



# **Environmental Sustainability Report**

**2024-2025**



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## Message from the President and CEO

In response to the global call for action on climate change, CBC/Radio-Canada put in place, in 2021, its environmental plan Greening Our Story. Ever since, we have continued to set environmental sustainability at the heart of our actions, with responsible and efficient measures.

CBC/Radio-Canada has a responsibility to the Canadians of today and tomorrow to build an environmentally sustainable national public media service that drives sustainable change in Canada.

As you will see in this report, we have nearly reached our 2026 targets for most of our commitments, whether for sustainable production, reducing our carbon footprint, integrating environmental sustainability into our core values, or becoming an environmental leader.

Our final progress report for Greening Our Story will be published next year, but it won't be the end of our efforts. With the development of the next environmental plan, we will take the opportunity to update our commitments and incorporate the guiding principles of CBC/Radio-Canada's corporate strategy, unveiled in October, in order to offer Canadians a more environmentally friendly media and cultural ecosystem. Environmental responsibility will remain a clear priority at CBC/Radio-Canada beyond 2026.

**Marie-Philippe Bouchard,**  
President and CEO





## Message from the Vice-President

With the release of our latest annual environmental sustainability report, the fourth since the launch of our strategy, I'm proud to share that 2024-2025 is full of significant achievements. This report imparts the substantial progress we have made to achieving our environmental targets and sets an important foundation about the future of environmental sustainability at CBC/Radio-Canada.

In 2021, we first committed to reducing our GHG emissions by 25%. Four years later, I'm thrilled to see that we've achieved a 21% reduction in this area. And that's just one example, with similar progress made in other areas. I invite all readers to review this report and our achievements. It's an opportunity to learn and even be inspired by all that has been done to date and how we have been overcoming challenges along the way.

I congratulate all those who have been working diligently to meet the commitments that we have set, as we continue to pave the way as leaders in the Canadian broadcasting industry.

**Miguel Baz,**  
Vice-President, Chief Legal and Ethics Officer, Legal Services







## Greening Our Story

*Greening Our Story* is CBC/Radio-Canada's first strategy on environmental sustainability. Introduced in June 2021, the five-year strategy is our road map to accelerate our climate-related commitments, in keeping with the globally agreed target to limit the planet's temperature rise to below 1.5°C. The strategy encompasses all aspects of our business: from how we produce our content, to how we operate our business, to how we make choices to reduce consumption and limit our carbon footprint. As the public broadcaster, we are in a unique position to be at the forefront of sustainable change, and we have a responsibility to build an environmentally sustainable public service media company that current and future generations can be proud of.

*Greening Our Story* is divided into four pillars:

1. **Producing Sustainably**, which is focused on advancing sustainable production in Canada.
2. **A Light Footprint**, which speaks to reducing our carbon emissions across our activities, operations and decision making.
3. **Scripting a New Path**, which focuses on embedding environmental sustainability as a key value through which all our work is carried out.
4. **Shaping our Narrative**, which highlights how we will demonstrate leadership with our employees, audiences and Canadians by sharing our story and staying accountable.

We have been busy over the last four years. We committed to setting net zero targets<sup>1</sup> and developed a framework to help us identify the path forward. We introduced new procedures related to sustainable procurement and have been including criteria in our purchasing process. We introduced renewable energy at some of our transmission sites and are exploring options for more. Most importantly, we are leading the Canadian media industry to change the way we produce content in a way that is more sustainable, more energy-efficient and less resource-intensive. Our strategic mission has been the driving force of these and many other examples of how we are embedding sustainable thinking in all we do.

We recognize there is more to be done. We remain committed to the global call for responsible and meaningful action on climate change. We take our role in greening the Canadian media industry seriously as we finalize the commitments and targets that will inform our future strategy.

This report summarizes the key achievements accomplished in fiscal year 2024-2025.

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<sup>1</sup> Net zero statements and targets were made based on knowledge and assumptions regarding future events and business performance as of the time the statements are made.



# 2024-2025 Highlights

## 2024-2025 Highlights

As of March 31, 2025:

CBC  Radio-Canada



**21%**

Reduction in greenhouse gas emissions<sup>1,2</sup>



**15%**

Reduction in energy consumption



**23%**

Reduction in water consumption



**26%**

Of our owned fleet is alternative energy (electric or hybrid)



**55%**

Reduction in travel-related GHG emissions<sup>5</sup>



**49%**

Reduction in total waste generated at our owned facilities<sup>6</sup>

1 Relative to the 2019-2020 baseline  
2 Scope 1, 2 and relevant 3, excluding Categories 1 & 2  
3 Relative to the 2019-2020 baseline

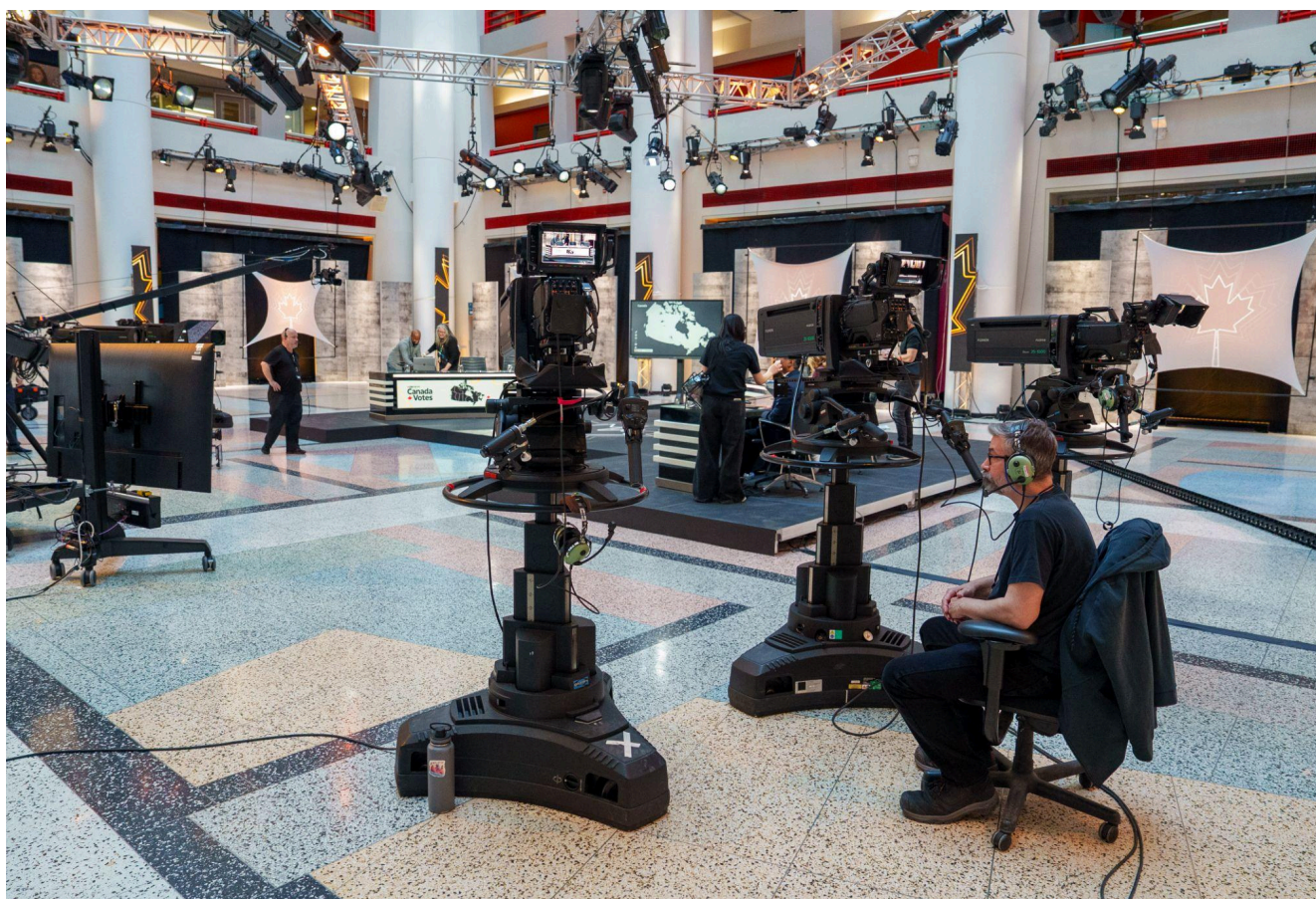
4 Relative to the 2019-2020 baseline  
5 Relative to the 2019-2020 baseline  
6 Compared to 2023-2024



# Our Footprint by Strategic Pillar

## Pillar 1: Producing Sustainably

*3, 2, 1 action: We will produce and license content without doing harm and advance sustainable production in Canada.*



*CBC's Canada Votes: Election Night special is pictured at the Toronto Broadcast Centre, on April 28, 2025*





# Our progress to date

## A note about our 2026 commitments

As initially reported in our [2022-2023 Annual Environmental Sustainability Report](#), the albert certification program is not currently available in Canada. For this reason, in November 2024 we made the decision to replace this target with the following commitment:

*In-house productions will be encouraged to pursue certification, where feasible, or will commit to a sustainability action plan.*

At the time of this report, certification of Quebec-based productions is available through our federating partnership with [On tourne vert](#) (OTV). We will continue to closely evaluate any new programs developed for applicability and feasibility.

Our commitments by 2026	Our progress at March 31, 2025
100% of in-house productions <sup>2</sup> using the carbon calculator <sup>3</sup>	<b>On track. 89% of target met.</b>
50% of independent productions using the carbon calculator	<b>On track. 98% of target met.</b>
<i>Revised target<sup>4</sup>:</i> In-house productions will be encouraged to pursue certification, where feasible, or will commit to a sustainability action plan	<b>On tourne vert certification achieved for 34 Radio-Canada productions (in-house and independent).<sup>5</sup></b>
Collaborate to advance sustainable practices	<b>On track.</b>

<sup>2</sup> For the purposes of this target, in-house production is defined as network radio or TV current affairs, news magazine-style shows and in-house entertainment. Exclusions include news (including daily, local and field productions), co-productions and independents.

<sup>3</sup> CBC/Radio-Canada developed an internal criteria guide that outlines expectations related to the use of albert. For more information, refer to page 4 of the [Annual Environmental Sustainability Report 2022-2023](#).

<sup>4</sup> Former target: 25% of these in-house productions will be albert certified.

<sup>5</sup> Total number of productions certified under OTV from April 1, 2022 to March 31, 2025.



## Our achievements in 2024-2025

### Including climate in our programming

We tell a wide range of climate stories every day as part of our programming. From news coverage of the latest wildfire or flood to documentaries featuring the natural environment, the impact is real and we bear a two-fold responsibility to Canadians: the first, to produce our content in a way that is sustainable, sharing tools and knowledge with our creators; and the second, to empower our audience with climate information based on science, allowing them to make informed decisions about the environment.

So what did we do in 2024-2025 to tell that climate story? A lot, it turns out. A few examples are summarized below.

- The [Climate Dashboard](#) was launched to track weather forecasts across Canada and to compare them to historical trends. Available in both English and French, the dashboard highlights information on the weather records that are being broken across the country, provincial breakdowns of the total area burnt by wildfires, and the air quality and extent of smoke across all provinces and territories.
- CBC News introduced a new interactive feature on [flood](#) mapping to allow homeowners and buyers to better protect themselves. This feature is aligned with prior stories on how climate can affect the [number of hot and humid days where you live](#) and [who lives in your city's worst heat islands](#).
- Updated every six hours in the summer months since its launch in 2023, Radio-Canada developed another interactive feature that allows Canadians to [follow the progress of forest fires in Canada](#). This important tool provides real-time information on fire activity and affected areas, across every province and territory.
- Navigating and understanding the science of climate change is a difficult subject that was closely examined by our Radio-Canada journalists in [Le vrai du faux sur le climat](#), an article featuring 20 of the questions that most often fuel skepticism among the public. The questions were inspired by those most frequently asked by Canadians on search engines related to climate.
- In July 2024, our CBC Creator Network (Business and Rights) introduced [Sprouting Seeds of Change](#). This network works to amplify the voices of the next generation of Canadian storytellers and connects them with CBC platforms as they share stories that reflect the urgency caused by climate change. With over 500,000 views across platforms from 10



videos, the success of the inaugural program is set to evolve in 2025-2026 into “Sprouting Seeds of Change: North edition,” featuring creators in the North and how they are addressing the climate crisis.

- Both CBC and Radio-Canada introduced vertical video projects as a way to engage with target audiences who may feel that they can’t relate to the environmental-themed subjects covered in our programming. Vertical videos are also how younger audiences are discovering, sharing and consuming content on platforms like YouTube, Instagram, TikTok and Snapchat. The subject matter selected is rooted in the daily lives of ordinary people, simplifying the topic to allow the audience to connect in their own words and level of understanding. This format also allows for easier collaboration with emerging storytellers to produce vertical videos on platforms where they are most comfortable. Check out this [vertical video about cell phones](#) (French only).
- A Canadian first, CBC’s international climate correspondent Susan Ormiston joined a team of scientists on the first-ever [all-Canadian expedition to the Antarctic](#), sharing a very unique experience with our audience (English only).
- Another first, the [Feu vert](#) team, a show on ICI Première Radio-Canada, was a finalist for the [NAB Show Award of Excellence in Sustainable Development](#), in the Sustainable Storytelling category.
- As a way to promote sustainable transport, Radio-Canada transformed their Montreal traffic reports to include reports on all forms of mobility including cycling and public transportation.
- We continue to showcase green storytelling through our programs, including CBC’s [The Nature of Things](#), [Quirks and Quarks](#) and [What On Earth](#), as well as Radio-Canada’s [La semaine verte](#), [Découverte](#), [Carbone](#) and [ICI EXPLORA](#). We also offer programming through our [CBC Kids News](#) and Radio-Canada’s [MAJ teams](#), where environment, climate change and biodiversity are front and centre for kids of all ages.





*CBC News team travelling aboard Royal Canadian Navy ship to Antarctica, February 2025*

Climate journalism remains a top priority for both [CBC News](#) and [Radio-Canada](#). It is a call to action as citizens of the world for us to do better. We remain committed to sharing this story and invite you to take a look at the full list of our climate programming:

- [CBC News climate and environment page](#)
- [Radio-Canada news and environment](#)
- [Radio-Canada changements climatiques](#)
- [Our Changing Planet Collection on CBC Gem](#)
- [TOU.TV changement climatique](#)



### Proof of Concept: Evaluating climate in our content

With the assistance of an external consultant, in 2024-2025 we developed a proof of concept to evaluate how climate and sustainability are featured in our programming, how our approach evolves over time and if there are any opportunities for advancement.

Using artificial intelligence (AI), the content analysis used several automated tools, including speech-to-text and subtitles, searching for climate-related keyword terms. These terms were then evaluated to ensure the mention was related to climate change. If they were, the resulting data was categorized based on a pre-determined thematic context (e.g., political and policy debates, humour and satire, environmental impact, and scientific explanation, to name a few).

We are currently evaluating the results of this work to determine next steps.

### Certifying our productions

As previously reported, Radio-Canada has a federating partnership with OTV, an initiative led by the Bureau du cinéma et de la télévision du Québec (BCTQ). Encouraging Quebec audiovisual productions to adopt eco-responsible practices and reduce their ecological footprint on film sets, the partnership allows us to access the OTV accreditation program to recognize eco-responsible productions.

For the first time, the [39th edition of the Gala des prix Gémeaux](#), a live television gala, was certified under the OTV accreditation. A co-production between Radio-Canada and the Academy of Canadian Cinema and Television, this achievement marks an important step in the Quebec audiovisual industry's commitment to more environmentally friendly practices.

Radio-Canada also achieved OTV accreditation for several of our other programs, as outlined in the table below.

OTV Accreditation	Achieved by (Program Name, Year(s) Achieved)
Commitment level	<ul style="list-style-type: none"><li>• <a href="#">La semaine verte</a>, produced by Radio-Canada (2021-2022, 2022-2023, 2023-2024, 2024-2025 )</li><li>• <a href="#">Découverte</a>, produced by Radio-Canada (2021-2022, 2022-2023, 2023-2024, 2024-2025)</li><li>• <a href="#">L'épicerie</a>, produced by Radio-Canada (2021-2022, 2022-2023, 2023-2024, 2024-2025)</li></ul>



	<ul style="list-style-type: none"><li>• <a href="#"><i>Le jour du Seigneur</i></a>, produced by Radio-Canada (2022-2023, 2023-2024, 2024-2025)</li><li>• <a href="#"><i>Sérieux ?</i></a>, produced by Notre compagnie de production (2022-2023, 2023-2024)</li><li>• <a href="#"><i>5 Chefs dans ma cuisine</i></a>, produced by Zone 3 (2022-2023, 2023-2024)</li><li>• <a href="#"><i>Les enfants de la télé</i></a> produced by Groupe Fair-Play (2022-2023, 2023-2024)</li><li>• <a href="#"><i>Le Gala des 39e Prix Gémeaux</i></a>, produced by Radio-Canada and L'Académie Canadienne du Cinéma et de la Télévision (2024-2025)</li><li>• <a href="#"><i>La billetterie</i></a>, produced by Radio-Canada (2024-2025)</li><li>• <a href="#"><i>Connexion</i></a>, produced by Radio-Canada (2024-2025)</li><li>• <a href="#"><i>Entrez dans la bulle</i></a>, produced by Radio-Canada (2024-2025)</li><li>• <a href="#"><i>La billetterie Acadie</i></a>, produced by Radio-Canada (2024-2025)</li><li>• <a href="#"><i>Les poilus</i></a>, season 8, produced by Trio Orange (2024-2025)</li><li>• <a href="#"><i>Le printemps le plus long</i></a>, produced by KOTV (2024-2025)</li></ul>
Performance level	<ul style="list-style-type: none"><li>• <a href="#"><i>L'oeil du cyclone</i></a>, produced by KOTV (2022-2023)</li><li>• <a href="#"><i>Makinium III</i></a>, produced by SLALOM and Groupe Fair-Play (2022-2023)</li><li>• <a href="#"><i>Jowanne</i></a>, season 3, produced by KOTV (2024-2025)</li><li>• <a href="#"><i>À tout prix</i></a>, season 2, produced by KOTV (2024-2025)</li></ul>
Excellence level	<ul style="list-style-type: none"><li>• <a href="#"><i>Zénith</i></a>, produced by KOTV (2023-2024, 2024-2025)</li><li>• <a href="#"><i>Makinium IV</i></a>, produced by SLALOM and Groupe Fair-Play (2023-2024)</li><li>• <a href="#"><i>Vidanges</i></a>, produced by Koze Productions (2022-2023)</li><li>• <a href="#"><i>Question de jugement</i></a>, produced by KOTV and Radio-Canada (2024-2025)</li></ul>





- [L'oeil du cyclone](#), season 5, produced by KOTV (2023-2024 2024-2025)
- [Le cyclone de Noël](#), produced by KOTV (2024-2025)
- [Lakay Nou](#), season 2, produced by Productions Jumelage (2024-2025)
- [Les enfants de la télé XV](#), produced by Groupe Fairplay (2024-2025)
- [La Fureur](#), produced by KOTV (2024-2025)
- [Cirkus](#), produced by Slalom Production (2024-2025)
- [Dans l'oeil du Dragon](#), season 14, produced by Radio-Canada & Attraction Images (2024-2025)
- [LA question](#), produced by Radio-Canada & Sphère Médias (2025-2026)

## Reporting our television-related carbon emissions

In 2021, we became the first media organization in Canada to license a [carbon calculator tool](#) to help us measure what we want to manage: our environmental footprint by production. Developed in the UK, [albert](#) is a project that supports the entertainment industry in eliminating its environmental impact on and off screen. Included in its toolkit is a production carbon calculator that analyzes data from site locations, materials used and energy consumed. The compiled results provide a baseline that lets us know our footprint for a given production and allows us to target where we can make a difference.

In our ongoing efforts to be as transparent as possible with our learnings from using albert, in 2024, CBC and Radio-Canada released their first industry reports focused on Canadian productions and the associated carbon emissions. The [second annual reports](#) were issued in early 2025, establishing benchmarks for the English- and French-Canadian television industry against which future carbon reduction efforts can be measured.

A complete analysis of this data can be found at the following links:

- [Read the CBC report here](#)
- [Read the Radio-Canada report here](#)



Together, these reports provide insights into the television production activities and genres that are the most carbon-intensive, aggregating and synthesizing data from in-house and independent productions that have submitted albert carbon footprint reports.<sup>6</sup> They also identify the areas where we should focus our efforts to have the biggest impact on reducing the carbon footprint of our productions.

### **Carbon reduction plan**

While measuring our carbon is important, it is just as integral to implement actions to reduce these emissions. To address this, CBC and Radio-Canada created carbon reduction plans designed to highlight opportunities for productions to reduce their emissions. The plans focus on actions to reduce in one of three hotspot areas, as identified in our production carbon emissions reports: travel and transport, filming spaces, and materials. This is just one way we are working to reduce carbon created on productions.

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<sup>6</sup> Refer to the final reports for a complete overview of the methodology used, including exclusions and inclusions.



## Re-certified for the second time



*CBC Kids Studio in Toronto*

For the second time, we are proud to share that our studios in Toronto and Montreal have been re-certified under the [albert Studio Sustainability Standard](#).<sup>7</sup>

Initially awarded in [May 2024](#) under the “very good” rating, CBC/Radio-Canada studios in Montreal (Studios A, B and C) and Toronto (Studios 40, 41 and 42, as well as CBC Kids) were the first in Canada to be recognized under the albert Studio Sustainability Standard. This achievement was once again bestowed to us, and was, in fact, improved upon in April 2025. While our Toronto studios (CBC Kids and Studios 40, 41 and 42) retain their “very good” rating, our studios in Montreal (Studios A, B and C) made a significant step forward by improving their rating to “excellent”. And, for the first time, this year’s submission included our studios at the Montreal Grandé facility, which received a “good” rating. The recertification is valid for the 2025 and 2026 calendar years.

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<sup>7</sup> The albert Studio Sustainability Standard is a voluntary global standard for studio facilities committed to transformative changes in their practices and systems, and it is designed to be the catalyst needed in the industry to decarbonize. For more information about the standard itself, refer to the [albert website](#).





By maintaining this designation, we will continue to benchmark our progress toward sustainable production against other global industry leaders, forming partnerships and relationships with independent producers who are similarly focused on sustainability. This achievement demonstrates our ongoing commitment to a key mandate of the *Greening Our Story* strategy, specifically to advancing sustainable production in the industry and driving sustainable change in Canada.

We are proud to be among the first studios in Canada to have achieved this recognition.

### **Proof of concept: Building with cardboard**

A wide range of materials are typically needed to design and build new sets. Wood, fabric, metal and plastic are all common choices for various reasons, including durability, affordability and ease of handling. While some of these materials could potentially be re-used, most of them are non-recyclable and end up in landfill.

Enter [Re-board technology](#). A flexible and lightweight paper-based material, Re-board is a versatile rigid paperboard that uses circular economy concepts to optimize resource efficiency and reduce waste. It looks and works like MDF, but it is 100% recyclable and 90% lighter.

In early 2025, Sustainability, Business and Rights and CBC Studios piloted a proof of concept with Re-board for our news desk at CBC News Edmonton. This initiative will work over the course of the next year to validate its durability, cost-effectiveness and integration with existing materials (e.g., LED lighting), as well as its overall practicality in a studio environment. A similar pilot has been initiated in our Radio-Canada regional offices. By assessing its performance, we aim to evaluate the possibility of a broader transition to a more eco-friendly set design, aligning with our sustainability goals and reducing production challenges. An update will be provided in our next annual sustainability report.

### **Greening our Olympic and Paralympic footprint**

The Olympics are arguably one of the biggest international events. They require massive infrastructure and a huge movement of people and equipment, all of which leave an impact on our environment. As an Official Media Rightsholder, we, like the Olympic and Paralympic movements, have a responsibility to lighten our load. In response, our productions of the Olympic Games Paris 2024 and Paralympic Games Paris 2024 were designed with sustainability in mind. Olympic projects of the past have always included initiatives that were considered eco-friendly, and these Games were no different.

Our sustainability plan focused on three main categories:



1. **Partners and suppliers.** Our request for proposals (RFPs) for CBC/Radio-Canada–branded Olympic clothing was one of the first where the Corporation included sustainability criteria. In choosing our suppliers, we took into account the concrete actions the vendor was taking to ensure the clothing is sustainable.
2. **Measuring our albert footprint.** An important way to determine how and if we are improving our environmental footprint is to measure the impact of our initiatives from one event to the next. With Paris 2024, we set a benchmark for our Olympic and Paralympic activities with the albert carbon calculator. By calculating our footprint and using the learnings to understand where opportunities exist, we will continue to reduce our GHG emissions for future Games.
3. **Ideas and initiatives.** Big or small, we continued to apply sustainability concepts where possible, including:
  - Using LED lights in our production;
  - Designing and building our sets with re-use in mind. Sets built for Paris will be re-used for Milano-Cortina (2026);
  - Implementing technological changes and improving our workflow to reduce the number of travellers;
  - Sourcing the majority of our Olympic and Paralympic clothing from recycled materials;
  - Reducing the number of vehicles used on site in favour of public transportation. Where vehicles were needed, a small number of electric vehicles were acquired for use in Paris;
  - Encouraging our employees to work with less paper, ensuring that where paper was used, only recycled material was available, with fewer printers on-site;
  - Ensuring sustainable choices were available in our catering (from containers to menus); and
  - Distributing e-sims for Paris 2024.

While many of these actions are not visible on screen, with so many involved, every action contributes to making our Olympic and Paralympic footprint lighter.



*Employees wearing sustainably sourced, branded gear in the media zone interviewing a member of Team Canada during the Olympic Games Paris 2024*

## Introducing Green Frame

Spearheaded by CBC/Radio-Canada, in September 2024 Canada's major content organizations and financiers announced a new coalition, [Green Frame](#), as a way to collaborate and advance sustainability throughout a production's lifecycle. Starting from when a piece of content is commissioned to when it is produced, financed and distributed, Green Frame aims to harmonize actions so that creators and producers are better equipped to implement new sustainable practices.

Members of Green Frame, who include CBC/Radio-Canada, Bell Fund, Black Screen Office, Broadcasting Accessibility Fund, Canada Media Fund, Independent Production Fund, Indigenous Screen Office, National Film Board of Canada and Telefilm Canada, have committed to the following four goals:



- Collaborating on sustainability guidelines, tools and training to make content creation, production and distribution more impactful, easier and less costly;
- Leveraging resources to support industry research, joint initiatives and information exchange;
- Engaging with under-represented communities disproportionately affected by climate change; and
- Expanding its network of collaborators both inside and outside of Canada to share learnings about sustainability and build toward more impactful change.

By working together using a co-operative approach on current and future initiatives, Green Frame intends to accelerate the decarbonization of production, while collaborating with other industry coalitions committed to advancing sustainability in the media industry.

### Employee training and engagement

Getting the climate story right is critical to advancing sustainability in our storytelling. That's why we have invested quite a bit in supporting our journalists and production employees. These resources include:

- **Climate journalism courses.** Developed in both the English and French networks, this course is intended for all journalists involved in climate coverage and features interactive lectures, discussions and practical exercises to help strengthen climate coverage on all platforms in alignment with our Journalistic Standards and Practices. Since the launch of the course, over 160 employees have been trained.
- **Fresque du climat training.** In early 2025, Radio-Canada offered our first Fresque du climat training sessions to journalists. This is a collaborative workshop aimed at linking the causes and effects of climate change, understanding the systemic nature of the challenges and then collectively discussing climate solutions in an open and positive conversation. A total of 29 employees were trained, with more sessions planned for the 2025-2026 fiscal year to expand the program beyond journalists.
- **Pôle d'environnement.** This group of environmental journalists across the national and regional Radio-Canada centres meet regularly to exchange information on a variety of subjects, including climate communications, dealing with climate anxiety, dissecting the climate tax and much more.





- **National Climate Content Unit.** Similarly, CBC News created a national climate content unit that is doing original reporting and providing context for breaking news. This resource for CBC reporting teams is available all across the country. For journalists who don't cover the beat daily, CBC also launched a new, full-day "climate reporting essentials" course and a Climate Glossary that has been made public for all to use as a resource.
- **Sustainable production training.** Highlighting practical applications of sustainable production practices, we recently updated this training course into an online self-study program. Since the launch of our strategy, over 175 employees completed the in-person session, with another 360+ taking the online version.
- **Reporter Multiplatform program (Programme Reporter Multiplatform (PRM)).** Every June, Radio-Canada hosts a virtual Sustainable Training workshop for the PRM, training the next generation of journalists. This program is unique in Canada, with the spring 2024 cohort already shaping up to be one of the program's strongest.
- **albert carbon calculator.** Helping productions track their carbon emissions, material consumption and energy use, over 80 employees have been trained on how to use the carbon calculator.
- **Development of tools and resources.** Sustainability budget templates for productions, carbon calculator tip sheets and the green production guide are just a few of the tools we developed for our producers. Earlier this year, our Radio-Canada facilities introduced a new sustainability guideline for studio rentals to add to our list of resources and better support our long-term commitments. They also launched a new website for [la Gestion des droits et relations d'affaires de Radio-Canada](#) with a key focus on environmental sustainability.
- **Climate training courses.** We continue to offer several sustainability courses for in-house and independent producers, including a climate storytelling workshop in collaboration with Good Energy and the Canadian Media Producers Association. With over 70 employees trained, we also offer a course on eco-design, sharing 22 responsible actions. We are currently collaborating with external stakeholders in the development of a new green storytelling course.
- **Newsletters and employee engagement.** Sustainability wins, news and top tips from within CBC/Radio-Canada are regularly shared with all employees.



## Advancing sustainable production through external engagement

A key commitment in the *Greening Our Story* strategy is to advance sustainable production in the Canadian media industry. This is a responsibility we take seriously. Our success to date is heavily dependent on how we collaborate with our external stakeholders. Over the last four years, we have worked extensively to engage and advance our commitment to lead the advancement of sustainable production in Canada. The list below highlights some of the initiatives we've taken in 2024-2025.

External stakeholder	Description
<a href="#">Canadian Broadcasters for Sustainability</a> (CB4S)	Founded and chaired by CBC/Radio-Canada, this group of 23 Canadian public and private broadcasters is committed to working together under a joint <a href="#">action plan</a> to increase environmentally sustainable change. Their <a href="#">sustainability progress report</a> was issued in June 2024.
<a href="#">Green Frame</a>	Founded and chaired by CBC/Radio-Canada, this committee strives to reduce the environmental impact of Canadian TV and film production by collaborating and encouraging sustainability throughout a production's lifecycle. Read more about Green Frame <a href="#">here</a> .
<a href="#">On tourne vert (OTV)</a>	Led by the BCTQ, OTV aims to raise awareness and encourage Quebec audiovisual productions to adopt eco-responsible practices and reduce their ecological footprint on film sets, while mobilizing employees and attracting foreign productions to Quebec studios. Radio-Canada signed a federating partnership with OTV in March 2023, and is an active participant in the program.
<a href="#">Producing for the Planet</a>	We continue to collaborate with Producing for the Planet, a coalition of Canadian independent media producers who are committed to acting on climate change.



Sustainable Entertainment Society (SES)	<p>A signature or venue partner since 2021, CBC/Radio-Canada has partnered with SES at their annual flagship event, the <a href="#">Sustainable Production Forum</a>. This full-day event focuses on accelerating sustainability and decarbonization in the motion picture industry, featuring a wide range of premium virtual and in-person programming.</p> <p>SES is a Canadian non-profit organization with a mission to accelerate sustainable development through culture, arts and entertainment.</p>
<a href="#">Seeds of Change</a>	<p>Launched and hosted by CBC, this <a href="#">annual event</a> is a public-facing celebration of sustainability initiatives across the Canadian media industry. To date there have been three events.</p>
<a href="#">Academy of Canadian Cinema and Television</a>	<p>In 2023, together with the Academy of Canadian Cinema and Television, CBC <a href="#">announced</a> the introduction of the Sustainable Production Award. The award is designed to recognize a production that has shown excellence in sustainable production.</p>
Other media organizations	<p>From panelists at seminars to keynote speakers at conferences, to participants in working group meetings, the following is just a few of the organizations with whom we have collaborated in our ongoing efforts to lead sustainable change:</p> <ul style="list-style-type: none"><li>• Association Québécoise de la Production Médiatique (AQPM);</li><li>• BAFTA/albert;</li><li>• Canada Media Fund;</li><li>• Canadian Media Producers Association (CMPA);</li><li>• CreativeBC;</li><li>• European Broadcast Union (EBU);</li><li>• Good Energy Playbook;</li><li>• Kidscreen;</li><li>• Médias francophones publics (MFP);</li><li>• Public Media Alliance;</li><li>• Reel Green; and</li><li>• Telefilm Canada.</li></ul>



## Pillar 2: A Light Footprint

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*We commit to enabling low-carbon, efficient work environments across our activities, operations and decision making, reducing our travel, consuming as few resources as possible, and minimizing waste.*

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*Solar panels at the Transmission Innovation Hub in Carp, ON*





# Our progress to date

## A note about our 2026 commitments

In 2021 we set a target to increase our diversion rate at our owned facilities to 75%. Over the last four years, we've been working diligently to reduce the amount of waste we produce, reduce our GHG emissions related to waste and educate employees on proper sorting techniques. We've closely monitored our data but have come to realize that our diversion rate was not a true indicator of the efforts we have made to apply a zero-waste framework.

As a result, in November 2024 we made a decision to replace the 75% diversion rate target with the following commitment:

*CBC/Radio-Canada commits to following a zero-waste framework.*

Instead of focusing strictly on our diversion rate, we intend to continue implementing a zero-waste framework that takes both qualitative and quantitative metrics into account. Our diversion rate is still important, and we will continue to report on it, but our intention is to focus on more than just that one target. To learn more, refer to the [Zero-waste framework section](#) of this report.

Our commitments by 2026	Our progress at March 31, 2025
Reduce GHG emissions by 25% <sup>8</sup>	<b>Reduction of 21%</b>  <b>On track.</b> Additional details about our emissions baseline are found in the <a href="#">Reporting under the Greenhouse Gas (GHG) Protocol</a> section of this report and the <a href="#">Scorecard</a> .
Reduce energy consumption by 15% <sup>9</sup>	<b>Reduction of 15%</b>  <b>On track.</b> Additional details are in the <a href="#">Energy consumption</a> section of this report and the <a href="#">Scorecard</a> .
Reduce water consumption	<b>Reduction of 23%</b>

<sup>8</sup> Scopes 1, 2 and relevant Scope 3 reported in tCO<sub>2</sub>e, relative to the 2019-2020 baseline year.

<sup>9</sup> Includes mobile and stationary combustion, grid electricity, and purchased steam from owned assets, reported in kWh, relative to the 2019-2020 baseline year.



by 10% <sup>10</sup>	<b>On track.</b> Additional details are in the <a href="#">Water consumption</a> section of this report and the <a href="#">Scorecard</a> .
Green our fleet: 50% to be fuel efficient, with a minimum of 20% being alternative energy (electric or hybrid) <sup>11</sup>	<b>41% in total, out of which 26% is alternative energy</b> <b>On track.</b> Additional details outlined in the <a href="#">Greening our fleet of vehicles</a> section of this report and the <a href="#">Scorecard</a> .
Reduce travel emissions by 25% <sup>12</sup>	<b>Reduction of 55%</b> <b>On track.</b> Additional details available in the <a href="#">Business travel</a> section of this report and the <a href="#">Scorecard</a> .
Assess the climate crisis exposure risk of our facilities and assets	<b>Ongoing.</b> Climate scenario analysis outlining risks and opportunities is published in our <a href="#">Task Force on Climate-related Financial Disclosures (TCFD)</a> report.
<b>Revised target:</b> <sup>13</sup> CBC/Radio-Canada commits to following a zero-waste framework	<b>Ongoing.</b> Check out the <a href="#">Zero-waste framework section</a> of this report for more information.

<sup>10</sup> Owned facilities only, reported in litres (L), relative to the 2019-2020 baseline year.

<sup>11</sup> Owned fleet only.

<sup>12</sup> Scope 3 Category 6 emissions reported in tCO<sub>2</sub>e, relative to the 2019-2020 baseline year.

<sup>13</sup> Former target: Achieve a 75% diversion rate.



## Our achievements in 2024-2025

### Fuel and energy

#### GHG emissions summary

We have seen a great improvement in the overall reduction of our GHG emissions in fiscal year 2024-2025. These results are directly attributed to the steady work we've been doing to embed sustainability concepts in our daily operations and activities. With one year left in our existing strategy, this work provides the foundation to set the next targets as we move towards net zero by 2050.

To summarize, the preliminary analysis of our GHG emissions for 2024-2025 in comparison to the 2019-2020 baseline year is as follows:

- We have seen a 12% reduction in our combined Scope 1 and Scope 2 emissions when compared to the 2019 baseline.
- Our Scope 3 emissions (categories 3, 5, 6, 7, 8 and 13) have reduced by 25%. This number increases to 27% when categories 1 and 2 are included in the analysis.<sup>14</sup>

All preliminary data will undergo a third party limited assurance review in 2026-2027 following the implementation of our new Enterprise Resource Planning (ERP) tool.

The efforts made to achieve these reductions are outlined further in this section of the report. In general, our preliminary results for 2024-2025 continue to reflect that our biggest opportunities for improvement remain the electrification of our fleet (Scope 1), energy efficiencies with our Transmission Services (Scope 2), and our purchased goods and services (Scope 3).<sup>15</sup>

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Check out the [Greenhouse Gas Protocol](#) section of our Scorecard for a detailed analysis, including the methodology applied and what categories were deemed relevant to our calculation.

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Goal by 2026
Reduce GHG emissions by 25%*
*Scopes 1, 2, and relevant Scope 3 reported in tCO <sub>2</sub> e, relative to 2019-2020 baseline.
Progress at March 31, 2025
Reduction of 21%

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<sup>14</sup> For the purposes of reporting, Scope 3 Categories 1 and 2 are excluded as the methodology follows a spend-based approach.

<sup>15</sup> As of the publication of this report, the 2024-2025 data have not been independently reviewed. Data will be released in the next annual sustainability report following review by a third-party consultant.



## Building footprint<sup>16</sup>

One of our goals is to operate our buildings following a mindset of operational excellence. With a real estate portfolio of 2.7 million square feet, comprising 75 content production sites, we aim to use our spaces in a way that has the lightest footprint possible. In addition to our broadcasting facilities, we operate one of the world's largest broadcast transmission networks, with 727 radio transmitters and 27 digital television transmitters distributed across 519 sites as of March 31, 2025.

CBC/Radio-Canada's commitment to embodying its sustainability values is visible daily in the Maison de Radio-Canada building in Montreal, as well as the CBC Toronto Broadcast Centre, our two biggest production sites.

In 2022-2023 we downsized from our former Montreal building to the new building, which is a third of the original size. The design of the current facility allows us to continue to meet the highest standards of sustainable development, equivalent to LEED Silver certification, and includes environmentally responsible management of residual materials, water consumption and electricity.

Our Toronto facility was recently recertified under LEED Operations & Maintenance (O+M) Gold Certification for Existing Buildings. This time around we increased our score in some categories, including energy, water and waste, by 12 points, taking us just one point away from Platinum. Unlike other LEED rating systems, a LEED O+M certification is only valid for three years, meaning in order to maintain our certification we must demonstrate a long-term and ongoing commitment to performance. It is important to note that the Toronto building was the first federal building in Toronto to be awarded the distinction for Existing Buildings, and the third in Canada. We continue to work diligently to use our spaces as sustainably as possible.

## Energy consumption

The biggest contributor to our overall Scope 2 footprint remains energy consumption. We continue to work on making meaningful reductions to our footprint as we better understand our impacts and identify ways to reduce emissions and meet our targets. Examples of the programs we implemented that have an impact on our consumption include:

- **Renewable energy projects.** As reported in 2022-2023, we initiated the installation of solar panels in select Transmission sites, including Point La Nim, NB and Carp, ON.

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<sup>16</sup> Data shared in this report do not reflect the footprint of CBC/Radio-Canada employees working from home.





Renewable energy initiatives continued into 2024-2025, where we completed projects in Ste. Rose du Lac, MB, Chapleau, ON and Elmira, PEI. [Read the full story here.](#)

- **Thermostat guideline.** Many of our transmission sites are unmanned and, as a result, heating and cooling needs are based on the needs of our equipment not our people. Our recently developed thermostat guideline helps us maintain equipment in the optimum range at higher or cooler temperatures, depending on the season, to be more energy efficient.
- **LED conversion.** We continue to transition our sites to LED lighting. This year, the LED conversions were completed in Prince George, BC, Prince Rupert, BC, Rouyn-Noranda, QC and Moncton, NB.
- **Electric vehicles (EVs) and charging stations.** A key commitment under the *Greening Our Story* strategy is the transition of our fleet to alternative energy vehicles ([see Fleet section below](#)). The installation of EV charging stations is critical to the success of this transition, ensuring power is adequately distributed to power up our fleet. In 2024-2025, electrical infrastructure upgrades were completed in our Vancouver building, with Toronto nearly complete.
- **Replacement of fuel storage tanks.** A great way to improve our energy footprint is to upgrade and/or replace aging infrastructure for more efficient models. In 2024-2025, the Transmission group did just that. Removing older systems, upgrading them for newer models and applying this same logic to our generators allows us to keep looking for opportunities to be more energy efficient.
- **Other energy-saving initiatives.** Our Transmission team continues to implement other energy-saving initiatives at our sites, including replacing current transmitters with new energy-efficient units, replacing our incandescent tower lighting systems with LED systems and replacing our older mechanical ventilation systems with new energy-efficient systems.

**Goal  
by 2026**

Reduce energy  
consumption by 15%\*

\*Owned assets only,  
reported in ekWh relative  
to the 2019-2020  
baseline

**Progress  
at March 31, 2025**

Reduction of 15%



## Investing in renewable energy at our Transmission sites

There are many environmental advantages to investing in renewable energy, in particular reduced GHG emissions and water pollution. Renewable energy sources are naturally replenished, ensuring long-term energy availability and reducing dependence on fossil fuels. Recognizing these benefits, our Transmission team, which operates one of the world's largest broadcast transmission networks, has been closely examining opportunities to install renewable energy at some of our sites.

Over the course of the last two reports, we've shared information about the installation of renewable energy projects in New Brunswick and Ontario. Several factors were considered in selecting sites eligible for renewable energy installations, including:

- The use of owned land, which was preferable to leased land;
- The land must already been cleared of trees to avoid any environmental impact;
- The location's weather and geography must be suitable for solar panels; and
- Focusing on sites located in provinces with energy sources where we can make the biggest impact.

In 2024-2025, we added three more to our list in Ste Rose du Lac, MB, Chapleau, ON and Elmira, PEI. Unfortunately, due to circumstances beyond our control, the energy installation in Exshaw, AB, as previously reported, was uninstalled. The goal of these projects is to produce green energy on site, which would reduce our energy consumption and lower our operating costs. The results to date are as follows:

- The Ste Rose du Lac, MB project reduced our GHG emissions by over 5,200 kg CO<sub>2</sub>e per year and reduced our energy consumption at this site by about 50%.
- The Elmira, PEI installation reduced our GHG emissions by over 5,300 kg CO<sub>2</sub>e per year and reduced our energy consumption at this site by over 100%.
- The Chapleau, ON project resulted in a reduction of our GHG emissions by over 1,800 kg CO<sub>2</sub>e per year and reduced our energy consumption by 100% at this site.

In addition to the above, last year a fully autonomous renewable energy test bench was installed at our Innovation Hub at our national warehouse in Carp, ON. Equipment was installed with the goal of generating and storing enough green energy to completely power an FM radio transmitter site without any external electricity supply, thereby eliminating our dependency on electricity



suppliers. Testing began in March 2024 and continued throughout the year in various weather conditions to assess the reliability of the technology. We're pleased to report that in the 14-month testing period, the hub has experienced only 16.25 total hours of outages, due to cloudy conditions during the winter. We will continue to test the technology with the goal of expanding it to create additional autonomous sites.

This work would not have been possible without the collaboration and hard work of our Transmission Operations and Property Asset Management teams from Distribution and Operations. There are many other exciting opportunities that we will be exploring over the course of the next couple of years, as we continue to build additional solar or green energy installations across the country. Renewable energy projects are one of many ways CBC/Radio-Canada is working toward achieving the targets laid out in our strategy.

### **Calculating our digital media footprint**

In our last report, we shared that the French Services Digital Media team completed a pilot project to calculate and assess the carbon impact of our French-language digital activities. The pilot included an examination of our hardware, networks and data centres, as well as how we develop and design the activities for which we are responsible. Our goal is to position our Digital Media department in alignment with best practices.

In 2024-2025, we prioritized recommendations from the pilot to develop a road map toward a responsible digital plan. Some of the work completed to date include:

- Offering “dark mode” in the INFO app and OHdio station;
- Reducing and/or decommissioning databases or unused resources in fossil fuel-heavy locations. This resulted in a reduction of our cloud usage and costs;
- Introducing training for interactive designers on how to build digital platforms in an environmentally friendly way; and
- Developing a “how to write effective prompts” training course to help reduce an individual’s digital (including AI) footprint.

We are currently working with our English Services Digital Media team to evaluate and reduce the potential carbon footprint of their activities. Watch this space for an update.



# Water

## Water consumption

Consumption is not just about energy, it’s also about water. With an increased focus on GHG and energy consumption, many forget that water is needed to cool down the servers we use in the digital environment. Insights provided from water consumption can contribute to a more efficient, sustainable and equitable use of the world’s water resources.

In 2024-2025, the water consumption in our owned facilities decreased from 56.1 million litres to 49.6 million litres. This decrease can be attributed to reduced building occupancy over the last four years, as well as the identification of a malfunctioning water meter at one of our sites. While we fully expect to meet our 2026 targets, we do anticipate a rebound in our consumption in the next year.

Goal by 2026
Reduce Water consumption by 10%*  *Owned facilities only, reported in L relative to 2019-2020 baseline
Progress at March 31, 2025
Reduction of 23%

## Water quality and indoor air quality

Monitoring water quality and indoor air quality helps the Corporation create sustainable working conditions for our employees. In 2024-2025, we completed five indoor air quality and five water quality tests in Toronto, Vancouver, Winnipeg Main, Winnipeg Langevin and Calgary. No issues were identified.

# Fleet and travel

## Greening our fleet of vehicles

The electrification of our fleet is our biggest opportunity for reducing our Scope 1 emissions. On an annual basis, we evaluate our needs and work to identify sustainable solutions.

As part of our efforts to more efficiently manage our fleet vehicles, in 2024-2025, we finalized the installation of telematics in 99% of our vehicles. Used by most organizations that manage fleets, telematics is a system that transmits and records real-time vehicle information. By collecting this type of information, we will enhance the management of our fleet and make data-driven choices when it comes to optimizing, replacing, rightsizing, electrifying and reducing our carbon footprint.





As of March 31, 2025, we confirmed receipt of 36 Plug-in Hybrid Electric Vehicles (PHEV), 2 Hybrid Electric Vehicles (HEV) and 7 Zero-Emission Vehicle (ZEV). This resulted in 26% of our fleet being alternative energy (HEV, PHEV, ZEV).

Another key initiative in 2024-2025 was the launch of an RFP to purchase and install the EV charging stations required to support the electrification of the fleet. As mentioned previously, electrical infrastructure upgrades needed as part of the program have been completed in Vancouver and are being finalized in Toronto.

We remain committed to transitioning our fleet program with sustainability principles in mind.

**Goal  
by 2026**

50% of our fleet to be fuel efficient, with a minimum of 20% being alternative energy\*

\*Owned fleet only

**Progress  
at March 31, 2025**

41% in total, out of which 26% is alternative energy



*CBC/Radio-Canada branded electric vehicle on display in Montreal during the Green Summit*



## Business travel

When it comes to our travel emissions, CBC/Radio-Canada saw a decrease of 55% in GHG emissions when compared to the 2019-2020 baseline. We also saw a reduction of 54% kilometres travelled against the same time frame. This decrease continues to be attributed to changes in travel behaviours, for instance, selecting rail transport over air, as well as an increased use in virtual meeting spaces. This has had a positive impact on lowering our GHG emissions in travel.

The opportunity to embed sustainability in the travel sphere is not just focused on how we travel. All aspects, including vehicle rentals and hotel stays, are considered as part of the solution.

With that in mind, over the course of the last year we finalized a request for a standing offer for hotel providers. In alignment with our Directive on Sustainable Procurement, sustainability criteria was included in the evaluation process. We are happy to share that 100% of our preferred hotel providers include sustainability initiatives in their offerings.

In our 2023-2024 report, we shared that we signed with a new travel management provider. Since that time, we have been working diligently to prepare the new online travel booking tool. The new system encourages greener choices at the moment of booking by triaging results by carbon emissions and displaying the greener choice at the top of the search. The tool also highlights sustainable travel options by using a green flag feature, identifying hotels that support greening programs like reduced single-use plastics and property-wide energy reduction initiatives. Finally, the system promotes greener choices with the capability of making rail bookings online to reduce our GHG emissions when compared with travel by air.

We anticipate that the travel platform will launch in 2025, at which point we intend to work with our business travel partners to develop granularity in our GHG reporting where possible. We intend to use data analytics to influence future travel behaviours and create actionable reporting and data-based decision making.

Goal by 2026
Reduce travel by 25%*
*Scope 3 emissions reported in tCO <sub>2</sub> e relative to 2019-2020 baseline
Progress at March 31, 2025
Reduction of 55%

## Materials use and waste



*OscarAI waste sorting station at Radio-Canada, Montreal*

### Zero-waste framework

While recycling alone cannot solve the climate issue, a zero-waste framework is a climate action strategy that society can implement today to reduce GHG emissions. We know that applying the zero-waste approach conserves natural resources and reduces pollution from extraction, manufacturing and disposal.

In 2021 we set a target to divert 75% of waste from landfill from our owned facilities. It is important to note that this target was initially set before the pandemic, in a working reality where our building occupancy was vastly different. Over the course of the last four years, we've worked diligently to introduce new waste streams, improve signage and communicate with employees on a variety of subjects, including circularity, reducing the amount of waste they produce and sorting waste into their proper bins. We have also seen a steady reduction in the total waste going to



landfill over the last four years. Despite all these efforts, our diversion rate remained unchanged year after year. Ultimately, we identified that this metric alone was not a true indicator of the efforts we have made to apply a zero-waste framework.

As a result, in November 2024 we decided to replace the 75% diversion rate target with the following commitment: *CBC/Radio-Canada commits to following a zero-waste framework.*

Instead of focusing strictly on our diversion rate, we intend to continue implementing a zero-waste framework that takes both qualitative and quantitative metrics into account. We want to focus on how much waste we are producing, not just how much we're diverting. Data from our waste audits indicate a reduction in the absolute value of waste being produced.

For example, in 2024-2025 we saw a 49% reduction of total waste generated at the site destined for landfill compared to the previous year (2023-2024). This is a fantastic accomplishment considering that this is the first year we've received waste data for our site in Saguenay. We have also seen an 80% decrease in the GHG emissions related to our waste stream (Scope 3 Category 5) in comparison to the baseline. This progress would not be captured if we were to focus on our waste diversion rate alone. Our diversion rate is still important, and we will continue to report on it, but we intend to focus on more than just that one target. The information listed below highlights how we have been applying a zero-waste approach at CBC/Radio-Canada.

## Non-hazardous waste

Non-hazardous waste includes paper, plastic, metal, glass and all similar everyday products that are easily recycled without causing harm to human health and the environment. As part of our zero-waste commitment, our goal, where possible, is to promote the circular economy, following principles that go beyond just recycling and diverting waste from landfill.

The circular economy, or circularity, is about keeping products and materials at their highest utility and value throughout their life cycle and recirculating them at the end of their life. As much as possible, we continuously look for ways to extend the life of the materials we use, working with local and federal agencies, including [GCSurplus](#).

In 2024-2025, initiatives from across the country involving non-hazardous waste included:

- **Introducing new waste streams to our facilities.** Over the last few years, we've spent a lot of time examining opportunities to add new waste streams in our facilities. This work continued over the last year, resulting in compost bins being installed at our Rimouski and leased Grandé studios in Montreal, as well as the addition of centralized sorting stations and the removal of desk-side bins. These changes create a harmonized waste management strategy across the country, help improve the sorting of waste and reduce contamination.





A fun fact to share, as part of the creation of the centralized sorting stations, we repurposed old bin models and modernized signage to avoid the purchase of new bins and prioritize circularity.

- **Decreasing our paper consumption.** PaperCut MF is a program that automatically monitors and manages printing in our organization. While our GHG emissions related to paper usage were consistent from 2023-2024 to 2024-2025, we have seen a steady decrease in the amount of paper used by the Corporation over the course of the last two years.
- **Creating a waste sorting guide.** Developed by our Radio-Canada Ecoambassadeurs, a team of committed employees with a keen interest in the environment, the *Ça va où ?* (Where does it go?) guide aims to meet the need for better waste sorting in Montreal, and it has been met with positive feedback from employees.
- **Promoting no single-use plastics in our buildings.** Our best practice guideline on single-use plastics is available for all employees to encourage the use of reusable items and help avoid waste and the need for recycling.
- **Advancing circularity through targeted communication campaigns.** Through newsletters, our intranet site, training and in-person activities, we engage with employees in a multitude of ways to promote the concepts of circularity throughout our organization. For example, we recognize events such as Waste Reduction Week and Global Recycling Day by hosting on-site vendor-led waste kiosks, organizing collection tables to gather surplus electronic waste or arranging clean-up events that were well-received by employees. We have even created internal classified ads, a digital space whereby employees can sell, give away and/or exchange items.
- **Engaging staff through employee-led initiatives.** Our employees are always looking for what more they can do. Below are a few examples of initiatives organized by our employees:
  - In October 2024, employees in Winnipeg and St. John's supported waste management vendor information kiosks to promote the newest waste streams, with particular focus on organics. Given that both the municipalities of Winnipeg and St. John's do not offer this service, this was a great employee engagement and education opportunity to demystify "what goes where." The events were both highly attended and successful.
  - Currently, we do not offer an organics program at our Quebec City facility. In response, employees implemented an informal food waste collection process by using the city-provided purple collection bags to collect food scraps and then



disposing of them through the city collection bins, where they are removed and treated using a biomethanization process.

- Another great example was the introduction of boxes to collect empty makeup containers. Our Montreal team made improvements to their makeup rooms, not only by installing these bins, but also by purchasing reusable materials, including washcloths, ecological detergents, reusable mats and protective capes, all in the effort to reduce the production of waste by using disposal materials.
- And finally, in Toronto, our CBC Studios Green Team organized a clean-up event in Simcoe Park in recognition of the [Clean Toronto Together](#) program.
- **Offering ongoing waste management training.** Recent updates to our electronic waste and waste management procedures led to the development of a new training module focused on zero-waste concepts. The training launched at the end of the fiscal year and we will monitor and promote the availability of the course throughout 2025-2026.
- **Auditing our waste programs.** Waste audits were completed in Toronto and St. John's, the results of which were used to assess areas of priority when it comes to employee education.

Disposal of hazardous and electronic waste

Hazardous waste (e.g., batteries, oil, paint, industrial solvents) is a common byproduct of some of the work we do. We closely monitor the activities that use these materials, particularly their disposal. Electronic waste, or e-waste, refers to electronic devices such as computers, televisions, radios and transmitters. Recycling or remarketing e-waste is an important part of our recycling strategy.

All hazardous materials were disposed of in compliance with applicable provincial hazardous waste management regulations and guidelines. We continue to regularly evaluate our internal guidelines and standards, auditing our processes to ensure compliance with recognized provincial programs and best practices.

This past fiscal year, we generated the following amounts of electronic waste, hazardous building materials (hazmats) and other waste:

Waste management	2021-2022	2022-2023	2023-2024	2024-2025
Diversion rate (per cent)	44.3%	33.7%	40.9%	40.1%



Electronics and furniture	2021-2022	2022-2023	2023-2024	2024-2025
Electronic waste and recovered resources <sup>17</sup> (metric tons)	88.7	272.5	152	48.6
Refurbished IT assets (number of units)	1,188	5,248	3,739	3,445
Furniture diversion (units sold using GCSurplus <sup>18</sup> )	251 items	440 items	6 items	33 lots <sup>19</sup>
Recycling or disposal	2021-2022	2022-2023	2023-2024	2024-2025
Solid hazmats (kg)	31	1,439	200	12,366
Liquid hazmats (L)	740	9,310	2,750	423
Fluorescent tubes (kg)	0	1,105	0	0
PCBs (kg)	0	75	0	110
Transmission scrap metal (kg)	17,124	26,082	35,773	56,626
Transmitter tubes (number)	47	0	0	0
Batteries (kg) <sup>20</sup>	1,580	5,600	1,248	1,220
Magnetic tape (lbs)	16,417	41,212	26,531	51,150

<sup>17</sup> Data includes IT Asset Disposal (ITAD) and End of Life (EOL) assets. Recovered resources include aluminum, copper, ferrous metals, plastic, glass and circuit boards.

<sup>18</sup> Government of Canada entity used by Crown corporations to ensure that their obsolete and/or surplus equipment and furniture does not end up in landfills.

<sup>19</sup> Additional information about lot sizes not available.

<sup>20</sup> Read more about our rechargeable battery program in the [2023-2024 Annual Environmental Sustainability Report](#).



*CBC/Radio-Canada employees touring on electronic waste recycling facility, June 2024*



## Pillar 3: Scripting a New Path

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*We will accelerate positive impact through collective action by enabling our employees and partners to be agents of change. We will do this by embedding environmental sustainability as a key value through which our work is carried out, informing and training our employees, and engaging our partners to implement required changes.*

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*Radio-Canada panelists presenting during the Green Summit in Montreal, October 2024*





## Our progress to date

Our commitment by 2026	Our progress at March 31, 2025
25% of RFP solicitations will contain sustainability criteria	<b>52% of RFPs contain sustainability criteria</b>  <b>On track.</b> Additional details available in the <a href="#">Sustainable procurement and supplier engagement</a> section of this report.
Update our policies to include sustainability	<b>Completed.</b>  Updated our <a href="#">Environmental Sustainability Policy</a> in fiscal year 2021-2022. Updated our responsible procurement policies in fiscal year 2023-2024.
Implement a phased External Stakeholder Engagement Plan by 2022	<b>Completed</b> in fiscal year 2023-2024.
Offer environmental communication and training opportunities	<b>Ongoing.</b>

## Our achievements in 2024-2025

### Internal processes

#### Supporting environmental governance

Our commitment to integrate sustainable thinking in all we do is the key objective of both our [policy on Environmental Sustainability](#) and our environmental sustainability strategy. Applying an enterprise-wide approach, the policy and strategy seek to facilitate the integration of sustainability into business processes by setting science-based targets to reduce our emissions, decrease our consumption, eliminate waste, and, in time, achieve net-zero emissions.

Accountability toward this directive is shared across the Corporation, from our Board of Directors to our operational units. The list below highlights a few of the core committees that have



oversight on the environmental sustainability file. For a complete list, refer to the Governance section of our [TCFD report](#).

- **Board of Directors (through the Strategic Planning Committee).** With oversight on our key environment and climate-related risks and opportunities, our Strategic Planning Committee oversees progress made against the goals and targets set as part of the *Greening Our Story* strategy.
- **Sustainability executive governance committee.** The sustainability executive governance committee met four times in fiscal year 2024-2025 and continues to play a key role in supporting the roll out of the strategy and embedding environmental roles and responsibilities at the executive level.
- **Sustainability steering committee.** Composed of cross-functional representatives across all relevant business units, the sustainability steering committee met 10 times over the course of the year to discuss strategic progress and share information related to the latest research and initiatives.
- **Environmental lead team working group (ELTWG).** In alignment with our sustainability policy and strategy, the ELTWG met quarterly to develop, implement and maintain environmental procedures and practices in the Corporation.
- **Environmental Communications Committee.** The Environmental Communications Committee was formed as a way to leverage and coordinate strategic communications about our efforts to be more environmentally sustainable throughout the organization and industry. A key mandate of this group is to raise awareness and engage employees across the Corporation on all matters related to environmental sustainability.
- **TCFD taskforce.** Following the four TCFD pillars of governance, strategy, risk management, and metrics and targets, this taskforce meets bimonthly to implement recommendations and integrate climate-related risks and opportunities into the Corporation.
- **Green teams and eco-ambassadors.** Supporting the sustainability committee at the grassroots level are our departmental green teams and sustainability ambassadors. With representation in almost every department across the Corporation, including our regional stations, we are able to share communications, initiatives and opportunities with all employees Canada-wide to help embed sustainable thinking in their day-to-day work.



## Operational management and performance oversight

Behind the scenes, we use different tools to help us manage the different aspects of our sustainability program. These tools provide a clear framework toward defining and achieving objectives, ensuring consistency and control as we work towards continual improvement. The following outlines some of the tools we have in place to support our sustainability program.

- **Corporate sustainability dashboard.** We continue to operate and maintain our sustainability dashboard to measure our GHG emissions and track our key performance indicators. We also regularly update our system to ensure we are leveraging the tools available to us for a more granular analysis.
- **Departmental-specific sustainability dashboards.** Over the course of the last year, two departments have identified a need to create their own sustainability dashboards to better track performance and identify opportunities for sustainable improvement. These systems are interconnected with the corporate sustainability dashboard for analysis of our GHG emissions.
- **Enterprise Resource Planning (ERP).** We are currently in the process of replacing our existing ERP, a tool that is critical to enable data to flow between all components of our business procedures. As part of the solution, we will be incorporating environment, social and governance (ESG) requirements in integral parts of the system. More information will be provided as the project progresses.
- **Health, Safety and Environmental Management System (HSEMS).** Applying a systematic approach to managing our environmental responsibilities and ensuring compliance with applicable regulations, our newly improved HSEMS was introduced in 2022-2023 to help us track our incident reporting process, as well as manage environmental inspections and audits.
- **Best practice guidelines.** Our best practice guidelines on subjects from sustainable swag, sustainable business travel tips and digital sobriety are available for all employees to encourage responsible behaviour on a variety of sustainability themes.
- **Internal communication methods.** Analysis from our dashboards and operating systems are shared with all employees via different communication channels, including our intranet site, departmental newsletters and email. In 2024 our French Services team introduced L'espace vert, a one-stop shop designed to make it easier for employees to find information, resources and tools in one location.



## Update on the Net-Zero Challenge

In June 2023 we became one of the first media companies to [commit to Environment and Climate Change Canada's Net-Zero Challenge](#), a voluntary initiative that encourages businesses to develop and implement credible and effective plans to transition their facilities and operations to net-zero emissions by 2050. As part of this framework, we are required to develop a road map and set supporting targets toward 2050, as well as publicly report on our progress.

Over the last two years we developed a decarbonization model that is currently being used to predict how different initiatives contribute toward our GHG emission targets, an important step as we plot our journey forward. The model is based on an analysis of source emissions, including hotspots and areas of impact within the baseline year, and it identified several possible decarbonization levers by Scope. The predictive nature of the tool allows us to set realistic interim targets based on initiatives, available funding and resources. In the next fiscal year, we anticipate working through the approval process of our proposed interim targets, which will be published as part of our next sustainability strategy. A further update will be provided in the next report.

It is important to note that by accepting this challenge, our goal is not to offset our footprint, but rather to follow a transparent framework and develop our pathway to net zero. It's about understanding what we need to do to decarbonize our activities and the difference between decarbonizing and carbon offsets. By joining the challenge, we are embarking on a longer-term strategy and will be able to map out efforts toward a larger and more ambitious goal.

## Sustainable procurement and supplier engagement

As evidenced by our Scope 3 GHG data, we recognize a significant opportunity to amplify sustainable outcomes and reduce emissions lies with supplier engagement and our sustainable procurement initiative. On average, purchased goods and services and capital goods account for approximately 70% of our overall GHG emissions.

Launched in August 2023, our Directive on Sustainable Procurement requires the Corporation to take into account social and environmental considerations in our procurement processes. Alongside this directive, we introduced the [Vendor Code of Conduct](#), which sets out the ethical and sustainable principles and expected behaviours for our vendors when conducting business with CBC/Radio-Canada.



Over the course of the last fiscal year, we worked diligently to include sustainability criteria in our sourcing process based on the product or service being procured. By focusing on the most pertinent criteria for each specific procurement, we were able to align our efforts to where we can achieve the greatest impact.

The results of our work has led us to revise our categorization process to focus on activities with a high or medium environmental impact, improve our sustainability criteria appendix and as a result, enhance the user experience by simplifying the process. Our long-term goal remains to ensure that sustainability is included throughout the procurement process while we collect important data that will help us reduce the environmental impact of our supply chain.

We are pleased to report that our initiative to incorporate social and environmental considerations into our supply chain is already paying off. Since the launch of the Directive:

- We have included sustainable criteria in over 52%<sup>22</sup> of RFPs issued this fiscal year, a significant achievement when compared to the 2023-2024 fiscal year, where we reported criteria in 17% of requests for proposal solicitations.
- 393 suppliers have registered on our new portal, 64% of whom belong to under-represented groups<sup>23</sup>.
- Over 30 colleagues known as sustainable procurement champions have volunteered to develop sustainable procurement skills through our training courses and case studies. These champions now evaluate sustainability criteria in our processes and raise awareness about the benefits of sustainable procurement with their respective teams.

Our accomplishments to date are thanks to the partnership between our procurement and sustainability teams, as well as our sustainable procurement champions. We remain committed to creating a supply chain that is environmentally sustainable, equitable, inclusive and diverse.

### Measuring our procurement barometric pressure

Further to the work highlighted above, in late 2024 we participated in the [Sustainable Procurement Barometer 2024](#) led by l'Espace de concertation sur les pratiques

<sup>21</sup> Results include RFPs launched since August 30, 2023. Non-competitive files and requests for quotes are excluded from the target.

<sup>22</sup> Results include RFPs launched since August 30, 2023. Non-competitive files and requests for quotes are excluded from the target.

<sup>23</sup> As of June 2025

Goal by 2026
25% of RFP solicitations will contain sustainability criteria
Progress at March 31, 2025
52% of RFPs contain sustainability criteria <sup>21</sup>





d'approvisionnement responsable (ECPAR). The Barometer is developed with contributions from experts at ECPAR, researchers from Laval University, the University of Ottawa and ITHQ, and lifecycle analysis specialists from the International Reference Center for Life Cycle Assessment and Sustainable Transition (CIRAIG), ensuring a rigorous and up-to-date methodology.

This reference tool is used to evaluate the performance of organizations on sustainable procurement every four years through four key components:

1. Vision and challenges;
2. Commitment and governance;
3. Implementation; and
4. Measure and disclosure.

The subsequent analysis allows us to measure our progress and benchmark our activities against a representative sample of sustainable purchasing practices across Canada.

Our results indicate that we have surpassed the median when compared to the global maturity of the evaluated organizations. For example, we have been categorized as a leader by integrating in-depth and diversified criteria in our sustainable procurement process. We have also been deemed leaders in our communication approach, fostering regular exchanges with key stakeholders in a strategic and transparent way. Finally, our innovative sustainable procurement skills-building program has been identified as best in class.

We will closely examine the results of the final report to continue to identify opportunities for continuous improvement of our sustainable procurement initiative.

### **Re-aligning strategic considerations**

Part of what makes our strategy effective is our ability to perform an ongoing evaluation of how each department performs and how they are intricately linked to environmental sustainability. With this mindset, in 2024-2025, we closely re-examined the relationship between our Technology and Infrastructure (T&I) department and how their work drives the *Greening Our Story* strategy. Including a benchmarking exercise, the re-alignment allows us to identify new opportunities and key success factors, clarify roles and responsibilities, and propose a revised sustainability road map for the team. This key step enables us to review and improve common efforts as we continue to embed sustainable thinking in every department.



## Our commitment to responsible media

With growing concerns about climate change and sustainability, environmental responsibility is essential for businesses to demonstrate their commitment to corporate social responsibility. By adopting sustainable practices, advertisers and media companies can also reduce their carbon footprint and contribute to a healthier planet. With this in mind, over the last two years our Digital Media Solutions team has been working closely with Net Zero Media, international industry experts, to build a cohesive strategic plan and road map to address the challenge of measurement, reduction and transparency in Canadian media advertising.

To support our commitment, three new working groups were created within the newly created Media Solutions Green Task Force, with three areas of strategic focus:

1. Media Solutions carbon calculator, with the objective of measuring emissions of ad products sold to clients with the intention that they be included in Scope 3 reporting (aligned with *Greening Our Story* Pillar 2 A Light Footprint);
2. Green Client Media Index, focused on encouraging green advertising stories in our advertising (aligned with *Greening Our Story* Pillar 3 Shaping our Narrative); and
3. Green Production & new content opportunities, intended to measure our branded content productions and create green media products (aligned with *Greening Our Story* Pillar 4 Producing Sustainably).

This work has resulted in the development of a soon-to-be released carbon calculator that will help advertisers calculate the Scope 3 emissions of ad products sold to clients. Unlike other calculators that measure using data from financial investments, this one calculates the ad footprint using emissions-based sources. A white paper highlighting the work supporting the calculator will be published at the same time the calculator is released. The anticipated release is for mid-2025.

And we're doing more. We have also partnered with Scope3, a corporation focused on decarbonizing the media and advertising industry, to better understand and optimize our media-related emissions. Using their algorithm to measure the GHG emissions from programmatic trading, we are optimizing our digital supply chain by removing high-emitting resellers, as identified during the process. This resulted in an 82% reduction in ad selection emissions on average across CBC digital properties. What does this mean? According to data from the Scope3 platform, a digital campaign on CBC/Radio-Canada generates 12% less emissions than an equivalent reach campaign with social media.



Finally, we are also building case studies to look for insights on how to further reduce our emissions. Our ultimate goal is to establish an emissions baseline for digital and to find areas where carbon reduction could be possible without impacting revenue.

This is just the beginning. We are proud of the work we've accomplished in this sphere to date.

## Working with others

### Engaging employees to become agents of change

Meaningful change in environmental sustainability requires the engagement of employees to rethink, redesign and restructure the way things work from within. These are the individuals who understand internal processes, systems and related technology, and who start to reimagine what a sustainable system can look like. Engaging with these employees helps promote a different kind of leadership in their organization, thus enabling change to occur. We want to engage our employees – and we want our employees to engage with us – on all matters related to sustainability, thereby embedding sustainable thinking in all we do.

Highlighted below are a few of the ways we engaged with employees in 2024-2025.

- **Green teams.** Both formal and informal teams have been set up throughout the organization to promote sustainability initiatives at the grassroots level. In 2024-2025, two new teams were added: the Médias régionaux and Media Solutions Green Task Force.
- **Employee chat forums.** We have several online employee chat groups dedicated to environmental sustainability. Sharing everything from new ideas, to photos and success stories, to offering or selling second-hand goods, the employees who are part of these chat forums are dedicated to embedding sustainability not just at work but also in their daily lives.
- **Employee recognition.** We have published articles, both internal and [external](#), on some of the CBC/Radio-Canada employees who are acting as agents of change. Recognizing their efforts is an important part of how we engage with our employees. In honour of Earth Hour, in March 2024, Radio-Canada published a video highlighting four employees who have made a difference, working to help the organization achieve its objectives. Check out the video [here](#). (French only)
- **Newsletters.** Sustainability-themed newsletters feature a round-up of green highlights from across the Corporation. The newly created Médias régionaux green team recently launched their newsletter, called *L'écho local*, and introduced a “green section” to continue to engage employees.



- **Best practice documents.** Offering tips and tricks, our sustainability-themed best practice documents focus on a variety of subjects, including sustainable business travel tips and purchasing sustainable swag. These documents are in addition to the environmental procedures already in existence, including species at risk, e-waste recycling and management of contaminated sites.
- **Green Summit.** In 2024, we hosted our second annual Green Summit, a week-long employee event that featured guest speakers, workshops, webinars and presentations on sustainability topics that included sustainable commuting, the circular economy, digital sobriety, waste management, records management and more.
- **Micro-mobility and electronic bike toolkit.** Over the last few years we've reported on the installation of e-bikes at a few of our broadcasting stations, including Halifax and Montreal. Aligning with our goal to provide sustainable commuting options across the country, in 2024 two e-bikes were made available to our Moncton and Rimouski sites. In early 2025 we introduced a new toolkit that enables a regional station to add an e-bike program at their site. The toolkit supports on-site representatives with information, including but not limited to, bike specifications, legal and insurance requirements, and training.
- **Promoting sustainable commuting options.** Several, if not most, of our sites offer indoor or outdoor bike storage facilities and shelters, bike repair kits or personal facilities to support cycling to work. This past year we updated our bike storage space in Winnipeg by installing new racks, flooring and security features. In Montreal, our efforts were awarded silver certification from Vélo Québec's Vélosympathique program, an upgrade from our prior bronze certification. We also offered bicycle workshops in different locations across the country, in collaboration with local commuting associations.





*Employee showcasing the new e-bike at our Moncton station*

- **Sustainability survey.** Building on a survey conducted in 2020, in June 2024 we canvassed employees to examine how far we've come since the launch of the *Greening Our Story* strategy and to identify new areas of opportunity. The results of the survey will be used as a benchmark against the earlier one and to inform the evolution of our strategy beyond 2026.
- **Strategic focus beyond 2026.** We initiated the development of the sustainability strategy beyond 2026 by creating key working groups. To date, work completed includes conducting a benchmarking analysis focused on industry standards, identifying net-zero interim targets, and reviewing and building upon existing commitments.





- **Recognizing key environmental events.** We take every opportunity possible to recognize national environmental events, including Earth Day, Earth Hour, Bike to Work Month, Canadian Environment Week and National Waste Reduction Week. In 2024-2025, we published over 30 internal articles recognizing these events and highlighting employee-led initiatives to promote sustainable thinking in our workplace. A few examples of this type of work include:
  - Our first Digital Clean-Up Challenge in honour of Earth Hour 2025 to reduce our digital environmental footprint.
  - The Green Team Coffee Cup Campaign, led by our CBC Studios Green Team, focusing on coffee tips to make their caffeinated beverage of choice more sustainable. A similar initiative at the cafe in our Montreal Radio-Canada building indicated that 35% of hot drinks purchased used a reusable cup.
  - Developing a sustainability-themed advent calendar to count down to the start of the holiday season. By offering a different suggestion every day to incorporate a sustainable practice during the holiday season (e.g., using recyclable craft paper or cloth bags for gift wrapping), we encouraged our employees to make lifestyle choices with sustainability in mind.
  - French Services Administrative departments created customized green plans. Focusing on several key categories, including energy, transportation, behaviour, IT and procurement, to name a few, the intention was to pledge actions that suit each individual employee best.
  - Introducing sustainability at CBC Music's *Road to the Junos*. With up to 85% of live music GHG emissions coming from audience travel, CBC Music partnered with Music Declares Emergency for the second year in a row with an offer to win JUNOfest wristbands by simply selecting a more sustainable way to commute to the venue.
  - The creation of a garden mentorship program in Yellowknife called Northern Roots. While an employee garden has existed for several years, the soil needed some attention. The mentorship program was funded to resolve issues with the soil, engage staff, create community and support local biodiversity initiatives.
  - Finally, a local employee-led initiative at our Transmission Base in Sherwood Park resulted in the development of a mini indoor garden. Collecting free plant pots from the HodgePodge Lodge, a local reuse station that keeps items out of landfill, the team started with spider plants and have collectively greened up their work space.



*Supporting local biodiversity initiatives in Yellowknife*

- Biodiversity initiatives.** In 2024-2025, we proudly continued offering biodiversity-themed engagement opportunities for employees. Not only do we have employee gardens across Canada, but our employees in Vancouver participated in the [City's Adopt a tree](#) program, which encourages residents to adopt a young street tree and keep it watered. The program promotes education and stewardship as part of the city's goal to increase its canopy coverage by 2050.
- Land-sharing agreements.** In 2024-2025, we offered land-sharing agreements with our Transmission division and local farmers in Wellington (Yarmouth), NS; Wingham, Sarnia, Windsor (McGregor) and Chatham, ON; Starbuck and Springstein, MB; Watrous and Saskatoon (Aberdeen), SK; and Calgary, Chestermere and Lethbridge, AB.





*Employee garden centre at the Radio-Canada Saguenay station*

## Partnering on climate action

In Pillar 1 we shared [examples](#) of how we've partnered with the industry to promote climate action. However, collaboration with external partners is not restricted to those working in production. It is important to liaise with other sustainability professionals, vendors and suppliers, as well as government agencies and other broadcasters. By engaging with external stakeholders, we stand to gain an understanding of the needs and concerns of those impacted by our work and how their work impacts our carbon footprint. Engagement fosters collaboration, enhanced transparency and long-term success, leading to informed decision making and better outcomes.

Here are just a few ways we've engaged with our external partners in 2024-2025:

- As part of our efforts to share our learnings, we participated in the [ECPAR Conference Forum](#) Innovation, Solutions, Approvisionnement 2024. Sharing our experience following



the launch of the Directive on Sustainable Procurement, the session focused on the tools, techniques and resources needed to successfully deploy the initiative. We also presented at the Canadian Institute for Procurement and Material Management (CIPPM) on the subject “How To Green and Diversify Your Supply Chain: Use Cases From CBC/Radio-Canada Implementation.”

- We presented at the [Sustainable Procurement Pledge](#) (Canada Chapter) in November 2024. The session shared insights on how to make the supply chain greener and more diverse; how to easily integrate social and environmental criteria, and how to use key tools for impactful, sustainable procurement.
- We are active participants at the [North American Broadcasters Association \(NABA\)](#) Sustainability Committee. In late 2024, CBC/Radio-Canada was featured in their sustainability interview series, sharing insights into our sustainability initiatives and the strides made toward a greener and more eco-conscious organization. The full interview is available [here](#).
- Together with the BBC, in 2024 we participated in a case study at the [Media Tech Sustainability Summit](#) on Supply Chain Management. The panel discussed the future of sustainable supply chain and how to work closely with suppliers to effectively manage and reduce Scope 3 emissions.
- Sustainability initiatives implemented in our new Maison Radio-Canada building in Montreal were featured in the New Builders Report by the European Broadcast Union. Knowing that the real estate sector plays a critical role in addressing climate change, we also shared our experiences as a panelist at the [Working in Climate: Real Estate](#).
- We finalized a Memorandum of Understanding with BAFTA/albert to ensure the ongoing availability of the calculator tool and related resources. We have also joined the albert International Working Group, with a mandate to foster discussion and collaboration in the interests of a global sustainable screen industry.
- We participated in several industry events, including as a panelist at the Atlantic Film Fest, Primetime 2025, producing and hosting SPF 24 at the Toronto Broadcast Centre, and as a moderator at the annual [On tourne vert Le Rendez-vous](#) event. Some of the work we completed was also featured in articles for [Playback](#) and [Kidscreen](#), as well as [The Flint](#).
- We shared our learnings at the [Digital Transformation Academy \(ATN\) at Laval University](#) and the [Infopresse 2025 Experience Summit](#), where a Radio-Canada colleague presented on accessibility and eco-design as a key pillar of responsible digital sobriety.
- We partnered with leading scientist and researcher Dr. Sasha Luccioni as part of the first



edition of Women in Tech: Inspiration and Leadership event, to discuss artificial intelligence and climate change.

- As members of the Public Media Alliance, we've shared our sustainability journey at the 2024 annual general meeting for the Caribbean Broadcast Union.
- We are active members of groups, including the Crown Corporations Greening Community of Practice, the Conference Board of Canada's Corporate Responsibility and Sustainability Council, and an informal environmentally-focused think tank of Crowns reporting to the Heritage Minister.

These are just a few of the ways in which we engaged with our external stakeholders.





## Pillar 4: Shaping our Narrative

*We will demonstrate leadership and partner with industry stakeholders to amplify solutions by promoting the responsible development of Canadian content, enabling audiences to understand our role and contribution to sustainability, and continuing to showcase our contribution within the communities we serve.*

### Our progress to date

Our commitment by 2026	Our progress at March 31, 2025
Sharing our environmental footprint journey and tracking key metrics	<b>Ongoing.</b>
Informing Canadians about climate change and other related environmental stories	<b>Ongoing.</b>
Complying with applicable environmental laws and regulations	<b>Ongoing.</b>
Contributing to local biodiversity efforts	<b>Ongoing</b>

### Our achievements in 2024-2025

#### Connecting with Canadian audiences

As Canada’s national public broadcaster, we have a responsibility to inform Canadians about climate change and other environmental issues by reflecting contemporary Canada in our stories. This unique opportunity allows us to highlight content that features the current environmental issues we’re facing and the overall impact human activities have on the world. And, at all times, all our reporting, including that on climate, is done in accordance with the standards set in our Journalistic Standards and Practices.

Check out the section [Including climate in our programming](#) for more information related to our climate-related programming.



## Environmental incident reporting

In 2024-2025, a total of 11 environmental incidents were reported, most of which were identified during routine preventative maintenance or leak testing of the systems. All were halocarbon releases that ranged from 0.2 kg to 11 kg. The Corporation continues to follow recognized best practices to ensure regulatory requirements are met. Our results were as follows:

- **11 incidents were classified level 1**, which were controlled on site, with little to no environmental impact.
- **Zero incidents were assessed as level 2**, which were handled using external resources and triggered internal escalation procedures.
- **Zero incidents were classified level 3**, which would have been immediately reported to Environment and Climate Change Canada within the required reporting period.

All incidents have since been resolved, with repairs made and affected units retested prior to their return to regular service.

## Government inspections

There were no government inspections in 2024-2025.

## Internal compliance reviews

Routine audits and compliance reviews are conducted as part of our verification process to ensure that our operations and activities not only fall within applicable guidelines and regulations, but exceed them. By identifying potential risks through a regular review process, we ensure our processes remain compliant and best in class. In 2024-2025, there were six internal compliance reviews.

In collaboration with key departments in the Corporation, including our Transmission and Property Asset Management teams, we completed an analysis of our environmental risks. The risk matrix used was also re-aligned to better correspond to that used by the Risk and Insurance team.

We participated in an internal audit on our environmental sustainability strategy and finalized two separate engagements with an external third-party to review our Scope 1, Scope 2 and Scope 3 GHG emissions for fiscal years 2022-2023 and 2023-2024. For more information, refer to the [Limited Assurance Review](#) section of this report.



As part of our annual review process, we also evaluated the effectiveness of the fuel transfer process at our Springstein, MB and Toronto, ON sites. There were no major recommendations issued as a result of this analysis.

It should be noted that the audit recommendations from an electronic waste audit completed and reported on in the 2023-2024 fiscal year were finalized in 2024-2025.

**Halocarbons**

Halocarbons are synthetic chemicals used in refrigerants, fire-extinguishing agents, solvents, fumigants and foam-blowing agents. All halocarbon releases are reported as part of our Scope 1 emissions and have been summarized in the [Environmental incident reporting](#) section. In fiscal year 2024-2025, the largest release was 11 kg of R-410A. Where possible, we make a conscious effort to limit the use of halocarbons, as they are known contributors to climate change. In 2024-2024, a halocarbon unit with R-22 was decommissioned.

**Site assessments**

Environmental site assessments (ESAs) are conducted on a routine basis to determine risk levels and potential restoration costs associated with potential contamination on our properties. In addition to ESAs, CBC/Radio-Canada also conducts Environmental Effects Analyses on an as-needed basis. These assessments are used to ensure compliance with the *Species at Risk Act*, recognizing that we are responsible for minimizing the potential impact our activities have on wildlife and other species living in the local environment.

We also have an Asbestos Management Program (AMP) that works to monitor any asbestos-containing materials (ACM) found in our buildings where construction pre-dates 1980. This program includes a regular evaluation of our sites, with appropriate action taken to ensure proper management of the hazardous material.

The table below summarizes the number of assessments completed over the last four years.

Environmental Assessment	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Site Assessments (Transmission Division only)					
Environmental Site Assessments (ESAs)	11	1	2	0	4



Building Hazmats	6	17	14	9	10
Site Remediation	4	0	0	1	1
Environmental Effects Analyses	0	3	3	2	0
<b>Asbestos Reassessments</b>					
Real Estate Services	3	5	4	2	2
Transmission Services	0	4	0	6	0
<b>Asbestos Remediation Projects</b>					
Real Estate Services	1	2	2	3	1
Transmission Services	0	1	4	10	5

### Digby Island wharf decommissioning project

CBC/Radio-Canada's network of towers located across the country plays a critical role in transmitting signals and delivering content to all our audiences. Our vast network also poses challenges in maintaining our infrastructure, including some of our sites in remote locations around the country.

One of these sites is our transmission tower on Digby Island, across from the city of Prince Rupert, BC, an area that is rich in local history. In the past, the CBC transmission site on the island had been accessed by a wharf, however, it had not been used in many years and, after slowly deteriorating over time, posed a safety hazard.

After a full assessment on the wharf structure, a project was initiated to permanently decommission it. As the wharf was located in an environmentally and archaeologically sensitive area, the project took several years of careful planning and review to ensure that proper environmental and archeological mitigation measures were taken. Multiple stakeholders were consulted, including local Indigenous communities and government authorities.



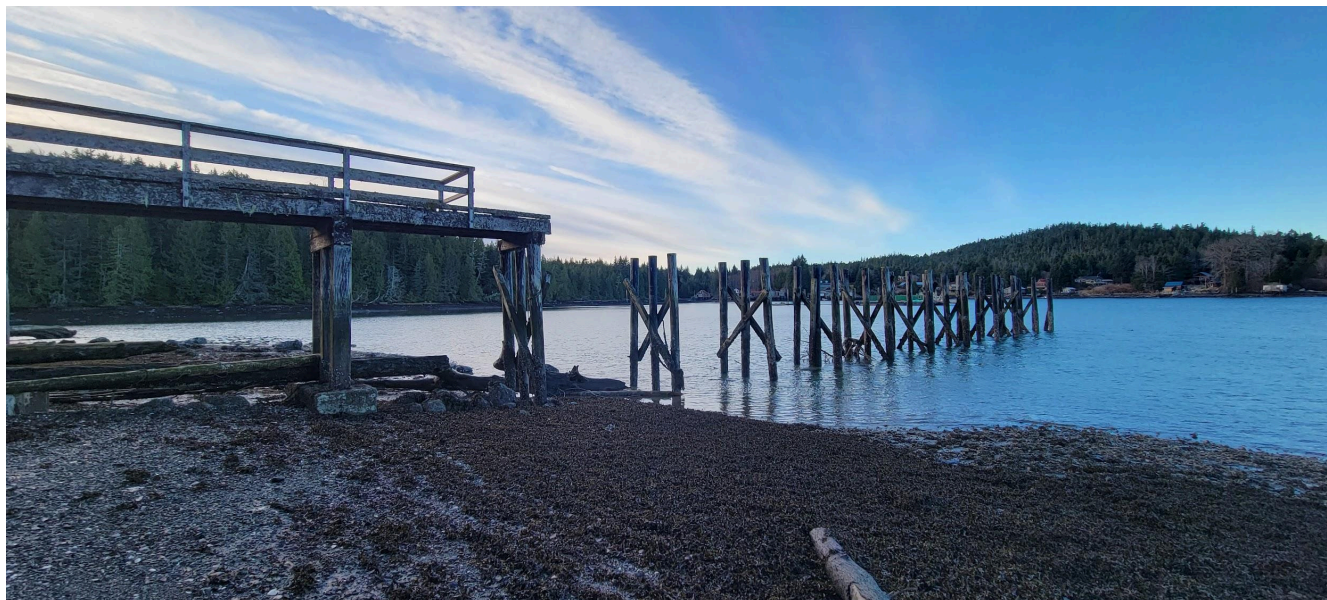
With a short window to complete the project to minimize the impact to local plant and wildlife species and habitats, the wharf decommissioning took place over six days, with daily environmental and cultural monitoring and inspection throughout the work to ensure mitigation measures were effective. As this is an area of cultural significance to several Indigenous communities, disturbance of the subsurface was avoided within a suspected artefact area close to the shoreline. The work included removing the decking, handrails, caps and pilings and securing the remaining structure.

With detailed planning and collaboration between our Distribution and Operations Transmission team, Governance and Engineering teams, local stakeholders, expert consultants, and construction crews, we were able to successfully and safely complete the decommissioning of the Digby Island wharf.



*Before picture of Digby Island wharf*





*After picture of Digby Island wharf*

### **Task Force for Climate-related Financial Disclosures (TCFD)**

Earlier this year, we published the third edition of our TCFD report, covering the reporting period between April 1, 2024, to March 31, 2025. The report provides an update on our progress as related to embedding climate-related risks and opportunities into our governance, strategy, risk management, and metrics and targets.

The TCFD promotes a series of recommendations that encourage companies to transparently disclose climate-related risks and opportunities in support of financial stability. Through 11 disclosure recommendations, covering four different pillars (governance, strategy, risk management, and metrics and targets), the recommendations establish comparable and consistent guidelines for organizations to disclose (and manage) climate impacts on business and investment decisions.

Under the oversight of the International Financial Reporting Standard (IFRS), in June 2023, the International Sustainability Standards Board (ISSB) issued its two sustainability disclosure standards. These standards were amended and adapted for the Canadian context through the Canadian Sustainability Standards Board (CSSB) in December 2024, resulting in the establishment of the Canadian Sustainability Disclosure Standards (CSDS). Similar to the IFRS standards, there are two disclosure standards: the CSDS 1: General Requirements for Disclosure of Sustainability-related Financial Information and CSDS 2: Climate-related Disclosures. The intended purpose of this framework is to guide organizations in disclosing sustainability-related information.



While these standards incorporate the recommendations of TCFD, at the time of this publication, no regulatory body in Canada has yet indicated when CSDS 1 and CSDS 2 will be required. The disclosure standards remain voluntary. Until a decision is reached, CBC/Radio-Canada will continue to report using the TCFD framework. It should be noted that the requirements of CSDS 2 are largely consistent with the recommendations of the TCFD, making CBC/Radio-Canada well positioned to align with the requirements when the time comes.

A summary of our alignment with the TCFD disclosures is outlined in the table below:

TCFD recommendations	Recommended disclosures	Alignment
Governance - Disclose the organization's governance around climate-related risks and opportunities	a) Describe the board's oversight of climate-related risks and opportunities	✓ Board oversight (p.5)
	b) Describe management's role in assessing and managing climate-related risks and opportunities	✓ Management leadership (p.5)
Strategy - Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning where such information is material	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long-term	✓ Climate-related risks and impacts (p.21)  ✓ Climate-related opportunities and impacts (p.21)
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning	
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	✓ Climate scenario analysis (p.24)



Risk management - Disclose how the organization identifies, assesses and manages climate-related risks	a) Describe the organization's processes for identifying and assessing climate-related risks	✓ Processes for identifying and assessing climate-related risks (p.27)
	b) Describe the organization's processes for managing climate-related risks	✓ Processes for managing climate-related risks (p.27)
	c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	Partially aligned - Processes for integrating climate-related risks (p.27).
Metrics and targets - Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	✓ Metrics to assess climate-related risks and opportunities (p.29)
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks	Partially aligned - Scope 1 and 2 GHG emissions disclosed (p.36).
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	✓ Targets used to manage climate-related risks and opportunities (p.36)

As our program matures, the TCFD Taskforce will continue to collaborate with various internal stakeholders to inform our short- and long-term climate-related risks and opportunities. We will also continue to closely monitor reporting developments to ensure alignment. For more information about our TCFD reports, refer to the [environmental reporting section](#) of our corporate website.



### ***Fighting Against Forced Labour and Child Labour in Supply Chains Act***

Although the focus of this report is environmental sustainability, it is important to recognize the link between climate change and forced labour. We continue to assess the relationship between climate change, the energy transition, and increased vulnerability to forced labour and child labour in supply chains. In May 2024, we issued our [first report](#) under the [Fighting Against Forced Labour and Child Labour in Supply Chains Act](#) on the work undertaken in 2023-2024 to identify, address and prevent forced labour in our supply chains and activities. As forced labour is linked to environmentally degrading industries with significant climate change impacts, we aim to gain a better understanding in 2025-2026 of our high-risk supply chain areas by conducting a supply chain risk assessment and implementing mitigation measures if necessary. Our [latest report](#) was published in May 2025.



## Scorecard

Our Scorecard is a snapshot of our key environmental indicators and statistics. We compare our current year's figures with prior years to gauge our progress and identify areas for improvement. See our pillars for more information about activities and explanations that may relate to some of these metrics.

## Limited Assurance Review

A limited assurance review was conducted by KPMG LLP for our 2019-2020, 2020-2021 and 2021-2022 data. A copy of the Independent Limited Assurance Report is available on page 39 of our [2022-2023 Annual Environmental Sustainability Report](#).

Together with an external third-party, in 2024-2025, we completed a review of our Scope 1, Scope 2 and Scope 3 GHG emissions for fiscal years 2022-2023 and 2023-2024. The review consisted of examining our GHG quantification methods, data collection and reporting processes, and internal controls, as well as conducting testing procedures to ensure the reporting of accurate and complete GHG emissions for the associated fiscal years. No major recommendations were identified as part of this analysis.





## Greenhouse Gas (GHG) Protocol

CBC/Radio-Canada evaluates our GHG emissions in accordance with requirements of the [GHG Protocol: A Corporate Accounting and Reporting Standard](#). Using the operational control approach, where an organization accounts for 100% of its GHG emissions from operations over which it has control, CBC/Radio-Canada selected the 2019-2020 fiscal year (April 1, 2019, to March 31, 2020) as the baseline year. This decision was determined by the impact COVID-19 had on the operations of our facilities and activities in 2020-2021.

GHG emissions are split into one of three scopes:

### Scopes explained

#### Scope 1

Direct emissions from owned assets (e.g., company facilities, equipment and vehicles)

#### Scope 2

Indirect emissions from energy purchased (e.g., purchased electricity, steam, heating and cooling)

#### Scope 3

All other indirect emissions (e.g., transportation and employee commuting, waste, leased assets, business travel, purchased goods and services)\*

\* For CBC/Radio-Canada purposes, Scope 3 excludes production-related commissioned content (independent productions) due to the unavailability of an established methodology.



## Methodology and assumptions

General	<ul style="list-style-type: none"><li>• We used the operational control approach, where an organization accounts for 100% of its GHG emissions from operations over which it has control.</li><li>• We determined our baseline year for Scopes 1, 2 and 3 to be fiscal year 2019-2020 (April 1, 2019, to March 31, 2020). This decision was made to account for the impact COVID-19 had on the operations of our facilities and our activities in 2020-2021.</li><li>• We included CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O in the GHG calculations of our Scope 1 and 2 emissions and reported in metric tons of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e).</li><li>• We included CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PCFs and SF<sub>6</sub> in the GHG calculations of our Scope 3 missions and reported in metric tons of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e).</li><li>• Our emissions calculations were based on the Global Warming Potential Values (GWPs) published in the Intergovernmental Panel on Climate Change (IPCC) 5th Assessment Report.</li><li>• We based our emission factors on the following sources: the Canadian National Inventory Report (NIR), USEPA GHG Emission Factor Hub and UK DEFRA GHG Conversion Factors.</li></ul>
Scope 1	<ul style="list-style-type: none"><li>• <b>Stationary combustion</b> data were collected through invoices and reports from our utility providers.</li><li>• <b>Mobile combustion</b> data were collected through invoices from our fleet service provider. Subsequent calculations were based on mileage data and the average fuel consumption rating for our vehicles.</li><li>• <b>Fugitive emissions</b> were calculated through environmental incident reports for the fiscal year.</li></ul>



Scope 2	<ul style="list-style-type: none"><li>• For our Scope 2 emissions, we assumed that our market-based emissions were equal to our location-based emissions in the absence of contractual instruments being used.</li><li>• <b>Steam and energy consumption</b> data were collected through invoices and reports from our utility providers.</li></ul>
Scope 3	<ul style="list-style-type: none"><li>• We chose to report our emissions from leased properties in Scope 3 as we determined that we did not have formalized parameters within our lease contracts to allow for material reductions in emissions.</li><li>• Our Scope 3 data do not include any biogenic CO2 emissions.</li><li>• Energy consumption for our <b>leased sites</b> was collected through invoices and reports from our real estate property manager, as well as the application of a proxy where the information was not available.</li><li>• Fossil fuel consumption for <b>business travel</b> was collected through reports from our travel service providers.</li><li>• Emissions from our <b>procured goods and services</b> were based on our spend volume. A different carbon emission factor was applied to the spend by category to obtain estimated emissions from our procured activities.</li><li>• Scope 3 emissions on <b>employee commuting</b> were based on data provided from Statistics Canada Census records in comparison to employee full-time equivalent data.</li><li>• The Scope 3 emissions shown in the table below were deemed relevant for the purposes of our baseline evaluation.</li><li>• Emissions from <b>downstream leased assets</b> were based on customer consumption data and recoveries.</li></ul>



Scope 3 emissions <sup>24</sup>	Relevance and explanation
Category 1: Purchased goods and services	Deemed to be relevant
Category 2: Capital goods	Deemed to be relevant
Category 3: Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	Deemed to be relevant
Category 4: Upstream transportation and distribution	Deemed not to be relevant as not part of CBC/Radio-Canada activities
Category 5: Waste generated in operations	Deemed to be relevant
Category 6: Business travel	Deemed to be relevant
Category 7: Employee commuting	Deemed to be relevant
Category 8: Upstream leased assets <sup>25</sup>	Deemed to be relevant
Category 9: Downstream transportation and distribution	Deemed not to be relevant as not part of CBC/Radio-Canada activities
Category 10: Processing of sold products	Deemed not to be relevant as not part of CBC/Radio-Canada activities
Category 11: Use of sold products	Deemed not to be relevant as not part of CBC/Radio-Canada activities

<sup>24</sup> For each Scope 3 category, no emissions were calculated using data obtained directly from suppliers or other value chain partners, except for upstream leased assets (Category 8), where 35% of our emissions was directly provided by our real estate property manager.

<sup>25</sup> All leased CBC/Radio-Canada assets are captured under Scope 3, Category 8.



Category 12: End-of-life treatment of sold products	Deemed not to be relevant as not part of CBC/Radio-Canada activities
Category 13: Downstream leased assets	Deemed to be relevant
Category 14: Franchises	Deemed not to be relevant as not part of CBC/Radio-Canada activities
Category 15: Investments	Deemed not to be relevant as not part of CBC/Radio-Canada activities

NOTE: For the purposes of our strategy, we have excluded production-related commissioned content (i.e., independent productions) from our Scope 3 evaluation due to the unavailability of established methodology to allow us to accurately calculate these emissions.

## GHG emissions data in tons CO<sub>2</sub>e<sup>26</sup>

To make a meaningful contribution to environmental sustainability, we need to better understand our impacts and identify ways to decarbonize our activities through the conservation of energy and reduction of emissions.

Following the preparation of our Scope 1 and Scope 2 emissions report in accordance with the GHG Protocol Corporate Standard, we are proud to disclose data from all three Scopes. The following table outlines our GHG emissions over the last three years, in comparison to our baseline (2019-2020).

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<sup>26</sup> Occasionally, Statistics Canada revises some of its historic data, which can affect carbon emission values, thus impacting our total emissions.





Scopes and categories	2019-2020 (Baseline year)	2022-2023	2023-2024 <sup>27</sup>	2024-2025 <sup>28</sup>
<b>TOTAL (tCO<sub>2</sub>e) - ALL SCOPES</b>	<b>76,011</b>	<b>65,572</b>	<b>57,467</b>	<b>57,358</b>
Scope 1: Direct emissions from owned/controlled operations	3,581	3,698	3,293	3,066
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating and cooling	10,225	9,449	8,724	9,084
Scope 3: Emissions (deemed relevant)	62,205	52,425	45,450	45,208
Category 1: Purchased goods and services <sup>29</sup>	27,942	24,440	19,347	20,022
Category 2: Capital goods	8,600	6,125	4,929	5,965
Category 3: Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	1,461	1,363	1,280	1,270
Category 5: Waste generated in operations	438	191	174	88
Category 6:	6,486	4,215	3,988	2,895

<sup>27</sup> Data assured by a third party internal audit review

<sup>28</sup> Preliminary results. Data subject to change pending assurance through an independent Limited Assurance Review.

<sup>29</sup> Does not include production-related commissioned content due to limitations in data methodology.



Business travel				
Category 7: Employee commuting	6,004	5,969	5,805	5,818
Category 8: Upstream leased assets	8,663	7,419	7,508	7,060
Category 13: Downstream leased assets	2,611	2,703	2,418	2,090

All preliminary data will undergo a third party limited assurance review in 2026-2027 following the implementation of our new Enterprise Resource Planning (ERP) tool. The efforts made to achieve these reductions are outlined throughout this report.

## Net-Zero Challenge

Building on an analysis completed on our emissions by source, hotspot and area of impact, in 2024-2025, we completed a net-zero pathway mapping exercise that aligns with requirements of the [Net-Zero Challenge](#). Our commitment to Environment and Climate Change Canada's Net-Zero Challenge was announced in June 2023.

The pathway we developed is critical for future strategic planning and helped identify several possible decarbonization levers by Scope. The net-zero model follows pre-requisites of the [Science Based Targets initiative](#) (SBTi) as we work toward alignment. Targets are considered "science-based" if they are in line with what the latest climate science says is necessary to limit global warming to 1.5°C above pre-industrial levels. Science-based targets provide a clearly defined pathway by specifying how much and how quickly an organization needs to reduce its GHG emissions over a specified period of time.

An update on our progress under the Net-Zero Challenge is found [here](#).



## Measurement uncertainty

*We rely on data based on what we believe to be reasonable calculations for the applicable periods of measurement. There are inherent challenges in collecting this information, particularly as more accurate data sources from both internal tools and third parties to measure our GHG emissions become gradually available. As a result, changes in the way data are collected could result in certain information provided in future periods not being comparable with information disclosed in prior periods.*

*For example, base year emissions may need to be recalculated if one of the following occurs:*

- *The Corporation goes through acquisition or divestment;*
- *There are structural changes within the Corporation; or*
- *There are changes in the calculation methodology that will have a “significant” impact on the base year emission number.*








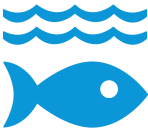
## Recalculation Statement

It is CBC/Radio-Canada’s position that the 2019-2020 baseline year will only be recalculated if a change in procedure or methodology is deemed to be material.



## United Nations Sustainable Development Goals (UN SDGs)

Targets set as part of our *Greening Our Story* strategy are aligned with the UN SDGs. The table below highlights our activities and how they correspond to our achievements toward the UN SDGs.

Producing sustainably				
 <b>3</b> Good health and well-being	 <b>11</b> Sustainable cities and communities	 <b>12</b> Responsible consumption and production	 <b>13</b> Climate action	 <b>17</b> Partnerships for the goals
A Light Footprint				
 <b>7</b> Affordable and clean energy	 <b>9</b> Industry, innovation and infrastructure	 <b>11</b> Sustainable cities and communities	 <b>12</b> Responsible consumption and production	 <b>13</b> Climate action
 <b>14</b> Life below water	 <b>17</b> Partnerships for the goals			





## Scripting a New Path



**8**

Decent work and economic growth



**9**

Industry, innovation and infrastructure



**11**

Sustainable cities and communities



**12**

Responsible consumption and production



**13**

Climate action



**16**

Peace, justice and strong institutions



**17**

Partnerships for the goals

## Shaping Our Narrative



**11**

Sustainable cities and communities



**13**

Climate action



**15**

Life on land



**16**

Peace, justice and strong institutions



## Looking Ahead

In June 2021, CBC/Radio-Canada embarked on a sustainability journey that heightened our commitment to build an environmentally sustainable public service media company that current and future generations can be proud of. Our intent was for the Corporation to be a leader in this area and to inspire the Canadian media industry to do its part in addressing the threat of climate change. Four years later, this ambitious sustainability journey has significantly changed the way we think about the environment and sustainability as a whole.

Growing beyond measure, we started the cultural shift needed to embed sustainable thinking in all we do. We have had a profound impact on the media and broadcast industry and have worked hard to identify better ways of doing things in a more sustainable and efficient manner. These efforts are reflected not only in the reductions we have seen in our GHG emissions, energy and water consumption, but also in how we continue to engage with our employees and partners.

While there is more to do, it's clear that with the *Greening Our Story* strategy, we have a strong foundation to build and evolve. And in this, the final year of our current strategy, we are developing a new strategic plan that will take us beyond 2026 and help us meet the commitments we've set for 2050. It will not be an easy journey, but we are determined to explore every feasible option and solution to help us achieve the short- and long-term targets we've set for ourselves and the Corporation.

*Greening Our Story* is about building on our learnings and accomplishments to continue to push boundaries in our industry and being the Canadian leaders in environmental sustainability.

One thing is for certain. Our journey to green our story will continue beyond this strategy. We can't wait to show you what's next.