



Vancouver Film Studios

Setting the Stage for Green Production

Vancouver Film Studios
3500 CORNETT ROAD

2025 IMPACT REPORT

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Vancouver Film Studios

453.01 
TONNES OF CO₂
EMISSIONS OFFSET


50 LBS OF HONEY
HARVESTED


ELECTRIC GENERATORS

137 mWh
SOLAR ENERGY

\$12k
CONTINUING EDUCATION
BURSARIES

\$140k
ADDITIONAL DONATIONS TO
COMMUNITY PARTNERS

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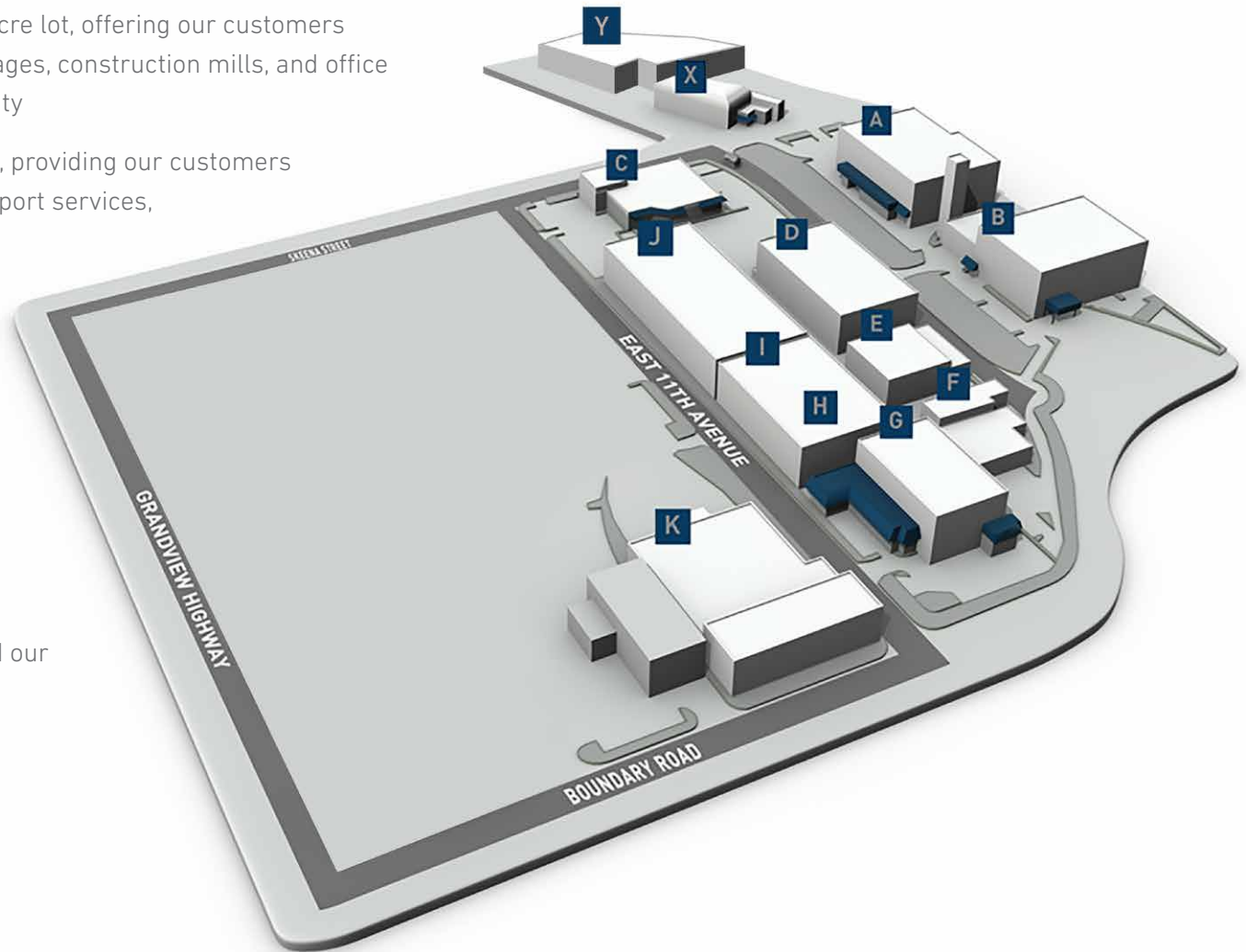


Vancouver Film Studios

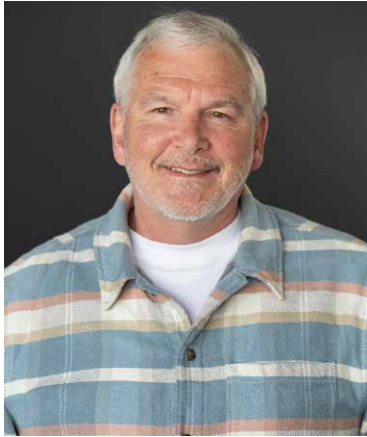
VANCOUVER FILM STUDIOS – AT A GLANCE

Comprised of Vancouver Film Studios, Pacific Backlot Services, and Signal Systems, Vancouver Film Studios was a family owned company from 1999 to 2023 and then in July 2023, was acquired by Hackman Capital Partners, a group of companies which includes MBS Studios and MBS Equipment.

- We are the only film studio physically located in the City of Vancouver, just 15 minutes from downtown and 25 minutes from the Vancouver International Airport
- We are located on a multi-acre lot, offering our customers 13 state of the art sound stages, construction mills, and office space providing 24/7 security
- We are a full-service facility, providing our customers with an array of on-site support services, including grip, lighting and lifts from Pacific Backlot Services, IT, phone and radio support from Signal Systems.
- As a B Corp, Vancouver Film Studios is proud to consistently demonstrate a commitment to our community, our staff, our environmental partners and our customers.



MESSAGE FROM THE PRESIDENT



Across the globe, we are facing growing environmental, economic, and social uncertainty. Climate pressures continue to intensify as industries - including our own - navigate rapid change. In film and television, shifting audience habits and the race to profitability among streaming platforms have created a challenging new world.

2025 was a tough year at Vancouver Film Studios; it

was also a year that reinforced our commitment to long-term sustainability—in every sense of the word.

In the face of a slowdown, we chose to hold our course. We maintained staffing levels, recognizing that a resilient organization begins with its people. We extended benefits, supporting the health and well-being of our team. We continued to invest in our community, honouring our contributions to organizations that support and strengthen the film and television industry. And we upheld the trust of both our employees and our clients, maintaining strong satisfaction levels in our year-end surveys.

At the same time, we did not step back from our environmental commitments. As a carbon-neutral studio since 2008 and B-Corp since 2021, we understand that progress is not measured only in periods of growth. It is defined by consistency—by continuing to prioritize responsible operations, reduce our impact, and support productions in doing the same, regardless of market conditions. This is what sustainability means to us: not a set of initiatives that expand or contract with the cycle, but a core principle that guides decisions in both strong years and challenging ones.

As we look ahead, 2026 will likely remain a year of uncertainty—globally, environmentally, and within our industry. But Vancouver Film Studios is well positioned. We are supported by a strong and loyal customer base, and by a team of dedicated professionals who bring purpose and care to their work every day. At VFS, we will continue to focus on building a studio that is not only resilient, but responsible—one that supports its people, serves its clients, contributes to its community, and operates with the long-term health of our industry and our planet in mind.

That commitment remains unchanged.

Warm regards,

Pete Mitchell

Pete Mitchell, President



ABOUT THIS REPORT

“Understand that there’s a big difference between just reducing harm, and doing things that advance the positive good. So my advice to entrepreneurs is, if you can do that, that’s the Holy Grail, that’s the North Star.”

VINCENT STANLEY, DIRECTOR PATAGONIA PHILOSOPHY AT PATAGONIA.

It seems every year we learn to embrace a new normal. Last year we continued to feel the effects of the Screen Actors Guild and Writers Guild strikes of 2023 with a continued contraction of production levels across North America. Additionally, the evolving political climate affecting our neighbours in the United States has reinforced the importance of maintaining the values that define Vancouver Film Studios. We remain steadfast in our commitment to fostering a safe, respectful, and inclusive environment where the wellbeing of our staff, clients, community, and the environment remains central to everything we do. This year we were proud to:

- Be certified as a BC Green Business within the province
- Be successfully certified as an Albert Sustainable Studio, the first in the province to do so
- Continue our relationship with ImagineNATIVE in the adjudication of Indigenous Bursary Award
- Continue the Vancouver Film Studios Continuing Education Bursaries in partnership with Aged Out
- Begin a staff led Adopt a Block program for maintaining the cleanliness of our local neighbourhood
- Be honoured at the Cannes Film Festival by the Global Production Awards as a finalist for Studio of the Year for the 2nd year in a row
- Continue to promote educational opportunities to staff, ex certificates, ongoing training, etc

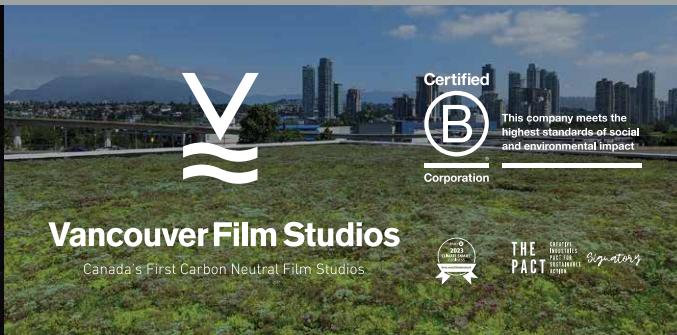
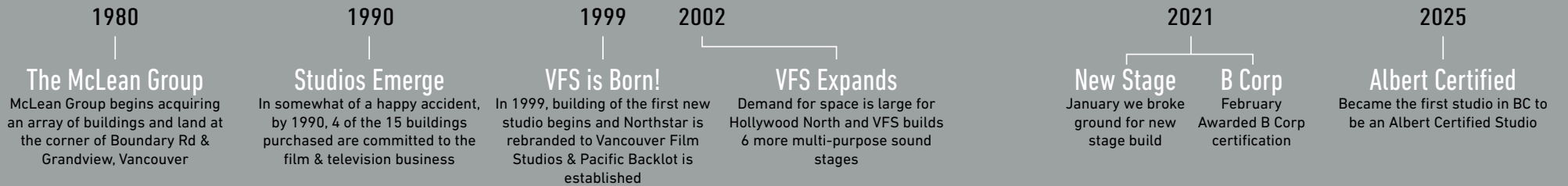
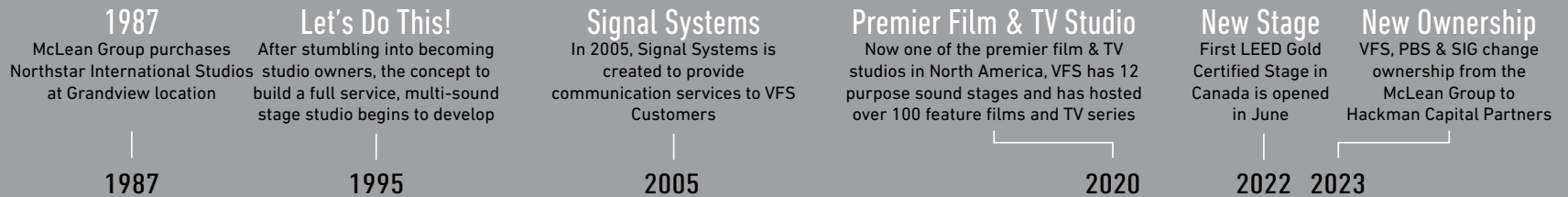
- Host a celebration of life for CMPA legend Tracey Friesen who passed away from cancer tragically in 2024
- Host the DGC’s first EV Workshop where people from across the industry came to find out the latest in EVs!

We saw the cancellation of one of the network shows “The Irrational” in 2025 which was a sad loss for us and the entire crew as we were really looking forward to another season with them on the lot! It did allow for new projects to come to the lot including a very popular game to TV show from Sony and Amazon that will prove to be one of the biggest shows we have ever had. There’s lots of excitement coming up for us and the whole B.C industry as we are home not only to this show, but two of the other biggest shows currently in production in the world. This boost is a testament to the resilience of the film industry here, and the amazingly talented crew, locations and incentives we have to be able to support some of the biggest projects in the world.

Our hope is we will continue to attract these types of shows which will allow us to continue our impact discussions on a larger scale. We continue to challenge ourselves to grow and develop to make sure we are maintaining our commitment unparalleled customer service and relationship building, while also making sure we are doing so in a positively impactful way.



OUR HISTORY TIMELINE



BACKGROUND

Back in the 1980's, the McLean Family acquired land in and around the current VFS site. In 1999 Vancouver Film Studios was created, quickly followed by Pacific Backlot Services that same year, and Signal Systems in 2005. The McLean Group owned Vancouver Film Studios for 24 years until in July 2023, ownership transitioned to Hackman Capital Partners.

Vancouver Film Studios is committed to engaging and supporting local community initiatives and organizations. Some of our ongoing and most long-standing community partnerships include:

- Take a Hike
- Aunt Leah's Tree Lot
- Sacred Earth Solar
- Templeton Secondary School's Dream Big Productions
- Collingwood Neighbourhood House
- Vancouver Foundation Community Impact Fund
- Local industry film festivals

VFS currently employs approximately 31 full-time staff across security, operations, sales marketing, IT, and equipment. A commitment to community engagement, inclusion, and responsible stewardship forms a key part of VFS's organizational values, and our employees consistently demonstrate these principles through their actions.

Staff actively contribute to their communities through volunteer work, charitable initiatives, and participation in fundraising efforts. These contributions reflect a broader culture of civic engagement and social responsibility within the organization.

VFS is also committed to fostering a workplace culture that supports inclusion, diversity, and equity. Employees play an important role in advancing these principles both within the organization and in the broader community. In the coming year, VFS will continue to strengthen its commitment to social equity, economic sustainability, and environmental responsibility through ongoing initiatives, policies, and operational practices.





ABOUT OUR MOTIVATION & VALUES

At Vancouver Film Studios, client satisfaction remains a top priority. Since our inception, exceptional customer service has been a core organizational value. Each member of our team is committed to careful attention to detail, with the goal of consistently exceeding client expectations and delivering a superior service experience.

We recognize the demanding nature of our clients' work and strive to provide a seamless, well-managed production environment that allows them to focus on their creative and operational objectives. At VFS, customer service is not confined to a single department—it is embedded throughout our organization and reflected in every interaction.

Our reputation has been built through the daily dedication of our employees, and we take great pride in the role each team member plays in upholding these standards. This collective commitment is central to our continued success.

We remain dedicated to continuously strengthening our customer service practices and welcome client feedback as an important part of refining and improving the experience we provide. At the same time, we prioritize the wellbeing and support of our employees, recognizing that a strong, engaged team is essential to delivering the high level of service our clients expect.



OUR VALUES



COMMUNITY

We believe in engaged corporate citizenship and vigorously pursue opportunities that support the environmental and social health of our community.



HEALTH & SAFETY

We value the well-being of every individual and are committed to providing a workplace for our employees and customers that is healthy and safe.



EDUCATION

We are committed to lifelong learning, and offer our employees educational avenues that will improve their skills and increase the value and quality of our services.



CLIENT FOCUSED

We know that going the extra mile for our customers makes the difference between a good operator and a great enterprise.



ACCOUNTABILITY

We hold our vendors and suppliers to a high standard meeting our sustainability expectations.



RESPECT

We value positive change and respect the opinions, knowledge and experience of our customers and colleagues.



DIVERSITY & INCLUSION

We are constantly striving towards a diverse employee group that reflects the community in which we work and live.



QUALITY

Committing to delivering high-quality services and class-A facilities that meet or exceed customer expectations.



INNOVATION

Encouraging continuous improvement, creativity, and adaptability to better serve the community and clients.



TRANSPARENCY

Providing clear and accurate information about business practices, performance and impacts to foster trust and accountability.



INTEGRITY

Upholding honesty, transparency, and ethical behaviour in all business dealings, regardless of the circumstances.



COLLABORATION

Fostering teamwork, partnerships, and open communication to achieve shared goals effectively.

OUR BUSINESS HIGHLIGHTS

VFS

15 
ACRES

Certified

Corporation


carbonhound

450 
PARKING SPACES

16 
ELECTRIC CAR
CHARGING STATIONS

100% 
RENEWABLE NATURAL GAS


BC GREEN BUSINESS


Studio
Sustainability
Standard
ALBERT STUDIO
SUSTAINABILITY
STANDARD



SIGNATORY TO THE CREATIVE
INDUSTRIES PACT FOR
SUSTAINABLE ACTION


BEE POLLINATOR
FRIENDLY SITE


13 
PURPOSE BUILT
SOUND STAGES

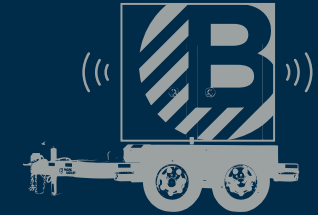
100%
EMPLOYEES TRAINED
CARBON LITERACY

PBS & SIGNAL SYSTEMS


45% 
LIGHTING INVENTORY IS LED


- Investing in LED lighting, electric fleet
- **GOAL:** transition generators to hybrid models in future

10% 
OF POWER SUPPLIED ON
LOCATION IS ELECTRIC



100% OF GENERATORS HAVE
REMOTE MONITORING TO
HELP GATHER INFORMATION
AND EDUCATE CUSTOMERS
ON MORE EFFICIENT USAGE

100% 
OF GENERATORS
AND FORKLIFTS ARE
CARBON NEUTRAL

67% 
OF LIFTS ARE ELECTRIC
WITH A GOAL TO GET TO
80% FROM 2025 TO 2028

1500+
2 WAY RADIOS

150+
TRUNK RADIOS

50+
MOTOROLA WAVE
TLK100 RADIOS

Intangible Resources: intellectual property assets, organizational assets, and reputational assets

OUR SUPPLY CHAIN

VFS remains committed to working with vendors and suppliers whose practices align with our ESG goals. We hope to continue to host vendor sustainability meetings that bring together our local partners for collaborative discussions on sustainability practices, expectations, and available resources to support their environmental impact journeys. These sessions encourage vendors to evaluate their operations, better understand their carbon footprint, and explore tools such as the Climate Smart and now Carbonhound program, which has been an invaluable educational and measurement resource for VFS. The goal of these gatherings is to create an open forum where vendors can exchange ideas, learn from one another, and stay informed about evolving best practices and challenges related to reducing environmental impact.

We aim to continue hosting this event annually to engage with both existing and new vendors, fostering open dialogue around best practices, evolving standards, and the challenges organizations face as they work to reduce their environmental impact.

As we begin our B Corp recertification process, we are increasingly aware of the important role our supply chain plays in achieving meaningful progress. Collaboration and knowledge-sharing with our vendors are essential components of this effort. A continued priority for VFS is supporting our vendors and suppliers in making informed environmental and social decisions while maintaining open and ongoing conversations about responsible practices.



Our ongoing process will be based on the following:

AUDIT & INDEPENDENT ASSESSMENT

As new vendors come to us, we are asking what their sustainability practices are or if the product itself is sustainable, recyclable etc.

SUPPLIER ENGAGEMENT

Having open and honest conversations, changing their way of thinking, and pressuring them to consider more sustainable ways of business

SETTING TARGETS

Establishing a Supplier Code of Conduct – also a requirement of B Corp recertification

SETTING EXPECTATIONS

We expect all vendors to conduct responsible business practices including human rights, occupational health and safety protocols, and protection of the environment.



STILL CREEK PROJECT & BEES

Once considered one of the most polluted streams in the province, Still Creek has seen significant environmental improvement over time, including the return of spawning salmon for the first time in nearly a century. VFS remains committed to supporting the ongoing protection and restoration of this fragile ecosystem.

While progress has been made, Still Creek continues to face challenges, including the risk of waste and toxic materials entering the waterway. VFS actively supports efforts to protect the creek by promoting environmental awareness among our clients and visitors and reinforcing the importance of responsible practices on and around our property.

We also continue to support the health of the local ecosystem, including the bee colonies that have been part of the VFS community since 2021. We recognize that bees are fundamental

to our eco-system and their homes are constantly under threat due to city densification but as we all know, bees are hugely important to our environment as they are critical pollinators. Bees pollinate 70 of around 100 crops species that feed 90% of the world! Unfortunately, in 2025 a mite ran through many of the local hives that East Van Bees manages, and we lost all of our bees, the hives, and the queens. We knew we needed to work with Steven and the crew at East Van Bees to find a way to recover the hives and introduce new queens to the environment. Steven procured several queens from New Zealand and while we still mourn the loss of Thelma and Lou-Bees, we look forward to the prosperity of our new queens and the hives they create. Hopefully we will be able to see a similar yield of honey as we have in the past and continue to sell it to customers and staff by donation to further support our donations to our local community partners.





VANCOUVER FILM STUDIOS INDIGENOUS BURSARIES AND AWARDS

In 2025 we were incredibly proud to launch the fourth annual Indigenous Filmmakers Award. Our expansion of the program in 2024 from a \$5k award to a \$10k award was made to increase the impact of this award which we were able to see within the previous award winner's project "Love is Trash" by Kenny Welch. We knew in 2025 we needed to maintain this expanded impact of the award and knew the success of the adjudication process was in a large part from the partnership with ImagineNATIVE. In 2025 we again promoted his on our social media and connected with a few community partners to amplify the reach but relied on the network of ImagineNATIVE to assist in the promotion of the award in addition to the adjudication process. ImagineNATIVE is the world's largest presenter of Indigenous screen content. In addition to their many programs, bursaries and partnerships, they host an annual Media and Arts Festival in Toronto that collects Indigenous content creators and artists to connect and build community while celebrating arts and culture. We were so excited and proud to partner with them and they brought so much richness to our adjudication process and are incredibly grateful to them for their time. With their support we received 14 applicants that through several hours of discussion and review we selected Hunter Grant for his short "Light the Stars", a story about friendships and the changing dynamics within them. In regard to the production of Light the Stars, Indigenous writer/director Hunter Grant says the following:

"Moving into pre-production on "Light the Stars", I would say I feel somewhere between excited and nervous. Excited, for the chance to work with my people — cast, crew, and the rest of the Tooth and Nail team -- to share a story that is very close to my heart. And nervous,

for all the people who will be looking to me in the coming weeks and months to see this project through, and ultimately, to see if my story resonates with others.

Still, life is about meeting and overcoming challenges, growing a little older and a little wiser with every new experience. To that end, I am very grateful for the opportunity afforded to me by the Vancouver Film School's Indigenous Filmmakers Awards program. The generosity, guidance and support of the VFS team has been instrumental to this project coming to fruition, and I look forward to sharing the results of my work!"

We also saw the completion of our 2024 award winner Kenny Welch with his short "Love is Trash" a story about how much you can learn about, and perhaps become obsessed with, someone based on only looking through their trash. We look forward to what's next from all our previous award winners and Hunter's project development in 2026.

In 2025 we continued our commitment to our Vancouver Film Studios Continuing Education Bursaries! This was an initiative that began in 2022 when one of our former staff members, Antonio Hutchison, a Cree employee himself, came to us with an idea for a scholarship for status and non status holding Indigenous persons in need of financial support for continuing education programs. They connected us with an organization called Belonging Network, formerly known as Aged Out, a part of BC Adoption Services. As someone who had gone through the foster system, Hutch wanted to advocate for those who, once aged out of the system, have limited support and access to scholarships and bursaries for continuing their education, and many of these

opportunities are only eligible for people until they reach another age cut off. As we continued to talk to Hutch about their experience, we decided to implement a scholarship program with Belonging Network. These scholarships would be open to all status and non status holding Indigenous people who, at any age, need assistance to support further education towards their career goals in any industry, not just film or television related. We allocated \$12,000 to this initiative with individual recipients eligible to receive up to \$3,000 each. Applications with Belonging Network the 2025 scholarships closed in July 2025 and of all the applications, 5 recipients were selected. These applicants ranged in aged and work experience and were seeking support for education in the following areas: Indigenous education, dental hygiene, engineering, digital photography, and gender, equity and women's studies. We're so happy to see the success of this initiative and are looking forward to the next round in 2026!



B CORP CERTIFICATION



BCorp certification is a rigorous and painstaking process requiring an evaluation of all business areas including but not limited to: governance, community, worker category (engagement, compensation, benefits, perks), finance, customers, and environment. Certification requires a company achieve 80+ points, which is something only 2% of companies manage to do their first try. To appreciate how tough it is to achieve 80 points, the

median score for most businesses who complete the evaluation is 50.9 points. In 2021 VFS proudly certified with 84 points and in 2024 we were able to recertify as a BCorp with 86.2 points securing our certification into 2027!

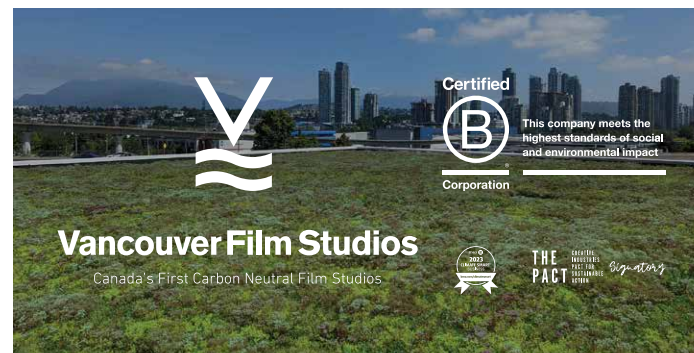
For those who do not know, what is a BCorp?

A **B Corporation (B Corp)** is a business that meets high standards of social and environmental performance, transparency, and accountability. Certified by **B Lab**, B Corps commit to balancing profit with purpose, considering the impact of their decisions on workers, customers, communities, and the environment. The certification process evaluates a company's governance, sustainability, and ethical practices. B Corps aim to use business as a force for good, driving positive change while maintaining financial success. Well-known B Corps include **Patagonia, Ben & Jerry's, and Allbirds.**

As we prepare for our recertification, we are also getting to learn the new B Corp Standards that are being published for all new certifying B Corps and all recertifying ones too.

These standards aim to strengthen the impact B Corps are committing to. Previously, B Corps had a baseline of disclosure and governance criteria to meet and then were able to select achievements and award points to be able to meet the 80 pts threshold for certification. Now, all B Corps will have the same disclosure and governance criteria, as well as mandatory policies and procedures in place related to environmental initiatives, their staff, their community, and their overall impact. The aim is to make it, so B Corps are all meeting the same goals across the same set of criteria to create a more standardized tool for best practices for positive impact. It's quite the change for us but we are curious to get started and recertify under these new standards! We know we have a lot to learn about this new standard but look forward to it setting new standards of the positive impact we can make as a company!

We also look ahead to further strengthening our relationship with fellow B Corps local and worldwide. We hope to continue to attend events, attend webinars, and ask questions about how we can become a more impactful company and learn from those who are doing it in a variety of different sectors and in different countries around the world!



ALBERT STUDIO SUSTAINABILITY STANDARD

The Albert Studio Sustainability Standard is a voluntary certification designed specifically to help film and TV studios measure and reduce their environmental impact across their whole site.



Developed by BAFTA's Albert organization with industry partners, it is positioned as the world's first sustainability assessment tailored to studio facilities rather

than individual productions. The standard is aligned with the UN Sustainable Development Goals and is intended as both an educational and an incentive tool, guiding studios through practical improvements such as better recycling systems, low VOC paints, sustainably sourced timber, and stronger supply chain policies. Achieving a higher scores shows clients and broadcasters that a studio is actively managing its environmental footprint and supporting net zero goals for the screen sector.

Studios are assessed against a detailed scorecard covering six key areas: climate, circularity, nature, people, management, and data. Criteria span energy use and carbon emissions (Scopes 1 and 2), waste and materials, biodiversity on and around the site, workforce wellbeing, governance, and how well the studio measures and reports performance. Participating studios receive a performance report and an overall grade, allowing them to benchmark progress year over year and compare themselves with other facilities globally.

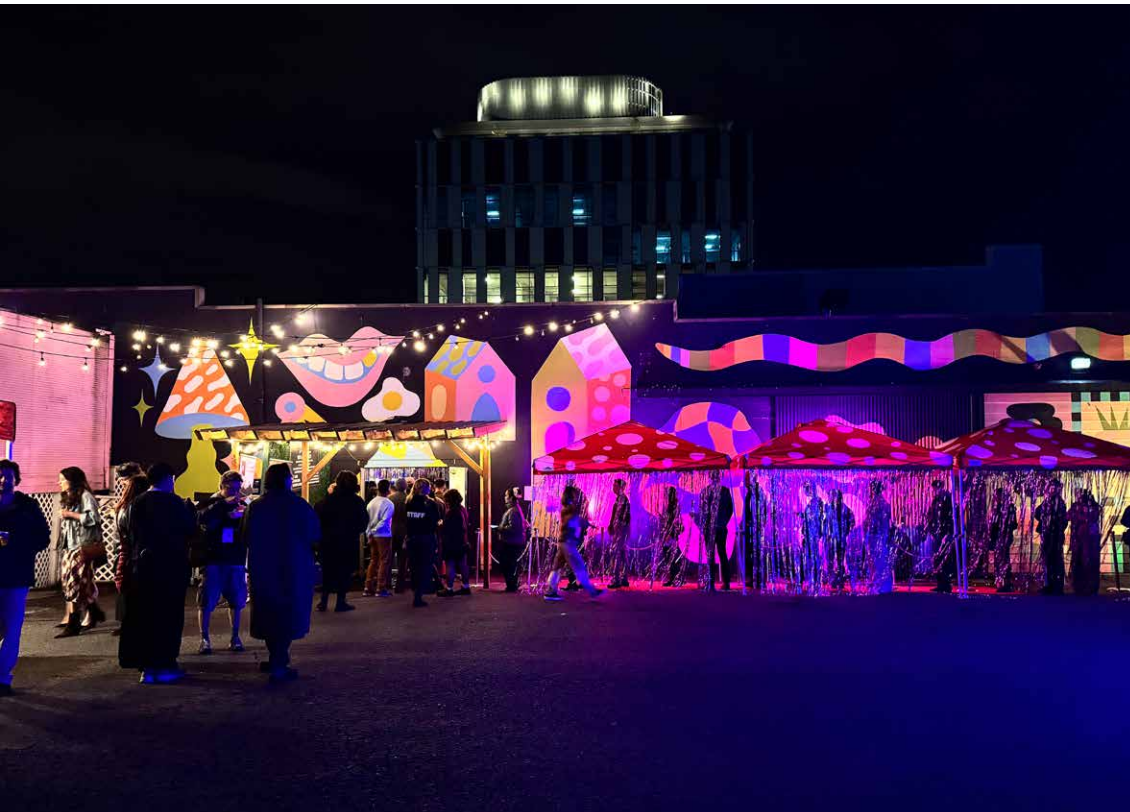
We began our assessment in the fall of 2024 and spent several months working through the criteria, preparing evidence and

making sure we met as many of the assessment criteria as we were eligible for. We received news in the spring of 2025 that we received a "PASS" from the assessment team for our studio! We were very excited to be a part of the group, this amazing group of studios who are consistently showing up to create positive environmental and social impacts as a facility and within their

productions. However, we can't lie and say it was a disappointing score. "PASS" is the lowest level of this certification we could have received, and we were honestly a little surprised! We learned a lot about what we could do as a studio to better align with the assessment but unfortunately being a 25-year-old facility and one that supports production rather than develop them, there was only so much as we could do to meet certain criteria. We're taking this as a learning experience though. We need to see where we can be more influential on our shows in these impactful decisions and we need to see what creative solutions we can come up with to further the purpose of our infrastructure without starting at zero. But this is all a great opportunity for us to see what we can do differently and make some changes in a positive direction! Through the later half of 2026 we will prepare our recertification for this standard which will be valid for another 2 years and we hope that we will be able to share that we increased our score to "GOOD" or "VERY GOOD"!







FINANCIAL SUSTAINABILITY

Following a strong rebound in 2024, the global production landscape in 2025 saw a moderation in activity as the industry continued to recalibrate. While the post-strike surge in production helped drive a robust 2024, that momentum did not fully carry into 2025. Across key markets, production volumes remained below historical peaks, with many regions still approximately 20–30% below pre-pandemic levels. Compared to 2024, activity was largely flat to slightly down, as studios and streamers continued to prioritize cost discipline and more selective greenlighting.

In Canada, and Vancouver specifically, activity remained relatively resilient but followed a similar pattern. While the region continues to be a leading global production hub, 2025 saw fewer large-scale productions compared to the prior year, along with increased competition from jurisdictions offering enhanced incentive programs.

Against this backdrop, Vancouver Film Studios remained focused on what we can control. Consistent with our approach during both the pandemic and the 2023 strikes, we remained committed to our employee base. We maintained our full workforce with zero attrition, reinforcing stability and continuity during a period where many in the industry were forced to scale back. At the same time, we increased wages to align with living wage standards and

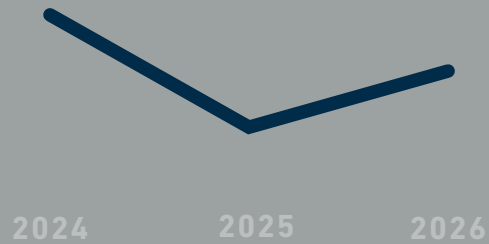
enhanced our benefits program to provide higher-quality care and support for our team. These investments reflect our belief that long-term success is built on a strong, supported workforce, resulting in improved employee satisfaction over the year.

Externally, we delivered a high level of service to our customers, with satisfaction scores improving year over year, reinforcing the consistency and quality of service our customers experience on the lot. We maintained our support of local communities by keeping donations in line with prior years, while continuing to advance our environmental efforts and ensuring sustainability remains embedded in our day-to-day operations.

Looking ahead, we are focused on returning to our historical levels of performance. With production activity beginning to rebound and our foundation firmly in place, we expect improvements in both occupancy and profitability. We are entering the next phase with confidence, discipline, and a clear path back to the level of performance we know this business can deliver.

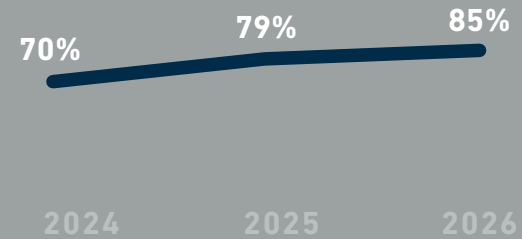
NOI

NET OPERATING INCOME



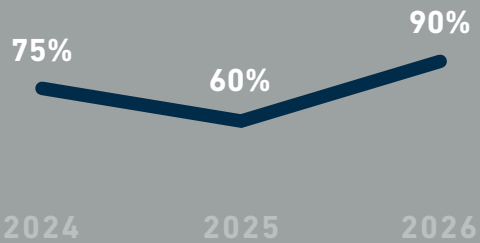
EMPLOYEE

SATISFACTION



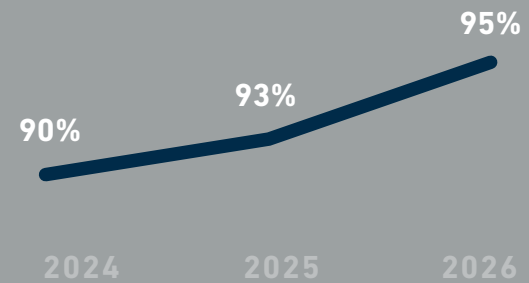
OCCUPANCY

RATE



CUSTOMER

SATISFACTION



ENVIRONMENTAL SUSTAINABILITY

In 2025 we unfortunately saw the closure of our carbon accounting program Climate Smart with Radicle and BMO. This was a sad moment in the carbon accounting world as we saw a local BC Based B Corp transfer through two acquisitions to then end up dissolved under its new management. We were fortunate however that they had a transition company in place with Carbonhound who we will now be working with for carbon accounting management. Even though our relationship with Climate Smart was ending, they were still able to be our offset purchaser for 2024 emissions and we were able to continue support to the Great Bear Rainforest in the Haida Gwaii area of British Columbia that protects forests that were previously available for logging reducing emissions caused by harvesting, road building and other forestry operations. We were also able to support the Northwoods Pulp Recovery Boiler project in Prince George, BC. This project provides GHG emission reductions by displacing fossil fuel derived electricity with renewable electricity for a large lumber mill. This project allows for steam power to meet up to 90% of the plants needs and is anticipated to reduce 19,000 tonnes of carbon dioxide annually. Next year, we will be shifting our offset program to fall under Veritree, a local B Corp that also has a relationship with the Great Bear Rainforest and will be able to allow us to continue to offset for that project. They also offer local kelp and tree planting which we are excited to learn more about!



Additionally, we installed LED exterior lights and are now excited to say we have all LEDs for inside and outside of our buildings! We were also very proud to achieve LEED Gold Operations and Maintenance certification for our new buildings Stage E and F Offices. These building came online in 2022, and we LEED Gold Certified in construction, but we wanted to push one step further and make sure their operations and maintenance was up to the same level! We conducted customer satisfaction audits, monitored energy usage, conducted air quality control testing, etc and we able to achieve this in 2025. We will now annually review this certification to make sure we are continuing to do so but we are very proud of this achievement. And lastly for 2025, VFS was proud to join Producing for the Planet's Advisory Group. This advisory collects folks across the country within the industry looking to further engage on best environmental practises, create new pathways and programs for environmental leadership and have the opportunity to learn from others. We look forward to further developing our role within this advisory in the coming year.

REEL GREEN INITIATIVES:

Vancouver Film Studios was proud to again donate \$5000 to the Reel Earth Day challenge in partnership with Metro Vancouver Regional Parks Foundation. 100% of the funds went to the Reel Earth Day projects administered by the Pacific Parklands Foundation. This annual challenge focuses on bringing awareness to productions about their impact on the environment when filming raising money toward rehabilitation of those spaces. This year also

included some remarkable social projects as well. In 2025 these projects included native species planting. Indigenous led summer camps, lagoon habitat reforestation and bat and owl habitat boxes. We look forward to being able to continue to support this initiative in years to come!



COMMUNITY GARDENS:

Last year we hosted another “Beeducation” session led by our beekeeper Steve at East Van Bees for our staff and crew on the lot! While we are unsure how much honey we have harvested yet from last year due to a mite infestation of our hives, we are optimistic that we will continue to be able to harvest honey and continue to sell this honey by donation with all proceeds go to support local community initiatives selected by staff.

PRE-PRODUCTION SUSTAINABILITY MEETINGS

In 2025 we continued to meet with our productions prior to their first day of shooting to discuss the initiatives and programs on the lot as well as expectations for them while they are with us. We provided resources where necessary and are very excited to keep this up for each new show that comes our way in the future. We also further developed “The Sustainability Scoop” our newsletter on all thing’s sustainability. As we expand our policies on the lot, our expectations and engage with more sustainable vendors, we further add to this document and actively encourage our productions to let us know ways in which we can continue to provide resources to help them be as green as they can be.

MANDATORY RECYCLING:

Recycling stations are set up throughout offices and sound stages to encourage productions to recycle plastic, metal, glass, tin, batteries, CFL and LED light bulbs, and ink cartridges. In 2024 we introduced cosmetic recycling to our productions on the lot allowing for hair and makeup teams as well as any crew across the lot to have a way to properly recycling their makeup products once used. We also began an annual E-Waste Drive available to all crew and productions which saved 3 full cages of equipment that might have otherwise ended up in a landfill.

EV CHARGING STATIONS:

These stations support and encourage electrical vehicle use.

SOLAR PANELS:

In 2025 they produced more than 137 mWh and since installation have planted the equivalent of 8500 trees.

LED LIGHTING:

LED lights, lightbulb recycling and light switch sensors provide a complete energy-efficient solution for washrooms, offices and stages.



TESTIMONIAL



GEOFF MANTON

Vancouver Film Studios and Pacific Backlot have been an incredible part of our journey for over a decade. They've consistently shown up as true partners: thoughtful, flexible, and genuinely invested in the people behind the projects. They make collaboration easy and enjoyable, which is no small thing in this industry.

What really sets VFS and Pacific Backlot apart is how deeply they care about the local community. They actively support local talent, open their spaces to community initiatives, and understand that a strong industry is built by nurturing relationships, not just servicing productions. Working with them never feels transactional. It feels like being part of a shared ecosystem built on trust, generosity, and mutual respect. It's not just business; it's community and friendship.



ENVIRONMENTAL MANAGEMENT PROGRAMS

Our in-house waste reduction and recycling program extends beyond municipal minimums in the following ways:

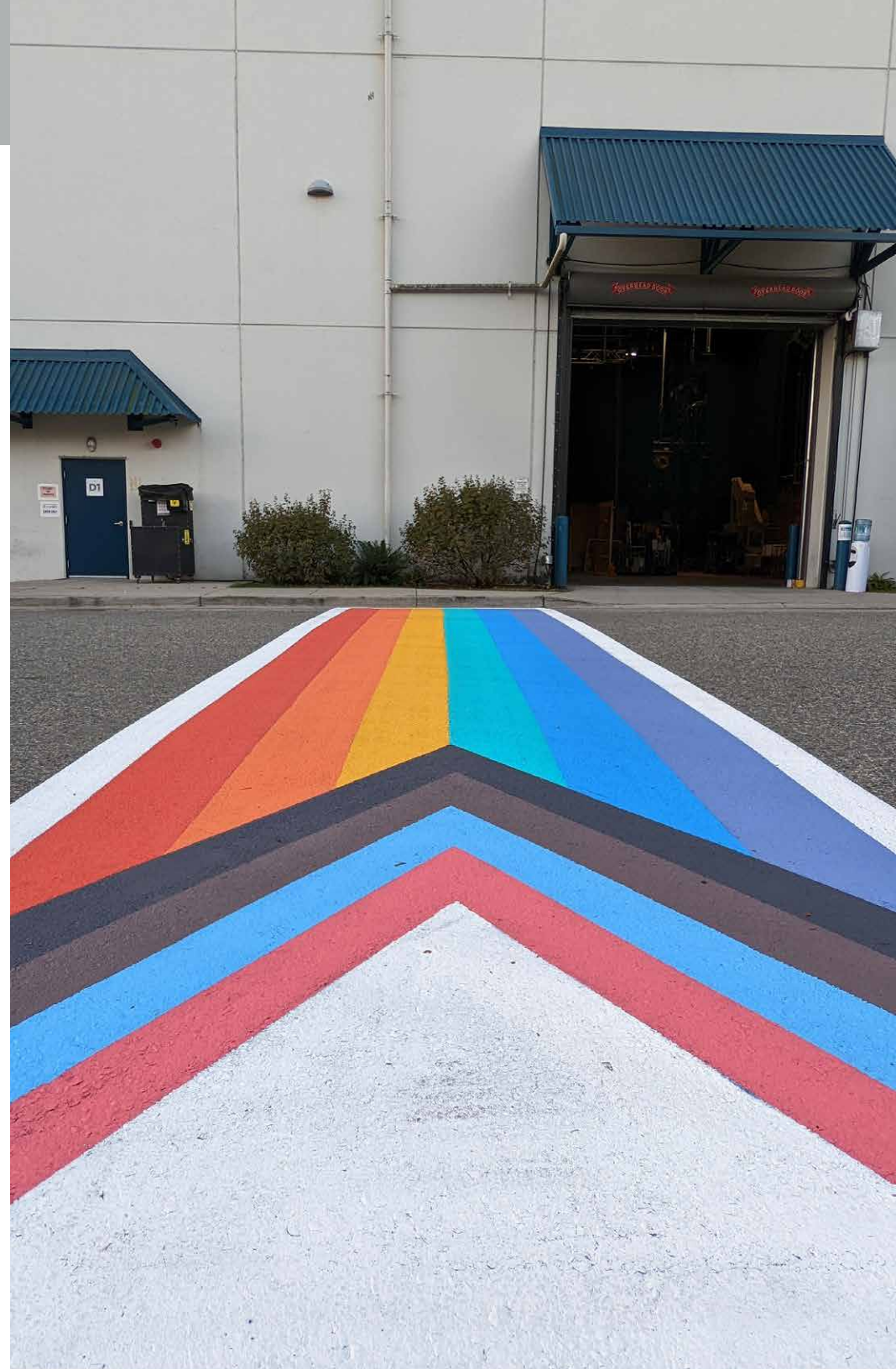
- **Grey Water:** ensuring customers, vendors, suppliers do not dump water into catch basins
- **Cigarette butt recycling:** waste is turned into plastic pallets for industrial use.
- **Composting** turns organic matter into a sustainable solution for our gardens.
- **Recycling stations** set up throughout offices and sound stages to encourage productions to recycle plastic, metal, glass, tin, batteries, CFL and LED light bulbs and ink cartridges.
- Cosmetic recycling available
- Big Brother clothing Donation bin
- **Reusing, recycling or donating film set materials.** We participate in the Sustainable Lockup (an industry initiative to recycle sets and furniture).
- **E-waste collection program** with an annual on the lot E-Waste Drive
- **Policy on single use items** for staff (i.e. water bottles)
- **Waste pick-up management** resulting in a decrease in the frequency of waste collection and haulage.
- **Removal of desk-side garbage bins** in all production offices.
- **Centralized cardboard recycling.** Single point for cardboard collection for the entire site to decrease the frequency of haulage. This also encourages better waste segregation and recycling practices among the employees and occupants of the site.
- **We encourage bicycle commuting** with bicycle rooms, on site showers
- **Energy conservation:**
 - Policy on turning lights off when not in use.
 - All phones and computers go to sleep in the evening.
 - Occupancy light sensors in all washrooms that are high frequency use
 - Low voltage security equipment (cameras)
- **Education:** lunch and learns about sustainability





BRAD VAN ARRAGON

Vancouver Film Studios is world class facility for film and TV production. Their physical spaces are superb, their staff are exceptional, their prices are competitive. What really sets VFS apart is their commitment to meaningful environmental action. This is seen in their new Leeds certified office building with its acre of solar panels, the salmon bearing creek running the length of the property, and steady support for sustainable production practices for any show coming through. Their welcoming and thoughtful business approach makes VFS an ideal home for larger studio productions and smaller independents and well deserving of the "Studio of the Year" award.



SOCIAL SUSTAINABILITY

THREE FACETS:



**Team
Engagement**



**Community
Collaboration**



**Wellness, Health
and Safety**

SOCIAL SUSTAINABILITY



Our Approach:

At Vancouver Film Studios, we strive to be more than simply an employer. We are committed to fostering a supportive workplace where employees are empowered to grow and succeed. Through ongoing learning opportunities, professional development, and knowledge-sharing, we aim to provide our team with the tools and resources they need to build meaningful careers while contributing to the continued success of the organization.

Culture:

Workplace culture reflects the character and personality of an organization. It is shaped by shared values, interactions, and behaviours, and ultimately defines how people work together and support one another. Increasingly, organizations recognize that alongside structural elements such as ownership, capital, and strategy, a healthy workplace culture is essential to long-term success and resilience.

At VFS, we believe we have built a strong and positive workplace culture and remain committed to ensuring every employee's voice is heard. To support this, we engage external consultants to conduct in-person interviews with employees, focusing on their overall experience within the organization. These conversations explore questions such as what motivates employees to remain committed to their work and the company, as well as how they navigate decision-making and collaboration within the organization.

We encourage open and honest feedback, recognizing that meaningful improvement comes from understanding the full range of employee perspectives. By listening to our team and acknowledging both strengths and areas for growth, we can continue to evolve and strengthen our organization together.



Celebrations & Social Events:

2025 was a year of reconnection and with that we took every opportunity to have some fun that we could. We kicked off the year with a client event in March in the theme of "Spring Break Happy Hour". Rather than only doing an event once a year in Whistler, we thought it would be nice to have another check in with everyone in the spring and catch up. We invited Producers and PMs from shows both on and off our lot to the Flamingo Room on Commercial Drive. We had a great night with everyone full of food, laughs and stories and will now be making this an annual event!

Our staff had a lot of fun together too! We got together for bowling nights, horse races, lunches, pizza parties and Halloween festivities to name a few. We saw the departure of a long-standing maintenance team member, with us for over 15 years. We gathered for industry events and even found some new office furry friends. We spent the year getting back to our roots: they don't call us the "FUN" studios for nothing! We look ahead to 2026 in the hopes to have more chances to connect with staff and our clients and we can't wait to share what shenanigans we get up to next!



Training & Talent Development

VFS continues to invest in our employee training and talent development, and we believe that true performance development is only effective when it includes professional and personal goals and reviews include an Individual Performance Plan (IPP) where the manager and employee work together to identify objectives for the coming year. In 2025, our employees participated in a variety of courses including:

- Lift and forklift certifications
- Occupational First Aid Training
- College and University Courses
- Accounting Designation work
- Sustainable marketing and development
- Diversity and Inclusion training
- Carbon Literacy Certification
- Conferences and Professional Designation Update

Feedback

Each year VFS conducts an Employee Engagement Survey to get direct and anonymous feedback from our employee group. In 2025, 59% of employees completed the survey, 4% lower than the previous year. Responses included the following:

- On a scale of 1-10 for happiness at work, the average score was 84, up from 78.1 the previous year
- 90% of employees agree they feel valued and respected at work, up from 72% the previous year
- 90% of staff were motivated to see the company succeed, up from 81% the previous year

Communication continues to be an area employees identify as needing improvement which has been an area we are aware we need to work on and will continue to strive to do so!

In 2025 we conducted our now annual Customer Satisfaction Survey, asking for the feedback from over 40 local Producers and Production Managers. We had a response rate of 43% which is up from 34% the previous year so we are quite happy with that. We hope in 2026 to redistribute and collect additional feedback too but from our 2025 survey we learned:

- 100% still felt like staff are knowable, professional and helpful
- 100% have confidence in VFS and 100% strongly agreed they would recommend VFS to their colleagues, up from 88% in both categories from the previous year
- 88% agreed that our environmental initiatives are important to them.

We are commitment to providing exceptional customer service to our clients and provide a safe and supportive working environment for our staff!

Diversity and Human Rights

Respect for human rights is fundamental value at VFS and is reflected through our policies and practices. We expect every individual to be treated with respect and dignity and strive to make our work environment a better place to be, which includes consistently reviewing and updating company policies and codes of ethics to ensure we are adapting to current and upcoming laws and social nuances. We expect our employees to hold us accountable and accept and act upon feedback in real time.

Instilling sound justice, equality, diversity and inclusion (JEDI) practices takes work, and we still have much room for improvement. In the next year we hope to continue to make progress to:

- Increase in female-identifying individuals in traditionally male-held roles
- Increase in female-identifying supervisors
- Increase in % of visible minorities on staff
- Supporting individuals considering gender transition
- Revised and enhances Respect in the Workplace Policies
- Barrier-free external recruitment practices
- Increase accessibility offerings to all staff and crew who need it
- In 2022 we welcomed the installation of the Progress Pride flag to our lot to let our crew and community on the lot that this is a safe workplace for all.







SOCIAL SUSTAINABILITY



In 2025 we were able to help support 52 community groups and organizations in amounts ranging from \$500-\$10,000, this is up from 34 organizations in 2024! 19 were organizations we regularly donate to and the rest were new groups or groups we have donated to in the past but maybe hadn't in recent years. We continued with our popular 2024 program of Staff Pick Donations! We again asked all staff to submit suggestions for us to donate funds for the year and we had 21 submissions in total! We then asked staff to pick their top 5 and from this we were able to donate \$2000 each to Battered Women's Support Services, MOM2MOM, SAINT (Senior Animals in Need Today), Canadian Mental Health Association and Atira Women's Resource Society. After receiving so many votes where several organizations were tied, we decided to give additional donations to the Vancouver Humane Society, Community Impact Fund, Big Brothers/Big Sisters of BC and ReRoot Vancouver. ReRoot and TJ Conwi was a new relationship we were able to develop in 2025. They are a Vancouver-based social enterprise that turns surplus food from restaurants and grocers into frozen, ready-to-heat meals, using sales to fund meals for people facing food insecurity and to reduce food waste. Founded by chef and community leader TJ Conwi of Ono Vancouver, the initiative grew out of his pandemic work transforming donated ingredients into hundreds of thousands of meals for local charities, combining his Filipino-rooted, West Coast cooking with a strong commitment to social impact. We were introduced to him through our Earth Day screening of his documentary and instantly knew he and his program were a cause worth investing in. We look forward

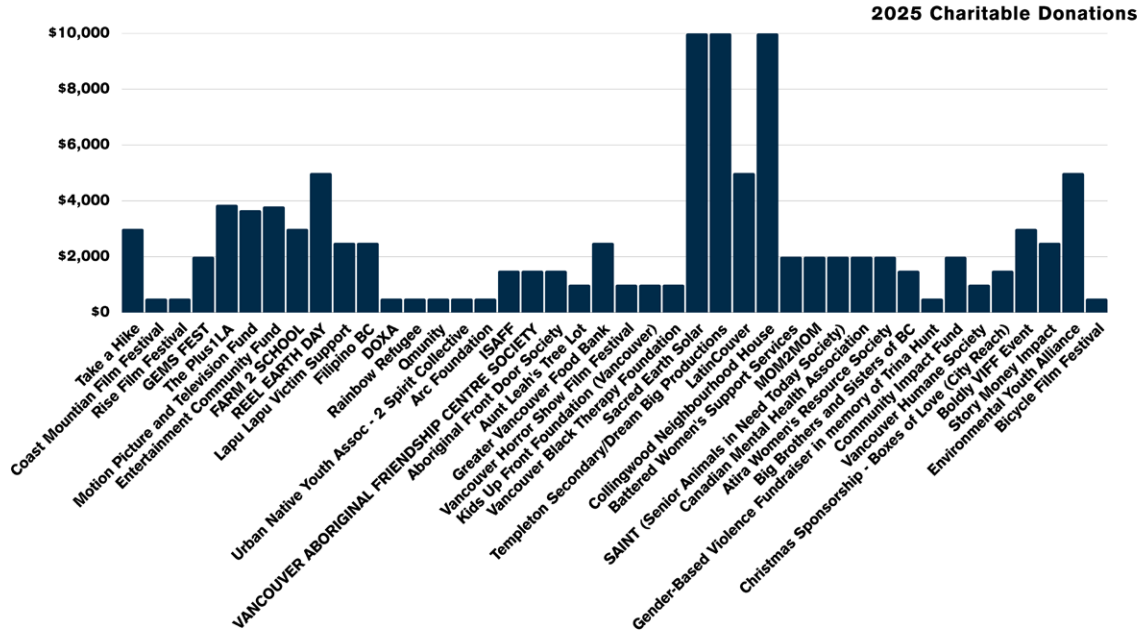
to working with him more and getting to experience his truly incredible catering! In addition to those above we also supported this year: were:

- Take A Hike
- SPCA
- Greater Vancouver Food Bank
- Out on Screen
- Filipino BC
- Organizations in L.A helping those impacted by the LA fires in the entertainment community
- Various local film festivals and community projects

We also actively encourage employees to take advantage of the Company's two paid days off to volunteer. These employees take time to support Vancouver School Board, Reel Earth Day Challenge, Adopt a Block and Aunt Leah's Place.



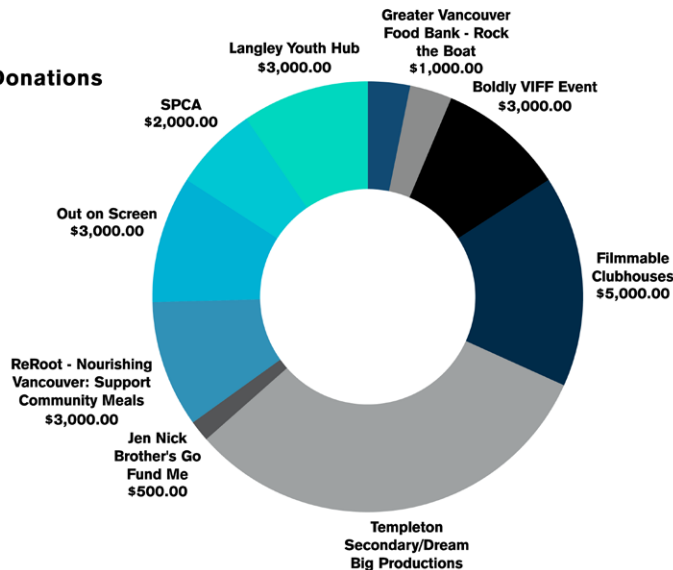
- New Employee Training
- 100% employer paid extended health and dental benefits
- On-site gym
- Sport scholarships and sponsorships
- Promote bike or bus/train to work
- On-site showers and changerooms
- Weekly safety committee meetings
- Healthcare spending account for additional benefit



A few of the events and organizations we support.



2025 Charitable Donations



LOOKING FORWARD

In 2025 we hoped to see increased production from the elevated PSTC incentive announced at the end of 2024. We wanted to develop stronger relationships with our community partners and further engage with our clients. We wanted to become the first purpose built sound stage in BC to achieve Albert Certification for Sustainable Studios and we wanted to continue to set ourselves as industry leaders. While perhaps we saw a dip in production levels in 2025, we can say we were successful in every other way! We continue to challenge ourselves to be better than the version we were the previous year and will continue to do so.

As we look ahead to 2026 there is a lot of excitement. We have the potential to spend much of the year fully occupied. We have a lot of exciting events both as host and attendees, one of which is we will be the B Corp Champions retreat in Milwaukee, WI with other B Corps around the world! We have more opportunities to engage with our customers on some big projects which will hopefully allow us to further support them in their environmental and social initiatives. We've got education and training initiatives upcoming, a B Corp and an Albert recertification to complete and we have a new relationship with local B Corp Veritree to familiarize ourselves with! There's lots to be excited about in 2026 and we look forward to being able to continue to grow alongside our local industry and within our impact journey as well.

Goals for the coming year.

- Familiarize with the new B Corp Framework and prepare for recertification
- Recertify as an Albert Studio partner
- Engage further with the Producing for the Planet Advisory Group
- Continue to engage suppliers and vendors on best practices for social and environmental goals
- Continue to improve diversity and inclusion
- Continue to grow our relationship with local indigenous communities
- Develop further partnerships with related environmental organizations related to film to help assist productions in reducing their footprint.



