2025 Sustainability Data Supplement



Data presented in this supplement is as of August 31,2025.

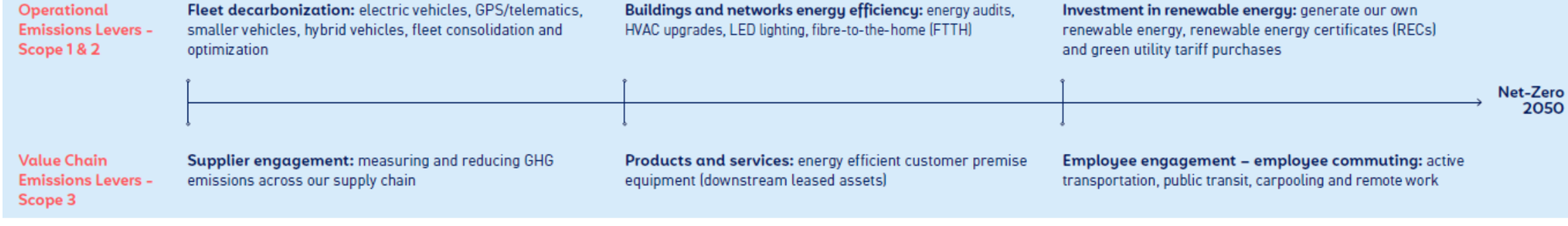
Progress towards our sustainability commitments

Climate change mitigation and adaptation- approved by the Science Based Target initiative (SBTi)

Target	Fiscal 2019 performance (Baseline year)	Fiscal 2025 performance	GHG emissions reduction in Fiscal 2025 vs Fiscal 2019	Status	Progress towards target
Near term: 65% reduction of our absolute Scope 1 and Scope 2 (market-based) emissions (tCO2e) by fiscal 2030 compared to baseline year of fiscal 2019.	41,996	23,354	44%	On track	68%
Near term: 50% of suppliers by spend covering purchased goods and services and capital goods will set science-based scope 1 and 2 emissions reduction targets by fiscal 2025, compared to baseline year of fiscal 2019.	13%	50%	-	Achieved	100%
Near term: 30% reduction of emissions (tCO2e) from the downstream leased assets (products leased to our customers, e.g., Customer Premise Equipment (CPE)) by fiscal 2030, compared to baseline year of fiscal 2019.	72,528	51,216	29%	On track	98%
Near term: 30% reduction of emissions (tCO2e) from employee commuting by fiscal 2030, compared to baseline year of fiscal 2019.	9,806	3,706	62%	On track	207%
Long term: Net-zero greenhouse gas emissions (tCO2e) (Scope 1, Scope 2 (market-based), Scope 3) across the value chain by fiscal 2050.	296,185	205,048	31%	On track	31%

It should be noted that we restated our fiscal 2019 emission baseline to account for changes in our accounting methodology.

Cogeco's emissions reduction pathway



Progress towards our sustainability commitments

Network investments/ Digital inclusion

Target	Fiscal 2025 performance	Status	Progress towards target
Deliver 98,000 homes passed by the end of fiscal 2026 in unserved and underserved areas to enable access to high-speed Internet.	88,755	On track	91%

This figure includes homes passed in unserved and underserved areas in both the US and Canada since fiscal 2022. Only the Canadian portion of this number was subject to a third-party limited assurance. “Homes passed” refers to a residential or commercial address having access to an electric meter and is within 500 meters of Cogeco (and its subsidiaries) telecom network (offering internet services with download speeds of 50 Mbps or greater). “Underserved markets” refers to markets where no internet services with download speeds of 50 Mbps or above are available.

Board diversity equity and inclusion

Target	Fiscal 2025 performance	Status
Board gender parity: Striving to maintain a Board composition in which women represent at least 30% of its members and aspiring to have gender parity with women representing between 40% and 60% of the combined total of Directors of both Corporations.	40% for CCA Board 38% for CGO Board For combined CCA and CGO Boards: 42% of Board of Directors self-identify as women	Maintained
Board fluency in French: Ensuring the 60% of CCA and 100% of CGO board directors are fluent in French.	70% for CCA Board 100% for CGO Board	Maintained
Board geographic diversity: Seeking Directors with work experience in the geographic markets served by the Corporation, within legal limits.	For combined CCA and CGO Boards: 25% of directors are from Ontario 42% of directors are from Québec 8% of directors are from the U.S.	Maintained
Board representation of other groups: Wishing to progressively increase the representation of members of visible minorities, Aboriginal peoples and persons with disabilities.	For combined CCA and CGO Boards: 42% of directors self-identify as women 8% of directors self-identify as as person with disability 0% of directors self-identify as Aboriginal Peoples 17% of directors self-identify as members of visible minorities	On track

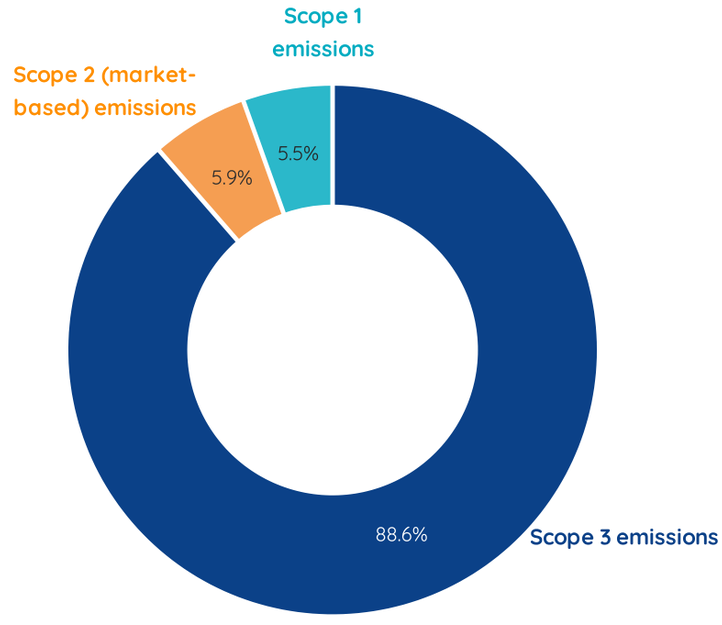
Environmental parameters- Greenhouse Gas emissions

Our carbon footprint

GHG emissions (tCO2e)	2019 (baseline year)	2024	2025
Scope 1 - fleet fuel	13,688	10,192	9,910
Scope 1 - fuel in facilities	1,872	1,258	1,321
Total Scope 1 emissions	15,560	11,450	11,231
Scope 2 emissions market based	26,436	12,599	12,123
Total scopes 1 and 2 emissions market based	41,996	24,049	23,354
Scope 2 emissions location based	26,075	24,504	23,332
Scope 3 - Category 1: purchased goods and services	78,442	66,462	61,019
Scope 3 - Category 2: capital goods	58,877	54,337	45,618
Scope 3 - Category 3: fuel & energy-related activities	11,464	10,365	9,638
Scope 3 - Category 4: upstream transportation and distribution*	17,179	5,741	5,160
Scope 3 - Category 5: waste generated in operations	43	9	8
Scope 3 - Category 6: business travel	611	632	394
Scope 3 - Category 7: employee commuting	9,806	3,353	3,706
Scope 3 - Category 8: upstream leased assets	5,238	5,235	4,935
Scope 3 - Category 9: downstream transportation and distribution*	0	0	0
Scope 3 - Category 13: downstream leased assets	72,528	51,345	51,216
Total Scope 3 emissions	254,188	197,479	181,694
Total Net Zero emissions (Scope 1, Scope 2 (market-based), Scope 3)	296,184	221,528	205,048

This table covers all operations in the U.S. and Canada, informed by Greenhouse Gas Protocol's operational control approach. It includes 100% of Scope 1 (direct) and Scope 2 (indirect energy) emissions, plus our most relevant Scope 3 value chain emissions.
*Emissions that were previously categorized under the Downstream Transportation and Distribution category were reassigned in fiscal 2024 to the Upstream Transportation and Distribution category.
**It should be noted that we restated our Scope 1&2 emissions for fiscal 2019 baseline through fiscal 2022 to account for material acquisitions. We restated our Scope 3 emissions for F19 and for select F24 Scope 3 categories (1, 2, 3, & 13) to align with the F25 calculation methodology.

F25 Scope 1, Scope 2 (market-based) and Scope 3 emissions distribution



Operational efficiencies

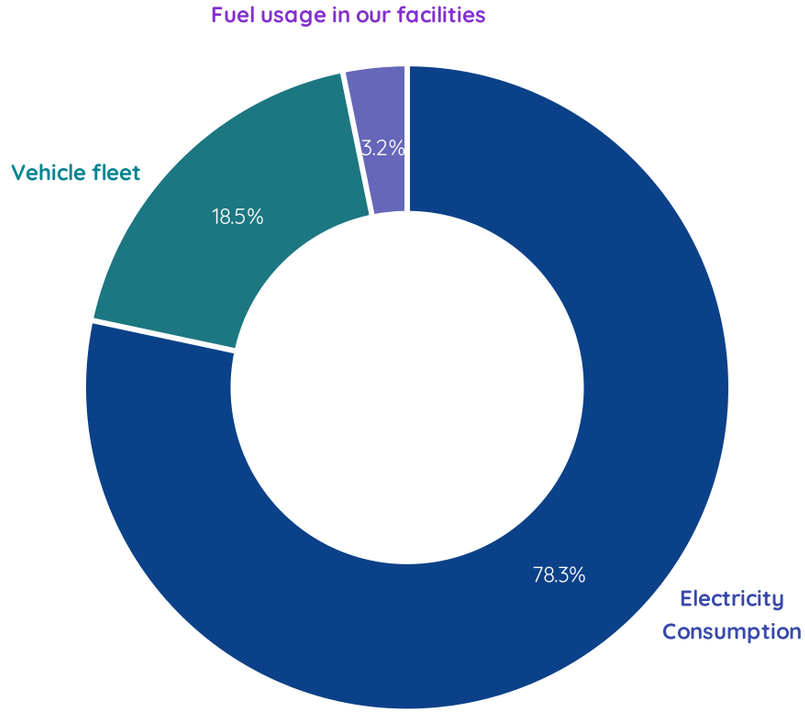
Parameters	2019 (baseline year)	2024	2025
Carbon intensity scopes 1 and 2 (tonnes of CO2 eq. per millions of revenue)	17	8	8
Energy Intensity (MWh / revenue in $ millions)	95	73	72
Revenue ($ million CAD)	2,444	3,074	3,008

Environmental parameters- energy and waste management

Energy consumption by source type

Parameters	2023	2024	2025
Energy consumption from our facilities - electricity consumption (MWh)	172,476	175,445	168,985
Energy consumption from our facilities - fuel use (MWh)	7,850	6,659	6,924
Energy consumption from our vehicle fleet (MWh)	44,373	41,557	39,801
Total energy consumption (MWh)	224,699	223,661	215,711

F25 Energy consumption by source type



Renewable energy composition

Parameters	2023	2024	2025
Total renewable energy consumption (MWh)[1]	81,518	78,270	77,174
Total Non-Renewable Energy consumed (MWh)	143,181	145,122	138,537
Total energy consumption (MWh)	224,699	223,661	215,711

Renewable energy profile

Parameters	2023	2024	2025
Renewable electricity (grid) (MWh)	49,065	49,683	46,175
Renewable electricity procured (Green Tariffs and other renewable energy agreements) (MWh)	32,453	28,856	30,999
Total renewable energy consumption (MWh)[1]	81,518	78,270	77,174

[1]Includes energy purchased from Hydro-Québec, as well as Renewable Energy Certificates (RECs) and Green Tariffs.

Waste management

Parameters	2023	2024	2025
Electronic waste diverted from landfill (kg)[2]	618,581	890,728	629,289
Cardboard recycled (metric tonnes)[3]	50	59	26
% e-waste reused	66	52	62
% e-waste recycled	34	48	38

[2]Electronic waste diverted from landfill includes reused and resold units, in addition to recycled units.
[3]For Québec operations only.

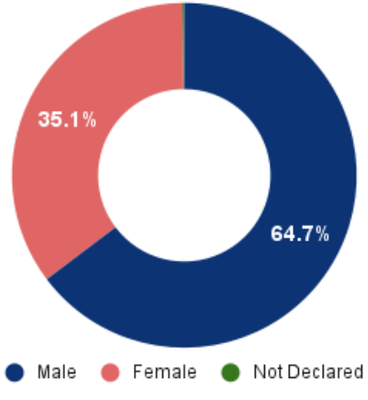
Social parameters- employees

Our workforce distribution

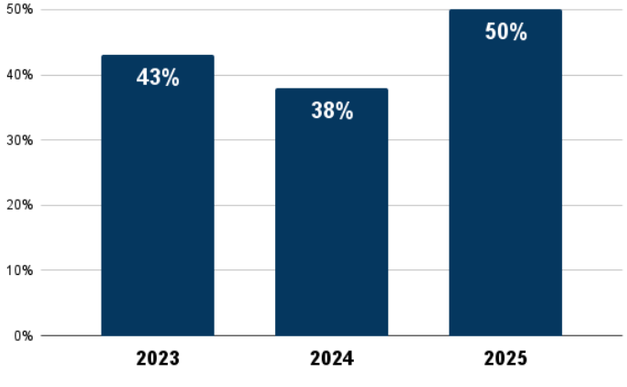
Parameters	2023	2024	2025
Number of employees	5,239	4,888	4483
Employees by age group	Under 30 : 14% 30 - 50 : 58% Over 50 : 28%	Under 30 : 13% 30 - 50 : 59% Over 50 : 28%	Under 30 : 13% 30-50 : 59% Over 50 : 28%
Employees by gender	Men: 65% Women: 35%	Men: 64% Women: 35% Not Declared : 0.3%	Male : 64.7% Female : 35.1% Not Declared : 0.2%
Employees by country	Canada: 69% USA: 31%	Canada : 72% USA : 28%	Canada : 74% USA : 26%
Employment status	Permanent: 96% Temporary: 4%	Permanent: 95% Temporary: 5%	Permanent: 95% Temporary: 5%
Employees with permanent positions by gender	Men: 97% Women: 95%	Men: 96% Women: 94%	Men: 96% Women: 92%
Full-time and part-time employees	Full-time: 92% Part-time: 8%	Full-time: 93% Part-time: 7%	Full-time: 93% Part-time: 7%
Full-time employees by country	Canada: 88% USA: 100%	Canada: 90% USA: 100%	Canada- 91% U.S- 100%
% of employees covered by collective bargaining agreements	24%	24%	25%
Total number of new hires	1 090	730	432
New hires by age group	Under 30: 421 (38%) 30 - 50: 542 (50%) Over 50 : 127 (12%)	Under 30: 287 (39%) 30 - 50: 346 (47%) Over 50 : 97 (13%)	Under 30: 210 (49%) 30 - 50: 178 (41%) Over 50 : 44 (10%)
New hires by gender	Male: 644 (59%) Female: 446 (41%)	Male: 446 (61%) Female: 282 (39%) Not specified : 2 (0%)	Male: 236 (55%) Female: 195 (45%) Not specified : 1

Women in our workforce

Parameters	2023	2024	2025
% women in workforce	35%	34%	34%
% of officers reporting directly to the President & CEO that are women	43%	38%	50%
% of other officers (VP+) that are women	37%	46%	46%
% of directors that are women	36%	35%	35%
% of managers and supervisors that are women	34%	33%	33%
% of remaining levels that are women	36%	34%	34%



Employee by gender



% officers reporting directly to the President and CEO that are women

Social parameters- employees

Employee engagement: turnover rate

Parameters	2023	2024	2025
Employee voluntary turnover	13%	11%	10%
Employee involuntary turnover	7%	10%	8%
Employee turnover	20%	21%	18%

Employee training and development

Parameters	2025
Average training hours per full-time employee	6.7
Average spend ($ CAD) on training per full-time employee	196

Tracking for training and development metrics began in fiscal year 2025; data for prior years is unavailable.

Pay equity

Parameters	2023	2024	2025
Median gender pay gap	7.2%	6.7%	7.9%
Mean gender pay gap	6.6%	6.4%	5.5%

The Pay Equity numbers do not include Cogeco Media employees.

Employee health, safety and well-being

Parameters	2023	2024	2025
Total work-related fatalities	0	0	0
Recordable injury rate (per 200,000 hours worked)*	1.11	Canada: 1.09 United States: 1.91	Canada: 2.10 United States: 1.5
Lost-time injury rate (per 200,000 hours worked)*	0.98	Canada: 1.00 United States: 0.92	Canada: 1.24 United States: 1.25

*For 2023 and 2024, the data does not include Cogeco Media. For 2024, the methodology differed between Canada and the U.S. In Canada, hours worked were directly considered, while an estimation for hours paid was used for the U.S.



Social parameters- customers, communities and suppliers

Customers

Parameters	2023	2024	2025
Broadband availability	>99.9%	>99.9%	>99.9%
Total number of homes passed delivered in unserved and underserved areas since September 1, 2021 in Canada and the U.S.[1]	64,520	77,865	88,755
Network investments - Telecommunications (network expansion)	$173M	$137M	$108M

[1]This figure includes homes passed in unserved and underserved areas in both the US and Canada since fiscal 2022. Only the Canadian portion of this number was subject to a third-party limited assurance. “Homes passed” refers to a residential or commercial address having access to an electric meter and is within 500 meters of Cogeco (and its subsidiaries) telecom network (offering internet services with download speeds of 50 Mbps or greater). “Underserved markets” refers to markets where no internet services with download speeds of 50 Mbps or above are available.

Communities: donations (in thousands of Canadian dollars, except donation as % of pre-tax profit)

Parameters	2023	2024	2025
Cash donations ($ CAD)	2,865	2,959	2,998
In-kind donations ($ CAD)	4,480	4,767	4,409
Total cash and in-kind donations CGO ($ CAD)	7,345	7,726	7,407
Donations as a % of pre-tax profit	2	2	2

The 2023 and 2024 in-kind donation numbers were restated to align with the calculation methodology used in 2025.

Suppliers

Parameters	2023	2024	2025
% of top suppliers by addressable spend that have set or committed to set Scope 1 and Scope 2 science-based targets	37	44	50
% of active suppliers within our footprint	84	83	83



Data presented in this supplement is as of August 31,2025.

Governance parameters

Board of Directors composition

Parameters[1]	2023	2024	2025
Number of board directors	14	13	12
% of independent board directors	86	85	83
% of board directors who self-identify as women	50	46	42
% of board directors who self-identify as members of visible minorities	7	15	17
% of board directors who self-identify as people with disabilities	7	8	8

[1]Cogeco Inc.(CGO) and Cogeco Communications Inc. (CCA) combined.

Ethical Behaviour

Parameters	2023	2024	2025
% of employees that have completed the Code of Ethics training[2]	99%	99%	97%
% of employees that have acknowledged the Code of Ethics	95%	95%	93%
Number of reports submitted to the Cogeco Ethics Line	37	60	59
% of reports submitted to the Cogeco Ethics Line where corrective action was taken	45%	62%	45%
Legal actions undertaken against the Corporation for non-compliance with environmental or competition/antitrust laws.	0	0	0

[2]Code of Ethics training is conducted biennially. The data presented reflects the most recent training cycle.



CEO Compensation

Parameter	2023	2024	2025
CEO-employee pay ratio	66.4	70.9	58.0

Data Security and Privacy

Parameters	2023	2024	2025
% of employees trained on cybersecurity and privacy policies	96	95	95
Number of phishing campaigns done	12	12	12
Number of awareness campaigns done	18	28	17
Phishing simulation click rate (%)	14	4	5
Phishing simulation reporting rate (%)	13	15	15