ESG summary 2025

QUEBECOR

ORGANIZATION PROFILE

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

FINANCIAL INDICATORS

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

[1]Excluding spectrum licences

ENVIRONMENTAL INDICATORS[1]

	2023	2024	2025
Direct greenhouse gas emissions from vehicle fleet (tonnes of CO_2 eq)	Quebecor and subsidiaries (excluding Freedom Mobile): 6,193 Freedom Mobile: 264	Quebecor and subsidiaries (excluding Freedom Mobile): 4,606 Freedom Mobile: 301	Quebecor and subsidiaries (excluding Freedom Mobile): 4,170 Freedom Mobile: 322
Direct greenhouse gas emissions from fuel consumption at facilities (tonnes CO_2 eq.)	Quebecor and subsidiaries (excluding Freedom Mobile): 3,881 Freedom Mobile: 199	Quebecor and subsidiaries (excluding Freedom Mobile): 3,559 Freedom Mobile: 447	Quebecor and subsidiaries (excluding Freedom Mobile): 3,940 Freedom Mobile: 420
Total direct greenhouse gas emissions (Scope 1) (tonnes CO_2 eq.)	Quebecor and subsidiaries (excluding Freedom Mobile): 12,702 Freedom Mobile: 586	Quebecor and subsidiaries (excluding Freedom Mobile): 9,391 Freedom Mobile: 760	Quebecor and subsidiaries (excluding Freedom Mobile): 9,792 Freedom Mobile: 447
Total indirect greenhouse gas emissions (Scope 2) (tonnes CO_2 eq.)	Quebecor and subsidiaries (excluding Freedom Mobile): 364 Freedom Mobile: 9,848[1]	Quebecor and subsidiaries (excluding Freedom Mobile): 1,049 Freedom Mobile: 10,405	Quebecor and subsidiaries (excluding Freedom Mobile): 977 Freedom Mobile: 10,149
Total Scope 1 and 2 emissions (tonnes CO_2 eq.)	Quebecor and subsidiaries (excluding Freedom Mobile): 13,066 Freedom Mobile: 10,434[1]	Quebecor and subsidiaries (excluding Freedom Mobile): 10,440 Freedom Mobile: 11,165[1]	Quebecor and subsidiaries (excluding Freedom Mobile): 10,770 Freedom Mobile: 10,597
Scope 1 and 2 carbon intensity (tonnes CO_2 eq. per $million in revenue)	4.32	3.83	3.76
Total energy consumption (MWh)	Quebecor and subsidiaries (excluding Freedom Mobile): 340,409 Freedom Mobile: 100,133	Quebecor and subsidiaries (excluding Freedom Mobile): 337,957 Freedom Mobile: 92,895	Quebecor and subsidiaries (excluding Freedom Mobile): 321,421 Freedom Mobile: 98,256
Total purchased electricity consumption (MWh)	Quebecor and subsidiaries (excluding Freedom Mobile): 292,996 Freedom Mobile: 97,193	Quebecor and subsidiaries (excluding Freedom Mobile): 300,938 Freedom Mobile: 90,096	Quebecor and subsidiaries (excluding Freedom Mobile): 281,440 Freedom Mobile: 96,052
Total consumption, energy from renewable sources (MWh)	Quebecor and subsidiaries (excluding Freedom Mobile): 292,334 Freedom Mobile: 57,350[1]	Quebecor and subsidiaries (excluding Freedom Mobile): 296,173 Freedom Mobile: 50,519[1]	Quebecor and subsidiaries (excluding Freedom Mobile): 272,376 Freedom Mobile: 43,846
% of energy consumption from renewable sources	Quebecor and subsidiaries (excluding Freedom Mobile): 86% Freedom Mobile: 57%[1]	Quebecor and subsidiaries (excluding Freedom Mobile): 88% Freedom Mobile: 54%[1]	Quebecor and subsidiaries (excluding Freedom Mobile): 85% Freedom Mobile: 45%
% of energy consumption from electricity grid	Quebecor and subsidiaries (excluding Freedom Mobile): 86% Freedom Mobile: 97%	Quebecor and subsidiaries (excluding Freedom Mobile): 89% Freedom Mobile: 97%	Quebecor and subsidiaries (excluding Freedom Mobile): 88% Freedom Mobile: 98%
Energy intensity (MWh/per $million revenues)	81.07	76.41	73.95
% of set-top boxes purchased that comply with CEEVA STB	100%	100%	100%
% of small network equipment purchased that comply with CEEVA SNE	100%	100%	100%
Number of electric vehicles	187	187	187
Number of vehicle charging stations	164	164	164

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

[1]Data available only for Telecom Group (including Freedom Mobile) and TVA Group.

GOVERNANCE INDICATORS

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

INFORMATION SECURITY

	2023	2024	2025
Mandatory employee training on privacy and cybersecurity	Yes	Yes	Yes
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	Yes	Yes	Yes
Policies on data security and confidentiality, governance, and sound data management	Yes	Yes	Yes
SOC 2 Type II attestation[1]	Yes	Yes	Yes

[1]For Videotron Business services.

MEDIA AND TELECOM

	2023	2024	2025
Number of complaints accepted by the Commission for Complaints for Telecom-television Services (CCTS)[1]	Videotron, Fizz, and VMedia: 699 Freedom Mobile: 837	Videotron, Fizz, VMedia, and Freedom Mobile: 1,526	Videotron, Fizz, VMedia, and Freedom Mobile: 1,643
Canadian content expenditures ($)[2,3]	$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.
[1]Data for the 12-month period ending July 31 of each year.
[2]TVA Network, specialty channels, digital services (TVA+, TVANouvelles, TVA Sports, TVASports en direct, QUB Radio, and illico+), and MAtv.
[3]Data for the 12-month period ending August 31 of each year.