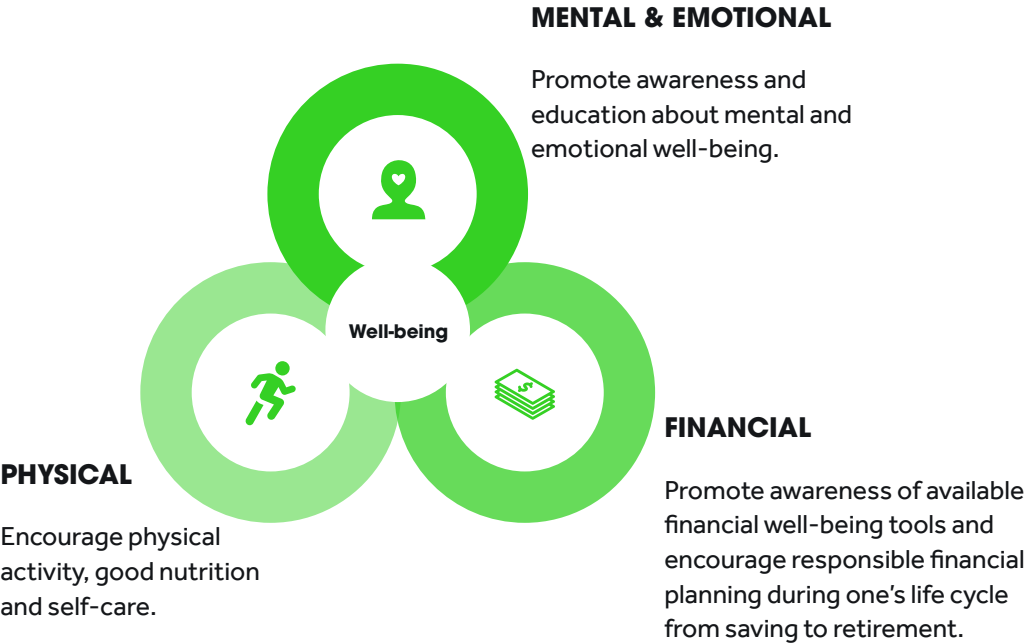

well-being and employee supports

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 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.

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 , 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 reduces the stigma around mental health.
- FINANCIAL WELL-BEING:**
 - In fiscal 2024, we partnered with the Credit Counselling Society (CCS) to introduce the new live webinar series to support financial education at Corus.
 - Webinar topics included *Food and Finance* to save money on grocery bills, *The Truth About Credit* to educate people about credit, and *Budgeting 101* to help create a step-by-step household spending plan.
- PHYSICAL WELL-BEING:**
 - With the launch of the free fitness app, 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.
 - In addition, we have hosted physical well-being sessions to encourage our people to move more.



Social 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 Assistance Program (EAP) 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.
- We offer Flexible Work Arrangements for our Corus people. Where the type of work allows, we provide personalized and flexible opportunities, including hybrid and remote options, that have enhanced many employees' lives and responded to the breadth of needs for new and existing employees.
- 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:
 - Enhanced mental health counselling for those covered by the Corus benefit plan
 - A life insurance and disability program
 - Flexible spending account for those employees on term contracts

Corus Central

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



Social 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 Senior Leadership Team presents Corus' strategic and operational priorities and core value of the year to our people through a virtual Town Hall. It is 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 Senior 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 Co-CEOs hold a quarterly Co-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 Senior Leadership Team, and team leaders can ask any Senior Leader to join their respective team meeting.
- Quarterly Town Halls, known as All Corus Calls, are hosted by the Co-CEO and Co-CEO/CFO with all Corus employees to discuss results issued during the quarterly analysts call and reiterate areas of focus for Corus. Questions are welcomed and encouraged.

corus.
AWARDS

Corus Awards are annual awards presented by the Senior Leadership Team 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.



Social 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 by implementing the following:

- 

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.
- 

Training continues to be a part of 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.

Social 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 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.



Social goal alignment:  

employee engagement

Working with a third party, we distribute employee surveys 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 semi-annual surveys include an index of key engagement indicators and an inclusion index. Each survey solicits feedback on two of four major areas of engagement with the first survey focused on clear direction and required resources, and the second on manager support and personal growth. We monitor our engagement and inclusion 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 and inclusion.
- 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	2024 Avg	Benchmark
Engagement Index	71	74
How happy are you working here?	72	74
I would recommend the company as a great place to work.	69	74
Inclusion Index	80	79
I feel comfortable being myself at work.	80	80
My team has a culture in which diverse perspectives are valued.	79	78
Balance: I am able to successfully balance my work and personal life.	76	72
Overall Response Rate	76	75

Social 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 Co-CEOs and the Executive Vice President, Chief Administrative Officer and Chief Legal Officer, 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 DEI team provides quarterly reports to the Senior Leadership Team. The Human Resources and Governance 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 quarterly both externally and internally.

We continually assess, review, 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 18](#))



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 20](#))



Representing Diversity in Content:
 Foster content and content creators that reflect the diversity of our audience. ([Highlights on pages 22](#))

Social goal alignment:



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 continues to evolve with new employee training modules in development to address anti-racism, DEI fundamentals and unconscious bias.

holding ourselves accountable 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 have established the Corus Pay Equity Committee in accordance with requirements and that committee continues to work though the pay equity exercise.

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

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 44](#)).

Our quarterly DEI Reporting Suite includes a demographic breakdown of:

- Our workforce, by department and by level
- Our hires, promotions and turnover
- Our employee engagement and inclusion indices

regular reporting to the board, Senior Leadership Team and employees

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

DEI performance metrics in place for leaders

Senior 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.



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.

Continued on following page

Social goal alignment:   

working inclusively and equitably

We strive to eliminate barriers and ensure an inclusive approach to our processes. This year, the Talent Attraction and DEI teams continued to implement initiatives to reach a more diverse pool of candidates and to enhance our measurement in this area.

- We partnered with an Indigenous-focused job board to promote our job opportunities.
- We launched LinkedIn Amplify, which engages our DEI Council members to act as ambassadors by sharing, liking and reposting select job opportunities where we want a broader talent pool.
- We have enabled candidate self-ID tracking as part of the application process to be able to measure the diversity of our applicant pools and the effectiveness of our sourcing and attraction initiatives.

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.

Our Vision

At Corus we are deeply committed to achieve our goal of being:

- A group of people that is as diverse as the communities in which we work, and the audiences we serve.
- A place where people have a full opportunity to show their unique value and develop their potential.
- A culture where we stand up for each other, and actively work to address biases and barriers.



Celebrating the lives and work of our 2SLGBTQ+ colleagues.



Creating a culturally aware, supportive and inclusive environment at Corus for Indigenous Peoples.



The Black Organization for Leadership and Development.



The Women's Inclusion Network.



The Hispanic/LatinX Organization of Leadership and Achievement.



Corus Recognizes Excellence in Asian Talent and Energy.



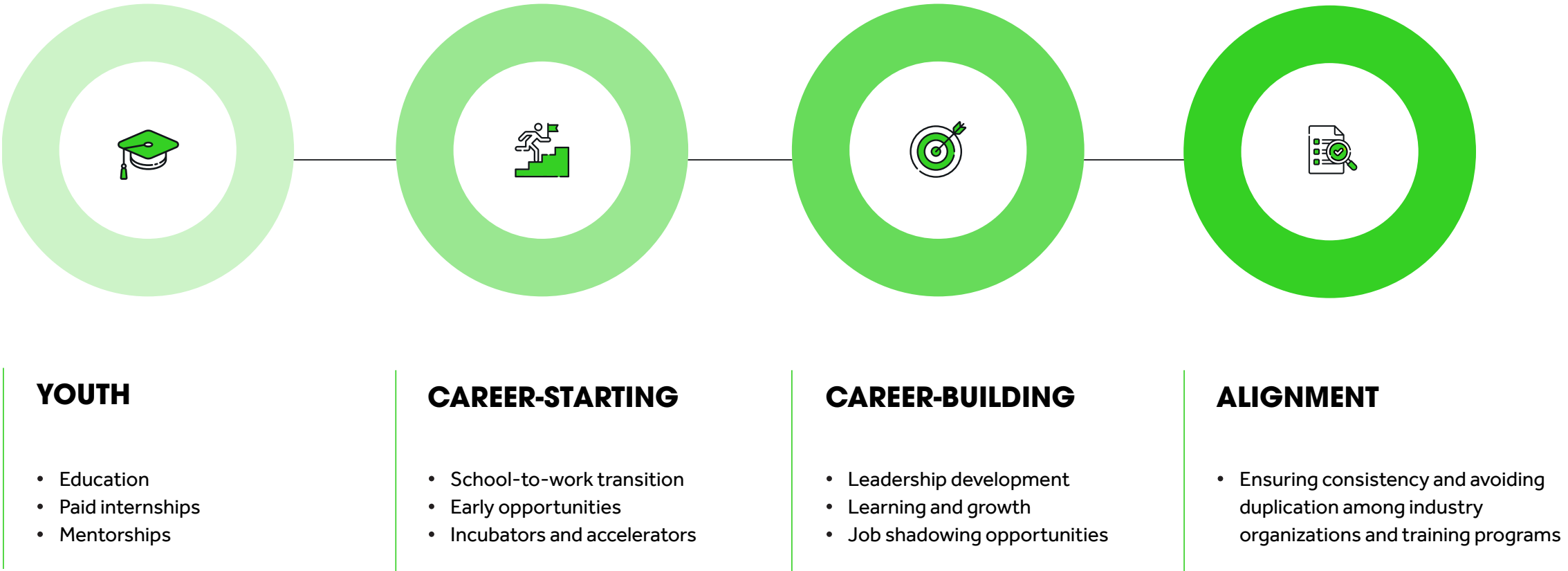
Focused on accessibility and inclusion for persons with disabilities.

Social goal alignment:
 


building a diverse industry

We remain focused on developing and accelerating opportunities for 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:



Social goal alignment:  

building a diverse industry

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

A key tenet of our industry support program is focused on education and career-starting opportunities. Our Corus.Futures initiative does just that, supporting final year post-secondary students from underrepresented communities pursuing programs related to content creation, production and journalism.

- The so.da Social Marketing Scholarship and Internship Program supports one student per year studying Marketing, Advertising, Graphic Design, Communications or Multimedia Design.
- The Corus Television Broadcast Scholarship and Internship Program supports one student per year studying television broadcast and production.
- The Susannah Therrien Radio Scholarship and Internship program is focused on a student studying radio.

All three support programs provide tuition assistance up to \$5,000, a three-month paid internship at one of our offices across Canada, 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

- Black Screen Office and its Black Women Directors Accelerator, a collaboration with the Directors Guild of Canada
- Indspire and their Building Brighter Futures program
- Women in Film & Television (Toronto chapter)
- Women in Communications and Technology (WCT)
- The Youth Media Alliance's John Rooney Creator Fund for members of the 2SLGBTQ+ community
- The Radio Television Digital News Foundation of Canada (RTDNF) and The Global News Diversity Scholarship
- BIPOC Writers Connect, a Kids Can Press-supported virtual conference hosted by The Writers' Union of Canada for Black, Indigenous and racialized emerging writers
- Forward Together which brings together companies and professional women to share best practices and resources
- On est là, an agency that aims to increase diversity in the Quebec television industry
- OYA Black Arts Coalition, Unscripted Internship program, two recipients spent 8 weeks with Insight Productions, working specifically on Top Chef Canada.
- Plan International Canada, Corus hosted the 2024 Youth Leadership Celebration and participated in a seat sharing

Additional information on our industry commitment can be found [here](#).



corus. community youth engagement program

The Community Youth Engagement Program 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.



Social 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 seeks opportunities to showcase the stories, histories and imaginative worlds of diverse creators. Guided by our DEI Action Plan, and working with our independent Canadian production partners, our DEI team works with teams across the business to help create and deliver content that reflects the diversity of Canadians, and address barriers in all aspects of content creation and development.



Builder Brothers Dream Factory is an animated preschool series about brothers, Drew and Jonathan, who work with their friends Mel and Ayana to solve neighbourhood challenges by dreaming big. The focus of the series was to ensure representation in its cast and in the writers' room, ensuring authenticity in its storytelling.

The series celebrates the diversity of its characters with a special Orange Shirt Day episode written by a First Nations (Cree) writer, a Diwali episode written by a Trinidadian-Canadian with South Asian heritage, and an episode about making playground rides more accessible written by a writer who uses a wheelchair.

Corus strives for diverse and authentic representation in our content and recently launched a Content Diversity dashboard to track and measure diversity across our content, beginning with Original Productions.

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. Our Corporate Cultural Diversity Report, an annual regulatory reporting requirement filed with the CRTC for all broadcasting licensees, includes additional information about our support initiatives which can be found [here](#).

Social goal alignment:
 



supporting national conversations on truth and reconciliation

The media digital 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 third National Day for Truth and Reconciliation on September 30, 2023 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.

A Corus-Studios commissioned documentary, *True Story* sheds light on the history of the relationship between Indigenous and settler people as told by Indigenous voices from their point of view. Originally created in English, the documentary was dubbed to French and aired on Historia on National Day for Truth and Reconciliation on September 30, 2023.

covering Indigenous news stories effectively

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



Indspire’s Building Brighter Futures program provides scholarship support to Indigenous students pursuing post-secondary opportunities in any field, including media, journalism and entertainment.

Social goal alignment:
 



community engagement

Community engagement and giving back is an important part of Corus, grounded in our core value, Show We Care. We are proud of the community support we provide and encourage through personal volunteer efforts and local non-profit organization.

Corus Cares 2024 highlights

\$50.3
 million raised

792
 charitable
 organizations
 supported

3,389
 employee volunteer
 hours



Supports Global News and Corus Audio community partners.



Supports personal volunteer efforts for our team members



connected
community.

Showcases individual community work to the Corus community.

Additional information about our community support can be found [here](#).



advancing our planet pillar goals

Corus has set out specific goals to help advance our environmental performance. We continue to make progress towards embedding more environmentally sustainable practices into our operations and productions.



Environment 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 all but two of our Corus owned sites.

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. Recent initiatives from the Corus Green Team include:

- Facilitating Swap Shop activations to rehome gently used items.
- Encouraging a neighbourhood cleanup with volunteers from Corus Quay.
- Engaging gardeners from across the company to form a community to share experiences and participate in a tomato growing experiment from coast to coast.

We published 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.

Environment 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

We continue our work to facilitate LED lighting retrofits at our owned buildings. Heading into our final phase, we aim to find opportunities in our leased locations to improve energy efficiency.

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.

67% waste diversion at Corus Quay¹

¹ 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

Since 2022 we have collected and calculated water usage data across our office locations, using estimates where actuals were not available. Unlike other sectors, water usage or drought risks are not a material sustainability factor for our business or the communities where we have operations at this time.

Estimated Water Consumption	2023	2024	% Change
m3	46,011	41,676	-9%

See GHG Emissions and Water Volume Disclosure Statement in Performance Data on page 45.



We adopted Xerox’s PrintReleaf program in 2023 enabling us to measure, calculate and offset paper and print consumption across our offices thus supporting certified reforestation and carbon offset projects. As a result since February 2023, PrintReleaf has planted over 325 certified trees on our behalf.

With more employees embracing hybrid work, we have been able to consolidate work areas by offering hoteling desks for team members at our locations across Canada. This has resulted in a reduction in heating and air-conditioning loads, lighting levels and decreased power usage.

The Corus Green Team’s Sustainability Sessions feature subject matter experts focused on themes of sustainability, climate change, and environmental interests.



let’s get growing
spring forth!
the sustainability sessions by 

Environment goal alignment:  

understanding and measuring our emissions

We continue to quantify and calculate our emissions using our GHG inventory management plan. We aim to better understand our operational carbon footprint and related impacts to develop mitigation measures for the growing physical and transition risks of climate change to Corus and be proactive in advance of anticipated regulatory reporting requirements.

We recognize the importance of comparable year-over-year data to help inform our decisions and actions against different climate pathways. For detailed information, please see our GHG emissions data on [page 45](#).

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 enable us to incorporate renewable energy into our operations.

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 lake Ontario and 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.

When replacing end-of-life transmitters at our transmitter sites, we have moved toward liquid cooled transmitter units that are more efficient and do not require heating, ventilation and air conditioning (HVAC) cooling, thereby reducing energy consumption at the sites.

our fleet

This year, Global News operations increased the proportion of hybrid vehicles in our fleet, replacing 12 additional combustion vehicles with hybrid vehicles. This brings our total number of hybrids to one third of our current fleet of 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. 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.

With an eye to promoting the health and vitality of the land, plants and animals, this year we engaged a First Nations company in British Columbia to reduce our forest fire risk through vegetation management at a site that we deemed to be at risk in the event of a forest fire.



Environment 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.

In 2024, Quebec's Corus Média increased their ongoing efforts and commitment towards a more sustainable industry. For all commissioned programs, independent production partners will be formally asked to limit their environmental footprint on the shows/series they produce for our Quebec specialty networks. They will also be encouraged to use tools developed by On Tourne Vert / Rolling Green to facilitate the adoption of eco-responsible actions, and in turn, obtain official accreditation from On Tourne Vert in recognition of their environmental efforts in facilitating sustainable production. Recently greenlit productions requiring On Tourne Vert compliance include Historia documentaries, *Secrets de villages* (season 2) and *Gardiens du patrimoine* and *Séries Plus* dramas, *Anticosti* and *Bête Noire* (season 3).

Industry-wide collaboration

Canadian Broadcasters for Sustainability are committed to meeting quarterly to leverage each others' sustainability progress and collectively advance the following five goals:

- Collaborate on sustainability initiatives to avoid duplication and make our resources and learnings have more impact.
- Increase the scope and impact of the sustainability actions we want to take.
- Improve our efforts to produce sustainably including how we measure and address our carbon impact.
- Reach more of our audiences with content that inspires people to make more sustainable choices and is informed by science.
- Understand and consult with marginalized communities that are disproportionately affected by climate change including Indigenous, racialized, disabled and 2SLGBTQI+ communities.

Quebec's Corus Média officially joined On Tourne Vert in early 2024. Since that time, the French Original Production team has been an active participant in On Tourne Vert's quarterly update meetings (in addition to other consulting committees related to industry sustainability).



Environment 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.

Home Network social contributor, Hey Maca, promotes sustainable construction

Maca Atencio (@Hey.Maca) has spent the past years 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 and team used sustainable and renewable materials, including pre-used wood for the beams and structure. The team ensured that the home would remain eco-friendly even after construction was completed by installing heated concrete floors to save on electricity, smart technology and LED lights for lower energy consumption, an EV charging station, a rainwater recycling rail system to water plants, and big windows and skylights with solar powered blinds to help optimize energy use.



Millie Magnificent

Each episode of *Millie Magnificent* features our lead character repurposing used materials to create something new that kids can actually make at home. For example, Millie collects objects during the annual Clean & Trade throughout her neighbourhood with a goal of making something new and magnificent in the episode "The Most Magnificent Wallace". She's stumped about what to create with old hula hoops, a life preserver, and broken pool noodles, but after having an inspired "brainspark", she builds an obstacle course for her hyperactive dog Wallace. Other episodes show viewers how to make bird houses, lending libraries, and a scarecrow from household objects.



responsibility

operating with transparency, integrity and fairness

We prudently manage our diverse portfolio of businesses while positioning Corus for the future. Our governance policies and practices reflect our commitment to foster an ethical and responsible culture, with a focus on maintaining accountability to our people, partners, audiences, communities and shareholders.



Governance 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/digital/technology, risk management, finance, business, advertising, human resources, and the non-profit sector.

corporate governance

The Board of Directors of the Company endorses the principles that sound corporate governance practices are important to the proper functioning of the Company and the enhancement of the interests of its shareholders. For further information, please visit the Investor Relations - Corporate Governance section of Corus Entertainment's website (www.corusent.com)

The Board's responsibilities in this area include overseeing risk governance and management, corporate governance, conduct and ethics practices, diversity, equity and inclusion, sustainability reporting and the effective implementation of related strategies, policies and programs.

Key governance documents are available [here](#) including:

- Constatng Documents
- Charters of the Board of the Company and its Committees
- Code of Business Conduct Policy
- Board Diversity Policy
- Shareholder Engagement Policy
- Raising Concerns Policy

risk culture

Corus believes that risk culture starts with the "tone at the top" i.e. set by the Board of Directors , Co-Chief Executive Officers , and the Senior Leadership Team. The Company's culture embraces accountability, listening, learning, communication and transparency. This includes a culture and approach to risk taking and management, which means that all employees are encouraged to identify and escalate risks as set out in our policies when they believe the Company is or could be operating outside of its risk appetite.

At Corus, ethical conduct is an important part of the risk culture. Corus has a Code of Business Conduct that applies to and guides employees and directors in their business activities and conduct and requires them to act, at all times, with integrity, professionalism and ethically. If there are any concerns that cannot be or are not addressed through the governance structures in place to identify, discuss and manage risk, Corus has comprehensive policies and processes to enable any employee to raise a concern, including anonymously through a hotline.



Continued on following page
 

Governance goal alignment:

board oversight

risk culture

Part of delivering against Corus' strategy and doing the right thing for its stakeholders is growing value. As such, Corus takes risks necessary to build and grow its businesses, products and brands, but only if they:

- fit the Corus business strategy;
- are understood and manageable; and,
- do not harm the reputation of the Company or its brand(s)

risk governance

The Company's governance structure emphasizes and balances Board and management level oversight with clear ownership of and management of risks within businesses. The Company's Board has overall responsibility for risk governance and ensures that there are processes in place to effectively identify, assess, monitor and manage principal business risks to which the Company is exposed. This includes oversight of the implementation of enterprise risk management procedures and the development of entity level controls. The Board carries out its risk management mandate primarily through its Committees and senior management as follows:

- the Audit Committee, which is responsible for overseeing the Company's policies and processes designed to mitigate and manage applicable regulatory compliance risk, including the adequacy of internal control over financial reporting;
- the Human Resources and Governance Committee (HRGC), which is responsible for the Company's policies and processes designed to mitigate and manage risks associated with the Company's compensation plans; and maintaining and monitoring the Company's governance processes, including its Code of Conduct.

- the Senior Leadership Team (SLT), which is responsible for the establishment of enterprise risk management processes; and,
- the Company's Risk Management Committee (RMC), which oversees and manages risk management processes.

In addition, entity level controls, (including the Company's Code of Business Conduct), financial controls and other governance processes are in place and monitored regularly by the Company's Risk and Compliance group, which functions independently from management and provides the Audit Committee and management with objective evaluations of the Company's risk and control environment.

A strategic risk assessment is conducted as part of the Company's strategic planning process to identify and assess the principal business risks facing the Company and their potential impact on the achievement of the Company's strategic objectives. Emerging risks are included in the assessment and risks are prioritized using standard risk assessment criteria.

The RMC, which reports to the SLT, is mandated to maintain the Company's Enterprise Risk Management Framework for identifying, assessing, managing, monitoring and reporting the principal business risks that impact the Company. The RMC is comprised of various senior managers from across the organization, with all key operating segments and functions represented. The Committee meets on a quarterly basis to review strategic, operational, financial, legal and compliance as well as reputational risks to the Company.

The likelihood and impact of these risks are ranked on a high, medium and low basis. These risks are reviewed by the Company's Disclosure Committee, the SLT, and finally, with the Board as part of the quarterly risk review process.

As part of comprehensive risk management, Corus has risk identification and assessment mechanisms that are focused on recognizing and understanding existing risks, risks that may arise from new or evolving business initiatives, aggregate risks, and non-traditional or emerging risks. The Company supports a process of risk identification and assessment that enables and enhances its understanding of risk interdependencies and supports the identification of emerging risks.

Corus has risk control processes that are established and communicated through policies approved by the Audit Committee and other committees of the Board, the SLT and management. The Company also has associated processes, guidelines and procedures that further enable compliance with these policies. In addition, where required or appropriate, there are risk controls in the form of monetary limits, limitations on delegated authorities to risk tolerances, processes for escalating concerns, incidents or breaches, and review and testing procedures for key controls. The Risk and Compliance group has a direct line of reporting to the Audit Committee and conducts independent testing of key controls in the Company as well as continuous monitoring.

There is regular reporting on risk throughout business activities and in business forums. In addition, the RMC regularly reports on its risk monitoring activities to the Senior Leadership Team, the Board and its committees. Finally, committees are established and convened to monitor and report on certain specific risk areas that may require more focus, particular expertise or frequency of monitoring.

More information on Corus' strategic, Operational, Financial, Ownership and Reputational risks can be found here [Annual-Report-2024.pdf](#) (corusent.com).

Governance 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.

- This past year we formalized a Human Rights Statement and published our 2023 Modern Slavery Report. Our Supplier Code of Conduct articulates our expectations of suppliers in all areas of human rights including fighting forced labour and child labour. More information can be found here:
- [Human Rights Statement](#)
 - [2023 Modern Slavery Report](#)
 - [Privacy Commitment](#)
 - [Privacy Policy](#)
 - [Supplier Code of Conduct](#)
- In addition to these important policies, Corus embraces several internal policies to ensure that all employees operate responsibly including:
- Insider Trading Guidelines
 - Related Party Transaction Policy
 - Sanctions, Corruption and Bribery Policy
 - Disclosure Policy
 - Acceptable Use Policy
 - Authorization Policy
 - Employee Privacy Policy
 - Respect and Safety in the Workplace Policy
 - Global News Journalistic Principles and Practices
 - Social Media Policy



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.

Governance goal alignment:  

sustainable sourcing

Corus sources products and services from a wide range of suppliers. 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.

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 of Conduct.

The Supplier Code of Conduct can be found [here](#).

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 of Conduct, 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.



Kids Can Press is very proud that 100% of its books published in 2024 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.

Governance 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 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 content. See a list of the broadcast codes and standards that Corus must comply with or adhere to [here](#).

In respect to advertising content, Canada’s Ad Standards deals 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. This year, there were no CBSC decisions of breach made against Corus.

political advertising

All reasonable steps are taken to comply with Elections Canada and provincial guidelines regarding political ads, programming and newcasts. 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 topic such as endorsements and maintaining a workplace free of harassment and discrimination.

Corus operates its television, radio and online streaming services under federal regulatory oversight pursuant to the Broadcasting Act and must comply with regulations and reporting requirements, where applicable.

Governance 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 plots 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. We are committed to ensuring these standards are met in the production, acquisition, scheduling, promotion and broadcast of our children’s programming.

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 (post 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.



Governance goal alignment:
 



responsible programming

accessibility

As a Federally regulated entity, Corus is mandated by the Accessible Canada Act (ACA) and regulated by the CRTC to publish a multi-year accessibility plan and report on the progress of that plan annaully, which includes the communication, the procurement of goods, services and facilities, and the design and delivery of programs and services.

This Multi-Year Accessibility Plan outlines Corus’ strategies and action plan to continue to prevent and remove barriers to accessibility and meet the requirements under the Accessible Canada Act (ACA), 2019; the Canadian Radio-television and Telecommunications Commission (CRTC) Accessibility Reporting Regulations; and the Accessibility for Ontarians with Disabilities Act (AODA).

Corus published its initial plan in 2023 and reported on its progress in June of 2024. Corus’ Multi-Year Accessibility Plan and Progress Report can be found [here](#).

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.

Optimizing accessibility in children’s books, Kids Can Press 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.

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.



Optimizing accessibility in children’s books

Next Door, a wordless children’s picture book by acclaimed author Deborah Kerbel, explores the art of finding points of connection, through two children — one who communicates by sign language, and a newcomer learning a different language. Deaf illustrator Isaac Liang lends his lived experience to the visual story, choosing details and perspectives that reveal the world as it’s experienced by the boy. Published by Kids Can Press in 2023, Next Door was selected by the International Board of Books for Young People (IBBY) for its IBBY Outstanding Books for Young People with Disabilities List.



Governance 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 Senior 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 Management 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 Senior Leadership Team and the Board on risk management through the Board's Audit Committee.

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. We continue our work on physical risks.

Working together. Corus values responsible environmental practices across several of our productions, processes and facilities, including the measurement and reduction of our greenhouse gas emissions. We strive to engage with Suppliers that also drive or have the greatest potential to influence our sustainability performance and can support us in delivering our environmental commitments, including but not limited to minimizing the use of resources, measuring and reducing carbon emissions and waste diversions.

Supplier Code of Conduct. We believe that working with ethical suppliers is essential to our success. Our suppliers are key players in our business and industry, and our relationships must be built on trust and integrity, and with a shared responsibility towards the sustainability of our communities and the planet. We believe that working together we can achieve mutually beneficial outcomes. By setting clear expectations for our suppliers that align with our own goals and core values relating to sustainability and social and environmental responsibility, we also aim to mitigate legal, financial, and reputational risks both for Corus and across our supply chain.

This includes Key Principles and Expectations:

- Business Integrity
- Creating Safe and Healthy Workplaces
- Labour Standards
- Health and Safety
- No Harassment, Discrimination or Violence
- No Forced Labour
- No Child Labour

Our complete Supplier Code of Conduct can be found [here](#).

Governance goal alignment:  

safeguarding information

cybersecurity

To keep pace with evolving cybersecurity risks, we continuously update our policies and procedures, rigorously monitor our security posture, and analyze emerging threats.

We follow the National Institute of Standards and Technology (NIST) Cybersecurity Framework and regularly undergo third-party conformity assessments.

Monitoring and Readiness: Corus' dedicated Cybersecurity team focuses on intelligence, threat mitigation, operations, and security architecture - supported by a 24/7 Security Operations Centre (SOC) partner. The SOC monitors and addresses threats to our network infrastructure and employees, working closely with our internal team. Additionally, we have a cross-functional Technology Vendor Management Committee that assesses vendors involved in outsourcing, data processing, and storage. This process includes evaluations of technical, privacy, and cyber governance aspects to ensure the suitability and security of services provided, as well as compliance with relevant processes, policies, and certifications that safeguard our network, assets, and data.

Governance and risk oversight: Our policy framework guides employee conduct and the implementation of data protection and information security standards. The Senior Leadership Team receives quarterly risk updates from the Cybersecurity team, while the Audit Committee of the Board oversees our cybersecurity program and its associated risks. Both the Senior Leadership Team and the Audit Committee are updated by our Executive Vice President of Technology on cybersecurity matters. Additionally, our Risk Management Committee reviews cyber and privacy risks quarterly or more frequently as needed.

Education and training: Everyone plays a role in maintaining the security of our assets and systems. Senior leaders participate in readiness exercises, incident response, and preparedness training. Corus assets are to be used only for approved business purposes and must comply with the Acceptable Use Policy. All employees complete a Security Awareness and Social Engineering training program during orientation and receive ongoing, tailored training updates. Employees who do not complete their training will have their network access restricted.

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.

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.

Our Privacy Office oversees Corus' compliance with established privacy standards and requirements and maintains the Corus privacy program. Key components of this program include the Privacy Commitment, the Privacy Policy, the Employee Privacy Policy, the Privacy Impact Assessment Protocol, Canada's Anti-Spam Legislation Compliance Guidelines, the Privacy Breach Readiness and Response Protocol and the Acceptable Use Policy.



Governance 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 and its associated policies and guidelines are regularly reviewed and updated by senior news management to ensure that they remain up-to-date and relevant to our ever-changing world. The JP&P can be found [here](#).

our Global News mission

As Global Television commemorates 50 years of serving Canadians, Global News programs and platforms have been the cornerstone of the Global brand pioneering forward-thinking journalism across the country. Global News leads the way by responding to the rapidly changing needs and preferences of its audience. Canadians continue to value and trust Global News whether they watch and listen traditionally or embrace our expanding brand of trusted journalism on their connected TVs and our additional platforms.

Our mission remains:

- 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.

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 by our journalists may potentially expose them 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 both our local communities and abroad. Topics include situational awareness, incident de-escalation techniques and effective verbal and non-verbal communication.

Our increasingly polarized society has resulted in more Canadians taking to the streets to demonstrate and we have increased our communication with journalists in the field about our safety protocols to ensure their safety while gathering news in these dynamic environments. This includes consultations with our internal security advisor and engaging third party professional security staff trained in de-escalation to provide direct support when deemed necessary to protect our teams and the public at these events.

As a result of another year of drought in Western Canada, our crews were deployed to cover wildfires in early Spring and an updated Wildfire Safety memorandum was developed in collaboration with our Safety and Security team to help protect them in these dynamic environments.

We continue to adapt and update our procedures to ensure Global News journalists are safe during international deployments in high conflict areas, including specialized security training for assigned journalists.

Governance goal alignment:
 



journalistic standards

Global News requires journalists to abide by the JP&P policy. The 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 was designed with consultation from journalists across our network. It is crafted 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. Global News is committed to producing news content thoughtfully in accordance with these community 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 disclosing and mitigating potential conflicts of interest.

Privacy: The JP&P encourages journalists to remain mindful of the expectation of privacy as they gather news, which includes 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 seven Canadian Screen Awards in 2024 including:

- Best National Newscast: *Global National*
- Best News Anchor, National: Dawna Friesen
- Best National Reporter: Neetu Garcha
- Best Local Newscast: Global BC, *Global News Hour at 6*
- Best News Anchor, Local: Global BC’s Chris Gailus and Sophie Lui
- Best Live News Special: Global Alberta, *Decision Alberta 2023*
- Best Photography: *The New Reality, Missing Children*



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	SLT	DIRECTOR & ABOVE	ALL EMPLOYEES
Women ¹	57%	56%	51%	47%
Men ²	43%	44%	47%	50%

PAY CLASS	NON-UNION	UNION	PAY CLASS % OF TOTAL HEADCOUNT
Full Time	74%	26%	88%
Part Time with Benefits	37%	63%	4%
Part Time without Benefits	64%	36%	1%
Temporary Contract	79%	21%	6%
Casual	94%	6%	1%
Grand Total	73%	27%	100%

¹ Excludes employees who identify as men, non-binary, or preferred not to answer.

² Excludes employees who identify as women, non-binary, or preferred not to answer.

³ N/A indicates too small a number to report for privacy requirements (i.e. less than 5), or zero.

The Senior Leadership Team includes the Executive Chair and the Co-CEO, Co-CEO/CFO and had a total of nine members.

Based on total headcount as of September 3, 2024, Corus has a total of 2,696 active employees, with a total of 210 people in a Director-level position or above.

The table below represents data as of September 3, 2024, collected through a confidential and voluntary self-identification form. Response rates vary with a minimum 81% employee participation (an increase of approximately 3% from 2023).

	DIRECTOR & ABOVE	ALL EMPLOYEES
Visible Minority	17.6%	21.4%
Black	2.9%	3.2%
East Asian	4.8%	5.0%
Latinx	N/A ³	1.5%
West Asian/Middle Eastern	N/A ³	0.9%
South Asian/Central Asian	3.8%	4.3%
South East Asian	2.4%	3.8%
Indigenous	N/A ³	1.7%
People with Disabilities	2.4%	3.1%
2SLGBTQ+	N/A ³	6.7%

greenhouse gas emissions

Greenhouse Gas Emissions ¹	2023	2024	% Change
Total Scope 1 emissions – direct (tCO2e)	3,987	4,038	1.28%
Gas consumed m3	1,336,489	1,351,325	1.11%
Gas emissions (tCO2e)	2,608	2,636	1.07%
Fuel oils consumed (litres)	18,451	36,482	97.72%
Fuel oils emissions (tCO2e)	51	100	96.08%
Vehicle fuel consumed (litres)	393,725	384,203	-2.42%
Vehicle fuel emissions (tCO2e)	918	899	-2.07%
Total Scope 2 emissions – indirect (tCO2e)	8,768	7,835	-10.64%
Total electricity consumed (kWh)	63,509,826	60,432,482	-4.85%
Total purchased renewable electricity (kWh)	26,807,981	25,204,482	-5.98%
Total Scope 1 and 2 emissions (tCO2e)	12,755	11,874	-6.91%
Business Efficiency Metrics	2023	2024	
Total revenue (millions)	\$1,511	\$1,270	-15.92%
Scope 1 + 2 emissions per unit/\$m revenue (tCO2e)	\$8.44	\$9.35	10.72% 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.



Millie from "Millie Magnificent"

¹ The methodology and assumptions specific to each emission type are included on page 46. 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 11% increase is attributable to a decrease in our annual revenue between fiscal 2023 and 2024.

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 water and steam 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 2023 to 2024 to emission reductions resulting from investment in improving energy consumption in some of our transmitter equipment and towers in Western Canada. We also experienced an improved quality and amount of data. Energy and emissions were recalculated for 2023, 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. 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 was extracted from invoices and/or utility bills. 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. 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 (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) professionals, and (d) all other employees.	SV-ME-260a.1	Performance data, Employee diversity table, page 44 We track employee representation in each of the following categories: Board Senior 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 18–24 Responsibility, Journalistic standards, pages 41–42
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 41–42 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 2024 Corus Annual Report , page 56.
	Revenue from embedded advertising.	SV-ME-270a.2	The Company discloses revenue in its consolidated financial statements in its 2024 Corus Annual Report , page 56. 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 34–38 Responsibility, Journalistic standards, pages 41–42 2024 Corus Annual Report , page 37

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 40 2024 Corus Annual Report , page 36
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) Corus reaches over 30 million Canadians monthly across our broadcast and digital platforms. That equates to 12.8 million households (# of households (2.4 person/hhld)). ¹ (2) Canadians reached by broadcast television (Global TV): 16.8 million people monthly. ² (3) Subscribers to cable networks: See the 2024 Corus Annual Report , page 19-20. 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: Linear TV - Numeris PPM Data, FL23/SP24 STD (Sep1/23-Mar31/24) – confirmed data, Total Canada, Mo-Su 2a-2a, Ind. 2+ AvMRch%, CORUS; Radio - Numeris PPM, Toronto, Calgary, Edmonton, Vancouver; Fall 2023 (Aug 28, 2023-Nov 26, 2023); Daypart: Reach Plan (Mo-Su 5a-1a); Numeris Diary: Hamilton, Kitchener, London, Kingston, Barrie, Ottawa, Winnipeg; Fall 2023; Daypart: Reach Plan (Mo-Su 5a-1a); Digital Video – Vividata Spring 2024 Study, Total Canada, Comp% of Ind. 14+, usage based on past month; Standard duplication formula applied.

² Source: Numeris PPM Data, Aug 28/23 – Mar 26/24, confirmed data, Ind. 2+, Global Total, Total Canada, M-Su 2a-2a, CumRch(000), averaged by Broadcast Month.

TCFD index¹

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 32-33 Responsibility, Environmental and social risk, page 39
	b) Describe management’s role in assessing and managing climate-related risks and opportunities.	Responsibility, Board oversight, page 32-33 Responsibility, Environmental and social risk, page 39
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	Planet, Understanding and measuring our emissions, pages 28 Planet, Towards a more sustainable industry page 29 Responsibility, Environmental and social risk, page 39 2024 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. We monitor 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 measuring our emissions, pages 28 Responsibility, Environmental and social risk, page 39 Performance data, Greenhouse gas emissions, pages 45-46 2024 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.

¹ Following the culmination of the TCFD work and transfer of TCFD monitoring responsibilities to the IFRS; as permitted we continued to use the TCFD index in 2024.

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.
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks.	Responsibility, Environmental and social risk, page 39 Planet, Understanding and measuring our emissions, pages 28-29 2024 Corus Annual Report , pages 29 - 31 and 38
	b) Describe the organization's processes for managing climate-related risks.	Responsibility, Environmental and social risk, page 39
	c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	Planet, Understanding and measuring our emissions, pages 39
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 calculated from prior years, we are assessing how 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 presentation 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, the Company’s objectives, goals, strategies, targets, intentions, plans, estimates and outlook, including the adoption and anticipated impact of the Company’s capital allocation strategy, capital structure and liability management including liquidity, leverage targets, ability to repay debt, and/or renegotiate existing debt terms, dividend policy and the payment of future dividends, strategic plan, advertising and expectations of advertising trends for fiscal 2025, subscriber revenue and anticipated subscription trends, distribution, production and other revenue, the Company’s ability to manage retention and reputation risks related to its on-air talent; expectations regarding financial performance, 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 Company’s ability to maintain necessary access to loan and credit facilities, 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 maintain necessary access to loan and credit facilities, 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 including new, re-branded or re-programmed channels; 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-mitigatable 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 renegotiate, obtain relief from or

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 the Company’s Management’s Discussion and Analysis for the year ended August 31, 2023 and under the heading “Risk Factors” in the Company’s Annual Information Form for the year ended August 31, 2023. 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 and may be updated or amended from time to time. 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.



EXECUTIVE OFFICE

Corus Quay

25 Dockside Drive
Toronto, Ontario
M5A 0B5

Telephone: 416.479.7000

Facsimile: 416.479.7007

corusent.com

