

sustainability

report
2022



corus.



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ABOUT THIS REPORT

This Sustainability Report covers operations and activities of Corus Entertainment Inc. (“Corus” or “the Company”) for the fiscal year ended August 31, 2022 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 first report align with the Sustainability Accounting Standards Board (SASB) Media and Entertainment Sector Standard and the disclosure recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) from the Financial Stability Board. We support and are working to implement the TCFD Recommendations. We continue to monitor regulatory developments and international standards, including the work of the newly formed International Sustainability Standards Board (ISSB), and will evaluate whether to align with additional reporting standards in future years.

A note about this year’s report

This year, we undertook a maturity assessment and extensive stakeholder engagement to inform our environmental, social and governance (ESG) program. The results of the maturity assessment informed our ESG goals, framework, policies and procedures as well as our ESG governance. All of this is also reflected in this inaugural report. We are committed to transparency as we continue to raise our ambition in this area. For further information about our ESG approach, reporting and related activities, please contact sustainability@corusent.com.



Sheila Ritson-Bennett
Head of Environment and Sustainability, Governance

CEO message



I am pleased to share Corus’ first Sustainability Report, an important milestone in our work to formally integrate environmental, social and governance (ESG) goals into everything we do.”

– Doug Murphy
President and Chief Executive Officer



Our industry, society and planet are, without question, undergoing a transformation. Witness the profound pandemic-led changes in how we live, work and play. What remains a constant, particularly in times like these, is our foremost responsibility as a national and local broadcaster to provide the public with reliable and timely news and entertainment programming.

We are confident in our ability to meet that responsibility as an innovative and adaptable company in a rapidly changing world, as we continually seek out new ways to build, deepen and enrich our Corus culture.

With this inaugural Sustainability Report, we highlight the progress we have made to date and we share our evolution towards a more focused approach to sustainability with increased stakeholder engagement and comprehensive reporting.

Our approach to sustainability is grounded in three key pillars, each with a set of foundational goals to help articulate our ambition and how we will get there. The same best-in-class performance we strive for in all aspects of our business will also anchor our approach to sustainability.

People (see [page 6](#))

- 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.

Planet (see [page 6](#))

- 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.

Responsibility (see [page 6](#))

- 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.

CEO message

Progress in each of these areas is important to us, and increasingly a priority for our stakeholders, which is why we have built a strong ESG oversight and governance structure with dedicated management resources to oversee the implementation of our goals and initiatives. See [page 9](#) for our ESG oversight and governance structure.

Personally, I am excited about what sustainability means for our company and the opportunity we have to demonstrate how our ongoing efforts make Corus a great place to work. Corus' approach to environmental, social and governance issues will help us find new ways to build value for our people, clients and customers, communities and shareholders.

I look forward to writing the next chapter of our sustainability journey with the entire Corus team. We have a solid foundation in place. With our new team members and ESG framework, we are well-positioned to keep planning for the future while making measurable and positive impacts in our business, industry and communities today.

Doug Murphy
President and Chief Executive Officer

Sustainability issues are evolving at a rapid rate and as a Board, we recognize the need for effective oversight of Corus' social and environmental risk and opportunities. ESG integration, reporting and disclosure aim to support the Company's resiliency, relevance and sustainable long-term growth."

- Heather Shaw
Executive Chair





Corus overview

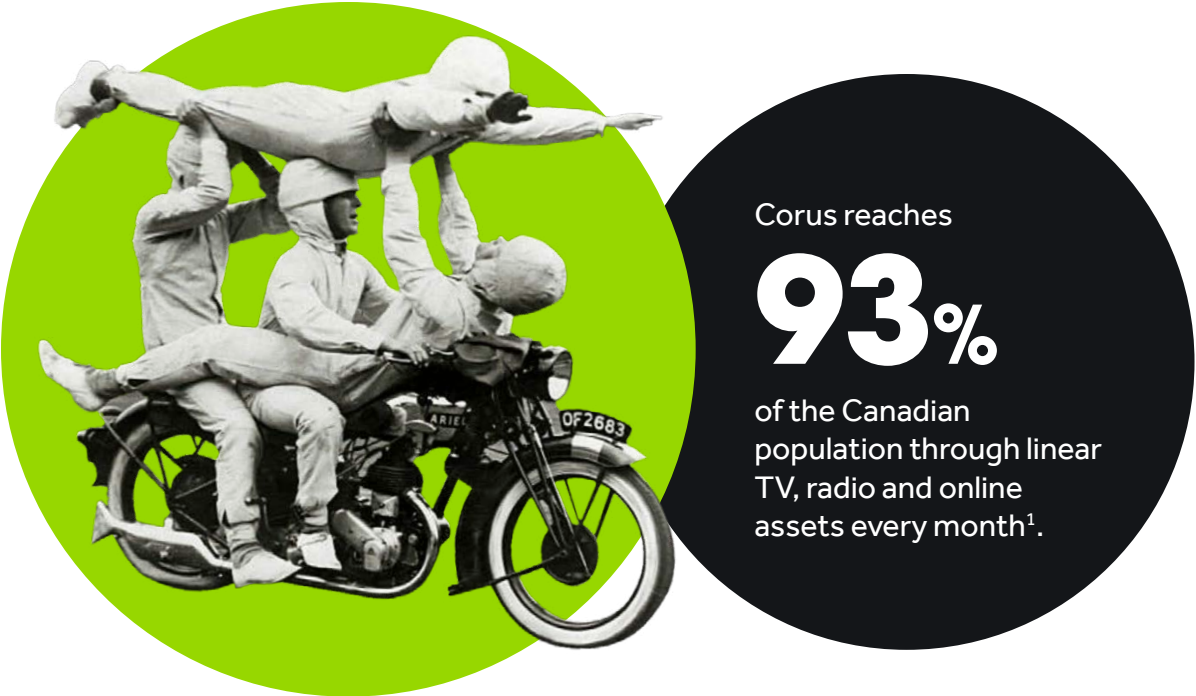


TELEVISION

RADIO

For a full listing of our brands
please see our website.

¹ Source: TV: Numeris PPM Data, FL21 (9/1/21–12/31/21), Total Canada, CORUS, Mo-Su 2a-2a, Ind. 2+ AvMRch%; Radio: Numeris PPM, Toronto, Calgary, Edmonton, Vancouver, FL21 (8/30/21–11/28/21), Daypart, Reach Plan (Mo-Su 5a-1a); Digital: comScore Media Metrix, Multi-Platform data, September 2021 to December 2021 monthly average, Base: Total Canada, All Locations, 2+ digital audience, includes Corus-owned and partner sites; Standard duplication formula applied.



Our ESG approach

For more than two decades, Corus has supported a range of ESG initiatives. In 2022, we established three key pillars to guide our approach to ESG, reflect our company values and underpin our efforts to build a more inclusive and sustainable future.



GOAL MAPPING

Each icon at right represents a specific goal in our ESG framework. 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.



2022 sustainability highlights

Key statistics



\$33.6 million+

raised in charitable giving



752

charitable organizations supported



3,069

volunteer hours submitted by Corus people



19,650

hours of training on fostering diversity, equity and inclusion in the workplace

Board member diversity



42%

identify as women



17%

identify as a visible minority

Executive Leadership Team diversity¹



33%

identify as women



11%

identify as a visible minority

Environment



72%

waste capture rate at Corus Quay²



578,451

litres of water saved at Corus Quay

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

² The weight of recycled materials against the weight of all waste.

2022 sustainability highlights

In the past year, we broadened the scope of our sustainability efforts to increase our social impact and contribution to positive environmental outcomes in the years ahead. The foundations of our new approach include the implementation of an ESG oversight and governance structure and the appointment of a new Head of Environment and Sustainability, Governance; the establishment of clear ESG goals with a greater focus on how we identify, assess and measure ESG factors; and the continuation of efforts to promote collaboration across Corus and with outside partners.

What's new

Over the past fiscal year we have:

- Implemented a formal ESG oversight and governance structure.
- Appointed a Head of Environment and Sustainability, Governance to provide expertise and dedicated oversight of ESG goals and strategy at Corus.
- Established a cross-functional ESG Steering Committee to guide the development and implementation of ESG goals.
- Undertaken stakeholder engagement to inform ESG goals.
- Advanced diversity, equity and inclusion (DEI) initiatives across the organization, including company-wide DEI-focused training.
- Welcomed three new Employee Resource Groups (ERGs), focused respectively on accessibility, women and Indigenous Peoples, bringing the total number of ERGs to seven.
- Supported Corus Green, an employee-led group that builds awareness within Corus about environmental matters and promotes concrete action.
- Offered environmental Sustainability Sessions for employees.
- Established an Ethics and Conduct Office dedicated to fielding and responding to concerns raised by employees, including anonymous reports.
- Evaluated risk assessment practices in ESG areas, including climate risk.
- Conducted several ESG education sessions with the Executive Leadership Team and a Board committee.
- Introduced an ESG key performance indicator linked to people and culture objectives as part of the Company's performance management and assessment approach for leaders.
- Calculated Corus' Scope 1 and 2 greenhouse gas emissions.

What's next

Looking ahead, we aim to:

- Regularly report to and engage with the Executive Leadership Team and the Board on ESG goals and risks, and related regulatory and industry trends.
- Further advance DEI initiatives within Corus and across our industry.
- Establish a carbon emissions measurement approach and explore opportunities for a decarbonization plan.
- Develop an ESG and climate-risk education module for employees.
- Develop sustainable-production guidelines based on industry best practices.
- Find new opportunities to partner with organizations to support the industry's transition to a low-carbon future.
- Promote sustainability in supply chain management.



ESG oversight and governance

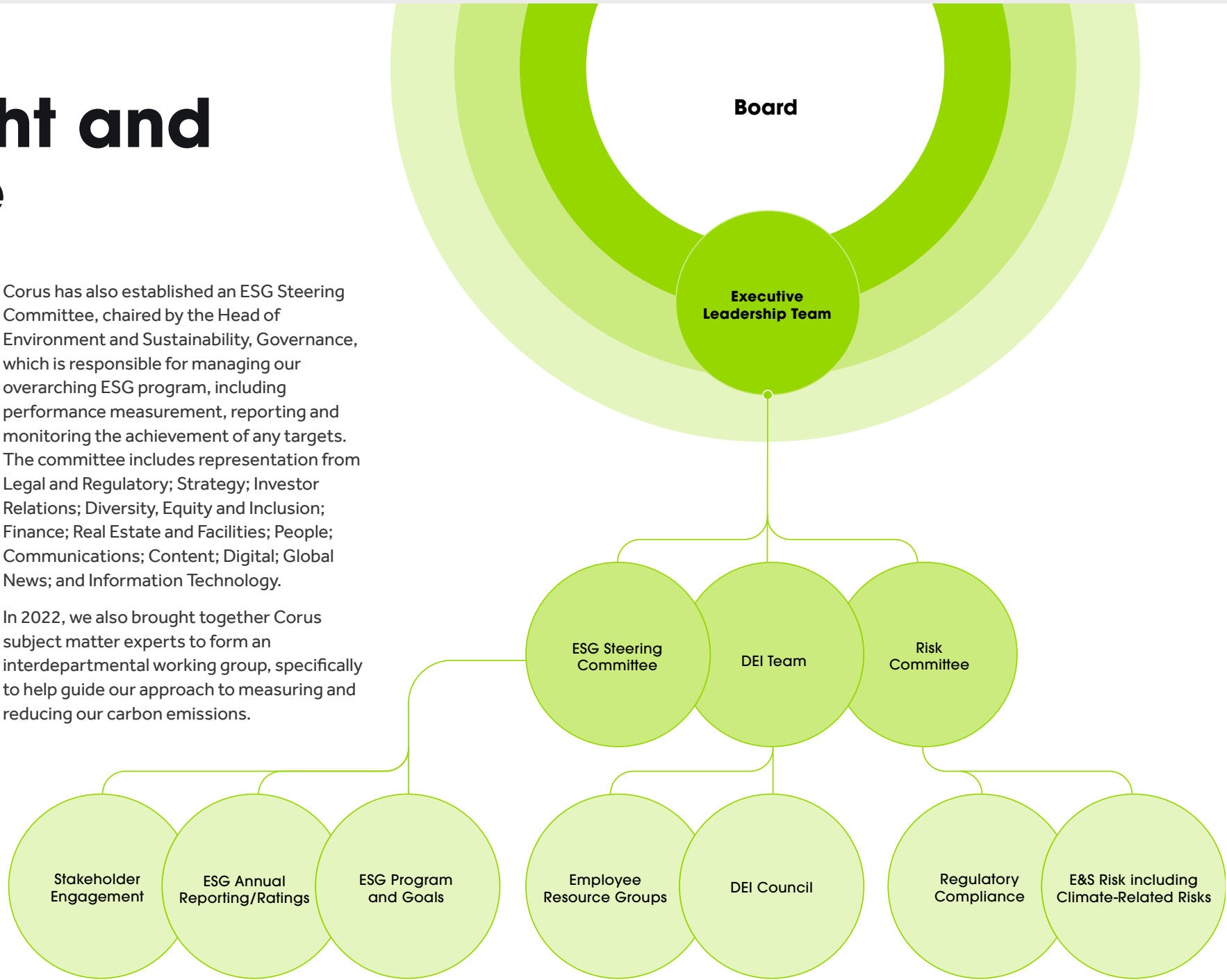
The Board exercises oversight of Corus’ ESG program through its committees, including the Corporate Governance Committee, the Human Resources and Compensation Committee and the Audit Committee. The Board monitors initiatives such as climate action, DEI and the integration of social and environmental risk assessments (including those associated with climate change) into our broader risk management processes.

The Corporate Governance Committee regularly provides guidance on our ESG framework and goals, and reviews and approves our annual Sustainability Report.

Corus’ Executive Leadership Team is accountable for the approval and implementation of our ESG initiatives. Our ESG Team leads the integration of ESG goals into various areas of work and collaborates with teams and departments throughout the Company to develop ESG action plans.

Corus has also established an ESG Steering Committee, chaired by the Head of Environment and Sustainability, Governance, which is responsible for managing our overarching ESG program, including performance measurement, reporting and monitoring the achievement of any targets. The committee includes representation from Legal and Regulatory; Strategy; Investor Relations; Diversity, Equity and Inclusion; Finance; Real Estate and Facilities; People; Communications; Content; Digital; Global News; and Information Technology.

In 2022, we also brought together Corus subject matter experts to form an interdepartmental working group, specifically to help guide our approach to measuring and reducing our carbon emissions.



Corporate strategy and stakeholder engagement

Five strategic pillars

Our current strategic plan is structured around five key pillars designed to enable Corus to thrive in an extremely dynamic media landscape.

- 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 are increasingly integrating sustainability principles and practices into our overall strategic activities and financial priorities, responding to an environment in which audiences and advertising partners increasingly expect media companies to address key ESG risks and opportunities as part of their core business activities.

Stakeholder engagement

Corus is a leading media and content company that develops and delivers high-quality brands and content across platforms for audiences around the world. In addition to our role as a broadcaster, we create and produce news, lifestyle, animation and entertainment content as well as children's books for domestic and international audiences, and recognize the important role we play as we collectively work together to build a more sustainable future. Our ESG goals are informed by a diverse

set of inputs from stakeholders, from formal consultation processes to informal conversations among colleagues. To establish our priorities, we consider the relative importance of various issues to society as well as our company's ability to take effective action on each issue. We also take into account factors such as:

- Our people: Our employees and directors provide valuable input and feedback.
- Our shareholders: We meet with shareholders and attend industry conferences on ESG topics to gain insight into shareholder and industry priorities.

- Research and expert opinion.
- Relevant reporting frameworks, including SASB and TCFD.
- Peer and industry precedents: We consider best practices of leading organizations within and beyond our sector.
- Audiences and users: We receive and respond to feedback from our audiences and users on a wide range of topics, including cultural diversity, equitable portrayal and accessible programming. Anyone can share comments, feedback and concerns with Corus online (web, email, social), or by phone, TTY or regular mail.



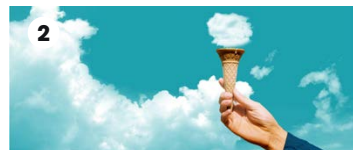
Corus values

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 2022, we chose **Learn Every Day**. This learning posture, marked by curiosity and a wide-ranging quest for ideas and solutions, helped to shape our new 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.

Illustration © Simone Shin, from "The International Day of the Girl" (CitizenKid/Kids Can Press)

Learning from Kids Can Press and CitizenKid

Inspired by the United Nations' Sustainable Development Goals (SDGs), CitizenKid is a collection of books from Kids Can Press that inform children about the world and aim to inspire them to be engaged global citizens. The collection strives to make complex global issues accessible for children ages eight to twelve, covering topics such as water conservation, biodiversity, food security, micro-lending, citizenship and global awareness. Books in the CitizenKid collection have earned more than 100 international awards and nominations. In 2021, Kids Can Press was invited to join the United Nations' SDGs Publishers Compact. This Corus imprint's early engagement with the SDGs is an example of how sustainability-focused creative initiatives can help drive positive social and environmental impacts.



Learn more about
Kids Can Press and CitizenKid



Awards and recognition

This year, Corus was honoured to be recognized for our efforts to create a positive, inclusive work environment that drives performance while embracing the talent and potential of our people. We welcome this acknowledgment and strive to create an even more equitable and dynamic workplace in the years to come.



Canada's Most Admired Corporate Cultures (2021)

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



Greater Toronto's Top Employers (2022)

Corus was recognized as one of Greater Toronto's Top Employers for exceptional human resources programs and forward-thinking workplace policies for the 10th consecutive year. The recognition is the benchmark for workplace best practices in the Toronto region.



Canada's Top Employers for Young People (2022)

Corus was recognized as one of Canada's Top Employers for Young People for the 12th consecutive year. This honour recognizes leadership in attracting and retaining the best and brightest young talent.

Awards and recognition



The Globe and Mail's Report on Business Women Lead Here Benchmark (2022)

Corus was recognized for having women in nearly half (47%) of all leadership roles on *The Globe and Mail's Report on Business* 2022 Women Lead Here list, an annual benchmark to identify the leaders in executive gender diversity in Corporate Canada. Corus has received this recognition each year since the award program began in 2020.



The Globe and Mail's Report on Business Best Executive Award for Human Resources (2022)

Cheryl Fullerton, Executive Vice President, People and Communications was awarded *The Globe and Mail's 2022 Report on Business* Best Executive Award for Human Resources. The recognition celebrates 50 exceptional non-CEO business leaders.

OSLER

Diversity Disclosure Practices

Osler's 2021 Diversity Disclosure Practices

Corus received a special mention for our Diversity, Equity and Inclusion Action Plan and for the transparency of our public DEI reporting.



Prioritizing our people's well-being and connection anchors our commitment to create a strong, innovative and successful company where we can all thrive together. We are fully committed to building and sustaining a culture that is diverse, equitable and inclusive - one that is shaped by a strong set of values that guide our work each and every day."

- Cheryl Fullerton
Executive Vice President, People and Communications



people

For more than 20 years, Corus has demonstrated a commitment to making a positive difference in communities across Canada - by delivering reliable and timely news and entertainment programming, by supporting charitable organizations and worthwhile industry initiatives, and by striving to create inclusive workplaces where everyone can thrive and contribute. Our success is powered by extraordinary teams across Canada as well as our partners and industry colleagues. To sustain and fuel this success, we have developed policies and practices that guide the work of everyone connected with Corus - from employees to Board members to suppliers.



Spencer and Melony from YTV's "The Zone"

Goal alignment:

Thriving people: Well-being and culture

Corus teams deliver reliable and timely news and entertainment year after year. Essential to the success we achieve together is our vibrant culture: one that prioritizes well-being and strives for engagement and inclusion. 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.*

We support our employees using a holistic approach built on three pillars of well-being: mental and emotional, physical and financial. In 2021, we implemented a more formal planning and oversight structure, and introduced it to our teams through a range of interconnected practical events and resources. In 2022, we undertook a detailed review of the needs and priorities of our teams when it came to their well-being, and used those insights to create relevant educational sessions on topics of interest.

PHYSICAL

Encourage physical activity and self-care.

For example: nutrition, sleep, fitness, appropriate medical care.



MENTAL AND EMOTIONAL

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

For example: understanding of oneself, building mental strength, mindfulness, resiliency.

FINANCIAL

Promote financial well-being tools and encourage positive financial planning.

For example: life cycle budgeting, credit/debt management, saving, budgeting, retirement planning.

Continued on following page →

Goal alignment:   

Thriving people: Well-being and culture

A mix of formal and informal supports

Our comprehensive well-being program provides a wide range of tools, communications and policies, including an internal Flexible Work Arrangements Policy. Our offering to employees comprises formal benefits packages that support employees and their families as well as other amenities and supports. A few examples of the basics include:

- the Employee and Family Assistance Plan
- a life insurance and disability program
- unlimited mental health counselling
- an Employee Stock Purchase Plan
- retirement and savings plans for eligible employees
- flexible work arrangements, including remote work options
- flexible summer hours
- limited meeting weeks
- office designs that provide access to safe and useful spaces, from nursing rooms and nap rooms to all-gender washrooms and prayer/well-being rooms
- a digital fitness app that helps employees stay active
- webinars and events to educate employees on emotional, mental and physical health, and retirement planning



“

Hosting our mindfulness sessions is one of my greatest joys at work. With the ongoing instability of recent years, having a space where we can stop, check in with ourselves, and cultivate a sense of groundedness has been such a gift. As a facilitator and employee, I’m so grateful Corus has supported this initiative for all staff.”

- Michael Newman
Community Reporter, Global BC



Goal alignment:   

Thriving people: Well-being and culture

Health and safety

To help ensure the safety of our people, we have a number of 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.

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

As a federally regulated employer, for the period of January 2021 to December 2021, we reported that out of approximately 3,500 employees, we had no fatalities, no disabling injuries and eight minor injuries.



Lasting lessons from COVID-19

Like many organizations, Corus reflected deeply on our workplace practices amid the disruptions of COVID-19. In the early stages of the pandemic, we acted quickly to support employees and keep them safe. Today, we continue to cover all COVID-related absences.

In addition to prioritizing our employees' safety with respect to the virus itself, we continue to work with our teams to apply the learnings that many of us gained in 2020 and 2021. For example, we implemented ventilation improvements so we have healthier work environments for years to come. More broadly, we have been striving to reimagine the future of work at Corus, paying attention to the ways in which flexibility and personalized work arrangements have enhanced many employees' lives.



Goal alignment:

Training, education and leadership

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

Learning

Corus U is a dedicated employee education hub where team members can broaden their knowledge, skills and understanding of our business. It includes over 200 courses and supports specialized learning paths for current and aspiring leaders. Corus U also provides business-specific education programming through Nelvana U (focused on our animation business) and the Global News Academy (focused on journalism).

Development

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

- Our core talent management and development tool is Performance Through Partnership (PTP). Far from a standard performance management program, PTP is a coaching guide that involves no ratings scales or ranking, but instead emphasizes regular, high-quality conversations about performance and career planning.
- The **Accelerator program**, designed for early-career, high-potential employees, invites participants to present business improvement projects to Corus' Executive Leadership Team, who provide feedback and recognition.
- The **Connector program** invites mid-career, high-performing employees to meet with the Executive Leadership Team for candid conversations on culture, leadership and strategy.
- The **Peer Mentor program** is designed to facilitate the professional development of Corus employees and assist them in developing career plans for their advancement within the Company.

Corus Central

On our dedicated internal website, Corus Central, employees can access all of our policies and procedures; the Alert Line; updates and resources on topics such as employee benefits, education, wellness, DEI, environment and volunteer opportunities; and recordings of presentations and town halls.



Goal alignment:

Engagement

In 2017, Corus introduced a new approach to employee engagement surveys in order to help measure our progress on key engagement, inclusion and well-being metrics and to identify areas for improvement. Working with a third party, we now distribute employee surveys quarterly to all full-time, part-time and contract employees.

These quarterly surveys include an engagement index and, as of 2022, an inclusion index. Each survey solicits feedback on one of four major areas of engagement: clear direction, required resources, manager support and personal growth.

This year's survey highlights

78%

response rate
across Corus teams

81%

of respondents
agree that Corus
supports a diverse
and inclusive
workplace

82%

feel comfortable
being themselves
at work

79%

agree that their
team values diverse
perspectives

Responding to the results

We measure our performance on these surveys relative to external benchmarks and prior results, gaining insight into how we are progressing against our corporate direction and strategy. In 2022, we saw continued improvement over the prior year across most engagement topics. Employees participate in action planning sessions, in which people managers work alongside their teams to develop strategies to respond to opportunities for improvement identified through the survey findings. We use insights from the survey results to further our goals, particularly in our priority areas of:

- Employee well-being.
- Supporting the different needs of employees as they return to the office or work remotely.
- Additional education, resources and tools to support employee career growth and development.

Virtual town hall for Corus people led by Executive Leadership Team

Communication and access to leaders

The Corus leadership team communicates regularly with all employees on important topics, including financial results; diversity, equity and inclusion updates; employee awards and operational changes. Every year, the Executive Leadership Team presents its priorities for the Company to employees, describes how the priorities link to the strategic plan, discusses the challenges and opportunities in the industry and highlights the great work of individuals and teams across our business. Members of the Executive Leadership Team host quarterly town halls on key developments, during which team members can ask questions and provide feedback. Any Corus employee can contact the CEO any time through a dedicated email address, to ask questions and share ideas or concerns; the CEO reviews and responds to all emails. Our internal newsletter, *SoundBites*, helps employees learn about business and process updates as well as events. Corus Café is a company-wide connection platform where employees can talk, seek out information and find mentorship opportunities.



Goal alignment:

Diversity, equity and inclusion at Corus

CORUS' DEI MISSION STATEMENT

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.

Three pillars of impact

These pillars anchor our approach to creating a culture of equity and inclusion.



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 23](#).)



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 24](#).)



Representing Diversity in Content:

Foster content and content creators that reflect the diversity of our audiences. (Highlights on [pages 26](#) and [27](#).)

Continued on following page →

“

We continuously strive towards a culture of equity and inclusion in our workplace, our content and our industry. I love the transparent approach Corus has taken, providing quarterly updates to our DEI Action Plan, internally and externally. It is only through ongoing engagement with our people, our leadership and our audiences that we will achieve sustainable impact.”

– Lenore MacAdam

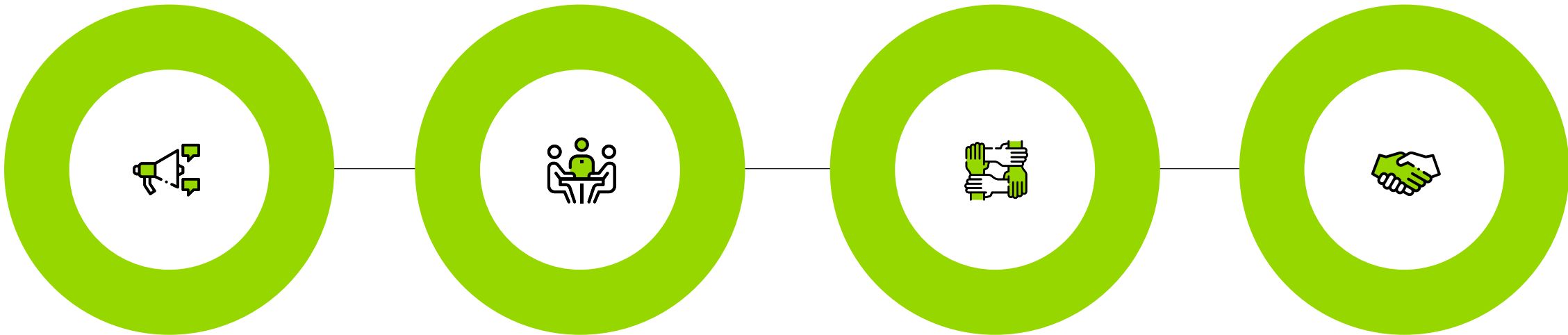
Head of Diversity, Equity and Inclusion



Goal alignment:  

Diversity, equity and inclusion at Corus

Leadership and insight



The CEO and the Executive Vice President, People & Communications

share accountability for creating a culture of inclusion, workforce diversity and equity at Corus.

The Diversity, Equity and Inclusion team

drives the ongoing development and implementation of the strategy. In addition to implementing the strategy and action plan, the DEI team also provides advice to business lines about business-specific issues related to DEI.

The DEI Council

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

The primary purpose of ERGs

is to provide groups of employees with a formal structure within the organization 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.

Goal alignment:

Diversity, equity and inclusion at Corus

ERGs at Corus



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



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



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



Focused on accessibility and inclusion for persons with disabilities.



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



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



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



Goal alignment:  

Diversity, equity and inclusion at Corus

Spotlight on our DEI Action Plan

Our commitment to DEI – as an employer and a media and content creator – is clear. In late 2020, following an external review by consulting firm DiversiPro, we crafted a new multi-year, 15-point DEI Action Plan structured around four key focus areas: Leadership, Workplace Culture, Diversity/Representation and Internal Operations. Our progress against the plan is shared both externally [online](#), and internally, every quarter.

Our responsibilities as a federally regulated employer

As a federally regulated employer, Corus has certain responsibilities under the Employment Equity Act (EEA) and the Pay Equity Act (PEA). Here’s the status of our responsibilities under each:

Pay equity: The PEA is aimed at closing the gender pay gap. Employers have three years to implement pay equity plans; Corus is currently in the early stages of planning our approach to achieving pay equity in accordance with the requirements.

Representation and advancement for “designated groups”: The EEA names four “designated groups”: Indigenous Peoples, racialized people, persons with disabilities, and women.¹ Under the EEA, we must report on the representation within Corus of employees who identify with any of these groups, and must identify and remove barriers they might face in Corus’ employment systems, policies and practices.

Measurement and reporting: We collect self-identification information about members of “designated groups” beyond what is required by the EEA. For example, the Act requires Corus to track the number of employees who identify as a visible minority, but in order to effect meaningful and positive changes we break down the category into six further race categories. We also believe it is important for us to understand representation related to sexual orientation and gender identity: i.e., those who identify as members of the 2SLGBTQ+ community and those who identify with a gender other than the gender they were assigned at birth. This expanded self-identification information will allow us to identify and monitor trends and design policies, practices and programs to continuously improve the diversity, equity and inclusion of our shared workplace.

Employment Equity Plan: Our Employment Equity Plan, created in consultation with the DEI Council, documents our goals and actions to improve representation of the Designated Groups and the two additional groups identified above. This plan is reviewed regularly and updated every three years.



48%

of all employees identify as female



21%

of all employees identify as a visible minority

Please see Employee diversity table on [page 48](#).

Lea Trotman
Diversity, Equity and Inclusion Manager

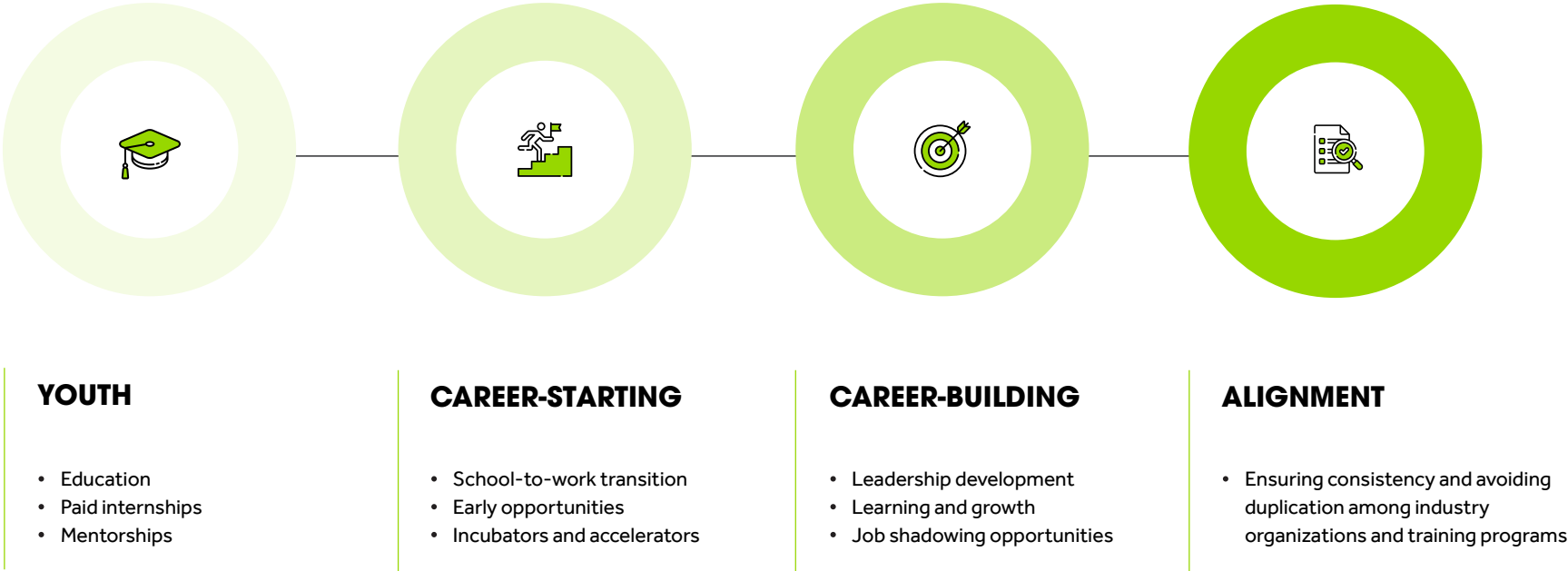


¹ The Act refers to members of racialized groups as “visible minorities” and to Indigenous Peoples as “Aboriginal peoples.”

Goal alignment:

Toward a more inclusive industry

In addition to making Corus a diverse, equitable and inclusive workplace, we are committed to working with others to grow the talent pipeline and make our entire industry more reflective of audiences and communities. We support initiatives in four key focus areas:



Education and opportunity for aspiring creators and journalists

Through the *corus.Futures* Scholarship Program, we invest in new voices and talent pursuing radio and television broadcasting education. The scholarship program is implemented through post-secondary institutions with subsequent internships taking place at either Global News, Corus Radio or *ET Canada*. *corus.Futures* complements the educational support that has long been provided by Global News in supporting students

pursuing journalism studies in Canada. Last year, the Global News Scholars Program was launched to support Black students pursuing journalism careers.





Goal alignment:

Toward a more inclusive industry

Working together for gender equity in drama

The Canadian Radio-television and Telecommunications Commission (CRTC), supported by a Steering Committee, is working with public and private broadcasters to develop lasting solutions to help ensure more women play leading roles in the Canadian film and television industry. Corus has committed to achieving gender parity in key creative roles for all big-budget drama series by 2025, across our portfolio of services. Corus is proud to contribute to this national effort as part of our broader DEI program. We actively seek out projects that feature vital roles for women, both behind and in front of the camera, and we report our progress to the CRTC annually.



More kids' books and animation by Black creators

In 2021, Nelvana and Kids Can Press launched BlackWrite, a talent incubator designed to help discover, support and mentor emerging Black creators, storytellers and illustrators in Canada. Some key outcomes of BlackWrite in its first year include:

- More than 150 submissions of creative work.
- Creators of five animated projects selected for mentorship.
- One animated project optioned for development by Nelvana.
- Three authors selected for mentorship by Kids Can Press based on manuscripts.
- One manuscript contracted for publication by Kids Can Press.

Building on these promising results, achieved after less than a year of operation, we look forward to many new projects by outstanding Black creators as BlackWrite continues to connect with new talent.



Magda Krpan
Director, Corporate Social Responsibility and Sponsorship

Sponsorships and partnerships

Corus supports:

- The OYA Black Arts Coalition through the Corus Unscripted Internship Program.
- The Black Screen Office (BSO), and specifically a recent research study to make Canada's screen industry practices and policies equitable and free of anti-Black racism. We also support the BSO's Black Women Directors Accelerator, a collaboration with the Directors Guild of Canada.
- Women in Film & Television (Toronto chapter) through the Corus Media Management Accelerator Program.
- Women in Communications and Technology (WCT) through sponsorship of a national mentorship program.
- The Youth Media Alliance's John Rooney Creator Fund for members of the 2SLGBTQ+ community.
- The Banff World Media Festival through the Corus Apprentice Program, which focuses on supporting creators from underrepresented communities.
- BIPOC Writers Connect, a Kids Can Press supported virtual conference for Black, Indigenous, and racialized emerging writers to connect with industry professionals, established authors, and fellow emerging writers.
- On est là, an agency that aims to increase diversity in the Quebec TV industry.

2022 Corus Apprentice Program recipients



Goal alignment:

Working with Indigenous creators and communities

We are engaged in conversations to learn how we can create a culturally aware, supportive and inclusive environment 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 have also begun working to support national conversations on truth and reconciliation.

National Day for Truth and Reconciliation

Corus marked the first Day for Truth and Reconciliation on September 30, 2021 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 reconciliation. *ET Canada* also aired a 30-minute television special titled *Indigenous Artists & Icons: Celebrating the Future*.

Covering Indigenous news stories effectively

Global News is committed to telling Indigenous stories, with sensitivity, care and a greater understanding, and giving more coverage to stories about truth and reconciliation. We recently created a new role of Network Managing Editor to identify and develop stories for Global National, to produce enterprise and investigative stories, and to advise and support journalists across the network in the coverage of Indigenous stories.

Industry collaborations

We believe the media and entertainment sector can play an important role in bringing people, communities and cultures together through storytelling – and that amplifying Indigenous voices should be a vital priority for our sector today. We support a range of education and industry initiatives that promote Indigenous talent and businesses.

These include:

- Indigenous 150+, a film and conversation series dedicated to amplifying Indigenous voices. This year, Chris Duncombe, Director of Streaming and Podcasting at Corus, worked with Indigenous 150+ to develop podcasts from Indigenous student creators that tell their stories and the stories of their families, nations and communities.
- The Northern Canada Producer Accelerator, which supports creators in the Yukon and Northwest Territories, and includes a commitment to support Indigenous creators.
- Indspire's Building Brighter Futures program, which provides scholarship support to Indigenous students pursuing post-secondary opportunities in any field, including media, journalism and entertainment.



Goal alignment:

Diverse voices, diverse stories

Corus seeks opportunities to showcase the stories, histories and imaginative worlds of diverse creators. Guided by our DEI Action Plan, we create and deliver content that reflects the diversity of Canadians, and we work actively to remove barriers in all aspects of content creation and development. Our DEI team works to advance the Content Diversity and Representation work stream: working with creative teams across Corus, and also with our independent Canadian production partners, to make our content more representative of our audiences by achieving greater diversity both on screen and behind the camera.

Cultural Diversity Report

The CRTC requires broadcasting licensees to submit a Corporate Cultural Diversity Report for each calendar year. This report demonstrates our ongoing commitment to equity, diversity and inclusion in our corporate, conventional television, specialty television and radio operations.

Diverse perspectives

The Global News Journalistic Practices and Principles situates diversity, equity and inclusion at the root of our newsgathering and storytelling. Global News is committed to diversity in both our organization and our coverage – ensuring that the stories we tell reflect our audiences, and that the decisions we make in the conduct of our business are grounded in a culture of equity and inclusion. We have an obligation to amplify less-heard voices and we strive to include women, members of racialized communities, members of the 2SLGBTQ+ community and other underrepresented groups in our stories. Among other initiatives, in 2021, Globalnews.ca launched *Perspectives*, a dedicated space within the larger platform focused on stories connected to Indigenous Peoples, Black communities and Asian communities; *Perspectives* covers a wide range of topics, including politics, lifestyle, pop culture, business, health, climate, education, social justice, food and more.



PERSPECTIVES
Globalnews.ca/Perspectives



Stephanie Gosine
Project Manager,
Content Diversity

Goal alignment:

Diverse voices, diverse stories



A different sense of the city

My City Speaks (2021), a children's picture book from Kids Can Press, features a visually impaired girl who moves through the city on a leisurely day with her father, relishing the sounds of places like the market and the playground. Her keen ear for city sounds – and her precise, appreciative descriptions – may inspire young readers to listen more closely to their own environments, while helping them imagine sensory experiences and abilities from new angles. The book was reviewed by a blind sensitivity reader prior to publication, and a braille edition was released simultaneously in collaboration with the National Network for Equitable Library Service. *My City Speaks* received the Schneider Family Book Award from the American Library Association, for its artistic expression of the disability experience.



Parenting and podcasting with Parkinson's

When Life Gives You Parkinson's is a frank, funny podcast where host Larry Gifford shares his personal journey of living and working with Parkinson's disease as a 40-something husband and father with a career. The podcast also features Parkinson's experts and advocates from around the world. Together, Larry and his guests tackle tough topics with candour and humour – offering listeners authentic conversations that engage and inform.



Family drama

Family Law, a television drama series whose first season premiered on Global in September 2021, revolves around a family law firm staffed by a fractious set of siblings and owned by their father. Set against the lawyers' own unfolding family drama, episodes feature a range of client-centred storylines involving family disputes connected with equity, identity and law. Topics have included conversion therapy, adoption rights, disability rights, classism and poverty. Led by show runner Susin Nielsen and with four of ten episodes directed by female-identifying people, including members of the 2SLGBTQ+ community, *Family Law* also features a diverse cast, with judges, lawyers and clients being portrayed by actors with varied gender identities, abilities, races and sizes.

Goal alignment:

Diverse voices, diverse stories



Living together

Big Brother Canada follows a group of strangers living in a house heavily surveilled around the clock. The houseguests compete in a variety of challenges, voting to eliminate participants weekly until a winner is chosen. Season 10 upheld the previous season's DEI standards, casting a minimum of 50% of houseguests from diverse communities (racialized and/or 2SLGBTQ+) to reflect Canadians; this year, 10 of the 16 cast members were from diverse communities. During their 10 weeks in the house, while participating in the competition, cast members also discussed their heritages, experiences with racism and micro-aggressions, and perspectives on social change. Host and Executive Producer Arisa Cox, a Black woman, continued to bring her experience and perspective to casting, hiring of crew and storytelling. Eight of ten producers are women, one of the two writers is a Black woman, and many other key roles are held by members of racialized and 2SLGBTQ+ communities. Specially trained racialized producers monitor and flag micro-aggressions and other problematic behaviour in the *Big Brother Canada* house.



An all-star Pride party

To celebrate Pride 2022, *ET Canada* aired a half-hour special featuring queer stars and allies making a difference in the world of entertainment. Hosted by *ET Canada*'s Dallas Dixon and special guest co-host Priyanka, winner of *Canada's Drag Race*, the special included interviews and celebrity messages featuring trailblazers such as NSYNC's Lance Bass, Canadian singer-songwriter Deborah Cox, *RuPaul's Drag Race* star D.J. "Shangela" Pierce, singer-songwriter Calum Scott, *Bachelor* alum and TV personality Colton Underwood and many more. In addition, *ET Canada Pride* offers a digital hub fronted by Dallas Dixon where the 2SLGBTQ+ community and its allies come to share their stories. This past year, *ET Canada Pride* was nominated by the Canadian Screen Awards for Best Web Program or Series, Non-Fiction.

“

Year over year, our content demonstrates to audiences our commitment to diversity, equity and inclusion and our goal to increase representation behind the camera, in front of the camera and in leadership roles. We take a purposeful approach to amplifying diverse voices throughout all aspects of the production process while supporting the development and advancement of creators from underrepresented communities – all vital steps toward a more equitable future in the Canadian content industry.”

– Lisa Godfrey

Senior Vice President, Original Content and Corus Studios



Goal alignment:

Community investment

Corus has had an active corporate philanthropy program since 1999, working locally and nationally to make a positive difference in communities where we live, work and connect with audiences. Today, our signature corporate philanthropy program, Corus Boost!, is more active than ever – powered by Corus employees across the country and grounded in our core value *Show We Care*.



Extending a strong record

Since 1999, we have contributed more than \$400 million in charitable donations, airtime for public service announcements, sponsorship and volunteerism. This fiscal year alone, Corus teams across Canada helped raise over \$33.6 million for 752 charitable organizations, many of which have been long-time partners. In 2022, we supported causes such as:

- Canadian Red Cross–led flood relief in British Columbia.
- Anti-bullying efforts across Canada through Pink Shirt Day.
- Humanitarian efforts in Ukraine through the Humanitarian Coalition, the Canada-Ukraine Foundation and the UN Refugee Agency Canada.
- Local children’s hospitals through the Kurling for Kids tournament in Montreal and local radiothons in Alberta and Ontario.
- Food security awareness efforts through Feed Ontario and Kawartha Food Share.
- Shelters for women and children experiencing homelessness or seeking safety.

Boosting local giving

Corus is proud to support and amplify employees’ efforts through the Corus Boost! program, which encourages and extends grassroots donations and volunteer efforts.

- **Corus Community Boost!:** Each year, Corus offices across the country submit charities they currently support for funding consideration. Every quarter, two local organizations receive an added boost: \$2,500 from our national corporate giving program over and above local contributions.
- **Corus Volunteer Boost!:** This program encourages employees to submit the volunteer hours they log with organizations that are meaningful to them personally. Each quarter, Corus directs a \$250 donation to 10 of these organizations. Over the past year, Corus employees and Corus Boost! have supported social service programs, education, arts, youth leadership projects and food security initiatives, to name a few.



Goal alignment:

Community investment

With our Global News and Radio offices across Canada, we are a part of our local communities and assist many non-profit organizations through local fundraising, volunteering, and donated airtime and services.

Corus Cares 2022 highlights

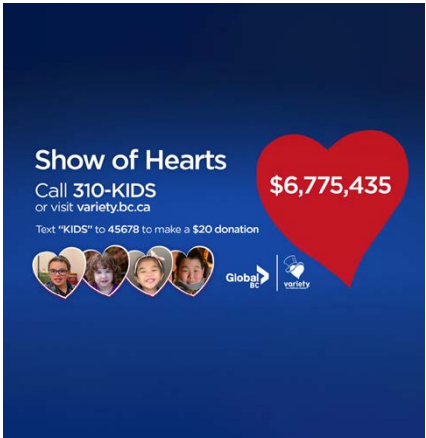
\$33.6
million raised

752
charitable organizations supported

3,069
employee volunteer hours



Global Edmonton, Global News Radio 880 and 630 CHED fundraiser in support of Give Me Shelter



Global BC Show of Hearts Telethon in support of Variety – the Children’s Charity



Corus Radio Ottawa, Cornwall and Kingston fundraiser for Ronald McDonald House Charities



Country 105 Caring for Kids Radiothon in support of the Alberta Children’s Hospital

planet

Corus has a growing record of environmental engagement, which includes helping to inform and educate our audiences on environmental issues. We're seeking opportunities to apply environmentally responsible practices more consistently across our operations, productions and supply chains. In the near term, we aim to better understand our environmental impacts, including GHG emissions, waste, water and energy usage. We also want to pursue further research, engagement and partnership opportunities in order to help transform our industry for the low-carbon future.



Goal alignment:

Sustainable operations

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



LEED® Gold headquarters

In 2010, Corus moved into new headquarters in Toronto's emerging East Bayfront neighbourhood, steps from Lake Ontario. The LEED® Gold–certified building, Corus Quay, leverages a suite of sustainable design and construction practices, enabling it to 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) is a striking visual feature of the atrium that also supports the building's air filtration system.

Cross-Canada environmental management survey

Beginning in March 2022, led by the Facilities Team, we conducted a cross-Canada survey of Corus locations to get a sense of current environmental management practices. This information helped us understand current realities across our facilities, and identify areas to prioritize for government or utility rebates and programs. We selected three sites for immediate upgrades focused on energy efficiency.

Green Team

The Corus Green Team is made up of volunteers committed to promoting environmental sustainability within the Corus community. The team focuses on embedding green practices within Corus' operations through education, awareness, engagement and action. As we further expand our responsible environmental practices in the years ahead, the Corus Green Team will be important partners – providing valuable insight and supporting internal communication and implementation efforts.

Day-to-day efforts

In addition to working to make our facilities, business processes and equipment as sustainable as possible, we help employees make green choices at work. We offer a range of supports, from desk-side recycling and paperless expense reimbursement to bike storage and charging facilities to promote non-carbon commuting.



Photo by Richard Johnson

Goal alignment:

Understanding and reducing our emissions

This year, we took important steps toward understanding, quantifying and ultimately reducing Scope 1 and 2 GHG emissions connected with our operations. In addition to expressing our commitment to the planet, gaining deeper insight into our emissions also strengthens our business. It helps us identify risks and opportunities associated with current and potential operational scenarios and positions us to respond appropriately to potential climate-related regulatory and disclosure requirements.

Measuring our emissions

Our current focus is on quantifying emissions for fiscal year 2022. Beginning in 2020, the COVID-19 pandemic resulted in a shutdown of our office buildings. Where possible, to reduce costs and energy, we unplugged or turned off non-essential equipment.



Photo by Richard Johnson

Cooling our data centres efficiently

Data-intensive businesses can make significant improvements in energy efficiency by finding more sustainable ways to cool large servers and other equipment. To keep equipment at Corus Quay and Global Toronto running at acceptable temperatures, we use chilled water from our mechanical plants, which use energy-efficient centrifugal chillers and cooling towers. Should the primary plant fail or be shut down for required maintenance, chilled water is provided by a standby air-cooled chiller.

Mitigating risks

As we work to better understand our own contributions to climate change, we're also developing strategies to help us adapt to the impacts of a changing climate. These include extreme weather events and other consequences of climate change, including flooding, heat domes, droughts and wildfires. 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, mitigate risks and become more resilient as a company.



Corus is extending our long-standing commitment to sustainability by understanding and measuring our own environmental impact and performance. We are committed to collaborating across our industry to find ways to reduce emissions and prepare for a low-carbon future."

- John Gossling

Executive Vice President and Chief Financial Officer



Goal alignment:

Project spotlights: Infrastructure transformation and industry collaboration

In media, working more sustainably means adopting a range of changes, from large-scale equipment overhauls to small but impactful adaptations in our daily workplace habits. We recognize that there is an opportunity to differentiate ourselves by taking into account climate-related issues as we develop innovative ways to deliver content to more people. Following are just two examples of steps we took this year toward a more environmentally sustainable media industry – one focused on innovation, the other on collaboration.

Innovation: Streamlining and greening our broadcast equipment

We work with suppliers and partners to keep pace with the frequent technological innovations in our industry. We continually seek opportunities to retire outdated and inefficient equipment to reduce costs and energy usage, replacing it with new solutions that improve our efficiency or let us incorporate renewable energy into our operations. Over the last two years, for example, we have been consolidating our transmission equipment; in the process, we decommissioned a total of 44 transmitter sites. This year, in partnership with MBA students from the DeGroote School of Business, McMaster University, we have also undertaken a pilot project to assess the risks and opportunities of using renewable energy to power these sites – a change that has the potential to reduce our GHG emissions, improve reliability and lower our fuel costs.



Our pilot project with DeGroote provided helpful insights into the viability of using green technologies at our transmitter sites and it has pointed us down a path of possibilities and opportunities that we didn't think existed before."

– Reza Saiphoo
National Director, Broadcast Infrastructure



Continued on following page —>

Goal alignment:   

Project spotlights: Infrastructure transformation and industry collaboration

Collaboration: Partnering for greener productions

Media productions are large and complex, involving many types of teams, infrastructure and equipment. Collaboration is essential to making meaningful gains in the sustainability of our operations. In 2022, Corus:

- Proactively engaged with production companies in original programming to understand their current sustainability practices and identify opportunities where we might work together to align on leading environmental practices.
- Supported our Quebec specialty networks' adoption of a policy to no longer order promotional items unless they are reusable, come from sustainable sources and are made locally. The networks also encourage producers to adopt the "On tourne vert / Rolling green" guidelines.

- Participated in the National Reel Green Committee. Co-chaired by Creative BC and Ontario Creates, the Committee seeks to promote environmental sustainability in Canada's motion picture and television industries. It's made up of 29 organizations, including unions, service providers and suppliers, provincial partners and industry bodies.
- Joined the Ontario Green Screen Advisory Committee as a voting member. This initiative, which includes government and industry partners, "aims to provide the tools necessary to empower the motion picture industry in Ontario to incorporate and scale up environmentally sustainable best practices."



Goal alignment:

Environmental awareness through media

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

Big renovation, smaller impact

Over the past several years, HGTV's popular home renovation show *Gut Job* has placed increasing emphasis on environmentally responsible practices and materials. In addition to reducing construction waste and recycling wherever possible, host Sebastian Clovis and his team introduce homeowners and viewers to green innovations in everything from paint and glass to home systems like plumbing and electricity. This year's episodes featured solar-powered venting skylights, energy-efficient windows, paint made without volatile organic compounds and a waterless incinerator toilet, among other sustainable strategies.

Making green ideas fun

The Most Magnificent Thing (Nelvana, 2022), based on the bestselling book by Ashley Spires (Kids Can Press, 2014), is an inspirational animated short film about a little girl with a creative spirit, determined to make great things using the tools and resources available to her. Although created primarily to entertain young children, the film also aims to inspire kids of all ages and identities to let their imaginations soar and to be resourceful in helping the planet. Like other Nelvana productions for kids, the film's heroine models reusing and recycling, creating new things out of old, and learning that even when things go "wrong," magnificent results can still arise – if we keep our imaginations open and maintain good humour. Emotional growth, creative thinking and imaginative play overlap with care for the planet in this award-winning short film about bringing visions to life.

Continued on following page →



Sebastian Clovis, host of HGTV's "Gut Job"



Goal alignment:  

Environmental awareness through media



Living green

Amanda Roberts, aka Plant Mama, is breathing new life into our homes. Each episode of her eponymous web series, *Plant Mama*, explores a new tendril of the vast jungle that is green living. Appealing to novice growers and green thumbs alike, Amanda nurtures the basics, cultivates challenges, and ultimately helps audiences grow beyond their comfort zones. She talks about planting, propagating, styling and more in this so.da series for HGTV Canada.

The biggest story on Earth

Since 2021, Kamyar Razavi has served as a dedicated environment and climate change reporter for Global News. His beat informs audiences about the planet’s most pressing environmental issues, and introduces them to the people and places most affected by them. With an exclusive focus on climate and related issues, Kamyar is able to share a unique depth of expertise with audiences – and to make insightful connections between complex scientific issues, changes in the economy and viewers’ communities and daily lives.

A sustainable city with kids at the centre

Our Green City (2022) is an upbeat book from Kids Can Press offering a child-friendly tour around a sustainable city where residents work together to help people, plants and animals thrive. Written by award-winning author Tanya Lloyd Kyi and illustrated by Colleen Larmour, the book introduces young readers to characters who embrace a range of environmentally friendly practices, from planting pollinator gardens and raising chickens to using low-carbon transportation and renewable energy.

New village, old ways

Terre Sauvage is a Historia documentary featuring a group of “back-to-the-landers” from Lac à Miller, near Mont-Laurier in Quebec, who with their families are working to escape the frenzied pace of contemporary life by living as their forebearers lived. Driven by a longing to live in tune with nature and eliminate the artifice of modern life, they are building a human-scale village that requires the least possible energy and material resources.



“

As a climate change journalist, I recognize there are a lot of scary impacts of climate change, things like melting ice caps and rising seas. But I also want to tell stories about how a warming planet is impacting the places where we live and how ordinary people are working collectively to solve this problem right now. That story of climate change also needs to be told.”

– Kamyar Razavi
Environment and Climate Change Reporter,
Global News





responsi- bility

Our Board of Directors and Executive Leadership Team are proud to work with teams across Corus to advance toward our shared sustainability objectives. Operating in Canada's highly regulated broadcasting environment, Corus is committed to leadership and compliance in areas ranging from content standards to risk management to accessibility – all while driving a strategy that positions our company for continued success.



Dawna Friesen, Anchor and Executive Editor, Global National

Goal alignment:

Board oversight

Strong corporate governance is a vital priority for Corus. Our Board of Directors monitors significant developments in risk and corporate governance, undertakes regular training on critical or emerging trends and risks, and brings diverse experience and expertise in media, broadcasting, technology, risk management, finance, business, advertising, human resources, digital innovation and the non-profit sector. The Board’s responsibilities include overseeing ESG risk governance and ensuring the effective implementation of our sustainability program. Key governance documents are available on [Corus’ website](#).

Board Diversity Policy: In 2020, we formally updated how we attract and select Board candidates, actively seeking to identify qualified candidates who identify as women and/or belong to “designated groups” under the Employment Equity Act. We believe that involving leaders with diverse perspectives and identities helps to promote productive dialogue and stronger corporate governance, and is ultimately vital to sustaining the relevance and success of our business. Our revised process has guided the creation of a Board that includes 42% women and 17% directors from underrepresented groups.

Board committees

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



Corus embraces our responsibilities as a Canadian broadcaster and media leader. Rigorous oversight and a culture of transparency and accountability all contribute to our continued success, helping us fulfil our responsibilities to our shareholders, employees, customers, clients, communities and the environment.”

– Jennifer Lee
Executive Vice President and General Counsel





Goal alignment:

Operating responsibly

Corus' enterprise policies reflect our firm commitment to operating 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 relevant laws. If a team member believes we've fallen short, it's essential that they have clear, accountable channels for raising concerns. Our main codes and policies guide our employees' and directors' conduct, explain how to raise concerns and how we investigate them, and lay out our expectations for partners in our supply chain.

Code of Business Conduct: Applies to all employees, officers, independent contractors and Board directors of Corus or its subsidiaries. It reflects our commitment to fair dealing, honesty and integrity in all aspects of our business. In early 2022, Corus hired a Head of Ethics, Conduct and Employment Law, who is responsible for managing the newly established Ethics and Conduct Office. This office reports in to our Vice President and Head of Corporate Governance.

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

Corus' Disclosure Policy: Sets out our obligations to provide fair disclosure and maintain effective disclosure controls and procedures.

Raising Concerns Policy: Sets out ways to raise concerns about violations of Corus' Code of Conduct or other policies, including anonymously. If any employee is aware of conduct inconsistent with our Code of Business Conduct or other policies, such as the Respect and Safety in the Workplace Policy, they are encouraged to immediately raise their concern through one of the avenues outlined in this policy, including their direct manager or a higher level of leadership, the People Team, the Ethics and Conduct Office or our anonymous third-party Alert Line. This policy defines reportable conduct, describes how to make a report (including how to do so anonymously), offers an overview of our investigative process, and lays out the steps we take to protect whistleblowers from reprisals of any kind.

Respect and Safety in the Workplace Policy: Articulates what Corus expects for – and how it maintains – a safe, respectful workplace. It also provides guidance on how to raise harassment, discrimination and violence concerns, as well as pathways for resolution after concerns have been raised.

Anti-Corruption and Bribery Policy; Competition Compliance

Guidelines: Reinforce our commitment to transparent, ethical and lawful business dealings and operations, including by employees, officers, independent contractors and Board directors of Corus or its subsidiaries. Corus has set out the rules to follow and measures to take to prevent, detect and report bribery, corruption and dealings with sanctioned parties. Corus also supports compliance with applicable anti-corruption, anti-bribery and sanctions rules and laws. We provide guidance on best practices for engaging with competitors and trade associations and make clear our expectations for conducting business in a manner consistent with Corus' objectives and its obligations under applicable competition or antitrust laws.

Sustainable Sourcing Practices: Corus sources products and services from a wide range of suppliers, and we are committed to aligning this activity with our ESG commitments as we seek to better understand the environmental and social practices of our supply chain partners with a view to achieving shared improvements. In November 2022, we introduced a Supplier Code of Conduct that articulates our expectations of suppliers in areas of human rights and safety of employees; diversity, equity and inclusion; environmental practices; and security and privacy.

Goal alignment:

Operating responsibly

Embracing our responsibilities as a Canadian broadcaster

Our services operate with discipline in meeting our licensing requirements. We have crafted thoughtful policies to help ensure that everything we present to audiences – from informative news reporting and original dramas to high-quality animation and short-form streaming video content – reflects our values, 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 Canadian Radio-television and Telecommunications Commission (CRTC) that they are compliant with regulations covering topics such as accessibility, responsible advertising, Canadian content, on-air diversity and journalistic independence. Audiences can use a public resolution process through the Canadian Broadcast Standards Council (CBSC) to address any concerns regarding content. 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 are processed through Ad Standards. We also have internal policies and procedures that support our compliance with a range of legal frameworks and non-CRTC regulations related to sensitive advertising including, for example, cannabis and Internet Gaming.

See a list of the CRTC [codes](#) and [policies](#) that apply to Corus.

Political advertising

All reasonable steps are taken to comply with Elections Canada and provincial guidelines regarding political ads, programming and newscasts. This includes clearly identifying the advertiser or the material and visually demarcating advertising space adjacent to online news stories. During an election period, we allocate time for the broadcasting of programs, advertisements and announcements of a partisan political character on an equitable basis.



Goal alignment:

Environmental and social risk

ESG risk is incorporated as a risk category in Corus' comprehensive Enterprise Risk Management Framework¹. We recognize that climate-related risks, an important aspect of overall ESG risk, 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 monitor the development of sector-based guidance, expectations and best practices when it comes to managing climate-related risks.

The Executive Leadership Team, reporting to the Board of Directors, is responsible for establishing and monitoring enterprise risk management processes, including our business continuity plans, which set out key personnel and processes designed to mitigate operational risks. Corus is working to integrate environmental and social risks and opportunities, including climate-related risks, into our current risk management procedures. The risk function and ESG team continue to work together to identify key metrics to support our ESG reporting and advance a program to identify and manage climate-related risks across our business.

The Risk Committee supports the Executive Leadership Team in establishing Corus' Enterprise Risk Management Framework. With representation from leaders across Corus, the committee 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 Board on risk management through the Board's Audit Committee. The Risk Committee Chair and the Head of Environment and Sustainability, Governance coordinate reporting to help identify and monitor environmental and social risks and provide context for how our ESG goals and action plans are aligned with our risk appetite.



¹ See page 29 of our [2022 Annual Report](#) for more information on this Framework.

Goal alignment:

Safeguarding information

Cybersecurity

To keep pace with increasingly complex cybersecurity risks, we regularly update our policies and procedures, rigorously monitor our security posture and analyze emerging concerns. We use the National Institute of Standards and Technology (NIST) Cybersecurity Framework standards and undergo regular conformity assessments.

Monitoring and readiness: Corus' dedicated Cybersecurity team includes a 24/7 Security Operations Centre as well as teams focused on intelligence, threat mitigation and security architecture. The Security Operations Centre monitors and responds to any threat to our network infrastructure or employees.

Oversight and risk: The Audit Committee of the Board oversees our cybersecurity program and risks. Along with the Executive Leadership Team, the Audit Committee receives quarterly updates from our Executive Vice President, Technology on our cybersecurity program. Our Risk Committee reviews cyber-related and privacy risks quarterly.

Universal training: Everyone has a role to play in keeping our systems safe and secure. All employees complete a Security Awareness and Social Engineering training program as part of their orientation, and receive customized training updates thereafter.

Electronic waste: We work with an e-waste disposal company to securely dispose of our electronic equipment at Corus Quay, ensuring the destruction of any data (including through the physical shredding of e-waste where appropriate). Typically, once our equipment is retired it is too old to be passed on and reused.

Intellectual property

Corus is committed to fostering a culture of creativity and innovation, and to protecting the intellectual property rights of everyone who works with our brands, including creators and advertisers.

Across our produced media and brands, we seek to ensure that material we disseminate, including advertisements on behalf of clients, acknowledges and respects authors' intellectual property rights as well as Corus' rights. Technology that enables piracy, allowing end users to access and copy content without a subscription or purchase, is a risk for our business.

To mitigate this risk, Corus uses a range of platform-specific tools and processes. These include:

- Working with a third-party vendor to support our digital rights management (DRM) system on certain platforms and sending cease-and-desist letters to unauthorized distributors.
- Using a social-media/domain takedown process, led by our Cybersecurity team, to remove pirated content.
- Using geo-location and authentication technology for certain content where it's beneficial to limit access to a specific geography or platform.
- Requiring content distribution deals that protect content and include DRM systems.

PRIVACY

Protecting users' privacy and safeguarding their data is essential to earning their trust and engagement. Our privacy management program includes clear, easily accessible documents, and we have well-articulated approaches and mechanisms to report concerns, handle breaches and respond to user concerns.

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. A summary of the JP&P is available [here](#).

Although newsgathering is an inherently fast-paced, high-pressure activity, we believe getting the story right is more important than getting it first. We do not allow the urgency of 24-hour news to compromise our journalistic standards.

The Global News JP&P incorporates best practices from many other reputable news organizations and journalistic associations. It is designed to adhere closely to the Radio Television Digital News Association (RTDNA) Canada: Association of Electronic Journalists [Code of Ethics](#), the RTDNA [Code of Ethics](#) and Professional Standards, the Canadian Association of Broadcasters' [Code of Ethics](#) and the [Canadian Association of Journalists Ethics Guidelines](#). A few key topics from the JP&P are outlined on [page 46](#).

Adapting and evolving our style guide

Our goal is to reflect the audiences we serve. We recognize that society changes, and we continually modify our style to keep pace. The frequently updated [Global News Multiplatform Style Guide](#) is designed to help ensure we avoid inconsistent style or confusing terminology which could distract the audience from our work to report stories, uncover stories and pursue the truth. It includes topic-specific guides, best practices such as the use of inclusive language and guidance on how to handle disturbing content and warnings.

Farah Nasser, Weekend Anchor, Global National

“

Our primary directive is to report accurate, balanced, timely and comprehensive news and information in the public interest. Independence is a fundamental Global News value; we will resist attempts at censorship or pressure to alter news content, real or apparent. Integrity, fairness and transparency are at the foundation of our newsgathering process.”

– Ward Smith

Senior Vice President, Global News



Continued on following page —>

**Global
NEWS**



Goal alignment:

Journalistic standards

Journalistic Principles and Practices policy

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

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

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

Privacy: The JP&P policy encourages journalists to remain mindful of the expectation of privacy as they gather news, including by maintaining the confidentiality of sources and protecting sources' privacy when taken to court. We abide by embargo expectations before receiving information for news purposes and assume that all information from a source or at a news event is "on the record" unless otherwise stipulated by the source and agreed to by the journalist. 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, 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 at the discretion of management.

Sources: Global News does not pay news sources for interviews or use other means of inducement. We use sensitivity when dealing with children and inexperienced sources or interview subjects and advise journalists to seek guardian consent for contentious or sensitive stories that may pose a risk to the child, now or in the future.



News team from Global Edmonton and Global Calgary



performance data

2022

Employee diversity table

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	DIRECTOR & ABOVE	ALL EMPLOYEES
Female	42%	48%	48%
Male	58%	52%	52%

The table below represents data as of August 31 2022, collected through a confidential and voluntary self-identification form, response rates vary with a minimum 70% employee participation.

	DIRECTOR & ABOVE	ALL EMPLOYEES
Visible Minority	15.17%	20.61%
Black	2.07%	2.66%
East Asian	4.14%	4.51%
Latino	N/A ¹	0.99%
Western Asian Middle Eastern	N/A ¹	0.75%
South Asian Central Asian	3.79%	3.76%
South East Asian	2.41%	3.25%
Aboriginal	N/A ¹	0.99%
Disability	2.41%	3.35%
2SLGBTQ+	2.76%	5.42%

¹ N/A = <5

Note: Corus has a total of 3,727 employees, with a total of 290 people in a Director-level position or above.

Greenhouse gas emissions

GHG EMISSIONS 2022 ¹ (metric tons CO ₂ e)		
Scope 1	3,937	tCO ₂ e
Scope 2 (location-based)	10,059	tCO ₂ e
Total Scope 1 and 2	13,996	tCO ₂ e

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.

Corus energy and 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. 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, radio and television studios, transmitter facilities and transmission towers.

GHG emission calculations

Scope 1 and 2 emissions were calculated and presented in tCO₂e for the fiscal year’s inventory. Scope 1 emissions included stationary emissions, mobile emissions (vehicle fuel combustion), and fugitive refrigerant emissions according to the selected organizational boundary. Scope 2 emissions included purchased electricity and chilled and hot water, and were calculated using only location-based emission factors (due to the absence of appropriate emission factors in Canada to satisfy Scope 2 Quality Criteria, the market-based emissions are equal to that of location-based).

A portion of the activity data in the inventories was estimated. The estimation methodology and assumptions specific to each emission type are included below. 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. Corus intends to work with landlords to improve availability of data.

Energy and GHG data collected

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

Data were collected to develop inventories for fiscal year (FY) 2022. The reporting period used in the inventories is in line with Corus Entertainment’s FY of September 1 to August 31. Corus will continue to use its fiscal year for future reporting.

¹ A portion of the activity data in the inventories was estimated. The estimation methodology and assumptions specific to each emission type are included on [page 50](#). Estimates were only used in instances where data were difficult to extract, or where no data were readily available during the period of analysis.



Greenhouse gas emissions

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 (by square footage or “sq.ft.”) 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. A small number of invoices required estimations where fuel volume was missing but cost was reported. Estimations for these cases were done by taking the national average cost of gasoline per litre for that month. Between May 1, 2022 and August 31, 2022, no volume or cost data were available. For this period, 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 (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 is used in the Corus Quay and Global Toronto office building and data were extracted from invoices.



SASB index

TOPIC	METRIC	SASB CODE	2022 DISCLOSURE RESPONSE
Media Pluralism	Percentage of gender and racial/ethnic group representation for (1) management, (2) professionals, and (3) all other employees	SV-ME-260a.1	Performance data, Employee diversity table, page 48
	Description of policies and procedures to ensuring pluralism in news media content	SV-ME-260a.2	People, pages 23–29 Responsibility, Journalistic standards, pages 45–46
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 45–46 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 Corus 2022 Annual Report , page 45.
	Revenue from embedded advertising	SV-ME-270a.2	The Company discloses revenue in its consolidated financial statements in its 2022 Annual Report , pages 86–88. 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 41–42 Responsibility, Journalistic standards, pages 45–46 Corus 2022 Annual Report , page 38



SASB index

TOPIC	METRIC	SASB CODE	2022 DISCLOSURE RESPONSE
Intellectual Property Protection & Media	Description of approach to ensuring intellectual property (IP) protection	SV-ME-520a.1	Responsibility, Safeguarding information, page 44 2022 Annual Report , pages 37–38
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) Total recipients of media: See overview in the Corus 2022 Annual Report , pages 15–16. Corus reaches 35 million Canadians monthly across its broadcast and digital platforms. That equates to 14.5 million households (# of households (2.4 persons/household)) ¹ . (2) Canadians reached by broadcast TV (Global TV): 19.3 million people monthly. (3) Subscribers to cable networks: See the Corus 2022 Annual Report , pages 86–88. 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: TV: Numeris PPM Data, FL21 (9/1/21–12/31/21), Total Canada, CORUS, Mo-Su 2a-2a, Ind. 2+ AvMRch%; Radio: Numeris PPM, Toronto, Calgary, Edmonton, Vancouver, FL21 (8/30/21–11/28/21), Daypart, Reach Plan (Mo-Su 5a-1a); Digital: comScore Media Metrix, Multi-Platform data, September 2021 to December 2021 monthly average, Base: Total Canada, All Locations, 2+ digital audience, includes Corus-owned and partner sites; Standard duplication formula applied, A2+ factored to household (2.4 persons per household).



TCFD index

TCFD CORE ELEMENT	TCFD RECOMMENDATIONS	2022 DISCLOSURE RESPONSE
Governance	a) Describe the board’s oversight of climate-related risks and opportunities.	Responsibility, Board oversight, page 40 Responsibility, Environmental and social risk, page 43
	b) Describe management’s role in assessing and managing climate-related risks and opportunities.	Responsibility, Board oversight, page 40 Responsibility, Environmental and social risk, page 43
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	Planet, Project spotlights: Infrastructure transformation and industry collaboration, pages 35–36 Responsibility, Environmental and social risk, page 43 2022 Annual Report , page 39 <p>Overall media and entertainment is not a major emitter of GHG emissions; however, Corus recognizes that climate change is of national and global importance and that it is increasingly raising potential physical (acute and chronic) and transition risks for all companies. Corus’ exposure to operational risks over the short, medium and long term from disruption to operations or broadcasting may increase in geographies where there is a higher likelihood of severe and more frequent weather events, including flooding, wildfires 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 the Corus HQ. Transition risks over the short term include shifting public sentiment around climate change and consumer preferences, indirect impacts of carbon pricing on clients in carbon-intensive sectors (e.g., cars and trucks), higher costs of fuel for Corus’ fleet and the opportunity to shift to electric cars as costs drop.</p>
	b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.	Planet, Understanding and reducing our emissions, page 34 Responsibility, Environmental and social risk, page 43 Performance data, Greenhouse gas emissions, pages 49–50 2022 Annual Report , page 39 <p>Corus operates in Canada, a jurisdiction that has set a net zero by 2050 target. Transition risks may result from new laws and policies aimed at achieving national targets, new technologies and changing client and audience behaviour, shifts in energy costs and mix, and growing use of streaming services or a repricing of land valuations. Accordingly, the Company is maturing its understanding of the potential financial impacts of climate change, such as higher operating costs and insurance costs that may result from increased pricing of GHG emissions, enhanced public reporting obligations, consumer expectations for less-energy-intensive productions, and costs of procuring lower emissions storage and streaming technology.</p>



TCFD index

TCFD CORE ELEMENT	TCFD RECOMMENDATIONS	2022 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 the coming years, the Company's focus will be on understanding its carbon footprint, including undertaking a Scope 3 materiality screen, and finding opportunities to reduce 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 43
	b) Describe the organization's processes for managing climate-related risks.	Responsibility, Environmental and social risk, page 43
	c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	Responsibility, Environmental and social risk, page 43 2022 Annual Report , pages 29–31, 39, 45
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.	As methodologies for calculating metrics evolve, the Company will look to develop appropriate metrics to reflect the potential impact of climate-related risks and opportunities in line with Corus' strategy and risk management processes.
	b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Performance data, Greenhouse gas emissions, pages 49–50 The Company's current focus is on measuring its Scope 1 and 2 GHG emissions inventory. Corus will continue to refine its approach to measuring its emissions and, where applicable, any related risks. The Company has begun discussions with industry partners to better understand its potential Scope 3 emissions.
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	The Company's current focus is on measuring its Scope 1 and 2 GHG emissions. Currently, Corus does not have targets in place for GHG emissions or energy usage. The first Scope 1 and 2 GHG inventory will inform discussion and analysis about science-based targets.

FORWARD-LOOKING INFORMATION

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

This forward-looking information relates to, among other things, Corus Entertainment Inc.'s ("Corus" or the "Company") objectives, goals, strategies, commitments, targets, intentions, plans, estimates and outlook, including the adoption and anticipated impact of the Company's strategic plan, advertising and expectations of advertising trends for fiscal 2023; subscriber revenue and anticipated subscription trends and distribution, production and other revenue, the Company's dividend policy and the payment of future dividends; the Company's leverage target; the Company's proposed share purchases, including the number of Class B non-voting shares to be repurchased under its normal course issuer bid, if any, and timing thereof; the Company's ability to manage retention and reputation risks related to its on-air talent; expectations regarding financial performance including capital allocation strategy and capital structure management; and operating costs and tariffs, and can generally be identified by the use of words such as "believe", "anticipate", "expect", "intend", "plan", "will", "may" and other similar expressions. In addition, any statements that refer to expectations, projections or

other characterizations of future events or circumstances may be considered forward-looking information.

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

television programs and cable networks; our ability to manage retention and reputational risks related to on-air talent; our ability to maintain relationships with key suppliers and clients and on anticipated financial terms and conditions; our ability to recoup production costs, the availability of tax credits and the existence of co-production treaties; the availability of expected news, production and related credits, programs and funding; our ability to compete in any of the industries in which we do business, including with competitors that may not be regulated in the same way or to the same degree; the potential impact of new competition and industry mergers and acquisitions; the business opportunities (or lack thereof) that may be presented to and pursued by us; conditions in the entertainment, information and communications industries and technological developments therein; changes in laws, regulations, and policies or the interpretation or application of those laws, regulations and policies, including statements, decisions or positions by applicable regulators including, without limitation, the Canadian Radio-television and Telecommunications Commission, Canadian Heritage and Innovation, Science and Economic Development Canada; changes to licensing status or conditions and policies or the interpretation or application of those conditions, regulations and policies; unanticipated or un-mitigatable programming costs; our ability to integrate and realize anticipated benefits from our acquisitions

and to effectively manage our growth; our ability to successfully defend ourselves against litigation matters or complaints; failure to meet covenants under our senior credit facility, senior unsecured notes or other instruments or facilities; epidemics, pandemics or other public health crises, including COVID-19; cybersecurity threats to the Company or its key suppliers; and changes in accounting standards. Additional information about these factors and about the material assumptions underlying forward-looking information are set out under the heading "Risks and Uncertainties" in the Management's Discussion and Analysis for the year ended August 31, 2022 (the "2022 MD&A") and under the heading "Risk Factors" in the Company's Annual Information Form dated October 24, 2022 (the "AIF"). Corus cautions that the foregoing list of important factors that may affect future results is not exhaustive.

When relying on our 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. Unless otherwise required by applicable securities laws, Corus disclaims any intention or obligation to publicly update or revise any forward-looking statements whether as a result of new information, events or circumstances that arise after the date thereof or otherwise.

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