



2022
Corporate
Social
Responsibility

DRIVING CHANGE TOGETHER

For more than 70 years, Quebecor has contributed to Québec's economic, cultural, and social vitality by joining forces with visionaries, creators, cultural workers, and the next generation. Motivated by our entrepreneurial spirit and strong philanthropic commitment, we make practical efforts on all fronts to create value for the community. We want to help build a stronger and more innovative economy, a richer and more diverse culture, and a healthier and more sustainable society.



1.9%

Portion of Quebecor's adjusted EBITDA allocated to donations and sponsorships

MORE THAN 120 HOURS

Activities offered to our employees through our Health and Wellness Program

NEARLY \$37M

Value of donations and sponsorships in 2022, almost half of which was dedicated to culture

\$1M

Donation to HEC Montréal to help Québec start-ups with their digital strategies

MORE THAN 400 ORGANIZATIONS

supported across Québec

\$40M

Donations from Quebecor and the Fondation Chopin-Péladeau to Université de Montréal to support young Québec entrepreneurs

100%

OUR FLEET
ELECTRIFICATION
TARGET



Culture

CULTURE

A CULTURE OF OUTREACH

Québec culture is an integral part of our *raison d'être*. Through our business activities and our philanthropic initiatives, we support and promote talented Québec artists and creators, and we showcase the richness of our culture, our language, our history, and our heritage.

SUPPORT FOR DOZENS OF QUÉBEC ORGANIZATIONS AND EVENTS

Through our partnerships, we bring the talent, diversity, and richness of our culture to Quebecers everywhere, in towns large and small.

Philanthropic contributions

Almost 50% of Quebecor's philanthropic contributions went to help develop and support more than 100 cultural organizations and events throughout Québec.



Music

- Festival en chanson de Petite-Vallée
- Festival de la chanson de Tadoussac
- Festival de musique émergente (Abitibi-Témiscamingue)
- Festival de la poutine de Drummondville
- Festival Artefact (Vaudreuil-Dorion)
- Festival Stradivaria (Laurentians)
- Festi Jazz international de Rimouski
- Opéra de Québec
- Orchestre symphonique de Longueuil
- Fête de la musique de Tremblant
- Société pour l'avancement de la chanson d'expression française (SACEF)



Film

- Festival du nouveau cinéma (Montreal)
- Fantasia Festival (Montreal)
- Vues d'Afrique (Montreal)

Theatre

- Théâtre du Rideau Vert (Montreal)
- Théâtre La Bordée (Québec City)
- Premier Acte (Québec City)
- Sibyllines (Montreal)
- Simoniaques Théâtre (Montreal)
- Usine C (Montreal)



Dance

- Ballets Jazz de Montréal
- Centre de création O Vertigo (Montreal)
- Festival Quartier Danse (Montreal)
- École supérieure de ballet du Québec

Museums

- Musée des beaux-arts de Montréal
- Musée de la civilisation (Québec City)
- Musée des beaux-arts de Sherbrooke
- Musée du Bas-Saint-Laurent
- Musée Pointe-à-Callière and Fort de Ville-Marie





Other events

- Sandcastle contest and Festival international Contes en Îles (Magdalen Islands)
- Camp chanson Québécois de Petite-Vallée
- Baie-Comeau : d'aventure et de culture
- Prix d'excellence en français Gaston-Miron award ceremony, organized by the Société nationale des Québécoises et Québécois, Laurentians region
- Les Correspondances d'Eastman
- Trois-Rivières International Poetry Festival
- Canadian Music Competition (in 65 cities across the country)
- First People's Festival
- Le Tremplin (Dégelis)
- La Grande nuit de la poésie (Saint-Venant-de-Paquette)
- Espace Félix-Leclerc (île d'Orléans)
- D'Arts et de rêves (Sutton)
- Les Muses: Centre des arts de la scène (Montréal)
- Alliance Arc-en-ciel (Québec City)



Supporting emerging artists

Quebecor has always been a firm believer in supporting young artists and showcasing the arts. Year after year, we contribute to Québec's rich cultural scene by using our media platforms to promote the work of organizations that provide a springboard for emerging artists.

- Festival Vue sur la relève (Montréal)
- Le Tremplin (Dégelis)
- Fondation du Conservatoire de musique et d'art dramatique du Québec (9 institutions across Québec)
- Camp musical Saint-Alexandre (Lower St. Lawrence)
- Ma première Place des Arts (Montréal)
- Fondation du Centre des auteurs dramatiques (CEAD)
- Cégeps en spectacle (RIASQ)



Oli Féra



Noé Lira

©VANESSA FORTI



Cégeps en spectacle (RIASQ)

©ANNE SOPHIE BEAUDOIN

Doing our part to preserve our culture and history

In line with our desire to preserve and promote our cultural and historical heritage, we proudly support organizations that help make our historical treasures accessible to all Quebecers and preserve them for future generations.

- Monastère des Augustines (Québec City)
- Rappels, la mémoire du théâtre au Québec
- *Nos géants* series from the Fondation Lionel-Groulx
- Montréal en histoires
- Fondation René-Lévesque
- BANQ
- Fabrique Saint-François-Xavier (Saguenay)



Grants for Québec artists

Every year we support Québec's creative community by awarding numerous grants and prizes to well-established and emerging artists alike.

Concours musical international de Montréal

To help the next generation of professional musicians build their careers and gain recognition on the international stage, and to bring classical music to a wider audience, we fund the \$15,000 Prix Pierre-Péladeau et Raymonde-Chopin at the Concours musical international de Montréal. In 2022, the award went to Québec soprano Sarah Dufresne.

Festival du nouveau cinéma

At the 51st edition of the Festival du nouveau cinéma, the \$15,000 Louve d'Or prize for best feature film in the international competition, sponsored by Quebecor, went to Charlotte Wells for *Aftersun*.

Trois-Rivières International Poetry Festival

For more than 15 years, we have been awarding the \$15,000 Grand Prix Québecor, in collaboration with the Trois-Rivières International Poetry Festival, to support the work of the poets who bring our language to life. At the Festival's 38th edition in 2022, Paul Chanel Malenfant won for his collection *Chambres d'échos*.

Fondation du Centre des auteurs dramatiques (CEAD)

As a partner of the Fondation du Centre des auteurs dramatiques, we award the Prix Gratien-Gélinas to an emerging francophone playwright, accompanied by a cash prize for the writer and a grant for a theatre company to produce the play. In 2022, Maud de Palma-Duquet won for *Bénévolat*.



Festival du nouveau cinéma



Fondation du Centre des auteurs dramatiques



Fondation de la Société professionnelle des auteurs et compositeurs du Québec (SPACQ)

For nearly 15 years, we have supported composers with the \$10,000 Prix André-Gagnon for instrumental music, presented at the Fondation de la Société professionnelle des auteurs et compositeurs du Québec (SPACQ) gala. In 2022, the recipient was composer René Lussier. Quebecor also presented the new Prix Michel Louvain for male performer of the year to Mario Pelchat.

Prix de la danse de Montréal

We have been contributing to the Prix de la danse de Montréal since its inception by awarding, in partnership with the City of Montréal, a \$25,000 prize to a creator who made an outstanding contribution to dance. In 2022, the recipient was choreographer Catherine Gaudet.

Prix Robert-Cliche, presented by Quebecor

We have been sponsoring the Prix Robert-Cliche for the author of a noteworthy first novel for more than 10 years. It comes with a \$10,000 prize and publication of the novel by the Quebecor publishing house VLB éditeur. In 2022, Joël Bégin won for his novel *Plessis*.



Prix littéraire des collégiens

In 2022, we partnered with the Réseau intercollégial des activités socioculturelles du Québec and began sponsoring the Prix littéraire des collégiens, an annual literary prize awarded each year by Québec junior colleges to stimulate student interest in contemporary Québec literature. This year's winner was Caroline Dawson for her book *Là où je me terre*.

Ma première Place des Arts, presented by Quebecor

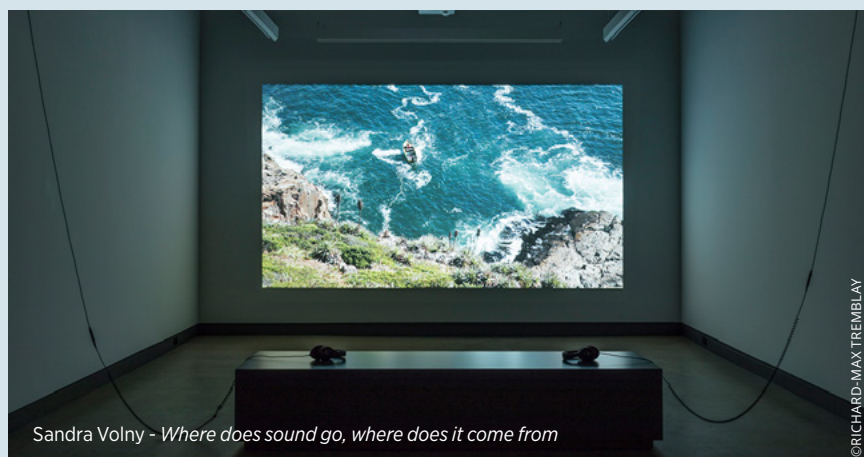
Ma première Place des Arts is a competition that gives performers and singer-songwriters their first real taste of professional performance. It has served as a springboard for many emerging artists, providing them with television exposure and mentorship. At the 28th edition in 2022, MATv presented a \$500 prize to one contestant in each category.

Festival Vue sur la relève

To support the professionalization of emerging artists, Quebecor has partnered with Festival Vue sur la relève for more than 15 years, presenting the Coups de Pouce evening at which some 50 cultural industry players, including MATv and QUB musique, award a prize to a participant of their choice to further the development of their career. Quebecor also directly supports the artists by contributing to the fee they receive for appearing at the Festival.

Darling Foundry

Since 2016, we have sponsored an artist's studio at the Darling Foundry to allow a Montréal artist-in-residence to focus on their work and their craft. In 2022, we sponsored the artist Sandra Volny.





ÉLÉPHANT: THE MEMORY OF QUÉBEC CINEMA

In 2007, we launched **Éléphant: The Memory of Québec Cinema** to preserve Québec's film heritage and make it accessible. Led by a team of experts and film-lovers, Éléphant has been digitizing and restoring the movies that have marked Québec's history and culture, and making them available to the general public.

Since its inception, we have spent the equivalent of more than \$43 million on developing and promoting Éléphant, making it our largest philanthropic project. Aside from a small amount to cover a portion of the Éléphant platform's operating costs, all revenue from distribution of the movies goes to the filmmakers and rights holders.



In 2022, Éléphant restored 7 feature films and added 8 films restored by the NFB to its catalogue.

More than 250 restored feature films are available

As well as 27 short films from the series *Le Son des Français d'Amérique*.



On November 15, André Brassard's 1977 film *Le soleil se lève en retard* (The Late Blossom) was shown in tribute to the great artist, who died in October.

50th anniversary of the release of Denys Arcand's first dramatic feature, *La maudite galette*

Several important films celebrated their 50th anniversary in 2022, including *La maudite galette* (Dirty Money) (1972), a fascinating film noir by Denys Arcand. It was screened on September 5, 2022, at the Cinémathèque québécoise, with Denys Arcand and Marcel Sabourin in attendance. It was also screened in October at the prestigious Lumière Festival in Lyon, the largest festival of restored films in the world, and received the Lumière Classics label.



La maudite galette

Big turnout for monthly Éléphant on the Big Screen series

In 2022, the partnership between Éléphant and the Cinémathèque québécoise allowed movie lovers to see 13 movies restored by Éléphant on the big screen at the Cinémathèque. Films restored by Éléphant were also shown at a number of festivals.



On September 1, Éléphant took Roger Frappier's 1974 film *L'infonie inachevée*, the first film shot in stereo in Québec, to the Festival du nouveau cinema.

On the festival trail

Éléphant went to numerous festivals in 2022. The films *Bingo* (Jean-Claude Lord, 1974) and *Manette: la folle et les dieux de carton* (Camil Adam, 1967) were shown at the Fantasia International Film Festival. Pierre Falardeau's 2001 film *15 février 1839* was screened at the Montréal International History Film Festival and Paule Baillargeon's 1993 film *Le sexe des étoiles* (The Sex of the Stars), an important work about transidentity adapted from the novel by Monique Proulx, was presented at the Festival du nouveau cinéma.

Preserving the history of Québec theatre

Quebecor has partnered with **Rappels** to keep the history of Québec theatre alive and support the organization's work. Rappels is taking an inventory of the history and archives of professional theatre in Québec dating back to 1948.





Environment

ENVIRONMENT

A CULTURE OF ENVIRONMENTAL RESPONSIBILITY

To do its part to protect our environment, Quebecor is constantly working to reduce its environmental footprint and encouraging its employees, customers, partners, and the public to be environmentally responsible. We support the energy transition and the fight against climate change through efforts such as our vehicle fleet electrification plan. We are working to build a more prosperous, greener, and more sustainable Québec for all.



Our commitment to the environment

Action on 4 fronts

- **Contribute to the fight against climate change** by reducing greenhouse gas emissions from our vehicles and buildings
- **Proactively manage environmental risks** and ensure that our operations are compliant with applicable acts and regulations
- Work with our suppliers and the community to **conserve natural resources**
- **Recover, recycle and reuse waste** by responsibly managing end-of-life electronic devices

4 key programs

Our environmental strategy is based on effective programs that address the main impacts of our operations:

- Greenhouse gas emissions: **On roule électrique**
- End-of-life electronics: **We Recycle**
- Film and television production: **Rolling Green**
- Events: **GesteVert**



FIGHTING CLIMATE CHANGE

Quebecor has always been a trailblazer that cares about its economic, social, and environmental impact. We are committed to fighting climate change and being part of Québec's energy transition to a sustainable economy.

Since 2012, we have been tracking and reporting our greenhouse gas emissions to the Carbon Disclosure Project.

Greenhouse gas emissions in tonnes of CO₂ eq

	2019	2020	2021
Scope 1 emissions	14,853	11,495	13,037
Scope 2 emissions	219	216	244
Scope 1 and 2 emissions combined	15,072	11,711	13,281

Greenhouse gas emissions: Going electric

In January 2020, we launched *Québecor 100% électrique*, an action plan that will ultimately cut our greenhouse gas emissions to 50% of current levels. The plan has three main components:

1. Continuously reassessing the size of our fleet
2. Purchasing new electric or hybrid vehicles to replace retired gasoline vehicles
3. Electrifying our light-duty trucks using innovative clean technologies

Our efforts are bearing fruit: the number of electric and hybrid vehicles and charging stations at Quebecor and its subsidiaries has been growing steadily. In 2022, more than 100 low-carbon-emission vehicles were added.

Transportation electrification plan

The goal of our ambitious plan is to electrify the entire fleet of approximately 1,000 cars and light trucks operated by Quebecor's subsidiaries, including Videotron and TVA Group.

Number of electric, hybrid, converted, or hydrogen vehicles and charging stations

	2020	2021	2022
Electric, hybrid, or hydrogen vehicles	48	86	189
Charging stations	105	108	114

Joining forces to boost sustainable mobility

Quebecor is proud to be part of the thriving sustainable mobility ecosystem. We have taken our commitment one step further by partnering with a variety of organizations and initiatives to support the electrification of transportation throughout Québec's business community.



For the third year in a row, Quebecor contributed to the **IMPULSION MTL** International Fleet Forum, organized by Propulsion Québec. It is an important event for Québec's electric transportation ecosystem where players from different backgrounds who want to be part of Québec's energy transition share their expertise and vision.

Educational program offsets greenhouse gas emissions

In 2022, we bought 1,342 educational carbon credits, more than the Videotron Centre's total greenhouse gas emissions for the year, through our partner Coop FA's Carbone Scol'Ère exchange, an educational program that encourages elementary school students and their families to adopt environmentally friendly habits.

Energy consumption of Quebecor and its subsidiaries

	2019	2020	2021
Energy consumption in MWh	314,435	298,666	307,247
Percentage of energy generated by renewable sources	83%	84%	84%

Concrete action to improve our energy efficiency

We pressed ahead with measures to further improve the energy efficiency of all our subsidiaries' operations in 2022. Here are a few examples:

- Our server room cooling systems are gradually being replaced with air conditioners that use outside air for cooling and automated lighting systems are being installed.
- Videotron signed the Canadian Energy-Efficiency Voluntary Agreement for Set-Top Boxes and the Canadian Energy-Efficiency Voluntary Agreement for Small Network Equipment. Ninety percent of its new set-top boxes and small network equipment meet stringent energy-efficiency targets.
- Our servers are being virtualized, yielding energy savings compared with conventional physical servers.

Quebecor is proud to conduct its business using mainly energy from renewable sources with a low carbon footprint.

PRESERVING BIODIVERSITY

As a business that cares about quality of life, we want to do our part to help create green spaces and preserve biodiversity.

Increasing Montréal's leaf area index

For the Montréal area, increasing the leaf area index will be key to combating and adapting to climate change. As a long-time partner of Soverdi, Quebecor stepped up its commitment in 2021 by joining the **Comité des leaders de la forêt urbaine**, a group of seven major Montréal companies actively involved in greening the city. Through their combined efforts, 5,000 trees are being planted each year and new greening agreements are being signed on a regular basis.

We also remained a key partner in Soverdi's *A Tree for My Neighbourhood* campaign, which saw 3,657 trees planted in Montréal in 2022, for a total of more than 25,000 since the campaign's launch in 2013. Planting trees improves air quality, creates cooling islands, and helps fight climate change.

Preserving marine ecosystems

As a partner of Ocean Week 2022, Quebecor supported the efforts of **The Blue Organization** to raise awareness among Quebecers about the Saint Lawrence River, the ocean and the threats to these marine ecosystems.



Green roof at Quebecor's head office



A Soverdi event, celebrating their 30th anniversary and the planting of 100,000 trees.

Urban gardens at TVA

In 2022, TVA Group continued its urban vegetable garden project on the roof of its head office building in downtown Montréal, increasing biodiversity in a densely populated neighbourhood and mitigating heat-island effects. The plants are pollinated by the denizens of two beehives installed on the roof of the building.

Responsible procurement

To continuously improve our responsible procurement processes, we continued focusing on concrete actions at all our subsidiaries. Here are a few examples:

- TVA Publications prints its magazines on FSC®-certified paper.
- A supplier code of conduct has been incorporated into Videotron and Quebecor contracts.
- In view of the importance of local buying for sustainable economic development, Quebecor's Elmire media agency proudly supports the successful Panier Bleu platform, which provides an e-commerce space for local shopping. As a media partner, Elmire draws on its expertise and its ecosystem to provide exposure for Québec companies and merchants on the website.



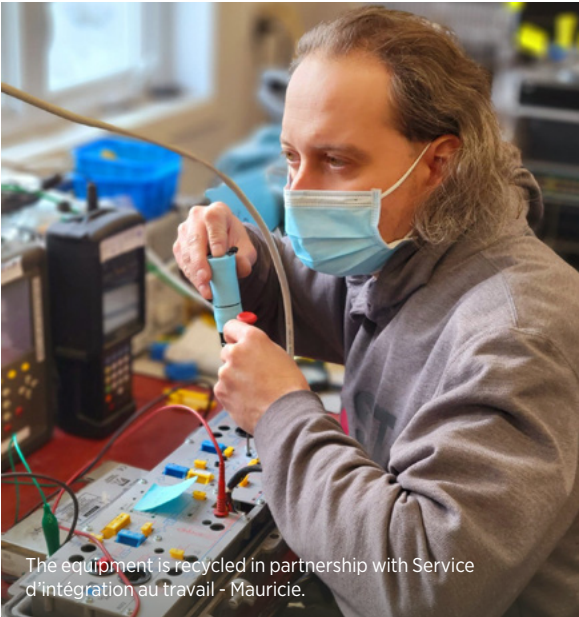
In 2022, approximately 10 kg of beans and other fresh vegetables were harvested and used in the TVA cafeteria to prepare nutritious meals for employees. More than 200 jars of honey were produced, some of which were given to employees.

WASTE MANAGEMENT

***We Recycle* millions of electronic devices**

The *We Recycle* program has been encouraging consumers to bring their obsolete electronic devices to Videotron points of sale since 2012. The objective is to reduce, reuse, recycle, and recover in order to decrease the amount of waste sent to landfills. The equipment is recycled in partnership with Service d'intégration au travail—Mauricie, a community organization that promotes the integration of people with mental-health challenges into the workplace and into society.

Since its launch, *We Recycle* has collected over 12 million electronic devices and accessories for reuse or recycling.



The equipment is recycled in partnership with Service d'intégration au travail - Mauricie.

Training in waste management

To support our employees' green efforts, we offered a workshop on waste management in Québec. Nearly 400 employees attended to learn tips and tricks for reducing their environmental impact at work and at home.



Employees attending the live conference *J'aime ma poucelle, mais je la quitte.*

Rolling Green turns movie sets green

Quebecor, a founding partner of *Rolling Green*, and its subsidiaries TVA and MELS, which are federating partners, continued supporting the program, which works to educate and equip the film and television industry to be more environmentally responsible. *Rolling Green* disseminates tools and training to promote environmentally friendly practices at all stages of audiovisual productions filmed in Québec.

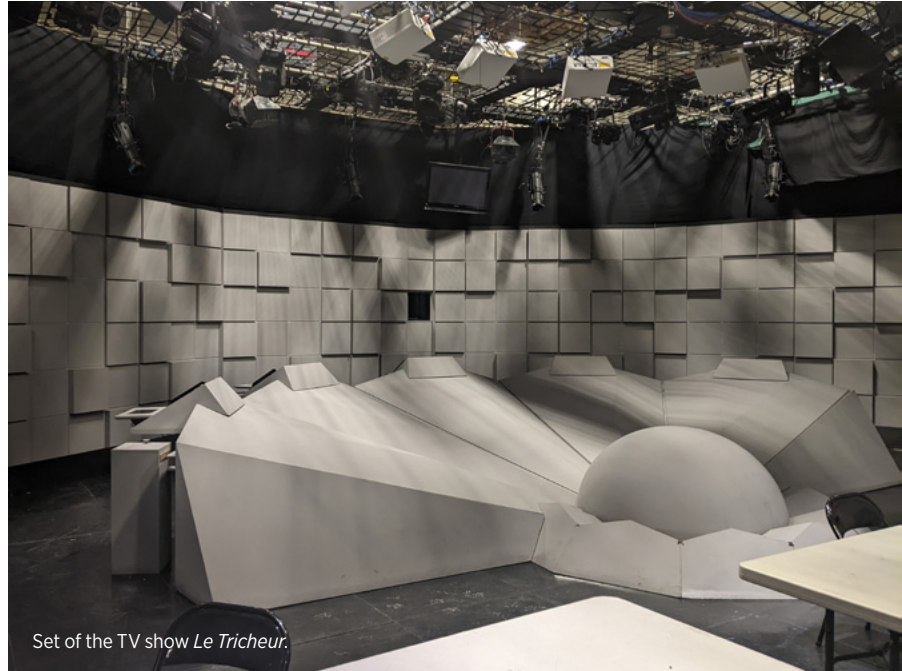
Best innovative impact of the year

For its positive impact on the industry, *Rolling Green* received a 2022 Novae prize, which recognizes the best innovative solutions of the year.

First accreditation for TVA Productions

TVA Productions received its first *Rolling Green* accreditation for its show *Le Tricheur*, which airs on TVA. The production met the requirements for the highest tier, the “Excellence” level. *Le Tricheur* was the first full series to be certified by *Rolling Green*.

As a major player in Québec’s film and television industry, Quebecor is improving its practices and has become a leader in environmentally responsible audiovisual productions.



Set of the TV show *Le Tricheur*.

Environmentally responsible events

The Videotron Centre, the Québec Remparts and GesteV have been working with Consignaction since May 2022 to increase the number of bottles and cans returned for deposit at their venues. Thanks to the installation of 50 Consignaction containers at the Videotron Centre, communication campaigns during events and support from the general public, more than 265,000 cans were returned in 6 months, a 47% increase from the same period in 2019.



Entrepreneurship

ENTREPRENEURSHIP A CULTURE OF AUDACITY

True to our entrepreneurial roots, we support the next generation of entrepreneurs and actively contribute to the creation and growth of companies with innovative, sustainable solutions and business models that will shape the Québec of the future.

ASTERX CAPITAL TARGETS START-UPS

Quebecor has expanded its entrepreneurial activities through asterX Capital, a venture capital fund announced in 2021 which supports start-ups that have the potential to stimulate innovation in Quebecor's lines of business and for society as a whole.

We share resources and expertise with entrepreneurs who submit innovative solutions based on sustainable business models, management practices, and governance principles. The rigorous selection process for asterX, as well as for the Pierre Péladeau Bursaries, assesses start-ups not only on financial criteria but also in light of Quebecor's culture of social impact.



Pierre Karl Péladeau and Pelra Azondekon.



Left to right: Michel Patry, President and CEO of the HEC Montréal Foundation; Pelra Azondekon, Managing Director of asterX; Sylvain Sénécal, co-director of the Tech3lab at HEC Montréal and professor in the marketing department; Pierre Laurin, former director of HEC Montréal; Pierre-Majorique Léger, holder of the UX Chair at HEC Montréal and professor in the IT department; Sylvie Cordeau, Quebecor's Vice-President of Philanthropy and Sponsorships; and Pierre Karl Péladeau, President and CEO of Quebecor.

"We want to give entrepreneurs a springboard and the means to drive innovation in industries such as digital that will move our society forward. This partnership between Quebecor and HEC Montréal strengthens our ties with the UX Chair, of which Videotron was already a member. It is a natural alliance for us, one that will help local businesses succeed and extend their reach beyond Québec."

— PIERRE KARL PÉLADEAU,
PRESIDENT AND CEO OF QUEBECOR

Major donation to HEC Montréal helps start-ups develop their digital strategy

Quebecor and asterX announced a partnership with HEC Montréal to help Québec start-ups develop their digital strategies and achieve digital maturity more quickly. Quebecor made a **\$1 million donation** to enable HEC Montréal's Industrial Research Chair in User Experience (UX Chair) to support a hundred entrepreneurs over a 10-year period under the *Quebecor asterX Digital Entrepreneurship Program*. The new program is administered by the UX Chair, which is powered by HEC Montréal's world-class Tech3Lab. The companies selected for the program each year will have free access to cutting-edge expertise to help them test and improve the user experience offered by the digital solutions they develop and market.

The *Quebecor asterX Digital Entrepreneurship Program* kicked off in October 2022 with an inaugural workshop on UX best practices. To mark the occasion, Quebecor welcomed to its offices, in addition to digital experts from **NumeriQ** and **Elmire**, experts from HEC Montréal's UX Chair and the first cohort of young businesspeople selected for the program:

- Comparastore
- Epipresto
- GPHY
- Hippoc
- Nurau
- Planhub
- Nexam Solution

asterX presents first Annual Summit

In early summer, Quebecor's entrepreneurial community gathered at Dock619 for the first Annual Summit, presented by asterX and chaired by Pierre Karl Péladeau. Entrepreneurs from the asterX community came together with Quebecor partners and employees to discuss their joint achievements for the year. The spirit and talent of young entrepreneurs were recognized at the official presentation of the 2022 Pierre-Péladeau Bursaries.



Pelra Azondekon, Managing Director of asterX and Director of Entrepreneurial Strategy and Development at Quebecor.

©DOMINIC GOUJIN



Pierre Karl Péladeau, President and CEO of Quebecor, next to Frantz Saintellemy, Chancellor of Université de Montréal.

©DOMINIC GOUJIN

Historic donation to Université de Montréal to train the entrepreneurs of the future

In February 2022, Quebecor and the Fondation Chopin-Péladeau announced a major joint \$40 million donation, split 50-50, to Université de Montréal to help groom the next generation of entrepreneurs. The money will be used to create Millénium Québecor, a specialized entrepreneurship training program for student entrepreneurs, and to construct the Pavillon Pierre-Péladeau, a state-of-the-art building named in honour of our founder.



Daniel Jutras, Rector of UdeM, and Pierre Karl Péladeau, President and CEO of Quebecor and President de la Fondation Chopin-Péladeau, with UdeM student Camille d'Anjou, co-founder of Vocavie, and Marie Péladeau, daughter of Pierre Karl Péladeau.



The Pavillon Pierre-Péladeau will house the Millénium Québecor program and Université de Montréal's future Innovation Centre.



GPHY develops and markets an ecosystem for smart management of hybrid workspaces.

Start-ups supported by asterX Capital in 2022

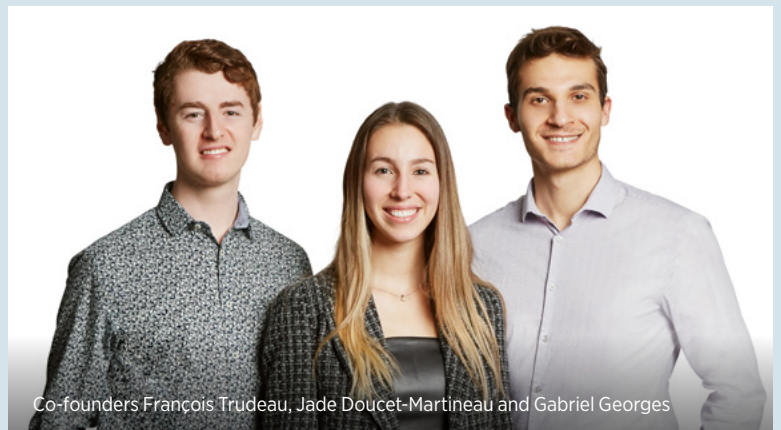
In 2022, Quebecor once again invested several million dollars and signed win-win partnerships with innovative start-ups in a wide range of industries.

For example, as a key market validation partner for **GPHY**, Quebecor serves as a strategic ally in the development of innovative solutions to transform and optimize collaborative workspaces through the Internet of Things.

From Pierre Péladeau Bursary recipient to world-class company

Puzzle Medical Devices, which is developing a minimally invasive transcatheter pump, had a big year in 2022. Among other things, it completed a crucial step by conducting its first human trials. The initial tests on animals were made possible in part by \$100,000 in funding from the Pierre Péladeau Bursaries in 2019.

The company has since attracted the attention of cardiac experts around the world and raised a substantial amount of capital, including \$34 million in a Series A funding round in February 2023. Through its asterX Capital fund, Quebecor is now a shareholder in Puzzle Medical Devices alongside prominent co-investors from Québec and abroad. We are proud to have been in the front row, from Day 1, watching the success of the young entrepreneurs behind this medical innovation.



Co-founders François Trudeau, Jade Doucet-Martineau and Gabriel Georges

PIERRE PÉLADEAU BURSARIES: ALLIES FOR QUÉBEC UNIVERSITY ENTREPRENEURS

Since 1999, the Pierre Péladeau Bursaries have rewarded university students who take the risk of starting their own business. Annual grants totalling \$200,000 are distributed to help students start up a business, carry out their business plan, and develop their products and markets.

The selected start-ups offer sustainable solutions and innovative business models, two essential factors for Québec's growth and vitality. Often, they are based on technologies that will improve our quality of life and positively impact the environment.

\$75,000 bursary

Désherbex

Simon Michaud and his team at **Université de Sherbrooke** have developed a tractor-drawn agricultural machine with interchangeable robotic tools for automated precision weeding of root vegetable fields. Their start-up offers a permanent, ecological, and sustainable solution to weed problems and makes life easier for farmers.

\$50,000 bursary

OuiNut

Simon Diallo-Blais and Rutherford Exius of **Université de Montréal** aim to launch the first-ever line of safe foods containing a precision dose of peanut protein to help desensitize children with peanut allergies. Their solution supports the introduction of allergens to reduce the incidence of food allergies in the general population in a way that's easy for parents, children, and medical professionals.



The recipients of the 2022 Pierre Péladeau Bursaries.

©PATRICK SEGUIN



\$75,000 bursary - Désherbex

©PATRICK SEGUIN



\$50,000 bursary - OuiNut

©PATRICK SEGUIN

\$30,000 bursary **Acrylique Robotiques**

Chloë Ryan of **McGill University** is aiming to democratize access to art through robotics. Her company produces blockchain-authenticated, limited-edition visual art collections designed by artists and painted on canvas by robots, making the works accessible at scale.

\$30,000 bursary **Juno**

Lynn Doughtane, Albert Obeid and Nanette Sene from **Polytechnique Montréal** are developing a compact, portable device that brings fast, long-lasting relief from menstrual pain. Their company plans to offer an effective solution that fits the lifestyles of active women.

\$15,000 bursary **Hôtel UNIQ**

Myriam Corbeil of **Université du Québec à Montréal** has designed an exclusive, eco-friendly pop-up village that travels to Québec's hidden gems as well as to busy tourist spots where accommodations are scarce. It's the perfect balance between camping, with its close contact with nature, and conventional hotel rooms, with their service, design, and comfort. Guests enjoy a unique communal experience.



SINCE
1999

- \$2.7 million in bursaries
- 50+ companies still in business thanks to the program's support
- \$250+ million in financing raised by companies after receiving the bursary



Community

COMMUNITY

A CULTURE OF ENGAGEMENT

We believe community engagement means actively participating in the collective effort to promote education and self-realization for our young people, an active and healthy lifestyle for all, and an inclusive, egalitarian society that cares about the most disadvantaged.

ACTIVE PARTNER OF LE GRAND DÉFI PIERRE LAVOIE

In view of the benefits of an active lifestyle for physical and mental health, we remained an active partner of the **Grand défi Pierre Lavoie**, which encourages Quebecers to get up, get moving, and adopt a healthy lifestyle.

The four Quebecor teams, which included our President and CEO Pierre Karl Péladeau, employees and many Quebecor talents and personalities, set out from La Baie in the Saguenay-Lac-Saint-Jean region to pedal the 1,000 km to Montréal. Along the way, they covered **La Boucle Vidéotron**, a 135-km ride that attracted more than 5,500 cyclists from across Québec, and the third edition of **1 million de km ensemble**, in which 143,277 participants travelled a combined total of 2,773,813 km. We were also proud participants in **La Grande marche**, which drew more than 107,000 people in October 2022.



Patrice Godin, Mériane Labrisky, Pierre Lavoie, Andy Mailly-Pressoir, Justine St-Martin and Pierre Karl Péladeau.

©ÉRIC CARRIÈRE



The Quebecor team.

©ÉRIC CARRIÈRE

PARTNERSHIPS FOR DIVERSITY AND INCLUSION

To contribute to social progress and help make our society more inclusive and egalitarian, we work with a number of organizations dedicated to promoting inclusion and cultural, gender, physical, and intellectual diversity.

Renewed commitment to Le Pilier Foundation

Quebecor made an additional \$300,000 donation to the **Le Pilier Foundation**, which celebrated its 15th anniversary during the year. The money will go toward several important projects for the nine adults with multiple disabilities who live at the **Maison Québecor**, including the purchase of a customized van adapted for people with disabilities, refurbishment of the residence, and adapted recreational activities and outings for the residents.

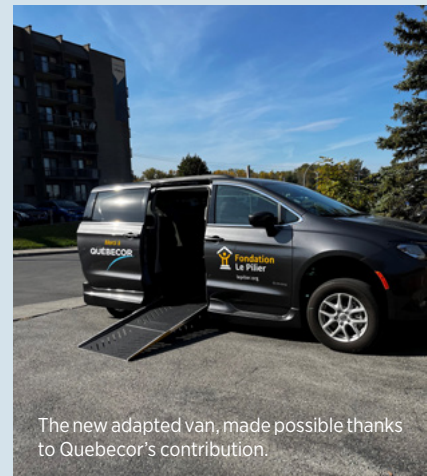
Quebecor's first contribution in 2005 was used to expand Le Pilier Foundation's residence in Laval, which was renamed the Maison Québecor in 2007. Over the years, Quebecor's contributions have made it possible to provide these residents with a warm, comfortable place to live and a second family made up of the Foundation's staff and care workers.



Listen to the testimonials of Le Pilier Foundation members.



Le Pilier Foundation



The new adapted van, made possible thanks to Quebecor's contribution.

Breaking down the isolation of seniors

Since 1999, Quebecor has been a proud supporter of **Les Petits Frères**, an organization that assists isolated seniors in Québec. Over the past two years, the pandemic has thrown a harsh light on the plight of the elderly and the solitude many experience. In 2022, Quebecor renewed its contribution and continued supporting Les Petits Frères's many initiatives, which have a direct impact on the quality of life of elderly people and raise public awareness about an issue that will have a major social impact in the years to come. Les Petits Frères also celebrated their 60th anniversary with a campaign unveiling their new brand identity, which Quebecor backed with its multiple media solutions.

Joining forces for a more inclusive society

In 2022, Quebecor joined the **Alliance Arc-en-ciel de Québec** to show its support for the rights of gender and sexually diverse people. After a two-year hiatus, people from across the province flocked to the annual Québec City Pride Festival, co-presented by Quebecor. The stronger-than-ever program featuring diversity from the four corners of Québec highlighted the importance of being able to live and thrive in an ever-more-inclusive society.

Tracer un **trait d'union** avec les aînés, c'est mettre un **point final** à leur isolement.



ANNE — MARIE

Changez une vie.
Devenez **bénévole**
ou faites un don.



Les Petits Frères Pour un grand âge bien entouré

petitsfreres.ca Grand partenaire **QUÉBECOR**

Supporting young people through music education

Quebecor continued its relationship with **Jeunes musiciens du monde**, which offers free music education to promote the social and emotional development of young people from different backgrounds through the unifying power of music. Quebecor's contribution, which was presented at the organization's annual cocktail reception, will enable it to pursue its mission at five Québec music schools (in Montréal, Québec City, Sherbrooke, Laval, and Val-d'Or).



Other partnerships to support our community

- Le Chaînon
- Palliative Home-Care Society Foundation
- Maison Dauphine
- Association québécoise de prévention du suicide
- Canadian Red Cross
- Dans la rue
- Doctors of the World Canada
- Fondation Autiste & majeur
- Claude-Brunet Foundation
- Food Banks of Québec
- Fondation Père Sablon
- Motivation jeunesse
- Fondation Auberge du cœur





Employees

EMPLOYEES

A CULTURE OF PERSONAL EXCELLENCE

At Quebecor, providing a stimulating work experience means giving our employees opportunities for hands-on participation in large-scale projects created for Quebecers. It means creating a balanced, open, and inclusive environment, leveraging everyone's strengths and ideas, giving every person a chance to give their best, scale new heights, and realize themselves within the Quebecor family.

Every day, nearly 10,000 employees are on the job at our subsidiaries. Every day, they display outstanding creativity, innovative thinking, agility, and teamwork, pooling their ideas and their strengths, going the extra mile to satisfy their customers and develop their own potential.



Employees taking part in a spinning class.



Quebecor employees and public figures who participated in the Grand Défi Pierre Lavoie

HEALTH AND WELLNESS ARE TOP PRIORITIES

To encourage employees at all our subsidiaries to lead active lifestyles and stay healthy, our **Health and Wellness Program** offers a variety of free tools, resources, and professional services to support physical, psychological, financial, and social health. Here are a few examples:

- 120 hours of group fitness classes offered online by Olympe in fall and spring
- 15-minute video based on our employees' questions about financial health, featuring business and finance journalist and host Pierre-Olivier Zappa
- Employee participation in the Grand Défi Pierre Lavoie and the 1,000,000-km Ensemble event
- Employee discount on Bixi for the 2022 season
- Exclusive employee discount for participation in Je Cours Qc races
- Lunchtime spin classes for employees at Quebecor head office
- Outreach activities during Suicide Prevention Week and Mental Health Week

DEVELOPING EMPLOYEES' SKILLS

We want our people to make the most of their talents. Through **Campus Québecor** and other programs, we offer a wide array of professional development courses for employees in all subsidiaries and at all levels.

For the 14th year in a row, the Belonging Module introduced new employees of all subsidiaries to Quebecor's unique ecosystem, its history and its business model. The Simply Managing Leadership Development Program allowed managers to refresh and strengthen their leadership skills through a series of four modules over four months.

In 2022 we returned to in-person classes while maintaining online courses in order to reach as many employees and managers as possible.

Employees also had access to training videos and online tools to help them optimize the ergonomics of their workstations and prevent injury and discomfort caused by poor posture.

LE —
CAM
PUS

Fostering individual development

We offer all our people the opportunity to develop their individual skills by covering training and professional development costs. We encourage employees to establish individual development plans that will enable them to achieve their career goals.

Investing in our managers' leadership skills

A new initiative in 2022 was the creation of a leadership development program for managers at our subsidiaries designed to support their professional development and improve their management skills.

We also developed an internal mentoring program and implemented a pilot project at Videotron to help younger employees move into management roles.

Information security awareness and training program

To help our employees recognize online threats and phishing techniques, we maintained our **information security awareness and training program**, which provides year-round support on matters such as mobile device security, password management, and security incidents.

Information security is a priority for Quebecor and our corporate policy equips our employees to actively contribute to protecting our information assets.

Application of the telework policy

The **telework policy** that was initially introduced in fall 2021 at some of the Corporation's subsidiaries allowed employees whose jobs could be done remotely to limit their commuting and work from home. In September 2022, as the pandemic subsided, Quebecor announced that the policy would continue and apply throughout the Corporation. It sets rules for working from home (permanently, occasionally, or in hybrid mode) to ensure business continuity, quality work, and flexibility for employees.



Promoting interconnectivity among our teams

We mobilize our people by interconnecting our teams and opening up business opportunities. In November, managers from Videotron Business, Quebecor Sports and Entertainment, Quebecor Expertise Media, Qolab, MELS, and Elmiré came together at the launch of the Q360 initiative to discuss the reach and impact of Quebecor and its various business units. The day provided a chance to form new relationships and learn how to generate new opportunities in collaboration with other subsidiaries of the Corporation.



Grants for environmentally responsible employees

Quebecor recognizes its employees' contributions to its environmental strategy. In 2022, fifteen \$1,250 grants were distributed to the winners of a contest among employees who bought an all-electric or plug-in hybrid vehicle during the year.

AN INCLUSIVE WORKPLACE

We are committed to creating a respectful, equitable, and inclusive environment for all. All employees are treated equally regardless of gender, culture, religion, disability, or sexual orientation.

Action for diversity, equity, inclusion, and accessibility

Over the last few years, our Human Resources Department has introduced concrete initiatives for the inclusion of diverse employee groups. For example, in conjunction with the Health and Safety team, employees with disabilities have been offered adapted workstations; gender-neutral restrooms have been installed at Videotron's customer contact centres; and religious accommodations such as prayer rooms and special holidays have been instituted.

The importance of diversity at Quebecor

In December 2022, a voluntary online self-identification survey was conducted to obtain an up-to-date picture of diversity at all of the Corporation's subsidiaries. The results helped us identify employees who are interested in promoting diversity at the Corporation and to set priorities for the coming year.

In our partnerships, we promote diversity by working with organizations such as the Fondation Autiste & majeur, the Alliance Arc-en-ciel de Québec and the Centre culturel vietnamien du Canada, which are dedicated to the advancement and inclusion of cultural, gender, physical, and intellectual diversity groups.

The Quebecor Content, TVA Nouvelles, and LCN teams strive to be as representative of society as possible in the original productions and news-casts produced for our various distribution channels. Our shows feature actors, presenters, participants, and protagonists from cultural, sexual orientation and gender diversity groups and from First Nations.



Employee members of Quebecor's Diversity, Equity, and Inclusion Committee.

More inclusive recruitment practices

Our Human Resources Department is always on the lookout for best practices in inclusive recruitment and continues to improve by participating in training activities. Our job offers now use inclusive language to ensure they address as many candidates as possible at first contact. HR works with partners such as the Montréal Women's Centre, Groupe AFFI Logistique, and the Fondation Les Petits Rois to promote the integration of diversity candidates in the workplace.



Quebecor employees at the *Femmes leaders : sortir du cadre et oser prendre sa place* conference.

©DOMINIC GOUIN

RECOGNIZING WOMEN'S LEADERSHIP

Quebecor continues to increase the representation of women at its subsidiaries. Its goal is to promote women's leadership and help women grow into management positions.

Recognizing talent in our future female leaders

To recognize the outstanding performance of women leaders in the past year, 10 young managers at Quebecor were given the opportunity to join Sylvie Lalande, Vice-Chair of the Board and Lead Director of Quebecor, and Roxanne Doucet, General Manager of Human Resources of Quebecor, at a high-profile conference on how women leaders can lean in to claim their seat at the table.

Representation of women at Quebecor and subsidiaries in 2022

	% of total employees	% of management (excluding VP and above)	% of VPs and above	% of management committee
Quebecor	63%	58%	21%	35%
TVA	44%	50%	54%	59%
Sports and Entertainment Group	34%	44%	40%	38%
Videotron	28%	27%	30%	29%
Books, Newspapers, and Digital divisions	50%	41%	40%	53%
Total	35%	36%	36%	47%

Action plan for gender parity in production

To encourage and support the next generation of women in the television industry, TVA launched an action plan for gender parity in production in 2019. The target is for 50% of key positions (director, producer, screenwriter) on TVA's original French-language television productions to be held by women by 2025.

In January 2023, TVA Group reported that 50% of producers, 24% of directors, and 32% of screenwriters on its original productions during the 2021-2022 reference year were women.

There is still a long way to go but TVA has its sights set firmly on gender parity.



Recognizing our female leaders

Women in leadership also means employees succeeding and playing a prominent role outside the Corporation. Here are a few examples.

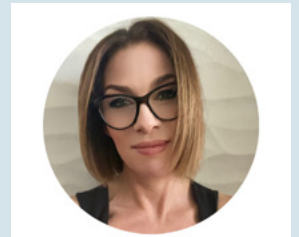
Quebecor Vice-President makes QMJHL history

In December, Marie-Pierre Simard, Quebecor's Assistant Vice-President of Legal Affairs, became the first woman in history to join the Executive Committee of the Québec Major Junior Hockey League. She has represented the Blainville-Boisbriand Armada on the QMJHL Assembly of Members since 2017.



Quebecor executive named chair of IAB Canada's Publisher Council

The Publisher Council of IAB Canada, which discusses issues facing publishers of digital platforms in Canada, can now count on the expertise and professionalism of Gwen O'Toole, Digital Account Director at Quebecor. She was named co-chair of the Council at the beginning of 2023, a testament to the leadership she has shown our partners for years in her role with Quebecor.



GOVERNANCE

Good governance is vital to a prosperous business. We want to build a corporate culture of integrity that is effective, responsive to the needs of all stakeholders, and mindful of the needs of future generations.

In all its activities, Quebecor ensures that its actions, measures, procedures, and policies meet the highest standards of ethics and transparency.

Engaged directors and committees

Environmental, social, and governance (ESG) issues and challenges are central concerns today. At Quebecor they are managed by a **Corporate Social Responsibility Committee** composed of managers and employees. The committee maintains an ESG trend and practice watch, sets guidelines, and coordinates the Corporation's ESG strategy. It is overseen by Quebecor senior management and reports to the **Human Resources and Corporate Governance Committee**. In addition to ESG issues, the committee has oversight over executive compensation, succession planning, application of the Code of Ethics, and Quebecor's approach to corporate governance

The Board has also established an **Audit and Risk Management Committee**, which reviews the principal risks identified by management, including ESG-related risks, and the effectiveness of risk mitigation measures. It receives regular assessments from management of potential risks to Quebecor and its subsidiaries.

For the fiscal year ended December 31, 2022, Quebecor reported a 98% attendance rate at Board meetings and a 100% attendance rate at committee meetings, demonstrating a high level of commitment and participation.

Independent majority on the Board

Independent members constitute 62.5% of Quebecor's Board of Directors. As the Chair is not an independent director, the Board has appointed an independent Vice-Chair and Lead Director. In addition, the Board's two committees, the Audit and Risk Management Committee and the Human Resources and Corporate Governance Committee, consist entirely of independent directors.

The Board listens to shareholders

The Board of Directors maintains an open, constructive dialogue with shareholders through discussions with shareholder and investor advocacy groups, particularly on governance issues. Since 2020, the Corporation has been holding its meetings virtually. Shareholders have been able to submit questions in advance or live and have received clear, comprehensive information on accessing meetings, participating and voting, while proponents of motions put to a vote have had the opportunity to speak.

Representation of women on the Board

In 2018, Quebecor adopted a written policy on director selection and set a target of at least 40% women on the Board by 2020. That target was achieved in 2019. The policy was subsequently renewed and the Board committed to maintaining the current level of female representation. Women have held 50% of the seats on the TVA Board of Directors since Régine Laurent joined the Board in October 2021, and 50% of the seats on the Quebecor Board of Directors were held by women in 2022, all of whom are seeking a new term in 2023.

Many women currently hold leadership positions within the Corporation and its subsidiaries, and the long-term succession planning process will ensure strong female representation both in senior management and on the Board in the future. As of December 31, 2022, women made up 47.06% of the management committees of the Corporation and its subsidiaries.

Governance and compensation

In 2022, the advisory vote on executive compensation again garnered broad shareholder support. Over 99% of shares (99.97% of Class A shares and 96.05% of Class B shares) voted in favour of the Corporation's approach.

Data security and confidentiality

Quebecor and its subsidiaries, including Videotron, TVA Group, and MédiaQMI, which manages *Le Journal de Montréal* and *Le Journal de Québec*, have stringent data confidentiality policies that include monitoring procedures and regular updates of security technology.

Since 2020, the Corporation and its subsidiaries have had a policy in place to ensure sound data management and governance. A Chief Privacy Officer responsible for personal data and information was appointed.



In-house cybersecurity expertise

With regard to cybersecurity, Quebecor partners regularly with colleges and universities and contributes continuously to the development of Québec's cybersecurity ecosystem. The Corporation has also established a team of experts dedicated to promoting cybersecurity and raising employee awareness of the issue, headed by the Chief Information Security Officer.

Mandatory training in cybersecurity and privacy is provided to all employees and consultants on a quarterly basis. In addition, information security risks are evaluated for all new IT service providers.

BOARD OF DIRECTORS AND OFFICERS OF QUEBECOR INC.

Board of Directors

Chantal Bélanger¹

Chair of the Audit and Risk Management Committee, Quebecor Inc. and Quebecor Media Inc., and Corporate Director

André P. Brosseau^{1,2,3}

Chair of the Board and CEO, Du Musée Investments Inc.

Michèle Colpron¹

Corporate Director

Lise Croteau^{1,2}

Corporate Director

Sylvie Lalande²

Vice-Chair of the Board and Lead Director, and Chair of the Human Resources and Corporate Governance Committee, Quebecor Inc. and Quebecor Media Inc., and Chair of the Board and Chair of the Human Resources and Corporate Governance Committee, TVA Group Inc., and Corporate Director

The Right Honourable Brian Mulroney, P.C., C.C., LL.D.

Chair of the Board, Quebecor Inc. and Quebecor Media Inc., and Senior Partner, Norton Rose Fulbright Canada, LLP

Érik Péladeau³

President, Cie de Publication Alpha inc.

Jean Péladeau³

Vice-President, Operational Convergence Quebecor Media Inc.

Officers

The Right Honourable Brian Mulroney, P.C., C.C., LL.D.

Chair of the Board

Sylvie Lalande

Vice-Chair of the Board and Lead Director

Pierre Karl Péladeau

President and Chief Executive Officer

Hugues Simard

Chief Financial Officer

Jonathan Lee Hickey

Senior Vice-President, Legal Affairs and Corporate Secretary

Jean-François Parent

Vice-President and Treasurer

Denis Sabourin

Vice-President and Corporate Controller

Sophie Riendeau

Corporate Secretary

Vanessa Romano

Assistant Secretary

¹ Member of the Audit and Risk Management Committee

² Member of the Human Resources and Corporate Governance Committee

³ Member of the Executive Committee

BOARD OF DIRECTORS AND MANAGEMENT COMMITTEE OF QUEBECOR MEDIA INC.

Board of Directors

Chantal Bélanger¹

Chair of the Audit and Risk Management Committee, Quebecor Inc. and Quebecor Media Inc., and Corporate Director

André P. Brosseau^{1,2,3}

Chair of the Board and CEO,
Du Musée Investments Inc.

Michèle Colpron¹

Corporate Director

Lise Croteau^{1,2}

Corporate Director

Sylvie Lalande²

Vice-Chair of the Board and Lead Director, and Chair of the Human Resources and Corporate Governance Committee, Quebecor Inc. and Quebecor Media Inc., and Chair of the Board and Chair of the Human Resources and Corporate Governance Committee, TVA Group Inc., and Corporate Director

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Quebecor Media Inc.

Management Committee

Pierre Karl Péladeau

President and Chief Executive Officer

Hugues Simard

Chief Financial Officer

Lyne Robitaille

Senior Vice-President, Newspapers,
Books and Magazines, Quebecor, and
President and Publisher, *Le Journal de Montréal*

Martin Tremblay

Chief Operating Officer, Quebecor Sports and Entertainment Group

Mathieu Turbide

Vice-President, Digital Content, Quebecor

Patrick Jutras

Senior Vice-President and Chief Advertising Officer

Jonathan Lee Hickey

Senior Vice-President, Legal Affairs and Corporate Secretary

¹ Member of the Audit and Risk Management Committee

² Member of the Human Resources and Corporate Governance Committee

³ Member of the Executive Committee

Forward-looking statements

Please refer to the cautionary statements regarding forward-looking statements in the Corporation's public filings, available at www.sedar.com and www.quebecor.com.



LA culture
DU possible
QUÉBECOR