

# **ESG summary 2025**

**QUEBECOR**  


## ORGANIZATION PROFILE

<b>Organization name</b>	Quebecor Inc.
<b>Head Office</b>	612 Saint-Jacques St., Montréal, Québec H3C 4M8
<b>Market served</b>	Canada
<b>Location of activities</b>	Canada
<b>Fiscal year</b>	January 1 to December 31
<b>Contact</b>	relations.investisseurs@quebecor.com

## FINANCIAL INDICATORS

	2023	2024	2025
<b>Revenues</b>	\$5,434.3 M	\$5,638.4 M	\$5,675.3 M
<b>Employee costs</b>	\$755.5 M	\$752.0 M	\$851.6 M
<b>Purchases of goods and services</b>	\$2,441.0 M	\$2,518.9 M	\$2,430.5 M
<b>Capital expenditures<sup>1</sup></b>	\$553.4 M	\$599.5 M	\$640.7 M
<b>Spectrum licence costs</b>	\$9.9 M	\$298.9 M	-
<b>Taxes paid</b>	\$285.4 M	\$221.6 M	\$261.9 M

<sup>1</sup>Excluding spectrum licences

## ENVIRONMENTAL INDICATORS<sup>1</sup>

	2023	2024	2025
<b>Direct greenhouse gas emissions from vehicle fleet (tonnes of CO<sub>2</sub> eq)</b>	Quebecor and subsidiaries (excluding Freedom Mobile): 6,193 Freedom Mobile: 264	Quebecor and subsidiaries (excluding Freedom Mobile): 4,606 Freedom Mobile: 301	Available September 2026
<b>Direct greenhouse gas emissions from fuel consumption at facilities (tonnes CO<sub>2</sub> eq.)</b>	Quebecor and subsidiaries (excluding Freedom Mobile): 3,881 Freedom Mobile: 199	Quebecor and subsidiaries (excluding Freedom Mobile): 3,559 Freedom Mobile: 447	Available September 2026
<b>Total direct greenhouse gas emissions (Scope 1) (tonnes CO<sub>2</sub> eq.)</b>	Quebecor and subsidiaries (excluding Freedom Mobile): 12,702 Freedom Mobile: 586	Quebecor and subsidiaries (excluding Freedom Mobile): 9,391 Freedom Mobile: 760	Available September 2026
<b>Total indirect greenhouse gas emissions (Scope 2) (tonnes CO<sub>2</sub> eq.)</b>	Quebecor and subsidiaries (excluding Freedom Mobile): 364 Freedom Mobile: 9,848 <sup>1</sup>	Quebecor and subsidiaries (excluding Freedom Mobile): 1,049 Freedom Mobile: 10,405	Available September 2026
<b>Total Scope 1 and 2 emissions (tonnes CO<sub>2</sub> eq.)</b>	Quebecor and subsidiaries (excluding Freedom Mobile): 13,066 Freedom Mobile: 10,434 <sup>1</sup>	Quebecor and subsidiaries (excluding Freedom Mobile): 10,440 Freedom Mobile: 11,165 <sup>1</sup>	Available September 2026
<b>Scope 1 and 2 carbon intensity (tonnes CO<sub>2</sub> eq. per \$million in revenue)</b>	4.32	3.83	Available September 2026
<b>Total energy consumption (MWh)</b>	Quebecor and subsidiaries (excluding Freedom Mobile): 340,409 Freedom Mobile: 100,133	Quebecor and subsidiaries (excluding Freedom Mobile): 337,957 Freedom Mobile: 92,895	Available September 2026
<b>Total purchased electricity consumption (MWh)</b>	Quebecor and subsidiaries (excluding Freedom Mobile): 292,996 Freedom Mobile: 97,193	Quebecor and subsidiaries (excluding Freedom Mobile): 300,938 Freedom Mobile: 90,096	Available September 2026
<b>Total consumption, energy from renewable sources (MWh)</b>	Quebecor and subsidiaries (excluding Freedom Mobile): 292,334 Freedom Mobile: 57,350 <sup>1</sup>	Quebecor and subsidiaries (excluding Freedom Mobile): 296,173 Freedom Mobile: 50,519 <sup>1</sup>	Available September 2026
<b>% of energy consumption from renewable sources</b>	Quebecor and subsidiaries (excluding Freedom Mobile): 86% Freedom Mobile: 57% <sup>1</sup>	Quebecor and subsidiaries (excluding Freedom Mobile): 88% Freedom Mobile: 54% <sup>1</sup>	Available September 2026
<b>% of energy consumption from electricity grid</b>	Quebecor and subsidiaries (excluding Freedom Mobile): 86% Freedom Mobile: 97%	Quebecor and subsidiaries (excluding Freedom Mobile): 89% Freedom Mobile: 97%	Available September 2026
<b>Energy intensity (MWh/per \$million revenues)</b>	81.07	76.41	Available September 2026
<b>% of set-top boxes purchased that comply with CEEVA STB</b>	100%	100%	100%
<b>% of small network equipment purchased that comply with CEEVA SNE</b>	100%	100%	100%
<b>Number of electric vehicles</b>	187	187	187
<b>Number of vehicle charging stations</b>	164	164	164

<sup>1</sup>Freedom Mobile, acquired by Quebecor Inc. on April 3, 2023, operates in provinces where the carbon intensity of the power grid is significantly higher than in Québec.

## SOCIAL INDICATORS

	2023	2024	2025
<b>Number of employees</b>	11,417	11,064	10,397
<b>% of permanent employees</b>	85.7%	85.8%	85.9%
<b>% of temporary employees</b>	14.3%	14.2%	14.1%
<b>Turnover rate</b>	20.2%	19.8%	15.0%
<b>Unionized employees</b>	6,311 or 54.6%	5,984 or 54.6%	5,718 or 54.9%
<b>GENDER DIVERSITY</b>			
<b>% of women</b>	35.1%	34.7%	34.5%
<b>% of management positions held by women (excluding VPs)</b>	39.3%	34.6%	33.1%
<b>% of VP positions held by women</b>	35.9%	40.7%	50.0%
<b>DESIGNATED GROUPS<sup>1</sup> (SELF-IDENTIFIED)</b>			
<b>% of visible minorities</b>	13.9%	13.4%	14.1%
<b>% of people with disabilities</b>	1.1%	1.1%	1.1%
<b>% of Indigenous people</b>	0.7%	0.6%	0.6%
<b>AGE DIVERSITY</b>			
<b>% of Boomers</b>	9.2%	8.1%	7.0%
<b>% of Generation X</b>	34.7%	34.4%	34.8%
<b>% of Millennials</b>	51.1%	51.2%	50.7%
<b>% of Generation Z</b>	5.0%	6.3%	7.5%
<b>Lost-time accident frequency rate</b>	1.56 (excluding Freedom Mobile)	1.63 (excluding Freedom Mobile)	1.26 (excluding Freedom Mobile)
<b>Total donations and sponsorships</b>	\$33.7 M	\$33.8 M	\$38.1 M

<sup>1</sup>Data available only for Telecom Group (including Freedom Mobile) and TVA Group.

## GOVERNANCE INDICATORS

	2023	2024	2025
<b>Number of directors</b>	8	8	8
<b>% of independent directors</b>	62.5% (5/8)	62.5% (5/8)	62.5% (5/8)
<b>% of directors who self-identify as women</b>	50%	50%	50%
<b>% of directors who self-identify as visible minority</b>	0%	0%	12.5% (1/8)
<b>% of directors who self-identify as people with disabilities</b>	0%	0%	0%
<b>DEI policy in effect</b>	Yes	Yes	Yes

## INFORMATION SECURITY

	2023	2024	2025
<b>Mandatory employee training on privacy and cybersecurity</b>	Yes	Yes	Yes
<b>Policy on the use of social media and online evaluations of products and services from Quebecor and its subsidiaries, including mandatory training on astroturfing for new employees</b>	Yes	Yes	Yes
<b>Policies on data security and confidentiality, governance, and sound data management</b>	Yes	Yes	Yes

## MEDIA AND TELECOM

	2023	2024	2025
<b>Number of complaints accepted by the Commission for Complaints for Telecom-television Services (CCTS)<sup>1</sup></b>	Videotron, Fizz, and VMedia: 699 Freedom Mobile: 837	Videotron, Fizz, VMedia, and Freedom Mobile: 1,526	Videotron, Fizz, VMedia, and Freedom Mobile: 1,643
<b>Canadian content expenditures (\$) <sup>2,3</sup></b>	\$377.2 M	\$339.6 M	\$326.6 M

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

<sup>1</sup>Data for the 12-month period ending July 31 of each year.

<sup>2</sup>TVA Network, specialty channels, digital services (TVA+, TVANouvelles, TVA Sports, TVASports en direct, QUB Radio, and illico+), and MAtv.

<sup>3</sup>Data for the 12-month period ending August 31 of each year.