

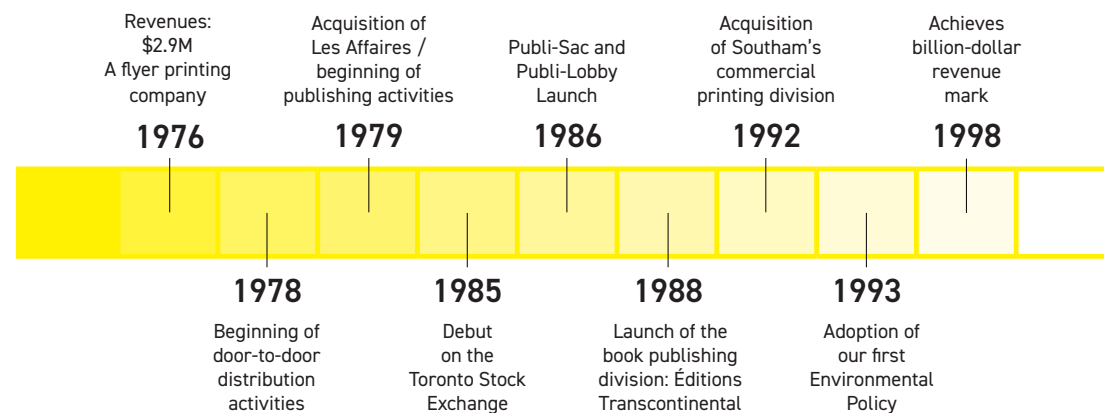
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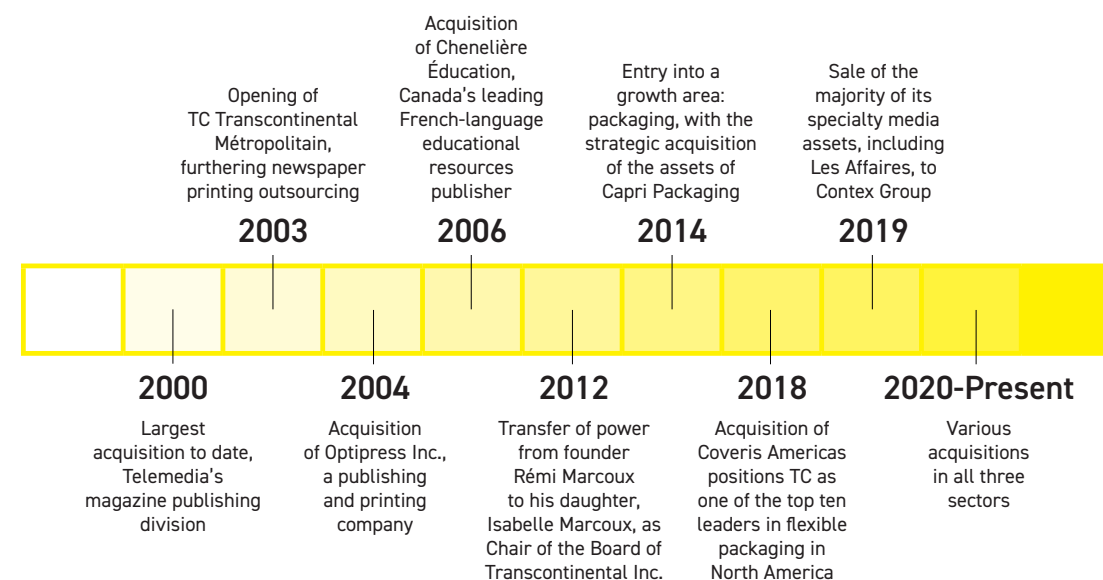
# tc. HISTORY



## TC's History

Since entrepreneur Rémi Marcoux founded Transcontinental Inc. in 1976, our steadfast willingness to anticipate our customers' needs, to innovate and to transform has been the key to our success.

Guided by our strong culture, shaped by our family values, TC Transcontinental has deftly tackled challenges and seized opportunities over the years. Today, the second generation of the Marcoux family looks to the future with determination, motivated by this desire to pass on to future generations the legacy of a strong company, in the quest for long-term growth.



**TC TRANSCONTINENTAL  
IS A LEADER IN FLEXIBLE  
PACKAGING IN THE  
UNITED STATES, CANADA  
AND LATIN AMERICA.  
IT IS ALSO CANADA'S  
LARGEST PRINTER AND  
NORTH AMERICA'S LEADING  
FRENCH-LANGUAGE  
EDUCATIONAL  
PUBLISHING GROUP.**

For over 45 years, TC Transcontinental's story has been one of innovation and transformation to meet our customers' evolving needs. Our strong family values, entrepreneurial spirit and long-term vision have always been at the heart of our success.

Our mission is simple: create products and services that allow businesses to attract, reach and retain their target customers. In this pursuit, we are firmly guided by our vision to become a market leader in flexible packaging in North America while maintaining our position as Canada's largest printer.

The quest for long-term value creation and profitable growth is part of our DNA. This is and will continue to be our commitment to our customers, employees, shareholders and the communities in which we operate.

Transcontinental Inc. is a publicly traded company (TSX: TCL.A TCL.B) with approximately 8,000 employees, the majority of which are based in the United States, Canada and Latin America.

# tc. MISSION AND VISION

# tc. VALUES

Our shared values guide our actions and reflect our commitment to all our stakeholders. By demonstrating respect, working as a team and focusing on performance and innovation, our people embody our values and make them more dynamic every day.

———— **TOGETHER** ————  
**WE ARE BUILDING A COMPANY  
WE CAN ALL BE PROUD OF.**

## RESPECT

We have honest and respectful behaviors that foster open communication. We are straightforward and real issues are solved with real actions. We accept that ideas can and should be challenged to be improved. We care for the communities where we do business and are recognized as a respectful and trusted partner.

## PERFORMANCE

We strive to be among the best in our industry. Our culture of personal accountability and pride in what we do is embraced by all of our employees. Our customers know they can depend on us to deliver on their needs. We are always looking for new ways to create value for our customers and shareholders. Their success drives what we do.

## INNOVATION

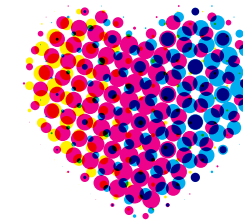
We challenge the status quo and continuously improve our way of doing things to deliver innovative solutions. We venture into new areas of opportunity. We have the courage and sound judgment that risk-taking requires. We take initiative and learn from every experience.

We work collaboratively with our partners across organizational boundaries to offer relevant and integrated solutions to our customers. We take responsibility for our actions and decisions as well as for the team's results. We create a stimulating environment that fosters expertise sharing and development.

## TEAMWORK

# tc. CULTURE

TOGETHER  
WE CREATE VALUE  
IN EVERYTHING WE DO.



AT TC TRANSCONTINENTAL, WE ARE PROUD  
OF OUR GLOBAL AND DIVERSIFIED SERVICE OFFERING,  
OUR TALENTED PEOPLE, AND OUR STRONG CULTURE.

A WORK ENVIRONMENT WHERE EVERYONE FEELS WELCOME,  
AND WHERE EVERYONE FEELS LIKE THEY CAN BE THEMSELVES.  
BECAUSE THE STRENGTH OF TC LIES IN DIVERSITY, HUMILITY,  
UNITY, AND TEAMWORK.

HERE, WE CULTIVATE A FAMILY SPIRIT  
THAT REINFORCES HOW WE CAN COUNT ON EACH OTHER  
AND TAKE CARE OF EACH OTHER.

A WORKPLACE WHERE OUR WELL-BEING  
EXTENDS TO THE COMMUNITIES AROUND US.

A TEAM THAT WORKS TOGETHER TO ACHIEVE COMMON GOALS  
AND SHARES THE DESIRE TO DO BETTER FOR THE PLANET,  
TAKE RESPONSIBILITY, AND MAKE AN IMPACT.

AT TC, WE ARE PROUD OF EVERYTHING WE ACCOMPLISH -  
TOGETHER WE CREATE VALUE IN EVERYTHING WE DO.  
AND THAT CAN'T HAPPEN WITHOUT YOU BEING PART OF IT.

# tc. FUN FACTS

PACKAGING

PRINTING

MEDIA



#### COFFEE BAG

TC was the first flexible packaging company to commercialize a compostable retail coffee bag – one of these brands was built by a famous 90s band.

#### COATINGS

Our Advanced Coatings Group produces several MILLION square meters of product each year and their coatings are in some of the most advanced wound care products available today.

#### ENVIRONMENTAL FOOTPRINT

By replacing 1 million competitor films with our Clearshield bone-in meat bag, you could save enough energy to power the equivalent of 2,526 HOMES!

#### RECYCLED CONTENT

All of our unprinted Integritite shrink collation films include a minimum of 10% POST-CONSUMER RECYCLED CONTENT.

#### SUSTAINABLE

More than 70% of our research and development projects focus on creating sustainable packaging solutions.

#### BANANA TREE BAGS

TC is the PIONEER IN BANANA TREE BAGS, one of our acquired businesses created them in 1962.

#### EXTENDING THE LIFE OF PRODUCE

Our banana packaging materials can EXTEND THE LIFE OF BANANAS BY 35 DAYS.

# Packaging

#### OVER 2,000 CLIENTS

In total, MORE THAN 2,000 CLIENTS ACROSS NORTH AMERICA trust TC Transcontinental Printing for their printing projects including book, magazine, and newspaper publishers, as well as retailers, catalogers, marketing specialists and advertising agencies.

#### COMIC BOOK

4 OF THE 5 TOP COMIC BOOK PUBLISHERS in North America print their books at TC Transcontinental.

#### NETWORK

Across our In-Store Marketing network, we ship to OVER 25,000+ retail & quick-serve restaurant locations every week.

#### INSTALLATIONS

We install our work as well! In 2022, for one of our clients, we completed 43 full store installations across Canada in a single night.

#### RECYCLING PROGRAM

In 2022, our In-Store Marketing team RECYCLED ALMOST 900,000 LBS. of Styrene and Coroplast alone thanks to our Plastic Recycling program partnership with Post Plastics, and we also recycle 98% of all our scrap materials.

#### 360-DEGREE CAMERA

Our Premedia team has a front façade of a 2-STOREY HOUSE AND FULL FRONT PORCH IN OUR PHOTO STUDIO, and we were one of the first companies with a 360-DEGREE CAMERA.

#### FOREST PROTECTION

TC Transcontinental has been a leader in sustainable paper procurement, encouraging governments and the forest industry to SUPPORT AND PROMOTE THE PROTECTION OF ANCIENT AND ENDANGERED FORESTS AROUND THE WORLD. We are proudly committed to contributing to the creation of a conservation legacy for these landscapes.

# Printing

#### PUBLICATIONS

TC Media Books publications are distributed throughout Canada, the United States, France, Belgium, Luxembourg, Switzerland, and French-speaking Africa.

#### FRENCH-LANGUAGE

We are the largest French-language publisher of textbooks in North America.

#### EDUCATION

We publish books for all levels of education and for all French-speaking and French immersion clients in Canada.

#### OVER 22,000 TITLES

There are over 22,000 titles in our catalog.

#### DIGITAL PRODUCTS

TC Media Books has the largest offering of French-language digital products for the education sector in Canada.

#### AWARDS

Our i+Interactive digital platform was a finalist in 3 categories (Digital Courseware Solution, Math Solution and Video-based Learning Solution) at the EdTech Awards 2022 in the United States.

#### GROUPE CONSTRUCTO

Our Groupe Constructo is the leader in providing strategic information to the construction industry in Quebec.

# Media



# tc. HEALTH & SAFETY

## SAFETY IS OUR TOP PRIORITY

At TC, our coworkers are our most valuable resource, and nothing is more important than their health and safety. We are committed to conducting operations in the safest possible manner.

By combining a systematic risk management approach with proper training and effective communication at all levels of the organization, we prevent work-related injuries and occupational illnesses.

**TC HAS A “NO INJURIES” TARGET.**  
AT TC, HEALTH AND SAFETY IS EVERYONE’S RESPONSIBILITY, FROM THE SHOP FLOOR TO THE CEO’S OFFICE. WITH EVERYONE’S PARTICIPATION AND EFFORT, WE CAN FULFILL OUR VISION OF **EVERYONE HOME SAFE AND HEALTHY, EVERY DAY.**



### **BIG TOP OCCUPATIONAL HEALTH AND SAFETY RECOGNITION PROGRAM.**

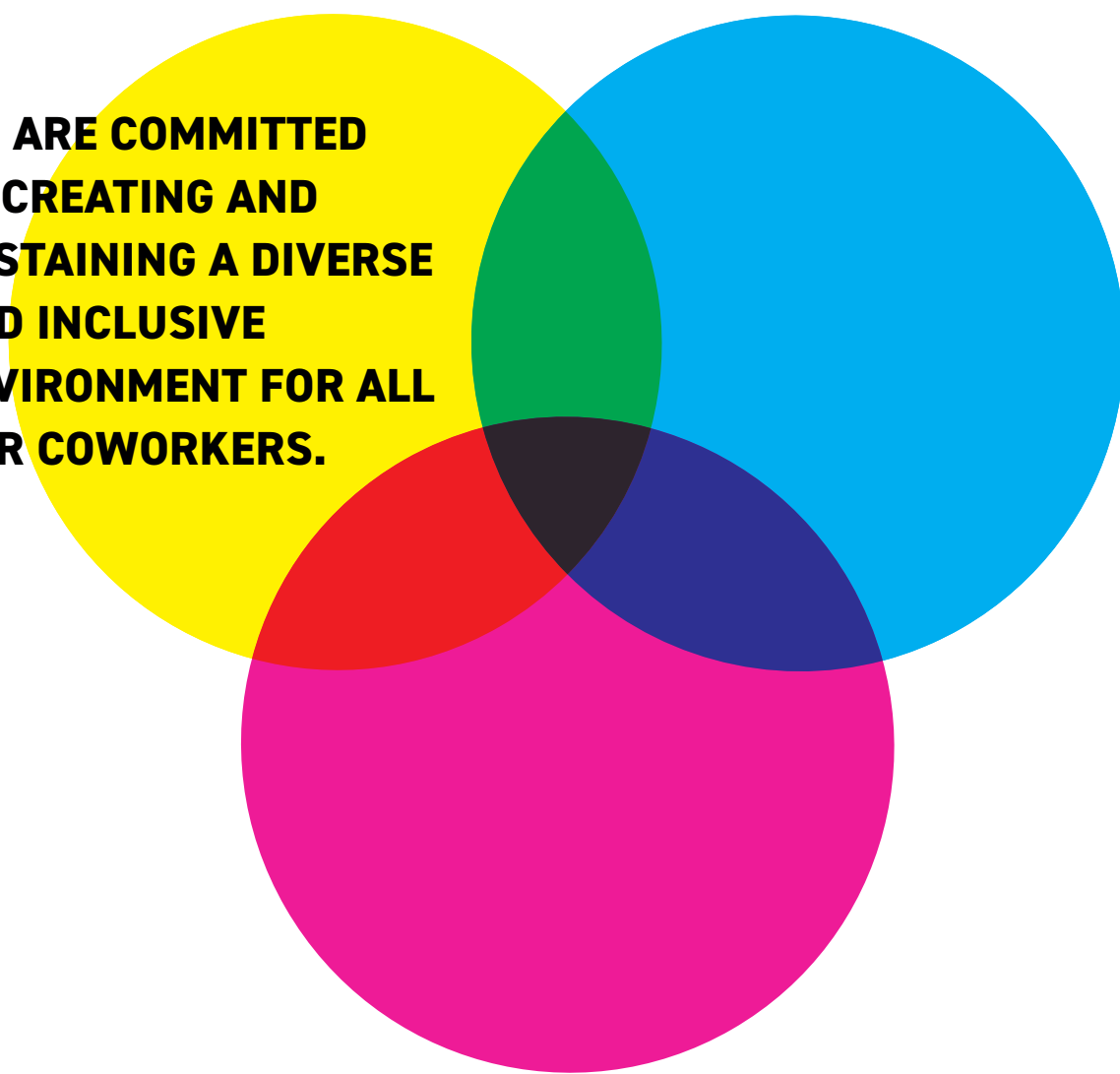
Demonstrating our commitment to safety and innovation, we established the Big Top Occupational Health and Safety Recognition Program. This program recognizes excellence and innovation in health and safety initiatives and highlights best practices. Winning business units are awarded cash grants to be used by the production facility to reinvest in health, safety and wellness activities as well as a recognition plaque or certificate and banner to proudly display their achievement.



*Everyone home*  
**SAFE and HEALTHY**  
*every day*

### **HEALTH AND SAFETY COMMUNITY PARTNER PROGRAM**

TC Transcontinental is committed to recognizing employees and business units that excel in ensuring a safe and healthy workplace. Every year, our Health and Safety Community Partner Program awards eligible business units a sum of money to donate to a charitable organization of their choice. This program supports our safety vision of ensuring *everyone home safe and healthy every day*. Moreover, it aims to promote employee values and aspirations regarding social causes by investing in the well-being of the communities where we operate. We are proud to make cash donations to support causes dedicated to poverty relief, education, healthcare and more!



**WE ARE COMMITTED  
TO CREATING AND  
SUSTAINING A DIVERSE  
AND INCLUSIVE  
ENVIRONMENT FOR ALL  
OUR COWORKERS.**

# **tc. DIVERSITY & INCLUSION**

Our Diversity & Inclusion (D&I) Steering Committee is led by our Chair of the Board, Isabelle Marcoux, and includes colleagues with a diverse representation of leadership levels, gender, sexual orientation, and ethnicities to guide and support our D&I strategy.

# WOMEN

TC Transcontinental began its diversity journey in 2013 and since then, gender diversity has played a key role in the organization's talent development approach. We have maintained our efforts to increase the representation of women in leadership positions. As a result, in 2021, we attained **33% women** in leadership and management positions, **up from 24%** merely a decade prior. And we are building on this momentum!

## WOMEN@TC

In line with our commitment to support gender diversity and female leadership, TC Transcontinental established Women@TC, a forum to recognize, connect and promote development for women leaders in the TC community. We organize various events with guest speakers and offer training, resources, and mentorship programs. Reflecting our growing presence in Latin America, we also launched Mujeres@TC catering to women leaders in this region.

# AWARDS & RECOGNITION

## 2023 AND 2021 GLOBE AND MAIL'S WOMEN LEAD HERE HONOREE LIST

The Women Lead Here honorees list identifies best-in-class executive gender diversity in corporate Canada by recognizing companies with a high percentage of females in leadership roles. Making the list of 90 companies among the top 500 companies listed on Canadian exchanges with at least \$50 million in revenue, for the second time, is a significant achievement for TC Transcontinental.



REPORT ON BUSINESS  
WOMEN LEAD HERE

## MCKINSEY & COMPANY'S 2019 WOMEN MATTER REPORT

TC Transcontinental was selected and featured in the report as being on the top quartile (best-in-class) in our industry in terms of D&I efforts based on a talent pipeline analysis of 94 organizations.

# TRUE COLORS

In line with TC Transcontinental's values, we believe that to reach their full potential, employees need to feel secure and accepted for who they are. Diversity is a matter of fundamental fairness and leads to better performance. For these reasons, TC Transcontinental is proud to broaden its diversity and inclusion program by including both racial and LGBTQ+ diversity. An example of our commitment is True Colors.

True Colors is an employee-led LGBTQ+ committee aimed at creating an inclusive and safe space for members of the LGBTQ+ community and their allies. With the support of our Chair, the members of the Board of Directors and the executive leadership team, True Colors works to foster a diverse and inclusive workplace where all lesbian, gay, bisexual, transgender and queer employees within the organization feel accepted, have access to equal opportunity and benefits, and feel empowered to be their true self.



# tc. SOCIAL RESPONSIBILITY

At TC Transcontinental, we believe in building a lasting company and want to pass on the legacy of a solid, responsible corporate citizen. It is important for us to challenge the status quo, to look forward, and to take action to create long-term value for our company, our industry and our stakeholders.

————— TOGETHER —————  
WE ARE BUILDING OUR FUTURE.



Supported by our strong values and our corporate culture, we want to design a future that is green, inclusive, safe, innovative, sustainable, united, and responsible. Looking ahead to 2025, we have set ambitious goals articulated around five main themes.

- GREENER GROWTH
- AN INCLUSIVE AND SAFE ENVIRONMENT
- INNOVATIVE AND SUSTAINABLE PRODUCTS
- UNITED WITH OUR COMMUNITIES
- GOVERNANCE AND RESPONSIBLE BUSINESS PRACTICES

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Since 2020 we have aligned our Corporate Social Responsibility (CSR) objectives with those of the **United Nations Sustainable Development Goals** (SDGs). We are proud to contribute to nine goals outlined in the 2030 Agenda for Sustainable Development.

- ZERO HUNGER
- GENDER EQUALITY
- AFFORDABLE AND CLEAN ENERGY
- DECENT WORK AND ECONOMIC GROWTH
- INDUSTRY, INNOVATION AND INFRASTRUCTURE
- REDUCED INEQUALITIES
- RESPONSIBLE CONSUMPTION AND PRODUCTION
- CLIMATE ACTION
- LIFE ON LAND



# Partnership

Meeting sustainability challenges requires collaboration across the entire value chain. We have established rich relationships over the years with our esteemed partners, such as the Ellen MacArthur Foundation demonstrating our commitment to the circular economy of plastics.

# Recognition



**ONE OF  
CANADA'S  
50 BEST  
CORPORATE  
CITIZENS**

We are also very proud of our performance within many recognized rankings, notably, TC Transcontinental has been repeatedly named one of Canada's 50 best corporate citizens in the renowned Corporate Knights ranking. As we move forward on corporate social responsibility, we continue to develop new strategic partnerships to work towards a more sustainable future.



**tc.**  
**WE'VE GOT**  
**IT MADE**

At TC Transcontinental, we've got it made.  
Come and see for yourself

**WeveGotItMade.com**

