

2023 SENIOR MANAGEMENT COMPENSATION SUMMARY

(at April 1, 2023)

Cash Compensation at CBC/Radio-Canada	President and CEO ⁽²⁾	Executive Vice-President ⁽³⁾	Vice-President ⁽⁴⁾
Number Eligible	1	2	5
Base Salary Range	\$442,900 - \$521,000	\$284,000 - \$436,500	\$258,000 - \$436,500
Total Cash Compensation Range ⁽¹⁾	\$472,900 - \$623,900	\$311,000 - \$686,500	\$282,000 - \$637,700
Comparative Market Data			
Total Cash Compensation - Public and Private Sector Peer Median ⁽⁵⁾	\$1,087,000	\$843,000	\$434,000 - \$583,000

(1) Total Cash Compensation for the President and CEO is governed by the regime for Governor-in-council appointees. The compensation system for the rest of the Senior Executive Team is overseen by the Human Resources and Governance Committee of the Board. This compensation includes base salary, applicable at-risk incentive pay at target, 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 incentive plan.

(2) Governor in Council Appointee. (2022-2023 Salary Range)

(3) Positions are Executive Vice-President, CBC and Executive Vice-President, Radio-Canada.

(4) Consistent with a desire to reduce the number of executives, some positions are combined and are not easily comparable with other companies of similar size and scope. Positions are: Vice-President and Chief Financial Officer; Executive Vice-President, Strategy and Corporate Development; Vice-President, People and Culture; Vice-President, Legal Services, General Counsel and Corporate Secretary; Executive Vice-President, Technology and Infrastructure.

(5) Per external consultant market studies (2022 - except for President and CEO data which is from 2015 market studies), including long-term incentives; comparative data from 47 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, Telesat Canada, Canada Post, NAV Canada, University Health Network and the Treasury Board of Canada Secretariat.