

GUIDE. MOBILIZE. ACHIEVE.



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Notes to readers

Significant changes in 2015

During fiscal year 2015, we pursued our transformation and the diversification of our operations. We thus acquired Ultra Flex Packaging (now called Transcontinental Ultra Flex), a supplier of flexible packaging. This transaction closed on September 30, 2015. As such, all data presented in this report take this transaction into account unless otherwise indicated. During the fiscal year, we also divested our consumer magazines. Therefore, fiscal year 2014 financial data were restated to exclude earnings from discontinued operations. Finally, due to modifications to the Canadian and American electricity greenhouse gas emission factors, the tonnage of greenhouse gases was restated for years 2012 to 2014.

Forward-looking information

Please refer to forward-looking information in the 2015 Annual Report available on the Company's website at www.tc.tc.

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message

from the President
and Chief Executive Officer

Our 2013-2015 corporate social responsibility plan has come to an end. Not only did we focus our actions and mobilize our stakeholders around issues that are most relevant to our operations, we also solidified our approach and achieved our stated targets. We can be proud of our journey and of the gains we have made over the past three years.

Developing talent in order to increase the pool of potential leaders at TC Transcontinental is a key component in the execution of our corporate strategy. We therefore put in place the Leadership Journey to help managers improve their leadership skills through a practice-based program. Moreover, we also committed to enabling our employees to experience innovation on a daily basis. We therefore brought to market close to twenty projects that originated from the innovation process, generating cost savings and new sources of revenue for TC Transcontinental. Furthermore, we care about the well-being of our employees. Thanks to our *Vigilance* program, our lost time accident frequency rate is one of the lowest in the industry.

TC Transcontinental is proud to have a long history of philanthropy. We have shown our commitment to the communities in which we operate by contributing over \$10 million in cash or goods and services over the past three years. We have provided our support to hundreds of organizations, mainly in the areas of health and education, and to a number of different communities. We also foster a spirit of community among our employees. We congratulate them for their fundraising efforts and the time they have spent helping charities and humanitarian causes.

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message

from the President
and Chief Executive Officer

Finally, in terms of environment, minimizing our environmental footprint has always been a priority for us. Our progress on this front has been remarkable: in just three years, our ecoresponsible paper purchases have increased from 67% to 95%! As the largest printer in Canada, we rely on a range of sustainable forest products and believe that our responsible paper purchasing policy has a significant impact on the forest and paper industries. As a leader, it's our responsibility to put our influence to good use. Over the past few years, we have thus taken the opportunity on multiple occasions to learn even more about the issues related to the conservation of forests but also to educate our stakeholders. We therefore actively supported the large-scale conservation of Canada's important forests. We believe that the path toward sustainability must be a shared effort between the public and private sectors, non-governmental organizations and communities alike.

To conclude, the past three years have enriched our corporate social responsibility experience. We have built on this three-year plan to create our 2016-2018 plan. The new plan constitutes a separate document. We worked on the development of objectives and set targets that are even more tangible, all of which is in line with our ongoing commitment to our employees, communities and the environment.



FRANÇOIS OLIVIER
President and Chief Executive Officer

profile

Canada's largest printer, with operations in print, flexible packaging, publishing and digital media, TC Transcontinental's mission is to create products and services that allow businesses to attract, reach and retain their target customers.

Respect, teamwork, performance and innovation are strong values held by the Corporation and its employees. The Corporation's commitment to all stakeholders is to pursue its business and philanthropic activities in a responsible manner.



TRANSCONTINENTAL INC.

(TSX: TCL.A, TCL.B), known as TC Transcontinental, has over 8,000 employees in Canada and the United States, and revenues of C\$2.0 billion in 2015.

www.tc.tc

employees

A key aspect of TC Transcontinental's vision is to invest in its most valuable asset and one of its four pillars—its employees. The first priority is to attract, develop and retain talent by supporting individual development.

The second priority is to maintain and enhance employee health, safety and wellness by maintaining a safe and healthy work environment and through initiatives such as the *Vigilance* program and an inter-sector Health and Wellness committee.



employees



PRIORITY
1
Attract, develop
and retain talent ⁽¹⁾

PRIORITY
2
Maintain and
enhance employee
health, safety
and wellness

[1] Given the integration process of Transcontinental Ultra Flex, this business unit was not considered in the talent objectives.

PRIORITY

1. ATTRACT, DEVELOP AND RETAIN TALENT

OBJECTIVE 1.1 > Optimize employer branding

EMPLOYER BRANDING

Targeted internal
and external
promotional campaign

Activate your talent!: employer branding that truly represents our people. In 2013, TC Transcontinental developed an employer branding that is firmly anchored in the Corporation's core values and renewed brand image. A slogan, banners, testimonies, videos, career sites and social media sites were developed and rolled out to highlight the true TC Transcontinental experience and to attract and retain internal and external talent.

In 2015, our internal promotional branding campaign was focused on the launch of the Talent Scouting Club initiative. The objective of this program is to help TC Transcontinental retain its primary source of recruitment leads – internal references – by our employees. The results have been very positive as we experienced a 30% increase in internal references. We will continue to put in place quarterly activities to maintain the interest of our employees in this program.

OUR TARGET FOR 2015 was to renew interest in the brand, both internally and externally. The HR team's role as an ambassador of this initiative was crucial to the success of the branding campaigns.



PRIORITY

1. ATTRACT, DEVELOP AND RETAIN TALENT

OBJECTIVE 1.2 > Identify and develop the talent needed to meet our business objectives

LEADERSHIP + DEVELOPMENT + CROSS-FUNCTIONAL PROJECTS

100%

of succession candidates' development plans implemented using the 70-20-10 approach

100%

of succession candidates were assigned to a cross-functional project. This represents 44% of our succession candidates, exceeding our 30% target.

To ensure effective succession planning, Leadership Reviews were conducted across the organization in 2015. The succession planning exercise was held at the Executive, Sector and Function levels.

We also implemented development plans for succession candidates to accelerate their development and career advancement. In 2015, 100% of the development plans for succession candidates were implemented using the 70-20-10 approach ⁽¹⁾.

Based on the understanding that the most critical development occurs on the job, in 2015, 44% of executive and senior management succession candidates were assigned to a cross-functional project—achieving well over our target of 30%.

Since we believe leadership is a key part of our success, in 2013 we laid the foundation for TC Transcontinental's leadership development framework (*Leadership Journey*). The focus of the program in 2015 was on the deployment and results measurement of the key components for leadership development. In parallel, we continue to develop additional components for the program.

The *Leadership Journey* provides employees with a clear definition of what we expect from our leaders, the key competencies required to succeed, a development path to support their individual advancement and the measurement of the progress achieved.

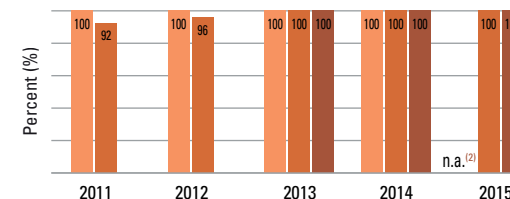
OUR TARGETS FOR 2015 were to ensure that 100% of our business units conduct Leadership Reviews and that 100% of our succession candidates have a 70-20-10 development plan. We also intended to assign at least 30% of our succession candidates to cross-functional projects. We modified our targets to require, in line with our *Leadership Journey* deployment strategy, that 100% of our business units must select and deploy at least one of the three components included in the program.

Talent Management

Leadership reviews conducted for identified business units

Succession candidates' individual development plans implemented using the 70-20-10 approach

Succession candidates at senior level assigned to a cross-functional project



⁽¹⁾ The 70-20-10 approach refers to the type of learning activities that is experience based (70%) with coaching (20%) and training (10%)

⁽²⁾ Data not available in 2015. We continued to conduct our Leadership Review meetings across the organization; however, we used a different indicator than the one presented in the previous reports.

PRIORITY

1. ATTRACT, DEVELOP AND RETAIN TALENT

OBJECTIVE 1.3 > Support individual development

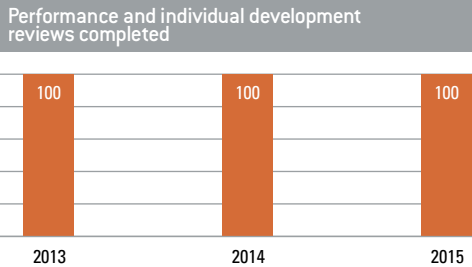
PERFORMANCE

100%
of performance reviews
were completed
(beginning of year, mid-year,
and year-end reviews)

We encourage employees and managers to meet at least twice a year to review individual progress, as well as the achievement of performance and development objectives.

In 2015, we once again met our target, which is to ensure that 100% of our non-unionized employees meet with their manager at least twice a year.

OUR TARGETS FOR 2015 were to ensure that 100% of our non-unionized employees meet with their manager—at least twice a year—to review performance and implement the key components of the leadership development framework. However, given our *Leadership Journey* deployment strategy, we moved and revised our target related to leadership development under objective 1.2.



PRIORITY

1. ATTRACT, DEVELOP AND RETAIN TALENT

OBJECTIVE 1.4 > Encourage employee-driven innovation

INNOVATION

2,540 employees,

208 facilitators and

189 managers

have participated
in the *Innovation
Challenge* since 2011^[1]

Through our innovation initiatives, we give our employees the opportunity to share their ideas, express their creative potential and build their skills to introduce innovative offerings. Ideas must be based on TC Transcontinental's customer needs, technology trends in the industry and key business challenges faced by the Corporation.

In its second year, in 2015, the *Innovation in Action* program pursued its activities, with 25 teams from the Printing division proposing ideas to **Run** the business better in terms of efficiency and profitability, **Grow** and expand the business, in terms of new clients, revenues and market shares, and enable us to **Transform** and develop new products, services or solutions. Out of the ideas proposed, 8 were funded for development and implementation. In addition to working on over 15 new digital product development projects, the Media Sector continued to implement the "Agile Methodology" and also trained 30 managers in the "Business Model Canvas" methodology. Both of these initiatives will support the New Product Introduction Process launched to improve the quality of assessment of the most promising ideas but also to accelerate the time to market of new local digital offerings.

OUR TARGET FOR 2015 was to ensure that the innovation process is fully integrated into our operations.



[1] Excluding duplicates.

PRIORITY

2. MAINTAIN AND ENHANCE EMPLOYEE HEALTH, SAFETY AND WELLNESS

OBJECTIVE 2.1 > Maintain a safe and healthy work environment

FREQUENCY

0.45

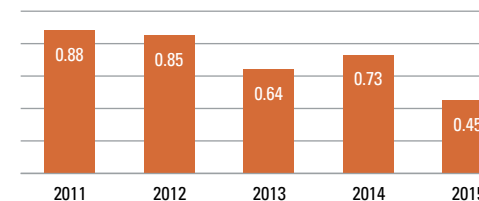
accident per
200,000 worked hours

In 2015, we achieved a frequency rate of 0.45 accident per 200,000 worked hours compared to 0.73 in 2014 (38% decrease). There were 35 lost time accidents in 2015 compared to 59 in 2014.

This result is mainly attributable to a decrease of accidents due to a better risk management as well as an increased level of implementation of the *Vigilance* prevention program. Furthermore, a decrease of 20% of the Total Frequency Rate was achieved for the Printing and Packaging Sector in 2015 compared to 2014.

OUR TARGET FOR 2015 was to reduce the frequency rate to less than 0.64 accident per 200,000 worked hours and to less than 54 lost time accidents.

Lost time accident frequency rate



SEVERITY

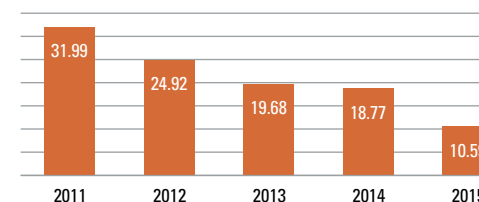
10.59

lost days per
200,000 worked hours

In 2015, our accident severity rate was 10.59 lost days per 200,000 worked hours, compared to 18.77 days in 2014 (44% decrease). There were 832 lost days in 2015 compared to 1,523 in 2014. This result is mainly due to a decrease in the number of accidents and the implementation of the return to work program. In total, 7 HSW (Health, Safety and Wellness) audits were conducted. The target of 87% of average risk control for all business units was surpassed (88%).

OUR TARGET FOR 2015 was to reduce the accident severity rate to less than 19.68 lost days per 200,000 worked hours and to obtain an overall audit score above 86%. Given our performance in 2014, our revised target for 2015 was to reduce the accident severity rate to less than 18.77 lost days per 200,000 worked hours and to obtain an overall audit score above 87%.

Lost time accident severity rate



PRIORITY

2. MAINTAIN AND ENHANCE EMPLOYEE HEALTH, SAFETY AND WELLNESS

OBJECTIVE 2.2 > Improve employee wellness

WELLNESS + MENTAL HEALTH

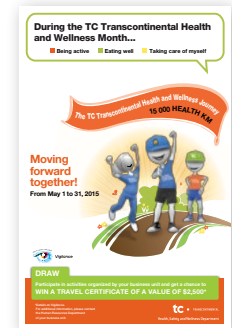
96%

of business units have promoted the *Health and Wellness Journey*

The month of May was dedicated to raising awareness and promoting healthy lifestyle choices through initiatives such as the *Health and Wellness Journey*, a virtual trail of Health and Wellness activities, organized in the business units, that leads employees over a 15,000 km long health journey. TC Transcontinental is proud of the impressive results: 146,850 health km were logged and 341 health activities were conducted in the business units in all sectors of TC Transcontinental, exceeding the initial objective. Video, pamphlets, posters, contests and participation prizes were distributed and provided during the campaign.

November was mental health awareness month. Training and information sessions, videos and conferences were made available to all business units to support employees and managers in identifying and addressing mental health issues.

OUR TARGET FOR 2015 was to achieve a 10% increase in overall participation in the wellness activities outlined in TC Transcontinental's Health, Safety and Wellness Action Plan.



communities

TC Transcontinental's vision also includes its involvement in the communities in which it operates. The Corporation's priority is to invest primarily in the areas of health and education.



TC Transcontinental identified three key components on which to build its community engagement program.

First, it contributed to the community not only through financial donations, but also through the donation of goods and services. Second, it used its network of publications and digital platforms to promote activities of various non-profit organizations which it supports. Third, it encouraged employees to get involved and supported their participation in fundraising initiatives.

communities



PRIORITY

1. INVEST IN COMMUNITY WELL-BEING

OBJECTIVE 1.1 > Contribute to the community through donations of cash or goods and services

DONATIONS

1.0%
of adjusted EBIT
donated in 2015

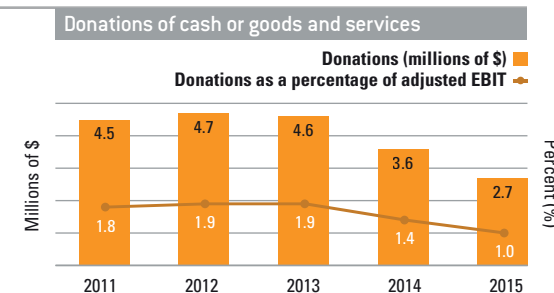
In 2012, TC Transcontinental adopted a *donations policy* aimed primarily at supporting organizations dedicated to health and education. The common link among the activities supported by the Corporation is that they are established in the communities in which TC Transcontinental does business and where its employees live and work.

In that spirit, TC Transcontinental donates more than 1% of its adjusted operating earnings (adjusted EBIT) every year in the form of cash or goods and services. In 2015, 2.7 million, or 1.0% of the adjusted EBIT, was donated to more than 350 organizations. The decrease from previous years was primarily due to the sale of our consumer magazines, in which spaces were reserved for the promotion of charitable causes.

Note that these donations do not include the hundreds of hours paid by the Corporation to our employees that allocated time towards charitable and humanitarian organizations during regular business hours.

In 2015, in the area of health for example, TC Transcontinental continued to offer its support to various hospitals throughout the country, including the Montreal Heart Institute Foundation, The Montreal Children's Hospital Foundation and the Owen Sound Regional Hospital Foundation. With respect to education, we supported multiple scholarship programs and business programs offered by Canadian universities with a focus on entrepreneurship, including Université de Montréal, Concordia University and University of Toronto. Furthermore, we continue to support Centraide of Greater Montreal, a cause close to our heart for more than 25 years.

OUR TARGET FOR 2015 was to maintain an annual donation budget of over 1% of adjusted operating earnings.



environment

TC Transcontinental continues to minimize the environmental footprint of its operations, products and services by reducing impacts on ecosystems, optimizing resource use and reducing its greenhouse gas emissions. The Corporation has thus identified three priorities.



The first was to evaluate and reduce the environmental impact of its operations by measuring its air emissions, optimizing waste management, monitoring its water use and wastewater discharge quality, reducing energy consumption and expanding the scope of greenhouse gas emissions calculations. The second was to continue to implement ecoresponsible procurement practices by increasing the proportion of paper that is 100% certified and/or recycled and reducing the use of paper with no certified or recycled content. In recent years, TC Transcontinental has focused its attention primarily on paper, because paper is a major component of its procurement. However, it also thoroughly analyzed all other purchases in order to identify, on one hand, those that are becoming more significant and, on the other hand, those that might represent potential environmental challenges. Its third priority was to reduce the environmental impact of its products and services by promoting responsible business practices.

environment



PRIORITY
1

Track and reduce
the environmental
impact of our
activities

PRIORITY
3

Promote
ecoresponsible
corporate practices

PRIORITY
2

Adopt ecoresponsible
procurement practices

PRIORITY

1. TRACK AND REDUCE THE ENVIRONMENTAL IMPACT OF OUR ACTIVITIES

OBJECTIVE 1.1 > Control our volatile organic compound (VOC) emissions

VOCS

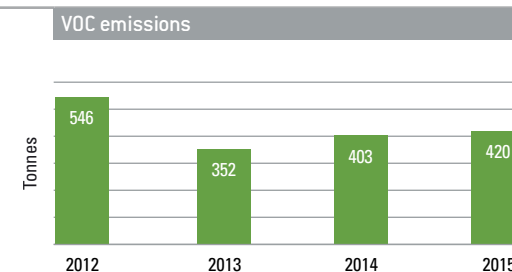
23%

reduction since 2012

Volatile organic compounds (VOCs) are released as ink dries and during press cleaning. To keep close track of our VOC emissions, mass balance calculations are performed each year using TC Transcontinental's procurement reports, particularly with regard to inks, fountain solutions and blanket washes. The Corporation also has a program in place which ensures that incinerators, which destroy a large portion of VOCs, are adequately maintained so as to preserve their maximum destruction efficiency.

In 2015, VOC air emissions increased slightly compared to 2014. This can be attributed to the inclusion of the first full year of the Transcontinental Capri packaging plants, as the flexible packaging process is more solvent-intensive than printing on paper. Emissions are still considerably lower than in 2012, which is mostly due to projects related to plant consolidation over the last three years.

OUR TARGET FOR 2015 was to keep close track of our annual VOC emissions.



OBJECTIVE 1.2 > Optimize waste management

WASTE

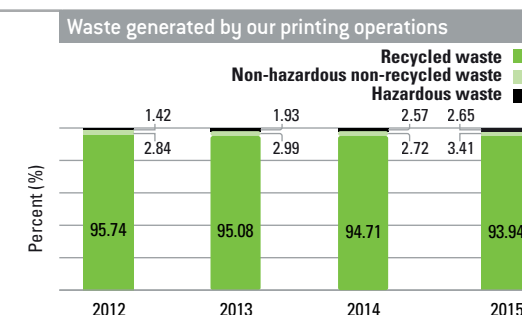
93.9%

Waste recovery rate

As part of our ongoing commitment to reduce our environmental footprint, TC Transcontinental achieved a 93.9% waste recovery rate in 2015, the vast majority of which came from recycled, reused or recovered paper. Moreover, metal, plastic, light bulbs, aerosols, electronic appliances and returnable containers are being diverted from landfill through initiatives implemented in business units. Sound management practices for hazardous wastes are also employed by systematically sending them to specialized firms for proper disposal.

The creation of the Packaging division impacted our waste recovery rate because viable recovery streams for multi-material laminates and plastic films, for the most part, have yet to be developed. While part of our packaging plastic waste is already diverted from landfill by going through waste-to-energy processes, as a new player in this field, TC Transcontinental will actively participate in the pursuit of other recovery options and promote sustainable practices in flexible packaging.

OUR TARGET FOR 2015 was to maintain a recovery rate above 95%.



PRIORITY

1. TRACK AND REDUCE THE ENVIRONMENTAL IMPACT OF OUR ACTIVITIES

OBJECTIVE 1.3 > Calculate our water consumption and monitor wastewater discharge quality

WATER

90%

reduction of oil and grease concentrations in our Montreal industrial wastewater

Although the printing process does not involve large quantities of water compared to other industries, TC Transcontinental nonetheless strives to ensure this resource is used responsibly. In 2015, we continued gathering water consumption information from about 20 of our business units equipped with water meters. Through extrapolation, an overall consumption estimate of 291,450 m³ was obtained.

Since 2013, TC Transcontinental works in partnership with the École de Technologie Supérieure in Montréal. The goal of this collaboration is to obtain better understanding of the sources of water contaminants in the printing process and provide opportunities to improve the quality of our wastewater throughout our business units. After three years, the positive impacts on the quality of the industrial wastewater of our three Montreal printing plants can already be seen. In fact, 90% and 50% reductions were observed for oil as well as grease and chemical oxygen demand (COD) concentrations respectively.

OUR TARGET FOR 2015 was to develop a more accurate picture of our water usage and improve the quality of our wastewater.



OBJECTIVE 1.4 > Reduce our energy consumption

ENERGY

6%

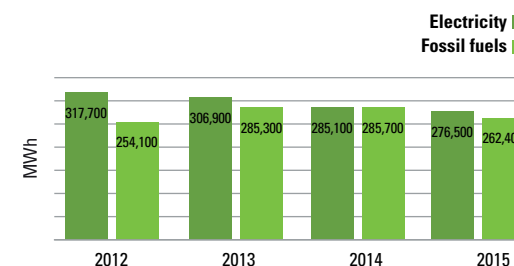
reduction in energy consumption in 2015

The trend toward lower electricity use continued in 2015 with a decrease of 3%, while the use of fossil fuels also decreased in the past year (8%). The two categories add up to a 6% reduction in energy consumption compared to 2014.

This reduction can be attributed to numerous energy efficiency measures, particularly with regard to lighting; control and monitoring of HVAC (heating, ventilation and air conditioning) systems; and the replacement of outdated equipment. Plant consolidation and re-organization projects have also had an impact on our energy consumption, by ensuring an optimized use of the equipment.

OUR TARGET FOR 2015 was to reduce our energy consumption.

Energy used by our business units



PRIORITY

1. TRACK AND REDUCE THE ENVIRONMENTAL IMPACT OF OUR ACTIVITIES

OBJECTIVE 1.5 > Expand the scope of our GHG emission calculations

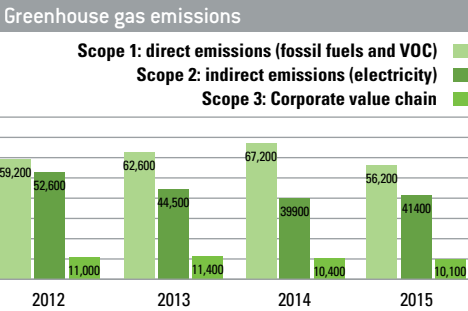
GREENHOUSE GASES (GHG)

13%
reduction in combined
Scope 1 and 2 emissions
since 2012

Scope 1 emissions (or direct GHG emissions) coming from sources that are owned or controlled by TC Transcontinental: in 2015, they decreased due to lower use of fossil fuels. Scope 2 emissions are indirect GHG emissions resulting from the off-site generation of electricity and in 2015, they have increased despite the reduction in electricity consumption, as our electricity was purchased in provinces or states with higher greenhouse gas emissions per kWh produced. Compared to 2012, there was a 13% reduction in combined Scope 1 and 2 emissions.

Scope 3 emissions include indirect GHG emissions from sources not owned or directly controlled by the entity but related to its activities. Over the past three years, we have expanded our calculations to include certain aspects of Scope 3, such as business travel (use of personal vehicles, rental vehicles and air travel) and electricity consumption from the leased buildings for which we don't control consumption. These emissions decreased in 2015 following the reduction in the number of leased assets driven by numerous mergers in the Media sector and lower emissions from business travel.

OUR TARGET FOR 2015 was to delve further into other Scope 3 elements in order to include them in our GHG emission calculations.



PRIORITY

2. ADOPT ECORESPONSIBLE PROCUREMENT PRACTICES

OBJECTIVE 2.1 > Expand the scope of our ecoresponsible procurement practices

PURCHASES

100,000 kWh

Solar energy produced annually at our new Transcontinental Ultra Flex packaging plant

In 2015, TC Transcontinental continued its expansion in the flexible packaging market by acquiring Ultra Flex Packaging located in New York. This acquisition roughly doubles the Corporation's yearly purchases of plastics. We expect to purchase about 15,000 tonnes of plastics on an annual basis to produce flexible packaging, such as bags, pouches, liners and overwraps. As with our 2012 *Paper Purchasing Policy*, we will track our plastic purchases and strive to develop sustainable and responsible practices in order to minimize the impact of our products and services on the environment.

The Transcontinental Ultra Flex plant stands particularly out due to its solar energy equipment. Multiple solar panels are located on the roof of one of the buildings, producing approximately 100,000 kWh on an annual basis. This adds up to more than 60% of the annual energy consumed by that same building, or the equivalent of the energy used by 9 American households in a year! Going forward, TC Transcontinental will look into expanding this practice to other business units.

OUR TARGET FOR 2015 was to identify opportunities in the other procurement categories (energy, direct materials, etc.) that would allow us to reduce the overall environmental footprint of our services.



OBJECTIVE 2.2 > Increase usage of Gold and Gold Plus papers

PAPER

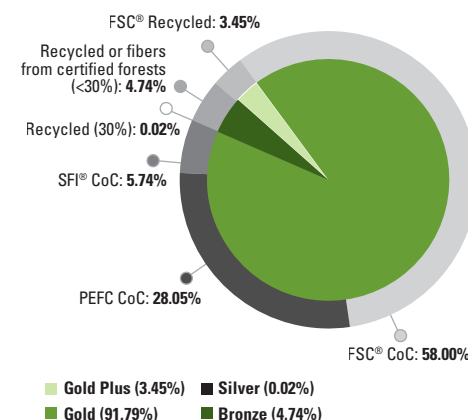
95%

Procurement of Gold and Gold Plus papers

In our 2012 *Paper Purchasing Policy*, we stated our preference for paper made with 100% recycled fibre [Gold Plus] or a combination of recycled and either FSC®, SFI® or PEFC certified fibres [Gold]. Recall that these three certifications are designed to assure customers that the products they purchase have come from responsibly and sustainably-managed forests. In 2015, thanks to the strong relationships we have with our paper suppliers, 95% of the paper purchased was ranked Gold and Gold Plus, maintaining the level of 2014.

OUR TARGET FOR 2015 was to achieve an 80% purchasing target for Gold and Gold Plus papers. Our revised 2015 goal was to maintain our purchases at the 2014 level.

Certification mix of paper purchased



PRIORITY

3. PROMOTE ECORESPONSIBLE CORPORATE PRACTICES

OBJECTIVE 3.1 > Increase TC Media publications certification rates

CERTIFICATIONS

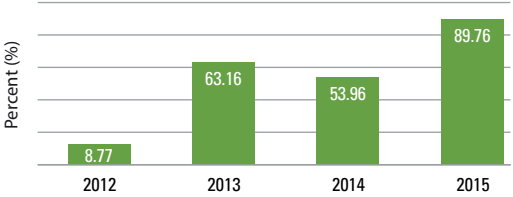
89%

TC Media publications
bearing a certified
paper logo

As outlined in our 2012 *Paper Purchasing Policy*, TC Transcontinental is committed to ensuring the use of sustainable forest management chain-of-custody certification logos on its TC Media publications. 2015 marked a turning point for TC Media with the sale of the consumer magazines. Nevertheless, the overall rate of certification increased to 89% this year, mostly due to the completion of the certification of the Quebec newspapers acquired in 2014 and the expansion of our certification efforts to 24 newspapers in the Atlantic provinces.

OUR TARGET FOR 2015 was to increase the certification rate of our TC Media publications to 80%.

TC Media publications with a certification logo



selected initiatives and recognitions

employees

> Improving productivity and Health and Safety at Transcontinental Brampton and Transcontinental Qualimax

By applying best practices in Health and Safety through the *Vigilance* prevention program, Transcontinental Brampton reached the impressive milestone of 10 years without a lost time accident. Also, Transcontinental Qualimax won the *GraphiPrévention* 2015 prize awarded by the *Association sectorielle paritaire* (ASP) in recognition of innovation in press safety.

communities

> At the heart of communities

TC Transcontinental proudly encourages employees to contribute to the social and community life of their regions and raise funds by participating in many initiatives. For example, Transcontinental Capri showed its commitment to its community, particularly by its involvement with Bright Futures USA to sponsor a school. TC Media employees in Quebec cycled in the *Grand défi Pierre Lavoie*, raising money to support medical research into rare hereditary diseases. At TC Transcontinental Printing, our employees in our Brampton, Vaughan, Aurora and Markham plants in Ontario, actively participated in toy and food drives and raised funds for the Salvation Army. In Montreal, traditional Christmas hampers were distributed to many families through the Old Brewery and Sun Youth, thanks to the generosity of several business units.

environment

> Increasing consumer awareness through our TC Media publications

TC Transcontinental remains the only publisher in North America with FSC® Certified daily newspapers, as recognized by environmental not-for-profit organization Canopy. Thanks to our 2015 efforts to apply a third-party certification logo to our TC Media publications, five daily newspapers now bear a FSC® Mix logo in Montreal and the Atlantic Provinces.

recognitions

> Female leadership recognized at Mercuriades awards

TC Transcontinental's Chair of the Board, Isabelle Marcoux, was the recipient of the *Mercure Leadership, Germaine-Gibara Award*, Large company category, an award jointly issued by the *Fédération des chambres de commerce du Québec* and Sun Life Financial, which recognizes the exceptional contribution of influential businesswomen. In addition, her involvement in *L'effet A* initiative provided strong visibility to TC Transcontinental's efforts in the advancement of women, including our Women in Print event, which promotes the careers of our female leaders within the Corporation.

> TC Transcontinental ranked as one of the Best Corporate Citizens in Canada

Corporate Knights once again named TC Transcontinental as one of the Best 50 Corporate Citizens in Canada in its annual ranking measuring corporate responsibility according to social, environmental and governance performance.

> Excellence in food safety standards in flexible packaging

Transcontinental Capri received Safe Quality Food Level 3 certification, an audit standard compliant with Global Food Safety Initiative requirements, established by the Safe Quality Food Institute. It is a clear signal to partners, suppliers and customers that food safety and quality are important to TC Transcontinental.

> Honoring our founder's commitment to local media

TC Transcontinental founder and board member Rémi Marcoux was made a member of the *Ordre des Hebdo*s by the weekly newspaper association *Hebdos Québec* which celebrates excellence in independent local newspapers.

APPENDIX

FINANCIALS	2015	2014 ⁽¹⁾	2013 ⁽²⁾
Revenues (in millions)	\$ 2,002.2	\$ 1,990.4	\$ 2,096.7
Adjusted operating earnings before amortization (Adjusted EBITDA) (in millions)	\$ 378.7	\$ 354.1	\$ 338.6
Total assets (in millions)	\$ 2,113.5	\$ 2,027.7	\$ 1,850.8
Market capitalization at fiscal year-end (in millions)	\$ 1,575.0	\$ 1,200.0	\$ 1,299.0
Innovation			
R&D expenses (in millions) ⁽³⁾	n.a.	\$ 5.2	\$ 5.4

EMPLOYEES	2015	2014 ⁽¹⁾	2013 ⁽²⁾
Number of employees	8,289	8,857	9,060
Employee wages and benefits (in millions)	\$ 648.2	\$ 638.5	\$ 678.0
Number of voluntary departures (including retirements)	669	728	714
Pension fund			
Type of pension fund	MIX DB and DC	MIX DB and DC	MIX DB and DC
Pension plan assets (in millions)	\$ 717.5	\$ 771.7	\$ 699.2
Unfunded liabilities for defined benefit plan (in millions)	\$ 14.2	\$ 8.9	\$ 35.9
Defined contribution plans expenses (in millions)	\$ 37.9	\$ 38.2	\$ 38.0
Health, safety and wellness			
Number of fatalities	0	0	0
Lost time accident frequency rate (accidents per 200,000 worked hours)	0.45	0.73	0.64
Lost time accident severity rate (lost days per 200,000 worked hours)	10.59	18.77	19.68

COMMUNITIES	2015	2014 ⁽¹⁾	2013 ⁽²⁾
Donation of cash, goods and services (in millions)	\$ 2.7	\$ 3.6	\$ 4.6
Dividends on participating and preferred shares (in millions) ⁽⁴⁾	\$ 52.3	\$ 55.6	\$ 129.9

ENVIRONMENT	2015	2014 ⁽¹⁾	2013 ⁽²⁾
Energy			
Energy use (in GJ)	1,940,400	2,051,600	2,131,600
Renewable energy used (in percent)	29.5%	27.6%	28.1%
Carbon			
GHG emissions (in tonnes of CO ₂ e Scope 1 and 2 emissions)	97,600	107,100	107,100
Water			
Water use (in m ³) ⁽⁵⁾	291,455	380,606	392,700
Waste			
Non-recycled waste (total waste - recycled waste) (in tonnes)	3,932	4,165	4,005

GOVERNANCE	2015	2014 ⁽¹⁾	2013 ⁽²⁾
Independent Directors (in percent)	67%	64%	64%
Female representation on Board of Directors (in percent)	27%	21%	21%

⁽¹⁾ Fiscal year 2014 financial data were restated to exclude earnings from discontinued operations.

⁽²⁾ As previously reported.

⁽³⁾ R&D expenses represented are expenses recognized as eligible to the Scientific Research & Experimental Development program (SR&ED) from the Canada Revenue Agency.

⁽⁴⁾ The Corporation exercised its right to redeem all outstanding Preferred Shares on October 15, 2014, for a total of \$100 million.

⁽⁵⁾ 2013 water use has been estimated using the average consumption by facility type. 2014 and 2015 water consumption has been estimated using information from 20 of our business units equipped with water meters.

corporate information

Head Office

TC TRANSCONTINENTAL
Transcontinental Inc.
1 Place Ville Marie
Suite 3315
Montreal, Quebec, Canada H3B 3N2
Telephone: 514-954-4000
Fax: 514-954-4016
www.tc.tc

Contact

Jennifer F. McCaughey,
Vice President,
Communications at 514-954-4000
or jennifer.mccaughey@tc.tc or ecodev@tc.tc

Other information

DONATIONS

For more information about the
Transcontinental Inc. Donation Policy,
visit the Corporation's website at
www.tc.tc and go to "*About/Governance*".

To request a donation, please fill out the form
available under "*About/Community*".

PRODUCTION OF THE CORPORATE SOCIAL RESPONSIBILITY REPORT

Project management

Sustainable Development Steering Committee
and the Communications Department

Sustainable Development Steering Committee Members

Brian Shatsky
Financial Analyst
TC Transcontinental

Charles David Mathieu-Poulin
Corporate Environmental Coordinator
TC Transcontinental Printing and
TC Transcontinental Packaging

Jennifer F. McCaughey
Vice President, Communications
TC Transcontinental

Shirley Chenny
Advisor, Investor Relations
TC Transcontinental

Virginie Lehmann
Marketing Coordinator
TC Transcontinental Printing

Zoraya Esplugas
Senior Advisor, Organizational Development
TC Transcontinental

Graphic design

L'atelier lineski, design graphique
and Haus Design

Photography

Jean-François Mailhot (p. 3)
Pierre Charbonneau (pp. 5-6)

Translation

SDL

*Ce Rapport de responsabilité sociale de
l'entreprise 2015 est **disponible en français**
sur notre site Internet www.tc.tc sous la
rubrique « À propos / Responsabilité sociale ».*



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