

# ACTING TOGETHER

2020 Progress Report



**tc** • TRANSCONTINENTAL



**Isabelle Marcoux**  
Chair of the Board



**François Olivier**  
President and  
Chief Executive Officer

It is with great pride that we publish this progress report highlighting our advances in terms of corporate social responsibility (CSR). While we are still grappling with the health and economic impacts of a global pandemic, the achievements made reflect the strong governance and supervision of our CSR strategy and objectives by our Board of Directors and by our Governance and Social Responsibility Committee. They also demonstrate the great resilience and ingenuity of our leaders.

At TC Transcontinental, sustainability is in our DNA. Since our beginnings 45 years ago, we have continued to raise the bar ever higher in this regard. In fact, our values form the common thread between our social responsibility approach and our corporate strategy. They reflect who we are and how we act. Our commitment signals our desire to act responsibly as a corporate citizen, and meets the expectations of our stakeholders. To this end, TC Transcontinental has received numerous awards recognizing our leadership in circular economy.

We are proud to be a second-generation family-controlled company. A family in which everyone, men and women, have their place in a fair, equitable and inclusive environment. In 2021, we are going one step further by adding two pillars to our commitment to diversity, namely the inclusion of visible minorities and LGBTQ+ communities, in addition to gender diversity.

As a successful company, we are entering the next phase of our CSR plan together in a spirit of solidarity to create a sustainable future for all.

The theme of our 2019-2021 Corporate Social Responsibility Plan *Acting Together* took on renewed relevance in 2020. We mobilized to meet customer demands by optimizing our capacity and ensuring everyone's health and safety. I am extremely grateful to our employees for what they have accomplished. I am also proud of TC Transcontinental's contribution to the collective vaccination effort with the establishment of a corporate vaccination centre against COVID-19 in Québec.

We moved forward on major projects in line with the 11 objectives of our plan around four axes: our employees, our operations, our products, and our communities.

Our successful transition to packaging, a sector that now generates more than half of our consolidated revenues, embodies our responsible business model. We aim to maintain our leadership in the circular economy of plastics by investing in our recycling and research and development activities, and by intensifying our collaborations with stakeholders across the entire value chain.

In addition, innovative projects aimed at reducing our greenhouse gas emissions and managing waste are contributing to our progress in lowering our carbon footprint. We delivered excellent performance towards our employee-related objectives, including reducing our incident frequency rate and increasing gender diversity.

Today, TC Transcontinental is a stronger company than ever. We will continue to build on this momentum, mobilized to act together to create value for the whole of society.



## OUR EMPLOYEES

The health and safety of our employees, diversity and inclusion, and talent development are priorities for TC Transcontinental. We are very proud of the progress made on each of these targets. These priorities are firmly anchored in our values, our corporate strategy, and our operational processes.

	2019-2021 Plan Target	2020 Results	2019 Results	2018 Baseline Year
<b>Target 1 Maintain a safe and healthy work environment</b>				
Reduce the total incident rate (incidents per 200,000 worked hours) by 15% for our Printing and Packaging Sectors	2.33	1.88	2.96	3.37 <sup>1</sup>
<b>Target 2 Move towards a more balanced gender representation in leadership</b>				
Ensure at least 30% of female representation on the Board of Directors	30%	39%	39%	36%
Have at least 3 women on the Executive Management Committee	3	3	3	3
Reach 30% of women in executive and management positions	30%	31%	25%	24%
<b>Target 3 Develop our talent</b>				
Annual performance reviews to be completed for 100% of salaried employees <sup>2</sup>	100%	100%	100%	n/a

## HEALTH, SAFETY AND WELLNESS

The protective measures put in place to limit the spread of COVID-19 illustrated our senior management's commitment to protecting employees, further strengthening the culture of health, safety and wellness (HSW) within the teams. In addition, the identification, prioritization, and mitigation of risks unrelated to the COVID-19 have been strengthened. As a result, the total incident rate (incidents per 200,000 hours worked) in our Printing and Packaging Sectors decreased by approximately 40% compared to 2019.

In an effort to maintain the events that promote HSW engagement, we have slightly revised our two HSW engagement programs so that they can take place remotely:

- *Health, Safety and Community Partners* Program: This program aims to reward excellence in occupational health and safety at all our sites, through a cash donation given to a charitable organization by each of the qualifying business units. In 2020, more stringent eligibility criteria

were put in place to stimulate continuous improvement in our performance. Based on these new criteria, 9 sites qualified, as they had no lost production time, in addition to a 30% reduction in the total incident rate. Approximately \$21,000 was awarded through this program.

- *Big Top* Program: This program recognizes business units that have taken positive measures in HSW and enables the sharing and dissemination of their best practices. A total of 20 projects were submitted to the jury in 2020. Five sites were rewarded: Transcontinental Mexico, Transcontinental Transmag, Transcontinental Ecuador, Transcontinental Spartanburg and Transcontinental Saint-Hyacinthe. Four other sites received a special mention from the jury: Transcontinental Halifax, Transcontinental Ultra Flex, Transcontinental Vancouver and Transcontinental Menasha.

<sup>1</sup> Data calculated with a different methodology. This data cannot be compared with subsequent data.

<sup>2</sup> Annual target

# The COVID-19 pandemic



Managing the risks associated with the COVID-19 pandemic has been the primary focus of HSW during 2020. Notably, the following actions have been taken and are intended to remain in place until the end of the pandemic:

- Development, updating and ongoing communication of corporate policies, procedures and guidelines aimed at limiting the spread of COVID-19. These corporate guidelines, which not only meet, but often exceed legal requirements, have resulted in high standards being put in place at all of the company's sites.
- Establishment of various communication processes which allowed for the rapid and efficient dissemination of information from the head office to the sector management committees, then to the managers and all employees. In addition, feedback processes were also put in place. The creation of a dedicated email address made it possible to respond quickly to any questions related to COVID-19. In addition, videoconferences allowing direct and informal exchanges between the President and CEO and the plant operators were organized to collect employee feedback on the management of COVID-19.
- The company participated in the Bureau de Normalisation du Québec (BNQ) committee for the development of the Québec standard 1922-900/2020\_Masks for the workplace.

## DIVERSITY

In 2020, we continued our efforts to increase the representation of women in our leadership teams and are very proud to have surpassed our initial target by reaching 31% of women in leadership positions in our Packaging, Printing and Media Sectors.

We consider diversity and inclusion to be a business priority. To reinforce this conviction within the Corporation, TC Transcontinental has added the mandate to oversee this priority at the Board of Directors level, through the Governance and Social Responsibility Committee. In addition, the Corporation's Board of Directors has a female representation of 39%, including the Chair of the Board, the Lead Director and the Chair of the Human Resources and Compensation Committee. The Corporation's Executive Committee includes three women, respectively Chief Legal Officer and Corporate Secretary, Chief Human Resources Officer and Chief Strategy and CSR Officer.

The results of a survey conducted by the company in 2019 among its 120 key women executives have helped shape the Corporation's strategy on gender diversity and implement specific programs in 2020, such as:

- The expansion of our Diversity and Inclusion Steering Committee representing all our business sectors with the addition of racial diversity and LGBTQ+ components.
- The implementation of a short-term incentive program on diversity objectives, from the CEO to all senior executives for each of our business sectors for fiscal 2020 and 2021.
- The establishment of the Women Leaders Sponsorship Program of our top female talent by the Executive Committee to accelerate the development of a select group of women leaders who demonstrate potential for career progression to executive, senior management or vice president positions.



- Maintaining the annual *Women@TC* forums in a virtual version, including a master class entitled *"How Women Rise. Breaking the habits that hold you back"*.
- Developing a framework to expand our program in 2021 to include racial diversity and the LGBTQ+ community.

Our commitment was recently recognized in *The Globe and Mail's Report on Business, Women Lead Here* annual list, a benchmark for gender diversity in corporate Canada. *The 2021 Women Lead Here* ranking is the result of a journalistic analysis of Canada's 500 largest publicly traded companies, evaluating the proportion of women executives. Corporate profitability, revenue growth and three-year performance are also considered.

## OUR TALENT

At TC Transcontinental, we want to attract, develop and retain the best talent. Employee development is an important part of our strategic plan and is essential to the company's success.

Annual performance reviews are part of the process of measuring individual employee results and allow for the implementation of personal development actions. In 2020, as in 2019, we conducted an annual performance review for 100% of employees.

In the context of the COVID-19 pandemic, resilience, adaptability, communication, and remote collaboration have become critical skills to ensure our success.

We continued leadership development programs in all our sectors. In the Printing Sector, two new cohorts attended *Leadership Camp* and participants from previous years revisited topics covered. In the Packaging Sector, a mentoring and sponsorship program was put in place, personalized development plans were implemented and targeted training on difficult conversations was offered to managers in the sector.

Preparing the next generation of leaders continued in 2020, with the rollout of Phase 2 of the *Leading and Growing Together* initiative launched in 2019. An innovative experiential learning initiative started in spring 2021. A virtual coaching program has also been developed to provide approximately 100 of our emerging managers with access to personalized, hands-on coaching for a 6-month period.

Finally, we deployed a large-scale survey in late 2020 and early 2021 in all our sectors, which garnered an 86% response rate, demonstrating the high level of employee engagement. Detailed results are being analyzed and will allow our managers to determine which actions to take to continue improving our practices.

*"We believe that diversity leads to better performance, greater attraction and retention of talent and, as such, is a competitive advantage. To reach their full potential, employees need to feel secure and accepted for who they are. Diversity is a matter of respect, fundamental fairness, and equal opportunity. Fostering a diverse and inclusive workplace is simply the right thing to do."*

— Isabelle Marcoux, Chair of the Board



## OUR OPERATIONS

As a manufacturing company specializing in packaging and printing, we continually strive to reduce the environmental footprint of our activities. Our culture of continuous improvement, the expertise of our employees and our state-of-the-art equipment allow us to use resources in the most efficient way possible to manufacture our products and offer our services.

	2019-2021 Plan Target	2020 Results	2019 Results	2018 Baseline Year
<b>Target 4 Reduce our greenhouse gas emissions</b>				
Reduce our greenhouse gas emissions by 5% (in tonnes of CO <sub>2</sub> e) <sup>1</sup>	196,442 <sup>2</sup>	191,889 <sup>2</sup>	210,700 <sup>2</sup>	207,097 <sup>2</sup>
<b>Target 5 Optimize waste management</b>				
Aim for zero non-hazardous waste to landfill in our operating business units	100%	90%	90%	n/a
<b>Target 6 Ensure food safety and quality</b>				
Obtain a GFSI-recognized ( <i>Global Food Safety Initiative</i> ) food safety certification for all our direct-food contact packaging facilities	100%	76%	76%	76%

### GREENHOUSE GAS REDUCTION

The COVID-19 pandemic significantly affected our operations in 2020. This is reflected in our annual greenhouse gas (GHG) emissions, which are down 9.0% compared to last year. The decrease is notably attributable to the temporary closure of some of our printing facilities in Canada: emissions from this sector have indeed fallen by 16.3% in the past year. As a result, the growing demand for consumer products, the Packaging Sector was less affected by the health crisis, with absolute emissions declining by 5.9%. The marked reduction in GHGs in 2020 is therefore mainly caused by the effects of the COVID-19 pandemic on our operations.

Despite this particular year, we continued to implement initiatives to sustainably reduce our greenhouse gas emissions. In recent months, our Packaging Sector has developed its Energy Conversation and GHG Reduction Plan 2021-2024. The objective of this plan is to promote a culture of energy awareness among our employees and to determine

common energy-saving measures to be implemented throughout the network. To this end, energy audits of our business units will be carried out in the short term, and customized reduction plans will then be established to implement the improvements identified in the coming years.

Finally, in order to better understand the variations in our GHG emissions, we began a relative analysis of our GHG emissions in 2020, linking them to our production volumes. This year, as in 2019, our printing and packaging plants emitted an average of 0.35 tonnes of CO<sub>2</sub>e per tonne of products manufactured<sup>3</sup>. This stability is due to a decrease in energy consumption proportional to the decrease in production caused by the COVID-19 pandemic. Over the next years, we will continue to monitor this indicator in order to isolate the scope of energy efficiency projects that will be implemented within our network.

<sup>1</sup> Refers to absolute emissions from Scope 1 and Scope 2.

<sup>2</sup> Data modified following updated methodology and plant closures in the past year.

<sup>3</sup> This calculation only includes our operating business units in Canada and the United States and excludes the Advanced Coatings segment of TC Transcontinental Packaging.

# 100% renewable energy for Transcontinental Mexico



In the fall of 2020, our Transcontinental Mexico plant, located in San Luis Potosi, worked with a local energy provider to establish a partnership agreement. This agreement allows the plant to be powered 100% by renewable energy from a combination of solar and wind power.

With this project, the plant will see a significant reduction in greenhouse gas emissions – 4,000 tonnes of CO<sub>2</sub>e per year!

## WASTE MANAGEMENT

The sound management of our waste has always been a priority: we favor reduction at source, reuse, recycling and recovery. We consider waste disposal a last resort.

As in 2019, TC Transcontinental achieved a 90% recovery rate for its non-hazardous operational waste in 2020. The Printing Sector maintained its good performance by recycling 97% of its generated waste while the Packaging Sector remained stable at 77%. This sector presents its own challenges, as there are few recovery solutions for laminated plastics composed of different materials, which are produced in several of our network's plants.

Various projects to optimize our waste management were put on hold this year while our teams primarily focused on maintaining a healthy and safe work environment during the pandemic. Nevertheless, a project led by a multidisciplinary team of experts in information technology and manufacturing efficiency was launched in 2020, with the aim of supporting

efforts to reduce operational waste generated in our packaging plants.

Specifically, a new manufacturing execution system (MES) was installed on the presses at our Transcontinental Ultra Flex plant in Brooklyn. This system allows the monitoring of equipment performance at several stages of production and provides operators with quantitative data in real time. They can then make rapid adjustments to the equipment which will reduce waste generation. In addition, comprehensive reports are generated by the system and enable in-depth performance analysis and identification of optimization solutions.

After only 4 months, the system resulted in a 15% reduction in waste generated on the equipment on which it was installed, thus promoting a more efficient use of resources and reducing operating costs. These encouraging results will lead to the expansion of the project in 2021, not only to other types of production equipment, but also to several other plants in our network.

## FOOD SAFETY

More than ever, the COVID-19 pandemic raised consumer concerns in terms of the hygiene and safety of the products they consume. Even more so this year, the controls already in place in our packaging plants to limit the risk of food contamination have enabled us to maintain an adequate environment and guarantee our customers the production of safe and quality packaging. In this sense, the plastic packaging that we produce plays an essential role throughout the supply chain by contributing to food safety, and by extending its shelf life, thus fighting food waste.

As of 2020, 13 of our 17 plants producing direct food contact packaging had food safety certification recognized by the Global Food Safety Initiative (GFSI). Three of the four remaining plants are certified to AIB and ISO standards, also recognized for food safety.

The COVID-19 pandemic has affected the certification process, in particular by limiting the number of auditors available, causing audit delays and changing the format of audits, now conducted virtually. In addition, our packaging plants have had to ensure that their crisis management plans were updated to include new risks related to a global health crisis. These include supply chain issues, the rapid influx of new suppliers whose certification must be accelerated and the scarcity of personal protective equipment, such as gloves, antibacterial soap and hand sanitizer.



## OUR PRODUCTS

Across all our operating sectors, we seek to adopt a circular approach at every stage of our product design. From raw material sourcing to end-of-life management, we work to ensure that our packaging and printed products combine safety, performance, quality, innovation, and environmental awareness.

	2019-2021 Plan Target	2020 Results	2019 Results	2018 Baseline Year
<b>Target 7 Promote the use of sustainable materials</b>				
100% of our paper purchases to come from third-party certified or recycled sources <sup>1</sup>	100%	99%	99%	96%
By 2025, achieve a 10% use of post-consumer recycled content on average by weight across all plastic packaging in our product portfolio <sup>2</sup>	10%	0.75%	0.21%	0%
<b>Target 8 Design for end-of-life</b>				
By 2025, 100% of our plastic packaging to be reusable, recyclable or compostable <sup>2</sup>	100%	38%	38%	34%
<b>Target 9 Focus on product research and development</b>				
Invest at least 1% of our Packaging Sector's annual revenues in research and development <sup>1</sup>	1%	0.74%	0.55%	n/a

## SUSTAINABLE PAPER PROCUREMENT

As Canada's largest printer, TC Transcontinental purchases a significant amount of paper every year. This reality leads us to play an active role in our supply chain in order to positively influence forest management practices. In doing so, we can help protect natural resources, resulting in long-term socio-economic benefits for communities.

TC Transcontinental gives preference to fibres whose responsible forest management is certified and whose source

is authenticated by chain-of-custody certification. In 2020, the proportion of our paper purchased that is certified FSC® C011825, SFI® or PEFC or containing 100% recycled fibres remained at 99%. We also hold FSC®, SFI® and PEFC chain-of-custody certifications ourselves, which allows us to track fibres directly from the forest to our printed product. The end consumer is therefore assured that the paper used comes from responsibly managed forests.

<sup>1</sup> Annual target

<sup>2</sup> 2025 target



# TC Transcontinental and Canopy: a lasting partnership

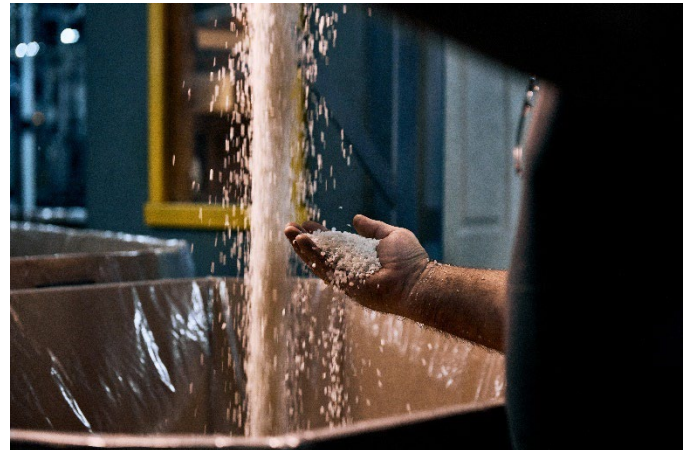


Since 2003, TC Transcontinental has been working with Canopy, an environmental non-profit organization, to encourage governments and the forest industry to support and promote the protection of ancient and endangered forests. In 2007, this collaboration led to the publication of TC Transcontinental's first paper purchasing policy, which was expanded in 2012. Under Canopy's leadership, we have also helped advance major conservation projects, including the Broadback Forest in Québec and the Great Bear Rainforest in British Columbia.

## CIRCULAR APPROACH TO PLASTICS

On the one hand, the packaging we make plays an essential role: it contains the product, protects it and facilitates its transport while extending its shelf life, thus proving to be one of the key solutions to reducing food waste. On the other hand, while flexible packaging has many benefits, more effort is needed to ensure that it is managed effectively at the end of its lifecycle. We want to be part of the solution and are committed to playing an active role in creating a true circular economy for plastics.

To achieve its objectives, TC Transcontinental has implemented a vertical integration strategy and aims to become a strategic buyer of used plastics in order to integrate plastics recycling into its packaging production chain in Canada, the United States and Latin America. In 2020, we marked an important first milestone in the implementation of this strategy with the creation of a new Recycling Group within our Packaging Sector, as well as the acquisition of the assets of a recycling company in Montréal. This new group aims to convert flexible plastics recovered from sorting facilities and other commercial, industrial and agricultural sources into recycled plastic granules, which will subsequently be reintroduced into our flexible packaging products.



Also in 2020, we continued our efforts to achieve an average use rate of 10% PCR (post-consumer recycled) content by weight for all plastic packaging in our product portfolio by 2025. In addition to the Publisac made from 100% recycled plastic and distributed throughout Québec since January 2020, we launched the *Integritite™* collation shrink film made from 30% PCR plastic. This new packaging is used for the printed case shrink wrap of AHA® Sparkling Water, a brand of The Coca-Cola Company, which are now available on the shelves of select Sam's and BJ's Club Stores in several U.S. states. Since then, we have developed and qualified a version of *Integritite* containing 50% PCR plastic, an industry first, leveraging the expertise of our new Recycling Group.

*"Our vision of a circular economy inspires our actions, including responsible procurement, recycling of materials, and the design of sustainable products. Innovation is key to achieving our objectives, and we are proud to have established a leading research and development platform that enables us to bring to market innovative, sustainable, and safe packaging."*

— Thomas Morin, President, TC Transcontinental Packaging

The development of this innovative film required a great deal of technical expertise to overcome the challenges of a high-loading of PCR resins, without compromising the packaging's performance and durability. This new packaging confirms that innovation is key to achieving our ambitious sustainable packaging objectives, which is why we have committed to investing at least 1% of our Packaging Sector's annual revenues in research and development (R&D) by 2021.

Our R&D and sustainability team is also innovating to overcome the challenges of today's multi-material packaging by creating single-material recyclable alternatives. After several iterations of laboratory prototypes, we are now able to qualify recyclable packaging solutions, made entirely of polyethylene, for a wide range of markets.

In addition to significant advances in the incorporation of PCR content and the creation of recyclable packaging, we are particularly proud of the advances we have made in the development of new compostable packaging, particularly in the coffee industry.

TC Transcontinental Packaging won the Gold Award in the Sustainability category at the *2021 Flexible Packaging Achievement Awards* for Maxwell House Canada's 100% compostable coffee pod lidding and mother bag. These films are certified industrial compostable by the Biodegradable Products Institute (BPI) and are the result of our partnership with Club Coffee and Kraft Heinz Canada, demonstrating how collaboration is essential to bring sustainable, inventive, and innovative packaging solutions to life.

## Launch of the Circular Plastics Taskforce (CPT)

In February 2020, TC Transcontinental joined forces with Cascades, Danone Canada, Dyne-a-pak, Keurig Dr Pepper Canada and the Plastics Division of the Chemical Industry Association of Canada to create the Circular Plastics Taskforce (CPT). Through this project, the members of the CPT seek to provide concrete solutions to the challenges currently facing the recycling industry in Québec and Canada, to foster the expansion of existing markets and the creation of new local markets and thus to promote the implementation of a circular economy for plastics.

Phase I of the project, funded by Environment and Climate Change Canada (ECCC) and completed in April 2021, developed a mapping of the recycling value chain in Québec and identified and recommended solutions for optimizing plastics management along the recycling value chain. Phase II of the project, scheduled for 2021, will test innovative solutions through pilot projects.

*"Our innovative solutions meet or exceed our customers' expectations, highlighting the strength of our team and bolstering our confidence in achieving our ambitious 2025 sustainability objectives."*

— Alex Hayden, Senior Vice President, R&D, Innovation and Sustainability, TC Transcontinental Packaging



## OUR COMMUNITIES

For more than 45 years and through two generations, social commitment has been deeply rooted in TC Transcontinental's DNA. The company's philanthropic mission is clear: to give back to society, to build for the future and to leave a legacy of a solid responsible corporate citizen.

		2019-2021 Plan Target	2020 Results	2019 Results	2018 Baseline Year
<b>Target 10</b>	<b>Invest in our communities</b>				
	Over 3 years, donate \$5M in financial contributions, goods and services to organizations, projects and programs that support the communities in which we operate <sup>8</sup>	\$5M	\$3.8M	\$2.1M	n/a
<b>Target 11</b>	<b>Foster employee engagement</b>				
	All business units to participate annually in at least one initiative making a positive impact in their community <sup>9</sup>	100%	100%	100%	n/a

In 2020, TC Transcontinental granted more than \$1.7 million in monetary donations or in the form of products and services to nearly 100 organizations, projects and programs that support the communities in which we operate. We focus most of our investments in the areas of healthcare, education, and local communities.

In terms of our community involvement, we note that more than \$454,181 was donated to Centraide of Greater Montreal thanks to the generous participation of our employees, combined with our annual donation to Centraide of Greater Montreal, an institution that we are proud to support for over 30 years. We have also supported other organizations fighting against poverty and social exclusion, such as Food Banks of Québec, Women's Y Foundation and Old Brewery Mission. Lastly, we are involved in the communities in which we operate, including the *Fondation des Sports et Loisirs de Beauceville*.

We also continued to invest in healthcare with donations to several foundations including The Montreal Children's Hospital Foundation, the CHU Sainte-Justine Foundation and the Owen Sound Regional Hospital Foundation in Ontario.

Finally, in the field of education, we have invested in schools and universities, such as HEC Montréal for the *Rémi-Marcoux Entrepreneurial Track*, Concordia University for the Transcontinental In-Course Bursaries in Finance and Accounting, and a Professorship in Business Law within McGill University's Faculty of Law.

The COVID-19 pandemic has had a significant impact on our communities and we have been involved in a number of initiatives to support them. From the outset of the pandemic, in order to ensure the protection of those most at risk and in response to the urgent need for masks, our teams across all of our sites have donated several thousand reusable masks and 100% recyclable plastic visors made in our facilities.

In Ontario, one of our employees wanted to thank frontline healthcare workers in the Greater Toronto Area by distributing several hundred gift bags containing hand lotion, organic sanitizing products and snacks. He was able to count on members of his network to organize the collection of donations and make this initiative possible.

<sup>8</sup> Cumulative target

<sup>9</sup> Annual target



In the United Kingdom, our teams donated their surplus polyethylene terephthalate (PET) to schools, enabling them to manufacture more than 8,000 protective visors and distribute them to frontline workers in local hospitals and healthcare centres.



In the spring of 2020, as school moved home, many parents found themselves without support materials to continue their children's school year. The employees of Les Éditions Caractère, a unit of TC Media Books, mobilized to ensure a supply of extra-curricular resources. The dedication of our colleagues made it possible to reprint 42 titles that were out of stock. In addition, office workers went directly to Costco's distribution centre to help prepare orders.

Furthermore, the Publisac bag was used in Québec to disseminate information concerning COVID-19 government health standards to citizens.



Despite the pandemic, our employees also maintained their commitment to the environment. In collaboration with *Synergie Montréal*, Transcontinental Transmag donated newsprint to the *Centre de ressources et d'action communautaire de La Petite-Patrie* (CRACPP), an environmentally conscious food bank. The plant's waste paper was used as packaging for food baskets, a delivery service set up by the organization during the pandemic.

In September, our colleagues at Transcontinental Capri in Missouri took part in *World Cleanup Day*, an international day dedicated to cleaning up the planet.



In a context of physical distancing and confinement, it is comforting to witness the various community initiatives of our teams to mitigate the consequences of this health crisis. We are particularly proud of the values of mutual aid and civic responsibility demonstrated by all our employees.

## PARTNERSHIPS AND RECOGNITION

Meeting sustainability challenges requires collaboration across the entire value chain. We have built strong relationships over the years with our esteemed partners and take great pride in our performance in many recognized rankings, as listed on this page. As we move forward with social responsibility, we continue to develop new strategic partnerships to keep #ActingTogether towards a more sustainable future.



Member of Ameripen



Member of the Association of Plastic Recyclers



Member of the Plastics Division of the Chemical Industry Association of Canada



Collaboration with Canopy, an environmental nonprofit organization, to promote forest protection



Achieved B grades for our climate change and forest management performance



Centraide of Greater Montreal

Among Centraide's Top 50 Campaigns



Ranked 10<sup>th</sup> among the Best 50 Corporate Citizens in Canada and 45<sup>th</sup> among Corporate Knights' Global 100 ranking



EcoVadis rates the sustainability performance of our suppliers



Signatory of the Ellen MacArthur Foundation's New Plastics Economy Global Commitment



Member of the Flexible Packaging Association



Co-founding member of the Circular Plastics Taskforce



Included in the Top 50 of the Jantzi® Social Index in Canada



Member of PAC Packaging Consortium



Member of the Sustainable Packaging Coalition



Among the 50 companies with the lowest ESG risk in the world according to Sustainalytics



Signatory of the United Nations Global Compact

## CONCLUSION

The year 2020 demonstrated our ability to adapt quickly to sudden and profound changes. This resilience is rooted in our strengths: our dedicated and innovative employees, our manufacturing expertise, our solid and long-standing relationships with our customers, and our recognized leadership in sustainability. We are therefore well positioned to build on this momentum and deliver profitable and responsible growth.

As a responsible corporate citizen, our role has never been clearer: to make a difference in the lives of consumers by creating increasingly eco-responsible packaging products, as well as print and digital products to inform and educate the public. We aim to conduct our operations in a way that is respectful of our environment and of people within a rigorous governance framework.

The encouraging results towards our CSR objectives are a testament to the sound management of all of our activities. We are very proud to have exceeded our targets related to the health and safety of our employees as well as to gender diversity, and we are pursuing our innovation strategy with

sustainable packaging in line with our commitments to the Ellen MacArthur Foundation. We are firmly determined to continue reducing our environmental footprint.

In addition, we believe that our success as a company is closely tied to the importance we assign to social responsibility at all levels, from the Board of Directors to the floors of our plants. The environmental and social issues to which our CSR initiatives are linked bring us even closer to our customers and to their own CSR goals. Alongside our stakeholders, we are putting forward our leadership position in sustainability and our influential participation within our industries as a leader in flexible packaging in North America and Canada's largest printer.

We are determined to take our commitment even further. By applying our knowledge while collaborating with our partners, we are well equipped to contribute to the well-being and prosperity of our communities. It is by acting together that we will chart a sustainable path for generations to come.

## CORPORATE INFORMATION

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For general information about the Corporation, please contact the Communications Department at [contactmedia@tc.tc](mailto:contactmedia@tc.tc)

### Shareholders, Investors and Analysts

For further financial information or to order supplementary documentation about the Corporation, please contact the Investor Relations Department or visit the “Investors” section of TC Transcontinental’s website at [www.tc.tc](http://www.tc.tc)

### Additional Information

Ce rapport est aussi disponible dans la section « À propos > Responsabilité sociale » du site Web de la Société.

This report is also available in English in the “About Us > Social Responsibility” section of the Corporation’s website.

Este informe también está disponible en español en nuestra página web bajo el título “Quiénes somos > Responsabilidad Social”.

## FORWARD-LOOKING STATEMENT

This 2020 Corporate Social Responsibility Progress Report may contain forward-looking statements or objectives which are based on the expectations of management and inherently subject to a certain number of risks and uncertainties, known and unknown. The Corporation cautions against undue reliance on such statements or objectives since actual results or events may differ materially from the expectations expressed or implied in them.

The main risks, uncertainties and other factors that could influence actual results are described in the most recent annual and quarterly Management’s Discussion and Analysis (“MD&A”) and in the latest *Annual Information Form* filed by the Corporation and which are available on its website at [www.tc.tc](http://www.tc.tc).

**Note to readers:** TC Transcontinental’s 2020 Corporate Social Responsibility Progress Report covers the period from November 1, 2019 to October 31, 2020. In this document, unless otherwise indicated, the term “dollar”, as well as the symbol “\$” designate Canadian dollars.