

ESG SUMMARY 2023

QUEBECOR

A blue swoosh graphic that starts under the letter 'Q' and curves upwards and to the right, ending under the letter 'R'.

ORGANIZATIONAL PROFILE

Name	Quebecor Inc.
Head office	612 Saint-Jacques St. Montréal, QC H3C 4M8
Market served	Canada
Location of activities	Canada
Fiscal year	January 1 to December 31
Contact	investor.relations@quebecor.com

FINANCIAL INDICATORS

	2022	2023
Revenues	\$4,531.9M	\$5,434.3M
Employee costs	\$696.9M	\$755.5M
Purchase of goods and services	\$1,900.5M	\$2,441.0M
Additions to property, plant, and equipment	\$395.1M	\$397.0M
Additions to intangible assets¹	\$91.4M	\$156.4M
Income taxes paid	\$282.4M	\$285.4M
Cost of spectrum licences	-	\$9.9M

¹Excluding spectrum licences

ENVIRONMENTAL INDICATORS

	2022	2023
Direct greenhouse gas emissions from vehicle fleet (tonnes of CO₂ eq)	6,717	6,457
Direct greenhouse gas emissions from fuel consumption at facilities (tonnes of CO₂ eq)	4,434	4,080
Total direct greenhouse gas emissions (Scope 1) (tonnes of CO₂ eq)	11,642	13,288
Total indirect greenhouse gas emissions (Scope 2) (tonnes of CO₂ eq)	365	10,212
Total Scope 1 and 2 emissions (tonnes of CO₂ eq)	12,007	23,500
Scope 1 and 2 carbon intensity (tonnes of CO₂ eq per million \$ in revenue)	2.65	4.32
Total energy consumption (MWh)	321,026	440,542
Total purchased electricity consumption (MWh)	268,888	390,189
Total consumption, energy from renewable sources (MWh)	268,558	349,684
% of energy consumption from renewable sources	84%	79%
% of energy consumption from electrical grid	84%	89%
Energy intensity (MWh per million \$ in revenue)	70.84	81.07
% of purchased set-top boxes compliant with CEEVA STB	100%	100%
% of purchased new small network equipment compliant with CEEVA SNE	100%	100%
Number of electric vehicles	189	187
Number of charging stations	114	164

SOCIAL INDICATORS

	2022	2023
Number of employees	10,197	11,559
% of permanent employees	85.2%	85.7%
% of temporary employees	14.8%	14.3%
Employee turnover rate	22.9%	20.2%
Number of unionized employees	5,589 or 54.8%	6,311 or 54.6%
GENDER DIVERSITY		
% of women	34.7%	35.1%
% of management positions held by women (excluding VPs)	35.5%	39.3%
% of VP positions held by women	36.2%	35.9%
DESIGNATED GROUPS¹ (SELF-IDENTIFICATION)		
% of visible minorities	Aggregate data not available	13.9%
% of people with disabilities	Aggregate data not available	1.1%
% of Indigenous peoples	Aggregate data not available	0.7%
AGE DIVERSITY		
% of Baby Boomers	11.1%	9.2%
% of Generation X	36.6%	34.7%
% of Millennials	48.7%	51.1%
% of Generation Z	3.6%	5.0%
Frequency rate of accidents with time-loss	1.55	1.56 (without Freedom)
Total donations and sponsorships	\$36.9M	\$33.7M

¹Data only available for Telecoms Group (including Freedom) and TVA Group.

GOVERNANCE INDICATORS

	2022	2023
Number of directors	8	8
% of independent directors	62.5% (5/8)	62.5% (5/8)
% of board members who self-identify as women	50%	50%
% of board members who self-identify as visible minorities	0%	0%
% of board members who self-identify as disabled	0%	0%
Diversity policy in effect	No	Yes

INFORMATION SECURITY

	2022	2023
Mandatory employee training on cybersecurity and privacy	Yes	Yes
Policy on the use of social media and online evaluations of products and services of Quebecor and its subsidiaries, including mandatory training for new employees on the practice of intentional public misinformation (astrourfing)	Yes	Yes
Policies on data security and confidentiality, governance, and sound data management	Yes	Yes

MEDIA AND TELECOMS

	2022	2023
Number of complaints accepted by the Commission for Complaints for Telecom-television Services (CCTS)¹	Videotron and Fizz: 769	Videotron, Fizz, and VMedia: 699 Freedom: 837
Canadian programming expenditures (\$) ^{2,3}	\$353.9M	\$377.2M

¹Data for the 12-month period ending July 31 of each year.

²TVA Group's channels, digital services (TVA+, TVA Nouvelles, TVA Sports, TVA Sports en direct, QUB, QUB radio, Club Illico, and Vrai) and MAtv.

³Data for the 12-month period ending August 31 of each year.

Unless otherwise specified, indicators include Freedom Mobile Inc. ("Freedom") from the date of its acquisition on April 3, 2023.