



Fighting climate change

Carbon disclosure

Quebecor has been reporting its greenhouse gas emissions to the Carbon Disclosure project (CDP) since 2012. For 2019, Quebecor reported:

- Emitting 14,853 metric tonnes of CO₂e for Scope 1;
- Emitting 219 metric tonnes of CO₂e for Scope 2;
- Using 314,435 MWh of energy;
- Using 83% renewable energy;
- Emitting 3.49 metric tonnes of CO₂e per million of dollars in revenue;
- Offsetting 1,372 metric tonnes of CO₂e through the Carbone Scol'Ère exchange.

Green transportation

- Committed to electrifying the entire fleet of some 1,000 cars and light trucks operated by Quebecor's subsidiaries, including Videotron and TVA Group, by 2030.
- This electrification plan will reduce the Corporation's greenhouse gas emissions by more than 50%, based on its Scope 1 and Scope 2 emissions in 2020.
- Signatory of EV100, a global initiative launched by The Climate Group that brings together forward-looking companies to accelerate the adoption of electric vehicles by businesses by 2030.

Signing of the Canadian Energy Efficiency Voluntary Agreement for small network equipment

Videotron signed the agreement and committed to ensure that 90% of its new modems, routers and small network equipment meet stringent energy efficiency targets.

Energy efficiency

Introduced measures, such as the gradual replacement of server room equipment with air conditioners that use outside air for cooling and the installation of automated lighting systems.

Reducing our environmental footprint

Environmentally responsible productions and events

Founding partner, with the Quebec Film and Television Council and the Conseil québécois des événements écoresponsables, of *Rolling Green*, a program to promote environmentally responsible audiovisual production in Québec, with a 3-level green certification process.

GesteVert Initiative

The *GesteVert Initiative*, launched by Quebecor's GesteV event-management subsidiary, is aimed at managing events responsibly so as to minimize their impacts on the environment while increasing the social and economic benefits for the regions where they are held.

We Recycle

Since 2012, Videotron's *We Recycle* program has collected and recycled more than 9.9 million obsolete electronic devices.

Partnerships

- Major partner of Soverdi and its projects to increase Montréal's leaf area index.
- Partner of Coop FA's Carbone Scol'Ère exchange, an educational program that encourages Québec elementary school students aged 9 to 12 to adopt new environmentally friendly habits.

Greening Montréal

Member of Soverdi's urban forest leaders' committee, composed of major Montréal businesses that are actively involved in efforts to green the city.

Quebecor Printing

Quebecor Media Printing obtained Forest Stewardship Council® (FSC® C111719) chain-of-custody certification in 2012, and has maintained it since.

Green ambassadors

More than 80 green ambassadors are involved in environmental projects and awareness-raising beyond their work duties.

Philanthropic engagement

Donations and sponsorships

- Support for culture, entrepreneurship, the community, the environment and Quebecor employees under the signing of *La culture du possible*.
- \$29 million in donations and sponsorships in the pandemic year of 2020, or 1.5% of Quebecor's adjusted EBITDA.
- Almost half of corporate contributions went to support the development and dissemination of Québec culture.
- More than 400 organizations across Québec received support.
- Creation in 2008 of *Éléphant*: The memory of Québec cinema, Quebecor's largest philanthropic project, dedicated to restoring Québec's feature film heritage and making it accessible. Over 230 films restored to date, thanks to Quebecor contributions, totalling over \$39 million.
- Pierre Péladeau Bursaries support the next generation of Québec entrepreneurs. Since 1999, over \$2.3 million awarded to student entrepreneurs to support more than 60 Québec start-ups.

Human resources

Campus Québecor training program

More than 10,000 hours of training and talks delivered to employees and managers of all Quebecor subsidiaries in 2020.

Commitment to diversity and inclusion

Partner of the Fondation Les Petits Rois' on-the-job mentoring program designed to ease the path to independence for young people with slight to severe intellectual disabilities.

Commitment to female leadership

Quebecor's *Outstanding Women* program, created in 2019, includes an awards ceremony, talks and panel discussions.

Initiatives to promote employee health and wellness

Launch of an extended health and wellness program in 2020. The program offers stronger support for psychological, financial, social, and physical health.

Corporate policies

Quebecor and its subsidiaries have established, and continually update their various corporate policies, including:

- Health and safety;
- Ethics;
- Training and professional development;
- Harassment in the workplace.

Governance

ESG governance

- ESG questions and issues are managed by Quebecor's Corporate Social Responsibility Committee, whose members include managers and employees.
- The Committee monitors ESG trends and practices, sets guidelines and coordinates the Corporation's ESG strategy.
- The Committee reports to Quebecor senior management and the Human Resources and Corporate Governance Committee.

Female representation

- In 2017, a written policy on the selection of Board of Directors candidates was adopted, with a target of at least 40% female representation by 2020; the target was achieved in 2019 (44%) and maintained in 2020.
- As of December 31, 2020, women made up 40% of the management committees of Quebecor and its subsidiaries.

Board governance

- The Board established an Audit and Risk Management Committee and a Human Resources and Corporate Governance Committee.
- 100% attendance rate by directors at Board and Committee meetings held during the fiscal year ended December 31, 2020.
- 67% of the members of Quebecor's Board of Directors are independent.

Compensation governance

The advisory vote on executive compensation again garnered broad support from shareholders in 2021, with over 99% of shares (99.96% of Class A shares and 96.58% of Class B shares) voted in favour of our approach.

Supplier Code of Conduct

The Code of Conduct is incorporated into Quebecor's procurement practices and sets out the Corporation's expectations of its suppliers with regard to:

- Respect for workers;
- Ethical practices;
- Management of conflict minerals;
- Health and safety;
- Environmental responsibility.

Data security and confidentiality

Policies

- Quebecor and its subsidiaries, including Videotron, TVA Group and MediaQMI, which manages *Le Journal de Montréal* and *Le Journal de Québec*, have policies on data confidentiality that require strict monitoring procedures and regular updates of security technology.
- Quebecor and its subsidiaries have implemented a policy to ensure sound management and governance of data and have appointed a Chief Privacy Officer responsible for personal data and information.
- With regard to cybersecurity, Quebecor partners regularly with colleges and universities and contributes continuously to the development of Québec's cybersecurity ecosystem.

In-house expertise

- Quebecor and its subsidiaries field a team of experts dedicated to cybersecurity and cybersecurity awareness, headed by Quebecor's Chief Information Security Officer.
- Mandatory training on cybersecurity and protection of personal information is given to all employees and consultants on a quarterly basis.
- Information security risks are evaluated for all new suppliers.

FORWARD-LOOKING STATEMENTS This document contains forward-looking statements which are subject to known and unknown risks and uncertainties, and are based on both general and specific assumptions, which could cause the actual results of Quebecor Inc. ("the Corporation" or "Quebecor") to differ materially from those set forth in the forward-looking statements. These statements do not constitute a guarantee of future performance or future events, and readers are cautioned against reliance on forward-looking statements. Certain factors that may cause actual results to differ from current expectations include, without being limited to, Quebecor's ability to continue successfully building out its network and its mobile facilities, fluctuations in customer demand for Quebecor's products, fluctuations in the cost and availability of equipment and raw materials, service interruptions due to equipment breakdown, network failure, the threat of natural disaster, epidemics, pandemics or other public health crises, seasonal fluctuations in customer orders, pricing actions by competitors, and changes in the general economic environment. From time to time, we consider potential transactions such as acquisitions, disposals, mergers, business combinations, investments, joint ventures and other transactions that may be material. Unless otherwise indicated, the forward-looking statements do not take the potential effects of such transactions or of one-time items into account. Accordingly, we can provide no meaningful description of their expected impact or present it in the same manner as the impact of the known risks to our business. For more information on the risks, uncertainties and assumptions that could cause Quebecor's actual results to differ from current expectations, please refer to Quebecor's public filings, available at www.sedar.com and www.quebecor.com, including, in particular, the "Risks and Uncertainties" section of Quebecor's Management Discussion and Analysis for the year ended December 31, 2020, and the annual reports on Form 20-F filed with the U.S. Securities and Exchange Commission (SEC) (www.sec.gov) by Quebecor Media Inc. and Videotron Ltd.. We will not update or revise these forward-looking statements, whether as a result of new information, future events or otherwise, except as required by applicable securities laws.