

Corporate social responsibility

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. Guided by our entrepreneurial spirit and strong philanthropic commitment, we make tangible efforts on all fronts to create value for the community by building a stronger, more innovative economy, a richer, more diverse culture, and a healthier, more sustainable society.

More than

\$38M

in donations and sponsorships for the community in 2025.

400+

organizations supported across Québec.

1.59%

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



Culture

For more than 70 years, Quebecor has been a steadfast champion of Québec culture, showcasing local talent and promoting Québec's rich culture, language, history, and heritage.

DIRECT SUPPORT FOR ARTISTS

Every year, Quebecor honours artists in all genres with prestigious awards, including the *Louve d'or* at the Festival du nouveau cinéma, the *Prix André-Gagnon* for instrumental music and the *Prix Karim-Ouellet* for diverse visions from the Fondation de la Société professionnelle des auteurs et des compositeurs du Québec, the *Prix Gratien-Gélinas* from the Centre des auteurs dramatiques, and the *Grand Prix de la poésie Québecor* at the Trois-Rivières International Poetry Festival. All recipients receive cash prizes to directly support their work.



Pierre Karl Péladeau presenting the *Prix Karim-Ouellet* for diverse visions to Jean-Eudes Aster (Shauit).



Pierre Karl Péladeau at Défi Impro, the annual fundraising event benefit for the Fondation des artistes.

DEVELOPING YOUNG TALENT

Quebecor believes in the vital importance of supporting up-and-coming artists—the future of Québec's cultural scene. In 2025, Quebecor donated \$150,000 to its partner of the past 15 years, the Fondation des artistes, to create the *Fonds Québecor pour la relève*. The new fund will provide young creators with essential assistance to develop their art and fulfil their potential. Quebecor also continues to invest in the next generation of artists through its long-standing support for the Festival international de la chanson de Granby, the Camp en chanson de Petite-Vallée, and Vue sur la relève.

PRESENT THROUGHOUT QUÉBEC

Quebecor is committed to fostering cultural vitality in every corner of Québec. It supports many organizations that enrich cultural offerings in Québec's regions, such as the Festival de musique émergente in Abitibi-Témiscamingue, Festi Jazz in Rimouski, the Festival de la chanson de Tadoussac, the Correspondances d'Eastman, the Musée des beaux-arts de Sherbrooke, the Festival international Contes-en-Îles in Îles-de-la-Madeleine, the Trois-Rivières International Poetry Festival, the Fête de la musique de Tremblant, and the Camp musical du Saguenay-Lac-Saint-Jean.

CELEBRATING DIVERSITY

Because culture opens a window to the world and bridges differences, Quebecor has long supported valued partners dedicated to diversity, including the First Peoples' Festival, the Festival international de cinéma Vues d'Afrique, Fondation Émergence, the Vietnamese Cultural Centre of Canada, Syli d'Or de la musique du monde, Vision Diversité, and Productions des pieds et des mains, which works with atypically cast artists to offer a different take on artistic and social issues.



Raphaël Rainville, Executive Director of Éléphant: The Memory of Québec Cinema; Zoé Protat, FNC Co-General Director and Artistic Director; Jean Pierre Lefebvre, winner of the *Louve d'honneur*; and Raoul Duguay, actor and multidisciplinary artist.

PRESERVING QUÉBEC'S CINEMATIC HERITAGE

For nearly 20 years, Éléphant: The Memory of Québec Cinema has been Quebecor's flagship philanthropic project, dedicated to preserving and sharing Québec's cinematic heritage. Since its inception in 2007, Quebecor has invested more than \$48 million to enable Éléphant's team of experts and cinephiles to restore and digitize some 265 feature films that have left their mark on Québec's history and culture. Aside from a small amount to cover a portion of the platform's operating costs, all revenue from the movies' distribution goes to the filmmakers and rights-holders. Films restored in 2025 include *Mon œil*, a 1971 classic by one of Québec's most acclaimed filmmakers, Jean Pierre Lefebvre. The new versions of *Mon œil* and three other feature films newly restored by Éléphant were premiered at the Festival du nouveau cinéma in October 2025.

Community

Quebecor is deeply engaged in the community, promoting education and self-realization for our youth, active and healthy lifestyles for all, and an inclusive, egalitarian society, all while supporting those most in need.



COMMITTED TO EDUCATION

In February 2025, Quebecor made a historic \$20 million donation to Université Laval to support the creation of the Carrefour international Brian-Mulroney. The funds were used to set up the Québecor Sphère program, which will include a series of research and teaching initiatives, and to create an environmental, social, and governance (ESG) fund. Quebecor continued to support other major educational institutions training the leaders of tomorrow, including Université de Montréal and HEC Montréal, as well as organizations working to make education accessible to all, such as the Paul Gérin-Lajoie Foundation and the Literacy Foundation.

INVESTING IN YOUTH

Recognizing the importance of sports and a healthy lifestyle among young people, Quebecor donated \$2 million in September 2025 to Fondation sablon, a valued partner for 60 years. This major gift will be used to refurbish the Centre Aquatique Québecor, creating a more accessible, safe, and inclusive space for learning and play. Quebecor also continued to invest in organizations dedicated to the growth, development, and well-being of young people, including the Fondation Yvon Deschamps, Motivation Jeunesse, Jeunes musiciens du monde, Fondation Bon Départ, and Ancre des jeunes.



Pierre Karl Péladeau with Marie-Eve Pichette, Executive Director of sablon and Fondation sablon, Jean-François Parent, Chairman of the Board of Fondation sablon and Vice-President and Treasurer of Québecor, and Sylvie Cordeau, Vice-President, Philanthropy and Sponsorships, Québecor.

FOSTERING DIVERSITY AND INCLUSION

Quebecor supports organizations that promote inclusivity, such as Special Olympics Québec, Les impatients, Le Pilier Foundation, Fondation Philou, and Centre d'apprentissage parallèle de Montréal. Quebecor also maintained its partnership with Fondation Autiste & Majeur, contributing to transformative programs for people aged 21 and over living with autism, with the creation of several Espaces Autiste & majeur—Quebecor day centres across Québec.

DOING OUR PART ACROSS QUÉBEC

To be present for all the communities it serves, Quebecor supports worthy organizations in many regions of Québec, including the foundations of teaching hospitals in Sherbrooke (CHUS) and Québec City (CHUQ), Fondation Madeli-Aide in the Gaspésie-Îles-de-la-Madeleine region, Maison Adémar-Dion in Lanaudière, Fondation Jean-Neveu in the Laurentians, and Le Pilier Foundation in Laval.

SUPPORTING EQUAL OPPORTUNITY

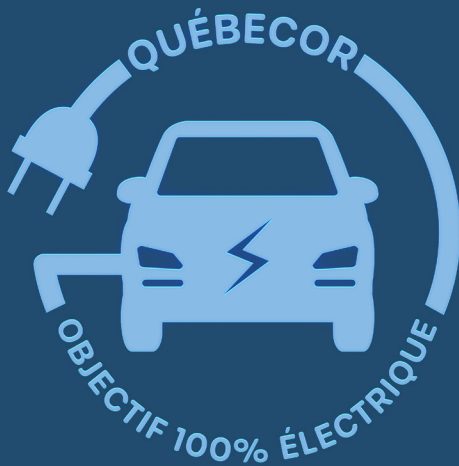
Guided by values of community and sharing, Quebecor supports organizations that assist vulnerable populations, such as Le Chaînon, Chez Doris, Dans la rue, the Old Brewery Mission, La Dauphine, and Refuge des Jeunes. In February 2026, Quebecor's Videotron subsidiary donated \$500,000 to Mission Unitainés, bringing its total contribution to \$1 million. The money will be used to develop and connect 12 new residences for low-income seniors. Freedom Mobile participated in Giving Tuesday again, with a donation to Food Banks Canada, providing meals for nearly 80,000 people in Canada.



Pierre Karl Péladeau with Luc Maurice, founder and Chair of the Board of Mission Unitainés.

The environment

To help build a greener, more sustainable, and more prosperous Québec, Quebecor is constantly striving to reduce its environmental footprint and encouraging environmental responsibility among employees, customers, partners, and the public. The Corporation is actively engaged in the energy transition and the fight against climate change.



COMBATING CLIMATE CHANGE

Quebecor takes concrete measures to manage its greenhouse gas emissions, improve the energy efficiency of its operations, and enhance the resilience of its assets to climate risks:

- Tracking and reporting the greenhouse gas emissions of Quebecor and its subsidiaries to the Carbon Disclosure Project since 2012;
- Embarking on an ambitious plan to reduce and electrify its vehicle fleet;
- Using energy-efficient technologies, such as free cooling and water-cooled air conditioners, in new server rooms;
- Monitoring weather alerts in the operations management centre to prevent and mitigate the impact of extreme weather events on the network.

A ROBUST ENVIRONMENTAL STRATEGY

Quebecor's environmental strategy focuses on priority actions and effective programs to reduce the main impacts of our operations:

Priority actions

- Contribute to the fight against climate change by reducing greenhouse gas emissions from our vehicles and buildings.
- Proactively manage environmental risks and ensure compliance with acts and regulations.
- Work with the community and suppliers to preserve natural resources.
- Recover, recycle, and reuse waste through responsible management of end-of-life electronic devices.

Key programs

- *On rouie électrique*: reducing greenhouse gas emissions.
- *revi Program*: recycling end-of-life electronic products.
- *Rolling Green*: environmentally responsible film and television production.
- *GesteVert*: environmentally responsible event production.

WASTE MANAGEMENT AND RECYCLING

Quebecor has implemented reduction, reuse, recycling, and recovery projects to reduce the amount of waste sent to the landfill. For example, organic materials are recovered at the Videotron Centre and items used in operations, such as wooden cable reels, are reused. In the spirit of reuse and recycling, Quebecor also donated sets and equipment from TVA's old studios in Saguenay to Cégep de Jonquière, providing students in the Media Arts and Technology program with a more professional and better-equipped learning environment.

MORE SUSTAINABLE ELECTRONIC DEVICES

To reduce the environmental impact of its products and limit electronic waste, Quebecor's Telecom segment has acted to enable customers to make more sustainable choices:

- Signed two voluntary agreements establishing energy efficiency standards for residential products, such as set-top boxes and modems;
- Expanded its selection of certified refurbished phones, giving recent models from well-known brands a second life;
- Introduced a leasing system for modems and digital receivers to make them available to different customers over time;
- Introduced Videotron's revî Program to reuse or recycle obsolete electronic devices and accessories returned by customers.



Since its launch in 2013, Videotron's revî program has recovered more than 14 million obsolete electronic devices and accessories thanks to the participation of customers, diverting them from going to the landfill, and instead reusing or recycling them. The collected equipment is delivered to Uni-Recycle, a certified recycler meeting the highest global standards for quality, data security, environmental responsibility, and responsible recycling.

WORKING TOGETHER FOR THE ENVIRONMENT AND BIODIVERSITY

Protecting the environment requires collective awareness and action. Accordingly, Quebecor partners with and supports environmental organizations such as Carbone Scol'ERE and The Blue Organization. In collaboration with École de technologie supérieure and Toits Vertige, Quebecor Out-of-Home has installed green roofs on bus shelters in Montréal to reduce interior temperatures, promote urban biodiversity, and enhance the cityscape.



ENVIRONMENTALLY RESPONSIBLE EVENTS AND PRODUCTIONS

Quebecor has taken concrete steps in its Media and Sports and Entertainment segments to reduce the environmental impact of its productions and events. As founding partner and federative partners respectively of Rolling Green, Quebecor, TVA, and MELS continued their efforts to promote environmentally friendly practices at all stages of film and television production in Québec. For its part, GesteV, Quebecor's event management subsidiary, continued various initiatives under its GesteVert program, ranging from recovery of sets and stages to providing shuttle service for its events and selecting local food suppliers with vegan and vegetarian options.

Entrepreneurship

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

INVESTING IN INNOVATION THROUGH VENTURE CAPITAL

Through its venture capital unit asterX, established four years ago, Quebecor supports emerging local businesses and acts as a strategic partner. Backed by tens of millions of dollars in funding from Quebecor, asterX has built a portfolio of 10 start-ups to support the development of innovative solutions with transformative potential in the advertising and health technology sectors.

asterX



Recipients of the 2025 Pierre Péladeau Bursaries.

© Bruno Petrozza

UNIQUE PROGRAM TO SUPPORT YOUNG ENTREPRENEURS

Named in honour of Quebecor's founder, visionary entrepreneur Pierre Péladeau, the Pierre Péladeau Bursaries have supported entrepreneurial vitality in Québec for more than 25 years. Since this unique program was established in 1999, Quebecor has awarded over \$3.3 million in scholarships to help student entrepreneurs bring their business projects to fruition. More than half of the start-ups supported by the Bursaries are still in business. Over the years, these companies have introduced sustainable solutions and innovative business models, two essential factors for Québec's growth and vitality. Often, they leverage technologies that benefit both quality of life and the environment.

In 2025, the Pierre Péladeau Bursaries distributed a total of \$200,000 in financial support. The cheques were presented at a tribute to Pierre Péladeau during "Entrepreneurship reimaged: The path of business succession," a strategic forum for Montréal's business community organized by the Chamber of Commerce of Metropolitan Montréal.

The top grant of \$75,000 went to BrainInnov, a start-up developing an AI solution for early detection of lung cancer, potentially increasing the 5-year survival rate from 4% to 63%.

Employees

Quebecor is committed to providing employees with a stimulating work experience. We want our people to be able to contribute meaningfully to major projects that make life better for Quebecers and Canadians, enjoy a balanced, open, and inclusive work environment, and be given the opportunity to grow and develop their full potential within the Quebecor family.



PROMOTING WOMEN'S LEADERSHIP

Quebecor attaches great importance to the representation of women within the Corporation and its subsidiaries. To promote women's leadership, Quebecor launched *Femmes inspirantes* in 2025, an initiative that turns the spotlight on women who embody Quebecor's values. In the first edition, 249 women were honoured for their leadership, positive influence, and contributions. The program concluded with a unifying event in October 2025, featuring a panel on women's leadership and a networking session with senior management.

INSPIRED BY QUEBECOR'S VALUES, HISTORY, AND HERITAGE

Quebecor continued to fulfil its mission: to be the preferred choice of consumers and businesses by delivering the best possible experience in telecommunications, entertainment, news, and culture. We owe this success to our people. Year after year, their engagement and hard work, rooted in Quebecor's corporate values, keep us at the forefront in each of our lines of business. In keeping with its evolution, Quebecor updated its corporate values in 2025, while honouring its history and the legacy bequeathed by its founder, Pierre Péladeau.

Performance → Strive for excellence in all that you do, leveraging available resources to achieve optimal results.

Customer focus → Put the customer first and deliver the best possible customer experience at all times.

Audacity → Embrace risk, think outside the box, and seize opportunities to stand out.

Ingenuity → Adapt to challenges and find creative solutions.

Collaboration → Pool our strengths and work together towards shared goals.

"You have to wake up every morning with new goals and, above all, dare to aim high."

— Pierre Péladeau

REPRESENTATION OF WOMEN AT QUEBECOR AND ITS SUBSIDIARIES*

	% of all employees	% of management (excluding VP and above)	% of VPs and above
Quebecor	64%	58%	60%
TVA Group	44%	44%	70%
Sports and Entertainment Group	35%	48%	25%
Videotron	29%	26%	50%
Freedom Mobile	31%	24%	50%
Books, Newspapers, and Digital divisions	46%	51%	0%
Total	35%	33%	50%

*As of December 31, 2025



ACHIEVING GENDER PARITY IN FILM AND TELEVISION PRODUCTION

In 2025, TVA Group achieved the ambitious target set in its 2019 Gender Parity Action Plan for Women in Production, achieving 50% representation of women in the key roles of director, producer, and screenwriter for its original productions. In the 2024-2025 broadcast year, women held 51% of the targeted positions. TVA Group is proud of the remarkable increase in women's participation in television and film projects in Québec yielded by its proactive initiatives.

WOMEN IN PRODUCTION ROLES ON QUEBECOR CONTENT ORIGINAL PRODUCTIONS

	2026	2025	2024
Women producers, directors, and screenwriters	51%	42%	42%
Women producers	64%	58%	56%
Women directors	28%	22%	21%
Women screenwriters	44%	33%	38%

*As of January 31, 2026



Quebecor employees at Pride Montréal 2025.

ACTION FOR DIVERSITY, EQUITY, AND INCLUSION (DEI)

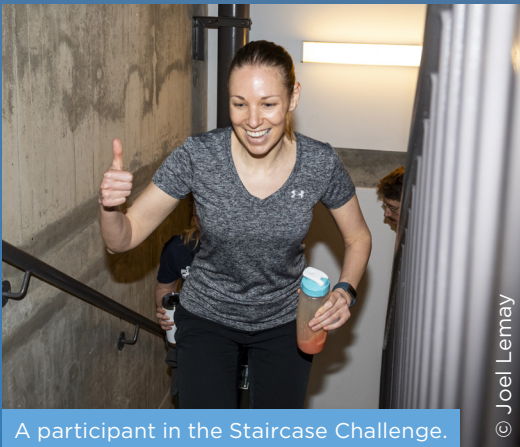
Maintaining a respectful and equitable work environment that is accessible to all is a fundamental value for Quebecor. In 2025, the Diversity, Equity, and Inclusion (DEI) Committee continued its internal efforts to instill and strengthen a culture of inclusion throughout the Corporation. In collaboration with Human Resources, the DEI Committee promoted the hiring of candidates from diverse backgrounds through more inclusive job postings and by publicizing available accommodations. Human Resources also made an online training journey available to all management teams to support the creation of an inclusive working environment. At the same time, Quebecor worked closely with organizations representing diversity groups. For example, Videotron has had a partnership with Groupe AFFI, a business that employs primarily people with functional limitations, for nearly 50 years. Groupe AFFI handles the packing and shipping of electronic devices for Videotron and Fizz.

LEVERAGING TALENT AND LEADERSHIP

To support employee development, Campus Québecor offers a wide range of training programs—in French and English—for managers at all levels, including managerial and leadership skills development. In 2025, Québecor expanded the program to new levels, including junior managers, first-level managers, directors, and high-potential managers. Campus Québecor also launched a new online development platform that provides easier access to some of the training courses for all teams.

PROMOTING HEALTH AND WELL-BEING

Quebecor has set up health and well-being programs for its employees. Under its partnership with Olympe, Quebecor renewed physical activity classes at its headquarters' gym in 2025. Quebecor also invited employees to participate in the second edition of its charity staircase challenge, donating \$1,000 each to the organizations chosen by five participants. Additionally, the Corporation launched a new mandatory emergency measures training course to equip all employees with the knowledge and reflexes to react quickly and effectively in an emergency and protect their own safety and that of their colleagues.



A participant in the Staircase Challenge.

© Joel Lemay



The award recipients at the Stars 2026 gala, flanked by Sylvie Lalande, Chair of the Board of Quebecor, Pierre Karl Péladeau, and Videotron management.

© Dominic Gouin

THE STARS RECOGNIZES TALENTED EMPLOYEES

Nearly three years after Freedom Mobile joined Videotron and Fizz in its Telecom segment, Quebecor launched a recognition program to celebrate and reward employees in the segment who have distinguished themselves—individually, as part of their teams, and within the organization as a whole—in recent years. One hundred Stars from all divisions and levels who embody the Corporation's values were selected by management committees and honoured at the event.

MISER SUR LE MENTORAT

Afin de favoriser le partage d'expertise et l'atteinte d'objectifs professionnels, Québecor a mis sur pied un programme de mentorat d'entreprise. Cette démarche a permis à près de 50 professionnelles et professionnels provenant de l'ensemble des filiales de Québecor d'être jumelés à des gestionnaires expérimentés issus de différents secteurs de l'entreprise.

ENCOURAGING COMMUNITY AND ENGAGEMENT

To promote civic involvement and strengthen its community impact, Quebecor encourages employees to get involved. In 2025, employees were invited to give blood at two Héma-Québec blood drives within Quebecor headquarters and participate in a volunteering program allowing four paid hours of volunteer activities per year. Quebecor also supports employees' personal involvement in charitable organizations through a giving program that donates to employees' preferred worthy causes.



Signing of a new collective agreement with Videotron's Local SEVL-2815, July 2025.

EARLY RENEWAL OF THREE COLLECTIVE AGREEMENTS

In July 2025, Quebecor signed a new collective agreement with Local SEVL-2815, the largest union at Videotron. The early renewal, a result of Quebecor's proactive approach, ensured business continuity and maintenance of a stable, collaborative work environment. In February 2026, Quebecor also signed an early renewal of the collective agreement of pressroom employees at its Imprimerie Mirabel subsidiary, which prints *Le Journal de Montréal* and *Le Journal de Québec*, and extended—until 2029—the collective agreement of the editorial staff of *Le Journal de Montréal*, also before it expired.

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 future generations. In all its activities, Quebecor ensures that its actions, measures, procedures, and policies meet the highest standards of ethics and transparency.

67%

independent directors.

44%

women on the Board.

100%

attendance by directors at Board and committee meetings.

ENGAGED DIRECTORS AND COMMITTEES

Environmental, social, and governance (ESG) issues and challenges are central concerns nowadays. At Quebecor, they are managed by an **ESG Committee** composed of managers and employees. The Committee monitors ESG trends and practices, sets guidelines, and coordinates the Corporation's ESG strategy. It reports to senior management and to the **Human Resources and Corporate Governance Committee**, which oversee executive compensation, succession planning, application of the Code of Ethics, and Quebecor's approach to corporate governance, in addition to ESG issues.

The Board has also established an **Audit and Risk Management Committee** that reviews key risks identified by management, including ESG-related risks, and the effectiveness of risk mitigation measures. It receives from management regular assessments of potential risks to Quebecor and its subsidiaries.

INDEPENDENT MAJORITY ON THE BOARD

67% of Quebecor's directors are independent. 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.

LISTENING TO SHAREHOLDERS

The Board of Directors maintains open and constructive dialogue with shareholders through discussions with shareholder and investor representative groups, particularly with regard to governance issues. The Corporation holds its Annual Meeting of Shareholders in person at its head office to optimize interactions with shareholders and foster a personal connection. Shareholders can submit questions in advance or live, and receive clear and comprehensive information on how to access, participate in, and vote at the meeting. Proponents of resolutions put to a vote have the opportunity to speak.

DATA SECURITY AND CONFIDENTIALITY

Quebecor and its subsidiaries, including Videotron, TVA Group, and MédiaQMI, 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. Since 2020, the Corporation and its subsidiaries have had policies in place to ensure robust data management and governance. A Chief Privacy Officer responsible for personal data and information was appointed.

IN-HOUSE CYBERSECURITY EXPERTISE

Cybersecurity and raising employee awareness of security issues are major priorities for Quebecor. The Corporation's awareness program includes mandatory privacy and cybersecurity training, information bulletins, and phishing training and exercises for all employees and consultants.

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 complete the training. In addition to its Code of Ethics, which has long covered astroturfing and included guidelines on the subject, 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, 2025

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

Vice-Chair of the Board of Quebecor Inc. and Chair of the Board and CEO, Du Musée Investments Inc.

Michèle Colpron^{1,2}

Corporate Director

Lise Croteau^{1,2}

Corporate Director

Sylvie Lalande²

Chair of the Board, 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

Érik Péladeau

President, Cie de Publication Alpha inc.

Jean B. Péladeau

Senior Vice-President and Chief Marketing Officer, Videotron, Fizz, and Freedom Mobile

Frantz Saintelley¹

Co-founder and Chief Executive Officer, Qvyon Technologies Inc.

Marc M. Tremblay³

Corporate director

OFFICERS

Sylvie Lalande

Chair of the Board

André P. Brosseau

Vice-Chair of the Board

Pierre Karl Péladeau

President and Chief Executive Officer

Hugues Simard

Chief Financial Officer

Marie-Pierre Simard

Senior Vice-President and Corporate Secretary, Legal Affairs and Corporate Secretariat

Jean-François Parent

Vice-President and Treasurer

¹Member of the Audit and Risk Management Committee.

²Member of the Human Resources and Corporate Governance Committee.

³Marc M. Tremblay was appointed to the Board of Directors on February 25, 2026.

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 Director

André P. Brosseau³

Chair of the Board and Chief Executive Officer, Du Musée Investments Inc.

Michèle Colpron^{1,2}

Corporate Director

Lise Croteau^{1,2}

Corporate Director

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Frantz Saintelley¹

Co-founder and Chief Executive Officer, Qvyon Technologies Inc.

Marc M. Tremblay⁴

Corporate director

MANAGEMENT TEAM

Pierre Karl Péladeau

President and Chief Executive Officer

Hugues Simard

Chief Financial Officer

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.

Marie-Pierre Simard

Senior Vice-President and Corporate Secretary, Legal Affairs and Corporate Secretariat

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 and quebecor.com.

¹Member of the Audit and Risk Management Committee.

²Member of the Human Resources and Corporate Governance Committee.

³Member of the Executive Committee.

⁴Marc M. Tremblay was appointed to the Board of Directors on February 25, 2026.