

CORPORATE SOCIAL RESPONSIBILITY 2023

Driving change together

For more than 70 years, Quebecor has played an important role in Québec's economic, cultural, and social vitality by joining forces with visionaries, creators, cultural workers, and the next generation of artists. Driven by our entrepreneurial spirit and strong philanthropic commitment, we make tangible 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.



A value of more than

\$33M

in donations and sponsorships for the community in 2023.

400+

organizations supported across Québec.

1.5%

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

THE FIVE PILLARS OF OUR SOCIAL ENGAGEMENT

CULTURE

- Promote Québec's rich culture, language, history, and heritage.
- Support and disseminate the work of Québec artists and creators.

ENVIRONMENT

- Fight climate change.
- Participate in Québec's energy transition.
- Reduce our daily environmental impact.

COMMUNITY

- Engage on the ground and be part of the collective effort towards achieving:
- a healthy, active population.
 - education and self-realization for young people.
 - an inclusive, egalitarian, and caring society.

EMPLOYEES

- Provide employees with a stimulating work experience in a balanced, open, inclusive environment.
- Give employees opportunities for hands-on participation in large-scale projects created for Quebecers.
- Leverage everyone's strengths and ideas.

ENTREPRENEURSHIP

- Provide a springboard for young entrepreneurs.
- Support the creation and growth of companies with innovative, sustainable solutions and business models that will shape the Québec of the future.

See our summary of environmental, social, and governance (ESG) issues.



Culture

Québec culture has been an integral part of Quebecor's *raison d'être* since it was founded. Quebecor is dedicated to supporting and promoting talented Québec artists and creators, and to showcasing the richness of our culture, language, history, and heritage.

\$14.6M*

to support the development and dissemination of Québec culture.

*Value of donations and sponsorships.

\$100,000+

in grants to directly support the work of artists, musicians, and writers.

100+

cultural organizations supported across Québec.

SUPPORTING AND SHOWCASING TALENT

To promote the richness of Québec culture and bring talented Québec artists to the widest possible audience, Quebecor continued supporting cultural organizations across Québec in 2023 in the fields of music, film, theatre, dance, and the performing arts, including the Festival en chanson de Petite-Vallée, Opéra de Québec, SuperFrancoFête, Festival du nouveau cinéma, Théâtre du Rideau Vert, and École supérieure de ballet du Québec.

At the same time, Quebecor maintained its ongoing commitment to the emerging artists who will shape the cultural scene of tomorrow. The Corporation continued supporting a host of organizations dedicated

to preparing the artists and creators of the future, including the Festival Vue sur la relève, the Fondation du Conservatoire de musique et d'art dramatique du Québec, Ma première Place des Arts, and Cégeps en spectacle.

Quebecor also supports Québec's creative community by awarding numerous grants and prizes to Québec artists and creatives every year, including the Prix Robert-Cliche for first novels, the Grand Prix de la danse de Montréal, the Grand Prix Québecor at the Trois-Rivières International Poetry Festival, and the Prix Gratien-Gélinas of the Centre des auteurs dramatiques.



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PRESERVING AND PROMOTING OUR CULTURAL AND HISTORICAL HERITAGE

Quebecor is proud of its roots. We are a longtime partner of organizations that work to preserve **Québec's cultural and historical heritage** and make it available to future generations, including the Monastère des Augustines de Québec, the Fondation Lionel-Groulx (with whom we contributed to the series *Nos géants*), and the Fondation René-Lévesque.



ÉLÉPHANT: UNIQUE PROJECT PRESERVES QUÉBEC'S FILM HERITAGE

Éléphant: The Memory of Québec Cinema, Quebecor's largest philanthropic project, is dedicated to preserving Québec's cinematic heritage and making it available to all. Quebecor has invested close to \$45 million in the project since its creation in 2007. *Éléphant's* team of experts and film enthusiasts has restored, digitized, and shared over 250 feature films that have shaped Québec's history and culture.

Éléphant works as a partner to Québec filmmakers. Aside from a small amount to cover a portion of the platform's operating costs, all revenue resulting from distribution of the movies goes to the filmmakers and rights holders.

Environment

To help build a greener, more sustainable, and more prosperous Québec, Quebecor constantly strives to reduce its environmental footprint and encourages its employees, customers, partners, and the public to be environmentally responsible. The Corporation is engaged in energy transition and the fight against climate change.

COMMITMENT TO THE ENVIRONMENT

Our environmental strategy is based on key areas of activity and effective programs to reduce the main impacts of our operations.

84%

percentage of energy used by Quebecor that comes from renewable sources.

12M

electronic devices and accessories collected under the *We Recycle* program.

187

electric, hybrid, and hydrogen vehicles in the fleets of Quebecor and its subsidiaries.

Prioritized areas of activity

Contribute to the fight against climate change by reducing greenhouse gas emissions from our vehicles and buildings.

Proactively manage environmental risks and ensure our operations comply with acts and regulations.

Work with the community and our suppliers to conserve natural resources.

Recover, recycle, and reuse waste by responsibly managing end-of-life electronic devices.

Key programs

On roue électrique: greenhouse gas emissions.

We Recycle: recycling end-of-life electronic products.

Rolling Green: environmentally responsible film and television production.

GesteVert: green event production.

FIGHTING CLIMATE CHANGE

To be part of Québec's energy transition, Quebecor launched *On roule électrique* in 2020, a three-pronged program to electrify all of the approximately 1,000 vehicles operated by Quebecor's subsidiaries, including:

- Continuous re-evaluation of the size of its fleet of vehicles.
- Acquisition of new electric or hybrid vehicles to replace end-of-life gasoline-powered vehicles.
- Electrification of our light-duty trucks using innovative clean technologies.



Quebecor has also been tracking and reporting its greenhouse gas emissions to the Carbon Disclosure Project since 2012.

To improve the energy efficiency of its operations, Quebecor has signed the Canadian Energy Efficiency Voluntary Agreement for Set-Top Boxes and the Canadian Energy Efficiency Voluntary Agreement for Small Network Equipment through its subsidiary Videotron.

100%

of Videotron's equipment (set-top boxes and small network equipment) meets or exceeds the energy standards in these agreements.

1,167

educational carbon credits purchased by Quebecor in 2023.

In partnership with Coop FA and its Carbone Scol'ERE initiative, Quebecor offset more than the Videotron Centre's total greenhouse gas emissions in 2023.

Quebecor is proud to power its operations primarily with energy from renewable sources with a low carbon footprint.



GREENHOUSE GAS EMISSIONS IN TONNES OF CO₂ EQ

	2020	2021	2022
Scope 1 emissions	11,495	13,037	11,642
Scope 2 emissions	216	244	365
Scope 1 and 2 emissions combined	11,711	13,281	12,007

ENERGY CONSUMPTION OF QUEBECOR AND ITS SUBSIDIARIES

	2020	2021	2022
Energy consumption in MWh	298,666	307,247	321,026
Percentage of energy generated by renewable sources	84%	84%	84%



Quebecor and its subsidiaries have a fleet of 187 electric, hybrid, and hydrogen-powered vehicles and 164 charging stations.

DRIVING SUSTAINABLE MOBILITY FORWARD

Quebecor is committed to sustainable mobility and is working with a number of organizations to increase its contribution to the electrification of transportation throughout Québec's business community. Its Videotron subsidiary is working closely with Hydro-Québec's Cleo subsidiary to optimize its charging infrastructure and intelligently manage the charging of its vehicles based on daily range requirements. Quebecor is also a partner of Propulsion Québec: For the past 4 years, it has been part of the group of stakeholders from various sectors taking part in the IMPULSION summit, which shares energy transition expertise and future outlooks.

ACTION TO PRESERVE BIODIVERSITY

A longstanding partner of Soverdi, Quebecor contributed to the planting of nearly 3,700 trees in 2023 as part of the A Tree for My Neighbourhood campaign, bringing the total number of trees planted over the past 10 years to more than 29,000. Quebecor also joined Soverdi's Comité des leaders de la forêt urbaine in 2022 to help promote urban greening.



Quebecor is a proud supporter of Ocean Week, organized by the Blue Organization. Through its Fizz subsidiary, Quebecor participated in three clean-ups of the banks of the St. Lawrence River, supported in part by a Fizz customer data donation campaign; 120 volunteers collected a total of 655 kg of waste.

WASTE MANAGEMENT

Quebecor is committed to responsible management of the waste generated by its subsidiaries' various activities and has launched a series of concrete initiatives that are fully integrated into its practices and processes.

- Since 2012, Videotron's We Recycle program has collected more than 12 million electronic devices and accessories for reuse or recycling by encouraging customers to bring in their obsolete equipment.
- TVA has set up a reusable deposit container system at its offices. In 2023, it avoided the use of 258 kg of single-use containers.
- Quebecor is a founding partner of Rolling Green, and its TVA and MELS subsidiaries are federating partners. In 2023, they continued their efforts to raise awareness and support the industry in implementing environmentally friendly practices at all stages of all film and television productions in Québec.

**Rien ne se perd,
tout se recycle.**



ENVIRONMENTALLY RESPONSIBLE EVENTS

Gestev, Quebecor's events subsidiary, has been greening its events since 2009. In 2023, it began a certification process for the Responsible Tourism Institute's Biosphere initiative, which recognizes tourism businesses that contribute to the achievement of the United Nations' 17 sustainable development goals. Gestev continued its efforts to reduce the environmental impact of its productions by promoting sustainable mobility and better waste and energy management.

Entrepreneurship

True to its entrepreneurial roots, Quebecor supports the next generation of entrepreneurs and actively contributes to the creation and growth of the innovative companies that will shape the Québec of the future. Its Pierre Péladeau Bursaries program supports student start-ups, and its asterX Capital venture capital fund invests in start-ups that have the potential to stimulate innovation in Quebecor's lines of business, and in society as a whole.

\$100M+

Total venture capital investments raised by asterX Capital's portfolio companies in 2023.

\$40M+

Support for businesses under Quebecor's university program.

165+

Business founders directly supported by asterX.

UNIQUE PROGRAM TO SUPPORT YOUNG ENTREPRENEURS

Pierre Péladeau Bursaries, a flagship program of Quebecor, has been fostering the entrepreneurial spirit of university students for 25 years. It now disburses a total of \$200,000 per year to help student entrepreneurs start businesses, carry out their business plans, and develop their products and markets.

Since the bursaries were created in 1999, Quebecor has awarded close to \$3 million to Québec student entrepreneurs. The start-ups selected over the years have offered sustainable solutions and innovative business models, two essential factors for Québec's growth and vitality. They often use technologies that have a positive impact on our quality of life and the environment.



The recipients of the 2023 Pierre Péladeau Bursaries.

In 2023, the top bursary of \$75,000 was awarded to Ferreol Technologies, which is developing and commercializing new, more efficient and environmentally friendly materials and technologies for the manufacturing sector in Québec and internationally.

PIERRE PÉLADEAU BURSARIES BY THE NUMBERS:

\$300M+

in financing raised by companies
after receiving the bursary.

55+

companies that received support
are still in business.

Close to

\$3M

in bursaries since 1999.

INVESTING IN START-UPS TO STIMULATE INNOVATION

In 2023, asterX continued investing millions in new partnerships with innovative start-ups. For example, Quebecor partnered with IONODES, a leader in IoT video solutions. In line with its central role in Québec's entrepreneurial ecosystem, Quebecor hosted the second edition of its Summit, presented by asterX, which brought together a community of nearly 200 entrepreneurs, partners, and employees.

BURSARIES FOR ELEMENTARY AND HIGH SCHOOL STUDENTS

In collaboration with its CEC Publishing subsidiary, Quebecor expanded its partnership with the **OSEntreprendre Challenge** to support the youngest entrepreneurs, handing out \$30,000 in scholarships to budding entrepreneurs enrolled in schools from the elementary to university level.



Murale asterX | Québecor

SUPPORTING UNIVERSITY ENTREPRENEURSHIP PROGRAMS

As a steadfast partner of the university entrepreneurial community, Quebecor supports a number of programs that train the next generation of entrepreneurs.

In 2022, Quebecor and the Fondation Chopin-Péladeau made a historic \$40 million donation to Université de Montréal to develop a new program called **Millénium Québecor**, which will offer students specialized entrepreneurship training in a new state-of-the-art building to be known as the Pavillon Pierre-Péladeau.

The **Quebecor asterX Digital Entrepreneurship Program** at HEC Montréal's Industrial Research Chair in User Experience continued its mission of helping Québec start-ups with their digital strategies and welcomed its second cohort of new businesses in 2023.

In 2023, Quebecor also became a **major partner of Entrepreneuriat ULaVal**, an incubation program at Université Laval, and launched **Murale asterX|Québecor** to showcase the progress of the companies in the program.

Community

Quebecor is engaged with its community in order to actively participate 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 for the most disadvantaged.

\$4M+

in donations and sponsorships to community organizations in 2023.

120+

community organizations supported across Québec.

3

homes for adults with intellectual or physical disabilities opened in 2023 with support from Quebecor.

SUPPORTING EDUCATION AND SELF-REALIZATION FOR YOUNG PEOPLE

Since vibrant young people are an essential element in building a strong society, Quebecor supports organizations dedicated to their **education, growth, development, and well-being**. In 2023, the Corporation maintained its commitment to organizations such as Sun Youth, Fondation sablon, the Literacy Foundation, the Paul Gérin-Lajoie Foundation, and Motivaction Jeunesse. Quebecor also supports a number of institutions of higher education in Québec, including Université de Montréal, Université Laval, and HEC Montréal.

DIVERSITY AND INCLUSION

To contribute to social progress and help make our society more egalitarian, Quebecor works with organizations that promote the **inclusion of culturally, physically, intellectually, and gender diverse groups**. In 2023, Quebecor made a donation to the Le Pilier Foundation to support important projects for the nine adults with multiple disabilities who live at Maison Quebecor. The Corporation also supported the Fondation Autiste & majeur, which inaugurated the Espace Autiste & majeur-Québecor in September 2023, as well as the Fondation Émergence, the Alliance Arc-en-ciel de Québec, and the Vietnamese Cultural Centre in Montréal.

Videotron continued its 45-year partnership with Groupe AFFI, which mostly employs people with physical or cognitive limitations, and provided the technology for the Fondation Les Petits Rois's smart home project.

GROUPE
AFFI |  **VIDÉOTRON**

Partenaires
depuis
45 ans

FOR A HEALTHY, ACTIVE POPULATION

Health is one of society's greatest challenges, and Quebecor has made it one of its focus areas. The Corporation actively supports **health and research** foundations such as the Fondation du CHUM, Fondation Charles-Bruneau, the Palliative Home-Care Society Foundation, the Association québécoise de prévention du suicide, and the Fondation du CHU de Québec. Quebecor is also a longstanding partner of organizations that promote **physical activity and a healthy lifestyle**, such as the Grand défi Pierre Lavoie and FitSpirit.



Members of the Grand défi Pierre Lavoie 2023 team

A MORE CARING AND EGALITARIAN SOCIETY

Caring is one of Quebecor's core values, and we are committed to **helping people in need**. Quebecor partners with organizations such as Les Petits Frères, which it has supported since 1999, La Dauphine, Dans la rue, Le Chaînon, Food Banks of Quebec, and Fondation Bon départ.

Employees

Quebecor makes every effort to provide its employees with a stimulating work experience in a respectful environment. We want to enable employees to make tangible contributions to major projects created for Quebecers, offer them a balanced, open, and inclusive environment, and give them the opportunity to give the best of themselves and develop their full potential within the Quebecor family.

Nearly

12,000

employees.

Nearly 50%

Percentage of women on Quebecor and its subsidiaries' management committees.

+50%

Proportion of Quebecor's workforce composed of millennials.

LEVERAGING TALENT AND LEADERSHIP

To support all employees on their career paths and help them develop their skills, Quebecor offers various training programs at all levels and in all subsidiaries. Several new programs were launched in 2023, including a **management skills development pathway for new managers**, a **self-directed learning plan** on a management skills development website, and à la carte training for managers. Quebecor also offers all of its people the opportunity to develop their skills and work towards their career goals through an **individual development plan**.

HEALTH AND WELLNESS IS A TOP PRIORITY

To encourage employees at all of its subsidiaries to adopt a healthy lifestyle and stay fit, Quebecor launched a number of new initiatives in 2023 as part of its **Health and Wellness Program**:

- A new service from the *Employee and Family Assistance Program*, provided by Cloud MD via the integrated Kii platform.
- Access to a *telemedicine program* that quickly connects employees with health care professionals.
- A series of targeted messages during *Mental Health Week* to raise awareness and educate employees about mental health.
- The *Haleo* pilot project to provide preventive, personalized support for employees suffering from sleep disorders.

ACTION FOR DIVERSITY, EQUITY, AND INCLUSION (DEI)

Equity, inclusion, and respect for all—co-workers, customers, Indigenous Peoples, visible minorities, sexual and gender diverse people—are core values for Quebecor.

In 2023, **the Diversity, Equity, and Inclusion (DEI) Committee** continued working to identify priority actions to create a culture of inclusion at Quebecor and its subsidiaries.

A **DEI Policy** was introduced to support an inclusive corporate culture and harmonize management practices across all departments in order to promote diversity in the workplace and prevent discriminatory behaviour.

The Human Resources department encouraged the **hiring of candidates from diverse backgrounds** by reviewing job offers to make them more inclusive and promoting existing accommodations, among other things. The DEI Committee also developed partnerships with various organizations, including Immigrant Québec, DuoEmploi, and Autismopolis, to promote inclusiveness in the workplace.



During Québec's Disability Week, the Quebecor family welcomed interns from the DuoEmploi program into various sectors of the company, including the HR departments of TVA Group and MELS.

In its telecommunications activities in particular, the Corporation always consults local communities in order to understand their circumstances and ensure that there are no potential negative impacts on ancestral or treaty rights, and adapts its plans accordingly.

Videotron also launched the new **Mets-toi à ma place** training program to equip Videotron frontline employees to provide customer service in line with best practices in accessibility and inclusion.

Freedom Mobile backs Rainbow Railroad, an organization that supports members of the **2SLGBTQ+ community** around the world and helps them find refuge from persecution in their home countries, and partners with the Get REAL Movement, which **fights discrimination, racism, and bullying** in schools, summer camps, and workplaces.

RECOGNIZING WOMEN'S LEADERSHIP

Quebecor places a high value on female representation at its subsidiaries. To promote women's leadership, the Corporation supports female employees who want to move into management positions and recognizes talent in the next generation of women.



Salut Bonjour Femmes Leaders

The Salut Bonjour Femmes Leaders webcast, hosted by Eve-Marie Lortie, profiled the career paths and experiences of three inspirational women leaders at Quebecor: Pelra Azondekon, Nadège Pouyez, and Alexandra Chareyron. It was broadcast to all members of the Quebecor family.



Marie-Pierre Simard



Pelra Azondekon

Quebecor also values the involvement and impact of its women employees beyond their roles at the Corporation. For example, Marie-Pierre Simard, Quebecor's Assistant Vice-President, Legal Affairs, sits on the executive committee of the Quebec Maritimes Junior Hockey League and represents the Quebec Remparts in the league's Assembly of Members; and Pelra Azondekon, Managing Director of asterX and Director of Corporate Venture Capital at Quebecor, is an independent member of the board of the Université de Montréal.

WOMEN'S REPRESENTATION AT QUEBECOR AND ITS SUBSIDIARIES*

	% of total employees	% of management (excluding VP and above)	% of VPs and above	% of management committees
Quebecor	66%	70%	31%	37%
TVA	48%	53.5%	70%	75%
Sports and Entertainment Group	34%	55.5%	33%	28.5%
Videotron	29%	26.5%	27%	33%
Books, Newspapers, and Digital Divisions	49%	51%	40%	51%
Total	35%	39%	36%	46%

*As of December 31, 2023

TOWARDS GENDER PARITY IN FILM AND TV PRODUCTION

TVA Group launched the **Gender Parity Action Plan for Women in Production** in 2019, aimed at achieving 50% women overall in the key roles of director, producer, and screenwriter on its original productions.

WOMEN IN PRODUCTION AT GROUPE TVA

	2024	2023	2022	2021
Women producers, directors, and screenwriters	42%	38%	38%	37%
Women producers	56%	50%	51%	49%
Women directors	21%	24%	24%	23%
Women screenwriters	38%	32%	32%	32%
Productions with gender parity	43%	43%		

Governance

Good governance is vital to a thriving 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 of its activities, Quebecor ensures that its actions, measures, procedures, and policies meet the highest standards of ethics and transparency.

62.5%

independent directors.

50%

women on the Board of Directors.

93% and 100%

attendance by directors at Board and Committee meetings respectively.

ENGAGED DIRECTORS AND COMMITTEES

Environmental, social, and governance (ESG) issues and challenges are central concerns today. At Quebecor, they are addressed by an **ESG Committee** composed of managers and employees that maintain an ESG trends and practices watch, set guidelines, and coordinate the Corporation's ESG strategy. The committee is overseen by Quebecor senior management and reports to the **Human Resources and Corporate Governance Committee**. In addition to ESG issues, the committee oversees 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 key risks identified by management, including ESG-related risks, and the effectiveness of risk mitigation measures. It receives regular assessments from management on potential risks to Quebecor and its subsidiaries.

INDEPENDENT MAJORITY ON THE BOARD

Quebecor's Board of Directors is composed of 62.5% independent members. Since 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 and constructive dialogue with shareholders through discussions with shareholder and investor advocacy groups, particularly on governance issues. Since 2020, the Corporation has held its meetings virtually. Shareholders can submit questions in advance or live, and receive clear and comprehensive information on accessing the meetings, participating, and voting. The proponents of motions to be voted on have the opportunity to speak.

DATA SECURITY AND CONFIDENTIALITY

Quebecor and its subsidiaries, including Videotron, TVA Group, and Média QMI, 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.

IN-HOUSE CYBERSECURITY EXPERTISE

Quebecor attaches great importance to cybersecurity and raising employee awareness of security issues. The Corporation's Chief Information Security Officer heads a team of experts. Mandatory training in cybersecurity and privacy is provided to all employees and consultants on a quarterly basis. Information security risks are evaluated for all new IT service providers.

EDUCATION ON ASTROTURFING

In the spirit of responsible governance, Quebecor introduced mandatory training on astroturfing (organized efforts to fake grassroots support) in 2023 to raise awareness and educate employees on how to avoid the pitfalls and prevent harm. All employees at all subsidiaries were required to take the training program. In addition to its Code of Ethics, which has long covered astroturfing and related guidelines, Quebecor has a **Policy on the Use of Social Media and Online Evaluations of Products and Services of Quebecor and its Subsidiaries**.

BOARD OF DIRECTORS AND OFFICERS OF QUEBECOR INC.

As of December 31, 2023

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}

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, Chair of
the Human Resources and Corporate Governance
Committee, Quebecor Inc. and Quebecor Media Inc.;
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.; Senior Partner, Norton Rose Fulbright
Canada LLP

Érik Péladeau

President, Cie de Publication Alpha Inc.

Jean B. Péladeau

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

¹Member of the Audit and Risk Management Committee

²Member of the Human Resources and Corporate Governance 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

André P. Brosseau^{1,2,3}

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Du Musée Investments Inc.

Michèle Colpron¹

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Canada LLP

Érik Péladeau³

President, Cie de Publication Alpha Inc.

Jean B. Péladeau³

Vice-President, Operational Convergence,
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 Publisher,
Le Journal de Montréal

Martin Tremblay

Chief Operating Officer, Quebecor Sports and
Entertainment Group

Mathieu Turbide

Vice-President, Digital Content, Quebecor

Patrick Jutras

President of MELS and Chief Advertising Officer
of TVA Group and Quebecor Media Inc.

Jonathan Lee Hickey

Senior Vice-President, Legal Affairs and
Corporate Secretary

**Cautionary statement regarding
forward-looking statements**

Please refer to the cautionary statements regarding
forward-looking statements in the Corporation's
public filings, available at [sedarplus.ca](https://www.sedarplus.ca) and
[quebecor.com](https://www.quebecor.com).

¹Member of the Audit and Risk Management Committee

²Member of the Human Resources and Corporate Governance Committee

³Member of the Executive Committee