



ROGERS
cybersecure
catalyst

Driving Impact, Building Resilience

2025 at the Catalyst

A Message from Charles Finlay

Rogers Cybersecure Catalyst is widely considered to be Canada's most active and impactful post-secondary-based hub for technology safety and security.

And in 2025, we showed why.

We launched training initiatives for cyber managers, rolled out programs to help startups innovate securely, and stood up the Catalyst Community Platform, where our alumni and learners come to share best practices and seize opportunities.

As Canada's sovereignty was questioned, we doubled down on our national cyber sector, launching a Buy Canadian Cyber initiative that connects buyers with Canadian cyber companies in communities from coast to coast to coast. We looked beyond Canada's borders, expanding our delivery of cyber training at the Cybersecurity Centre of Excellence in Cyberjaya, Malaysia. And we boosted our neighbors right here at home, teaching cybersecurity best practices to Brampton-based small businesses.

Collaboration is always our jam: in 2025 we joined with our home institution Toronto Metropolitan University to launch a Master of Cybersecurity program, and we expanded our reach with promising partnerships in British Columbia and the NorthWest Territories. The steadfast commitment of our many partners and collaborators made all of this possible. And the best team around made it happen. I am grateful and proud. And the best is yet to come.

Dare to do.



Charles Finlay

*Founding Executive Director,
Rogers Cybersecure Catalyst*



Who We Are

Rogers Cybersecure Catalyst is Toronto Metropolitan University's national centre for training, innovation, and collaboration in cybersecurity. Since its founding in 2018, the Catalyst has established itself as Canada's most active and impactful post-secondary-based hub for technology safety and security, delivering high-impact programs, fostering public-private-academic partnerships, and driving innovative solutions to critical technology security challenges.

Through collaboration with partners in Canada and around the world, the Catalyst helps individuals, organizations, entrepreneurs, and communities strengthen digital resiliency skills, help address cybersecurity challenges, and build a more secure digital future.

Toronto
Metropolitan
University



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2025 Board of Directors

The Catalyst Board of Directors is a group of dedicated leaders who guide our strategy and amplify our impact across the cybersecurity ecosystem. Their commitment to building a more secure, inclusive, and innovative Canada is what makes the Catalyst's work possible — and their collective expertise spans the full breadth of what cybersecurity demands today. Meet the leaders driving our work forward.



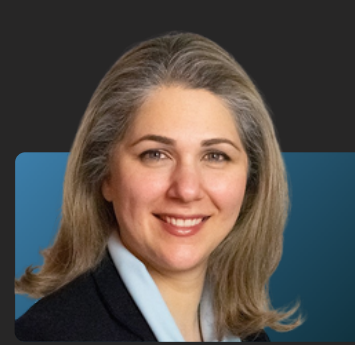
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Samuel Schwartz

President,
**The Strategy Law
Group**



Charles Finlay

Ex-Officio; Founding
Executive Director,
Rogers Cybersecure Catalyst



Heather Adam

Director, Strategic Operations
& Secretary of the Board,
Rogers Cybersecure Catalyst

Milestones That Shaped Our Future

Every milestone represents more than an accomplishment — it reflects our commitment to strengthening Canada's cyber resilience. Together, these moments from 2024–2025 laid the foundation for where the Catalyst is today and where we're headed next.

2024

Launch of RBC FinSec Incubator, powering the financial sector with secure tech solutions

Announcement of strategic partnership with Blackberry to support Indo-Pacific cyber efforts

First annual Catalyst Summit hosted in Brampton, ON

Launch of ACE (Advanced Cyber Education), offering specialized training for immediate to advanced cybersecurity professionals

Launch of the Cyber Challenge to empower Ontario startups to create cyber solutions

Launch of Certificate in Cybersecurity and the Law in collaboration with TMU's Lincoln Alexander School of Law

Catalyst Milestones: 2024-2025

2025

Announcement of partnership with Toronto Metropolitan University to deliver Master of Cybersecurity program

Launch of Cyber Management Essentials, providing key skills for cyber professionals to become effective managers of cyber teams

Announcement of strategic partnership with Royal Roads University and Prosper NWT to expand the Catalyst's reach into Western and Northern Canada

Launch of Brampton Community Partner Program, providing Brampton-based businesses with cybersecurity training

Launch of Buy Canadian Cyber directory, a resource to discover, connect with, and buy from leading Canadian cybersecurity providers

Launch of Catalyst Community Platform, a digital hub to foster connection and engagement amongst Catalyst learners, alums and community members

Launch of Catalyst Cyber Clinic, providing cyber support for non-profit and social impact organizations

Launch of Cyber for Startups, equipping early to mid-stage technology startups with the cybersecurity knowledge needed to embed security

Sovereignty & Defence in the Age of AI

In 2025, a changing geopolitical landscape reshaped Canada's security priorities. Rising tensions with the United States, renewed commitments to defence spending, and the rapid rise of AI made one thing clear: cybersecurity, national security, and economic resilience can no longer be considered separately.

As AI transforms every sector, it is also accelerating cyber threats and reshaping the systems that underpin our economy, government, and critical infrastructure. Cybersecurity is no longer just about protecting networks; it is about strengthening Canada's digital sovereignty and building the resilience to compete and thrive in an increasingly contested world.

This is where the Catalyst is focused: preparing leaders, strengthening Canada's cyber workforce, supporting homegrown innovation, and advancing the secure adoption of AI to help safeguard Canada's digital future.

Canada's ability to compete and protect what matters depends on:

- ✓ Trusted domestic cybersecurity innovation
- ✓ Operational readiness across sectors
- ✓ A highly skilled and diverse cyber workforce
- ✓ Strong collaboration between industry, government, and academia

The Catalyst operates at this intersection.

Our Impact, By the Numbers

While 2025 marked a pivotal year for Canada's digital future, our impact has been years in the making. These cumulative results showcase what we've achieved since the Catalyst's launch in 2018 to date.

More than 1,700 program graduates

make up the Catalyst Community and come together to solve the most pressing global cybersecurity challenges.

Over 900 SMEs

have received training from our cybersecurity experts.

475+ municipal & law enforcement professionals

across Canada have been impacted by Catalyst programming.

Over 2,500 students and youth

have engaged in the Catalyst's cyber and digital literacy programming.

More than 800 cybersecurity roles

have been created, filled, or enhanced across Canadian organizations.

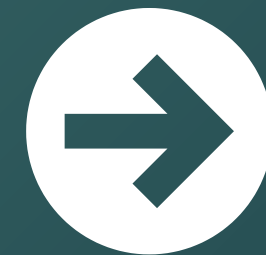
73% of Catalyst learners self-identify as women, non-binary, or members of other equity-seeking groups.

Individual Training in Action

Setting the standard

Where cyber gets its start: 2025

Since 2018, the Catalyst has been laying the foundation of security in Canada. Through collaboration among the private, public, and academic sectors, the Catalyst advances the skill development and career progression of cybersecurity professionals and unites the national and global communities in awareness and defence against digital threats.



Powering Canada's Cyber Talent Pipeline

Captured Impact in 2025

Through targeted, individual-focused programs, the Catalyst equips participants with in-demand technical, leadership, and management skills, enabling career entry, advancement, and transition into cybersecurity roles. Collectively, these programs deliver job-ready talent, strengthen leadership capacity, and measurably expand Canada's cybersecurity workforce.

Talent Development by the Numbers

80%

of job-seeking graduates secured a new job or promotion after completing the program.

We empowered
**more than
500 youth**

to explore pathways in cyber.

In 2025, over 30% of Catalyst program participants identify as women or non-binary, and more than 50% identify as BIPOC

Program Overview

As of December 31, 2025

ELCI



The Mastercard Emerging Leaders Cyber Initiative (ELCI) is helping to build the next generation of cyber leaders, one woman or non-binary executive at a time. With 117 participants across four cohorts and dozens of dedicated mentors, the program doesn't just develop skills; it cultivates strategic networks and sector influence, transforming who holds power in Canadian cybersecurity.

Cyber Management Essentials



Technical expertise gets you in the door, but Cyber Management Essentials helps move you up the ladder. This program bridges the critical gap between deep technical know-how and leadership, equipping cyber professionals with the HR, strategy, and team development skills needed to lead with confidence across any organization.

Rogers Catalyst Fellowship



The Catalyst Fellowship Program turns academic rigour into real-world impact, connecting research talent with industry challenges that matter. Since its start, 24 fellows have generated the evidence-based insights that shape Canada's cybersecurity practices, policies, and workforce from the ground up.

Strengthening Cyber Resilience Across Organizations ➡

Since 2018, the Catalyst has played a leading role in strengthening Canada's cyber resilience. Through collaboration across the private, public, and academic sectors, we equip small and medium-sized enterprises with the training, tools, and expertise needed to enhance their cybersecurity posture and respond to evolving digital threats. By building organizational capacity, fostering cross-sector collaboration, and promoting cyber awareness, the Catalyst is helping create a more resilient and secure digital economy.

Organizational Defence by the Numbers

Captured Impact in 2025

Over 140 Ontario businesses

have been empowered to adopt and integrate cyber strategies.

**5 not-for-profit & social
impact organizations**

were provided foundational cyber support.

**110+ municipalities
trained**

in the Catalyst Cyber Range and through tabletop exercises and workshops focused on technical or non-technical concepts to support planning, decision making and action.

**More than
550 employees** trained in the
Catalyst Cyber Range.

Programs at a Glance

Cumulative Impact Since Founding

Cyber Integration for Businesses

Over 400 employees from more than 250 organizations have been equipped to align their operations with modern cybersecurity standards through the Catalyst's Cyber Integration for Business programs, in partnership with the Canadian Cyber Threat Exchange and the Government of Ontario. The program drives measurable improvements in cyber posture across six leading Ontario sectors and their supply chains, turning digital risk into competitive advantage.

Catalyst Municipal Training

Over 300 municipal professionals and counting — the Catalyst is making sure Canada's cities are ready for what's coming. Through tabletop exercises, hands-on training in the Catalyst Cyber Range, and practical governance frameworks, the Catalyst's municipal programming gives elected officials and staff the tools to make smarter decisions, coordinate faster responses, and protect the trust of the communities they serve.

Catalyst Cyber Clinic

The Catalyst Cyber Clinic does double duty: it delivers free, foundational cybersecurity support to under-resourced non-profits while giving Catalyst graduates real-world consulting experience they can't get anywhere else. In its first active cohort alone, the Clinic engaged 17 participants and supported five non-profit organizations, proving that protecting vulnerable communities and building capable defenders aren't mutually exclusive.

Catalyst Law Enforcement Training

Over 180 law enforcement professionals have been trained through Catalyst programming to date. By building technical fluency and sharpening investigative readiness across agencies, these programs ensure Canada's frontline responders, analysts, and investigators are equipped to tackle cybercrime before it escalates, not after.

Powering Canada's Cyber Innovators ➡

As of December 31, 2025

Through entrepreneur-focused programs, the Catalyst supports Canadian founders in bringing cybersecurity solutions to market, strengthening go-to-market readiness, and connecting with customers, partners, and public-sector buyers. These initiatives help accelerate commercialisation, reduce barriers to adoption, and grow a more competitive and trusted Canadian cyber innovation ecosystem.

Organizational Defence by the Numbers

In 2025,
**We empowered more than 60
Canadian startups.**

**Over \$2M dilutive funds and \$759K
non-dilutive funds were raised in
2025 by early-stage fintech startups.**

**Cyber Challenge alums have
collectively raised nearly \$3M in
investment capital and generated
close to \$2.5M in new sales in less
than one year.**

Program Overview

Captured Impact in 2025

Cyber for Startups

In the fall of 2025, 33 early-to-mid-stage tech startups joined Cyber for Startups. Delivered with support from RBC and amplified through innovation hubs across Canada, the program helps founders embed security into their companies from day one, before rapid growth outpaces risk governance.

The Cyber Challenge

Since launching in 2024 in partnership with the Canadian Cyber Threat Exchange and with support from the Government of Ontario, Cyber Challenge alums have collectively raised nearly \$11.2M in investment capital and generated close to \$9.9M in post-program sales. By connecting high-potential startups with real industry partners to pilot and validate their solutions, the program turns promising ideas into market-ready cybersecurity products that strengthen Canada's domestic innovation edge.

The RBC FinSec Incubator

The RBC FinSec Incubator is supporting the secure fintech companies of tomorrow. With over \$2M in dilutive and \$759K in non-dilutive funds raised by participating startups, the program helps early-stage ventures embed security architecture at inception, reducing downstream risk while earning the investor and customer confidence needed to scale.

Catalyst Summit

The Catalyst Summit brought together more than 250 attendees for a day of inspiring keynotes, thought-provoking panels, and interactive workshops focused on the future of cybersecurity.

Featuring 13 external speakers, the event explored AI adoption, quantum technologies, collaboration with law enforcement. As well, talks covered Canadian procurement pathways, and the startup mindset, along with practical career workshops. Keynote discussions examined democracy, digital dependency, and the growing risks of misinformation and disinformation — reinforcing the urgency of strong, coordinated cyber leadership.

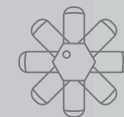


buycanadiancyber.ca



Buy Canadian Cyber

As geopolitical uncertainty and concerns around digital sovereignty intensified in 2025, the Catalyst, with our partner In-Sec-M, launched BuyCanadianCyber.ca — a national platform connecting organizations with trusted Canadian cybersecurity solutions. More than a directory, it is a celebration of Canadian innovation, helping organizations buy local, strengthen resilience, and support a thriving domestic cyber industry. The platform now proudly lists 237 Canadian cyber companies.



Looking Ahead: Driving National Leadership ➡

If the past year was about expanding capacity, the year ahead is about deepening strategic impact.

AI will continue to redefine both opportunity and threat. Critical infrastructure will become more interconnected, and regulatory expectations will intensify. Public trust will depend increasingly on digital resilience.

Canada must be prepared.

Looking Ahead

The challenges facing Canada are no longer defined by cybersecurity alone. The rise of artificial intelligence, geopolitical competition, information warfare, and increasingly sophisticated digital threats demands a coordinated national response that spans innovation, workforce development, public policy, and operational resilience.

In 2026, the Catalyst will build on its role as a national convenor and catalyst for action through a series of initiatives designed to strengthen Canada's cyber and technological sovereignty. By bringing together leaders from across sectors, we will help advance the capabilities, partnerships, and ideas needed to secure Canada's digital future.

A few highlights of our upcoming 2026 initiatives:

Secure AI [↗](#)

As organizations accelerate AI adoption, the Catalyst is planning to deliver new course offerings called Secure AI to help leaders navigate the opportunities and risks of emerging technologies. Through executive education, practical frameworks, and industry engagement, the initiative will equip decision-makers with the knowledge and tools needed to implement AI securely, responsibly, and at scale.

Advancing Canada's Defence Ecosystem [↗](#)

As Canada increases investment in defence, security, and critical infrastructure, significant opportunities are emerging for Canadian small and medium-sized businesses. In 2026, the Catalyst will expand its efforts to help SMEs understand defence procurement pathways, strengthen their cybersecurity and operational readiness, and position themselves to compete in national and allied defence supply chains. Through targeted programming, industry engagement, and expert guidance, we will help Canadian innovators translate their capabilities into growth opportunities within the evolving defence sector.

Sovereignty at Stake [↗](#)

Building on the success of our Summit talks, a new Catalyst event series entitled Sovereignty at Stake will continue to convene leading voices from government, industry, academia, and civil society to examine the intersection of technology, security, and national sovereignty. Through discussions on topics such as online disinformation, democratic resilience, and AI sovereignty, the series will foster informed dialogue and explore practical strategies to strengthen Canada's capacity to navigate emerging geopolitical and technological challenges.

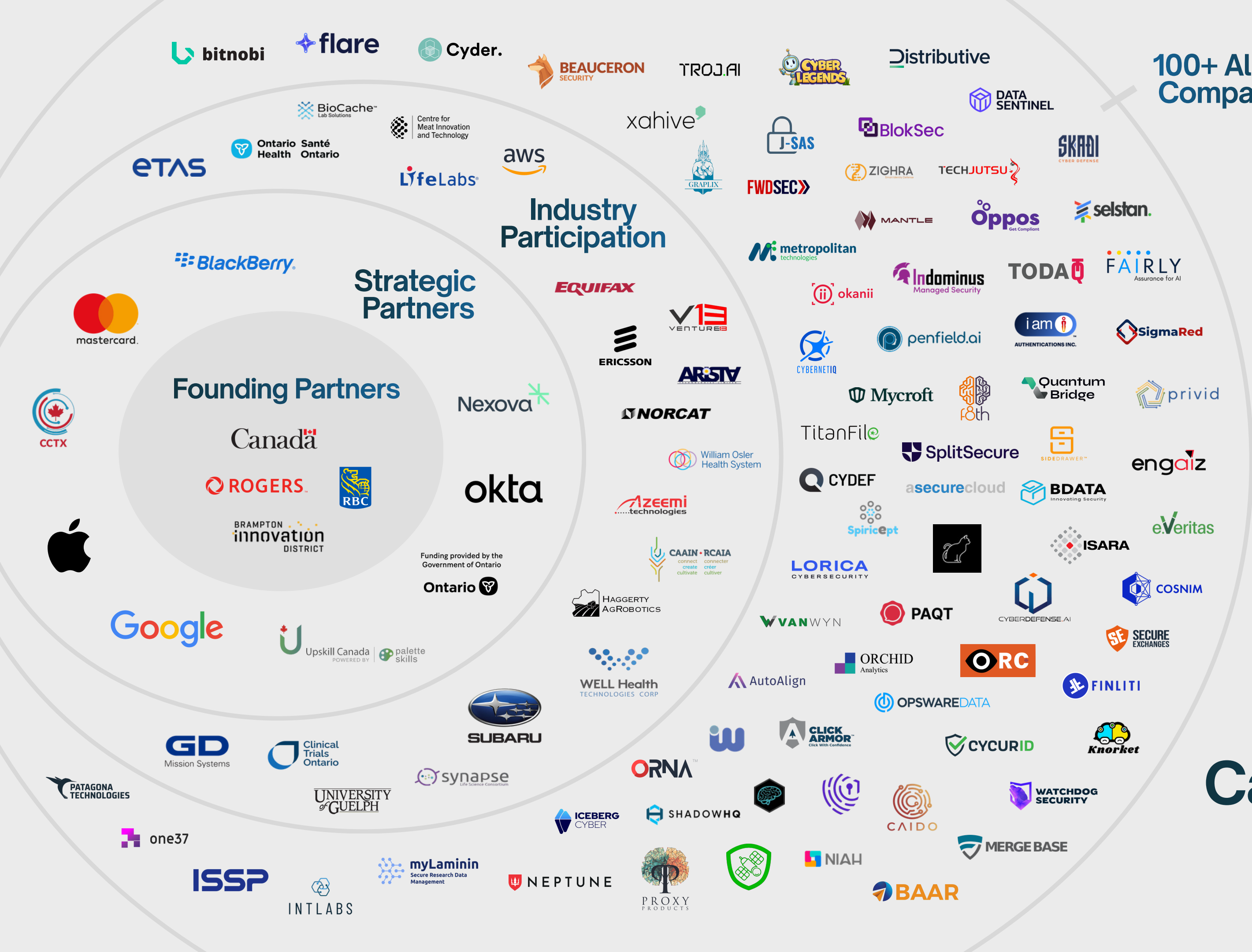
Founding Partners

Our sincerest thanks to our Founding Partners for their unwavering support and commitment to the Catalyst from the beginning, helping to bring our vision to life.

Canada 



BRAMPTON 
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100+ Alumni Companies

Industry Participation

Strategic Partners

Founding Partners

Catalyst's
Canadian Cyber
Ecosystem



“The Catalyst brings people together — industry, government, academia, and the not-for-profit sector — to build capacity, open pathways to training, and take on cybersecurity’s most pressing challenges through collaboration and shared purpose.”

Dr. Steven N. Liss

*Chair of the Board of Directors, Rogers Cybersecure Catalyst &
Vice-President, Research & Innovation, Toronto Metropolitan University*

Let's build Canada's next
breakthrough.

The Catalyst connects the
people, ideas and organizations
securing our digital future.

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