# self-ID data

Self-identification allows us to understand the full range of our diversity. We ask that every Corus employee fill in the Self-Identification form. Below is a high-level look at the groups that make up Corus.

The information is based on the fiscal years of 2023 and 2024.

Please note: The statistics for Women represent gender data submitted by employees during employee profile creation and onboarding, which all employees fill out. The remaining statistics are based on information collected through our Self-ID survey, which currently represents 80% of the Corus population.

The term "N/A" means that the group is 5 people or fewer and therefore we do not report on the group as it conflicts with our privacy requirements to only report at an aggregate level.

women

- 2023
- 2024

All Corus: 47.4% / 46.7%
Director & Above: 51% / 51.7%
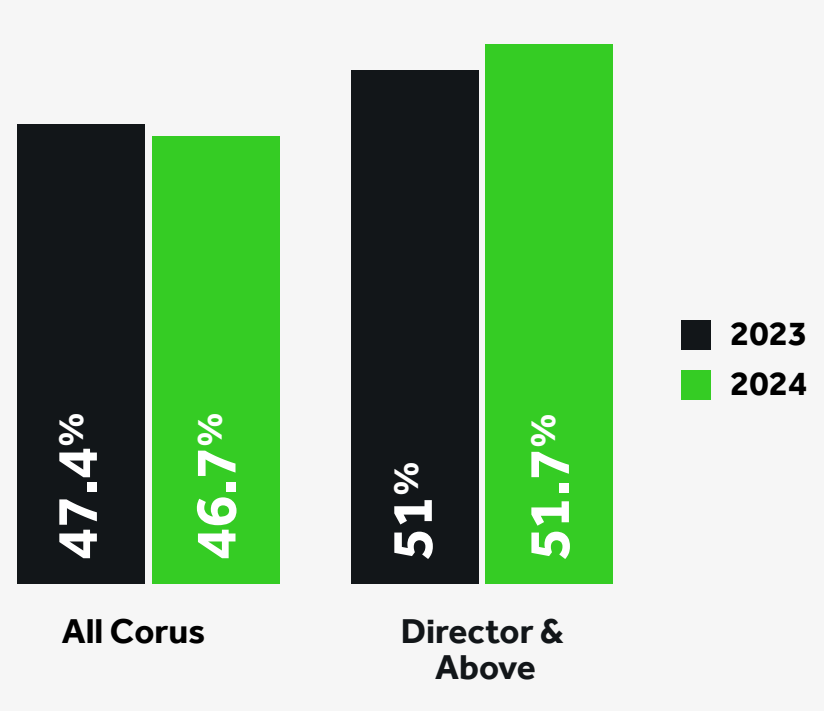
visible minority

Some notes on this data:
- The term "visible minority" is used in our self-ID survey because as a federally regulated company, we are required to use this terminology as part of the Legislated Employment Equity Program (LEEP).
- Canadian population numbers for the categories within Visible Minority have been estimated based on aligning Canadian Census numbers to Corus's categories.

- 2023
- 2024

All Corus: 21.3% / 21.4%
Director & Above: 16.4% / 17.9%
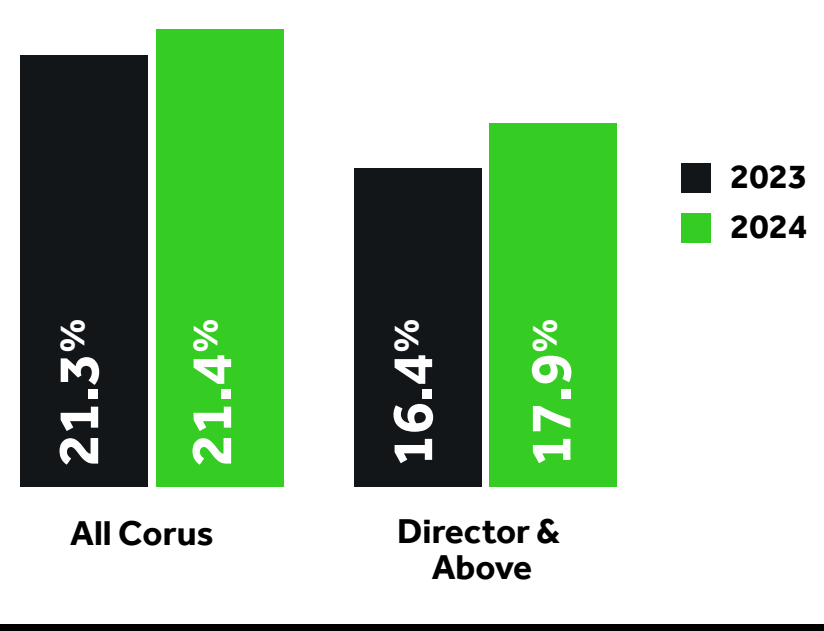
	Black	Latino	Western Asian Middle Eastern	South Asian Central Asian	East Asian	South East Asian
Corus Population	3.2%	1.5%	0.9%	4.3%	5.0%	3.8%
	3.2%	1.2%	1.0%	4.3%	4.7%	3.7%
Directors & Above	2.9%	N/A	N/A	3.8%	4.8%	2.4%
	2.1%	N/A	N/A	3.8%	4.2%	2.4%

aboriginal

The term "Aboriginal" is used in our Self-ID survey because as a federally regulated company we are required to use this terminology as part of the Legislated Employment Equity Program.

- 2023
- 2024

All Corus: 1.8% / 1.7%
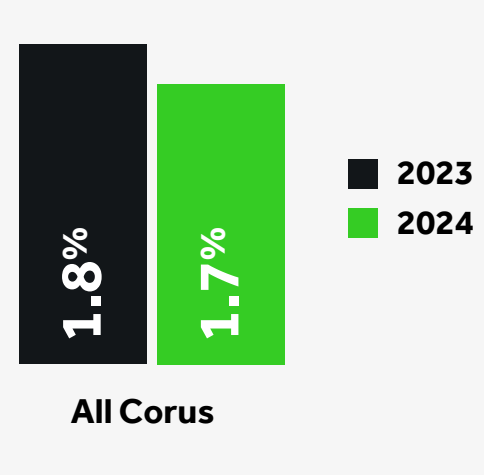
persons with disabilities

- 2023
- 2024

All Corus: 3.6% / 1.7%
Director & Above: 5.5% / N/A
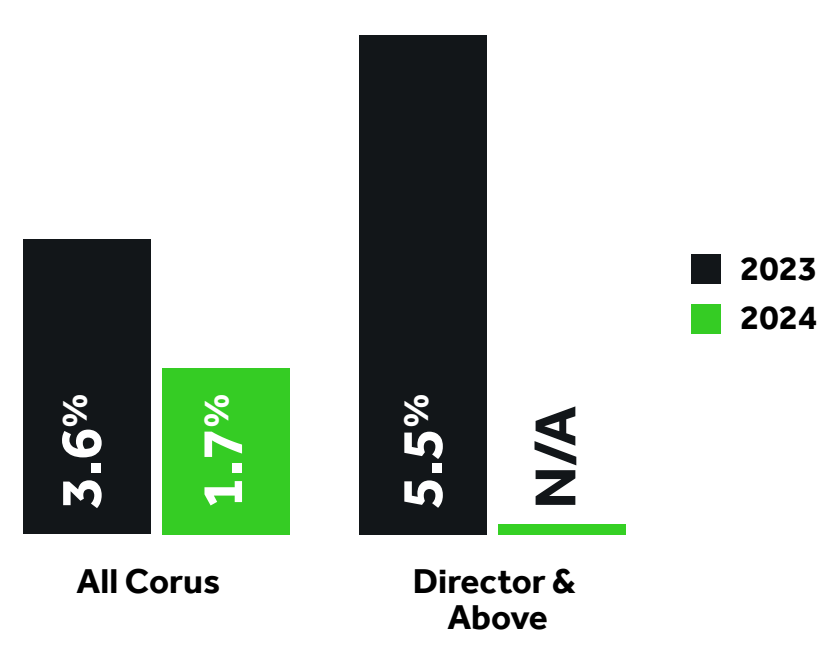
New findings from the 2022 Canadian Survey on Disability (CSD) showed that 27% of Canadians aged 15 years and older, or 8.0 million people, had one or more disabilities that limited them in their daily activities.

Please note that the definition of disability has been evolving in recent years and is broader than previously defined and includes 'invisible' disabilities. Due to these changes, the prevalence of mental health-related, seeing, learning, memory, and developmental disabilities increased from 2017 to 2022..

New data on disability in Canada, 2022 (statcan.gc.ca)

2SLGBTQ+

2SLGBTQ+ stands for TWO-Spirited, Lesbian, Gay, Bisexual, Transgender, Queer. The plus represents other ways of expressing the diversity of terms for sexual orientation and gender identity.

- 2023
- 2024

All Corus: 7.3% / 6.71%
Director & Above: 4.6% / N/A