

## 2025 SENIOR EXECUTIVE COMPENSATION SUMMARY

(April 2025)

Cash Compensation at CBC/Radio-Canada	President and CEO	Executive Vice-President <sup>(2)</sup>	Vice-President
Number Eligible	1	2	5
Total Cash Compensation Range <sup>(1)</sup>	<a href="#">See Government of Canada for details</a>	\$410,000 - \$615,000	\$335,000 - \$500,000
<b>Comparative Market Data</b>			
Total Cash Compensation - Public and Private Sector Peer Median <sup>(3)</sup>	N/A	\$594,000 - \$770,000	\$324,000 - \$683,000

<sup>(1)</sup> Total Cash Compensation for the President and CEO is governed by the regime for Governor-in-council appointees. The compensation system for the Senior Executive Team is overseen by the Human Resources and Governance Committee of the Board. This compensation includes base salary, and other taxable benefits (e.g. local travel allowance, memberships, financial planning, etc.). The Executive Vice-President, CBC and the Executive Vice-President, Radio-Canada also participate in a long-term retention program.

<sup>(2)</sup> Positions are Executive Vice-President, CBC and Executive Vice-President, Radio-Canada.

<sup>(3)</sup> Per external consultant market studies (2024), comparative data from 49 peer companies in the entertainment, education, healthcare and telecommunications industries as well as Crown Corporations and federally-regulated companies. Peer companies include, for example, Corus Entertainment, Maple Leaf Sports & Entertainment, Canadian Pacific Railway, Bell Canada, Rogers Communications, TELUS Corporation, Canada Post, VIA Rail Canada, University Health Network and the Treasury Board of Canada Secretariat.