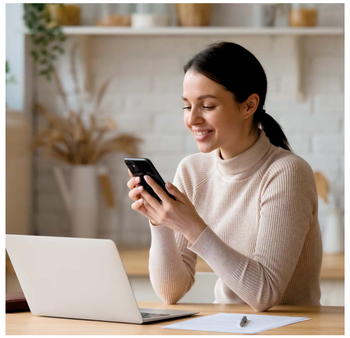
2024 SUSTAINABILITY REPORT



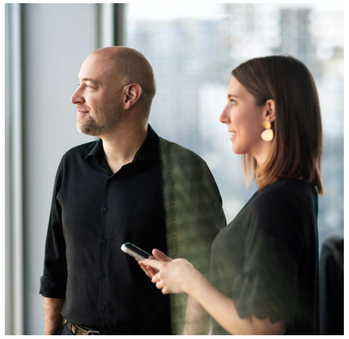
cogeco

A world of your **very own**

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SECTION 1

Introduction

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About Cogeco

Cogeco Inc. is a North American leader in the telecommunications and media sectors.

Through Cogeco Communications Inc., we provide world-class Internet, video and wireline phone services to 1.6 million residential and business subscribers in Canada and thirteen states in the United States. We also offer wireless services in most of our U.S. operating territory. Through Cogeco Media, we operate 21 radio stations in Canada, primarily in the province of Québec, as well as a news agency. We take pride in our strong presence in the communities we serve and in our commitment to a sustainable future. Both Cogeco Inc.'s and Cogeco Communications Inc.'s subordinate voting shares are listed on the Toronto Stock Exchange (TSX: CGO and CCA).

To enhance clarity, the use of the term "Cogeco" or "the Corporation" in this document refers to both Cogeco Inc. and Cogeco Communications Inc. and their respective subsidiaries.

Cogeco is committed to delivering sound business performance, providing exceptional customer experience, and driving forward with our vision of delivering the best and most sustainable value to our customers, communities, colleagues, suppliers and shareholders. For more information about our business performance and sustainable growth model, please refer to our 2024 Annual Report.

Annual revenue



$3.1 billion
for fiscal 2024

Employees



4,900
in North America in fiscal 2024

Customers



1.6 million
residential and business subscribers

Radio stations



21
Cogeco Media

About this report

Our 2024 Sustainability Report provides a comprehensive overview of our sustainability strategy, goals and the progress we have made over the years.

This is Cogeco's 8th Sustainability Report. In this report, we are pleased to offer readers an insight into how we leverage globally recognized frameworks and strategies to benefit our business, communities, and colleagues. Previous reports are available in the Sustainability Practices section of our website. In addition to this report, we publish our Sustainability Data Supplement, which provides detailed metrics and targets to offer insights into our fiscal 2024 performance and is also available on our website.

Scope

Unless otherwise stated, our 2024 Sustainability Report covers fiscal year 2024, which ended on August 31, 2024, and includes information on Cogeco Inc. and Cogeco Communications Inc. and their respective subsidiaries. This report was published in March of 2025. All financial information is reported in Canadian dollars.

Sustainability frameworks

This report is prepared in alignment with Global Reporting Initiative (GRI) Standards, Task Force on Climate-related Financial Disclosures (TCFD) recommendations, and Sustainability Accounting Standards Board (SASB) Telecommunication Services Industry Standards as outlined in the Transparency section of this report.

Forward-looking statements

The 2024 Sustainability Report includes "forward-looking information" and "forward-looking statements" within the meaning of applicable securities laws (collectively, "forward-looking information"). Forward-looking information may contain statements with words or headings such as "commitment", "anticipate", "believe", "expect", "plan", "will", "must", "goal", "target", "should" or similar words suggesting future outcomes. Forward-looking information involves known and unknown risks and uncertainties and other factors that may cause the actual results to differ materially from the assumptions, estimates or expectations reflected or contained in the forward-looking information, and may be affected by a number of factors, many of which are beyond the Corporation's control. The uncertainties and main risk factors that could influence actual results are described in the 'Uncertainties and main risk factors' sections of the fiscal 2024 Annual Report. These factors are not intended to represent a complete list of the factors that could affect Cogeco and future events and results may vary significantly from what we currently foresee. Forward-looking statements contained in this report represent our expectations as of the date of this report and are subject to change after such date. While we may elect to do so, we are under no obligation and expressly disclaim any such obligation and do not undertake to update or alter this information at any particular time, whether as a result of new information, future events or otherwise, except as required by law. All of the forward-looking information in this Sustainability Report is qualified by the cautionary statements herein.



Related disclosures

- 2024 Annual Report
- 2024 Information Circular
- Sustainability Data Supplement
- 2023 Statement Against Modern Slavery Report
- Sustainability Policy
- Code of Ethics
- Supplier Code of Conduct

If you have any comments or questions, please contact us at: sustainability@cogeco.com

Message from our President and CEO

At Cogeco, we feel a deep sense of responsibility towards our stakeholders. We strive to build a more sustainable and inclusive future and deliver on our sustainability strategy, which focuses on reducing our environmental footprint, creating a positive social impact, and ensuring transparency.

In fiscal 2024, we continued to make significant strides in our sustainability journey. We were honoured to be recognized as one of the 100 most sustainable companies in the world by Corporate Knights for the sixth consecutive year. This recognition is a testament to our sustainability strategy and the value we place on the communities our employees and customers call home.

Environmental leadership

Climate change is a pressing global issue, and we are determined to play our part in mitigating its impact. We have set targets to reduce our greenhouse gas (GHG) emissions and were the first Canadian telecommunications company to have received validation from the Science Based Targets initiative (SBTi) for our net-zero emissions target. By investing in renewable energy, optimizing energy efficiency, and progressively electrifying our fleet, we are taking concrete steps to reduce our carbon footprint.

Creating a positive social impact

We believe that everyone deserves access to the digital world. That's why we are investing in expanding our fibre-powered network to reach unserved and underserved areas. By bridging the digital divide, we are empowering individuals and communities, and fostering economic growth. Our commitment to social responsibility extends beyond our core business. We are dedicated to supporting the communities where we operate through philanthropic initiatives and partnerships with local organizations. We are also committed to creating a diverse and inclusive workplace, where everyone feels valued and empowered.

Transparency and accountability

Good governance is the foundation of our sustainability efforts. Our Board of Directors continues to actively oversee our sustainability strategy, ensuring that it aligns with our long-term goals and values. We also continue to transparently disclose our sustainability performance, adhering to globally recognized frameworks and standards, and holding ourselves accountable to our stakeholders.

As we look to the future, we remain committed to our sustainability journey. We will continue to innovate, collaborate, and adapt to the evolving challenges and opportunities of the 21st century. By working together, we can build a more sustainable, equitable, and prosperous future for all.



FRÉDÉRIC PERRON
President & Chief Executive Officer





SECTION 2

Sustainability at Cogeco

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Sustainability strategy overview

At Cogeco, we take pride in our strong presence in the communities we serve and in our commitment to a sustainable future.

In fiscal 2024, Cogeco initiated a three-year transformation program that will strengthen our agility, our competitiveness and our performance, while preserving our unique culture and passion to serve our customers and communities. As part of these transformation efforts, Cogeco conducted a comprehensive review of its sustainability strategy to ensure we can drive the most impact while continuing to meet increasingly rigorous regulatory and reporting requirements. Following this review, we have renewed our focus on **reducing our environmental footprint, creating a positive social impact, and ensuring transparency.** For more information on our business transformation, refer to our 2024 Annual Report.

Cogeco takes a diligent approach to sustainability and follows leading practices. We demonstrate our commitment to sustainability by adopting the following standards, recognized frameworks and pledges, which help our stakeholders better understand our efforts and measure our progress.

- Reporting according to the **Global Reporting Initiative** since 2012.
- Reporting to the **Carbon Disclosure Project** since 2012.
- Signatory of the **Canadian Energy Efficiency Voluntary Agreement for Set-Top Boxes** since 2017.
- Reporting according to the **Sustainability Accounting Standards Board** standards since 2018.
- Became a signatory of the **Business Ambition for 1.5°C** commitment in 2020.
- Reporting according to the **Task Force on Climate-related Financial Disclosures** since 2021.
- Became a signatory of the **United Nations Global Compact** in 2021.
- Signed the **Corporate Knights' Action Declaration on Climate Policy Engagement** in 2022.
- Became a signatory of the **Net-Zero Challenge by Environment and Climate Change Canada** in 2023.
- Received approval from the **Science Based Targets initiative** for our near-term target in 2021 and for our long-term net-zero emissions reduction target in 2024.

Furthermore, we were honoured to be recognized as one of the world's 100 most sustainable companies by Corporate Knights for the sixth consecutive year. This recognition underscores the strength of our sustainability strategy and the meaningful impact of our actions.

GLOBAL100
THE WORLD'S MOST SUSTAINABLE CORPORATIONS

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

2024 Sustainability highlights

Environment



First Canadian telecommunications company to have its net-zero emissions target approved by the Science Based Targets initiative (SBTi).



Achieved a 43% reduction in Scope 1 and 2 emissions since fiscal 2019, on track to achieve 65% emissions reduction by 2030.



44% of our suppliers by addressable spend have set or committed to set science-based emissions reduction targets.

Social

Customers



77,865 homes passed in previously unserved and underserved regions of Canada and the United States over the past three fiscal years, fostering digital inclusion through access to high-speed Internet.

Colleagues



33% of managerial positions and above held by women.

90% of people leaders trained on inclusive leadership.

Communities



4.6% of pre-tax profit allocated to charitable giving, representing close to $19M in cash and in-kind donations to help strenghten the communities we serve.

Suppliers



All top 100 suppliers by addressable spend have acknowledged Cogeco's supplier expectations, either through our Supplier Code of Conduct or their own.

Governance



46% of Board members of Cogeco Inc. and Cogeco Communications Inc. self-identified as women, 15% as visible minorities and 8% as persons with a disability.



Executives' compensation for fiscal 2024 was linked to sustainability performance.



95% of our employees trained on our cybersecurity and privacy policies.

Stakeholder engagement and key sustainability topics

Engaging with our stakeholders and understanding their needs and expectations is critical to the long-term sustainability of our business.

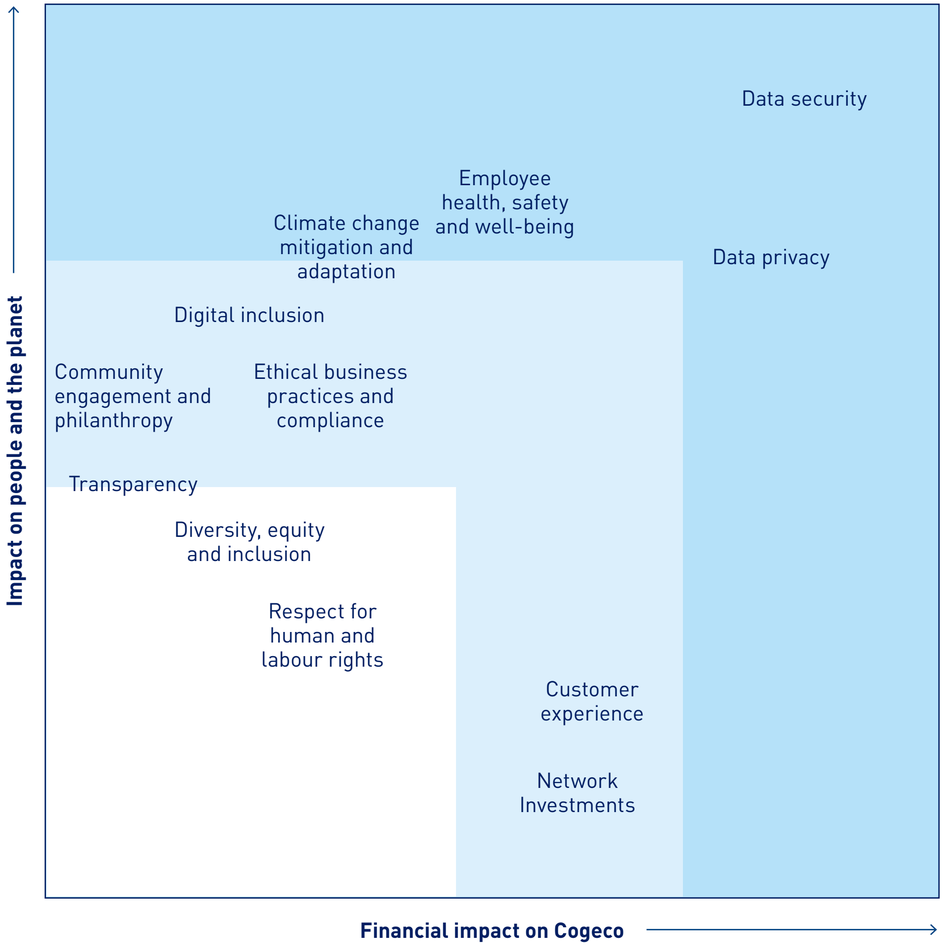
Ongoing stakeholder engagement

Cogeco establishes its sustainability priorities through engagement with internal and external stakeholders. These stakeholders include employees, debtholders, investors, customers, suppliers, governments, non-governmental organizations (NGOs) and the communities we serve. We continually engage with stakeholders through town hall meetings, surveys, and various outreach activities to ensure our sustainability efforts remain relevant and impactful. We also engage and collaborate with governments on key public policy topics.

Key sustainability topics

In fiscal 2023, we conducted our sixth materiality assessment, engaging with over 1,400 stakeholders. We conducted a double materiality assessment to identify the most relevant sustainability topics, meaning that we not only assessed how our activities affect people and the environment, but also how sustainability issues can affect our business. This approach allows us to better align our long-term business and sustainability goals. Information was primarily collected through digital surveys. The Board of Directors reviewed the results of this assessment, which are presented in the infographic opposite.

The key sustainability topics identified in our materiality assessment guide our comprehensive sustainability strategy and commitments. More details on each topic are provided in subsequent sections. For information on the governance and management of these topics, please refer to the Sustainability governance section of this report. Our Sustainability Data Supplement offers insights into our fiscal 2024 performance and commitments related to these sustainability topics.





SECTION 3

Implementing strong governance practices

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Sustainability governance

At Cogeco, we take pride in our commitment to integrating sustainability into our corporate governance. By establishing a strong governance framework, we ensure that sustainability is a strategic priority, and that we are held accountable for our performance.

Our sustainability governance structure drives organizational impact by enabling effective strategy implementation, goal-setting, reporting, and collaborative engagement with both external and internal stakeholders, while ensuring overall accountability.

Board oversight

The Board of Directors and three of its Committees – the Audit Committee, the Corporate Governance Committee and the Human Resources Committee – oversee the sustainability strategy, including the identification, assessment, and management of sustainability and climate-related risks and opportunities. This includes reviewing current and emerging sustainability trends, reviewing sustainability disclosures and external assurance reports, and incorporating sustainability considerations into compensation decisions, as appropriate. The Board of Directors and its committees receive regular updates from management regarding their respective areas. For further details on the Board's oversight responsibilities, please see our Board of Directors Charter, Audit Committee Charter, Corporate Governance Committee Charter and Human Resources Committee Charter.

Management's responsibilities

Sustainability group

The Sustainability group develops our sustainability strategy, supports the integration of sustainability considerations into the business and carries out stakeholder engagement and employee training on sustainability. The group works collaboratively with multiple teams, including Operations, Human Resources, Procurement, Technology and Information, Legal, Government and Community Relations, Communications and Finance to implement Cogeco's sustainability program and initiatives. The group also supports the Enterprise-wide Risk Management (ERM) program in identifying and evaluating risks and opportunities related to sustainability, including climate-related ones, and ensuring that risks are managed through the development of mitigation and preparedness plans.

Senior leadership team

The President and CEO and other members of the senior leadership team lead the sustainability agenda, driving action and ensuring long-term resilience. All members of the senior leadership team take part in establishing sustainability goals and monitoring progress in their implementation. They also review the risks and opportunities related to sustainability identified through the ERM program and are responsible for their management, and they review and approve sustainability-related policies and documents. For example, the team oversaw and approved our strategy to meet our net-zero targets, which were approved by the Science Based Targets initiative (SBTi) on August 15, 2024.

Board diversity

Cogeco is dedicated to fostering a diverse and inclusive workplace, ensuring equal opportunities for all. This commitment extends to the Board of Directors, which strive to reflect the diverse needs of the business and its operating environment. This commitment includes recruiting and retaining highly talented and dedicated Board members with a diverse mix of experience, skills and backgrounds collectively reflecting the strategic needs of the business and the nature of the environment in which the Corporation operates. We have set targets for the Board regarding gender diversity, language representation, geographic diversity and we aim to progressively increase the representation of other "designated groups" as defined in the Canadian Employment Equity Act. For more information about our Board Diversity Policy, including our targets and board composition, refer to our Information Circular and Sustainability Data Supplement.

Oversight and management of key sustainability topics

Key sustainability topics	Oversight parameters				
	Board oversight	Frequency of review by the Board	Highest managerial responsibility	Link to executive pay	Main policies and documents
Climate change mitigation and adaptation	✓	Quarterly	President and CEO	✓	• Code of Ethics • Sustainability Report • Supplier Code of Conduct • Sustainability Policy
Customer experience	✓	Quarterly	Chief Commercial Officer	✓	• Strategic Plan
Data security and privacy	✓	Quarterly – through the Audit Committee	Chief Technology and Information Officer, Chief Legal and Corporate Affairs Officer		• Acceptable Use Policy for Cogeco's Information Technology Assets • Corporate Privacy Commitment • Breezeline's Website Terms of Use • Breezeline's Customer Privacy Notice • Cogeco Connexion's Privacy Policy • Cogeco Media's Privacy Policy
Network investments / Digital inclusion	✓	Quarterly	Chief Operations Officer		• Business Continuity, Crisis Management and Disaster Recovery Protocols
Community engagement and philanthropy	✓	As required	Donations and Sponsorships Committee: Chief Legal and Corporate Affairs Officer		• Code of Ethics • Policy for Granting Donations and Sponsorships

Key sustainability topics	Oversight parameters				
	Board oversight	Frequency of review by the Board	Highest managerial responsibility	Link to executive pay	Main policies and documents
Employee health, safety and well-being	✓	Quarterly – through the Human Resources Committee (this committee meets three quarters per year)	Chief Human Resources Officer	✓	• Harassment, Discrimination and Violence-Free Workplace Policy • Health and Safety Policy, Cogeco Connexion and Breezeline • Policy on Remote Work • Policy on the Use of Alcohol, Drugs and Medication
Diversity, equity and inclusion	✓	Quarterly – through the Human Resources Committee (this committee meets three quarters per year)	Chief Human Resources Officer		• Board Diversity Policy • Code of Ethics • Diversity, Equity and Inclusion Policy • Sustainability Policy • Talent Acquisition Policy and Procedure
Respect for human and labour rights	✓	As required	Chief Human Resources Officer and Vice President Procurement		• Code of Ethics • Supplier Code of Conduct • Sustainability Policy
Ethical business practices and compliance	✓	Quarterly – through the Corporate Governance Committee (this committee meets three quarters per year)	Ethics Steering Committee: Chief Legal and Corporate Affairs Officer, Chief Human Resources Officer, Chief Financial Officer and Vice President Internal Audit		• Code of Ethics • Conflict of Interest Declaration Form • Gifts & Entertainment Policy • Harassment, Discrimination and Violence-Free Workplace Policy • Policy on the Use of Alcohol, Drugs and Medication • Supplier Code of Conduct • Sustainability Policy • Anti-Corruption and Bribery Policy • Ethical Advertising Policy
Transparency	✓	Annually – through the Audit Committee	Chief Financial Officer (responsible for Disclosure Committee)		• Sustainability Data Supplement • Sustainability Report

Ethical business practices

At Cogeco, ethics, integrity and compliance play a vital role in fostering a positive culture and maintaining the trust of our stakeholders. By prioritizing ethical practices and strict adherence to regulations, we strive to drive long-term sustainability in today's global marketplace.

Code of Ethics

Cogeco is committed to implementing the highest standards of ethics in its professional and business practices. The Ethics Program is under the purview of the Vice President, Internal Audit. An Ethics Steering Committee, composed of members of the senior leadership team, oversees all ethics-related matters, including approving changes to our Code of Ethics, the monitoring of Code of Ethics training completion rates, the review of declared conflicts of interest and the review of Ethics Line reports received. Our Code of Ethics sets out the principles that guide the desired behaviours of all individuals who are part of the Cogeco ecosystem, and more specifically who contribute to its operation, image and reputation.

Our Code of Ethics is reviewed and updated annually to reflect industry leading practices and our desire to maintain elevated ethical standards. In addition, our Anti-Corruption and Bribery Policy reflects our commitment to lawful and ethical business conduct and guides how we operate with the utmost integrity in all our business operations.

Training and awareness initiatives

Cogeco's Ethics Program fosters ethical reasoning and decision-making through robust training and awareness initiatives. The following mechanisms have been deployed to train our employees and raise their awareness and understanding of what constitutes ethical behaviour:

- A dedicated "My Ethics Hub" intranet section provides resources to employees about ethical behaviour.
- Employees must attest to the Code of Ethics at the time of hiring and on an annual basis thereafter.
- Mandatory ethics training for employees at onboarding and every two years thereafter, delivered through a web-based management learning system that allows for the monitoring and tracking of training completion by all employees.
- Ad hoc live training sessions on specific ethics-related topics.
- A fraud awareness campaign was conducted in March 2024.
- Ethics-related questions are regularly integrated into employee engagement surveys to assess ethics awareness, tool usage, and to identify areas of improvement.

Reporting mechanisms

Cogeco has an Ethics Line, managed by an independent organization and accessible both in French and English, for employees and external stakeholders seeking advice on ethical issues or wishing to file an anonymous complaint. It is accessible online and is promoted through regular employee training and internal communications. Additionally, we have a dedicated ethics inbox (ethics@cogeco.com) available to all stakeholders for any inquiries.

Any employee or stakeholder who submits a report in good faith is protected against dismissal or retaliation of any kind. All the reports submitted are reviewed by the Vice President, Internal Audit and/or the Chief Legal and Corporate Affairs Officer. Reporting statistics are shared with the Ethics Steering Committee and the Audit Committee of the Board of Directors quarterly. These statistics are also reviewed on a biannual basis by the Corporate Governance Committee of the Board of Directors. The number of reports submitted to the Cogeco Ethics Line and percentage of reports where corrective actions were taken for fiscal 2024 can be found in the Sustainability Data Supplement.

Cogeco also has a formal conflict of interest declaration process in place, which requires all employees to report any conflict of interest (actual or apparent) to the Vice President, Internal Audit, who reviews all declaration forms jointly with the Human Resources department and determines if any action is required to mitigate or eliminate a conflict. All confirmed conflicts of interest are also reviewed by the Ethics Steering Committee. Furthermore, data related to the nature and number of conflict of interest forms received and analyzed are reported to the Corporate Governance Committee of the Board of Directors twice a year.

Compliance assessments

To manage ethics and fraud-related risks on a proactive basis, the Vice President, Internal Audit undertakes a number of reviews to assess compliance with ethics-related policies and processes. For instance, the fraud risk in our customer management systems was assessed in fiscal 2024, evaluating whether these systems and their supporting processes effectively mitigated both internal and external fraud risks. An ethics risk assessment was also conducted in fiscal 2024 with a view to proactively manage the topic of ethics at Cogeco, identify and prioritize key ethics risks, and enable the development of effective mitigation strategies.

Human rights and labour rights

In fiscal 2024, we completed the UN Global Compact Canada Business & Human Rights Accelerator Program. The program's objective is to help businesses advance their human rights due diligence process. We also published our first Statement Against Modern Slavery Report.

Compliance and tax strategy

At Cogeco, we uphold high ethical standards and legal compliance. We undertake periodic reviews and improvement of our existing programs, policies and procedures to ensure their continued relevance.

Adhering to the highest standards

Cogeco's operations are subject to strict regulations ranging, for example, from customer privacy to advertising and labour practices, making compliance a top priority in all our business activities and jurisdictions. Our commitment to compliance provides our employees, customers, partners and vendors with confidence in their dealings with us, fosters relationships of trust with various regulators, reduces our exposure to potential fines and litigation, and enables higher employee attraction and retention. We take prompt corrective actions to address any non-compliance risks or issues.

Compliance with consumer protection legislation

Cogeco is committed to providing a superior customer experience. As part of this commitment, we adhere to all applicable consumer protection laws and regulations in the jurisdictions where we operate and continuously strive to implement leading customer service practices.

Cogeco is committed to an open Internet

Cogeco supports an open Internet, which is essential to our commitment to provide high-quality broadband services to our customers. In Canada, the Canadian Radio-television and Telecommunications Commission (CRTC) has established a regulatory framework with respect to Internet traffic and differential pricing practices, with which we are in full compliance.

Tax strategy

Cogeco is committed to maintaining high standards in its approach to conducting tax affairs and dealing with tax risk, which includes ensuring compliance for all tax-related matters in the jurisdiction of its operations. Ultimate oversight responsibility for tax strategy and the management of tax risk rests with Cogeco's Board of Directors and the Audit Committee, with delegated day-to-day responsibility to Cogeco's tax department.

Cogeco is committed to observing both the spirit and the letter of all applicable tax laws in all jurisdictions in which we operate. We pay corporate income taxes, indirect taxes, employment taxes and other applicable taxes that are legally due within the stipulated timeframes. Intra-group transactions are on an "arms-length" basis and rely on recognized transfer pricing methodologies.





SECTION 4

Managing risks and opportunities

In this section

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How we identify and monitor risks and opportunities

Cogeco recognizes the value of a systematic and integrated approach to identifying and managing risks, including sustainability risks, as it enables us to have a line of sight into, and plan for, potential risks that could impact our business strategy.

We have a formal integrated enterprise-wide risk management (ERM) program structured and governed based on the widely adopted Committee of Sponsoring Organizations of the Treadway Commission (COSO) framework. Our ERM program covers all types of risks, including sustainability risks. For further information, please consult our 2024 Annual Report.

In addition to the processes described in the 2024 Annual Report, Cogeco also uses its double materiality assessment, climate scenario analysis and building audits to identify risks and opportunities.

Climate scenario analysis

Cogeco completed a TCFD-aligned qualitative climate scenario analysis in 2022 to assess physical and transition risks related to climate change. The analysis considered short-term (2023-2028) and long-term (2028-2048) impacts based on different warming scenarios. The warming scenarios are consistent with lower and higher emission scenarios defined under the International Energy Agency (IEA) Sustainable Development and Stated Policy Scenarios, and the Intergovernmental Panel on Climate Change (IPCC) RCP 4.5 and RCP 8.5. We prioritized risks based on the exposure and vulnerability of Cogeco's infrastructure location and customer base. The results informed our climate strategy and risk management processes.

Building audits

We use third-party building audits to assess environmental risks in specific locations. These audits cover waste, water, energy, air quality, spills, and legal compliance. We prioritize locations for auditing based on their risk level. The audits help us identify issues and opportunities for improvement, which are addressed by the relevant operations teams.



Sustainability risks and opportunities

Cogeco manages a wide range of sustainability risks and opportunities. A comprehensive overview of all material risks, including sustainability-related ones, is detailed in our 2024 Annual Report, which includes risks such as, but not limited to, cyber threats, data protection, supply chains, as well as increasing scrutiny of sustainability claims and disclosures. This section presents the risks and opportunities specifically related to climate change.

Climate change

Some of the more significant climate-related risks that we have identified include: 1) increased costs as a result of damage to facilities and/or equipment because of extreme weather events or increased weather variability; 2) increased costs due to longer-term shifts in climate patterns such as chronic heat waves, flooding or wildfires.

While climate change poses risks, it also presents opportunities for innovation and growth. Implementing decarbonization strategies can lead to cost reductions through decreased energy consumption as well as operational efficiency, which may drive bottom-line growth. Our commitment to decarbonization will allow us to continue delivering affordable high-speed Internet access, supporting a low-carbon economy and enhancing our long-term value. It is important to note that increasing global trade tariffs and labour costs could adversely affect the return on investment of our decarbonization activities, and consequently, our ability to secure necessary support.

Our strategy to address climate change risk involves the implementation of an SBTi-approved GHG emissions reduction roadmap with both near-term and long-term objectives. Furthermore, we have developed robust business continuity plans to ensure operational continuity in the event of extreme weather occurrences. A detailed overview of these initiatives is available within the Climate and Network investments sections of this report.

Detailed climate risks and opportunities

The qualitative climate scenario analysis conducted in 2022 identified nine climate-related risks and three opportunities. The following provides detailed information on these risks and opportunities.

Risks

Under both lower and higher emissions scenarios, the following risks were identified as presenting short-term and long-term impact on service disruption, infrastructure, maintenance, and operational costs:

- **Wildfires:** Growing wildfire risk in rural and remote areas threatens infrastructure, leading to higher maintenance and repair costs.
- **Wind storms:** Increased storm frequency and severity threaten above-ground infrastructure, leading to service disruptions and higher maintenance costs.
- **Flooding:** Increased flooding could disrupt critical infrastructure like data centres, causing network shutdowns and accelerating equipment replacement needs.
- **Extreme heat:** Rising temperatures in certain regions may reduce equipment service life and increase maintenance costs.
- **Ice storms:** Ice storms may disrupt services and damage key infrastructure, such as data centres and transit connections.
- **Carbon pricing:** Evolving carbon regulations could raise operational costs for our fleet and buildings, impacting Cogeco's expenses.
- **Fuel and electricity:** Rising prices, driven by the low-carbon transition, could increase Cogeco's operational costs, especially in areas exposed to extreme weather.
- **Sea level rise:** Coastal infrastructure could face risks from inundation, saltwater corrosion, and flood damage over the long term, affecting buried cables and headends.
- **Insurance premiums:** Higher premiums are expected as acute climate events increase, impacting the cost of insured infrastructure and employee health coverage.

Opportunities

The following opportunities were identified as presenting a potential for cost savings, efficiency improvements, and market positioning under both emissions scenarios:

- **Decarbonization solutions:** Diversifying energy sources, optimizing energy use, and increasing renewable energy generation can reduce costs associated with emissions, operating expenses, and support a low-carbon transition.
- **Sustainable products:** Growing demand for climate-conscious products allows Cogeco to focus on responsible sourcing and e-waste management, reducing carbon footprint while expanding market share.
- **Resilient technologies and infrastructure:** Technological and infrastructure advancements (such as improved and redundant HVAC systems, more reliable backup power, diverse and redundant fibre paths, and TV services over broadband) can enhance infrastructure resilience, reducing losses from disruptions and strengthening Cogeco's market position.



SECTION 5

Our strategy for greater impact

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Climate

Cogeco is dedicated to combating climate change and has been integrating climate action into its business for over a decade. We've set near-term and net-zero targets, approved by the Science Based Targets initiative (SBTi), and remain committed to evolving our climate action roadmap to secure future decarbonization success.

Our climate action roadmap

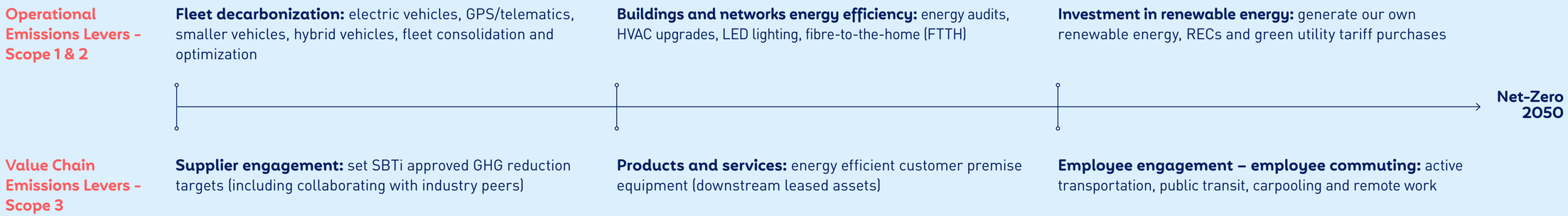
Cogeco is taking concrete steps to reduce its emissions across its operations and value chain to meet its SBTi approved targets. In fiscal 2024, we advanced our decarbonization efforts targeting Scope 1 and 2 emissions by electrifying and optimizing our fleet, enhancing energy efficiency in our buildings, and investing in network efficiency and in renewable energy production. We also continued our initiatives aimed at curbing Scope 3 emissions, which include supplier and employee engagement, as well as energy efficiency improvements in customer equipment. Since April 2021, we have been actively engaging with our most significant suppliers to increase climate change awareness and support them in setting science-based emissions reduction targets aligned with the SBTi. We continued the collaboration with industry peers to address Scope 3 emissions.

The infographic below shows our emissions reduction pathway and the key levers we are employing to achieve our goals.

Strategic planning

Cogeco considers climate risks and opportunities in its strategic and financial planning. This includes allocating capital and operational budgets for initiatives related to risk mitigation and decarbonization. For instance, in fiscal 2024, we completed projects to our network to enhance reliability during extreme weather events and invested in energy efficiency projects to reduce both emissions and operating costs.

Cogeco's emissions reduction pathway



Financial incentives

To support our strategy and further demonstrate our commitment to climate-related reduction targets, in December 2021, Cogeco transitioned its term revolving facilities into sustainability-linked loans, which rewards our efforts to decarbonize by linking interest rates to our progress in reducing our GHG emissions. The targets set in the agreement, which we are currently meeting, are in line with our SBTi-approved targets.

Progress towards our targets

Cogeco officially validated its net-zero emissions target across all scopes with the SBTi in fiscal 2024. This commitment underscores our dedication to impactful climate action and a low-carbon future. Supporting this long-term vision, Cogeco has aligned its near-term targets with the SBTi pathway to limit global warming to 1.5°C. Our targets and progress achieved in fiscal 2024 compared to our 2019 baseline are detailed in the table below. It should be noted that we restated our fiscal 2019 emission baseline through to fiscal 2022 to account for material acquisitions.

In fiscal 2024, Cogeco reduced Scope 1 emissions by optimizing its fleet, purchasing electric vehicles, and prioritizing fuel efficiency. Facility fuel emissions also decreased due to a mild winter, as well as building energy efficiency projects. We lowered Scope 2 market-based emissions through renewable energy certificates (RECs) and green tariffs. We continue to invest in renewable energy through green tariffs agreements with utilities, purchasing unbundled RECs and developing on-site electricity production using solar panels, such as the 146 kW solar energy project completed in New Hampshire in fiscal 2024.

Scope 3 emissions are lower than in 2019, but have increased compared to 2023. This increase is primarily attributable to an expanded and enhanced reporting boundary, which provides greater accuracy and transparency into our emissions related to categories 1, 2 and 8, namely purchased goods and services, capital goods, and upstream leased assets. Emissions from downstream leased assets dropped due to more energy-efficient set-top boxes, surpassing our 2030 reduction target for this category. Remote work also contributed to lower employee commuting emissions. Furthermore, we continued to actively engage with our most material suppliers to raise awareness around climate change and to help them with the process of setting their own SBTi-approved emissions reduction targets, and we are on track to meet our SBTi goal of having 50% of our largest suppliers (by spend) complete this process by fiscal 2025.

For more detailed information on our fiscal 2024 emissions, refer to our Sustainability Data Supplement.

Target Category	Target Description	Progress in 2024 compared to 2019	Deadline
Scope 1, 2 and 3	Net-zero emissions	10% reduction	2050
Scope 1 and 2	65% reduction of our absolute operational emissions	43% reduction	2030
Scope 3 - Downstream leased assets	30% reduction of emissions from downstream leased assets	46% reduction	
Scope 3 - Employee commuting	30% reduction of emissions from employee commuting	42% reduction	
Scope 3 - Suppliers	Have 50% of our suppliers by spend set their own Scope 1 and Scope 2 science-based targets	44% of our suppliers by spend have set or have committed to set targets	2025

Waste management

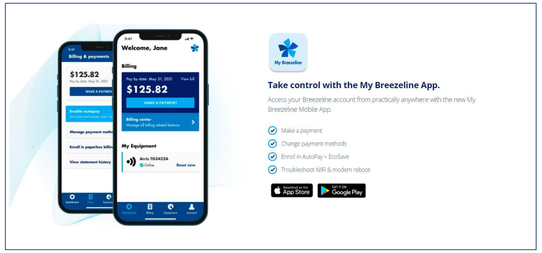
At Cogeco, we strive to reduce, reuse and recycle whenever possible to limit our waste. Contributing to the circular economy is an important aspect of our operations.

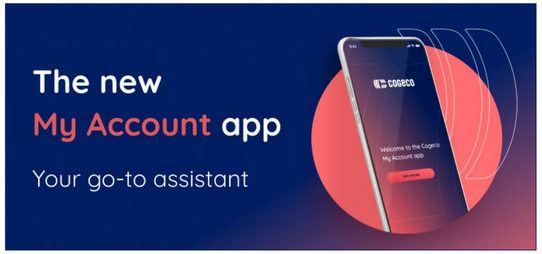
E-waste and circular economy

Cogeco is dedicated to reducing waste across its operations in both Canada and the U.S. We are registered stewards of EPRA (Electronic Products Recycling Association) in Ontario and ARPE (Association pour le recyclage des produits électroniques) in Québec, which covers 98% of our customer premises equipment within Canada. Electronic waste (e-waste) is the largest waste category generated by our activities. E-waste is managed through a circular economy model where customer premise equipment (CPE) that is returned to Cogeco is refurbished, redeployed or sold to vendors who will recycle and repurpose capable parts, which minimizes the quantity of waste sent to landfills. An example of our dedication to our practice is observed through our partnership with Computers for Schools Plus (CFS+), whereby we donate surplus office equipment, such as computers and monitors, to schools and low-income families, supporting digital inclusion and reducing waste.

Packaging and resource optimization

Cogeco prioritizes packaging and resource optimization in its waste management strategy. Internal shipments utilize reusable plastic bins, minimizing disposable packaging. In Québec, customer shipping boxes are made from 85% recycled cardboard, with 74% sourced from post-consumer materials. Additionally, a partnership with a Québec-based social enterprise has enabled the recycling of approximately 59 metric tonnes of cardboard this fiscal year, combining environmental responsibility with community engagement. Cogeco continues to reduce paper consumption through the promotion of electronic billing. New customers are automatically enrolled in electronic billing, and existing customers are incentivized to make the switch. These efforts align with Cogeco's commitment to digitization and resource efficiency.





Data security and privacy

As cybersecurity risks continue to grow, Cogeco is proactively addressing threats by prioritizing data security and privacy to promote stakeholder trust.

Data security

To protect against cybersecurity threats, Cogeco has in place robust governance structures, teams, technological tools and programs. We proactively manage our cybersecurity risks and thus enable business resiliency while also capitalizing on the opportunities associated with better managing these risks, such as increased customer and partner trust as well as brand value.

We developed and implemented a structure to govern all aspects of information security. The first key components are our multiple operations centres that deploy advanced defensive techniques and predictive threat detection capabilities. The remaining components, which include cross-functional oversight from senior leadership, are consistent with the approach implemented throughout the Corporation for enterprise risk management, as elaborated upon in the 2024 Annual Report.

During fiscal 2024, we continued to implement a comprehensive cybersecurity program. This program, aligned with global standards, is designed to protect Cogeco's assets and mitigate cybersecurity risks. We collaborate with government agencies and industry peers to further enhance cybersecurity and infrastructure resilience. Cogeco is a member of the Canadian Telecom Network Resiliency (CTNR) Working Group, a sub-committee of the Canadian Security Telecommunications Advisory Committee (CSTAC) and of the newly formed Canadian government advisory Lawful Access Advisory Committee (LAAC).

We published and updated several security standards in the past year to support our information security framework. We continue to enhance our data protection program with a focus on third-party applications, more specifically those residing outside of Cogeco's infrastructure. Furthermore, we are in the process of optimizing our information security organization to adapt to artificial intelligence (AI).

We also conduct regular audits, vulnerability assessments, and third-party risk management. This proactive approach helps identify and mitigate potential threats, to protect sensitive information and maintain business continuity. We conduct external evaluations of our program with third parties and use the recommendations from these evaluations to enhance and strengthen our cybersecurity program.

Data privacy

Cogeco is committed to safeguarding privacy to build and maintain trust with our customers, employees, and partners. Our privacy practices comply with the principles outlined in our Corporate Privacy Commitment and related policies as well as the privacy laws and regulations applicable in the jurisdictions in which we operate. We work closely with external experts to stay up-to-date with evolving privacy laws and ensure ongoing compliance. Furthermore, we use different public platforms, including regulatory and judicial proceedings, to comment on or challenge proposed regulations, initiatives or measures that may impact or put at risk the privacy and personal information of our customers and employees. We collect, use, and disclose personal information only for specified purposes, as detailed in our privacy policies, and take measures to safeguard its confidentiality and integrity. Our policies also detail how we handle law enforcement requests for personal information.

- Corporate Privacy Commitment
- Breezeline's Website Terms of Use
- Breezeline's Customer Privacy Notice
- Cogeco Connexion's Privacy Policy
- Cogeco Media's Privacy Policy



Training and awareness

Through regular training, we equip our staff to recognize and prevent cyber threats and engage them on the issue of data protection. Our comprehensive program covers security fundamentals, privacy and data protection. Employees participate in regular phishing simulations and receive training on Cogeco Cybersecurity and Privacy policies at onboarding and annually thereafter. We track phishing simulation reporting and click rates to measure the effectiveness of these tests with the objective of improving year over year. Cybersecurity incident response simulations were also held in fiscal 2024 with the senior leadership team and Board members. Supplemental awareness activities were conducted on an ongoing basis as well as during the dedicated Fraud and Cybersecurity Awareness months and Privacy Week. These initiatives foster a security-conscious culture to protect Cogeco's sensitive data and assets. Our awareness efforts also extend to our customers and partners. For example, at Cogeco Connexion, we published short videos on social media during Cybersecurity Awareness Month to help educate our customers.

Customer experience

Our customers are our top priority. We understand the vital role we play in their daily lives, enabling them to connect with their loved ones, learn, work, and contribute to their communities.

Broadening our products and services

In fiscal 2024, we remained focused on elevating the customer experience by further investing in making improvements to our products and services, including faster and more reliable Internet speeds, stronger Wi-Fi connections, and new TV services over broadband. Furthermore, we continuously monitor customer satisfaction at critical touchpoints in the customer journey to help us understand what matters to customers and ensure that we are meeting their needs.

We made significant strides in expanding our mobile services. We successfully launched wireless services in the United States, broadening Breezeline's offerings across most of our U.S. footprint. We also formed strategic partnerships with a national wireless network operator and a wireless technology platform supplier to pave the way for a future wireless launch in Canada.

To meet the evolving needs of our customers, we are prioritizing digital solutions. A key step in this direction is the introduction of AI chatbots like "Charlie" in the U.S. and "Sam" in Canada. These chatbots have already successfully interacted with thousands of customers. Additionally, we are accelerating the growth of our digital brand, oxio, and applying its best practices to our Cogeco and Breezeline brands to enhance our digital customer experience.

Investing in our multi-platform audio content

Radio plays a pivotal role in local journalism and bringing communities together. Cogeco Media continually invests in the digital transformation of our radio business and is committed to expanding our multi-platform audio content offerings. This shift aims to broaden our services to enhance the listener experience and generate additional opportunities for advertisers.

Improving accessibility

Cogeco remains committed to enhancing accessibility for our customers, by proactively identifying, removing and preventing barriers to accessibility for people with disabilities in a timely manner. In June 2023, we published our three-year Accessibility Plan Progress Report. During fiscal 2024, we continued to deliver on the initiatives outlined in our plan, such as:



- Offering new accessibility features, such as audio transcription, to help customers with disabilities navigate products, services, and platforms more easily.
- Maintaining accessible feedback channels where customers can ask questions and provide feedback on the accessibility of our services.
- Expanding the Connecting Families Initiative to benefit more low-income families and seniors, many of whom identify as living with a disability.
- Partnering with Cyber-Seniors in the U.S. to teach older adults how to use telehealth to access healthcare remotely, improving access to care, especially for those with mobility issues and living in rural areas.
- Partnering with organizations like Discover Ability to raise awareness of their services on Cogeco's community television channels.

Network investments

We are dedicated to delivering superior network performance, expanding our reach to new communities, and ensuring business continuity through investments in infrastructure and innovative technologies.

Network performance and reliability

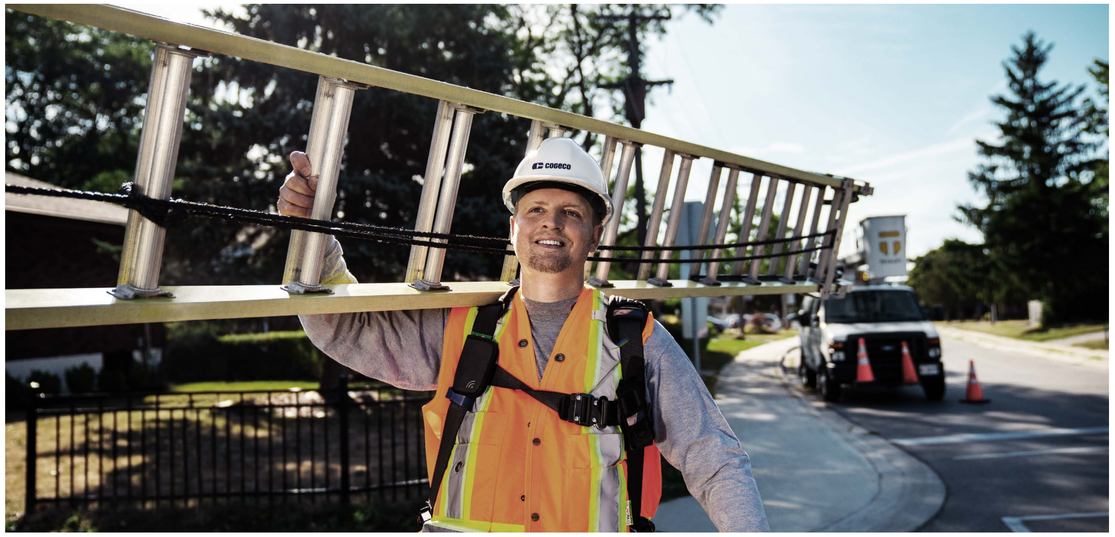
Cogeco continuously invests in building, enhancing and maintaining network infrastructure that ensures the delivery of high-performance and reliable services to its customers. We are evolving our fibre-powered broadband network to meet increasing bandwidth demand and changing customer needs, and to allow for the delivery of new advanced products and services. We continue to pursue the integration of technological advancements in our network to further improve speed, performance and capacity, and maximize system resiliency and reliability, thereby improving the customer experience.

Network expansion

As part of our plan to extend our high-speed Internet coverage, Cogeco continued its fibre-to-the-home Internet network expansion projects in both Canada and the United States, a portion of which was done in collaboration with governments. Cogeco has added close to 58,000 homes passed organically to its network footprint during fiscal 2024, and more than 253,000 since the beginning of fiscal 2022. In fiscal 2024, we successfully completed 13 high-speed Internet network expansion projects in 180 Québec municipalities. We are currently carrying out six expansion projects that will provide high-speed broadband coverage to 37 Ontario municipalities. In the United States, we continued our network expansion activities in multiple communities in the states of New Hampshire, Massachusetts, Maryland, Virginia and West Virginia. For more information about our network expansion projects in underserved communities, refer to the Digital inclusion section of this report.

Business continuity

Cogeco has implemented a robust business continuity planning program to mitigate risks associated with disruptive events, including extreme weather events. This includes regular reviews and improvements of our plans to incorporate lessons learned from past events, as well as practice exercises to enhance preparedness. We maintain backup and replacement sites in Canada and the U.S. to ensure business continuity. Additionally, we have established additional redundant paths for Internet traffic, deployed high-capacity fibre optics at critical network points, and configured the network to enhance network security, capacity and resilience.



Digital inclusion

Connectivity is a cornerstone of digital inclusion, driving economic and social progress in our communities.

Recognizing our industry's pivotal role in bridging the digital divide and being a low-carbon economic enabler, we are taking a multi-faceted approach. This includes enhancing access to devices and high-speed Internet, helping to address affordability concerns, and empowering individuals with essential digital skills.

Network expansion in underserved communities

Cogeco is committed to taking concrete steps to increase access to high-speed Internet and support the closing of the digital divide and is investing millions of dollars to expand its fibre-powered network infrastructure in unserved and underserved areas. Our network expansions into these communities will improve access to economic opportunities.

In December 2021, Cogeco transitioned its term revolving facilities into sustainability-linked loans. This financing model rewards our efforts to expand digital access by linking interest rates to our progress in connecting unserved and underserved communities. In fiscal 2024, we extended our agreement, setting a new target of providing high-speed Internet to 98,000 homes in previously unserved or underserved areas by the end of fiscal 2026.

Other levers

In partnership with Canada's federal government, Cogeco participates in the Connecting Families program, providing low-cost Internet services for low-income families and seniors who may be struggling to afford these services in our network coverage areas. In the U.S., we previously served customers under the Federal Communications Commission's Affordable Connectivity Program, which provided broadband Internet at a discount for low-income households, before the program was discontinued in June 2024. In both the United States and Canada, we also regularly organize workshops for seniors that provide training on how to use technology with an emphasis on safe online practices, with the goal of helping seniors stay connected with family members. Finally, through a partnership with Computers for Success Canada, Cogeco donates some of its surplus technology to the Computers for Schools Plus (CFS+) program, a Government of Canada program that refurbishes and distributes digital devices to schools, libraries, not-for-profit organizations, Indigenous communities and eligible low-income families.



Connecting – Families
Familles – Branchées

Human capital management

Cogeco's Employee Value Proposition (EVP) is centered around our human-scale approach, collaborative teamwork, customer-centric mindset, and shared mission. This commitment to our employees translates into a positive and engaging work environment that values integrity, trust, and inclusion.

We offer competitive compensation, comprehensive benefits, and ample opportunities for professional growth and development. By investing in our workforce, we attract and retain a skilled and diverse team that is essential to driving business growth, improving customer experience, and maintaining a strong corporate culture. We prioritize employee well-being through our focus on health, safety, and work-life balance.

We are also committed to creating an inclusive workplace for all, where everyone feels a sense of belonging, has a safe environment in which to work and develop, and shares equal opportunities for career advancement. We aim to have at least 35% of positions at a managerial level and above be held by women. Furthermore, we aspire to increase Black, Indigenous, People of Color (BIPOC) representation at leadership levels, and to enhance the inclusion of people with disabilities throughout our workforce. For detailed metrics on our workforce, please refer to our Sustainability Data Supplement.

Employee engagement

Our success depends on strong relationships with our employees, customers, and communities. By fostering a collaborative culture, we inspire employee engagement, drive business results, and deliver exceptional customer experiences. To emphasize the importance of employee engagement, we tie a portion of executive and leadership compensation to employee engagement metrics.

Internal communications and employer brand

Cogeco places a strong emphasis on effective internal communication to cultivate employee engagement and propel business success. By sharing information transparently, recognizing achievements, and encouraging feedback, we aim to ensure employees are aligned with strategic goals, foster collaboration and productivity across teams, inspire employees to excel in delivering exceptional customer experiences, and cultivate a sense of belonging, inclusivity, and open dialogue. Cogeco leverages various communication channels, including the intranet, videos, blogs, webcasts, town halls, newsletters, and fireside chats, to effectively reach employees and keep them informed and engaged.

Pulse surveys

To maintain a positive work environment, Cogeco uses a monthly pulse survey to gather employee feedback on key aspects of their job, including work processes, teamwork, leadership, diversity, well-being, job satisfaction, purpose, happiness, and stress. This tool helps measure employee engagement, employee satisfaction and willingness to recommend the company as an employer. The surveys provide regular opportunities for employee feedback, fostering trust and driving continuous improvement to maintain a healthy company culture.

Welcome to a more human way to work.

Employee resource groups

Cogeco has four employee resource groups under the "Connect" brand: Multicultural, Pride, Abilities, and Women. These groups, which are led by executive sponsors and volunteers, aim to foster inclusion and engagement, embrace our diverse talent, and create learning opportunities for members and allies. They host events and discussions on diversity and inclusion topics and provide colleagues with a network for connection around shared experiences.

connect
DIVERSITY. EQUITY. INCLUSION.

Workforce planning and attraction

Cogeco is committed to providing equality in employment for all people employed or seeking employment, as well as attracting and hiring the best possible candidates for available positions.

Talent acquisition and retention

Our Talent Acquisition Policy was developed in accordance with employment equity and equal opportunity principles, and is reviewed regularly to ensure it is up to date with current practices.

In fiscal 2024, we continued our commitment to prioritizing local and diverse job seekers through our partnerships with various organizations such as Goodwill Employment, a not-for-profit organization that offers free job search assistance and support for job candidates throughout several regions of Ontario. We also have a partnership with Black Professionals in Tech Network (BPTN), an organization that helps partners attract, hire, retain and promote Black tech and business talent. Moreover, we partnered with Neuroplus, an organization focused on hiring and accompanying atypical talent, to deliver training on best practices for inclusive hiring to our talent acquisition team. We also have an ongoing partnership with Women in Communications and Technology (WCT), an organization whose mission is to help women advance and grow in the workplace. We share our job postings on their dedicated job board to give increased visibility to their members.

Furthermore, we provide accommodations during and after the recruitment process for applicants and employees with disabilities, if required.

As part of our commitment to providing opportunities to the next generation of professional talent and leaders, we regularly hire summer interns from local post-secondary institutions and help them gain skills to equip them to be successful throughout their careers.

Cogeco is committed to internal mobility, with a robust process for identifying and developing high-potential talent, as detailed in the employee training and development section. We also conduct comprehensive talent reviews, which are an integral part of our succession planning.

Competitive working conditions

We offer comprehensive compensation packages to attract and retain high-calibre employees, which may include competitive salaries, group benefits and reward programs, including bonuses, commissions, and an annual incentive program driven by a performance review process based on the achievement of goals and contribution to corporate results. Benefits vary by country and business unit, but in general, permanent employees are entitled to benefits such as life insurance, health and dental care, long- and short-term disability programs, and retirement savings plans. Also, all our employees are eligible to participate in a stock purchase plan with an employer partial match. Furthermore, Cogeco is actively working to comply with the Pay Equity Act in Canada and pursue its journey to ensure employees are paid fairly regardless of gender.

Furthermore, we implemented hybrid working principles called FlexWork as well as a teleworking policy to provide greater flexibility and support employees in the attainment of a better balance between their personal and professional lives. Flexible options for working from home are dependent on job requirements and business needs.

Positive labour relations

Cogeco aims to foster positive relationships with employee unions. We adhere to collective agreement provisions, including grievance and arbitration procedures. We also have business-unit specific provisions to support this goal, including joint management-union committees, advance notice and discussion for significant changes impacting employees, and adherence to good faith negotiation principles and National Labor Relations Act (NLRA) provisions. Notably in fiscal 2024, we strengthened U.S. labour relations through key agreements and the establishment of a roadmap for future negotiations.



Employee training and development

Cogeco is committed to employee development and offers a comprehensive training and development program. This program focuses on both individual and organizational growth. A global competency model, encompassing core, functional, and leadership competencies, guides employee development efforts. The Talent Management and Learning Center of Excellence leads the implementation of the training roadmap, collaborating with internal and external partners to deliver organization-wide development opportunities.

Additionally, Cogeco actively engages in talent review, succession planning and leadership development initiatives to identify and nurture high-potential individuals, preparing them for future leadership roles. These efforts include internally tracking turnover of high-potential women and having customized solutions and development programs, and leveraging the Women in Communications and Technology accelerator program.

Training programs

We offer diverse training programs to develop leadership skills and foster continuous learning:

- Our comprehensive **1Cogeco Lead** program is focused on developing critical leadership skills such as inclusive leadership, effective communication and coaching, to help managers and directors drive performance and engagement within their teams. The program offers skill modules combining self-paced learning, instructor-led workshops, individual leadership assessments, and scenario-based exercises. In fiscal 2024, over 50 instructor-led workshops were delivered and 750 hours of training via coaching circles were completed.
- The **Inclusive Leadership** program is a 2-hour workshop facilitated by trained peers and managers. It aims to develop our people leaders and foster a more inclusive organization. All people managers, regardless of division or management level, are invited to attend sessions. As of the end of fiscal 2024, 90% of people leaders had been trained.
- We provide access to **LinkedIn Learning,** which offers on-demand access to thousands of instructional videos covering business, technology, and creative skills. Personalized learning paths help employees develop professionally and reach their full potential. In fiscal 2024, 1,089 participants completed 4,809 hours of training.
- Employees can take advantage of in-classroom and virtual **language courses in English and French**.
- Through our **Continuing Education Financial Assistance** program, employees can pursue external courses or certifications from accredited institutions to develop skills for current or future roles.
- **Connect Women** is one of four employee resource groups. It empowers Cogeco women through mentorship and professional development. In 2024, 62 participants benefited from their mentorship program. By partnering with Women in Communications and Technology in Canada and Women in Cable Telecommunications in the U.S., the group also offers valuable training opportunities.
- A **manager job skills training program** was designed to empower leaders with the knowledge, tools, and skills needed to drive organizational success while fostering a positive and inclusive workplace culture. This program equips managers to effectively manage performance, coach and develop their teams, by using the resources at their disposal. After a successful pilot with front-line supervisors and managers, this program will be incorporated into the leadership development program in fiscal 2025.
- Our **Technical Operations Career Path** training program equips employees with specialized knowledge and skills to excel in their roles and advance their careers. By fostering continuous learning and adaptability, the program ensures Cogeco's workforce is prepared to meet evolving industry demands. In fiscal 2024, 4,143 training hours were invested in 150 technicians, and resulted in many technicians adding more advanced skills to better support their job family. This investment supported career growth and maintained Cogeco's competitive edge in delivering high-quality solutions.

Employee performance

We designed our performance management framework to foster employee growth. At the beginning of each fiscal year, employees and supervisors collaborate to establish performance and development objectives. These objectives encompass both tangible results and behavioural competencies. To facilitate goal achievement, mutually agreed-upon training programs, both internal and external, are incorporated into the plan.

A continuous feedback approach is adopted across the organization. Regular check-ins and a formal mid-year review are conducted to assess progress toward objectives and competencies. These interactions provide opportunities for feedback, discussion, and course correction. Toward the end of the fiscal year, employees perform a self-assessment of their performance and supervisors subsequently evaluate their team members. The overall performance management process is directly linked to compensation. Bonus metrics are aligned with individual and group performance, depending on the specific role and level within the organization.

Employee health, safety and well-being

Cogeco is dedicated to fostering a safe and healthy work environment for all employees, volunteers, and business partners. Not only do we consider this to be our duty, but we view this commitment as essential to our business success, as it directly impacts our bottom line. By prioritizing safety and well-being, we reduce costs associated with injuries and illnesses, minimize absenteeism and turnover, enhance productivity and quality, and bolster employee morale. Our policies outline management's commitment to health and safety, emphasizing the shared responsibility of all employees to create a healthy and safe work environment. We regularly review our policies and procedures to ensure compliance with legal requirements and industry leading practices. In 2024, we tied executive and leadership compensation to the achievement of specific health, safety, and well-being goals.

Hazard identification and mitigation measures

Cogeco prioritizes health and safety across the organization, and we emphasize a collaborative and preventative approach, encouraging employees to report hazards for mitigation or elimination. Recognizing the involvement of contractors, Cogeco requires adherence to internal and industry safety regulations for all stakeholders, including third-party certifications and compliance tracking. To enhance due diligence and reduce liability, Cogeco provides online resources and orientations for contractors, facilitating reporting and improving overall contractor management.

In compliance with regulations, Cogeco has established Joint Health and Safety committees to proactively identify and address health and safety concerns. These committees, which meet on a monthly or quarterly basis depending on the region, are composed of representatives from various positions, including those exposed to inherent hazards and frequent risks. Such committees ensure monthly workplace inspections are completed, investigate incidents, and implement corrective actions to improve health and safety. Additionally, they communicate workplace hazards, safe work procedures, and safety compliance information. Committee members receive training on their roles, responsibilities, incident investigation, and workplace inspections. They also receive training on the legal framework for health and safety.

In addition to the Joint Health and Safety committees, we have several mechanisms in place to monitor and enhance workplace health and safety. In our Canadian telecommunications operations, this includes optimizing an online portal to streamline hazard identification, risk assessment, incident reporting, investigation, and site inspection processes. To improve incident management, a forum has also been established to review lost-time injuries, identify root causes, and implement corrective measures. As for our American telecommunications operations, a revised incident reporting process and root-cause analysis framework have been introduced to enable proactive hazard identification and prevention. To strengthen accountability across the organization, a governance model has been implemented, defining roles and responsibilities, appointing executive champions, and establishing a Health, Safety, and Well-Being Steering Committee. This comprehensive approach aims to increase awareness, foster collaboration, and drive a culture of safety across the organization.

The table below provides an overview of the principal hazards to which our workforce is exposed and the associated risk mitigation strategies. Please note that some actions may not apply to all areas of our business.

Types of Hazards	Actions Taken or Underway
Hazards that have contributed to high-consequence injuries • Manual equipment handling (namely ladder usage) • Slips/trips • Environmental conditions such as ice and rain • Work at heights	• Training on manual handling designed to educate employees on appropriate lifting techniques and fall protection equipment and procedures • Deployment of new lighter ladders for our technicians • Providing non-slip shoes and equipment as well as ice tracks • Providing communication reminding employees of existing equipment for preventing slips/falls and expectations to have it on hand • Bi-annual live personalized coaching of field technicians to support ongoing risk analysis of the environment and adequate safe work procedures
Other field or operations hazards • Heat/cold stress • Workplace violence/harassment • Electrical hazards • Laser hazards • Unsanitary customer conditions • Contact with another object • Traffic control	• Safety alerts as we become aware of new hazards • Implementing signage at storefronts and work centres advising customers/visitors that bullying or violence will not be tolerated given that all of our employees have the right to a safe workplace • Monthly safety talks available for all managers and continuing training of employees on different hazards • Fibre optics personal protective equipment for employees affected by Class 3B lasers • Management field supervision • Lone worker program present for our technicians in the field
Office main hazard • Repetitive strain from lack of ergonomic equipment	• Ergonomic assessments to favour a good posture and prevent repetitive strain injuries

Health and safety training

We provide targeted training to equip employees with the knowledge and skills necessary to identify and manage workplace hazards associated with their specific tasks. Across the organization, we are leveraging our Enterprise Resource Planning system to track annual health and safety training for all new hires and current employees to ensure a consistent management approach across the organization.
At our Canadian telecommunications operations, continuing and role-specific training is given to all employees. We also leverage specific Job Hazard and Physical Demands Analysis documents to guide our training content. In fiscal 2024, we launched our Health and Safety Culture Evolution Plan to increase awareness and engagement. This initiative included a revised vision statement, Safety Share events, Safety Panel discussions, Health and Safety awards for employees and contests.

At our American telecommunications operations, technical and field support roles have a large online safety library, and are required to have weekly safety meetings. The topics of these meetings are chosen by local leaders to reflect local safety issues and trends. In addition, we have partnered with Safety Business and Learning Resources (BLR) to offer Occupational Safety and Health Administration (OSHA) and state-specific training. We also launched a digital learning program for Breezeline employees through SafetySkills to deliver consistent safety training across all locations with an array of topics.

Promoting employee well-being

Cogeco prioritizes the well-being of its employees by offering a range of programs and initiatives. The Employee Assistance Program provides confidential counselling and support services for employees and their families on various issues, including workplace challenges, relationship and family issues, and addiction. To cater to the diverse needs of employees, Cogeco offers a flexible and competitive health plan designed to meet a variety of needs. Additionally, the Cogeco Active Club encourages healthy lifestyles through organized activities like walking, running, and cycling. Furthermore, we have partnered with BetterHelp to provide convenient access to online therapy services, offering confidential mental health support to its employees. Cogeco aims to create awareness around the topic of mental well-being by organizing activities during Mental Health Awareness Month, such as yoga, meditation sessions, and informative seminars. Employees are also offered a subscription to a meditation and mindfulness app. Its engaging content helps employees manage stress, sleep better and improve their focus and overall performance.

We also offer employees a variety of accommodations to meet the accessibility needs of our colleagues, including ergonomic equipment, flexibility of scheduling, and assistive technology. For example, Cogeco employees have access to translation software and accessibility features, including support for hearing impaired colleagues as well as colleagues who benefit from transcription. In fiscal 2024, we also launched our new Accommodation Request Guide. The guide is available to all employees and clarifies legal obligations, roles and rights related to accommodation, provides tools to facilitate the process, and outlines the steps for requesting and providing accommodation.



Captured at the Grand défi Pierre Lavoie, our team cycled 2,000 km to raise funds for education and health causes.

Community engagement and philanthropy

As a business with roots in communities across Canada and the United States, Cogeco is deeply committed to serving local communities, enriching lives and driving social and economic development in our society.

It is with great pride that we serve our customers with local teams, help meet the connectivity needs of our communities through our broadband network in Canada and the United States, and support our communities through our vibrant network of radio stations across Québec. Cogeco has a long-standing tradition of community involvement. Social engagement is one of our organizational values, as we aim to have a positive impact on our communities.

Cogeco and its local operations manage community efforts and develop initiatives tailored to the specific needs of each community. From providing production and airtime on our community television channels and radio stations, to participating in local chamber of commerce events and supporting non-profit organizations, or raising funds through community runs/walks, we strive to make a positive impact in the communities where we live and work.

Community philanthropy

In fiscal 2024, we supported a variety of organizations, including the Nature Conservancy of Canada, Mission Old Brewery, Cyber-Seniors, and Réseau Mentorat. We donated 4.6% of our pre-tax profit, demonstrating our commitment to community involvement and philanthropy.

Media for the community

Cogeco's community channels in Canada, YourTV (Ontario) and NousTV (Québec), produce local programming that is focused on the needs of local communities. Our 32 YourTV/NousTV channels help raise money for local causes and also provide a training ground for local residents to learn the art of television broadcasting. These channels are funded by a regulated percentage of revenue.

In the United States, Breezeline supports local non-profits by providing in-kind services, such as free advertising and public service announcements. Cogeco Media also offers free news services to five regional radio stations.

 **Diversity & inclusion**	In 2024, our philanthropic investments aimed at promoting diversity, equity and inclusion and supporting underrepresented groups.
 **Environment**	Our philanthropic activities reflected our ongoing commitment to sustainability practices and the protection of the environment.
 **Education and entrepreneurship**	Advancing education and supporting entrepreneurship transforms lives and builds an inclusive society. There are different ways we contributed to this goal, from supporting primary and secondary school initiatives to enabling inclusive mentoring for entrepreneurs.
 **Connectivity**	As a telecommunications provider, our philanthropic activities in fiscal 2024 were also committed to fostering digital equity and inclusion. To learn more about our digital inclusion initiatives, please visit the digital inclusion section of this report.

Sustainable procurement

At Cogeco, we are committed to prioritizing sustainable supply chain management to benefit our operations, customers, and communities, while also safeguarding our business against future disruptions.

Integrating sustainable procurement practices

Given the complexity and global nature of our supply chain, we are committed to addressing associated social, environmental, and ethical risks. To this end, we have established policies and procedures to ensure that our suppliers share our commitment to sustainability and ethical business practices. The following list highlights key supply chain sustainability initiatives, either implemented or currently underway:

- Our Procurement Policy states that with all other parameters of the acquisition of goods or services being equivalent, Cogeco would favour suppliers whose vision, processes and procedures are most aligned with Cogeco's Sustainability Policy, Supplier Code of Conduct, and Code of Ethics.
- Our supplier selection questionnaires integrate social and environmental criteria into our selection process for main suppliers. Some of these criteria are science-based emission reduction targets, supplier diversity, and human rights public commitments depending on the commodity-specific risk.
- Following the passing of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (2023) in Canada, we published our Statement Against Modern Slavery Report in fiscal 2024. We will continue to review and strengthen our internal processes and policies according to the trends related to this evolving topic.
- We continue to conduct internal awareness campaigns to educate our colleagues on our sustainable procurement objectives, their importance, and how they can contribute to them.

Key sustainable procurement pillars

Our sustainable procurement strategy is centered around four pillars, namely our Supplier Code of Conduct, GHG emissions reduction, supplier diversity, and local procurement.

Supplier Code of Conduct

Our Supplier Code of Conduct defines our expectations for suppliers to go beyond legal standards and prioritize social, environmental, and ethical responsibility. We continue to engage with our top suppliers, ensuring their acknowledgment and adherence to our Supplier Code of Conduct, or validating their sustainability standards. In fiscal 2024, 100% of our top 100 suppliers agreed to comply with Cogeco's supplier expectations either through the Cogeco Supplier Code of Conduct or through their own code.

Principles of Cogeco's Supplier Code of Conduct

Respect for labour and human rights

Valuing occupational health and safety

Respect for the environment

Ethical and responsible conduct



Our Supplier Code of Conduct is in line with international standards

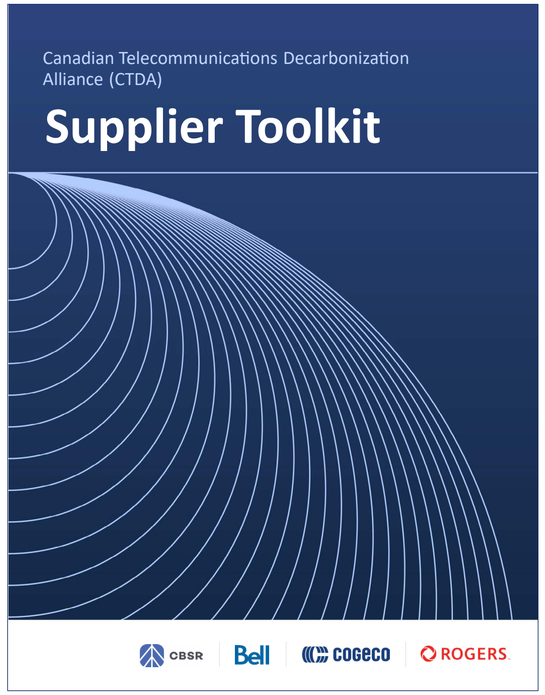
United Nations Guiding Principles on Business and Human Rights

International Labour Organization Declaration on Fundamental Principles and Rights at Work

United Nations Universal Declaration of Human Rights

Supplier GHG emissions reduction

Since April 2021, we have been actively engaging with our most material suppliers to raise awareness around climate change and to help them with the process of setting their own SBTi-approved emissions reduction targets, in alignment with Cogeco's SBTi goal of having 50% of our largest suppliers (by spend) complete this process.



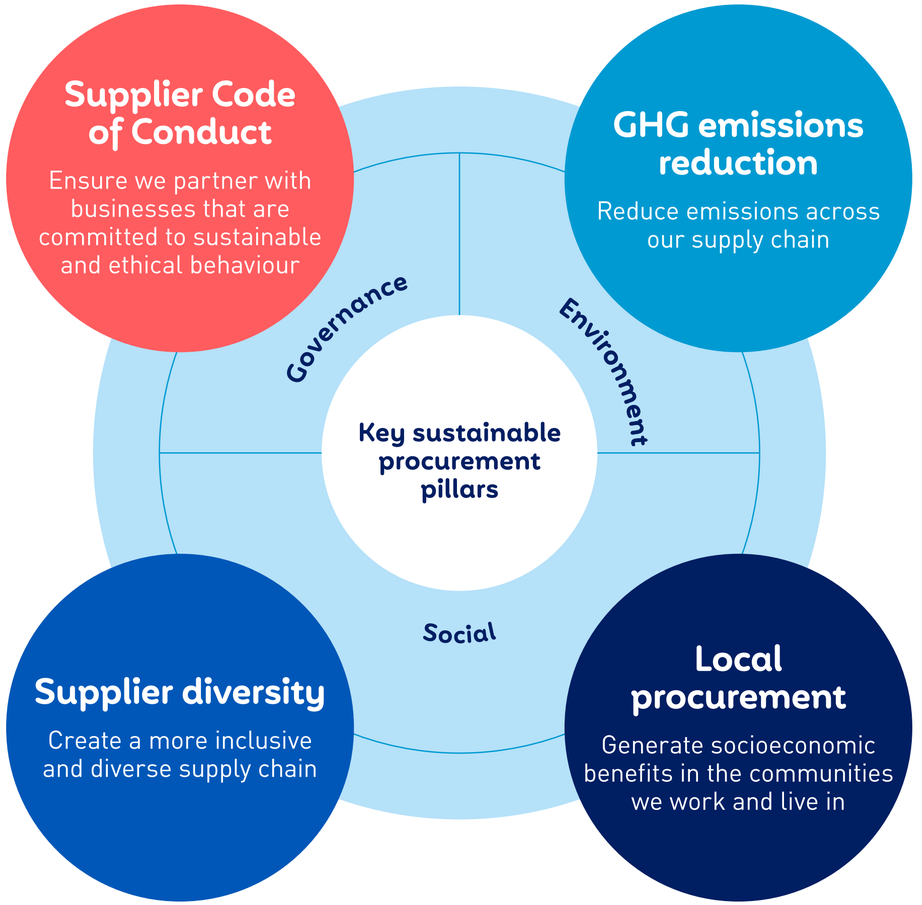
This year, along with the Canadian Business for Social Responsibility (CBSR) and our Canadian counterparts in the industry, we created the Canadian Telecommunications Decarbonization Alliance (CTDA) to support our suppliers by hosting online webinars and developing a Supplier Toolkit providing guidance and tools to measure their emissions and set science-based targets. Thanks to our supplier engagement strategy, as of fiscal 2024, 44% of our suppliers by addressable spend have set or have committed to set Scope 1 and 2 science-based targets in the next 2 years.

Supplier diversity

Cogeco's Supplier Diversity Program aims to provide a fair opportunity to diverse businesses who are majority owned, managed and operated (51% or more) by diversity representatives from the following groups: women, visible minorities, Indigenous peoples, the 2SLGBTQI+ community, military veterans or people with physical limitations and disabilities to bid on contracts or enhance their ability to do so. Since the program's launch in 2023, we have continued to develop tools, organize events and engage internally and externally to grow its impact. Our partnership with the Women Business Enterprises Canada Council (WBE Canada) and the *Réseau des Femmes d'affaires du Québec* (RFAQ) help to fast-track our supplier diversity efforts by supporting women-owned businesses.

Local procurement

We aim to prioritize local procurement to support the communities we serve. In recent years, we have improved our local spending tracking and set internal targets to increase local purchasing, enabling us to identify opportunities to buy more locally. In fiscal 2024, we maintained 83% of our active suppliers within our footprint. We define our local footprint as the provinces and states within Canada and the United States where we operate. Suppliers are considered local if they have significant operations within this footprint, such as their headquarters being located here or if the majority of their services or products are supplied from within our operating regions.





SECTION 6
Transparency

In this section

37 Global Reporting Initiative (GRI) index
43 Sustainability Accounting Standards Board (SASB) index
45 TCFD recommendations

Global Reporting Initiative (GRI) index

This report has been prepared using the Global Reporting Initiative Standards. The index below lists where you can find information related to each GRI criterion – either in this 2024 Sustainability Report (SR), the Sustainability Data Supplement, the Statement Against Modern Slavery Report (MS), the Cogeco Inc. 2024 Annual Report (AR), the 2024 Information Circular (IC) or the Code of Ethics (CE). For some indicators, we provide a short statement within the index with comments or further information.

Links to other referenced information sources can be found here: Cogeco Inc. 2024 Annual Report, Sustainability Data Supplement, 2024 Information Circular, Code of Ethics, 2023 Statement Against Modern Slavery Report.

Standard	Disclosure	Disclosure topic	Location
Foundation	1-1	Applying the reporting principles	SR: Transparency/Global Reporting Initiative (GRI) index
	1-2	Report the disclosures in GRI 2: General disclosures 2021	SR: Transparency/Global Reporting Initiative (GRI) index
	1-3	Determine material topics	SR: Sustainability at Cogeco/Stakeholder engagement and key sustainability topics
	1-4	Report the disclosures in GRI 3: Material topics 2021	SR: Transparency/Global Reporting Initiative (GRI) index
	1-5	Report disclosures from the GRI Topic Standards for each material topic	SR: Transparency/Global Reporting Initiative (GRI) index
	1-6	Provide reasons for omission for disclosures and requirements that the organization cannot comply with	SR: Transparency/Global Reporting Initiative (GRI) index
	1-7	Publish a GRI content index	SR: Transparency/Global Reporting Initiative (GRI) index
	1-8	Provide a statement of use	Cogeco has reported the information cited in this GRI content index for the period that covers September 1, 2023 to August 31, 2024 with reference to the GRI standards.
General Disclosures	2-1	Organization details	AR: pp. 16-17
	2-2	Entities included in the organization's sustainability reporting	SR: Introduction/About this report
	2-3	Reporting period, frequency and contact point	SR: Introduction/About this report
	2-4	Restatement of information	We did not have any restatement of information in fiscal 2024

Standard	Disclosure	Disclosure topic	Location
General Disclosures	2-5	External Assurance	We engaged Deloitte to conduct a third-party limited assurance review for 100% of our Scope 1 and 2 (market-based) emissions for fiscal 2024. They also performed a third-party limited assurance review for our digital inclusion commitment, which is our number of homes passed in unserved and underserved areas in Canada for the period from September 2021 to August 2024 inclusively.
	2-6	Activities, value chain, and other business relationships	SR: Introduction/About this report
	2-7	Employees	Sustainability Data Supplement: Social Parameters sheet
	2-8	Workers who are not employees	Cogeco does not report on contractual employees.
	2-9	Governance Structure and composition	IC: pp. 18-41
	2-10	Nomination and selection of the highest governance body	IC: pp. 41-44
	2-11	Chair of the highest governance body	IC: pp. 8, 26
	2-12	Role of the highest governance body in overseeing the management of impacts	SR: Implementing strong governance practices/Sustainability governance IC: pp. 23-41
	2-13	Delegation of responsibility for managing impacts	SR: Implementing strong governance practices/Sustainability governance
	2-14	Role of the highest governance body in sustainability reporting	SR: Implementing strong governance practices/Sustainability governance/Management's responsibilities
	2-15	Conflicts of interest	IC: p. 39
	2-16	Communication of Critical Concerns	SR: Implementing strong governance practices/Ethical business practices/Reporting mechanisms IC: p. 40-41
	2-17	Collective knowledge of the highest governance body	IC: pp. 21-27, 42-46
	2-18	Evaluation of the performance of the highest governance body	IC: pp. 43-48
	2-19	Remuneration policies	IC: pp. 46-51, 55-80
	2-20	Process to determine remuneration	IC: pp. 46-51, 55-80
	2-21	Annual total compensation ratio	Sustainability Data Supplement: Governance Parameters sheet

Standard	Disclosure	Disclosure topic	Location
General Disclosures	2-22	Statement on sustainable development strategy	SR: Message from our President and CEO; Sustainability at Cogeco/Sustainability strategy overview
	2-23	Policy commitments	SR: Implementing strong governance practices/Ethical business practices; Implementing strong governance practices/Sustainability governance CE: pp. 2-5, pp. 27-30 MS: pp. 5-6
	2-24	Embedding policy commitments	SR: Implementing strong governance practices/Ethical business practices; Implementing strong governance practices/Sustainability governance CE: pp. 2-5, 26-30 IC: pp. 40-41
	2-25	Processes to remediate negative impacts	SR: Implementing strong governance practices/Ethical business practices/Reporting mechanisms CE: pp. 26-30
	2-26	Mechanisms for seeking advice and raising concerns	SR: Implementing strong governance practices/Ethical business practices/Reporting mechanisms CE: pp. 26-30
	2-27	Compliance with laws and regulations	In fiscal 2024, no legal actions were undertaken against the Corporation for non-compliance with environmental or competition/antitrust laws.
	2-28	Membership associations	On an industry level, we are members of the Canadian Association of Broadcasters and National Cable Television Cooperative, as well as supporters of CableLabs, a not-for-profit innovation and research and development lab.
	2-29	Approach to stakeholder engagement	SR: Sustainability at Cogeco/Stakeholder engagement and key sustainability topics
	2-30	Collective bargaining agreements	Sustainability Data Supplement: Social Parameters sheet For employees not covered by collective bargaining agreements, the working conditions and terms of employment of these employees are not influenced or determined based on other collective bargaining agreements.
Material Topics	3-1	Process to determine material topics	SR: Sustainability at Cogeco/Stakeholder engagement and key sustainability topics
	3-2	List of material topics	SR: Sustainability at Cogeco/Stakeholder engagement and key sustainability topics
	3-3	Management of material topics	SR: Sustainability at Cogeco/Stakeholder engagement and key sustainability topics

Standard	Disclosure	Disclosure topic	Location
Economic Performance	201-1	Direct economic value generated and distributed	AR: pp. 2-5
	201-2	Financial implications and other risks and opportunities due to climate change	SR: Managing risks and opportunities/Sustainability risks and opportunities; Our strategy for greater impact/Climate AR: p. 78
	201-3	Defined benefit plan obligations and other retirement plans	AR: p. 138-141
	201-4	Financial assistance received from government	AR: p. 101, 119
Indirect Economic Impacts	203-1	Infrastructure investments and services supported	SR: Our strategy for greater impact/Network investments; Our strategy for greater impact/Customer experience; Our strategy for greater impact/Digital inclusion
	203-2	Significant indirect economic impacts	
Procurement Practices	204-1	Proportion of spending on local suppliers	SR: Our strategy for greater impact/Sustainable procurement
Anti-Corruption	205-1	Operations assessed for risks related to corruption	SR: Implementing strong governance practices/Ethical business practices
	205-2	Communication and training about anti-corruption policies and procedures	
	205-3	Confirmed incidents of corruption and actions taken	Sustainability Data Supplement: Governance Parameters sheet
Anti-Competitive Behaviour	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	In fiscal 2024, there were no legal actions taken against the Corporation for anti-competitive behaviour, anti-trust, and monopoly practices
Tax	207-1	Approach to tax	SR: Our strategy for greater impact/Compliance and tax strategy
	207-2	Tax governance, control, and risk management	
	207-3	Stakeholder engagement and management of concerns related to tax	
	207-4	Country-by-country reporting	

Standard	Disclosure	Disclosure topic	Location
Energy	302-1	Energy consumption within the organization	Sustainability Data Supplement: Environmental Parameters sheet
	302-2	Energy consumption outside of the organization	
	302-3	Energy intensity	
	302-4	Reduction of energy consumption	
	302-5	Reductions in energy requirements of products and services	
Emissions	305-1	Direct (Scope 1) GHG emissions	
	305-2	Energy indirect (Scope 2) GHG emissions	
	305-3	Other indirect (Scope 3) GHG emissions	
	305-4	GHG emissions intensity	
	305-5	Reduction of GHG emissions	
Waste	306-4	Waste diverted from disposal	
Employment	401-1	New employee hires and employee turnover	Sustainability Data Supplement: Social Parameters sheet
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR: Our strategy for greater impact/Human capital management/Workforce planning and attraction
Occupational Health & Safety	403-1	Occupational health and safety management system	SR: Our strategy for greater impact/Human capital management/Employee health, safety and well-being
	403-2	Hazard identification, risk assessment, and incident investigation	
	403-3	Occupational health services	
	403-4	Worker participation, consultation, and communication on occupational health and safety	
	403-5	Worker training on occupational health and safety	

Standard	Disclosure	Disclosure topic	Location
Occupational Health & Safety	403-6	Promotion of worker health	SR: Our strategy for greater impact/Human capital management/Employee health, safety & well-being
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
	403-9	Work-related injuries	Sustainability Data Supplement: Social Parameters sheet
Training & Education	404-2	Programs for upgrading employee skills and transition assistance programs	SR: Our strategy for greater impact/Human capital management/Employee training and development
Diversity & Equal Opportunity	405-1	Diversity of governance bodies and employees	Sustainability Data Supplement: Governance Parameters sheet
	405-2	Ratio of basic salary and remuneration of women to men	Sustainability Data Supplement: Social Parameters sheet
Child Labour	408-1	Operations and suppliers at significant risk for incidents of child labour	MS: p. 7
Forced or Compulsory Labour	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	MS: p. 7
Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	SR: Our strategy for greater impact/Community engagement and philanthropy
Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	We had no founded privacy complaints in fiscal 2024.

Sustainability Accounting Standards Board (SASB) index

This report also contains information in line with the recommendations of the Sustainability Accounting Standards Board (SASB) – Telecommunication Services industry classification. The index below lists where you can find information related to each SASB accounting metric – either in this 2024 Sustainability Report (SR), the Sustainability Data Supplement, or the Cogeco Inc. 2024 Annual Report (AR). For some metrics we provide a short statement within the index with comments or further information.

Links to other referenced information sources can be found here: Cogeco Inc. 2024 Annual Report, Sustainability Data Supplement.

Standard	Disclosure	Disclosure topic	Location or comments/further information
Environmental Footprint of Operations	TC-TL-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Sustainability Data Supplement: Environmental Parameters sheet
Data Privacy	TC-TL-220a.1	Description of policies and practices relating to targeted advertising and customer privacy	SR: Our strategy for greater impact/Data security and privacy
	TC-TL-220a.2	Number of customers whose information is used for secondary purposes	Cogeco does not use our customer's information for secondary purposes: their information is strictly used for the purposes for which it was collected or generated.
	TC-TL-220a.3	Total amount of monetary losses as a result of legal proceedings associated with customer privacy	We had no founded privacy complaints in fiscal 2024.
	TC-TL-220a.4	(1) Number of law enforcement requests for customer information, (2) number of customers whose information was requested, (3) percentage resulting in disclosure	Cogeco does not currently report this information publicly.
Data Security	TC-TL-230a.1	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of customers affected	SR: Our strategy for greater impact/Data security and privacy Sustainability Data Supplement: Governance Parameters sheet Cogeco does not currently report this information publicly.
	TC-TL-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	
Product End-of-life Management	TC-TL-440a.1	(1) Materials recovered through take-back programmes, percentage of recovered materials that were (2) reused, (3) recycled, and (4) landfilled	SR: Our strategy for greater impact/Waste management Sustainability Data Supplement: Environmental Parameters sheet

Standard	Disclosure	Disclosure topic	Location or comments/further information
Competitive Behaviour & Open Internet	TC-TL-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	In fiscal 2024, there were no legal actions taken against the Corporation for anti-competitive behaviour.
	TC-TL-520a.2	Average actual sustained download speed of (1) owned and commercially associated content and (2) non-associated content	Cogeco does not currently disclose this information publicly.
	TC-TL-520a.3	Description of risks and opportunities associated with net neutrality, paid peering, zero-rating, and related practices	SR: Implementing strong governance practices/Compliance and tax strategy/Cogeco is committed to an open Internet
Managing Systemic Risks from Technology Disruptions	TC-TL-550a.1	(1) System average interruption duration, (2) system average interruption frequency and (3) customer average interruption duration	Cogeco does not currently disclose this information publicly.
	TC-TL-550a.2	Discussion of systems to provide unimpeded service during service disruptions	SR: Our strategy for greater impact/Network investments
Activity Metrics	TC-TL-000.A	Number of wireless subscribers	Cogeco does not currently disclose this information publicly.
	TC-TL-000.B	Number of wireline subscribers	AR: p.156
	TC-TL-000.C	Number of broadband subscribers	
	TC-TL-000.D	Network traffic	This information is considered to be competitively sensitive and is therefore not publicly disclosed.

Task Force on Climate-related Financial Disclosures (TCFD) recommendations

This report also contains information in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). The index below lists where you can find information related to each TCFD recommendation – either in this 2024 Sustainability Report (SR) or in the Sustainability Data Supplement.

Thematic element	Recommended disclosure	Location
Governance Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities.	SR: Implementing strong governance practices/Sustainability governance/ Board oversight
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	SR: Implementing strong governance practices/Sustainability governance/ Management's responsibilities
Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	SR: Managing risks and opportunities/Sustainability risks and opportunities
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	SR: Our strategy for greater impact/Climate
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	SR: Our strategy for greater impact/Climate
Risk Management Disclose how the organization identifies, assesses, and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	SR: Managing risks and opportunities/How we identify and monitor risks and opportunities
	b) Describe the organization's processes for managing climate-related risks.	SR: Managing risks and opportunities/How we identify and monitor risks and opportunities
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	SR: Managing risks and opportunities/How we identify and monitor risks and opportunities

Thematic element	Recommended disclosure	Location
Metrics and Targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	SR: Our strategy for greater impact/Climate/Progress towards our targets Sustainability Data Supplement: Environmental Parameters sheet
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	

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