



OUR PEOPLE

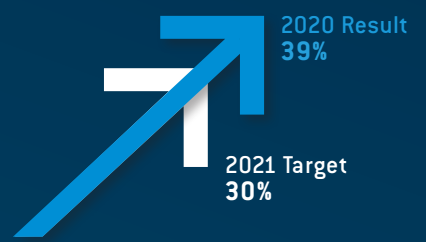
MAINTAIN A SAFE AND HEALTHY WORK ENVIRONMENT

Reduce the total incident rate (incidents per 200,000 worked hours) by 15% for our Printing and Packaging sectors



MOVE TOWARDS A MORE BALANCED GENDER REPRESENTATION IN LEADERSHIP

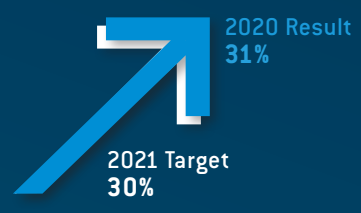
Ensure at least 30% of female representation on the Board of Directors



Have at least 3 women on the Executive Management Committee

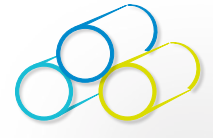


Reach 30% of women in executive and management positions



DEVELOP OUR TALENT

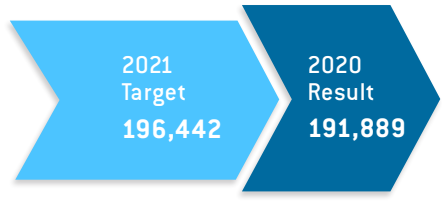
Annual performance reviews to be completed for 100% of salaried employees



OUR OPERATIONS

REDUCE OUR GREENHOUSE GAS EMISSIONS

Reduce our greenhouse gas emissions by 5% (in tonnes of CO₂e)¹



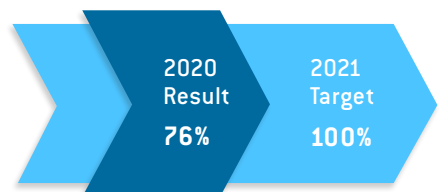
OPTIMIZE WASTE MANAGEMENT

Aim for zero non-hazardous waste to landfill in our operating business units (% of recovered non-hazardous operational waste)



ENSURE FOOD SAFETY AND QUALITY

Obtain a GFSI-recognized (Global Food Safety Initiative) food safety certification for all our direct-food contact packaging facilities



¹ Refers to absolute emissions from Scope 1 and Scope 2.



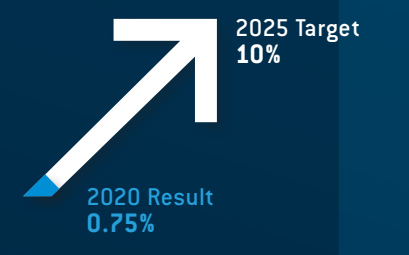
OUR PRODUCTS

PROMOTE THE USE OF SUSTAINABLE MATERIALS

100% of our paper purchases to come from third-party certified or recycled sources

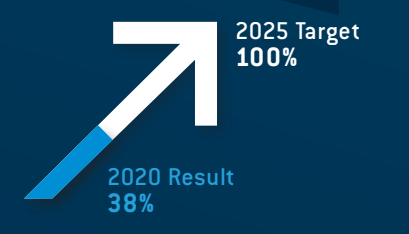


By 2025, achieve a 10% use of post-consumer recycled content on average by weight across all plastic packaging in our product portfolio



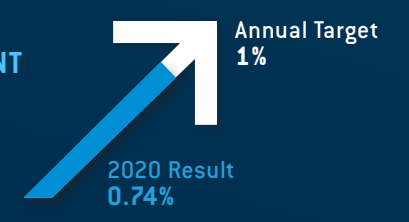
DESIGN FOR END-OF-LIFE

By 2025, 100% of our plastic packaging to be reusable, recyclable or compostable



FOCUS ON PRODUCT RESEARCH AND DEVELOPMENT

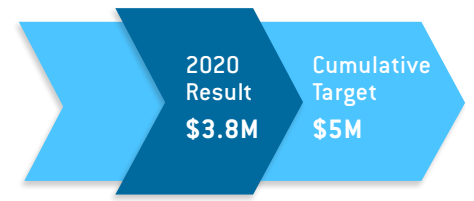
Invest at least 1% of our Packaging Sector's annual revenues in research and development



OUR COMMUNITIES

INVEST IN OUR COMMUNITIES

Over 3 years, donate \$5M in financial contributions, goods and services to organizations, projects and programs that support the communities in which we operate



FOSTER EMPLOYEE ENGAGEMENT

All business units to participate annually in at least one initiative making a positive impact in their community



Since the publication of our first environmental policy in 1993, TC Transcontinental has continued to demonstrate its proven leadership in conducting its business in a responsible manner. In 2020, social responsibility remained a top priority in the context of a global pandemic. We made excellent progress in achieving the 11 objectives set out in our 2019-2021 CSR plan *Acting Together* centered around 4 pillars: our employees, our operations, our products and our communities. We are proud of our progress and recognition, and we continue our efforts to help create a better world for everyone and our future generations.