

2025 Cultural Diversity Report

Corus Entertainment Inc.

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INTRODUCTION

Diversity, Equity, and Inclusion (DEI) at Corus

At Corus, our DEI Mission Statement is to value and actively involve the full range of what makes people unique, addressing biases and barriers to level the playing field, to create a strong and innovative company where amazing people thrive. We have developed a DEI Action Plan to that end.

Three Pillars of the Corus DEI Action Plan

We have built a purposeful, comprehensive DEI Action Plan that aims to support DEI in all areas of our business, our content and our industry partnerships. Our Action Plan is used as a strategic tool to outline specific steps, tasks, and goals necessary to achieve our commitment to DEI.

We have established three key pillars within our Action Plan that reinforces our dedication to DEI: supporting a diverse workforce, building a diverse industry, and representing diversity in content.



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.



Building a Diverse Industry: Diversify the media and entertainment industry, support the talent of historically underrepresented creators and expand access to opportunities in our sector.



Representing Diversity in Content: Foster content and content creators that reflect the diversity of our audiences.

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

Awards and Recognition

In 2025, Corus was recognized with three awards showcasing our commitment to DEI:

Canada’s Best Diversity Employers (2025) Corus was recognized as one of Canada’s Best Diversity Employers for various initiatives taking place across the company. This recognition highlights employers across Canada with exceptional workplace diversity and inclusiveness programs.

The Globe and Mail’s Report on Business - Women Lead Here Benchmark (2025) Corus was recognized for having women in nearly half (45%) of all leadership roles in The Globe and Mail’s Report on Business 2025 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.

WXN’s Global Alliance for Inclusion Leadership (2025) Corus was recognized as a recipient of the 2025 GAIL Awards among twenty-five other groundbreaking impact-makers who champion diversity, equity, inclusion and belonging.

I. CORPORATE ACCOUNTABILITY

Corus’ Chief Executive Officer and (Interim) Chief Financial Officer and Chief Administrative Officer, Chief Legal Officer and Corporate Secretary share accountability at the executive leadership level for creating a culture of inclusion, workforce diversity, and equity at Corus.

Our **DEI 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. The Council plays an integral role in providing business-driven insight and advice on the practice of our DEI Mission and Vision.

The Company’s **Employee Resource Groups’ (“ERGs”)** primary purpose 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.

2025 Highlights

Our focus in 2025 expanded on the foundational elements of our DEI Strategy, such as our DEI Reporting data, Candidate Self ID form, Employee Resource Groups, Inclusion Index, and DEI education, supporting a culture of equity and inclusion. New in 2025, we also introduced an ERG and Senior Leadership Team (SLT) Executive Sponsor charter, and expanded on community initiatives, as exemplified through the Plan International Canada Girls Lead Here Corus program, OYA Black Arts Coalition, and the Corus Community Youth Engagement Program (CYEP) panel.

The following are highlights from our DEI Action Plan referenced above:

1. Supporting a Diverse Workplace

Taking Workplace Measurement to a New Level - New DEI Reporting Suite

In 2025, our self-identification data gave us a much fuller picture of our workforce, including our overall composition, hires, promotions, turnover, and employee engagement.

Representation

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.

Category	Board	Senior Leadership Team (SLT) ³	Director & Above	All Employees
Women ¹	57%	57%	56.40%	46.46%
Men ²	43%	43%	41.86%	50.27%

1 Excludes employees who identify as Men, Non-Binary or selected Prefer not to answer.
2 Excludes employees who identify as Women, Non-Binary or selected Prefer not to answer.
3 The Senior Leadership Team data is presented as applicable on August 31, 2025, and comprised of seven members.

The table below represents data as of September 2, 2025, collected through a confidential and voluntary self-identification form. Response rates for 2025 increased by approximately 2% from 2024 and we now sit at about 83% employee participation.

Category	Director & Above	All Employees
Visible Minority	18.02%	21.12%
Black	2.91%	3.04%
East Asian	4.07%	4.67%
Latinx	N/A	1.59%
West Asian/Middle Eastern	N/A	0.91%
South Asian/Central Asian	4.65%	4.99%
South East Asian	N/A	4.17%
Indigenous	N/A	1.54%
People with Disability	3.49%	3.45%
2SLGBTQ+	N/A	6.26%

Employee Resource Groups (ERGs)

Through virtual and hybrid events, and honouring days of significance for ERGs across Corus internal postings, the groups continued to exchange knowledge and information that helps us to create a more diverse and inclusive workplace in 2025.

Corus ERGs are led by co-chairs and supported by an executive sponsor from the Corus SLT. In 2025, we established a new ERG Charter outlining the roles and responsibilities of each ERG and its members.

The full complement of our ERGs currently includes:



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



Corus Create recognizes Excellence in Asian Talent and Energy focuses on empowering Asian-identifying Corus employees.



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



All Access focuses on accessibility and inclusion for persons with disabilities.



The Hispanic/Latinx Organization of Leadership and Achievement (¡HOLA!) is focused on raising awareness and celebrating and empowering Hispanic and Latinx employees.



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



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

DEI Education

The Learning & Development team continued to offer instructor-led anti-racism training that is required for all new hires at Corus. New for 2025, the team incorporated anti-bias content into the New Leader Orientation program that is attended by all newly hired and newly promoted managers.

Respect and Safety in the Workplace

Our Respect and Safety in the Workplace Policy (attached as Appendix A), together with our [Code of Business Conduct Policy](#) and [Raising Concerns Policy](#), sets out what Corus expects in and how it maintains a safe and respectful workplace by implementing the following:

- Corus has established a dedicated Ethics and Conduct Office to receive and address workplace concerns fairly and effectively through various resolution options.
- The Raising Concerns Policy includes streamlined complaint reporting and resolution processes with guidance to employees on how to raise harassment, discrimination and violence, or other concerns.
- Corus is committed to encouraging a “speak up” culture and prohibits retaliation against anyone acting in good faith who raises concerns, participates in an investigation, or helps to address concerns under the Raising Concerns Policy.

- Training continues to be a part of Respect and Safety in the Workplace Policy for Corus Leaders, recognizing the heightened role they play in upholding the Policy and creating a workplace where all Corus employees can feel safe, respected, welcomed, and supported.

Ensuring all people feel safe from any form of harassment, discrimination or violence in the workplace is a key part of Corus' commitment to being a great place to work and showing we care.

Our Health and Safety Commitment

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

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

Broadcasting and Telecom Regulatory Policy

Corus is an active participant in all Canadian Association of Broadcasters' (CAB) initiatives dealing with diversity or services for people with disabilities. Corus' regulatory team oversees our involvement in various industry and social policy issues including closed captioning, described video, audio description, and other accessibility matters, such as the Accessibility Reporting Regulations made under the Accessible Canada Act and defined in Telecom and Broadcasting Regulatory Policy CRTC 2021-215.

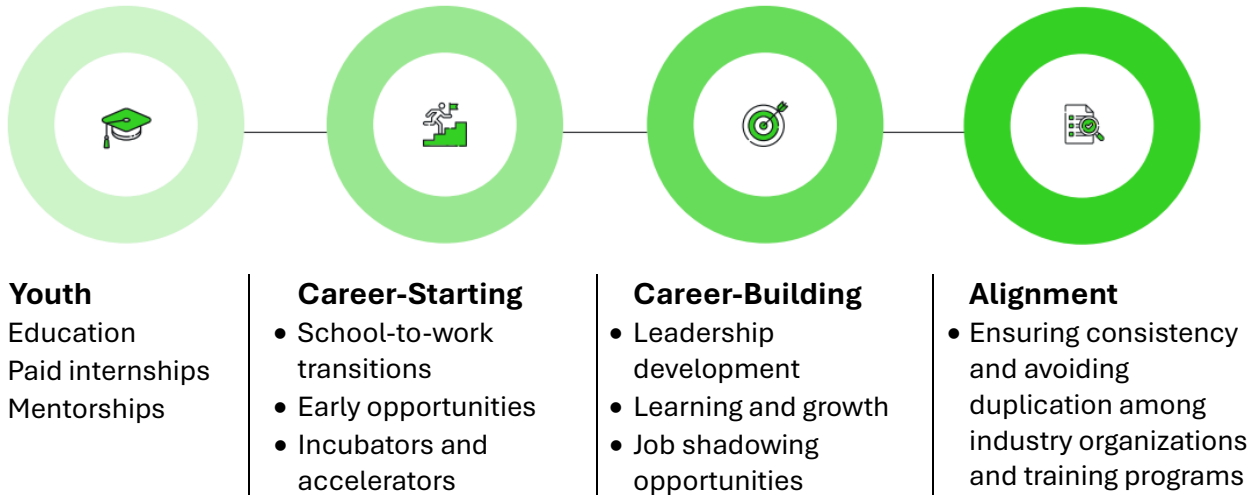
Corus is also an Associate of the Canadian Broadcast Standards Council (CBSC), a voluntary self-regulatory organization responsible for administering the application of all broadcast codes and standards.

Accessibility Plan

Corus is mandated by the Accessible Canada Act (ACA) and regulated by the Canadian Radio-television and Telecommunications Commission (CRTC) to publish a multi-year accessibility plan and report on the progress of that plan annually, including the communication, the procurement of goods, services and facilities, and the design and delivery of programs and services. [Corus' Accessibility Plan and Progress Report](#) is available to the public on our website.

2. Building a Diverse Industry

Corus remains focused on developing and accelerating opportunities for creators, journalists and social media marketers from underrepresented communities and working toward an equitable future in the Canadian content, news and advertising industries. We particularly support initiatives in four areas:



II. **RECRUITMENT, HIRING, RETENTION AND TRAINING**

Recruitment and Hiring

Corus continues to work on increasing its representation of all designated groups and remains committed to reducing access barriers at all levels. Our Board of Directors is now comprised of 57% women, and 14% of the Board identifies as a member of a visible minority group.

We are pleased to have several women serving in leadership roles at Corus, including but not limited to:

- Non-Executive Chair of Corus' Board of Directors
- Executive Vice President, Chief Administrative Officer and Chief Legal Officer
- Senior Vice President, Content and Marketing
- Senior Vice President, People and Culture

Talent Acquisition and DEI Workstream

The Talent Attraction team continues to review and enhance our sourcing, attraction, and selection processes.

In 2025, we took on the following initiatives:

- Review and revision of job postings to ensure the use of inclusive language, including gender and disability-inclusive language.
- Increasing the diversity of our applicant pools by leveraging our Employee Resource Groups and DEI Council to amplify job posting within their networks.
- Promoting inclusive selection practices with consistent interview guides and interviews with multiple interviewers.

Retention

At Corus, we recognize that establishing a diverse, equitable and inclusive workforce and culture is crucial for the retention of employees from underrepresented groups. We continue to review and analyze feedback from exit interviews and analyze turnover reports on a quarterly basis to determine trends and appropriate follow-up actions.

DEI and Manager Training

We understand that our managers need to receive training in workplace diversity and employment equity in order to develop a more comprehensive understanding of the statutory requirements for accommodating members of the designated groups. To better support Corus managers in this area, DEI content has also been built into existing training courses including:

- Interpersonal Communications
- Conflict Management
- Having Difficult Conversations
- Building Trust

We review and refresh our broader curriculum to further support a diverse, equitable, and inclusive culture.

Employee Engagement: Inclusion Index

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



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

Each survey we track inclusion against these two questions:

- I am comfortable being myself at work.
- My team has a culture in which diverse perspectives are valued.

Responses to these two questions are combined to create our new Inclusion Index. This Index will help us guide, support, and measure our progress in realizing Corus' DEI mission.

In 2025, Corus continues to have an Inclusion Index score at par with industry benchmarks.

III. MENTORSHIP, INTERNSHIPS AND SCHOLARSHIPS

In 2025, Corus continued its Corus.Futures program that includes both a scholarship and paid internship component designed to provide support for final year post-secondary students from underrepresented communities. The program's purpose is to build the next generation of industry creators, journalists, and leaders.

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

Other sponsorship and partnerships that support students and those starting or building a career:

- **Canadian Association of Black Journalists (CABJ):** Corus is a proud supporter of the CABJ, whose mandate is to advance the work of Black journalists and media professionals in Canada to empower the next generation of journalists.
- **The Global News Diversity Scholarship**, in partnership with the Radio Television Digital News Foundation of Canada (RTDNF), supports students from racialized communities who are enrolled in a journalism or communications program.
- **OYA Black Arts Coalition (OBAC):** Corus has partnered with OBAC to facilitate the Corus Unscripted Internship Program, a newly created training, networking, and mentorship opportunity for recently graduated Black students interested in pursuing a television career in the lifestyle and factual genres.
The Corus Unscripted Internship Program provided two students with an eight-week paid internship placement on a Corus-supported unscripted production in 2025.



- **Toronto Black Film Festival:** Global News is a proud supporter of the annual Toronto Black Film Festival “whose ambition is to encourage the development of the independent film industry and to promote more films on the reality of Black people from around the globe”.
- **University of King’s College:** Recognizing the need for diversity in newsrooms and amongst journalists, the Global News Award is given to a King’s journalism Black student with preference given to a Black Nova Scotian applicant.
- **Women in Communications & Technology (WCT):** The Corus Mentorship program is designed to help women advance to senior roles within the communications and technology professions. Corus also facilitates webinars in conjunction with WCT that focus on the value and importance of membership to its community of members.

IV. COMMUNITY RELATIONS AND OUTREACH

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

Last fiscal year, Corus teams across Canada helped raise \$39.7 million for over 840 charitable organizations, with Corus people providing over 2,400 volunteer hours to 220+ local organizations, lending support to many initiatives through awareness efforts and fundraising assistance.

In 2025, we supported causes such as:

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

Corus Boost!

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



- **Corus Community Boost!:** Each year, Corus offices across the country submit charitable organizations they currently support for funding consideration. Every quarter, two local organizations receive an added boost of \$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.

Our community involvement includes participation in conferences, mentoring initiatives, education and outreach:

- Academy of Canadian Cinema & Television
- Access Canada
- Black Screen Office
- Canadian Media Producers Association (CMPA)
- Content Canada
- Factual West
- HireBIPOC
- Lunenburg Doc Festival
- Nova Scotia Content Market
- OYA Black Arts Coalition - Emerging Filmmakers Program
- Plan International Canada: Girls Belong Here
- Prime Time
- Reelworld
- ScreenSask
- TMU The Business of Producing
- Vancouver International Black Film Festival
- YWCA Women of Distinction Award
- Canada Day Citizenship Event

Global News Community Outreach

Global News stations conducted several diversity-focused roundtables and community engagement events in 2025, including:

Global BC: On January 22, 2025, the station held an editorial board with women aged 20 to 40, featuring attendees from organizations such as Sisters Sage, BOLT Safety Society, and TransLink to discuss how Global BC reflects issues important to them.

Global Winnipeg: Held a session on September 9, 2025, with a Red River Metis community member to discuss the proper approach to reporting on Indigenous issues.



Global Calgary: Hosted an internal event on May 20, 2025, with local authors to discuss supporting caregivers in the workplace for National Caregivers Month, and a session on September 17, 2025, with the Calgary Police Service to discuss best practices for media coverage.

Global Edmonton: Organized an editorial meeting on November 17, 2025, with representatives from seven domestic violence shelters to plan the "Give Me Shelter" awareness campaign.

Global Maritimes: Held a session in the spring of 2025 with members of our community to receive feedback on the stories we have covered and hear ideas on the stories we should be covering in the future. This session was attended by African Nova Scotians, Indigenous persons, members of the 2SLGBTQ+ community and persons with disabilities.

Global Montreal: Held a roundtable with the Montreal Police on April 17, 2025, regarding racial profiling and community tensions, and met with the Generations Foundation on October 21, 2025, to discuss their annual Food and Toy Drive.

Global Regina & Saskatoon: These stations held a joint session on July 22, 2025, regarding respectful coverage of Indigenous issues, and Regina hosted a session on March 26, 2025, focusing on representing transgender issues and the importance of using appropriate language.

Local Non-News Programming

Global BC

- **Variety Week (October 20–26, 2025):** A week-long programming initiative focused on fundraising and awareness for Variety - The Children's Charity (BC).
- **Pan Pacific Christmas Wish Breakfast (December 17, 2024):** On-location programming dedicated to benefiting the Lower Mainland Christmas Bureau.

Global Toronto

- **Moose Hide Campaign (May 15, 2025):** Featured Raven Lacerte discussing the importance of taking a stand against violence toward women and children and the journey toward reconciliation.
- **Jully Black "Monday Motivation" (February 3, 2025):** Kicked off Black History Month with "Black HERstory," reflecting on the influence of Black musicians and providing updates from her national tour.



Global Montreal

- **Indigenous Rising roller derby team documentary (November 11, 2025):** “Rising Through the Fray” is a new documentary film that follows the groundbreaking roller derby team, “Indigenous Rising”, comprised of an all-female cast and crew.
- **Dress for Success Montreal (October 3, 2025):** A Montreal organization that empowers women to reach their full potential.
- **Montreal International Women’s Day breakfast (February 27, 2025):** This event aims to honour the accomplishments and contributions of women of all ages and all backgrounds, while at the same time inspiring students to explore their passions and learn leadership skills.

Other Community Engagement Activities

Global Calgary: Provided station tours for several groups, including Centennial High School, Lord Beaverbrook High School, and the Good Companions Senior Group. Also hosted a Junior Reporter Experience for an aspiring journalist from a visible minority group on August 29, 2025.

Global Edmonton: Hosted the "Dream to Be A Global News Reporter" experience for children from the Kids with Cancer Society on September 25 and held the "Give Me Shelter" donation drive-thru on December 18, 2025.

Global BC: Donated promotional airtime to events like the Vancouver International Black Film Festival, Light Up Chinatown, and the YWCA Women of Distinction Awards.

Global Toronto: Supported the Toronto Fire Fighters’ Toy Drive with over \$200,000 in airtime value and on-air segments to assist underprivileged families.

Global Montreal: Engaged in numerous local activities, including the English Montreal School Board (EMSB) Spelling Bee, McHappy Day, and hosting events for the Soulanges Irish Society and Hope & Cope’s cancer survivorship.

Corus Radio Community Outreach

Corus Radio participated in numerous fundraising, awareness, and community consultation initiatives in 2025, including:

Fundraising and Awareness

- **A Day to Listen:** In partnership with the Gord Downie & Chanie Wenjack Fund on September 30, with dedicated airtime reflecting on 10 years of reconciliation.



- **Radiothons:** Efforts included the Caring for Kids Radiothon, the Corus Caring Hearts Radiothon for local hospitals, the 27th annual Corus Radiothon for the Stollery Children’s Hospital Foundation, and the CKNW Kids Fund Pledge Day in support of children with special needs.
- **Health and Social Issues:** Initiatives included the Breakthrough T1d Walk, the Champions for Charity boxing event for McMaster Children’s Hospital, and the Walk A Mile In Their Shoes event in support of the YWCA’s Crossroads Shelter.
- **Food Drives:** Stations organized the City-Wide Food Drive, Stuff the Bus and Stuff the Studio summer and holiday food drives, as well as the Boots to Hunger campaign for the Calgary Food Bank.
- **Charity Lotteries:** As a media partner, Corus Radio provided extensive on-air and online promotion for the Ronald McDonald House Charities 50/50 lottery and the Festive 50/50 in support of Abuse Hurts, a national, charitable organization dedicated to reducing the impact and incidence of abuse through awareness, education, and direct support.
- **Toy Drive:** The annual Corus Quay and Barber Greene Toy Drive raises funds in support of the Toronto Firefighters and their annual holiday Toy Drive to bring joy to children and families in need during the holiday season. Corus staff generously donate funds through a bake sale, raffle, pancake breakfast, Bingo, and candygrams.

Support for Diverse and Equity-Seeking Groups

- **Pride and 2SLGBTQ+ Support:** Outreach included promoting and participating in the Barrie Pride march, Vancouver Pride, Guelph Summer Pride, and the London Pride parade. Other events included Glam As You Are in Cambridge and the Collingwood Pride Festival.
- **Multicultural Initiatives:** Stations partnered with the Guelph Black Heritage Society for monthly PSAs as well as the 39th Guelph and District Multicultural Festival, the Mama’s Cookout & Music Festival celebrating Black communities, and Sikh Heritage Month.
- **Women's Initiatives:** Activities included the 25th Annual International Women’s Day Breakfast, marketing campaigns for female-owned businesses, as well as Girls’ and Women’s Ball Demo Day celebrating women in sport.

V. NEWS PROGRAMMING

Corus’ DEI Plan extends to all assets, including our news/talk radio stations and news programming from our local television and radio stations. At Corus, we are committed to using the power of our broadcasting assets to support and amplify important causes on a local and national level. Our corporate social responsibility mission is to be directly involved in building the strength and well-being of our people, our communities, our industry, and the environment.



The [Global News Journalistic Practices and Principles](#) places DEI 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, as we conduct our business, are grounded in a culture of equity and inclusion. We recognize that 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.

Throughout 2025, various Global News stations broadcast a wide range of stories focused on issues of specific relevance to identifiable groups, including Indigenous persons, racialized communities, persons with disabilities, women, and the 2SLGBTQ+ community.

Global BC

Indigenous Persons – Trutch Street Renaming (June 6, 2025): This story covered the historic renaming of Trutch Street to šxʷməθkʷəy̓əmasəm (Musqueamview Street), the city's first official Indigenous street name, correcting a name associated with anti-Indigenous policies.

Racialized Community – Langley School Racism Protest (January 13, 2025): Coverage of a rally for a young Black student facing persistent racism, highlighting school inaction.

2SLGBTQ+ – Canadian Kids Pride Book US Court Battle (March 25, 2025): A report on a British Columbia children's book involved in a U.S. Supreme Court case.

Women's Rights – Intimate Sexual Violence Legal Update (June 24, 2025): An update on what an independent systemic review calls the "gender-based violence epidemic", and recommendations put forward to the government.

Persons With Disability – Transit Mobility Issues (2025): A look at accessibility issues within the TransLink system.

Cultural Celebrations: Stories included the first-ever Ramadan Festival in BC (March), Vaisakhi Festival (April), Filipino Pinoy Festival (June), Taiwanese Canadian Cultural Festival (July), and BC Dumpling Festival (August).

Global Toronto

NIA Centre for the Arts (February 20, 2025): A report on Canada's first professional arts centre dedicated to Black creatives in Toronto's "Little Jamaica".



Behind a Chinese Laundry (May 23, 2025): Profiled for Asian Heritage Month, this story followed a third-generation Chinese Canadian woman memorializing her family's resilience through art.

Global Winnipeg

Sixties Scoop Survivor Returns Home (August 27, 2025): An emotional interview with a survivor returning to his northern Manitoba home for the first time in 50 years.

Deaflympics Athletes Raising Funds (July 4, 2025): This piece highlighted the challenges faced by local hearing-impaired athletes striving to compete in Tokyo despite funding gaps.

Global Calgary

Foothill Spiderweb (June 16, 2025): Students and Indigenous elders gathered at Foothills Academy to bring the Blackfoot creation story of "Ani to pisi" to life to symbolize community interconnectedness.

Wheelchair Restrictions (November 19, 2025): A report on airline policies limiting the maximum allowable weight for mobility devices like power wheelchairs, which advocates argue is discriminatory against people with disabilities.

Global Edmonton

Indigenous Teachings Daycare (September 30, 2025): Featured an Indigenous-led early learning center where elders share teachings of cultural importance to children of all backgrounds.

Female Sport Regulation (June 5, 2025): Coverage of controversial new laws requiring female athletes to confirm their sex assigned at birth.

Global Montreal

Support Line for Racism Victims (February 28, 2025): Reports on a new hotline established following allegations of anti-Black racism in provincial schools.

Indigenous Groups Complaints (November 24, 2025): Indigenous groups questioned the omission of Indigenous affairs or reconciliation in the city's new executive committee portfolios.



Morning Show Segments: Featured topics such as the Indigenous Rising roller derby team documentary (November), Dress for Success for women (October), and the Haitian Culture Festival (July).

Global Saskatchewan (Regina and Saskatoon)

Indigenous Veterans Monument (May 3, 2025): Focused on a new monument in Regina honoring the contributions and sacrifices of Indigenous veterans.

SHA Indigenous Hair Policy (August 12, 2025): Report on the First Nations Health Ombudsperson's call for accountability after a Saskatchewan Health Authority employee cut an Indigenous woman's hair without her consent.

Norway House Cree Nation Star (September 30, 2025): In honour of the National Day for Truth and Reconciliation, this story profiled a young Indigenous player making his Western Hockey League (WHL) debut.

Global Kingston and Peterborough

Bill 5 Event (September 26, 2025): Covered Treaty 9 land defenders opposing mining legislation that threatens Indigenous sovereignty.

International Day of Sign Languages (September 23, 2025): This broadcast featured interviews in American Sign Language (ASL) to discuss local accessibility initiatives for the deaf community.

Blind Soccer Team (June 4, 2025): Profiled a visually impaired woman launching a bid for a national women's blind soccer team.

Global Maritimes

Unheard-Unserved: Women's Health Care Crisis (November 17, 2025): A series examining how race and gender impact health outcomes, specifically for African Nova Scotian and Indigenous communities.

Most Inspiring Immigrants (January 9, 2025): A year-long partnership profiling immigrant award winners to celebrate their contributions to the region.

The following news stories were reported across various Corus Radio stations in 2025, specifically addressing issues relevant to identifiable groups:



Indigenous Communities

Reconciliation and Education Initiatives: Stations reported on the National Indigenous Peoples Day celebrations in June and "A Day to Listen" on September 30, which featured stories from Indigenous leaders and residential school survivors. Other stories included the launch of the Indian Residential School Community Engagement Fund in Ontario and the opening of the Mohawk Institute Residential School as a museum.

Rights and Legal Challenges: News included a GTA school board's ban on Every Child Matters flags and 62 Indigenous artifacts being returned to Canada from the Pope. In the West, stories covered First Nations in Alberta demanding the Premier cease "irresponsible statements" regarding a separatism referendum, and the Piikani nation's fight over a housing development on an archaeological site.

Protests and Treaties: Stations broadcast news regarding First Nations groups protesting Bill 5 in Ontario, the Kitsumkalum First Nation voting in favor of a new treaty, and concerns from BC First Nations regarding the Northern BC tanker ban.

Racialized Communities

Cultural and Political Art: Many stations reported on Kendrick Lamar's Super Bowl LIX halftime show, referring to it as "political art".

Anti-Racism and Community Support: Reports included a Muslim Prayer Service for the Afzaal family, who were victims of a hate-motivated attack in London, Ontario; coverage of an anti-Black hate-motivated assault in Ancaster, Ontario; and a profile on London, Ontario's Sunfest featuring international artists in celebration of the diverse rhythms of the world.

2SLGBTQ+ Community

Legislation and Education: Stations extensively covered the Alberta Government's plans to limit transgender healthcare for youth and the use of the notwithstanding clause. News also addressed the inclusion of transgender curriculum in education systems.

Community Events and Reports: Reports included the Collingwood Pride Parade, the Ipsos Annual Pride Report, and a peaceful walk in Kitchener-Waterloo held after hate threats cancelled multiple 2SLGBTQ+ events.



Persons with Disabilities

Support Programs: News stories highlighted the creation of the Alberta Disability Assistance Program (A-DAP), a new initiative for disabled Albertans on Assured Income for the Severely Handicapped (AISH) who are able to work.

Accessibility Challenges: Reports included a disabled couple facing a significant rent increase under a BC Housing program and the exploration of increasing temporary accessibility ramps in Guelph.

Health and Advocacy: News covered benefit initiatives, such as Ozzy Osbourne’s final show raising funds for Cure Parkinson's and Judas Priest releasing a cover song to support the fight against Parkinson's disease.

VI. ON-AIR PERSONALITIES

Corus managers have a duty to ensure that fair hiring practices are in place to make certain that on-air talent is reflective of the communities we serve. Hiring managers, as well as those involved in the creation of original programming, make an ongoing effort to look for and bring to the forefront diverse talent and casts.

Corus stations proactively seek on-air personalities who represent their local communities. Local stations continue to partner with outreach organizations in their communities to fill internships, which often lead to on-air opportunities.

Please refer to section II. RECRUITMENT, HIRING, RETENTION, AND TRAINING for further details about talent attraction at Corus.

VII. NON-NEWS PROGRAMMING

Diverse Voices, Diverse Stories

Corus’ Original Programming team ensures that the on-air talent and content across all its commissioned programs reflects the communities they serve.

For Canadian Scripted Originals, we are involved in the casting process right from ideation through development of the scripts. Working closely with writers and producers, we ensure diversity is reflected in the overall makeup of the characters. Diversity and inclusion are a high priority for Corus, as is our commitment to achieving greater gender parity. In conjunction with our Diversity and Inclusion plan, Corus conducts an ongoing internal review of our approach on how to achieve greater diversity on screen.



Once in production we have approval over all casting, from series leads to episodic guest stars. Diversity and inclusion are routinely part of each casting decision. Our most recent Scripted Original, *Private Eyes West Coast*, features two diverse characters in recurring roles, as well as many episodic guest stars.

On the Canadian Unscripted side of our programming portfolio, year over year we continue to increase diversity in front of the camera through the casting of our Lifestyle series. Whether that be in lead roles, such as the HOME series *Beer Budget Reno* and *Rentovation*, the FLAVOUR NETWORK series *Bake Shop Halloween* and *Bake Shop Holiday* or supporting characters, like homeowners, guest chefs and competitors on shows like *Top Chef Canada*.

Corus' approach is threefold: in front of the camera, behind the camera and leadership building programs. Corus has made these resources a condition of our development and production process with the independent production community. The Corus Original Programming team has always been highly active in the industry and community to foster diverse and female voices with a focus on racialized talent development. Those involved in the production of all Canadian original programming are required to adhere to a set of principles, of which the following apply to diversity in programming:

- Avoid programs with racial stereotypes and encourage producers and writers to provide programs with ethnic diversity and strong visible minority role models;
- Avoid programs with gender stereotypes and encourage producers and writers to provide programs with strong female, racialized and 2SLGBTQ+ role models;
- Actively seek out programs that will be reflective of the Canadian cultural landscape; and
- Ensure new programs offer a sense of inclusion and recognition for a variety of groups as well as appealing to a range of audiences.

Our production executives actively encourage producers to design and cast characters that will represent a multitude of cultural groups in Canadian society. On-air hosts and personalities, along with participants, are representative of various ethnic and cultural groups. Similarly, Corus services aim for a gender balanced representation of today's society and pursue strong female, 2SLGBTQ+, and racialized role models as lead characters or secondary characters in all its programming. This is to ensure greater cultural diversity across all productions commissioned, co-produced or produced in-house.

Our Original Programming teams ensure that all new productions also reflect diversity behind the scenes and especially in the writing room. We continue to work closely with the production community to source new, culturally diverse, writers, producers, and creators. They are also actively involved in mentoring and outreach for creators, agents and organizations to find and foster new voices. Corus is involved in initiatives with various



organizations committed to increasing diverse representation on-screen and behind the scenes.

Corus programming executives are involved in final approval of writers and directors, as well as scripting of all commissioned programming to ensure diversity of voices in creating authentic characters and storylines. The same principles apply to the development of scripts and storylines, whether the program is being commissioned for production, or being licensed.

Examples of programs green-lit for production or broadcast in 2025 include:

Sounds Black Parts 1 and 2 (History Channel Canada): A four-part series that examines the origins and impact of Black Music in Canada. Directed by award-winning filmmaker Cazzhmere Downey, with contributions from legends including Kardinal Offishall, Jully Black, Fefe Dobson, Maestro Fresh Wes, Deborah Cox, Keisha Chante and more, the series explores Black Canadian music from its tangled diasporic roots to its international dominance.

Mission spatiale 84: un premier Québécois parmi les étoiles (Historia): The documentary celebrates the 40th anniversary of the first French-Canadian in space, Marc Garneau, by diving into the very particular historical context in which it took place. Hosted by NASA systems engineer Farah Alibay, the Montreal-born daughter of immigrants from Madagascar.

Top Chef Canada Season 12 (Flavour Network): Canada's most prestigious cooking competition is back for a historic 12th season, featuring the country's most promising up and coming chefs battling it out for culinary glory and the title of Canada's Top Chef. Featuring a cast of diverse judges, competitors and guest stars, this season includes Indigenous and Asian storylines as well as a Pride celebration.

Deadman's Curse Season 3 (Global TV): This season continues to follow former MMA fighter Kru Pitt, young Indigenous explorer Taylor Starr and the treasure hunter and mountaineer, Adam Palmer, on their quest to solve the mystery of Slumach's lost gold mine.

Anticosti (Series+): In summer 2025, the Sphère Média team completed the first drama series shot on the secluded island of Anticosti, recently declared a UNESCO World Heritage Site. The series is about a close-knit community at odds over the construction of a new luxury hotel complex that threatens the island's ecosystem and features a very diverse cast.



Hamsters of Hamsterdale (Treehouse): The show follows a motley crew of hamsters, the heroic protectors of their 8-year-old owner Harry, who they mistake as their King and beloved ruler of their elaborate colourful-tubed kingdom. Featuring a diverse voice cast.

Piñata Smashlings (YTV): Four Smashlings are on a mega mission to rescue rainbow pods from the no-good Bashlings, save the world from being gloomified, and level up their friendship one outrageously hilarious quest at a time. Featuring a diverse voice cast.

VIII. ACQUISITIONS

Our programming executives actively seek to acquire the rights to programs that represent the diversity of Canadian society. We particularly aim for gender balanced representation, strong 2SLGBTQ+ and diverse role models. We are committed to sharing impactful, diverse stories, while ensuring their representation does not include negative stereotyping or inaccurate portrayals.

Highlights from 2025 include:

Global TV

DMV (Season 1): A workplace comedy set in the dreaded DMV office, following a diverse group of quirky minimum-wage employees who make the best of dealing with annoyed customers, finding solace in each other's company.

Survivor (Season 49): A reality show where a group of contestants are stranded in a remote location with little more than the clothes on their back. There is a lot of diversity within the contestants including Steven who uses hearing aids, Sophi Balerdi who identifies as a Latina and several people of colour such as Kristina Mills, Jawan Pitts, Nate Moore, Jason Treul and MC Chukwujekwu.

Sheriff Country (Season 1): Mickey Fox investigates criminal activity and patrols the streets of small-town Edgewater while contending with her ex-con father and a mysterious incident involving her wayward daughter. Female lead played by Morena Baccarin and female creator Joan Rater.

Showcase

Bel-Air (Season 4): The life of a teen is forever transformed when he moves from the streets of west Philadelphia to live with his relatives in one of Los Angeles's wealthiest suburbs. A predominantly BIPOC cast.

The Paper (Season 1): A documentary crew searching for a new subject finds a dying Midwestern newspaper and its publisher's efforts to revive it using volunteer reporters.



Supporting female actors include Sabrina Impacciatore and Chelsea Frei and POC actors Gbemisola Ikumelo, Ramona Young, Melvin Gregg and Oscar Nunez.

All Her Fault: A mom must find out who kidnapped her son during a play date at the park. Main character and supporting character played by female actors Sarah Snook and Dakota Fanning. Michael Pena plays a detective with a son who has severe autism played by Orlando Ivanovic.

W Network

Laid (Season 1): Men who dated the same woman are dying in unusual ways and she must come to terms with her complicated past. Starring Stephanie Hsu who is of Chinese descent. Written by a woman of colour, Nahnatchka Khan.

The Chicken Sisters (Season 1): Families feud over generational conflict between rival fried-chicken restaurants Mimi's and Frannie's. This divides the town as loyalties are tested. However, an opportunity arises that could resolve the longstanding rift and unite the community through the shared love of fried chicken. Female leads Schuyler Fisk, Lea Thompson, Wendie Malick and Genevieve Angelson.

Small Town, Big Story (Season 1): A Hollywood production rolls into a small Irish town and throws the spotlight on a secret that has been kept hidden since the eve of the millennium. Featuring female lead Christina Hendricks and a character with accessibility needs.

History Channel Canada

Sitting Bull: A four-hour documentary event charting the extraordinary life of the renowned leader of the Lakota people; the story of the life of the legendary Hunkpapa Lakota chief, detailing seminal moments and key figures in Native American history.

Jim Thorpe: Lit by Lightning: Follows the first Native American Olympic gold medalist, tracing his baseball, football and basketball careers through his journey to become a champion.

History's Greatest Mysteries: Hosted by Laurence Fishbourne, this series looks at historically important mysteries, well-known myths, and modern legends using new evidence.

Home Network

Love it or List It (Season 11): A new era of real estate rivalry returns with the series' longtime real estate agent, David Visentin, as he faces off against his new designer foe,



Page Turner, to help fed up families with lackluster houses check off all the boxes on their dream home wish list. Page is bi-racial.

Amanda & Alan’s Italian Job: Besties Amanda Holden and Alan Carr roll up their sleeves to bring a crumbling Sicilian home back to life. As they embrace the local lifestyle, it is demolition and la dolce vita. Alan Carr is part of the 2SLGBTQ+ community.

Flavour Network

Eva Pau’s Asian Kitchen (Season 1): Chinese Irish chef and businesswoman Eva Pau shares Asian cooking insights and recipes in her 6-part series. The Dublin-based chef explores unique ingredients and how Asian cuisine has influenced Irish dishes, including popular takeout foods.

Home Plate: New York with Marcus Samuelsson (Season 3): Acclaimed award-winning, Ethiopian Swedish Chef, Marcus Samuelsson, helms this culinary series where Samuelsson and celebrity guests explore New York City's diverse food scene and the stories behind it.

Judi Love’s Culinary Cruise (Season 1): Judi Love’s heritage is reflected in her "Culinary Cruise" where she infuses recipes with her Jamaican roots. The show features her cooking dishes inspired by Mediterranean destinations, but with her own signature spin.

Slice Network

Married to Medicine: Atlanta (Season 11): This real-life drama offers a glossy portrayal of the lives of affluent doctors and their families. The primary cast is African American, and this is a defining characteristic of the series. The creator, Mariah Huq, has stated her intention to tell the stories of successful Black families and "redefine Blackness on screen".

The Real Housewives of Miami (Season 7): This season included the debut of Carmen Carrera as the franchise's first transgender cast member and featured the women attending the 2SLGBTQ+ Task Force Gala. Julia Lemigova herself is openly lesbian and part of the first lesbian couple to be featured on *The Real Housewives* franchise.

National Geographic Canada

No Taste Like Home with Antoni Porowski: From Italy, Germany and the UK to Senegal, South Korea and Borneo, Antoni takes celebs on epic journeys to explore their ancestral and culinary roots. “Queer Eye’s” Antoni Porowski resides in Montréal and talks openly about his struggle with severe ADHD.



Sally: Sally Ride became the first American woman to blast off into space, but beneath her unflappable composure, she carried a secret. Revealing the romance and sacrifices of their 27 years together, Sally's life partner, Tam O'Shaughnessy, tells the full story of this complicated and iconic astronaut for the first time.

Blink: When three of their four children are diagnosed with retinitis pigmentosa, a rare and incurable disease that leads to severe visual impairment, the Pelletier family's world changes forever. In the face of this life-altering news, Edith Lemay, Sébastien Pelletier and their children set out on a trip around the world to experience all its beauty while they still can.

Adult Swim

Women Wearing Shoulder Pads: This stop motion animated series is a TELENOVELA parody that tells the story of a wealthy woman from Ecuador who navigates the complicated world of love, family, commercials and cuyes. Spanish language program with English subtitles.

YTV

Mermicorno: Starfall: A fun adventure that takes place in a fantastical and magical undersea world, where a team of Mermicorno join together to save the ocean. Featuring a diverse voice cast.

Disney Channel Canada

Vampirina: Teenage Vampire: Tween vampire attends performing arts school, hiding her identity. An overprotective father assigns ghostly guardians to watch over her as she pursues her passion for music. Featuring a diverse voice cast.

IX. MOVING FORWARD

Corus will continue working to fulfill the commitments outlined in our DEI Action Plan. Our goal is to be a leader in building an inclusive, sustainable culture - in which equity, diversity, and inclusion are central to what we do within our company and in our communities.

Our DEI Action Plan is reviewed annually, and we report our progress to employees biannually to ensure we are maintaining our progress and developing areas of focus.

Our 2026 focus areas and initiatives include:

- Improving the recruitment and selection process to ensure authentic inclusion.



- Enhancing employee communication channels to ensure all voices are heard.
- Supporting our ERGs and DEI Council to evolve and better support the needs of employees.

Corus strives to be a company where all our people thrive and feel they belong. We will continue to work on increasing our representation of all designated groups and remain dedicated to reducing bias and barriers.

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