

2024

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ESG
Summary
2024

QUEBECOR

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	2024
Revenues	\$4,531.9M	\$5,434.3M	\$5,638.4M
Employee costs	\$696.9M	\$755.5M	\$752.0M
Purchase of goods and services	\$1,900.5M	\$2,441.0M	\$2,518.9M
Additions to property, plant, and equipment	\$395.1M	\$397.0M	\$469.6M
Additions to intangible assets¹	\$91.4M	\$156.4M	\$129.9M
Income taxes paid	\$282.4M	\$285.4M	\$221.6M
Cost of spectrum licences	-	\$9.9M	\$298.9M

¹Excluding spectrum licences

ENVIRONMENTAL INDICATORS

	2022	2023	2024
Direct greenhouse gas emissions from vehicle fleet (tonnes of CO₂ eq)	6,717	Quebecor and its subsidiaries (excluding Freedom Mobile): 6,193 Freedom Mobile: 264	Available September 2025
Direct greenhouse gas emissions from fuel consumption at facilities (tonnes of CO₂ eq)	4,434	Quebecor and its subsidiaries (excluding Freedom Mobile): 3,881 Freedom Mobile: 199	Available September 2025
Total direct greenhouse gas emissions (Scope 1) (tonnes of CO₂ eq)	11,642	Quebecor and its subsidiaries (excluding Freedom Mobile): 12,702 Freedom Mobile: 586	Available September 2025
Total indirect greenhouse gas emissions (Scope 2) (tonnes of CO₂ eq)	365	Quebecor and its subsidiaries (excluding Freedom Mobile): 364 Freedom Mobile: 9,848 ¹	Available September 2025
Total Scope 1 and 2 emissions (tonnes of CO₂ eq)	12,007	Quebecor and its subsidiaries (excluding Freedom Mobile): 13,066 Freedom Mobile: 10,434 ¹	Available September 2025
Scope 1 and 2 carbon intensity (tonnes of CO₂ eq per million \$ in revenue)	2.65	4.32	Available September 2025
Total energy consumption (MWh)	321,026	Quebecor and its subsidiaries (excluding Freedom Mobile): 340,409 Freedom Mobile: 100,133	Available September 2025
Total purchased electricity consumption (MWh)	268,888	Quebecor and its subsidiaries (excluding Freedom Mobile): 292,996 Freedom Mobile: 97,193	Available September 2025
Total consumption, energy from renewable sources (MWh)	268,558	Quebecor and its subsidiaries (excluding Freedom Mobile): 292,334 Freedom Mobile: 57,350 ¹	Available September 2025
% of energy consumption from renewable sources	84%	Quebecor and its subsidiaries (excluding Freedom Mobile): 86% Freedom Mobile: 57% ¹	Available September 2025
% of energy consumption from electrical grid	84%	Quebecor and its subsidiaries (excluding Freedom Mobile): 86% Freedom Mobile: 97%	Available September 2025
Energy intensity (MWh per million \$ in revenue)	70.84	81.07	Available September 2025
% of purchased set-top boxes compliant with CEEVA STB	100%	100%	Available September 2025
% of purchased new small network equipment compliant with CEEVA SNE	100%	100%	Available September 2025
Number of electric vehicles	189	187	187
Number of charging stations	114	164	164

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

SOCIAL INDICATORS

	2022	2023	2024
Number of employees	10,197	11,559	11,064
% of permanent employees	85.2%	85.7%	85.8%
% of temporary employees	14.8%	14.3%	14.2%
Employee turnover rate	22.9%	20.2%	19.8%
Number of unionized employees	5,589 or 54.8%	6,311 or 54.6%	5,984 or 54.6%

GENDER DIVERSITY

% of women	34.7%	35.1%	34.7%
% of management positions held by women (excluding VPs)	35.5%	39.3%	34.6%
% of VP positions held by women	36.2%	35.9%	40.7%

DESIGNATED GROUPS¹ (SELF-IDENTIFICATION)

% of visible minorities	Aggregate data not available	13.9%	13.4%
% of people with disabilities	Aggregate data not available	1.1%	1.1%
% of Indigenous peoples	Aggregate data not available	0.7%	0.6%

AGE DIVERSITY

% of Baby Boomers	11.1%	9.2%	8.1%
% of Generation X	36.6%	34.7%	34.4%
% of Millennials	48.7%	51.1%	51.2%
% of Generation Z	3.6%	5.0%	6.3%
Frequency rate of accidents with time loss	1.55	1.56 (without Freedom Mobile)	1.63 (without Freedom Mobile)
Total donations and sponsorships	\$36.9M	\$33.7M	\$33.8M

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

GOVERNANCE INDICATORS

	2022	2023	2024
Number of directors	8	8	8
% of independent directors	62.5% (5/8)	62.5% (5/8)	62.5% (5/8)
% of board members who self-identify as women	50%	50%	50%
% of board members who self-identify as visible minorities	0%	0%	0%
% of board members who self-identify as disabled	0%	0%	0%
Diversity policy in effect	No	Yes	Yes

INFORMATION TECHNOLOGY AND INFORMATION SECURITY

	2022	2023	2024
Mandatory employee training on cybersecurity and privacy	Yes	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 (astroturfing)	Yes	Yes	Yes
Policies on data security and confidentiality, governance, and sound data management	Yes	Yes	Yes
SOC 2 Type 2 certification	Yes	Yes	Yes
Artificial intelligence corporate policy	-	No	No *Coming in 2025

MEDIA AND TELECOMS

	2022	2023	2024
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 Mobile: 837	Videotron, Fizz, VMedia and Freedom Mobile: 1,526
Canadian programming expenditures (\$) ^{2,3}	\$353.9M	\$377.2M	\$339.6M

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

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, Vrai and illico+) and MAtv.

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