



Corus Entertainment's Multi-Year Accessibility Plan

2026 – 2028

Contents

- 1. GENERAL 4
 - Introduction and Executive Summary 4
 - Feedback 5
 - Our Commitment to Accessibility 5
 - Accessible Canada Act 6
- 2. Areas Described Under Section 5 of the Accessible Canada Act 7
 - I. Employment 7
 - Current Practices: 7
 - Action Plans: 11
 - II. The Built Environment 12
 - Current Practices 12
 - Action Plans: 13
 - III. Information and Communication Technologies (ICT) 14
 - Current Practices: 14
 - Action Plans: 15
 - IV. Communication, other than ICT 15
 - Current Practices: 15
 - Action Plans: 16
 - V. The Procurement of Goods, Services and Facilities 17
 - Current Practices: 17
 - Action Plans: 18

VI. The Design and Delivery of Programs and Services	18
Current Practices:	18
Action Plans	20
VII. Transportation	20
3. Consultations	21
I. Consultation Led by the Broadcasting Accessibility Fund	21
II. Consultation with Users of the Global News Website	21
III. Consultation with Corus Employees	22
4. Glossary	24

1. GENERAL

Introduction and Executive Summary

Corus Entertainment Inc. (“Corus”, the “Company”, “our” or “we”)¹ is a leading media and content company that develops, delivers and distributes high quality brands and content across platforms for audiences around the world.

Engaging audiences since 1999, the Company’s portfolio of media offerings encompasses 25 specialty television services, 36 radio stations, 15 conventional television stations, digital and streaming platforms, and social digital agency and media services. Corus’ roster of premium brands includes Global Television, W Network, Flavour Network, Home Network, The HISTORY® Channel, Showcase, Slice, Adult Swim, National Geographic and Global News, along with streaming platforms STACKTV, TELETOON+, Vivéo, the Global TV App and Curiouscast. Collectively, Corus employs over 2,000 full-time, part-time, and casual employees.

This Multi-Year Accessibility Plan outlines Corus’ strategies and action plan to continue to mitigate barriers to accessibility and meet the requirements under the Accessible Canada Act (ACA), 2019; the Canadian Radio- television and Telecommunications Commission (CRTC) Accessibility Reporting Regulations²; and the Accessibility for Ontarians with Disabilities Act (AODA)³. It will be reviewed and updated at least every three years to ensure ongoing compliance with applicable legislation and to ensure that measurable progress is being made in identified areas.

This is the second accessibility plan that Corus has prepared since the enactment of the ACA. It demonstrates that the Company continues to invest in maintaining an

¹ Including the following Corus-owned subsidiaries, which are collectively licensed by the CRTC under the Broadcasting Regulatory Policy 2010-167 (“A group-based approach to the licensing of private television services”): YTV Canada, Inc., W Network Inc., Country Music Television Ltd., 591987 B.C. Ltd., Teletoon Canada Inc., 8504644 Canada Inc., Corus Television Limited Partnership, Corus Sales Inc., Mystery Partnership, Men TV General Partnership, Tvtropolis General Partnership, NGC Channel Inc., Showcase Television Inc. and Corus Lifestyle Television Inc. (formed by the amalgamation of Flavour Network Inc., History Television Inc., Home Network Inc., and Life Network Inc.). Also includes Corus-owned subsidiaries 591989 B.C. Ltd. and Corus Radio Inc. Corus has updated the list of subsidiaries in this year’s progress report to reflect various corporate reorganization changes.

² Telecom and Broadcasting Regulatory Policy CRTC 2021-215.

³ Accessibility for Ontarians with Disabilities Act, 2005, S.O. 2005, c. 11, O.Reg. 191/11.

accessible environment for its employees, customers, audiences, and other people with whom it interacts. This report and preceding progress reports demonstrate considerable progress toward removing previously identified barriers but also indicate that certain barriers remain. To address those remaining barriers, we have proposed additional action items below.

Feedback

To ask questions, provide feedback, or request that this report be provided in an alternative format, please contact Corus' Manager, Program Compliance, in one of the following ways:

- **Telephone:** 416-934-4696
- **Email:** accessibility@corusent.com
- **Online webform:** www.corusent.com/accessibility/ to fill a feedback form either with your contact information or anonymously.
- **Mail:** Attention: Manager, Program Compliance, Legal, Regulatory and Governance Department

Corus Entertainment
Corus Quay
25 Dockside Drive
Toronto, ON M5A 0B5

Our Commitment to Accessibility

At Corus, our shared commitment is to respect and nurture a diverse, equitable, inclusive, and accessible environment across the organization, treating all people in a way that allows them to maintain their dignity and independence.

We will strive to meet the needs of people with all abilities in a timely manner and will do so by identifying and removing barriers to accessibility and preventing new barriers in

priority areas. We will make every reasonable effort to accommodate people with disabilities.

We understand and value the importance of conducting business and providing services in the communities where we operate in a manner that respects the dignity and independence of all our people, partners, clients, and customers. We view our accessibility efforts as an ongoing partnership with our customers and employees and welcome feedback on how we can continue to improve opportunities for people with all abilities.

Accessible Canada Act

In July 2019, the ACA came into force. The overarching goal of the ACA is to realize a barrier-free Canada by 2040. The ACA benefits all Canadians, especially persons with disabilities, through the proactive identification, removal, and prevention of barriers to accessibility in seven priority areas:

- employment
- the built environment
- information and communication technologies (ICT)
- communication, other than ICT
- the procurement of goods, services, and facilities
- the design and delivery of programs and services
- transportation

The ACA requires regulated entities to prepare and publish accessibility plans, establish feedback processes, and report openly on progress. The purpose of the accessibility plans is to create measures aimed at the identification, removal, and prevention of barriers. As a federally regulated entity, Corus is required to publish a multi-year accessibility plan.

In accordance with the ACA, this Multi-year Accessibility Plan (the Plan) was made in consultation with persons with disabilities, reflects the principles of the ACA, and will be periodically updated.

CORUS.

As explained above, the ACA identifies seven priority areas, of which six are areas relevant to Corus: employment, the built environment, information, and communication technologies (ICT), communication other than ICT, the design and delivery of programs and services, and the procurement of goods and services. Corus does not provide transportation services and therefore that area is excluded from the Plan.

The Plan identifies accessibility barriers, corresponding strategies, and achievable actions to identify, remove and prevent barriers across each of the six priority areas. Together, it meets the requirements under the ACA; the Canadian Radio-television and Telecommunications Commission (CRTC) Accessibility Reporting Regulations; and AODA.

The Plan covers the three years following the date of publication and will be reviewed and updated at least every three years to help ensure ongoing compliance with applicable legislation and make measurable progress in identified areas.

2. Areas Described Under Section 5 of the Accessible Canada Act

I. Employment

Current Practices:

As per Corus' Diversity Equity and Inclusion Plan, the company aims "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." Corus continues to enhance how it sources, attracts, and retains employees, with a lens of diversity, equity and inclusion, which includes addressing employment-related barriers to accessibility.

The Company's Senior Leadership Team shares accountability for creating a culture of inclusion, workforce diversity, and equity at Corus.

Persons filling the following roles drive the ongoing development and implementation of the DEI strategy and action plan.

- Head of Corporate Communications & Relations
- Manager, Corporate, Community and DEI Communications

- Corporate Communications and DEI Programs Specialist
- Director, Talent Development, Attraction and Compliance
- Diversity, Equity, and Inclusion (DEI) Council
- Employment Resource Groups (ERGs)

In addition to implementing the strategy and action plan, these individuals provide advice to business lines about business-specific issues related to DEI. This team also oversees and helps implement DEI training. The DEI team also oversees the annual Employment Equity Plan and provides business-driven insight and advice on how to bring our DEI mission and vision to life across Corus.

Additionally, the Corus Entertainment Diversity, Equity and Inclusion Council (“DEI Council” or “Council”) is responsible for giving business-driven insight and advice on how the company is living its DEI Mission and Vision and includes representation from management, non-management, and union areas; various geographic locations; a range of groups and identities; and leaders of our ERGs.

Corus’ All Access ERG is focused on accessibility and inclusion for people with disabilities. With the introduction of an Executive Sponsor in 2024, the group upholds regular touch points to promote awareness of the importance of accessibility and the many benefits of a truly inclusive workplace.



Goals of “All Access” include:

- To identify and engage with the appropriate teams to address issues related to accessibility at Corus.
- To promote awareness of the importance of accessibility and the many benefits of a truly inclusive workplace.

- To provide resources, advocacy, and workshops that ensure continuous learning and inclusion for people with disabilities.
- To recognize both seen and unseen disabilities and the unique challenges that come with them.
- To work closely with the Corus DEI Team and senior leadership to further these commitments, create awareness, and ensure action.

As an example of its awareness-raising activities, All Access supported a staff learning session on February 3rd, 2026, in recognition of Low Vision Awareness Month. The ERG brought in a representative of the Canadian National Institute for the Blind (CNIB) to speak to staff and explain more about CNIB and the services they provide, facts about blindness and low vision, and how staff could be better allies to the blind, deafblind or those with low vision. Complete with videos, photo samples, and an engaged Q&A, Corus staff members left with greater awareness. In addition, All Access shared an educational video to raise awareness and understanding of Autism Spectrum Disorder (ASD) in recognition of World Autism Awareness Day on April 2.

Corus' commitment to DEI animates a slate of strategic partnerships and initiatives that are steadily transforming our workplace, content, and industry for the better.

Support for employees with disabilities

Corus has an Accommodation Policy for employees, including a confidential Employee Accommodation Process for employees to identify barriers they are experiencing and their need for accommodation. In consultation with members of the People & Culture team, a reasonable accommodation plan is discussed and put in place as needed. More information about our accommodation processes can be found in the section *Built Environment*.

Corus is committed to providing and maintaining a workplace where all employees are treated with dignity and respect and that prohibits harassment, discrimination and violence. In support of this commitment, Corus has a Respect and Safety in the Workplace Policy and conducts mandatory training on this policy across the organization. Corus also has a Raising Concerns Policy and an Ethics and Conduct Office (the "ECO") to ensure that complaints related to workplace harassment, violence, discrimination and/or misconduct are managed and, if applicable, investigated.

Corus is a member of The Ontario Disability Employment Network (ODEN). ODEN brings together business and employment services providers to increase employment opportunities for job seekers who have disabilities.

Our comprehensive well-being program provides a wide range of tools, communications, and policies, including an internal Flexible Work Arrangements Policy which allows us to respond to the needs of new or existing employees with accessibility needs. Our offering to employees also comprises formal benefits packages that support employees and their families as well as other amenities and supports. Some tools that the company provides its employees include:

- An Employee and Family Assistance Plan (EFAP) to support employees and their families in many areas of well-being including mental health and physical health resources; this plan was extended to all employees, including those who were not eligible for coverage under the Corus benefit plan
- A life insurance and disability program
- Expanded mental health counseling for those covered by the Corus benefit plan
- Flexible work arrangements, including remote work options, based on accessibility needs
- Office designs that provide access to safe and useful spaces for employees
- Webinars and events to educate employees on emotional, mental, and physical health

As part of our recruitment, selection and hiring processes, the following are Corus' current practices that reflect our commitment:

- Collecting voluntary self-identification data from job applicants. This is implemented through a self-identification questionnaire to the external job application process, to collect data on the diversity of job applicants. Corus reviews trends and impacts of targeted job marketing activities
- Diversifying the exposure of external job opportunities through sharing external job opportunities with the DEI Council and ERG leaders, including All Access, for them to take action in re-sharing opportunities within their networks

- Maintaining job postings templates to include guidance and inclusive language, including bona fide job requirements. All postings are reviewed by the Talent Attraction team for adherence to this guidance prior to posting
- Maintaining guidelines, which include accommodations for persons with accessibility needs during interview stages

Action Plans:

Based on feedback received in preparation of this plan, and in accordance with our Employment Equity Plan, we will undertake the following employment-related initiatives to mitigate barriers for persons with disabilities in the next three years:

Recruitment, Selection and Hiring:

- Reviewing the job posting section of Corus' websites for images and messaging, which present barriers to employment and/or bias (2027)
- Partnering with the CNIB to expand the reach of Corus' external job postings to their community members (fully implemented by 2027 and carried on going forward)

Training, Learning and Development: Mindful of feedback from consultation participants who highlighted the role of inclusive workplace culture and leadership engagement in supporting accessibility and open dialogue, the company will prioritize:

- Reviewing and enhancing Respect and Safety in the Workplace Policy training, with mandatory e-learning module to be rolled out and completed company-wide (2026)
- Identifying opportunities to incorporate accessibility-related content in people leader learning materials (ongoing)

Accommodation:

Based on feedback from some employees who participated in an internal consultation in preparation of this plan (see further description of the consultation below), certain challenges remain regarding the clarity and consistency of accommodation processes, timelines and follow-up; the company will accordingly prioritize the following actions:

- Continue to coach and inform leaders on the Flexible Work Arrangements Policy, and on how to have conversations with team members (ongoing)
- Continue to coach and inform leaders about the Employee Accommodations Process and having conversations with team members (ongoing)
- Review the Employee Accommodations Process to determine how best to improve the continuity of accommodation plans when an employee changes roles or leaders (ongoing)
- Conduct assessment of employee-facing documents for accessibility barriers and address those accordingly (ongoing)

II. The Built Environment

Current Practices

Corus recognizes that addressing barriers in our built environment is an important aspect of meeting the ACA principles. Our priority remains ensuring that employees, vendors, visitors, partners, and the community are not confronted with accessibility issues while on-site at our locations. We further recognize that buildings and associated infrastructure may have different built environment barriers that may require additional consultation and a phased approach.

Corus met the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces by January 1, 2017, all of our buildings are fully accessible apart from four sites that have second floors without elevator services. If persons with accessibility challenges require access to the upper levels one of the four sites, accommodations are made.

We continuously work to identify potential attitudinal, information/communications, technology, organizational and architectural/physical barriers at our locations. The company's Capital Committee meets quarterly to discuss how to appropriately allocate funds for capital improvements to accessibility barriers and these investments have produced some progress since Corus published its initial accessibility plan three years ago. For example, capital investments in facilities upgrades have included:

- Installing automatic door openers at Toronto and Edmonton facilities.

- Installing temporary repairs to entrances at Kingston and Edmonton facilities.
- Installing over 50 sit-stand desks across our Corus properties
- Retrofitting lighting at Corus-owned facilities

Corus employs three individuals who are certified to perform both Level 1 and Level 2 ergonomic assessments, which enables us to undertake cost-effective and timely assessments. We accommodate all reasonable requests to modify workstations to accommodate employees' accessibility or sensitivity requirements. Progress in this area was referenced by many employees who participated in recent consultations (see further details below).

Our Facilities Team makes best efforts to accommodate requests from employees with accessibility needs, for example: employees who work from home are provided access to ergonomically designed chairs and are encouraged to take advantage of this opportunity at no cost to the individual; and employees requiring parking for mobility and health issues are accommodated.

We recognize that relying on individuals to identify barriers can be challenging. To support a more proactive approach, our People and Culture Team regularly evaluates accessibility and makes requests to the Facilities Team for adjustments to the physical built environment. Our Facilities Team provides training on equipment or building systems that are installed to increase accessibility.

For locations where Corus employees interact with customers, our Policies for Customer Service Standards and Integrated Standards include accessibility considerations and are available on the Corus website and internal intranet site.

We have a process for employees to request individual support in emergency situations such as building evacuation, which results in individualized plans being developed. These plans are reviewed on an ongoing basis.

Action Plans:

The People and Culture and the Facilities Teams at Corus work together to promote an environment that welcomes and addresses concerns, ideas, or recommendations for improvement. We address concerns raised by employees or visiting community members and coordinate repairs and upgrades, but we know more is required -

addressing barriers goes beyond meeting the minimum standards. To that end, in addition to the measures referenced above, we plan to prioritize the following actions:

- Continue ongoing facilities evaluation and conduct formal reviews at each physical site to address barriers to physical access (ongoing)
- Continue engaging with counterparts of leased buildings to address barriers (ongoing)
- Encourage Health and Safety Committees to perform monthly and/or quarterly building inspections instead of the required annual inspection (ongoing)

III. Information and Communication Technologies (ICT)

Current Practices:

At Corus, we continue to leverage the skills and expertise of our Digital/Information Technology and Communications Teams to help alleviate challenges and find ways to support accessibility solutions for persons with disabilities using our websites.

We regularly review website audits exported from the Site Improve accessibility tool to help ensure our websites and company intranet sites are accessible and comply with World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0 Level AA. The Digital Technology department is committed to remediating all accessibility challenges across level A and AA issues.

Our websites are dynamic in nature, with new features and content added regularly. Our teams remain committed to remediating any new accessibility issues that arise because of a new feature or content. Team members have added the Lighthouse browser extensions to enable them to see accessibility issues at the page level and remediate them as they go through website updates.

Accessibility optimization extends to the company's applications as well. This includes ensuring that colour contrasts meet accessibility standards, button sizes are optimal for 'hit state' (i.e. the buttons are large enough to be hit for people with visual or tactile disabilities) and text sizes are optimized for accessibility. Further, by ensuring our apps are updated to the latest device Operating Systems we ensure that we take full advantage of the in-device accessibility features. Video and audio content within Corus'

app environments are captioned and described at levels consistent with delivery on the Company's traditional television channels.

Action Plans:

- Following up on feedback gathered from March 2026 Consultation with Users of Global News Website (see further details below), partner with CNIB to conduct an accessibility audit of the Global News website (2026-2027).
- Take action to remediate issues identified in CNIB audit and share information with other internal teams responsible for managing other websites to support (2027-2028).
- Investigate whether employee-facing websites currently comply with Regulation SOR/2025-255, which mandates compliance with CAN/ASC - EN 301 549 by December 5, 2028, and implement any changes needed (2027-2028).
- Based on feedback gathered during the Company's April 2026 consultation with Corus employees, investigate challenges related to document accessibility, captions or transcripts for internal video content (2026-2027)

IV. Communication, other than ICT

Current Practices:

As a broadcaster and content creator, Corus communicates with members of the public through its on-air content and customer relations. We are committed to conducting business and providing services in a way that respects the dignity and independence of all our people, partners, clients, and customers. The following are our current practices that reflects this commitment specifically in relation to persons with accessibility needs:

- Consulting with subject matter experts on potential attitudinal and information/communications barriers at our Corus Quay head office
- Maintaining an "Accessibility" page on our internal corporate intranet website with links to related policies, information on disruptions, details on how to provide feedback on the accessibility of our services, contact information, and copies of AODA Compliance Reports

- Providing access to policies for Customer Service Standards and Integrated Standards on the Corus website and internal intranet sites
- Confirming in Corus job postings that we will make our best efforts to provide accommodations for people with disabilities upon request
- Maintaining an “Accessibility at Corus” page on the external Corus website homepage, which includes:
 - A form to provide accessibility feedback or ask questions related to accessibility at Corus, and a confirmation that visitors may provide feedback or request information in alternative accessible formats
 - Contact information of the ‘person responsible’ for managing communication received either through the dedicated email address accessibility@corusent.com, a direct phone line, or a completed Form
 - A means for accessibility feedback to be submitted confidentially and anonymously
 - Copies of ACA Plans and Progress Reports
 - Confirmation that Corus will respond to all non-anonymous feedback within three business days
- Ensuring that each individual company webpage maintains a link to the “Accessibility at Corus” subpage.

Action Plans:

- Maintain commitment to respect and nurture a diverse and accessible environment across the organization (ongoing)
- Remain committed to meeting the needs of people with varying abilities in a timely manner and continue to do so by preventing and removing barriers to accessibility, including Communications (ongoing)
- Continue to ensure inquiries received through the “Accessibility at Corus” page are addressed within three business days (ongoing)

V. The Procurement of Goods, Services and Facilities

Current Practices:

In 2022, Corus introduced a Supplier Code of Conduct, which included an expectation that our suppliers embrace the benefits of and commitment to a diverse workforce to drive innovation and commercial success. The Code makes clear that Corus expects its suppliers to work to consciously address bias and remove barriers. We require our suppliers to provide us with diversity data to support our reporting.

In our Television Broadcast division, Corus seeks to procure all programs with Closed Captioning (CC), and where applicable, with Described Video (DV). When content is delivered without CC Corus ensures the content is captioned prior to air. For content delivered without DV, all attempts are made to describe the required content prior to air. For programming without DV subject to a regulated DV exception, a logo is displayed at the start of the first airing and an audio notification is provided indicating that any repeat broadcast will be aired with DV.

In our role as a broadcaster, we recognized the opportunity and need for technology and expertise in the areas of closed captioning and described video. In 2015, Corus established Quay Media Services (QMS) and acquired a Canadian-based closed captioning company, FastFile, one of the largest entertainment accessibility providers in Canada.

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

QMS provides partners within the broadcast, online and education sectors with the following accessibility support and expertise:

- When offline closed captioning is not possible, QMS provides live closed captioning for live events such as an awards show, sporting event, a reality television finale, or a local newscast
- QMS produces long form and short form offline closed captioning for content that uses different platforms (multi-language closed captioning is also available allowing us to reach an intersection of persons with disabilities, including those for which English is not their first language)

- QMS uses the strongest combination of engines and tools in the market today, including the use of QMS Foresight that delivers automated captions exceeding the 98.0 NER threshold
- QMS is part of the Described Video Best Practices working group and describes many of the most popular programs on Canadian TV today in multi-Languages
- QMS utilizes synthetic described video technologies and completed hundreds of hours of described video utilizing the most advanced high fidelity Wavenet synthetic voices

For more information, please see the section of this Plan titled “The Design and Delivery of Programs and Services.”

Action Plans:

- Seek opportunities to implement recommendations from Accessibility Standards Canada’s 2025 “Technical Guide for Procurement of Accessible Services” to better identify accessibility requirements in relevant company Statements of Work and Statements of Requirement (Ongoing).

VI. The Design and Delivery of Programs and Services

With respect to the Design and Delivery of Programs and Services, Corus’ 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 closely consider feedback from our employees, directors, audience and users on accessible programming as well as monitor relevant research and expert opinion.

Current Practices:

Television

Operating in Canada’s highly regulated broadcast environment, Corus is committed to leadership and compliance in the area of accessibility. Corus embraces our



responsibilities as a Canadian broadcaster and our services operate with discipline in meeting our licensing requirements. Audiences can use a public resolution process through the CRTC to address any concerns regarding the accessibility of our programs.

Closed Captioning

Closed captioning (CC) makes TV programs accessible for people who are deaf, deafened, or hard of hearing by translating audio into text captions displayed on the screen. The captions also identify who is speaking and plot-relevant sound effects, and include icons for elements such as music (♪).⁴

Corus is currently required to provide quality closed captioning⁵ for 100% of the English- and French-language programs, advertising, sponsorship messages and promos broadcast over the broadcast day.

Corus achieves a captioning accuracy rate of 100% (i.e., verbatim, including spelling) on its pre-recorded programs and a 98% accuracy rate of live English-language programming based on the Number, Edition and Recognition (NER) standardized point system, as assessed by certified NER evaluators.

Audio Description

Corus is further required to provide audio description of Canadian information programs, including news. Audio Description (AD) relies on a program host or announcer to provide a voice-over by reading aloud or describing key elements of programming, such as text and graphics that appear on the screen. It is often used for information-based programming, including newscasts, weather reports, sports scores, and financial data. Most broadcasters are required to provide audio description.

Described Video

Described Video (DV) is a narrated description of a program's main visual elements, such as setting, costumes, or body language. The description is added during pauses in dialogue and enables people to form a mental picture of a program. It works best for prerecorded programs, such as dramas and documentaries.⁶ For its television stations,

⁴ CRTC – TV Access for People who are Deaf or Hard of Hearing: Closed Captioning

⁵ Broadcasting Regulatory Policy CRTC 2019-308 and 2011-741-1

⁶ Described Video Canada – Four things you need to know about Described Video
<https://describedvideocanada.com/four-things-you-need-to-know-about-described-video/>

Corus is currently required to provide described video for certain English- and French-language programming that is broadcast during prime time.

Content

Corus is an internationally renowned content creator and distributor through Nelvana, a world class animation studio expert in all formats, and Corus Studios, a globally recognized producer of hit scripted and unscripted content. Nelvana provides CC content on request to third-party licensees.

Corus is also home to the growing podcast network, Curiouscast. The award-winning Curiouscast network launched in 2018 and is home to internationally recognized brands with diverse audio storytelling.

Action Plans

- Continue to provide viewers with a CC version of all content broadcast during the broadcast day that meets objective accuracy standards (ongoing)
- When programming with closed captioning on traditional platforms is made available on non-linear online platforms operated by Corus, Corus will continue to provide the closed captioning on non-linear online platforms (ongoing)
- Continue to display a standard described video logo and broadcast an audio announcement indicating the presence of described video before the broadcast of each described program and make information available regarding the described programs that it will broadcast (ongoing)
- Actively test captioning systems on digital news clips to determine best accessibility outcomes (2026-2027)

VII. Transportation

As Corus does not undertake transportation services, the area is excluded from this plan.

3. Consultations

I. Consultation Led by the Broadcasting Accessibility Fund

On January 22, 2026, Corus participated in a consultation session led by the Broadcasting Accessibility Fund (BAF), an independent not-for-profit funding body that provides grants for innovative projects in English and French to advance accessibility to broadcasting content across multiple platforms for Canadians living with disabilities. The session was led by three individuals living with hearing and sight related disabilities who each provided practical guidance on advancing accessibility in both broadcasting and the workplace. During the consultation, Corus and other broadcasters engaged directly with the presenters and received feedback on best practices and approaches to improving accessibility for broadcasters. As an example, presenters gave feedback for radio broadcasters suggesting that it would be helpful if radio content were streamed online as this provides audiences living with a disability with the option of obtaining a transcription of the audio content. They also discussed the importance of CC and DV for television broadcasters.

As an overall takeaway, presenters emphasized that accessibility is most effective when it is embedded from the outset across content development, platforms, and internal practices rather than retrofitted over time. The presenters highlighted the importance of asking individuals what they need, adopting flexible workplace practices, ensuring accessibility features (particularly DV) are delivered consistently across linear and digital platforms. The session also underscored the value of using existing technologies, including captioning and transcription tools as an everyday practice. The overall message of this consultation session emphasized that meaningful accessibility progress requires sustained leadership commitment.

II. Consultation with Users of the Global News Website

In March 2026, Corus launched an online survey on the Global News website (<https://globalnews.ca>) to gather public feedback and help identify accessibility barriers experienced when accessing news content on the site. A total of 180 users responded to the survey. The survey sought: feedback on specific accessibility barriers users might have experienced when using the Global News website; suggestions to help us improve accessibility on the Global News website; and references to any accessibility features or practices on the Global News website that users would find helpful and would like to see

CORUS.

maintained or expanded. While the survey was not restricted to persons who identified as having accessibility needs, they were provided the option to provide that identification on an anonymous and voluntary basis.

Feedback from the survey indicates that some users experience barriers when accessing Global News content. Common themes included challenges related to the accessibility of videos and images, the structure and readability of documents and content, and the ease of navigation across the website and mobile devices. Some respondents also identified opportunities to improve visual presentation, such as font size, contrast, and layout, as well as to provide greater flexibility in how content is displayed or consumed.

At the same time, respondents highlighted a number of accessibility features and practices that are helpful and should be maintained or expanded. These included the availability of text-based articles alongside multimedia content, the use of captions on videos where available, accessible font styles and adjustable text size, and clear links to video or audio content. Some respondents also noted that having content presented in multiple formats supports different preferences and accessibility needs.

III. Consultation with Corus Employees

In April 2026, Corus undertook an internal consultation with employees regarding accessibility barriers they experience in the workplace. This feedback was important as our employees are well placed to provide input on the structure, physical environment, and culture of our organization. The consultation process was led by the company's Regulatory and Communications teams with the involvement of the All Access ERG.

An online survey was distributed to all Corus employees via a shared link. The consultation was confidential and participants were offered to contact accessibility@corusent.com if they wish to participate in future accessibility surveys, focus groups, or one-to-one discussions. A total of 144 employees responded the survey.

The survey collected information about peoples' experiences with the following aspects of the workplace environment from an accessibility perspective: recruitment and onboarding; learning, development and career advancement; quality of accommodations; physical and digital accessibility; cultural and psychological safety. The findings through these consultations – which are summarized immediately below --

assisted Corus to identify barriers and establish action items for mitigating accessibility barriers across the organization (see above).

Employment

Recruitment, Career Development, and Advancement

Survey results indicate that most employees' experience recruitment and advancement processes as accessible; however, a portion of respondents reported barriers related to promotion, internal job opportunities, performance management, access to training, and workload expectations. These barriers were reported across roles and locations. Findings suggest that greater flexibility and clarity in employment related processes may support more equitable access to career development opportunities.

Workplace Accommodations and Psychological Safety

Many respondents reported positive experiences with accommodation support, with a significant portion indicating they feel comfortable requesting accommodations. At the same time, some respondents identified challenges related to the clarity and consistency of accommodation processes, timelines, and follow-up. Feedback also highlighted the importance of psychological safety, particularly in ensuring employees feel supported when requesting or maintaining accommodations.

Training, Awareness, and Organizational Culture

Overall, employees identified training and learning opportunities as generally accessible. Nonetheless, some respondents noted barriers related to training formats and pacing. Feedback emphasized the value of offering training in multiple formats and increasing awareness of both visible and non-visible disabilities. Respondents also highlighted the role of inclusive workplace culture and leadership engagement in supporting accessibility and open dialogue.

The Built Environment

Most respondents rated their physical work environment as accessible. A smaller portion identified limited physical barriers, including workstation ergonomics, lighting and noise levels, access to washrooms or entrances, and stair only access to certain areas. Feedback suggests that continued attention to ergonomic design, sensory considerations, and barrier free access can enhance accessibility across work locations.

Information and Communication Technologies

Digital tools and systems were generally reported as accessible by most respondents. However, some identified recurring challenges related to employee-facing document accessibility, captions or transcripts for video content, authentication or time-out features, and navigation using assistive technologies. Findings indicate that embedding accessibility into digital tools and offering multiple formats for information and learning materials can further support inclusive access.

4. Glossary

The following terms are defined by the Accessible Canada Act:

barrier means anything — including anything physical, architectural, technological, or attitudinal, anything that is based on information or communications or anything that is the result of a policy or a practice — that hinders the full and equal participation in society of persons with an impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment or a functional limitation. (obstacle)

disability means any impairment, including a physical, mental, intellectual, cognitive, learning, communication, or sensory impairment — or a functional limitation — whether permanent, temporary, or episodic in nature, or evident or not, that, in interaction with a barrier, hinders a person’s full and equal participation in society. (handicap)

DISABILITY is also defined in the Accessibility for Ontarians with Disabilities Act (AODA) by which Corus is also governed. It includes both visible and non-visible disabilities. A disability is:

- Any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness, including but not limited to diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device;
- A condition or mental impairment or a developmental disability;

- A learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language;
- A mental disorder;
- An injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997;
- A disability may be either permanent or temporary.